



Our Vision

Successful Pacific Peoples

Our Mission

Effecting positive change for Pacific peoples

Our Values

Respect – *Treat others the way you want to be treated*

Excellence – *Achieve your best and strive for better*

Leadership – *Serve and lead by example*

Annual Report 2018/19



New Zealand Government





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Message from the Chief Executive

“Kia orana, Talofa lava, Mālō e lelei, Fakaalofa lahi atu, Fakatalofa atu, Bula Vinaka, Mālō nī and warm Pacific greetings to you all.”



This year we have not only helped shape the wellbeing priority goals for this government but built a new foundation for lasting prosperity for Pacific people.

Pacific people face several challenges. Right now, there are people across Aotearoa for whom these challenges are not a statistic, or a news story, they are the day-to-day realities of life.

Government cannot solve every one of these challenges, of course – but we cannot stand on the sidelines either.

Our job then is to develop and shape policies that will help address the challenges Pacific people face, while reflecting their values and hopes for the future.

To do this, we did things a little differently this year. We brought government and the community together to create a shared vision of what Pacific Aotearoa could be. And in a short space of time this has changed everything we do.

Our job now is to realise this vision – to support Pacific businesses, to help people connect with their languages, culture and identity, and to help more young people into work and training.

That is what we have started this year, and that’s the story I would like to open this year’s Annual Report with.

It’s a story that begins with listening.

Early in the year we travelled to Pacific communities all over

Aotearoa New Zealand and spoke to them about what life was like and what they needed from us to achieve wellbeing.

We learned what wellbeing meant to Pacific people and we gathered ideas about how we could better support them, their families and their communities.

This conversation (talanoa) led to the publication of our Pacific Aotearoa Lalanga Fou report at a huge community-led summit in November. For the first time since 1999, community and government came together with a shared vision of how to bring about real change and improvements in Pacific peoples’ lives. It was extraordinary.

If our conversation with the community was our foundation, then Lalanga Fou is the first cornerstone of the Pacific Aotearoa we started building this year – one that is confident in its endeavours, thriving, resilient and prosperous.

We knew from what our people had told us that to achieve this we would need to support more Pacific young people to find meaningful work and potentially life-changing learning opportunities.

We would need to work together with our communities to protect and nurture our Pacific languages.

And we would need to create new opportunities in our already innovative Pacific economy, so that more of the goods and services that will shape our lives and change our communities in future will come from Pacific people.

What we did, then, was turn these ideas into a set of policies framed around our shared wellbeing goals. All we needed was the support of Budget 2019 to help make them happen.



Pacific Aotearoa summit, November 2018

If we got that, we knew we could make a huge contribution to the wellbeing of Pacific New Zealanders. Because, with each Pacific person that learns their language, or finds work that means they can better provide for their family, or starts a business, change will happen for us all.

Budgets have never been about just numbers. They are about values. They are about our future.

Over the course of many months we worked hard to make sure we were putting forward policy proposals that reflected the ideas and aspirations the Pacific community shared with us.

We could do this precisely because of Lalanga Fou. We took the voice of the community with us into every discussion we had about the Budget – every meeting, every debate.

The support we were finally allocated in Budget 2019 – which followed the Prime Minister’s announcement in February that we would receive additional funding from the Provincial Growth Fund to expand work and training opportunities for Pacific young people – means the four goals of Lalanga Fou are now within reach.

It means, in the years ahead, more Pacific people will have an opportunity to take on meaningful work, access affordable healthcare, enjoy a quality education, and connect to their language, culture and identity.

Our job is not done. But we should acknowledge and celebrate our achievements so far, because it shows we can be confident that we have what it takes to carry our progress forward.

Our histories as Pacific peoples provide us with ways of thinking about our past and present, which allows us then to imagine new futures. This year we have not only imagined a new future but started making it happen.

It has been my privilege to lead the Ministry team on this remarkable journey. But leadership is a collective endeavour and none of it would have been possible without the dedicated, passionate and highly skilled people we have working here. Each day they come to work and apply themselves fully to turning our vision into a reality.

This Annual Report is their achievement.

Change, as we know, is iterative but this report is a snapshot of what progress can look like when we work together towards a shared vision.

I am certain that people will look back on this year and say that the Ministry for Pacific Peoples did these things, not only to make us a better country, but because we know that when we serve in government we have a responsibility to reflect the values, hopes and aspirations of the people we serve.

We have done that this year and that’s what I am most proud of.

Lulu Mac Leuanae
Chief Executive

PART A

Introduction

In this section we outline who we are and what we do.



Members of the community in Hamilton enjoying one of our Tuli Takes Flight local Lalonga Fou fono

Who we are and what we do

The Ministry for Pacific Peoples is the principal advisor to the New Zealand Government on policies and interventions that will improve wellbeing outcomes for Pacific peoples in New Zealand.

We use our extensive networks with Pacific communities, as well as our knowledge and understanding of Pacific peoples and what works for them, to influence public policy, programme and service decisions affecting Pacific peoples.

Our work is focused in four key areas:

1. Policy advice

We provide expert policy advice to Ministers and partner agencies to inform the development of effective strategies and programmes for Pacific communities.

2. Innovation

We develop innovative programmes in partnership with our Pacific communities. Because of this we can gather valuable insights to inform policies and programmes that we know will work.

3. Pacific knowledge and expertise

We gather intelligence on Pacific issues and opportunities and use this to inform our policy advice across government and to enhance engagement practices with our Pacific communities.

4. Partnerships and leadership

We partner with a wide range of organisations across the private and public sectors to identify and promote future Pacific leaders and celebrate Pacific success.

The Ministry is small in comparison to many other parts of government. We have 49.5 full-time equivalent employees (as at 30 June 2019) spread across four offices: a national office (Wellington) and three regional offices (Auckland, Porirua and Christchurch).

The Ministry's small size is also a key strength, as it means we can be agile in the way we work. Our three regional offices mean we are close to the Pacific communities we serve. Our people are also passionate and committed, our Pacific values guiding what we do and how we do it as we pursue our mission of effecting positive change for Pacific peoples.

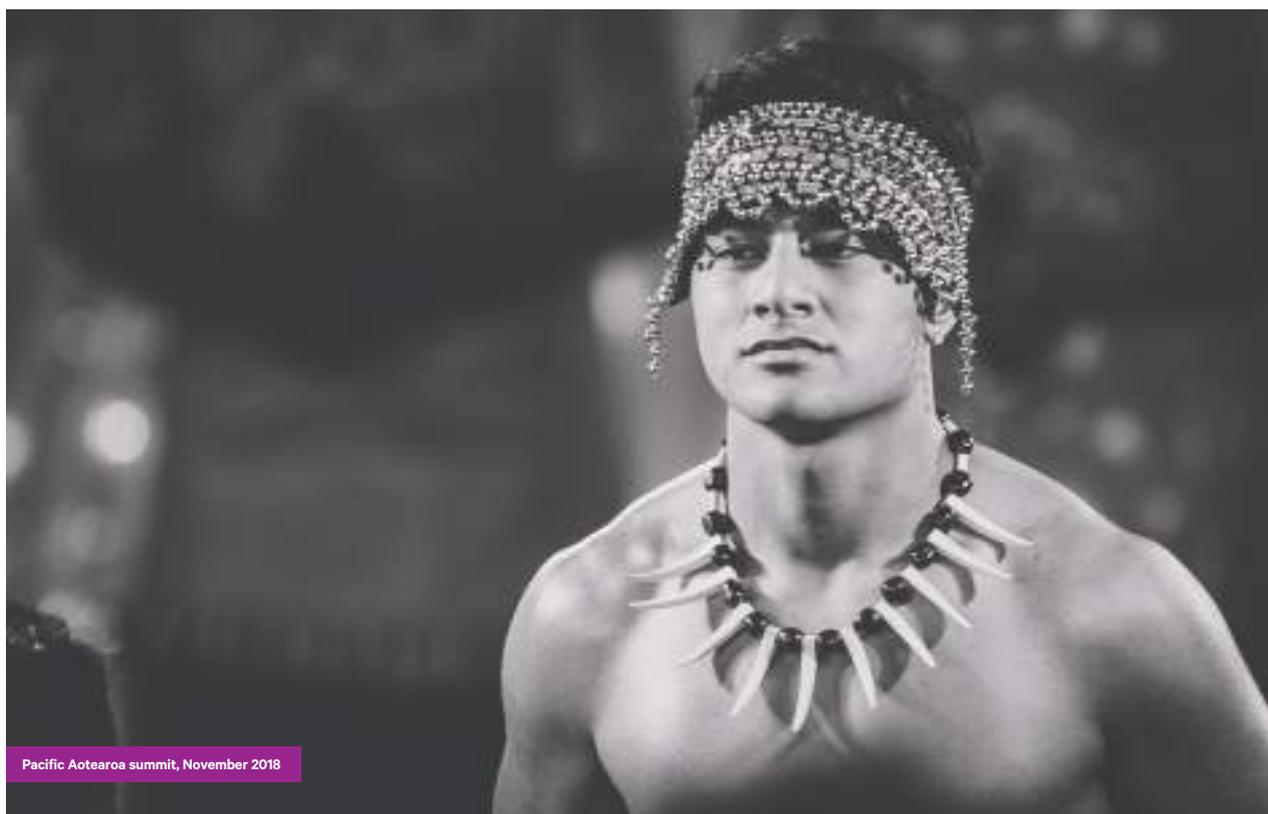


PART B

Our strategic direction

In this section we describe our strategic direction and the work we undertook in 2018/19 to develop a new vision and goals that reflect the aspirations of Pacific peoples.

We also look ahead to 2019/20 when we will use this new vision and goals to refine the Ministry's future strategic direction.



Pacific Aotearoa summit, November 2018

Our vision

Our vision of *Successful Pacific Peoples* is about ensuring the Pacific peoples of Aotearoa New Zealand are successful in all aspects of their lives. Through our vision we are focused on influencing economic, educational, social, and cultural success for our Pacific peoples, and improving their overall wellbeing.

Our vision is strongly influenced by Pacific cultural values. These Pacific values need to be understood when applied to notions of success and wellbeing. We need to expand traditional definitions of success and wellbeing beyond a view based on transactions, programmes and costs if we want to achieve better outcomes for the Pacific peoples of Aotearoa New Zealand and, in doing so, improve social and economic prosperity for all New Zealanders.

Our Pacific communities and their values inform everything we do. For a prosperous and thriving New Zealand that works for all people, we need to work with our Pacific communities and empower them to create and follow a path that is meaningful to them and their families.

Our priorities

To deliver on our vision we have three priorities that we pursue through the four key areas of work outlined on the previous pages:

1. Strengthening Pacific language, culture and identity

This priority is focused on strengthening Pacific language, culture and identity as we know that understanding who we are, where we come from, how we think and work, what knowledge we bring, and our values and strengths are key to developing effective policies that will improve Pacific Peoples' wellbeing.

2. Building Pacific leadership

This priority is focused on building Pacific leadership because it is important that governance bodies reflect the diverse communities they serve and because of the valuable contribution that Pacific leaders can make to increasing New Zealand's overall prosperity.

3. Increasing Pacific income and wealth

This priority is focused on increasing Pacific income and wealth because there is a significant difference in the incomes and net worth of Pacific peoples compared to the rest of New Zealand's population.

Our progress during the year towards these three priorities is outlined in Part C: Our performance story.

Refining our strategic direction – a new Pacific Aotearoa vision

The Government’s overall goal is to meet the wellbeing needs of current and future generations. This includes a commitment to giving Māori and Pacific peoples more scope to set their own aspirations and lift their own wellbeing.

In 2018/19, the Ministry completed a Pacific Aotearoa project to refresh the 1999 vision of the former Ministry of Pacific Island Affairs. The project involved a year-long conversation (talanoa) with our Pacific communities where we explored their concerns, hopes and aspirations for the future. Approximately 2,500 Pacific people contributed to what became a shared vision for the Pacific Aotearoa of the future.

The Ministry used the key findings from these engagements to shape a new Pacific Aotearoa vision underpinned by four supporting goals. The new vision and goals (outlined below) were published in the report, *Lalanga Fou*, launched at the Pacific Aotearoa summit in November 2018. The Ministry has since re-positioned its work programme to align to these new goals.

OUR PACIFIC AOTEAROA VISION

Pacific values are our anchor, with each generation weaving the foundations for the next to stand on. Pacific communities are innovative leaders within Aotearoa, the Pacific region and the world.

We are confident in our endeavours, we are a thriving, resilient and prosperous Pacific Aotearoa.



PACIFIC AOTEAROA GOALS



Looking ahead, the Ministry will use the new Pacific Aotearoa vision and goals to refine its strategic direction in 2019/20. This will be reflected in our *Strategic Intentions 2020-2024* that will replace the Ministry's current *Strategic Intentions 2017-2020*.

PART C

Our performance story

In this section we outline the progress we made during the year towards our vision of *Successful Pacific Peoples* and our three priorities.

Priority 1: Strengthening Pacific language, culture and identity

Context

The Pacific population makes up 7.4 percent of New Zealand's total population¹. Of New Zealand's Pacific population, 62 percent were born in New Zealand².

Pacific peoples, like the general population, are a diverse population group with different languages, cultural heritage and traditions.

Despite these differences, the Pacific peoples of Aotearoa New Zealand share common cultural values. Pacific culture centres on values of community service, family, spirituality, language and culture.

However, the use of Pacific languages in New Zealand has been declining since 2001, especially amongst those born in New Zealand. Without action we risk losing an incredible repository of wisdom and culture, and the sense of belonging this provides for Pacific people. There is a high correlation between those who are confident in their language, culture and identity, and success in life.

The difference we want to make

We want to see that more Pacific people are connected to their language, culture and identity.

The progress we're making

Our progress in 2018/19 towards strengthening Pacific language, culture and identity is outlined below.

Evaluating options for establishing a Pacific Languages Unit

During the year the Ministry evaluated options for establishing **a new Pacific language support function within the Ministry** whose purpose will be to strengthen the use of Pacific languages in New Zealand. This built on the previous year's consultation with different agencies on a proposed combined Pacific languages approach.

A new Pacific Languages Unit will be established in 2019/20 and is expected to be fully operational by 2022/2023.

Proposed functions of the new unit are to:

- » provide technical and strategic advice on Pacific language revitalisation
- » commission research and publish information on Pacific languages
- » establish and / or maintain the technical conventions of Pacific languages (orthography)
- » fund community-based Pacific language initiatives and programmes, including strengthening current programmes such as the annual Pacific language week series
- » fund community-based education courses on Pacific languages.

Promoting awareness of Pacific languages through Pacific language week series

During the year the Ministry delivered another successful annual **Pacific Language Week Series**. The programme is aimed at raising awareness of Pacific languages as important community languages in New Zealand and to promote the use of Pacific languages among Pacific peoples in New Zealand.

¹ 2013 Census.

² Contemporary Pacific Status Report, Ministry for Pacific Peoples, 2016, p8.



Through the programme, the Ministry promotes and supports community-led initiatives celebrating seven of the Pacific languages most spoken in New Zealand: Cook Islands Māori, Tongan, Tuvaluan, Fijian, Niuean, Tokelauan and Samoan.

Highlights of the seven Pacific language weeks celebrated across New Zealand during the year are outlined below.

PACIFIC LANGUAGE WEEK SERIES HIGHLIGHTS

Cook Islands Language Week, launched in Christchurch which was the first time it has been launched outside of Auckland. The event was attended by notable guests such as the Minister for Pacific Peoples and Poto Williams, MP for Christchurch East, who is the first Cook Islands woman to take a seat in the New Zealand Parliament. At the time of the event, Poto Williams was Assistant Speaker.

Tonga Language Week, launched in Auckland, involved an increased use of social media to profile and promote events and broaden exposure beyond Aotearoa – this approach was applied across all seven Pacific language week celebrations.

Tuvalu Language Week, launched in West Auckland, where the largest population of Tuvalu peoples live in Aotearoa. Tuvalu celebrated 70 years of independence on 1 October 2018.

Niue Language Week, launched in Auckland and, for the first time, the Niue Youth Network New Zealand launched a series of four short Niuean language online videos that attracted 12,000 views and 170 shares.

Tokelau Language Week, launched in Porirua, where the largest Tokelau population in the world live. The 70th anniversary of the Tokelau Act 1948 was celebrated on 29 October 2018. During the week, four kaiga heritage (Tokelau treasures / stories) videos, gifted to the Ministry, were released and profiled on social media, attracting over 60,000 views and 803 shares.

Fijian Language Week, launched in Wellington at the National Library with a Veiqaravi Vakavanua Vakaviti – a traditional Fijian welcoming ceremony.

Samoa Language Week, launched in Auckland at Fale Samoa with national events hosted by churches, schools and organisations.

Delivering Pacific language courses to our Pacific communities

In 2018/19, the Ministry continued to work with the Pasifika Education Centre for the delivery of community-based Pacific language courses. The Centre was established to preserve, maintain and promote Pacific languages in New Zealand.

Through this contract, we successfully delivered in excess of 50 Pacific language courses to over 1,000 Pacific New Zealanders during the year.

Increasing understanding of Pacific peoples' values and culture and their place in New Zealand

Connecting with our Pacific communities to develop a shared Pacific Aotearoa vision

In 2018/19 we concluded a year-long series of engagements with our Pacific communities to develop a **shared Pacific Aotearoa vision – Lalanga Fou** to replace the 20-year old vision previously set by the former Ministry of Pacific Island Affairs.

Our purpose with these conversations was to understand the concerns, hopes and aspirations of our Pacific communities and to learn from them what they saw as important elements of a shared Pacific Aotearoa vision. The Ministry reflected the key results of these engagements in the report, *Pacific Aotearoa Lalanga Fou*. This was launched at the Pacific Aotearoa summit in November 2018.

The Pacific Aotearoa project was significant for several reasons. First, because of the depth and reach of our engagement with our Pacific people and communities. From this we gathered valuable insights into what matters for Pacific people, and what success might look like for them. Second, because it gave us the chance to hear directly from Pacific people. This provided us with a strong foundation that has enabled us to since engage with authority with other parts of government.

As an example, through Budget 2019, the Ministry was able to successfully secure an additional \$45.68 million over four years for Pacific initiatives aimed at improving wellbeing outcomes for Pacific peoples, and to influence the Government's overall Pacific investment package of \$113.22 million over four years. A highlight for the Ministry through these discussions was securing the Government's commitment to ensuring the survival of Pacific languages through an additional \$20.04 million in allocated funding over the next four years.

Since the Pacific Aotearoa summit that launched Lalanga Fou, the Ministry has continued to connect with our Pacific communities by undertaking a series of regional fono across New Zealand. We are using these fono to confirm with our community the action plan for delivering on our goals and to update them on progress.

Public events with our Pacific communities

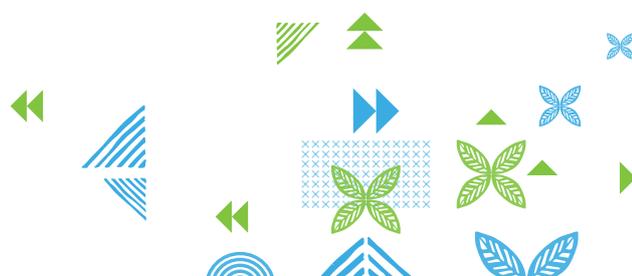
Each year the Ministry participates in many **public events with our Pacific communities** that are aimed at building strong partnerships with these communities. Through these events we are helping to ensure that Pacific cultures are celebrated and recognised as having a home here in New Zealand.

During 2018/19, the Ministry participated in a total of 150 public events with our Pacific community throughout New Zealand. These included community-based events celebrating the seven Pacific language weeks and regional Lalanga Fou fono where we reported back to the community on the progress we have made since the Pacific Aotearoa vision was launched.

Influencing government agencies to incorporate a Pacific cultural perspective in their work

The Ministry offers training in two complementary Pacific competency tools aimed at influencing government agencies and community organisations to incorporate a Pacific cultural perspective in the design and delivery of public policy, programmes and services affecting Pacific peoples.

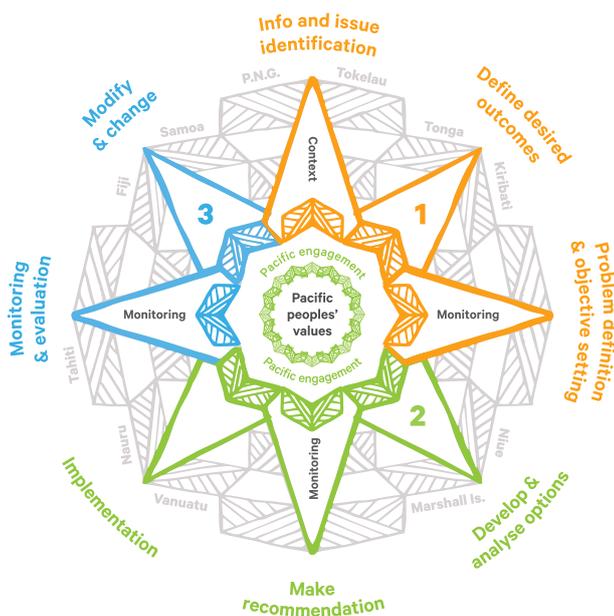
By supporting agencies to incorporate a Pacific cultural perspective in their work through using our tools, we are enabling agencies to improve outcomes for Pacific peoples.



Kapasa ('compass' in Tonga) is a Pacific policy analysis tool designed to be used by policy professionals within government agencies. Kapasa is a strengths-based approach where the views and values of our Pacific community inform the policy development process. The Ministry launched Kapasa in June 2017 and offers Kapasa training throughout New Zealand.

In 2018/19 the Ministry delivered Kapasa training workshops to 21 government agencies, District Health Boards, and community organisations in major centres across New Zealand (against a target of 20).

Kapasa – The Pacific Policy Analysis Tool



Yavu ('foundation' in Fijian) is a values-based tool designed to be used by any agency that engages with Pacific communities. It provides a practical framework for practitioners on how to engage with our Pacific communities in meaningful and culturally responsive ways. The framework outlines steps for effectively engaging with Pacific peoples that focuses on building and nurturing relationships, and an understanding of Pacific values.

During the year we delivered a total of 39 Yavu training workshops against a target of 20.

Demand for training on both our Pacific competency tools continues to grow as agencies grapple with how to effectively engage with specific population groups, and how to incorporate different population perspectives in developing public policy. To keep pace with this demand, the Ministry intends to expand its training service in 2019/20 by offering online training on our Pacific competency tools to supplement face-to-face training.

Priority 2: Building Pacific leadership

We want to foster potential Pacific leaders and support them to pursue pathways into senior leadership and high-skill roles across the public and private sectors. When more Pacific people are recognised for their leadership potential and are equipped with the skills to progress into senior leadership and high-value roles, then they are better-positioned to contribute to increasing New Zealand's overall prosperity.

We also want more Pacific people represented on governance bodies because of the unique Pacific perspective that Pacific people can bring to decision-making, and to ensure governance bodies across the public and private sectors reflect the diverse communities they serve.

The difference we want to make

We want to see that more Pacific people are confident leaders and well-connected to their communities.

The progress we're making

Our progress in 2018/19 towards building Pacific leadership is outlined below.

Fostering and supporting potential Pacific leaders through scholarships and awards

The Ministry helps foster and support potential Pacific leaders through sponsoring awards and providing scholarships targeting Pacific young people.

The **Prime Minister's Pacific Youth Awards** recognise excellence and outstanding achievement by Pacific youth in New Zealand. There are eight categories with 11 awards available with each award valued at \$10,000. The awards help recipients on their path to success and provide a platform for recognising achievement as well as an opportunity to inspire their peers. The recent round of applications attracted 117 applicants.

The **Toloa programme** aims to support more young Pacific people into science, technology, engineering and mathematics (STEM) subjects. For our Pacific communities and New Zealand to succeed, young people will need the skills that STEM subjects provide to succeed in and shape an ever-changing world. The Toloa Tertiary Scholarships are an opportunity to recognise and celebrate young Pacific talent and achievement and provide a platform for identifying future leaders.



The Rt. Hon. Jacinda Ardern MP, Prime Minister and the Minister for Pacific Peoples, Aupito William Sio with winners of the Prime Minister's Pacific Youth Awards, 2019



Minister for Pacific Peoples at the Toloa Awards, Auckland



Toloa Awards, Christchurch



MPP's General Manager for Regional Partnerships, Aiolupotea Sina Aiono with colleagues, Hamilton

Increasing Pacific leadership on governance boards and advisory groups

The Ministry administers a **nominations service** through which we share upcoming Board nomination opportunities across our network of Pacific leaders. We also celebrate the success, contribution and achievements of those in our Pacific community through nominations for Royal New Zealand Honours.

In 2018/19, 11 recipients were awarded Queen's Birthday Honours and the outcome of a further 20 nominations for New Year Honours were still to be announced. These nominations help showcase Pacific achievement, success and leadership.

During the year we also worked with a range of organisations to explore opportunities to increase the number of Pacific people sitting on Governance Boards. We signed a memorandum of understanding with the Auckland Council that sets out how we will work together to increase the number of Pacific people appointed to Boards in the Auckland region. We have also initiated discussions with the Institute of Directors on building a Pacific awareness component into governance development and course material for Board members and Board chairs.

Next year we will continue to explore what we can do to develop our emerging Pacific leaders of the future.

Working with other public sector agencies to provide opportunities for Pacific people in the public sector

In addition to promoting Pacific representation on Boards and senior leadership positions, we are also using our own leadership role to influence other public sector agencies who we collaborate with.

The Ministry is a member of **Papa Pounamu**, a technical interest group made up of chief executives across the public sector that is focusing on the role of Māori and Pacific peoples to help improve decision-making and planning across government. Through our role on the group and other cross-agency relationships, we are raising awareness of the value of diverse perspectives and cultural values in the design and delivery of public policy, programmes and services.

The Ministry's Chief Executive also chairs **Pou Mātāwaka** (ethnic diversity pillar) – a group within Papa Pounamu – that is responsible for helping address ethnic pay gaps across the public sector.

Increasing participation of Pacific people and Pacific leaders across the public sector will help build organisational capability and Pacific competencies. This is important because it creates an opportunity to incorporate Pacific values into policy development and service delivery while also improving the way agencies engage with their Pacific communities.

Priority 3: Increasing Pacific income and wealth

Context

When our Pacific communities prosper, all New Zealanders benefit. It is expected that, by 2026 and beyond, Pacific peoples will make up a significant proportion of the labour market and will potentially account for one third of Auckland's working population³.

Individual Pacific net worth sits at a median of \$12,000, which is well below the \$87,000 median for all New Zealanders. Access to affordable, quality, suitable and stable housing is another important indicator of economic wellbeing. Yet, for Pacific peoples, the rate of home ownership has decreased to 18 percent, compared with 50 percent for the general population³.

Factors such as high unemployment, lower qualifications, high concentration in low-skilled occupations and low median incomes add to the disparities between Pacific peoples and the general population. These factors also contribute to high debt, poorer health outcomes and create barriers to entrepreneurship, self-employment and business and investment income.

It is more important than ever to help young Pacific people gain access to better study and work opportunities.

The difference we want to make

We want to see that more Pacific people are better qualified and able to participate in higher-value employment or business.

The progress we're making

Our progress in 2018/19 towards increasing Pacific income and wealth is outlined below.

Increasing participation and achievement in education, training and employment

The Pacific Employment Support Service (PESS) was set up to help Pacific participants to prepare for and achieve sustainable employment and provide access to study for approved courses. More specifically, PESS has focused on providing opportunities for young Pacific people who represent the fastest growing youth population in Aotearoa.

It is more important than ever to help young Pacific people gain access to better study and work opportunities. Good jobs and regular incomes provide stability and security, and over time contribute to lifting outcomes in other areas such as health and housing.

In 2018/19, the PESS programme successfully placed 244 participants into employment (up from 236 the previous year) and a further 200 into training courses (up from 108 the previous year). Total employment and training placements for the three-year period 1 September 2016 to 30 June 2019 were 991, or 123 percent above the three-year programme target of 806 total placements.

Over this three-year period, the conversion rate (placements to participations ratio) has moved from 60 percent (2016/17) to 100 percent (2018/19).

³ Pacific Aotearoa: Lalanga Fou Report, November 2018, pp 24-27.



PESS programme results are shown in the table below.

Actual Performance compared to Programme Targets for 3 years 1 Sept 2016 to 30 June 2019 ⁴						
Performance category	3 year Programme Target	Achieved 2016/17*	Achieved 2017/18	Achieved 2018/19	Total Achieved	Status
Participations	954	338	457	442	1237	130%
Total Completions	880	291	400	414	1105	126%
Total placed in employment	476	127	236	244	607	128%
Continuous employment > 6 months	308	10	116	133	259	84%
Continuous employment > 12 months	184	21	98	86	205	111%
Training Placement - 31 days	330	76	108	200	384	116%
Training qualifications completed (levels 1-9)	239	31	93	81	205	86%
Total Placements	806	203	344	444	991	123%
Conversion rate (Placements to Participations ratio)		60%	75%	100%	80%	
2016/17* – Part year 10 months operational services						

⁴ The reporting of PESS results for the current and two previous financial years, now includes adjustments that recognise verified actual results. In the past, results have included projections or accruals for final results as well as verified actuals. This has been due to the timing of the annual PESS programme review and verification of actual results. Since 2018/19 the PESS programme review has been rescheduled to after year end, this has enable more accurate results to be reported as part of the Annual Reporting cycle; however some minor adjustments may have occurred to prior year results due to late receipt of verifications.

Following an initial roll-out across South Auckland and Hamilton in 2010, PESS will be expanded into six regions over 2019-2021 using funding secured through the Provincial Growth Fund in recognition of the programme's success. This will benefit an additional 1,000 Pacific young people.

With the help of additional funding secured through Budget 2019, our intention is to expand the PESS programme across wider Auckland and into the Wellington and Canterbury regions over 2019-2023. This will benefit a further 1,870 Pacific young people.

The Young Enterprise Scheme (YES) was established to prepare young people for success in business and in life. Young Pacific students get the opportunity to experience what it is like to set up and run a business that they themselves have created. The companies that young Pacific people create enable them to develop their own product or service and bring these to market.

In 2018/19, the Ministry provided \$75,000 to the Young Enterprise Trust to fund a Pacific Roaming Teacher who works with Pacific students in high schools in the Auckland region that have a high Pacific population. In addition, the Ministry also provided \$30,000 to the Young Enterprise Trust to support the annual Pacific YES Awards for Excellence.

The Ministry supports YES through sponsorship of an annual Pacific Business Excellence Award and the funding of a roaming teacher role who provides support to schools across Aotearoa New Zealand.

In 2019, 511⁵ Pacific students registered to participate in YES, up from 431 in 2018 and 360 in 2017. During 2019, YES participants established 79 Pacific companies. Of these companies, 67 were based in Auckland, three in Wellington, and the remaining nine were spread across the rest of New Zealand.

More Pacific people are aware of the opportunities provided by Science, Technology, Engineering and Mathematics (STEM) subjects and other higher education scholarships and/or internships into employment

The growth of New Zealand's value-add economy will increasingly depend on a highly skilled workforce. The **Toloo programme** provides support to Pacific peoples across the STEM subject areas and identifies and supports Pacific people into STEM occupations.

⁵ The MPP relies on information provided by the Young Enterprise Trust, administrators of the Young Enterprise Scheme (YES), to calculate the number of registered Pacific student participants. The Ministry reviews the information for reasonableness but cannot confirm the accuracy of the data.

In 2018/19, \$0.3 million was allocated to fund three inter-related streams of STEM-related initiatives:

The **Toloa Community Fund** was used to run STEM-related activities for Pacific groups to increase awareness of STEM study and career options. In 2018/19, grants were provided to 16 groups to fund their STEM activities.

Toloa Kenese was established to support Pacific intermediate and secondary school students to increase awareness and positively influence students into STEM study and career pathways.

A total of eight **Toloa tertiary scholarships** were awarded in 2018/19 to Pacific tertiary students pursuing STEM-related study, bringing the total number of scholarships to 33.

The **Prime Minister's Pacific Youth Awards** recognise outstanding achievement and excellence by Pacific young peoples across New Zealand. Since being launched in 2010, 49 awards have been presented to young Pacific people. Applications for a further 11 awards spread across eight categories were opened this year and were awarded in August of 2019/20.

Contributing to increasing Pacific peoples' incomes and raising their net worth

The Ministry supports the **Pacific Business Trust (PBT)** to deliver business support services directly to our Pacific community in partnership with other providers. Services include mentoring, coaching and support, access to business tools and resources, and free access to workshops and selected NZQA-recognised courses.

The Ministry has a leadership role across the public sector and its Pacific knowledge and expertise can influence and help reduce disparities. **Papa Pounamu** is a technical interest group that focuses on the role of Māori and Pacific peoples and how the perspectives they provide can improve decision-making and planning. The State Services Leadership Team's Diversity and Inclusion Chief Executives' Champions Group leads the Papa Pounamu programme of work which seeks to understand and value the diversity that exists across the communities it serves.

Papa Pounamu has been working to identify and address ethnic pay gaps across the Public Service. The group leading this work is **Pou Mātāwaka** which is chaired by the Ministry's Chief Executive.

Over the last 12 months, Pou Mātāwaka published: *Exploring the Ethnic Pay Gap in the Public Service: Voices from the Rito* report and held an *Ethnic Pay Gap (EPG) Masterclass* with Chief Executives and leaders.

A range of initiatives were identified at both a strategic and operational level that would influence positive change and reduce the EPG. Over the next 12 months, Pou Mātāwaka will identify areas that will have the greatest impact and how to best invest effort with its limited resources.



Prime Minister's Pacific Youth Awards

PART D

Inside the Ministry for Pacific Peoples

In this section we describe what we did in 2018/19 to champion the contribution Pacific people and values can make to government.

We also summarise our achievements during the year towards improving our organisational health and capability, governance arrangements and risk management practices.

Championing voice and opportunity for Pacific people at all levels of government

Most people would agree that the Public Service should reflect the values and aspirations of the people it serves. But, for Pacific people, this isn't always the case.

This year we have made progress to change this through informing policy that affects Pacific people, advising on effective ways to engage our Pacific communities, and supporting Pacific people to succeed in the Public Service.

One of our most important jobs is to champion the huge contribution Pacific people and values can make in the public sector.

We do this in several ways:

- » ensuring the aspirations of Pacific people who serve in government, or those who want to do so in future, are supported in all-of-government initiatives
- » providing a Pacific perspective on cross-government forums
- » building the capability of central and local government agencies to apply a Pacific lens to the design and delivery of public policies, programmes and services that will affect Pacific peoples.



The Minister for Pacific Peoples speaking at Tuli Takes Flight, Hamilton



The Chief Executives of MPP and Te Puni Kōkiri with the producers of the film *Misadventures of a Pacific Professional*

Below we provide a summary of our highlights from the 2018/19 year.

Informing government policy with Pacific perspectives and input

There is no one Pacific world view or perspective that can be applied to government policy decisions. Pacific views have developed over many generations and vary across nations and culture. Nevertheless, Pacific people can bring a unique perspective on the policies that affect their lives.

Most government organisations design and implement policy that has an impact on Pacific people. We make sure the perspectives of Pacific people are heard and that they are fully engaged through two tools: **Kapasa** – the Pacific Policy Analysis Tool, and **Yavu** – Foundations of Pacific Engagement.

Kapasa is a tool designed to help policy practitioners in central and local government agencies incorporate the needs, values, aspirations and experiences of Pacific peoples at different stages of the public policy development process.

Like Kapasa, Yavu is a values-based tool that provides a practical framework for policy, programme, and service delivery practitioners on how to engage in a culturally responsive way with Pacific peoples.

Our intention is that these tools are used by decision-makers to engage and incorporate Pacific perspectives appropriately into any decision-making.

During 2018/19, the demand for the Ministry’s Pacific competency tools grew – a sign that Pacific perspectives are now more highly regarded for the contribution they make to policy and decision-making. Pacific competency training performance highlights for 2018/19 are captured under Part C: Our performance story on pages 17-18.

Looking ahead, particularly as the Government’s wellbeing agenda is more deeply embedded, we expect more of our colleagues across the public sector to want to work with Kapasa and Yavu. We are ready for this and have plans to expand what we offer in 2019/20. We will do this by providing online training to supplement face-to-face training. This approach will enable us to reach a wider audience cost effectively.

Championing pay equity

The gender pay gap is a high-level indicator of the difference between women and men's earnings. We are proud that the Ministry has one of the smallest gender pay gaps (i.e. gender pay imbalances) in the Public Service.

As at 1 November 2018, the Ministry's gender pay gap was -1%. For the 2017/18 year, the gender pay gap was 7.2% compared to the Public Service average of 12.2% over the same period.

The Ministry's gender pay gap has generally reduced over time, as reflected in the table below.

FY	Ministry Gender Pay Gap
2017/18	7.2%
2016/17	-4.7%
2015/16	-1.8%
2014/15	2.5%
2013/14	19.5%

But our work is not done. Next year we will work to further narrow the difference between women and men's pay at the Ministry. We want to ensure that the changes we make endure for the next generation of people who choose to work at the Ministry.

In 2019/20, we will also continue to work with the State Services Commission on actions to improve Diversity and Inclusion within the workplace.

Leading work to rebalance pay for Māori, Pacific people, and people from Asia

The pay imbalance that exists between genders is currently much worse for people from different cultural backgrounds. This is true across the Public Service and we are leading some of the work to change it.

According to State Services Commission data, Māori, Pacific and Asian public servants are over-represented in occupation groups that are lower paid and are also under-represented in the top three tiers of management in the Public Service.

Laulu Mac Leanae, our Chief Executive, chairs Pou Mātāwaka – a group of State Services Chief Executives who are working with the support of the State Services Commission and agencies to address pay imbalances. During the year, Pou Mātāwaka Chief Executives commissioned research to learn from the experiences of some of our State Sector leaders and emerging leaders.

The resulting research report, *Exploring the Ethnic Pay Gap in the Public Service: Voices from the Rito*, by Professor Jarrod Haar, was published in February 2019 and highlights five key themes for future focus: 1) our public sector ethos; 2) management and leadership; 3) ethnic representation; 4) remuneration and pay; and 5) our climate of inclusion.

The report shows there is a lot of work to do if we are to correct the gender pay imbalance for people of Māori, Pacific and Asian descent and ensure our employment practices are free from gender and cultural bias. Over the next 12 months, the Pou Mātāwaka Group will use the research findings as it works with government leaders to build on initiatives and programmes that are currently underway to address the driving factors of the ethnic pay imbalance.

Contributing to implementing the Disability Action Plan 2014-2018

We are contributing to the Disability Action Plan 2014-2018 (the Plan), a Public Sector initiative that is focused on action to achieve four shared results: 1) Increase employment and economic opportunities; 2) Transform the disability support system; 3) Ensure personal safety; and 4) Promote access in the community.

During the year we reviewed the Ministry's physical accessibility as well as the accessibility of our information and communications for people with disabilities. In 2019/20, we will continue to report regularly to the Office for Disability Issues within the Ministry for Social Development on actions we are taking to support the implementation of the Plan.



Building our organisational health and capability

Every government agency knows how important their people are to what they do. How people feel about their work – and their place of work – helps determine what a team can achieve together.

We pride ourselves on being a good employer and looking after our people. Pacific values also play an important role in making the Ministry for Pacific Peoples a great place to work. Part of this is about making sure people have autonomy over their work and a strong sense of purpose in what they do. It is also about having a community where every person feels they belong, and every perspective is heard.

We are currently considering how we continue to make the Ministry a great place to work as our organisation grows in the wake of what we achieved through the *Lalanga Fou* engagements and Budget 2019.

Key highlights of our organisational health and capability activities in 2018/19 are set out below.

Embarking on a period of growth

One of the reasons we've been able to achieve so much over the last 12 months is because we are a small organisation that has a culture shaped by values of community, collaboration, and openness. But, as we bring in new people with varying perspectives and expertise, one of the most difficult challenges we face is how we preserve our unique culture.

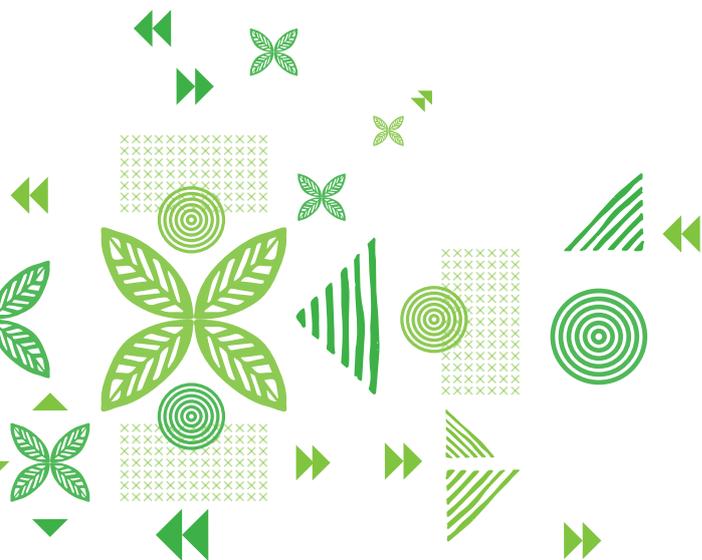
During the last few months of 2018/19 we completed a planning and analysis phase to determine whether the Ministry's foundations (workforce environment, work practices, premises, processes and technology) are fit-for-purpose to support projected growth. We also set up a New Initiatives team to lead the implementation of new programmes we received funding for during the year through the Provincial Growth Fund and Budget 2019.

Our next steps in 2019/20 are to assess our workforce capability needs which we will reflect in an updated people and culture strategy, and workforce plan.

Looking out for each other and our wellbeing

Wellbeing for us means more than being healthy. It is about being happy at work, feeling motivated and valued, and making sure we have time for things we love, like spending time with family.

Our leaders work closely with their teams to make sure people's workloads are manageable, that the hours they work do not encroach too frequently on family time, that there is time to switch off, and, perhaps most importantly, that there are safe spaces to be able to talk if things start to feel out of balance.



To improve the wellbeing of our people, we completed the following work across the Ministry during the year:

- » a campaign to ensure all staff are aware of how work can impact their mental health and what they can do to improve their mental wellbeing
- » we shared with managers and staff a family violence information package designed by the Ministry of Justice to build our understanding and knowledge as employers – part of an across-government initiative
- » individual teams focused on actions to improve their physical wellbeing
- » in June 2019, we underwent an onsite SafePlus assessment to measure our health and safety performance against best practices in the workplace, which was followed by our senior leaders and Health and Safety Committee members attending a SafetyGovernance Workshop.

We are using recommendations from the SafePlus Assessment to develop a health and safety programme which will be finalised and rolled out across the organisation in 2019/20.

Embracing flexible and agile ways of working

The Ministry has embraced flexible and agile ways of working knowing that the ability to work flexibly can lead to more motivated, committed and productive people.

Key aspects of our flexible approach to working and work design are:

- » we operate a flexible working policy that enables our people to integrate work and life, with many of our staff acting in leadership roles within their Pacific communities outside of work hours
- » we support our people to work remotely, including from any of our four offices
- » we provide all our people with laptops and mobile phones, backed up by secure systems, which provides them with the means to work flexibly.

During the year we focused on improving our effectiveness through working better across teams – particularly in relation to our front-line policy and regional partnerships teams.



MPP staff with Her Excellency Mrs Elizabeth Wright-Koteka, Cook Islands High Commissioner to New Zealand



Meeting our technology needs

In 2018/19, we continued to service our information and communications technology needs through our alignment to All-of-Government approved common capabilities and “As A Service” products. This approach, coupled with our adoption of cloud storage technologies, is supporting us to be agile, resilient and secure, while keeping risk and costs low.

In addition, our use of cloud means we aren’t constrained by traditional fixed on-premise infrastructure. This allows us greater scalability and sustainability options to support our growth.

In 2019/20, we will continue to explore the continuous enhancements, improvements and offerings of cloud technology to ensure we continue to deliver value across the Ministry.

Investing in developing our internal capability

Our focus during the year regarding developing our internal capability included:

» **Policy capability:** In the last year we incorporated the Policy Project (an initiative led by the Department of the Prime Minister and Cabinet aimed at improving the quality of policy advice across government) into our capability development framework. This framework includes developing and implementing a practice model to improve the link between the Ministry’s policy-making and regional engagement activities.

» **Diversity and Inclusion in the workplace:** We hosted a web series launch called “the Misadventures of a Pacific Professional” which focussed on issues of diversity and inclusion from a Pacific woman’s perspective.

» **Interns:** We run an intern programme aimed at growing the capability of young Pacific talent. We hosted four placements during 2018/19, one in each of the Ministry’s Policy, Ministerial Services, Finance/HR, and Regional Partnerships’ teams.

We know there is more we can do to support future Pacific leaders beyond continuing to deliver a well-functioning, efficient and successful Nominations Service. We know that many of our most inspirational leaders are teaching in our schools, working in our communities, setting up businesses, and working right here at the Ministry.

Over the next year we will identify what further action we can take to grow our internal Pacific leadership talent. Looking ahead, we also plan to design and implement a Pacific cultural competency framework given the Ministry’s workforce is becoming increasingly diverse as we grow.





Tuli Takes Flight fono, Hamilton

Welcoming new colleagues to the Ministry's aiga (family) and recognising our successes

Being on a team together requires us to work side-by-side with people from different backgrounds, with different perspectives and different motivations. Which is why we believe it's important we take the time to learn about each other, learn from each other, and celebrate our successes together.

We have a culture of welcoming new people into the Ministry and celebrating our successes that reflects Pacific values. During the year the Ministry hired 21 new staff (including nine fixed-term contractors and secondments). Alongside our formal induction process, we offered all new staff a welcome in keeping with our Pacific values in the belief that this sets them up for future success in their individual roles.

We also held an all-staff fono in June 2019. The fono provided an opportunity for our people to come together to celebrate what the Ministry had achieved over the past year, and to welcome several new staff. It also provided an important training and development opportunity for staff.

In 2018/19, we continued to run a "Golden Jandals" staff recognition scheme. Through the scheme, staff can nominate other colleagues for work that supports our values. This informal system of recognising our people complements our formal performance review processes.

Balancing outsourcing and shared service arrangements with building internal capability in specific back-office functions

In 2018/19 we decided to balance outsourcing some services or establishing shared service arrangements with building internal capability in specific back-office functions. As a result, we outsourced legal and information management services, while adopting a business partnering approach in relation to the Ministry's Finance, HR, Communications, and ICT services.

Establishing a New Initiatives Project Support Office

The Ministry established a New Initiatives Project Support Office (PSO) in March 2019 to manage the new initiatives that the organisation received funding for through the Provincial Growth Fund and Budget 2019.

The purpose of the PSO is to:

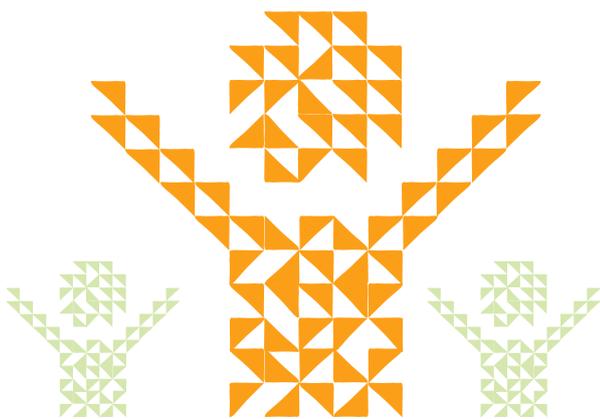
- » determine best practice processes and procedures that projects are expected to follow
- » ensure alignment, consistency and collaboration across the Ministry's portfolio of projects
- » streamline performance reporting and financial management activities
- » manage shared resources, benefits realisation, and change management
- » provide secretariat services to the Programme Sponsor and New Initiatives Programme Board.

People Profile

Full-time equivalent employees:

(at 30 June 2019)

49.5



28.5 National Office
(Wellington)



13 Northern Regional Office
(Auckland)



4 Central Regional Office
(Porirua)

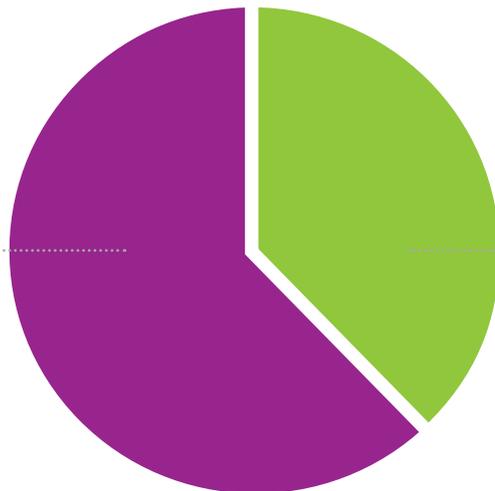


4 Southern Regional Office
(Christchurch)

Gender: males vs females at MPP



62%
females



38%
males



Of 14 leadership positions,
10 were held by women



Overall MPP ethnicity

(at 30 June 2019)



80%
Pacific
peoples

20%
Non-Pacific
peoples

Age

(at 30 June 2019)

< 20	1
20-29	6.5
30-39	16
40-49	17
50-59	8
60+	1

Staff Turnover

FY	Total
2018/19	10%
2017/18	12%
2016/17	19%

Governance and risk management

The Ministry for Pacific peoples is governed by the Public Finance Act 1989. The Ministry's responsible Minister is the Minister for Pacific Peoples.

Key highlights during 2018/19 in relation to governance and risk management activities are outlined below.

Strengthening our governance arrangements

Over the past 12 months the Ministry has focused on strengthening its governance arrangements:

» **Tautua** (Samoan word translated as “leadership through service”)

Tautua is the Ministry's senior leadership team that provides governance over the organisation's strategy and operations. The constitution of *Tautua* changed in November 2018 to incorporate senior leadership representation from each of the Ministry's four functional groupings.

Members: Laulu Mac Leauanae (Chief Executive and Chair), Tofilau Iris Webster (Director of the Office of the Chief Executive), Aiono Matthew Aileone (General Manager Policy, Research & Evaluation), Aiolupotea Sina Aiono (General Manager Regional Partnerships) and Michelle King (General Manager Business Services, People and Culture).

» **Te Ivinui** “(Cook Island Māori word translated as “backbone”)

Te Ivinui is the Ministry's Tier 3 leadership group. In 2019, the Ministry developed new Terms of Reference for the group to better reflect the group's collective purpose, which is to lead, drive and deliver the Ministry's operational work programme.

Members: Membership comprises our Tier 3 people and technical leaders. The chair of the group is rotated from amongst the group's membership on a quarterly basis.

» **Talanga** (Samoan word translated as “discussion and action”)

Talanga is the Ministry's group of people managers and is the most established of the Ministry's governance groups. *Talanga* is responsible for providing performance oversight of the Ministry's people and culture, and wellbeing and safety strategies and policies.

Members: Membership of the group consists of the Ministry's people managers at the tier three level.

» **New Initiatives Programme Board**

The Ministry established a New Initiatives Programme Board in May 2019 to provide governance over new initiatives that the Ministry received funding for in 2018/19 through the Provincial Growth Fund and Budget 2019.

Members: The Programme Board is chaired by the Chief Executive, and *Tautua* members make up the Programme Board's membership. The Board is supported by a **New Initiatives Advisory Group**, chaired by the Director of the Office of the Chief Executive.

» **Health and Safety Committee**

The Ministry has a Health and Safety Committee that provides governance over health and safety at the Ministry.

Members: as at 30 June 2019, there were eight members on the Health and Safety Committee. The Committee is chaired by the General Manager Business Services, People and Culture. Staff from each of the organisation's four offices are represented on the Committee.

» **Introducing a new risk management framework**

During the year the Ministry introduced a new risk management framework (based on the AS/NZS ISO 31000:2009 standard) and *Tautua* agreed the key strategic risk areas that the senior leadership team are monitoring.

In 2019/20, the Ministry will implement the framework more widely across the organisation. This will include delegating responsibility to *Te Ivinui* for identifying and monitoring the Ministry's operational risks, and for assessing which risks need to be escalated to *Tautua* to monitor.

The **Assurance, Risk & Advisory Committee** is responsible for providing *Tautua* with risk and assurance advice, and for governance and monitoring of the Ministry's audit, risk and financial management systems.

The Committee is made up external members and the Chief Executive, and typically meets quarterly.

Members: Caren Rangi (Chair), Laulu Mac Leauanae (Chief Executive), Sue Peacock, Lesa Kalapu (Department of Internal Affairs), Jesse Tauti (Ministry of Education), and Rachel Leota (Department of Corrections). In addition, representatives from Audit New Zealand attend for specific Committee agenda items.



Minister for Pacific Peoples, and MPP's Chief Executive and Chief Financial Officer

PART E

Statement of Responsibility and Audit Report

Statement of Responsibility



I am responsible, as Chief Executive of the Ministry for Pacific Peoples (the Ministry), 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 controls 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 is included in this annual report
- » accuracy of any end-of-year performance information prepared by the Ministry, whether or not that information is included in the annual report.

In my opinion:

- » the financial statements fairly reflect the financial position of the Ministry as at 30 June 2019 and its operations for the year ended on that date; and
- » the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2020 and its operations for the year ended on that date.

Laulu Mac Leuanae
Chief Executive



30 September 2019

Independent Auditor's Report

AUDIT NEW ZEALAND
 Mana Arotake Aotearoa

To the readers of the Ministry for Pacific Peoples' annual report for the year ended 30 June 2019

The Auditor-General is the auditor of Ministry for Pacific Peoples (the Ministry). The Auditor-General has appointed me, Ajay Sharma, using the staff and resources of Audit New Zealand, to carry out, on his behalf, the audit of:

- the financial statements of the Ministry on pages 49 to 67, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2019, 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 2019 on pages 15 to 23 and 45 to 47;
- the statements of expenses and capital expenditure of the Ministry for the year ended 30 June 2019 on pages 71 to 73; and
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 68 and 69 that comprise:
 - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2019;
 - the schedules of expenses; and revenue for the year ended 30 June 2019; and
 - 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 49 to 67:
 - present fairly, in all material respects:
 - its financial position as at 30 June 2019; 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 Standards Reduced Disclosure Regime.
- the performance information of the Ministry on pages 15 to 23 and 45 to 47:
 - presents fairly, in all material respects, for the year ended 30 June 2019:
 - 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.

AUDIT NEW ZEALAND

Mana Arotake Aotearoa

- the statements of expenses and capital expenditure of the Ministry on pages 71 to 73 and 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 68 and 69 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 2019; and
 - expenses; and revenue for the year ended 30 June 2019.

Our audit was completed on 30 September 2019. 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.

AUDIT NEW ZEALAND

Mana Arotake Aotearoa

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, Estimates of Appropriations as updated in the Supplementary Estimates of Appropriations 2018/19, and the 2018/19 forecast financial figures included in the Ministry's 2017/18 Annual Report.

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.

AUDIT NEW ZEALAND

Mana Arotake Aotearoa

Other information

The Chief Executive is responsible for the other information. The other information comprises the information included on pages 6 to 13 and 25 to 37 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 (Revised): 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.



Ajay Sharma
Audit New Zealand
On behalf of the Auditor-General
Wellington, New Zealand



Tuli Takes Flight fono, Hamilton



Pacific Aotearoa summit, November 2018



MPP's Chief Financial Officer and General Manager Business Services, People & Culture



Oamaru Lalanga Fou fono



Prime Minister's Pacific Youth Awards, 2019



MPP Central Regional Manager, Maureen Tukaroa-Betham



The Chief Executives of MPP and Te Puni Kōkiri with the presenters at a meeting of Pou Mātāwaka

PART F

Statement of Service Performance

In this section we summarise our performance against the measures set out in the Estimates of Appropriations for Vote Pacific Peoples 2018/19.

The Estimates of Appropriations are available at www.treasury.govt.nz/budget/2018.



Policy Advice and Ministerial Servicing (Multi-Category Appropriation)

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

Assessment of Performance	2017/18 Performance	2018/19 Budget Standard	2018/19 Actual	Target Achieved
Performance of the MCA as a whole will be assessed with reference to the measures in place for each category within the MCA	93%	100% of category measures achieved	100% of the category measures achieved	Achieved

Financial Performance – Policy Advice and Ministerial Servicing Multi-Category Appropriation (Departmental)				
Actual 2018 \$000		Unaudited Estimates 2019 \$000	Unaudited Supplementary Estimates 2019 \$000	Actual 2019 \$000
7,492	Revenue Crown	7,319	8,200	8,200
164	Revenue other	-	62	79
7,656	Total revenue	7,319	8,262	8,279
7,521	Total expenses Departmental	7,319	8,262	8,249
135	Net surplus/(deficit)	-	-	30





Communications, Projects & Relationships Category

This category is intended to achieve the provision of initiatives that support the forming and maintaining of strong relationships between the Crown and New Zealand's Pacific communities.

Assessment of Performance	2017/18 Performance	2018/19 Budget Standard	2018/19 Actual	Target Achieved	Notes
Relationship Building and Information Sharing with Communities					
Number of public events with Pacific Communities	109	30-50	150	Achieved	
Ministerial Servicing					
Proportion of replies to Official Information Act (OIA) requests delivered within the required timeframe	100%	95%	96%	Achieved	
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)	3.5	At least 3	3.5	Achieved	
Proportion of replies to Parliamentary questions (PQs) delivered within the required timeframe	100%	95%	100%	Achieved	
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)	3.5	At least 3	3.5	Achieved	
Proportion of replies to Parliamentary Select Committee Questions within the required timeframe	100%	95%	100%	Achieved	
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)	3.5	At least 3	3.5	Achieved	
Briefings delivered within the required timeframe	100%	95%	100%	Achieved	
Ministerial satisfaction with the briefings as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	3.5	At least 3	3.5	Achieved	
Nominations Service					
Number of nominees put forward for governance positions across the state sector	96	30	199	Achieved	
Number of nominees put forward for Queen's Birthday and New Year Honours	QBH = 14 NYH = 10	10	QBH = 13 NYH = 20 Total = 33	Achieved	

Financial Performance – Communications, Projects & Relationships (Departmental)				
Actual 2018 \$000		Unaudited Estimates 2019 \$000	Unaudited Supplementary Estimates 2019 \$000	Actual 2019 \$000
5,392	Revenue Crown	5,219	6,100	6,036
164	Revenue other	-	62	79
5,556	Total revenue	5,219	6,162	6,115
5,529	Total expenses Departmental	5,219	6,162	6,085
27	Net surplus/(deficit)	-	-	30



Policy Advice Category

This category is intended to achieve the provision of timely, high quality advice to Ministers and other government agencies who are developing policies that affect New Zealand's Pacific peoples.

Assessment of Performance	2017/18 Performance	2018/19 Budget Standard	2018/19 Actual	Target Achieved	Notes
Policy Advice					
Technical quality of policy advice is delivered in accordance with agreed quality criteria	6.4	At least 70%	7.05	Achieved	*See footnote
Cost of policy advice per output hour	\$89	At most \$130	\$91.26	Achieved	
Ministerial satisfaction with the policy advice service as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	3.5	At least 3	3.5	Achieved	

*NZIER-based assessment on a scale of 5 –9. The following interpretation is applied to NZIER's assessment: 5 – Poor; 6 – Borderline; 7 – Adequate; 8 – Good; 9+ – Excellent.

Financial Performance – Policy Advice (Departmental)				
Actual 2018 \$000		Unaudited Estimates 2019 \$000	Unaudited Supplementary Estimates 2019 \$000	Actual 2019 \$000
2,100	Revenue Crown	2,100	2,100	2,164
-	Revenue other	-	-	-
2,100	Total revenue	2,100	2,100	2,164
1,992	Total expenses Departmental	2,100	2,100	2,164
108	Net surplus/(deficit)	-	-	-

Ministry for Pacific Peoples – Capital Expenditure PLA

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.

Assessment of Performance	2017/18 Performance	2018/19 Budget Standard	2018/19 Actual	Target Achieved
Expenditure is in accordance with the Ministry's annual capital investment plan	100%	100%	100%	Achieved

Ministry for Pacific Peoples- Capital Expenditure PLA				
Actual 2018 \$000		Unaudited Estimates 2019 \$000	Unaudited Supplementary Estimates 2019 \$000	Actual 2019 \$000
81	Property, Plant and Equipment	100	100	40
-	Intangibles	-	-	-
-	Other	-	-	-
81	Total expenses: Departmental	100	100	40

PART G

Financial Statements



Statement of Comprehensive Revenue and Expense

For the year ended 30 June 2019

Actual 30 June 2018 \$000		Notes	Actual 30 June 2019 \$000	Unaudited Budget 30 June 2019 \$000	Unaudited Forecast 30 June 2020 \$000
REVENUE					
7,492	Revenue Crown		8,200	7,319	12,396
126	Departmental revenue	2	79	-	-
38	Other revenue	2	-	-	-
7,656	Total revenue		8,279	7,319	12,396
EXPENSE					
4,749	Personnel costs	3	4,836	5,230	8,090
2,559	Operating costs	4	3,202	1,875	4,110
141	Depreciation and amortisation	8, 9	143	146	128
72	Capital charge	5	68	68	68
7,521	Total expense		8,249	7,319	12,396
135	Surplus/(deficit)		30	-	-
-	Other comprehensive revenue and expense		-	-	-
135	Total comprehensive revenue and expense		30	-	-

Explanations of significant variances against budget are detailed in Note 16.

The accompanying notes form part of these financial statements.



Statement of Financial Position

As at 30 June 2019

Actual 30 June 2018			Actual 30 June 2019	Unaudited Budget 30 June 2019	Unaudited Forecast 30 June 2020
\$000		Notes	\$000	\$000	\$000
Assets					
Current Assets					
1,563	Cash and cash equivalents	6	1,803	1,425	1,563
5	Debtors and other receivables	7	14	35	35
30	Prepayments		29	14	14
1,598	Total current assets		1,846	1,474	1,612
Non-Current Assets					
154	Property, plant and equipment	8	120	217	208
316	Intangible assets	9	251	252	188
470	Total non-current assets		371	469	396
2,068	Total assets		2,217	1,943	2,008
Liabilities & Taxpayers' Funds					
Current Liabilities					
411	Creditors and other payables	10	578	632	722
135	Return of operating surplus	11	30	-	-
341	Employee entitlements	12	412	123	93
887	Total current liabilities		1,020	755	815
Non-Current Liabilities					
53	Employee entitlements	12	69	60	65
53	Total non-current liabilities		69	60	65
940	Total liabilities		1,089	815	880
Taxpayers' Funds					
1,128	Taxpayers' funds		1,128	1,128	1,128
1,128	Total taxpayers' funds		1,128	1,128	1,128
2,068	Total liabilities and taxpayers' funds		2,217	1,943	2,008

Explanations of significant variances against budget are detailed in Note 16.

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

For the year ended 30 June 2019

Actual 30 June 2018			Actual 30 June 2019	Unaudited Budget 30 June 2019	Unaudited Forecast 30 June 2020
\$000		Notes	\$000	\$000	\$000
1,128	Equity as at 1 July		1,128	1,128	1,128
135	Total comprehensive revenue and expense		30	-	-
(135)	Return of operating surplus to the Crown	11	(30)	-	-
1,128	Equity as at 30 June		1,128	1,128	1,128

Explanations of significant variances against budget are detailed in Note 16.

The accompanying notes form part of these financial statements.



Statement of Cash Flows

For the year ended 30 June 2019

Actual 30 June 2018 \$000		Notes	Actual 30 June 2019 \$000	Unaudited budget 30 June 2019 \$000	Unaudited forecast 30 June 2020 \$000
Cash flows from operating activities					
Cash was provided from:					
7,492	Receipts from the Crown		8,200	7,319	12,396
126	Receipts from other departments		96	-	-
38	Receipts from others		-	-	-
-	Goods and services tax		-	-	-
7,656	Total cash flows from operating activities		8,296	7,319	12,396
Cash was applied to:					
(4,671)	Payments to employees		(4,752)	(5,111)	(7,903)
(2,446)	Payments to suppliers		(3,148)	(2,040)	(4,325)
(72)	Payment for capital charge		(68)	(68)	(68)
(25)	Goods and services tax		93	-	-
(7,214)	Total cash applied for operating activities		(7,875)	(7,219)	(12,296)
442	Net cash flows from operating activities		421	100	100
Cash flows from investing activities					
Cash was provided from:					
22	Receipts from sale of property, plant and equipment		-	-	-
Cash was applied to:					
	Purchase of intangible assets		-	-	-
(81)	Purchase of property, plant and equipment		(46)	(100)	(100)
(59)	Net cash flows from investing activities		(46)	(100)	(100)
Cash flows from financing activities					
Cash was provided from:					
-	Capital Injections		-	-	-
Cash was applied to:					
(245)	Return of operating surplus		(135)	-	-
(245)	Net cash flows from financing activities		(135)	-	-
138	Net increase/(decrease) in cash held		240	-	-
1,425	Cash as at 1 July		1,563	1,425	1,563
1,563	Closing cash as at 30 June		1,803	1,425	1,563

Goods and services tax have been 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 16.

The accompanying notes form part of these financial statements.

Statement of Commitments

As at 30 June 2019

Capital Commitments

Capital commitments are the aggregate amount of capital expenditure contracted for the acquisition of property, plant and equipment and intangible assets that have not been paid for or not recognised as a liability at balance date.

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 1 to 10 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 'Not later than one year' category has reduced because the National Office premises lease has gone to a monthly rolling contract while it is being renegotiated.

The sub-leases for the Ministry's Northern and Central 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 2018 \$000		Notes	Actual 30 June 2019 \$000
	Capital commitments		
-	Buildings		-
-	Intangible assets		-
-	Total capital commitments		-
	Non-cancellable operating lease commitments		
407	Not later than one year		317
828	Later than one year and not later than five years		1,155
755	Later than five years		767
1,990	Total non-cancellable operating lease commitments	13	2,239

Statement of Contingent Liabilities and Contingent Assets

As at 30 June 2019

The Ministry for Pacific Peoples has no contingent liabilities or contingent assets as at 30 June 2019 (2018: nil).

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

Note 1 | Statement of accounting policies for the year ended 30 June 2019

Reporting Entity

The Ministry for Pacific Peoples (the Ministry) is a government department as defined by section 2 of the Public Finance Act 1989 and is domiciled in New Zealand. These financial statements have been prepared pursuant to section 45B of the Public Finance Act 1989. The Ministry's ultimate parent is the Crown.

The primary objective of the Ministry is to provide services to the public rather than making 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 2019 and were authorised for issue by the Chief Executive of the Ministry on 30 September 2019.

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 Public Finance Act 1989, which includes the requirement to comply with New Zealand Generally Accepted Accounting Practices (NZ GAAP) and Treasury instructions.

The Ministry's total annual expenditure is less than \$30 million, so it qualifies for classification as a Tier 2 reporting entity. As a Tier 2 reporting entity the Ministry can apply Reduced Disclosure Requirements Public Benefit Entity Accounting Standards (Tier 2 PBE Standards). The financial statements have been prepared in accordance with Tier 2 PBE Standards and comply with PBE accounting standards.

Presentation Currency and Rounding

The financial statements are presented in New Zealand dollars, and all values are rounded to the nearest thousand dollars (\$000).

Measurement Base

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

Changes in Accounting Policy

The accounting policies set out below 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.

Standard Early Adopted

In line with the Financial Statements of the Government, the Ministry has elected to early adopt PBE IFRS9 *Financial Instruments*.

PBE IFRS9 replaces PBE IPSAS 29 *Financial Instruments: Recognition and Measurement*. Information about the adoption of PBE IFRS9 is provided in Note 18.

Standards Issued and not yet Effective and not Early Adopted

Standards and amendments, issued but not yet effective that have not been early adopted, and which are relevant to the Ministry are:

PBE IPSAS 41: Financial Instruments

The External Reporting Board issues PBE IPSAS 41: *Financial Instruments* in March 2019.

This standard supersedes PBE IFRS 9: *Financial Instruments*, which was issued as an interim standard.

It is effective for reporting periods beginning on or after 1 January 2022. Although the Ministry has not assessed the effect of the new standard, it does not expect any significant changes as the requirements are similar to PBE IFRS 9.

Significant Accounting Policies

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 in to account any amendments to appropriations approved in 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 scope and limits of its appropriations.

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

Revenue from non-exchange transactions

Revenue from non-exchange transactions are those transactions where an entity either receives value from another entity without directly giving approximately equal value in exchange or gives value to another entity without directly receiving approximately equal value in exchange.

For the Ministry, these revenue non-exchange transactions are non-prevalent. In the event of any future non-exchange revenue transactions, the Ministry will recognise these transactions as non-exchange revenues when it is probable that the future economic benefits or service potential associated with the asset will flow to the entity and the fair value of the asset can be measured reliably.

Where the contract outcome cannot be measured reliably, revenue is recognised only to the extent that the expenses incurred are recoverable.

Revenue from exchange transactions

Revenue from exchange transactions are transactions in which one entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of cash, goods, services or use of assets) to another entity in exchange.

Departmental and other revenue are from the supply of goods and services to other government departments and third parties.

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 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 scope of and limits of its appropriations.

Property, Plant and Equipment

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

All assets 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 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 as at the date of acquisition.

Disposals

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

Subsequent Costs

Costs incurred subsequent to initial acquisition are capitalised only when it is probable that 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.

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 fittings	8 years
Office equipment	3 to 5 years
Motor vehicles	4 to 5 years
EDP equipment	3 to 4 years

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

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

Intangible Assets

Intangible assets are initially recorded at acquisition costs plus any costs incurred to bring the asset in to use. The cost of an internally generated intangible asset represents expenditure incurred in the development phase of the asset only.

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.

Creditors and Other Payables

Creditors and other payables are recorded at their face value.

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, 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 those 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

Employee benefits 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, are 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 of entitlement, the likelihood that staff will reach the point of entitlement, and contractual entitlements information; and the present value of the estimated future cash flows. The following discount rates were used:

	30 June 2019	30 June 2018
Year 1	1.35%	1.78%
Year 2	1.14%	1.90%
Year 3	2.41%	3.55%

» A salary inflation factor of 3.1% (3.1% 2018) was also used.

The discount rates were advised by 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 a current liability. All other employee entitlements are classified as a non-current liability.

Superannuation Schemes

Obligations for contributions to the State Sector Retirement Saving Schemes, 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.

Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are recorded at the point at which the contingency is evident.

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.

Commitments

Commitments are future expenses and liabilities to be incurred on contracts that have been entered in to at balance date. Information on non-cancellable capital and lease commitments are reported in the statement of commitments.

Cancellable capital commitments that have penalty or exit costs explicit in the agreement on exercising that option to cancel are reported in the statement of commitments at the lower of the remaining contractual commitment and the value of those penalty or exit costs (i.e. the minimum future payment).

Grant Expenditure

Where the expenditure is discretionary it will be recognised as expenditure when it has been approved by the Chief Executive or the General Manager and the approval has been communicated to the applicant. Where the expenditure is under an outcomes agreement, this expenditure shall be recognised in the period that the activity or condition occurs that gives rise to the liability.



Goods and Services Tax (GST)

All items in the financial statements, including 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 input tax, then it is recognised as part of the related asset or expense.

The net amount of GST owed to or from the Inland Revenue Department at balance date is shown as a current asset or current liability as appropriate in the statement of financial position.

The net amount of GST paid to or received from the Inland Revenue Department, including GST relating to investment 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

Government departments are exempt from income tax as public authorities. Accordingly, no charge for income tax has been provided for.

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.

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 that are believed to be reasonable in the circumstances. The estimates and assumptions that have a risk of causing an adjustment to the carrying amount of assets and liabilities within the next financial year are as follows:

Useful life of software

The useful life of software is determined at the time the software is acquired and brought in to use.

This is then reviewed at each reporting date for appropriateness. For computer software licenses, the useful life represents Management's view of the expected period over which the Ministry will receive benefits from the software, but not exceed the license term. For internally generated software developed by the Ministry, the life is based on historical experience with similar systems as well as anticipation of future events, which may impact their useful life, such as changes in technology.

Retiring and Long Service Leave

An analysis of the exposure in relation to estimates and uncertainties surrounding retiring and long service leave liabilities is disclosed in Note 12.

Budget and Forecast Figures

Basis of the Budget and Forecast Figures

The 2019 budget figures are for the year ended 30 June 2019 and were published in the 2017/18 Annual Report. They are consistent with the Ministry's best estimate financial forecast information submitted to Treasury for the Budget Economic and Fiscal Update (BEFU) for the year ended 30 June 2019.

The 2020 forecast figures are for the year ended 30 June 2020, which are consistent with the best estimate financial information submitted to Treasury for BEFU for the year ended 30 June 2020.

The forecast financial statements have been prepared as required by the Public Finance Act 1989 to communicate forecast financial information for accountability purposes.

The budget and forecast figures are unaudited and have been prepared using the accounting policies adopted in preparing these financial statements.

The 30 June 2020 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 17 April 2019. 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 ended 30 June 2020 will not be published.

Significant Assumptions Used in Preparing the Forecast Financial Statements

The forecast figures contained in these financial statements reflect the Ministry's purpose and activities and are based on assumptions on what may occur during the 2019/20 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 as at 17 April 2019, were as follows:

- » the activities of the Ministry will remain substantially the same as for the previous year;
- » personnel costs are based on budgeting to fill 70 staff positions;
- » operating costs are based on historical experience [the general historical pattern is expected to continue]; and
- » estimated year end information for 2018/19 was used as the opening position for the 2019/20 forecast.

The actual financial results achieved for 30 June 2020 are likely to vary from the forecast information presented, and the variations may be material.



Note 2 | Other Revenue (Exchange Transactions)

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000
126	Revenue from other agencies	79
38	Other revenue	-

Revenue from other agencies relates to Ministry staff members that have been seconded. Other revenue primarily relates to funding received by the Ministry to assist with joint initiatives or events.

Note 3 | Personnel Costs

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000
4,547	Salaries and wages	4,547
105	Employer contributions to defined contribution plans	106
78	Increase/(decrease) in employee entitlements	98
19	Other	85
4,749	Total personnel costs	4,836

Employer contributions to defined contribution plans include contributions to KiwiSaver and the State Sector Retirement Savings Schemes.

Note 4 | Operating Costs

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000	Unaudited budget 30 June 2019 \$000	Unaudited forecast 30 June 2020 \$000
65	Audit fees for financial statements audit	64	64	64
477	Operating lease payments	518	450	450
27	Maintenance and minor capital purchases	43	-	-
318	Travel	446	250	450
55	Conferences and training	32	65	65
480	Consultancy and professional fees	750	170	420
22	Legal fees	6	18	-
150	Office operating costs	37	267	582
965	Other operating costs	1,306	591	2,079
2,559	Total operating expenses	3,202	1,875	4,110

Note 5 | Capital Charge

The Ministry pays a capital charge to the Crown on its equity as at 31 December and 30 June each year. The capital charge rate for the year ended 30 June 2018 was 6.00 % (2018: 6.00%).

Note 6 | Cash and cash equivalents

Accounting Policy

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.

Breakdown of cash and cash equivalents

	Actual 30 June 2019 \$000	Actual 30 June 2018 \$000
Cash at bank and on hand	1,803	1,563
Total cash and cash equivalents	1,803	1,563

While cash and cash equivalents at 30 June 2019 are subject to the expected credit loss requirements of PBE IFRS 9, 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 2018 \$000		Actual 30 June 2019 \$000
	Debtors & other receivables under exchange transactions	
5	Trade debtors	14
5	Total debtors and other receivables	14

Trade debtors are reported at their face value, less an allowance for expected losses. As at 30 June 2019, all overdue receivables have been assessed and none were written off (2018: \$18,000).

Accounting Policy

Short-term receivables are recorded at the amount due, less an allowance for credit losses.

The Ministry applies the simplified expected credit loss model of recognising lifetime expected credit losses for receivables. In measuring expected credit losses, short-term receivables have been assessed on a collective basis as they possess shared credit risk characteristics. They have been grouped based on the days past due.

Short-term receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include the debtor being in liquidation.

As at 30 June 2019 there was no allowance for credit losses recorded for Trade debtors (2018: nil), as the amount was subsequently paid.

Previous accounting policy for impairment of receivables

In the previous year, the allowance for credit losses was based on the incurred credit loss model. An allowance for credit losses was recognised only when there was objective evidence that the amount due would not be fully collected.

There have been no changes during the reporting period in the estimation techniques or significant assumptions used in measuring the loss allowance.

Note 8 | Property, Plant and Equipment

	Leasehold improvements	EDP equipment	Furniture/office equipment	Motor vehicles	Total
	\$000	\$000	\$000	\$000	\$000
Cost					
Balance at 1 July 2017	371	279	284	171	1,105
Additions	-	15	12	54	81
Disposals	-	(8)	-	(28)	(36)
Balance at 30 June 2018	371	286	296	197	1,150
Balance at 1 July 2018	371	286	296	197	1,150
Additions	2	40	4	-	46
Disposals	-	(195)	(128)	-	(323)
Balance at 30 June 2019	373	131	172	197	873
Accumulated depreciation					
Balance at 1 July 2017	371	231	241	92	935
Depreciation expense	-	21	25	31	77
Depreciation on disposal	-	(3)	-	(13)	(16)
Balance at 30 June 2018	371	249	266	110	996
Balance at 1 July 2018	371	249	266	110	996
Depreciation expense	-	25	19	35	79
Depreciation on disposal	-	(194)	(128)	-	(322)
Balance at 30 June 2019	371	80	157	145	753
Carrying amount					
At 1 July 2017	-	48	43	79	170
At 30 June & 1 July 2018	-	37	30	87	154
At 30 June 2019	2	51	15	52	120





Note 9 | Intangible Assets

There are no restrictions over the title of the Ministry's intangible assets, nor are any intangible assets pledged as security for liabilities.

	Total \$000
Cost	
Balance at 1 July 2017	627
Additions	-
Disposals	-
Balance at 30 June 2018	627
Balance at 1 July 2018	627
Additions	-
Disposals	(79)
Balance at 30 June 2019	548
Accumulated amortisation	
Balance at 1 July 2017	247
Amortisation expense	64
Balance at 30 June 2018	311
Balance at 1 July 2018	311
Amortisation expense	64
Disposals	(78)
Balance at 30 June 2019	297
Carrying amount	
At 1 July 2017	380
At 30 June & 1 July 2018	316
At 30 June 2019	251

Note 10 | Creditors and Other Payables

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000
	Current liabilities under exchange transactions	-
90	Creditors	55
234	Accrued expenses	346
	Current liabilities under non-exchange transactions	
84	Taxes payable	177
3	ACC payable	-
411	Total creditors and other payables	578

Creditors and other payables are non-interest bearing and are normally settled within 30-day terms, therefore the carrying value of creditors and other payables approximates the fair value.



Note 11 | Return of Operating Surplus

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000
135	Net surplus / (deficit)	30
135	Total return of operating surplus	30

The net operating surplus from the delivery of outputs must be repaid by 31 October of each year.

Note 12 | Employee Entitlements

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000
	Current liabilities	
200	Annual leave	218
112	Accrued salaries and wages	100
26	Sick leave	65
3	Long-service and retiring leave	29
341	Total current liabilities	412
	Non-current liabilities	
53	Long-service and retiring leave	69
53	Total non-current liabilities	69
394	Total provision for employee entitlements	481

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 2018 \$000		Actual 30 June 2019 \$000
-	Re-measurement	-



Note 13 | Commitments

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

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

Note 14 | Categories of Financial Instruments

The carrying amounts of financial assets and financial liabilities are as follows:

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000
	Loans and receivables	
1,563	Cash and cash equivalents	1,803
5	Debtors and other receivables (Note 7)	14
1,568	Total loans and receivables	1,817
	Financial liabilities measured at amortised cost	
411	Creditors and other payables (Note 10)	578
411	Total financial liabilities measured at amortised cost	578

Note 15 | Related Party Transactions and Key Management Personnel

All related-party transactions have been entered into on an arm's length basis.

The Ministry is a wholly owned entity of the Crown. The Government significantly influences the roles of the Ministry as well as being its major source of revenue.

Related-party transactions involving key management personnel (or their close family members)

Key management personnel include the Minister for Pacific Peoples, the Chief Executive and the four (2018: five) 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 (2018: nil).

No provision has been required nor any expense recognised for impairment of receivables from related parties.





Key Management Personnel Compensation

Actual 30 June 2018 \$000		Actual 30 June 2019 \$000
954	Salaries and other short-term employee benefits	1,091
-	Termination benefits	-
954	Total Key Management Personnel Compensation	1,091

The above key management personnel compensation excludes the remuneration and other benefits 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.

Note 16 | Budget Variation

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 \$881,000 more than the budget amount. The appropriation funding this revenue was increased after the budget was set, mainly by a transfer from the Provincial Growth Fund (PGF) to fund increased regional activities.

Expenses were \$930,000 more than the budget. This is primarily because of spending on increased regional activities funded by a transfer from the PGF.

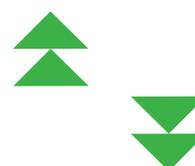
Statement of Financial Position

Employee entitlements were \$298,000 more than the budget amount. This increase is because the Ministry revised its leave policy and more employees are now entitled to long service leave.

Cash and cash equivalents were \$378,000 more than the budget amount, largely driven by the increase in Employee entitlements. This is because the budget assumed an equivalent amount of supplier payments, whereas cash has been retained to cover the increase to the leave liability.

Note 17 | Events After the Balance Sheet Date

There have been no significant events after balance date.



Note 18 | Adoption of PBE IFRS 9 *Financial Instruments*

In accordance with the transitional provisions of PBE IFRS 9, the Ministry has elected not to restate the information for previous years to comply with PBE IFRS 9. Adjustments arising from the adoption of PBE IFRS 9 are recognised in opening equity at 1 July 2018.

Accounting policies have been updated to comply with PBE IFRS 9. The main update is to Note 7 Debtors and Other Receivables. This policy has been updated to reflect that the impairment of short-term receivables is now determined by applying an expected credit loss model.

On the date of initial application of PBE IFRS 9, being 1 July 2018, the classification of financial instruments under PBE IPSAS 29 and PBE IFRS 9 is as follows:

	Measurement category		Carrying amount		
	Original PBE IPSAS 29 category	New PBE IFRS 9 category	Closing balance 30 June 2018 (PBE IPSAS 29)	Adoption of PBE IFRS 9 adjustment	Opening balance 1 July 2018 (PBE IFRS 9)
			\$000	\$000	\$000
Cash and cash equivalents	Loans and receivables	Amortised cost	1,563	-	1,563
Debtors and other receivables	Loans and receivables	Amortised cost	5	-	5
Total financial assets			1,568	-	1,568

The measurement categories and carrying amounts for financial liabilities have not changed between the closing 30 June 2018 and opening 1 July 2018 dates as a result of the transition to PBE IFRS 9.



Non-Departmental Statements and Schedules

For the year ended 30 June 2019

Schedule of Non-Departmental Revenue

For the year ended 30 June 2019

There is no revenue at 30 June 2019 (2018: nil).

Schedule of Non-Departmental Capital Receipts

For the year ended 30 June 2019

There are no capital receipts at 30 June 2019 (2018:nil).

Schedule of Non-Departmental Expenses

For the year ended 30 June 2019

	Actual 30 June 2018	Actual 30 June 2019	Unaudited budget 30 June 2019	Unaudited forecast 30 June 2020
Non-departmental expenses	\$000	\$000	\$000	\$000
Grants paid to 3rd parties	1,697	3,148	2,672	7,009
Social assistance benefits	341	348	358	358
GST on Crown expenses	274	501	455	1,105
Total non-departmental expenses	2,312	3,997	3,485	8,472

The accompanying notes form part of these financial statements. Explanation of major variances against budget are provided in Note 2. For a full understanding of the Crown's financial position and the results of its operation for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2019.

Schedule of Non-Departmental Assets

As at 30 June 2019

	Actual 30 June 2018	Actual 30 June 2019	Unaudited budget 30 June 2019	Unaudited forecast 30 June 2020
Non-departmental assets	\$000	\$000	\$000	\$000
Bank	2,322	3,358	1,416	2,322

The accompanying notes form part of these financial statements. Explanation of major variances against budget are provided in Note 2. For a full understanding of the Crown's financial position and the results of its operation for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2019.

Schedule of Non-Departmental Liabilities

As at 30 June 2019

	Actual 30 June 2018	Actual 30 June 2019	Unaudited budget 30 June 2019	Unaudited forecast 30 June 2020
Non-departmental liabilities	\$000	\$000	\$000	\$000
Due to Providers	619	1,300	568	619

The accompanying notes form part of these financial statements. Explanation of major variances against budget are provided in Note 2. For a full understanding of the Crown's financial position and the results of its operation for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2019.

Schedule of Non-Departmental Commitments

As at 30 June 2019

There are no Non-Departmental Commitments at 30 June 2019 (2018: nil).

Schedule of Non-Departmental Contingent Liabilities & Contingent Assets

As at 30 June 2019

There are no contingent liabilities or assets as at 30 June 2019 (2018: nil).

Notes to the Non-Departmental Financial Statements and Schedules

Note 1 | Statement of significant accounting policies for the year ended 30 June 2019

Reporting Entity

These non-departmental schedules and statements 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 2019. For a full understanding of the Crown's financial position, results of operations and cash flows for the year, reference should also be made to the Financial Statements of the Government.

Basis of Presentation

Statement of Compliance

The non-departmental statements and schedules have been prepared in accordance with the accounting policies of the Financial Statements of the Government, Treasury instructions, and Treasury Circulars.

Measurement and recognition rules applied in the preparation of these non-departmental schedules and statements are consistent with New Zealand Generally Accepted Accounting Practice (Tier 1 Public Sector Public 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 New Zealand dollars.

Measurement Base

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

Significant Accounting Policies

The non-departmental accounts have been prepared using the same significant accounting policies as outlined in Note 1 of the departmental accounts.

Note 2 | Budget Variation

Explanations for major variance from the Ministry's non-departmental figures in the Main Estimates are as follows:

Schedule of Non-Departmental Expenses

Grants paid to 3rd parties were \$476,000 more than the budget amount. The appropriations funding these grants were increased subsequent to the Main Estimates, and expenditure was within the revised appropriation total.

Schedule of Non-Departmental Assets and Schedule of Non-Departmental Liabilities

The variance to budget is the result of the timing of payments made to suppliers at year end.

The following statements report information about the expenses and capital expenditure against each appropriation administered by the Ministry for the year ended 30 June 2019.

PART H

Appropriation Statements



Statement of Departmental Expenses and Capital Expenditure Against Appropriations

For the year ended 30 June 2019

	Expenditure after re-measurements 30 June 2018	Expenditure before re-measurements 30 June 2019	Re-measurements ⁶ 30 June 2019	Expenditure after re-measurements 30 June 2019	Approved appropriation ⁷ 30 June 2019	Location of end-of-year performance information ⁸ 30 June 2019
	\$000	\$000	\$000	\$000	\$000	\$000
Departmental output expenses						
Policy advice and Ministerial Servicing MCA						
Communications, Projects & Relationships	5,529	6,085	-	6,085	6,162	(a)
Policy Advice	1,992	2,164	-	2,164	2,100	(a)
Total departmental output expenses	7,521	8,249	-	8,249	8,262	
Departmental capital expenditure						
Ministry for Pacific Peoples – Capital Expenditure PLA	81	40	-	40	100	(a)
Total departmental capital expenditure	81	40	-	40	100	

⁶ Re-measurement is generally the movement in the value of an asset or liability that is outside the control of the Ministry, as defined in the Public Finance Act 1989. Re-measurements do not require an appropriation.

⁷ These are the appropriations from the Supplementary Estimates.

⁸ This represents where the end-of-year performance information has been reported for each appropriation administered by the Ministry:

- (a) The Ministry's Annual Report – Part F Statement of Service Performance
- (b) Exempted from reporting under section 15D of the Public Finance Act 1989



	Expenditure after re-measurements 30 June 2018	Expenditure before re-measurements 30 June 2019	Re-measurements 30 June 2019	Expenditure after re-measurements 30 June 2019	Approved appropriation 30 June 2019	Location of end-of-year performance information 30 June 2019
	\$000	\$000	\$000	\$000	\$000	\$000
Non-departmental output expenses						
Promotions – Business Development	657	1,639	-	1,639	1,911	(b)
Skills, Training & Employment	1,040	1,509	-	1,509	1,563	(a)
Total Non-Departmental output expenses	1,697	3,148	-	3,148	3,474	
Total benefits and other related expenses						
Study and Training Awards for Business Development	341	348	-	348	358	(b)
Total benefits and other related expenses	341	348	-	348	358	

Statement of Expenses and Capital Expenditure Incurred without, or in Excess of, Appropriation or Other Authority

For the year ended 30 June 2019

Transfers Under Section 26A of the Public Finance Act 1989

No section 26A transfers were authorised in the year ended 30 June 2019.

Transfers Under Section 26B of the Public Finance Act 1989

No section 26B transfers were authorised in the year ended 30 June 2019.

Expenses and Capital Expenditure in Excess of Appropriation

There were no expenses or capital expenditure incurred in excess of appropriation.

Expenses and Capital Expenditure Incurred Without Appropriation or Outside Scope or Period of Appropriation

There were no expenses or capital expenditure incurred without appropriation or outside scope or period of appropriation.



Published in October 2019
by the Ministry for Pacific Peoples
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Ministry for
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Te Manatū mō ngā Iwi ō te Moana-nui-ā-Kiwa