



**Joint Report:** Gender Pay Gap and Pay Equity Taskforce Progress Report – October 2019

<b>Date:</b>	13 November 2019	<b>Report No:</b>	SSC2019/0407
<b>Contact:</b>	Alex Chadwick	<b>Telephone:</b>	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

Since our last monthly report, notable developments include:

### Gender Pay Gap work programme

- The 2019 Public Service gender pay gap (GPG) and women in leadership data is scheduled to be released on 21 November as part of the full 2019 Public Service Workforce Data Report. The gender data is embargoed until this point.
- Workshops are being held in early November to support agencies in the development of their 2020 individual agency GPG Action Plans.
- The Taskforce's Online Hub is now live, and agencies and unions are invited to access the tools and resources available through this portal.
- The Taskforce is progressing draft guidance on flexible work, removing bias from policies and practices in remuneration systems and in relation to career breaks and career progression.

### Pay Equity work programme

- The New Zealand Public Service Association (PSA) has made a pay equity claim for administrative and clerical employees in the Public Service, and employees of a small number of other State sector employers. The claim was sent to agencies via courier on Thursday 31 October 2019.

- The draft Cabinet paper detailing the proposed new Governance and Oversight Framework for pay equity claims is currently out for Ministerial/party consultation.
- 9(2)(f)(iv) confidentiality of advice  
[Redacted]
- The Comparator Sub-Group has been developing recommendations for a central data repository for comparator data. These recommendations will be presented at the next Ministerial Forum on 5 December 2019.
- 9(2)(f)(iv) confidentiality of advice  
[Redacted]
- The first meeting of the Expediting Claims Sub-Group was held this month. The group will meet again in early November to finalise recommendations for the next Ministerial Forum on 5 December 2019 on how settled pay equity claims can be used to create efficiencies in the settlement of claims across other workforces.
- 9(2)(f)(iv) confidentiality of advice  
[Redacted]
- 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations  
[Redacted]

**Minister's Office Comments**

Comments:	
[Redacted]	
Date returned to SSC	

## Recommended Action

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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 27, 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**

RELEASED BY SSC UNDER OUR COMMITMENT TO OPEN GOVERNMENT

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

### Purpose of Report

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- 1 This is the twelfth 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

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- 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 Last week we provided you with a joint report [SSC2019/0368] on the 2019 data on the GPG (10.5%) and representation of women in senior leadership in the Public Service (49.6%). This gender data is embargoed until the SSC releases the full 2019 Public Service Workforce Data Report, which is scheduled to take place on 21 November.
- 5 The Taskforce will be providing:
  - system-level communications to support the State Services Commissioner around this release, and
  - support for agencies to develop their communications about their individual gender data which will also be included in the 2019 Public Service Workforce Data Report.

### Workshops to support agencies in the development of their 2020 GPG Action Plans

- 6 The Taskforce and the PSA are jointly hosting workshops to support agencies to develop their 2020 Action Plans. The workshops:
  - celebrate the work agencies have achieved in 2019
  - build on agencies' success through shared learning
  - support agencies to review the progress they have made this year and develop strong GPG action plans for 2020.

### The Taskforce Online Hub is now live

- 7 The Hub is now live, and agencies and unions have been invited 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 GPG Action Plan.
- 8 The Hub also contains a resource library that houses useful relevant websites and content to assist agencies with their gender pay work.

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

- 9 Pilot agencies attended a workshop run by the Taskforce, at which they provided feedback on the draft flexible work guidance and identified issues they want to work on together.
- 10 Feedback on the draft guidance was positive. Common issues the pilot group wants to work on together include:
- influencing managers not already positive about flexible-work and building their capability to manage flexible teams
  - health and safety issues for employees working from home
  - developing metrics to monitor uptake of the full range of flexible work options within their agencies.

### Guidance on removing bias from policies and practices: remuneration systems

- 11 Drafting the guidance on removing bias from remuneration systems starts this month and its structure will follow an outline agreed between the Taskforce and union representatives. The structure outline is currently with union representatives for review.

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

- 12 A workshop with stakeholders on 29 November will begin the drafting process. A wide range of union representatives, Māori public servants and agency specialists are attending.


## Pay Equity in the State Sector Work Programme

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### Governance of State Sector Pay Equity Claims

13 Crown Law has provided legal advice on the new framework for the governance and oversight of pay equity claims in the State sector (the Framework). A draft Cabinet paper that sets out the Framework in line with this advice is currently undergoing Ministerial consultation. As part of this process, it has been agreed that the Ministry for Women will provide advice to the Governance Group, where required, on gender issues. This will allow the Minister for Women to be kept appropriately informed as a leader of pay equity and as a member of MOGSSER. A formal process to ensure regular and meaningful consultation will be established.

14 9(2)(f)(iv) confidentiality of advice




15 9(2)(f)(iv) confidentiality of advice



16 Preparations are being made for the first Health sector Governance Group meeting in mid-November 2019. Representatives of the Ministry of Health will provide a status update to the Governance Group on the Administration/Clerical, Nurses/Midwives and the Allied/Technical pay equity claims.


17 9(2)(f)(iv) confidentiality of advice




### Cross-sector pay equity claim for administrative and clerical employees

18 The PSA has made a pay equity claim for administrative and clerical employees in the Public Service, and employees of a small number of other State sector employers. The PSA sent the claim to agencies via courier on Thursday 31 October. The PSA seeks to progress the claim using the Reconvened Joint Working Group Pay Equity Principles (the Principles).

19 9(2)(f)(iv) confidentiality of advice



20 9(2)(f)(iv) confidentiality of advice



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

21 9(2)(f)(iv) confidentiality of advice

**Pay Equity Tripartite Oversight Mechanisms**

22 A further meeting of the Comparator Sub-group was held on 17 October and the next meeting is scheduled for early November 2019. Work is progressing well for presenting recommendations on a central data repository for comparator data to the next Ministerial Forum on 5 December 2019.

23 The first meeting of the Expediting Claims Sub-group was held on 25 October and the next meeting will be held in early November 2019. The group is planning to present recommendations on how a pay equity settlement could be used to gain efficiencies for another claim process from a similar workforce in the same or another sector 9(2)(f)(iv) confidentiality of advice to the next Ministerial Forum on 5 December 2019.

24 9(2)(f)(iv) confidentiality of advice

**Pay Equity tools and resources for the State sector**

25 Tools and templates for the “work assessment” phase of pay equity claims are to be published in early November 2019. Consultation is commencing on the next phase of tools and templates regarding raising and receiving a claim and concluding and negotiating a claim.

**Upcoming Events**

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Date	Details	Location
21 November (expected)	Release of Public Service Workforce Data Report, which includes the 2019 gender pay gap and data on women’s representation in leadership.	Wellington

Public Service Gender Pay Gap Action Plan – 2018-2020

November 2019



**Agency level action and accountability**

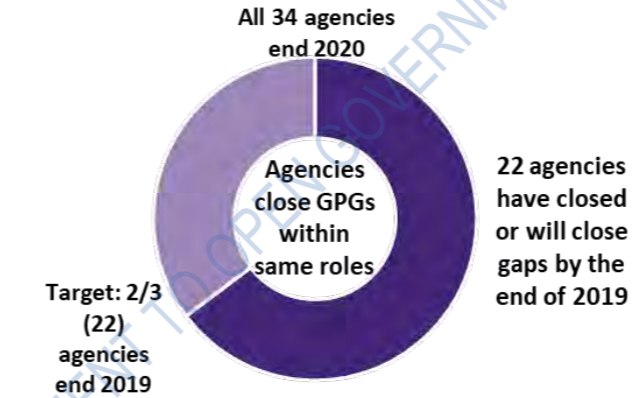
- Guidance: Measuring organisational GPGs ✓
- Agency workshops 2019 ✓
- 2020 Action Plan workshops (planned)
- 2019 Action Plans reviewed by Taskforce and PSA ✓
- Feedback and support for agencies (ongoing)
- Taskforce online HUB for agencies (ongoing)

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

Feb 2020: All agencies refresh action plans and publish externally

**Equal pay**

- Target: 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 ✓



**No bias and discrimination in remuneration and human resources**

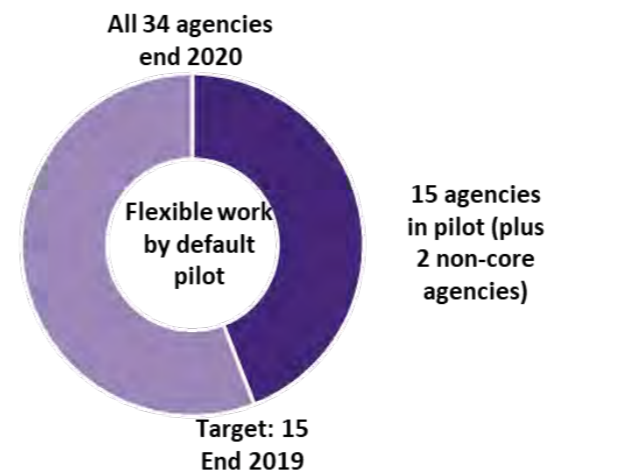
- Guidance: Recruitment ✓
- Guidance: Remuneration (in development)
- Guidance: Career progression and leave and career breaks (in development)
- Unconscious bias training module released ✓

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)
- Target: at least 15 agencies in pilot by the end 2019 ✓

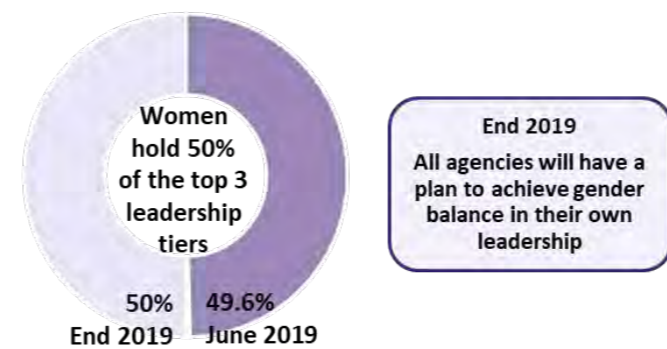


**Influence State sector and private sector**

- 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)



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

reduction in Public Service GPG by end 2020

