



Joint Report: Gender Pay Gap and Pay Equity Taskforce Progress Report for February 2020

Date:	4 March 2020	Report No:	SSC2020/0020
Contact:	Alex Chadwick	Telephone:	9(2)(a) privacy

	Action Sought	Deadline
Minister of State Services Hon Chris Hipkins	Note this report	None
Minister for Women Hon Julie Anne Genter	Note this report	None

Enclosure: Appendix One (A3 on page 8)

Executive Summary

Gender Pay Gap work programme

- In February the Taskforce ran two informal drop-in sessions for agencies wanting to work through specific issues in their individual agency action plans. These were well attended.
- Action plans are due to the Taskforce on 31 March and agencies have been advised of the expectation that they will publish their plans on their external websites once finalised.
- We have developed a draft framework for reviewing agency action plans and will work with the Public Service Association (PSA) to undertake a joint review process.
- We are focussed on supporting the 11 (remaining) agencies who are working to meet the 2020 equal pay milestone.
- The Taskforce is working with the SSC Diversity and Inclusion team to support their development of a parallel Ethnic Pay Gap Action Plan.

Pay Equity work programme

- 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations

- Work continues on the workstreams commissioned out of the Ministerial Forum last year. The next Tri-partite Oversight Committee meeting has been scheduled for 11 May and the Ministerial Forum has been scheduled for 25 June 2020.
- The Taskforce has continued this month to provide advice and support in connection with the passage of the Equal Pay Amendment and Public Service Legislation Bills.

Minister’s Office Comments

Comments:	
Date returned to SSC	

Recommended Action

We recommend that you:

- a **note** the progress being made by the Gender Pay Gap and Pay Equity Taskforce
- b **agree** that SSC release this briefing once it has been considered by you, with matters under active consideration withheld under section 9(2)(f)(iv) of the Official Information Act (OIA), including the attached Appendix One, and information related to pay equity in the Executive Summary and paragraphs 16 to 25 under section 9(2)(j) of the OIA, to enable agencies to carry on without prejudice or disadvantage negotiations.

Agree/disagree.

Agree/disagree.

Hon Chris Hipkins
Minister of State Services

Hon Julie Anne Genter
Minister for Women

Joint Report: Gender Pay Gap and Pay Equity Taskforce Progress Report

Purpose of Report

1. This is the fifteenth monthly report on the progress of the Gender Pay Gap Action Plan (Action Plan) and Pay Equity in the State sector work programme.
2. A dashboard outlining progress against each of the Action Plan milestones is attached as Appendix One.

Public Service Gender Pay Gap Action Plan

Action Plan Milestones for 2020

3. Agencies are working towards the following milestones for 2020:
 - Equal pay: the remaining one third of agencies will close gender pay gaps within the same roles
 - Flexible work by default: all agencies will be flexible by default, and ensure flexible options are equally available to men and women, and do not undermine progression or pay
 - Bias and discrimination: all agencies are reviewing their remunerations systems and human resources practices to remove bias and ensure transparency
 - Bias and discrimination: all agencies are working to ensure that managers understand the impacts of bias and how to address it
 - Gender balanced leadership: all agencies are developing plans to achieve or maintain gender balance in their own top leadership positions, with targets if applicable

GPG Action Plan Progress Report and publicity options

4. We are drafting the GPG Action Plan progress report that Minister Genter's office commissioned. The report describes progress to date, factors in the success of the plan, and the remaining challenges. We are working with Ministers' offices to finalise the date for an event at which the progress report will be launched. A first draft has been provided to your offices for comment.

2020 Agency GPG Action Plans

5. In February, the Taskforce ran two informal drop-in sessions for agencies wanting to work through specific issues in their individual agency gender pay gap action plans. There was good attendance from 10 agencies and some engaging discussion around the publication of plans, meeting the bias and discrimination milestone, embedding flexible work and meeting the equal pay milestone.
6. Action plans are due to the Taskforce on 31 March and agencies have been advised of the expectation that they will publish their plans on their external websites once finalised.
7. We have developed a draft framework for reviewing agency action plans and will work with PSA to undertake a joint review process. We expect the review phase to take six weeks provided action plans are submitted on the due date and we will brief you shortly thereafter.

Equal pay milestone

8. We are focussed on supporting the 11 (remaining) agencies who are working to meet the 2020 equal pay milestone. This group includes some larger Public Service agencies, including two who are changing their remuneration systems this year. These two agencies came to our drop-in sessions and stepped us through their plan for meeting the equal pay milestone. Given their significant system changes, and the numbers of staff involved, it was good to talk through how they plan to achieve this milestone within the timeframe.

Completing the final three pieces of guidance for agencies

9. Feedback on the draft guidance for flexible-work-by-default has been received from the 17 pilot agencies and the Gender Pay Principles Working Group (GPPWG). The finalised guidance is expected to be released in late March, with workshops in April to introduce the guidance to agencies. Pilot agencies are also being invited to "deep dive" sessions to share knowledge in detail. Over the next month, the Taskforce will be approaching agencies not already in the pilot to encourage them to join.
10. Guidance to ensure there is no bias or discrimination in remuneration systems is in the final stages of development. Feedback is currently being incorporated into a second draft which will be circulated to stakeholders in early March for final feedback. We are aiming for a late April or early May release.
11. Guidance on removing bias and discrimination in career progression, career breaks and leave is being developed drawing on input from the November stakeholder workshop. The first draft of this guidance was circulated to stakeholders on 21 February for feedback by 13 March.

Gender balanced leadership

12. As at 30 June 2019, the percentage of senior leadership roles held by women was 49.6%, up from 48.8% in 2018. If the upward trend of the last few years continued during the second half of 2019, the Public Service will have reached the milestone of 50% female representation in senior leadership. However, we will not be able to confirm this until the next annual public service Workforce Data is released in September 2020.
13. Agencies who have not yet achieved gender balance in their own senior leadership teams have been asked to include a plan and target date in their action plan for how they will achieve this.
14. Women currently hold 50% of chief executive positions.

Supporting the development of an Ethnic Pay Gap Action Plan

15. The Taskforce is working to support the SSC Diversity and Inclusion team who are leading the development of a parallel Ethnic Pay Gap Action Plan. Accountability lines for the Plan have not yet been established, but we will keep you informed of progress. This work includes:
 - leveraging the gains made from meeting the milestones in the Gender Pay Gap Action Plan

- ensuring interconnection between the two Plans, to recognise the compounding impact of gender and ethnic bias on Māori, Pacific and Asian women and women from other ethnic groups.

Pay Equity in the State Sector Work Programme

Governance of State Sector Pay Equity Claims

16. 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations

consulted regarding this meeting and will continue to be consulted at key decision points on other pay equity claims as these arise.

17. The Governance Group will soon meet with the Ministry of Health (to be scheduled) to discuss the draft bargaining strategy for the District Health Board Clerical and Administration pay equity claim.

Support for pay equity claims processes

18. The Taskforce continues to provide ongoing advice for State sector agencies with claims to support the consistent application of the Reconvened / Joint Working Group Pay Equity Principles (the Principles) and agencies' engagement with the Governance Group.

19. The Taskforce has also continued to progress work on developing tools and resources to support the progression of pay equity claims. In particular, this month we have:

- 9(2)(f)(iv) confidentiality of advice
- 9(2)(f)(iv) confidentiality of advice
- Commenced planning the workshops on tools for agencies and establishing a practitioners' network to be run and owned by agencies.

Tri-partite Oversight of State sector pay equity claims

20. Work continues on the various work streams commissioned at the Ministerial Forum late last year. In this month the Taskforce has:

- Scheduled the next Oversight Committee meeting for 11 May and the Ministerial Forum for 25 June 2020
- Attended a planning meeting on 13 February 2020 of key stakeholders for the pay equity claims data repository to be located at MBIE
- Met with union stakeholders to discuss the preliminary work to date on identifying data on 9(2)(f)(iv) confidentiality of advice

Input to policy advice on pay equity

Equal Pay Amendment Bill (the Bill)

21. 9(2)(f)(iv) confidentiality of advice
[Redacted]

22. 9(2)(f)(iv) confidentiality of advice
[Redacted]

■ [Redacted]

■ [Redacted]

Public Service Legislation Bill

23. The Taskforce is contributing to SSC's preparation of the Departmental Report on the Public Service Legislation Bill's (PSLB) pay equity provisions.

24. The PSLB proposes a role for the Commissioner in pay equity bargaining in the Public Service akin to the Commissioner's role in collective bargaining in the Public Service, because the Equal Pay Amendment Bill will locate pay equity bargaining in New Zealand's existing bargaining framework. 9(2)(f)(iv) confidentiality of advice
[Redacted]

■ [Redacted]

■ [Redacted]

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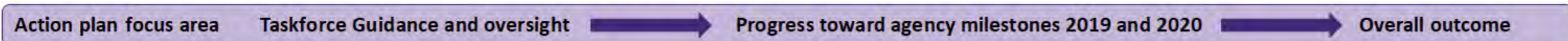
Upcoming Events

Date	Details	Location
April	GPG symposium hosted by NACEW	Auckland

RELEASED BY SSC UNDER OUR COMMITMENT TO OPEN GOVERNMENT

Public Service Gender Pay Gap Action Plan – 2018-2020

February 2020



Agency level action and accountability

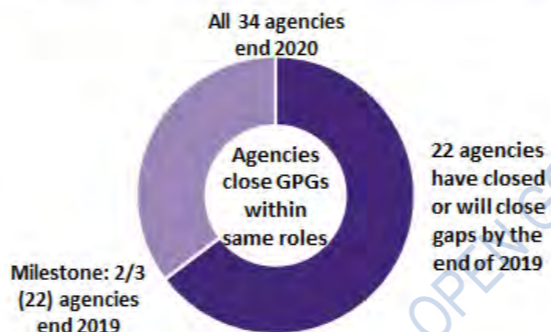
- Guidance: Measuring organisational GPGs ✓
- Agency workshops 2019 ✓
- 2020 Action Plan workshops ✓
- 2019 Action Plans reviewed by Taskforce and PSA ✓
- Feedback and support for agencies (ongoing)
- Taskforce online HUB for agencies (ongoing)

Feb 2019: All agencies develop action plans and publish internally ✓

March 2020: All agencies refresh action plans and publish externally

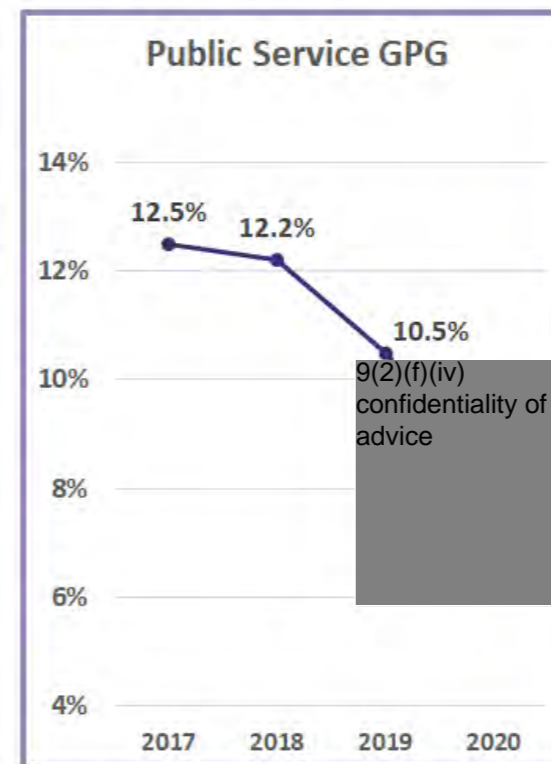
Equal pay

- Milestone: 2/3 agencies closed gaps in same or similar roles by the end of 2019 ✓
- Guidance: Starting salaries ✓
- Guidance: Salaries for the same or similar roles ✓
- Agency workshops ✓
- Working with 1/3 agencies meeting deadlines end 2020 (ongoing)



9(2)(f)(iv) confidentiality of advice

reduction in Public Service GPG by end 2020



No bias and discrimination in remuneration and human resources

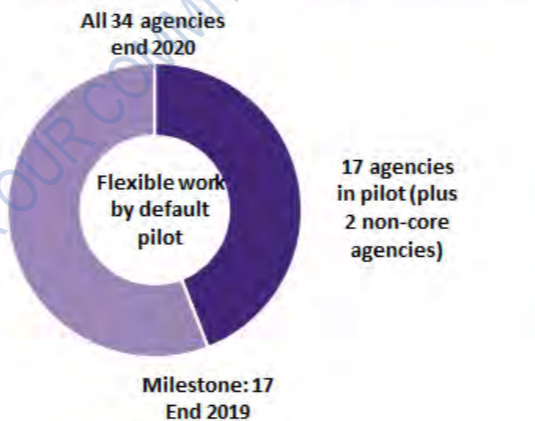
- Guidance: Recruitment ✓
- Guidance: Remuneration (in development)
- Guidance: Career progression and leave and career breaks (in development)
- Unconscious bias training module released ✓
- Agency Workshops 2020 (planned)

Mid 2020: All agencies have rem & HR practices free of bias

Mid 2020: All managers understand bias, and can address it

Flexible work by default

- Pilots: first group established ✓
- Guidance: Flexible-work-by-default (in development)
- Milestone: at least 15 agencies in pilot by the end 2019 ✓
- Working with remaining x agencies (18/19)



Influence State sector and private sector

- Collaboration with Ministry for Women on influencing plan (in development)
- Publishing guidance on SSC website ✓
- Communications strategy and Minister's events (ongoing)

Gender balanced leadership

- More diverse and stronger pipeline of women leaders (planned)
- Targeted support to agencies with low female representation (planned)

