



Joint Report: Gender Pay Gap and Pay Equity Taskforce Progress Report for November 2019

Date:	4 December 2019	Report No:	SSC2019/0429
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 7)

Executive Summary

Since our last monthly report, notable developments include:

Gender Pay Gap work programme

- On 28 November the 2019 Public Service gender pay gap (GPG) and data on women in leadership and average salaries for European, Māori, Pacific and Asian women was released. In addition to the overall drop in the GPG, data shows that pay gaps experienced by Māori and Pacific women reduced more than they did for European women.
- In November the Taskforce and the Public Service Association (PSA) jointly ran two workshops to support agencies to develop their 2020 GPG Action Plans. Agencies were advised that their Action Plans are due to the Taskforce by 31 March 2020, and that there is a clear expectation that their plans are published on their external website within six weeks of being finalised.
- The Taskforce continues to progress guidance on removing bias from policies and practices in remuneration systems, career breaks and career progression, and on flexible work.

Pay Equity work programme

- The Governance Group is supporting the Ministry of Health (District Health Boards (DHBs)) in the administrative and clerical claim.
- We continue to work with the State Sector Pay Equity Oversight Committee (Oversight Committee) and the various sub groups to progress work on establishing a claims data repository, expediting pay equity claims and

9(2)(f)(iv) confidentiality of advice
 ahead of the Ministerial State Sector Pay Equity Forum (Ministerial Forum) on
 5 December.

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 15 to 24, 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 thirteenth monthly report on the progress of the Gender Pay Gap Action Plan (Action Plan) and Pay Equity in the State sector work programme.

Public Service Gender Pay Gap Action Plan

- 2 A dashboard outlining progress against each of the Action Plan milestones is attached as Appendix One.
- 3 The following sections provide further details of progress in the last month.

Release of 2019 Public Service gender pay gap and leadership data

- 4 The 2019 GPG and data on women in leadership and average salaries for European, Māori, Pacific and Asian women was released on 28 November. We supported Minister Genter with communications material and data. Along with the overall drop in the GPG to 10.5%, a decrease of 1.7 percentage points from 2018 (12.2%), the data shows that pay gaps experienced by Māori and Pacific women reduced more than they did for European women. This demonstrates that the impact of the Action Plan and pay equity settlements is reaching these women.
- 5 More is needed to build on this progress. The State Services Commission (SSC) is creating an inclusive leadership training module, to support leaders to tackle their gender and ethnic biases, strengthening career progression among Pacific public servants and supplementing the guidance developed by the Taskforce with additional support for agencies to close ethnic and other forms of pay gaps, such those experienced by Maori, Pacific and Asian men and women in the Public Service.

2020 agency GPG Action Plans

- 6 Agencies have been advised that their individual GPG Action Plans are due to the Taskforce by 31 March 2020, and that there is a clear expectation that their plans are published on their external websites within six weeks of being finalised.
- 7 We have revised our Agency GPG Action Plan Guidance for 2020, and Guidance on Measuring and Analysing Gender Pay Gaps and Gender Representation in Public Service Agencies. Agencies have provided input to the reviews. The revised guidance strengthens our advice to agencies in areas we identified for development in agencies' 2019 GPG Action Plans. For example, we have recommended that agencies analyse pay by gender and ethnicity, if possible. The guidance will be distributed in the next few weeks.
- 8 The Taskforce ran two workshops in November to support agencies to develop their 2020 GPG Action Plans. Over 90 participants from agencies and the PSA attended the workshops, which were run jointly with the PSA. The workshops included case studies of agencies addressing occupational segregation. They also included how agencies can manage transparency and privacy as they

collaborate with employees and unions to develop their plans and prepare to publish their plans in 2020.

The Taskforce Online Hub

- 9 The Hub is live with over 80 agency and union people registered to access the tools and resources available through this portal. The purpose of the Hub is to provide a 'one-stop-shop' to access the Taskforce's material to:
- assist parties involved in State sector pay equity claims
 - support agencies to achieve the milestones in the Action Plan.
- 10 The Hub contains a resource library that houses relevant websites and content to assist agencies and unions with their gender pay work. It is the Taskforce's intention to make the pay equity tools more widely available to support women in the wider State sector who may look to raise a pay equity claim.

Flexible-work-by-default milestone: by the end of 2019 at least 15 agencies will be piloting flexible-by-default approaches

- 11 15 core Public Service agencies are participating in the flexible-by-default pilot and we have therefore met the flexible-by-default milestone for the end of this year.
- 12 Feedback on the first draft of the guidance on flexible-work-by-default has been received from pilot agencies and the Gender Pay Principles Working Group (GPPWG). The second draft is underway and will go to agencies and the GPPWG for final comment by Christmas. The final guidance is expected to be released in February.

Guidance on removing bias from policies and practices: remuneration systems

- 13 We are working on the first draft of this guidance drawing on feedback from the workshop we ran in August with the GPPWG and other stakeholders. We aim to have this first draft distributed for comment by the end of January and completed guidance by March.

Guidance on removing bias from policies and practices: leave, career breaks and career progression

- 14 The Taskforce held a workshop on 29 November bringing together a range of stakeholders with knowledge, experience and ideas in this area. Insights from the workshop form the foundation for drafting the guidance for agencies on these key contributors to the GPG. 13 agencies, alongside various union, SSC and CTU representatives contributed to this initial work. Also attending were Māori public servants whose specific focus was valuable to ensure that the guidance considers and addresses the issues that face Māori.

Pay Equity in the State Sector Work Programme

Governance of State Sector Pay Equity Claims

- 15 The Cabinet paper: 'Framework for the Governance and Fiscal Oversight of State Sector Pay Equity Claims' [SSC2019/0325] has been lodged and is due to go to the Cabinet Government Administration and Expenditure Review Committee (GOV) on 12 December 2019.
- 16 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations
- 17 The Governance Group is supporting the Ministry of Health (DHBs) in in the administrative and clerical pay equity claim. The Health Governance Group will meet for the second time on 6 December to discuss the extent of sex-based undervaluation agreed between the parties and the shortlist of comparator organisations proposed for use in this claim.

Cross-sector pay equity claim for administrative and clerical employees

- 18 The PSA has raised a pay equity claim for its members who predominantly perform clerical and administrative work in public service departments and a small number of other Public Sector agencies. The claim was sent on 31 October 2019.
- 19 Chief executives (CEs) have agreed to take a coordinated approach to the claim. A small group of CEs are working on how best to do this, with some support from SSC. The small group of CEs will report back to all CEs on a proposal for coordination.
- 20 9(2)(f)(iv) confidentiality of advice
- 21 The scope of the work performed is described very broadly in the claim. We are clarifying the scope with the PSA to provide clarity to CEs about which work to apply the arguable test to.

Pay Equity Tripartite Oversight Mechanisms

- 22 There was a meeting of the Oversight Committee on 25 November at which the following papers were discussed in preparation for making recommendations for the Ministerial Forum on 5 December 2019:
- Efficient access to information on comparators (claimants) – Report back on options for a pay equity claims data repository
 - 9(2)(f)(iv) confidentiality of advice
 - Report back on options for expediting pay equity claims
 - Review of progress to date against the objectives for oversight and the Oversight Terms of Reference.

- 23 The first three papers were discussed and progressed to the Ministerial Forum. There was agreement to continue the Oversight Committee in the medium-term.

Upcoming Events

Date	Details	Location
March 2020 (date tbc)	Ministerial Event to recognise the achievements to date of the Public Service Gender Pay Gap Action plan milestones	Wellington

RELEASED BY SSC UNDER OUR COMMITMENT TO OPEN GOVERNMENT

Public Service Gender Pay Gap Action Plan – 2018-2020

December 2019



Agency level action and accountability

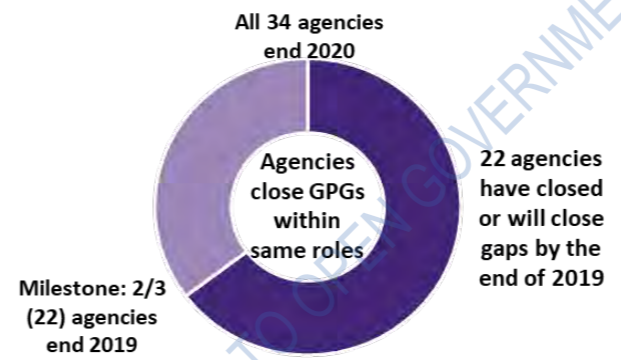
- Guidance: Measuring organisational GPGs ✓
- Agency workshops 2019 ✓
- 2020 Action Plan workshops (planned)
- 2019 Action Plans reviewed by Taskforce and PSA ✓
- Feedback and support for agencies (ongoing)
- Taskforce online HUB for agencies (ongoing)

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 ✓



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

reduction in Public Service GPG by end 2020

No bias and discrimination in remuneration and human resources

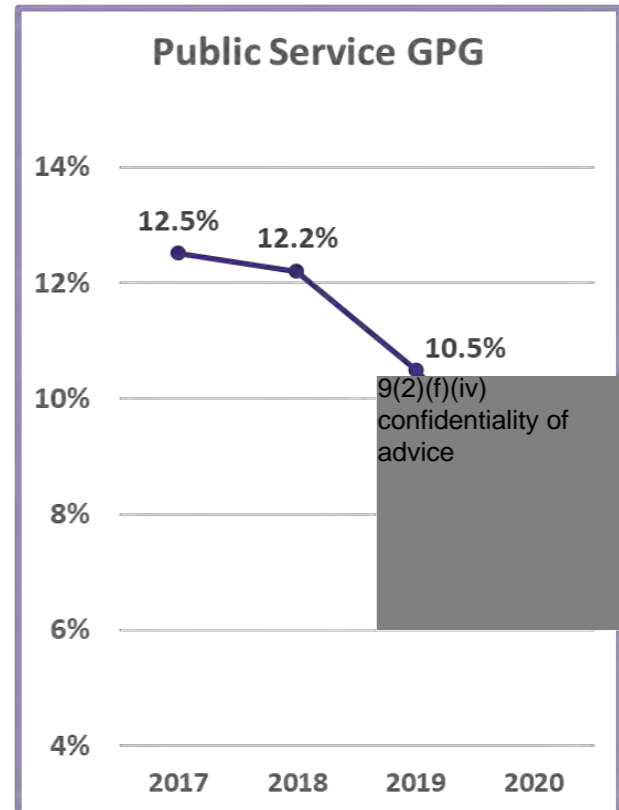
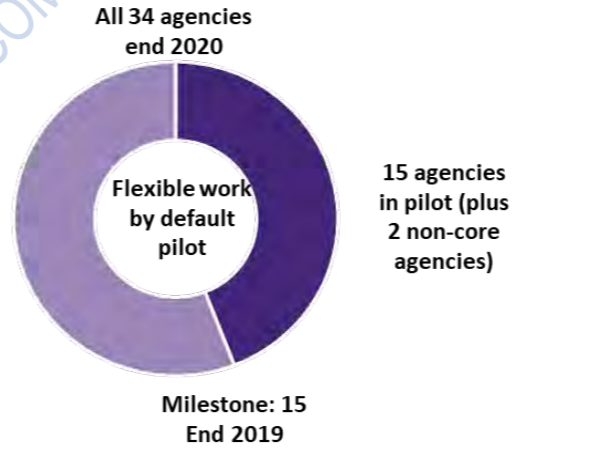
- Guidance: Recruitment ✓
- Guidance: Remuneration (in development)
- Guidance: Career progression and leave and career breaks (in development)
- Unconscious bias training module released ✓

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 ✓



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)

