



Delivering for Pacific Aotearoa

ANNUAL REPORT
for the year ended 30 June 2023

Annual Report presented to the House of Representatives pursuant to section 44 of the Public Finance Act 1989
Report on Non-Departmental Appropriations by the Minister for Pacific Peoples presented to the House of Representatives pursuant to section 19B of the Public Finance Act 1989

Pūrongo ā-tau | Ripōti nō te Mata'iti | Ripote Vakayabaki | Te Riboti n katoaa banente Ririki | 'Hokotaki Lagataha He Tau | Rogrog ne Fau ta | Lipoti Faaletausaga | Lipoti Faka-Te-Tauhaga | Lipooti Fakata'ú | Lipoti o Tausaga

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He mea whakaputa i te Oketopa 2023

How to read this report

Our Annual Report for the year to 30 June 2023 highlights our achievements for the year and outlines our financial and non-financial performance. It describes our results for 2022/23 and how we performed against our strategic intentions.

The first section of report provides a snapshot of who we are, our strategic direction and highlights of what we delivered for Pacific communities during the year.

The remainder of the report provides more detail of the work we did to deliver on our strategic intentions, and our work across Government to achieve the aspirational Lalanga Fou goals that Pacific communities tasked us with.

Also included is information about our Ministry, our leadership, our statement of performance and our financial statements.

Previous Annual Reports and our Strategic Intentions are available on our website mpp.govt.co.nz.

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Ministry for Pacific Peoples

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Te Kāwanatanga o Aotearoa
New Zealand Government

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**Tālofa nī, mālō nī,
Kia orāna, Fakaalofa
lahi atu, Mālō e lelei,
Malo lava le soifua
manuia, Ni sa bula vinaka,
Fakatalofa atu, Noa'ia,
Mauri, Halo olaketa,
Tēnā koutou katoa.**

I am pleased to present the Ministry for Pacific Peoples' Annual Report for the year ended 30 June 2023.

With new leadership taking the helm during the year, we have initiated an ambitious change process to significantly improve our efficiency and the way we work. We are adjusting our organisational structure and refining our operational processes and procedures. We are strengthening our strategic and operational planning, management and reporting, and we are updating our programme management and delivery systems. I am committed to achieving the changes that are needed so that we can better deliver with our communities and uphold public service standards.

We are focused on delivering tangible outcomes

Even as we evolve and reorient as a Ministry, our focus remains on delivering tangible outcomes with our communities. This year, some of our most significant work took place across four wellbeing domains: **economic development, employment skills training, housing, and language revitalisation.**

Economic development

Our population is young, and their cultural values, linguistic capabilities, and diverse experiences provide a unique competitive advantage in the workforce and business sector. We want to realise this potential because it underpins the future of our communities.

This year we supported 47 Pacific businesses and 22 Pacific social enterprises to improve their financial sustainability and business processes, and provide more opportunities for Pacific staff through apprenticeships and professional development. We also continued to support a further 29 regional Pacific businesses with capital investment that created 173 new jobs in regional centres across the motu.

Pathways into high-skill employment

For a lot of our families, employment is their primary source of income. Most of the Pacific workforce is concentrated in manufacturing and labouring, and our involvement in skilled and professional occupations is growing.

We designed our Toloa programme to help accelerate this transition, especially for young people, into high-skill employment pathways. We also ran a pilot project with the Downer Group NZ, to place 14 young Pacific cadets into full-time employment in construction.

Investing in STEAM learners

This year, we awarded 250 secondary and 50 tertiary scholarships for Pacific learners to enter science, technology, engineering, arts, and mathematics learning pathways.

Access to quality housing

Alongside employment, access to quality, suitable and stable housing is an important indicator of economic wellbeing. Our families often live in large intergenerational households, in rented homes that are not conducive to building intergenerational wealth or enabling social integration. This has been an important area of work for the Ministry.

Over the last two years, we have supported 99 families into home ownership and helped 32 families avoid losing their homes through mortgagee sales. We are also supporting 63 new homes to be built by 2024 through our *Fale mo Aiga*: Pacific Housing Strategy.

Language revitalisation

Our Pacific languages ground our communities' sense of identity and allow them to participate with confidence in society. This year we launched our Pacific Languages Strategy and supported 74 community groups to implement grassroots language revitalisation projects across nine Pacific languages.

Collaborative partnerships with government and community

Even as the Ministry delivers these and other outcomes for Pacific communities, we remain committed to bringing Pacific voices, perspectives and understanding to public policymaking.

In September 2022, the Ministry launched the All-of-Government Pacific Wellbeing Strategy, which sets out how government can work collaboratively to improve outcomes for Pacific communities now and well into the future. We also established a partnership with Ngāti Whātua Ōrākei to deliver the Dawn Raids Apology anniversary event on the sacred grounds of Ōrākei Marae in central Auckland, along with launching the Teu Le Va Dawn Raids History Community Fund.

Looking to the future

I'm encouraged about the future for Pacific peoples and what lies ahead, and I am sincerely looking forward to taking up the challenge of leading this mahi.



la manuia,
Gerardine

Our year in review

We used our extensive networks with Pacific communities nationwide to bring Pacific voices, perspectives and understanding to public policy, programmes, services and decisions affecting the Pacific peoples of Aotearoa New Zealand.

Delivering for our communities

Our Pacific community partners include churches and faith-based organisations, youth, the Pacific Rainbow+ communities, women, people with disabilities, non-government organisations, ethnic-specific organisations and Realm communities¹, and Pacific leadership in sectors like the arts, sports and rural communities.

How we delivered for our communities

Budget significant initiatives 2022/23	Total Budget funding	Total forecast spend 2022/23	Total spend 2022/23	Link to relevant part of the report 2022/2023
 Building Homes for Pacific in Porirua	\$0.500m 2022/23 only	\$0.500m	\$0.500m	
 Building Pacific Science, Technology, Engineering, Arts and Mathematics (STEAM) futures through Toloa	\$18.276m 2022/23 - 2025/26	\$4.569m	\$4.569m	
 Continuing Delivery of Employment and Training Services through Tupu Aotearoa	\$8.000m 2022/23 - 2025/26	\$2.000m	\$2.000m	
 Implementing Government's Commitment to Deliver a Dawn Raids Historical Account – Pacific Reconciliation and Education	\$13.646m 2022/23 - 2025/26	\$5.999m	\$4.551m	
 Pacific Economic Development – Accelerating Pacific Businesses and Social Enterprises	\$15.549m 2022/23 - 2025/26	\$3.588m	\$3.588m	

¹ The Realm of Aotearoa includes one independent sovereign state (Aotearoa), two associated states (the Cook Islands and Niue), one dependent territory (Tokelau) and one Antarctic territorial claim (Ross Dependency).

What we delivered for our communities



Prosperous Pacific communities

Economic Development

47 Pacific businesses

+

22 Pacific social enterprises

supported to improve financial sustainability, processes, and opportunities through apprenticeships and professional development

29 Pacific businesses

supported in regional Aotearoa

173 new jobs

in regional centres across the motu

Housing

64 new homes

to be built by 2024

99 families purchased new homes

+

32 families avoided losing homes

after participating in the Pacific Financial Capability Development Programme



Thriving Pacific languages, cultures and identities

Languages

74 community groups

were supported to implement grassroots language revitalisation

9 Pacific Language Weeks

to help keep Pacific languages and cultures thriving



Confident, thriving and resilient Pacific young people

Education, training and employment

250 secondary scholarships

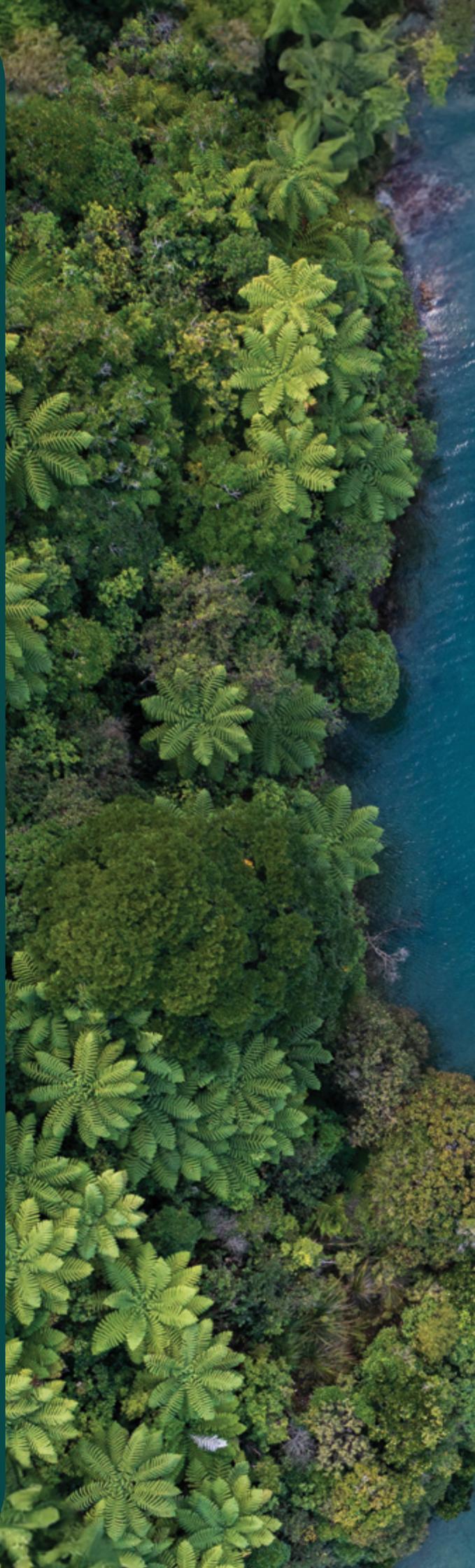
50 tertiary scholarships

to enter STEAM learning pathways

About the Ministry for Pacific Peoples

The Ministry for Pacific Peoples (MPP) Te Manatū mō ngā iwi o Te Moananui-a-Kiwa exists to give a voice in government decision-making to the Pacific communities of Aotearoa New Zealand. With our strong relationships, we work with our Pacific partners to articulate their insights and represent Pacific perspectives for government policy and service delivery. We also co-design and deliver initiatives with Pacific communities to address inequity and help them achieve their aspirations.

The communities we serve span the breadth of Aotearoa New Zealand. According to the 2018 Census, Pacific people numbered around 380,000 (with over two-thirds having been born here) and made up about 8 percent of all people who live in this country.



A snapshot of our Aotearoa Pacific population

380,000

Pacific people in Aotearoa as at 2018 Census

We represent a diverse Pacific population that spans many ethnicities, each with distinctive cultures, languages and histories, which they lalanga (weave) into the fabric of Aotearoa society. An increasing proportion of Pacific people identify with two or more ethnicities.

The Pacific people who live in Aotearoa today are young – their median age is 23 years and more than a third are under 15 years old.

Aotearoa Pacific people have a higher proportion of bilingual speakers than other groups. Nearly 38 percent of Pacific peoples state they speak two or more languages (versus Māori 20 percent; European 8 percent). However, this number is declining, and older Pacific people are more likely than younger people to report as bilingual or multilingual.

 Percentage of Pacific population

15%

Elsewhere across Aotearoa

Papua New Guinea

Solomon Islands



Kiribati



Tuvalu



Tokelau



Rotuma



Cook Islands



Samoa



Niue



Fiji



Tonga

64%

Tāmaki Makarau
Auckland

5%

Waikato

11%

Te Whanganui-a-Tara
Wellington

5%

Waitaha
Canterbury

23

years old

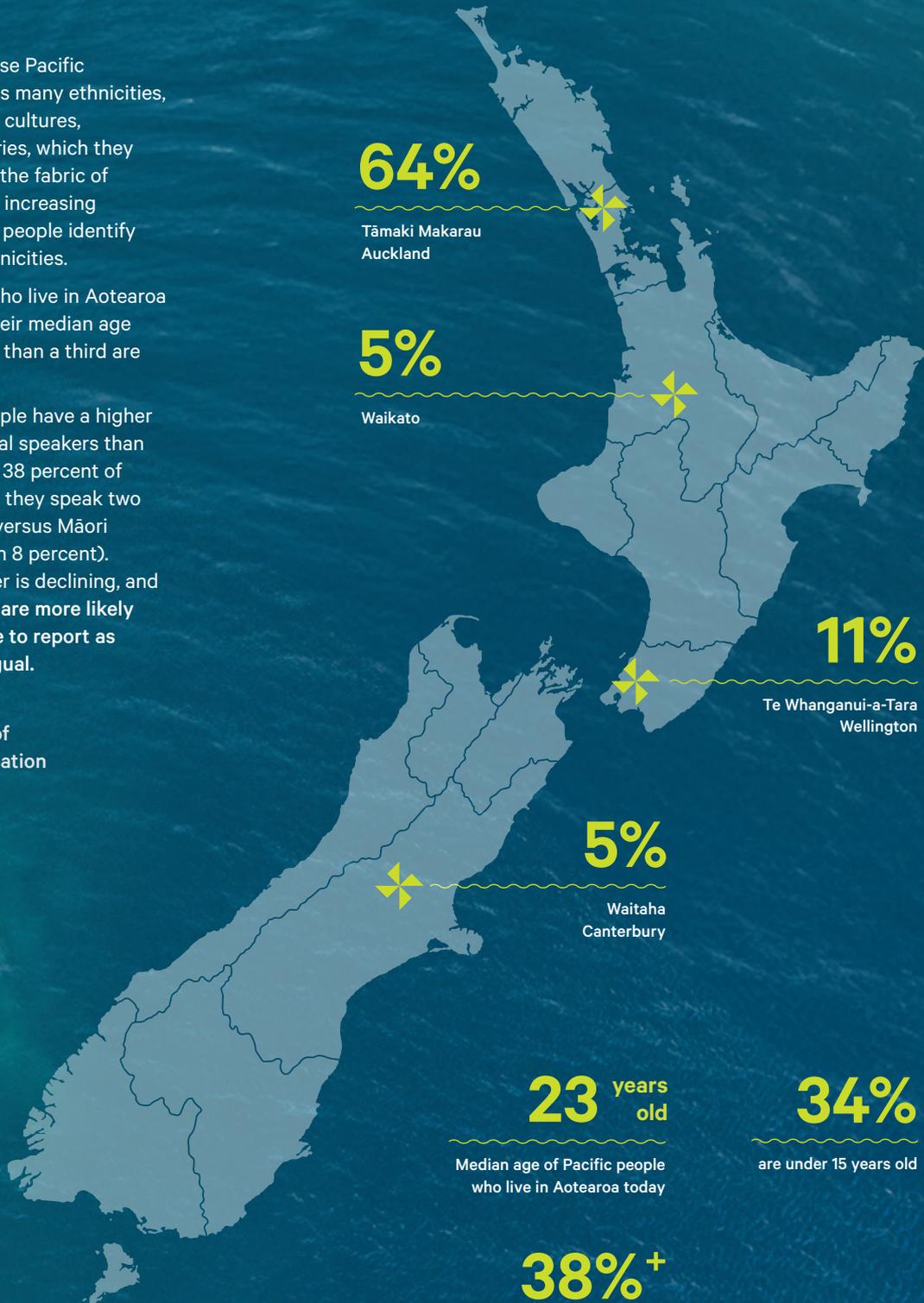
Median age of Pacific people who live in Aotearoa today

34%

are under 15 years old

38%+

Speak two or more languages



Our strategic direction

Our Strategic Intentions 2023–2027 and the 2022 All-of-Government Pacific Wellbeing Strategy provide the strategic framework for our collective action towards achieving better outcomes for Pacific peoples in Aotearoa.

Strategic intentions

During 2022/23, the 2020–2024 Strategic Intentions were updated, and the 2023–2027 Strategic Intentions² became the guiding document for our medium-term planning towards achieving the Lalanga Fou goals.

All-of-Government Pacific Wellbeing Strategy

The All-of-Government Pacific Wellbeing Strategy (PWS)³ is the vehicle for our system leadership efforts. Following Cabinet approval in April 2022, we launched the All-of-Government PWS in September 2022. The PWS aims to strengthen Pacific wellbeing through system leadership, advice, policies and programmes across the government system.

It takes a values-based approach that recognises Pacific communities as the owners of their cultures, identities and languages (the cornerstones of Pacific wellbeing), and acknowledges their leadership in decisions that affect their lives. It is aimed at making changes in the way government systems understand, engage, and support the aspirations of Pacific peoples, with a view to overcoming inequities and achieving better wellbeing outcomes for them.

Sector and outcome-focused strategies

The Pacific Languages Strategy aims to:

- enhance recognition of the value of Pacific languages
- strengthen pathways and resources for learning Pacific languages, and learning in Pacific languages, and
- create environments for Pacific languages to be used more often, and in more spaces.

Fale mo Aiga – Pacific Housing Strategy 2030

Developed collaboratively by Te Manatū mō ngā Iwi o Te Moana-nui-ā-Kiwa – Ministry for Pacific Peoples (MPP), Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development (HUD), and Kāinga Ora – Homes and Communities (Kāinga Ora), the strategy aims to:

- build intergenerational Pacific wealth through home ownership
- build affordable, quality, healthy, fit-for-purpose homes for Pacific peoples
- develop and grow the Pacific housing sector
- influence and strengthen the housing system to improve housing outcomes for Pacific peoples.

The Pacific Employment Action Plan is one of seven population-specific employment action plans that support the government's wider Employment Strategy. The Plan aims to:

- diversify the Pacific workforce
- address systemic barriers for Pacific people to gaining and sustaining employment
- build on Pacific entrepreneurship

Lalanga Fou Goals

In 2018, Pacific communities across Aotearoa entrusted the Ministry to help them achieve four Lalanga Fou goals:

- They wanted the languages, cultures and identities to flourish.
- They wanted to be healthy and resilient.
- They wanted their communities to prosper.
- They wanted young people to be confident, thriving and resilient.

In 2022/23, our communities confirmed that these goals remain their main priorities. They also told us that many things are going well, but more work is needed to achieve the goals.

² See mpp.govt.nz/assets/Corporate-Publications/MPP-Strategic-Intentions-2023-27-MR-web.pdf

³ See mpp.govt.nz/assets/Reports/Pacific-Wellbeing-Strategy-2022/All-of-Government-Pacific-Wellbeing-Strategy.pdf

We are anchored in Pacific communities



1

We co-design and deliver:

initiatives with Pacific communities, improving outcomes and identifying insights to strengthen our work

3

We provide expert advice:

on policies and interventions to Ministers and agencies

Our Strategic Intentions guide all our work

2

We work with government partners to:

Embed Pacific values and principles of engagement

Strengthen and embed systems leadership for joined-up governance

Improve alignment and measurement of Pacific investment

Improve community and provider capability

Establish genuine partnerships with Pacific communities

Improve Pacific cultural capability, responsiveness and engagement approaches

Pacific people in Aotearoa realise aspirations



Languages, cultures and identities thrive



People are resilient and healthy



Communities are prosperous



Young people are confident, thriving and resilient



Our progress to enhance Aotearoa by enriching Pacific communities

In this section, we present an overview of how in 2022/23 we worked with Pacific communities and our government partners towards achieving the Lalanga Fou goals.

We deliver for communities by:



Co-designing and delivering innovative programmes with our communities.



Working with (and for) Pacific communities, ensuring our stakeholders have access to information and support.

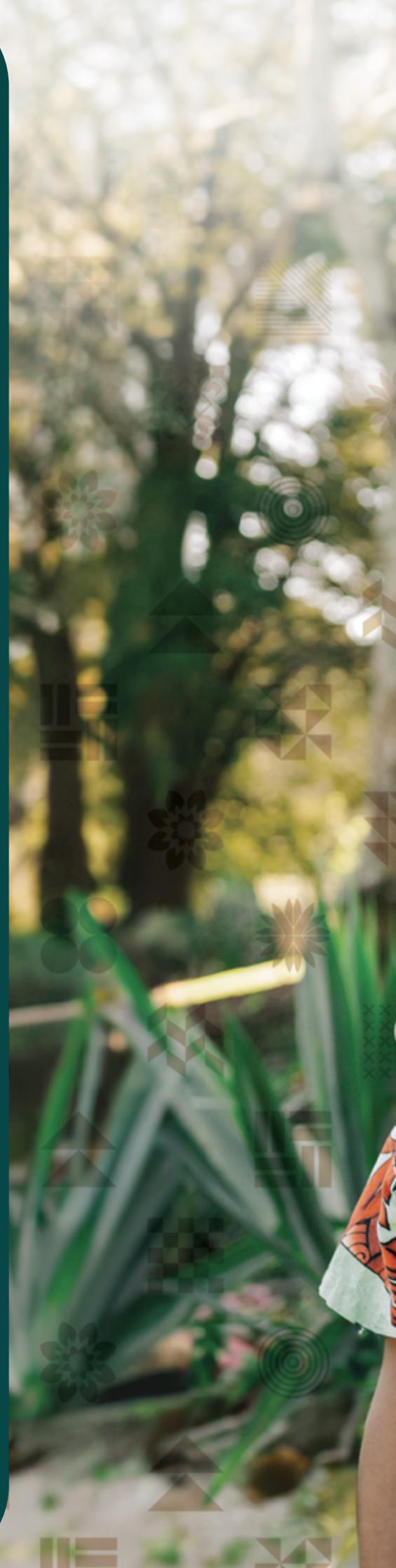


Gathering intelligence on Pacific issues and opportunities to inform our policy advice.



Partnering with a wide range of organisations across the private and public sectors, identifying and promoting future Pacific leaders and Pacific successes.

A significant part of the support we provide to communities is through grant funding. A summary of the funding we provided to communities in 2022/23 can be found on page 39.



Overview of our community programmes

It is by strengthening our connections and partnerships with Pacific communities, stakeholders and organisations that we gain the insights to develop meaningful policy initiatives for Pacific families and communities.



Lalanga Fou Goal 1

Thriving Pacific languages, cultures and identities

Inclusion and the sense of belonging is integral to social cohesion.

Languages, cultural knowledge and inclusion of ethnic diversity are important for Pacific peoples' sense of belonging and identity and are integral to a person's potential to participate with confidence in society. Language proficiency also enables cross-cultural communication and is important for trade across cultural and international boundaries.

However, Pacific languages are declining both in Aotearoa New Zealand and overseas. We have a role to play in supporting communities to foster and sustain their languages, cultures and identities.



Our work will contribute to bringing about these key shifts

1

All Pacific identities are understood

2

Diverse Pacific identities are accepted, recognised and celebrated in Aotearoa

3

Pacific languages are spoken, and cultures are fostered

4

More Pacific peoples participate in their cultural activities

5

Pacific MVPFAFF+/Rainbow+ community are supported

We have a role to play in supporting communities to foster and sustain their languages, cultures and identities.



L-R Mr Filipo Lui, Mrs Tefuli Pedro,
Mrs Huhana Lemisio and Mr Pailate Tuisano

Case study

Ke Olatia Te Gagana Tokelau Tokelau Dictionary Project

The Tokelau Dictionary Reprint Project team, in collaboration with Massey University, the Tokelau Council of Government, and the Tokelau Administrator at the Ministry of Foreign Affairs and Trade, was awarded \$40,000 through Round 1 of the Pacific Languages Community Fund to reprint and distribute over 3,000 copies of the Tokelau Dictionary to Tokelau communities in Aotearoa New Zealand, Australia, Hawaii, Samoa, Tokelau and American Samoa.

Te Gagana Tokelau is predominantly an oral language and culture, with limited availability of written resources. The original Tokelau Dictionary was published in 1986 and was reprinted in January 2023.

The wide distribution of the Tokelau Dictionary to the Tokelau diaspora reflects Tokelau's inati (traditional community fishing and distribution system), which underpins Tokelau's cultural approach to resource distribution and is still practised today.

Te Gagana Tokelau is part of the urgent revitalisation category as defined in the 2022-2032 Pacific Languages Strategy⁴. This group of languages is characterised by high levels of endangerment, low numbers of speakers, low intergenerational transmission, and strong constitutional ties to Aotearoa New Zealand. Other languages in this group are Niuean and Cook Islands Māori.



“In the diaspora, Te Gagana Tokelau is being used less and less within families. Therefore, second- to fifth-generation Tokelauans now require urgent access and support in learning and maintaining their mother tongue to protect the language from further decline.”



Dr Hana Salome Tuisano
Research Centre for Hauora and Health

⁴ See mpp.govt.nz/programmes/the-pacific-languages-strategy-2022-2032/.

What we learnt from the Leo Moana o Aotearoa research project

83%

of participants believed it important to be able to speak one's Pacific languages

73%

believed their Pacific languages are in danger of being lost in Aotearoa

90%

would like their children to learn Pacific languages at school

We talked to our communities to understand the current state of Pacific languages in Aotearoa

While there has been some research on the health of Pacific languages in Aotearoa, and census data provides some supplemental information on the topic, these has been little primary research in recent years.

To address this knowledge gap and start building a body of evidence, we carried out the Leo Moana o Aotearoa⁵ research project to understand the use of and attitudes towards Pacific languages in Aotearoa New Zealand.

The first survey's findings confirmed that Pacific languages are the cornerstone of Pacific wellbeing, but there has been a decline in the learning and use of Pacific languages in Aotearoa. These findings are consistent with census data.

Additionally, the survey found that **83 percent of the 3,039 survey participants believed it important to be able to speak one's Pacific languages, and 90 percent would like their children to learn Pacific languages at school.**

However:

- **nearly three quarters (73 percent) believed their Pacific languages are in danger of being lost in Aotearoa.** There is a slowing of intergenerational transmission of Pacific languages with only 26 percent of respondents using Pacific languages with their school-aged children.

Leo Moana established the baseline data for the monitoring framework currently being developed for the Pacific Languages Strategy. It will be repeated twice between now and 2032 to track progress against the key objectives of the Strategy.

5 See mpp.govt.nz/programmes/pacific-languages-survey/.

What we delivered for
our communities

74 community groups

In 2022/23, we supported
74 community groups to a total of
\$456,000 to implement initiatives

We used the insights we gained to underpin Aotearoa's first Pacific Languages Strategy

The ten-year Strategy⁶ was launched in September 2022, during the United Nations Educational, Scientific and Cultural Organisation (UNESCO) Decade of Indigenous Languages. The Strategy has three key objectives to:

- **recognise** the value of Pacific languages in Aotearoa
- **strengthen** pathways and resources for learning, and learning in, Pacific languages
- **create** environments for Pacific languages to be used more often and in more spaces.

The Strategy sets out a framework for Pacific communities to lead, own and drive the achievement of these objectives through ethnic-specific language Community Action Plans. These are supported by a Government Action Plan that sets out the systemic conditions for Pacific languages to thrive.

The Pacific Languages Government Action Plan was approved by partner agencies, the Pacific Ministers Wellbeing Group and Cabinet in May 2023.

We also continued empowering Pacific community groups to lead the revitalisation of their languages and culture.

As in previous years, we celebrated each of the nine Pacific languages we currently support during a week of dedicated activities. Since 2020 we have also been supporting community groups to develop and lead the national delivery of Language Weeks. The support extends to creating language resources targeting churches, youth, and community education, including speech competitions for the ASB Polyfest.

As part of the Languages Strategy, we:

- **supported 74 community groups** to a total of \$465,000 to implement initiatives that will be captured in the Community Action Plans
- **continued to invest** in the Centre for Pacific Languages to ensure the ongoing delivery of free online Pacific languages classes.

⁶ See mpp.govt.nz/programmes/the-pacific-languages-strategy-2022-2032/.

Lalanga Fou Goal 2

Prosperous Pacific communities

For Aotearoa to prosper, all its communities need to prosper.

Pacific peoples experience lower economic prosperity, lower educational attainment, and poorer labour market and housing outcomes than the general population⁷.

They are also less likely to have intergenerational wealth created through ownership of businesses and productive and appreciating assets.

However, despite these issues, there are significant strengths within Pacific communities that create enormous opportunities for economic and social success.



Our work will contribute to bringing about these key shifts

1

Creating wealth through employment and business ownership

2

Generating intergenerational wealth through home ownership

3

Improving residence pathways to embed investment

4

Valuing Pacific Peoples' contribution to Aotearoa

Prosperous Pacific communities are vital to a prosperous Aotearoa.

⁷ See mpp.govt.nz/assets/Reports/Pacific-Peoples-in-Aotearoa-Report.pdf.

As recommended by the evaluation, we are strengthening coherence between the three Pacific Business Village components to leverage their complementary benefits for Pacific businesses

Economic development and employment

In the area of employment and economic development, our work is guided by the three objectives of the Pacific Employment Action Plan (PEAP)⁸, which are to:

- diversify the Pacific workforce
- address systemic barriers to employment
- leverage Pacific entrepreneurship.

The following outlines the programmes we have worked to progress during 2022/23 that align with the plan:

- Pacific Aotearoa Regional Enterprise Fund to strengthen productivity and growth of Pacific businesses
- Pacific Business Village
- Tupu Aotearoa
- Toloa.

We closed out the Pacific Aotearoa Regional Enterprise Fund

In July 2021 we signed a Memorandum of Understanding (MoU) with the Ministry of Business, Innovation and Employment (MBIE) to support existing small- and medium-sized Pacific-owned businesses in the regions (outside the metropolitan areas) to recover from the impacts of COVID-19, sustain economic resilience, and support growth.

The MoU gave us access to funding of \$2 million to launch the Pacific Aotearoa Regional Enterprise Fund (PAREF). Eligible Pacific businesses were able to apply for capital investment funding of up to \$100,000. Applicants were required to contribute 20 percent of the requested amount.

Through PAREF we supported 29 Pacific businesses in the regions with capital investment to boost business productivity and created 173 new jobs.

Additionally, we learned that key challenges to the growth and resilience of Pacific businesses include:

- difficulty accessing and navigating available support services, particularly in regions where tangible support is limited or absent
- a lack of capital funding to support Pacific businesses, networks, service providers and social enterprises into growth and sustainability
- a lack of culturally appropriate capacity development services.

These insights were used to inform the establishment of the Pacific Business Village.

This year, we continued to support businesses who had received funding in 2021/22 to meet their contractual outcomes.

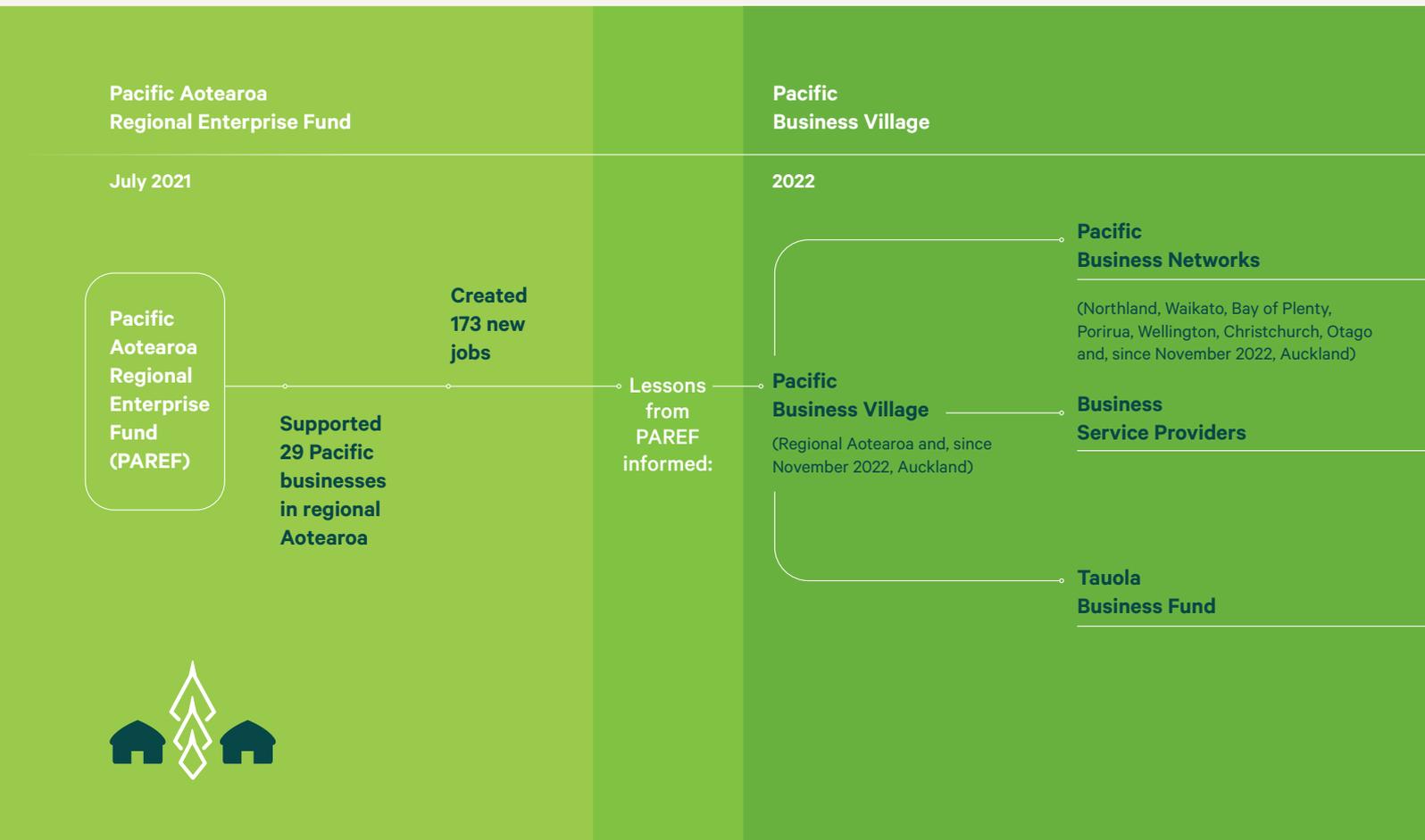


Economic Development

173 new jobs

in regional centres across the motu

⁸ The PEAP was launched in May 2022 as one of seven population-specific employment action plans that support the Government's wider Employment Strategy. For more information, see mpp.govt.nz/programmes/pacific-employment-action-plan/.



We expanded the Pacific Business Village initiative and the Tauola Business Fund

The Pacific Business Village⁹ was established in 2022 to support sustained growth in the Pacific business sector and to provide a strategic framework for the long-term economic development of Pacific businesses in Aotearoa.

The expansion of the Village coincided with the launch of the second Tauola funding round.

In 2022/23, 47 Pacific business were supported by Tauola (67 since the Tauola Fund was first set up) and 22 Pacific social enterprises were supported to create employment, social wellbeing and wealth opportunities for Pacific communities.

Evaluating the Village’s direct funding

In March 2023, we undertook an independent evaluation of the direct funding component of the Village.

The evaluation found that these funds:

- Helped businesses to **increase their revenue** through growth and productivity ✔
- Enhanced business efficiency** and sustainability through reinvestment ✔
- Enabled businesses to **employ more Pacific staff**, especially young people and apprentices, providing them with opportunities to upskill ✔
- Enhanced** the level of **professionalism** and a stronger **sense of pride** in Pacific businesses ✔
- Helped to **address negative stereotyping** of Pacific businesses. ✔

⁹ For more information on the Pacific Business Village, see mpp.govt.nz/programmes/pacific-business-village/.

1 Identify, co-ordinate and connect local Pacific businesses (and since November 2022 social enterprises), and link them with local Pacific business service providers

2 Offer tailored capability development support and services for Pacific businesses (and since November 2022 social enterprises, such as financial, digital, and health and safety management services)

3 Provides up to \$100,000 of capital investment to eligible Pacific businesses (and, since November 2022, social enterprises) to increase productivity, scale up and create employment (with minimum 15 percent contribution from participating businesses/social enterprises)

The evaluation also identified opportunities to enhance the programme. As recommended by the evaluation, we are strengthening coherence between the three Pacific Business Village components to leverage their complementary benefits for Pacific businesses.

In the community

Tauola Business Fund timely for Bay of Plenty



Aifai Esera
Director and Business Navigator
Pacific Growth Services

Pacific Growth Services Director and Business Navigator Aifai Esera says the newly established Ministry for Pacific Peoples' Tauola Business Fund is an opportunity not to be missed.

The Pacific Business Village is designed to support sustained growth in the Pacific business sector and to provide a strategic framework for long-term economic development for Pacific business in the regions outside of Auckland.

He says the Pacific Business Village will elevate the capability of businesses from being a sub-contractor to a main contractor, and to owning a business.

“This type of initiative gives people the opportunity to gain capital investment to grow their business so they can prosper, which in turn should allow you to be able to purchase a house.”



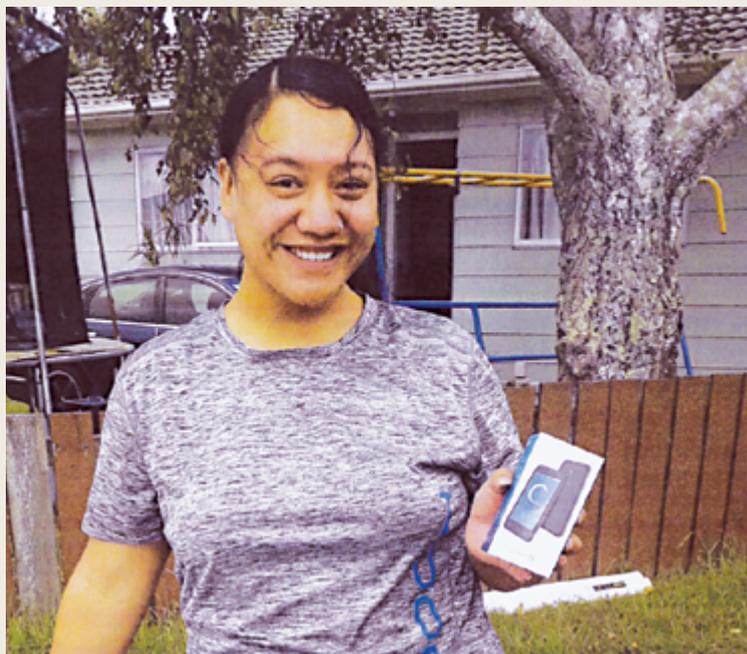
“We are not only changing the mentality of the business owner now, but also their children and children’s children.”

— Aifai Esera

[Read article on our website](#)

In the community

Tupu Aotearoa strengthens resilience through employment



Amethyst Honana Umurua wants a great future

The 20-year-old Auckland woman joined MPP’s Tupu Aotearoa programme in January 2022.

The programme connects Pacific people with local providers who support them on their journey to training, study and securing employment.

Amethyst did not finish high school, and was between homes. She reached out to the local Tupu Aotearoa provider, Solomon Group Auckland, to help her find a job. With minimal work experience and no CV, she was unsure where this would lead.

Solomon Group Auckland discussed with her ways they could support her into work and

found out she was interested in a customer service-related position. She wanted to work in a contact centre.

Together, Amethyst and Solomon Group Auckland worked to create her CV, and to strengthen her skills and confidence to navigate the road towards employment. She was also able to purchase a phone so that she could have contact details for her CV.

Her CV was sent out to different employers that had vacancies and she was able to get an interview with SKY TV at their contact centre. With the support of Solomon Group Auckland, she was well-prepared for the interview, and secured a position with SKY TV.

2,071

Tupu Aotearoa participants



had achieved employment, training or study placements or work experience with a view to securing employment.

We continued implementation of the Tupu Aotearoa programme

In partnership with local Pacific providers, we deliver an employment, education and training support programme to help Pacific people identified as not in education, employment or training (NEET).

In 2022/23, Tupu Aotearoa sought to connect 2,307 Pacific people who are NEET with 20 service providers throughout Aotearoa.

The Tupu providers also provide participants ongoing advice, mentoring and pastoral care to help sustain their employment, training or studies.

During the year, 2,071 Pacific people achieved employment, training or study placements or work experience with a view to securing employment.

In the first two years of its four-year funding period, the programme has achieved 5,033 placements – 67.1 percent of its four-year target of 7,500 placements by June 2025.

We maintained the Pacific Work Connect Programme

The Pacific Work Connect Programme (PWCP) is a specialised service aimed at supporting Pacific migrants in their journey towards employment. Originally financed through the Immigration Levy, PWCP was created as a tailored version of the Work Connect programme, which was underutilised by Pacific migrants, their partners, and adult children. Following a successful pilot phase in South and West Auckland in 2020 and 2021 and subsequent expansion to the broader Auckland region in 2021/22, PWCP has been extended to operate until June 2024, with funding now provided by MPP. PWCP will maintain its in-person services for clients throughout Auckland and expand its online capabilities to assist eligible individuals residing outside of Auckland.

Our housing programme

Creating intergenerational wealth and wellbeing through housing

In November 2022, we realised a major milestone with the launch of Fale mo Aiga: the Pacific Housing Strategy and Action Plan 2030.

The strategy is the result of collaboration between MPP, the Ministry of Housing and Urban Development Te Tūāpapa Kura Kāinga and Kāinga Ora Homes and Communities. Driven by the vision that Pacific peoples own and live in affordable, quality, fit-for-purpose, healthy homes that enhance their wellbeing, it provides a framework for co-ordinated, system-wide action on Pacific housing.

As part of our role in Fale mo Aiga, in 2022/23 we continued to implement the Pacific Financial Capability Development Programme. The programme aims to strengthen financial literacy and financial management in Pacific families and communities. We are tracking the difference our work is making over time.

In the two years up to 30 June 2023:

- 2,708 people enrolled in the programme
- 1,306 people established home ownership plans to help them budget, manage their debt, and save towards making home ownership a reality
 - Financial capacity development providers are supporting them to adhere to their home ownership plans.
 - Through better financial management, budgeting, debt management and savings, 99 families who participated in the programme purchased a new home, and a further 32 were able to prevent losing their homes through mortgagee sales.
- we distributed \$5 million in seed funding to the Pacific Housing Waikato Trust for the acquisition and development of affordable homes for Pacific families in the Waikato region.
 - We expect these homes to be acquired, or their development started, before June 2024.
- we entered contract negotiations with seven organisations in Auckland, Wellington, Christchurch and South Otago to provide seed funding towards the development of up to 63 new homes in these areas for Pacific families to purchase
 - Construction of the first homes will begin in December 2023, and all 63 homes are expected to be completed by December 2024.

2,708

people enrolled in the Pacific Financial Capability Development Programme

1,306

people established home ownership plans to help them budget, manage their debt, and save towards making home ownership a reality

99

families enrolled in the programme purchased new homes

32

families enrolled in the programme were able to prevent losing their homes through mortgagee sales

Our Whare Our Fale

We supported the Central Pacific Collective's business case that provided the feasibility of Our Whare Our Fale, which is a community initiative to develop up to 300 homes for Pacific families to purchase in Eastern Porirua. The business case supported the drawdown of the \$115 million contingent funding announced in Budget 2022. We expect construction of the first houses to begin in mid-2024.

This offers a unique opportunity for up to 300 families to purchase affordable homes in Eastern Porirua that are designed for the Pacific community.



“It is the biggest of any Pacific project in the history of this country – and it is a project that is community-based and led by a community organisation.”



Fa'amatuinu Tino Pereira
Chief Executive Central Pacific Collective and Pasefika Housing Trust



First home buyers

Auckland family overcomes financial struggles to buy dream home



Josua Tauva and his family enjoy home ownership thanks to the support of financial advisor Andrew Lavulavu and Home Ownership Pathway

Making a move onto the property ladder was a somewhat bleak prospect for Auckland surveyor Josua Tauva.

Josua – who is of Fijian heritage – and his wife Rachael struggled with their budget, finding a location that was close to work, and other challenges that accompany buying a home.

That was until they found out about independent Auckland financial advisor Andrew Lavulavu and his services at Home Ownership Pathway.

“Andrew helped by offering us a pathway to get to a position where we could make things work.

Andrew listened to our situation and tailored stuff for us, rather than the standard lines we would receive, a lot of the time causing more stress than results.

With Andrew, it was a breath of fresh air to hear something that would work for us.”

Now, Josua, his family and his brother Robert live comfortably in their Orewa home, which they bought two years ago.



“It’s a great feeling, knowing we now have roots and a place to build from... no more moving and renting.”

— Josua Tauva

[Read article on our website](#)

Lalanga Fou Goal 3

Resilient and healthy Pacific peoples

Key health indicators show persistent disparities in health outcomes for Pacific people compared to other population groups in Aotearoa. The COVID-19 pandemic demonstrated how vulnerable the health and resilience of Pacific communities are.

COVID-19 response and resilience

The second round of the Pacific Aotearoa Community Outreach (PACO) Fund¹⁰ enabled 248 Pacific community groups and organisations to implement holistic responses to the COVID-19 Omicron variants. This funding enabled communities to access:

- COVID-19 Protection Framework education
- digital connectivity for Pacific communities
- financial wellbeing programmes
- health and wellbeing workshops
- preparedness kits
- resource development
- nurturing and support for social enterprises within Pacific communities
- vaccination events
- communications events and messaging.

The third PACO round shifted the focus from responding to the immediate effects of COVID-19 to building longer-term resilience through strengthening the capacity of Pacific social enterprises. It is anticipated that the 46 social enterprises supported through the third round of PACO funding would be enabled to sustain their presence and work in Pacific communities.

We supported Pacific communities during severe weather events

In the first two months of 2023, Aotearoa faced a series of severe weather events that affected large parts of the North Island.

These included:

- Cyclone Hale, which passed over the North Island between 8 and 12 January
- persistent heavy rainfall from 26 January to 3 February 2023, resulting in flooding in the Northland, Auckland, Waikato, and Bay of Plenty regions
- Cyclone Gabrielle, which traversed the North Island from 12 to 16 February.

The cyclones had far-reaching consequences – causing extensive damage, disrupting people’s livelihoods and tragically claiming lives.

Throughout this period and in the aftermath, we liaised closely with the National Emergency Management Agency Te Rākau Whakamarumarū on support for Pacific communities.

We also:

- maintained regular communication with key leaders in Pacific communities through daily phone calls and, in some instances, physically visiting the affected areas to offer necessary aid and support
- provided valuable insights and advice to inter-agency task forces that were aiding communities in the affected regions, ensuring that the specific needs of Pacific communities were understood and met
- leveraged our extensive, well-established networks in Pacific communities, working closely with various Pacific non-government organisations and response groups (including providing support to the Pacific Response Hub situated in Auckland)

- collaborated with our agency partners to organise two online fono in February and March 2023. Combined, these fono reached an audience of almost 200 key Pacific community leaders and helped ensure Pacific people received relevant and timely information to support recovery.

Healing from racism and discrimination

One year on from the Dawn Raids Apology of 2021, Pacific representatives, Ngāti Whātua Ōrākei and government officials welcomed a new dawn of partnership and prosperity at a commemoration ceremony at Ōrākei Marae in Auckland on 27 August 2022.

At the ceremony, a Memorandum of Understanding was signed between MPP and Ngāti Whātua Ōrākei to strengthen kinship ties between the Pacific peoples of Aotearoa and mana whenua.

The second round of the Teu Le Va Dawn Raids History Community Fund was launched at the ceremony with a funding pool of \$600,000. The Fund enables Pacific individuals, artists, historians and community groups to share their own stories and experiences of the Dawn Raids, helping their healing from these past events.

It also establishes a valuable account of this period in Aotearoa New Zealand’s history that will be instrumental in education and awareness-raising to address racism and discrimination.

¹⁰ For more information on the PACO initiative and its three associated funding rounds, see mpp.govt.nz/programmes/pacific-aotearoa-community-outreach/.



Our work will contribute to bringing about these key shifts

1

Pacific peoples' values and experiences lead the design and delivery of health and wellness services

2

Integrated prevention

3

Improved health for Pacific peoples

4

Improved mental health and wellbeing for Pacific peoples

We want a greater focus on delivering preventative healthcare services to Pacific communities, ensuring that more services are delivered by Pacific clinicians and health professionals, improving Pacific mental health and wellbeing services, and providing greater support to Pacific parents so they are better equipped to give their children a good start in life.

MPP cross-agency activity towards strengthening Pacific peoples' health and resilience

Ministry of Health Manatū Hauora

- We contributed to development of the suite of health strategies required under the Pae Ora (Health Futures) Act 2022, in particular The Pacific Health Strategy Te Mana Ola. Our feedback influenced links to other strategies where there are multiple intersections for Pacific peoples, and we highlighted the need for specific, intersectional action plans focused on Rainbow+, disabled persons, Realm communities, children and women, amongst others.
- We provided advice on the Transforming Mental Health policy review, and contributed to Theory of Change work which aims to enhance the mental wellbeing of children and young people as it relates to the wellbeing of Pacific children and youth.
- We provided feedback on the Smoked Tobacco Regulatory Regime to ensure the proposals are consulted with Pacific communities and that they meet the needs of Pacific peoples, given the high prevalence of smoking within Pacific communities.
- The Ministry has been a part of the All-of-Government COVID-19 Policy Co-ordination group which provides advice to government across a broad range of COVID-19 related matters. Our inputs focused particularly on the pandemic's impact on Pacific communities.

Department of the Prime Minister and Cabinet (DPMC)

- We are supporting and advising the development of Pae Ora Healthy Futures Strategies through the secondment of two staff members to DPMC's Transition Unit.

Te Puni Kōkiri

- We support Te Puni Kōkiri to deliver Whānau Ora – Pasifika Futures. Pasifika Futures works with regionally-based providers and partners to help Pacific families achieve their aspirations in health, housing, education training and economic development.

Te Puna Aonui

- The Ministry informed the development of Te Aorekura National Strategy to Eliminate Family Violence, and its associated Action Plan and measurement framework.
- We are represented on Te Puna Aonui working groups to support its implementation.

Accident Compensation Corporation (ACC)

- We provided feedback on the ACC Pasifika Framework.

Lalanga Fou Goal 4

Confident, thriving and resilient Pacific young people

The Pacific youth population represents a growing proportion of the overall population of Aotearoa, and this trend is set to continue.

The median age of Pacific people in Aotearoa is now 23.4 years, compared to 25.4 years for Māori, 31.3 years for Asian, and 41.4 years for Europeans (2018 Census).

34%

of New Zealand's Pacific population is under 15 years old



Our work will contribute to bringing about these key shifts

1

Pacific young people are supported, confident, and thriving

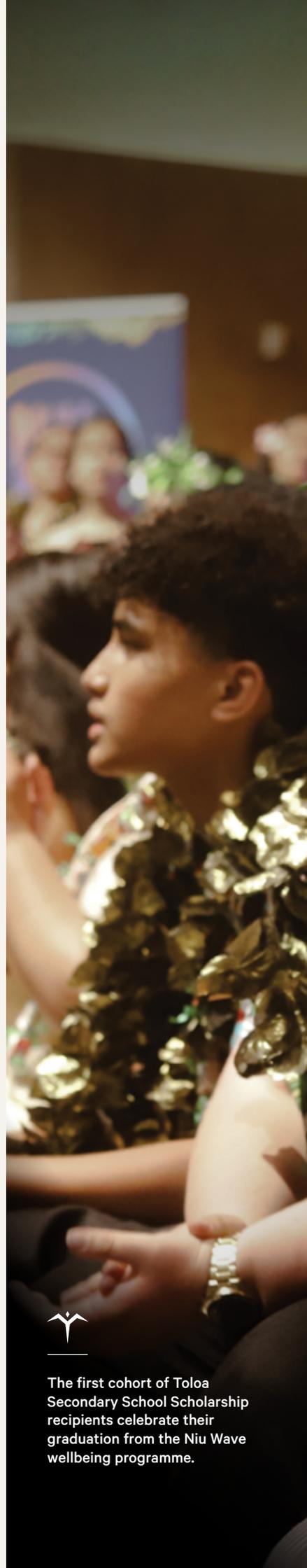
2

Pacific young people have better pathways available to them, from education to employment in a broad range of careers

3

Pacific young people have improved mental health and wellbeing

The potential for young Pacific people to contribute to the future prosperity of Aotearoa is significant. We incorporate a special focus on Pacific young people in all our work.



The first cohort of Toloa Secondary School Scholarship recipients celebrate their graduation from the Niu Wave wellbeing programme.



STEAM skills are in high demand in the workforce. The Toloa programme helps to overcome the barriers for Pacific people to enter STEAM study and employment pathways. We want young Pacific people to be leaders and innovators in STEAM.



Investing in Science, Technology, Engineering, Arts and Mathematics

9

digital community hubs nationwide

9,140

participants across Aotearoa

300

Toloa scholarships (250 secondary and 50 tertiary)

1,100

people accessing services in the Hubs between February 2022 and June 2023

5

community providers proving STEAM services

Engineering star

Pacific Veterinary Science major paving the way in STEAM



Tokoroa’s Shauna Glassie-Ryan is a Toloa tertiary scholarship recipient who says it allowed her to study without the “fear of accumulating a large student loan debt”

The 21-year-old, whose heritage traces back to Rarotonga, Aitutaki and Atiu in the Cook Islands, completed her second-year Bachelor of Veterinary Science studies at Massey University at the end of 2022.

Earlier in the year, she was selected to take part in a marine research and training programme in the Cook Islands. “My grandmother would always say to my siblings and I that we need to look after our moana.

It is full of many wonderful things, not only does it play a role in our history as voyagers, but also now in the present day, keeping us alive as it continues to provide a source of nutrition.”

“We need more Pacific Islanders in the STEAM sector to create diversity, to provide future generations with Pacific leaders.”

Percentage of Toloa scholarships awarded (300 in total)



Auckland	43%
Manawatū-Whanganui	13%
Canterbury Region	13%
Waikato	9%
Wellington	9%
Otago	9%
Bay of Plenty	4%

We supported educational aspirations for Pacific young people through the Toloa programme

The Toloa programme aims to increase Pacific people’s employment in workforce sectors that will be increasingly important to Aotearoa’s future – Science, Technology, Engineering, Arts and Mathematics (STEAM).

Toloa aims to achieve this through a whole-of-life pipeline of support: from early childhood, primary, secondary and tertiary education levels and employment pathways. We have expanded Toloa so that it reaches into Pacific communities across all of Aotearoa.

For the 2023 academic year:

- we awarded 250 secondary and 50 tertiary Toloa scholarships
- scholarship recipients were supported with a year-long wraparound wellbeing programme and two STEAM Challenge incubator programmes to support them in the early stages of STEAM academic engagement
- we funded nine digital community hubs nationwide to increase community participation in information technology, with 1,100 people accessing services in the Hubs between February 2022 and June 2023
- we funded five community providers to deliver STEAM-related activities in the community and to provide wellbeing support to scholarship recipients – between February 2022 and June 2023, these providers reached 9,140 people across Aotearoa

Technology star

All eyes on promising Pacific entrepreneur

- we established that the In-Work Support pilot project, which aims to determine the key success factors and financial viability of supporting Pacific people into sustainable STEAM careers, **has a social return on investment (SRI) of \$1.20 (that is, it delivers \$1.20 of measurable good to Aotearoa for every \$1 invested). The SRI figure was impacted by COVID-19 wage subsidies for employers; if these are omitted the SRI increases to \$2.40 for every \$1 invested.**



Prime Minister's Pacific Youth Awards (PMPYA)

We administer, and sponsor a category in, these Awards, which are presented in December each year to recognise the achievements of Pacific people in Aotearoa in fields such as promoting their language and culture, for leadership and entrepreneurship, and for their efforts in the arts, education and the community.

This year MPP awarded Latayvia Tualasea Tautai the Leadership and Inspiration award for service to community.

When asked what the award meant to her, Latayvia replied:

“I was 10 years old when my family had to flee to a women’s refuge.

Today I am receiving an award for leadership to complete my Air New Zealand funded travel and Foreign Affairs and Trade internship.

There’s so much stigma in our community around accessing WINZ or social service support. But the whole purpose is to be a social safety net to help people get back on their feet.”



To’e Lokeni, front, and classmates at Bishop Viard College. Front from left: Manfred Sofara, Lokeni, Ocean Matete-Stehlin. Back, from left: Noah Risati-Isaako, John Paul Taulalo, Wynter Taape.

After an exceptional 2022, all eyes are on To’e Lokeni (pictured) to see what is next for the 17-year-old budding Pacific entrepreneur from Porirua.

In December, To’e, who is of Samoan heritage, received the Prime Minister’s Pacific Youth Award (PMPYA) for Business and Entrepreneurship, sponsored by the Pacific Business Trust.

Additionally, To’e and fellow Bishop Viard College senior student Manfred Sofara were named CEOs of Year in the

2022 Young Enterprise Scheme (YES), for their work overseeing Fa’amalosi – Say it Right.

The pair led a small business group to create Fa’amalosi – Say it Right, a website aiming to help people pronounce Māori and Pacific names correctly.

Fa’amalosi – Say it Right also collected the National Excellence in Sales and Marketing award at the National YES Awards.

To’e says he feels honoured to be one of nine 2022 PMPYA recipients.



“I hope to inspire young Pacific youth to take on challenges like I have as I want to show people you don’t need to wait until you are an adult to make change.”

— To’e Lokeni

[Read article on our website](#)



The Tongan Youth Trust (TYT) is passionately working towards its goal of enhancing life for Tongan youth in Aotearoa. With a strong focus on sustainable approaches, TYT is seeing a positive impact on the quality of life for the young people it serves.



“I’ve seen the lives of young people change and it’s truly immeasurable. It’s really rewarding seeing hope in a family when they think about what their future looks like.”

Reverend Ikilifi Pope

CEO and Founder of the Tongan Youth Trust

Community programmes for Pacific youth

In 2022/23, we administered several tailored community programmes for Pacific youth. These included:

Akongoue Pacific horticultural programme

Akongoue was delivered between March 2022 and April 2023 in partnership with the Ministry for Primary Industries, South Auckland secondary schools, the Tongan Youth Trust, and the Ministry of Business, Innovation and Employment.

It aims to support Pacific secondary school students who may miss out on employment, education or training opportunities, to transition into further education and training in the horticulture industry once they leave school.

Of the 25 participants in the Akongoue Pacific horticultural programme:

- 98 percent of Year 12 and Year 13 participants completed their Horticulture Level 2 and Level 3 NZQA unit standards

98% 

of the 25 Year 12 and Year 13 participants completed their Horticulture Level 2 and Level 3 NZQA unit standards

- all students completed Site Safe courses and achieved First Aid certificates

- nine students completed their forklift licences

- six students were employed in the horticulture sector

- one student is enrolled to complete a university degree.



Graduates: Eric Tuala, Lima Leaupepe, Rimu Wimiana, Malia Manuha'apai, Latu Unga, Tiale Foua, Siale Vainga, Benjamin Tautalanga. Front: Barry Bignell (General Manager, Downer) and Cecilia Tuala (Programme Manager).



“We are very excited to be partnering with the Ministry for Pacific Peoples, whose support was integral to the launch of this pilot programme. We are looking forward to delivering more of these programmes and bringing more of our Pacific community into great roles within our industry.”

Barry Bignell
Downer's Executive General Manager Zero Harm

Atia'e le Afolau Pacific Youth Cadetship pilot project

This pilot was run in partnership with Downer to support employers to place Pacific people into employment, and then to support them with training or education.

The project will enable up to 15 Pacific NEET¹¹ young people aged between 17 and 24 years from throughout Aotearoa to be recruited and subsequently offered a cadetship with Downer.

By 30 June 2023, 14 cadets from Auckland, Tauranga and Wellington had graduated and been recruited. They had either recently begun or were set to begin full-time employment with Downer in their kerb and channel, traffic management and civil construction divisions. All 14 cadets had reached the 31-days-in-employment milestone of the contract.

11 Not in Employment, Education or Training.

Influencing government

The All-of-Government Pacific Wellbeing Strategy is guiding our work to bring about change in the government system so that, together, we can turn the tide on inequity, and improve wellbeing outcomes for Pacific peoples.

We are the secretariat for the governance groups responsible for overseeing the Strategy's implementation.



Governance group

Pacific Wellbeing Ministerial Group

Provides the strategic direction for cross-agency collaboration and creative action for the advancement of Pacific wellbeing



Membership and representation

Minister for Pacific Peoples (Chair)

Associate Minister of Housing



Minister of Immigration



Minister for Children



Minister of Education



Minister for Disability Issues

Minister of Arts, Culture and Heritage



Minister for Social Development and Employment



Minister for Prevention of Family and Sexual Violence



Governance group

Pacific Wellbeing Chief Executives Group

Provides oversight and visibility of cross-agency efforts to fast-track Pacific priorities

Pacific Wellbeing Deputy Chief Executives Group

Leads long-term work supporting strategy development and implementation, and short-term collective action

Pacific Wellbeing Working Group

Works through shared actions and actions given to individual agencies



Membership and representation

Ministry for Pacific Peoples (Chair)

Ministry of Business, Innovation and Employment



Ministry of Culture and Heritage



Ministry of Education



Ministry of Housing and Urban Development



Ministry of Social Development

Ministry of Health



Kāinga Ora



Oranga Tamariki



Te Whatu Ora



Te Puna Aonui



Treasury

Our leadership and work across Government

We use various avenues and opportunities in the government system to work and advocate for better wellbeing outcomes for Pacific peoples.

We bring the voices of Pacific people to Government...

We work with agencies to support the development of policies and advice on matters critical to Pacific wellbeing.

... through policy advice and influence

We work closely with agencies to ensure that the diversity of Pacific experiences, perspectives and aspirations shape internal departmental briefings and advice, strategic documents, Cabinet papers and ministerial decision-making.

Our advisory and influencing role within government sees us working with many agencies across a broad range of issues.

In September 2022 our policy advice on the Dawn Raids Apology was one of four finalists in the Better Outcomes Award category of the Public Service Commission Te Kawa Maataho’s Spirit of Service Awards.

This year, our collaborative work with agencies has included:

- immigration issues like the registered seasonal employment policy review, immigration rebalance proposals, and changes to the migrant settlement support system (Immigration New Zealand and the Ministry of Business, Innovation and Employment Hikina Whakatutuki)
- housing issues (our Fale mo Aiga Pacific Housing Strategy and Action Plan partners, Kainga Ora Homes and Communities and Te Tūāpapa Kura Kainga Ministry of Housing and Urban Development)
- the Living Standards Framework and Te Tai Waiora: Wellbeing in Aotearoa New Zealand 2022 (Treasury Te Tai Ōhanga)

- the Action Plan for Pacific Education (Ministry of Education Te Tāhuhu o te Mātauranga)
- Pacific Prosperity (Ministry of Social Development Te Manatū Whakahiato Ora)
- the Child and Youth Wellbeing Strategy (Department of the Prime Minister and Cabinet Te Tari o te Pirimia me te Kōmiti Matua)
- Te Mana Ola – Pacific Health Strategy and the Pacific Health Action Plan (Ministry of Health Manatu Hauora)
- Te Aorerekura: National Strategy to Eliminate Family Violence and Sexual Violence (Te Puna Aonui Interdepartmental Executive Board for the Elimination of Family Violence and Sexual Violence)

- the National Action Plan Against Racism (Ministry of Justice)
- social sector commissioning (Ministry of Social Development)
- the National Careers System Strategy (Tertiary Education Commission Te Amorangi Mātauranga Matua)
- education, employment and training policies and initiatives
- the Crown response to the Royal Commission of Inquiry into Abuse in Care.

**Agencies we have collaborated
with this year**



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI



Te Tūāpapa Kura Kāinga
Ministry of Housing and Urban Development

**TE TAI ŌHANGA
THE TREASURY**

**DEPARTMENT OF THE
PRIME MINISTER AND CABINET**
TE TARI O TE PIRIMIA ME TE KOMITI MATUA

**MINISTRY OF SOCIAL
DEVELOPMENT**
TE MANATŪ WHAKAHIATO ORA

... through representation in state sector governance...

We worked with the Ministry for Women Manatū Wāhine, the Ministry for Ethnic Communities Te Tari Mātāwaka, the Office for Disability Issues Te Tari Mō Ngā Take Hauātanga and Te Puni Kōkiri to offer accessible governance training to members of the agencies' nominations databases. We also:

- facilitated the appointment of Pacific candidates to public sector boards and the Minister for Pacific Peoples' board appointments

- funded the *Good Governance with a Pacific Lens* courses in Te Whanganui-a-Tara/Wellington, Tāmaki Makarau/Auckland, Tauranga, Whangārei and Ōtautahi/Christchurch for new and emerging governance board members.

The 2022 Stocktake of Gender, Māori, Pacific and Ethnic Diversity on Public Sector Boards and Committees¹² indicates that Pacific representation has continued to increase steadily over the last four years, from 4.4 percent of total roles for which ethnicity data was provided in 2019 to 7.2 percent in 2022.

The proportion of these roles held by women remained steady at around 62 percent. Despite a decline from 9.4 percent in 2021 to 8.9 percent in 2022, there has also been an overall increase in Pacific appointees to new governance roles in recent years.



The table below illustrates a steady, positive increase in Pacific representation on Public Sector Boards and Committees since 2019:

Year ended 31 Dec	Total roles for which ethnicity data was provided	Held by Pacific people		Held by Pacific women		New appointments	Pacific appointees
2019	2,618	115	4.4%	68	59.0%	595	7.0%
2020	2,579	138	5.4%	85	61.6%	478	8.5%
2021	2,582	166	6.4%	103	62.0%	524	9.4%
2022	2,573	186	7.2%	115	61.8%	524	8.9%

...and through strengthening networks among Pacific public servants

We hosted four virtual Pacific public servants fono, each of which attracted between 200 and 300 Pacific public servants from across Aotearoa to:

- build capability amongst Pacific public servants through connecting, informing and empowering
- support public service values
- profile Pacific excellence in the public service
- support government priorities system-wide.

¹² See women.govt.nz/library/2022-stocktake-gender-maori-pacific-and-ethnic-diversity-public-sector-boards.

Alongside our programmes, we continued to build Pacific knowledge and capability

We provided leadership on Pacific wellbeing across government

Our collaboration with other government agencies and our leadership in multi-agency initiatives are evident in our work to deliver the Lalanga Fou goals.

The launch of the All-of-Government Pacific Wellbeing Strategy (PWS) in September 2022 provides the collective impetus to pursue this work across government and to monitor the difference our shared efforts make.

The PWS focuses on levers for change at a whole-of-system level, with the goal of achieving wellbeing outcomes for Pacific peoples across four focus areas:

- Lalaga Poto – embedding Pacific values and principles across government
- Fale Fono – partnerships and governance
- Vaka Moana – performance and improvement
- Te Kupega – capability.

The priority focus area for the PWS in its first year was Vaka Moana – performance and improvement.

Vaka Moana | performance and improvement

The Pacific Wellbeing Outcomes Framework was published at the same time as the launch of the PWS in September 2022¹³. Aligned with the Lalanga Fou Goals, the Framework outlines the wellbeing outcomes that Pacific communities aspire to, and provides an all-of-government planning, monitoring and accountability framework towards their achievement.

We developed a Pacific-specific template for Budget 2023 so that, for the first time, any agency submitting a Budget bid had to identify if and how they anticipated that the initiative directly or indirectly impacted Pacific peoples.

This year, we have continued to work on developing a tool that will map any Pacific tagged investment against the four Lalanga Fou goals. This is so that government agencies have an accurate and up-to-date view of system-wide investment into Pacific peoples.

Te Kupega | capability

In 2021, after endorsement by the Department of the Prime Minister and Cabinet's Policy Project as best practice policy and engagement tools for the public system, we published refreshed Kapasa – Pacific Policy Analysis and Yavu – Foundations of Pacific Engagement tools. We also developed online learning modules of these tools, allowing users to undertake training in their own time and at their own pace.

This year we recruited a full-time Kapasa trainer and a part-time Yavu trainer to work with organisations to ensure that the training is tailored and specific to their context and business, particularly through the use of contextualised case studies.

We provided Kapasa training to five organisations, including a tertiary institution, two government departments and two Crown agencies. Around 175 individuals, including senior leaders, participated in these training sessions. We also delivered Yavu training to two government departments with almost 100 participants in total.

At individual participant level, the training workshops have included

pre- and post-workshop evaluations. We received an average satisfaction score of 8.7 out of 10, based on participants' feedback on training sessions. At an organisational level, a post-workshop feedback session has been introduced.

The feedback we receive is used to continually improve the training workshops and identify further capability needs for agencies. For example, two of the agencies that participated in Yavu and Kapasa training have recognised their need for ongoing development. Participants from the original training in one of these agencies have established a group that continues to meet, with the support of senior management. Another team in this agency subsequently requested training.

We are exploring a 'train the trainer' approach to address this need, where we will train participants from the original workshop to initially co-facilitate training with us, and then we will support and monitor them to facilitate training on their own.

Since the release of the online tools, 36 participants have completed the Kapasa e-learning module, and 28 have completed the Yavu e-learning module. This relatively low participation rate is not unexpected, as we are yet to undertake a communications campaign on the availability of these e-learning tools.

A greater number have used the online tools for information purposes but did not complete the training. We still view this as valuable because the tools were designed so that users could 'dip in and out' of the content, depending on their unique capability and information needs.

¹³ See mpp.govt.nz/assets/Reports/Pacific-Wellbeing-Strategy-2022/Pacific-Wellbeing-Outcomes-Framework-Booklet.pdf.

The LTIB shows that inequities in Pacific data can be found at every point of the government data system – from how it is defined, collected, classified, analysed, used, published, accessed and evaluated – it also outlines what a future with Pacific data equity looks like and how we might get there.

We released our long-term insights on improving Pacific data equity

In May 2023, we published our first Long-term Insights Briefing (LTIB), *Improving Pacific Data Equity: Opportunities to Enhance the Future of Pacific Wellbeing*¹⁴.

The LTIB highlights the significance of data equity as a whole-of-system issue for Pacific communities and encourages public discussion on the topic.

The LTIB shows that inequities in Pacific data can be found at every point of the government data system – from how it is defined, collected, classified, analysed, used, published, accessed and evaluated. It also outlines what a future with Pacific data equity looks like and how we might get there.

On 11 August 2022, we signed separate Memoranda of Understanding with Stats NZ and the Pacific Data Sovereignty Network. Critical work towards improving Pacific data equity will be progressed through these partnerships. According to Government Statistician and Stats NZ Chief Executive, Mark Sowden, “We understand behind every number and statistic are real people with their own stories to tell – it’s crucial we are doing everything we can to capture and understand the experience of our Pacific communities in official data and statistics.”

Other initiatives that support our efforts for better Pacific data equity include:

- supporting Stats NZ to improve Pacific people’s participation in the 2023 Census
- participating as members on the Advisory Group for Stats NZ’s Ethnicity Statistical Standard Review, which has been established to:
 - be inclusive
 - enable ethnicity data to be collected with enough detail to meet user needs (whether for policymaking and decisions, analysis, research or funding)
 - provide guidance on the collection methods and outputs of the data
 - allow visibility for communities and individuals to see themselves
 - aspire to the United Nations’ Sustainable Development principle *Leave no-one behind*¹⁵
- participating in cross-agency working groups and governance groups on the Ethnicity Standards Review, data ethics and innovation, and the Algorithms Charter
- building Pacific research and evaluation capability in the Ministry of Social Development (MSD) through a secondment that has laid the foundation for a research partnership agreement between the MSD and MPP.

¹⁴ *Leave no one behind* is the central, transformative promise of the 2030 United Nations Agenda for Sustainable Development and its Sustainable Development Goals. For further information, see unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind.

¹⁵ See mpp.govt.nz/assets/Reports/Long-Term-Insights-Briefing/2-Appendix-1-The-Ministrys-LTIB-Pacific-Data-Equity-Opportunities-to-Enhance-the-Future-of-Pacific-Wellbeing.pdf.

Summary of funding outcomes in 2022/23

We administered a series of funding rounds to support Pacific communities, individuals and businesses. The following table details the summary of this support we provided in 2022/23.

In total, we directed almost \$13 million into the community during the year. Further information on the criteria and process for each of the Funds can be found on MPP's website as indicated.

Name of Fund ¹⁶	Funding pool	Successful applications
Pacific Aotearoa Community Outreach (PACO) Fund – Omicron Response	\$6.550m	248
Pacific Languages Community Fund	\$1.500m	170
Pacific Language Weeks Series	\$0.450m	72
Toloa Tertiary Scholarships	\$0.500m	50
Toloa Secondary Scholarships	\$0.240m	250
Toloa Contestable Fund	\$0.400m	5
Teu Le Va Dawn Raids History Community Fund	\$0.600m	20
PACO Fund – Social Enterprise	\$0.890m	44
Tauola Business Fund	\$2.808m	47

¹⁶ For further information on these funding programmes, see <https://www.mpp.govt.nz/funding/>.

Budget significant initiatives 2020–2022

The following table details where reporting information can be found for significant initiatives that were funded in Vote Pacific Peoples in the Budgets of 2020, 2021 and 2022¹⁷.

A note to the reader:

Specific financial and non-financial performance reporting on these initiatives (including the appropriations they were funded from) are available in the Statements of Service Performance sections in the respective year's Annual Report.

Within this report, the Statements of Service Performance for 2022/23 are found on pages 75 to 81).

Budget	Initiative	Total Budget funding (million NZD)	Location of performance information: 2020/21 ¹⁸ , 2021/22 ¹⁹ and 2022/23
2020	Enhance Pacific Economic Development	\$10.801 (2019/20 and next four years)	2020/21: page 35 2021/22: pages 33, 40 2022/23: pages 17–19 (this report)
	Reducing the high rate of Pacific young people aged 15-29 years Not in Employment, Education and Training (NEET) in metropolitan areas	\$13.518 (2019/20 and next four years)	2020/21: page 34 2021/22: page 36 2022/23: page 20 (this report)
	Reducing the high rate of Pacific young people aged 15-29 years Not in Employment, Education and Training (NEET) in regional areas	\$8.151 (2019/20 and 2020/21)	2020/21: page 34
	Ensuring Pacific languages survive within Aotearoa's Pacific communities	\$20.871 (2019/20 and next four years)	2020/21: pages 26–27 2021/22: page 27 2022/23: pages 12–15 (this report)
2021	Establish the Pacific Wellbeing Strategy to lift Pacific wellbeing and aspirations	\$6.610 (next four years)	2021/22: page 20 2022/23: pages 8, 37 (this report)
	Continuing Tupu Aotearoa to support Pacific Peoples into employment, training and education opportunities	\$26.335 (next four years)	2021/22: page 36 2022/23: page 20 (this report)
	Increase The Reach And Volume Of Service Of Tupu Aotearoa Across Aotearoa	\$13.879 (2020/21 and 2021/22)	2021/22: page 36
	The Pacific Aotearoa Community COVID-19 Recovery Fund (CRRF)	\$2.950 (2021/22 and 2022/23)	2021/22: page 44
	Toloo – Increasing Skills And Income Through Empowering Pacific Participation In STEAM	\$4.850 (2020/21 and 2021/22)	2021/22: page 48
2022	Building homes for Pacific in Porirua	\$0.500 (2022/23 only)	2022/23: page 22 (this report)
	Building Pacific Science, Technology, Engineering, Arts and Mathematics (STEAM) Futures through Toloo	\$18.276 (next four years)	2022/23: pages 28–29 (this report)
	Continuing Delivery of Employment and Training Services through Tupu Aotearoa	\$8.000 (next four years)	2022/23: page 20 (this report)
	Implementing Government's Commitment to Deliver a Dawn Raids Historical Account – Pacific Reconciliation and Education	\$13.646 (next four years)	2022/23: page 24 (this report)
	Pacific Economic Development – Accelerating Pacific Businesses and Social Enterprises	\$15.549 (2022/23 and next four years)	2022/23: pages 17–19 (this report)

17 Initiatives listed here are as shown in the New Policy Initiatives and Current and Past Policy Initiatives tables in the Vote Pacific Peoples Estimates of Appropriations for:
2020/21: treasury.govt.nz/sites/default/files/2020-05/est20-v10-pacpeo.pdf,
2021/22: treasury.govt.nz/sites/default/files/2021-05/est21-v10-pacpeo.pdf and
2022/23: treasury.govt.nz/sites/default/files/2022-06/est22-v9-pacpeo.pdf.

18 Page numbers refer to our 2020/21 performance information available at: mpp.govt.nz/assets/Corporate-Publications/MPP-Annual-report-for-the-year-ended-30-June-2021.pdf.

19 Page numbers refer to our 2021/22 performance information available at: mpp.govt.nz/assets/Reports/MPP-Annual-Report-2022-Web.pdf.

Looking ahead: How Budget 2023 will allow us to invest more into Pacific Aotearoa

We are continuing the drive to improve the overall wellbeing of Pacific peoples throughout Aotearoa New Zealand.

In Budget 2023 we received funding totalling \$46 million so that in 2023/24 and beyond we can support more Pacific people in areas such as education, business, employment, incomes, fostering languages and technological capability.

In our next Annual Report (2023/24) we will provide updates on these programmes and indicate the progress we have made toward these goals and targets.

Initiative	Alignment to Lalanga Fou goals	Funding	Time span	What we want to achieve
Fostering languages and wellbeing in media, education, government and communities (Pacific Languages Strategy)	Lalanga Fou Goal 1	\$13.315m	4 years	<p>Investment in some of the key objectives of the Pacific Languages Strategy 2022-2032 include:</p> <ul style="list-style-type: none"> <p>Pacific media sustainability Enabling Pacific media entities to deliver Pacific language programming in innovative ways</p> <p>An online resource hub Creating a new platform for Pacific language learners and speakers to access helpful resources to support their learning journey</p> <p>A bilingualism awareness campaign Sharing key public messages about the benefits of supporting Pacific children and young people to be strong in their Pacific language(s)</p>
Implementing the Pacific Employment Action Plan (PEAP)	Lalanga Fou Goal 2	\$12.77m	4 years	<p>Implementation of priority actions of the PEAP:</p> <ul style="list-style-type: none"> <p>Tupu Tai A summer internship programme supporting Pacific young people to gain policy experience and potentially pursue a career in the public sector</p> <p>Workers' toolkit Supporting employers to engage with and support Pacific workers in culturally responsive ways</p> <p>A contestable fund Supporting community-led employment and training initiatives for Pacific peoples</p>
Pacific Community Resilience and Wellbeing	Lalanga Fou Goal 3	\$14.060m	4 years	<p>Support Pacific community resilience and wellbeing by funding the development of targeted programmes:</p> <ul style="list-style-type: none"> <p>Pacific Community Wellbeing and Resilience Fund to help effectively distribute funding to the community. This includes 55 grants per year and a Community Tautai role to support applicants</p> <p>Funding targeted programmes and tools to strengthen the capability and leadership of the Pacific workforce</p>

Lalanga Fou Goals and Indicators 2022/23 Update

The following tables show results for the strategic system indicators listed in the tables headed **How we will measure our impacts on pages 19 to 25 of our 2023–2027 Strategic Intentions document.** They relate to the achievement of or progress towards the four Goals of Lalanga Fou. Data is sourced from information released by other agencies. Data sources are provided at the end of this section.

A note to the reader

Where Lalanga Fou indicators:

- have Baseline data present:
 - these indicators have been carried forward from MPP's Strategic Intentions 2019–2024 to Strategic Intentions 2023–2027.
- are identified as '(new)':
 - these indicators have been added to our Strategic Intentions during the rollover for 2023–2027, and
 - for subsequent reporting against the 2023–2027 Intentions, this data will be used as the baseline for these indicators.

Comparable reporting

Where practical and relevant, we have obtained and disclosed additional data for our strategic indicators, to ensure that:

- we are aligning with Service Performance Reporting Standards PBE FRS 48, and
- we are applying the principle of reporting comparative information.

The additional data is either:

- (where the data has been obtained from the same source) directly comparable to the indicator/s and provides historic context, or
- (where we have not been able to provide updates or replicate how the indicator was determined) equivalent to the indicators reported.

Where we cannot determine comparable or equivalent data, we explain the issue we have identified, and we will continue to investigate suitable indicator metrics for future reporting.

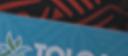
The data sources for these indicators (found at the end of this section) refer to the most contemporary data source at the time of publication. While accurate at the time this report was published, differences may subsequently occur when data custodians review their own datasets. In the interest of transparency, we will disclose in our reporting when this occurs.





 
Celebrating Pacific STEAM Success
2023 Toloa Secondary Scholarship
Awarded to
Kolinia Malua

 
Celebrating Pacific STEAM Success
2023 Toloa Secondary Scholarship
Awarded to
Veisia Sikeua

 
Celebrating Pacific STEAM Success
2023 Toloa Secondary Scholarship
Awarded to
Sela Blessed-Mafi Sisitoutai

Tracking progress towards Goal 1 (Thriving Pacific languages, cultures and identities)

Indicator description	Desired trend
Impact 1: All Pacific identities are understood	
Sense of belonging for Pacific people [Percentage of Pacific people who rate their lives as being worthwhile between 7 and 10 on a 10-point scale ²¹]	▲ Increase
* When using comparable data, the proportion of Pacific people who have a sense of belonging has increased since 2014. Comparable data from data source [1] – 2021: 82.5%, 2018: 81.2%, 2016: 85.4%, 2014: 81.7	
Impact 2: Diverse Pacific identities are accepted, recognised, and celebrated in Aotearoa	
Percentage of Pacific respondents who report being able to express their identity very easily or easily ²²	▲ Increase
* Compared to 2014, it appears that Pacific people today are finding it easier to express their identity. However, there has been a substantial downward trend in Pacific people who find it easy or very easy to express their identity since 2016. Comparable data obtained from the Wellbeing Statistics reports – 2021: 75.3%, 2018: 85.2%, 2016: 86.4%, 2014: 70.0%	
Proportion of Pacific peoples who were discriminated against in the last 12 months because of their race or ethnic group, gender, skin colour, religious beliefs or disability or health issues	▼ Decrease (all)
* After an initial decrease between 2014 and 2018, Pacific people appear to be increasingly experiencing discrimination since 2018. Comparable data obtained from source [1] – 2021: 23.4%, 2018: 16.0%, 2016: 17.8%, 2014: 19.9%	
Impact 3: Pacific languages are spoken, and cultures are fostered	
Proportions of Samoan, Tongan, Cook Islands Māori, Niuean, Fijian, Tokelauan, Tuvaluan and Kiribati language speakers within these Pacific ethnic groups	▲ Increase (all)
Results will be updated when 2023 Census data become available.	
Number of students involved in Pacific Language in Education	▲ Increase
* After an initial increase between 2018 and 2020, the number of students involved in Pacific Language in Education has decreased by 22 percent since then.	
Impact 4: More Pacific peoples participate in their cultural activities	
Proportion of Pacific peoples who belong to a religious/spiritual group, club or organisation	▲ Increase
* Data for this indicator has not been updated since the baseline. However, data for Pacific peoples' engagement in cultural activities appears to have increased between 2016 and 2021. Data on Pacific peoples' engagement in cultural activities obtained from source [5]: 2021: 72.5%, 2016: 62.4%	
Impact 5: Pacific MVPFAFF+/Rainbow+ community are supported	
Proportion of Pacific people who identify as Pacific MVPFAFF+ / Rainbow+ community	▲ Increase
* When using comparable data, the percentage of Pacific people who identify as non-binary, Pacific MVPFAFF+, or Rainbow+ has increased since 2019. Comparable data obtained from source [6]: 2021: 7.1%, 2020: 3.9%, 2019: 2.2%	

20 The 'Observed trend' is the most recent trend of the indicator that was sustained for at least two data points.

21 Data presented in source [1] is equivalent and comparable to data in sources [2] and [5]. In source [1] it is captured as having a 'Sense of purpose'.

22 Indicator recorded in the data source as "Ability to be yourself".

23 In MPP's 2023-27 Strategic Intentions, this indicator aggregated all discrimination types to a single percentage. The new data source [1] does not disaggregate discrimination by type, which means it is not comparable with baseline data.

24 Baseline in 2019. All data reported as of 1 July of a given year (2019, 2020, 2021 and 2022 respectively).

25 This indicator could not be replicated from the source (originally attributed to the New Zealand General Social Survey 2016). No data was found to validate the baseline. A comparable indicator from source [5] – 'engagement in cultural activities' – has been identified.

26 Reported as 3.4% in MPP's 2023-27 Strategic Intentions, using the same data source [6]. The difference between the comparable data (2020: 3.9%) and the 2023-27 Strategic Intentions datapoint (3.4%) is attributed to the small sample size of the Pacific population participating in the annual health survey.

Baseline	2020/21 update	2021/22 update	2022/23 update	Observed trend ²⁰	Data source (see end of this section)	
(new)	(new)	85.4%	Not yet published	▲ Increase*	[1]	
(new)	(new)	75.3%	Not yet published	▼ Decrease*	[1], [2], [5]	
Race/ethnicity	9.3%	-	23.4% ²³	Not yet published	▲ Increase*	[1]
Gender	4.0%					
Skin colour	8.2%					
Religious beliefs	3.2%					
Disability/health	2.0%					
Samoan	50.4%	-	-	-	-	[3]
Tongan	4.0%					
Cook Islands Māori	8.9%					
Niuean	12.2%					
Fijian	23.7%					
Tokelauan	23.3%					
Tuvaluan	48.4%					
Kiribati	50.0%					
8,083 ²⁴	12,244	10,565	9,524	▼ Decrease*	[4]	
53.1% ²⁵	-	-	-	-*		
(new)	(new)	3.4% ²⁶	Not yet published	▲ Increase*	[6]	

Tracking progress towards Goal 2 (Prosperous Pacific Communities)

Indicator description	Desired trend	Baseline
Impact 1: Affordable and suitable housing		
Home ownership rate in Pacific peoples	▲ Increase	21%
Results will be updated when 2023 Census data become available.		
Housing quality measures for Pacific peoples: House or flat always or often colder than they would like; House or flat always has a problem with dampness	▼ Decrease (both)	-
* Baseline data and updates before 2021/22 are not comparable to the latest data. From 2021/22, the indicator was changed to specify whether Pacific peoples' accommodation "always has a problem with dampness". Further to this, the data in the prior Wellbeing Statistics reports asked whether mould or dampness was experienced in the same question. As such, a comparable metric cannot be determined at this stage until the next Wellbeing Statistics report is released (scheduled mid-2024).		
Housing affordability for Pacific peoples	▼ Decrease	(new)
This question is not captured in earlier versions of the Wellbeing Statistics series. No comparable data is available.		
Impact 2: Contribution of Pacific peoples to Aotearoa valued		
Volunteer rate in Pacific peoples (Proportion of the total working age) population who did volunteer work in the previous four weeks	▬ Stable	33.4% ²⁷
* Comparable data from 2016 appears to indicate an increase in the rate of volunteering among Pacific people. Comparable data obtained from source [1] – 2021: 53.7%, 2016: 49.2%		
Proportion of Pacific peoples who are satisfied or very satisfied with their job	▲ Increase	(new)
* When using comparable data, the proportion of Pacific people who were satisfied or very satisfied with their jobs increased marginally between 2014 and 2016 but decreased by 8 percent since then. Comparable data obtained from source [1]: 2021: 78.2%, 2018: 73.3%, 2016: 86.0%, 2014: 85.1%		
Impact 3: Improved labour market participation		
Employment, Unemployment, Labour force participation and Underutilisation rates ²⁸	Employment ▲ Increase Unemployment ▼ Decrease Labour force participation ▲ Increase Underutilisation ▼ Decrease	Employment 59.9% Unemployment 6.3% Labour force participation 64.0% Underutilisation 13.8%
Comparable data consistently measure results for the same quarter, year-on-year. Employment: Since June 2020 (the baseline year) the rate of employment in Pacific people has been increasing. This is in line with the desired trend. Unemployment: Compared to the baseline, the unemployment rate for Pacific people has remained almost unchanged. It decreased between 2020 and 2021 but has increased since then. Labour force participation: Pacific people's participating in the labour force has been increasing year on year since baseline. Underutilisation: Compared to the baseline, the labour force underutilisation of Pacific people has remained relatively stable. After decreasing between 2020 and 2021, it has increased again since then.		
Impact 4: Wealth and business ownership		
Median income of Pacific peoples	▲ Increase	(new)
There has been a steady increase in Pacific peoples' median annual income since 2020. Comparable data obtained from source [1]: 2021: \$37,518, 2020: \$35,322 (data as at 30 June of a given year.)		
5. Improved pathways to residence		
Number of Pacific workers granted residence visas	▲ Increase	(new)
* The way in which the baseline was captured is no longer valid for comparison. The indicator is intended to show the number of Pacific workers granted residence visas under the Pacific Access Category (PAC) and Samoan Quota (SQ). The value quoted in our 2023-27 Strategic Intentions (5,550) is not the total number of visas granted under the PAC and SQ ballot and can no longer be used as a baseline. It refers to the number of additional visas the government will grant under PAC and SQ ballots due to the COVID-19 pandemic preventing the ballot from occurring in 2020 and 2021. The additional visas are being added over 2022 and 2023 for PAC, and over 2022 to 2025 for SQ.		

27 The baseline figure cannot be replicated from the source. The new data source [1] has a comparable result which is reported for this indicator.

28 Previously, data from different quarters of a given year was reported. To ensure comparability, we have consistently reported data as of 1 June of a given year.

29 Source [1] was used for the employment and unemployment indicators and source [12] for the labour force participation and underutilisation indicators. Source [12] also reports employment and unemployment, which are consistent and comparable with source [1] data.

2020/21 update	2021/22 update	2022/23 update	Observed trend	Data source (see end of this section)				
-	-	Not yet published	-	[3]				
-	Colder Damp	32.2% 8.9%	Colder Not yet published Damp Not yet published	-* [2]				
(new)	53.5%	Not yet published	-	[2]				
-	53.7%	Not yet published	▲ Increase*	[1]				
(new)	78.2%	Not yet published	▼ Decrease*	[1]				
Employment Unemployment Labour force participation Underutilisation	61.1% 7.8% 66.3% 14.4%	Employment Unemployment Labour force participation Underutilisation	64.7% 5.4% 68.3% 10.9%	Employment Unemployment Labour force participation Underutilisation	65% 6.2% 69.3% 13.1%	Employment Unemployment Labour force participation Underutilisation	▲ Increase ~ Fluctuating ▲ Increase ~ Fluctuating	[1], [12] ²⁹
(new)	(new)	\$40,767	▲ Increasing	[1]				
(new)	-	2,393	-*	[7]				

Tracking progress towards Goal 3 (Resilient and healthy Pacific peoples)

Indicator description	Desired trend
Impact 1: Pacific peoples' values and experiences leading the design and delivery of health and wellness services	
Proportion of doctors and total nurses practising who identify as Pacific ethnicity	▲ Increase (both)
Doctors: Increasing year on year (but are still underrepresented based on demographic data). Nurses: Increasing year on year (but still underrepresented based on demographic data). Data for 2022/23 not yet available.	
Impact 2: Integrated prevention	
(To be developed) ³⁰	
Impact 3: Improved health for Pacific peoples	
Rate of Ambulatory Sensitive Hospitalisations (ASH) in Pacific peoples (per 100k)	▼ Decrease (both)
Children: There has been a minor decrease between the baseline and 2022/23. However, compared to 2020/21 and 2022/23, the Pacific children ASH rates have increased by about 5,000 per 100k. Adults: Pacific adult ASH rates have decreased by around 20 percent between 2019/20 and 2022/23.	
Unmet need for primary health care (in the past 12 months) in Pacific adults and children ³¹	▼ Decrease (both)
* Comparable data for 2019 to 2021 show a decreasing proportion of Pacific children and adults whose needs for primary health care have been unmet due to cost. Comparable data for the new indicator's definition, from source [6]: Children: 2021: 1.6%, 2020: 0.9%, 2019: 2.2% Adult: 2021: 11.4%, 2020: 15.2%, 2019: 16.1%	
Pacific children living with food insecurity in the past year ³³	▼ Decrease
* Comparable data from 2014 show an overall decrease in the percentage of Pacific children living with food insecurity. However, a small increase has occurred since 2020. Comparable data obtained from source [6]: 2021: 38.2%, 2020: 37.3%, 2019: 45.4%, 2015: 43.7%, 2014: 49.6%	
Impact 4: Improved mental health and wellbeing for Pacific peoples	
Unmet need for professional help for their mental health (in the past 12 months) in Pacific adults	▼ Decrease
* Comparable data from 2016 show a substantial increase in the percentage of Pacific adults whose need for professional help for mental health has not been met in the last 12 months. Comparable data obtained from source [6]: 2021: 12.9%, 2016: 5.1%	

30 The Ministry is currently sourcing a fit-for-purpose measure for this impact.

31 For MPP's 2023–27 Strategic Intentions, this indicator seeks to measure the "unmet need for a primary health care [due to cost]". The cost component was made explicit in the impact indicator description.

32 The indicator definition has changed since the 2021/22 updates were reported. Until then, unmet need for primary health services for adults and children were measured and reported separately across a range of factors, including cost. Since then, it focuses on unmet need for primary health services due to cost only.

33 Captured in source [6] as 'Food runs out often or sometimes'.

Baseline		2020/21 update		2021/22 update		2022/23 update		Observed trend	Data source (see end of this section)
Doctors	1.8%	Doctors	1.8%	Doctors	2.1%	Doctors	2.2%	▲ Increase (both)	[8] and [9]
Nurses	3.3%	Nurses	4.0%	Nurses	5.4%	Nurses	Not yet published		
Children	12,458	Children	7,454	Children	10,851	Children	12,427	▲ Increase	[10]
Adults	8,990	Adults	8,106	Adults	7,099	Adults	7,282	▼ Decrease	
Children	2.6%	Children	27.1%	Children	19.5%	Children	1.6% ³²	▼ Decrease (both)*	[6]
Adults	35.9%	Adults	35.1%	Adults	32.8%	Adults	11.4%		
(new)		(new)		38.2%*		Not yet published		▼ Decrease*	[6]
(new)		(new)		12.9%		Not yet published		▲ Increase*	[6]

Tracking progress towards Goal 4 (Confident, thriving and resilient Pacific young people)

Indicator description	Desired trend	Baseline
Impact 1: Pacific young people are supported, confident, and thriving		
Proportion of Pacific young respondents (15–24 years) who report it is easy to be themselves in New Zealand	▲ Increase	88.9%
* Baseline data cannot be confirmed or replicated from the source.		
Proportion of Pacific young respondents (15–24 years) who were discriminated against at school in the last 12 months	▼ Decrease	7.9%
* Baseline data cannot be confirmed or replicated from the source. Comparable data from 2018 indicate that nearly one in five Pacific people aged 15–24 experienced discrimination at school within the last 12 months. Comparable data obtained from Statistics New Zealand (bespoke request) – 2021: Suppressed (not enough confidence in the data), 2018: 19.4%		
Impact 2: Pacific young people have better pathways available to them, from education to employment in a broad range of careers		
Proportion of Pacific young people (15–24 years) not in education, employment or training (NEET) ³⁴	▼ Decrease	18.3%
After decreasing by 4% between 2020 and 2022, the proportion of Pacific young people identified as NEET has increased by 3% since 2022.		
Pacific young people who have consulted someone for their mental health in the past 12 months	▲ Increase	(new)
* Comparable data for 2016 show an increasing proportion of Pacific young people who consult their family, whānau, and/or friends, or a psychologist, counsellor, or psychotherapist, or a teacher, for their mental health, while a decreasing proportion is consulting GPs or nurses for their mental health. Comparable data obtained from source [6]: 2021: Refer to the 2021/22 update above, 2016: Family, whānau, and/or friends: 6.8%; GP/Nurse: 6.5%; Psychologist, counsellor, or psychotherapist: 2.4%; Teacher: 6.3%		
Impact 3: Pacific young people have improved mental health and wellbeing		
Psychological distress (K-10) in Pacific young people	▼ Decrease	12.1%
* Comparable 2021/22 data from the same source could not be officially reported due to an insufficient sample size (<30 people).		
Suicide rate in Pacific young people (15–24 years; per 100k population)	▼ Decrease	18.1 ³⁵ (per 100k)
* Comparable data show a substantial decrease in the suicide rate in Pacific young people between 2014 and 2016, but it increased again from 2016 to 2018 to almost the 2014 rate. Comparable data obtained from source [11]: 2018: 16.4, 2017: 11.9, 2016: 10.4, 2015: 14.1, 2014: 18.1		

Data sources

- | | | |
|---|--|---|
| [1] Statistics New Zealand – Wellbeing Data for New Zealanders: statisticsnz.shinyapps.io/wellbeingindicators/ . | [4] Education Counts – Pacific language in schooling: educationcounts.govt.nz/statistics/pacific-language-in-schooling . | [7] Ministry of Business, Innovation and Employment – Applications Decided by Ballot: immigration.govt.nz/documents/statistics/statistics-applicants-decided-by-ballot.pdf . |
| [2] Statistics New Zealand – Wellbeing Statistics 2021: stats.govt.nz/information-releases/wellbeing-statistics-2021 . ³⁶ | [5] Statistics New Zealand – Wellbeing Statistics 2016: stats.govt.nz/information-releases/well-being-statistics-2016 . ³⁷ | [8] Medical Council of New Zealand – Workforce Survey: mcnz.org.nz/about-us/what-we-do/workforce-survey/ . |
| [3] Statistics New Zealand – Census 2018: stats.govt.nz/2018-census/ . | [6] Ministry of Health – New Zealand Annual Health Survey 2021/22: minhealthnz.shinyapps.io/nz-health-survey-2021-22-annual-data-explorer/ . ³⁸ | |

³⁴ This indicator is produced quarterly as part of Statistics New Zealand's Household Labour Force Survey. The data is also made available in source [1].

Previously, data from different quarters of a given year was reported. To ensure comparability, we have consistently reported data as of 1 June of a given year.

³⁵ Data is only available up until 2018. To ensure accuracy of suicide statistics, they are confirmed through coronial investigation, which could result in delayed updating.

2020/21 update	2021/22 update	2022/23 update	Observed trend	Data source (see end of this section)
-	-	-	-*	[1]
-	-	-	-*	[1]
16.6%	14.3%	17.3%	▲ Increase	[1]
(new)	Family, whānau, and/or friends: 10.5% GP/Nurse: 5.6% Psychologist, counsellor, or psychotherapist: 3.3% Teacher: 8.9%	Not yet published	▲ Increase: Family, whānau, and/or friends, psychologist, counsellor, or psychotherapist and teacher ▼ Decrease: GP/Nurse*	[6]
-	-	-	No trend	[6]
-	-	Not yet published	▲ Increase*	[11]

[9] Nursing Council of New Zealand – Workforce Statistics: nursingcouncil.org.nz/Public/News_Media/Publications.

[10] Te Whatu Ora – Ambulatory Sensitive Hospitalisations (ASH 0-4 and ASH 45-64): tewhatauora.govt.nz/publications/national-performance-reporting-metrics/.

[11] Te Whatu Ora – (bespoke data request) and – Suicide Web Tool: tewhatauora.govt.nz/our-health-system/data-and-statistics/suicide-web-tool/.

[12] Statistics New Zealand – Household Labour Force Survey (June 2022 and June 2023): stats.govt.nz/information-releases/labour-market-statistics-june-2022-quarter and stats.govt.nz/information-releases/labour-market-statistics-june-2023-quarter.

36 Data was sourced from the most current Wellbeing Statistics report, published in 2021.

37 Some data reference the 2014, 2016 and 2018 Wellbeing Statistics reports. The links to these are not exhaustively supplied here, but they can be found on the Stats NZ website.

38 Data was sourced from the most current Health Annual Survey (2021/22). The 2022/23 survey results will be publicly available in November 2023.

Strengthening our organisation to deliver

In this section of the report, we show how we organise ourselves and use our resources to set ourselves up for success in achieving our goals.





We are strengthening our processes and streamlining the way we work so we can focus on what matters for our communities.

Our people are our greatest asset

As our greatest resource, our people are vital to ensuring that we can deliver our vision for Pacific Aotearoa. Building our capability as an organisation is important to our success.

We seek to employ the best people we can and to invest in them to bring out their full potential. We provide experiences and opportunities for staff to continually learn and grow, and build growth mindsets, behaviours and capabilities. We want our people to experience fulfilling and rewarding employment that equips them for a positive future and allows them to progress and focus on what matters most for Pacific Aotearoa.

Over the past few decades, the Pacific population of Aotearoa, and the size of the Pacific workforce in the country, has increased in number and has become more diverse. This is likely to continue to be a trend into the future. The Ministry has grown as well, from less than 50 people in 2019 to 140 in 2023.

In March 2023 we began an organisational change process

The aim of this change process is to improve our efficiency, and to ensure that we are well structured to deliver on our vision, mission and purpose for Pacific communities and stakeholders. Through a staff- and stakeholder-informed discovery phase, we identified several structural and non-structural issues that were hindering our efficiency and ability to deliver.

These include a need for greater clarity of responsibilities and accountabilities of roles and for a foundational capacity uplift.

Our ongoing change process is about ensuring that:

- we identify and adopt the best possible organisational structure to help the growth and maturity not just of MPP but also of the communities that we serve and represent
- our people are clear about their role and how it aligns with our organisational purpose
- they are well resourced
- we maintain and build our expertise in ethnic-specific Pacific cultures and priority population groups.

We embarked on this journey to ensure that our Pacific communities understand the importance of their contribution to our work and that we have clear partnerships with them.

The design of our new organisational structure was informed by staff and key stakeholders' insights, and by the early findings of our Agency Capability Review that was conducted by the Public Service Commission.

Complementary to this process, we developed a new organisational operating model, which will provide the foundational and comprehensive description of how we operate, and will guide continuous improvement. It will be used as the basis for informing the further design of how each of our business directorates will operate in the new structure, with an emphasis on collaboration across teams.

We are committed to ongoing cultural development for our employees, promoting diversity and inclusion within our organisation.

Managing our gender and ethnic pay gaps: our Kia Toipoto Action Plan

We have been keeping track of our gender pay gap since 2014, and we made good progress up until 2020 when it was assessed as -2.4 percent³⁹. In that year our work programme expanded significantly, and this resulted in our workforce increasing by 220 percent over the next two years. Recruiting in a tight labour market has also meant we have had to compete for staff against larger government agencies.

Our gender pay gap narrowed in 2022/23 but is still wider now than it was before 2020. This is a concern, and we remain committed to closing the gap. The figure is exacerbated by the imbalance between males and females in senior roles.

Because MPP is a relatively small agency, the pay gap is subject to greater volatility than in larger organisations.

At 30 June 2023:

- 50 percent of our leadership positions (Tiers 2, 3 and 4) were held by women
- 65 percent of our workforce was female⁴⁰.

In 2021 we instigated our own Action Plan in line with the wider Public Service Pay Gaps Action Plan 2021–2024 (Kia Toipoto)⁴¹, the three goals of which are to:

- make substantial progress towards closing gender, Māori, Pacific and ethnic pay gaps across the Public Service
- accelerate progress for wāhine Māori, Pacific women, and women from ethnic communities
- create fairer workplaces for all, including disabled people and members of Rainbow+ communities.

50%

of our leadership positions (Tiers 2, 3 and 4) are held by women

65%

percent of our workforce is female

³⁹ The gender pay gap is expressed as the percentage by which average earnings for men exceed average earnings for women. A negative figure indicates that women's average earnings are higher.

⁴⁰ The equivalent figures for the whole Public Service are 55.8 percent of leadership positions held by women and 62.1 percent of total workforce being female. See publicservice.govt.nz/news/2022-public-service-workforce-data-published/ for more information.

⁴¹ The Public Service gender pay gap fell from 12.2 percent in 2018 to 7.7 percent in 2022. See publicservice.govt.nz/system/public-service-people/pay-gaps-and-pay-equity/kia-toipoto/ for more information.

Progress towards our Kia Toipoto action plan

The table below shows the progress we have made towards the six focus areas of our Kia Toipoto action plan.

Impact	Indicator	Comment
Area 1: Te Pono / Transparency	Agencies and entities publish annual action plans based on gender and ethnicity data and union/ employee feedback	We publish our annual action plans on our website ⁴²
	Agencies and entities ensure easy access to HR and remuneration policies, including salary bands	We publish all human resources and remuneration policies and salary bands on our intranet
Area 2: Ngā Hua Tōkeke mō te Utu / Equitable pay outcomes	By the end of 2022, entities ensure that starting salaries and salaries for the same or similar roles are not influenced by bias	Achieved As part of our recruitment process, all managers have access to the 'starting salary form' to help eliminate bias when offering starting salaries to new staff
	Agencies monitor starting salaries and salaries for the same or similar roles to ensure gender and ethnic pay gaps do not reopen	Our HR team gives regular feedback to managers on starting salaries for all new staff We monitor all salaries for inequities on a quarterly basis We are part of the admin/clerical pay equity claim
Area 3: Te whai Kanohi I ngā taumata katoa / Leadership and representation	By the end of April 2023 agencies/entities have plans and targets to improve gender and ethnic representation in their workforce and leadership	Achieved Where possible, we offer secondments to staff from other government agencies to increase diversity in our workforce We recruit Tupu Tai and Tupu Toa interns for summer internships
Area 4: Te Whakawhanaketanga i te Aramahi / Effective career and leadership development	By mid 2023, agencies/entities have career pathways and equitable progression opportunities that support women, Māori, Pacific and ethnic employees to achieve their career aspirations	Achieved We offer learning and development opportunities to all staff at present Where possible, we actively promote external opportunities (courses) to people leaders

⁴² For our current action plan, see mpp.govt.nz/assets/Corporate-Publications/Kia-Toipoto-Action-Plan-2021-2024-November-2022.pdf.

<p>Area 5: Te whakakore ite katoa o ngā momo whakatohara, haukume anō hoki / Eliminating all forms of bias and discrimination</p>	<p>By the end of 2023, entities have remuneration and HR systems, policies and practices designed to remove all forms of bias and discrimination</p> <p>Agencies embed and monitor the impact of bias-free HR and remuneration policies and practices</p> <hr/> <p>Agencies/entities ensure leaders and employees learn about and demonstrate cultural competence</p>	<p>On track</p> <p>We have completed independent evaluation of our salary bands</p> <p>We are currently reviewing all HR and remuneration policies and practices</p> <p>No psychometric testing is applied in assessing applicants for roles at MPP⁴³</p> <hr/> <p>We offer/encourage:</p> <ul style="list-style-type: none"> • basic Pacific Language training in greetings and basic phrases (nine languages) during induction • Hiva Malie (singing practice) every Friday, where Pacific songs from all island nations are taught as well as waiata • Celebration of the nine Pacific Language Weeks – all staff are encouraged to join a Pacific group to help celebrate the respective language week • the use of Pacific greetings and phrases verbally or in written format when communicating with each other and/or when doing liogi, lotu (prayer) • basic te reo Māori training during induction, where all staff are encouraged to learn their mihi whakataua • Te Tiriti o Waitangi training • celebrations for Te Wiki o te Reo Māori / Māori Language Week • the use of te reo Māori greetings and phrases either verbally or in written format when communicating with each other and/or saying karakia • the opportunity to attend the Wall Walk® workshop • We support diversity networks within the Ministry, and work with these networks to amplify their voices rather than to be their voice • We offer all staff the opportunity to attend unconscious bias and inclusive leadership courses
<p>Area 6: Te Taunoa o te Mahi Pingore / Flexible work by default</p>	<p>The Ministry will offer and monitor flexible work options for all staff</p>	<p>We have been offering flexible work options to all staff since 2019</p>

Because the number and proportion of non-Pacific and Māori staff in MPP is small (about 22 percent of our headcount of 140), we do not publish an organisational ethnic pay gap figure.

The Public Service-wide Pacific pay gap⁴⁴ has narrowed from 21.6 percent in 2018 to 17.7 percent in 2022, but this is still wider than for other ethnic groups.

⁴³ Except for the role of Secretary for Pacific Peoples, which is managed by Te Kawa Mataaho.

⁴⁴ In the Public Service the Pacific pay gap is expressed as the percentage by which average earnings for non-Pacific employees exceed average earnings for Pacific employees. A negative figure indicates that Pacific wages are higher.

Public Service Commissioner's review into sensitive expenditure

In December 2022 we released, in response to a request under the Official Information Act 1982, information on the cost of a fono and farewell that was held in October 2022 for the outgoing Secretary for Pacific Peoples. We provided Te Kawa Mataaho the Public Service Commission with the requested information.

Te Kawa Mataaho subsequently undertook a review of the expenditure, and later expanded the review to include expenditure relating to travel for staff, formal guests and family members of the former Secretary to attend the pōwhiri that marked his arrival at the Ministry for Culture and Heritage⁴⁵.

The review found the expenditure for the farewell did not meet the requirement of being moderate and conservative. Expenditure decisions were inconsistent with our policies and did not align with Te Kawa Mataaho's standards on chief executive gifts, benefits and expenses. There was no agreed budget, nor adequate oversight of expenditure for the event.

The review also found that the travel expenditure for the pōwhiri was not appropriate because we failed to identify it as sensitive, since it had a real or perceived benefit to the former Secretary.

The Ministry accepted all the findings of the Commissioner's review. We have reviewed and strengthened our policies and guidance on sensitive expenditure, gifting and koha. Our financial controls, practices and conventions

now better reflect the prudent use of public money.

Providing equal employment opportunities

We are committed to the principle of equal employment opportunities (EEO) and we value having a diverse workforce, as this represents our communities better and leads to a staffing profile within the Ministry that reflects the values and composition of the communities we work with. This in turn helps to improve policy development and service delivery.

Promoting diversity, equity and inclusion

We are committed to ongoing cultural development for our employees, promoting diversity and inclusion within our organisation.

Papa Pounamu: Our commitment to the Public Service's cross-agency diversity and inclusion work programme

Our commitment to the Papa Pounamu programme⁴⁶ has inspired us to make steady progress with strengthening cultural competence amongst all staff and building employee-led networks.

This year we began the development of a capability framework that includes core cultural competencies for Pacific and Māori, and capabilities focusing on inclusive leadership. We continued to work on and develop our knowledge and experience in addressing bias, building relationships and inclusive leadership.

Te Urupare i te Mariu: Addressing bias

Addressing bias is a critical factor in ensuring everyone in the Public

Service has fair opportunity in recruitment, career progression and development opportunities.

We have developed training for staff to identify and manage unconscious bias, for rollout in the coming year. The aim of this training is to ensure that staff understand the importance of being aware of how unconscious bias can impact business decisions, in particular around recruitment, career progression and development opportunities.

Te whakawhanaungatanga: Building relationships

Inclusion and belonging are dependent upon having a diverse range of supportive relationships in our workplaces. We intentionally draw upon those relationships to create positive change.

Reflecting the significance of Māori-Crown relationships and building our cultural competence and confidence across a broad range of cultures is integral to ensuring inclusion. As part of our induction programme all new staff complete basic training in te reo and te ao Māori and an introductory course on Te Tiriti o Waitangi.

Having a space and mandate to connect with others with shared lived experiences supports people to bring their whole selves to work. Employee-led networks provide richness to workplaces and contribute valuable subject matter expertise.

As a Ministry, we have supported the formation of an employee-led Women's Network. We are committed to supporting the ongoing success of the Network.

⁴⁵ The Public Service Commission review can be found at: publicservice.govt.nz/news/findings-on-sensitive-expenditure-review-released/.

⁴⁶ More information on Papa Pounamu, the Public Service's diversity and inclusion work programme, can be found at publicservice.govt.nz/guidance/papa-pounamu/.

We are committed to the principle of equal employment opportunities (EEO) and we value having a diverse workforce.



We are committed to the ongoing health, safety and wellbeing of our people.

Health and safety

Our Health and Safety Committee, which comprises representatives from across the Ministry including from regional offices, meets monthly to discuss health and safety.

Our main risks from a health and safety perspective are associated with our community engagement events. Upon receiving invitations, managers carry out health and safety assessments on the basis of need and standardised criteria.

Our approach involves proactive planning, clear communication with event organisers, and well-defined emergency response procedures to ensure the safety of participants and staff.

In the coming year we will be working with our managers to create great working environments to help staff. We will provide health and safety representative training as well as mental health first aid training to selected staff.

Health and safety reports

Type	2021/22	2022/23
Incident reports related to key risks	0	0
Discomfort reports	0	2
Events with superficial (or no) injuries	0	0
Work-related ACC claims	1	0
Incidents requiring notification to Worksafe NZ under the Health and Safety at Work Act 2015	0	0
Other reports	0	0
Total reports	1	2

We are committed to optimising our Māori-Crown relations capability as an organisation.

Building our Māori-Crown relations capability

The following details how we are contributing to improving these relations from our Ministry's perspective.

Whāinga Amorangi: Transforming leadership

As part of training for our staff and people, we offer unique training to help support our people and provide a Pacific perspective to being a Tiriti partner.

- Since April 2023, this training has been incorporated into our general induction processes for new staff.
- By 30 June 2023, more than 90 percent of our staff had completed basic Te Tiriti o Waitangi training.

Additionally, we have provided the opportunity for all our people to go through the free Te Tiriti o Waitangi training run by Te Arawhiti the Office for Māori-Crown Relations⁴⁷ in the coming year.

In 2023, 15 MPP employees, with a number from other public sector organisations, took part in The Wall Walk®, a part-theatre, part-study, part-kōrero educational programme that invites new or deeper consideration about particular events in our nation's history, and their impact for Māori and for Aotearoa New Zealand⁴⁸.

Māori language planning

Every week we run a session to build staff cultural and language basic skills covering te reo Māori and Pacific languages. Although sessions focus on specific Pacific languages as they are being celebrated in the Pacific Language Week series, they always include a te reo Māori karakia and/or waiata learning component.

We celebrate Te Rā o Te Reo⁴⁹ (Māori Language Day) by contributing to Te Wā tuku Reo Māori, the campaign run by Te Taura Whiri i Te Reo Māori Language Commission to get over a million people in Aotearoa to speak, listen to, sing or otherwise participate in te reo Māori activities. On Te Rā o Te Reo in 2022, 30 MPP staff members were present at a celebration event, saying karakia, singing waiata, or saying their mihi, with another 100 attending online.

Other initiatives that build Māori-Crown relationships

We have built strong relationships with mana whenua across Aotearoa.

In particular we acknowledge:

- Ngāti Whātua Ōrākei (Tāmaki Makaurau/Auckland)
- Tainui-Waikato (Kirikiriroa/Hamilton)
- Te Ati Awa (Te Whanganui-ā-Tara/Wellington)
- Ngāti Toa (Porirua)
- Kai Tahu (Ōtautahi).

These centres have the highest Pacific populations in Aotearoa.

We also have particularly strong relationships with two significant Māori agencies.

We work closely with:

- Te Taura Whiri i te Reo Māori to promote the revitalisation of languages, and we are grateful that we are able to share all their training opportunities and resources.
- Te Puni Kōkiri, whose hosting of MPP business units in their offices in areas across the country reinforces the whanaunga and tuakana-teina commitment to respecting Pacific peoples as their relatives who need their support.

47 Whāinga Amorangi is a multi-year cross-agency work programme designed to lift the Māori Crown relations (MCR) capability of the public service.

48 Further information about The Wall Walk can be found at thewallwalk.co.nz/.

49 Te Rā o Te Reo is celebrated on 14 September each year.

How we look as an organisation

At 30 June 2023 the Ministry had a total of 140 employees.

Headcount

76.4%

Permanent, full-time

FY22: 77.3%

2.1%

Permanent, part-time

FY22: 0.8%

21.4%

Fixed-term, full-time

FY22: 19.5%

0%

Fixed-term, part-time

FY22: 0.8%

0.7%

Seconded from other organisations

FY22: 0%

1.4%

Seconded to other organisations

FY22: 1.6%

Gender

35%

Male

FY22: 27.3%

65%

Female

FY22: 72.7%

0%

Gender diverse

FY22: 0%

Gender pay gap

7.9%

In favour of males

FY22: 8.8%

Leadership gender diversity⁵⁰

61.9%

Male

FY22: 54.5%

38.1%

Female

FY22: 45.4%

0%

Gender diverse

FY22: 0%

Age

22.9%

20–29 years

FY22: 19.5%

27.1%

30–39 years

FY22: 25%

22.9%

40–49 years

FY22: 31.3%

27.1%

50+ years

FY22: 22.7%

⁵⁰ Leadership refers to Manager roles in Tiers 2 and 3.

Ethnicity

77.9%

Pacific

FY22: 78.1%

15%

European

FY22: 17.2%

2.1%

Māori

FY22: 3.1%

5%

Other⁵¹

FY22: 1.5%

Pacific ethnicities

6.4%

Cook Islands Māori

FY22: 7.8%

% of the Pacific Workforce

FY23: 8.3% FY22: 10%

3.6%

Fijian

FY22: 3.9%

% of the Pacific Workforce

FY23: 4.6% FY22: 5%

5%

Niuean

FY22: 3.9%

% of the Pacific Workforce

FY23: 6.4% FY22: 5%

42.1%

Samoan

FY22: 41.4%

% of the Pacific Workforce

FY23: 54.1% FY22: 53%

1.4%

Tokelauan

FY22: 2.3%

% of the Pacific Workforce

FY23: 1.8% FY22: 3.0%

17.1%

Tongan

FY22: 16.4%

% of the Pacific Workforce

FY23: 21.0% FY22: 5%

2.1%

Tuvaluan

FY22: 2.3%

% of the Pacific Workforce

FY23: 28.8% FY22: 3%

0%

Other Pacific

FY22: 0%

% of the Pacific Workforce

FY23: 0% FY22: 0%

Leadership ethnic diversity

85.7%

Pacific

FY22: 90.9%

9.5%

European

FY22: 9.0%

0%

Māori

FY22: 0%

4.8%

Other

FY22: 0%

⁵¹ 'Other' includes MELAA (Middle Eastern, Latin American or African) and any other ethnicities not already captured in one of the other group.

Our governance model enables strong strategic leadership

Our senior leadership team, Tautua, provides the strategic leadership that enables us to deliver on Government priorities, to monitor our performance, outcomes and impacts, to manage risks, and to maintain our accountability to the Crown, Parliament and the public. For information on members of Tautua, see Appendix 3.

Te Ivinui – providing strength and support

Our Tier 3 leaders come together under the group title Te Ivinui to drive and deliver our work programme, to manage and report on our risks, and to provide advice to Tautua.

Te Ivinui is a Cook Islands Māori term that describes the spine or backbone as an important characteristic of leadership. In this context, Te Ivinui describes strength, support and the frame that holds us together and enables us to function and move forward.

At 30 June 2023, Te Ivinui comprised representatives of managers who were reporting to Deputy Secretaries.

Managing risk in a challenging environment

Supporting our Pacific communities to thrive in the face of economic difficulties and severe weather events provides opportunities and challenges for us in terms of meeting the expectations of our communities and the Government.

Working with the Assurance, Risk and Advisory Committee, we manage risks to support effective decision-making at all levels of the Ministry. Our risk management framework aligns with the principles of ISO 31000⁵² and provides a sound foundation for ensuring that we apply a consistent approach to identifying, assessing and monitoring risks.

We support the Minister for Pacific Peoples to carry out statutory and portfolio responsibilities

We have continued to support the Office of the Minister for Pacific Peoples by providing a Private Secretary on secondment to the office, delivering policy advice, and supplying draft responses

to ministerial correspondence, Parliamentary questions, and requests for information under the Official Information Act 1982 (OIA).

In response to continued growth, we have:

- refreshed our internal guidelines for working with the Office of the Minister for Pacific Peoples

- delivered internal training workshops to staff on topics such as the machinery of government and fundamentals of the OIA.

We provided support and advice to the newly appointed Minister for Pacific Peoples, Hon Barbara Edmonds, and her staff in the first weeks in her new portfolio from February 2023.

Volumes of official correspondence and Parliamentary questions 2021/22 and 2022/23

	2021/22	2022/23	Change
Ministerial correspondence	21	13	-8
Oral Parliamentary questions	2	2	0
Written Parliamentary questions	111	100	-11
OIA requests to the Secretary	42	58	+16
OIA requests to the Minister (where MPP prepared the response)	15	1	-14
Total (all correspondence types)	191	174	-17 (-8.9%)

We advocate for the recognition of service and contribution Pacific people make to our society

As well as promoting increased Pacific representation on public sector boards and committees (see page 36), we play an active role in highlighting the services and achievements performed by Pacific Aotearoa, through the New Zealand Royal Honours system – New Year's and King's Birthday Honours. This process is managed by the Honours Unit in the Department of the Prime Minister and Cabinet and is open to anyone to nominate a person they think is worthy of a New Zealand Royal Honour.

With the help of the community, we endeavour to put forward nominations for New Zealand Royal Honours to ensure that Pacific people are acknowledged for the services, impacts and influences they have made in their communities.

Factual and relevant information about each nominee's service and achievements are collated. Service within the Pacific community as well as individual achievements are highlighted, to attest to the nominee being deserving of a New Zealand Royal Honour.

Influence and impact in their community or field of work, their longevity of service (local, regional, national or international, for at least ten years), as well as examples of how they have improved the lives of others or of their selfless voluntary service are important in this context.

Our Nominations and Governance Team in Wellington works in close collaboration with our regional teams to manage this process. Completed nominations are submitted to the DPMC Honours Unit, and all nominations are approved by the Cabinet Appointments and Honours Committee, which is chaired by the Prime Minister.

Towards a carbon-neutral government sector

MPP is committed to playing its part in the Carbon Neutral Government Programme (CNGP)⁵³ to minimise its environmental footprint by reducing its greenhouse gas emissions.

We are working with Toitū Envirocare to provide support in measuring and certifying our carbon footprint. Our emissions inventory for 2021/22 has been certified, and work has commenced to reset our baseline to 2021, as a year that more accurately reflects our organisational activities⁵⁴.

Provisional and unverified data for 2022/23 shows that we emitted 342 tonnes of carbon dioxide equivalent (tCO₂e), which is an increase of 14 percent from the unverified 2021 baseline figure.

Emissions inventory summary (2021-2023)

Category (ISO 14064-1:2018) ⁵⁵	Scopes (ISO 14064-1:2006) ⁵⁶	Tonnes of carbon dioxide equivalent (tCO ₂ e) emitted		
		2021 (Baseline year – unverified)	2022 (Verified)	2023 (Unverified)
Category 1: Direct emissions	Scope 1	8	6	15
Category 2: Indirect emissions from imported energy*	Scope 2	14	11	8
Category 3: Indirect emissions from transportation	Scope 3	269	59	314
Category 4: Indirect emissions from products used by organisation		8	11	5
Category 5: Indirect emissions associated with the use of products from the organisation		0	0	0
Category 6: Indirect emissions from other sources		0	0	0
Total direct emissions		8	6	15
Total indirect emissions*		291	81	327
Total gross emissions*		299	87	342

*Emissions are reported using a location-based methodology.

⁵³ See environment.govt.nz/what-government-is-doing/areas-of-work/climate-change/carbon-neutral-government-programme/.

⁵⁴ 2021 data is unverified at the time of finalisation of this Annual Report because the baseline year is being reset. We expect the new baseline data to be verified in the coming financial year.

⁵⁵ More information on ISO 14064-1:2018 (International Greenhouse Gas Emissions and Removals Quantification and Reporting) is available at: ansi.org/2019/01/iso-14064-1-2018-greenhouse-gas-emissions/.

⁵⁶ Information about the international standard Greenhouse Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals ISO 14064-1:2006 can be found at iso.org/standard/38381.html.

Our emissions reduction plan and key strategies

The CNGP requires us to reduce gross emissions in line with the Paris Agreement of 2015 to limit global average temperature increases to no more than 1.5 degrees above pre-industrial levels. This means reducing our gross emissions by a minimum of 21 percent by 2025 and 42 percent by 2030, from a baseline year of 2020/21.

We have established the following key strategies to reduce our carbon emissions:

Air travel, accommodation and rental car usage

Because staff travel accounts for around 90 percent of our total emissions, we will target these emission sources on a monthly basis.

We are working with Orbit World Travel to provide services under the All-of-Government Travel Management Services agreement, which can give us up-to-date summaries monthly so that we can track our carbon emissions against budgets.

We are also looking to amend our travel policies to:

- improve their alignment with the Auditor-General's guidance on travel
- make conscious travel decisions
- report internally monthly on our carbon emissions footprint.

We will actively work to reach our reduction targets through constant monthly monitoring of our main emission sources, staff travel, which include air travel, accommodation and rental cars.

Other areas to reduce emissions include, but are not limited to, electrifying our fleet where possible and conducting energy and waste audits throughout our offices. We remain fully committed to the Cabinet direction announced in December 2021.

We are confident that through monitoring these outputs on a monthly basis, we will be in a position to take action to meet our reduction obligations and that by 30 June 2025, these will be 21 percent below our baseline year result.

Vehicle fleet usage

As well as installing global positioning system functionality in all our fleet vehicles, we have set aside funding specifically to enable the purchase of replacement and new vehicles to be more environmentally friendly.

For new business cases, we are adding an addendum as a requirement so that electric vehicles and hybrids will be preferred to combustion vehicles, if the intended use of these vehicles is appropriate.

Reduction of waste

We continue to work with Waste Management Limited, who weigh waste and report monthly on our carbon emissions based on non-organic waste, recycling and organic waste. We will review and enhance our waste management practices at all sites.

We are enhancing our digital and technological capability to improve efficiency and security

This year we focused on three main areas to lift our capability to deliver on Lalanga Fou outcomes.

We completed the procurement process and chose a provider for our integrated financial management information (FMIS), grants management (GMS) and customer relationship management (CRM) systems.

Implementation of the new integrated management system ('Kātoatoa') commenced in late 2022. The FMIS component of the system became operational on 1 May 2023 with no issues.

At 30 June 2023 the GMS component of Kātoatoa was being used for the Toloa and Languages programmes, and more programmes will start in the coming year using the systems as funds and grants are made available.

Kātoatoa will be the management tool for the Tupu Aotearoa programme from October 2023, and the underlying platform is also being used to provide the Dawn Raids Vaka of Stories online portal, which will allow members of Pacific communities to upload their stories and experiences associated with the Dawn Raids.

We also established a programme of work to address the findings of the Public Records Act, Privacy Act, and Protective Security Requirements maturity assessment reports.

The Ākono programme has three streams of work, one associated with each area of assessment, and a governance system to manage and monitor progress.

The latest maturity assessments across all three areas show that we have made good progress.

In the last four years MPP has grown considerably in size, but our IT support service capabilities have not kept pace with this. Our needs today are quite different to those of 2019.

To address this challenge, in 2022/23 we engaged a permanent Senior IT Support Specialist and carried out a procurement exercise to procure the IT support services that we need today to support our work.

Consequently, we have completed the transition to a new partner, and support services will continue to develop over the coming year.

The benefits we expect to receive from this new arrangement include:

- IT support services that better match our current needs
- better value for money for our spending on IT support services
- moving from reactively managing cybersecurity risk to proactive monitoring and management
- gaining better transparency of what is happening in our IT environment through proactive monitoring and reporting
- consolidation of the technology used across the Ministry.

Through our procurement processes we deliver sustainable value and broader outcomes for Pacific peoples

Our procurement policies are driven by our values-based approach to support Pacific wellbeing. This has allowed us to commission goods and services in the best way to connect Pacific peoples and government and to achieve the best outcomes in the most efficient, effective, sustainable and Pacific-centric way.

A traditional commissioning approach does not work for Pacific peoples; adopting a relational approach to commissioning will enable Pacific communities to drive the design and delivery of their own solutions.

Our commissioning approach is about harnessing our relationships, knowledge and expertise to better connect Pacific peoples and government; and to achieve the best outcomes in the most efficient, effective, sustainable and Pacific-centric way.

Using a values-based approach in the way we procure goods and services will enable us to support the diversity of our providers and enable greater flexibility, removing barriers for our community to work directly and in partnership with the Ministry.

Our Procurement Board met regularly during the year to endorse medium- to high-value procurement activities that enable us to actively manage our procurement risk and deliver value-based outcomes.

Our Procurement team has provided advice and support to other parts of MPP, specifically on the following:

- successfully going out to market for five additional Pacific Business Village (PBV) suppliers in Auckland
- procurement of six suppliers to increase Pacific home ownership through the Pacific Building Affordable Homes Fund
- development of a scale-up plan in line with the Social Sector Commissioning Action Plan 2022–2028⁵⁷
- refreshing agreements for Tupu Aotearoa, Toloa, PACO, Pacific Housing and PBV providers
- development of fit-for-purpose sourcing by connecting with our partners through Pacific-centric channels to facilitate innovation, collaboration and capability building.

We are committed to ensuring that our procurement processes align with New Zealand Government best practices, and that they are fair, transparent, strategically aligned, culturally centred, inclusive and efficient.

Our Legal Services team has worked on a range of key activities

Our Legal Services team has provided support and enabled a wide range of functions and activities, including:

- providing tailored advice to support our response during extreme severe weather events
- giving legal advice to support the Ministry in giving evidence before the Royal Commission of Inquiry into Abuse in Care
- representing the Ministry with regard to human rights mediation proceedings
- supporting the delivery of Dawn Raids Apology commemoration events
- strengthening our relationship with Crown Law and multi-agency legal representatives
- providing legal advice and support on the design, delivery and management of targeted projects and initiatives, including:
 - Tupu Aotearoa
 - Pacific Aotearoa outreach
 - Pacific Languages Strategy
 - regional economic development
 - Pacific Employment Action Plan
 - Pacific Housing
 - Toloa Capability Fund
 - All-of-Government Pacific Wellbeing Strategy.

⁵⁷ The Social Sector Commissioning Action Plan, an initiative of the Ministry of Social Development, was agreed to by Cabinet in August 2022 and seeks to implement a relational approach to commissioning across the social sector by 2028. It will enable government agencies, non-government organisations, tangata whenua and communities to work together more effectively so that individuals, families and whānau can live lives they value.

Chief Executive's Statement of Responsibility

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

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

In my opinion:

- this annual report fairly reflects the operations, progress, and organisational health and capability of the Ministry
- the financial statements fairly reflect the financial position of the Ministry as at 30 June 2023 and its operations for the year ended on that date
- the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2024 and its operations for the year ending on that date.



Gerardine Clifford-Lidstone

Secretary for Pacific Peoples

Chief Executive of the Ministry for Pacific Peoples

28 September 2023



INDEPENDENT AUDITOR'S REPORT

TO THE READERS OF MINISTRY FOR PACIFIC PEOPLES' ANNUAL REPORT FOR THE YEAR ENDED 30 JUNE 2023

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

- the financial statements of the Ministry on pages 84 to 105, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2023, 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 2023 on pages 44 to 51 and 75 to 81;
- the statements of expenses and capital expenditure of the Ministry for the year ended 30 June 2023 on pages 109 to 111; and
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 106 to 108 that comprise:
 - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2023;
 - the schedules of expenses; and revenue for the year ended 30 June 2023;
 - 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 84 to 105:
 - present fairly, in all material respects:
 - its financial position as at 30 June 2023; and
 - its financial performance and cash flows for the year ended on that date; and
 - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Reporting Standards; and
- the performance information of the Ministry on pages 44 to 51 and 75 to 81:
 - presents fairly, in all material respects, for the year ended 30 June 2023:
 - what has been achieved with the appropriation; and
 - the actual expenses or capital expenditure incurred compared with the appropriated or forecast expenses or capital expenditure; and

- complies with generally accepted accounting practice in New Zealand.
- the statements of expenses and capital expenditure of the Ministry on pages 109 to 111 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 106 to 108 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 2023; and
 - capital receipts; expenses; and revenue for the year ended 30 June 2023.

Our audit was completed on 20 October 2023. This is the date at which our opinion is expressed.

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

Basis for our opinion

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

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

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

Responsibilities of the Chief Executive for the information to be audited

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

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

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

In preparing the information to be audited, the Chief Executive is responsible on behalf of the Ministry for assessing the Ministry's ability to continue as a going concern. The Chief Executive is also responsible for disclosing, as applicable, matters related to going concern and using the going

concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Ministry, or there is no realistic alternative but to do so.

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

Responsibilities of the auditor for the information to be audited

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

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

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

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

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

- We identify and assess the risks of material misstatement of the information we audited, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Ministry's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Executive.
- We evaluate the appropriateness of the reported performance information within the Ministry's framework for reporting its performance.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Chief Executive and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Ministry's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the information we audited or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Ministry to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the information we audited, including the disclosures, and whether the information we audited represents the underlying transactions and events in a manner that achieves fair presentation.

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

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Chief Executive is responsible for the other information. The other information comprises the information included on pages 1 to 43, 52 to 70 and 114 to 119, but does not include the information we audited, and our auditor's report thereon.

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

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

Independence

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

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



Ed Loudon
KPMG
On behalf of the Auditor-General
Wellington, New Zealand

Statements of Service Performance

In this section we outline our performance against our output measures that are set out in the 2022/23 Estimates and Supplementary Estimates of Appropriations for Vote Pacific Peoples⁵⁸.

The Minister responsible for all appropriations reported here is the Minister for Pacific Peoples.

A note to the reader:

The 2022/23 Estimates of Appropriations stated that year-end performance information for the appropriation *Housing Pacific Families* would be reported against in MPP's Annual Report.

As this appropriation is a non-departmental expense, it is more appropriate that its performance is reported by the Minister for Pacific Peoples, as part of the Minister's Report on Non-Departmental Appropriations (NDAR). The NDAR appears in the electronic and printed versions of this Annual Report, but is a separate report⁵⁹.

⁵⁸ Please visit the Treasury's website (treasury.govt.nz/) for more information on:

- Vote Pacific Peoples – Social Services and Community Sector – Estimates of Appropriations 2022/23
- Vote Pacific Peoples – Social Services and Community Sector – Supplementary Estimates of Appropriations 2022/23.

⁵⁹ For the performance information contained within the Minister's Non-Departmental Appropriations Report for the year ended 30 June 2023, refer to the attached report at the end of this report.

Departmental capital expenditure and capital injections

Ministry for Pacific Peoples – Capital Expenditure PLA

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

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

Financial performance

2021/22 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2022/23 \$000	Unaudited Supplementary Estimates 2022/23 \$000	2022/23 Actual \$000
65	Property, plant and equipment	84	273	86
65	Total expenses	84	273	86

Non-financial performance

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

Measure	2020/21	2021/22	2022/23		
			Actual	Target	Met?
Expenditure is in accordance with the Ministry's annual capital investment plan	100%	100%	100%	100%	✓



Multi-category expenses and capital expenditure

Policy Advice and Ministerial Servicing

The single 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.

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

Financial performance

2021/22 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2022/23 \$000	Unaudited Supplementary Estimates 2022/23 \$000	2022/23 Actual \$000
Departmental output expenses				
Revenue from Crown				
26,080	Communications, Projects and Relationships	37,761	34,329	36,494
4,097	Policy Advice	7,800	7,800	3,880
Revenue from other				
408	Communications, Projects and Relationships	-	-	292
-	Policy Advice	-	-	-
30,585	Total revenue	45,561	42,129	40,666
30,585	Total expense	45,561	42,129	40,666
-	Net surplus/(deficit)	-	-	-

Communications, Projects and Relationships

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.

Non-financial performance

Relationship building

Our teams based in Auckland, Wellington and Christchurch regularly travel throughout New Zealand to connect with local communities. Our regional teams build strong connections and networks in Pacific communities, ensuring that we can effectively empower and support community enterprise as we share information on government policy and initiatives. Key to connecting with our communities is our participation and attendance at Pacific events.

Measure	2020/21	2021/22	2022/23		
			Actual	Target	Met?
Relationship building and information sharing with communities					
Number of public events with Pacific Communities	273	140	47	30–50	✓

As the effects of COVID-19 have become integrated into the everyday lives of New Zealanders, the previously elevated levels of engagement have fallen to those seen in pre-COVID-19 years (data not shown for the prior period).

However, we remain committed to engaging with Pacific communities and have facilitated urgent engagements, such as organising national fono in response to the severe weather events that affected a significant portion of the North Island in January and February 2023, alongside our national and regional engagement programme.

Additional information

The following table gives a breakdown of the events that we led or hosted in collaboration with other government agencies:

	MPP-led	MPP-hosted (in collaboration with other agencies)
Events	32	15
Participants	1,600	1,700

Ministerial servicing

We provide a wide range of advice and policy services to Ministers, including preparing draft responses to correspondence, briefings, and responses to Parliamentary questions and requests for official information.

Measure			2022/23		
	2020/21	2021/22	Actual	Target	Met?
Ministerial servicing					
Proportion of replies to Official Information Act (OIA) requests delivered within the required timeframe	96%	98%	100%	95%	✓
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)	4	4	3	At least 3	✓
The Hon Barbara Edmonds was appointed as Minister for Pacific Peoples in February 2023. She provided this and other satisfaction scores on this page in relation to services received from the Ministry for the period from her appointment until 30 June 2023.					
Proportion of replies to Parliamentary Questions (PQs) delivered within the required timeframe	100%	96.6%	100%	95%	✓
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)	4	4.5	3	At least 3	✓
Proportion of replies to Parliamentary Select Committee Questions within the required timeframe	100%	100%	100%	95%	✓
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)	4	4	4	At least 3	✓
Briefings delivered within the required timeframe	100%	100%	100%	95%	✓
Ministerial satisfaction with the briefings as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	4	4	3	At least 3	✓

Additional information

The following table details the numbers of communications we provided as draft responses to Parliamentary questions (both written and oral) and official information requests (both replies made by MPP and replies prepared for the Minister's Office).

	2021/22	2022/23
Parliamentary questions		
- Written	111	88
- Oral	2	2
Requests for official information		
- replied to by MPP	42	58
- response prepared for the Minister's Office	15	1

Nomination services

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

Measure	2020/21	2021/22	2022/23		Met?
			Actual	Target	
Nominations services					
Number of nominees put forward for governance positions across the state sector	292	248	132	30	✓
<p>We aim to increase Pacific representation on public sector boards and committees by putting forward nominees whose expertise and experience fit the specific requirements. In the coming year we will be reviewing and if necessary making adjustments to our approach and/or the target, which was set several years ago and does not reflect the activity of recent years..</p>					
Number of nominees put forward for King's Birthday and New Year honours	25	44	27	10	✓

Additional information

We put forward 132 nominees for governance positions across the state sector, exceeding our target by 102.

We also made 27 nominations for New Zealand Royal Honours in the 2023 King's Birthday Honours and the 2024 New Year's Honours lists. For the King's Birthday Honours, six of our nominations were awarded the Honour.

Policy advice

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.

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

Measure				2022/23	
	2020/21	2021/22	Actual	Target	Met?
Quality rating of policy advice (average score), as per the Policy Quality Framework	3.5	3.5	3.6	At least 3.5/5	✓
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	20%	58%	56%	20% of assessed papers score 4/5 or higher	✓
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	100%	75%	89%	90% of assessed papers score 3/5 or higher	✗
One sampled report out of nine scored less than 3 in the quality rating.					
Ministerial satisfaction with the quality of policy advice (average score), as per the Ministerial Policy Survey	4	3.9	4.2	At least 3.5/5	✓
<p>Note: The Minister has recognised the timeliness of our policy advice. Additionally, the Minister invites us to provide free and frank advice. We welcome this feedback and will continue to tailor our advice to the Minister.</p>					

Additional information

MPP is the Crown's principal advisor on policies and interventions aimed at improving outcomes for Pacific peoples in New Zealand. During 2022/23, we continued to provide high-quality policy advice to support Ministers to make decisions on policy matters affecting Pacific peoples. We also provided policy advice, often in collaboration with other government agencies or the broader sector, on a range of issues impacting Pacific peoples in Aotearoa New Zealand.

Financial Statements and Schedules





Statement of comprehensive revenue and expense

For the year ended 30 June 2023

Actual 30 June 2022 \$000		Notes	Actual 30 June 2023 \$000	Unaudited budget 30 June 2023 \$000	Unaudited forecast 30 June 2024 \$000
Revenue					
30,177	Revenue Crown		40,374	45,561	43,428
247	Departmental revenue	2	225	-	-
161	Other revenue	2	67	-	-
30,585	Total revenue		40,666	45,561	43,428
Expense					
15,808	Personnel costs	3	17,803	13,909	21,661
14,206	Operating costs	4	22,314	31,206	21,255
515	Depreciation and amortisation	8, 9	493	389	455
56	Capital charge	5	56	57	57
30,585	Total expense		40,666	45,561	43,428
-	Surplus/(deficit)		-	-	-
-	Other comprehensive revenue and expense		-	-	-
-	Total comprehensive revenue and expense		-	-	-

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

The accompanying notes form part of these financial statements.

Statement of financial position

As at 30 June 2023

Actual 30 June 2022 \$000		Notes	Actual 30 June 2023 \$000	Unaudited budget 30 June 2023 \$000	Unaudited forecast 30 June 2024 \$000
Assets					
Current assets					
7,833	Cash and cash equivalents	6, 12	6,434	1,952	4,362
57	Debtors and other receivables	7, 12	445	-	-
28	Prepayments		18	59	59
7,918	Total current assets		6,897	2,011	4,421
Non-current assets					
1,034	Property, plant and equipment	8	686	1,035	805
59	Intangible assets	9	-	-	-
1,093	Total non-current assets		686	1,035	805
9,011	Total assets		7,583	3,046	5,226
Liabilities & taxpayers' funds					
Current liabilities					
6,217	Creditors and other payables and deferred revenue	10, 12	4,398	1,130	2,432
-	Return of operating surplus		-	-	-
1,533	Employee entitlements	11	1,899	676	1,533
7,750	Total current liabilities		6,297	1,806	3,965
Non-current liabilities					
133	Employee entitlements	11	158	112	133
133	Total non-current liabilities		158	112	133
7,883	Total liabilities		6,455	1,918	4,098
Taxpayers' funds					
1,128	Taxpayers' funds		1,128	1,128	1,128
1,128	Total taxpayers' funds		1,128	1,128	1,128
9,011	Total liabilities and taxpayers' funds		7,583	3,046	5,226

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

Statement of changes in equity

For the year ended 30 June 2023

Actual 30 June 2022 \$000	Notes	Actual 30 June 2023 \$000	Unaudited budget 30 June 2023 \$000	Unaudited forecast 30 June 2024 \$000
1,128	Equity as at 1 July	1,128	1,128	1,128
-	Total comprehensive revenue and expense	-	-	-
-	Return of operating surplus to the Crown	-	-	-
1,128	Equity as at 30 June	1,128	1,128	1,128

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

Statement of cash flows

For the year ended 30 June 2023

Actual 30 June 2022 \$000	Notes	Actual 30 June 2023 \$000	Unaudited budget 30 June 2023 \$000	Unaudited forecast 30 June 2024 \$000
Cash flows from operating activities				
Cash was provided from:				
30,538	Receipts from the Crown	38,001	45,561	43,428
214	Receipts from other departments	161	-	-
151	Receipts from others	67	-	-
-	Goods and services tax	-	-	-
30,903	Total cash flows from operating activities	38,229	45,561	43,428
Cash was applied to:				
(15,405)	Payments to employees	(17,412)	(13,706)	(21,458)
(13,898)	Payments to suppliers	(21,323)	(31,798)	(21,458)
(56)	Payment for capital charge	(56)	(57)	(57)
368	Goods and services tax	(751)	-	-
(28,991)	Total cash applied for operating activities	(39,542)	(45,561)	(42,973)
1,912	Net cash flows from operating activities	(1,313)	-	455
Cash flows from investing activities				
Cash was provided from:				
--	Receipts from sale of property, plant and equipment	--	-	-
Cash was applied to:				
--	Purchase of intangible assets	--	-	-
(34)	Purchase of property, plant and equipment	(86)	(84)	(350)
(34)	Net cash flows from investing activities	(86)	(84)	(350)
Cash flows from financing activities				
Cash was provided from:				
-	Capital Injections	-	-	-
Cash was applied to:				
-	Return of operating surplus	-	-	-
-	Net cash flows from financing activities	-	-	-
1,878	Net increase/(decrease) in cash held	(1,399)	(84)	105
5,955	Cash as at 1 July	7,833	2,036	4,257
7,833	Closing cash as at 30 June	6,434	1,952	4,362

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

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

Reconciliation of net surplus to net cash flow from operating activities

For the year ended 30 June 2023

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
-	Net surplus	-
Add/(less) non-cash items		
515	Depreciation and amortisation expense	493
515	Total non-cash items	493
Add/(less) items classified as investing or financing activities		
-	Net (gains)/losses on disposal of property, plant, and equipment	-
-	Total items classified as investing or financing activities	-
Add/(less) movements in statement of financial position items		
(19)	(Increase)/Decrease in receivables and prepayments	(378)
1,011	Increase/(Decrease) in payables and deferred revenue	(1,819)
405	Increase/(Decrease) in provisions	391
1,397	Total net movement in statement of financial position items	(1,806)
1,912	Net cash flows from operating activities	(1,313)

Statement of commitments

As at 30 June 2023

Non-cancellable operating lease commitments

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

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

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

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

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

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

Actual 30 June 2022 \$000	Notes	Actual 30 June 2023 \$000
Capital commitments		
-	Buildings	-
-	Intangible assets	-
-	Total capital commitments	-
Non-cancellable operating lease commitments		
795	Not later than one year	791
1,755	Later than one year and not later than five years	1,039
106	Later than five years	32
2,656	Total non-cancellable operating lease commitments	1,862

Statement of contingent liabilities and contingent assets

As at 30 June 2023

The Ministry for Pacific Peoples has no contingent liabilities or contingent assets as at 30 June 2023 (2022: nil).

Notes to the financial statements

Note 1: Statement of accounting policies for the year ended 30 June 2023

Reporting entity

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

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

The financial statements of the Ministry are for the year ended 30 June 2023 and were authorised for issue by the Chief Executive of the Ministry on 28 September 2023. In addition, the Ministry has reported on Crown activities that it administers in the non-departmental statements and schedules on pages 106 to 108.

Basis of preparation

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

Statement of compliance

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

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

This is the second reporting period in which the Ministry's total expenditure has been more than \$30 million. In the first such reporting period (2021/22) the Ministry exercised its option to report as a Tier 2 reporting entity, but this option is no longer available and the present report is as a Tier 1 reporting entity. Tier 2 reporting entities can apply Public Benefit Entity Accounting Standards Reduced Disclosure Requirements (Tier 2 PBE Standards). These financial statements have been prepared in accordance with Tier 1 PBE Standards and comply with PBE accounting standards.

Measurement base

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

Functional and presentation currency

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

Changes in accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements. Other than PBE IPSAS 41 Financial Instruments here have been no changes in the Ministry's accounting policies since the date of the last audited financial statements.

Significant accounting policies

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

Revenue recognition

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

Revenue Crown

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

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

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

Capital charge

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

Leases

Operating leases

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

Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term.

Leasehold improvements are capitalised and the cost is amortised over the unexpired period of the lease or the estimated useful life of the improvements, whichever is shorter.

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

Cash and cash equivalents

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

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

Property, plant and equipment

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

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

Additions

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

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

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

Disposals

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

Subsequent costs

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

Asset capitalisation

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

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

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

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

Depreciation

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

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

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

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

Intangible assets

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

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

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

Estimated useful lives are:

Asset category	Asset life
Acquired software	7 years

Impairment of property, plant and equipment and intangible assets

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

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

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

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

Creditors and other payables

Creditors and other payables are measured at the amount payable.

Employee entitlements

Short-term employee entitlements

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

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

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

Long-term employee entitlements

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

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

The following discount rates were used:

30 June 2022	Discount rate	30 June 2023
3.34%	Year 1	5.43%
3.70%	Year 2	4.85%
4.29%	Year 3	4.84%

A salary inflation factor of 3.35 percent (2022: 3.01 percent) was also used. The discount rates were advised by the Treasury and are based on the weighted average of government bonds with terms to maturity similar to those of the relevant liabilities. The inflation factor is based on the expected long-term increase in remuneration for employees.

Presentation of employee entitlements

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

Superannuation schemes

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

Provisions

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

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

Equity

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

Grant expenditure

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

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

Operating costs

Operating costs are recognised as goods and services are received.

Goods and services tax (GST)

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

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

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

Commitments and contingencies are disclosed exclusive of GST.

Income tax

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

Statement of cost allocation policies

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

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

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

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

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

Critical accounting estimates and assumptions

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

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

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

Basis of the budget and forecast figures

The 2023 budget figures are for the year ended 30 June 2023 and were published in the 2021/22 Annual Report. They are consistent with the Ministry's best estimate financial forecast information submitted to the Treasury for the Budget Economic and Fiscal Update (BEFU) for the year ended 30 June 2023.

The 2024 forecast figures are for the year ending 30 June 2024, and are consistent with the best estimate financial forecast information submitted to the Treasury for BEFU for the year ending 30 June 2024.

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

The 30 June 2024 forecast figures have been prepared in accordance with, and comply with, PBE FRS 42 Prospective Financial Statements.

Prospective financial statements

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

While the Ministry regularly updates its forecasts, updated financial statements for the year ending 30 June 2024 will not be published.

Significant assumptions used in preparing the forecast financial statements

The forecast figures used in these financial statements reflect the Ministry's purpose and activities and are based on assumptions on what may occur during the 2023/24 year. The forecast figures have been compiled on the basis of existing government policies and Ministerial expectations at the time the main Estimates were finalised.

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

- the activities and output expectations of the Ministry will remain substantially the same as for the previous year
- personnel costs were based on 150 full-time equivalent staff, which considers staff turnover. Remuneration rates are based on current wages and salary costs, adjusted for anticipated remuneration changes
- operating costs will increase due to increased funding for new programmes
- estimated year-end information for 2022/23 was used as the opening position for the 2023/24 forecast.

The actual financial results achieved for the year ending 30 June 2024 are likely to vary from the forecast information provided, and the variations may be material.

Since the approval of the forecasts, there has been no significant change or event that would have a material effect on the forecasts at 30 June 2023.

Note 2: Other revenue (exchange transactions)

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
247	Revenue from other agencies	225
161	Other revenue	67
-	Gain on disposal of assets	-

Note 3: Personnel costs

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
15,216	Salaries and wages	16,973
227	Employer contributions to defined contribution plans	497
318	Increase/(decrease) in employee entitlements	237
47	Other	96
15,808	Total personnel costs	17,803

Note 4: Operating costs

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000	Unaudited Budget 30 June 2023 \$000
112	Audit fees for financial statements audit	118	64
-	Other fees paid to the Ministry's auditors	-	-
856	Operating lease payments	905	450
26	Maintenance and minor capital purchases	7	-
397	Travel	1,221	1,139
178	Conferences and training	193	65
1,403	Consultancy and professional fees	2,711	1,404
34	Legal fees	59	-
129	Office operating costs	136	582
1,936	Language funding grants	2,200	-
1,782	COVID-19 funding grants	6,483	-
82	Dawn Raids funding grants	16	-
7,271	Other operating costs	8,265	27,502
14,206	Total operating expenses	22,314	31,206

Note 5: Capital charge

The Ministry pays a capital charge to the Crown on its equity at 31 December and 30 June each year. The capital charge rate for the financial year ended 30 June 2023 was 5.00 percent (2022: 5.00 percent).

Note 6: Cash and cash equivalents

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
7,833	Cash at bank and on hand	6,434
7,833	Total cash and cash equivalents	6,434

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

While cash and cash equivalents at 30 June 2023 are subject to the expected loss requirements of PBE IPSAS 41, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

Cash at bank and on hand is not subject to restrictions.

Note 7: Debtors and other receivables

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
57	Trade debtors	445
57	Total debtors and other receivables	445

While debtors and other receivables at 30 June 2023 are subject to the expected loss requirements of PBE IPSAS 41, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

A debt of \$621.84 was written off during the financial year ended 30 June 2023 (2022: nil)

Note 8: Property, plant and equipment

	Leasehold improvements \$000	IT equipment \$000	Furniture / Office equipment \$000	Motor vehicles \$000	Total \$000
Cost					
Balance at 1 July 2021	1,215	614	358	209	2,396
Additions	(1)	34	1	-	34
Disposals	(12)	(132)	(96)	-	(240)
Balance at 30 June 2022	1,202	516	263	209	2,190
Balance at 1 July 2022	1,202	516	263	209	2,190
Additions	6	79	1	-	86
Disposals	-	-	-	-	-
Balance at 30 June 2023	1,208	595	264	209	2,276
Accumulated depreciation					
Balance at 1 July 2021	398	210	161	168	937
Depreciation expense	211	178	45	17	451
Depreciation on disposal	(12)	(123)	(97)	-	(232)
Balance at 30 June 2022	597	265	109	185	1,156
Balance at 1 July 2022	597	265	109	185	1,156
Depreciation expense	211	168	43	12	434
Depreciation on disposal	-	-	-	-	-
Balance at 30 June 2023	808	433	152	197	1,590
Carrying amount					
At 1 July 2021	817	404	197	41	1,459
At 30 June & 1 July 2022	605	251	154	24	1,034
At 30 June 2023	400	162	112	12	686

Work in progress

Leasehold improvements in the course of construction total \$6,718 (2022: nil). No other asset classes have assets in the course of construction.

Note 9: Intangible assets

	Total \$000
Cost	
Balance at 1 July 2021	509
Additions	-
Disposals	-
Balance at 30 June 2022	509
Balance at 1 July 2022	509
Additions	-
Disposals	-
Balance at 30 June 2023	509
Accumulated amortisation	
Balance at 1 July 2021	386
Amortisation expense	64
Disposals	-
Balance at 30 June 2022	450
Balance at 1 July 2022	450
Amortisation expense	59
Disposals	-
Balance at 30 June 2023	509
Carrying amount	
At 1 July 2021	123
At 30 June and 1 July 2022	59
At 30 June 2023	-

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

Note 10: Creditors and other payables

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
Current liabilities under exchange transactions		
18	Creditors	1,329
1,255	Accrued expenses	1,250
Current liabilities under non-exchange transactions		
816	Taxes payable	64
4,128	Deferred revenue	1,755
6,217	Total creditors and other payables	4,398

Creditors and other payables are non-interest bearing and are normally settled on 30-day terms. The carrying value of creditors and other payables approximates their fair value.

Note 11: Employee entitlements

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
Current liabilities		
1,043	Annual leave	1,222
385	Accrued salaries and wages	539
65	Sick leave	65
40	Long service and retiring leave	73
1,533	Total current liabilities	1,899
Non-current liabilities		
133	Long-service and retiring leave	158
133	Total non-current liabilities	158
1,666	Total provision for employee entitlements	2,057

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 2022 \$000		Actual 30 June 2023 \$000
(20)	Re-measurement	(6)

Note 12: Categories of financial instruments

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

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
Financial assets measured at amortised cost		
7,833	Cash and cash equivalents	6,434
57	Debtors and other receivables (Note 6)	445
7,890	Total financial assets held at amortised cost	6,879
Financial liabilities measured at amortised cost		
1,273	Creditors and other payables (excluding GST and deferred revenue (Note 9))	2,579
1,273	Total financial liabilities measured at amortised cost	2,579

Note 13: Related party transactions

The Ministry is a wholly-owned entity of the Crown.

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that it is reasonable to expect the Ministry would have adopted in dealing with the party at arm's length in the same circumstances.

Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

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

'Key management personnel' includes the Minister for Pacific Peoples, the Chief Executive and the six (2022: 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 (2022: nil).

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

Key management personnel compensation

Actual 30 June 2022 \$000		Actual 30 June 2023 \$000
1,405	Salaries and other short-term employee benefits	1,384
38	Contributions to Defined Contribution Superannuation Plan	39
-	Termination benefits	-
1,443	Total key management personnel compensation	1,423

The key management personnel compensation above excludes the remuneration and other benefits that the Minister for Pacific Peoples receives. Ministers' remuneration and other benefits are not received only for their role as members of key management personnel of the Ministry. Ministers' remuneration and other benefits are set by the Members of Parliament (Remuneration and Services) Act 2013 and are paid under Permanent Legislative Authority, but not by the Ministry for Pacific Peoples. There were no related party transactions with the Minister for Pacific Peoples.

Note 14: Explanation of major variances against budget

Explanations for major variances from the Ministry's budgeted figures in the Information Supporting the Estimates of Appropriations are as follows:

Statement of Comprehensive Revenue and Expense

Crown revenue was \$5.187 million less than the budget amount. Because the Ministry's funding is provided through a multi-year appropriation, revenue is recorded to match expenditure and any additional revenue drawn is recorded as revenue in advance and held for the following year. As a result of this requirement, revenue budget variances are created by expense budget variances.

Expenses were \$4.895 million less than the budget. This was for a number of reasons, mainly because some activity started later than forecast in the budget. This activity can still be completed in a timely manner as the unspent funding is available for the Ministry to spend in subsequent years.

Statement of Financial Position

Cash and cash equivalents were \$4.482 million more than the budget amount. This was largely because of the two following items.

Creditors and other payables and deferred revenue was \$3.268 million more than the budget amount. This was largely deferred revenue that the Ministry had drawn down but did not spend, which will be held over for the following year.

Employee entitlements were \$1.269 million more than the budget amount. This is due to a number of factors in the calculation of this provision (number of employees and ages, discount rates, salary assumptions). Each of these factors changed between when the budget was set and when the final calculation of the provision was made.

Statement of Cash Flows

Receipts from the Crown were \$7.560 million less than the budget amount. Less cash was drawn than anticipated in the Budget because of revenue in advance from the previous year and expenses being under budget as outlined above.

Payments to employees and suppliers were \$6.769 million less than the budget amount as outlined above.

Note 15: Events after the balance sheet date

There have been no significant events after balance date.

Non-departmental schedules

Schedule of non-departmental revenue

For the year ended 30 June 2023

There is no revenue at 30 June 2023 (2022: nil).

Schedule of non-departmental capital receipts

For the year ended 30 June 2023

There are no capital receipts at 30 June 2023 (2022: nil).

Schedule of non-departmental expenses

For the year ended 30 June 2023

Non-departmental expenses	Actual 30 June 2022 \$000	Actual 30 June 2023 \$000	Unaudited Budget 30 June 2023 \$000
Grants paid to third parties	29,436	32,558	29,718
Social assistance benefits	924	740	1,222
GST on Crown expenses	3,294	5,301	4,458
Total Non-departmental Expenses	33,654	38,599	35,398

Schedule of non-departmental assets

As at 30 June 2023

Non-departmental assets	Actual 30 June 2022 \$000	Actual 30 June 2023 \$000	Unaudited Budget 30 June 2023 \$000
Bank	22,636	39,267	12,077

Explanations of major variances against budget are detailed in Note 2.

Schedule of non-departmental liabilities

As at 30 June 2023

Non-departmental liabilities	Actual	Actual	Unaudited Budget
	30 June 2022	30 June 2023	30 June 2023
	\$000	\$000	\$000
Due to providers	14,007	20,343	8,033

Explanations of major variances against budget are detailed in Note 2.

Schedule of non-departmental commitments

As at 30 June 2023

There are no non-departmental commitments as at 30 June 2023 (2022: nil).

Schedule of non-departmental contingent liabilities and contingent assets

As at 30 June 2023

There are no contingent liabilities or assets as at 30 June 2023 (2022: nil).

For a full understanding of the Crown's financial position and the results of its operations for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2023.

Notes to the non-departmental schedules

Note 1: Statement of accounting policies for the year ended 30 June 2023

Reporting entity

These non-departmental schedules present financial information on public funds managed by the Ministry on behalf of the Crown.

These non-departmental balances are consolidated into the Financial Statements of the Government for the year ended 30 June 2023. For a full understanding of the Crown's financial position, results of operations and cash flows for the year, readers should refer to the Financial Statements of the Government.

Basis of preparation

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

Measurement and recognition rules applied in the preparation of these non-departmental statements and schedules are consistent with New Zealand Generally Accepted Accounting Practice (Public Sector Benefit Entity Accounting Standards) as appropriate for public benefit entities.

Presentation currency and rounding

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

Measurement base

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

Significant accounting policies

The non-departmental schedules have been prepared using the same significant accounting policies as outlined in Note 1 to the departmental financial statements.

Note 2: Explanation of major variances against budget

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

Schedule of non-departmental expenses

Grants paid to third parties was \$2.840 million more than the budget amount. This was expenditure from additional funding provided to the Ministry's programmes after the budget was set.

Schedules of non-departmental assets and liabilities

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

Appropriation statements

The following statements report information about the expenses and capital expenditure incurred against each appropriation administered by the Ministry for the year ended 30 June 2023.

In these statements:

- **Remeasurements** are movements in the value of an asset or liability that are outside the control of the Ministry, as defined in the Public Finance Act 1989. Remeasurements do not require an appropriation.
- **Appropriation voted** figures are from the 2022/23 Supplementary Estimates of Appropriations for Vote Pacific Peoples.
- **Location of end-of-year performance information** discloses where end-of-year performance information is reported for each appropriation administered by the Ministry for Pacific Peoples, as detailed below:

- 1 Annual Report of the Ministry for Pacific Peoples (this report)
- 2 Non-departmental Appropriations Report for Vote Pacific Peoples (presented in this report, see pages 120-125)
- 3 No reporting required due to an exemption obtained under section 15D of the Public Finance Act 1989.

Statement of budgeted and actual expenses and capital expenditure incurred against appropriations

For the year ended 30 June 2023

Annual and permanent appropriations for the Ministry for Pacific Peoples

	Expenditure after remeasurements 30 June 2022 \$000	Expenditure before remeasurements 30 June 2023 \$000	Remeasurements 30 June 2023 \$000	Expenditure after remeasurements 30 June 2023 \$000	Approved appropriation 30 June 2023 \$000	Location of end-of-year performance information 30 June 2023
Departmental output expenses						
Policy Advice and Ministerial Servicing MCA						
Communications, Projects and Relationships	26,528	36,786	(6)	36,780	34,329	(1)
Policy Advice	4,097	3,880	-	3,880	7,800	(1)
Total departmental output expenses	30,625	40,666	(6)	40,660	42,129	
Departmental capital expenditure						
Ministry for Pacific Peoples – Capital Expenditure PLA	65	86	-	86	273	(1)
Total departmental capital expenditure	65	86	-	86	273	

	Expenditure after remeasurements 30 June 2022 \$000	Expenditure before remeasurements 30 June 2023 \$000	Remeasurements 30 June 2023 \$000	Expenditure after remeasurements 30 June 2023 \$000	Approved appropriation 30 June 2023 \$000	Location of end-of-year performance information 30 June 2023
Non-departmental output expenses						
Promotions – Business Development	8,616	9,006	-	9,006	9,792	(2)
Skills Training and Employment Appropriation	20,070	17,189	-	17,189	17,382	(2)
Total non- departmental output expenses	28,686	26,195	-	26,195	27,174	
Benefits and other related expenses						
Study and Training Awards for Business Development	924	740	-	740	1,222	(3)
Total benefits and other related expenses	924	740	-	740	1,222	
Non-departmental other expenses						
Housing Pacific Families	750	6,363	-	6,363	14,280	(2)
Total non- departmental expenses	750	6,383	-	6,383	14,280	

Statement of expenses and capital expenditure incurred without, or in excess of, appropriation or other authority

For the year ended 30 June 2023

Transfers approved under section 26A of the Public Finance Act 1989

No section 26A transfers were authorised in the year ended 30 June 2023.

Transfers under section 26B of the Public Finance Act

No section 26B transfers were authorised in the year ended 30 June 2023.

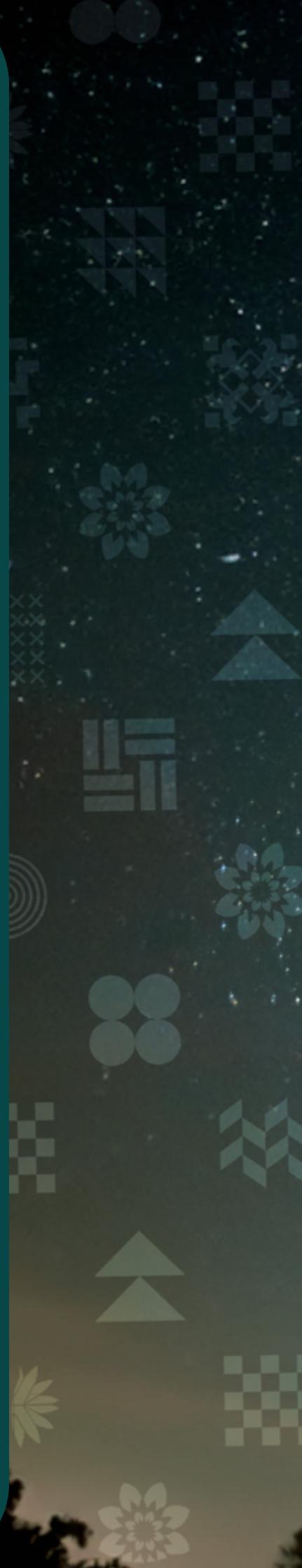
Expenses and capital expenditure incurred in excess of appropriation

No expenses or capital expenditure were incurred in excess of appropriation in the year ended 30 June 2023.

Expenses and capital expenditure incurred without appropriation or outside scope or period of appropriation

No expenses or capital expenditure were incurred without appropriation or outside the scope or period of appropriation in the year ended 30 June 2023.

Appendices





Appendix 1: Feedback from our 2022 community engagements on progress toward Lalanga Fou

The following table summarises the main themes that we heard during our engagements with communities in 2022 on how we were progressing towards the goals that were set out in the 2018 Lalanga Fou report.

We heard that:

Lalanga Fou Goal	What's going well?	What still needs work?
Goal 1: Thriving Pacific languages, cultures and identities	<ul style="list-style-type: none"> • There is a strong sense of community ownership of cultural and community initiatives, with an increase of New Zealand-born Pacific youth wanting to learn more about their language and culture. • Pacific Language Weeks have helped to promote the maintenance of languages and strengthen the identities of Pacific people in Aotearoa. • Government funding has played a key role in supporting Pacific communities with their language initiatives. 	<ul style="list-style-type: none"> • There is intergenerational language loss and lack of opportunities for some people and communities to express their languages and identities. • Some people reflected the need for more Pacific bilingual and immersion pathways for Pacific children and young people in education.
Goal 2: Prosperous Pacific communities	<ul style="list-style-type: none"> • Some participants felt that a prosperous community is one that is well connected and values-based and works together to achieve a common goal. The environments that are positive enable communities to be prosperous. 	<ul style="list-style-type: none"> • Many families are experiencing financial hardship, especially since COVID-19. • Access to capital funding to support businesses to grow is limited for some. • Accessibility of affordable and healthy housing remains a concern for many people.
Goal 3: Resilient and healthy Pacific peoples	<ul style="list-style-type: none"> • There was a strong sense of support at the height of COVID-19. When government agencies, churches, and organisations worked together with Pacific communities, better outcomes were achieved. 	<ul style="list-style-type: none"> • Some participants had ongoing concerns around access to mental health services and other health providers. • Another growing concern was the prevalence of liquor stores and fast-food chains within certain areas.
Goal 4: Confident, thriving and resilient Pacific young people	<ul style="list-style-type: none"> • Many Pacific young people continue to own and celebrate their cultures and identities with pride. Many Pacific young people are stepping into their strengths as leaders for their communities. 	<ul style="list-style-type: none"> • COVID-19 has impacted some young people's education; therefore, the need to build a responsive education system becomes increasingly important. • Young Pacific people want their perspectives, experiences, and needs to be understood by government, especially in relation to health and wellbeing.

Appendix 2: Delegations under the Public Service Act 2020

Schedule 2 of the Public Service Act 2020 allows a chief executive of a department to delegate a clearly identified function or power to a person outside the Public Service, with the prior approval of the appropriate Minister and if the chief executive is satisfied that any conflicts of interest will be avoided or managed.

Departments must describe in their annual report how effectively any such delegation was performed or exercised.

The Secretary for Pacific Peoples has not made any delegations under this statute.

Appendix 3: Tautua – Our advisory and decision-making body

Tautua is a Samoan word that translates as 'leadership through service'. It expresses the cultural tradition of service to the family or aiga, but it can also mean any service of an individual to a greater cause. The following table sets out changes that occurred in the membership of Tautua in 2022/23.

Date of change	Position affected	Details of change
September 2022	Deputy Secretary, Office of the Secretary	Agnes Sefo left MPP to pursue other career opportunities. Our Chief Legal Advisor, Fonoti Seti Talamaivao, was appointed in an acting capacity until March 2023.
October 2022	Chief Executive and Secretary for Pacific Peoples	Laulu Mac Leauanae was appointed as Secretary for Culture and Heritage and Chief Executive of the Ministry for Culture and Heritage. Our Deputy Secretary for Regional Partnerships and Service Delivery, Tuaopepe Abba Fidow, served as Acting Secretary and Chief Executive until February 2023,
	Deputy Secretary, Regional Partnerships	John Tuamoheloa was appointed in an acting capacity.
February 2023	Chief Executive and Secretary for Pacific Peoples	Gerardine Clifford-Lidstone was installed as Chief Executive and Secretary for Pacific Peoples.
May 2023	Chief of Staff	Ali Ajmal was appointed to this new role, which replaced the position of Deputy Secretary, Office of the Secretary.

Our Tautua members



Gerardine Clifford-Lidstone
Secretary for Pacific Peoples and Chief Executive of the Ministry for Pacific Peoples

Gerardine joined the Ministry as Chief Executive and Secretary for Pacific Peoples in February 2023 following three years as Director, Pacific Health at the Ministry of Health. She previously held the role of General Manager, Child Youth, Localities and Family Harm at the Capital and Coast District Health Board.

Between 2015 and 2018 Gerardine was a self-employed consultant, including senior consultant for Pacific Perspectives Limited.

Gerardine held the role of National Programme Manager, Sector Capability and Improvement at the Ministry of Health between 2010 and 2012 and was Chief Executive of Taeaomanino Trust for nine years between 2001 and 2010.

She has also held several community governance roles, including Chair of the Wellington Community Trust, and was Chief Executive of a Pacific social service and health provider based in Porirua.

Of Samoan descent, Gerardine holds an MBA from Massey University Te Kunenga ki Purehuroa and a Bachelor of Arts from Victoria University of Wellington Te Herenga Waka and is both a Winston Churchill Fellow and a Salzberg Global Seminar Fellow.



Aiono Matthew Aileone
Deputy Secretary, Policy, Research and Evaluation, Languages and Housing⁶⁰

Aiono led the teams responsible for developing key policies and strategies to advance the Lalanga Fou vision.

Aiono originally joined the Ministry in October 2018 from the Master Builders Association where he worked in their Executive Leadership Team as a Policy and Advocacy Manager. He previously enjoyed a 15-year career as a New Zealand diplomat, trade negotiator, policy officer and legal advisor at the Ministry of Foreign Affairs and Trade including postings to Canberra and Vienna. He was also seconded as an Assistant Commissioner at the Public Service Commission in 2020.

Matthew was born and raised in Christchurch. He is married and father to a young son.

He is a proud member of the Tafesilafa'i Samoan Catholic community in Christchurch. His parents are originally from the village of Fasitoo'uta in Upolu, Samoa, where his chiefly title of Aiono was bestowed.

Aiono left the Ministry in August 2023.



Tuaopepe Abba Fidow
Deputy Secretary, Service Delivery⁶¹

Tuaopepe led our service delivery arm, which is responsible for several key initiatives nationwide including Tupu Aotearoa, Community COVID-19 Funding and the Toloa Programme.

Tuaopepe joined MPP in July 2019 from Pasifika mental health and addiction provider Le Va Pasifika, where he was a senior manager. He began his working career within the then Ministry for Pacific Island Affairs in 2001 as a Policy Analyst and has worked in strategy and policy roles in the Ministry of Social Development, Auckland City Council, and the amalgamated Auckland Council Te Kaunihera o Tāmaki Makarau, where he was an author of the Auckland Plan and led the development and implementation of advisory groups (including Pacific, ethnic, youth and disability) within the Council's governance structure.

Tuaopepe holds a BA and BCom from the University of Canterbury Te Whare Wānanga o Waitaha and Honours in Political Science (First Class). He is married with four sons. His parents are from the villages of Gagaifolevao in Upolu, and Safotu in Savaii, Samoa. His chiefly title was bestowed in 2020 in Gagaifolevao.

He served as Acting Secretary for Pacific Peoples between October 2022 and February 2023.

Tuaopepe left the Ministry in August 2023.

⁶⁰ The Policy, Research and Evaluation, Housing and Languages group was disestablished from October 2023 following the 2023 change process, and the functions of that group were redistributed to other directorates in the new structure.

⁶¹ The Service Delivery group was restructured and renamed from September 2023.



Leatigaga Jason Tualima
Deputy Secretary, Corporate Services
(and Chief Financial Officer)

Jason is responsible for leading MPP in the areas of Finance, Information Technology, People and Culture, Procurement and Property. He has played a pivotal role in our successful Budget bids since 2019. These initiatives have formed significant investment in Pacific communities, utilising Treasury's Living Standards Framework, and the Pacific Wellbeing Strategy.

As well as thinking strategically about what public support Pacific communities may need in the future, Jason has been working extensively across government to ensure the Pacific Wellbeing approach to investment drives outcomes to serve our communities. He is currently leading the digital transformation of MPP.

Jason has a track record of working in the public sector and banking. Prior to joining MPP, he worked at the New Zealand Defence Force and the Ministry of Health. Jason has also been based in the United Kingdom, where he worked in the financial sector. A graduate of the University of Waikato in Finance and Economics, Jason is a member of Chartered Accountants Australia New Zealand (CAANZ) and is a Certified Practising Accountant (CPA Australia). He serves on the Finance Key Positions Committee of the New Zealand Treasury.

Of Samoan/Chinese/Irish descent, Jason is from the villages of Salelologa, Puapua, Iva, Sataua, Fale'ula and Lepea. He was bestowed the chiefly title of Leatigaga from the village of Salelologa in 2014. Jason was born in Wellington and is married with a young son.



John Tuamoheloa
Acting Deputy Secretary,
Regional Partnerships⁶²

John is responsible for leading, building and maintaining relationships with Pacific Aotearoa communities as the lead relationship manager for the Ministry at regional level to ensure that context, aspirations, and perspectives of Pacific communities inform decision-making through policy development and programmes of work.

Since joining the Ministry in 2019, John has been part of the Policy team leading the development and implementation of the Pacific Economic Development work programme, contributed to Budget bids, and authored the Cabinet-mandated All-of-Government Pacific Wellbeing Strategy. More recently, John has led the Pacific Aotearoa Community Outreach as part of our COVID-19 response work to keep Pacific communities informed and safe from the impacts of the pandemic.

Prior to joining the Ministry, John has had a varied working career that has spanned across business ownership, and leading organisations in the not-for-profit sector focusing on youth development, economic development, community education, training and employment. He spent time in Europe as a former professional rugby player and Tongan international.

John holds a BA (Education and History) and a Postgraduate Diploma in Education from the University of Auckland, and a Masters in Educational Leadership from the Auckland University of Technology.

John is a proud Tongan, hailing from his mother Vasiti's village of Kolomotu'a and father Topuluka's villages of Utulau and Lakepa. He is married to Maria and has twin sons – Topuluka and David-John.



Ali Ajmal
Chief of Staff⁶³

As Chief of Staff, Ali leads the teams that are responsible for delivering ministerial and executive services, strategy, performance and business intelligence, communications, legal advice, and governance and nominations services.

Ali joined MPP in May 2023 after leading several high-profile areas of work across the health and social services sector. A graduate of Imperial College London and the University of Auckland, Ali has a depth of experience across various disciplines including strategic finance, behavioural economics, and public health policy in the United Kingdom and New Zealand. He has primarily worked with Māori and Pacific communities throughout his career, and his work for Pacific communities during the COVID-19 pandemic cemented his passion and affinity for helping New Zealand's Pacific communities realise their aspirations and thrive as an integral part of Aotearoa's future.

Ali is a proud immigrant from Pakistan, where part of his family still resides. He has called New Zealand home for more than a decade.

⁶² The Deputy Secretary, Regional Partnerships position was disestablished in October 2023 following the MPP change process. It was replaced by a Deputy Secretary in a new Partnering directorate.

⁶³ The Chief of Staff position was disestablished in October 2023 following the MPP change process. It was replaced by a Deputy Secretary in a new Planning and Performance directorate.

Appendix 4: Our independent Assurance, Risk and Advisory Committee

The Assurance, Risk and Advisory (ARA) Committee plays a crucial role in our governance system by providing independent advice to the Secretary and Tautua on risk and assurance matters and issues around the governance and monitoring of audit, risk and financial management systems.

The Committee meets each quarter. During 2022/23 it provided advice relating to:

- reporting
- risk, procurement, management and compliance
- organisational changes
- IT strategy
- human resources, duty of care
- financial performance and forecasts
- mitigations in response to Audit Management Report recommendations
- applying a People and Culture lens to the Reporting and Risk Framework and the Career Progression Framework
- risk management framework context, tools and methodologies.

Our Assurance, Risk and Advisory Committee members



Sue Peacock
Chair

Sue is an independent consultant based in Ahuriri/Napier. Her specialties include operations, governance, leadership, transformation and change implementation, mentoring and capability.

Sue was the Change Management Lead for MPP's organisational restructure during the tenure of former Chief Executive Pauline Winter.



Victor Vae'au
Independent member

Tiumalu Tofilau Victor Vae'au is an experienced technology executive with a background in government, defence, security and the private sector, including consulting and advisory at the World Bank on digital transformation and e-government. Victor is experienced in organisational operating models and the technology/digital transformation required to enable vision and purpose.



Rachel Leota
Public servant

Rachel is Deputy Chief Executive, Service Delivery at Oranga Tamariki. Before that she was the National Commissioner for the Department of Corrections Ara Poutama Aotearoa. She led Corrections Services in four regions, 18 prisons and 120 Community Corrections sites and was responsible for specialist national services such as electronic monitoring and tactical and emergency operations.



Lesa Kalapu
Public servant

Lesa is the Chief Operating Officer at the Human Rights Commission Te Kāhui Tika Tangata (HRC).

She joined HRC after 12 years at the Department of Internal Affairs Te Tari Taiwhenua, where she was the General Manager responsible for HR Services including recruitment, change management, HR systems, payroll, learning and development.

Lesa was a member of the Committee from 2017/18 until she stepped down in December 2022.



Stephen Crombie
Public servant

Stephen is currently Director, Reform Oversight at the Ministry of Health. He took up this role in March 2023, after serving just under a year as Executive Lead for ACC New Zealand. Prior to joining ACC, Stephen was a Deputy Chief Executive at the Ministry of Social Development. He has a wealth of public sector experience, having served in public sector leadership and executive management roles for the past 15 years. He has strong governance, stakeholder management and IT strategy skills.

Fees for the independent members of the Risk and Audit Committee fall under the category Group 4, Level 4 body of the Cabinet Fees Framework.

**Te Kāwanatanga
o Aotearoa**
New Zealand Government

Report of the Minister for Pacific Peoples on Non- Departmental Appropriations

for the year ended 30 June 2023

Presented to the House of Representatives pursuant
to section 19B of the Public Finance Act 1989

Minister for Pacific Peoples' Report on Non-departmental Appropriations

For the year ended 30 June 2023

This section meets the requirements set out in the supporting information to the 2022/23 Estimates and Supplementary Estimates of Appropriations for information on non-departmental appropriations in Vote Pacific Peoples to be reported by the Minister for Pacific Peoples. Although this report is presented in the same document as the Annual Report of the Ministry for Pacific Peoples for the year ended 30 June 2023, it does not form part of that Annual Report.

Minister's introduction

In accordance with section 19B of the Public Finance Act 1989, as the Minister having responsibility for non-departmental appropriations within Vote Pacific Peoples in 2022/23, I submit the following report on those non-departmental appropriations in the Vote that were not granted an exception from reporting under section 15D of the Act.

This report outlines what was intended to be achieved by each of the appropriations, and results delivered by third-party service providers funded by the Ministry for Pacific Peoples that do not report directly to Parliament through other reporting mechanisms.

This report records the financial and non-financial performance results for the outputs purchased through each appropriation for the period 1 July 2022 to 30 June 2023. The performance information in this report has not been audited.



Hon Barbara Edmonds
Minister for Pacific Peoples

Non-departmental output expenses

Promotions – Business Development

This output class involves the purchase of a range of services that will provide opportunities for Pacific peoples to gain the information and skills necessary to succeed in business.

This appropriation is intended to achieve the development of skills necessary for Pacific peoples to succeed in business.

Summary of non-financial performance

On behalf of the Minister, the Ministry for Pacific Peoples contracts business development services from the Pacific Business Trust (PBT) and the Pacific Business Village (the Village).

Pacific Business Trust

The Ministry contracts economic development services to the Trust to deliver services directly to the Pacific community. This is achieved in partnership with other supporting providers under an economic development agency model.

Pacific Business Village

The Village was established to support sustained growth in the Pacific business sector and to provide a strategic framework for long-term economic development for Pacific businesses nationwide.

It has three funding components to support Pacific businesses:

- Pacific business networks
- service providers to support business development
- direct capital investment (via the Tauola Business Fund)⁶⁴.

⁶⁴ For more information on the PBT and the Village, see 4.3.1 Economic development and employment in this Annual Report.

Service Performance Measures: Promotions – Business Development

Measure	2020/21	2021/22	2022/23		Met?
			Actual	Target	
Promotions-Business Development					
Proportion of contracted services that meet the delivery targets in the provider outcome agreement(s)	87.5%	87.5%	84.1%	100%	✘
<p>The under-delivery of contracted services was identified in the last quarter of the year. The service provider undertook substantial leadership changes and operating model revisions in 2022/23; these contributed to it being unable to achieve the contracted services on time. We have been working with the service provider to ensure they can meet these obligations moving forward and, as a result, the provider is actively working with professional consultants to review their service delivery and internal processes.</p>					
Proportion of the appropriation contracted for the financial year	100%	94%	92%	100%	✘
<p>This performance measure has not met expectations for the last two years. In line with reviewing our performance measures and framework in 2023/24, we will be reviewing this measure's suitability for future performance monitoring.</p>					

Financial performance: Promotions – Business Development

2021/22 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2022/23 \$000	Unaudited Supplementary Estimates 2022/23 \$000	2022/23 Actual \$000
8,616	Total expenses	9,792	9,792	9,006

Skills training and employment

This appropriation is limited to the purchase of services from third party providers to support improved education, skills development, employment and entrepreneurship of Pacific peoples.

This appropriation is intended to achieve sustainable employment and educational outcomes for Pacific youth.

Summary of non-financial performance

In partnership with local Pacific providers, and on behalf of the Minister, the Ministry delivers Tupu Aotearoa, an employment, education and training support programme established to help Pacific people identified as not in education, employment or training (NEET) find pathways into training, education or employment.

The programme includes the provision of pastoral care to support individuals, while working closely with local Pacific communities, churches and employers to build Pacific capability in training and employment pathways.

Service Performance Measures: Skills training and employment

Measure	2020/21	2021/22	2022/23		
			Actual	Target	Met?
Skills training and employment					
Training and education placements contracted	96.3%	85.2%	89.8% ⁶⁵	90% or greater	See note below
Employment placements contracted	95.1%	108.3%	89.8% ⁶⁶	90% or greater	See note below

The 2022/23 result is based on provider returns received up to 20 September 2023. It is likely that when all reports are received from providers, we will meet the target for the 2022/23 year.

The funding for this programme in Budget 2021 was approved to fund the placement of 7,500 Pacific people into employment, training or education over four years (up to June 2025). At 30 June 2023, 5,033 placements (67.1 percent of the full target) had been achieved in the first two years of the programme.

Financial performance: Promotions – Skills training and employment

2021/22 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2022/23 \$000	Unaudited Supplementary Estimates 2022/23 \$000	2022/23 Actual \$000
20,070	Total expenses	16,926	17,382	17,189

⁶⁵ It has not been possible to provide a breakdown of whether participants were initially placed to receive training/education or employment support (or both).

The results reported here reflect the combined number of placements achieved (2,071) against the overall number of placements contracted (2,307) for both measures.

During 2023/24 we will be working to refresh our performance framework to determine the most suitable measures to measure training and employment changes.

⁶⁶ See previous footnote.

Non-departmental other expenses

Housing Pacific Families

This appropriation is limited to contributions toward the costs of developing new affordable homes for Pacific peoples.

This appropriation is intended to provide practical assistance and resources to organisations and Pacific housing providers to improve housing outcomes for Pacific peoples.

Summary of non-financial performance

On behalf of the Minister, the Ministry contracted Pacific Housing Waikato for the acquisition and development of up to 12 affordable homes that can be purchased by Pacific families. These homes will be built in the 2023/24 financial year.

Service Performance Measures: Housing Pacific Families

Measure	2020/21	2021/22	2022/23		
			Actual	Target	Met?
Housing Pacific Families					
Number of new affordable homes for Pacific co-funded to be built	New measure for 2021/22	5	12	10	✓

Financial performance: Housing Pacific Families

2021/22 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited Estimates 2022/23 \$000	Unaudited Supplementary Estimates 2022/23 \$000	2022/23 Actual \$000
750	Total expenses	3,000	14,280	6,363

