



Briefing to the Incoming Minister

for Pacific Peoples 2016



INTRODUCTION

The Ministry welcomes you to the Ministry for Pacific People's portfolio.

This briefing sets out who we are and what we do, our key priorities and strategic direction. It outlines highlights of our work and identifies issues facing our Pacific communities.

The Ministry for Pacific Peoples is the Crown's principal advisor on policies and interventions that improve outcomes for Pacific peoples. We are here to ensure the success of our Pacific young people from early childhood education (ECE) through to schooling, tertiary education and finally the workforce, entrepreneurship and their families.

Our vision "Successful Pacific Peoples" places the community and its people at the heart of our work. We want to make sure the journey of a Pacific child born today in New Zealand is a happy and successful one. We're working with partner agencies across the public sector to make sure every child thrives. Our vision is critical not only for Pacific peoples, but as an investment in New Zealand's future well-being and economic prosperity.

Every government agency, big or small has challenges. We are a smaller agency operating in a sector where there are lags in education, employment, health and wealth outcomes for Pacific peoples.

In 2016 the Ministry underwent a full Performance Improvement Framework (PIF) Review. The review rated the Ministry as 'Needing Development' in its ability to deliver on its strategic priorities agreed with Government.

There is always room for more development and we are working hard to build on our policy and research capability, leadership development and consistently demonstrating our agility as a smaller agency.

We look forward to working with you as our Minister for Pacific Peoples.

Pauline A Winter
Chief Executive

TABLE OF CONTENTS

Introduction.....	1
Brief History.....	4
Strategic Direction.....	4
Key Priorities for the next three months.....	5
Performance Improvement Framework Review outcomes.....	5
Project Tatupu.....	6
Pacific Cultural Centre.....	6
Pasifika Education Centre.....	7
Pacific Analysis Framework (PAF).....	7
Key Priorities for the next six months.....	7
Investing in Children (IIC) Pacific Work stream.....	7
Pacific Social Housing.....	8
Whanau Ora.....	8
Pacific Employment Support Service Programme.....	8
Key Timeframes.....	9
Our People.....	10
Leadership Team.....	10
Staff Structure.....	11
VOTE PACIFIC PEOPLES.....	11
DEPARTMENTAL.....	11
OPERATING.....	11
NON DEPARTMENTAL.....	12
OPERATING.....	12
Board Responsibilities.....	12
Key Stakeholders.....	13
Highlights.....	14

Appendix Schedule of Attachments

Appendix A – Accountability Cycle and key events

Appendix B – Organisational Chart

BRIEF HISTORY

The Ministry for Pacific Peoples (formally known as the Ministry of Pacific Island Affairs), came into being in 1990 with a strong focus on the social, economic and cultural development of Pacific peoples in New Zealand. Today, the story of Pacific peoples in New Zealand is different. In 2013, 62.3% of New Zealand's Pacific population was born in New Zealand. This is very different to the 1960s and 1970s when most Pacific people were immigrants born in the Pacific Islands. New Zealand's Pacific population is also increasingly diverse with almost a quarter identifying as afakasi that is, identifying with Pacific and one other ethnic group. This change has broadened the perspectives and experiences that characterise New Zealand's Pacific communities. Pacific communities are also younger and growing faster than the overall population.

In 2016, the Ministry changed its name and branding to reflect the new and changing story of Pacific New Zealand. The new name emphasises to the community and to the wider New Zealand that the Ministry is centred on improving the lives of successful Pacific peoples in New Zealand. In establishing a new name, the Ministry acknowledged its links and ties to Tāngata Whenua through its Māori name – the Ministry for Pacific Peoples – Te Manatū Māori mō te Moana-nui-ā-Kiwa. This name captures the people we work for and highlights it is the people that are the Ministry's focus.

STRATEGIC DIRECTION

The Ministry for Pacific Peoples (the Ministry) is the Crown's principal advisor on policies and interventions that improve outcomes for Pacific peoples. It has positioned itself to both help Pacific communities to grow and flourish while promoting Pacific people's contribution to improved social and economic wellbeing for all New Zealanders.

Our vision, *Successful Pacific Peoples*, places the community and its people at the heart of the work that we do. It focuses attention on Pacific peoples achieving success and realising the social and economic benefits of that success. In the last 25 years we have forged strong relationships both in the community and in government which gives us the ability to be agile when there are issues we need to respond to quickly. We are committed to delivering on the Government's three priority areas of:

- Lifting Education, Qualifications and Skills;
- Increasing Employment and Entrepreneurship; and
- Improving Pacific Languages, Culture and Identity.

In 2013, the Pacific population accounted for 7.4% of the New Zealand population, up from 6.9% in 2006. The Pacific people's population in New Zealand is very young and is projected to increase rapidly for some time to come. The median age is 22.1 years compared with 38 years for the total New Zealand population. There are approximately 35.6% Pacific peoples under 15 years of age.

By 2028, the Pacific population is projected to account for 9.4% of the total New Zealand population. By then, one in five children under the age of 15 is projected to be Pacific.

As a smaller Ministry, we continue to think smarter, act smarter and use our limited resources in the best way we can. We do this by:

- Focusing our work programmes, policies and interventions on areas of highest impact;
- Increasing collaboration and developing partnerships to support our work; and
- Embedding an operational model that supports us to better align our Pacific knowledge and networks with those agencies focused on improving Pacific outcomes.

We understand good change takes time. We are shifting our approach to ensure we utilise time to understand, review, measure and analyse what has worked and what needs improving. This ensures our working environment is a learning one where change can happen incrementally over time to improve our business, our organisational performance and our people objectivity.

The Ministry's key activities are aligned to 'whole of government' strategies such as Better Public Services, the Business Growth Agenda and the Pacific Economic Strategy. We will continue to support better public service targets by:

- Reducing long-term welfare dependence (1) - *Reduce the number of people who have been on a working age benefit for more than 12 months;*
- Supporting vulnerable children (2) – *Increase participation in early childhood education;*
- Boosting skills and employment (5) – *Increase the proportion of 18 year olds with NCEA level 2 or equivalent qualification;*
- Boosting skills and employment (6) – *Increase the proportion of 25-34 year olds with advanced trade qualifications, diplomas and degrees;*
- Improving interaction with government (10) – *New Zealanders can complete their transactions with the Government easily in a digital environment.*

We will connect the knowledge and expertise that lies in each area, acting as a catalyst for improved outcomes for both Pacific people and to New Zealand.

We bring Pacific communities into government policy development by working in our communities and with businesses to gather intelligence and data related to the barriers to Pacific success while identifying opportunities for development and analysis on the effectiveness of policies and interventions that have an impact on our Pacific peoples.

KEY PRIORITIES FOR THE NEXT THREE MONTHS

The Ministry is focussing on mechanisms to improve our business and make our work more visible across government and in communities.

[REDACTED]

[REDACTED] You will also need to be aware of the appointment of the Pacific Education Centre Board (which you are responsible for appointing) for which Cabinet approval is required.

Below we have listed the key priorities for your approval and input during the next three months.

PERFORMANCE IMPROVEMENT FRAMEWORK REVIEW OUTCOME

In 2016 the Ministry underwent a Performance Improvement Framework Review (PIF). It identified gaps in the Ministry's workforce capability and made recommendations to help improve the Ministry's performance so that it can better fulfil its stewardship responsibilities as a population agency. The key recommendations are focused on increasing the Ministry's workforce capacity and capability.

[REDACTED]

¹ Redacted under Section 9 (2) (g)(i) of the Official Information Act 1982

[REDACTED]

PROJECT TATUPU

In Budget 2016 Ministers agreed to fund work exploring the feasibility of options for Pacific families currently living in the Auckland region to relocate to regional areas of New Zealand where they may experience a better quality of life and long term benefits. The idea for the project came from the Pacific community through the Pacific Leadership Forum (PLF) following the positive outcomes of schemes like the Recognised Seasonal Employer Scheme.

[REDACTED]

[REDACTED]³ However, regenerative migration was identified as a feasible option. The study suggests that to help regenerate and grow the wellbeing of the Pacific community, housing, work and community development opportunities outside of the dense Auckland area could be made available to enable Pacific communities to create their own success in the long term.

[REDACTED]

[REDACTED]⁴

PACIFIC CULTURAL CENTRE

² Redacted under Section 9 (2) (g)(i) of the Official Information Act 1982
³ Redacted under Section 9 (2) (f)(iv) of the Official Information Act 1982
⁴ Redacted under Section 9 (2) (f)(iv) of the Official Information Act 1982

Auckland is home to the largest Pacific population in the world where 66% of the New Zealand Pacific population reside. It hosts the nation's largest Pacific cultural festivals, namely the Pasifika Festival and the ASB Polyfest. Auckland's Pacific communities hold significant cultural capital across an array of Pacific languages and cultural practices. The Pacific Cultural Centre (PCC) concept provides an opportunity to capture this cultural capital to deliver a cohesive and enduring offering, not just one-off events.

The feasibility study confirms that there is a strong enough case to warrant further investment in developing a business case for government funding. It identified that while the PCC concept is viable, further examination of the concept in detail is required to test all assumptions including feasible locations and strategic partners.

[REDACTED]

PASIFIKA EDUCATION CENTRE

The Pasifika Education Centre (PEC) Board sits within your portfolio as part of your responsibilities where you are required to appoint the board members. At your first Cabinet meeting on Tuesday 20 December, the appointment of the proposed board members will need to be formalised.

Recently PEC and the Manukau Institute of Technology (MIT) put forward a proposal seeking additional funding to ensure the successful delivery of Pacific language programmes going forward.

We will provide you with an update on progress in this work space by February 2017.

PACIFIC ANALYSIS FRAMEWORK (PAF)

The Ministry is refreshing the Pacific Analysis Framework (PAF). The PAF is a tool to help agencies identify, plan and evaluate policies and services that are appropriate for Pacific peoples, by encouraging users to think critically about Pacific people's issues. It sets out ways to effectively include information about Pacific peoples and to take account of their values and their diversity, as well as ensuring effective consultation with them in the policy development process. The Pacific Engagement Guideline (PEG) is also being developed alongside the PAF to support effective consultation with Pacific peoples.

We will provide you with a briefing in March 2017 inviting you to endorse the final product, prior to rolling out a PAF/PEG training package to key government agencies in June 2017.

KEY PRIORITIES FOR THE NEXT SIX MONTHS

Below are the key priorities that will require your action over the next six months.

INVESTING IN CHILDREN (IIC) PACIFIC WORK STREAM

You are the sponsoring Minister for the Pacific work stream within the IIC work that is currently underway to support the establishment and implementation of the new Ministry for Vulnerable Children – Oranga Tamariki.

The Ministry is working closely with the Ministry of Social Development (MSD) on addressing vulnerable

⁵ Redacted under Section 9 (2) (f)(iv) of the Official Information Act 1982

children issues through the 'Investing in Children - Pacific work stream'. As part of this partnership, our role is to work with the Investing in Children (IIC) programme to ensure services provided by the new agency will be well designed to meet the needs of vulnerable Pacific children, young people and their families. To do this, MSD are hosting meetings (fono) with various communities throughout New Zealand to engage and discuss how we can best meet the needs of our Pacific people. We have provided support people for the fono held this year.

Through the utilisation of partnership and collaborative approach, we recognise the work in this area is likely to grow. Ensuring the provision of adequate resources to support this direction may be challenging. However, we are committed to a better future for Pacific children and young people experiencing a successful life in New Zealand and having futures that enable them to contribute positively to the economy, society and our Pacific families.

In 2017, we will be supporting MSD to host a National Youth Forum and local regional fono. We will provide a briefing to you at end of January 2017 advising the upcoming fono and the expectations of your role at these fono.

PACIFIC SOCIAL HOUSING

The Ministry is working to support Pacific organisations registering as Community Housing Providers with the Community Housing Regulatory Authority. Habitat for Humanity has been contracted by the Ministry to deliver a six month Pacific Social Housing Training Programme ending in April 2017 to five Pacific organisations in Auckland. Habitat for Humanity has assessed the five Pacific organisations and will tailor the Programme to meet their needs.

[REDACTED]

⁶

WHĀNAU ORA

Cabinet approved the introduction of Whānau Ora commissioning in mid-2013. Pasifika Futures is the Whānau Ora Commissioning Agency for Pacific families.

[REDACTED]

⁷

PACIFIC EMPLOYMENT SUPPORT SERVICE PROGRAMME

The Pacific Employment Support Service (PESS) is a key intervention that has been proven to effectively assist young Pacific people Not in Education, Training or Employment (NEET) to achieve sustainable employment and/or undertake further training to increase their skills and qualifications.

⁶ Redacted under Section 9 (2) (g) (i) of the Official Information Act 1982

⁷ Redacted under Section 9 (2) (f)(iv) of the Official Information Act 1982

During 2010-2015 a pilot programme to assist young Pacific people into employment was undertaken with 1,424 participants who were aged 15-24 year old and based in Auckland. By the end of the pilot, 81.5% (1,160 participants) were placed into employment or training.

Due to the success of the pilot, a further \$4.6m in funding has been provided for the next four years. From 1 September 2016 through to 30 June 2020, the Ministry will work with four providers to undertake the delivery of the PESS programme in the Auckland region and Hamilton. The outcomes are expected to at least achieve:

- 650 placements into permanent employment
- 420 clients will achieve six months continuous employment
- 250 clients will achieve 12 months continuous employment
- 450 placements into an approved course of study
- 325 will complete qualifications in their approved course of study.

We will monitor the programme outcomes and provide you with regular updates on progress.

KEY TIMEFRAMES

The table below outlines some upcoming key deliverables, for you in your role as Minister for Pacific Peoples. The Ministry will provide you with further information on these as required.

Call to Action	When it is due	What you are required to do
PEC Board Appointments	Tuesday 20 December 2016	Cabinet is scheduled to approve the PEC Board appointments that were approved at APH on Tuesday 13 December 2016. You are responsible for these appointments.
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
Wellington Pasifika Festival	25 January 2017	The Pacific community will expect presence from the Minister. The Ministry will also be in support. We will provide you with a briefing on this event.
SPAC PAC Supreme Awards	7 March 2017	The Pacific community will expect presence from the Minister. The Ministry will also be in support. We will provide you with a briefing on this event.
ASB Polyfest (Manukau Sports Bowl)	15 – 18 March 2017	The Pacific community will expect presence from the Minister. The

⁸ Redacted under Section 9 (2) (f)(iv) of the Official Information Act 1982

⁹ Redacted under Section 9 (2) (f)(iv) of the Official Information Act 1982

		Ministry will also be in support. We will provide you with a briefing on this event.
Polyfest (Christchurch)	18 March 2017	The Pacific community will expect presence from the Minister. The Ministry will also be in support. We will provide you with a briefing on this event.
Creekfest (Porirua)	25 March 2017	The Pacific community will expect presence from the Minister. The Ministry will also be in support. We will provide you with a briefing on this event
Pasifika Festival (Auckland)	25 March 2017	The Pacific community will expect presence from the Minister. The Ministry will also be in support. We will provide you with a briefing on this event

We have attached an annual overview of notable events and actions that will require your input (see Appendix A – Accountability cycle and key events).

OUR PEOPLE

When the House is sitting, you have a regular weekly meeting with the Chief Executive and Ministry staff. These meetings provide an opportunity to discuss items of importance, and agendas and papers are prepared in advance.

The Ministry’s Communications unit will work closely with your office in providing a schedule of events that you may want to consider attending as well as drafting talking points and speech notes or other information relevant to your public and community engagements as Minister for Pacific Peoples.

LEADERSHIP TEAM

The Ministry for Pacific Peoples is governed by a leadership team who have collective knowledge of experience in and matters relevant to the functions of the Ministry.

Executive Leadership Team



Catherine Neill
Deputy Chief Executive



Richard Selave
General Manager Capability
Development & Regional
Partnerships



Jack Schierhout
Chief Financial Officer

This team has oversight and leadership for all activities involving strategic policy advice and initiatives, research and evaluation, contract management, community intelligence and Pacific business connectivity.

Executive management is supported with a management team of six, who provide oversight for the operational activities and staff on a day to day basis.

STAFF STRUCTURE

The Ministry has a team of 42 staff members located in three areas:

- In our National Office there are 21 staff. Senior Leadership, Policy, Communications and Ministerial Support staff are based in Wellington. This is where most of the policy-design for initiatives and policy advice, liaison with the Ministers office, cross-collaborative partnerships and stakeholder engagement across government is actioned from.
- In our Northland Regional Office (based in Auckland) there are 11 staff who predominantly work from the East Tamaki office but also have a presence at the Auckland Policy Office located in downtown Auckland. There is a mix of policy, research & evaluation, communications and regional partnership staff who work across government, education providers/institutions and Pacific communities to provide policy advice across the public and private sector, business community and to Pacific communities of Auckland.
- In our Central Regional Office (based in Wellington) there are four staff who are co-located with Te Puni Kōkiri and the Department of Internal Affairs in Lower Hutt. Having a co-location agreement with other agencies provides the opportunity to align innovative initiatives, share resources, provide real time advice and contribute to activities that make a difference to Pacific people in the Wellington region.
- In our Southern Regional Office (based in Christchurch) there are three staff who manage the activities and regional partnerships with Pacific communities in the South Island.

We have attached the organisational structure for your information (see Appendix B).

VOTE PACIFIC PEOPLES

The tables below outline the Ministry's financial position. Please note that if the proposed budget bids were successful, the Ministry's baseline would increase over out years and would be able to deliver significantly more as a result.

DEPARTMENTAL

OPERATING

	2016/17 \$m	2017/18 \$m	2018/19 \$m	2019/20 \$m	2020/21 \$m
Current operating expenditure baseline	7.093	6.498	6.500	6.500	6.500
Add any indicative allocation advised of	0	0	0	0	0
Equals Total funding level for planning	7.093	6.498	6.500	6.500	6.500
Financial movements					
Subtract any indicative allocation advised of (as above)	0	0	0	0	0
Equals Total funding level for planning	7.093	6.498	6.500	6.500	6.500

NON DEPARTMENTAL

OPERATING

The Ministry has outsourced the delivery of all non-departmental outputs to third-party providers. Capped non-departmental funding will mean that any cost pressures faced by these providers will most likely result in service reductions. Improved procurement practices will mitigate some of this risk, but it is likely that service levels will reduce in the future.

	2016/17 \$m	2017/18 \$m	2018/19 \$m	2019/20 \$m	2020/21 \$m
Current operating expenditure baseline	2.817	2.767	2.767	2.767	2.767
Add any indicative allocation advised of					
Equals total funding level for planning	2.817	2.767	2.767	2.767	2.767

From 2016/17 to 2020/21 it is expected that the Ministry will be managing service providers to provide the following outcomes:

- Business Development: The Ministry has transitioned the largest service provider to an outcomes based funding contract. This contract links payments to outcomes, so will ensure greater value-for-money.
- Pacific Employment Support Service (PESS) - to improve Pacific youth employment.

The Ministry is also funding \$0.358m of social assistance benefits including:

- STEM scholarships - The Ministry will provide 8 STEM (Science, Technology, Engineering, Math) scholarships each year to improve Pacific student participation in science, technology, engineering and maths subjects.
- Community Housing - The Ministry will manage a Service Provider to evaluate Pacific NGO's to determine their ability to be involved in the provision of community housing solutions. The Service Provider will then focus on bridging any gaps between current and required capabilities to ensure that Pacific providers are involved in the provision of community housing in the future.

BOARD RESPONSIBILITIES

As the Minister for Pacific Peoples, you have a responsibility for appointments to boards that directly fall within your portfolio. You will be consulted for your views on appointments to boards that are also the responsibility of your ministerial colleagues. This may include a request for nominations to boards outside your portfolio. The boards that you have sole appointing responsibility for are detailed below:

- The Pacific Business Trust is a 'not for profit' charitable trust set up in 1985 to develop a strong economic base for Pacific peoples in New Zealand by providing opportunities through business participation and ownership. The Ministry monitors the Trust's activities and performance on your behalf through an annual Purchase Agreement between the Trust and the Ministry for Pacific Peoples, providing the framework and mechanism for the disbursement of government funding to the Trust for the development of business services. These services are aimed at promoting the participation of Pacific people in enterprise. Five members are currently on the Trust's Board. The Trust will provide a separate briefing about its functions and current issues.

- The Minister for Pacific Peoples Advisory Council was established in 1984 to advise the Minister for Pacific Peoples on matters and issues relating to the social cultural and economic welfare of Pacific peoples in New Zealand and to help in the dissemination of information to and from Pacific communities. The Council meets four times a year.
- The Pasifika Education Centre is a charitable trust and is classified as a private training establishment. The Centre's role is to preserve, maintain and promote the use of Pacific languages in New Zealand. The Centre is funded by TEC to deliver Pacific language programmes for Pacific families and communities in New Zealand.

You are a joint appointing Minister for the following:

- The National Pacific Radio Trust. This is a charitable trust, established to deliver a national Pacific radio network. The Trust operates a national network of radio stations under the trade name of Niu FM. In 2007, the Trust also took over the Auckland radio station operated by the Auckland Pacific Island Community radio trust. This station continues to broadcast under the name of Radio 531pi. The Trust has between six and eight trustees. Appointments to the Board are made jointly by the Minister for Pacific Peoples and the Minister of Broadcasting.

You are a joint nominating Minister for the following:

- The Pacific Islands Polynesian Education Foundation, which was set up to promote and encourage the better education of Polynesian students and to provide financial assistance for that purpose. Appointments are made to the Foundation Board by the Governor-General following joint nominations by the Minister for Pacific Peoples and the Minister of Education. There are six members of the Foundation Board, all of whom were appointed in 2013.

The Ministry provides you with advice on appointments to state sector boards, community not-for-profit organisations, honour awards and other nominations through the Ministry's Nominations Service. Requests for nominations to board and other statutory bodies outside your portfolio may come to you directly from your ministerial colleagues or from other chief executives to the Chief Executive of the Ministry.

You have the opportunity to provide input into the recipients for the Queen's Birthday and New Year's Honours. The Ministry will provide you with potential names ahead of time.

The Ministry will support you in carrying out your statutory responsibilities as well as informing and supporting your decision making on all aspects of appointments and administration.

KEY STAKEHOLDERS

As Minister for Pacific Peoples you will have input into and involvement with the following groups. As your agency we will manage these key relationships and keep you updated on progress and any actions required by you.

Stakeholder	Relationship
Pacific Leaders Forum (PLF)	PLF is a group of Pacific organisations and leaders who seek to assist government in improving the social, cultural and economic wellbeing of Pacific peoples. The Rt Hon John Key and Hon Peseta Sam Lotu-liga met with the forum in April 2016, following an initial engagement with the forum by the Rt Hon Bill English and Hon Peseta Sam Lotu-liga in September 2015.

	The PLF want to establish a formal working relationship with Government. The Ministry is engaging with the forum to identify opportunities to work together.
Ministers Advisory Council (MAC)	Provides independent advice to the Minister. The Ministry provides secretariat support to the group.
Pacific Business Trust (PBT)	PBT is an independent charitable trust to provide business mentoring to new and existing Pacific businesses. PBT is funded through the non-departmental appropriation received by the Ministry.
Pasifika Education Centre (PEC)	PEC is an independent charitable organisation providing language services and is currently being funded by TEC.
Pasifika Futures	Pasifika Futures Limited is a registered Charities Commission. It is the Whanau Ora Agency for Pacific Families.
National Pacific Radio Trust (NPRT)	NPRT is a Charitable Trust with Pacific programmes airing such as NIUFM and Radio 3PI. The Minister for Pacific Peoples is an appointing Minister for the Board of Trustees.
P.A.C.I.F.I.C.A Inc	P.A.C.I.F.I.C.A Inc is a national NGO for Pacific women living in New Zealand aimed at providing opportunities for Pacific women to contribute effectively to the cultural, social, economic development of New Zealand.
Young Enterprise Trust (YET)	Youth Enterprise Trust (YET) is the overarching organisation in which Youth Enterprise Scheme (YES) operates its programme of works. Currently, the Ministry supports the recruitment of Pacific students into YES business classes in schools.
Pacific Education Support Services (PESS) Providers	PESS is a programme through which four providers provide support to Pacific young people not in education, employment or training. It is funded through the non-departmental appropriation received by the Ministry.
ASB Polyfest	The Ministry is continuing to work with the Foundation North Trust (formerly ASB Community Trust) to ensure the Governments investment is used to sustain the ASB Polyfest over the long term. We will be engaging with organisations regarding potential support for the festival.

HIGHLIGHTS

Highlights of the work of our Ministry over the past four years include:

- Finalising our Kupenga project by implementing an electronic content management (ECM), providing the Ministry with a system to support our community intelligence and agility to the way we work.
- Expanding our community presence with the establishment of community based teams in Auckland, Wellington and Christchurch.
- Our Chief Executive has actively engaged with Careers Boards to promote the development of a pipeline of leaders across the public sector.

- In 2015-16 we successfully delivered the Toloa (Science Technology Engineering and Maths = STEM) Scholarship pilot programme. Toloa is the only programme funded by the Government offering tertiary scholarships specifically targeting Pacific students in STEM. Further funding has been received for another four years.
- During 2010-2015 a pilot programme to assist young Pacific people into employment was undertaken with 1,424 participants who were aged 15-24 year old and based in Auckland. By the end of the pilot, 81.5% (1,160 participants) were placed into employment or training. Further funding has been received for another four years.
- We fund and support the seven annual Pacific Language Week series (Samoa, Cook Islands, Tonga, Niue, Tuvalu, Fiji and Tokelau). We are supporting communities to increasingly take on a more hands on role within the language week preparations and events. The Ministry is playing a co-ordination role, linking up communities and providing a cohesive series of events and promotional material
- The Ministry has expanded its social media presence and is now active on five channels. Reach and engagement with Pacific communities and stakeholders has steadily increased, with growth in follower numbers and interaction across all platforms.
- Since 2010, working with your office we have hosted the Prime Ministers Pacific Youth Awards which highlight the outstanding success of Pacific young people and rewards them with educational and career opportunities that improve economic outcomes for their families. Our most recent awards ceremony was held on 30 November and we recognised nine deserving young Pacific recipients.

The Ministry helps create a pipeline and pathway for Pacific success. With the knowledge and connections we are building, we can identify what is needed for career progression, support the development of emerging Pacific talent, and celebrate the successes of those who are leading the way.

Appendix A - 2016 ACCOUNTABILITY DOCUMENTS AND KEY EVENTS

As the Minister for Pacific Peoples, you are responsible for determining the direction and priorities for the Ministry.

The Four-Year Plan 2017 is designed to provide a medium-term perspective of the Ministry in the context of our longer term vision and sets out how we will get there. It provides a snap-shot in time of the Ministry's strategic and medium-term planning, describing what we will look like in four years' time. It answers how the Ministry creates increasing value for our customers and New Zealanders over the medium-term with the funding and balance sheet we have available, in an integrated way.

The Statement of Intent 2015-19 provides an overview of our activities, the outcomes and impacts we are working to achieve and our operating environment. We will continue to discuss with you the planned work for 2016/17 and how to progress your priorities.

The Ministry's Output Plan is its work programme that identifies objectives, standards and timelines. It is aligned to our priorities and is an agreement between the Minister and the Chief Executive for managing our operational and programme of work for the Ministry. The Ministry also undertakes work that addresses priorities that sit outside of the Output Plan. Quarterly reports are provided to you on a quarterly basis as Minister for Pacific Peoples. This gives you information on how we are progressing against the targets set within the Output Plan.

Below we have attached a table outlining the timeframes for key documents and events that require your involvement and proposed attendance. We will brief you on each of these items to seek your input and approval as needed.

Accountability Cycle	Due
Strategic Intentions / Statement of Intent	31 March 2017
Four Year Plan	June 2017
Budget – Core estimates information for end 2016/17 and budget for end 2017/18	March 2017
Standard Estimates Questions	May 2017
Estimates of appropriation for Vote Pacific peoples	June 2017
Ministry Output Plan	June 2017
Baseline updates	March 2017 and October 2017
Ministry Annual Report	30 September 2017
Annual Financial Review for 2015/16 of performance and current operations for the Ministry	Jan 2017

Key events	Date
Samoa Language Week	28 May – 3 June 2017
Cook Islands Language Week	30 July – 5 August 2017
Tonga Language Week	3 September – 9 September 2017
Tuvalu Language Week	1 October – 7 October 2017
Fiji Language Week	8 October – 14 October
Niue Language Week	15 October – 21 October 2017
Tokelau Language Week	29 October – 4 November 2017
Wellington Pasifika Festival	25 January 2017
SPAC PAC Supreme Awards	7 March 2017
ASB Polyfest (Manukau Sports Bowl)	15 – 18 March 2017
Polyfest (Christchurch)	18 March 2017
Creekfest (Porirua)	25 March 2017
Pasifika Festival (Auckland)	25 March 2017
Pacific Speech competition	9 May 2017
BIZNINJA (Christchurch)	16 May 2017
SPAC PAC (Christchurch)	25 May 2017
Tu Tagata Festival (Wellington)	29 July 2017
Jandal Jam Polyfest (Levin)	9 August 2017
Prime Minister's Pacific Youth Awards	6 December 2017

APPENDIX B: THE MINISTRY FOR PACIFIC PEOPLE'S ORGANISATIONAL CHART

Where we are located

- Wellington (101-103 The Terrace – Wellington CBD)
- Auckland (7 Springs Rd - East Tamaki - Auckland)
- Christchurch (120 Hereford Street – Christchurch)
- Policy Office Auckland (APO) (45 Queen St – Auckland CBD)
- Wellington Regional Office (46-50 Bloomfield Terrace – Lower Hutt)

