

Joint Report: Gender Pay Taskforce Progress Report November 2020

Date: 2 December 2020 **Security Level:** IN CONFIDENCE
Report No: 2020/0219
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	Actions Sought	Due Date
Hon Chris Hipkins, Minister for the Public Service	Note this Report	None
Hon Jan Tinetti, Minister for Women	Note this Report	None

Enclosure: **Yes**

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

PROACTIVELY RELEASED BY TE KAWA MATAAHO PUBLIC SERVICE COMMISSION

Executive Summary

Gender Pay Gap Work Programme

- 32 agencies have published their action plans and we have been advised that the final remaining agency is expected to publish shortly.
- We continue to support and engage with the 11 agencies working to meet the equal pay milestone by the end of this year.
- In October we released the Remuneration Guidance, the last piece of guidance developed in collaboration with the Gender Pay Principles Working Group.
- In November we held four workshops for agency and union representatives covering our Remuneration and Career Progression, Breaks and Leave guidance to support agencies to reduce gender bias and discrimination in remuneration systems and human resource practices.
- Te Kawa Mataaho Public Service Commission (the Commission) will release the 2020 Public Service Workforce data report shortly. The report includes gender information, such as the public service gender pay gap, the proportion of senior leadership roles held by women and the average salaries of European, Māori, Pacific and Asian men and women, and agency-level gender pay gaps.

Pay Equity Work Programme

- Delegation instruments, which delegate the Commissioner's functions and powers to Public Service chief executives and to the Secretary for Education on pay equity claims and collective agreements in the Public Service and in the Education Service, have been issued to Public Service chief executives and to the Secretary of Education respectively.
- Eight pay equity claims were raised in the Education Sector immediately after the amendments to the Equal Pay Act came into force on 6 November 2020. Two of these claims cover broad scope of work and span workforces employed in the State sector and Funded sector.
- Progress continues on other State sector pay equity claims and further details are provided in this Report.
- In November the Taskforce ran two Pay Equity education sessions which were very well attended from a wide range of practitioners from the Public service and the State sector. The sessions were in response to the growing interest in pay equity, particularly as the number of new claims is increasing.
- Our new and revised pay equity tools and resources have been published on our webpage: www.publicservice.govt.nz/our-work/the-gender-pay-gap-and-pay-equity

Recommended Action

We recommend that you:

- a **note** the progress being made by the Gender Pay Taskforce
- b **agree** that Te Kawa Mataaho releases 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 14 to 38 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 for the Public Service

Hon Jan Tinetti
Minister for Women

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Joint Report: Gender Pay Taskforce Progress Report November 2020

Purpose of Report

- 1 This is the twenty-third monthly report on the progress of the Gender Pay Gap (GPG) 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 Plans

2020 Agency GPG Action Plans

- 3 All public service agencies have submitted individual GPG action plans. Thirty-two agencies have published their plans on their external websites, and we are working with the final remaining agency who is expected to publish shortly. Links to the published plans are available on the Ministry for Women website.
- 4 We are finalising the design of a survey we will run in February 2021 to ask agencies if they have met the milestones in the Action Plan.

Equal pay milestone

- 5 We have focussed our recent support on the agencies working towards the milestone for whom the work is most complex, and who have other significant related work underway, such as remuneration system changes. A number of these agencies secured additional expertise to help with the analytical stages of their equal pay work, which are advancing. The Deputy Public Service Commissioner and Assistant Commissioners continue to facilitate our communication about the equal pay milestone with Chief Executives in these agencies. 9(2)(f)(iv) confidentiality of advice

Guidance on removing bias from remuneration systems and policies

- 6 On 15 October we published the remuneration guidance after its signoff by the Gender Pay Principles Working Group on 7 October. This is the last in a set of three pieces of guidance to support agencies to meet the bias milestone – the others being on recruitment and on career progression, breaks and leave.
- 7 Together with the PSA, we held four workshops in November to support both the guidance on remuneration, and on career progression, breaks and leave. Approximately 100 agency and union representatives attended these workshops.

2020 Public Service Workforce Data Release

- 8 The Commission will release the 2020 Public Service Workforce data report shortly. The report includes gender information which was released in September, i.e. the public service gender pay gap and the proportion of senior leadership roles held by women; as well as new information, including the average salaries of European, Māori, Pacific and Asian men and women, and agency-level gender pay gaps.
- 9 The Taskforce has provided agencies with a tip sheet to support them in the event of any media enquiries about their progress on gender issues.
- 10 Closer to the release date we will provide you with a briefing on the gender aspects of the release, including, and some key messages and Q&As for any communications purposes.

Final Gender Pay Principles Meeting 7 October

- 11 The final Gender Pay Principles Working Group (the Working Group) meeting was held on 7 October. At this meeting the Working Group:
 - formally accepted the suite of guidance developed in collaboration with the Taskforce
 - agreed that the work of the Working Group was completed
 - agreed that future oversight of the Gender Pay Principles (the Principles) would be undertaken through the Te Kawa Mataaho / CTU regular forums.
- 12 Formal closing statements by Secretary for Women, Renee Graham, and National Secretary, Public Service Association, Erin Polaczuk, acknowledged the Working Group's achievements but also that there is much more to do in order to realise the Principles' aim of eliminating gender-based inequality. The meeting had a very positive tone, and all parties committed to furthering implementation of the Principles.
- 13 We will develop a proposal for Te Kawa Mataaho/CTU forum on how to conduct the first scheduled quarterly deep dive session on the Gender Pay Principles in February 2021.

Pay Equity Work Programme

New delegation instruments

- 14 The Public Service Act 2020 provides a new role for the Public Service Commissioner (Commissioner) for pay equity claims in the Public Service, and the amended Equal Pay Act 1972 provides a new role for the Commissioner for claims in the Education Service (excluding tertiary education institutions). These roles are similar to the Commissioner's existing role to negotiate collective agreements in the Public Service. The Commissioner is responsible for dealing with pay equity claims as if the Commissioner were the employer and may delegate his/her functions and powers for claims to Public Service chief executives and to the Secretary for Education. Two delegation instruments which delegate the Commissioner's functions and powers for both pay equity claims and collective agreements has been issued to Public Service chief executives and to the Secretary for Education.

State sector pay equity claims

Public Sector Administrative and Clerical Work claim (PSA) and Customer Service Officers claim (PSA)

- 15 9(2)(f)(iv) confidentiality of advice
[Redacted]
- 16 9(2)(f)(iv) confidentiality of advice
[Redacted]
- 17 9(2)(f)(iv) confidentiality of advice
[Redacted]

18 9(2)(f)(iv) confidentiality of advice
[Redacted]

19 9(2)(f)(iv) confidentiality of advice
[Redacted]

20 9(2)(f)(iv) confidentiality of advice
[Redacted]

Administration Support Workers (New Zealand Education Institute Te Riu Roa (NZEI))

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

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

23 9(2)(f)(iv) confidentiality of advice
[Redacted]

24 9(2)(f)(iv) confidentiality of advice
[Redacted]

Kaiārahi i te Reo in schools (NZEI)

25 9(2)(f)(iv) confidentiality of advice
[Redacted]

26 9(2)(f)(iv) confidentiality of advice
[Redacted]

DHB Nurses and Midwives (MERAS, NZNO, PSA)

27 9(2)(f)(iv) confidentiality of advice
[Redacted]

28 9(2)(f)(iv) confidentiality of advice
[Redacted]

29 9(2)(f)(iv) confidentiality of advice
[Redacted]

DHB Administrative and Clerical (PSA)

30 9(2)(f)(iv) confidentiality of advice
[Redacted]

31 9(2)(f)(iv) confidentiality of advice [redacted]

- 9(2)(f)(iv) confidentiality of advice [redacted]
- 9(2)(f)(iv) confidentiality of advice [redacted]
- 9(2)(f)(iv) confidentiality of advice [redacted]

32 9(2)(f)(iv) confidentiality of advice [redacted]

System-level support for pay equity claims

33 9(2)(f)(iv) confidentiality of advice [redacted]

34 9(2)(f)(iv) confidentiality of advice [redacted]

35 9(2)(f)(iv) confidentiality of advice [redacted]

36 9(2)(f)(iv) confidentiality of advice [redacted]

Tri-partite oversight of State sector pay equity claims

37 9(2)(f)(iv) confidentiality of advice [redacted]

38 9(2)(f)(iv) confidentiality of advice [redacted]

Upcoming Events

Date	Details	Location

Public Service Gender Pay Gap Action Plan – 2018-2020

December 2020

