



12 March 2024

s9(2)(a)

Tēnā koe s9(2)(a)

Thank you for your email of 15 January 2024 to Oranga Tamariki—Ministry for Children (Oranga Tamariki), requesting information around pay equity for Family Success Matters. Your request has been considered under the Official Information Act 1982 (the Act).

On 13 February 2024, you were advised that the consultations necessary to make a decision on this request were such that a proper response could not have reasonably be made within the original time limit, and that we were extending the time limit for providing you with the information to 12 March 2024, in accordance with section 15A(1)(b) of the Act.

The process to extend pay equity to all social workers and employees undertaking social work in community and iwi organisations was undertaken by Te Kawa Mataaho-Public Service Commission (Te Kawa Mataaho) and funding was allocated to the various government funders to pass on to employers through service contracts. The extension process delivered an average 27 percent pay correction to almost 5,000 workers and in addition to salary increases, workers will also receive improved professional supports, including registration fees, professional development and cultural supervision.

I have addressed each of your questions below.

1. *The duration of the pay equity implementation for Family Success Matters.*

Oranga Tamariki does not have this specific information. Te Kawa Mataaho managed the process to extend the benefits to all social workers and employees undertaking social work in community and iwi organisations. The funding for those organisations that participated in the process was allocated to funding agencies for distribution through service contracts during the 2023/24 financial year. This part of your request is refused under section 18(e).

2. *When Pay Equity comes into effect with Family Success Matters.*

The new pay rates came into effect on 1 July 2023, and the funding was sufficient to back-pay workers from that date. The new pay rates are not binding on organisations that did not participate in the process. In addition to funding for salaries, organisations may also receive funding for professional supports, such as professional registration fees, professional association fees, supervision, cultural supervision, and professional development.

3. *The specific timeline of when pay equity was introduced.*

The pay equity settlement for workers that carry out social work was agreed between workers, unions and five Non-Government Organisation (NGO) employers in October 2022, with an effective date for workers of 1 July 2022. Soon after the settlement, Te Kawa Mataaho Pay Equity Taskforce started a process to extend the benefits of the settlement to all NGO workers carrying out social work. This process was completed in July 2023 and funding was allocated to agencies for inclusion in service agreements.

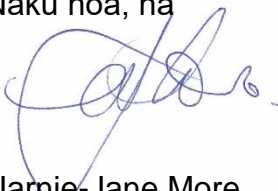
4. *Detailed reasons for any delays or issues in implementing pay equity for Family Success Matters.*

Oranga Tamariki has distributed the allocated funding to all of the 202 providers included in the extension process. Family Success Matters was not originally included in the list for allocation, however I understand that it has now been contacted regarding funding and that payment can now be arranged.

Oranga Tamariki may make the information contained in this letter available to the public by publishing this on our website with your personal details removed.

I trust you find this information useful. Should you have any concerns with this response, I would encourage you to raise them with Oranga Tamariki. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman. Information about this is available at www.ombudsman.parliament.nz or by contacting them on 0800 802 602.

Nāku noa, nā



Uamie-Jane More
Acting Deputy Chief Executive
Māori Partnerships and Communities