

# Building a sustainable future for Pacific Aotearoa

ANNUAL REPORT  
for the year ended 30 June 2024

Presented to the House of Representatives pursuant to section 44  
of the Public Finance Act 1989.

The attached report of the Minister for Pacific Peoples in relation  
to Non-Departmental Appropriations in Vote Pacific Peoples  
for the year ended 30 June 2024 is presented to the House of  
Representatives under section 19B of the Public Finance Act.





Pūrongo ā-tau | Ripōti nō te Mata'iti | Ripote Vakayabaki |  
Te Riboti n katoaa banen te Ririkī | Hokotaki Lagataha He Tau |  
Rogrog ne Fau ta | Lipoti Faaletausaga | Lipoti Faka-Te-Tauhaga |  
Lipooti Fakata'ū | Lipoti o Tausaga | Ripot blong wan yia | Ripot blong wanpla yia

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He mea whakaputa i te Oketopa 2024

**Tālofa nī, Kia orāna,  
Fakaalofa lahi atu,  
Malo lava le soifua  
manuia, Mālō e lelei,  
Ni sa bula vinaka,  
Fakatalofa atu,  
Noa'ia e mauri,  
Kam na bane ni mauri,  
Halo olgeta, Halo  
oloketa, Tēnā koutou  
katoa and warm Pacific  
greetings.**



Cover

Representing Rōtuma, Niue and Samoa

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This report presents the Ministry for Pacific Peoples' work, achievements and results for 2023/24. It is a record of our annual performance against our Strategic Intentions 2023 - 2027.

Previous Annual Reports, and our Statement of Intent are available on our website.

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**Our vision**

A Pacific Aotearoa where we all thrive

**Our purpose**

We weave the aspirations of Pacific peoples into a thriving Aotearoa

This is us

# O tātou nei

**Our behaviours**

Stand proud  
Be remarkable  
Stronger together

**We are guided by Pacific values**

Soalaupule  
Consensus

Ola fetufaaki  
Reciprocity

Magafaoa  
Family

Piri'anga  
Collectivism

Tāpuakiga  
Spirituality

Fakalilifu  
Respect

Aro'a  
Love



## From the Secretary

**I am pleased to present the Ministry for Pacific peoples' Annual Report for the year ended 30 June 2024.**

This year has been one of change and consolidation for our Ministry, as we continue to build upon the foundation laid in the previous year.

By streamlining our operations and taking the opportunity to enhance efficiencies, we have set ourselves up to direct our efforts to what will deliver the greatest positive impact for Pacific communities.

**Our evolution continues as we keep our eye on achieving outcomes for Pacific communities**

In April last year, I commissioned the Public Service Commission to conduct a Performance Improvement Review of the Ministry. The review confirmed the Ministry has a good base to work from, with strong support from Pacific communities and stakeholder networks to deliver on our vision and strategic aims. It also provided a timely assessment and guide for our efforts to strengthen our organisational capacity.

In late 2023, we implemented a change process to streamline our structure, and reset and strengthen our leadership. This was followed by a change in government, and another change process driven by the new Government's public service fiscal sustainability exercise.

We have emerged from this a tighter, more focused organisation.

A consolidated Executive Leadership Team supports me in providing dynamic leadership to a Ministry that is well positioned in our unique role as the voice of Pacific peoples in government, and the voice of government to communities. I extend my deepest gratitude for the work and valued contributions of those we sadly had to say goodbye to. Our journey will continue as we further refine our strategic framework and update our Statement of Intent, to ensure our focus remains sharp and aligned with government and reflects community priorities.

**Our focus remains on influencing and supporting government decision making for Pacific outcomes.**

We have continued our work with partner agencies to ensure Pacific perspectives inform and influence government policy decision making. Over the last year, the Ministry supported the Crown Response Unit to ensure that Pacific peoples' perspectives were heard during the Royal Commission of Inquiry into Historical Abuse in State Care and in the Care of Faith-Based Institutions. We also continue to advise Government on the Bill to restore citizenship that was removed with the Citizenship (Western Samoa) Act 1982. All of this while still building capability across government for Pacific policy development and community engagement, through our Yavu and Kapasa frameworks.

**Pacific business development and education remain a cornerstone of our efforts**

Our support for Pacific businesses has led to the creation of new jobs. Our initiatives in education and employment have also seen remarkable success, with over 2,938 placements of Pacific peoples into training, education, or employment through the Tupu Aotearoa programme. The Toloa programme continues to support young Pacific peoples in pursuing careers in STEM (Science, Technology, Engineering and Mathematics) sectors, breaking down barriers and creating pathways to high-skilled employment.

**Housing continues to be a critical area of focus**

Stable and secure housing underpins our ability to build intergenerational wealth, and to establish lasting connections with the communities where we live. These are the foundations for succeeding in education, employment and contributing to the prosperity of the wider community.

Since January 2024, we have supported the completion of 18 homes for Pacific families in South Auckland. The Pacific Financial Capability Training and Mentoring programme has been instrumental in helping families improve their financial literacy and achieve homeownership, with many families now on the path to securing their futures.

**But housing must be healthy housing**

We are working with partners across the system on the Pacific Healthy Homes initiative, aimed at addressing preventable health conditions caused by poor housing environments. This programme will expand the reach of existing initiatives to ensure Pacific families have access to warm, healthy homes.

**Language revitalisation is vital for maintaining our cultural identities**

For Pacific peoples, maintaining connections to language is vital for strong identities, and contributes towards improved socioeconomic outcomes and community stability. We are committed to recognising the value of Pacific languages, and creating opportunities for increased use, celebrating the diverse cultures of the Pacific.

This year we introduced two additional Pacific languages to support in 2024, Papua New Guinea Pidgin / Papua Niugini Tok Pisin and Solomon Islands Pidgin / Solomon Aelan Pijin. Over 900 Solomon Islanders and more than 1,200 Papua New Guinean people call New Zealand home, and both groups are fast growing and increasingly born here. These two new language weeks reflect New Zealand's commitment to our important regional partners, and our support of the diaspora that are a key part of our communities.

**Pacific youth are the future**

The New Zealand Pacific population is young and growing rapidly. Preliminary results from Census 2023 show an increase of 16% between 2018 and 2023, with a median age of 24.9 years, 13.2 years younger than the total population. Pacific peoples are youthful, diverse and growing, representing significant opportunities for continued contribution to a better New Zealand for all.

Looking ahead, I am optimistic about the future for Pacific communities and the Ministry's role in it, as we take a deliberate approach to lifting Pacific outcomes.



*Gerardine*

la manuia,  
**Gerardine**



# Our journey this year



## We delivered substantial community- and government-focused work programmes while navigating changes in our organisational and external environments

Achieving tangible outcomes for Pacific peoples across New Zealand through delivering direct support for Pacific communities and bringing their voices into government decision-making.



**Pacific business development**  
**149**

New jobs created by Pacific businesses through the Tauola Fund



**Housing**  
**18**

New homes delivered for Pacific families in Ōtāhuhu, Weymouth and Favona (all in South Auckland)



**Languages**  
**9**

Pacific language weeks to celebrate the diverse heritage languages, identities, and cultures of Pacific peoples in Aotearoa.

This year we introduced two additional Pacific languages for delivery in 2024, Papua New Guinea Pidgin / Papua Niugini Tok Pisin and Solomon Islands Pidgin / Solomon Aelan Pijin.

**2,333**

People enrolled in free Pacific languages courses through the Centre of Pacific Languages (CPL)



**Education, training and employment**

**2,938**

Training, education and employment placements:

1,347	1,329	262
Training and / or education	Employment	Work experience

**7,645**

Training, education and employment placements since 2021

3,313	3,702	630
Training and / or education	Employment	Work experience

**2,350**

Pacific peoples supported to engage with Science, Technology, Engineering and Mathematics (STEM)

1,552	459	339
Young learners	Adults	Families

**933**

Certificate, diploma and degree-level qualifications awarded

**2,636**

Certificate, diploma and degree-level qualifications awarded since 2021

**300**

Scholarships awarded for STEM study

100	150	50
Junior secondary	Senior secondary	Tertiary

**3,584**

Financial literacy training participants since 2021

2,810	2,453	2,024	361	36
Developed savings plans	Developed debt management plans	Developed homeownership plans	Purchased own home	Avoided losing home to mortgagee sale

**Government Pacific capability**

**429**

Yavu (Pacific engagement framework) training participants

**156**

Kapasa (Pacific policy framework) training participants

**69**

People completed the online Yavu and Kapasa e-learning modules



# Our journey this year (continued)

## Strengthened engagement with growing, more geographically dispersed Pacific communities

A portfolio approach allows national coverage, regional engagement and locally led initiatives across the Ministry's work programmes.

*We lead culturally competent engagement with Pacific communities, including priority Pacific populations and underserved groups.*

- ✓ Continued to develop our understanding of **Pacific peoples specific needs**.
- ✓ Supported and led over **188 engagements** with Pacific communities on a range of issues and topics.

## Contributed to strengthening Pacific data across government

The Ministry conducted a systematic review of the quality of data in government household surveys to determine validity and reliability. We have established close working relationships with the Ministry of Health, Health NZ, the Social Investment Agency, Stats NZ and the Ministry for Ethnic Communities and are collaborating on shared projects to strengthen the quality of Pacific data for decision-making.

*System-wide shortcomings in Pacific data quality are being addressed.*

- ✓ **Data and Insights directorate** well integrated into the policy function, and informing advice to the Minister and the Ministry's commissioning and partnerships functions.
- ✓ **Internal data quality** is being strengthened, so that we make greater use of data and evidence to inform the design and delivery of the services the Ministry commissions.
- ✓ **Growing influence** as steward of Pacific peoples data across the public sector, including formalised relationships with Stats NZ and the Ministry of Health and a working relationship with the Social Investment Agency.

## Continued to strengthen communications channels

Our communication channels are an indispensable source of information between the government and Pacific communities.

*The steady growth in the Ministry's audience is due to consistent efforts to create and share content that resonates with Pacific audiences.*

- ✓ Strengthened in-house design and social media expertise for more effective digital communications.
- ✓ Collaborated with Pacific communities to feature real voices, perspectives and achievements of Pacific peoples throughout the country.
- ✓ Shared real stories of change from the Ministry's programmes, such as the achievements of Toloa scholarship recipients.

## Implemented two organisational change processes

The first change process streamlined the Ministry's structure, and reset and strengthened its leadership. It also introduced an operating model based on a revised organisational mission and values, which helped to clarify our purpose and rationalise our ways of working.

The second change process was aimed at achieving a 7.5% savings target to contribute towards Budget 2024.

Following the change in government in late 2023, we undertook another change process as part of the new Government's public sector fiscal sustainability exercise.

*A solid base has been established upon which the Ministry will build its future excellence horizon.*

In addition to implementing a new organisational structure, the Ministry:

- ✓ Implemented a new **Operating Model** to support the new organisational structure.
- ✓ Developed a new organisational **capability framework** aligned with the new organisational structure.
- ✓ Addressed key recommendations from the PSC's **Performance Improvement Review**, including aligning our work with a clear value proposition and priority impact areas.
- ✓ **Strengthened its capability** to support the aspirations and needs of diverse and often under-represented Pacific communities across New Zealand by establishing 'Equity' Leads for People with Disabilities, Pacific Rainbow+ Peoples, and Pacific Youth.

## Introduced a coherent approach to business planning and reporting

This enables work programme managers and the Executive Leadership Team (ELT) to systematically review and act on quarterly progress and performance reports. It also forms the basis of quarterly reporting to the Minister for Pacific Peoples, and informs the Ministry's independent Assurance, Risk and Advisory (ARA) Committee in the execution of their role.

*Quarterly reports are systematically reviewed and acted upon.*

- ✓ **Theory of Change** introduced, providing a line of sight from what the Ministry plans to do in key priority areas, and what it plans to achieve in each of these areas over the short- and medium-term, the changes we expect to see happening in the longer term, and the strategic difference this will contribute to for Pacific communities in New Zealand.
- ✓ **Dynamic business plan** introduced to guide the implementation of its annual work programme. The business plan includes a measurement framework containing performance measures for initiatives funded from both its departmental and non-departmental appropriations.
- ✓ **Progress reported quarterly** on the Ministry's annual business plan to both the Executive Leadership Team and the Minister.
- ✓ **Performance measures and targets** are kept under review to ensure they reflect the range of services provided and support the achievement of outcomes.

## Improved information management processes and security

A systematic approach has been implemented to ensure regular and ongoing strengthening of information technology security.

*Information technology, privacy and people security controls are being strengthened.*

- ✓ **Kātoatoa fully implemented** (Integrated Grant Management, Financial Management Information and Customer Relationship Management System).
- ✓ Continued implementation of **Ākono strategy 2022-2025**, with **no privacy breaches** experienced during 2023/24.
- ✓ New document capturing system and staff intranet (**Vaka Puna**) implemented in SharePoint.
- ✓ **New operational and business risk reporting framework** implemented.
- ✓ **Health and safety systems audit** finalised in early 2024.



# Our rationale and value

We serve and represent a Pacific population that has experienced significant growth and transformation over the past decades.

Understanding the demographic trends, including population distribution, age, and ethnic diversity, is crucial for addressing their social, economic, and cultural aspirations and needs.

## The Pacific population in New Zealand is diverse, vibrant and growing:

- It is a young population — it has a median age of 24.9 years, compared to the total population median age of 37.4 years (2023).<sup>1</sup>
- It is growing rapidly — the Pacific population increased by 16% between 2018 and 2023, compared to a 6% increase of the total population during the same period. The proportion of the New Zealand population who identify as Pacific almost doubled over a period of 10 years, from 4.6% in 2013 to the current 8.9% according to Census 2023.<sup>2</sup>
- The majority of Pacific peoples in New Zealand (66% in 2018) were born here, especially those younger than 45 years.<sup>3</sup>
- It comprises many Pacific ethnic groups.
- Larger proportions of Cook Islanders, Niuean, and Tokelauan<sup>4</sup> live in New Zealand compared to within the countries themselves. In 2018, there were four times more Cook Islanders living in New Zealand (80,532), compared to in the Cook Islands (20,200). At the same time, almost 20 times more Niuean and five times more Tokelauan lived in New Zealand (30,867 and 8,676 respectively), compared to in Niue (1,591) and Tokelau (1,647).
- The Pacific population of New Zealand is largely urbanised. In 2023, 84% lived in Auckland, Wellington, Waikato and Canterbury.<sup>5</sup>

Our Pacific population is projected to form a significant portion of New Zealand's future workforce. However, they face significant challenges in terms of access to high-skilled employment, tertiary education, homeownership, and health and social services. Outcomes across these domains have declined steadily over the past decades, despite successive governments identifying Pacific peoples (and Māori) as priority groups to address inequality. Addressing these challenges and reversing this decline requires a multi-sector approach, while also considering the needs and aspirations of varied Pacific sub-ethnicities, each with their own language, traditions and social networks.

The Ministry for Pacific Peoples (the Ministry) takes a data-driven, needs-based approach. In our work, we account for population dynamics and government priorities, and we use deliberate, targeted services to support specific outcomes for Pacific peoples over the medium to long term.

- We:**
- maintain **deep connections and relationships** with Pacific communities across New Zealand
  - provide **expert advice on policies and interventions** relating to Pacific peoples
  - provide **expert data and insights** to ensure that planning and decision-making for Pacific peoples is based on robust evidence
  - **deliver targeted interventions** to lift Pacific outcomes through business development, as well as education, skills training and housing support
  - support Pacific communities to sustain and **uplift Pacific languages, cultures and identities.**

Our Strategic Intentions 2023-2027 set out our commitment to improve outcomes for Pacific communities.

See Appendix 2 for the strategic indicators through which we monitor the strategic goals our work contributes to.

<sup>1</sup> stats.govt.nz/information-releases/2023-census-population-counts-by-ethnic-group-age-and-maori-descent-and-dwelling-counts/

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.

<sup>4</sup> This figure is based on Interim Census 2023 usually resident population counts which likely undercounts the true size of the population. A truer estimate of population size will be available from Stats NZ in December 2024.

<sup>5</sup> stats.govt.nz/information-releases/2023-census-population-counts-by-ethnic-group-age-and-maori-descent-and-dwelling-counts/



# Theory of Change

► Theory of Change provides a line of sight from what it plans to do in key priority areas to address inequities, what it plans to achieve in each of these areas over the short- and medium-terms, the changes we expect to see happening in the longer term, and the strategic difference these changes will contribute to for Pacific communities in New Zealand.

**Our organisation is geared for performance**

**We are the voice of Pacific communities in New Zealand**

**Policy advice, data, insights and system leadership to strengthen government services and outcomes for Pacific peoples**

**We contribute to system-level impact or Pacific peoples**

## SPHERE OF CONTROL AND ACCOUNTABILITY

### What we do

We lead the implementation of an all-of-government strategy for impactful, sustainable investment in Pacific communities

We strengthen the quality and use of Pacific data in the government system

We provide quality policy advice on matters pertaining to Pacific communities

We strengthen Pacific representation in the governance of Crown Agencies and Pacific organisations

We have a fit-for-purpose structure and operating model, and sound leadership and governance

Our strategic and operational planning, reporting and accountability for results are robust

Our work systems and processes support efficiency

Our internal communication is clear and consistent

We maintain strong communication and relationships with Pacific communities to inform all aspects of our work

**We design and implement investments to improve outcomes for Pacific communities in priority areas**

## SPHERE OF CONTROL AND ACCOUNTABILITY

We establish a regionalised approach to implementing investments that achieve tangible outcomes for Pacific peoples in priority areas

Programmes and investments reflect the context, aspirations and perspectives of Pacific communities

## SPHERE OF INFLUENCE

### Change we wish to bring about

Improved leadership, capability, coordination and collaboration across government to design, deliver and monitor investment in Pacific communities

Improved availability, quality and use of Pacific data and insights inform government policy and service delivery

Pacific perspectives, data and insights inform government policies and service


Our Ministry and the government of New Zealand are motivated, capable and resourced to achieve better outcomes for Pacific peoples


## SPHERE OF CONTRIBUTION


### Outcomes we want to achieve


Our strategic goals


Our vision

 Pacific peoples are healthy and resilient

 Pacific peoples are secure and prosperous

 Pacific peoples achieve their educational and employment aspirations

 Pacific businesses grow their contribution to New Zealand's economy

 Pacific communities are grounded in their cultures, languages and identities

## A Pacific Aotearoa where we all thrive

**Our Pacific values that underpin everything we do**

▲ Piri'anga  
Collectivism

▲ Soalaupule  
Consensus

▲ Tāpuakiga  
Spirituality

▲ Ola fetufaaki  
Reciprocity

▲ Fakalilifu  
Respect

▲ Magafaoa  
Family

▲ Aro'a  
Love



# Our priorities

## What we aimed to achieve in 2023/24

The Ministry's 2023/24 Business Plan illustrates the work programme through which the Ministry operationalised the Theory of Change during the year.

Our work programme focuses on meaningful policies, targeted interventions and impactful programmes that deliver tangible results for Pacific peoples, in line with government priorities. **These include:**



## Housing

We contribute to the supply of affordable, fit-for-purpose homes to enable more Pacific families to own a home, which can serve as a foundation for building intergenerational wealth. We also provide financial capability training and mentoring for Pacific peoples who are ready to purchase their own homes.



## Health

We aim to enhance health outcomes and contribute to a reduction in preventable hospitalisations of Pacific peoples through supporting interventions that will bring their homes to current Healthy Homes standards.



## Pacific business development

We support the establishment of Pacific business networks and the provision of tailored business development support to Pacific businesses, and we provide direct investment to selected Pacific businesses with the aim of strengthening their growth and contribution to the prosperity of Pacific communities and the New Zealand economy.



## Employment and education

We support Pacific peoples to pursue skilled employment through encouraging their uptake of Science, Technology, Engineering and Mathematics subjects and studies.

We also take a regionalised approach to supporting Pacific peoples who are identified as not in employment, education or training (NEET) to access training, education, work placement and employment opportunities, thereby aiming to contribute towards reducing the proportion of Pacific peoples who are unemployed or underemployed in the New Zealand labour market.



## Protecting and promoting Pacific languages

We support Pacific communities and organisations to protect and support Pacific languages and cultures, which are fundamental to their identity, sense of belonging and prosperity in New Zealand.



# 2023/24 Business Plan

## SPHERE OF CONTROL AND ACCOUNTABILITY

### FOUNDATIONAL ORGANISATIONAL PRIORITIES

#### Strategic Outcome 1

The Ministry is set up to weave the aspirations of Pacific peoples into government planning and decision-making in priority impact areas

#### Priorities

- 1 — Consolidate strategic and operational planning, operations, reporting and accountability around areas of greatest positive impact for Pacific peoples, in line with government priorities and the Ministry's operating capability
- 2 — Incorporate the perspectives and aspirations of Pacific communities, including priority Pacific populations and underserved groups, in the Ministry's and wider government's work
- 3 — Embed a new organisational structure and operating model to deliver a focused, consolidated work programme
- 4 — Enhance the efficiency, safety and security of our operations through robust work systems and processes
- 5 — Strengthen strategic and organisational communication

### THE MINISTRY'S OUTWARD-FACING WORK AND RESULTS WE ARE ACCOUNTABLE FOR

#### Strategic Outcome 2 | Providing system leadership

Harness the capacity of the government and non-government sectors to deliver improved, sustainable outcomes for Pacific peoples in areas of greatest impact

#### What we do

#### Priorities

- 6 — Provide proactive and credible policy input to sectors and issues of greatest impact for Pacific peoples
- 7 — Strengthen Pacific data and insights, and its understanding and use in the government system and private sector
- 8 — Establish partnerships and provide strong, visible leadership across government and the private sector through expert advice, networks and influence
- 9 — Strengthen Pacific capability and engagement across government and the private sector

#### What we deliver

- Policy inputs that reflect the voice of Pacific peoples in government decision-making and service delivery in areas of greatest impact
- A platform, framework and data, insights to inform and measure outcomes for Pacific peoples across government agencies and the private sector
- Proficient Pacific voices to inform the governance and leadership of Crown agencies and Pacific organisations
- Competent engagement of government agencies and the private sector with Pacific communities, including priority Pacific populations and underserved groups, to incorporate their voices in decision-making and service design

## SPHERE OF INFLUENCE

#### The difference we make

#### What we achieve

- Improved coordination, collaboration, leadership, capability and accountability across government and the private sector to achieve better outcomes for Pacific peoples
- Support Pacific representation in governance and leadership of Crown agencies and Pacific organisations
- government and private sector policies, investments and services are responsive to the needs and priorities of Pacific communities, including priority Pacific populations and underserved groups

#### Strategic Outcome 2 | Working with Pacific communities

Partner with Pacific communities, government agencies and the private sector to deliver innovative initiatives that improve sustainable outcomes for Pacific peoples

#### What we do

#### Priorities

- 10 — Design and implement, through appropriate institutional arrangements, innovative investments in areas of greatest impact for Pacific peoples
- 11 — Support the protection and maintenance of Pacific languages in New Zealand

#### What we deliver

- 600 Interventions delivered through the Pacific Healthy Homes programme by June 2025
- Collaborate to build up to 85 affordable, fit-for-purpose homes for Pacific families by December 2026
- Create up to 130 new jobs in Pacific-owned businesses every year
- A cumulative total of 7,500 placements to support Pacific peoples who are NEET to start employment, education or training between 1 July 2021 and 30 June 2025
- At least 3,000 Pacific peoples receive financial capability training and mentoring by June 2024
- At least 100 Pacific peoples who have completed the financial capability training and mentoring programme purchase their own homes, and 35 avoid losing their homes through mortgagee sales, between June 2021 and June 2024
- At least 2,500 people enroll in Pacific language courses through the Centre for Pacific Languages in 2023/24
- Evidence and learning across government and the private sector on what constitutes impactful, sustainable initiatives for Pacific peoples

#### The difference we make

#### What we achieve

- Pacific families build equity, intergenerational wealth and stable community connections through homeownership
- Pacific families experience health and other benefits from living in healthy homes
- Pacific peoples are employed and participate in the labour force
- Pacific peoples and families have improved financial security
- Pacific businesses grow and diversify into new products and markets
- Understanding and motivation across government and the private sector to design, deliver and scale up impactful, sustainable initiatives for Pacific peoples

## SPHERE OF CONTRIBUTION

### OUR CONTRIBUTION TO IMPACT AT A SYSTEM LEVEL

Improved outcomes for Pacific communities



Pacific peoples are healthy and resilient



Pacific peoples are secure and prosperous



Pacific peoples achieve their educational and employment aspirations



Pacific businesses grow their contribution to New Zealand's economy



Pacific communities are grounded in their cultures, languages and identities

### A Pacific Aotearoa where we all thrive

Our Pacific values that underpin everything we do

Piri'anga  
Collectivism

Soalaupule  
Consensus

Tāpuakīga  
Spirituality

Ola fetufaaki  
Reciprocity

Fakalilifu  
Respect

Magafaoa  
Family

Aro'a  
Love



Section 1

# Engaging with Pacific communities

This section describes how we maintain deep relations with Pacific communities to ensure their aspirations and perspectives inform our work.

How we listen and engage 22

How we communicate 24



From the back  
Meleane Pau'uvala (ONZM), Dr Jeanne Teisina,  
Sione Fekau and Haitelenisia Mafile'o  
Akoteu Kato Kakala, Tongan Early Childhood Centre,  
Otago, South Auckland



# How we listen and engage

We hold deep relations with Pacific communities across the country. We maintain collaborative, reliable pathways for understanding their perspectives, and use these insights to inform and influence the wider government system.

The Ministry maintains strong connections with Pacific communities by engaging with organisation like churches, community and Pacific health organisations, Pacific businesses and social services providers.

We also have targeted engagements with priority groups such as Pacific youth, Pacific peoples with disabilities, and Pacific Rainbow+ communities.

**This enables us to:**

- focus our work on their most important priorities, improving outcomes and identifying valuable policy and implementation insights
- inform the advice we provide to the government and other organisations to ensure their policies and services work for Pacific communities
- help build trust between Pacific communities and the government, and help them confidently navigate government services
- facilitate the engagement of government agencies and providers with Pacific communities, ensuring they design and deliver policies and services that meet Pacific peoples' needs and aspirations.

The Pacific population of New Zealand is spread across the country, with the main concentrations in Auckland and Wellington where 62% and 11% of the total Pacific population live and where they constitute 17% and 9% of the total populations of these cities, respectively.

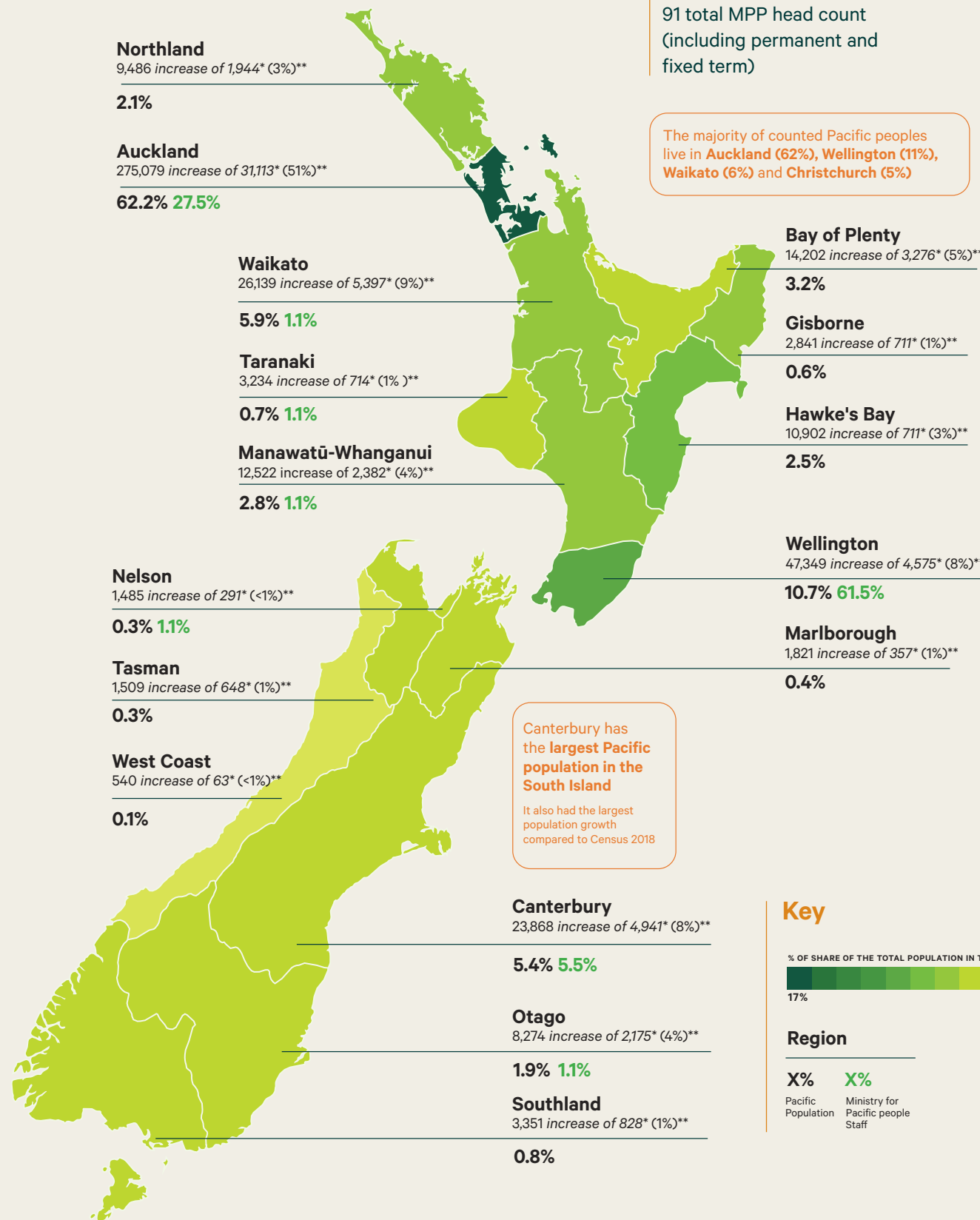
In the South Island, the majority of Pacific peoples (5.4%) live in Canterbury.

The distribution of our staff allows for national coverage, regional engagement and locally-led initiatives across the Ministry's work programme.

**73%**

of New Zealand's Pacific population live in Auckland and Wellington

## Pacific peoples population (%) and MPP staff by region



\* between Census 2018 and Census 2023  
 \*\* share of the increase in population counts between Census 2018 and Census 2023



# How we communicate

In addition to face-to-face engagement, the Ministry engages and communicates with Pacific communities and a wider audience through a range of media.

The steady growth in the Ministry's media audience is due to consistent efforts to create and share content that resonates with Pacific audiences, and others:

- We have strengthened in-house design and social media expertise for more effective digital communications
- We collaborate with Pacific communities to feature real voices, perspectives and achievements of Pacific peoples throughout the country
- We share real stories of change from the Ministry's programmes, such as the achievements of Toaloa scholarship recipients.

## Connecting with diverse content

New Zealand's Pacific population is young and growing fast, and the Ministry has worked to ensure the younger generation are profiled in our media content as much as possible.

For example, our language weeks for 2024 focus on the younger generation — teenagers and children.

We reflected this in poster designs for our Pacific language weeks.

Video content featuring young people celebrating their culture and language has also been a mainstay of the language week.

The Ministry also showcased young people excelling in creative, sporting and technical fields via our Fetu and website stories.

**56,000**

New users to the website generated

**2,200+**

Views on the 2024 Matariki theme

## Media trends

Pacific Language week content drives much of our social media impressions and engagements.

In terms of formats, video content does the best on our channels, followed by photography from community events.

Our most popular content is videos of Pacific arts (cultural performances, singing, poems).

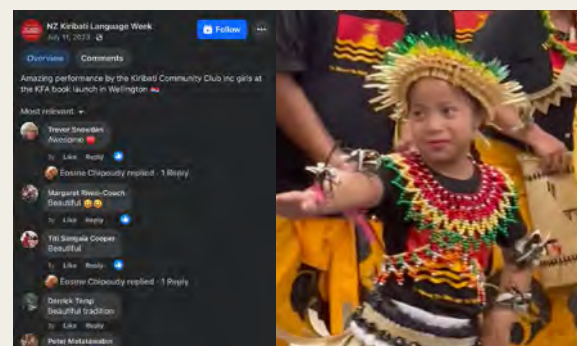
## Top 5 social media posts

- 1 The social post with the most impressions, interactions, and comments over the last year is a video of Akuila Rokolisoa, Codemeru Nanai Vai, Kitiona Nanai Vai, Roderick Solo, Senita Lauaki singing Ke Dau Bibi Nai Colaola for Fijian Language Week. It has been viewed 205,000 times and interacted with 16,304 times.
- 2 Another popular post was a performance by the Kiribati Community Club at a book launch in Wellington. The video has 63,000 views.
- 3 Children from Cosgrove School showed their love for the Kiribati language in a video performance of a poem, the alphabet, and a traditional Kiribati stick dance. The video has 8,660 positive interactions.
- 4 A series of photos from a health session, hosted by the Taupō Tokelau Community for Tokelau Language Week, had the highest engagement rate at 41%. Engagement rates between 1% and 5% are considered good, so this is well above average.<sup>6</sup>
- 5 Our most-shared post was the launch post for Samoa Language Week on Instagram. It was shared 866 times.



**205,000** Post views  
**16,304** Interactions

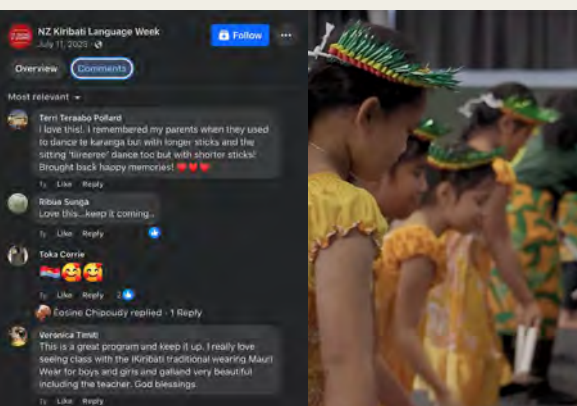
**Our communities like to see young people celebrating their languages, cultures, and identities**



**63,000** Post views



**41% Engagement**  
Engagement rates between 1% and 5% are considered good, so this is well above average.



**8,660** Interactions

Note:  
Post views: the total number of times the post was seen (impressions)  
Interactions: reactions, clicks, comments, and shares on a post.  
Video views: the total number of times a video was played.



**866** Shares

<sup>6</sup> [blog.hootsuite.com/calculate-engagement-rate/#What\\_is\\_a\\_good\\_engagement\\_rate\\_Benchmarks](https://blog.hootsuite.com/calculate-engagement-rate/#What_is_a_good_engagement_rate_Benchmarks)



# Community-facing work

This section gives details of progress and key achievements of the Ministry's community-facing programmes.

Housing	29
Health	38
Pacific business development	40
Employment and education	43
Protecting and promoting Pacific languages	48



Top row: Papa Te'a-o-Tangaroa Joseph and Kaidan Koteka  
Middle row: Varopana Koteka, Ngariki-E-Tini Koteka, Melissa Joseph  
Bottom row: Jaxon Koteka  
Maraeroa Kindergarten, Cannons Creek, Porirua East



# Community-facing work

The Ministry delivers targeted interventions that are responsive to the needs and aspirations of Pacific communities. We continuously strengthen our performance to deliver initiatives that maximise value for money and contribute to thriving Pacific communities in New Zealand.

## Highlights

### Housing

- During the year, 18 homes were delivered and are now occupied by Pacific families under various tenure arrangements.

Through receiving financial capability training and mentoring, 361 Pacific families have been able to purchase their own homes, and 36 avoided losing their homes through mortgagee sales during a three-year period between June 2021 and June 2024.

### Health

- Planning for the implementation of the Pacific Healthy Homes initiative started in June 2024. It aims to deliver 600 interventions within the next year to bring homes that are occupied by Pacific families in South Auckland and Porirua up to current Healthy Homes standards.

### Pacific business development

- The Tauola Business Fund supported the growth of 47 Pacific businesses, which resulted in the creation of 149 new jobs.

### Employment and education

- 2,938 Pacific peoples who are identified as NEET were placed into training, education, work experience or employment.
- Tracking of multi-year outcomes shows:
  - 1,091 remained in work for at least six months, and 791 remained in work for at least 12 months.
  - Of the 933 participants who achieved qualifications through Tupu Aotearoa, 880 completed certification qualifications and 53 completed Diploma and Degree-level qualifications.
- 250 secondary and 50 tertiary students received Toloa scholarships to support their STEM studies.

### Revitalising Pacific languages

- Nine Pacific languages were celebrated through Language Weeks.
- Two additional Pacific Languages were introduced for delivery in 2024 — Papua New Guinea Pidgin / Papua Niugini Tok Pisin and Solomon Islands Pidgin / Solomon Aelan Pijin.
- Almost 2,500 participants enrolled for free language classes the Centre for Pacific Languages offered during the year.
- The Centre for Pacific Languages launched the “Speak Pacific” app, which was launched in October 2023. As of February 2024, it was #1 Education app category on launch, and in the Top 100 most downloaded education apps.



For New Zealanders, a combination of emotional assets — values, a good upbringing, strong family ties — and financial assets are legacies that carry through generations. As far as financial legacies go, “property is nearly as likely as money to be mentioned as a legacy, which shows our reliance on it as an asset.”<sup>7</sup>

Pacific peoples in New Zealand are less likely to own their own home compared to the total population. Since 2006, a smaller proportion of Pacific peoples have been living in owner-occupied dwellings compared to other ethnic groups, and the rate of homeownership among Pacific peoples is declining faster compared to other ethnic groups.<sup>8</sup>

In 2018, the age-adjusted homeownership rate for Pacific peoples was 28%, compared to 52% for the total population.

Declining homeownership among people in lower deciles disproportionately affects their ability to build intergenerational wealth through homeownership.<sup>9</sup> This is substantiated by the fact that Pacific peoples have the lowest median net worth at pre-retirement (55 to 64 years), compared to other ethnic groups in New Zealand.<sup>10</sup>

The proportion of Pacific peoples who live in crowded, unaffordable or unsuitable housing, is also substantially larger compared to all New Zealanders.<sup>11</sup>

One of the ways the Ministry for Pacific Peoples is addressing this is by contributing to the supply of affordable, fit-for-purpose homes for Pacific peoples and by strengthening Pacific families financial capability to secure home ownership.

7 [api.publictrust.co.nz/storage/assets/brochures/150yearresearch/public-trust-intergenerational-wealth-research\\_tra.pdf](https://api.publictrust.co.nz/storage/assets/brochures/150yearresearch/public-trust-intergenerational-wealth-research_tra.pdf)

8 [stats.govt.nz/reports/changes-in-home-ownership-patterns-1986-2013-focus-on-maori-and-pacific-people](https://stats.govt.nz/reports/changes-in-home-ownership-patterns-1986-2013-focus-on-maori-and-pacific-people)

9 [treasury.govt.nz/publications/wp/wp-23-01](https://treasury.govt.nz/publications/wp/wp-23-01)

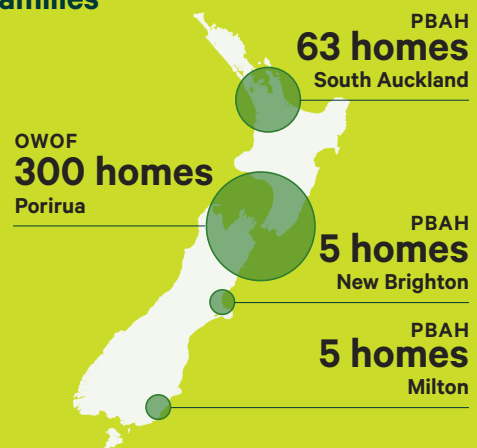
10 [stats.govt.nz/news/distribution-of-wealth-across-new-zealand-households-remains-unchanged-between-2015-and-2021](https://stats.govt.nz/news/distribution-of-wealth-across-new-zealand-households-remains-unchanged-between-2015-and-2021)

11 [stats.govt.nz/news/aotearoa-housing-often-unsuited-to-pacific-families/](https://stats.govt.nz/news/aotearoa-housing-often-unsuited-to-pacific-families/)



### Increasing the availability of affordable, fit-for-purpose homes for Pacific families

The Ministry is implementing two initiatives, Our Whare Our Fare (OWOF) and Pacific Building Affordable Homes (PBAH), through which it collaborates with providers and developers to build up to 85 homes by December 2026.



**SPEND**  
Our Whare Our Fare  
\$28.611m  
FY2023/24

**SPEND**  
Pacific Building Affordable Homes  
\$13.861m  
FY2023/24

### Our Whare Our Fare Progress timeline



### Pacific Building Affordable Homes Progress timeline

#### Key achievements for FY 2023/24

- ✓ 18 Pacific families are now occupying homes under the PBAH fund under various tenure arrangements for example shared equity, purchase and rent to buy.
- ✓ Penina Trust is also a provider for the financial capability programme. It leveraged its role across the two programmes to support five Pacific families who went through the financial capability programme to acquire homes through the PBAH Fund. The families will purchase the homes through a rent-to-buy scheme.

#### Progress

The Ministry, in consultation with Ministry of Housing and Urban Development (MHUD) and Kāinga Ora, recently finalised the PDPA. This enabled the release of \$28.611m to the Our Whare Our Fare project for the 2023/24 financial year, which will allow the Central Pacific Collective (CPC) to commence with the construction of houses in October 2024. The remaining \$76.104 million will be committed in financial years 2024/25 and 2025/26.

The Ministry established two groups to provide oversight of the Our Whare Our Fare project: an Executive Group and a Project Control Group (the PCG). MHUD and Kāinga Ora are represented on the Executive Governance Group, providing the necessary housing expertise to support delivery of this project. The PCG comprises contract and project managers and will provide oversight and direction in relation to each housing development.

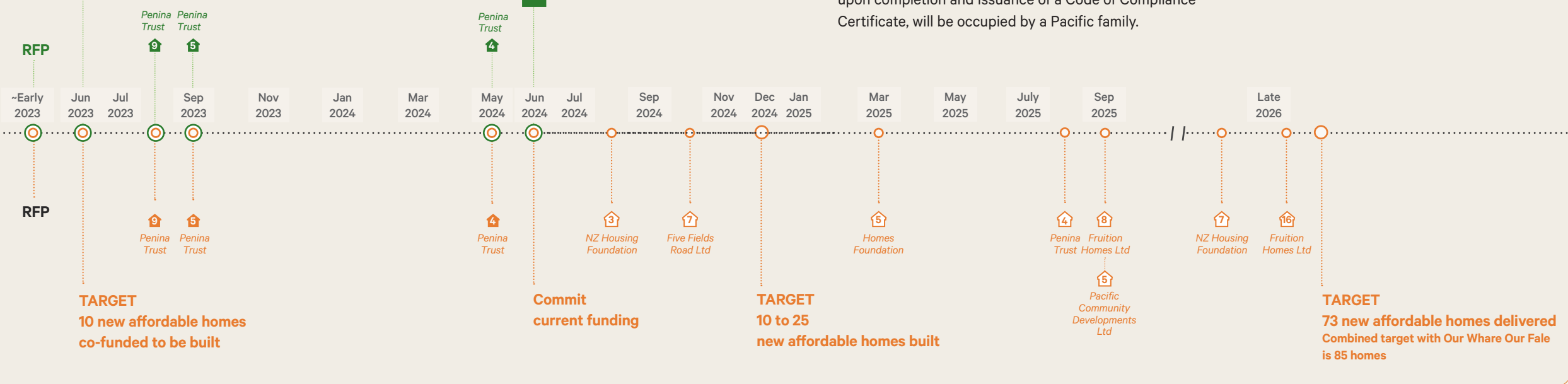
#### ACTUAL DELIVERY

12 new affordable homes co-funded to be built

Total homes delivered



New affordable homes are newly constructed homes that, upon completion and issuance of a Code of Compliance Certificate, will be occupied by a Pacific family.



#### PLANNED DELIVERY



# Pacific Building Affordable Homes and Our Whare Our Fale delivery milestones

## PBAH 63 homes, South Auckland

**NZ Housing Foundation**  
Up to 10 homes in Māngere West. First three homes expected to be completed in August 2024.

**Five Fields Road Ltd**  
7 homes in Manurewa East. All homes expected to be completed by September/October 2024.

**Fruition Homes Ltd**  
8 homes in Ōtāhuhu. Construction expected to commence late-2024. 16 apartments in Point England. Construction expected to commence early 2025.

**Penina Trust**  
9 homes for public housing in Ōtāhuhu (funded from MHUD grant transfer). Homes purchased and delivered August 2023.  
5 turnkey homes in Weymouth. Homes purchased and delivered September 2023.  
4 turnkey homes in Favona. Homes purchased and delivered May 2024.  
4 turnkey homes in Coptic Place, South Auckland. Homes expected to be purchased and delivered in July/August 2025.



**5**  
**PBAH**  
**5 homes, New Brighton**  
**Housing Foundation**  
5 homes in New Brighton, Christchurch. All homes expected to be completed by March 2025.

**5**  
**PBAH**  
**5 homes, Milton**  
**Pacific Community Developments LTD**  
5 homes in Milton, Otago. All homes expected to be completed by September 2025.

**18**  
**OWOF**  
**18 homes, Porirua by December 2026**  
**Pacific Wellbeing and Prosperity Trust**  
trading as Central Pacific Collective. Between 250 and 300 homes by 2035.

## Multi-generational living a reality in Aotearoa

Recently, with support from the Ministry for Pacific Peoples' Housing initiative, Auckland-based Penina Trust opened five houses in Papakura, designed for multi-generational living.

Penina Trust Chief Executive Tupuola Roine Lealaialoto says the Red Hill Road site is the first of its kind.

*"We're not just about building homes, we want people to actually live, a place where children can play, a place where people can grow a few veggies, and just basically live," Tupuola says.*

*"This project is the product of a vision sparked 21 years ago, and the buildings are designed with Pacific lifestyles in mind" she adds.*

Amidst the rising cost of housing and the cost-of-living crisis, they see first-hand that culturally-appropriate support can turn the challenges aiga face around, with intergenerational benefits.



**"The ability of the Ministry to know its own communities, understand the impact of its support for these communities and invest knowing the real impact of this investment for this community, requires a true partnership. It means that what we achieve, we achieve together."**



Ian Fistonich  
Housing development Manager

## Building homes in Porirua



Through a relationship built on Pacific values and mutual trust, the Ministry is enabling Central Pacific Collective's (CPC's) goal of building up to 300 homes for Pacific peoples in Porirua, Wellington.

The Ministry understands the complexities and challenges around CPC's work, and the significance of culturally appropriate engagement with stakeholders at various levels. Through a high-trust and close working relationship with the Ministry, CPC can focus on building homes in a challenging environment/market.

The new leadership at the Ministry has springboarded this more progressive way of engagement.



Fa'amatua'inu Tino Pereira  
Establishment Chief Executive  
Central Pacific Collective

**"The relationship between us and the Ministry allows us to pursue our vision of thriving, resilient and prosperous Pasefika communities."**



**"Knowing and understanding Housing Foundation, what we do, understanding our products, and recognising that our vision and purpose align with the vision and purpose of the Ministry ... is invaluable. The Ministry provided Housing Foundation with the ability to build more homes for Pacific peoples. It's a simple statement, but enormously impactful on the lives of aiga."**



Dominic Foote  
Chief Executive  
New Zealand Housing Foundation



## Financial capability training and mentorship

The Ministry engages service providers to deliver financial capability training and mentorship for Pacific peoples across New Zealand, with a particular focus on Pacific peoples who are ready to purchase their first home. It strengthens their financial literacy and helps them to manage their personal finances with a view to generating savings towards homeownership.

### Pacific Financial Capability Training and Mentoring Programme

Between June 2021 and June 2024, the Ministry supported providers to deliver Pacific-tailored financial capability training and mentoring to strengthen Pacific families' financial management.

The Ministry enabled Pacific providers to work with families and individuals to reduce their debt; develop and follow active savings plans; build their knowledge, skills, and confidence to make informed financial decisions; and develop future financial goals — all within a Pacific-led framework, underpinned by strengths-based, family-centred Pacific values.<sup>12</sup>

The programme aimed at delivering financial capability training and mentoring to 3,000 Pacific peoples during this period.

Drawing on their expertise and community relationships, Pacific service providers designed and delivered financial capability training and mentoring tailored to the needs of communities and families.

SPEND  
\$6.332m  
FY 2023/24

Over a three-year period, 1 in 10 programme participants purchased their own home. Half of programme participants developed homeownership plans, which could result in homeownership in the future.

An independent evaluation of the programme identified its key success factors as it being underpinned and built on Pacific values, being delivered by high-calibre providers and experts who are “of and for Pacific communities”, fit-for-purpose programme content, and ongoing pastoral care and support.

“Pastoral care is where the magic happens”.

According to programme participants, the individualised, culturally appropriate support they received from Pacific providers over a sustained period aligns with the long-term nature of achieving homeownership. It made them feel supported, encouraged, and capable of achieving their goals. Participants also felt that the pastoral care kept them accountable, as providers would regularly check in, follow up, and help them to keep track of their progress.<sup>13</sup>

*“He’s always open. He always answers his phone, will answer any questions... he’s open. Any question is not a dumb question, and that’s what I like about him... We went into this blind, and he guided us through. He stuck by us the whole way.”*

— Participant’s comment about the service provider

### Final programme results for the period July 2021 to June 2024

<b>3,584</b> programme participants	<b>2,024</b> developed homeownership plans
<b>2,453</b> developed debt management plans	<b>361</b> purchased homes
<b>2,810</b> developed savings plans	<b>36</b> avoided losing their homes through mortgagee sales

The programme’s success is further demonstrated by the findings of a pre- and post-participation survey of 169 participants<sup>2</sup>

*“I believe I can be a homeowner”*

Before	After
23% disagreed or strongly disagreed with this statement.	A majority of 80% agreed or strongly agreed with this statement.

*“I know the steps I need to take to achieve my financial goals”*

Before	After
16% disagreed or strongly disagreed with this statement.	A majority of 90% agreed or strongly agreed with this statement.

*“I feel comfortable talking about money with my friends and family”*

Before	After
Majority were neutral about this statement.	Majority of 91% strongly agreed with this statement.

*“I feel confident talking to banks, mortgage brokers”*

Before	After
49% disagreed or strongly disagreed with this statement.	A majority of 82.5% agreed or strongly agreed with this statement.

*“I know about the different homeownership options available to me”*

Before	After
45% disagreed or strongly disagreed with this statement.	A majority of 90% agreed or strongly agreed with this statement.

<sup>12</sup> Fernhill Solutions. June 2023. Evaluation Report of the Pacific Financial Capability Development Programme.

<sup>13</sup> ibid





### Two young achievers turning their financial dreams into reality

As graduates of Zeducation’s Makatuliki programme, they have embarked on a journey towards homeownership.

The programme provides training and mentorship for Pacific families to help them achieve their financial goals.

Through the programme, Theo and Caitlin learned about their spending habits and budgeting, and how cultural differences can influence their approach to money.

Through the knowledge and skills they have gained, they are achieving their savings milestones, and the goal of ownership is within their reach.

[linkedin.com/posts/zeducation\\_successstory-financialliteracy-financialemPOWERment-activity-7213610021564076032-7zR6?](https://www.linkedin.com/posts/zeducation_successstory-financialliteracy-financialemPOWERment-activity-7213610021564076032-7zR6?)



### Pacific homeownership programme built from the ground up

Designing a homeownership programme from the ground up for Pacific peoples — not from the top down — was a key milestone for Andrew Lavulavu and his team.

The Auckland-based financial literacy consultant found there were substantial “niche gaps” for Pacific aiga in the “industry-driven” homeownership space. In 2017, he set up Home Ownership Pathway — a social enterprise that provides pastoral care support, financial capability and services for first-home buyers.

Andrew has partnered with the Ministry since 2022 to deliver financial capability programmes targeted at Pacific families who wanted to achieve homeownership. He says the programme is designed to meet the need for more care and cultural competence when dealing with Pacific and Māori peoples.

*“Having the Ministry’s support to deliver this programme as Pacific-led for Pacific outcomes has made a huge difference,” Andrew says. “It has allowed whānau and communities to elevate and engage in a comfortable manner that they otherwise wouldn’t get.”*



**“Designing and developing a programme that worked with our people in mind, incorporating culture and navigating this pathway was something I was passionate about.”**

— Andrew Lavulavu, Founder and Director, Home Ownership Pathway

### Making the impossible possible

Tafinga Malu’atonga Māsila always dreamed of being a homeowner.

When one of the providers of the Pacific Financial Capability Training and Mentoring Programme visited her church, she realised during the presentation that she had a pathway to homeownership.

When she moved from Tonga to New Zealand in 1984, Tafinga immediately started working and dreaming of owning her own home.

For decades, Tafinga worked full time, as well as growing taro and making handicrafts on the side. She managed her income carefully, budgeting to make sure all living expenses and family obligations were covered every week.

Listening to the provider’s presentation, Tafinga realised “all the things she said, that’s me. I’ve done it.” Tafinga realised her dream of owning her home with guidance and advice from the Pacific Financial Capability Programme provider.

*“Turns out you can still buy a house at 65 years old, but it depends on you and how you manage your money wisely,” she says.*

Tafinga believes that without hearing about her options at church that day, she might still be living in a Housing New Zealand house.

Describing her own home as “heaven”, Tafinga is proud to have an asset that can one day support her wider family.



**“I know that there will come a day when I will no longer be around, but at least I have built generational wealth for my family, and my children I brought to this earth will live a comfortable life.”**

— Tafinga Malu’atonga Māsila





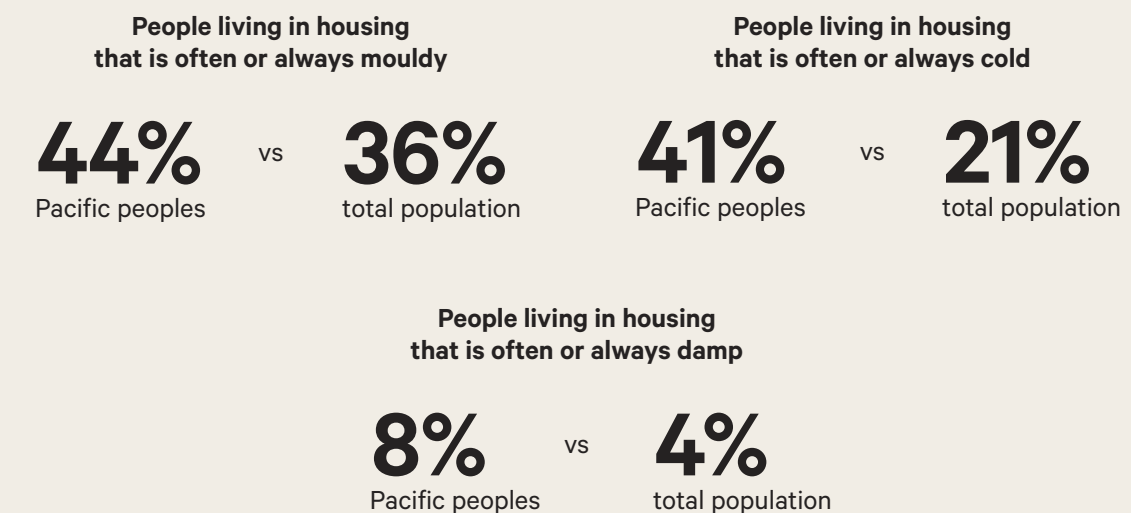
Pacific households are larger and more likely to comprise two or more families compared to the total New Zealand population. In 2018, half of Pacific peoples were living in households with five or more members.

The proportion of Pacific peoples who live in crowded households has decreased between 1986 and 2018 but it remains substantially larger compared to the corresponding proportion in the total New Zealand population.

Overall, Pacific peoples are more likely compared to the total New Zealand population to live in homes that can negatively affect their health and wellbeing.<sup>14</sup>

The life expectancy of the total New Zealand population has increased by three years over the past 20 years. However, the rate of increase for Pacific peoples has been lower compared to other ethnic groups, and by 2022 Pacific peoples' life expectancy was still 6 years lower compared to New Zealand Europeans. This gap has persisted over the past two decades. A minor decrease in Pacific peoples average life expectancy during the period 2020 to 2022 is concerning.<sup>15</sup>

Pacific peoples in New Zealand are twice as likely to experience higher rates of preventable housing-related hospitalisations, compared with all other groups. Older Pacific peoples, have been shown to have the highest rates of Ambulatory Sensitive Hospital Admissions (ASH) conditions of any population group. These conditions are exacerbated by cold, damp, and mouldy housing conditions.



Source: Stats NZ General Social Survey, 2018.

<sup>14</sup> Sources: NZ General Social Survey 2018; Stats NZ Census 2018; Stats NZ (2020) Housing in Aotearoa: 2020. Retrieved from stats.govt.nz; Pacific housing: People, place, and wellbeing in Aotearoa New Zealand. Retrieved from stats.govt.nz  
<sup>15</sup> Sources: Wing Cheuk Chan, Dean Papa, CMH (2020), Michael Walsh, Population Health Team, Te Whatu Ora (2024) Statistics New Zealand. Ngā Tūtohu Aotearoa — Indicators Aotearoa New Zealand. Available at statisticsnz.shinyapps.io/wellbeingindicators/TWO-5300-Health-Status-Report-Executive-Summary\_visuals\_P06\_V1.pdf (tewhatuora.govt.nz).

### Pacific Healthy Homes

The Ministry will lead a partnership involving Health New Zealand | Te Whatu Ora and the Energy Efficiency Conservation Authority (EECA) to deliver at least 600 healthy homes interventions to eligible households in South Auckland and Porirua by June 2025. These two regions were selected due to high concentrations of Pacific peoples living there, as well as high hospitalisation rates and high socioeconomic needs. Eligible households should have at least one member older than 45 years who has an Ambulatory Sensitive Hospitalisation (ASH) condition.

Households will also receive wraparound support services, including information about the interventions and how to optimise the energy efficiency of their homes, and connecting them to health and other social services they may need or qualify for.

SPEND

\$2m  
FY2023/24

### Progress



#### KEY ACHIEVEMENTS FOR FY 2023/24

- ✓ Four months from initial concept to implementation-ready
- ✓ Programme established at pace, drawing on existing relationships with Pacific providers and other stakeholders





# Pacific business development

The Ministry supports Pacific businesses across New Zealand to unlock their contribution to the prosperity of Pacific communities through the creation of new employment pathways.

In 2017, there were approximately 1,500 Pacific employers (Pacific peoples who own businesses that employ people) and 4,100 small Pacific businesses (sole traders, and small businesses with few employees) in New Zealand. The largest proportion of these businesses — about 20% — were in the construction industry.<sup>16</sup>

## Pacific Business Village

The Ministry supports Pacific business networks and business development providers to extend their support and advisory services to Pacific businesses. By supplementing this with business grants to eligible businesses, the aim is to enable Pacific businesses to create 130 new jobs each year from 2023/24 onwards.

SPEND

**\$2.907m**  
FY2023/24

The Pacific Business Village (PBV) initiative was established in FY 2022 to support Pacific businesses through three key interventions:

- 1. Pacific business networks**, which identify Pacific businesses and social enterprises, and coordinate and connect them with local business support providers
- 2. Service providers**, which provide local business development support to Pacific businesses and social enterprises
- 3.** In addition, business grants of up to \$100,000 each are available to eligible Pacific businesses and social enterprises through the **Tauola Business Fund**. A co-contribution is made by businesses and social enterprises that receive grants.

The expansion of the PBV to Auckland in late 2022 formalised its establishment as a national programme covering eight regions: Northland, Auckland, Waikato, Bay of Plenty, Manawatū-Whanganui, Wellington, Canterbury and Otago.

## Business development providers and Pacific business networks

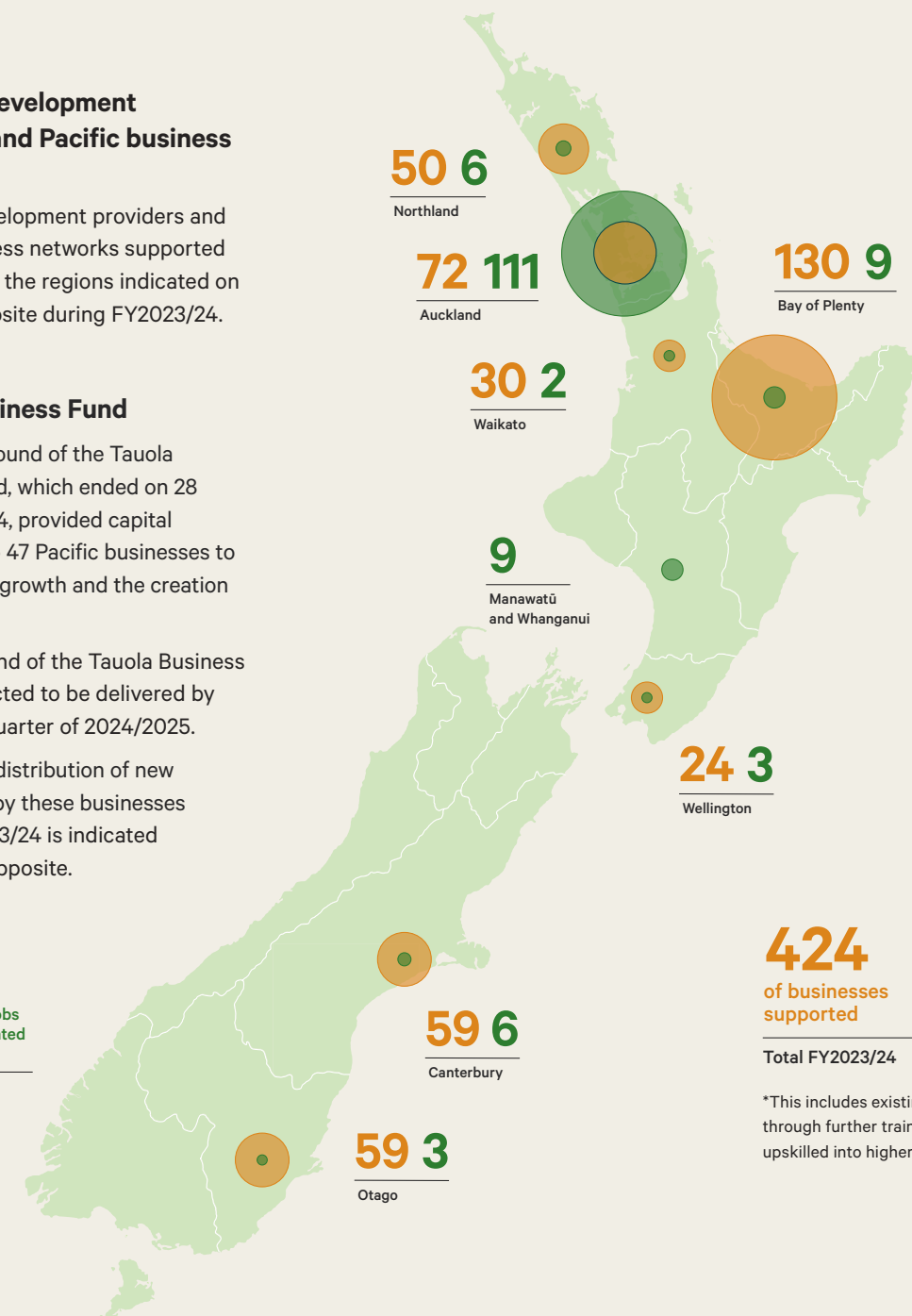
Business development providers and Pacific business networks supported businesses in the regions indicated on the map opposite during FY2023/24.

## Tauola Business Fund

The second round of the Tauola Business Fund, which ended on 28 February 2024, provided capital investment to 47 Pacific businesses to support their growth and the creation of new jobs.

The third round of the Tauola Business Fund is expected to be delivered by the second quarter of 2024/2025.

The regional distribution of new jobs created by these businesses during FY2023/24 is indicated on the map opposite.



**424** of businesses supported  
**149\*** of jobs created  
Total FY2023/24

\*This includes existing jobs that evolved through further training, and staff that were upskilled into higher roles.

## The distribution of new jobs across industries:

<b>38</b> Construction	<b>12</b> Arts and recreation services	<b>9</b> Agriculture, forestry and fishing
<b>17</b> Public administration and safety	<b>12</b> Retail	<b>6</b> Transport, postal and warehousing
<b>16</b> Education and training	<b>12</b> Professional, scientific and technical services	<b>4</b> Electricity, gas, water and waste services
<b>14</b> Accommodation and food services	<b>9</b> Health care and social assistance	

## Types of jobs:

<b>70</b> Full-time
<b>39</b> Part-time
<b>32</b> Casual
<b>8</b> Fixed-term / contract

<sup>16</sup> treasury.govt.nz/publications/tp/new-zealand-pacific-economy

\* There is no PBV provider in Manawatū-Whanganui. These jobs were created by Pacific businesses that are supported through Tauola business fund.



### Pacific Business Trust (PBT)

The Ministry supports PBT to deliver business development services to Pacific businesses nationwide.

SPEND

**\$4.8m**  
FY2022/23

#### PBT results

The Ministry has been supporting the Pacific Business Trust PBT in achieving its vision to enable Pacific business by using innovative solutions and tools to drive their ambitious plans and successively deliver sustainable growth and the opportunity to thrive and achieve their goals.

It does this by delivering tailored programmes and services including funding, training, mentoring, and networking opportunities for Pacific businesses and entrepreneurs in Aotearoa New Zealand.

Support		FY24	
<b>Workshop support</b>			
Deliver bespoke capability development workshops for Pacific businesses, including post-workshop follow-up, support and information, and pathways to pastoral care.	Total attendees		259
	Total businesses		133
	Number of industries represented		20
<b>Networking support</b>			
Facilitate networking opportunities for Pacific businesses, and promote PBT's available services and support.	Total attendees		195
	Total businesses		91
	Number of industries represented		18
<b>Application support</b>			
Support eligible business owners to work closely with a business partner who assesses their needs, and identifies challenges that affect their success. Selected businesses may receive specialised attention from across the PBT service partner network, as well as ongoing pastoral care.	Assessments	Businesses supported	197
		Number of industries represented	20
	Grants	Businesses supported	89
		Number of industries represented	20



## Employment and education

Just under 70% of the Pacific working-age population in New Zealand is participating in the labour force, and 62% are currently employed.

While Pacific peoples' employment rates have decreased in recent years, unemployment and underutilisation rates have been increasing and are currently at 8.3% and 16.6%, respectively. This is substantially higher than the national averages of 4.0% and 10.7%, respectively.<sup>17</sup>

The proportion of Pacific young people defined as Not in Employment, Education or Training (NEET) has also been increasing in recent years, from 14.3% in 2022 to 17.5% in 2024.<sup>18</sup> This compares to the 2023/24 NEET rate of 12.4% for all New Zealand youth.<sup>19</sup>

For Pacific peoples, school qualification attainment of 69% is 16% lower than that of the total population. At the same time, 16% of Pacific peoples attained a Bachelors degree or higher, which is 19% lower than that of the total population.<sup>20</sup>

### Tupu Aotearoa

Through the Tupu Aotearoa programme, the Ministry is committed to making at least 2,000 placements to support Pacific peoples who are identified as not in employment, education or training (NEET) into training, education and employment pathways, to reach a cumulative total of at least 7,500 placements during the period 1 July 2021 to 30 June 2025.

The Tupu Aotearoa programme continues to be a key intervention to assist Pacific peoples who are NEET to achieve sustainable employment and/or undertake further training to increase their skills and qualifications. The Ministry supports 12 service providers across New Zealand to deliver the programme.

SPEND

**\$10.205m**  
FY2023/24

7,645 Pacific peoples who are NEET were placed onto training, education, and employment pathways since 1 July 2021.

#### Programme 2025 target of 7,500 exceeded by 124 (2%)

- FY2023/24
- Cumulative to date

Result	Employment outcomes	Education outcomes
<b>3,120</b> <b>8,326</b>	<b>262</b> <b>630</b>	<b>1,347</b> <b>3,313</b>
Clients enrolled and participated in the Tupu Aotearoa programme. They completed: <ul style="list-style-type: none"> <li>• skills and needs assessment</li> <li>• numeracy and literacy testing.</li> </ul>	Were placed into work experience	Were placed into training and/or education
<b>2,901</b> <b>7,642</b>	<b>1,329</b> <b>3,702</b>	<b>597</b> <b>1,691</b>
Clients completed the work and training preparation stage and received support to complete a: <ul style="list-style-type: none"> <li>• CV,</li> <li>• cover letter, and</li> <li>• personal development plan.</li> </ul>	Were placed into employment	Completed a certificate course level 1-3
<b>2,938</b> <b>7,645</b>	<b>1,091</b> <b>2,573</b>	<b>283</b> <b>755</b>
Clients were placed into training, education, work experience and employment.	Remained in work for at least 6 months	Completed a certificate course level 4-5
	<b>791</b> <b>1,680</b>	<b>50</b> <b>175</b>
	Remained in work for at least 12 months	Completed a diploma course level 5-6
		<b>3</b> <b>15</b>
		Completed a degree level 7 and above

<sup>17</sup> Ministry of Business, Innovation and Employment's Pacific peoples in the Labour Market June (Year) Quarter. [mbie.govt.nz/dmsdocument/28947-pacific-peoples-labour-market-statistics-snapshot-june-2024-pdf](https://mbie.govt.nz/dmsdocument/28947-pacific-peoples-labour-market-statistics-snapshot-june-2024-pdf)  
<sup>18</sup> Statistics New Zealand. Ngā Tūtohu Aotearoa — Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators/](https://statisticsnz.shinyapps.io/wellbeingindicators/) and Ministry for Business Innovation and Employment. Pacific peoples Labour Market Statistics Snapshot (June quarter for each year).  
<sup>19</sup> [webrear.mbie.govt.nz/theme/neet-rate/map/timeseries/2024/new-zealand?right-transform=absolute](https://webrear.mbie.govt.nz/theme/neet-rate/map/timeseries/2024/new-zealand?right-transform=absolute)  
<sup>20</sup> Education Counts PISA 2022 Pacific Learners Summary. Available at [educationcounts.govt.nz/publications/series/2543/pisa-2022/pisa-2022-pacific-learner-summary](https://educationcounts.govt.nz/publications/series/2543/pisa-2022/pisa-2022-pacific-learner-summary); Education Counts 2021 Educational attainment in the adult population. Available at [educationcounts.govt.nz/statistics/achievement-and-attainment](https://educationcounts.govt.nz/statistics/achievement-and-attainment)





**“He spoke with confidence and answered loads of questions afterwards.”**

Education Consultant, Arisi Time, talking about Siope Kalonihea (pictured)



**Tupu Aotearoa is breaking down barriers preventing Pacific young people from finding employment by empowering them with work-ready skills.**

K'aute Pasifika, a Tupu Aotearoa provider located in the Waikato, has been working with the Ministry and Industry Training Solutions (ITS) to develop the Employability Programme. It aims to motivate and build the confidence of Pacific young people who are not in employment, education or training (NEET), and strengthening their work readiness and customer service skills, enabling them to gain up to 20 credits towards their Level 2 Employability Skills Certificate. They also gain a better understanding of the workplace and employment contracts, as well as their rights and responsibilities as employees.

New Zealand-born Samoan Siope Kalonihea is a recent graduate of the Employability Programme.

Although having already completed his Level 2 and 3 Certificates in building and carpentry, the 19-year-old was facing challenges to entering the workforce.

Tupu Aotearoa connected Siope with local provider K'aute Pasifika. K'aute Employment and Education Consultant Arisi Time connected Siope to the Employability Programme. He graduated with new skills, and felt well equipped and prepared to gain employment.

Within weeks of completing the programme, Siope secured employment with Industrial Site Services (ISS) in Waikato. The company's spokesperson says Siope was a standout employee and was chosen to do a presentation on his experience going through the ISS cadet programme, which he completed with flying colours.

Siope is currently thriving in his role with ISS, and credits the Employability Programme, the ongoing wraparound support from his family and K'aute Pasifika, and his own personal determination, as key elements to achieving his dream of a career in the construction industry.

### Toloo programme

For Pacific peoples, school qualification attainment of 69% is 16% lower than that of the total population. At the same time, 16% of Pacific peoples attained a Bachelors degree or higher, which is 19% lower than that of the total population.<sup>21</sup>

37% of Pacific peoples live in decile 10 areas, compared to 27% Māori, 7% Asian and 5% non-Māori, non-Pacific and non-Asian. We aim to inspire and support Pacific students to engage with Science, Technology, Engineering and Mathematics (STEM).

Toloo is the only government programme tailored for improving outcomes for Pacific learners in a broad range of STEM subjects, with a view to accessing skilled employment.

**Toloo has two components:**

- secondary and tertiary scholarships, including the provision of pastoral and academic enrichment to scholarship recipients
- short-term pilot projects to strengthen the STEM system for Pacific peoples, including digital STEM community hubs and a contestable fund for providers aimed at strengthening STEM foundational skills, and participants' interest and confidence to pursue STEM studies or careers.

The programme involves learners, their families and immediate community in the learning process. It includes providing avenues to be self-interested in STEM, for example by after-school tutoring, school holiday programmes and site visits to STEM companies. Parents and communities are provided with information and tools to support learners in their exploration and pursuit of STEM studies and careers.

**SPEND**

**Secondary and tertiary scholarships**  
**\$0.635m**  
 FY2023/24

**Contestable fund to strengthen the STEM system**  
**\$0.762m**  
 FY2023/24

**250** Secondary students

received Toloo scholarships to support their STEM studies during the 2024 academic year (see p. 46)

**50** Tertiary students

received Toloo scholarships to support their STEM studies during the 2024 academic year (see p. 46)

**2,350** Pacific people

explored and engaged with STEM disciplines through initiatives supported by the Toloo Community Contestable Fund during 2023/24 (see p. 46 - 47)

**Through a Relationship Agreement with Beca, five Toloo scholarship recipients were placed into civil engineering summer internship roles from 2022 to 2023, and three scholarship recipients were awarded permanent graduate roles for 2025.**



<sup>21</sup> Education Counts PISA 2022 Pacific Learners Summary. Available at educationcounts.govt.nz/publications/series/2543/pisa-2022/pisa-2022-pacific-learner-summary; Education Counts 2021 Educational attainment in the adult population. Available at educationcounts.govt.nz/statistics/achievement-and-attainment



## Distribution of Toloa scholarships and Digital Hubs

### Toloa Scholarships

The Ministry awarded 300 scholarships to Pacific students for the 2024 academic year. All scholarship recipients have STEM subjects in their curriculum, or are studying towards a STEM-related tertiary qualification.

### Digital Hubs

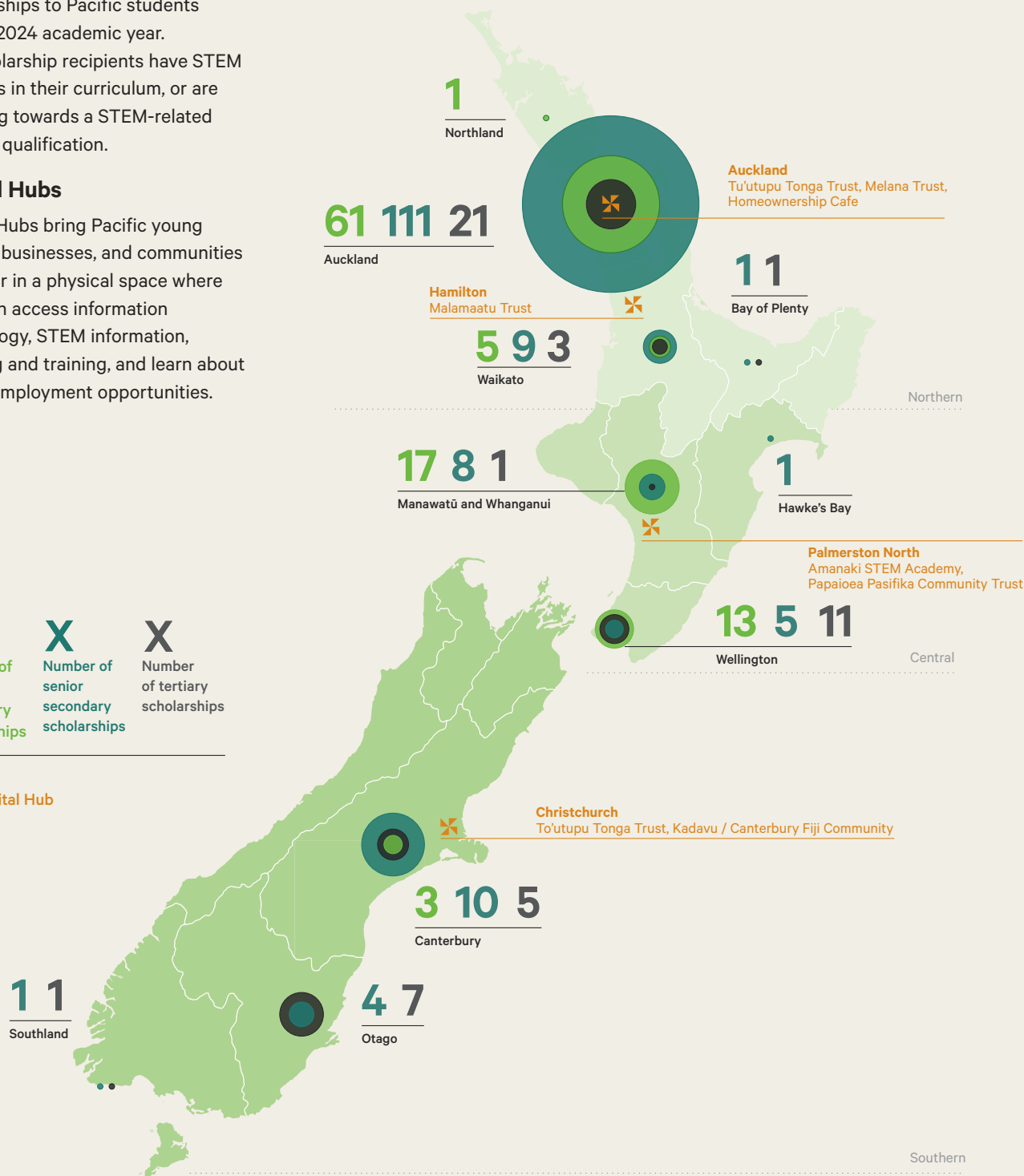
Digital Hubs bring Pacific young people, businesses, and communities together in a physical space where they can access information technology, STEM information, learning and training, and learn about STEM employment opportunities.

**Key**

- X** Number of junior secondary scholarships
- X** Number of senior secondary scholarships
- X** Number of tertiary scholarships

**Region**

- X** Digital Hub



### Toloa Community Contestable Fund outcomes

Initiatives implemented through the Toloa Community Contestable Fund reached 2,350 participants during the year, and achieved notable outcomes:

Number of participants	Outcomes achieved
<b>510</b> Youth learners: 225 Adults: 105 (Families: 180)	<ul style="list-style-type: none"> <li>Over 70% acquired new STEM foundational skills</li> <li>Over 70% expressed an increase in confidence with STEM subjects and material</li> </ul>
<b>413</b> Youth learners: 305 Adults: 86 (Families: 22)	<ul style="list-style-type: none"> <li>Over 70% acquired new foundational STEM skills</li> <li>Over 80% expressed an increase in confidence with STEM subjects and material</li> </ul>
<b>512</b> Youth learners: 437 Adults: 75	<ul style="list-style-type: none"> <li>Over 87% acquired new STEM skills</li> <li>Over 80% expressed an interest in STEM tertiary and career pathways</li> </ul>
<b>558</b> Youth learners: 460 Adults: 28 (Families: 70)	<ul style="list-style-type: none"> <li>Over 60% acquired new STEM skills</li> <li>Over 70% expressed an increase in confidence with STEM subjects and material</li> </ul>
<b>357</b> Youth learners: 125 Adults: 165 (Families: 67)	<ul style="list-style-type: none"> <li>Over 90% of participants pathway into STEM tertiary</li> <li>Over 80% of student's take up 3+ STEM subjects at secondary school</li> <li>Over 70% acquired new STEM skills</li> <li>Over 80% confidence in STEM subjects and material</li> </ul>
<b>2,350</b>	

### Amanaki STEM Academy leveling the playing field

Founded by husband-and-wife team, Viliami Teumohenga and Tanya Koro in 2002 "to help our own children through high school because there never was a level playing field", the Amanaki STEM Academy (ASA) in Palmerston North has become a beacon for growing Pacific young people's interest, confidence and knowledge in science, technology, engineering, and mathematics (STEM). The Academy exists to create prosperous employment pathways for Pacific students in high-demand fields of STEM.

With support from the Ministry's Toloa programme, ASA has expanded their reach from five students in 2016 to 282 students and 67 parents as at 30 June 2024. Its ten tutors and five volunteers now have facilities to offer dedicated coding courses, holiday programmes, examination preparation camps and other learning support to the enthusiastic students.

### ASA students excel.

- They have achieved an 88% pass rate in NCEA level 1, 2 and 3 STEM subjects (year end 30 June 2024).
- 90% go on to pursue tertiary STEM qualifications.
- Their first alumna graduated from the University of Auckland with a Bachelor of Medicine and a Bachelor of Surgery, and a Bachelor of Medical Sciences (honours) in 2023.
- Two alumni will graduate from the University of Otago this year (2024) with a Bachelor of Science majoring in Physics, and Bachelor of Science majoring in Anatomy and Pacific Islands Studies, respectively.



# Protecting and promoting Pacific languages

With the exception of a 0.9% increase in the proportion of Tuvaluan speakers between 2006 and 2013, the proportion of ethnic speakers of seven other Pacific languages in New Zealand (Samoan, Tongan, Cook Islands Māori, Niuean, Tokelauan, Fijian and i-Kiribati) have consistently declined between 2006 and 2018.<sup>22</sup>

Five Pacific languages (Rotuman, Tokelauan, Niuean, Cook Islands Māori and Tuvaluan) are endangered due to declining numbers of ethnic speakers and limited transmission to younger generations.

The Ministry takes a strategic approach to working with Pacific communities and organisations, and across government, to protect and support Pacific languages and cultures in New Zealand.

By supporting Pacific languages and cultures in New Zealand, we contribute towards:

- improving educational outcomes for Pacific peoples
- enhancing their employment and learning opportunities
- maintaining socio-cultural connections that are fundamental to their wellbeing.

The initiatives through which the Ministry supports the strategy’s implementation towards realising these benefits are summarised below.

## Community Action Plans (CAPs)

Community Action Plans (CAPs) allow each Pacific language community to set strategic priorities aimed at preventing the decline of their language in New Zealand.

Priority actions from CAPs guide the Ministry’s support for communities to support and promote their languages.

SPEND  
**\$0.041m**  
FY2023/24

### Progress

The Ministry Supported nine CAP working groups to finalise the identification of priority actions:

Rotuma — November 2023	Tuvalu — December 2023	Niue — March 2024
Tokelau — November 2023	Tonga — January 2024	Cook Islands — May 2024
Kiribati — November 2023	Fiji — January 2024	Samoa — June 2024

## Pacific Language Week Series (PLWS)

The Ministry hosted nine Pacific language weeks this year, which is the mainstay of our work to raise awareness of these languages and encourage their use. Also, we introduced Solomon Aelan Pijin and Papua Niugini Tok Pisin (delivery falls in FY24-25), increasing language week celebrations next year to 11.

SPEND  
**\$0.482m**  
FY2023/24

## The Pacific Languages Community Fund (PLCF)

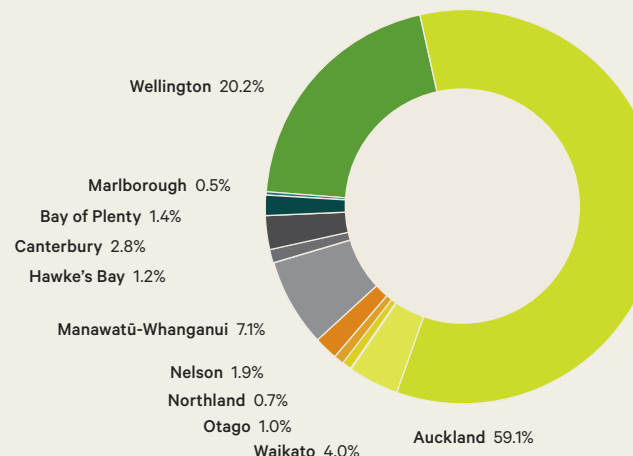
The Pacific Languages Community Fund support community-led initiatives to maintain and revitalise Pacific languages.

SPEND  
**\$1.588m**  
FY2023/24

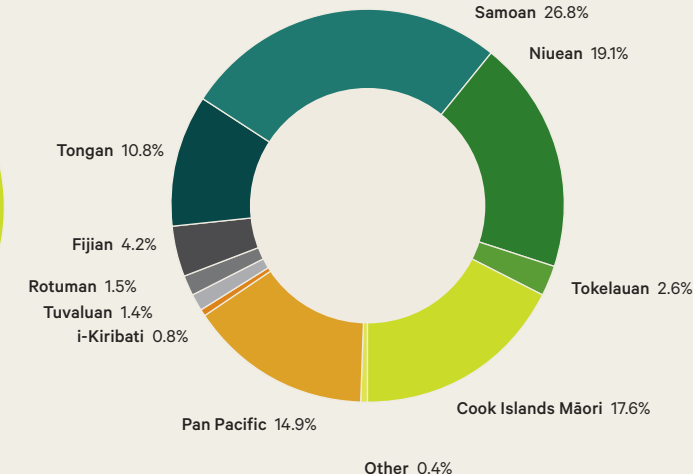
### PLCF implementation timeline



### Allocated funding by regions



### Allocated funding by language



### Pacific language weeks in FY 2023/24

<b>Te taetae ni Kiribati (Kiribati)</b> 9 July — 15 July 2023	<b>Te 'Gana Tuvalu (Tuvalu)</b> 1 October — 7 Oct 2023	<b>Vagahau Niue (Niuean)</b> 15 October — 21 October 2023
<b>Te Reo Māori Kūki 'Airani (Cook Islands Māori)</b> 30 July — 5 August 2023	<b>Vosa VakaViti (Fijian)</b> 8 October — 14 October 2023	<b>Fāeag Rotuam Ta (Rotuman)</b> 12 May — 18 May 2024
<b>Lea Faka-Tonga (Tongan)</b> 3 September — 9 September 2023	<b>Te Gagana Tokelau (Tokelau)</b> 22 October — 28 October 2023	<b>Gagana Samoa (Samoan)</b> 26 May — 1 June 2024

<sup>22</sup> Source: Statistics New Zealand. Census 2018 Language | Stats NZ Proportion of ethnic Pacific language speakers of Samoan, Tongan, Cook Islands Māori, Niuean, Fijian, Tokelauan, Tuvaluan and i-Kiribati in New Zealand. Available at stats.govt.nz/topics/language



### Government action to protect and promote Pacific languages

The Pacific languages government Action Plan (GAP) is a collaboration between the Ministry for Pacific Peoples, Ministry of Education, Ministry of Culture and Heritage, and the Ministry of Foreign Affairs and Trade, to protect and support Pacific languages.

SPEND

**\$0.004m**

FY2023/24

Under the framework of the GAP, the Ministry and MCH supported the transformation of the former National Pacific Radio Trust (NPRT) into the National Pacific Media Trust (NPMT). MCH supported the updating of the Trust Deed to enable NPRT to become a multi-media organisation, while the Ministry is supporting NPMT to establish itself as a multimedia organisation.

The Ministry has placed its coordination and monitoring of government action to protect and support Pacific languages on hold.

## Supporting Pacific organisations to promote and protect Pacific languages

### Centre for Pacific Languages (CPL)

The Ministry supports the Centre for Pacific Languages (CPL) to deliver language learning courses, develop digital platforms to support language learning, and provide ongoing support for Pacific language weeks.

SPEND

**\$1.141m**

FY2023/24

**In progress:**

✓ In October 2023, CPL launched the Speak Pacific app,<sup>23</sup> which introduces users to the languages and cultures of seven different Pacific groups. It gives language learners access to the digital Moodle platform, which includes pre-existing resources, as well as resources created by CPL, including YouTube videos, PowerPoint presentations, interactive crossword puzzles, audio punctuation support, translations of well-known texts such as the Lord's prayer, and other resources to support language learning. In February 2024, it was #1 in the Education category on launch; in January 2024 it was #2 for all app categories; and it is amongst the Top 100 most downloaded education apps.

✓ CPL introduced two new language courses (te Gana Tuvalu and Te Taetae ni Kiribati) in September 2023 and February 2024, respectively, taking the number of languages they cover from seven to nine.

✓ Evaluations of CPL language courses show that they have positively impacted participants' language skills, communication skills, cultural identity and wellbeing.

✓ Te Kario Kiribati Language and Music Pilot Series was launched on 29 June 2024 to support Kiribati Language Week. Co-funded by the Ministry and the Ministry of Education Innovation Fund, it is a short course developed to teach young people how to write music in Te Taetae ni Kiribati.

✓ In June 2024, CPL delivered a biennial Pacific language symposium.

✓ During 2023/24, CPL delivered free language classes in nine Pacific languages over a period of three terms, for ten weeks at a time.

✓ CPL agreed with the Ministry to a target of enrolling 2,500 participants in their language courses during 2023/24. Due mainly to an organisational restructure that impacted the marketing of language courses, there has been a shortfall of 167 enrollments against the agreed target.

23 [centreforpacificlanguages.co.nz/about-us/advocacy/speak-pacific-app](https://centreforpacificlanguages.co.nz/about-us/advocacy/speak-pacific-app)

### Pacific Media Funding

Pacific Media Funding supports the sustainability of Pacific language broadcasters by strengthening their capacity to deliver Pacific language content.

SPEND

**Total \$1.630m**

FY2023/24

**Samoan Capital Radio \$0.090m**

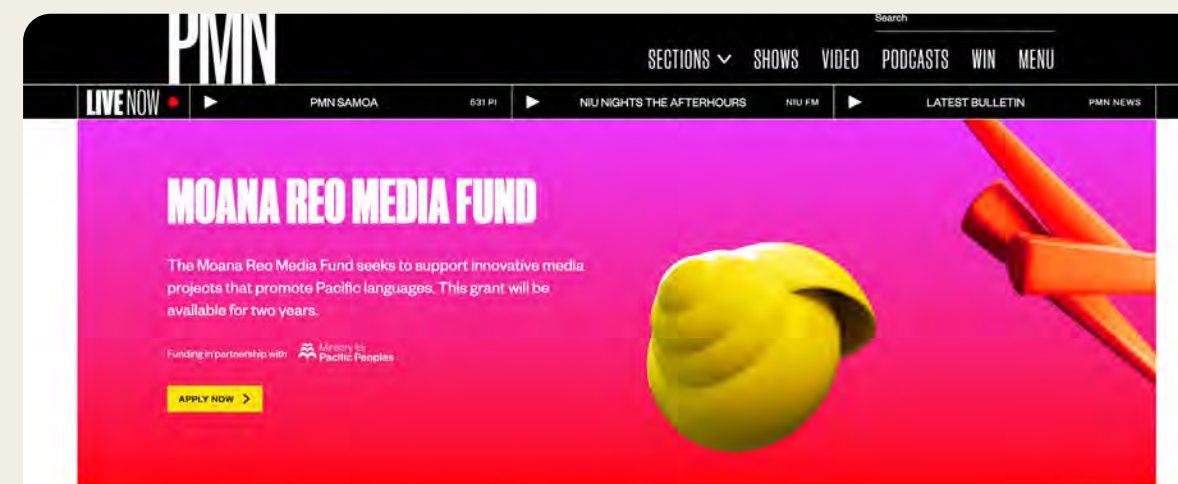
FY2023/24

**Pacific Media Network \$1.540m**

FY2023/24

The Ministry supports Samoan Capital Radio (SCR) and the Pacific Media Network (PMN) to increase the use of Pacific languages in the multi-media landscape (such as radio, social media, online news sites), and to reach a wider Pacific audience.

The Pacific Media Innovation Fund (PMIF) will be implemented by PMN early in the 2024/25 financial year. It will create opportunities for young Pacific creatives early in their careers to strengthen their media skills, with a view to enhancing future employment prospects and ensuring diversity of voices in media.



#### The key objectives of the Moana Reo Media Fund

Innovative	Inclusive	Positive outcomes	Future forward
Support the development of innovative media content using Pacific languages	Ensure our Pacific people have access to a diverse range of media in our Pacific languages	Positively impact cultural identity, mental health, and wellbeing through Pacific language multimedia content	Build the skills, capability and leadership of young people in Pacific multimedia spaces

#### What we would like to fund

We're looking for new, innovative and creative media projects that incorporate the use of



# Government-facing work

This section of the report provides an overview of the Ministry's involvement in government planning and decision-making to improve outcomes for Pacific peoples in New Zealand.

Policy advice	54
Strengthening Pacific data across government	57
Building capability in Pacific policy development and community engagement	58
Strengthening Pacific culture and inclusion	61



Jerose Hofeni and Sinirewa Tinamoni Agaifo  
at Otago University



# Government-facing work

The Ministry takes a strategic approach to improve outcomes for Pacific peoples and communities in New Zealand. We drive positive change across government through policy advice, strengthening Pacific data, and providing policy training through a Pacific lens, while ensuring that diverse and often under-represented Pacific communities receive attention.

## Policy Advice

We bring the voices of Pacific peoples to government decision-making.

### Highlights

#### Quality of Ministerial policy advice

Ministerial satisfaction rating of 4.8/5

#### Quality of policy advice

Mean rating of 3.4/5 based on an independent assessment by the New Zealand Institute of Economic Research (NZIER)

#### Response to current matters

Contributed to multi-agency forums to address issues of national significance

We influence other agencies to consider Pacific peoples' priorities, aspirations and perspectives in their work, and to achieve better outcomes for Pacific communities. The Ministry's Policy team provided 126 pieces of policy advice to other agencies during the year. Most requests were for feedback on draft Cabinet papers. Feedback was generally well received by agencies, resulting in papers being amended to better reflect Pacific perspectives.

The Ministry has strengthened its policy analysis and advice capability, with special consideration of upcoming priority work programmes such as the planned refresh of the Ministry's Strategic Framework "Investing in Pacific Futures", the review of its Strategic Intentions, and developing its second Long-term Insights Briefing (LTIB). The establishment of a Data and

Insights Directorate, and its subsequent incorporation into a combined Policy and Insights Directorate, is contributing to more robust, evidence-informed policy advice. An independent quality review of the Ministry's policy advice during 2023/24 noted that it was "pleasing to see" more policy papers using and referencing data and evidence to improve the robustness of advice, "as decision-making can be improved if it's evidence-based. It also shows a good understanding of your population."

The New Zealand Institute of Economic Research (NZIER) conducted an independent review of policy papers prepared by the Ministry. A random sample of 10 papers were selected for review made up of eight aide memoires and two briefings. The results for 2024 and comparison results for the three prior years are summarised below.

Measure	2023/24 <sup>24</sup>			2022/23 <sup>25</sup>	2021/2022 <sup>25</sup>	2020/2021 <sup>25</sup>
	Target	Actual	Attainment	Actual	Actual	Actual
Quality rating of policy advice (mean score), as per the Policy Quality Framework	At least 3.5/5	3.4	Standard not met	3.6	3.5	3.5
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	20% of assessed papers score 4/5 or higher	10%	Standard not met	56%	58%	20%
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	90% of assessed papers score 3/5 or higher	100%	Standard met	89%	75%	100%

The Ministry experienced a period of significant change this year, especially due to the government-directed public service cost-saving exercise. This stretched our organisational capacity, as our functions were clustered and reorientated. All of this happened within the context of a new Government setting a new direction for the Ministry and public service.

As we now embed our new operating model, the Ministry has put in place a refreshed capability development plan which will help us systematically address some of the challenges we experienced during the last year.

## Contribution to multi-agency forums

The Ministry continues its representation in various multi-agency forums to ensure that Pacific perspectives inform and influence government policy decision-making in areas of significance for Pacific peoples.

During 2023/24 this included, amongst others, the Abuse in Care Crown Inquiry, National Plan Against Racism, Te Puna Aonui (an Interdepartmental Executive Board to Eliminate Family Violence and Sexual Violence), and The Pacific Economy Project.

### Responding to the Royal Commission of Inquiry into Historical Abuse in State Care and in the Care of Faith-based Institutions

The Abuse in Care Royal Commission of Inquiry was established in 2018 to investigate children's, young people's, and vulnerable adults' experiences of abuse and neglect in State and non-State care in Aotearoa New Zealand between 1950 and 1999.

A Crown Response Unit was established in 2019 to coordinate the government's response to the Royal Commission.

During this period, the Ministry for Pacific Peoples supported the Crown Response Unit by reviewing policy and providing a Pacific perspective in recognition that Pacific peoples are over-represented as survivors of abuse in care.<sup>26</sup>

### Working towards eliminating family violence and sexual violence

In March 2022, the government established Te Puna Aonui, the Executive Board for the Elimination of Family Violence and Sexual Violence. This builds on the earlier joint venture of government agencies, formed in 2018. The Executive Board comprises the Chief Executives of nine public sector agencies who are collectively responsible for aligning government strategy, policy, and investment to address family violence and sexual violence.

The Executive Board actively contributes to cross-government work programmes to give effect to Te Aorerekura — the National Strategy to Eliminate Family Violence and Sexual Violence. Te Aorerekura is a 25-year strategy designed to achieve inter-generational change so that all people can live free from violence.

The Ministry for Pacific Peoples is an associate member of Te Puna Aonui, along with the Department of the Prime Minister and Cabinet, Social Investment Agency, Ministry for Women, and Ministry for Ethnic Communities.

Te Puna Aonui referenced the Ministry for Pacific Peoples' wellbeing strategy as an overarching framework across agencies' Pacific-led strategies (for example, Ministry of Health, Ministry of Social Development, Ministry of Education, New Zealand Police, Oranga Tamariki) to inform the implementation of Te Aorerekura.

In the past year, the Ministry for Pacific Peoples participated in the national and regional fono with Pacific practitioners working in the areas of family violence and sexual violence.<sup>27</sup>



**“The Ministry has been very useful in providing us with advice on the apology and the tangible actions based on their experiences with the Dawn Raids apology. They also brought a Pacific perspective to the review of various policy documents and Cabinet papers and are regular attendees at our various working groups”**

— Crown Response Unit

<sup>26</sup> The Royal Commission ended on 25 June 2024. Its final report and recommendations Whanaketia, Through pain and trauma, from darkness to light Whakairihia ki te tihi o Maungārongo was publicly released on 24 July 2024. The Commission advises Whanaketia is read with its other reports to understand the overall picture of abuse and neglect in the care of State and faith-based institutions between 1950 and 1999. The reports are available at <https://abuseincare.org.nz/reports>

<sup>27</sup> The Pacific Practitioners' Fono Report (2023) is available at [pasefikaproud.co.nz/resources/national-pacific-practitioners-fono-report-2023](https://pasefikaproud.co.nz/resources/national-pacific-practitioners-fono-report-2023)

<sup>24</sup> Results based on an independent assessment conducted by the New Zealand Institute of Economic Research (NZIER).

<sup>25</sup> Result based on assessment by a mixed panel (external and internal policy specialists), as per the Policy Quality Framework.



## Policy Advice

Continued

### Restoring citizenship

In early May 2024, officials from the Ministry were approved as advisers to the Governance and Administration Select Committee on the Restoring citizenship removed by the Citizenship (Western Samoa) Act 1982 Bill. This Members' Bill seeks to enable those whose New Zealand citizenship was removed by the Citizenship (Western Samoa) Act 1982 to receive, on application, New Zealand citizenship as of right, and to repeal the Act. Under leadership of the Department of Internal Affairs, officials from the Ministry, Parliamentary Counsel Office, MFAT and MBIE are working together to present a final departmental report to the Committee. Officials' advice to the Select Committee is confidential until it reports back to Parliament with its recommendations on the Bill. Final report back is due to Parliament in October 2024.

### Ministerial policy advice

The Ministry provided 42 briefings and 67 aide memoires to the Minister between November 2023 and June 2024,<sup>28</sup> including comprehensive information in preparation for Select Committee hearings. In addition, 39 weekly reports updated the Minister on the Ministry's priority work programmes, and we prepared talking points and notes.

A Ministerial satisfaction rating of 4.8/5 in 2023/24 underscores the continued improvement of ministerial policy advice over the past four years, as summarised below.

Measure	Result 2023/24			2022/23	2021/2022	2020/2021
	Target	Actual	Attainment	Actual	Actual	Actual
Ministerial satisfaction with the quality of policy advice (average score), as per the Ministerial Policy Survey	At least 3.5/5	4.8	Standard met	4.2	3.9	4

The Hon Dr Shane Reti was appointed as Minister for Pacific Peoples in November 2023. The Ministerial satisfaction scores apply to services provided during the period late-November 2023 to 30 June 2024.

# 4.8/5

Ministerial satisfaction with policy advice

## Strengthening Pacific data across government

The Ministry continues to grow its influence as steward of Pacific peoples data through strengthening relationships with other agencies and improving the quality of Pacific data in government household surveys.

### Highlights

#### Building capability

- Established Data and Insights function, and incorporated it into the Policy directorate

#### Building relationships

- Formalised relationships with Stats NZ and the Ministry of Health
- Working relationship with the Social Investment Agency established, and ongoing provision of Pacific expertise to support the Agency's standards setting and evaluation work
- Member of several cross-agency data groups, which has enabled us to expand our influence across the public sector

#### Improving use of data and evidence

- Assessed the quality of Pacific data in government household surveys
- Internal data quality function designed to improve how the Ministry uses data and evidence to inform design and delivery of the services it commissions

The Ministry conducted a technical review of a nationally representative sample of government household surveys to understand how they perform for Pacific peoples. The review informs the Ministry's Integrated Data Infrastructure (IDI) project to understand existing data quality issues and census modernisation implications for Pacific peoples. Early findings are being disseminated while a technical report of findings is being completed.

We are formalising our relationships with Stats NZ and the Ministry of Health and have provided comprehensive feedback on their work relating to Pacific peoples. We have established a working relationship with the Social Investment Agency to ensure our approach is aligned with social investment principles, and we provide Pacific expertise to support the Agency's standards setting and evaluation work. We have provided feedback on the development of their Value Impact Measurement Framework and Regional Dashboard.

The Ministry is collaborating with data and analyst teams in other agencies such as Ministry of Health, Social Investment Agency, Stats NZ, Te Whatu Ora, and Ministry of Ethnic Communities to address Pacific data quality issues. The Ministry is now a member of several cross-agency data groups, including the government Information Group, the Expert Group — Ethnicity Standard Review, and the Analytics Deputy Chief Executives Group.

<sup>28</sup> The period corresponds with the current Minister's uptake of office.



## Building capability in Pacific policy development and community engagement

### Highlights

#### Building capability

The Ministry has dedicated capacity to offer Pacific-focused policy and community engagement training

#### Growing reach

429 participants attended Yavu (Pacific engagement framework) workshops, and 156 participants attended Kapasa (Pacific policy framework) workshops. 69 people completed the online Kapasa and Yavu E-learning training modules.

#### Kapasa — Pacific-focused policy training

'Kapasa' is the Tongan (pronounced Kāpasa) and Samoan (pronounced Tapasā or colloquially Kapasā) translation for 'compass'. Compass is called Kabasi in Fijian and Kamapasi in Niue. Kapasa echoes how our Pacific ancestors successfully navigated their way across the Pacific Ocean.

#### Yavu — Pacific-focused community engagement training

Derived from 'Yavusa', Yavu is the Fijian translation for 'foundation'. It refers to one's origin, and roots to the ancestral land of the greater family.

The Ministry has dedicated capacity to strengthen government capability in policymaking through a Pacific lens by offering facilitated Kapasa (Pacific policy framework) training workshops and a suite of online Kapasa training modules. Similar Yavu (Foundations of Pacific engagement) workshops and training modules are offered to strengthen the capability of government agencies and other organisations to engage with Pacific communities.

The figures below show the sector reach of our Kapasa and Yavu training during 2023/24 to equip organisations with the skills and understanding to engage with Pacific communities in the course of their work, and to incorporate an awareness and understanding of Pacific perspectives and aspiration in their policy analyses.

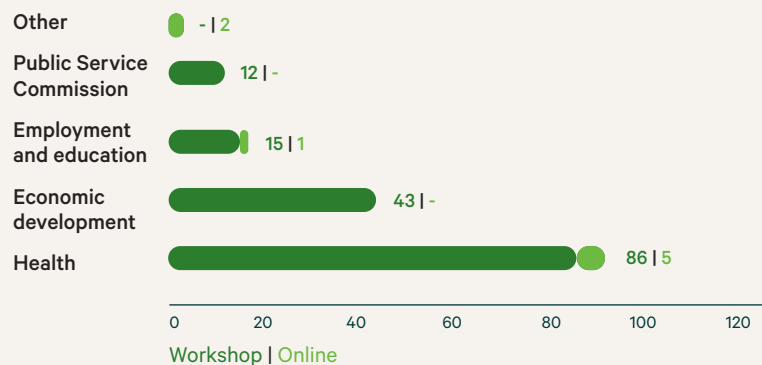


**“It exceeded my expectations in how targeted it was for our particular content and work.”**

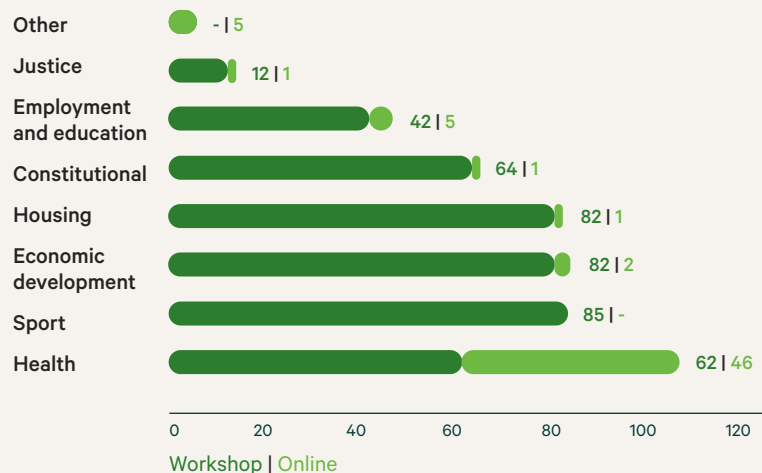
— Te Kawa Mataaho Public Service Commission Kapasa workshop participant



#### Kapasa participant numbers

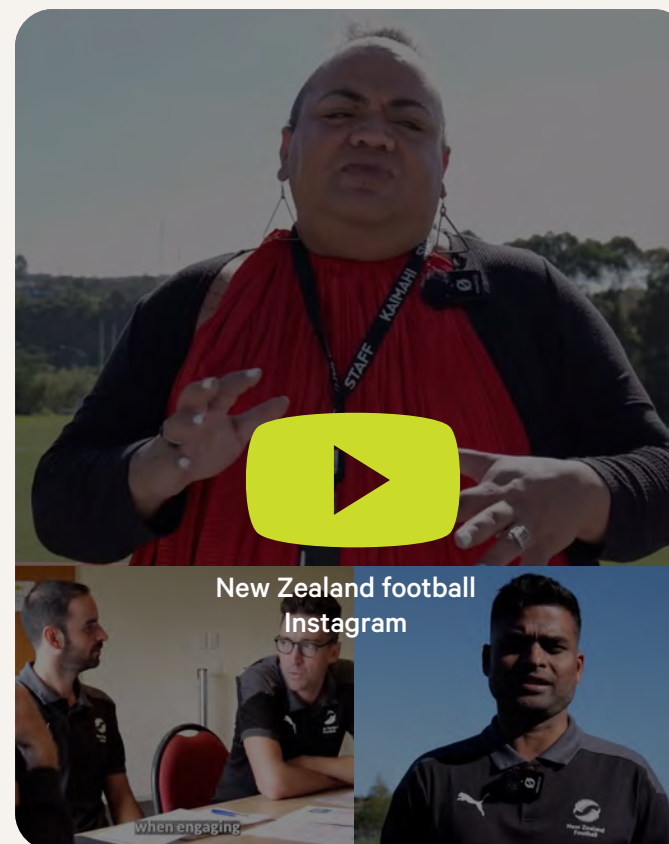


#### Yavu participant numbers



**“This has provided guidance on how to begin engagement with Pacific peoples and getting the right people involved in the policy engagement.”**

— New Zealand Community Living Kapasa online module participants



This two-minute video highlights how the workshops will enable NZF to engage more meaningfully and purposefully with Pacific communities in the regions.

[instagram.com/p/C65PtCZSFat](https://www.instagram.com/p/C65PtCZSFat)



**“Learning and reflecting upon the deep-seated needs and cultural values of Pasifika people and contrasting those against commonly held western values... helps us keep an open mind and consider approaching solutions using values different to our own.”**

— NZ Police Yavu workshop participant



**“I feel more confident to engage appropriately with our Pacific whānau.”**

— Electoral Commission Yavu e-learning participant



#### How our policy and cultural training is influencing change

##### Pacific engagement training for New Zealand Football

At the beginning of 2024, the Ministry for Pacific Peoples facilitated five Yavu and Kapasa workshops for New Zealand Football (NZF). NZF staff are now more culturally competent and confident in engaging with Pacific communities following the training, and they are seeing the results.

The training has led to a 3% increase in overall participation and an impressive 30% rise in football player registrations. Mainland Football in Christchurch experienced a 35% boost in Pacific registrations, attributed directly to the training.

NZF has also seen a 50% increase in Pacific referee registrations.

The Yavu and Kapasa programmes have proven to be instrumental in fostering growth and opening new doors through engagement, building staff confidence, and enhancing cultural awareness within the organisation.

We acknowledge the support of Hussain Hanif, Diversity and Inclusion Manager for NZF, for his input.



## Safety 2 through a cultural competency lens



**“Combining Pacific cultural competency with Safety 2 principles offers valuable lessons for other industries. Companies are encouraged to adopt this approach not only to improve safety but also to enhance organisational culture and employee engagement.”**

— Matt Thorn  
Business Manager, Horticulture New Zealand

See how the project improved the safety and welfare of RSE workers by giving them a voice and shared responsibility in making safety improvements.

[youtube.com/watch?v=Y5rsNe5s6G0](https://youtube.com/watch?v=Y5rsNe5s6G0)

New Zealand’s Regional Seasonal Employer (RSE) scheme has been in place since 2007. It allows employers within the horticulture and viticulture industries to recruit overseas workers for seasonal work in New Zealand. The cap for Pacific RSE workers in 2023/24 was 19,500 compared to 19,000 in 2022/23.

*“Pacific peoples don’t leave their culture at home; they bring it with them. It’s these lived experiences that tap into the way they communicate, how they respond, and how they decide to engage further. What is good for Pacific can be good for everyone.”*

— Tiketi Auega, Pacific Cultural Competency Trainer

A groundbreaking initiative in New Zealand’s horticulture sector, led by Horticulture NZ and funded by ACC, has shown how integrating cultural insights with contemporary safety practices can lead to safer and more collaborative workplaces. Safety 2 is a proactive approach that shifts the focus from simply preventing accidents to understanding how workers can adapt to everyday challenges and unexpected situations to enhance their safety and success. It involves the integration of Learning Teams and cultural competency

leads to strengthen workplace safety practices. A culturally diverse group, the Learning Teams include a trained interpreter of the dominant language of the workers. Having a trusted support person who understands the nuances of the culture and who can convey this to employers is the key to workers feeling they can report issues and knowing they’ll be heard, especially at senior levels.

The Ministry provided cultural competency training for leaders from the participating horticultural companies Apata Group and DMS Progressive based in the Bay of Plenty, and Leaderbrand headquartered in Gisborne. The training was based on the Ministry’s Yavu (Pacific Cultural Engagement) and Kapasa (Pacific Policy) guidelines.

*“The cultural competence training delivered by the Ministry as part of our SafetyII/Learning Teams project has given us tools to genuinely get to know our Pacific teams better... Although we have been in the RSE program for 12 or 13 years and had some understanding, we had made many assumptions (with a genuine heart) that in hindsight may not have been the best decision or approach. We were introduced to all of the valuable resources easily available*

*on the Ministry for Pacific Peoples website. The information was delivered in a knowledgeable and humble way, helping us to explore our understanding and opening our hearts and minds to seek further, with a very practical application of the Yavu foundations.”*

— Feedback from programme evaluation

*“The partnership between Horticulture NZ and Ministry of Pacific Peoples was instrumental to the success of the project. The original concept we were testing was using cultural competency alongside new collaborative safety methods, and MPP was able to support the development of the conceptual framework used.*

*The Yavu framework, and MPP’s membership of the Steering Group, proved pivotal to the success of the work we did. Currently, there has been interest in the concepts across many industries in New Zealand, and even in Australia. The video has been disseminated widely for the purpose of encouraging similar interventions in the future.”*

— Moni Hogg, a Safety Differently Specialist and the Project Lead

## Strengthening Pacific culture and inclusion

We take an intersectional approach to addressing inequity.

### Highlights

#### Building capability

In May 2024, the Ministry’s Pacific peoples with Disabilities Lead, the Pacific Rainbow+ Peoples Lead and the Pacific Youth Lead established a working collective, ‘Equity Leads’. Collectively, they are championing an intersectional approach to addressing equity within the Ministry, across government, and at a community level to enable full and meaningful equity and inclusion for all population groups, at all levels of engagement and decision-making.

#### Championing inclusive policies

In their early tenure at the Ministry, the Equity Leads have championed Pacific intersectionality in engagements within our Ministry and with key external stakeholders in government agencies and community groups and providers.

#### Leadership

The Ministry is recognised for its leadership in bringing the voices of diverse and often under-represented Pacific communities to initiatives, planning and decision-making processes that affect their lives.

Despite the unique challenges, needs and aspirations of different groups, the Equity Leads have been collaborating to demonstrate and realise the Ministry’s commitment to showcasing the diversity of Pacific Aotearoa, and advocating for full and meaningful equity and inclusion.

#### Village Collection annual national fono

The Ministry took centre stage at the Village Collection annual national fono, where the focus was advocating for greater representation and support in the mental health, addiction, and disability sectors. Attendees expressed appreciation for the Ministry’s proactive stance and the inclusive policies it champions.

Feedback from participants underscored the impact of hearing directly from a leader dedicated to Pacific peoples with disabilities. One participant remarked, “It’s refreshing to see leadership that truly understands our challenges and advocates with such passion.” This sentiment reflects a broader consensus among attendees, who left the fono with renewed hope for a future where their voices are not just heard but actively shape policies.

This experience reinforces the Ministry’s commitment to fostering inclusiveness and empowerment within the Pacific community. The Ministry will continue to lead by example, shaping future policies that reflect the lived experiences and aspirations of diverse and often overlooked Pacific communities.

#### Recognising Pacific community leaders for their contributions

In 2023/24, we nominated 11 King’s Birthday Honour Awards and 12 New Year Honours for Pacific community leaders for official recognition through the New Year and King’s Birthday Honours, respectively.

##### Recipients of the King’s Honours:

**The Very Reverend Taimoanaifakaifo Kaio** received the Member of the New Zealand Order of Merit

**Mrs Ligi Hetutū** received the King’s Service Medal for services to the Niuean community

**Mrs Bridget Kauraka** received the Member of the New Zealand Order of Merit for services to the Cook Islands community

**Mrs Frances Oakes** received the New Zealand Order of Merit for services to mental health and the Pacific community

**Miss Leitualaalemalietao Pavihi** received the New Zealand Order of Merit for services to Pacific education

##### Recipients of the New Years Honours:

**Ms Christine Mary (Kira) Hundleby** received New Year Honour MNZM

**Ms Tupe Lualua** received New Year Honour MNZM

Profiles of the honours recipients are in Appendix 5.



# Capability

In this section of the report, we look at the Ministry's internal operations.

How we operate	64
Our people	65
Resources	76
Governance, risk management and legal services	78



From left to right  
Jared, Kijiana and Emerita



# How we operate

The Ministry has been agile in responding to government priorities while implementing two organisational change processes during the year. We have a culture that prides itself on our Pacific values, diversity, equity and inclusion, and we have an organisation that efficiently delivers real outcomes for Pacific peoples.



## Streamlining and strengthening our organisation

- The Ministry implemented two organisational change processes that streamlined its structure, and introduced an operating model to rationalise our ways of working. We achieved a 7.5% savings target as part of Government's public service fiscal sustainability exercise.

## Organisational Policies

- 30 corporate policies were updated, including policies to strengthen financial oversight and cyber security.

## Risk and assurance

- Implemented an operational and business risk reporting framework for the Executive Leadership Team (ELT) and the Assurance Risk and Advisory (ARA) Committee.

## Māori Crown Relationships

- 40 staff members attended tailored Te Tiriti o Waitangi, Te Reo and Matariki training
- 15 staff members attended "Wall Walk" training with Dr Sim Bull (Ngāti Porou)
- More than 100 staff members celebrated Māori Language Day on 14 September 2023 by attending a Wā Tuku Reo Māori event.

# Our people

Our people embody the Pacific communities we represent, and their capability drives the delivery of a work programme that supports the achievement of Pacific peoples' aspirations in New Zealand.

During 2023/24, the Ministry implemented two change processes. The first change process streamlined the Ministry's structure, and reset and strengthened its leadership. It also introduced an operating model based on a revised organisational mission and values, which helped to clarify our purpose and rationalise our ways of working. In October 2023, 156 FTE were established when the new structure took effect.

The second change process was aimed at achieving a 7.5% savings target to as part of Government's public service fiscal sustainability exercise. This resulted in the reduction of 57 FTE, which comprised a mix of vacant and filled roles. The impact of this is reflected in headcount of 91 as at 30 June 2024.

Staff numbers have reduced 35% since last year

## Headcount



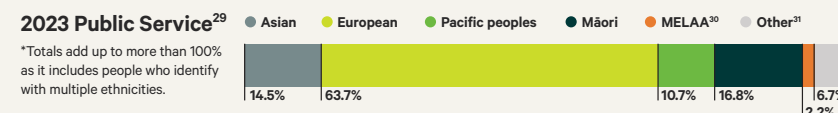
Between 2022/23 and 2023/24, the staff headcount reduced from 140 to 91, i.e. a reduction of approximately 35%.

As at 30 June 2024, the Ministry's total headcount is 91 across 99 Full-Time Equivalents (FTEs), of which 23 are vacant. The majority of staff (85.7%) is in full-time, permanent roles.

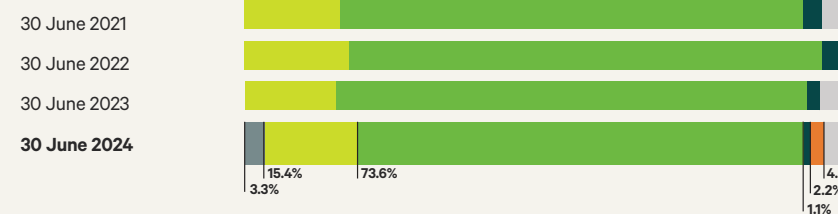
Approximately three-quarters of the Ministry's staff identify as Pacific

(73.6% as at 30 June 2024).

## Ethnic profile of our staff

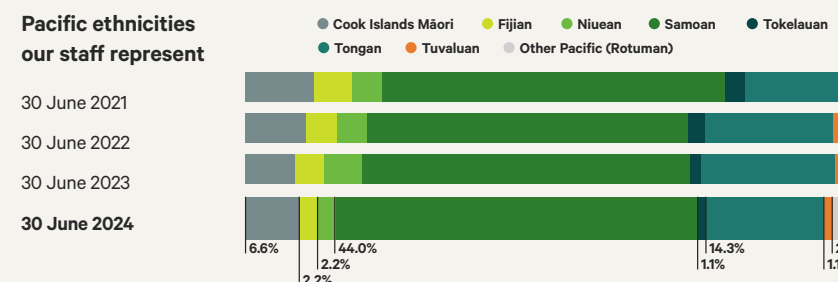


## Ministry for Pacific Peoples



Our staff reflect the communities we serve

## Pacific ethnicities our staff identify with



<sup>29</sup> publicservice.govt.nz/research-and-data/workforce-data-diversity-and-inclusion/workforce-data-ethnicity-in-the-public-service

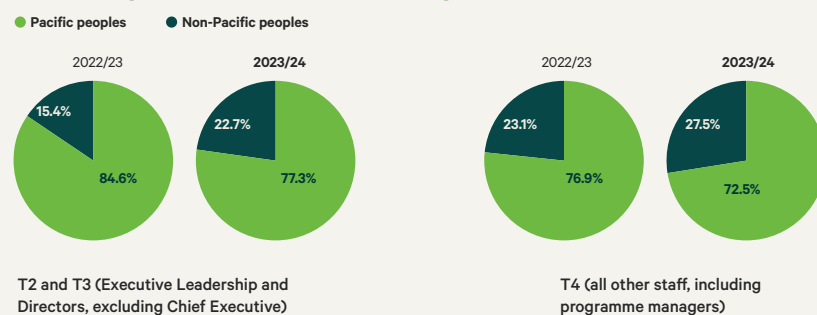
<sup>30</sup> MELAA = Middle Eastern, Latin American and African ethnicities.

<sup>31</sup> In previous years, the Ministry captured 'Other' as all ethnicities not declared in the table, including MELAA).



## Around three quarters of leadership positions in the Ministry are held by Pacific people

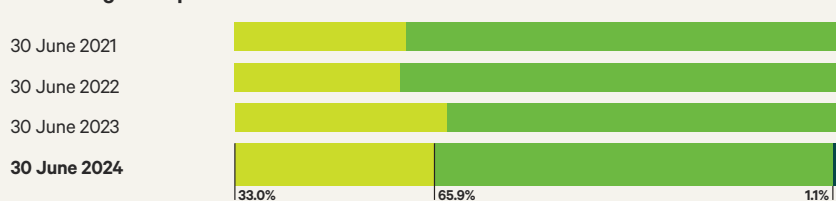
### Ethnic representation in leadership



## 66% of our workforce is female

### Gender

#### Our staff gender profile

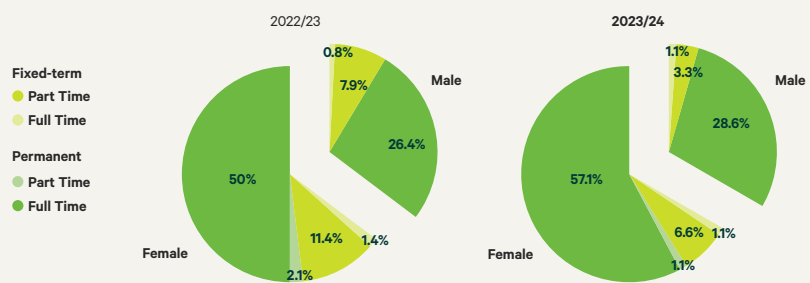


Women made up 66% of the Ministry's staff as at 30 June 2024. It averaged 67% during the period 1 July 2023 to 30 June 2024 (up from 65% the previous two years), which is higher compared to the 62% female representation in the public service for the same period.<sup>33</sup>

## 86% of our staff are in permanent, full-time positions

### Gender and employment type

Except for a marginal proportional increase in men employed in fixed-term, part-time roles, FY 2023/24 saw a proportional increase in permanent, full-time positions compared to other categories of employment for both women and men in the Ministry.



- Notes:
- These figures exclude the 1.1% of staff who identify with another gender/s, or who have not stated their gender.
  - Data prior to 2022/23 is not comparable to data for 2022/23 and 2023/24, and has been excluded from analysis.

## The proportion of women in leadership positions is increasing substantially

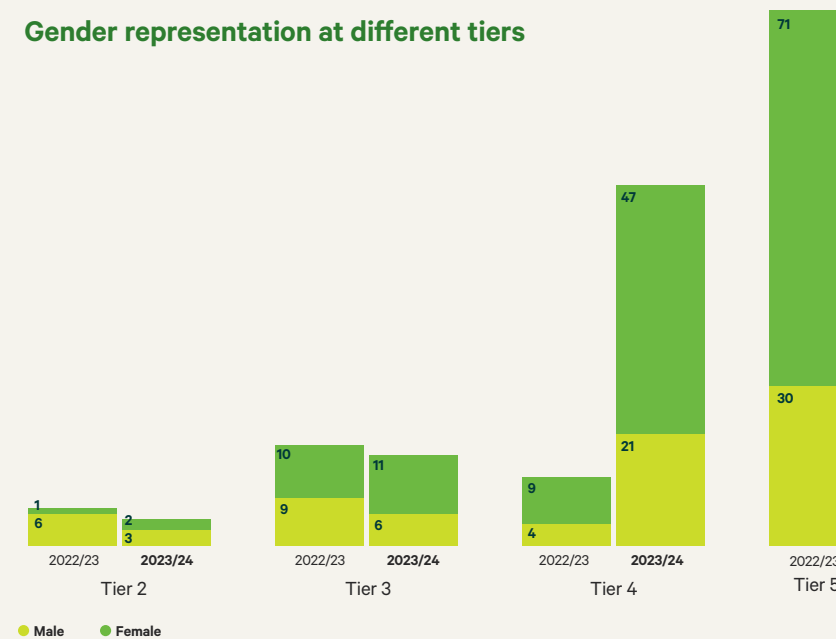
### Tiers by Gender

The number of women in Tier 2 leadership positions went from one out of seven (14%) in 2022/23 to two out of five (40%) in 2023/24. This remains below the 66% female representation at this Tier for the Public Service as a whole.<sup>34</sup>

Tier 3 positions decreased from 19 in 2022/23 to 17 in 2023/24, and the proportion of women in Tier 3 positions increased by 12%.

At Tier 4, the proportions of men and women have remained unchanged at 31% and 69%, respectively, from 2022/23 to 2023/24, although the headcount increased substantially from 13 to 68. The increase in headcount at Tier 4 reflects the absorption of some staff at this level when Tier 5 (and below) positions were phased out.

### Gender representation at different tiers



- Notes:
- These figures exclude the 1.1% of staff who identify with another gender/s, or who have not stated their gender.
  - Data prior to 2022/23 is not comparable to data for 2022/23 and 2023/24, and has been excluded from analysis.
  - Prior to 16 October 2023, Tier 4 was a management level.

<sup>32</sup> Have identified as other gender/s or have not stated gender.

<sup>33</sup> [publicservice.govt.nz/research-and-data/workforce-data-diversity-and-inclusion/workforce-data-gender-representation-in-the-public-service](https://publicservice.govt.nz/research-and-data/workforce-data-diversity-and-inclusion/workforce-data-gender-representation-in-the-public-service)

<sup>34</sup> [publicservice.govt.nz/research-and-data/workforce-data-diversity-and-inclusion/workforce-data-gender-representation-in-the-public-service](https://publicservice.govt.nz/research-and-data/workforce-data-diversity-and-inclusion/workforce-data-gender-representation-in-the-public-service)



# Why our people work for the Ministry



**Daniel Hytongue**  
Senior Advisor  
Languages Implementation, Southern

“Mālō le soifua maua ma le lagi e mamā,

It is a pleasure to serve our Pacific communities in a space where the policies and interventions we contribute to are focused on improving outcomes for Pacific peoples in New Zealand.”



**Laulu Ielua Junior Taula**  
Partnership Lead  
Partnerships, Southern

“Fifty years ago, my father migrated to Christchurch with a dream of creating a better future for my mother and five sisters, reflecting the hope and determination that drive many Pacific communities today. The Ministry allows me to honour his legacy by ensuring that his investment bears fruit, providing a prosperous future not only for our family but for all Pacific families striving for the same dream.”



**Lisa Tou-McNaughton**  
Regional Portfolio Lead  
Commissioning, Southern

“Kia Orāna kōtou kātoatoa,

It is a privilege to serve and advocate for our communities to ensure their aspirations are heard, valued, and supported.”



**Carlos “Losi” Kapagahemata**  
Tupu Advisor  
Partnerships, Northern

“Fakaalofa mo e hofihofi atu ki a tautolu oti,

My why for joining the Ministry has always been driven by my deep desire to serve Pacific peoples. Also, I am aware of the responsibility I carry and the expectations placed upon me by my Niue communities to advocate, represent and be a point of contact within the Ministry.”



**Melanie Rayasi**  
Advisor  
Partnerships, Northern

“Ni sa bula vinaka,

I grew up witnessing how my grandparents served our Fijian community in Wellington with so much humility and passion. Its humbling to be in a position where I can help change the narrative for our Pacific peoples and help our communities overcome the challenges they face in education, employment etc..”



**Dr Salainaoloa Lisa-Maree Wilson-Uili**  
Director Languages Development  
Pacific Languages and Identities, Northern

“Talofa lava!

I think about the future I want for my children. They are my why. It is a privilege to be able to serve at the Ministry for Pacific Peoples, and to be part of the work to ensure that our children will have a future where they will be able to thrive, and be strong in their languages, cultures, and identities.”



**Ruby Knight (Hall)**  
Principal Policy Advisor, Southern

“Kia orana!

I want to live in an Aotearoa where everyone feels safe, valued and supported to achieve their aspirations. Being at the Ministry gives me the opportunity to contribute to that journey for Pacific communities, for which I feel very lucky!”



## Papa Pounamu: Our commitment to diversity and inclusion

“Many groups experience discrimination, inequities, bias, pay gaps and exclusion. Pacific women have the lowest average pay in the public service. Disabled public servants and members of the Rainbow communities report lower inclusion than non-disabled and non-Rainbow.”<sup>35</sup>

The Ministry supports the drive across the public sector to improve diversity and inclusion through the Public Service Papa Pounamu work programme, which resonates with our Ministry’s values, purpose and vision. The Ministry’s current Diversity Equity and Inclusion (DEI)<sup>36</sup> Plan can be viewed on our website.<sup>37</sup> An updated DEI Plan will be published in November 2024.

Our DEI Plan commits us to:

- addressing bias and increasing diversity at all levels, to reflect and deliver for the communities we serve
- making substantive progress towards closing gender, Māori, Pacific, and ethnic pay gaps
- accelerating progress for wāhine Māori, Pacific women, and women from ethnic communities
- creating a fairer workplace for all, including disabled people and members of Rainbow communities
- strengthening inclusion so that everyone feels respected, valued and able to achieve their potential.

### 1) Te Urupare i te Mariu | Addressing bias

The Ministry aligns its recruitment practices with industry best practice. In 2023/24, the Ministry reviewed its ‘Starting Salary’ tool with a view to eliminating bias. The 2024/2025 DEI plan will include updates of the recruitment process to further help eliminate bias.

The Ministry’s in-house Leadership Foundation training for Tier 2 and 3 managers includes recruitment practice. It specifically addresses the elimination of bias in recruitment processes and when making salary offers. Additionally, parity discussions are held with managers at the point of salary setting during recruitment.

Further training is being planned to enhance staff awareness of unconscious bias in the workplace and how this can impact business decisions.

### 2) Hautūtanga Kākano Rau | Fostering diverse leadership

Pacific peoples predominate in the Ministry’s Tier 2 and 3 leadership (see page 66).

In 2023/24, the gender gap at Tier 2 and 3 levels narrowed compared to 2022/23. There are now more women (eleven) than men (six) in Tier 3 leadership roles. Despite the gender gap narrowing at Tier 2, there are three men in Tier 2 leadership roles, compared to two women.

Tier 2 and 3 leaders received training on inclusive leadership principles.

### 3) Te āheinga ā-ahurea | Cultural competence

As a population agency representing Pacific peoples in New Zealand, almost 75% of our staff identify as Pacific, including Cook Islands Māori, Fijian, Niuean, Samoan, Tokelauan, Tongan and Tuvaluan. The values underpinning the Ministry’s operating model resonate with diverse Pacific and non-Pacific cultures. The Ministry hosts 11 Pacific language weeks during the year, which are an opportunity for all staff and the wider community to learn more about diverse Pacific languages and cultures.

We encourage and enable staff to broaden their understanding of tangata whenua and kaitiakitanga.

- Since 2022, we have been supporting staff to attend the ‘Wall Walk’ with Dr Sim Bull (Ngāti Porou). This year, 15 staff members attended the ‘Wall Walk’.
- The Ministry participates in Te Wiki o te Reo Māori celebrations each year.
- In September 2023, a group of Ministry staff participated in Te Kōnohete, the annual public service cultural performance concert.
- Staff are encouraged to undertake te reo training through Te Taura Whiri i te Reo Māori.

For more information on our Māori Crown relationships, refer to page 74.

<sup>35</sup> publicservice.govt.nz/guidance/guidance-for-public-service-agencies-developing-dei-plans/diversity-equity-and-inclusion-integrating-papa-pounamu-and-kia-toipoto

<sup>36</sup> Diversity Equity and Inclusion Plans incorporate both Papa Pounamu and Kia Toipoto reporting requirements in a single integrated plan, reflecting the shared outcomes and strong connections between them.

<sup>37</sup> mpp.govt.nz/assets/Corporate-Publications/Kia-Toipoto-and-Diversity-Inclusion-Action-Plans-2021-2024-November-2023.pdf

### 4) Ngā tūhononga e kōkiritia ana e ngā kaimahi | Employee-led networks

Encouraging our people to connect with others who have shared living experiences helps everyone to engage freely in the work context.

With the recent establishment of a Pacific Identities and Advisory team, the Ministry is equipped to strengthen government capability in intersectional policymaking and service delivery from an inclusive Pacific perspective. The Pacific Identities and Advisory team services the Pacific Public Servants’ Network Fono on behalf of the Secretary for Pacific Peoples, who is the Chief Executive Sponsor of this employee-led network, co-ordinated by the Public Service Commission (PSC).

The appointment of three Equity leads underscores our commitment to advocate for youth, disability, and Rainbow+ issues affecting Pacific peoples. It enables the development of intersectional action plans and collaboration with other social agencies, including the Ministry for Disabled People.

The Ministry’s Women’s Network provides mentorship, advocacy, networking opportunities and professional development to support women’s progression in the Ministry and beyond. This network is connected to the government Women’s Network.<sup>38</sup>

Key achievements of the Ministry’s Women’s Network in 2023/24 include:

- A Wahine Toa event in September 2023 to celebrate Women’s Suffrage Day was facilitated by the Secretary and focused on ‘Share, Inspire and Celebrate’ Women at the Ministry.
- 50 of our Auckland staff attended the Auckland government Women’s Network’s International Women’s Day celebration #investinwomen in March 2024. The event was hosted by the Auckland government Women’s Network, in collaboration with Auckland Transport Women’s Network and Te Rōpū Wāhine Auckland Council’s Network.

A Rainbow+ group, Ākirata Ou, was established in October 2023. The occasion was marked with an all-staff meeting led by the Chief Executive. In November 2023, Ākirata Ou delegates attended the Te Kāhui Uenuku *Rainbow Rights are Human Rights* conference hosted by the Human Rights Commission.

### 5) Hautūtanga Ngakau Tuwhera | Inclusive leadership

In 2023/24, the Ministry launched a revised operating model, O Tātou Nei, which serves as an organisational compass containing the values and behaviours we aim for everyone in the Ministry to uphold.

Three Equity Leads in the Ministry’s Pacific Identities and Advisory team actively work to embed strong relationships with Rainbow+ communities, people with disabilities, and younger Pacific peoples within the Ministry and beyond.

In the 2023 staff engagement survey, the response with the highest positive rating was “I am encouraged to be myself at work”.

<sup>38</sup> The government Womens Network (GWN) was established in 2015 by a diverse group of professional women who initially convened for business purposes.

Recognising common interests, concerns, and activities across various government agencies, they formed GWN to promote the professional development and advancement of women in the government sector.



# Kia Toipoto

## Public Service Pay Gaps Action Plan 2021 to 2024

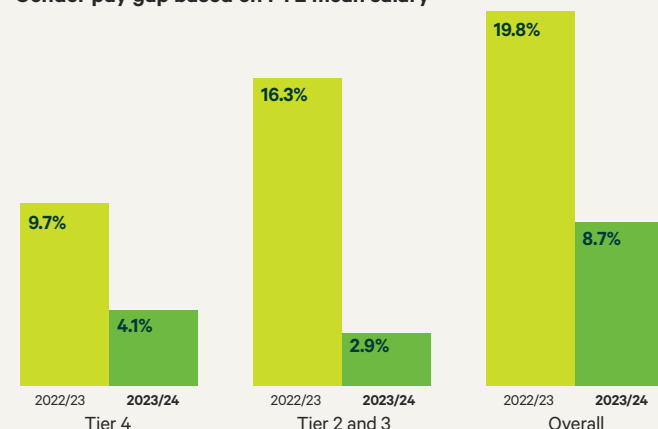
Kia Toipoto is aimed at closing gender and ethnic pay gaps in the Public Service. It also includes a focus on inequities experienced by Rainbow+ communities and people with disabilities as part of achieving commitments set out in the Public Service Act 2020 and the government Workforce Policy statement 2021. The Ministry's current DEI<sup>39</sup> plan outlines how it is progressing Kia Toipoto, and can be viewed on our website.<sup>40</sup>

### Based on mean FTE salaries, the Ministry's gender pay gap reduced substantially from 19.8% at 30 June 23 to 8.7% at 30 June 24

#### Ministry's gender pay gap

Based on mean FTE salaries, the Ministry's gender pay gap (GPG) reduced substantially from 19.8% on 30 June 2023 to 8.7% on 30 June 2024. This is mainly due to a reduction of the GPG at Tier 2 and 3, from 16.3% at 30 June 2023 to 2.9% at 30 June 2024. The corresponding reduction at Tier 4 was smaller, from 9.7% at 30 June 2023 to 4.1% at 30 June 2024.

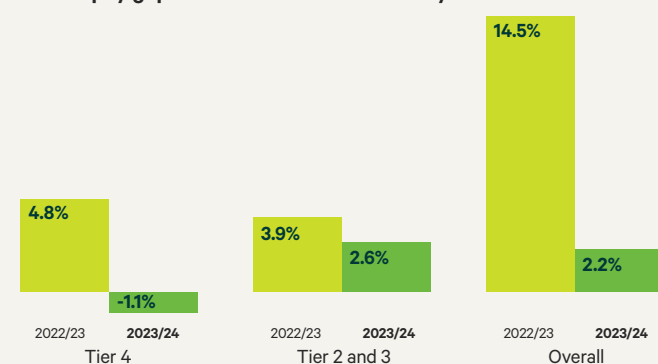
Gender pay gap based on FTE mean salary



The GPG of 19.8% on 30 June 2023 was much higher than that of the Public Service (7.1%) at the time, while the decrease to 8.7% should bring it more into line with the average across the Public Service.

The overall GPG based on median FTE salaries, which are less sensitive to outlier values, reduced from 14.5% on 30 June 2023 to 2.2% on 30 June 2024. At Tier 2 and 3, it reduced from 3.9% to 2.6%, and at Tier 4 it reduced from 4.8% to -1.1% during the same period. This means that the median salary of women at Tier 4 is higher than that of men.

Gender pay gap based on FTE median salary



Note:

- Calculation of the Ministry's gender pay gap excludes the Chief Executive.
- Calculations of the Ministry's gender pay gaps are based on a total headcount of below 100 (n = 90), which means it is subject to greater volatility compared to larger organisations.
- Mean and median FTE salaries for men at Tier 2 and 3 are based on a numerator smaller than 20.
- For 30 June 2023, mean and median FTE salaries include Tier 4 managers and Tier 5 employees. At 30 June 2024, Tier 5 had been phased out and Tier 4 is no longer a management level. Comparisons between the two years should therefore be made with caution.

<sup>39</sup> Diversity Equity and Inclusion Plans incorporate both Papa Pounamu and Kia Toipoto reporting requirements in a single integrated plan, reflecting the shared outcomes and strong connections between them.

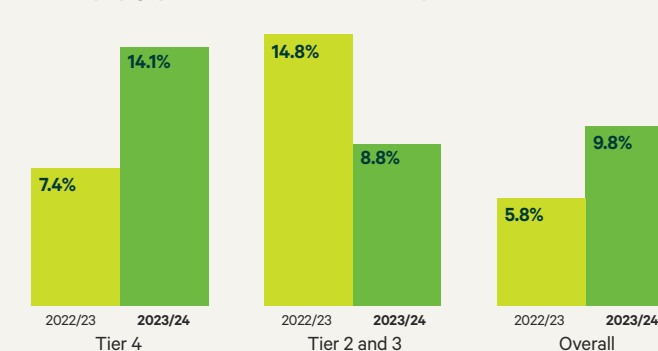
<sup>40</sup> [mpp.govt.nz/assets/Corporate-Publications/Kia-Toipoto-and-Diversity-Inclusion-Action-Plans-2021-2024-November-2023.pdf](https://mpp.govt.nz/assets/Corporate-Publications/Kia-Toipoto-and-Diversity-Inclusion-Action-Plans-2021-2024-November-2023.pdf)

### The Ministry's ethnic pay gap decreased in favour of Pacific at Tiers 2 and 3

#### Ministry's ethnic pay gap

Based on mean FTE salaries, the Ministry's ethnic pay gap (EPG) increased from 5.8% on 30 June 2023 to 9.8% on 30 June 2024. While the EPG based on mean FTE salaries at Tier 2 and 3 decreased from 14.4% on 30 June 2023 to 8.8% on 30 June 2024, it almost doubled from 7.4% to 14.1% at Tier 4.

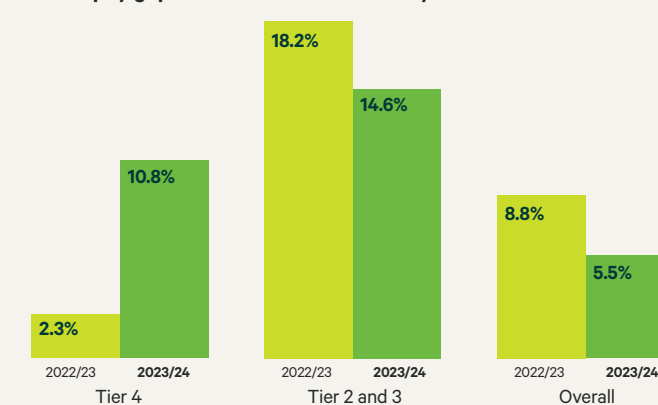
Ethnic pay gap based on FTE mean salary



Despite the overall increase in the Ministry's EPG between 30 June 2023 and 30 June 2024, it will likely remain below that of the public service. At 30 June 2023, the EPG for the Public Service was 16.6%, which was the highest for all ethnic groups.<sup>41</sup>

The Ministry's overall EPG based on median FTE salaries, which are less sensitive to outlier values, reduced from 8.8% on 30 June 2023 to 5.5% on 30 June 2024. At Tier 2 and 3, it decreased from 18.2% to 14.6%, and at Tier 4 it increased from 2.3% to 10.8% during the same period.

Ethnic pay gap based on FTE median salary



Note:

- Calculation of the ministry's ethnic pay gap excludes the Chief Executive
- Calculations of the Ministry's ethnic pay gaps are based on a total headcount of below 100 (n = 90), which means it is subject to greater volatility compared to larger organisations.
- Unlike other government agencies, there are proportionately more Pacific peoples working in the Ministry (almost 75% at 30 June 2024) compared to non-Pacific peoples.
- Mean and median FTE salaries for non-Pacific at Tier 2 and 3 are based on a numerator smaller than 20.
- For 30 June 2023, mean and median FTE salaries include Tier 4 managers and Tier 5 employees. At 30 June 2024, Tier 5 had been phased out and Tier 4 is no longer a management level. Comparisons between the two years should therefore be made with caution.

<sup>41</sup> [insidegovernment.co.nz/psa-welcomes-gender-and-ethnic-pay-gap-progress](https://insidegovernment.co.nz/psa-welcomes-gender-and-ethnic-pay-gap-progress)



## Equal Employment Opportunities (EEO)

The Ministry strives to attract and recruit highly motivated, talented and dedicated individuals with integrity to achieve its goals and vision for its Pacific communities.

The Ministry promotes fair, unbiased recruitment processes which adhere to the Public Sector Act 2020 and the Employment Relations Act 2000. The 2024/2025 DEI plan will include updates to the recruitment process to help eliminate bias.

As part of the Ministry's Recruitment and Diversity, Equity and Inclusion policies and guidelines, we are committed to:

- basing appointments on merit according to abilities, qualifications, experience, while recognising the employment aspirations of Māori, Pacific peoples, ethnic and minority groups, women, disabled people and Rainbow communities, ensuring fairness in employment
- purposefully recruiting people who reflect and understand the diversity of New Zealand and the Pacific communities we serve
- employing disabled people and collaborating across government to increase the number of disabled people employed in the public sector
- aligning our internal policies with Papa Pounamu and Kia Toipoto to provide a work environment that is open to diversity, equity and inclusion
- working with other agencies to share best EEO practices, policies and procedures.

The establishment of the Ministry's Pacific Identities and Advisory team, including leads for Pacific peoples with disability, Pacific Rainbow+ people and Pacific youth demonstrate this commitment in practice.

## Māori-Crown relations

In June 2023, the Ministry received full endorsement for its Whāinga Amorangi Phase One Plan from Te Arawhiti — the Office for Māori Crown relations.<sup>42</sup> It substantiates the Ministry's commitment to upholding constructive Māori-Crown partnerships, and provides a solid foundation for the Ministry to nurture the whakapapa relationship between Māori and Pacific peoples in New Zealand.

### Internal capability building

The Ministry provides Te Tiriti o Waitangi training to our staff, as well as Māori worldview knowledge and unique training such as understanding the meaning of Matariki in Aotearoa, and the connections to Matariki, Mataliki, Matali'i, Matari'i and Makali'i in Pacific traditions. In June 2024, the Ministry offered combined Te Tiriti o Waitangi, Te Reo and Matariki training, which was attended by 40 staff members. The Secretary also hosted an all-staff Mānawatia a Matariki event at the end of June 2024.

In our Auckland office, 15 Ministry staff members attended Wall Walk training in May 2024, upon invitation of Te Puni Kōkiri Auckland.

### Cross agency, mana whenua iwi and tangata whenua

The Ministry is honoured to have strong links with mana whenua, including Te Atiawa me Ngāti Toa Rangatira in Wellington and Ngāti Whātua Ōrākei in Auckland. Further relationships are being established with more mana whenua, tangata whenua groups and organisations.

The Ministry has offered free Tagata Moana Te Tiriti o Waitangi training to Pacific communities, as well as marae protocol training and waiata training. From May to June 2024, over 300 people attended this training in person in Ōtara, Māngere, Porirua, and online.

This training was motivated by Kiingi Tuheitia and te Kiingitanga inviting Pacific communities to a Pacific gathering at Turangawaewae on 20 August 2024.

In August 2023, during Te 'Epetoma ō te Reo Māori Kūki 'Airani / Cook Islands Māori Language Week, the Ministry collaborated with Te Puni Kōkiri to celebrate the Māori languages of both Aotearoa New Zealand and the Cook Islands. This further solidified our partnership with Te Puni Kōkiri, with whom we share offices in Manukau, Hamilton and Porirua.

In September 2023, the Ministry joined the larger Public Service in holding a Wā Tuku Reo Māori event to celebrate Māori Language Day. Over 100 staff attended online and over 30 staff members participated in person in the one-hour programme where only Te Reo Māori was spoken.

<sup>42</sup> Whāinga Amorangi is a framework to support leaders across the public service to strengthen Māori-Crown relations within their agencies.

## Health, safety and wellbeing

An audit of the Ministry's health and safety systems was conducted between late-2023 and early 2024. The audit recommendations are currently being implemented. In line with the recommendations, the Ministry's Wellbeing, Health and Safety, and Bullying and Harassment policies were updated in accordance with Worksafe guidelines.

The Ministry's support for staff wellbeing includes:

- promoting healthy work/life balance by actively encouraging staff to take leave when they need to
- providing annual flu vaccination vouchers to staff
- providing support through the Employment Assistance Programme (EAP) for both psychological and physical wellbeing
- ensuring safe and proper office ergonomics through the provision of individual workstation assessments.

The Ministry provides culturally aligned assistance where its regular Employee Assistance Programme may not meet the cultural needs of staff.

Our investment in staff wellbeing through our EAP increased from around \$5,600 in 2021/22 to almost \$24,952.87 in 2023/24. The substantial increase mainly reflects an escalation of demand for, and uptake of, EAP services during two successive organisational change processes. The Ministry engaged the services of onsite EAP services on several occasions to provide personal support to staff.

Our managers are supported with relevant training in policies and guidelines to ensure the safety and wellbeing of staff. Managers are required to ensure that employees understand that they must remain politically neutral while carrying out their duties, in line with both our own Code of Conduct and that of the Public Service Commission. The Ministry carries out mandatory political neutrality and integrity training, and workshops for all staff leading up to elections.



# Resources

The Ministry's resources include the policies, processes and technology that enable our staff to operate in an organisational environment that supports consistency, efficiency, performance, accountability and compliance.

## Corporate policies

By 30 June 2024, the Ministry had updated 30 corporate policies, which leaves five policies to be reviewed. These reviews will be completed by 30 September 2024.

In response to a 2022 Public Service Commissioner's review into sensitive expenditure, the Ministry updated its Hospitality and Gifting Policy to incorporate unique cultural elements of Mea Alofa (Koha), and to align it with Sensitive Expenditure Guidelines. The Ministry also strengthened internal practices around financial oversight and procurement, amongst others.

A systematic audit process focusing on compliance with our core organisational policies will commence in the second quarter of 2024/25.

## Infrastructure, technological and digital capacity

The Ministry's investment in Information technology is fundamental to the efficient delivery of our work, to ensure secure storage and appropriate access to the data we keep, and to enable remote working and seamless collaboration for our staff, including between offices in different locations.

During 2023/24, work to strengthen the Ministry's technological and digital capacity included:

### EDRMS replacement

The new Enterprise Document and Records Management System (EDRMS) was implemented in October 2023. Continuous improvements have been made since to raise the Ministry's overall information management maturity, and to raise compliance with the Public Records Act.

### Security improvement initiatives (Akono)

The Akono programme was established to strengthen the Ministry's digital security, digital privacy and information management capability. As part of Akono, we have continued to strengthen our cybersecurity posture, including both technical and non-technical initiatives, leading to a significant improvement of the Ministry's overall compliance with the government Protective Safety Requirements (PSR).

### HRMS replacement

Implementation of the new Human Resource Management System (HRMS) has been delayed due to organisational change processes. Core components of the system are due for completion by 30 September 2024.

## Information management

The Ministry's information management practices, inclusive of technology, privacy, and people security processes have been improved substantially.

Key achievements for 2023/24 include:

- improvement of governance and oversight, with a reformed Information Privacy and Security Governance (IPSG) committee
- establishment of an integrated information management, privacy and security awareness training plan.

### Information Technology (IT) Asset Management

A significant uplift of the Ministry's IT assets included:

- conducting testing and exercising of incident response processes
- revision and development of new policies, including a security policy
- drafting of a refreshed physical threat assessment
- conducting security reviews and certification audits of key Ministry systems.

### Privacy statement

The Ministry's external privacy statement on the website was refreshed to enhance transparency, allowing people to easily understand how we store and use their personal information, and how they can access it, or correct it.

A successful Privacy Week campaign reinforced the Ministry's continued focus on digital and electronic privacy awareness.

### The Ministry's digital footprint

During 2023/24, the Ministry operated two websites:

- The first provides comprehensive information on government policies, programmes, and initiatives to inform and support Pacific communities in their engagement with the Ministry and the government of New Zealand. Additionally, it serves as a platform for connecting Pacific individuals, families, and organisations with relevant resources, news, and events. Pacific communities can find information on topics like education, health, housing, employment, culture, and language, along with tools and services to navigate government systems.
- The second is Kātoatoa, the Ministry's integrated grants management, financial management, and customer relationship management system. As part of the system, we have provided a secure online web portal for submitting, managing, and tracking applications and contracts related to funding and programmes offered by the Ministry. Pacific communities, organisations, and individuals can efficiently navigate grant and funding opportunities through streamlined communication and processes. The system became operational on 30 June 2023 with the Grant Management System (GMS) component of Kātoatoa, and over the last 12 months all grants and programmes have been migrated and are now using Kātoatoa. The Kātoatoa system has reduced processing and administration time related to the Pacific Languages Community Fund by almost 80%.

## Procurement

The Ministry aligns its procurement processes with New Zealand government best practices, and ensures that they are fair, transparent, strategically aligned, culturally centred, inclusive and efficient.

Our procurement policies and commissioning approach harness our relationships, knowledge and expertise to connect Pacific peoples with opportunities that form part of the Ministry's work programmes.

Guided by procurement policies, the procurement team's internal advice during 2023/24 related to, amongst others:

- procurement of five additional Pacific Business Village (PBV) suppliers in Auckland
- procurement of six suppliers to increase Pacific homeownership through the Pacific Building Affordable Homes Fund
- development of a scale-up plan in line with the Social Sector Commissioning Action Plan 2022 to 2028
- refreshing agreements for Tupu Aotearoa, Toloa, Pacific Housing and PBV providers
- development of fit-for-purpose sourcing by connecting with our partners through Pacific-centric channels to facilitate innovation, collaboration and capability building.

During 2023/24, the Ministry's Procurement Board met regularly to endorse medium- to high-value procurement activities that enable us to actively manage our procurement risk and deliver value-based outcomes.



# Governance, risk management and legal services

Good governance is fundamental to guiding the Ministry in a clear strategic direction and, together with robust risk management, ensures that it goes about its work in a manner that is based on integrity, accountability and transparency.

## Governance

The Executive Leadership team (ELT) is the Ministry's primary governance body. It sets our strategic direction, identifies organisational priorities and oversees the management of organisational risks. Meet the Ministry's current ELT on our website.

To support the Ministry's work, an Independent Assurance, Risk and Advisory (ARA) Committee meets quarterly to advise the Secretary (and by extension ELT) on risks and issues related to the Ministry's systems, processes and operations.

The members of our ARA Committee are:

### Sue Peacock, Chair

Sue is an independent consultant based in Ahuriri/Napier. Her primary focus is audit risk and assurance, and other specialties include operations, governance, leadership, transformation and change implementation, mentoring and capability building.

### Rachel Leota, Member

Rachel is currently the Deputy Chief Executive Tamariki and Whānau Services, which covers frontline services delivered by Oranga Tamariki including Care and Protection, Caregiver Services and High Needs Services. Previously she was at Ara Poutama Aotearoa Department of Corrections as the National Commissioner overseeing operations of all prisons and community corrections.

### Victor Vae'au, Member

Tiumalu Tofilau Victor Vae'au is an experienced technology executive with a background in government, defence, security and the private sector, including consulting and advisory work at the World Bank on Digital Transformation and E-government.

## Risk management

The Ministry has developed an operational and business risk reporting framework that enables the ELT and ARA Committee to maintain sight of existing and emerging risks in various parts of the Ministry.

A centralised, electronic risk register allows live risk updating by managers across the Ministry. The risk register has been updated to enhance functionality and to ensure the appropriate classification of identified risks. These risks are centrally monitored by a dedicated risk advisor, and key risks are reported regularly to the ELT and ARA Committee.

The development of a specific risk register for projects is underway, with an estimated completion date in the second quarter of 2024/25.

An audit programme has also been prepared and approved to commence in the first quarter of 2024/25. These audits will focus on compliance with our core corporate policies.

## Financial controls

The Ministry took the following steps to improve its financial controls so that key decisions about sensitive expenditure are scrutinised and documented, and clear budgets are set before any spending decisions are made:

- a review of policies and guidance on sensitive expenditure to ensure they are robust and reflect the Public Service Commission's standards and guidance, as well as the Office of the Auditor-General's guidance on sensitive expenditure
- strengthening of the Ministry's financial controls, practices, and documentation of decisions.

## Staff training

Improvements have been made to staff training and induction. After the Ministry updated its policies and guidance on sensitive expenditure:

- the ELT were briefed on these updates
- training sessions were held with people leaders to ensure they understood their responsibilities in relation to financial management and sensitive expenditure.

## Change process — October 2023

The Ministry underwent a comprehensive review of its functions and operating model, which was stood up in October 2023. As part of this, new induction packs were developed for ELT members, people leaders, operations managers, and all other staff.

These induction packs referenced accountabilities, including integrity and conduct as a public servant, and financial delegations. The new packs provide links to important financial policies.

Policy updates are communicated to people leaders and are readily available on the Ministry's intranet.

Gifts offered to and received by the Secretary for Pacific Peoples are available on the Ministry's website.<sup>43</sup>

## Legal services

In 2023/24, the Ministry outsourced specialist legal services in areas such as employment law, corporate, commercial and property law, and legal advice pertaining to its housing programme. Relevant staff were upskilled to deal with matters considered part of its business-as-usual, such as managing contracts and regular human resources management.

This has resulted in \$160,929 efficiency savings on legal costs, a reduction from \$348,097 in 2022/2023 to \$187,168 (excl. GST) in 2023/24.

<sup>43</sup> [mpp.govt.nz/publications-resources/corporate-publications](https://mpp.govt.nz/publications-resources/corporate-publications)



# Statements and schedules

This section presents our audited performance and financial statements. It also contains the audited non-departmental schedules.

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Statement of performance	90
Financial statements and schedules	96
Notes to the financial statements	104
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Non-departmental schedules	122
Notes to the non-departmental schedules	124



**From left to right**

Teacher, Pereise Penn reading to children from Seugagogo Aoga Amata, Ōtāhuhu  
Lulieta Tanoai, Umuti Misiluti, Levaeamaileiga Uili, Wendy-Kennes Mauga (kneeling in the background),  
Jaakhan Faavae, Elyana Dempsey.



# Statement of responsibility

## For the year ended 30 June 2024

As Secretary for Pacific Peoples and Chief Executive of the Ministry for Pacific Peoples (the Ministry), I am responsible for:

- the preparation of the Ministry's financial statements, and statements of expenses and capital expenditure, and for the judgements expressed in them
- having in place a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting
- ensuring that end-of-year performance information on each appropriation administered by the Ministry is provided in accordance with sections 19A to 19C of the Public Finance Act 1989, whether or not that information is included in this annual report
- the accuracy of any end-of-year performance information prepared by the Ministry, whether or not that information is included in this Annual Report.

In my opinion:

- this annual report fairly reflects the operations, progress, and organisational health and capability of the Ministry
- the financial statements fairly reflect the financial position of the Ministry as at 30 June 2024 and its operations for the year ended on that date
- the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2025 and its operations for the year ending on that date.



**Gerardine Clifford-Lidstone**  
Secretary for Pacific Peoples  
Chief Executive, Ministry for Pacific Peoples  
10 October 2024

# Independent Auditor's Report



## TO THE READERS OF MINISTRY FOR PACIFIC PEOPLES' ANNUAL REPORT FOR THE YEAR ENDED 30 JUNE 2024

The Auditor-General is the auditor of Ministry for Pacific Peoples (the Ministry). The Auditor-General has appointed me, Ed Loudon, using the staff and resources of KPMG, to carry out, on his behalf, the audit of:

- the financial statements of the Ministry on pages 97 to 118, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2024, the statement of comprehensive revenue and expense, statement of changes in equity, and statement of cash flows for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information;
- the performance information prepared by the Ministry for the year ended 30 June 2024 on pages 90 to 95 and 130 to 156;
- the statements of expenses and capital expenditure of the Ministry for the year ended 30 June 2024 on pages 119 to 121; and
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 122 to 125 that comprise:
  - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2024;
  - the schedules of expenses; and revenue for the year ended 30 June 2024;
  - the notes to the schedules that include accounting policies and other explanatory information.

## Opinion

In our opinion:

- the financial statements of the Ministry on pages 97 to 118:
  - present fairly, in all material respects:
    - its financial position as at 30 June 2024; and
    - its financial performance and cash flows for the year ended on that date; and
  - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Reporting Standards Reduced Disclosure Regime; and
- the performance information of the Ministry on pages 90 to 95 and 130 to 156:
  - presents fairly, in all material respects, for the year ended 30 June 2024:
    - what has been achieved with the appropriation; and
    - the actual expenses or capital expenditure incurred compared with the appropriated or forecast expenses or capital expenditure; and
  - complies with generally accepted accounting practice in New Zealand.
- the statements of expenses and capital expenditure of the Ministry on pages 119 to 121 are presented fairly, in all material respects, in accordance with the requirements of section 45A of the Public Finance Act 1989.
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 122 to 125 present fairly, in all material respects, in accordance with the Treasury Instructions:
  - the assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2024; and
  - capital receipts; expenses; and revenue for the year ended 30 June 2024.

Our audit was completed on 14 October 2024. This is the date at which our opinion is expressed.

The basis for our opinion is explained below. In addition, we outline the responsibilities of the Chief Executive and our responsibilities relating to the information to be audited, we comment on other information, and we explain our independence.



### Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Responsibilities of the Chief Executive for the information to be audited

The Chief Executive is responsible on behalf of the Ministry for preparing:

- financial statements that present fairly the Ministry's financial position, financial performance, and its cash flows, and that comply with generally accepted accounting practice in New Zealand.
- performance information that presents fairly what has been achieved with each appropriation, the expenditure incurred as compared with expenditure expected to be incurred, and that complies with generally accepted accounting practice in New Zealand.
- statements of expenses and capital expenditure of the Ministry, that are presented fairly, in accordance with the requirements of the Public Finance Act 1989.
- schedules of non-departmental activities, in accordance with the Treasury Instructions, that present fairly those activities managed by the Ministry on behalf of the Crown.

The Chief Executive is responsible for such internal control as is determined is necessary to enable the preparation of the information to be audited that is free from material misstatement, whether due to fraud or error.

In preparing the information to be audited, the Chief Executive is responsible on behalf of the Ministry for assessing the Ministry's ability to continue as a going concern. The Chief Executive is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Ministry, or there is no realistic alternative but to do so.

The Chief Executive's responsibilities arise from the Public Finance Act 1989.

### Responsibilities of the auditor for the information to be audited

Our objectives are to obtain reasonable assurance about whether the information we audited, as a whole, is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of the information we audited.

For the budget information reported in the information we audited, our procedures were limited to checking that the information agreed to the Ministry's Strategic Intentions.

We did not evaluate the security and controls over the electronic publication of the information we audited.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the information we audited, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Ministry's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Executive.
- We evaluate the appropriateness of the reported performance information within the Ministry's framework for reporting its performance.

- We conclude on the appropriateness of the use of the going concern basis of accounting by the Chief Executive and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Ministry's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the information we audited or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Ministry to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the information we audited, including the disclosures, and whether the information we audited represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Chief Executive regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

### Other information

The Chief Executive is responsible for the other information. The other information comprises the information included on pages 1 to 89, 126 to 129 and 157 to 166, but does not include the information we audited, and our auditor's report thereon.

Our opinion on the information we audited does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

Our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the information we audited or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Independence

We are independent of the Ministry in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1: *International Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board.

Other than in our capacity as auditor, we have no relationship with, or interests, in the Ministry.



**Ed Loudon**

KPMG

On behalf of the Auditor-General  
Wellington, New Zealand



# Disclosures

## Statement of Accounting Policies

The Ministry for Pacific Peoples (the Ministry) is a government department, as defined by section 5 of the Public Service Act 2020. The relevant legislation governing the Ministry's operations includes the Public Finance Act 1989 (PFA), and the Public Service Act 2020. The Ministry's ultimate parent is the New Zealand Crown (the Crown). The Ministry's Annual Report for Fiscal Year 2023/24 has been prepared in accordance with this legislation.<sup>44</sup>

In addition, the Ministry has reported separately on the Non-Departmental Financial Schedules, which present financial information on public funds managed by the Ministry on behalf of the Crown.

The Ministry for Pacific Peoples is the Crown's principal advisor on policies and interventions aimed at improving outcomes for Pacific peoples in New Zealand. We work across government to coordinate and leverage investment in Pacific priorities, to ensure it addresses the aspirations and needs of Pacific peoples, and delivers outcomes. The Ministry administers these functions under Vote Pacific peoples. Accordingly, the Ministry has designated itself as a public benefit entity (PBE) for the purposes of complying with generally accepted accounting practice (GAAP).

The Financial Statements of the Ministry for the year ended 30 June 2024 were approved for issue by the Secretary for Pacific Peoples on 10 October 2024.

The Ministry's Financial Statements and the financial information reported in the Non-Departmental Financial Schedules are consolidated into the Financial Statements of the government for the year ended 30 June 2024.

## Statement of compliance

The Financial Statements, as well as unaudited Forecast Financial Statements of the Ministry, Statement of Service Performance, and the Non-Department Financial Schedules, have been prepared in accordance with the requirements of the Public Finance Act, and complies with New Zealand Generally Accepted Account Practices (NZ GAAP), Treasury instructions, Treasury Circulars and Tier 1 NZ Public Benefit Entity (PBE) accounting standards.

The performance information has been prepared in accordance and complies with Tier 1 (PBE) reporting standards, which have been applied consistently throughout the report. Outputs are specified in the 2023/24 Estimates of Appropriations and the 2023/24 Supplementary Estimates of Appropriations<sup>1</sup> across Vote Pacific peoples.<sup>45</sup>

Measurement and recognition rules applied in the preparation of the Non-Departmental Supplementary Financial Schedules are consistent with NZ GAAP and Crown accounting policies, and are detailed in the Financial Statements of the government.

## Service performance

The Ministry's service performance information is spread throughout several sections of the Annual Report and can be located on the following pages:

- The Ministry's report on appropriations can be found on page 119.
- The Minister's reports on non-departmental appropriations can be found on page 166.
- The Ministry's statement of intent indicators can be found on page 130.
- The Ministry's Statement of Service Performance is prepared in accordance with the Public Finance Act. As a Public Benefit Entity (PBE), the Ministry is subject to the requirements of the PBE-FRS 48 service reporting (the Standard), and has adopted it.<sup>46</sup> It requires additional information to be disclosed on the judgements that have the most significant effect on the selection, measurement, aggregation, and presentation of service performance information.

<sup>44</sup> Supplementary Estimates of Appropriations (introduced with the 2024 Budget for variations to the 2023/24 budget). Available at [treasury.govt.nz/publications/supplementary-estimates/vote-pacific-peoples-supplementary-estimates-appropriations-2023-24](https://treasury.govt.nz/publications/supplementary-estimates/vote-pacific-peoples-supplementary-estimates-appropriations-2023-24)

<sup>45</sup> Estimates of Appropriations (introduced with the 2023 Budget). Available at [treasury.govt.nz/publications/estimates/vote-pacific-peoples-social-services-and-community-sector-estimates-appropriations-2023-24](https://treasury.govt.nz/publications/estimates/vote-pacific-peoples-social-services-and-community-sector-estimates-appropriations-2023-24)

<sup>46</sup> Public Benefit Entity Financial Reporting Standard 48.

## Reporting judgements, estimates and assumptions

Performance measures have been selected for activities under each appropriation for Vote Pacific peoples. Judgement has been used in selecting, aggregating and presenting performance measures to determine which aspects of performance information are relevant to the users of the performance report.

### Department of the Prime Minister and Cabinet's Policy Quality Framework

#### Ministerial satisfaction measures

The Ministry utilise the Ministerial Satisfaction Survey and methodology developed by the Department of the Prime Minister and Cabinet (DPMC)<sup>47</sup> to measure the Vote Minister's general satisfaction with the quality of policy advice received, and overall performance of ministerial services. This ensures consistency with other agencies, and supports improvements in service performance.

#### Quality of policy advice

The Ministry has adopted the Policy Quality Framework and methodology developed by DPMC<sup>48</sup> to assess and improve the quality of its written policy and other advice. In 2023/24, the assessment was undertaken by an independent assessor, whereas in the three prior years a panel-based assessment approach was used.

### Reporting service performance information

#### New organisation business planning approach

The Ministry's organisational business planning approach was strengthened in 2023/24. The annual work programme is guided by a coherent, dynamic business plan, which includes a measurement framework. Service performance measures and Key Performance Indicators linked to the Ministry's Strategic Intentions 2023 to 2027 have been integrated into the measurement framework. Progress with the implementation of the annual business plan is monitored and reported quarterly to both the Ministry's ELT and the Minister.

To better align with the Public Benefit Entity Financial Reporting Standard 48 (PBE FRS 48), the Ministry continues to review all existing performance measures. Output and outcome measures will be used to ensure initiatives demonstrate their value.

#### Measure selection

The review of the Ministry's non-departmental appropriation performance measures resulted in a number of adjustments to measures being made through the Supplementary Estimates 2023/24 process.

Five measures were expired, and 11 new measures were incorporated, as summarised on page 88.

<sup>47</sup> Guidance on how these surveys are undertaken is available at [dpmc.govt.nz/sites/default/files/2022-07/guide-ministerial-policy-satisfaction-survey.pdf](https://dpmc.govt.nz/sites/default/files/2022-07/guide-ministerial-policy-satisfaction-survey.pdf)  
<sup>48</sup> [dpmc.govt.nz/publications/full-policy-quality-framework](https://dpmc.govt.nz/publications/full-policy-quality-framework)



### Departmental Output Expense

Expired measure	Reason for expiration	New measure	New measure description
Multi-Category Expenses and Capital Expenditure Multi-Year Appropriation (MYA)	N/A	N/A	Funding arrangements are monitored and assessed in line with contractual requirements.
			Number of interventions delivered through the Pacific Healthy Homes initiative.
			<p>This measure is intended to monitor funding arrangements and ensure the continual improvement of procurement capability.</p> <p>Based on milestone achievement towards the goal of at least 600 healthy home interventions for Pacific peoples by 30 June 2025. See note 1.</p>
<p>Note 1: The target date currently in the Supplementary Estimates 2023/24 is based on a calendar year (December 2024). The Supplementary Estimates 2024/25 will amend the goal date to 30 June 2025 to align with financial year reporting.</p>			

### Non-Departmental Output Expenses Promotions

Expired measure	Reason for expiration	New measure	New measure description
Business Development (MYA)	Proportion of the appropriation contracted for the financial year	Measure expired due to being process rather than outcome-focused.	Number of new jobs created in Pacific-owned businesses every year.
			Proportion of contracted services that meet the delivery targets in the provider outcome agreements
			<p>Focuses on the expected outcome of support to Pacific businesses.</p>
Skills Training and Employment (MYA)	Training and Education Placements contracted	Measures expired due to being process rather than outcome focused.	Number of placements to support Pacific peoples who are NEET to start employment, education, or training through the Tupu Aotearoa programme.
			Number of Pacific peoples that receive financial capability training and mentoring.
	Employment placements contracted	N/A	Number of Pacific peoples who complete the financial capability and training programme and purchase their own homes.
			Number of Pacific peoples who complete the financial capability and training programme and avoid losing their homes through mortgagee sales.
			<p>Reflects uptake of training, education and employment placements.</p> <p>Measures the cumulative results of the financial capability initiative.</p> <p>Assesses the provider outputs against agreed deliverables.</p>
			<p>Number of people enrolled in Pacific language courses through the Centre for Pacific Languages (CPL).</p>

### Non-Departmental Other Expenses

Expired measure	Reason for expiration	New measure	New measure description
Housing Pacific Families (MYA)	Number of new affordable homes for Pacific co-funded to be built.	The measure related to an initiative for which funding has expired.	Collaborate to have affordable, fit for purpose homes built for Pacific families.
			Based on milestone achievement towards the goal of at least 85 homes for Pacific families by December 2026. The standard for financial year 2023/24 is the milestone achievement of 10 to 25 homes by December 2024. See note 2.
			<p>Note 2: The standard for financial year 2023/24 is the milestone achievement of 10 to 25 homes by December 2024. The Supplementary Estimates 2024/25 will amend the milestone date to 30 June 2025 to align to financial year reporting.</p>

### Notes

The Ministry has used judgement when determining contextual, comparative narrative and descriptive information in cases of variances, in line with comprehensive, perceptive reporting practices.

Full information on the 2023/24 performance measures, and any adjustments to these measures, can be found in the Vote Pacific peoples Estimates of Appropriation 2023/2024 and Supplementary Estimates of Appropriation 2023/24.

### Aggregation of service performance measures

The Housing Pacific Families (MYA) measure, 'collaborate to have affordable, fit for purpose homes built for Pacific Families', is an aggregate measure which combines the number of affordable homes for Pacific peoples (new builds) achieved through two initiatives: Improving Housing for Pacific Families and Communities (Pacific Building Affordable Homes) and Building Homes for Pacific in Porirua (Our Whare Our Fare).

### Correction to published information

- Number of public events with Pacific communities: The number reported in 2022/23 is 47. The correct number is 175.
- Placements to support Pacific peoples who are NEET to start employment, education, or training through the Tupu Aotearoa programme: The FY 2022/23 total was published as 2,071 with a cumulative total 5,033. The correct totals are 2,157 and 4,707, respectively. The FY 2021/22 total was published as 2,000. The correct total is 2,550. This is now a performance measure.
- Pacific people who complete the financial capability and training programme: The 2022/23 total was published as 2,708. The correct total is 2,628. This is now a performance measure.
- Pacific people who complete the financial capability and training programme and purchase their own homes: The 2022/23 total was published as 99. The correct result is 108. This is now a performance measure.



# Statement of performance

This section of the report summarises the Ministry’s performance against financial and non-financial performance measures in the 2023/24 Estimates of Appropriations and Supplementary Estimates of Appropriations across Vote Pacific peoples.

The Ministry’s performance against the targets in the estimates documents is published each year in the Ministry’s Annual Report and tabled in Parliament. The year-end performance results are subject to audit by KPMG New Zealand, on behalf of the Office of the Auditor-General, as part of its annual audit of the Ministry’s end-of-year performance, in accordance with the Public Finance Act 1989, Public Audit Act 2001, and other legislative or administrative requirements and expectations.

The Statement of Performance includes two appropriations for services provided to the government and the public: one Capital Expenditure appropriation and one multi-category appropriation (MCA).

## Summary of performance

- ✓ **16** Standard met
- ✗ **2** Not met

In 2023/24, the Ministry met the standards for 16 out of 18 performance measures funded under Departmental appropriations in Vote Pacific.

We will continue to review all performance measures to ensure they adequately demonstrate both the short- and longer-term value of funded initiatives.

This forms part of a larger process to embed the Ministry’s integrated planning, monitoring and reporting system. In 2023/24, the Ministry introduced a coherent, dynamic business plan to guide the implementation of its annual work programme. The business plan includes a measurement framework containing performance measures for initiatives funded from both its departmental and non-departmental appropriations. Progress with the implementation of the annual business plan is monitored and reported quarterly to both the Executive Leadership Team and the Minister. Performance measures and targets are kept under review to ensure they reflect the range of services provided and support the achievement of outcomes.

# Vote Pacific peoples

## Departmental capital expenditure and capital injections

### Ministry for Pacific Peoples — Capital Expenditure PLA

#### Appropriation purpose

This appropriation is limited to the purchase or development of assets by and for the use of the Ministry for Pacific Peoples, as authorised by section 24(1) of the Public Finance Act 1989.

#### Intended achievement of the appropriation

This appropriation is intended to achieve the efficient delivery of the Ministry for Pacific Peoples outputs through funding the purchase, development and maintenance of necessary assets.

#### Financial performance

2022/23 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2023/24 \$000	Unaudited Supplementary Estimates 2023/24 \$000	Actual 2023/24 \$000	Unaudited Forecast 2023/24 \$000
86	Property, plant and equipment	350	350	350	144
<b>86</b>	<b>Total expenses</b>	<b>350</b>	<b>350</b>	<b>350</b>	<b>144</b>

#### Capital investment plan

The Ministry manages the renewal, upgrade and/or redesign of assets used in the delivery of our core functions and responsibilities.

#### How we performed: ✓

Performance Measure	Target	2023/24			2022/23	2021/22	2020/21
		Actual	Attainment	Actual	Actual	Actual	
Expenditure is in accordance with the Ministry’s annual capital investment plan	100%	100%	✓	100%	100%	100%	

The Ministry’s Capital Expenditure allocated funding was for business-as-usual replacements of IT hardware. This measure will be reviewed for update in the Supplementary Estimates 2024/25 process.








## Multi-category expenses

### Policy advice and ministerial servicing

#### Appropriation purpose

The single overarching purpose of this appropriation is to provide support to the Minister in discharging their policy decision-making and other portfolio responsibilities in relation to improving outcomes for Pacific Peoples in New Zealand.




Initiatives under this multi-category appropriation contribute to outcomes in five priority areas:

-  Affordable and suitable housing
-  Economic development
-  Education and employment
-  Health
-  Pacific languages

#### Intended achievement of the appropriation

This appropriation is intended to achieve better outcomes for Pacific peoples in New Zealand through well-informed policy advice and by maintaining strong links between the Crown and Pacific communities.

The extent to which appropriations achieved their outcomes in 2023/24 is rated on a three-point scale:

-  The target or standard applicable to the performance measure was achieved
-  The target or standard applicable to the performance measure was not achieved
-  No assessment against the performance measure was made

#### Rationale

The Ministry provides policy advice, ministerial and communication services, targeted interventions and work across government to coordinate and leverage investment in Pacific priorities, to ensure it addresses the aspirations and needs of Pacific peoples and delivers on outcomes.

#### Financial performance

2022/23 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2023/24 \$000	Unaudited Supplementary Estimates 2023/24 \$000	Actual 2023/24 \$000	Unaudited Forecast 2024/25 \$000
<b>Departmental output expenses</b>					
<b>Revenue from Crown</b>					
36,780	Communications, Projects and Relationships	29,840	29,840	31,591	27,188
3,880	Policy Advice	11,503	11,503	10,400	2,100
<b>Revenue from other</b>					
36,780	Communications, Projects and Relationships	-	-	28,673	-
3,880	Policy Advice	-	-	10,400	-
<b>40,660</b>	<b>Total revenue</b>	<b>41,343</b>	<b>41,343</b>	<b>41,991</b>	<b>29,288</b>
<b>40,660</b>	<b>Total expense</b>	<b>41,343</b>	<b>41,343</b>	<b>39,073</b>	<b>29,288</b>
-	<b>Net surplus/(deficit)</b>	-	-	<b>2,918</b>	-


## Communications, projects and relationships


This category is limited to ministerial servicing, nominations services, the development, implementation and monitoring of innovative projects and the establishment and maintenance of relationships with Pacific communities and key stakeholders, to improve outcomes for Pacific Peoples in New Zealand.

#### Relationship building and information sharing with communities

Our staff are located across the country and regularly engage with local Pacific communities throughout New Zealand. Our regional teams build strong connections and networks in Pacific communities, ensuring two-way communication on government policies, priorities and initiatives. Key to connecting with our communities is supporting, attending and participating in Pacific events.

More information about the relationship building and information sharing can be found in Section 1 — How we listen and engage page 22.


**How we performed:** 









Performance Measure	2023/24			2022/23
	Target	Actual	Attainment	Actual
Number of public events with Pacific Communities (see Note)	30-50	84		175

Note: The Annual Report 2022/23 incorrectly recorded the measure result as 47; the correct result is 175.

#### Ministerial servicing

The Ministry provides a range of policy and advisory services to Ministers, including preparing draft responses to correspondence, briefings, and responses to Parliamentary questions and requests for official information.

**How we performed:** 

Performance Measures	2023/24			2022/23	2021/22	2020/21
	Target	Actual	Attainment	Actual	Actual	Actual
Proportion of replies to Official Information Act (OIA) requests delivered within the required timeframe	95%	98%		100%	98%	96%
Ministerial satisfaction with the OIA service as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied) (see Note)	At least 3	5		3	4	4
Proportion of replies to Parliamentary Questions (PQs) delivered within the required timeframe	95%	100%		100%	96.6%	100%
Ministerial satisfaction with the PQ service as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied) (see Note)	At least 3	5		3	4.5	4
Proportion of replies to Parliamentary Select Committee Questions delivered within the required timeframe	95%	100%		100%	100%	100%
Ministerial satisfaction with replies to the Select Committee Questions as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied) (see Note)	At least 3	5		4	4	4
Briefings delivered within the required timeframe	95%	100%		100%	100%	100%
Ministerial satisfaction with the briefings as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied) (see Note)	At least 3	4		3	4	4

Note: The Hon Dr Shane Reti was appointed as Minister for Pacific Peoples in November 2023. The Ministerial satisfaction scores apply to services provided during the period late-November 2023 to 30 June 2024.



**Nomination services**

We aim to recognise Pacific leaders in the community and raise their leadership profiles through making nominations for membership of state sector boards and through the New Zealand honours system (New Year and King's Birthday Honours).

In 2020/21 and 2021/22, larger numbers of state sector nominations were mainly due to the government's response to COVID-19. Agencies sought Pacific expertise as they ramped up their engagement with Pacific communities as part of the pandemic response and the vaccination campaign.

A decrease in nominations in 2023/24 was mainly due to the General Election and public sector cost savings.

Between 2019 and 2024, the proportion of Pacific peoples on public sector boards increased from 4.6 percent to 7.0 percent.

How we performed:

Performance Measure	2023/24			2022/23
	Target	Actual	Attainment	Actual
Number of nominees put forward for governance positions across the state sector	30	30		132
Number of nominees put forward for King's Birthday and New Year Honours	10	18		27

**Monitoring and assessment of funding arrangements**

This measure was introduced in 2023/24 to indicate the robustness of the Ministry's management of funding arrangements, to ensure that they deliver value for money.

How we performed:

Performance Measure	2023/24			2022/23
	Target	Actual	Attainment	Actual
Funding arrangements are monitored and assessed in line with contractual requirements (see Note 1)	Achieved	Achieved		New measure

Note 1: New measures set to provide control on funding arrangements and deliver on improving better living for the Pacific community.

**Health**

This measure is intended to monitor the Pacific Healthy Homes initiative that will deliver at least 600 healthy home interventions for eligible Pacific households by June 2025.

The target date noted in the Supplementary Estimates 2023/24 (December 2024) is based on a calendar year.

The Supplementary Estimates 2024/24 will amend the goal date to 30 June 2025 to align with financial year reporting.

More information about the Pacific Healthy Homes initiative can be found in Section 2 — Community-facing work.

Although implementation of interventions only commenced in June 2024, all planning milestones since February 2024 were met, and the initiative was on track to meet its delivery target.

How we performed:

Performance Measure	2023/24			2022/23
	Target	Actual	Attainment	Actual
Number of interventions delivered through the Pacific Healthy Homes programme (see Note 2)	—	—		New measure

Note 2: New measures set to provide control on funding arrangements and deliver on improving better living for the Pacific community.

**Policy advice**

This category is limited to the provision of advice, including second-opinion advice and contributions to policy advice led by other agencies, to support decision-making by Ministers on government policy matters.

More information about policy advice can be found in Section 3 — Government-facing work.

How we performed:

Performance Measure	2023/24			2022/23	2021/22	2020/21
	Target	Actual	Attainment	Actual	Actual	Actual
<b>Ministerial Policy Advice</b>						
Ministerial satisfaction with the quality of policy advice (average score), as per the Ministerial Policy Survey	At least 3.5/5	4.8		4.2	3.9	4

How we performed: Two out of three performance standards not attained.

Performance Measure	2023/24			2022/23	2021/22	2020/21
	Target	Actual	Attainment	Actual	Actual	Actual
<b>Quality of Policy Advice</b>						
Quality rating of policy advice (average score), as per the Policy Quality Framework	At least 3.5/5	3.4		3.6	3.5	3.5
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	20% of assessed papers score 4/5 or higher	10%		56%	58%	20%
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	90% of assessed papers score 3/5 or higher	100%		89%	75%	100%

In 2023/24, the assessment was undertaken by an independent assessor, whereas in the three prior years the assessment was conducted by a panel comprising external and internal policy experts.

All papers that were reviewed scored at least 3/5, but the overall mean quality score of at least 3.5/5 was not met.

The mean score of 3.4/5 is slightly lower than the last three years' results. It is just below the Policy Quality Framework standard of at least 3.5/5.

The Ministry experienced a period of significant change this year, especially due to the government-directed public service cost saving exercise. This stretched our organisational capability, as our functions were clustered and reoriented. All of this happened with the context of a new government setting a new direction for the Ministry and public service. As we now embed our new operating model, the Ministry has put in place a refreshed capability development plan which will help us systematically address some of the challenges we experienced during the last year.



# Financial statements and schedules

## Statement of comprehensive revenue and expense

For the year ended 30 June 2024

Actual 30 June 2023 \$000		Notes	Actual 30 June 2024 \$000	Budget 30 June 2024 \$000	Unaudited forecast 30 June 2025 \$000
<b>Revenue</b>					
40,374	Revenue Crown		41,571	41,343	29,288
225	Departmental revenue	2	420	0	0
67	Other revenue	2	0	0	0
<b>40,666</b>	<b>Total revenue</b>		<b>41,991</b>	<b>41,343</b>	<b>29,288</b>
<b>Expense</b>					
17,803	Personnel costs	3	18,553	21,649	16,700
22,314	Operating costs	4	20,069	19,170	12,305
493	Depreciation and amortisation	8,9	395	467	226
56	Capital charge	5	56	57	57
<b>40,666</b>	<b>Total expense</b>		<b>39,073</b>	<b>41,343</b>	<b>29,288</b>
<b>0</b>	<b>Surplus/(deficit)</b>		<b>2,918</b>	<b>0</b>	<b>0</b>
-	Other comprehensive revenue and expense		-	-	-
<b>0</b>	<b>Total comprehensive revenue and expense</b>		<b>2,918</b>	<b>0</b>	<b>0</b>

Explanations of significant variances against budget are detailed in Note 14.

The accompanying notes form part of these financial statements.



## Statement of financial position

As at 30 June 2024

Actual 30 June 2023 \$000	Notes	Actual 30 June 2024 \$000	Budget 30 June 2024 \$000	Unaudited forecast 30 June 2025 \$000
<b>Assets</b>				
<b>Current assets</b>				
6,434	Cash and cash equivalents 6	9,186	6,156	6,250
445	Debtors and other receivables 7	2	0	0
18	Prepayments	136	118	118
<b>6,897</b>	<b>Total current assets</b>	<b>9,324</b>	<b>6,274</b>	<b>6,368</b>
<b>Non-current assets</b>				
686	Property, plant and equipment 8	617	581	499
0	Intangible assets 9	0	0	0
<b>686</b>	<b>Total non-current assets</b>	<b>617</b>	<b>581</b>	<b>499</b>
<b>7,583</b>	<b>Total assets</b>	<b>9,941</b>	<b>6,855</b>	<b>6,867</b>
<b>Liabilities and taxpayers' funds</b>				
<b>Current liabilities</b>				
4,398	Creditors and other payables and deferred revenue 10	3,189	3,332	3,332
0	Return of operating surplus	2,918	0	0
1,899	Employee entitlements 11	2,548	2,395	2,062
<b>6,297</b>	<b>Total current liabilities</b>	<b>8,655</b>	<b>5,727</b>	<b>5,394</b>
<b>Non-current liabilities</b>				
158	Employee entitlements 11	158	0	333
<b>158</b>	<b>Total non-current liabilities</b>	<b>158</b>	<b>0</b>	<b>333</b>
<b>6,455</b>	<b>Total liabilities</b>	<b>8,813</b>	<b>5,727</b>	<b>5,727</b>
<b>Taxpayers' funds</b>				
1,128	Taxpayers' funds	1,128	1,128	1,140
<b>1,128</b>	<b>Total taxpayers' funds</b>	<b>1,128</b>	<b>1,128</b>	<b>1,140</b>
<b>7,583</b>	<b>Total liabilities and taxpayers' funds</b>	<b>9,941</b>	<b>6,855</b>	<b>6,867</b>

Explanations of significant variances against budget are detailed in Note 14.

## Statement of changes in equity

For the year ended 30 June 2024

Actual 30 June 2023 \$000	Notes	Actual 30 June 2024 \$000	Budget 30 June 2024 \$000	Unaudited forecast 30 June 2024 \$000
<b>1,128</b>	<b>Equity as at 1 July</b>	<b>1,128</b>	<b>1,128</b>	<b>1,140</b>
0	Total comprehensive revenue and expense	2,918	-	-
0	Return of operating surplus to the Crown	(2,918)	-	-
<b>1,128</b>	<b>Equity as at 30 June</b>	<b>1,128</b>	<b>1,128</b>	<b>1,140</b>

Explanations of significant variances against budget are detailed in Note 14.



## Statement of cash flows

For the year ended 30 June 2024

Actual 30 June 2023 \$000	Notes	Actual 30 June 2024 \$000	Budget 30 June 2024 \$000	Unaudited forecast 30 June 2025 \$000
<b>Cash flows from operating activities</b>				
<b>Cash was provided from:</b>				
38,001	Receipts from the Crown	39,816	41,343	29,288
161	Receipts from other departments	517	-	-
67	Receipts from others	0	(383)	-
-	Goods and services tax	-	-	-
<b>38,229</b>	<b>Total cash flows from operating activities</b>	<b>40,333</b>	<b>40,960</b>	<b>29,288</b>
<b>Cash was applied to:</b>				
(17,412)	Payments to employees	(19,305)	(21,571)	(16,497)
(21,323)	Payments to suppliers	(18,046)	(19,260)	(12,508)
(56)	Payment for capital charge	(56)	(57)	(57)
(751)	Goods and services tax	176	-	-
<b>(39,542)</b>	<b>Total cash applied for operating activities</b>	<b>(37,231)</b>	<b>(40,888)</b>	<b>29,062</b>
<b>(1,313)</b>	<b>Net cash flows from operating activities</b>	<b>3,102</b>	<b>72</b>	<b>226</b>
<b>Cash flows from investing activities</b>				
<b>Cash was provided from:</b>				
0	Receipts from sale of property, plant and equipment	-	-	-
<b>Cash was applied to:</b>				
-	Purchase of intangible assets	-	-	-
(86)	Purchase of property, plant and equipment	(350)	(350)	(144)
<b>(86)</b>	<b>Net cash flows from investing activities</b>	<b>(350)</b>	<b>(350)</b>	<b>(144)</b>
<b>Cash flows from financing activities</b>				
<b>Cash was provided from:</b>				
-	Capital Injections	-	-	12
<b>Cash was applied to:</b>				
0	Return of operating surplus	0	-	-
<b>0</b>	<b>Net cash flows from financing activities</b>	<b>0</b>	<b>0</b>	<b>12</b>
(1,399)	Net increase/(decrease) in cash held	2,752	(278)	94
7,833	Cash as at 1 July	6,434	6,434	6,156
<b>6,434</b>	<b>Closing cash as at 30 June</b>	<b>9,186</b>	<b>6,156</b>	<b>6,250</b>

Goods and services tax is presented on a net basis, as the gross amounts do not provide meaningful information for financial reporting purposes.

Explanations of significant variances against budget are detailed in Note 14.

## Reconciliation of net surplus to net cash flow from operating activities

For the year ended 30 June 2024

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
<b>0</b>	<b>Net surplus</b>	<b>2,918</b>
<b>Add/(less) non-cash items</b>		
493	Depreciation and amortisation expense	411
<b>493</b>	<b>Total non-cash items</b>	<b>411</b>
<b>Add/(less) items classified as investing or financing activities</b>		
0	Net (gains)/losses on disposal of property, plant, and equipment	0
0	Total items classified as investing or financing activities	0
<b>Add/(less) movements in statement of financial position items</b>		
(378)	(Increase)/Decrease in receivables and prepayments	328
(1,819)	Increase/(Decrease) in payables and deferred revenue	(1,204)
391	Increase/(Decrease) in provisions	649
(1,806)	Total net movement in statement of financial position items	(227)
<b>(1,313)</b>	<b>Net cash flows from operating activities</b>	<b>3,102</b>



## Statement of commitments

As at 30 June 2024

### Non-cancellable operating lease commitments

The Ministry leases property in the normal course of its business. Most of these leases are for premises that have a non-cancellable leasing period ranging from one to ten years, with regular rent reviews.

The Ministry's non-cancellable operating leases have varying terms, escalation clauses and renewal rights.

There are no restrictions placed on the Ministry by any of its leasing arrangements.

The Ministry's Southern Office is part of a government property co-location agreement under the lead of Stats NZ. Obligations under the co-location agreement are reflected in the commitments schedule.

The Ministry's Northern, Central, Hamilton and Invercargill offices are part of a government property sub-lease arrangement under the lead of Te Puni Kōkiri. Obligations under the sub-lease arrangement are reflected in the commitments schedule.

The sub-leases for the Ministry's Northern, Central, Hamilton and Invercargill offices include rent costs as well as operating expenses, and so the values in the following table include both rent and operating expenses.

Actual 30 June 2023 \$000	Notes	Actual 30 June 2024 \$000
<b>Capital commitments</b>		
-	Buildings	-
-	Intangible assets	-
<b>0</b>	<b>Total capital commitments</b>	<b>0</b>
<b>Non-cancellable operating lease commitments</b>		
791	Not later than one year	473
1,039	Later than one year and not later than five years	610
32	Later than five years	21
<b>1,862</b>	<b>Total non-cancellable operating lease commitments</b>	<b>1,104</b>

## Statement of contingent liabilities and contingent assets

As at 30 June 2024

The Ministry for Pacific Peoples has no contingent liabilities or contingent assets as at 30 June 2024 (2023: nil).



# Notes to the financial statements

## Note 1: Statement of accounting policies for the year ended 30 June 2024

### Reporting entity

The Ministry for Pacific Peoples (the Ministry) is a government department as defined by section 5 of the Public Service Act 2020 and is domiciled in New Zealand. The relevant legislation governing the Ministry's operations includes the Public Finance Act 1989 (the PFA) and the Public Service Act 2020. The Ministry's ultimate parent is the New Zealand Crown.

The primary objective of the Ministry is to provide services to the public rather than to make a financial return. Accordingly, the Ministry has designated itself as a public benefit entity (PBE) for financial reporting purposes.

The financial statements of the Ministry are for the year ended 30 June 2024 and were authorised for issue by the Chief Executive of the Ministry on 10 October 2024. In addition, the Ministry has reported on Crown activities that it administers in the non-departmental statements and schedules on pages 122.

### Basis of preparation

The financial statements have been prepared on a going concern basis, and the accounting policies have been applied consistently throughout the period.

### Statement of compliance

The financial statements of the Ministry have been prepared in accordance with the requirements of the PFA, which includes the requirements to comply with New Zealand Generally Accepted Accounting Practice (NZ GAAP) and Treasury Instructions.

The Ministry's total annual expenditure is more than \$30 million and it does not have public accountability as defined by XRB A1 Application of the Accounting Standards Framework.

### Measurement base

The financial statements have been prepared on a historical cost basis.

### Functional and presentation currency

The financial statements are presented in New Zealand dollars and all values are rounded to the nearest thousand dollars (\$000) unless otherwise stated. The functional currency of the Ministry is the New Zealand dollar.

### Changes in accounting policies

The Ministry's accounting policies set out have been applied consistently to all periods presented in these financial statements. There have been no changes in the Ministry's accounting policies since the date of the last audited financial statements.

### Significant accounting policies

The following particular accounting policies, which materially affect the measurement of financial results and financial position, have been applied.

#### Revenue recognition

Revenue is measured at the fair value of consideration received or receivable.

#### Revenue Crown

Revenue from the Crown is measured based on the Ministry's funding entitlement for the reporting period. The funding entitlement is established by Parliament when it passes the Appropriation Acts for the financial year. The amount of revenue recognised takes into account any amendments to appropriations approved by the Appropriation (Supplementary Estimates) Act for the year and certain other unconditional funding adjustments formally approved prior to balance date.

There are no conditions attached to the funding from the Crown. However, the Ministry can only incur expenses within the scopes and limits of its appropriations.

The fair value of Revenue Crown has been determined to be equivalent to the funding entitlement.

#### Capital charge

The capital charge is recognised as an expense in the period to which the charge relates.

### Leases

#### Operating leases

An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to the ownership of an asset. All of the Ministry's leases are operating leases.

Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term. Leasehold improvements are capitalised and the cost is amortised over the unexpired period of the lease or the estimated useful life of the improvements, whichever is shorter.

Lease incentives received are recognised evenly over the term of the lease as a reduction in rental expense.

#### Cash and cash equivalents

Cash and cash equivalents include cash on hand and deposits held on call with banks.

The Ministry is only permitted to expend cash and cash equivalents within the scopes and limits of its appropriations.

### Property, plant and equipment

Property, plant and equipment consist of the following asset classes: leasehold improvements, IT equipment, furniture and office equipment, and motor vehicles.

All asset classes are measured at cost, less accumulated depreciation and impairment losses.

#### Additions

The cost of an item of property, plant and equipment is recognised as an asset only when it is probable that the future economic benefits or service potential associated with the item will flow to the Ministry and the cost of the item can be measured reliably.

Work in progress is recognised at cost less impairment and is not depreciated.

In most instances, an item of property, plant and equipment is initially recognised at its cost. Where an asset is acquired through a non-exchange transaction, it is recognised at its fair value at the date of acquisition.



### Disposals

Gains and losses on disposal are determined by comparing the proceeds of disposal with the carrying amount of the asset. Gains and losses on disposal are charged to the surplus or deficit in the period in which the asset is disposed of.

### Subsequent costs

Costs incurred after the initial acquisition are capitalised only when it is probable that the future economic benefits or service potential associated with the item will flow to the Ministry and the cost of the item can be measured reliably.

### Asset capitalisation

Property, plant and equipment are initially recorded at cost of purchase. These are capitalised:

- if purchased individually and the cost price is greater than \$3,000
- if purchased as a group and the combined value is greater than \$3,000.

Laptops and similar computing devices may be capitalised even if their cost price is less than \$3,000.

Capital work in progress is recognised as costs are incurred. Depreciation is not recorded until the asset is fully acceptance tested, operational and capitalised.

### Depreciation

Depreciation is provided on a straight-line basis on all property, plant and equipment, other than land, at rates that will write off the cost of the assets to their estimated residual values over their useful lives. The useful lives and associated depreciation rates of major classes of property, plant and equipment have been estimated as follows:

Asset category	Asset life
Furniture and buildings	8 years
Office equipment	3—5 years
Motor vehicles	4—5 years
EDP equipment	3—4 years

Leasehold improvements are depreciated over the unexpired period of the lease or the estimated remaining useful lives of the improvements, whichever is shorter.

The residual value and useful life of an asset are reviewed, and adjusted if applicable, at each financial year-end.

### Intangible assets

Acquired computer software and licences are capitalised on the basis of the costs incurred to acquire and bring to use the specific software.

All maintenance and training costs associated with intangible assets are expensed when incurred.

Intangible assets with finite lives are recorded at cost, less any amortisation and impairment losses. Amortisation is charged to the surplus or deficit on a straight-line basis over the useful life of the asset.

Estimated useful lives are:

Asset category	Asset life
Acquired software	7 years

### Impairment of property, plant and equipment and intangible assets

The Ministry does not hold any cash-generating assets. Assets are considered cash-generating where their primary objective is to generate a commercial return.

Property, plant and equipment and intangible assets are reviewed for impairment whenever events or changes in circumstances indicate the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable service amount is the higher of an asset's fair value less costs to sell and its value in use.

Value in use is determined using either a depreciated replacement cost approach, a restoration cost approach, or a service units approach. The most appropriate approach for measuring value in use depends on the nature of the impairment and the availability of information.

If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to the recoverable amount. The reversal of an impairment loss is recognised in surplus or deficit.

### Creditors and other payables

Creditors and other payables are measured at the amount payable.

### Employee entitlements

#### Short-term employee entitlements

Employee entitlements that the Ministry expects to be settled within 12 months of balance date are measured based on accrued entitlements at current rates of pay. These include salaries and wages accrued up to balance date, annual leave earned but not yet taken at balance date, sick leave, and retiring and long service leave entitlements expected to be settled within 12 months.

The Ministry recognises a liability for sick leave to the extent that absences in the coming year are expected to be greater than the sick leave entitlements earned in the coming year. The amount is calculated based on the unused sick leave entitlement that can be carried forward at balance date, to the extent that the Ministry anticipates it will be used by staff to cover future absences.

The Ministry recognises a liability and an expense for performance payments where it is contractually obliged to pay them, or where there is a past practice that has created a constructive obligation.

#### Long-term employee entitlements

Entitlements due to be settled beyond 12 months after the end of the reporting period in which the employee renders the related service, such as long service leave and retiring leave, have been calculated on an actuarial basis using a model provided by the Treasury. The calculations are based on:

- likely future entitlements accrued to staff, based on years of service, years to entitlement, the likelihood that staff will reach the point of entitlement, contractual entitlements information
- the present value of the estimated future cash flows.



The following discount rates were used:

30 June 2023	Discount rate	30 June 2024
5.43%	Year 1	5.30%
4.85%	Year 2	4.49%
4.84%	Year 3	4.25%

A salary inflation factor of 2.32 percent (2023: 3.35 percent) was also used. The discount rates were advised by the Treasury and are based on the weighted average of government bonds with terms to maturity similar to those of the relevant liabilities. The inflation factor is based on the expected long-term increase in remuneration for employees.

#### Presentation of employee entitlements

Sick leave, annual leave, vested and non-vested long service leave and retirement gratuities expected to be settled within 12 months of balance date are classified as current liabilities. All other employee entitlements are classified as non-current liabilities.

#### Superannuation schemes

Obligations for contributions to the State Sector Retirement Savings Scheme, KiwiSaver and the government Superannuation Fund are accounted for as defined contribution schemes and are recognised as an expense in the surplus or deficit as incurred.

#### Provisions

The Ministry recognises a provision for future expenditure of uncertain amount and timing when there is a present obligation (either legal or constructive) as a result of a past event, it is probable that an outflow of future economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. Provisions are not recognised for future operating losses.

Provisions are measured at the present value of the expenditure expected to be required to settle the obligation.

#### Equity

Equity is the Crown's investment in the Ministry and is measured as the difference between total assets and total liabilities. Equity is classified as taxpayers' funds.

#### Grant expenditure

Non-discretionary grants are those grants awarded if the grant application meets the required criteria. They are recognised as an expense when an application that meets the specified criteria for the grant has been received.

Discretionary grants are those grants where the Ministry has no obligation to award on receipt of the grant application. They are recognised as an expense when approved by the Ministry's Secretary, relevant Deputy Secretary or Grants Approval Committee and the approval has been communicated to the applicant.

#### Operating costs

Operating costs are recognised as goods and services are received.

#### Goods and services tax (GST)

All items in the financial statements, including the appropriation statements, are stated exclusive of GST except for receivables and payables, which are stated on a GST-inclusive basis. Where GST is not recoverable as an input tax, it is recognised as part of the related asset or expense.

The net amount of GST owed to or from the Inland Revenue Department (IRD) at balance date is shown as a current asset or current liability in the Statement of Financial Position.

The net GST paid to or received from the IRD, including GST relating to investing activities, is classified as a net operating cash flow in the Statement of Cash Flows.

Commitments and contingencies are disclosed exclusive of GST.

#### Income tax

The Ministry is a public authority and consequently is exempt from income tax. Accordingly, no provision has been made for income tax.

#### Statement of cost allocation policies

The Ministry derives the costs of outputs using a cost allocation system outlined below.

Direct costs are those costs that can be directly attributed to an output. Indirect costs are those costs that cannot be identified in an economically feasible manner with a specific output.

Direct costs are charged directly to output classes. Indirect costs are allocated to output classes based on cost drivers, and related activity or usage information.

Personnel costs are charged on a team-by-team basis, with teams being designated either Direct or Indirect. Other indirect costs are assigned to outputs based on the proportion of direct staff costs for each output.

There have been no changes in cost accounting policies since the date of the last audited financial statements.

#### Critical accounting estimates and assumptions

In preparing these financial statements the Ministry has made estimates and assumptions about the future. These estimates and assumptions may differ from the subsequent actual results. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events believed to be reasonable under the circumstances.

There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

#### Critical judgements in applying the Ministry's accounting budget and forecast figures

##### Basis of the budget and forecast figures

The 2024 budget figures are for the year ended 30 June 2024. They are consistent with the Ministry's best estimate financial forecast information submitted to the Treasury for the Budget Economic and Fiscal Update (BEFU) for the year ended 30 June 2024.

The 2025 forecast figures are for the year ending 30 June 2025, and are consistent with the best estimate financial forecast information submitted to the Treasury for BEFU for the year ending 30 June 2025.

The forecast financial statements have been prepared as required by the PFA to communicate forecast financial information for accountability purposes.

The 30 June 2025 forecast figures have been prepared in accordance with, and comply with, PBE FRS 42 Prospective Financial Statements.



### Prospective financial statements

The forecast financial statements were approved for issue by the Chief Executive on 4 April 2023. The Chief Executive is responsible for the forecast financial statements, including the appropriateness of the assumptions made in their preparation and all other required disclosures.

While the Ministry regularly updates its forecasts, updated financial statements for the year ending 30 June 2025 will not be published.

### Significant assumptions used in preparing the forecast financial statements

The forecast figures used in these financial statements reflect the Ministry's purpose and activities and are based on assumptions on what may occur during the 2024/25 year. The forecast figures have been compiled on the basis of existing government policies and Ministerial expectations at the time the main Estimates were finalised.

The main assumptions, which were adopted at 4 April 2023, were as follows:

- the activities and output expectations of the Ministry will remain substantially the same as for the previous year
- personnel costs were based on 150 full-time equivalent staff, which considers staff turnover. Remuneration rates are based on current wages and salary costs, adjusted for anticipated remuneration changes
- operating costs will increase due to increased funding for new programmes
- estimated year-end information for 2023/24 was used as the opening position for the 2024/25 forecast.

The actual financial results achieved for the year ending 30 June 2025 are likely to vary from the forecast information provided, and the variations may be material.

Since the approval of the forecasts, there has been no significant change or event that would have a material effect on the forecasts at 30 June 2024.

## Note 2: Other revenue (exchange transactions)

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
225	Revenue from other agencies	420
67	Other revenue	0
0	Gain on disposal of assets	0

## Note 3: Personnel costs

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
16,973	Salaries and wages	18,347
497	Employer contributions to defined contribution plans	510
237	Increase/(decrease) in employee entitlements	(383)
96	Other	79
<b>17,803</b>	<b>Total personnel costs</b>	<b>18,553</b>

## Note 4: Operating costs

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000	Budget 30 June 2024 \$000
118	Audit fees for financial statements audit	133	64
-	Other fees paid to the Ministry's auditors	-	-
905	Operating lease payments	933	450
7	Maintenance and minor capital purchases	4	0
1,221	Travel	372	1,139
193	Conferences and training	133	65
2,711	Consultancy and professional fees	1,719	1,404
59	Legal fees	187	0
136	Office operating costs	122	582
2,200	Language funding grants	3,501	-
6,483	COVID-19 funding grants	10	-
16	Dawn Raids funding grants	550	-
8,265	Other operating costs	12,405	15,466
<b>22,314</b>	<b>Total operating expenses</b>	<b>20,069</b>	<b>19,170</b>



## Note 5: Capital charge

The Ministry pays a capital charge to the Crown on its equity at 31 December and 30 June each year. The capital charge rate for the financial year ended 30 June 2024 was 5.00 percent (2023: 5.00 percent).

## Note 6: Cash and cash equivalents

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
6,434	Cash at bank and on hand	9,186
<b>6,434</b>	<b>Total cash and cash equivalents</b>	<b>9,186</b>

Cash and cash equivalents include cash on hand, deposits held on call with banks, and other short-term, highly liquid investments with original maturities of three months or less.

While cash and cash equivalents at 30 June 2024 are subject to the expected loss requirements of PBE IFRS 41, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

Cash at bank and on hand is not subject to restrictions.

## Note 7: Debtors and other receivables

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
445	Trade debtors	2
<b>445</b>	<b>Total debtors and other receivables</b>	<b>2</b>

While debtors and other receivables at 30 June 2024 are subject to the expected loss requirements of PBE IFRS 41, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

A debt of nil was written off during the financial year ended 30 June 2024 (2023: \$622)

## Note 8: Property, plant and equipment

	Leasehold improvements \$000	IT equipment \$000	Furniture / Office equipment \$000	Motor vehicles \$000	Total \$000
<b>Cost</b>					
<b>Balance at 1 July 2022</b>	<b>1,202</b>	<b>516</b>	<b>263</b>	<b>209</b>	<b>2,190</b>
Additions	6	79	1	0	86
Disposals	0	0	0	0	0
<b>Balance at 30 June 2023</b>	<b>1,208</b>	<b>595</b>	<b>264</b>	<b>209</b>	<b>2,276</b>
<b>Balance at 1 July 2023</b>	<b>1,208</b>	<b>595</b>	<b>264</b>	<b>209</b>	<b>2,276</b>
Additions	(8)	350	0	0	342
Disposals	0	(191)	0	0	(191)
<b>Balance at 30 June 2024</b>	<b>1,200</b>	<b>754</b>	<b>264</b>	<b>209</b>	<b>2,427</b>
<b>Accumulated depreciation</b>					
<b>Balance at 1 July 2022</b>	<b>597</b>	<b>265</b>	<b>109</b>	<b>185</b>	<b>1,156</b>
Depreciation expense	211	168	43	12	434
Depreciation on disposal	0	0	0	0	0
<b>Balance at 30 June 2023</b>	<b>808</b>	<b>433</b>	<b>152</b>	<b>197</b>	<b>1,590</b>
<b>Balance at 1 July 2023</b>	<b>808</b>	<b>433</b>	<b>152</b>	<b>197</b>	<b>1,590</b>
Depreciation expense	208	135	44	8	395
Depreciation on disposal	0	(175)	0	0	(175)
<b>Balance at 30 June 2024</b>	<b>1,016</b>	<b>393</b>	<b>196</b>	<b>205</b>	<b>1,810</b>
<b>Carrying amount</b>					
<b>At 1 July 2022</b>	<b>605</b>	<b>251</b>	<b>154</b>	<b>24</b>	<b>1,034</b>
<b>At 30 June and 1 July 2023</b>	<b>400</b>	<b>162</b>	<b>112</b>	<b>12</b>	<b>686</b>
<b>At 30 June 2024</b>	<b>184</b>	<b>361</b>	<b>68</b>	<b>4</b>	<b>617</b>

### Work in progress

Leasehold improvements in the course of construction total of nil (2023: \$6,718). No other asset classes have assets in the course of construction.



## Note 9: Intangible assets

	Total \$000
<b>Cost</b>	
<b>Balance at 1 July 2022</b>	<b>509</b>
Additions	0
Disposals	0
<b>Balance at 30 June 2023</b>	<b>509</b>
<b>Balance at 1 July 2023</b>	<b>509</b>
Additions	0
Disposals	0
<b>Balance at 30 June 2024</b>	<b>509</b>
<b>Accumulated amortisation</b>	
<b>Balance at 1 July 2022</b>	<b>450</b>
Amortisation expense	59
Disposals	0
<b>Balance at 30 June 2023</b>	<b>509</b>
<b>Balance at 1 July 2023</b>	<b>509</b>
Amortisation expense	0
Disposals	0
<b>Balance at 30 June 2024</b>	<b>509</b>
<b>Carrying amount</b>	
<b>At 1 July 2022</b>	<b>59</b>
<b>At 30 June and 1 July 2023</b>	<b>0</b>
<b>At 30 June 2024</b>	<b>0</b>

There are no restrictions over the title of the Ministry's intangible assets, nor are any intangible assets pledged as security for liabilities.

## Note 10: Creditors and other payables

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
<b>Current liabilities under exchange transactions</b>		
1,329	Creditors	712
1,250	Accrued expenses	2,234
<b>Current liabilities under non-exchange transactions</b>		
64	Taxes payable	243
1,755	Deferred revenue	0
<b>4,398</b>	<b>Total creditors and other payables</b>	<b>3,189</b>

Creditors and other payables are non-interest bearing and are normally settled on 30-day terms. The carrying value of creditors and other payables approximates their fair value.

## Note 11: Employee entitlements

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
<b>Current liabilities</b>		
1,222	Annual leave	765
539	Accrued salaries and wages	1,602
65	Sick leave	65
73	Long-service and retiring leave	116
<b>1,899</b>	<b>Total current liabilities</b>	<b>2,548</b>
<b>Non-current liabilities</b>		
158	Long-service and retiring leave	158
<b>158</b>	<b>Total non-current liabilities</b>	<b>158</b>
<b>2,057</b>	<b>Total provision for employee entitlements</b>	<b>2,706</b>

Annual leave has been calculated on an actual entitlement basis at current rates of pay.

Provisions for long service leave and retiring leave are calculated on an actuarial basis based on the present value of expected future entitlements. The rates are advised to the Ministry from the Treasury. Refer to Note 1 for details of these rates.



Changes in the liability due to changes in rates are outlined below:

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
(6)	Re-measurement	(115)

## Note 12: Categories of financial instruments

The carrying amounts of financial assets and financial liabilities are as follows:

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
<b>Financial assets measured at amortised cost</b>		
6,434	Cash and cash equivalents	9,186
445	Debtors and other receivables (note 6)	2
<b>6,879</b>	<b>Total loans and receivables</b>	<b>9,188</b>
<b>Financial liabilities measured at amortised cost</b>		
2,579	Creditors and other payables (excluding deferred revenue and GST (note 9))	2,946
<b>2,579</b>	<b>Total financial liabilities measured at amortised cost</b>	<b>2,946</b>

## Note 13: Related-party transactions

The Ministry is a wholly-owned entity of the Crown.

Related-party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that it is reasonable to expect the Ministry would have adopted in dealing with the party at arm's length in the same circumstances.

Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related-party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

### Related-party transactions involving key management personnel or their close family members

'Key management personnel' includes the Minister for Pacific Peoples, the Secretary/Chief Executive and the seven (2023: six) managerial positions that form the senior leadership team.

The Ministry has not purchased goods and services from key management personnel or their close family members (2022: nil).

No provision has been required nor any expense recognised for impairment of receivables from related parties.

### Key management personnel compensation

Actual 30 June 2023 \$000		Actual 30 June 2024 \$000
1,384	Salaries and other short-term employee benefits	1,975
39	Contributions to Defined Contribution Superannuation Plan	55
0	Termination benefits	553
<b>1,423</b>	<b>Total key management personnel compensation</b>	<b>2,583</b>

The key management personnel compensation above excludes the remuneration and other benefits that the Minister for Pacific Peoples receives. Ministers' remuneration and other benefits are not received only for their role as members of key management personnel of the Ministry. Ministers' remuneration and other benefits are set by the Members of Parliament (Remuneration and Services) Act 2013 and are paid under Permanent Legislative Authority, but not by the Ministry for Pacific Peoples. There were no related-party transactions with the Minister for Pacific Peoples.



# Appropriation statements

## Note 14: Explanation of major variances against budget

Explanations for major variances from the Ministry's budgeted figures in the Information Supporting the Estimates of Appropriations are as follows:

### Statement of Comprehensive Revenue and Expense

Crown revenue was \$0.228 million more than the budget amount. This is the Ministry's final year of a multi-year appropriation.

Expenses were \$2.270 million less than the budget. This was for a number of reasons, mainly because some activity started later than forecast in the budget and the government wide imposed budget cuts.

### Statement of Financial Position

Cash and cash equivalents were \$3.030 million more than the budget amount. This was mainly due to expenditure cuts during the last few months of the fiscal year.

Creditors and other payables and deferred revenue was \$3.189 million less than the budgeted amount.

Employee entitlements were \$0.158 million against a nil budget amount. This is lower than the previous year due to redundancy payouts.

### Statement of Cash Flows

Receipts from the Crown were \$1.527 million less than the budget amount. Less cash was drawn than anticipated in the Budget because of revenue in advance from the previous year and expenses being under budget as outlined above.

Payments to employees and suppliers were \$3.657 million less than the budget amount mainly due to government-wide expenditure cuts.

## Note 15: Events after the balance sheet date

There have been no significant events after balance date.

The following statements report information about the expenses and capital expenditure incurred against each appropriation administered by the Ministry for the year ended 30 June 2024.

In these statements:

- **Remeasurements** are movements in the value of an asset or liability that are outside the control of the Ministry, as defined in the Public Finance Act 1989. Remeasurements do not require an appropriation.
- **Appropriation voted** figures are from the 2023/24 Supplementary Estimates of Appropriations for Vote Pacific peoples.
- **Location of end-of-year performance information** discloses where end-of-year performance information is reported for each appropriation administered by the Ministry for Pacific Peoples, as detailed below:
  - 1 Annual Report of the Ministry for Pacific Peoples (this report)
  - 2 Non-departmental Appropriations Report for Vote Pacific peoples (presented in this report, see page 166)
  - 3 No reporting required due to an exemption obtained under section 15D of the Public Finance Act 1989.



## Statement of budgeted and actual expenses and capital expenditure incurred against appropriations

### For the year ended 30 June 2024

Annual and permanent appropriations for the Ministry for Pacific Peoples

	Expenditure after remeasurements 30 June 2023 \$000	Expenditure before remeasurements 30 June 2024 \$000	Remeasurements 30 June 2024 \$000	Expenditure after remeasurements 30 June 2024 \$000	Approved appropriation 30 June 2024 \$000	Location of end-of-year performance information 30 June 2024
<b>Departmental output expenses</b>						
<b>Policy advice and ministerial servicing MCA</b>						
Communications, projects and relationships	36,780	29,067	(394)	28,673	29,840	1
Policy advice	3,880	10,429	(29)	10,400	11,503	1
<b>Total departmental output expenses</b>	<b>40,660</b>	<b>39,496</b>	<b>(423)</b>	<b>39,073</b>	<b>41,343</b>	
<b>Departmental capital expenditure</b>						
Ministry for Pacific Peoples — capital expenditure PLA	86	358	(8)	350	350	1
<b>Total departmental capital expenditure</b>	<b>86</b>	<b>358</b>	<b>(8)</b>	<b>350</b>	<b>350</b>	

	Expenditure after remeasurements 30 June 2023 \$000	Expenditure before remeasurements 30 June 2024 \$000	Remeasurements 30 June 2024 \$000	Expenditure after remeasurements 30 June 2024 \$000	Approved appropriation 30 June 2024 \$000	Location of end-of-year performance information 30 June 2024
<b>Non-departmental output expenses</b>						
Promotions — business development	9,006	9,754	(2,390)	7,364	11,592	2
Skills training and employment appropriation	17,189	15,369	2,363	17,732	18,273	2
<b>Total non- departmental output expenses</b>	<b>26,195</b>	<b>25,123</b>	<b>(27)</b>	<b>25,096</b>	<b>29,865</b>	
<b>Benefits and other related expenses</b>						
Study and training awards for business development	740	1,165	(189)	976	1,222	3
<b>Total non- departmental benefits and other related expenses</b>	<b>740</b>	<b>1,165</b>	<b>(189)</b>	<b>976</b>	<b>1,222</b>	
<b>Non-departmental other expenses</b>						
Housing Pacific families	6,363	43,400	(928)	42,472	43,477	2
<b>Total non- departmental other expenses</b>	<b>6,363</b>	<b>43,400</b>	<b>(928)</b>	<b>42,472</b>	<b>43,477</b>	

## Statement of expenses and capital expenditure incurred without, or in excess of, appropriation or other authority

### For the year ended 30 June 2024

#### Transfers approved under section 26A of the Public Finance Act 1989

No section 26A transfers were authorised in the year ended 30 June 2024.

#### Transfers under section 26B of the Public Finance Act

No section 26B transfers were authorised in the year ended 30 June 2024.

#### Expenses and capital expenditure incurred in excess of appropriation

No expenses or capital expenditure were incurred in excess of appropriation in the year ended 30 June 2024.

#### Expenses and capital expenditure incurred without appropriation or outside scope or period of appropriation

No expenses or capital expenditure were incurred without appropriation or outside the scope or period of appropriation in the year ended 30 June 2024.



# Non-departmental schedules

This section reports on the Non-Departmental Financial Schedules in the form of revenue and capital receipts, expenses, assets and liabilities, commitments, contingent liabilities and contingent assets that the Ministry manages on behalf of the Crown.

## Schedule of non-departmental revenue

### For the year ended 30 June 2024

There is no revenue at 30 June 2024 (2023: nil).

## Schedule of non-departmental capital receipts

### For the year ended 30 June 2024

There are no capital receipts at 30 June 2024 (2023: nil).

## Schedule of non-departmental expenses

### What are non-departmental expenses?

A category (class) of outputs can be supplied either by a department (in which case it is labeled a departmental output expense) or to, or on behalf of, the Crown (in which case it is labeled a non-departmental output expense). Definitions of 'departmental' and 'non-departmental' are in section 2 of the Public Finance Act 1989.

Non-Departmental expense appropriations are where Ministers have decided to use a supplier other than a department to provide an output. Most commonly these appropriations fund Crown entities.

### For the year ended 30 June 2024

Non-departmental expenses	Actual 30 June 2023 \$000	Actual 30 June 2024 \$000	Unaudited budget 30 June 2024 \$000
Grants paid to 3rd parties	32,558	67,568	73,342
Social assistance benefits	740	976	1,222
GST on Crown expenses	5,301	8,065	4,634
<b>Total non-departmental expenses</b>	<b>38,599</b>	<b>76,609</b>	<b>79,198</b>

## Schedule of non-departmental assets

### As at 30 June 2024

Non-departmental assets	Actual 30 June 2023 \$000	Actual 30 June 2024 \$000	Budget 30 June 2024 \$000
Bank	39,267	10,419	26,957

Explanations of major variances against budget are detailed in Note 2.

## Schedule of non-departmental liabilities

### As at 30 June 2024

Non-departmental liabilities	Actual 30 June 2023 \$000	Actual 30 June 2024 \$000	Budget 30 June 2024 \$000
Due to providers	20,343	24,219	8,033

Explanations of major variances against budget are detailed in Note 2.

## Schedule of non-departmental commitments

### As at 30 June 2024

There are no non-departmental commitments as at 30 June 2024 (2023: nil).

## Schedule of non-departmental contingent liabilities and contingent assets

### As at 30 June 2024

There are no contingent liabilities or assets as at 30 June 2024 (2023: nil).

For a full understanding of the Crown's financial position and the results of its operations for the year, refer to the consolidated Financial Statements of the government for the year ended 30 June 2024.



# Notes to the non-departmental schedules

## Note 1: Statement of accounting policies for the year ended 30 June 2024

### Reporting entity

These non-departmental schedules present financial information on public funds managed by the Ministry on behalf of the Crown.

These non-departmental balances are consolidated into the Financial Statements of the government for the year ended 30 June 2024. For a full understanding of the Crown's financial position, results of operations and cash flows for the year, readers should refer to the Financial Statements of the government.

### Basis of preparation

The non-departmental statements and schedules have been prepared in accordance with the accounting policies of the consolidated Financial Statements of the government, Treasury Instructions and Treasury Circulars.

Measurement and recognition rules applied in the preparation of these non-departmental statements and schedules are consistent with New Zealand Generally Accepted Accounting Practice (Public Sector Benefit Entity Accounting Standards) as appropriate for public benefit entities.

### Presentation currency and rounding

The financial statements are presented in New Zealand dollars and all values are rounded to the nearest thousand dollars (\$000). The functional currency of the Ministry is the New Zealand dollar.

### Measurement base

The financial statements have been prepared on a historical cost basis.

### Significant accounting policies

The non-departmental schedules have been prepared using the same significant accounting policies as outlined in Note 1 to the departmental financial statements.

## Note 2: Explanation of major variances against budget

Explanations for major variances from the Ministry's non-departmental figures in the main Estimates are as follows:

### Schedule of non-departmental expenses

Grants paid to third parties was \$5.774 million less than the budget amount. This was because of a delay in implementation of programme initiatives.

### Schedules of non-departmental assets and liabilities

The variance to budget is the result of the timing of payments made to suppliers at year end.



# Appendices

The appendices provide supporting and additional information to the report.

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First row (front) Toonika Maeke, Tiito Ataniberu, Tetika Itienang  
Second row Riteti Mannarara, Takabwebwe Kabuati, Terieta Maeke  
Last row King Maeke  
Tauranga i—Kiribati Community at Tia Marae, Te Puke



# 1. Carbon report

## Towards a carbon-neutral government sector

As a Tranche 1 government Organisation, we are committed to playing our part in the Carbon Neutral government Programme (CNGP)<sup>50</sup> to minimise our environmental footprint by reducing greenhouse gas emissions.

We continue to work with Toitū Envirocare to provide support in measuring and certifying our carbon footprint. Our baseline has been reset and certified to 2022/23 as a year that more accurately reflects our organisational activities. Work has commenced to certify 2023/24.

Provisional and unverified data for 2023/24 shows that we emitted 144 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e). This is a significant 58% decrease from the verified 2022/23 baseline figure.



## Emissions inventory summary since 2023 baseline

Category (ISO 14064-1:2018) <sup>55</sup>	Scopes (ISO 14064-1:2006) <sup>56</sup>	Tonnes of carbon dioxide equivalent (tCO <sub>2</sub> e) emitted			
		2023 (Baseline year — verified)	2024 (Unverified)	2025 (target: 21% below baseline)	2030 (target: 42% below baseline)
Category 1: Direct emissions	Scope 1	15	8	12	9
Category 2: Indirect emissions from imported energy*	Scope 2	8	10	7	5
Category 3: Indirect emissions from transportation	Scope 3	312	115	246	181
Category 4: Indirect emissions from products used by organisation		11	11	9	6
Category 5: Indirect emissions associated with the use of products from the organisation		0	0	0	0
Category 6: Indirect emissions from other sources		0	0	0	0
<b>Total direct emissions</b>		<b>15</b>	<b>8</b>	<b>12</b>	<b>9</b>
<b>Total indirect emissions*</b>		<b>331</b>	<b>137</b>	<b>262</b>	<b>192</b>
<b>Total gross emissions*</b>		<b>346</b>	<b>144</b>	<b>274</b>	<b>201</b>

\*Emissions are reported using a location-based methodology.

## Our emissions reduction plan and key strategies

We are proudly a Toitū carbonreduce organisation, which means we are measuring, managing and reducing our emissions according to ISO 14064-1:2018 and Toitū requirements. Toitū carbonreduce certification is accredited by the Joint Accreditation System of Australia and New Zealand and under ISO 14065. These emissions results align with the Ministry for the Environment's 2024 Measuring Emissions Guidance which uses the 100-year Global Warming Potentials (GWPs) in the IPCC Fifth Assessment Report (AR5). This is because current national inventories report their emissions based on AR5 GWPs and government published emissions factor sets align with national reporting

The CNGP requires us to reduce gross emissions in line with the Paris Agreement of 2015 to limit global average temperature increases to no more than 1.5 degrees above pre-industrial levels. This means reducing our gross emissions by a minimum of 21% by 2025 and 42% by 2030, from a baseline year of 2022/23.

We have established the following key strategies to reduce our carbon emissions:

### Air travel, accommodation and rental car usage

Staff travel accounted for around 90% of our total emissions in our baseline year. We have since targeted this emission source monthly. We continue to work with Orbit World Travel to provide services under the All-of-Government Travel Management Services agreement, which provides the Ministry with up-to-date summaries. This enables the Ministry to track its our carbon emissions in line with its emissions reduction targets.

We have also amended our travel policy to align with the Auditor-General's guidance and to enable better travel decision making.

We are actively working to reach our reduction targets of our main emission source, staff travel, which includes air travel, accommodation and rental cars.

Other areas to reduce emissions include, but are not limited to, electrifying our fleet where possible and conducting energy and waste audits throughout our offices. We remain fully committed to the Cabinet direction announced in December 2021.

Our quarterly monitoring of these outputs, and our reduction efforts during 2023/24 have enabled us to be in a well-placed position to meet our reduction obligations by 30 June 2025 and 30 June 2030.

### Vehicle fleet usage

As well as installing global positioning system functionality in all our fleet vehicles in 2022/23, we planned specifically to purchase more environmentally friendly replacement and new vehicles by switching to electric vehicles and hybrids, if the intended use of these vehicles is appropriate.

This was delayed due to two organisational structural changes in the Ministry during 2023/24; the first a functional realignment and the second in response to the Government's Budget 2024 Fiscal Sustainability Programme.

### Reduction of waste

We continue to work with Waste Management Limited, who weigh waste and report monthly on our carbon emissions based on non-organic waste, recycling and organic waste. We will review and enhance our waste management practices at all sites. The reduction in property footprint will contribute to further reductions.

**Total emissions (tCO<sub>2</sub>e) by category** ● 2022/2023 ● 2023/2024





# 2. Strategic indicators

## Reporting against our Strategic Intentions 2023—2027

This section provides updates on the strategic indicators that are declared in the latest version of the Ministry’s Strategic Intentions (2023—2027)<sup>49</sup>

General notes and considerations that apply to the data presented here include:

- Pacific peoples are not accurately represented in official statistics, therefore it is necessary to evaluate trends over long time periods in order to account for data gaps and limitations.
- The Ministry relies on data that is produced by other agencies. This data has known shortcomings that affect government policymaking, and the planning and monitoring of social service delivery in New Zealand. It also affects the availability of accurate, timely and comparable data to report against our Strategic Intentions. The shortcomings of official statistics and their effect on Pacific peoples are set out in the Ministry’s first Long-Term Insights Briefing (LTIB).<sup>50</sup> For example:
  - In the 2018 Census, people who identify with Pacific ethnicities were undercounted by an estimated 4.9%, that is about 20,000 people.
  - The design of the Statistics New Zealand’s General Social Survey, one of the data sources for the Wellbeing Indicators, may result in under-selection of Pacific peoples, and subsequent underweighting of their survey responses. In addition, sample sizes may not be sufficient to show generalisable results.
- Trends analyse the movement of values between three or more points in time, to provide a contextualised interpretation of what these movements signify.

## Goal One: Thriving Pacific languages, cultures and identities

### Indicator: All Pacific identities are understood

#### Existing measures:

##### 1) Sense of belonging for Pacific peoples

- Percentage of Pacific peoples aged 15 years and over who report a high sense of belonging to New Zealand.
- ‘High’ is 7 or higher on a scale of 1 to 10, where 0 is no sense of belonging and 10 is a very strong sense of belonging.

##### 2) Sense of purpose for Pacific peoples

- Percentage of Pacific peoples aged 15 years and over who rate how worthwhile they felt the things they do are, at 7 or higher on a 0—10 scale. On this scale 0 is not at all worthwhile and 10 is completely worthwhile.

#### Additional measure:

##### 3) Pacific peoples’ experience of discrimination

- Proportion of Pacific peoples who were discriminated against in the last 12 months because of their race or ethnic group, gender, skin colour, religious beliefs, or health and disability issues.

Desired trend: increasing ↑

#### Existing indicators

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Sense of belonging			90.1%					85.4%		83.1%		↓
Sense of purpose	81.7%		85.4%		81.2%			82.5%		N/A		—

Sources: Statistics New Zealand. Ngā Tūtohu Aotearoa — Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators](https://statisticsnz.shinyapps.io/wellbeingindicators) Statistics New Zealand (2023). Wellbeing Statistics. Available at [stats.govt.nz/information-releases/wellbeing-statistics-2023](https://stats.govt.nz/information-releases/wellbeing-statistics-2023)

Note: Because “Sense of belonging” data is only updated through the social survey, it was previously recommended to use “Sense of purpose” as a proxy, since it is updated more frequently. However, “sense of purpose” is not a valid proxy for the extent to which Pacific peoples’ identities are understood, and it is therefore **excluded from interpretation**.

Desired trend: Decreasing ↓

#### Additional indicator

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Experience of discrimination	19.9%		17.8%		16.0%			23.4%		26.9%		↑

**Interpretation:** Pacific peoples’ sense of belonging in New Zealand has decreased by 7% between 2016 and 2024. Their experience of discrimination has increased by 9% during the same time, and by 11% from a low of 16% in 2018 to 26.9% in 2024.

49 Available at [mpp.govt.nz/corporate-publications](https://mpp.govt.nz/corporate-publications)

50 [mpp.govt.nz/assets/Reports/Long-Term-Insights-Briefing/2.-Appendix-1-The-Ministrys-LTIB-Pacific-Data-Equity-Opportunities-to-Enhance-the-Future-of-Pacific-Wellbeing.pdf](https://mpp.govt.nz/assets/Reports/Long-Term-Insights-Briefing/2.-Appendix-1-The-Ministrys-LTIB-Pacific-Data-Equity-Opportunities-to-Enhance-the-Future-of-Pacific-Wellbeing.pdf)



### Indicator: Diverse Pacific identities are accepted, recognised, and celebrated in Aotearoa

**Existing measures:**

**1) Ability to express identity**

- Percentage of Pacific peoples aged 15 years and over who reported that it was easy or very easy to express their identity in New Zealand.

Desired trend: increasing ↑

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Ability to express identity easily or very easily	70.0%		86.4%		85.2%			75.3%		70.8%		↓

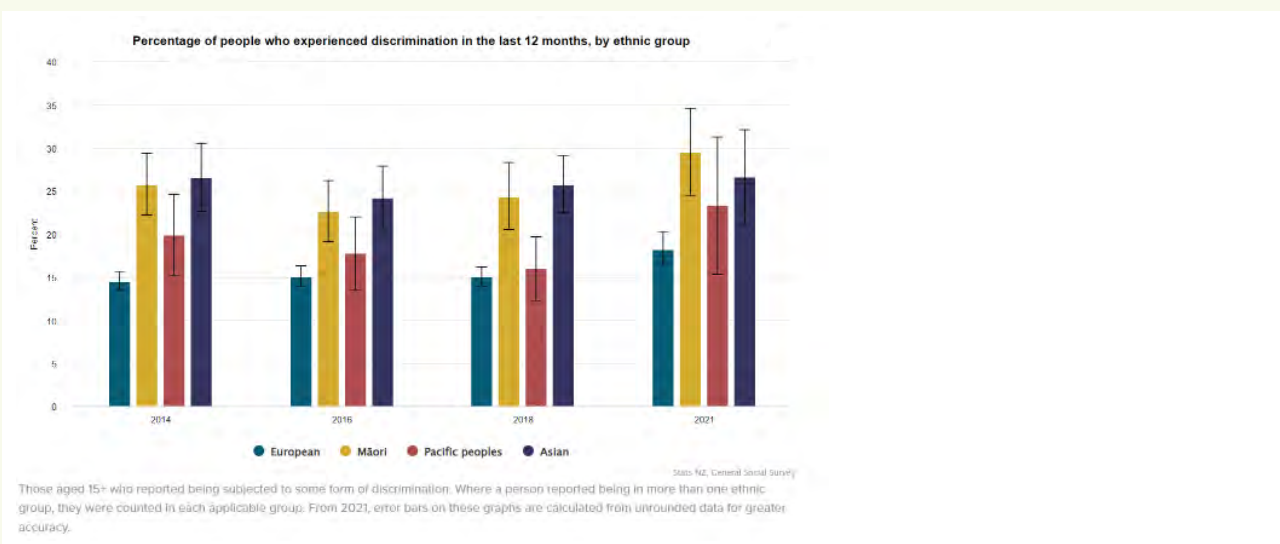
**Sources:** People who find it easy or very easy to express their identity in New Zealand. Available at [figure.nz/chart/NU01DDfipZ31yo3i](https://figure.nz/chart/NU01DDfipZ31yo3i) [stats.govt.nz/assets/Uploads/Well-being-statistics/Well-being-statistics-2018/Download-data/wellbeing-statistics-2014-18-time-series.xlsx](https://stats.govt.nz/assets/Uploads/Well-being-statistics/Well-being-statistics-2018/Download-data/wellbeing-statistics-2014-18-time-series.xlsx)

**Interpretation:** Since 2016, the proportion of Pacific peoples aged 15 years and older who felt they can easily or very easily express their identity decreased markedly by 15.6%, from 86.4% to 70.8%.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Experienced discrimination	19.9%		17.8%		16.0%			23.4%		26.9%		↑

**Sources:** Statistics New Zealand. Ngā Tūtohu Aotearoa — Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators/](https://statisticsnz.shinyapps.io/wellbeingindicators/) Statistics New Zealand (2023). Wellbeing Statistics. Available at [stats.govt.nz/information-releases/wellbeing-statistics-2023](https://stats.govt.nz/information-releases/wellbeing-statistics-2023)

**Note:** Experienced discrimination in the past 12 months.



**Interpretation:** Experiences of being discriminated against among Pacific peoples in New Zealand decreased by almost 4% between 2014 and 2018 but increased substantially (by almost 7.5%) between 2018 and 2023.

Pacific peoples’ experience of discrimination in New Zealand is higher compared to Europeans, but lower compared to Māori and Asian people.

### Indicator: Pacific languages are spoken, and cultures are fostered

**Existing measures:**

**1) Proportions of ethnic speakers of selected Pacific languages**

- Proportion of ethnic Pacific language speakers of Samoan, Tongan, Cook Islands Māori, Niue, Fijian, Tokelauan, Tuvaluan and I-Kiribati in New Zealand.

Desired trend: increasing ↑

	Samoan	Tongan	Cook Islands Māori	Niue	Fijian	Tokelauan	Tuvaluan	Kiribati	Trend
2006 Census	58.8%	55.8%	15.5%	23.1%	27.6%	36.7%	62.2%	58.2%	↓
2013 Census	55.6%	53.2%	12.9%	18.7%	27.1%	31.9%	63.1%	56.4%	
2018 Census	50.4%	40.1%	8.9%	12.2%	23.7%	23.3%	48.4%	50.0%	
2023 Census	2023 Census figures not yet published.								—

**Sources:** Statistics New Zealand. Census 2018 [stats.govt.nz/topics/language](https://stats.govt.nz/topics/language) [mpp.govt.nz/assets/Reports/Pacific-Peoples-in-Aotearoa-Report.pdf](https://mpp.govt.nz/assets/Reports/Pacific-Peoples-in-Aotearoa-Report.pdf)

**Interpretation:** With the exception of a 0.9% increase in the proportion of Tuvaluan speakers between 2006 and 2013, the proportions of ethnic speakers of seven other Pacific languages have consistently declined between 2006 and 2018.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Students involved with Pacific language in education	10,382	8,310	9,216	9,718	8,036	8,083	12,244	10,565	9,524	11,333	↑

**Note:** Data is for 1 July of a given year.

**Source:** Time Series Data: Pacific Language Learning 2000-2023. Available at [educationcounts.govt.nz/statistics/pacific-language-in-schooling](https://educationcounts.govt.nz/statistics/pacific-language-in-schooling)

**Interpretation:** During the period 2014 to 2023, the number of students involved in Pacific languages in education has fluctuated between a low of 8,036 in 2018 to a high of 12,244 in 2020. Following an increase of 1,809 between 2022 and 2023, the number of students involved in Pacific languages in 2023 is the second highest it has been during this period. This could be the result of population growth. Ideally, trends analysis would be based on proportions rather than actual numbers. However, the denominators for calculating proportions are unclear.

- 51 Immersion level:
- 1: Pacific language/s used for instruction 81-100 percent of the time
  - 2: Pacific language/s used for instruction 51-80 percent of the time
  - 3: Pacific language/s used for instruction 31-50 percent of the time
  - 4: Pacific language/s used for instruction 12-30 percent of the time
  - 5: As a separate subject.



### Indicator: More Pacific peoples participate in their cultural activities

**Existing measures:**

**1) Pacific peoples' engagement in cultural activities**

- Proportion of Pacific peoples in New Zealand who engage in some form of cultural activity.

**2) Pacific peoples participate in a religious/spiritual group, club or organisation**

- Proportion of Pacific peoples who belong to a religious/spiritual group, club or organisation.

**Additional measure:**

**3) Cultural participation**

- Proportion of Pacific peoples who participate in selected Pacific cultural activities.

Desired trend: increasing ↑

**Existing**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Engagement in cultural activities			62.4% <sup>1</sup>		70.2% <sup>2</sup>			72.5% <sup>1</sup>			↑

**Sources:** Statistics New Zealand. General Social Surveys and Statistics New Zealand. Ngā Tūtohu Aotearoa — Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators/](https://statisticsnz.shinyapps.io/wellbeingindicators/)

[stats.govt.nz/reports/kiwis-participation-in-cultural-and-recreational-activities](https://stats.govt.nz/reports/kiwis-participation-in-cultural-and-recreational-activities)

**Note:**

- 1 This measure reflects the percentage of Pacific peoples aged 15 years and older who participated in at least one **Māori cultural activity** in the previous 12 months. It is **not a valid measure** for Pacific peoples' participation in their own cultural activities.
- 2 This percentage measures the proportion of Pacific peoples who participated in **any cultural activity**, not necessarily a Pacific cultural activity.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Participate in a religious/spiritual group, club or organisation					53.1%						—

**Source:** The source of this data could not be established. Statistics New Zealand. General Social Surveys and Statistics New Zealand. Ngā Tūtohu Aotearoa — Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators/](https://statisticsnz.shinyapps.io/wellbeingindicators/)

**Note:** There appears to be no data from Census 2018 or in the wellbeing indicators to confirm this percentage. While data on religious affiliation is available, it is not a valid measure for participation in a religious/spiritual group, club or organisation.

**Additional**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Attended a workshop or class to learn about a cultural activity							16%		19%	18%	↓
Attended a Pacific performing arts event							14%		29%	38%	↑
Attended a Pacific cultural festival							14%		33%	41%	↑
Attended Pacific visual arts							12%		22%	29%	↑

**Sources:** [mch.govt.nz/sites/default/files/2023-12/cultural-participation-research-2020\\_0.pdf](https://mch.govt.nz/sites/default/files/2023-12/cultural-participation-research-2020_0.pdf)

[mch.govt.nz/sites/default/files/2023-12/cultural-participation-2022-report.pdf](https://mch.govt.nz/sites/default/files/2023-12/cultural-participation-2022-report.pdf)

[mch.govt.nz/publications/new-zealanders-cultural-participation-2023](https://mch.govt.nz/publications/new-zealanders-cultural-participation-2023)

**Note:** The limitations of the measure and limitations related to the purpose of the studies from which the data is drawn mean caution is required when using it to make conclusions about Pacific peoples' participation in their cultural activities.

**Interpretation:** Bearing in mind the impact that COVID-19 had on participation in cultural activities in 2021, the proportion of Pacific peoples who participated in a range of Pacific cultural activities appears to have increased between 2020 and 2023. Except for a small decline in the proportion of Pacific peoples who attended a workshop or class to learn about a cultural activity between 2022 and 2023, measures for 2022 and 2023 appear to indicate an upward, post-COVID trend in Pacific peoples' participation in Pacific cultural activities.

### Indicator: Pacific MVPFAFF+/Rainbow+ communities are supported

**Existing measure:**

**1) Proportion of Pacific peoples who identify as MVPFAFF+/Rainbow+ community**

Desired trend: increasing ↑

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Proportion who identify as MVPFAFF+/Rainbow+		1.9%	3.6%	2.9%	3.4%	2.2%	3.9%	6.9%	5.0%		↑

**Source:** Ministry of Health — Annual Health Survey. Available at [health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey](https://health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey)

**Note:** Data for this indicator is pooled from three categories: Bisexual, Gay or Lesbian, or Other sexual identity.

Survey data for Pacific peoples is based on a limited sample.

**Additional Information:** The 2022 Manalagi Community Survey, which involved 750 Pacific Rainbow+ individuals and their allies across New Zealand, found that:

- The majority (89%, where n = 334) had disclosed their Rainbow+ identity to others.
- More than half (54%, where n = 451) had families who are supportive/very supportive of them being Rainbow+.
- Just over half (52%) were satisfied or very satisfied with their life (n = 356), and the proportion who felt isolated none of the time, or a little of the time (46%) was just more than double the proportion who felt isolated most or all of the time (21%). The remaining 32% felt isolated from others some of the time (n = 334).
- The majority (92%, where n=327) felt that culture is important/very important to them, and 70% (n=1,044) felt that their culture gave them confidence.
- Of the 67% who were enrolled in a primary healthcare provider, 61% were satisfied or very satisfied with the level of care they received from the GP.
- Of the 62% (n=198) who had used a mental health service in the past 12 months, 52% (n=61) were satisfied or very satisfied with mental health services.
- Only 20% experienced exclusion from a Pacific community for being Rainbow+, while 18% had experienced exclusion from a community group for being Rainbow+ (n=325).

Cf. Thomsen, P., Brown-Acton, P., Manuela, S., Tiatia-Siau, J., Greaves, L., Sluyter, J. (2023) The Manalagi Survey Community Report: Examining the Health and Wellbeing of Pacific Rainbow+ Peoples in Aotearoa-New Zealand. The Manalagi Project Team: Auckland, New Zealand. Available at [b7eedf\\_7a214bf6e78349f084581c5f2b68bf2d.pdf](https://b7eedf_7a214bf6e78349f084581c5f2b68bf2d.pdf)

Forty engagement fono conducted in early 2023 to inform the development of Te Mana Ola / the Pacific Health Strategy found, that Pacific peoples would like to see more investment in programmes and initiatives to reach groups that are underserved, including tagata sa'ilimalo and Pasific Rainbow+/MVPFAFF+ communities.

More specifically, Pasific Rainbow+ youth said that:

- it is difficult to talk about their experiences because those experiences don't always align with traditional thinking and certain religious beliefs held by Pacific communities
  - they wanted more visibility in data to ensure that their voices and experiences are reflected and considered at all levels
  - their voices are often excluded in decision-making
  - it is important to improve the capability of the health workforce and to increase the number of Pasific Rainbow+ health care workers.
- cf. [health.govt.nz/system/files/2023-12/hp8831-pacific-health-engagement-report.pdf](https://health.govt.nz/system/files/2023-12/hp8831-pacific-health-engagement-report.pdf)

**Interpretation:** The proportion of Pacific peoples who identify as MVPFAFF+/Rainbow+ showed a non-linear increase of 5% between 2015 and 2021 but decreased by almost 2% between 2021 and 2022. However, the 5% proportion in 2022 is 3.1% higher than in 2015, and higher than all preceding years except 2021. On its own, this trend does not indicate that Pacific MVPFAFF+/Rainbow+ communities are supported.

Additional information indicates that Pacific Rainbow+ people largely appear to feel free to disclose their identity, that they feel generally well accepted and supported, and that they were generally satisfied with their lives.

However, some could experience difficulty talking about their identities because they don't always align with traditional thinking and certain religious beliefs held by Pacific communities. They could also feel excluded from decision-making, even in wider LGBTQI+ forums which tend to be dominated by Pākehā gay men. They believe more visibility of the experiences of Rainbow+ people in data should inform health service design and decision-making, and the capability of the health workforce to provide quality care for Rainbow+ peoples should be improved.



## Goal Two: Prosperous Pacific communities

### Indicator: Affordable and suitable housing

#### Homeownership

##### Existing measures:

###### 1) Homeownership rates of Pacific peoples

- Proportion of Pacific peoples living in an owner-occupied dwelling, compared to other ethnic groups.

Desired trend: increasing ↑

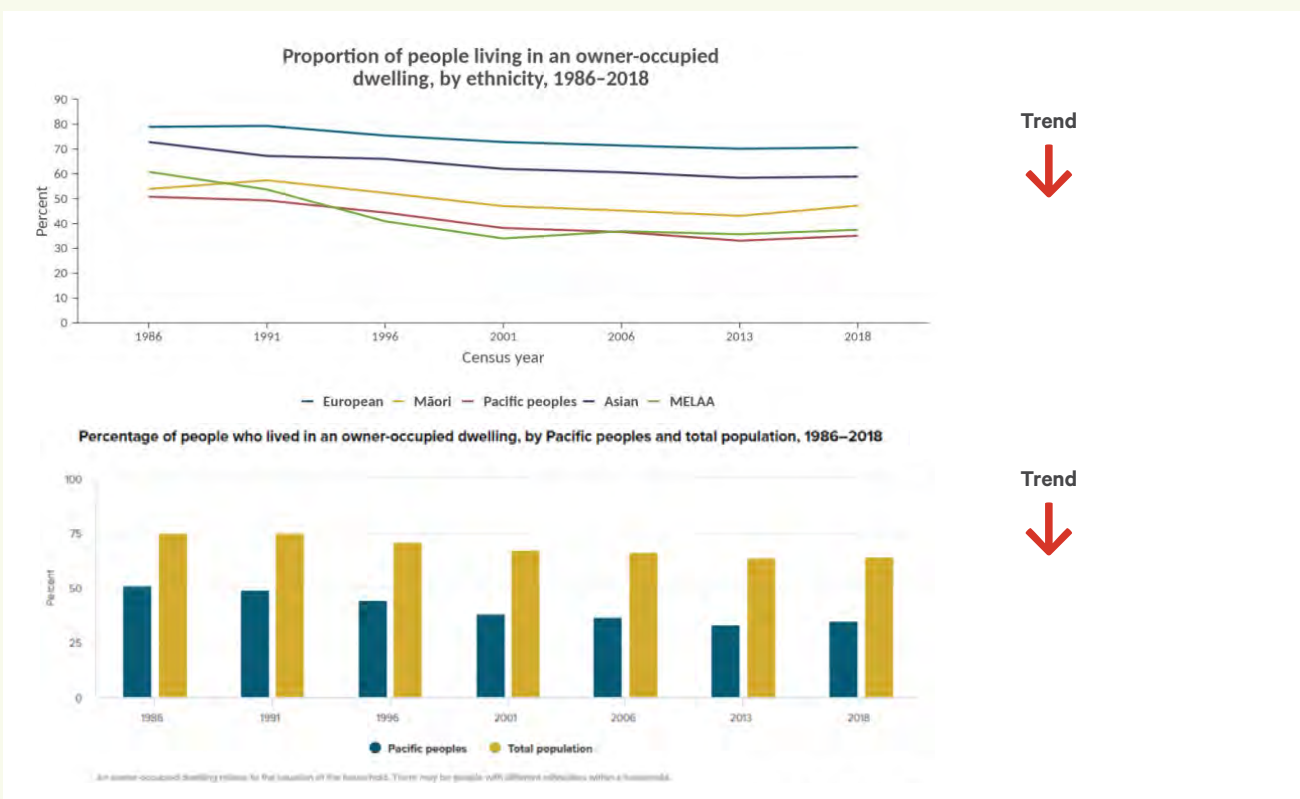
##### Additional measure:

###### 2) Age-adjusted homeownership rate for Pacific peoples

- Proportion of Pacific peoples living in an owner-occupied dwelling if the effects of changes in the age structure over time are neutralised.

Desired trend: increasing ↑

#### Homeownership



Source: stats.govt.nz/reports/changes-in-home-ownership-patterns-1986-2013-focus-on-maori-and-pacific-people

Note: People with different ethnicities may be living within the same household.

**Interpretation:** While homeownership rates for all population groups declined between 1986 and 2018, the rate of decline was faster for Pacific peoples. The proportion of Pacific peoples living in owner-occupied dwellings decreased especially sharply during the 1990's and then continued to decrease, albeit at a slower rate, until 2013. Since 2006, Pacific peoples have the smallest proportion of people living in owner-occupied dwellings compared to all other population groups.

Additional: Age-adjusted homeownership rate for Pacific peoples

Source: mpp.govt.nz/assets/Reports/Pacific-Peoples-in-Aotearoa-Report.pdf

**Interpretation:** The age-adjusted homeownership rate for Pacific peoples in 2001 was 32.3% (26% if not adjusted for age), compared to 24.4% (18.5% if not adjusted for age) in 2013. It had increased to 28% in 2018, compared to 52% for the total New Zealand population.

The increase since 2013 has not been sufficient to bring age-adjusted homeownership for Pacific peoples back in line with the 2001 level.

#### Housing affordability

##### Existing measures:

###### 1) Housing affordability for Pacific peoples

- Percentage of Pacific peoples who feel their housing is unaffordable.

##### Additional measures:

- Percentage of Pacific peoples who feel their housing is very unaffordable, compared to all New Zealanders.
- Proportion of Pacific households where housing costs are greater than 30% of disposable household income.

Desired trend: Decreasing ↓

##### Existing

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Housing affordability for Pacific peoples								53.5%			—

Source: Statistics New Zealand. Wellbeing Statistics 2021. Available at stats.govt.nz/information-releases/wellbeing-statistics-2021

Note: No comparable indicator has been obtained.

##### Additional

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Proportion of Pacific peoples who feel their housing is very unaffordable								Pacific peoples: 12.9%			—
								Total New Zealand population: 10.8%			

Source: figure.nz/chart/zO1dfDFe3lIPq0nc

Note: No comparable indicator has been obtained.

Additional: Housing affordability for Pacific peoples

Source: Marriot L & Alinaghi N. (2021). Closing the Gaps: An Update on Indicators of Inequality for Māori and Pacific People. Journal of New Zealand Studies. NS32. ojs.victoria.ac.nz/jnzs/article/view/6863

##### Table: Housing costs greater than 30% of disposable household income

	2013	2018	Absolute Change	Trend
European households as a proportion of European households	25.7%	28.4%	+2.7%	
Māori households as a proportion of Māori households	31.7%	32.0%	+0.3%	
Pacific peoples households as a proportion of Pacific households	41.2%	28.6%	-12.6%	
Asian households as a proportion of Asian households	N/A	43.3%	N/A	
Gap: European—Māori	6.0%	-3.6%	Closing gap of 2.4%	
Gap: European—Pacific peoples	-15.5%	-0.2%	Closing gap of 15.3%	
Gap: European—Asian	N/A	-14.9%	N/A	

**Interpretation:** The proportion of Pacific households that spend more than 30% of their disposable household income on housing has decreased by 12.6%, from 41.2% in 2013 to 28.6% in 2018. This indicates that housing costs for Pacific peoples are reducing relative to their income.

In terms of the proportion of people who spend more than 30% of their disposable household income on housing, the gap between European and Pacific people in New Zealand has narrowed from -15.5% in 2013 to -0.2% in 2018, a difference of 15.3%.



### Home suitability

**Existing indicator:**

**1) Pacific peoples' housing quality**

**Existing measures:**

- Proportion of Pacific peoples who live in homes that are always or often colder than they would like.
- Proportion of Pacific peoples who live in a home that always has a problem with damp or mould.

**Additional measures:**

- Proportion of Pacific peoples living in an occupied private dwelling with damp and mould, compared to all New Zealanders.
- Proportion of Pacific peoples who live in housing that is often or always colder than they would like, compared to all New Zealanders.
- Proportion of Pacific peoples that live in households with 5+ members, compared to the total population.
- Proportion of Pacific peoples that live in 2+ family households, compared to the total population.
- Proportion of Pacific peoples living in crowded household compared to the total population.
- Proportion of Pacific peoples living in home that can negatively affect wellbeing compared to the total population.

**Desired trend: Decreasing ↓**

	2014	2016	2018	2021	2023	Trend
House or flat always or often colder than they would like	Pacific peoples: 42.5%	Pacific peoples: 41.9%	Pacific peoples: 41% Total New Zealand population: 21%	Pacific peoples: 32.2% Total New Zealand population: 26.3%	Pacific peoples: 33% Total New Zealand population: 20.6%	↓
House is damp			Pacific peoples Always/sometimes damp: 45.9% Total New Zealand population Always/sometimes damp: 24.2%	Pacific peoples House is always damp: 8.9% Total New Zealand population House is always damp: 5.8%	Pacific peoples House is always damp: 8.6% Total New Zealand population House is always damp: 4.9%	↓
Proportion living in an occupied private dwelling with mould		Pacific peoples: 11.3% had a major problem with dampness or mould in their homes Total New Zealand population: 5.5% had a major problem with dampness or mould in their homes	Pacific peoples Always/sometimes mould over A4 size: 41.8% Total New Zealand population Always/sometimes mould over A4 size: 19.7%	Pacific peoples: 44.1% had mould growing in their home Total New Zealand population: 38.9% had mould growing in their home	Pacific peoples: 42.9% had mould growing in their home Total New Zealand population: 35.4% had mould growing in their home	↓

**Sources (existing):** Statistics New Zealand. General Social Surveys.

[figure.nz/chart/BZeFMvU303PBrQL2](https://figure.nz/chart/BZeFMvU303PBrQL2)

[stats.govt.nz/information-releases/wellbeing-statistics-2023](https://stats.govt.nz/information-releases/wellbeing-statistics-2023)

**Sources (additional):** [stats.govt.nz/news/more-than-2-in-5-maori-and-pacific-people-live-in-a-damp-house-corrected](https://stats.govt.nz/news/more-than-2-in-5-maori-and-pacific-people-live-in-a-damp-house-corrected)

[figure.nz/chart/szcutp9a2hi4L5rT](https://figure.nz/chart/szcutp9a2hi4L5rT)

[stats.govt.nz/information-releases/wellbeing-statistics-2023](https://stats.govt.nz/information-releases/wellbeing-statistics-2023)

**Note:** Previous social surveys capture the dampness indicator differently ('House has a problem with dampness or mould: [No problem], [Minor problem], [Major problem]'). As such, previous survey responses are non-comparable.

Due to the COVID-19 pandemic, many government household surveys had very limited Pacific samples in 2021. Comparisons with 2018 and 2023 data should be made with caution.

**Interpretation:** At the time of the 2018 Census, Pacific peoples were twice as likely (41%) compared to the total New Zealand population (21%) to live in a home that is always or often colder than they would like. In 2021, the proportion of Pacific peoples living in a home that is always or often colder than they would like decreased to 32%, while the proportion for the total New Zealand had increased to 26%, closing the gap from 20% to 6%.

While inconsistent definitions of other housing quality indicators prevent the identification of trends, the proportion of Pacific peoples who live in damp houses, and houses with mould, are consistently higher compared to the total New Zealand population.

“Dampness can be accompanied by the presence of mould. Previous research has shown that cold, damp, and mouldy homes adversely impact whānau health and wellbeing. Indoor dampness and the presence of mould in the home have been linked to serious health conditions, such as asthma, respiratory infections, and rheumatic fever.”<sup>52</sup>

For Pacific peoples who lived in dwellings with at least one major problem (cold, mould, damp, or a need for repairs):

- 22% gave a low rating for physical health, compared with 12% for people without any housing problems
- 29% had poor overall mental wellbeing, compared with 13% of people without housing problems
- 31% gave a low rating for life-satisfaction, compared with 12% of people without housing problems.<sup>53</sup>

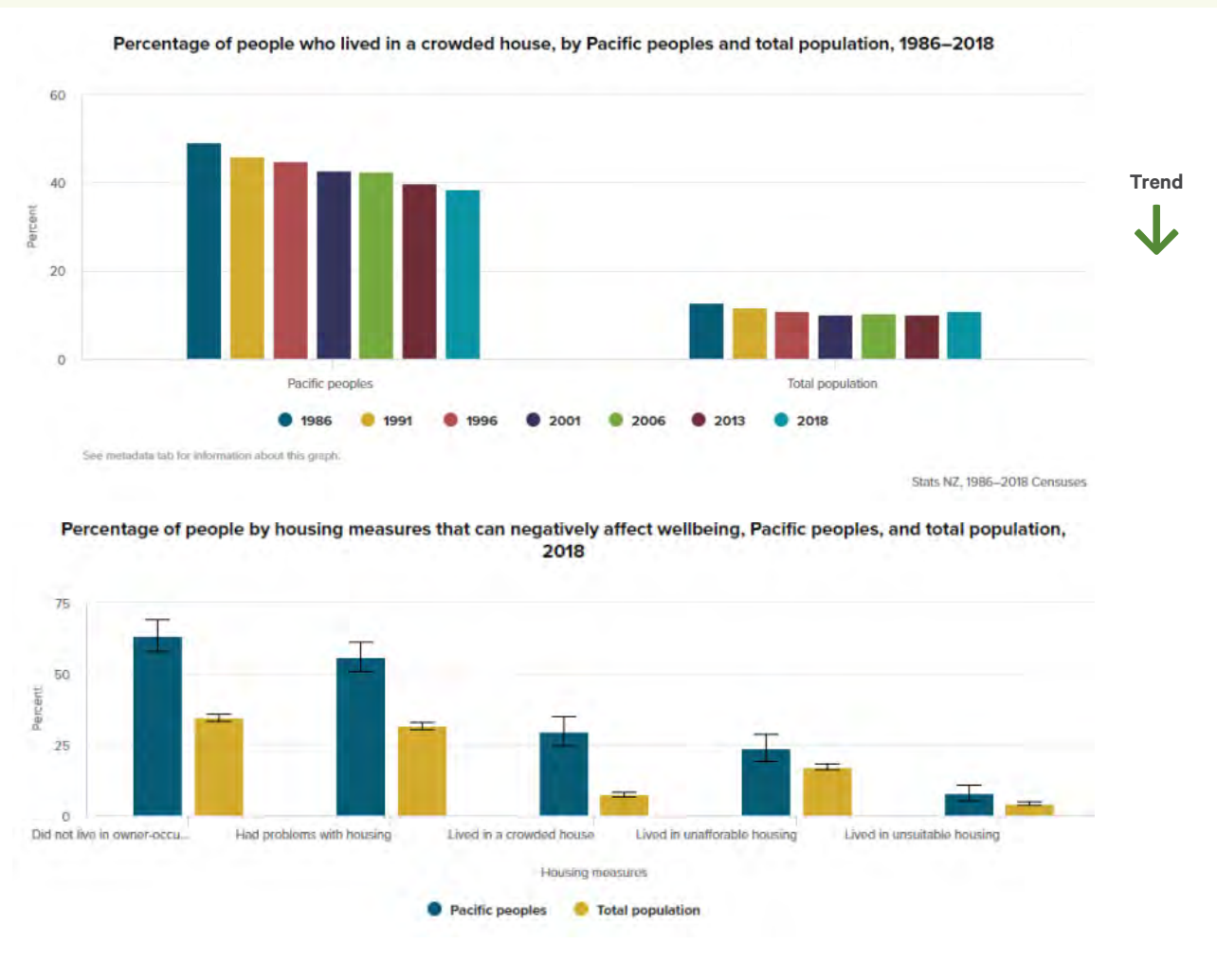
<sup>52</sup> [stats.govt.nz/news/more-than-2-in-5-maori-and-pacific-people-live-in-a-damp-house-corrected](https://stats.govt.nz/news/more-than-2-in-5-maori-and-pacific-people-live-in-a-damp-house-corrected)

<sup>53</sup> [stats.govt.nz/reports/pacific-housing-people-place-and-wellbeing-in-aotearoa-new-zealand](https://stats.govt.nz/reports/pacific-housing-people-place-and-wellbeing-in-aotearoa-new-zealand)



**Additional**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Proportion of Pacific peoples that live in households with 5+ members, compared to the total population					Pacific peoples: 52% Total New Zealand population:19%						
Proportion of Pacific peoples that live in 2+ family households, compared to the total population					Pacific peoples: 19% Total New Zealand population:8%						



**Source:** Statistics New Zealand, NZ General Social Survey 2018 and Census 2018. Retrieved from stats.govt.nz

Statistics New Zealand. Pacific housing: People, place, and wellbeing in Aotearoa New Zealand (supplement to Housing in Aotearoa 2020). Retrieved from stats.govt.nz/reports/pacific-housing-people-place-and-wellbeing-in-aotearoa-new-zealand

**Note:** Around 357,000 people could not be placed into households in the 2018 data, which means the number of people, including Pacific peoples, who live in crowded housing may be undercounted (Stats NZ, 2020. Housing in Aotearoa: 2020. Retrieved from stats.govt.nz).

**Interpretation:** Pacific households are larger and more likely to comprise two or more families compared to the total New Zealand population. In 2018, half of Pacific peoples were living in households with five or more members.

The proportion of Pacific peoples who live in crowded households has decreased between 1986 and 2018 but it remains substantially larger compared to the total New Zealand population.

Overall, Pacific peoples are more likely compared to the total New Zealand population to live in homes that can negatively affect their health and wellbeing.

“The lack of culturally appropriate housing contributes to the fact that 40% of Pacific peoples’ households are overcrowded, because most housing has insufficient bedrooms for the many larger Pacific households. This is linked to housing quality issues. 54% of Pacific peoples in overcrowded homes report issues with damp, mould, or need for major repairs, compared to 30% of uncrowded Pacific homes. This is associated with Pacific peoples in homes with these issues being twice as likely to report low physical health (22% vs 12% for Pacific peoples in housing without housing problems), twice as likely to report poor mental wellbeing (29% vs 13%), and nearly three times more likely to report low overall life satisfaction (31% vs 12%).

“Across all Pacific households, whether overcrowded or not, housing is also a driver of poor health outcomes. 70% of Pacific peoples report their homes are sometimes, often, or always colder than they would like, and 46% are damp and/or mouldy. 51,000 Pacific children live in homes that have mould issues. Under 50% of Pacific children report their health as being ‘excellent’ or ‘very good’, the lowest of any ethnicity, and they had the highest use of antibiotics of any ethnicity. Largely due to household crowding, infectious diseases are still the main reason for hospitalisations,<sup>54</sup> including rheumatic fever.<sup>55</sup>

“Largely for socioeconomic reasons, household crowding is particularly prevalent in households of Māori and Pacific peoples.<sup>56</sup> Data from the 2018 Census, the General Social Survey and the Household Economic Survey show that household crowding has largely remained unchanged since the early 2000s, and that people in these households experience lower well-being on measures such as life satisfaction and material wellbeing.”<sup>57, 58</sup>

“Dampness can be accompanied by the presence of mould. Previous research has shown that cold, damp, and mouldy homes adversely impact whānau health and wellbeing. Indoor dampness and the presence of mould in the home have been linked to serious health conditions, such as asthma, respiratory infections, and rheumatic fever.”<sup>59</sup>

For Pacific peoples who lived in dwellings with at least one major problem (cold, mould, damp, or a need for repairs):

- 22% gave a low rating for physical health, compared with 12% for people without any housing problems
- 29% had poor overall mental wellbeing, compared with 13% of people without housing problems.

54 Michael G Baker, Lucy Telfar Barnard, Amanda Kvalsvig, Ayesha Verrall, Jane Zhang, Michael Keall, Nick Wilson, Teresa Wall, Philippa Howden-Chapman. 2012. Increasing incidence of serious infectious diseases and inequalities in New Zealand: a national epidemiological study. *Lancet* 2012; 379: 1112–19. <https://www.thelancet.com/action/showPdf?pii=S0140-6736%2811%2961780-7>

55 Jane R Oliver, Nevil Pierse, Niki Stefanogiannis, Catherine Jackson, Michael G Baker. 2017 Acute rheumatic fever and exposure to poor housing conditions in New Zealand: A descriptive study. *Journal of Paediatrics and Child Health*, 2017. April 53(4):358-364. <https://pubmed.ncbi.nlm.nih.gov/28052445/>

56 Howden-Chapman et al., 2000; Stats NZ, 2019; Tiatia et al., 2017

57 Howden-Chapman P, Fyfe, K, Kealls M, Riggs L and Pierse n. 2021. New Zealand Population Review, 47: 16 — 39. Population Association of New Zealand. Retrieved from [healthyhousing.org.nz/sites/default/files/2021-11/HowdenChapman\\_et\\_al\\_Housing\\_Health\\_Wellbeing.pdf](https://healthyhousing.org.nz/sites/default/files/2021-11/HowdenChapman_et_al_Housing_Health_Wellbeing.pdf)

58 Beukes C, Tkatch M, Pierse N, et al. (2023). Substandard South Auckland housing: findings from a healthy homes initiative temperature study. *Kōtuitui: New Zealand Journal of Social Sciences Online*. 19(2). Retrieved from [tandfonline.com/doi/full/10.1080/1177083X.2023.2252038](https://doi.org/10.1080/1177083X.2023.2252038)

59 stats.govt.nz/reports/pacific-housing-people-place-and-wellbeing-in-aotearoa-new-zealand



### Indicator: Contribution of Pacific peoples to Aotearoa valued

**Existing measures:**

**1) Volunteering rate — Pacific peoples**

- Existing and additional: Proportion of Pacific working population who volunteered in the previous four weeks compared to the total New Zealand working population.

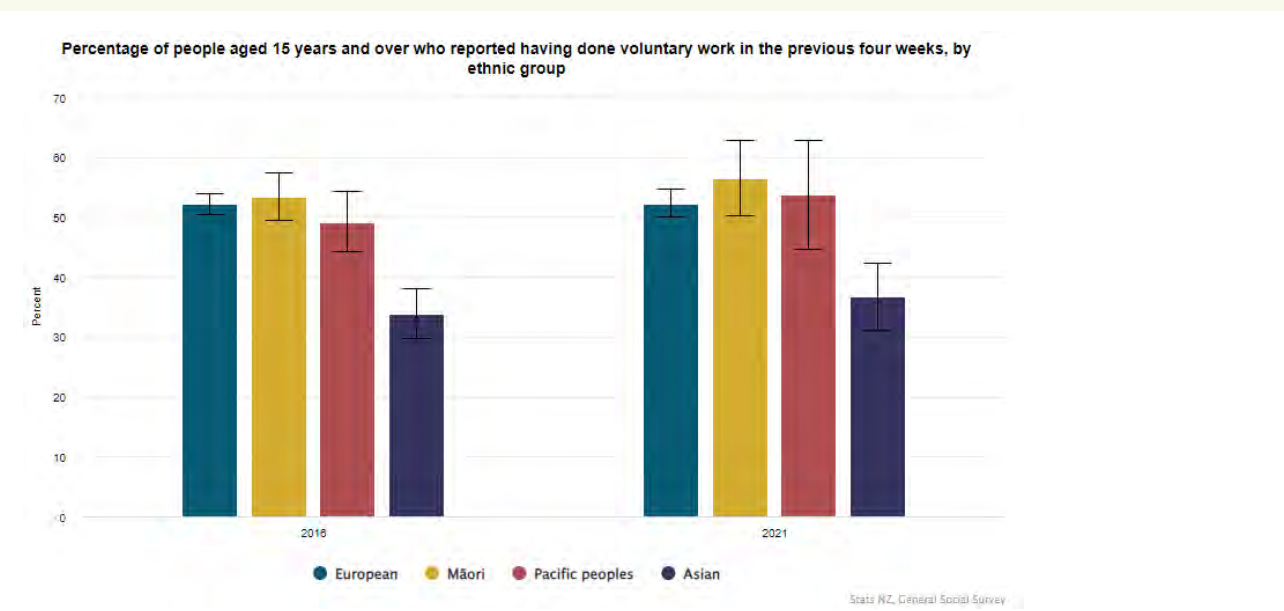
**2) Job satisfaction**

- Existing and additional: Proportion of Pacific peoples aged 15 and over who felt satisfied or very satisfied with their main job in the last four weeks, compared to all people aged 15 and over in New Zealand.

Desired trend: increasing ↑

Desired trend: increasing ↑

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Trend
Proportion of working population that has volunteered over the previous four weeks			Pacific peoples: 48.6% Total population: 46.3%					Pacific peoples: 53.7% Total population: 50.7%			↑



Sources: stats.govt.nz/reports/volunteering-and-donations-by-new-zealanders-in-2016

Statistics New Zealand. Ngā Tūtohu Aotearoa – Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators/](https://statisticsnz.shinyapps.io/wellbeingindicators/) and [stats.govt.nz/information-releases/wellbeing-statistics-2023/](https://stats.govt.nz/information-releases/wellbeing-statistics-2023/)

Notes: Includes the proportion of people that volunteered for at least one organisation, or directly for a person from another household. People who identify with more than one ethnic group were counted in each applicable ethnic group.

**Interpretation:** The proportion of the Pacific working population who volunteered increased by 5% between 2021 and 2016.

The proportion(s) of the Pacific working population who volunteered in

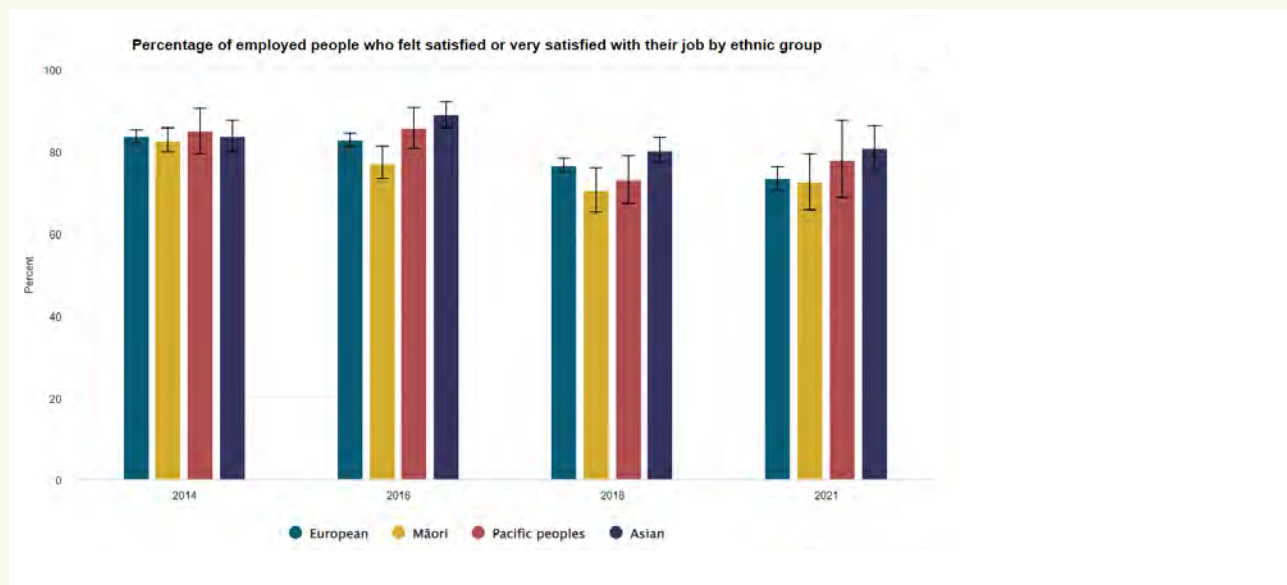
- 2021 and 2016 were larger compared to the proportion of all working people in New Zealand who volunteered in these two years
- 2016 was smaller compared to the proportions of both European and Māori working people who volunteered in this year
- 2021 was still smaller compared to the proportion of Māori, but larger than the proportion of Europeans who volunteered in this year.

Due to cultural differences in the definition and interpretation of volunteering and unpaid work, official statistics likely under-represent the proportion of Pacific peoples who engage in volunteering and unpaid work, and the value of their contributions through volunteering and unpaid work (cf. [communitymatters.govt.nz/assets/Volunteering-report-June-2022/Full-Report-Strengthening-our-approach-to-Volunteering-2022-05-23.pdf](https://communitymatters.govt.nz/assets/Volunteering-report-June-2022/Full-Report-Strengthening-our-approach-to-Volunteering-2022-05-23.pdf)).

	2014	2016	2018	2021	2023	Trend
Proportion of people aged 15 and over who felt satisfied or very satisfied with their main job in the last four weeks	Pacific peoples: 85.1% All New Zealand: 84.0%	Pacific peoples: 86.0% All New Zealand: 83.7%	Pacific peoples: 73.3% All New Zealand: 76.7%	Pacific peoples: 78.2% All New Zealand: 74.8%	Pacific peoples: 75.3% All New Zealand: 74.3%	↓

Source: Statistics New Zealand. General Social Survey 2014, 2016, 2018, 2021, and 2024. [statisticsnz.shinyapps.io/wellbeingindicators/\\_w\\_c98c4de0/?page=indicators&class=Economic&type=Work&indicator=Job satisfaction](https://statisticsnz.shinyapps.io/wellbeingindicators/_w_c98c4de0/?page=indicators&class=Economic&type=Work&indicator=Job%20satisfaction) and [stats.govt.nz/information-releases/wellbeing-statistics-2023](https://stats.govt.nz/information-releases/wellbeing-statistics-2023)

Note: People who identify with multiple ethnicities were counted in each applicable ethnic group.



**Interpretation:** In general, Pacific peoples aged 15 and over appear to be marginally more satisfied with their jobs compared to all New Zealanders in the same age group.

Overall, Pacific peoples’ job satisfaction decreased by almost 10% between 2014 and 2023, which is the same as the total New Zealand working population.

Some of the gains made between 2018 and 2021, when Pacific peoples’ job satisfaction increased from 73.3% to 78.2%, have been lost.



## Labour market participation

### Existing measures:

#### 1) Pacific peoples' participation in the New Zealand labour market

- Pacific peoples' labour force participation rate, that is the total Pacific labour force expressed as a percentage of the Pacific working-age population.
- Percentage of non-institutionalised Pacific peoples aged 15 years and older who were employed.
- Percentage of Pacific peoples in the New Zealand labour force aged 15 years and over who are unemployed over a single reference week, including people who were not in employment; who were available to start work in the reference week had a job been available; who had either actively sought work in the past four weeks ending with the reference week, or who would be starting a new job within the next four weeks after the reference week.
- The percentage of Pacific peoples who are underutilised, that is the percentage of Pacific peoples aged 15 years and older in the extended labour force who are unemployed, underemployed (people who work part-time and want to and can work more hours), or in the potential labour force (people who want a job and are available to work, but are not currently looking for a job and people who are unavailable to start work but are looking for a job as they will be able to start work within the next month).

Desired trend: Employment and labour force participation: Increasing ↑

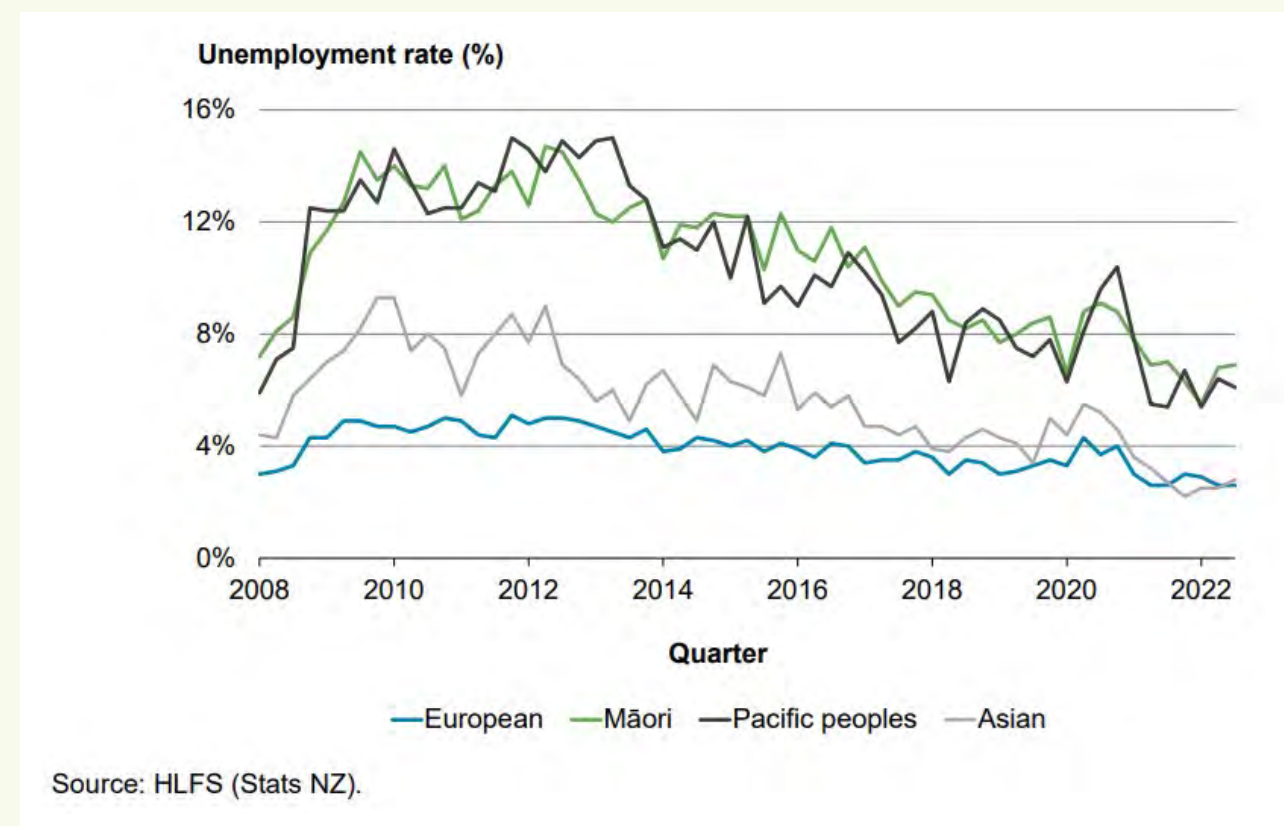
Desired trend: Unemployment and underutilisation: ↓

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Labour force participation	-	-	-	-	-	65.6%	64.0%	66.3%	68.3%	69.3%	68.4%	↑
Employment	55.9%	56.7%	59.5%	59.1%	60.3%	60.2%	59.9%	61.1%	64.7%	65.0%	61.7%	↑
Unemployment	11.1%	10%	9%	10.2%	8.8%	8.5%	6.3%	7.8%	5.4%	6.1%	8.3%	↑
Underutilisation	21.6%	20.6%	18.7%	18.9%	17.3%	15.5%	13.8%	14.4%	10.9%	13.1%	16.6%	↑

**Sources:** Ministry of Business, Innovation and Employment's Pacific peoples in the Labour Market June (Year) Quarter. Available at [mbie.govt.nz/business-and-employment/employment-and-skills/labour-market-reports-data-and-analysis/labour-market-statistics-snapshot-statisticsnz.shinyapps.io/wellbeingindicators/\\_w\\_c98c4de0/\\_w\\_aea6d9b6/?page=indicators&class=Economic&type=Work&indicator=Employment rate](https://mbie.govt.nz/business-and-employment/employment-and-skills/labour-market-reports-data-and-analysis/labour-market-statistics-snapshot-statisticsnz.shinyapps.io/wellbeingindicators/_w_c98c4de0/_w_aea6d9b6/?page=indicators&class=Economic&type=Work&indicator=Employment rate) [mbie.govt.nz/dmsdocument/28947-pacific-peoples-labour-market-statistics-snapshot-june-2024-pdf](https://mbie.govt.nz/dmsdocument/28947-pacific-peoples-labour-market-statistics-snapshot-june-2024-pdf)

**Note:** Data is from the June quarter of a given year. This is to help report consistently between years and reduce seasonal variation from other quarters. Updated figures here may vary between reportable years as the host agency may revise figures year-on-year, subject to adjustments.

### Additional: Unemployment rates for the main New Zealand ethnic groups, 2008 to 2022



Source: From [treasury.govt.nz/sites/default/files/2023-04/ap23-01.pdf](https://treasury.govt.nz/sites/default/files/2023-04/ap23-01.pdf)

**Interpretation:** Pacific peoples' labour force participation rate increased from 65.6% in 2019 to a high of 69.3% in 2023, but it has decreased marginally, by 1.1%, to 68.4% in 2024. Overall, the longer-term trend suggests increased labour force participation by Pacific peoples.

Despite year-on-year fluctuations, Pacific peoples' employment rates increased by almost 9% between 2014 and 2023. After decreasing by 3.3% from 2023 to 2024, the overall increase for the decade 2014 to 2024 was almost 6%. Should the overall downward trend since 2022 continue through to 2025, the trend interpretation will be revised to "decreasing".

Conversely, unemployment rates of Pacific peoples' decreased from 11.1% in 2014 to a low of 5.45% in 2022, after which it increased again to 8.3% in 2024. Recent increases in the unemployment rate sees the current rate approaching that of 2019. Overall, this signified an increasing unemployment rate for Pacific peoples in New Zealand.

Pacific peoples' unemployment rates followed broadly similar trends during 2008 to 2022 compared to the other main ethnic groups in New Zealand, although year-one-year fluctuations were more pronounced compared to those of Europeans. Between 2008 and 2022, unemployment rates for Pacific peoples and Māori were consistently higher compared to those of European and Asian people in New Zealand.

Despite year-on-year fluctuations, the Pacific labour force underutilisation rate decreased substantially from 21.6% in 2014 to 10.9% in 2022. It has increased again, by 5.7%, to 16.6% since then. Similarly to the unemployment rate, the underutilisation rate for Pacific peoples is approaching that of 2019, which signifies an overall upward trend.



### Indicator: Wealth and business ownership

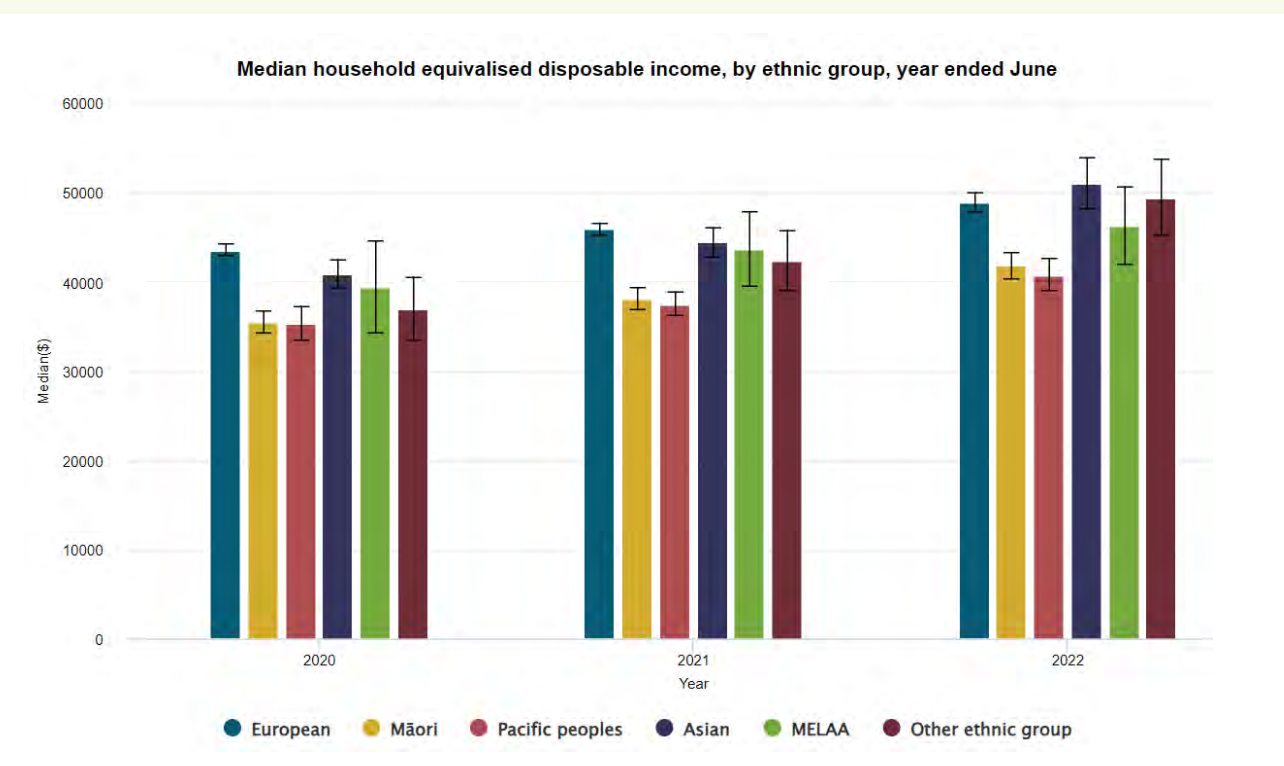
**Existing measures:**

**1) Median income of Pacific peoples**

- Median household equivalised disposable annual income of Pacific peoples, compared to other main ethnic groups in New Zealand.

**Desired trend: Increasing ↑**

	2020	2021	2022	Trend
Median household equivalised disposable annual income	Pacific peoples: \$35,322	Pacific peoples: \$37,518	Pacific peoples: \$40,767	↑
	European: \$43,567	European: \$45,902	European: \$48,904	
	Māori: \$35,451	Māori: \$38,143	Māori: \$41,822	
	Asian: \$40,857	Asian: \$44,417	Asian: \$51,001	
	MELAA: \$39,398	MELAA: \$43,658	MELAA: \$46,265	
	Other: \$36,977	Other: \$42,410	Other: \$49,414	



**Sources:** Stat NZ. Ngā Tūtohu Aotearoa – Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators](https://statisticsnz.shinyapps.io/wellbeingindicators)

Stats NZ, Household Economic Survey

**Note:** Where a person reported being in more than one ethnic group, they were counted in each applicable group.

The category 'Other ethnic group' includes the 'New Zealander' responses.

European people who indicated their ethnicity as 'New Zealander' and are therefore captured in the 'other ethnic group' category, could have skewed this result.

**Interpretation:** Despite increasing by \$5,445 between 2020 and 2022, Pacific peoples' median incomes remained lower compared to all other ethnic groups in New Zealand. The increase in median incomes over these three years is also lower for Pacific peoples compared to that of people who identify as Māori, Asian, MELAA and 'other.'

Only European people experienced a smaller increase in their median incomes during this period, compared to Pacific peoples.

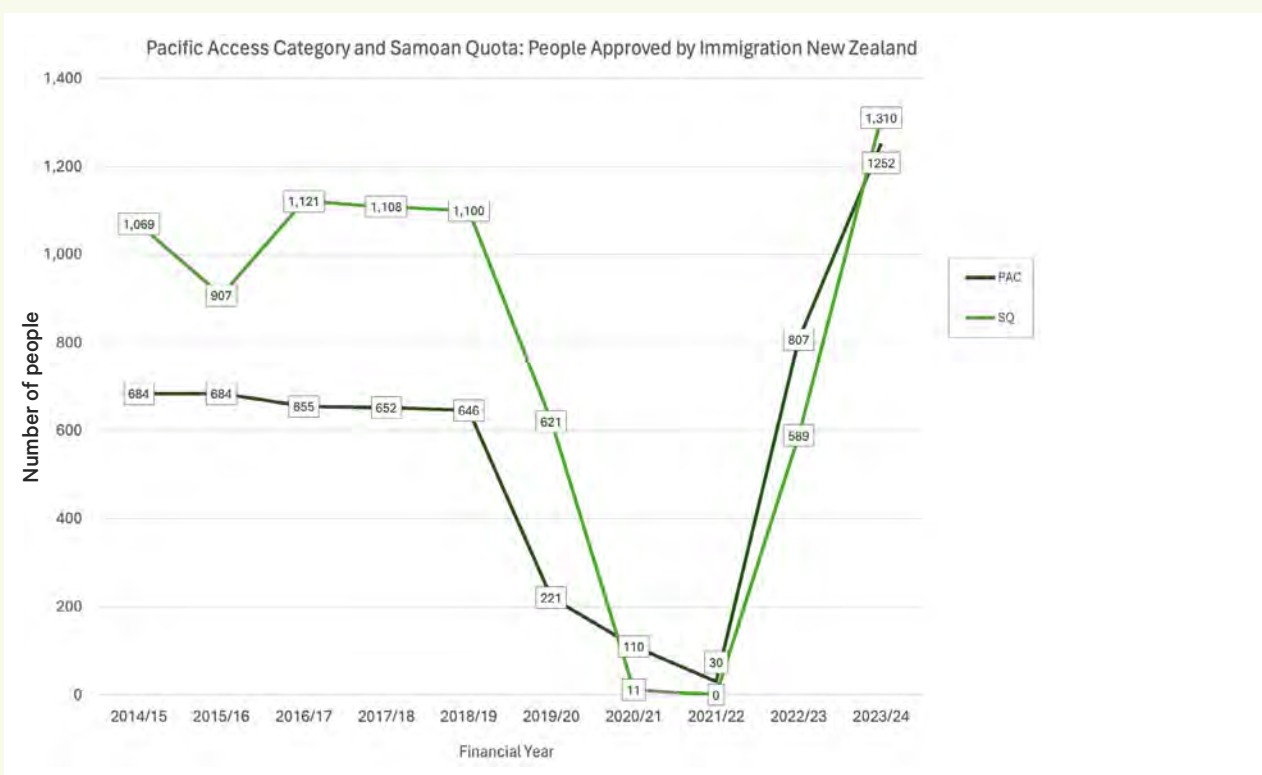
### Indicator: Improved pathways to residence

**Existing measures:**

**1) Number of Pacific workers granted residence visas**

**Desired trend: Increasing ↑**

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	Trend
Pacific Access Category	684	684	655	652	646	221	110	30	807	1,252	↑
Samoa Quota	1,069	907	1,121	1,108	1,100	621	11	0	589	1,310	↑



**Source:** [immigration.govt.nz/documents/statistics/statistics-residents-decisions-financial-year.pdf](https://immigration.govt.nz/documents/statistics/statistics-residents-decisions-financial-year.pdf)

**Note:** The indicator is intended to show the number of Pacific workers granted residence visas under the Pacific Access Category (PAC) and Samoan Quota (SQ). The value quoted in our 2023 to 2027 Strategic Intentions (5,550) is not the total number of visas granted under the PAC and SQ ballot and can no longer be used as a baseline. It refers to the number of additional visas the government will grant under PAC and SQ ballots due to the COVID-19 pandemic preventing the ballot from occurring in 2020 and 2021. The additional visas are being added over 2022 and 2023 for PAC, and over 2022 to 2025 for SQ.

It is possible for earlier calendar year applications to be approved in a subsequent financial year. The year reported here refers to the financial year the visa was granted in, not the year of the programme (that is Fijian PAC 2015 may have applicants approved in 2016).

The PAC is run by ballot, and allows up to 150 citizens of Kiribati, 150 citizens of Tuvalu, 500 citizens of Tonga and 500 citizens of Fiji to be granted residence in New Zealand every year.

To qualify for residence under this category the applicant must be a citizen of one of the PAC countries and have been born there or overseas to a PAC country citizen.

**Interpretation:** Following a notable decrease in the number of Pacific workers granted visas in both these categories between 2018/19 and 2020/21 (mainly due to COVID-19), it has increased substantially since then. In 2023/24, the number of visas granted in both these categories is higher than the previous peaks between 2016/17 and 2018/19.



## Goal Three: Resilient and healthy Pacific peoples

### Additional indicator: Life expectancy

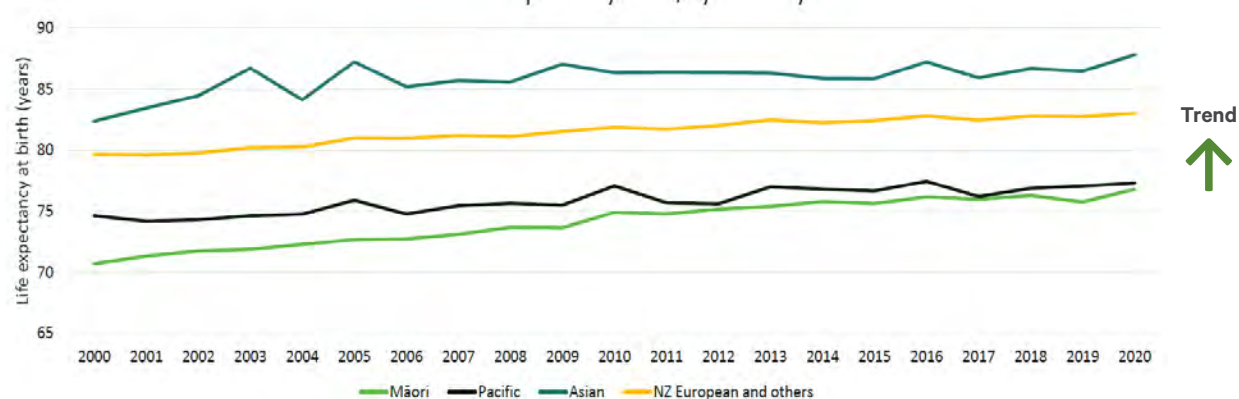
**Measure:**

**1) Pacific peoples' life expectancy**

- The average period that a Pacific person in New Zealand may expect to live at birth, compared to other ethnic groups.

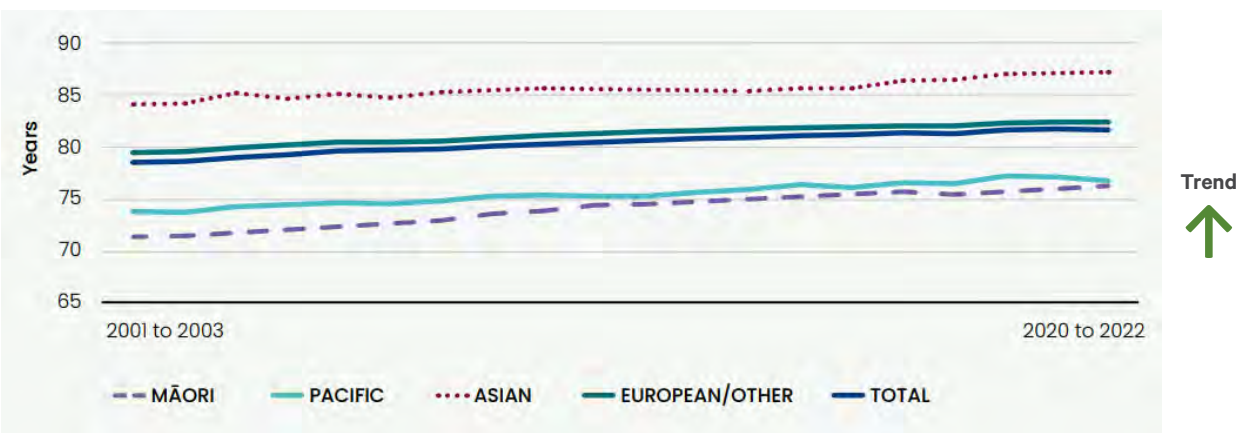
Desired trend: Increasing ↑

**Life expectancy**



Trend ↑

**Three year rolling average 2001-2003 to 2020-2022**



Trend ↑

Source: [tewhātuora.govt.nz/assets/Publications/Health-status-reports/HNZ-TWO-Health-Status-Report\\_2023\\_reduced.pdf](https://www.tewhātuora.govt.nz/assets/Publications/Health-status-reports/HNZ-TWO-Health-Status-Report_2023_reduced.pdf)

Sources: Statistics New Zealand. Ngā Tūtohu Aotearoa – Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators](https://www.statisticsnz.shinyapps.io/wellbeingindicators)

[tewhātuora.govt.nz/assets/Publications/Health-status-reports/TWO-5300-Health-Status-Report-Executive-Summary\\_visuals\\_P06\\_V1.pdf](https://www.tewhātuora.govt.nz/assets/Publications/Health-status-reports/TWO-5300-Health-Status-Report-Executive-Summary_visuals_P06_V1.pdf)

**Interpretation:** The life expectancy of the total New Zealand population has increased by three years over the past 20 years. However, the rate of increase for Pacific peoples has been lower compared to other ethnic groups, and by 2022 Pacific peoples' life expectancy was still 6 years lower compared to New Zealand Europeans. This gap has persisted over the past two decades. A minor decrease in Pacific peoples average life expectancy during the period 2020 to 2022 is concerning.

### Existing indicator: Integrated prevention

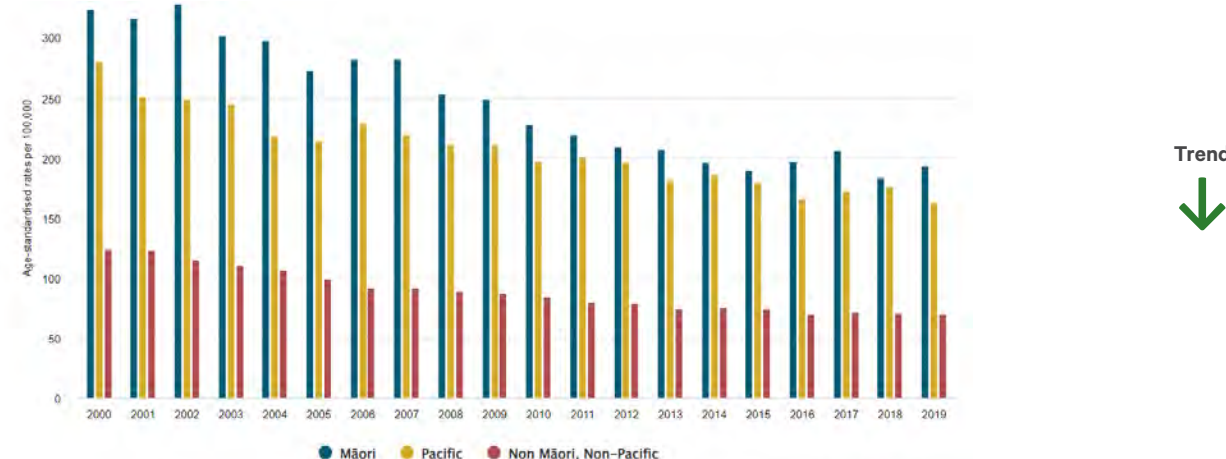
**Additional measure:**

**1) Age-standardised amenable mortality**

- Age-standardised rate of New Zealanders, under 75 years of age, who died prematurely from causes for which effective healthcare interventions exist in New Zealand.

Desired trend: Decreasing ↓

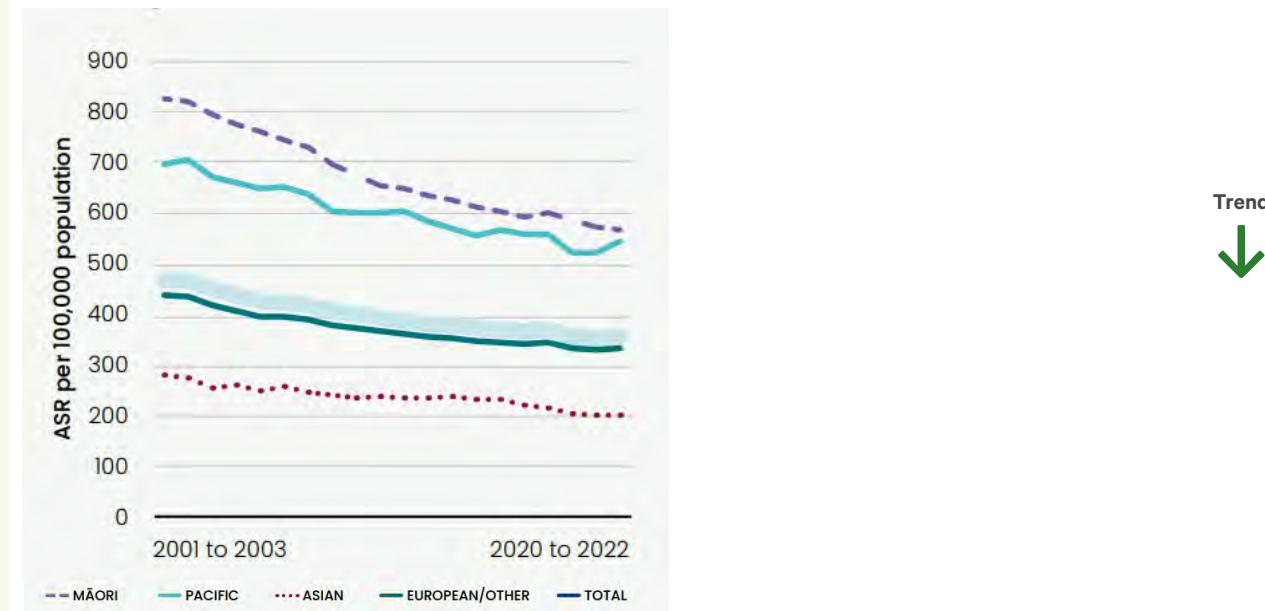
**Age-standardised amenable mortality rates per 100,000 population: 2000-2019**



Trend ↓

Source: [statisticsnz.shinyapps.io/wellbeingindicators/\\_w\\_3f179e30/?page=indicatorsandclass=Socialandtype=Healthandindicator=Amenable mortality](https://www.statisticsnz.shinyapps.io/wellbeingindicators/_w_3f179e30/?page=indicatorsandclass=Socialandtype=Healthandindicator=Amenable+mortality)

**Three year rolling average in age-standardised amenable mortality rates per 100,000 population: 2001-03 to 2022-22**



Trend ↓

Source: [tewhātuora.govt.nz/assets/Publications/Health-status-reports/HNZ-TWO-Health-Status-Report\\_2023\\_reduced.pdf](https://www.tewhātuora.govt.nz/assets/Publications/Health-status-reports/HNZ-TWO-Health-Status-Report_2023_reduced.pdf)

Note: Ethnic denominators were based on prioritised ethnicity.

**Interpretation:** The amenable mortality rate for Pacific peoples is lower compared to that for Māori, but considerably higher than that of other ethnic groups, as well as that of the total New Zealand population.

The difference between the amenable mortality rate of Pacific peoples compared with other ethnic groups in New Zealand is reducing.

An increase in Pacific peoples' average amenable mortality rate in recent years is concerning.



**Existing measure:**

**1) Pacific peoples — Ambulatory Sensitive Hospitalisations (ASH) — Standardised per 100,000 population for all ASH conditions**

- Acute admissions to hospital of Pacific adults that are considered potentially reducible through interventions in primary care settings.
- Acute admissions to hospital of Pacific children that are considered potentially reducible through interventions in primary care settings.

Desired trend: Decreasing ↓

**2) Unmet need for primary health care (PHC) in Pacific adults and children**

- The percentage of Pacific peoples who did not visit a GP in the past 12 months due to cost, compared to the total New Zealand population.

Desired trend: Decreasing (both) ↓

**3) Pacific children living with food insecurity**

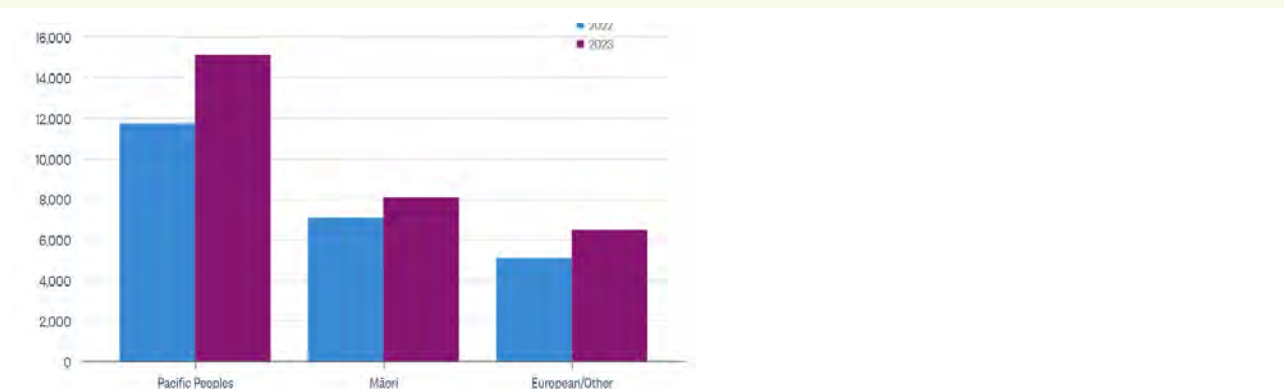
- The proportion of respondents in the New Zealand Health Survey (child questionnaire), indicating that food in their household often or sometimes ran out due to lack of money during the past year.

Desired trend: Decreasing ↓

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
ASH rates for Pacific Adults			8,787				8,115	7,113	7,066	7,512	8,096	↓
ASH rates for Pacific Children			12,079				11,743	7,417	10,636	14,404	13,818	↑

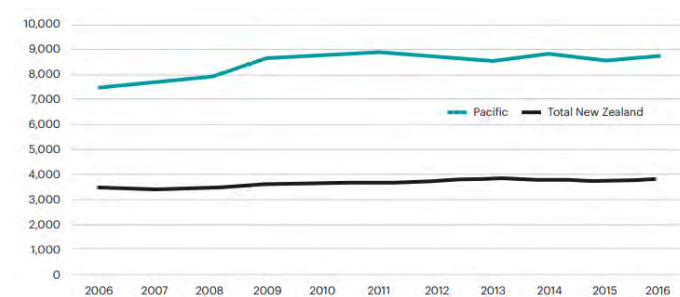
**Sources:** Ministry of Health – Ambulatory Sensitive Hospitalisations, Primary Health Organisations Report (data at March of each given year). Available at [health.govt.nz/statistics-research/system-monitoring/planning-and-performance-data/ambulatory-sensitive-hospital-admissions-ash](https://health.govt.nz/statistics-research/system-monitoring/planning-and-performance-data/ambulatory-sensitive-hospital-admissions-ash)

**Additional information: 4) Ambulatory sensitive hospital admissions for children aged 0 to 4 in New Zealand by ethnic group, year ended September 2022 and 2023 (Number of admissions per 100,000 population)**



Source: [figure.nz/chart/MZBVLAWNY2VY5dR2](https://figure.nz/chart/MZBVLAWNY2VY5dR2)

**5) Crude ASH rates per 100,000 (45 to 64 year olds), 2006 to 2016**



Source: [health.govt.nz/system/files/2022-09/pacific-perspectives-health-system-review-final-pdf-version.pdf](https://health.govt.nz/system/files/2022-09/pacific-perspectives-health-system-review-final-pdf-version.pdf)

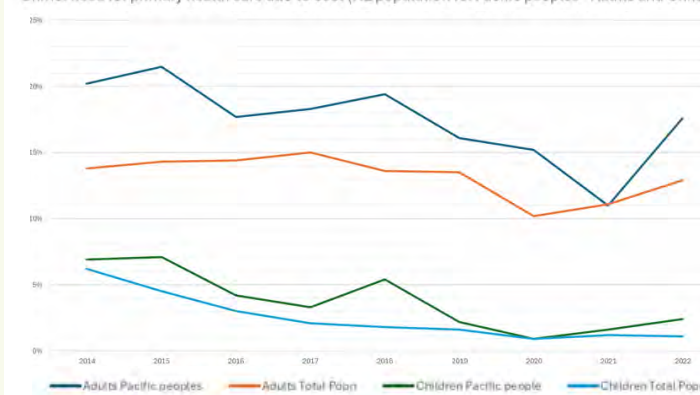
**Interpretation:** Despite a marginal decrease in ASH rates for Pacific adults between 2020 and 2024, it remains substantially higher compared to the total New Zealand population.

Between 2020 and 2024, the ASH rate for Pacific children increased by 17.7%.

ASH rates for Pacific children remain substantially higher compared to Māori and European/Other children.

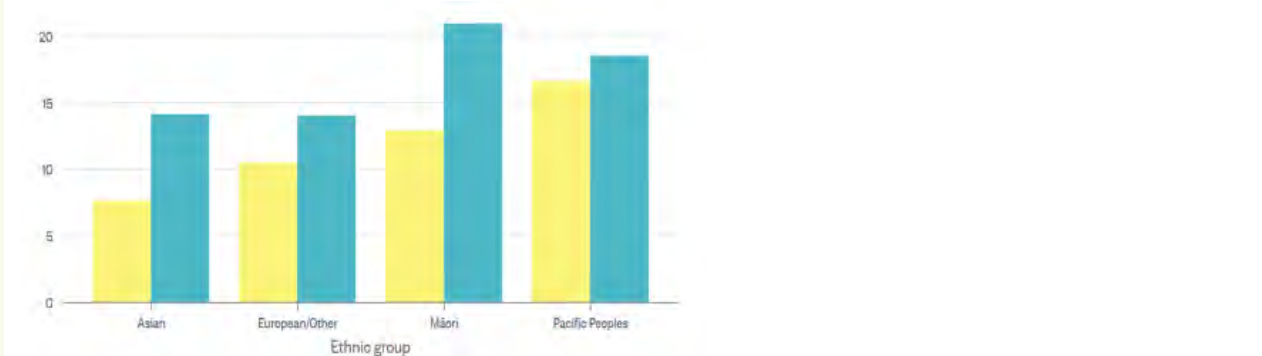
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Unmet need for PHC: Pacific adults	20.2%	21.5%	17.7%	18.3%	19.4%	16.1%	15.2%	11.0%	17.6%			↓
Unmet need for PHC: Pacific children	6.9%	7.1%	4.2%	3.3%	5.4%	2.2%	0.9%	1.6%	2.4%			↓

Unmet need for primary health care due to cost (NZ population vs. Pacific peoples - Adults and Children)



Sources: Ministry of Health – Annual Health Survey. Available at [health.govt.nz/statistics-research/surveys/new-zealand-health-survey](https://health.govt.nz/statistics-research/surveys/new-zealand-health-survey)

**Additional: 6) New Zealand adults who did not visit a GP because of cost in the past 12 months, by gender and ethnic group, year ended June 2023 (% of adults within group)**



Source: [figure.nz/chart/MZK3hLTkWXjQEK8-NlumLANtwmSwOcoN](https://figure.nz/chart/MZK3hLTkWXjQEK8-NlumLANtwmSwOcoN)

**Interpretation:** Although decreasing, both Pacific children and adults in New Zealand experience unmet need for primary health care due to cost at a higher rate the national average.

Overall, the proportion of Pacific adults who did not visit a GP in the past 12 months due to cost decreased between 2014 and 2023. However, after decreasing substantially from 21.5% to 11% between 2015 and 2021 (that is by 10.5%), it has increased again to 17.5% (that is by 6.5%) between 2021 and 2023. Should the upward trend since 2021 continue through to 2025, the trend interpretation will be revised to ‘increasing.’

Between 2014 and 2021, the proportion of Pacific adults who did not visit a GP in the past 12 months due to cost was consistently higher than the corresponding proportion of all New Zealand adults. At 11% in 2021, the proportion of Pacific adults who did not visit a GP in the past 12 months due to cost was on par with the corresponding proportion of adults in the total population, but the gap increased again substantially in 2022. The impact of COVID-19 could be a contributing factor to this.

In 2023, Pacific adults were more likely than adults in other ethnic groups to not visit a GP due to cost. At 17.5%, this is marginally higher than Māori (16.9%), but substantially higher than European/Other (12.2%) and Asian adults (10.8%).



**7) Pacific children living with food insecurity**

- The proportion of respondents in the New Zealand Health Survey (child questionnaire), indicating that food in their household often or sometimes ran out due to lack of money during the past year.

**Desired trend: Decreasing ↓**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Pacific children living with food insecurity	49.6%	43.7%				45.4%	37.3%	41.6%	39.6%			↓

**Source:** Ministry of Health — Annual Health Survey. Available at [health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey](https://health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey)

**Note:** Data has not been updated since the 2022 annual health survey.

**Interpretation:** Between 2014 and 2024, the proportion of Pacific children living with food insecurity has decreased by 10%.

**Indicator: Improved mental health and wellbeing for Pacific peoples**

**Existing measure:**

**1) Unmet need for professional help for mental health in Pacific adults**

- Proportion of Pacific peoples 15 years and over who felt like they needed professional help for their emotions, stress, mental health or substance use (alcohol, drugs) in the past 12 months, but did not receive that help, compared to people 15 years and over in other population groups.

**Desired trend: Decreasing ↓**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Pacific adults whose need for professional help for mental health and addiction services went unmet			5.1%					12.3%	5.4%			↑

**Source:** Ministry of Health — Annual Health Survey. Available at [health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey](https://health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey)

**Interpretation:** The 7.5% increase in the proportion of Pacific adults whose need for professional mental health help that went unmet between 2016 and 2021 is slightly higher than the increase for Māori during the same period (an increase of 6.5%, from 6.6% in 2016 to 13.1% in 2021). People who identify as Asian and European also experienced increases during this period, albeit much smaller than those for Pacific and Māori. It is likely that the outlier figures for 2021 reflect the impact of the COVID-19 pandemic.

Compared to 2016, the proportion of Pacific adults whose need for professional health help went unmet in 2022 is marginally higher.

**Indicator: Pacific peoples' values and experiences leading the design and delivery of health and wellness services**

**Existing measure:**

**1) Proportion of doctors and total nurses practising who identify as Pacific ethnicity, annually**

- Proportion of Pacific doctors as a proportion of all doctors in New Zealand.
- Proportion of Pacific nurses as a proportion of all nurses with Annual Practising Certificates (APCs) in New Zealand.

**Desired trend: Increasing (both) ↑**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Doctors			1.82%	1.90%	1.85%	1.78%	1.94%	2.06%	2.12%	2.20%	2.37%	↑
Nurses						3.67%	3.75%	3.70%	3.92%	3.91%	To be published	↑

**Sources:** Data on doctors available at [mcnz.org.nz/about-us/our-data/maori-and-pasifika](https://mcnz.org.nz/about-us/our-data/maori-and-pasifika)

Data on nurses available at [nursingcouncil.org.nz/Public/NCNZ/About-section/Corporate\\_Documents.aspx](https://nursingcouncil.org.nz/Public/NCNZ/About-section/Corporate_Documents.aspx)

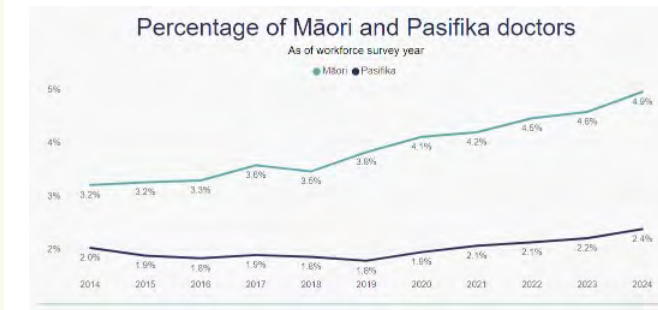
**Note:** Data for nurses varies from what has been previously reported. Data is extracted from annual reports and may be different than a previous year's reporting, as updates/revisions to the data may occur.

Data for doctors is extracted from a digital infographic page and is subject to updates/revisions.

Ethnicity data for doctors is based on priority ethnicity. Doctors can report up to three ethnicities, but analysis is based on a single ethnicity using a simplified version of Statistics New Zealand's prioritisation standard, in the following order:

1. Māori, 2. Pasifika (Pacific Island or Pacific peoples), 3. Chinese, 4. Indian, 5. Other non-European, 6. Other European, 7. New Zealand European/Pākehā.

**Additional information:**



**Source:** [mcnz.org.nz/about-us/our-data/maori-and-pasifika](https://mcnz.org.nz/about-us/our-data/maori-and-pasifika)

	Number of Pacific 2022	% Pacific 2022	Forecast % 2022
Nurse	2,565	3.9%	4.1%
Doctor	432	2.3%	2.7%
Pharmacist	94	2.3%	2.9%
Midwife	92	3.0%	4.1%
GP	86	2.2%	4.1%
Occupational Therapist	61	2.0%	2.3%

**Source:** Te Whatu Ora. 2022b. Health workforce: 2022 Pacific health professionals historical and forecast. Wellington: Te Whatu Ora.



**Source:** Nursing Council of New Zealand. Annual Report 2023. Retrieved from [online.flippingbook.com/view/833601982/6](https://online.flippingbook.com/view/833601982/6)

**Interpretation:** After decreasing from 2% in 2014 to 1.78% in 2019, the proportion of Pacific doctors increased again to constitute 2.37% of all doctors in New Zealand in 2024. This is half the current proportion of Māori doctors.

The number of practising Pacific nurses in New Zealand has increased steadily from just under 2,000 in 2018/19 to almost 2,500 in 2022/23. At the same time, the number of Pacific nurse graduates has also been increasing, especially since 2020/21. In 2023, just under 4% of all practising nurses in New Zealand was Pacific.

Pacific doctors and nurses remain notably under-represented in the health workforce and, based on projections, will be for the foreseeable future.



## Goal Four: Confident, thriving and resilient Pacific young people

### Indicator: Pacific young people are supported, confident and thriving

**Existing measures:**

**1) Proportion of Pacific young people who report it as being easy to be themselves**

- Proportion of Pacific young respondents (aged 15 to 24 years) who report it is easy to be themselves in New Zealand.

**Desired trend: Increasing ↑**

**2) Proportion of Pacific young people who were discriminated against at school**

- Proportion of Pacific young respondents (15 to 24 years) who were discriminated against at school in the last 12 months.

**Desired trend: Decreasing ↓**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Pacific young people who report it as being easy to be themselves												—

**Source:** Statistics New Zealand — General Social Survey.

**Note:** Data cannot be determined from the source, nor replicated. The survey does not break down ethnicity data by age group.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Pacific young people who were discriminated against at school												—

**Source:** Statistics New Zealand — General Social Survey.

**Note:** Data cannot be determined from the source, nor replicated. The survey does not break down ethnicity data by age group.

### Indicator: Pacific young people have better pathways available to them, from education to employment in a broad range of careers

**Existing measures:**

**1) Proportion of Pacific young people (15 to 24) not in education, employment or training (NEET)**

- Percentage of Pacific young people aged 15 to 24 years who are not in education, employment or training (NEET).

**Desired trend: Decreasing ↓**

**2) Pacific young people who have consulted someone for their mental health in the past 12 months**

- Proportion of children aged 2 to 14 years whose caregivers indicated that the child has consulted a family member, whānau or friends about their mental health in the last 12 months.
- Proportion of children aged 2 to 14 years whose caregivers indicated that the child has consulted a GP or nurse about their mental health in the last 12 months.
- Proportion of children aged 2 to 14 years whose caregivers indicated that the child has consulted a psychologist, counsellor, or psychotherapist about their mental health in the last 12 months.
- Proportion of children aged 2 to 14 years whose caregivers indicated that the child has consulted a teacher about their mental health in the last 12 months.

**Desired trend: Increasing (all) ↑**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Pacific young people who are NEET	20.0%	16.0%	15.4%	18.7%	14.2%	16.0%	18.4%	16.6%	14.3%	17.3%	17.5%	↑

**Source:** Statistics New Zealand. Ngā Tūtohu Aotearoa — Indicators Aotearoa New Zealand. Available at [statisticsnz.shinyapps.io/wellbeingindicators](https://statisticsnz.shinyapps.io/wellbeingindicators) and Ministry for Business Innovation and Employment. Pacific peoples Labour Market Statistics Snapshot (June quarter for each year).

**Note:** Data for June quarter of each year to reduce seasonal variations in these results. Data is subject to changes if the host agency identifies the need.

**Interpretation:** Despite year-on-year fluctuations and reaching a low of 14.2% in 2018, the proportion of Pacific young people defined as NEET increased again to 18.4% in 2020. The impact of the COVID-19 pandemic could be a contributing factor to this. Disregarding the 2020 figure, the proportion of Pacific peoples defined as NEET has been increasing since 2019, and an increase of 3.2% between 2022 and 2024, from 14.3% to 17.5%, points towards an upward trend.

**Pacific young people who have consulted the following for their mental health**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Family, whānau and/or friends			6.80%					10.20%	9.20%			↑
GP/Nurse			6.50%					5.90%	6.30%			↓
Psychologist, counselor, or psychotherapist			2.40%					3.20%	1.80%			↓
Teacher			6.30%					8.10%	3.00%			↓

**Source:** Ministry of Health — Annual Health Survey. Available at [health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey](https://health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey)

**Note:** Data has not been updated since the 2022 annual health survey.

**Interpretation:** Proportionately more Pacific young people appear to reach out to their family, whānau and/or friends about their mental health, followed by GPs or nurses, teachers, and lastly psychologists, counsellors or psychotherapists.

Compared to 2016, proportionately more Pacific children reached out to their family, whānau and/or friends about their mental health in 2022, while the proportions who consulted healthcare professionals, and especially teachers, have declined during the same period.



### Indicator: Pacific young people have improved mental health and wellbeing

**Existing measures:**

**1) Proportion of Pacific young people (15 to 24) experiencing psychological distress**

- Proportion of Pacific peoples aged 15 to 24 years who reported high or very high psychological distress in the last 4 weeks, that is who rated their psychological distress 12 or higher on the Kessler 10 psychological distress scale.

**Desired trend: Decreasing ↓**

**2) Suicide rate in Pacific young people**

- Proportion of Pacific peoples aged 15 to 24 years old who committed suicide, per 100,000 population.
- Proportion of Pacific peoples aged 15 to 24 years old who suspectedly committed suicide, per 100,000 population.

**Desired trend: Decreasing ↓**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Pacific young people's experience of psychological distress	NIL declaration											—

**Source:** Ministry of Health — Annual Health Survey.

**Note:** Data cannot be determined from the source, nor replicated. The Health Survey does not include indicators specific to young people, and it is not possible to ascertain how young people has been categorised.

Experience of psychological distress as measured through the Kessler Psychological Distress Scale (K10) is not a suitable proxy for mental health.

**Interpretation:** Due to the absence of data and unsuitability of the measure, it will not be used to interpret strategic trends in Pacific young people's mental health.

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Trend
Pacific young people (15 to 24) who committed suicide per 100,000 population	17.8	13.7	10	9.8	16	17.2						↑
Pacific young people (15 to 24) who suspectedly committed suicide per 100,000 population	21.4	15.5	N/A	11.4	17.6	17.2	13.6	15	11.9			↓

**Source:** Te Whatu Ora — Suicide Web Tool. Available at [tewhatauora.govt.nz/for-health-professionals/data-and-statistics/suicide-web-tool](https://tewhatauora.govt.nz/for-health-professionals/data-and-statistics/suicide-web-tool)

**Note:** Data on confirmed suicide rates is only available up to 2019. To ensure accuracy of suicide statistics, they are confirmed through coronial investigation, which could result in delayed updates. Data is subject to minor changes if the host agency determines this is necessary.

Suspected suicide cases are subject to confirmation through coronial investigation, and could therefore be higher than confirmed suicides.

Reported ethnicity data is based on priority ethnicity, where a person is of dual of multi-ethnicity.

**Interpretation:** After a substantial decrease of 8 per 100,000 population between 2014 (17.8 per 100,000) and 2017 (9.8 per 100,000), confirmed suicides among Pacific young people have increased again by 2019 to almost the 2014 rate. In 2019, it was 17.2 per 100,000 population.

Suspected suicides among Pacific young people have fluctuated from 21.4 per 100,000 population in 2014 to 11.4 per 100,000 in 2017, before increasing again to 17.6 per 100,000 the year after. Except for a small increase between 2020 and 2021, it reached the second-lowest rate (11.9 per 100,000 people) in 2022 since 2014.

## 3. Delegations

### Delegations under the Public Service Act 2020

Schedule 2 of the Public Service Act 2020 allows the chief executive of a department to delegate a clearly identified function or power to a person outside the Public Service, with the prior approval of the appropriate Minister and if the chief executive is satisfied that any conflicts of interest will be avoided or managed. Departments must describe in their annual report how effectively any such delegation was performed or exercised.

The Secretary for Pacific Peoples has not made any delegations under this statute.

## 4. Asset performance indicators

Under a direction from the Cabinet Office in 2023, agencies must report on relevant asset performance indicators for service-critical assets in their annual reports. Agencies are required to identify as a 'service-critical asset' any asset which, if damaged or destroyed, would be likely to have a significantly adverse impact on the delivery of the agency's services.

The Ministry for Pacific Peoples has identified no service-critical assets in line with the reporting requirements in CO (23) 9.



# 5. Honours and awards

## New Year Honours

### Christine Mary (Kira) Hundleby MNZM

Ms Kira Hundleby is a multifaceted artist, creative producer, and social justice advocate for Melanesian and Pacific peoples. Ms Hundleby has been active in promoting African, Melanesian, Māori and Pacific indigenous communities through music, dance and creative methodologies throughout New Zealand.

She has been an elected member of Wellington City Council's Pacific Advisory Group for six years. She co-founded Hundleby and Chalmers Productions in 2012 and has worked in creative production of community and national arts projects and festivals. This included the annual Wellington Pasifika Festival, Waitangi Day, WOMAD and CubaDupa festivals. She is a member of the Public Programmes Team (Pacific) with Te Papa Tongarewa, the national museum of New Zealand.

She co-founded Melanesian Women and Friends and was instrumental in organising the Wellington organisation's dinner with the New Zealand Police in 2018, to encourage more Melanesian people to be recruited to the Police. Working in partnership with local iwi, government partners, community organisations and Pacific communities in Dunedin, she was co-founder and creator of the World Peace Day Festival 2015.

Ms Hundleby is Co-Chair of the Melanesian Steering Group to the Ministry for Pacific Peoples and has been instrumental in the inclusion of Solomon Islands Pidgin / Solomon Aelan Pijin and Papua New Guinea Pidgin / Papua Niugini Tok Pisin Language Weeks in the Pacific Language Weeks 2024.

### Tupe Lualua MNZM

Ms Lualua helped establish Waka Ura Cultural Dance Company, who were awarded the Emerging Artist Award at the 2007 Creative New Zealand (CNZ) Arts Pacific Awards.

From 2020 to 2022, she was the tutor for Movement and Creative Practice at Toi Whakaari New Zealand Drama School.

Over a decade spanning 2009 to 2019, she taught Samoan Performing Arts at Whitireia New Zealand, creating live works for performances in New Zealand, Europe, Asia and North America. In 2019, Ms Lualua was awarded the CNZ Sāmoa Artist in Residence in 2019 and created a dance work on the importance of culture on Samoan ecology.

In 2013, she founded Le Moana and created works such as 'Fatu Na Totō', '1918' and 'Purple Onion'. These works toured internationally and won several awards at the San Diego International Fringe Festival. In the same year, she established the 'Measina Festival', which today serves as an integral springboard for cutting-edge theatre by emerging artists.

She produces for an award-winning artist and manages production for Te Kiwa Nui Festival for secondary schools in the Porirua region. As a performer she featured in 'PolyZygotic' (2009), 'The Factory' (2011), Regine Chopinot's 'In Situ' (2011 to 2013), 'Marama' (2014), 'The White Guitar' (2015) and 'A Boy Called Piano' (2022).

## King's Birthday Honours awards

### To be an Officer of the New Zealand Order of Merit:

#### KAIO, The Very Reverend Taimoanaifakafo

##### For services to the Pacific community

The Very Reverend Taimoanaifakafo Kaio has held prominent positions within the Presbyterian Church of New Zealand between 2001 and 2021. He served as the Moderator of the General Assembly of the Presbyterian Church of New Zealand – the highest position within the church's hierarchy – from 2018 until 2021.

He has represented the Presbyterian Church of New Zealand at numerous Global Assemblies and consultations across the Pacific, Africa, Europe and the Caribbean. He is a member of the Book of Order Advisory Committee for the Presbyterian Church of New Zealand and has served on numerous panels for the organisation.

Very Reverend Kaio became the Moderator North Shore Presbytery in 2001 and played a pivotal role in the inception of the Northern Presbytery in Epsom, where he also served as Moderator in 2011. He led the Church through the COVID-19 pandemic with online pastoral messages and regular online sermons which were attended by thousands of people worldwide.

He has been a Minister with the Onehunga Cooperating Parish since 2005 and a multi-denominational, multicultural and cross-culture faith community, preaching in multiple languages including Tokelauan, Samoan, Niue, Cook Islands Māori and English. Very Reverend Kaio has been a Trustee of Mataliki Tokelau Akoga Kamata since 2016.

### The King's Service Medal:

#### HETUTŪ, Mrs Mailigi (Ligi)

##### For services to the Niuean community

Mrs Ligi Hetutū is a Niue community leader in Wellington who has been contributing to the preservation and revitalisation of the Niuean language, culture and heritage for 30 years.

Mrs Hetutū established Niue language classes in Porirua and the Hutt Valley in Wellington for young children and their families. She has served as a Niue Language Interpreter for government and non-government agencies for more than 20 years.

She has been one of the voices of the Wellington Punaaga Vagahau Niue programme and host of the 531p Pacific Media Network radio station since 2014, providing the community with updates, education and entertainment.

She has chaired the Wellington Niue Language Committee since 2010. The Committee organises events, workshops, festivals and performances in Wellington, particularly during Niue Language Week and the Wellington Pasefika Festival. After being a member of the National Vagahau Niue Trust since 2010, she has been its Wellington representative since 2013.

She has been involved with the Wellington Niue Presbyterian Church since 2008 and has been the Convenor of the Church Mission and Outreach Committee since. Through the Wellington Niue Presbyterian Church Mrs Hetutū has been the Secretary of the Women's Fellowship since 2011 and Parish representative to the Central Regional Presbytery Executive since 2019.

### To be a Member of the New Zealand Order of Merit:

#### KAURAKA, Mrs Bridget Piu

##### For services to the Cook Islands community

Mrs Kauraka's roles have varied from community engagement to Early Childhood Education (ECE), demonstrating enduring dedication and leadership to protect and promote Cook Islands Māori.

Mrs Bridget Kauraka has been instrumental in Te Punanga O Te Reo Kūki 'Airani Incorporated for more than 30 years. It is a pioneering institution founded in 1983 to address the decline of the Cook Islands Māori language and childcare accessibility.

Her commitment extends to preserving Cook Islands cultural heritage through the revitalisation of traditional crafts including tivaevae, a hand-stitched patchwork, and ei making, a traditional Pacific adornment worn for special occasions, typically made of flowers or leaves. Notably, Mrs Kauraka's crocheted masterpiece, 'Kapu-tiare taviri'ia,' is prominently displayed at Te Papa Tongarewa, the Museum of New Zealand.

She has actively participated in the Wellington Cook Islands Society, the Pacific Islands Presbyterian Church in Newtown, where she serves as a deacon, and the Wellington branch of the PACIFICA Women's Cultural Group, supporting various community initiatives.



**To be a Member of the New Zealand Order of Merit:**

**OAKES, Mrs Frances Mary Latu, JP**

**For services to mental health and the Pacific community**

Mrs Frances Oakes has been contributing to mental health in the Waitaki District for more than 30 years. In 2023, Mrs Oakes received the Waitaki Citizens Award for her contributions.

Mrs Oakes has played a significant role in providing critical crisis intervention, grief support, triage and case management services in the region.

She co-founded the Suicide Prevention group within the Waitaki Mental Health Service which provides families with support. She also helped establish the Counselling Centre (now Waitaki Community Mental Health Service), a key organisation providing essential mental health support to the region. She has led Le Va mental health training in the community, to provide valuable training to professionals and community members.

In 1998, she founded the Oamaru Pacific Island Community group, a community-led Pacific provider which has become a cornerstone for fostering unity and support for Pacific communities. In her capacity as Chair of the Oamaru Pacific Island Network, she supported the delivery of the Talanoa Ako programme in 2018, a community engagement model which highlights the effectiveness of culturally responsive initiatives.

She has also led the Friday Cultural Programme for the Oamaru Pacific Island Community group, which advocate the preservation of Pacific languages and cultures.

**PAVIHI, Miss Leitualaalemalietao Lynn Lokini**

**For services to Pacific education**

Miss Leitualaalemalietao Pavihi has been contributing to education for 19 years.

Miss Pavihi has been an Associate Principal of Favona School in Auckland since 2020. She was integral to establishing the first Niue language bilingual unit, which opened at the school in 2021. It aims to revitalise the language for the Niue community.

She has been a tutor and facilitator for Niue language classes run by the Centre for Pacific Languages and has advocated for students with different learning journeys, encouraging them to reconnect with their cultural heritage.

She has hosted a weekly Niue radio programme on the Pacific Media Network, providing the Niue community with education and informative tools.

She has been the Niue representative Board member of The Fono since 2022, and is the Niue Trustee for the Pasifika Festival Tataki Auckland.

She has helped translate, peer review numerous documents and presented important information for the Niue community, particularly during the COVID-19 pandemic.

Miss Pavihi is a member of the Pacific Island Presbyterian Church, helping establish the church's social media to connect via livestream with those who are unable to make it to church. Miss Pavihi has been a committee member for Niue Auckland Rugby Union for six years.

# 6. Budget significant initiatives

PROGRAMME	INITIATIVE	APPROPRIATION	FIRST FUNDING YEAR	TOTAL FUNDING	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	FOR MORE INFO	
Priority: Education, training and employment													
1	Tupu Aotearoa	Continuing Tupu Aotearoa to support Pacific Peoples into employment, training and education opportunities	Skills, Training and Employment	2021/22	\$17.782m		\$4.00m	\$4.594m	\$4.594m	\$4.594m			Pages 43, 44
		Continuing Delivery of Employment and Training Services through Tupu Aotearoa	Skills, Training and Employment	2022/23	\$8.000m		\$2.000m	\$2.000m	\$2.000m	\$2.000m			
		Tupu Aotearoa Programme – Increasing Employment and Education Pathways for Pacific People	Skills, Training and Employment	2023/24	\$1.034m			\$1.034m					
2	Toloo	Building Pacific Science, Technology, Engineering, Arts and Mathematics (STEM) Futures through Toloo	Study and Training Awards for Business Development	2022/23	\$3.456m		\$0.864m	\$0.864m	\$0.864m	\$0.864m			Pages 45-47
Priority: Pacific business development													
3	Accelerating Pacific businesses and social enterprises	Supporting economic development for Pacific communities	Promotions and Business Development	2021/22	\$15.690m	\$2.055m	\$3.465m	\$3.390m	\$3.390m	\$3.390m			Pages 40-42
		Pacific Economic Development - Accelerating Pacific businesses and Social Enterprises	Promotions and Business Development	2021/22	\$9.992m		\$2.498m	\$2.498m	\$2.498m	\$2.498m			
4	Growth, resilience and sustainability of Pacific businesses	Supporting the Growth, Resilience and Sustainability of Pacific Businesses	Promotions and Business Development	2023/24	\$3.150m			\$1.800m	\$1.350m				Pages 40-42
Priority: Housing													
5	Improving housing for Pacific families and communities	Improving Housing for Pacific Families and Communities	Skills, Training and Employment	2021/22	\$17.686m	\$2.954m	\$5.844m	\$4.444m	\$4.444m				Pages 34-47
6	Building homes for Pacific people in Porirua	Building Homes for Pacific Families in Porirua	Housing Pacific Families	2023/24	\$3.386m			\$1.363m	\$2.023m				Pages 29-33
7	Improving housing for Pacific families and communities	Improving Housing for Pacific Families and Communities	Housing Pacific Families	2023/24	\$14.251m			\$7.917m	\$6.334m				Pages 29-33
Priority: Protecting and promoting Pacific languages													
8	Pacific Languages Strategy: fostering languages and wellbeing in media, education, government and communities	Pacific Languages Strategy - fostering languages and wellbeing in media, education, government and communities	Policy Advice and Ministerial Servicing MCA	2023/24	\$13.315m			\$0.050m	\$2.500m	\$4.648m	\$3.767m	\$2.350m	Pages 48-51

The following initiatives are not reported:

PROGRAMME	INITIATIVE	APPROPRIATION	FUNDING TIMEFRAME	TOTAL FUNDING	NOTE	
1	Pacific data and digital inclusion	Pacific Data and Digital Inclusion	Policy Advice and Ministerial Servicing MCA	2023/24	\$1.671m	Fund to assist with the establishment of a data and insights function within the Ministry
2	Pacific Employment Action Plan	Implementing the Pacific Employment Action Plan	Policy Advice and Ministerial Servicing MCA	2023/24 – 2026/27	\$12.758m	\$11.9 million was transferred out of the Ministry at the October Baseline Update 2023: <ul style="list-style-type: none"> <li>\$9.3 million to MSD for a joint contestable fund for community-led employment and training initiatives.</li> <li>\$2.6 million to MBIE for the implementation of the Tupu Tai internship program.</li> </ul> \$0.9 million is allocated for the development of a Pacific Workers Toolkit. <ul style="list-style-type: none"> <li>This is currently on hold pending a review of its alignment with Government priorities.</li> </ul>
3	Dawn Raids Teu le Va and Vaka of Stories	Implementing Government's Commitment to Deliver a Dawn Raids Historical Account – Pacific Reconciliation and Education	Policy Advice and Ministerial Servicing MCA	2021/22 – 2024/25	\$9.136m	The Ministry has successfully delivered two rounds of contestable funding for the Teu Le Va Fund. The Vaka of Stories community engagement was completed in late 2023, and a community insights report is being developed to consolidate community-led stories for the public. A 'historical account' is currently being prepared, scheduled for completion by 2026.
4	Pacific Community Resilience and Wellbeing	Pacific Wellbeing Strategy to lift Pacific wellbeing and aspirations	Policy Advice and Ministerial Servicing MCA	2023/24 – 2026/27	\$14.060m	Funding for this initiative has been reprioritised towards the Pacific Financial Capability Training and Mentoring programme.



# 7. Glossary of terms

Term	Definition	Source
<b>Appropriation</b>	A parliamentary authorisation for the Crown or an Office of Parliament to incur expenses or capital expenditure.	1
<b>Balance sheet</b>	A statement of assets, liabilities and equity.	2
<b>Baseline</b>	The level of funding approved for any given spending area (for example Education). All amounts within baselines are included in the forecasts.	3
<b>Budget</b>	The Minister of Finance or Treasurer's Financial Statement in moving the second reading of the first Appropriation Bill for a financial year; also the name given to documents and statements released by the Minister of Finance or Treasurer which outline the Government's proposed economic and financial policies.	1
<b>Contingent liabilities</b>	Contingent liabilities are costs that the Crown will have to face if a particular uncertain and not probable event occurs. Typically, contingent liabilities consist of guarantees and indemnities, legal disputes and claims, and uncalled capital.	4
<b>Crown</b>	Includes all Ministers of the Crown and all departments, but does not include an Office of Parliament, a Crown entity, or a state enterprise.	1
<b>Current account (balance of payments)</b>	A measure of the flows of income between New Zealand and the rest of the world. A net inflow to New Zealand is a current account surplus, while a net outflow is a deficit. The current account balance is commonly expressed as a percentage of GDP.	3
<b>Demographic changes</b>	Changes to the structure of the population, for example the age, sex or ethnic make-up of the population.	3
<b>Department</b>	The departments that comprise the Public Service are listed in the First Schedule to the State Sector Act. In addition to those departments, the Public Finance Act includes the New Zealand Defence Force, New Zealand Police, Office of the Clerk, Parliamentary Counsel Office, Parliamentary Service, and New Zealand Security Intelligence Service. The latter six departments are also referred to as "Non-State Sector Act departments" or "Non-Public Service departments".	1
<b>Departmental outputs</b>	Goods and services produced by a government department.	5
<b>Estimates</b>	The Government's request for appropriations, and supporting information, is presented to the House of Representatives at Budget time in a formal document known as the main Estimates (the full title is Estimates of Annual Appropriations for the Government of New Zealand). The Estimates detail appropriations sought from Parliament by Vote Ministers for expenses, expenditure and liabilities, for all purposes including classes of outputs. The Estimates also state how output classes are linked to the outcomes the Government is seeking.	5
<b>Financial assets</b>	Cash or shares (equity), a right to receive cash or shares (equity), or a right to exchange a financial asset or liability on favourable terms.	4

Term	Definition	Source
<b>Generally Accepted Accounting Practices (GAAP)</b>	The term "generally accepted accounting practice" describes the assumptions and rules applied when preparing and presenting financial statements; In New Zealand the Financial Reporting Act 1993 requires most reporting entities in both the private and public sectors to comply with GAAP; The Financial Reporting Act defines GAAP as: approved financial reporting standards so far as they apply, or where there is no financial reporting standard or applicable rule of law, the accounting rules applied should: be appropriate to the circumstances, and have authoritative support within the New Zealand accounting profession.	5
<b>Good and services tax (GST)</b>	GST is a tax of 15% added to the price of most goods and services, including imports.	6
<b>Full-time equivalent</b>	The hours worked by one employee on a full-time basis, generally considered to be 35 to 40 hours per week.	7
<b>House of Representatives</b>	The elected Chamber of Parliament; made up of members elected to represent electorates and members elected from party lists.	1
<b>Inputs</b>	The resources used to produce goods and services.	5
<b>Kapasa</b>	A tool for policy managers, advisors and analysts within government agencies to incorporate the perspectives of Pacific peoples in the generic policy development process. The framework sets out ways to effectively include information about Pacific peoples, take account of their values and their diversity, as well as ensuring effective consultation with them in the policy development process.	8
<b>Kātoatoa</b>	Kātoatoa is a fully integrated IT system that brings together financial management, grants management, and customer relationship management capabilities. Kātoatoa will replace MPP's existing Financial Management System and other separate systems and processes currently used to manage grants, contracts and interactions with Pacific communities and stakeholders across Aotearoa.	9
<b>Liabilities</b>	An accrual concept measured in accordance with generally accepted accounting practice (GAAP). Appropriations for liabilities relate only to non-departmental capital contributions, loans and the purchase or development of capital assets owned by the Crown. These are required at the time the Crown has an obligation to make the payment for any of these types of transactions and when the amount of that payment can be measured reliably.	10
<b>Long-term Insights Briefing</b>	The Long-term Insights Briefings are think pieces on important issues for the future of New Zealand. They're an opportunity to enhance public debate on long-term issues and contribute to future decision-making.	11
<b>Minister</b>	A member of Parliament who is part of the Executive and who is usually responsible for one or more government departments or ministries.	1
<b>Net worth</b>	Total assets less total liabilities (also referred to as the Crown balance). The change in net worth in any given forecast year is largely driven by the operating balance.	4
<b>Non-departmental outputs</b>	Refers to goods and services purchased by a Minister from a provider that is not a government department. For example, the Minister of Social Welfare purchases services for the public from community-based providers and voluntary groups. Crown entities are often providers of these non-departmental outputs.	5
<b>Official Information Act (OIA)</b>	The Official Information Act 1982 (OIA) helps New Zealand citizens, permanent residents and anyone in New Zealand access information held by government organisations and Ministers. This promotes openness and transparency and enables greater public participation in government.	12
<b>Operating balance</b>	The operating balance is the residual of revenues less expenses plus surpluses from state-owned enterprises and Crown entities. It includes gains and losses not reported directly as a movement against net worth.	4



Term	Definition	Source
<b>Operating model</b>	An operating model is both an abstract and visual representation (model) of how an organisation delivers value to its customers or beneficiaries as well as how an organization actually runs itself.	13
<b>Outcome</b>	Defined in the Public Finance Act 1989 as the “impacts on, or consequences for the community of the outputs or activities of the government.”	14
<b>Outputs</b>	Outputs are goods and services purchased by the Crown from departments and other entities. Outputs range from policy advice to the administration of contracts and grants through to the provision of specific services.	10
<b>Parliament</b>	The Sovereign and the House of Representatives.	1
<b>Provider</b>	A person or organisation providing a service to a client (for example, a training provider or housing developer).	15
<b>Public Finance Act 1989 (PFA)</b>	The Public Finance Act provides a framework for government financial activity and expenditure of public money.	14
<b>Responsible Minister</b>	The Minister responsible for the financial performance of a department or Crown entity. In relation to an Office of Parliament, the Speaker of the House of Representatives is the Responsible Minister.	10
<b>Strategic Intentions</b>	A statutory document that covers a four-year period and outlines our medium-term strategic intentions. Strategic intentions provide the framework from which Parliament and the public can put the regular reporting provided in Estimates and Annual Reports in context.	16
<b>Strategic priorities</b>	The areas that the Ministry has identified as needing the most focus during the period of the Strategic Intentions (2023-2027).	16
<b>Supplementary estimates</b>	Supplementary estimates are prepared for the current year to seek parliamentary approval for: changes to any appropriation type; any further capital investment; changes in output prices; new outputs to be produced; changes relating to other expenses and benefits.	5
<b>tCO<sub>2</sub>e</b>	Tonnes of carbon dioxide equivalent. Use as a measure for comparing different greenhouse gases based on the heating effect of each gas relative to an equivalent amount of carbon dioxide over a given time period.	17
<b>Theory of Change</b>	The process of thinking through and documenting how a program or intervention is supposed to work, why it will work, who it will benefit (and in what way), and the conditions required for success.	18
<b>Vote</b>	A grouping of one or more appropriations that are the responsibility of a Minister of the Crown and are administered by a department. Votes generally take the name of the portfolio of the Vote Minister.	10
<b>Yavu</b>	The Pacific engagement tool to support anyone who works in local and central government, and the private sector who is required to engage with Pacific communities. Yavu can be used to support a range of initiatives, policies and decision-making where Pacific peoples will be affected directly and indirectly.	19
<b>Year ended</b>	Graphs and tables use different expressions of the timeframe. For example, 2004/05 or 2005 will generally mean “year ended 30 June” unless otherwise stated.	3

Source	Hyperlink
1	<a href="https://treasury.govt.nz/publications/guide/guide-public-finance-act-2005">treasury.govt.nz/publications/guide/guide-public-finance-act-2005</a>
2	<a href="https://business.govt.nz/business-performance/strategic-finance/how-to-read-financial-statements">business.govt.nz/business-performance/strategic-finance/how-to-read-financial-statements</a>
3	<a href="https://treasury.govt.nz/publications/efu/budget-economic-and-fiscal-update-befu-2005">treasury.govt.nz/publications/efu/budget-economic-and-fiscal-update-befu-2005</a>
4	<a href="https://treasury.govt.nz/publications/efu/half-year-economic-and-fiscal-update-2009">treasury.govt.nz/publications/efu/half-year-economic-and-fiscal-update-2009</a>
5	<a href="https://treasury.govt.nz/publications/guide/putting-it-together-explanatory-guide-new-zealands-state-sector-financial-management-system">treasury.govt.nz/publications/guide/putting-it-together-explanatory-guide-new-zealands-state-sector-financial-management-system</a>
6	<a href="https://www.ird.govt.nz/glossary-source">www.ird.govt.nz/glossary-source</a>
7	<a href="https://employment.govt.nz/starting-employment/types-of-worker/permanent-or-fixed-term">employment.govt.nz/starting-employment/types-of-worker/permanent-or-fixed-term</a>
8	<a href="https://mpp.govt.nz/publications-resources/resources/kapasa">mpp.govt.nz/publications-resources/resources/kapasa</a>
9	<a href="https://katoatoa.mpp.govt.nz">katoatoa.mpp.govt.nz</a>
10	<a href="https://treasury.govt.nz/publications/guide/guide-appropriations">treasury.govt.nz/publications/guide/guide-appropriations</a>
11	<a href="https://dpmc.govt.nz/publications/long-term-insights-briefings-process-guide#lessons-learned-from-the-first-round-of-briefings">dpmc.govt.nz/publications/long-term-insights-briefings-process-guide#lessons-learned-from-the-first-round-of-briefings</a>
12	<a href="https://www.dia.govt.nz/Official-Information-Act-requests">www.dia.govt.nz/Official-Information-Act-requests</a>
13	<a href="https://en.wikipedia.org/wiki/Operating_model">en.wikipedia.org/wiki/Operating_model</a>
14	<a href="https://legislation.govt.nz/act/public/1989/0044/latest/DLM160809.html">legislation.govt.nz/act/public/1989/0044/latest/DLM160809.html</a>
15	<a href="https://dictionary.cambridge.org/us/dictionary/english/provider">dictionary.cambridge.org/us/dictionary/english/provider</a>
16	<a href="https://treasury.govt.nz/publications/guide/public-finance-act-strategic-intentions-guidance">treasury.govt.nz/publications/guide/public-finance-act-strategic-intentions-guidance</a>
17	<a href="https://environment.govt.nz">environment.govt.nz</a>
18	<a href="https://aifs.gov.au/resources/practice-guides/what-theory-change">aifs.gov.au/resources/practice-guides/what-theory-change</a>
19	<a href="https://www.mpp.govt.nz/publications-resources/resources/yavu">www.mpp.govt.nz/publications-resources/resources/yavu</a>



# Report in relation to Non-Departmental Appropriations in Vote Pacific Peoples for the year ended 30 June 2024

Although presented in the same document as the Ministry for Pacific Peoples Annual Report, the Non-Departmental Appropriations Report (NDAR) for Vote Pacific Peoples does not constitute a material component of the Ministry's Annual Report for the year ended 30 June 2024.

It is published as part of the Ministry's Annual Report for practical reasons.



**Te Kāwanatanga  
o Aotearoa**  
New Zealand Government

# Minister for Pacific Peoples Non-Departmental Appropriations Report

for the year ended 30 June 2024

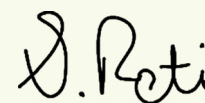
Presented to the House of Representatives pursuant to section 19B of the Public Finance Act 1989.

## Minister for Pacific Peoples' Report on Non-Departmental Appropriations

### Introduction

In accordance with section 19B of the Public Finance Act 1989, as the Minister having responsibility for non-departmental appropriations within Vote Pacific peoples on 30 June 2024, I submit this report on non-departmental appropriations in the Vote that were not granted an exception from reporting in 2023/24 under section 15D of the Act.

This report provides year-end results for non-departmental appropriations that have not been reported to Parliament through other mechanisms.



Hon Dr Shane Reti

Minister for Pacific Peoples



# Overview

This report provides performance results for three Non-departmental Appropriations as set out in the 2023/24 Estimates of Appropriations and Supplementary Estimates of Appropriations in Vote Pacific peoples, that must be reported in 2023/24 in terms of section 15D of the Public Finance Act 1989. They include:

### Non-departmental output expenses

- Promotions - Business Development Multi-Year Appropriation (MYA)
- Skills training and employment (MYA)

### Non-department other expenses

- Housing Pacific Families (MYA).

All initiatives included in this report are implemented by the Ministry for Pacific Peoples (the Ministry), on behalf of the Minister for Pacific Peoples.

# Summary statement of performance

In 2023/24, the performance standards for six out of seven measures were achieved.

The Ministry, on behalf of the Minister, will continue to review all performance measures to ensure they adequately demonstrate both the short- and longer-term value of funded initiatives.

This forms part of a larger process to embed the Ministry's integrated planning, monitoring and reporting system. In 2023/24, the Ministry introduced a new business plan to guide the implementation of its annual work programme. The business plan includes a measurement framework containing performance measures for initiatives funded from both its departmental and non-departmental appropriations. Progress with the implementation of the annual business plan is monitored and reported quarterly to both the Executive Leadership Team and the Minister. Performance measures and targets are kept under review to ensure they reflect the range of services provided and support the achievement of outcomes.

# Statements of performance: Non-departmental output expense

## Promotions — Business Development MYA

Initiatives under this expense align with the Ministry's strategic focus on Pacific business development in New Zealand, and contribute to the goal of prosperous Pacific communities by creating new employment opportunities.

### Appropriation purpose

This output class involves the purchasing of a range of services that will provide opportunities for Pacific peoples to gain the information and skills necessary to succeed in business.

### Intended achievement of the appropriation

This appropriation is intended to achieve the development of skills necessary for Pacific peoples to succeed in business.

### Summary of initiatives

The Ministry is implementing two initiatives under this appropriation:

#### Pacific Business Village

The Pacific Business Village comprises three components:

- Pacific Business Networks, which identify Pacific businesses and social enterprises, and coordinates and connects them with local business support providers in eight regions, including Auckland
- Service Providers, which provide business development support to Pacific Businesses and social enterprises
- In addition, business grants of up to \$100,000 each are awarded to eligible Pacific businesses and social enterprises through the Tauola Business Fund.

More information about the Pacific Business Village can be found in the Ministry's Annual Report 2023/24 Section 2 — Community-facing work.

#### Pacific Business Trust (PBT)

The Ministry supports PBT to partner with other providers to deliver development services to Pacific businesses nationwide.

More information about the Ministry's support for PBT can be found in its Annual Report 2023/24 Section 2 — Community-facing work.

Assessment of performance	2023/24			2022/23
	Target	Actual	Attainment	Actual
<b>Tauola Business Fund</b>				
<b>Performance Measure</b>				
Number of new jobs created in Pacific-owned businesses every year	At least 130	149	Standard met	173

Notes: This is a new measure introduced in 2023/24.  
 The expired performance measures were:

- Proportion of contracted services that meet the delivery targets in the provider outcome agreement(s)
- Proportion of the appropriation contracted for the financial year.

### Financial performance

2022/23 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2023/24 \$000	Unaudited Supplementary Estimates 2023/24 \$000	Actual 2023/24 \$000	Unaudited Forecast 2024/25 \$000
9,006	<b>Total expenses</b>	11,592	11,592	7,364	11,142



## Skills training and employment MYA

Initiatives under this expense align with the Ministry’s strategic focus on education and employment for Pacific peoples in New Zealand, and contribute to the goals of prosperous Pacific communities (including young people) and thriving Pacific languages, cultures and identities by providing access to education, training and employment opportunities.

### Appropriation purpose

This output class involves the purchase a range of services that will provide opportunities for Pacific peoples to gain the information and skills necessary to succeed in business.

### Intended achievement of the appropriation

This appropriation is intended to achieve sustainable employment and educational outcomes for Pacific youth.

### Summary of initiatives

#### Tupu Aotearoa

Through the Tupu Aotearoa programme, the Ministry engages service providers across New Zealand to support Pacific peoples who are not in education, employment or training (NEET) into training, education or employment pathways.

More information about the Tupu Aotearoa programme can be found in the Ministry’s Annual Report 2023/24 Section 2 — Community-facing work.

#### Centre for Pacific Languages

The Ministry funds the Centre for Pacific Languages (CPL) to deliver language learning, develop digital platforms to support language learning, and provide ongoing support for Pacific Language Weeks.

More information about the work of CPL can be found in the Ministry’s Annual Report 2023/24 Section 2 — Community-facing work.

#### Financial capability training and mentoring

The Ministry engages service providers to deliver financial capability training and mentorship to Pacific peoples across New Zealand, with a particular focus on Pacific peoples who are ready to purchase their first home. It strengthens their financial literacy and helps them to manage their personal finances with a view to generating savings towards homeownership, which is a springboard towards building intergenerational wealth.

More information about the financial capability training and mentoring initiative can be found in the Ministry’s Annual Report 2032/24 Section 2 — Community-facing work.

Assessment of performance		2023/24			2022/23
Tupu Aotearoa	Goal	Target	Actual	Attainment	Actual
<b>Performance Measure</b>					
Number of placements to support Pacific peoples who are NEET to start employment, education, or training through the Tupu Aotearoa programme	A cumulative result of at least 7,500 placements between 1 July 2021 to 30 June 2025	At least 2,000 placements per year	2,938 (2023/24) 7,645 (cumulative from 1 July 2021 to 30 June 2024)	✓ Standard met	2,157

Notes: This measure counts training and employment placements where the eligible Pacific person is engaged in that placement for at least 31 days. Each eligible Pacific person may be placed into both an employment and/or training placement in any two-year period, i.e. once for an employment placement and once for a training placement. The two-year period relates to the duration of funding agreements with funded providers.

Assessment of performance		2023/24			2022/23
Financial Capability Training and Mentoring	Goal	Target	Actual	Attainment	Actual
<b>Performance Measure</b>					
Number of Pacific peoples that receive financial capability training and mentoring	At least 3,000 by June 2024	At least 3,000	3,584	✓ Standard met	2,628
Number of Pacific peoples who complete the financial capability and training programme and purchase their own homes	At least 100 by June 2024	At least 100	361	✓ Standard met	108
Number of Pacific peoples who complete the financial capability and training programme and avoid losing their homes through mortgagee sales	At least 35 by June 2024	At least 35	36	✓ Standard met	32

Assessment of performance		2023/24			2022/23
Centre for Pacific Languages	Goal	Target	Actual	Attainment	Actual
<b>Performance Measure</b>					
Number of people enrolled in Pacific language courses through the Centre for Pacific Languages (CPL)	At least 2,500 each year	At least 2,500	2,333	✗ Standard not met	2,490

CPL undertook an organisational restructure that impacted the marketing and promotion of Term 2 activities, which contributed to a shortfall of 167 enrolments against the annual target of 2,500. Although the target has not been met, we are confident that the measures we have put in place will ensure CPL meets this target going forward.

#### Financial performance

2022/23 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2023/24 \$000	Unaudited Supplementary Estimates 2023/24 \$000	Actual 2023/24 \$000	Unaudited Forecast 2024/25 \$000
17,189	<b>Total expenses</b>	18,080	18,273	17,732	12,482



# Statement of performance: Non-departmental other expenses

## Housing Pacific Families MYA

Initiatives under this expense align with the Ministry’s strategic focus on housing for Pacific peoples in New Zealand, and contribute to the goal of prosperous Pacific communities and healthy Pacific peoples by having affordable, fit-for-purpose homes built for Pacific families.

### Appropriation purpose

This appropriation is limited to contributions toward the costs of developing new affordable homes for Pacific peoples.


### Intended achievement of the appropriation

This appropriation is intended to provide practical assistance and resources to organisations and Pacific housing providers to improve housing outcomes for Pacific peoples.

### Summary of initiatives

The Ministry, in partnership with housing providers and developers, delivers on both the Building Homes for Pacific in Porirua (Our Whare Our Fale) and Pacific Building Affordable Homes (PBAH) initiatives which aim to contribute to the increased availability of affordable, fit-for-purpose homes for Pacific families.

More information about the Our Whare Our Fale and PBAH initiatives can be found in the Ministry’s Annual Report 2023/24 Section 2 — Community-facing work.

Assessment of non-financial performance	2023/24			2022/23
	Target	Actual	Attainment	Actual
<b>Building homes for Pacific in Porirua (Our Whare Our Fale) and Pacific Building Affordable Homes (PBAH)</b>				
<b>Performance Measure</b>				
Collaborate to have affordable, fit for purpose homes built for Pacific families	Up to 85 homes built by December 2026	18	 21% towards goal	N/A

Notes: This new measure reflects a target set to achieve better housing outcomes for Pacific peoples. It is an aggregated measure that combines the number of homes for Pacific peoples achieved through both the Our Whare Our Fale and PBAH initiatives.

The timeframe of the goal (December 2026) will be revised in the 2024/25 Supplementary Estimates to align with the financial year.

The expired performance measure was: Number of new affordable homes for Pacific co-funded to be built.

### Financial performance

2022/23 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2023/24 \$000	Unaudited Supplementary Estimates 2023/24 \$000	Actual 2023/24 \$000	Unaudited Forecast 2024/25 \$000
6,363	<b>Total expenses</b>	8,357	43,477	42,472	35,923