



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

Date:	11 October 2019	Report No:	SSC2019/0324
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 5)

Executive Summary

Since our last monthly report, notable developments include:

Gender Pay work programme

- We will meet the equal pay milestone: two thirds of agencies will have closed any gender pay gaps within the same roles by the end of 2019.
- We have met the flexible-work-by-default milestone: at least 15 agencies will be piloting flexible-by-default work practices by the end of 2019.
- The 2019 public service gender pay gap and leadership data will be ready for public release early in November. We will brief you as soon as this data is finalised, including on a proposed plan for release.

Pay Equity work programme

- Cabinet will consider the new framework for the governance and fiscal oversight of pay equity in the State sector later this month.
- The Governance group is supporting the Ministry of Education (MoE) 9(2)(f)(iv) confidentiality of advice, 9(2)(j) prejudice to negotiations
- We:
 - continue to work with the Comparator Sub-group
 - are forming a group to work on how to expediate claims from similar workforces across sectors.

Minister's Office Comments

Comments: <i>Good work - could we add 'upcoming event calendar' to future briefings?</i>	
Date returned to SSC	[Empty]

Recommended Action

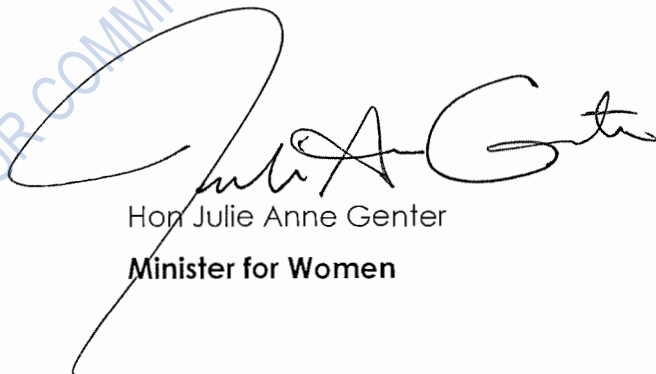
We recommend that you:

- a **note** the progress being made by the Gender Pay Gap and Pay Equity Taskforce
- b **agree** that the State Services Commission 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 paragraphs 12 to 16, 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

- 1 This is the eleventh monthly report on the progress of the Gender Pay Gap 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.

Release of 2019 Public Service gender pay gap and leadership data

- 4 The 2019 public service gender pay gap and leadership data will be ready for release early in November. We will brief you as soon as this data is finalised (expected to be mid to late October). The briefing will include a communications plan and options for you to be involved in the data release.

Equal pay milestone: by the end of 2019 two thirds of agencies will have closed any gender pay gaps within the same roles

- 5 22 of 34 Public Service agencies have already closed any gender pay gaps within the same or similar roles or will have done this by the end of this year. As a result, we will meet this year's equal pay milestone. The remaining 11 agencies are working to achieve this milestone by the end of next year.
- 6 Agencies have or will have done this by undertaking an assessment of the salaries of their employees in line with our guidance "*Ensuring gender is not a factor in the salaries for the same or similar roles.*"
- 7 To date the salary corrections needed to meet this milestone have been funded within agency baselines.

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

- 8 15 agencies are now participating in the flexible-by-default pilot and we have therefore met the flexible-by-default milestone for the end of this year.
- 9 Draft guidance on flexible-work-by-default is with pilot agencies and the Gender Pay Principles Working Group for feedback. We expect to complete this guidance by the end of the year.

Guidance on removing bias from policies and practices: remuneration systems

- 10 The Taskforce has begun drafting guidance on removing bias from remuneration systems and practices, drawing on the input provided by stakeholders at a workshop on 20 August. We expect to circulate a first draft for feedback in November.

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

- 11 The Taskforce, along with union and agency stakeholders, will start developing guidance on removing bias in leave, career breaks and career progression policies and practices later this month. The guidance will include consistent approaches to parental leave, such as encouraging more men to take up parental leave, supporting carers to return to work and including employees on parental leave in annual remuneration rounds. We will draw on the evidence that the Ministry for Women has gathered on the experience of carers and on parental leave policies.

Pay Equity in the State Sector Work Programme

Governance of State Sector Pay Equity Claims

- 12 The draft Cabinet paper 'Framework for the Governance and Fiscal Oversight of State Sector Pay Equity Claims' [SSC2019/0325] outlines the new framework discussed at the 29 August meeting of the Ministerial Oversight Group State Sector Employment Relations (MOGSSER). This draft paper sets out amendments to the Framework based on:
- 12.1 discussions at the MOGSSER meeting
 - 12.2 9(2)(f)(iv) confidentiality of advice
- 13 Given the advanced stage of the NZEI pay equity claim for Teacher Aides, the Governance group (which included representatives from the State Services Commission, Treasury, Department of Prime Minister and Cabinet and MoE) held its first meeting on 13 September 2019. The progress of bargaining will be discussed at MOGSSER on 10 October (please see Item 1: Pay Equity Governance Group Report [SSC2019/0330]).

Pay Equity Tripartite Oversight Mechanisms

- 14 Agency and union representatives have been nominated to participate in the work on how claims from similar workforces across sectors could be expedited. The first meeting is being arranged.
- 15 The Comparator Sub-Group met for the third time on 26 September. The Sub-Group is developing high level design and costing options, confirming legal issues and responsibilities, and developing protocols and principles for collecting, storing and accessing any centrally held data/information on claimants and comparators.