



Dear [REDACTED]

On 15 April 2019, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982, the following information regarding the Ministry:

- *Ethnic and/or Pacific pay gaps;*
- *Any relevant information surrounding Pacific and/or ethnic pay gaps such as trends over time;*
- *Any overarching Pasifika strategy plans to support its Pasifika staff and/or to closing the pay gaps;*
- *Any EEO policies and/or programmes that are specific towards the Pacific staff.*

The Government, Chief Executives and unions have jointly committed to eliminating the Gender Pay Gap (GPG) in the Public Service. The Public Service GPG 2018-2020 Action Plan was launched in July 2018 to achieve a 'significant reduction' in the Public Service GPG. The State Services Commission (SSC) required agencies to develop Action Plans for 2019/20 in collaboration with employees and unions. SSC has acknowledged that while the initial focus is on closing gender pay gaps, agencies should also consider pay gaps in the wider context, e.g. ethnic pay gaps.

The Ministry worked with key stakeholder groups (Women's Network, Pasefika Helava, Māori Network, HR Business Partners, Recruitment, D&I Network, Leadership Team and the PSA) over recent months to develop the agency's GPG Action Plan for 2019/20. While the Action Plan is primarily focused on the Gender Pay Gap, the Ministry is also committed to closing ethnic, part-time and other pay gaps. The first step is to improve data collection and analysis to expand our understanding of the key drivers and trends, with the two following actions included in the Ministry's 2019/20 GPG Action Plan.

- Review the Ministry's pay gap data collection to include such factors as ethnicity, identify information gaps and develop measurement tools to improve understanding of key drivers and trends;

- Review GPG data by length of service/time in role, starting salaries, part-time, ethnicity and other variables, identify anomalies and develop an action plan to address.

Ethnic Pay Gap Information

As part of the work on the 2019/20 GPG Action Plan, the Ministry has introduced a more consistent method for measuring gender and other pay gaps. The table below shows ethnic pay gaps as at September 2018 and December 2018 against the June 2018 Public Service average:

Ministry of Social Development Pay Gaps			
	Ministry September 2018	Ministry December 2018	Public Service Average June 2018
All Ministry	14.0%	13.5%	12.2%
Māori	7.6%	8.7%	11.2%
Pacific	16.4%	16.5%	21.6%
Asian	9.4%	8.8%	12.6%

Pacific Strategy

In line with the Ministry's 2018 - 2022 Statement of Intent and its commitment to helping New Zealanders to be safe, strong and independent, is the intention to improve the equity of outcomes for Pacific people. The Community Partnerships and Programmes group (a service arm of the Ministry) are developing a Pacific Strategy which is due for release at the end of September.

The Ministry has established a Steering Group and Reference Group to govern and steer the development of the Ministry's Pacific Strategy and Action Plan for working with Pacific People. These groups comprise Ministry employees and influential external community leaders.

Ministry Leadership Programmes for Māori and Pacific staff

Te Aratiatia is a leadership programme for Māori and Pacific staff who demonstrate potential to become effective leaders within the Ministry and Oranga Tamariki. The programme has been developed to prepare Māori and Pacific staff for their first manager role.

Te Aka Matua is a senior leadership programme for Māori and Pacific staff managers who show potential to lead and manage at a senior management level.

Diversity and Inclusion

The Ministry has incorporated Unconscious Bias training into the recruitment and selection workshops and recruitment guidelines for Ministry Hiring Managers. These

include understanding the value of having diverse perspectives, how to identify bias in the selection process, how to establish an inclusive approach to recruitment and selecting a diverse recruitment panel. These workshops also include how to identify cultural nuances that may impact on a panel's assessment of a candidate and how to create selection criteria that is inclusive.

Career Advancement

The Ministry's Recruitment team is piloting CV and Interview workshops for Māori and Pacific employees. These workshops are aimed to support Māori / Pacific employees to prepare for opportunities for promotion or other career advancement opportunities. We want to improve their confidence through coaching and guidance around how to best prepare themselves through their CV and engaging well with recruitment panels.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public shortly. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely



AP

Andrea Lawton

Deputy Chief Executive, People Culture and Strategy