

Annual Report

For the year ended
30 June 2021





Annual Report of the Ministry for Pacific Peoples

For the year ended 30 June 2021

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Part A: Our year in review



Our vision

A confident, thriving, healthy, resilient and prosperous Pacific Aotearoa.

Our purpose

We are the voice of the Pacific people in government and our voice comes from our communities.

Our mission

Enriching Aotearoa with thriving Pacific communities through policy advice, Pacific knowledge and expertise, innovation, partnerships and leadership, and communications and engagement.

Our values

Service is our calling and purpose.

Integrity and passion for our work are what we deliver.

Culture guides and connects us.



Introduction from the Secretary for Pacific Peoples



Tālofa lava, Mālō e lelei, Kia orāna, Mālo ni, Fakaalofa lahi atu, Ni sa bula vinaka, Talofa, Mauri, Noa'ia, Tēnā koutou katoa and warm Pacific greetings to you all.

The past year has been a significant time of growth and opportunity at the Ministry for Pacific Peoples, as we work to realise our vision of a confident, thriving and prosperous Pacific Aotearoa.

We have continued to lalanga (weave) the foundations needed to deliver meaningful outcomes for Pacific communities, as well as mobilising ourselves to keep Pacific communities aware of what will keep them safe and promoting ways to help them recover from the impacts of the COVID-19 pandemic.

As I reflect on our work programme for the past 12 months, I can say wholeheartedly I have never been more proud of how my team has served Pacific peoples in Aotearoa. Together, we have delivered some of the most significant work undertaken by the Ministry to date, such as key research and evaluation reports to support better understanding of Pacific communities, acknowledgement of long-serving Language Champions within communities, honouring and supporting our youth, and preparing the delivery of the Government's historic apology for the Dawn Raids of the 1970s.

COVID-19 recovery

Pacific communities have been greatly impacted by COVID-19, the alert level changes and the pandemic's flow-on effects.

They have faced challenges and issues impacting households directly in terms of household income, family violence, mental and physical wellbeing, education outcomes and general equity issues across the full range of services offered by the public and the private sector.

These challenges were recognised by the New Zealand Government in the 2021 Budget, with a \$108 million Pacific Wellbeing Budget package announced in May. Pacific communities have shown great strength in the face of these extraordinary times. Our agency has been able to amplify the voices of the community in the design and development of policies and Budget initiatives to respond to the barriers preventing Pacific peoples from thriving.

Using the *Pacific Aotearoa Lalanga Fou*¹ goals as a guide, the Pacific package put a strong focus on supporting Pacific wellbeing through the rebuild and recovery from COVID-19.

This investment has enabled the Ministry to support Pacific peoples into earning and learning opportunities through our employment and training programme, Tupu Aotearoa, develop an All-of-Government Pacific Wellbeing Strategy and help Pacific businesses impacted by COVID-19.

The Ministry was also very aware of the desire for Pacific peoples to drive and lead their own recovery initiatives, strategies and actions, and the Pacific Aotearoa Community COVID-19 Fund reflects this.

We have played an essential role leading the engagement with our Pacific communities to make sure they received the latest information to access help and support. Translations in nine Pacific languages about the broad range of assistance available to them were posted on all media channels, including television, social media and radio. We partnered with the Ministry of Health, clinicians and the Ministry of Social Development, to reach out to hundreds of community stakeholders, church leaders, providers and community groups to ensure the Government's messages to test, vaccinate, isolate and keep safe reached Pacific communities nationwide.

1 www.mpp.govt.nz/assets/Reports/Pacific-Aotearoa-Lalanga-Fou-Report.pdf

The close connection our Regional Partnerships team has with our communities continues to be strong. Through these relationships, we have been able to provide real-time intelligence, and respond swiftly to the needs of our Pacific community.

Although COVID-19 will impact us for the foreseeable future, we have shown our Pacific values are a source of strength. Through leveraging the relationships we have with our communities, providers and partner agencies, we are setting the foundations for a prosperous future for Pacific communities' aspirations to be realised.

Improving our housing

Over the past 12 months, there have been increasing opportunities to improve housing for Pacific families and communities, with the support of \$41.315 million allocated in Budget 2020.

We launched a Pacific Financial Capability Fund in February 2021 for organisations to deliver financial capability-building services to Pacific families and communities to help them save for a home, and we have seen a positive response to our new Pacific Community Housing Provider registration programme. This was launched in February and is seeking providers to support Pacific organisations to become registered Community Housing Providers.

Pacific wellbeing

A key priority over the past year has been developing a new All-of-Government Pacific Wellbeing Strategy to influence and lift wellbeing outcomes for Pacific peoples across Aotearoa. This is a transformative piece of work and it is going to take a collective effort, alongside our communities, to make meaningful change.

Cross-agency collaboration is crucial to ensure we can drive forward key workstreams. The Lalanga Fou Governance Group was established as a governance group of deputy chief executives, representative of key social agencies across the sector, whose role is to progress vital programmes of work aligned with the four strategic Lalanga Fou goals. A good start has been made on a Pacific wellbeing outcomes framework to measure the impact of government investment and work to lift Pacific capability, cultural awareness and competency within the public sector, and organisational capability for Pacific communities.



Research and evaluation

A core element of developing effective government policies and programmes has been the insights and learnings from the Ministry's Research and evaluation team. This year the team has produced a number of research and evaluation reports, which provide critical learnings and insights to government, the public, the media, academics and Pacific communities.

These reports will enable greater understanding about Pacific communities, how to best engage with them and, more importantly, how they can build their own Pacific capability.

Laying the foundations

Increasingly, we are building and strengthening capability within the Ministry to deliver on our vision of a confident, resilient, prosperous Pacific community in Aotearoa. Our people are our biggest asset, and we are investing in ongoing professional development, training, and secondments to other public sector agencies, to learn from and share experience, knowledge and best practice approaches.

It has been a year of growth for the Ministry as we bring in the people and resources needed to deliver effectively against our goals.

As the Ministry has grown, we have focused on supporting the capability of our staff by providing new cultural training that supports the Te Kawa Maataho diversity and inclusion initiative, Papa Pounamu.

Pacific youth

We are seeing increasing evidence of our goal to have confident, thriving and resilient young Pacific people. We were delighted to support more than 100 young people to increase their skills and income through Science, Technology, Engineering and Mathematics (STEM) education, with funding through the Toloa Community Fund and the Toloa Kenese Fund. We are updating our Toloa programme to accelerate access to education, employment and business opportunities.

When our young people are thriving, the future wellbeing of our communities is secured.



Our language and identity

Languages continue to be a key priority for us as well as a source of wellbeing and cultural identity for Pacific peoples. The translation of COVID-19 messages into nine Pacific languages has ensured Pacific communities were safe by receiving key, timely health messages in their own languages. It also re-affirmed the importance of Pacific languages, cultures and identities on a national platform through the COVID-19 campaign, where the Languages Unit played a key role in the early days of lockdown.

This has been a transitional year for our Pacific Language Weeks series, with further changes occurring soon. We have introduced Language Champion Honours in 2021, to acknowledge the pioneers, past and present, of Pacific languages in Aotearoa, increased funding and an overall annual theme.

There are several other funds dedicated purely to the retention and promotion of languages, such as the Community Languages Fund, the Youth Languages Fund and the Provider Languages Fund, designed to support and promote innovative community language programmes.

Dawn Raids Apology

Finally, the year ended on an exceptional note. I was humbled, as leader of this Ministry, when the Government announced on 14 June it would formally apologise for the discriminatory use of immigration laws that targeted Pacific peoples and led to the events of the Dawn Raids in the 1970s. Our Ministry worked tirelessly, collaborating with other agencies and Pacific Aotearoa communities to support this significant project. It was a proud moment for our Ministry and for Pacific peoples.

As a Ministry, we appreciate the privilege and responsibility we have to our Pacific communities across Aotearoa New Zealand and know a prosperous journey can only be realised with the blessing and collective support of our communities.

It has been a challenging year, but one which has seen Pacific Aotearoa make many gains through the collective efforts of this evolving Ministry, our stakeholders, and the communities we serve tirelessly.

May we continue to gain momentum as we realise our Pacific vision of a confident, thriving, resilient and prosperous Pacific Aotearoa.

Lulu Mac Leuanae

Secretary for Pacific Peoples and Chief Executive of the Ministry for Pacific Peoples



Pacific values anchor the Ministry

The Ministry for Pacific Peoples is the Crown’s principal advisor on policies and interventions that aim to improve outcomes for Pacific peoples in Aotearoa New Zealand. Our mission is to “*enrich Aotearoa New Zealand with thriving Pacific communities*”.

Pacific values are our anchor and this is underpinned by the Pacific Aotearoa Lalanga Fou vision and goals that form the foundation of our strategic approach and work programme.

It is by strengthening our connections and partnership with our Pacific communities, key stakeholders, and public sector agency partners that we gain Pacific perspectives we can use to develop policy and initiatives for Pacific families and communities.

Our mission to “*enrich Aotearoa New Zealand with thriving Pacific communities*” is delivered through:

1. **Policy advice:** Providing expert policy advice to Ministers and partner agencies to support the development of effective strategies, initiatives and programmes targeted at Pacific communities
2. **Innovation:** Co-designing and delivering innovative programmes with our communities and identifying policy, research and implementation insights that are valued by Pacific communities in Aotearoa New Zealand
3. **Pacific knowledge and expertise:** Gathering intelligence on Pacific issues and opportunities and using this to inform our policy advice, enhance engagement practices with our Pacific communities, and influence decision making regarding Pacific peoples across government
4. **Communications and engagement:** Working with and for our Pacific communities to ensure Pacific stakeholders and audiences shape and have access to information and support available to them from the Ministry and other government agencies
5. **Partnerships and leadership:** Partnering with a wide range of organisations across the private and public sectors to identify and promote future Pacific leaders and Pacific success.

The Ministry caters for an ethnically diverse Pacific population which is underpinned by the more than 22 different Pacific communities that call Aotearoa New Zealand home.

Each of these communities, with their distinctive culture, language and history, continues to lalanga (weave) their contributions into the fabric of New Zealand society. And, with a young Pacific population, there is potential to genuinely influence and shape New Zealand’s future.

As we work towards realising our mission, we are guided by the strong Pacific values that sit at the heart of our Pacific identity:

- Service is our calling and purpose
- Culture guides and connects us
- Integrity and passion for our work are what we deliver.

Enabling the wellbeing of Pacific Aotearoa

As we began the 2020/21 year, we acknowledged that the wellbeing of Pacific peoples is a priority for the Government and the Ministry for Pacific Peoples. While our focus was on the future, we also ensured we could pivot to respond to the impacts of COVID-19. This wellbeing focus and the *Lalanga Fou* goals guided our 2020/21 Business Plan, which had six key workstreams:

1. System leadership
2. Thriving Pacific languages, cultures and identities
3. Prosperous Pacific communities
4. Resilient and healthy Pacific peoples
5. Confident, thriving and resilient Pacific young people
6. Strengthening our organisation to deliver.

In addition to the *Lalanga Fou* goals, we highlighted our role as the voice of Pacific peoples in government through the system leadership workstream and acknowledged the importance of our people and strengthening our organisation to deliver each of workstreams.

Our key highlights and the Ministry's performance for 2020/21 are set out under each of these workstreams in Part B.



Our strategy

Our vision

A confident, thriving, healthy, resilient and prosperous Pacific Aotearoa.

Our purpose

We are the voice of the Pacific people in government and our voice comes from our communities.

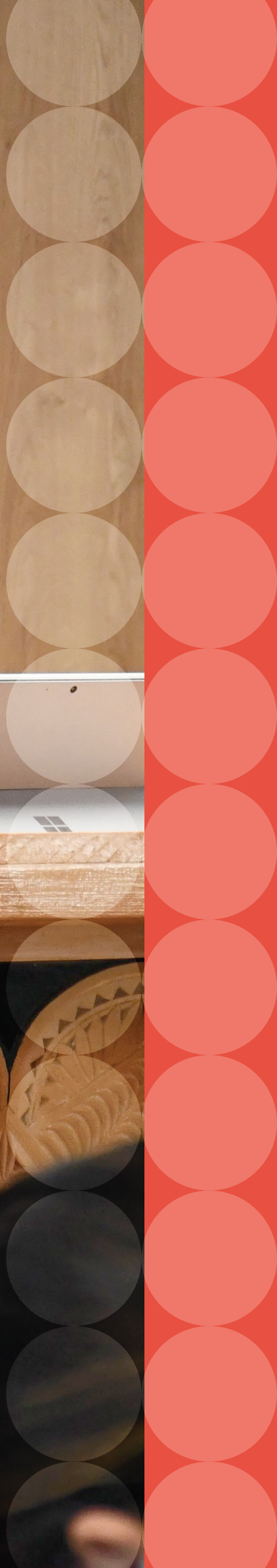
Our mission

Enriching Aotearoa with thriving Pacific communities through policy advice, Pacific knowledge and expertise, innovation, partnerships and leadership, and communications and engagement.



Our workstreams





**Part B:
Thriving Pacific
communities
through system
leadership and
the Lalanga
Fou goals**

System leadership

One of our key programmes of work in the past year has been to advance the All-of-Government Pacific Wellbeing Strategy, which will set the Government’s strategic and implementation priorities for improving Pacific wellbeing outcomes. A significant part of our system leadership workstream is providing quality policy advice and cross-government initiatives.

Pacific wellbeing is our number one priority at the Ministry, and we are making huge steps towards this by providing quality policy advice and implementing cross-government initiatives.

Initiatives supporting the systems-level changes include:

- Advancing the All-of-Government Pacific Wellbeing Strategy, to reset strategic priorities for improving Pacific wellbeing outcomes
- Promoting Kapasa and Yavu tools, to build Pacific cultural competency and engagement

approaches across government and strengthen the way officials and agencies respond to the needs of Pacific communities

- Strengthening the Research and evaluation team, which is committed to informing Ministry work through research, monitoring, evaluation, learning and insights
- Connecting with communities to promote awareness about COVID-19 alert level changes, and vaccinations, by working collaboratively with government agencies to reach Pacific Aotearoa.



All-of-Government Pacific Wellbeing Strategy

The All-of-Government Pacific Wellbeing Strategy aims to lift wellbeing outcomes for Pacific peoples across Aotearoa, achieved through system-level enhancements and changes that will create processes for Pacific communities to lead their wellbeing pathways.

The *Lalanga Fou* vision and goals drive our commitment through the strategy to partnership between government and Pacific communities. Core to this strategic work is coordinating an All-of-Government response to Pacific wellbeing and community aspirations in health, housing, language, identity, culture, education, business, employment, incomes, leadership, Pacific arts, sports and music, and STEM career pathways.

In May, the Ministry hosted a Pacific Wellbeing talanoa (discussion) in Wellington to discuss in detail how the strategy would impact Pacific Aotearoa. The talanoa brought together Pacific community cultural practitioners, leaders, academics, young people and influencers to share insights on Pacific wellbeing, values, principles and frameworks. We will continue to hold further talanoa during 2021 to engage Pacific communities in the development of the Pacific Wellbeing Strategy and build on enhancing and changing government systems.



The Ministry has also led work on government cross-agency collaboration and leadership in the three focus areas agreed by Cabinet:

1. Partnership and governance – formalise and embed system leadership for joined-up governance. Establish and embed community-owned advisory and governance structures for collective design and action through partnership.

Cross-agency coordination and leadership are provided through the Lalanga Fou Deputy Chief Executives Group, chaired by the Ministry, to influence better alignment and collaboration on investment in Pacific communities and improve government decision making that affects Pacific peoples. The Lalanga Fou Deputy Chief Executives report and provide advice to the Pacific Wellbeing Ministers Working Group.

2. Performance and improvement – improve alignment and measurement of Pacific investment to drive enhanced delivery of Pacific wellbeing outcomes.

The All-of-Government Pacific Wellbeing Outcomes Framework is being co-designed to measure, monitor and report on the impact of government investment through Pacific-specific wellbeing indicators and measures.

3. Capability – enhance individual and organisational Pacific cultural competency and community engagement. Enhance pathways for leadership and upskilling in All-of-Government and communities.

We have enhanced the delivery of the Kapasa and Yavu Pacific cultural capability training programme to help lift Pacific capability, cultural awareness and competency across the public service.

As with all of the Ministry's initiatives, our approach is centred on the vision and goals of *Lalanga Fou*, and Pacific values and principles, which keep our Pacific peoples and their voices at the heart of what we do.



The voice of Pacific peoples in government

The Ministry plays an important role as principal policy advisor on government policy and interventions impacting Pacific peoples. One way we do this is through departmental consultation feedback, known as second opinion. Pacific experiences and perspectives are provided to directly shape the final products delivered through internal departmental briefings and advice, as well as Cabinet papers and government decision making.

There is a need to build Pacific capability across government, and therefore the second opinion channel serves as an important safeguard for ensuring Pacific capability is applied during policy processes. The Ministry also uses this channel to share its Pacific capability tools (Kapasa and Yavu) and operating context (Lalanga Fou) with other departments to increase their capability and awareness of them so they can apply them in the work they lead.

A significant piece of work undertaken this year as the voice of Pacific peoples in government has been providing the advice on the Dawn Raids Apology. More information about the Dawn Raids Apology event can be found on page 29.

Kapasa and Yavu tools

A key initiative of the Pacific Wellbeing Strategy is to extend the use of the Ministry’s Kapasa and Yavu tools for policy practice and community engagement. This will build Pacific cultural competency and engagement approaches across government (and, ultimately, the wider public sector) to strengthen the way officials and agencies respond to the needs of Pacific communities.

- Yavu² is a framework for engaging in culturally responsive and sustainable ways with Pacific peoples. It outlines steps for effective engagement through building, nurturing and maintaining relationships.
- Kapasa³ is a policy approach tool for incorporating perspectives of Pacific peoples in the generic policy development process.

Priority cross-government work this year, generated through the second opinion function includes:

- The education curriculum reforms, including Aotearoa’s histories
- COVID-19 responses
- Health and disability system reforms
- The immigration settings review
- Climate change.

2 www.mpp.govt.nz/assets/Resources/Yavu-A3.pdf

3 www.mpp.govt.nz/assets/Resources/Kapasa-A3.pdf



Cross-government Joint Venture on Family Violence and Sexual Violence

The joint venture on family and sexual violence (the joint venture) joins up people and resources from across the public service to lead prevention and reduction in family violence and sexual violence. Our Secretary, Lauu Mac Leauanae, is an associate member of the board. The vision of the joint venture is that everyone (person, whānau, family, community and agency) knows their role in responding to and preventing family violence and sexual violence, and feels competent and resourced to act. It is important that Pacific voices are represented for the wellbeing of Pacific communities.



Long-term Insights Briefing

We have started work on a Long-term Insights Briefing (LTIB) – a new statutory requirement under Schedule 6 of the Public Service Act 2020. We are currently gathering intelligence on the long-term trends, risks and opportunities that affect or may affect society and Pacific Aotearoa. Our briefing will explore areas affecting the future wellbeing of Pacific peoples in Aotearoa. Two rounds of public consultation will occur in 2021 and 2022 to inform the final LTIB. The final LTIB will be publicly available in mid-2022 and will be used to enhance public debate and inform decision making by Pacific communities, businesses, academia, not-for-profit organisations and the wider public. Our Secretary, Lauu Mac Leauanae, is a member of the Chief Executives Reference Group for the Long-term Insights Briefings. This advisory group focuses on applying a system-wide view of the proposed subject matter from across the public service that identifies linkages, alignment and prioritisation.

Research, evaluation and insights

As part of the Ministry's commitment to ensuring our work is informed by Pacific insights and knowledge, the Research and evaluation team was strengthened and fully established by early 2021. This has enabled the Ministry to begin an in-depth work programme to cover research, monitoring, evaluation, learning and insights.

An integrated Monitoring, Evaluation, Learning and Accountability Framework has been developed to link the Ministry's programmatic work to its strategic agenda. Culturally appropriate evaluation and monitoring frameworks are being created to guide the Ministry's work and to inform cross-government work involving Pacific peoples in Aotearoa New Zealand.

Work has begun to strengthen the capability of several Ministry programme teams to track, manage and report on their results, while Pacific research guidelines and protocols for both internal Ministry and government-wide Pacific data management are also being redesigned.

As part of providing value to our Pacific communities and across government, the Ministry has worked on multiple research reports on priority issues over the past year.

The *Pacific Economy Research Report on Unpaid Work and Volunteering* is the first research report of its kind, gathering data through four different methods: employing innovative methodological techniques designed to capture small-Pacific population voices otherwise missed in large-scale projects; grounding the project in Pacific knowledge and frameworks; producing quantitative and qualitative data through Pacific worldviews; and working in true partnership with community-based Pacific researchers for nine ethnic-specific communities.

In an advisory role, the Ministry is contributing to multi-agency initiatives such as:

- Academic Pacific project reviews (Massey University, Auckland University of Technology, Waikato University)
- Census 2023 Design Team (Stats NZ)
- Child and Youth Wellbeing Strategy (DPMC)
- Child Poverty-Related Indicators (DPMC)
- Child Wellbeing Report (OECD)
- Data Investment Working Group (Stats NZ)
- Government Chief Data Steward for the Algorithm Charter, Mandated Standards Implementation and Review Committee, and New Zealand Data Strategy (Stats NZ)
- Governmental Pacific project reviews (Oranga Tamariki, Te Hiringa Hauora Health Promotion Agency, Volunteering NZ, Ministry of Social Development)
- Pacific Data Sovereignty Network
- Pacific Economic Officials Group (MBIE).

In the last 12 months, the Ministry produced four research reports covering topics that involve direct community input. Themes for the research include:

- Pacific Women and Men in Business⁴
- Pacific Economy Research on Unpaid and Voluntary Work⁵
- Pacific Aotearoa Status Report (Report finalised, to be published in 2021/22)
- The Impacts of COVID-19 on Pacific Churches (Report finalised, to be published in 2021/22).⁶

⁴ www.mpp.govt.nz/assets/Reports/Pacific-Women-and-Men-in-Business.pdf

⁵ www.mpp.govt.nz/assets/Reports/Pacific-Economy-Research-Report-on-Unpaid-Work-and-Volunteering-in-Aotearoa.pdf

⁶ www.mpp.govt.nz/assets/Reports/MPP_PacificPeoplesCOVID2020web.pdf



Community connections and engagements

The Ministry is the voice of Pacific peoples in government, and our voice comes from our community.

Crucial to this is listening to and understanding our communities through strong connections, relationship building and engagements, which is led by our Regional Partnerships team.

The initial impact of the COVID-19 pandemic and change to high alert levels meant we had to prioritise finding alternative ways to connect with our community. Since health concerns and social distancing rules directly impacted how people could gather for the foreseeable future, we had to quickly adjust how we operate to reach and engage with key stakeholders and the wider Pacific community.

We knew the importance of staying connected to our Pacific communities to ensure key messages about the pandemic were available in their language. It was equally important to engage so we could understand the challenges our communities were facing and how the Ministry could support our communities' needs and gain good outcomes.

The Regional Partnerships team has played a pivotal role in connecting with communities and supporting the response to COVID-19 alert level changes and engagement on vaccinations. The team has worked collaboratively with other government agencies and ensured, through online

technology and Zoom fono (gatherings), that our communities were aware of what was happening and what support was available.

The team was also key to the success of the Community COVID-19 Recovery Fund and the Toloa Community Fund. We supported the Ministry of Health Pacific Community Health Fund and the Ministry of Education Pacific Education Support Fund, by engaging with selected and diverse Pacific church groups and representing the Ministry on the funding evaluation panels. These funding opportunities yielded positive results for our Pacific organisations.

Nationally, the Regional Partnerships team's connections into the Pacific communities have been vital to supporting government agencies in their engagement plans. Co-designing specific engagement activities, such as ethnic-specific, youth or regional Zooms has helped build trust and confidence within the community, consolidating the Ministry's lead role within the sector, to engage with Pacific communities and as a trusted source of information during and post changes to the varying alert levels for managing COVID-19.

In the last 12 months, the Ministry has hosted eight Zoom fono, specifically for managing COVID-19, with over 1,800 leaders within Pacific communities.

Lalanga Fou Goal 1: Thriving Pacific languages, cultures and identities

Our goal is Pacific languages, cultures and identities are celebrated, valued and supported in Aotearoa as they are vital to Pacific peoples' sense of wellbeing and provide the basis for Pacific communities to thrive in Aotearoa.

At the Ministry for Pacific Peoples we are working to bring about four key shifts in response to achieving the Pacific Aotearoa vision:

Impact 1:

More Pacific peoples are speaking their own languages

Impact 2:

Pacific languages and cultures are valued and respected

Impact 3:

Diverse Pacific identities are accepted, recognised and celebrated

Impact 4:

Faith, and the role of churches among Pacific communities, is recognised.

Pacific languages, cultures and identities are celebrated, valued and supported in Aotearoa – they are vital to Pacific peoples' sense of wellbeing and provide the basis for Pacific communities to thrive in Aotearoa.

Initiatives helping us to move closer to this goal include:

- Revitalising the Pacific Language Weeks series and the introduction of Language Champion Honours – acknowledging a select number of pioneers and language advocates in each of the nine ethnic groups
- Establishing Pacific Languages Funds worth a total of \$1.5 million, and investing in community projects and initiatives which make a significant positive impact for Pacific peoples
- Developing a draft Pacific Languages Strategy to establish a strategic and cohesive approach to the maintenance and revitalisation of Pacific languages in Aotearoa
- Supporting the Government's emphasis on appointing a more diverse range of individuals to government bodies and encouraging state sector boards to utilise the skills offered by Pacific representatives.



Supporting and strengthening Pacific languages

Since July 2020, the Languages Unit work programme has progressed several critical projects to deliver on our key priorities, to help realise the aspirations of our Pacific communities. As of June 2021, we have:

- provided \$1.3 million of funding to support community language initiatives
- supported over 400 community initiatives nationally that benefited over 8,000 Pacific peoples
- delivered online funding workshops attended by nearly 350 participants
- completed nearly 100 engagements with community groups, providers, and partner agencies.


Languages Research Agenda

The Languages Research Agenda includes several projects such as:

- a national stocktake of Pacific language learning resources
- a literature review on language revitalisation, with a focus on indigenous and minority language communities
- an annotated bibliography of existing research on Pacific language shift, maintenance and revitalisation
- the Leo Moana o Aotearoa Research Project, which will survey the status and awareness of, and attitudes towards, Pacific languages in Aotearoa on a national scale.

The Pacific Languages Strategy

Our languages and cultures are vital to our identity, grounding us and giving us confidence. It is important we ensure their sustainability going forward and recognise the significant part that Pacific communities play in supporting New Zealand's overall contribution in the Pacific festivals, arts, culture and heritage sector. We developed a draft Pacific Languages Strategy to establish a strategic and cohesive approach to the maintenance and revitalisation of Pacific languages in Aotearoa.



There are now nine Pacific Language Weeks:

- Rotuma (May)
- Samoa (May/June)
- Kiribati (July)
- Cook Islands (August)
- Tonga (September)
- Tuvalu (September/October)
- Fiji (October)
- Niue (October)
- Tokelau (October).

Our nine Pacific languages cards can be found online at – www.mpp.govt.nz/publications/resources/pacific-language-cards

Pacific Language Weeks

Pacific Language Weeks are entering their 12th year in 2021, having first started with Samoa Language Week in 2010. They have grown year on year and have promoted the diversity and importance of our Pacific languages.

This year we have revised our approach to delivering and supporting the language weeks – largely informed by a 2019 review of Pacific Language Weeks and feedback from the community. While a fully refreshed language weeks programme will be established in 2022, a phased approach has seen three transitional changes being implemented for 2021:

- the Ministry's 2021 funding contribution for the nine Pacific Language Weeks has increased from \$17,000 per week to \$50,000
- an overarching theme of wellbeing has been established for the 2021 Pacific Language Weeks
- a Language Champion Honours initiative that aims to recognise community pioneers and champions has been implemented for each 2021 language week to date. The champions will become part of the Language Champions Alumni.

Within the Ministry, we celebrate Pacific Language Weeks with a week of cultural activities, hosted by staff from the different regional offices. Our language weeks are important opportunities for us to celebrate and share our diverse identities. Staff are encouraged to bring their whole selves to work, including culture, languages and experiences. Our Pacific Language Weeks bring this spirit of inclusion alive for us all.

Pacific Languages funds

The Pacific Aotearoa engagements in 2018 highlighted a number of innovative community projects and initiatives underpinned by Pacific values, understandings, frameworks and worldviews that have made, and continue to make, a significant positive impact for Pacific peoples.

The funded language-based initiatives and programmes include language learning classes, workshops and programmes, speech and dance competitions, cultural heritage classes, festivals, events, and the development of digital online learning resources, as well as other initiatives delivered during the Pacific Language Weeks. These funding pools have enabled Pacific communities and families to develop and lead grassroots language initiatives. To further support these initiatives, we have delivered monthly workshops online and in-person, to help community groups through the application process and to ensure more applications are successful.



Pasifika Education Centre (PEC)

Pasifika Education Centre (PEC) provides educational programmes for Pacific peoples on languages and cultures, including translation services. Funding provided in Budget 2019 has enabled the Ministry, in 2020/21, to continue to work with PEC to deliver community-based Pacific languages, cultural education and training activities and programmes.

Ministry funding has helped PEC draw nearly 2,000 registrations for its online courses, develop digital resources and tools to support online teaching, and deliver 70 courses to our Pacific community.

In June 2021, we supported 299 community-based Pacific language initiatives and programmes totalling \$1.5 million across the three language funding pools:

- Community Languages Fund
- Provider Languages Fund
- Youth Languages Fund.

Dawn Raids advice

On 14 June 2021, Cabinet agreed the Government would deliver an apology to communities and individuals impacted by the Dawn Raids. The Ministry was the lead on the Cabinet paper, as the Dawn Raids disproportionately impacted Pacific peoples, and the request for a formal apology came from the Polynesian Panthers.

This was a tripartite Cabinet paper process, in the names of the Minister for Pacific Peoples, the Prime Minister, and the Minister of Immigration. It was the culmination of a rapid yet robust cross-government consultation starting with key decisions on options for managing the apology request (from late February to April 2021), to completion of the Cabinet process seeking agreement to apologise and deliver an event for this (from April to June 2021).

It was a significant achievement for the Ministry to support the Minister to complete a complex Cabinet paper process and deliver at pace a high-profile formal event. The event was well received by Pacific communities, and it has enabled them to openly discuss their experiences of discrimination from the era of the Dawn Raids as a means of reconciliation and improved social cohesion.



Dawn Raids Apology event

On 1 August, one of the most significant events in the history of the Ministry for Pacific Peoples and Pacific Aotearoa took place at Auckland Town Hall. The apology event was due to be delivered in June 2021 but was delayed because of a change in COVID-19 alert levels.

The gathering of more than 1,400 people, representing a cross-section of Pacific communities, provided the backdrop for the Government to formally apologise for the targeted discrimination of Pacific peoples in the 1970s Dawn Raids. The event set in motion a process for forgiveness, reconciliation and healing between the Government and Pacific communities, and those people who were directly and indirectly impacted by the Dawn Raids.

It marked the culmination of careful planning to bring together government representatives, Pacific communities, royalty, mana whenua, cultural groups, spiritual leaders and performers for the historic occasion. A mix of traditional and contemporary elements featured during the formal apology by the Prime Minister, and the Minister for Pacific Peoples' presentation of the goodwill gestures made included educational scholarships, commitments to provide educational resources to teach about the histories of the Dawn Raids, and a process to support the creation of a comprehensive historical account. A range of responses from the community and a spiritual programme were also integrated into this event, which was informed by our external cultural advisory group.

Understanding our Pacific representation on governance boards

The Ministry supports the Government's emphasis on appointing a more diverse range of individuals to government bodies and encourages state sector boards to utilise the skills offered by Pacific representatives.

The 2019 Stocktake of Gender, Māori, and Ethnic Diversity on State Sector Boards and Committees, the first ever undertaken, reported Pacific representation was 4.6 percent. In comparison, Māori representation was 21.1 percent, Asian was 3.6 percent and European 71.6 percent. Less than 1 percent of members were of Middle Eastern, Latin American or African (MELAA) descent. Of the 115 roles held by Pacific members, 59.1 percent, or 68 roles, were held by Pacific women.

The Ministry partnered with the Ministry for Women and the then Office of Ethnic Communities to produce the 2020 Stocktake of Gender, Māori, Pacific, and Ethnic Diversity on Public Sector Boards and Committees. This reported that, as of 31 December 2020, Pacific representation had increased to 5.4 percent.

Of the 138 roles held by Pacific members, 62 percent, or 85 roles, were held by Pacific women.

In 2019, 7 percent of the 595 new appointments were Pacific peoples. This increased to 8.5 percent of 478 new appointments in 2020.

This data has helped agencies collaborate closely to increase the diversity of representation on boards. In the past year, we partnered with the Ministry for Women, the then Office of Ethnic Communities and the Office for Disability Issues to offer accessible governance training and events to members of these agencies' nominations databases. This has included an accessible public sector governance training course and webinar, and a networking event that connected aspiring board members with experienced board members and officials from appointing agencies.

Promoting Pacific participation in governance

The Ministry has also worked in partnership with the Institute of Directors to provide governance networking events that enabled Pacific peoples interested in or new to governance to hear from experienced Pacific governors currently serving on state sector boards and committees. These events supported the Ministry's work towards growing our pipeline of candidates for governance board roles.

Many Pacific women are working successfully in governance and are highly respected role models. In recognition of Pacific women's contribution and service in governance, the Ministry supported and sponsored the Pacific Governance Leader Award, presented by Women on Boards. The award recognises a woman of Pacific descent who is an experienced and reputable governance leader at a regional or national level.

We congratulate and celebrate Caren Rangī ONZM, who won the 2021 Pacific Governance Leader Award, and Sina Cotter-Tait the winner of the Emerging Leader Award.

The Ministry is also supporting Good Governance with a Pacific Lens courses for Pacific peoples. The one-day course is free and covers the fundamentals of good governance, with a focus on the practice of governance. The courses are practical and useful for new and emerging governors/board members, providing an understanding of the general skills, attributes and experiences needed for governance. New connections are also encouraged to register on the Ministry's nominations database to be considered for upcoming appointments. The Ministry has received requests to provide the courses in other regions and is looking to support running these courses in the new financial year.

The Ministry has a Memorandum of Understanding (MOU) with Auckland Council that includes an agreement to identify diverse candidates for governance opportunities. During recent appointments to Council Controlled Organisations (CCOs), the Appointments and Performance Review Committee approved the appointment of Kenina Court as a Director of Eke Panuku Development Auckland – Auckland's CCO responsible for urban regeneration.

Pacific Women in Governance Awards:

- Winner of the 2021 Pacific Governance Leader Award was Caren Rangī ONZM.
- Winner of the Emerging Leader Award was Sina Cotter-Tait.

Kenina is the first Pacific director of an Auckland Council substantive CCO and her candidacy was facilitated by the MOU.

Tracking the shifts we're making

Last year, we introduced five measures to track the shifts we are making across the system to achieve the *Pacific Aotearoa/Lalanga Fou* vision of **Thriving Pacific languages, cultures and identities**. We will continue to work on refining and building on these measures over the coming year as we progress the development of the Cabinet-mandated All-of-Government Pacific Wellbeing Strategy, which will incorporate the co-design of an All-of-Government Pacific Wellbeing Outcomes Framework with relevant government agencies and community stakeholders.

Impact	Measure	Desired trend	Baseline	2020/21
1	Proportions of Samoan, Tongan, Cook Islands Māori, Niuean, Fijian, Tokelauan, Tuvaluan and Kiribati language speakers within these Pacific ethnic groups	Increase	Samoan 50.4% Tongan 40.1% Cook Islands Māori 8.9% Niuean 12.2% Fijian 23.7% Tokelauan 23.3% Tuvaluan 48.4% Kiribati 50.0%	Same as baseline
	Statistics New Zealand (SNZ), New Zealand Census (2018)	The next Census is due to take place in 2023 and updated data will be provided.		
2	Number of students involved in Pacific Language in Education	Increase	8,072	12,244
	Ministry of Education (MoE), Education Counts (2020)	This is a positive trend. It was noted that an increase in response rate to the 2020 survey may have been a contributor to the increase.		
3	Proportion of Pacific peoples who belong to a Pacific cultural group	Increase	11.0%	Same as baseline
	SNZ, NZGSS (2016)	The New Zealand General Social Survey (NZGSS) 2020 was cancelled due to COVID-19. We are using the baseline result until updated figures are made available.		
3	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	Race or ethnic group: 9.3% Gender: 4.0% Skin colour: 8.2% Religious beliefs: 3.2% Disability or health issues: 2.0%	Same as baseline
	SNZ, NZGSS (2018)	The NZGSS 2020 was cancelled due to COVID-19. We are using the baseline result until updated figures are made available.		
4	Proportion of Pacific peoples who belong to a religious/spiritual group, club or organisation	Increase	53.1%	Same as baseline
	SNZ, NZGSS (2016)	The NZGSS 2020 was cancelled due to COVID-19. We are using the baseline result until updated figures are made available.		



Lalanga Fou Goal 2: Prosperous Pacific communities

Our goal is Pacific communities in Aotearoa prosper. We want Pacific peoples to fulfil their potential, as we believe everyone in Aotearoa should have the opportunity to succeed and be able to provide for their families.

We are working to bring about five key shifts in response to achieving the Pacific Aotearoa vision of having thriving prosperous Pacific communities:

Impact 1:

Elevating the participation and success of Pacific peoples in the labour market

Impact 2:

Increase home ownership by Pacific peoples

Impact 3:

More suitable housing is available for Pacific peoples

Impact 4:

More successful and sustainable Pacific entrepreneurs and Pacific-owned businesses

Impact 5:

Recognition of the value and contribution of Pacific volunteer efforts.

Pacific peoples should have every opportunity to succeed and prosper and access to the right tools and assistance to fulfil their potential.

Initiatives which are helping us to achieve prosperous Pacific communities include:

- Piloting approaches to Pacific economic development and exploring opportunities to invest in Pacific communities as the driver for the key partnerships and projects
- Partnering with the Ministry of Social Development to invest in a social enterprise pilot scheme as a way of procuring services and working more closely with Pacific community groups
- Developing the Improving Housing for Pacific Families and Communities initiative, working across the housing continuum to improve housing for Pacific families and their communities
- Leading work to develop the cross-agency Pacific Employment Action Plan within the Government's Employment Strategy, aimed at improving equity for Pacific peoples in the labour market.

Tupu Aotearoa

Through genuine partnerships between the Ministry and local providers, the Tupu Aotearoa programme contributes to lifting the economic wellbeing of Pacific families and communities, by reducing the number of Pacific peoples who are not in employment, education or training (NEET).

The programme was originally piloted in 2010, in South Auckland and Hamilton, and has continued to evolve and expand its reach to meet community demand, while aligning with the Ministry's *Lalanga Fou* goals. The programme was expanded in December 2020 and services are now delivered in 12 locations: Auckland metro, Wellington metro, Canterbury metro, Northland, Waikato, Bay of Plenty, Manawatū-Whanganui, Hawke's Bay, Nelson/Marlborough, Tasman, Otago and Southland.

Tupu Aotearoa has also developed a two-year disability pilot, which commenced in April 2021. It is the first for Pacific disability, by Pacific disability initiative, and will be delivered in Auckland and Wellington.

The impact of COVID-19 on Pacific employment signalled the need to better support our community into education, employment and training. So, as part of the COVID-19 Response and Recovery Fund in 2020, the programme was able to remove its upper age limit of 29 years in metropolitan areas and 39 years in regional areas.

This resulted in an increased demand for Tupu Aotearoa services as older members of our community stepped forward to participate in the programme. To meet the increased demand, particularly across Auckland metro, the Ministry of Social Development (MSD) provided a funding boost for this financial year.

In 2020/21, the Tupu Aotearoa programme successfully placed 1,305 participants into employment and 1,725 participants into training.⁷

Overview of Tupu Aotearoa 2020/21⁸

	Achieved 2020/21
Participations	3,519
Total completions	3,398
Total placed in employment	1,305
Continuous employment > 6 months	521
Continuous employment > 12 months	160
Training placement – 31 days	1,725
Training study completions (all qualification levels)	769

With access to the right tools and opportunities, Pacific Aotearoa can thrive.

Through genuine partnerships between the Ministry and local providers, the Tupu Aotearoa programme contributes to lifting the economic wellbeing of Pacific families and communities, by reducing the number of Pacific peoples who are not in employment, education or training (NEET).

Tupu Aotearoa is:

- Delivering programme services to 12 metropolitan and regional locations
- Implementing a two-year disability pilot in Auckland and Wellington
- Extending reach to Pacific Aotearoa by removing upper age limits
- Successfully placing 1,305 participants into employment and 1,725 participants into training in 2020/21.

⁷ As of 1 July 2021, placements for the 2020/21 financial year are still being verified. We expect to complete this within three months of financial year end.

⁸ Data for the 2020/21 financial year is still being entered and verified. Numbers will be subject to slight changes.



Piloting approaches to Pacific economic development

Evidence shows that the impact significant economic events have on Pacific communities is highly disproportionate compared to other ethnic community groups in New Zealand.

The Ministry has identified that sustainable jobs and financial security are critical contributors to the strength of the Pacific economy, which greatly impacts the overall wellbeing of Pacific peoples. The need for a focused approach on strengthening Pacific economic development and exploring opportunities to invest in Pacific communities is the driver for the key partnerships and projects in this area.

This year Moana Research completed its evaluation of the Pacific Social Enterprise based on the work of this investment. When the insights are released, you can read more about it here:

www.moanaresearch.co.nz/pacific-through-social-enterprise

Key partnerships and programmes in social enterprise

In 2019, the Ministry partnered with MSD to invest \$890,000 into a social enterprise pilot scheme as a way of procuring services and working more closely with Pacific community groups. Three community organisations were selected based on their track record of success in terms of organisational stability, outcomes achieved in their respective communities and alignment with MSD's requirements. Importantly, these groups represent diversity common to Pacific social enterprise groups: pan-Pacific, ethnic specific and faith based.

The pilot provided an opportunity to empower and support communities to respond to the issues/opportunities they are facing. The support provided to each group was varied based on their specific needs but gave groups the financial backing to develop and/or scale-up sustainable and successful social enterprise models.

Supporting business growth and innovation through Pacific partners

To support the growth and development of Pacific business, we partner with the organisations Pacific Business Trust and the Pacific Business Hub. These agencies give hands on support to deliver a wide range of services to businesses. More information about their work can be found on pages 112 to 113.



While the pilot was set up prior to the initial COVID-19 outbreak in Aotearoa, these organisations were able to adapt their services quickly to respond to the changing demands of their communities and continued into 2020/21. The organisations and their diverse services ranged from:

- building capacity and capability for business growth and investment, installing a commercial kitchen and operating a commercial food truck
- providing support to families to purchase their own homes by applying a culturally appropriate financial service model and enabling families to consolidate debts, budget, save, invest and buy homes
- supporting and encouraging entrepreneurship amongst Pacific families and schools through practical, hands-on experience.

We are currently reviewing the insights and learnings from the pilots and we aim to share them in 2021/22.

The Ministry has established a formal relationship with Kānoa – Regional Economic Development and Investment Unit (formerly known as the Provincial Development Unit). This partnership was formed to work together and invest in Pacific regional small and medium-sized enterprises and businesses to create immediate jobs and increase productivity to stimulate recovery from the impacts of COVID-19. This partnership was agreed through a Memorandum of Understanding signed in 2021 and shows a collaborative approach between government agencies to support Pacific businesses.

Pacific economy research

The Ministry published the *Pacific Status Report* in May 2021, providing integrated, up-to-date data on a range of indicators related to the four Lalanga Fou goals.

Data collection for the Pacific Economic Research Project on Unpaid Productive Work and Volunteering was completed on 3 March 2021. This included a total of 2,802 Pacific peoples from nine ethnicities completing an online survey. The report was drafted, and due to be launched in June 2021.

The research will help refine the definition and understanding of volunteering and unpaid work in Pacific communities, and the nature and volume of volunteering and unpaid work performed by Pacific peoples in Aotearoa New Zealand.

It is integral to informing our strategic actions on goal two of the Pacific Aotearoa Lalanga Fou vision (Prosperous Pacific communities), particularly the extent to which the Pacific volunteer contribution to Aotearoa is recognised, celebrated and measured accurately through official data in the future.

To learn more about the research and evaluation work that we have undertaken you can read more here:

www.mpp.govt.nz/publications/reports

Housing initiatives

Affordable, quality housing is critical to the health and wellbeing of Pacific families and communities.

A significant focus for the Ministry has been developing the Improving Housing for Pacific Families and Communities initiative. We were successfully allocated contingency funding of up to \$41.315 million over four years through Budget 2020 to work across the housing continuum to improve housing for Pacific families and their communities. This programme of work, which was started during 2020/21 and will continue through to 2023/24, covers four key areas:

Building financial capability

Delivering financial literacy services to provide Pacific peoples with the financial knowledge and tools they need to successfully manage their finances during and after economic shocks, such as COVID-19, and to support saving towards home ownership (\$15.7 million over four years). Fifteen Pacific organisations have been contracted to deliver financial capability services to more than 1,200 households over the next three financial years.

Building Pacific organisations

Providing support for Pacific groups and organisations to become registered Community Housing Providers (\$270k over four years). Our current focus is on enabling six Pacific organisations over four years to successfully achieve Community Housing Provider registration and deliver housing services to Pacific families, and in 2020/21 we have contracted a provider to build this capability for up to six Pacific organisations.

Building affordable homes

Providing funding to support shovel-ready projects to build ideal housing options for Pacific families, including projects that provide employment for Pacific tradespersons and apprentices. In 2020/21, the Ministry has contracted a provider to work with at least 12 Pacific churches and other organisations that own land, or have funding to purchase identified pieces of land, to investigate the feasibility of developing affordable housing for Pacific families on the land. The Ministry will work with the Treasury to draw down \$10 million in contingency funding to support Pacific organisations to partner through a consortium to build homes fit for purpose for Pacific families.

Regional migration

Supporting Pacific peoples to create opportunities for success through employment, education and housing in the regions. In 2020/21, the Ministry has used a competitive process to identify a provider to develop a business case on the opportunities to strengthen Pacific families' and communities' success in regional New Zealand. When the business case is developed, the Ministry will work with the Treasury to draw down contingency funding of \$10 million to support pilot projects identified in the business case.

We will develop an evaluation framework to measure the impact of the investment for Pacific families and communities.



Partnering across government for housing initiatives

Additional to the above investments, funding of \$2.64 million was transferred to the Ministry from Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development. This funding was appropriated by Te Tūāpapa Kura Kāinga to support delivery of financial capability-building services to Pacific families and communities. The Ministry has contracted the Retirement Commission to deliver these services to 1,200 households over the next three years. In 2020/21, the Retirement Commission started a competitive tender process to identify a provider to deliver these services.

The Ministry has also established a Pacific housing interagency working group with Te Tūāpapa Kura Kāinga and Kāinga Ora – Homes and Communities. The interagency group will work together to successfully deliver the Ministry’s initiatives, and align and collaborate on key pieces of work to progress Pacific housing.

Pacific Employment Action Plan

The Ministry is leading work to develop the Pacific Employment Action Plan, a cross-agency action plan within the Government’s Employment Strategy aimed at improving equity for Pacific peoples in the labour market. The plan outlines a work programme to be coordinated by the Ministry spanning New Zealand’s public-sector labour market institutions. The plan aims to align with the overarching objectives of the Pacific Wellbeing Strategy to improve the quality of Pacific employment outcomes through efforts to improve partnership and governance of labour market programmes, identify opportunities to enhance existing programmes, and build the capability of government and employers to better respond to the diverse identities and aspirations of Pacific peoples in the economy.

Tracking the shifts we're making

Last year, we introduced four measures to track the shifts being made across the system to achieve the *Pacific Aotearoa/Lalanga Fou* vision of Prosperous Pacific communities. We will continue to work on refining and building on these measures over the coming year as we progress the development of the Cabinet-mandated All-of-Government Pacific Wellbeing Strategy, which will incorporate the co-design of an All-of-Government Pacific Wellbeing Outcomes Framework with key government agencies and relevant stakeholders.

Impact	Measure	Desired trend	Baseline	2020/21
1	Employment, unemployment and labour force participation rates in Pacific peoples SNZ, HLFS (Labour Market Statistics, December 2020 Quarter)	Increase	Employment 60.7% Unemployment 7.2% Labour force participation 65.4%	Employment 59.9% Unemployment 9.6% Labour force participation 66.3%
		Decrease		
		Increase		
The employment and unemployment results have trended negatively while there is an increase in the labour force participation. COVID-19 has had a big impact on the employment outcomes for Pacific peoples in Aotearoa.				
2	Individual home ownership rate in Pacific peoples SNZ, New Zealand Census (2018)	Increase	21%	Same as baseline
		The next Census is due to take place in 2023 and updated data will be provided.		
3	Housing quality measures: 1. Proportion of Pacific peoples whose house or flat is colder than they would like 2. Proportion of Pacific peoples whose house or flat has a problem with dampness SNZ, NZGSS (2018), HLFS (Labour Market Statistics, September 2020 Quarter)	Decrease	74.7%	4.5.2%
		Decrease	54.8%	42.4%
The Stats NZ New Zealand General Social Survey (NZGSS) was cancelled for 2020 due to COVID-19. To compensate, the Stats NZ Household Labour Force Survey (HLFS) added a question to their regular survey. Note the questions asked varied slightly to "Proportion of Pacific peoples whose house or flat has problem heating and/or keeping it warm in winter" from the original questions asked in the NZGSS, which may have influenced the result and the HLFS has a different sample size from the NZGSS.				
4	Proportion of Pacific peoples who did any unpaid voluntary work in the last four weeks SNZ, NZGSS (2016)	Maintain	33.4%	Same as baseline
		The NZGSS 2020 was cancelled due to COVID-19. We are using the baseline result until updated figures are made available.		



Lalanga Fou Goal 3: Resilient and healthy Pacific peoples

Our goal is for Pacific peoples and communities in Aotearoa to be healthy and more resilient. We want a greater focus placed on delivering preventative healthcare services to Pacific communities, ensuring 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.

We are working to bring about four key shifts to remove these barriers and achieve the Pacific Aotearoa vision of having resilient and healthy Pacific peoples:

Impact 1:

Improved preventative care and integrated primary health and social services for Pacific families

Impact 2:

Pacific peoples' values and experiences are reflected in the design and delivery of health and wellness services

Impact 3:

Pacific mental health and wellness are better supported with services that use Pacific cultural frameworks

Impact 4:

Pacific parents are supported to provide the best start in life for their children.

Health and resilience are paramount for Pacific Aotearoa, as is removing barriers preventing Pacific communities from thriving.

Initiatives which are helping us to break down barriers include:

- Providing expert advice to support the Government's decision making on key COVID-19 responses, and tailoring COVID-19 and vaccination messaging (in nine Pacific languages, where possible) to keep our Pacific communities safe and updated
- Connecting with our communities to discuss COVID-19 and vaccinations through online fono (gatherings), held jointly with the Ministry of Health and featuring Pacific clinicians and representatives from Pacific providers
- Offsetting the impacts of COVID-19 with the \$2.95 million Pacific Aotearoa Community COVID-19 Recovery Fund
- Collaborating with agencies to provide COVID-19 funding including the Department of Internal Affairs (DIA) and MSD, and to provide advice about ongoing health reforms.

COVID-19 and other system leadership functions

The Ministry has continued to play an important role in providing expert advice to support the Government's decision making on key COVID-19 responses, to suit the needs of Pacific communities and all New Zealanders. Some of the key activities over this year included advice on:

- updating the COVID-19 Elimination Strategy
- COVID-19 vaccinations
- quarantine-free travel
- alert level changes
- supporting the Pacific region with vaccines
- community resilience research.

Pacific community COVID-19 messaging

Following the initial COVID-19 lockdown in March 2020, there has been a continued need to get relevant information to our communities in timely and appropriate ways. During 2020/21, we have continued to use targeted engagements and tailored messaging (in nine Pacific languages, where possible) to keep our Pacific communities safe and updated. We have successfully delivered our messaging via established platforms that are trusted and accessible for Pacific peoples, such as radio, including community radio, television, and via multimedia, including print and online. Key activities have been:

- delivering collateral for the Make School Unstoppable campaign roll-out during the school holidays
- partnering with the Department of the Prime Minister and Cabinet (DPMC) on the All-of-Government COVID-19 campaign during the February Auckland lockdowns
- planning and delivering national COVID-19 Zoom fono (gatherings) in nine Pacific languages, alongside the Ministry of Health
- delivering regional Zoom fono and youth fono led by the Regional Partnerships team
- leading the planning for the Pacific COVID-19 vaccination campaign (launched in April)
- providing COVID-19 information translated into the nine Pacific languages to Pacific communities (including information on travel bubbles with other countries and vaccinations).

Vaccination messaging for Pacific communities

In May 2021, as part of the New Zealand Government's response and the Unite Against COVID-19 campaign, the Ministry launched a complementary campaign, aimed at Pacific communities, about receiving the Pfizer-BioNTech vaccine.

This involved videos and multi-channel advertising, social media, and billboards encouraging Pacific peoples to get vaccinated against COVID-19.

The campaign was a collaboration with key community stakeholders and key messages were delivered via Pacific radio networks, outdoor media, television, newspapers, and throughout church networks, as well as across government agency platforms.

The goal has been to shift mindsets of the Pacific audience who are unsure about information surrounding the vaccine, to be open to the solution of a vaccine to protect themselves, their loved ones and all New Zealanders.

We partnered with Pacific marketing group Bright Sunday to get appropriate messaging to our Pacific communities through:

- a launch event with community elders, at which 10 videos created by elders were shown
- social media content, including 10 video messages and 10 images via the Ministry's digital channels
- television advertising, which ran for three weeks
- bus shelter advertising across 88 sites
- national radio advertising
- poster distribution to faith-based networks and Pacific Aotearoa stakeholders
- YouTube advertising.

Our Elder campaign was a video campaign in which an elder from nine different Pacific communities spoke about the importance of getting vaccinated. The campaign had significant organic (meaning not paid) engagement. Over four weeks, the 10 Elder videos for the vaccine campaign were released via the Ministry's digital channels.



Engagement with the elder videos reached 169,500 people, 61,000 views and 3,645 acts of engagement (liking, commenting or sharing the video).

The link was posted elsewhere and 9,303 links to the video were clicked to learn more.

The level of engagement was high, indicating Pacific preference for hearing their own voices in content.

Vaccine Zoom fono and further engagement

Alongside the vaccination content campaign, we staged a national and ethnic-specific Pacific Zoom fono, jointly with the Ministry of Health in April. Pacific clinicians and representatives from Pacific providers such as Pasifika Futures, Le Va, The Fono, Vaka Tautua, and South Seas Healthcare contributed advice as people online asked questions about the COVID-19 vaccine. The Ministry held regional Zoom fono with Pacific communities in the Auckland/Waikato region, Wellington, Christchurch and Southland/Otago. Ethnic-specific Zoom fono were held in the evenings to be more accessible.

Connecting with our communities on COVID-19 through fono

Connecting with key community leaders and church ministers was a top priority. Launching a virtual zoom fono for the Pacific communities during the lockdown was a new way of engaging with our communities. This has continued post lockdown and has enabled our communities to connect in a safe way during the pandemic.

Regional Partnerships have played a pivotal role in supporting the COVID-19 vaccination messaging to the Pacific communities around the country in collaboration with the Ministry of Health. Hosting national and regional Zooms, ethnic-specific Zooms, youth Zooms and face-to-face fono has given Regional Partnerships the opportunity to lead important work in engaging with the Pacific communities.

In the Southern region of New Zealand, this is evident in the strong relationships with Pacific health providers and church leaders, who are partnering with the Ministry of Health in co-hosting COVID-19 Vaccination Pacific roadshows. These engagements have contributed to the uptake from Pacific communities, who are signing up to receive their vaccinations. In one region, Pacific vaccination targets have exceeded other ethnic groups and are tracking well.

Pacific Aotearoa Community COVID-19 Recovery Fund

From the early stages of the first lockdown, the Ministry has played a vital role in working with Pacific communities to ensure they are educated about and prepared for the impacts of COVID-19. To offset the impacts of COVID-19, the Ministry has continued to work directly with Pacific communities to release funding of \$2.95 million to enable communities to drive and lead their own COVID-19 recovery strategies, initiatives and actions and support solutions in response to COVID-19 impacts across the four *Lalanga Fou* goal areas.

The Pacific Aotearoa COVID-19 Recovery Fund opened between July and August 2020 and received 560 applications, totalling \$8.9 million. The Ministry funded 264 applications, totalling \$2.9 million. As of December 2020, more than \$1.8 million had been distributed to successful community groups and, by 31 March 2021, 99 percent (261) of the funding applications had been paid out. Twelve groups will be paid out the last 20 percent of their funds once progress milestones have been reached.

The fund has supported many initiatives across the country including the Learn to Su'i initiative based in Pakuranga, Auckland, which helped purchase 19 sewing machines and fund a series of workshops to teach people how to make mask patterns and sew masks. The workshops were very well received, with requests for more classes.

The Pacific Trust Otago received help from the fund to host the inaugural two-day Moana Nui Festival, a hugely successful event that saw over 5,000 people attend the Pacific cultural day. Different Pacific ethnicities in the region ran stalls and held cultural performances. The event also hosted allied health professionals, government agencies and other providers that offer services for Pacific people in the region.

The fund also assisted with workshops for Pacific youth to learn about issues affecting them, such as mental health resilience. The first event celebrated Pacific achievers in the Dunedin region and recognised and rewarded public and academic achievement.

Partnering with agencies to provide COVID-19 funding

For many of the groups who were unsuccessful in their application to the Ministry's Community COVID-19 Recovery Fund, this was the first time they had ever applied for government funding. We knew it was important to both support them and build the relationships. We have collaborated with the Department of Internal Affairs (DIA) and MSD to support these groups. We referred 51 groups to DIA after these groups provided consent for their applications to be forwarded for consideration for the first round of the DIA Lottery COVID-19 Community Wellbeing Fund. In addition, MSD has approved 55 applications.

Working across government to support Pacific peoples' health

In addition to COVID-19 advice, the Ministry has contributed to key health work programmes such as the ongoing health reforms, Smokefree Aotearoa, and work to improve mental health led by the Mental Health and Wellbeing Commission.

Tracking the shifts we're making

Last year, we introduced three measures to track the shifts being made across the system to achieve the *Pacific Aotearoa/Lalanga Fou* vision of Resilient and Healthy Pacific Peoples. We will continue to work on refining and building on these measures over the coming year as we progress the development of the Cabinet-mandated All-of-Government Pacific Wellbeing Strategy, which will incorporate the co-design of an All-of-Government Pacific Wellbeing Outcomes Framework with relevant government agencies and community stakeholders.

Impact	Measure	Desired trend	Baseline	2020/21
1	Crude Ambulatory Sensitive Hospitalisation (ASH) rates in Pacific children (0-4 years) and adults (45-64 years)	Decrease	Children: 12,458 per 100,000 Adults: 8,990 per 100,000	Children: 7,474 per 100,000 Adults: 8,106 per 100,000
	Ministry of Health (MoH), National Service Framework Library (12 months to September 2020) [Source: National Minimum Dataset and Statistics NZ]	There is a positive trend in the results for both children and adults, with a significant positive decrease of 40% for children during 2020/21 and a decrease of 9.8% for adults. This trend is encouraging as part of ensuring the health of Pacific peoples is raised.		
	Experienced one or more types of unmet need for primary health care (in the past 12 months) in Pacific children (0-14 years) and adults (15+ years)	Decrease	Children: 25.6% Adults: 35.9%	Children: 27.1% Adults: 35.1%
	MoH, New Zealand Health Survey (2019/20)	While the results are largely stable from the previous year, there are some movements. The result for adults has a minor positive decrease of 0.8%, while for children there is a larger negative trend with an increase of 1.5%.		
2	Proportion of doctors and total nurses practising who identify with Pacific ethnicity	Increase	Doctors: 1.8% Nurses: 3.3%	Doctors: 1.8% Nurses: 4.0%
	Medical Council of New Zealand, Workforce Survey (2019); Nursing Council of New Zealand, Workforce Data Extract (year ending March 2020)	For the latest results, the proportion of doctors has remained stable, while there is a positive increase in the percentage of nurses who identify with Pacific identity. We know the significance of having a preventative healthcare workforce to support Pacific peoples receiving culturally appropriate care.		



Lalanga Fou Goal 4: Confident, thriving and resilient Pacific young people

Our goal is that Pacific young people are confident in their languages, cultures and identities, and have the mental resilience, educational experiences and skills to thrive in Aotearoa. We also want to see a greater variety of Pacific role models celebrated to serve as inspiration for our Pacific young people.

Pacific young people are a fast-growing and diverse group, with over 50 percent being younger than 25 years.⁹ The trend towards an increasingly young Pacific population looks set to continue, and among those who took part in the Pacific Aotearoa engagements there was a general feeling of pride, hopefulness and ambition.

We are working to bring about four key shifts in response to achieving the Pacific Aotearoa vision of having confident, thriving and resilient Pacific young people:

Impact 1:

Pacific young people are confident in their identities

Impact 2:

Pacific young people have improved experiences in education

Impact 3:

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

Impact 4:

Pacific youth mental health and resilience are strengthened.

Our growing population of young Pacific people are our future – our leaders, innovators and role models.

We envisage Pacific young people as confident in their languages, cultures and identities.

Initiatives which provide mental resilience, educational experiences, and skills to thrive in Aotearoa include:

- Encouraging Pacific students to pursue studies in STEM, with the aim of increasing the number of Pacific peoples employed in STEM careers through the Toloa Tertiary Scholarships, and the Community and Kenese Funds
- Supporting Kau Tuli, a group of youth representatives which provides advice on the impacts of culture and identity, education, employment, and mental health and wellbeing on Pacific young people in Aotearoa
- Committing to the 2019 Child and Youth Wellbeing Strategy, and delivering a wide range of programmes and initiatives to support child and youth wellbeing, including Kau Tuli, Languages programmes, the Toloa Programme, Young Enterprise Scheme, Tupu Aotearoa, Housing programme, and the Pacific Wellbeing Strategy.

⁹ Ministry for Pacific Peoples, *Contemporary Pacific Status Report – A snapshot of Pacific Peoples in New Zealand*, 6.



Toloa Programme

Education is a key driver to enable Pacific peoples to thrive and prosper in Aotearoa. To achieve significant change in economic outcomes, we must place our communities in spaces where there is opportunity for economic growth and stimulation. Identified as a rapidly growing sector, the STEM (Science, Technology, Engineering and Mathematics) sector offers a large range of diverse and important career opportunities and options for Pacific peoples. The Toloa Programme (Toloa) is a Ministry-led initiative that encourages Pacific students to pursue studies in STEM, with the aim of increasing the number of Pacific peoples employed in STEM careers.

The Ministry developed Toloa as a pilot in 2015. The intent was to explore initiatives, with a longer-term aim to create a pathway for Pacific people to participate from early childhood through to postgraduate study and entry into the workforce. Toloa aligns with the second *Lalanga Fou* goal: Prosperous Pacific communities, through a focus on Pacific peoples’ participation in the labour market.

Toloa is the only programme funded by government which offers a scaffolded STEM focus to support Pacific students pursuing higher education. This is done through:

- STEM interactive programmes for post-primary Pacific students
- STEM awareness programmes for Pacific community groups
- the Toloa Community Fund, Kenese Fund, and Tertiary Scholarships
- additional activities and initiatives across the STEM continuum, which includes the Toloa In-work Support pilot (TIWS), Toloa digital incubator, and physical hubs.

Toloa scholarships and funds

This year, we awarded 54 Toloa Tertiary Scholarships, with a total value of \$495,000, to Pacific students to pursue studies in STEM. In March/April, we also staged the Toloa Tertiary Scholarships and Community Award ceremonies in Auckland, Wellington and Christchurch.

The Toloa Kenese Fund supports providers to deliver local, regional and national initiatives over one to two years with grants of up to \$50,000 per year. The fund is available for STEM providers to deliver targeted Pacific programmes and workshops with primary, intermediate and secondary schools, students, and their parents.

The Toloa Community Fund supports organisations and community groups to promote and deliver STEM activities to Pacific young people by engaging key Pacific influencer groups, including parents, families and community leaders. The fund has three different categories: grassroots initiatives up to the value of \$5,000, emerging initiatives up to the value of \$20,000 and collaborative initiatives up to the value of \$50,000.

We have set up the Toloa In-work Support Programme to address a gap in STEM, where employment and job experience opportunities for Pacific peoples are few. The provider of this programme is KidsCoin, who will work with technology companies to provide apprenticeship opportunities to Pacific young people.

This year the Toloa Kenese Fund received 27 applications and we were able to fund 14 successful applicants, to the value of \$31,000.

For the Toloa Community Fund we funded 34 applications, to the value of \$593,000.

Toloa's reach and development

During 2021, we continued to refine the development of a digital incubator and a physical shared space hub for Pacific communities and businesses and have engaged with a variety of providers to discuss potential collaborative opportunities. We also advanced the Toloa In-work Support Programme, a new Pacific Toloa internship and mentoring pilot programme to support the transition of Pacific tertiary STEM students from study into employment through apprenticeship opportunities in technology employment.

In March and April 2021, the Toloa Awards were held for the Tertiary Scholarships, Community Fund and Kenese Fund, celebrating recipients of these initiatives. Northern-based recipients were congratulated at an event on 30 March in Auckland, the Central event was held on 12 April in Wellington and the Southern awards ceremony was staged on 19 April in Christchurch. In Christchurch, a highlight of the evening was guest speaker Dianne Sika-Paotonu, Scientific Lead for the Rheumatic Fever and Penicillin Research Programme based in New Zealand and Associate Dean at the University of Otago, Wellington.

The growth of the Toloa pilot, and the recent increased investment, has required us to revisit the core components underpinning the programme. In response to this we developed a Toloa whole of life approach, to map and identify key interventions that positively impact our Pacific peoples across key phases of their life journey, while also developing a Toloa Strategic Outcomes Framework, outlining Toloa goals over immediate, short, medium and long term.

Kau Tuli Innovators of Influence

Kau Tuli Innovators of Influence (Kau Tuli) is the Ministry's youth advisory group. Made up of six young Pacific leaders from around New Zealand, Kau Tuli plays a key role in representing Pacific young people by claiming a seat at the table to help influence and guide decisions made for Pacific peoples, shaping the Ministry's response to achieving the fourth *Lalanga Fou* goal.

One of Kau Tuli's core functions is to provide advice on the impacts of culture and identity, education, employment and employment, and mental health and wellbeing on Pacific young people in Aotearoa.

One way the Ministry has captured the Pacific youth voice is through multiple talanoa (discussions) on our languages work. The Languages Unit was invited to present to Kau Tuli and facilitate a session to discuss their views and needs regarding goal one of *Lalanga Fou*. The Kau Tuli

members shared their experiences with language acquisition and efforts made by themselves or their peers to learn their language. The Ministry followed this with a second talanoa with Kau Tuli to gain insights on what young Pacific people in New Zealand saw as the barriers to speaking and learning their Pacific languages in New Zealand, and the opportunities and actions they thought would encourage young Pacific people to learn and speak their Pacific languages.

The Ministry also gathered insights on effective ways to capture youth voices and initiatives throughout Pacific Language Weeks. We will continue to work closely with Kau Tuli and our regional Pacific youth networks to find ways to work more collaboratively and ensure youth voices are captured in the Ministry's work.

On 30 March 2021, we attended the Mental Health and Pacific Students Day (MAPS Day), led and organised by Kau Tuli member Leorida Peters, at the Fale o Samoa in Māngere, Auckland. The purpose of MAPS Day was to educate and engage Pacific students with mental health information, and with strategies and services to support mental health challenges.

Youth Languages Fund

The Youth Languages Fund supports Pacific youth groups to deliver grassroots Pacific language initiatives to young Pacific people. We know from Census data that the proportion of speakers of Pacific languages in Aotearoa has declined across the board. That is why it is so important to support the next generation to speak and be proud of their Pacific languages.

This year we received 25 applications for funding and 14 were approved, to the value of slightly over \$35,000.

Recognising and supporting outstanding Pacific youth achievement

Even though one of our flagship programmes to recognise outstanding Pacific youth achievement, the Prime Minister's Pacific Youth Awards (PMPYA), was cancelled due to COVID-19 changes, we were able to support our youth through other programmes and schemes, such as the Young Enterprise Scheme (YES) and the Festival of the Future.

Young Enterprise Scheme

The Lion Foundation Young Enterprise Scheme (YES) aims to build a pipeline of entrepreneurial young people who will boost prosperity in Aotearoa. Senior secondary students set up and run their own business and Pacific students in the programme are supported by a dedicated roaming teacher funded by the Ministry. In 2020, 485 Pacific students participated in YES and worked with 92 Pacific companies.

The 2020 winner of the Pasifika Business Excellence Award was The Hustle company from Bishop Viard College, in Porirua. The Hustle won with their Tatau stainless-steel water bottles, which feature designs highlighting Samoan culture. They came up with the concept when they recognised there was a gap in the market for the representation of Samoan history and language.

The Hustle CEO Malaga Aukusotino received the National Excellence Award for CEO of the Year at the YES National Awards 2020. The title is awarded to the YES CEO who most effectively demonstrates leadership, support, sharing the limelight and keeping things together through the challenging times – a skill which proved very necessary this year.

The 2020 winner of the Pasifika Business Excellence Award was The Hustle company from Bishop Viard College, Porirua.

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Festival for the Future

Festival for the Future is a three-day New Zealand social innovation summit with a strong focus on youth voices, and a belief in the power of young people to change the world. The Ministry sponsored 100 Pacific young people to attend the Festival for the Future Youth Summit 2020 and the organisers sponsored a further 48 Pacific young people. The Festival had over 1,100 attendees, from more than 50 countries across six continents, which provided a significant platform for the two Kau Tuli members selected to present at the summit. Arizona Leger, from Auckland, spoke on 'How can we leave gender disparity in the pre-Covid era?', and Okirano Tilaia, from Christchurch, spoke on 'What is racism, how does it play out, and how can we address it?'. This opportunity helped Pacific youth voices to be heard around the globe.

Child and Youth Wellbeing Strategy 2019

The Ministry is committed to the Child and Youth Wellbeing Strategy and the nine principles that guide the implementation of the strategy. Our vision for Pacific communities of Aotearoa New Zealand is steered by the goals set by the Pacific community-led *Lalanga Fou*. These goals mirror the principles and outcomes set out in the Child and Youth Wellbeing Strategy.

We deliver a wide range of programmes and initiatives to support child and youth wellbeing, including Kau Tuli, Languages programmes, the Toloa Community Fund, Toloa Kenese Fund, Toloa Tertiary Scholarships, YES, Tupu Aotearoa, Housing programme and the Pacific Wellbeing Strategy. These programmes and initiatives are targeted at primary school age to tertiary level students, to provide them with the support they need to achieve their personal, educational and professional goals and dreams.

Tracking the shifts we're making

Last year, we introduced five measures to track the shifts being made across the system to achieve the *Pacific Aotearoa/Lalanga Fou* vision of confident, thriving and resilient Pacific young people. We will continue to refine and build on these measures over the coming year as we progress the development of the Cabinet-mandated All-of-Government Pacific Wellbeing Strategy, which will incorporate the co-design of an All-of-Government Pacific Wellbeing Outcomes Framework with relevant government agencies and community stakeholders.

Impact	Measure	Desired trend	Baseline	2020/21
1	Proportion of Pacific young people (15-24 years) who report it is easy to be themselves in New Zealand SNZ, NZGSS (2018)	Increase	88.9%	Same as baseline
		The New Zealand General Social Survey (NZGSS) 2020 was cancelled due to COVID-19. We are using the baseline result until updated figures are made available.		
2	Proportion of Pacific young people (15-24 years) who were discriminated against at school in the last 12 months SNZ, NZGSS (2018)	Decrease	7.9%	Same as baseline
		The NZGSS 2020 was cancelled due to COVID-19. We are using the baseline result until updated figures are made available.		
3	Proportion of Pacific young people (15-24 years) not in education, employment or training (NEET) SNZ, HLFSS (September 2020 Quarter)	Decrease	14.4%	18.5%
		There is a negative trend with an increase of 4.1%. COVID-19 has had a big impact on employment outcomes and learning opportunities for many Pacific young people. As part of our response to recovering from the impacts of COVID-19, we have a number of programmes targeted at supporting Pacific youth.		
4	Psychological distress (K-10) in Pacific young people (15-24 years) MoH, New Zealand Health Survey (2018 data)	Decrease	12.1%	Same as baseline
		We are using the baseline result until updated figures are made available, which expect to have for the 2021/22 year.		
	Suicide rate in Pacific young people (15-24 years) MoH, Suicide Facts (2019) [Source: New Zealand Mortality Collection (2012-16) and Stats NZ]	Decrease	18.1 per 100,000	Same as baseline
		We are using the baseline result until updated figures are made available, which expect to have for the 2021/22 year.		





Part C: Strengthening our organisation to deliver

Our people

At the Ministry for Pacific Peoples we recognise the strength of an organisation is its people.

People are our greatest resource and are vital to ensuring we can deliver our Pacific Aotearoa vision. Building our capability as an organisation is important to our success.

A year of growth

It has been a year of growth for the Ministry.

At the beginning of 2020/21, we had 68 staff members across the Ministry's key business units. By the end of the year, that number has grown to 127, with an additional 59 staff recruited in the interim.

Our People and Culture business unit has led this process, tailoring the recruitment approach to ensure it is culturally appropriate and aligns with the Ministry's values.

As a result, we have supported the establishment of the Housing and Toloa teams to deliver key work programmes in housing and for youth, and the expansion of the Tupu Aotearoa Programme, with managers now based across the country working with providers to support Pacific peoples into training and employment. We also supported the establishment of the Community Initiatives Unit to focus on COVID-19 funding for Pacific communities and the expansion of the Ministry's Research and Evaluation Unit, the only dedicated unit in the country focusing on Pacific communities.

Building our fale

As the Ministry has grown, so too has the thinking on how best to position ourselves to manage this expansion without compromising the quality of the work being delivered for our Pacific communities. As a result, we began work on how best to build our fale (house/home).

As part of this approach, an in-depth talanoa (discussion) was held across the Ministry in early 2021 to explore the options for working more effectively to achieve our strategic goals.

We sought and collated views from across the organisation, and in July 2021 we finalised and announced a strategic approach for the Ministry to work efficiently.



Supporting our staff through flexible working

The Ministry's positive approach to flexible working has enabled us to manage our Business as Usual while responding to changes in COVID-19 alert levels over the past year.

Our flexible working arrangements have been embedded with 100 percent of our staff equipped with the tools they need to work remotely and flexibly. By doing this, we are supporting our people to:

- achieve a better work/life balance
- work remotely across regional offices and from home
- be prepared for flexible working through provision of home equipment, laptops, and mobiles
- get the guidance they need to ensure they stay safe when they work remotely.

Celebrating success as a Ministry

In November 2020, the Ministry held its first virtual All-Staff Fono in Auckland and Wellington, bringing together staff from across the country.

The fono provided the opportunity to connect, and to reflect on and celebrate the Ministry's achievements in a year dominated by the COVID-19 pandemic.

We also recognise the importance of ensuring new staff are welcomed appropriately, in line with our values. New staff are supported with an induction to the Ministry and are invited to participate in a welcome ceremony where they are introduced to the wider Ministry, through virtual technology.

Papa pounamu and diversity and inclusion

We pride ourselves on being part of a Pacific Aotearoa story where diversity is celebrated and identity is valued.

As an organisation, we are working to embed the Papa Pounamu, Te Kawa Maataho initiative. Papa Pounamu is the Chief Executive governance group leading the diversity and inclusion work programme across the public service. Our Secretary, Laulu Mac Leauanae, actively contributes this governance group and to Pou Matawaka, which aims to eliminate ethnic pay gaps. He is also on the board of trustees for Diversity Works, the national body for workplace diversity and inclusion.

We continue to be guided by our Diversity and Inclusion Strategy, which focuses on growing the diversity of our staff, promoting inclusion, enabling flexible working, strengthening emotional agility and gender pay equity. We are using this organisational strategy to ensure staff feel they are valued at the Ministry. We have also introduced new bullying, harassment, domestic violence and wellbeing policies that are covered during our induction process.

Building staff capability has been a key focus for the Ministry, as we have continued to grow and expand. Having staff with the right skills and knowledge is essential to delivering the best outcomes for Pacific peoples. Our Secretary, Laulu Mac Leauanae, is a board member of the Career Policy Board which is a mechanism for providing talented leaders, through more targeted and deliberate cross-agency development. This in turn supports career aspirations and potential, and grows senior leadership capability to meet future system and agency needs.

This year we began cultural competency and unconscious bias training courses. We started with a pilot for the cultural competency training course and then we tailored the material for our own specific needs and context. Now both training courses are part of our new staff inductions and we are working on all staff completing these important training courses. As part of our cultural competency for staff, we have set up regular Hiva Malie sessions to learn Pacific pese and imenene (songs and hymns), their origins and cultural meanings. These sessions support staff to embrace an important aspect of many Pacific cultures, languages and cultural capability.

As we look to build inclusive relationships and inclusive leadership, we embarked on using an engagement survey to better understand and listen to our staff. In October 2020, we had our baseline survey which overall showed encouraging results. An action plan was created and continues to be monitored. We also use this approach to check in with our staff and their wellbeing during changes in alert levels. For 2021/22, we will also take specific actions to bring the voices of youth staff to our leadership team and consider how we can ensure we have an appropriate, inclusive environment for anyone with disabilities.

We have moved from a zero gender pay gap in 2019/20 to a gender pay gap of 7.4% in favour of males. During our extensive recruitment this year, we required a number of unique skills that were challenging to source. This combined with the relatively small size of the Ministry has caused such a significant change from last year. Addressing the gender pay gap is a priority issue for the Ministry and we will look to reduce the gap in 2021/22.

We have introduced a Bias-Free Starting Salary tool, designed to ensure starting salaries are set based on gender-neutral factors such as relevant experience, demonstrated competence (including recognising transferable skills), public service experience and cultural competence.

While we are making great progress in creating a healthy, positive and caring workplace, we want to ensure we maintain the gains we have made.

Māori Crown Relations Capability - Whāinga Amorangi Phase One: Empowering People

This year, we have started work developing a learning programme to understand bi-culturalism in Aotearoa New Zealand, that is appropriate and relevant to the Ministry's unique needs. From the Pacific Languages Unit, the Ministry seconded a Principal Advisor, Cultural Practice Lead, to design a programme of Te Tiriti o Waitangi, Te Reo me Kawa me Tikanga Māori training in-house. The level of commitment to Te Tiriti o Waitangi, Te Reo, Kawa and Tikanga Māori has been considerably raised since this appointment. A Steering Group was set up to design a cultural practice baseline survey for the organisation that was completed in July 2021. This survey is crucial to create a comprehensive Ministry for Pacific Peoples Whāinga Amorangi Phase One Plan that will be submitted to Te Arawhiti.

In April 2021, the Ministry was able to submit its Māori Language Plan to Te Taura Whiri i Te Reo Māori ahead of the June 30 2021 timeframe. A Te Reo Māori programme has been created so that the Ministry's staff can engage with and utilise Te Reo Māori that is fit for purpose relevant to their mahi and for whatever level of learning they are at.

We have also been partnering and working across government to support commitment to Te Tiriti o Waitangi, Te Reo, Kawa and Tikanga Māori. Since February to June 2021, Te Tumu Whakarae o te Manatū - our Secretary, Laulu Mac Leuanae, has delivered formal whaikōrero at ten different events. Te Tumu Whakarae o Te Taura Whiri - the Māori Language Commission's Chief Executive, Ngāhiwi Apanui, commended Laulu's leadership in the public sector through doing his whaikōrero to the highest standard. Tautua has had five members to be able to deliver their formal mihi, pepehā and whaikōrero at high profile public events representing the organisation. In addition, our Ministry's Principal Advisor of Cultural Practice was a member of the Steering Group set up to create the Matariki Public Holiday and helped to provide advice on the methodology, including use of mātauranga Māori and the Pacific knowledge about Matariki (The Cook Islands)/Mataliki - (Tokelau, Tuvalu and Tonga)/ Matali'i (Samoa)/ Makali'i (Hawai'i)/ Makari'i (Tahiti).

In addition to learning waiata at our Hiva Malie sessions, we held two Wall Walk sessions. One session was specifically for Tier 1 to Tier 3 and another session was open to all staff. The Wall Walk is an interactive half-day workshop designed to raise collective awareness of key events in the history of New Zealand's bicultural relations where each attendee plays a small role in the walk, requiring a little bit of preparation which helps embed the learnings.

As we move into 2021/2022, we will be implementing our Māori Crown relations programme to deepen our understanding of the unique position of Māori as tāngata whenua and the history and impact of Te Tiriti o Waitangi on Aotearoa New Zealand. This will include a tailored Māori cultural competency course as part of our induction programme and using our Māori Language Plan to carefully incorporate Te Reo learning alongside our nine Pacific Languages.



		% of workforce	Number
Headcount	Total		127
	Permanent – FT	68.5%	87
	Permanent – PT	3.15%	4
	Fixed term – FT	15.75%	20
	Fixed term – PT	2.36%	13
	Secondment – FT (internal, external)	10.24%	13
Gender	Male	28.35%	36
	Female	71.65%	91
Leadership gender diversity	Female	63.2%	12
	Male	36.8%	7
Ethnicity	European	15.75%	20
	Māori	3.15%	4
	Pacific	76.38%	97
	MELAA ¹⁰ and other	4.72%	6
Pacific ethnicity	Cook Islands Māori	11.34%	11
	Fijian	6.19%	6
	Niuean	5.19%	5
	Samoan	56.70%	55
	Tokelau	3.09%	3
	Tongan	15.46%	15
	Tuvaluan	2.06%	2
Age	20-29 years	16.54%	21
	30-39 years	23.62%	30
	40-49 years	34.65%	44
	50+ years	25.20%	32
Gender pay gap	7.4% in favour of males		
Our leaders	63.2% of our leaders are female	Of this 63.2%, 11 out of 12 (91.7%) are women of Pacific or Māori identity	

¹⁰ Middle Eastern, Latin American or African.



Optimising our systems

Ministerial servicing

The growth of the Ministry for Pacific Peoples has provided the opportunity to refine current operational processes. The new Ministerial Process Manual sets out key processes the Ministry is expected to follow to both engage with and support the Minister.

This was critical to delivering key functions within the Ministry while continuing to provide a wide range of advice and policy services to the Minister and his office.

See page 74 for Ministerial satisfaction and Ministerial servicing measures.

Ministerial servicing for Vote Pacific Peoples includes the ministerial servicing of the Minister and his office. The Ministry continues to demonstrate its support through the provision of timely, robust advice. In the last 12 months, we have delivered four Cabinet papers, led the Government's engagement with Pacific communities for COVID-19, and supported the delivery of the Government's apology for the Dawn Raids.

The Ministry has tightened its own internal administrative processes for managing workflows, supported by a new digital platform, ministerial guidelines and training material to give staff confidence in managing requests for official information, the proactive publication of information, and the redesign of our weekly update to the Minister. These activities will serve the ministerial servicing of the Minister and Vote Pacific Peoples well into the future.

IT

The Ministry's digital and infrastructure capability has been a key focus in the past year, with our achievements including:

- implementing new TAAS internet connections across the Ministry's offices to meet the increase in staff numbers
- replacing the Ministry laptop fleet and installing new video/audio conferencing facilities at National Office
- incorporating technology into new desks, conference and meeting rooms as part of the level two floor refurbishment at National Office.

We are also working to raise the capability of the Ministry to benefit from the use of technology and digital platforms. Examples of this include:

- successfully piloting a new application with Regional Partnerships to record interactions with the community
- Ministerial Services commencing a work tracking application pilot
- implementing market reviews and a selection process for a grants and contracts management application.

Carbon emissions

The Ministry has four key strategies in place to reduce its carbon emissions.

1. Reduction of waste – the Ministry uses the company Waste Management, who weigh waste and report monthly on the Ministry's carbon emissions based on non-organic waste, recycling and organic waste. We are establishing a Green team, who are staff champions of waste reduction strategies
2. Reduction of electricity usage – the Ministry will install light sensors that automatically switch off LED lighting when a room or area is not occupied. Our electricity supplier will provide monthly reporting on our carbon emissions usage with our monthly billing
3. Vehicle fleet usage – the Ministry has installed GPS on all its fleet vehicles to monitor usage and determine if we need to reduce our fleet. The Ministry will look to replace its current fleet vehicles with electric vehicles through a phased approach from December 2021
4. Air travel – we have engaged with Orbit World Travel to provide services under the All-of-Government Travel Management Services agreement. This will help us reduce our carbon emissions through amended travel policies and report monthly on our carbon emissions footprint.

Legal

The Legal team has continued to advance a range of key activities this year, including rolling out Privacy Act 2020 training sessions, supporting the Public Records Act Audit Programme, and the development of a new legal operating model for the Ministry. Notably we have provided support with the drafting of the Dawn Raids Apology Cabinet paper and have actively managed the relationships between the Ministry and Crown Law (and multi-agency legal representatives). We have continued to provide legal advice and support to the various business units with the design, delivery and management of individual Requests for Proposals including:

- Tupu Aotearoa – Review of Outcome Agreement
- Regional Economic Development; Housing – Financial Capability; Languages – Community Funding
- Governance and Nominations – Governance and Capability Training.

Procurement

A notable highlight for the Procurement team in March was the successful completion of the Ministry's National Office level two refurbishment, responding to the growth of the Ministry and the need for additional office space.

The new level was designed with Pacific values at the centre. The floor showcases modern office design and the idea of the journey – of a diverse group of Pacific peoples coming together, and the weaving of their unique values from the islands into the Aotearoa New Zealand landscape. It also includes a dedicated space to showcase the Ministry's taonga.

The Procurement team established a board to ensure that any procurement process fully complies with the Ministry's policies and guidelines.

This includes reviews of the process, releasing and advertising notices of procurement, selection of potential tenderers, relevant evaluation criteria, selection of preferred suppliers/providers, exemptions from open tendering and complying with appropriate financial approvals that are in place. All notices of procurements released for commercial and/or social service requirements by the Ministry must first be endorsed by the Procurement Board. The Procurement Board has received its mandate through Tautua. The team has done great work to assist teams with procurement plans, notifications, managing tender processes, and contract management/negotiations.

Business intelligence

During the change in alert levels this year, we began providing 9am and 1pm COVID-19 daily updates to support the Ministry's contribution to the Pacific update for DPMC extending into February and March. As the country's response to COVID-19 has continued through the phases towards recovery, the Ministry has monitored Pacific COVID-19 topics throughout. The ongoing monitoring and analysis of the Pacific COVID-19 response has allowed the Ministry to harness the knowledge and experiences of our communities, so we can continue to amplify the voices of Pacific communities in all of our work.

Governance, risk and assurance

Tautua – Our Executive Team

Tautua is the Chief Executive’s advisory and decision-making body. It provides strategic leadership to ensure the Ministry delivers on government priorities, monitors performance, manages risk and maintains accountability.

The name Tautua is a Samoan word translated as leadership through service.

Tautua includes the Secretary for Pacific Peoples and Chief Executive, four Deputy Secretaries, and the Chief Advisor to the Office of the Secretary for Pacific Peoples.



Tautua as at 30 June 2021 (left to right): *Laulu Mac Leauanae – Secretary for Pacific Peoples and Chief Executive; Aiono Matthew Aileone – Deputy Secretary, Policy, Evaluation, Research, Housing and Languages; (Previous Tautua member); Leatigaga Jason Tualima – Deputy Secretary, Corporate Services; (Previous Tautua member); Agnes Sefo – Deputy Secretary, Office of the Secretary; Terina Cowan – Chief Advisor to the Secretary; Tuaopepe Abba Fidow – Deputy Secretary, Service Delivery and Acting Deputy Secretary, Regional Partnerships; and (current Te Ivinui member – Chief Legal Advisor).*



Te Ivinui – Our Tier 3 leaders

Tautua is supported by Te Ivinui, our Tier 3 leaders, who drive and deliver the Ministry’s operational work programme, manage and report on operational risk, and provide advice to Tautua.

The name Te Ivinui is the Cook Islands Māori term used to metaphorically describe the spine or backbone as an important characteristic of leadership. In this context, Te Ivinui describes strength, support and the frame that holds the Ministry together and enables it to function and move forward.

Our risk framework

Our risk framework aligns with the principles of ISO 31000 and provides a sound foundation for ensuring staff apply a consistent approach to identifying, assessing and monitoring risks.

At the beginning of the financial year, we rolled out a refreshed risk management framework and focused on raising staff awareness and understanding of risk. Our Te Ivinui leaders are responsible for identifying, monitoring and escalating the Ministry’s operational risks to Tautua.

Our approach to risk management and assurance

At the Ministry we use risk management to support effective decision making at all levels of the organisation and are supported by an Assurance, Risk and Advisory Committee. The committee is made up of external members responsible for providing Tautua with risk and assurance advice, and for governance and monitoring of the Ministry’s audit, risk and financial management systems.



Part D: Financial and non-financial results

Statement of Responsibility

I am responsible, as Secretary for Pacific Peoples of the Ministry for Pacific Peoples (the Ministry), for:

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

In my opinion:

- the annual report fairly reflects the operations, progress, and the organisational health and capability of the Ministry,
- the financial statements fairly reflect the financial position of the Ministry as at 30 June 2021 and its operations for the year ended on that date, and
- the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2022 and its operations for the year ending on that date.



Lualu Mac Leauanae

*Secretary for Pacific Peoples and Chief Executive,
Ministry for Pacific Peoples*

29 September 2021

Independent Auditor's Report

AUDIT NEW ZEALAND
Mana Arotake Aotearoa

Independent Auditor's Report

To the readers of the Ministry for Pacific Peoples' annual report for the year ended 30 June 2021

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

- the financial statements of the Ministry on pages 78 to 100, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2021, 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 2021 on pages 17 to 51 and 72 to 77;
- the statements of expenses and capital expenditure of the Ministry for the year ended 30 June 2021 on pages 106 to 109; and
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 101 to 105 that comprise:
 - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2021;
 - the schedules of capital receipts; expenses; and revenue for the year ended 30 June 2021; and
 - the notes to the schedules that include accounting policies and other explanatory information.

Opinion

In our opinion:

- the financial statements of the Ministry on pages 78 to 100:
 - present fairly, in all material respects:
 - its financial position as at 30 June 2021; and

- its financial performance and cash flows for the year ended on that date; and
 - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.
- the performance information of the Ministry on pages 17 to 51 and 72 to 77:
 - presents fairly, in all material respects, for the year ended 30 June 2021:
 - 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 106 to 109 and are presented fairly, in all material respects, in accordance with the requirements of section 45A of the Public Finance Act 1989.
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 101 to 105 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 2021; and
 - capital receipts; expenses; and revenue for the year ended 30 June 2021.

Our audit was completed on 29 September 2021. 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 financial statements and the performance information, 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 of 2019 – 2024, the relevant Estimates and Supplementary Estimates of Appropriations 2020/21, and the 2020/21 forecast financial figures included in the Ministry's 2019/20 Annual Report.

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

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

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

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

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Chief Executive is responsible for the other information. The other information comprises the information included on pages 1 to 114 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.

The Ministers' report on relevant non-departmental appropriations that is appended to the Ministry's annual report is not part of the Ministry's annual report. The Public Finance Act of 1989 does not require the information in the Ministry's report to be audited and we have performed no procedures over the information in the Minister's report.

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: 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.



Rehan Badar
Audit New Zealand
On behalf of the Auditor-General
Wellington, New Zealand

Statement of Service Performance

In this section we outline our performance against the measures set out in the Estimates of Appropriations for Vote Pacific Peoples 2020/21 and, where updated, Vote Pacific Peoples Supplementary Estimates of Appropriations.

Performance information for Non-departmental appropriations can be found on page 110 to 114.

Policy Advice and Ministerial Servicing

Multi-Category Expenses and Capital Expenditure

The 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 divided into two categories:

1. Communications, Projects and Relationships Category
2. Policy Advice Category

Communications, Projects and Relationships Category

The Communications, Projects and Relationships Category is to provide ministerial servicing, nominations services, the development, implementation and monitoring of innovative projects and the establishment and maintenance of relationships with Pacific communities and key stakeholders, to improve outcomes for Pacific peoples in New Zealand.

Financial Performance – Policy Advice and Ministerial Servicing Multi-Category Appropriation (Departmental)

Actual 2020 \$000		Unaudited Estimates 2021 \$000	Unaudited Supplementary Estimates 2021 \$000	Actual Estimates
12,396	Revenue Crown	14,980	25,862	22,760
-	Revenue other	-	-	-
12,396	Total revenue	14,980	25,862	22,760
12,396	Total expenses: Departmental	14,980	25,862	22,760
-	Net surplus/(deficit)	-	-	-

Relationship Building and Information Sharing with Communities

The Ministry has teams around New Zealand so that we can easily connect with Pacific communities on the ground. Our teams are based in Auckland, Wellington and Christchurch and travel to communities throughout New Zealand.

Our regional teams build strong connections and networks in Pacific communities, so 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 attendance at Pacific events. During 2020/21, we attended 274 events across the country.

Assessment of Performance	2019/20 Performance	2020/21 Budget Standard	2020/21 Actual	Target Achieved
Number of public events with Pacific communities	125	30-50	273	Achieved

Ministerial Servicing

The Ministry provides a wide range of advice and policy services to Ministers, including preparing draft correspondence, briefings, and responses to parliamentary questions and Official Information Act 1982 (OIA) requests. During 2020/21, the Ministry has seen an increase in requests under the Official Information Act 1982 and parliamentary questions. The Ministry prepared responses to 33 parliamentary questions (31 written and 2 oral) and 51 OIA requests (9 of which were released by the Minister's Office).

Assessment of Performance	2019/20 Performance	2020/21 Budget Standard	2020/21 Actuals	Target Achieved
Proportion of replies to Official Information Act (OIA) requests delivered within the required timeframe	94%	95%	96% ¹¹	Achieved
Ministerial satisfaction with the OIA service as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	4	At least 3	4	Achieved
Proportion of replies to parliamentary questions (PQs) delivered within the required timeframe	100%	95%	100%	Achieved
Ministerial satisfaction with the PQ service as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	4	At least 3	4	Achieved
Proportion of replies to parliamentary select committee questions within the required timeframe	100%	95%	100%	Achieved
Ministerial satisfaction with replies to the select committee questions as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	4	At least 3	4	Achieved
Briefings delivered within the required timeframe	100%	95%	100%	Achieved
Ministerial satisfaction with the briefings as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	4	At least 3	3.5	Achieved

¹¹ The Ministry received 51 OIA requests, two of which were not delivered within the timeframe. The number of OIAs reported for the financial year includes responses to requests for information from the Media. For the 2021/22 year, a new system for reporting responses to requests for information from the Media will be implemented.

Nominations Service

The Ministry's Nominations Service aims to recognise Pacific leaders and raise their leadership profiles through nominations to state sector boards and through the New Zealand honours system (New Year and Queen's Birthday Honours). We put forward 292 nominees for governance positions across the state sector, exceeding our 2020/21 target by 262 nominees, and made 25 nominations for the New Zealand Royal Honours.

Assessment of Performance	2019/20 Performance	2020/21 Budget Standard	2020/21 Actual	Target Achieved
Number of nominees put forward for governance positions across the state sector	243	30	292	Achieved
Number of nominees put forward for Queen's Birthday and New Year Honours	19	10	25	Achieved

Financial Performance – Communications, Projects and Relationships (Departmental)

Actual 2020 \$000		Unaudited Estimates 2021 \$000	Unaudited Supplementary Estimates 2021 \$000	Actual 2021 \$000
10,296	Revenue Crown	12,880	25,534	14,910
-	Revenue other	-	-	-
10,296	Total revenue	12,880	25,534	14,910
10,296	Total expenses: Departmental	12,880	25,534	14,910
-	Net surplus/(deficit)	-	-	-

Policy Advice Category

The Policy Advice 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.

The Ministry is the Crown's principal advisor on policies and interventions aimed at improving outcomes for Pacific peoples in New Zealand. During 2020/21, 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.

For 2020/21, the Ministry has used a new methodology to assess the quality of policy advice. This has involved convening a panel with Pacific expertise and using the Yavu¹² and Kapasa¹³ tools to ensure appropriateness.

Assessment of Performance	2019/20 Performance	2020/21 Budget Standard	2020/21 Actual	Target Achieved
Quality rating of policy advice (average score), as per the Policy Quality Framework	3.6	At least 3.5/5	3.5	Achieved
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	40%	20% of papers score 4/5 or higher	20%	Achieved
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	100%	90% of papers score 3/5 or higher	100%	Achieved
Ministerial satisfaction with the quality of policy advice (average score), as per the Ministerial Policy Survey	4.7	At least 3.5/5	4	Achieved

Financial Performance – Policy Advice (Departmental)

Actual 2020 \$000		Unaudited Estimates 2021 \$000	Unaudited Supplementary Estimates 2021 \$000	Actual 2021 \$000
2,100	Revenue Crown	2,100	328	7,850
-	Revenue other	-	-	-
2,100	Total revenue	2,100	328	7,850
2,100	Total expenses: Departmental	2,100	328	7,850
-	Net surplus/(deficit)	-	-	-

12 www.mpp.govt.nz/assets/Resources/Yavu-A3.pdf

13 www.mpp.govt.nz/assets/Resources/Kapasa-A3.pdf

Ministry for Pacific Peoples – Capital Expenditure PLA

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

The Ministry manages the renewal, upgrade and/or redesign of assets used in the delivery of our core functions and responsibilities. This year a significant focus has been on expanding the Ministry's premises to accommodate additional staff in the Wellington region.

Assessment of Performance	2019/20 Performance	2020/21 Budget Standard	2020/21 Actual	Target Achieved
Expenditure is in accordance with the Ministry's annual capital investment plan	100%	100%	100%	Achieved

Financial Performance – Ministry for Pacific Peoples – Capital Expenditure PLA

Actual 2020 \$000		Unaudited Estimates 2021 \$000	Unaudited Supplementary Estimates 2021 \$000	Actual 2021 \$000
345	Property, plant and equipment	1,000	1,316	1,245
-	Intangibles	-	-	-
345	Total expenses: Departmental	1,000	1,316	1,245



Financial Statements

Statement of Comprehensive Revenue and Expense

For the year ended 30 June 2021

Actual 30 June 2020 \$000		Notes	Actual 30 June 2021 \$000	Unaudited Budget 30 June 2021 \$000	Unaudited Forecast 30 June 2022 \$000
Revenue					
12,726	Revenue Crown		22,760	14,980	22,861
150	Departmental revenue	2	-	-	-
15	Other revenue	2	6	-	-
12,891	Total revenue		22,766	14,980	22,861
Expense					
7,748	Personnel costs	3	11,991	10,362	13,924
4,938	Operating costs	4	10,492	4,444	8,486
137	Depreciation and amortisation	8, 9	227	106	394
68	Capital charge	5	56	68	57
12,891	Total expense		22,766	14,980	22,861
-	Surplus/(deficit)		-	-	-
-	Other comprehensive revenue and expense		-	-	-
-	Total comprehensive revenue and expense		-	-	-

Explanations of significant variances against budget are detailed in Note 13.

The accompanying notes form part of these financial statements.

Statement of Financial Position

As at 30 June 2021

Actual 30 June 2020 \$000		Notes	Actual 30 June 2021 \$000	Unaudited Budget 30 June 2021 \$000	Unaudited Forecast 30 June 2022 \$000
Assets					
Current Assets					
2,744	Cash and cash equivalents	6	5,955	403	1,276
59	Prepayments		70	29	59
2,803	Total current assets		6,025	446	1,335
Non-Current Assets					
379	Property, plant and equipment	7	1,459	1,615	1,327
187	Intangible assets	8	123	123	59
566	Total non-current assets		1,582	1,738	1,386
3,369	Total assets		7,607	2,184	2,721
Liabilities and taxpayers' funds					
Current Liabilities					
1,386	Creditors and other payables and deferred revenue	9	5,219	419	820
758	Employee entitlements	10	1,148	568	676
2,144	Total current liabilities		6,367	987	1,496
Non-Current Liabilities					
97	Employee entitlements	10	112	69	97
97	Total non-current liabilities		112	69	97
2,241	Total liabilities		6,479	1,056	1,593
Taxpayers' Funds					
1,128	Taxpayers' funds		1,128	1,128	1,128
1,128	Total taxpayers' funds		1,128	1,128	1,128
3,369	Total liabilities and taxpayers' funds		7,607	2,184	2,721

Explanations of significant variances against budget are detailed in Note 13.

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

For the year ended 30 June 2021

Actual 30 June 2020 \$000	Notes	Actual 30 June 2021 \$000	Unaudited Budget 30 June 2021 \$000	Unaudited Forecast 30 June 2022 \$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 13.

The accompanying notes form part of these financial statements.

Statement of Cash Flows

For the year ended 30 June 2021

Actual 30 June 2020 \$000	Notes	Actual 30 June 2021 \$000	Unaudited Budget 30 June 2021 \$000	Unaudited Forecast 30 June 2022 \$000
Cash flows from operating activities				
Cash was provided from:				
13,391	Receipts from the Crown	25,861	14,980	22,861
164	Receipts from other departments	-	-	-
15	Receipts from others	-	-	-
-	Goods and services tax	-	-	-
13,570	Total cash flows from operating activities	25,861	14,980	22,861
Cash was applied to:				
(7,375)	Payments to employees	(11,587)	(10,161)	(13,721)
(4,995)	Payments to suppliers	(9,852)	(4,651)	(9,083)
(68)	Payment for capital charge	(56)	(68)	(57)
186	Goods and services tax	84	-	-
(12,252)	Total cash applied for operating activities	(21,411)	(14,880)	(22,861)
1,318	Net cash flows from operating activities	4,450	100	-
Cash flows from investing activities				
Cash was provided from:				
-	Receipts from sale of property, plant and equipment	6	--	-
Cash was applied to:				
(345)	Purchase of property, plant and equipment	(1,245)	(1,000)	(152)
(345)	Net cash flows from investing activities	(1,239)	(1,000)	(152)

Actual 30 June 2020 \$000	Notes	Actual 30 June 2021 \$000	Unaudited Budget 30 June 2021 \$000	Unaudited Forecast 30 June 2022 \$000
Cash flows from financing activities				
Cash was provided from:				
Cash was applied to:				
(32)	Return of operating surplus	-	-	-
(32)	Net cash flows from financing activities	-	-	-
941	Net increase/(decrease) in cash held	3,211	(900)	(152)
1,803	Cash as at 1 July	2,744	1,303	1,428
2,744	Closing cash as at 30 June	5,955	403	1,276

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

Explanations of significant variances against budget are detailed in Note 13.

The accompanying notes form part of these financial statements.

Statement of Commitments

As at 30 June 2021

Non-cancellable Operating Lease Commitments

The Ministry leases property in the normal course of its business. Most of these leases are for premises that have a non-cancellable leasing period ranging from 1 to 10 years, with regular rent reviews.

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

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

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

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

The sub-leases for the Ministry's Northern, Central 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 2020 \$000		Notes	Actual 30 June 2021 \$000
	Non-cancellable operating lease commitments		
354	Not later than one year		809
1,278	Later than one year and not later than five years		2,273
567	Later than five years		288
2,199	Total non-cancellable operating lease commitments	13	3,370

Statement of Contingent Liabilities and Contingent Assets

As at 30 June 2021

The Ministry for Pacific Peoples has no contingent liabilities or contingent assets as at 30 June 2021 (2020: nil).

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

Note 1 | Statement of Accounting Policies for the Year Ended 30 June 2021

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 and Public Service Act 2020. The Ministry's ultimate parent is the New Zealand Crown.

In addition, the Ministry has reported on Crown activities that it administers in the non-departmental statements and schedules on pages 101-114.

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

The financial statements of the Ministry are for the year ended 30 June 2021 and were authorised for issue by the Chief Executive of the Ministry on 29 September 2021.

Basis of Preparation

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

Statement of Compliance

The financial statements of the Ministry have been prepared in accordance with the requirements of the Public Finance Act 1989, which includes the requirement to comply with New Zealand generally accepted accounting practices (NZ GAAP) and Treasury Instructions.

The Ministry's total annual expenditure is less than \$30 million and it does not have public accountability as defined by XRB A1 Application of the Accounting Standards Framework, so it qualifies for classification as a Tier 2 reporting entity. As a Tier 2 reporting entity the Ministry can apply Public Benefit Entity Accounting Standards Reduced Disclosure Requirements (Tier 2 PBE Standards). The financial statements have been prepared in accordance with Tier 2 PBE Standards and comply with PBE accounting standards.

Presentation Currency and Rounding

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

Measurement Base

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

Changes in Accounting Policy

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

Significant Accounting Policies

Revenue Recognition

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

Revenue Crown

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

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

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

Capital Charge

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

Leases

Operating Leases

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

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

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

Cash and Cash Equivalents

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

The Ministry is only permitted to expend cash and cash equivalents within the scope 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 future economic benefits or service potential associated with the item will flow to the Ministry and the cost of the item can be measured reliably.

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

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

Disposals

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

Subsequent Costs

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

Asset Capitalisation

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

These are capitalised:

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

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

Depreciation

Depreciation is provided on a straight-line basis on all property, plant and equipment, other than land, at rates that will write off the cost of the assets to their estimated residual values over their useful lives.

The useful lives and associated depreciation rates of major classes of property, plant and equipment have been estimated as follows:

Asset category	Asset life
Furniture and fittings	8 years
Office equipment	3 to 5 years
Motor vehicles	4 to 5 years
EDP equipment	3 to 4 years

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

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

Intangible Assets

Acquired computer software licenses 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 that the carrying amount might not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable service amount. The recoverable service amount is the higher of an asset's fair value less costs to sell and value in use.

Value in use is determined using an approach based on either a depreciated replacement cost approach, a restoration cost approach, or a service units approach. The most appropriate approach used to measure value in use depends on the nature of the impairment and 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 its 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 retirement and long service leave entitlements expected to be settled within 12 months.

The Ministry recognises a liability for sick leave to the extent that absences in the coming year are expected to be greater than the sick leave entitlements earned in the coming year. The amount is calculated based on the unused sick leave entitlement that can be carried forward at balance date, to the extent that the Ministry anticipates it will be used by staff to cover those future absences. The Ministry recognises a liability and an expense for performance payments where it is contractually obliged to pay them, or where there is a past practice that has created a constructive obligation.

Long-term Employee Entitlements

Employee 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 retirement leave, are calculated on an actuarial basis, using a model provided by the Treasury.

The calculations are based on:

- Likely future entitlements accrued to staff, based on years of service, years of entitlement, the likelihood that staff will reach the point of entitlement, and contractual entitlements information, and the present value of the estimated future cash flows. The following discount rates were used:

30 June 2020	Discount rate	30 June 2021
0.22%	Year 1	0.38%
0.25%	Year 2	0.81%
1.63%	Year 3	3.08%

- A salary inflation factor of 3.08% (2020 2.92%) 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 a current liability. All other employee entitlements are classified as a non-current liability.

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 specified 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 Approvals 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 appropriation statements, are stated exclusive of GST, except for receivables and payables, which are stated on a GST inclusive basis. Where GST is not recoverable as input tax, then it is recognised as part of the related asset or expense.

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

The net amount of GST paid to or received from the Inland Revenue Department, including GST relating to investment activities, is classified as a net operating cash flow in the statement of cash flows.

Commitments and contingencies are disclosed exclusive of GST.

Income Tax

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 that are believed to be reasonable in the circumstances.

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

Budget and Forecast Figures

Basis of the Budget and Forecast Figures

The 2021 budget figures are for the year ended 30 June 2021 and were published in the 2019/20 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 2022.

The 2022 forecast figures are for the year ended 30 June 2022, which are consistent with the best estimate financial information submitted to the Treasury for BEFU for the year ended 30 June 2021.

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

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

The 30 June 2022 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 12 April 2021. The Chief Executive is responsible for the forecast financial statements, including the appropriateness of the assumptions made in their preparation and all other required disclosures.

While the Ministry regularly updates its forecasts, updated financial statements for the year ended 30 June 2022 will not be published.

Significant Assumptions Used in Preparing the Forecast Financial Statements

The forecast figures contained in these financial statements reflect the Ministry's purpose and activities and are based on assumptions on what may occur during the 2021/22 year. The forecast figures have been compiled on the basis of existing government policies and Ministerial expectations at the time the main estimates were finalised.

The main assumptions, which were adopted as at 12 April 2021, 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 2020/21 was used as the opening position for the 2021/22 forecast.

The actual financial results achieved for 30 June 2022 are likely to vary from the forecast information presented, 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 2021.

Note 2 | Other Revenue (Exchange Transactions)

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000
150	Revenue from other agencies	-
15	Other revenue	6

Note 3 | Personnel Costs

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000
7,310	Salaries and wages	11,329
160	Employer contributions to defined contribution plans	245
238	Increase in employee entitlements	352
40	Other	65
7,748	Total personnel costs	11,991

Note 4 | Operating Costs

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000	Unaudited Budget 30 June 2021 \$000
67	Audit fees for financial statements audit	75	64
542	Operating lease payments	721	450
47	Maintenance and minor capital purchases	96	-
542	Travel	758	500
95	Conferences and training	239	65
1,669	Consultancy and professional fees	1,193	1,354
13	Legal fees	7	-
43	Office operating costs	96	582
91	Languages Fund grants	1,071	-
-	Covid-19 Community Fund grants	2,865	-
1,829	Other operating costs	3,371	1,429
4,829	Total operating expenses	10,492	4,444

Note 5 | Capital Charge

The Ministry pays a capital charge to the Crown on its equity as at 31 December and 30 June each year. The capital charge rate for the year ended 30 June 2021 was 5.00% (2020: 6.00%).

Note 6 | Cash and Cash Equivalents

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000
2,744	Cash at bank and on hand	5,955
2,744	Total cash and cash equivalents	5,955

While cash and cash equivalents at 30 June 2021 are subject to the expected credit loss requirements of PBE IFRS 9, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

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

Note 7 | Property, Plant and Equipment

	Leasehold improvements \$000	Edp equipment \$000	Furniture/ Office equipment \$000	Motor vehicles \$000	Total \$000
Cost					
Balance at 1 July 2019	373	131	172	197	873
Additions	143	111	45	33	332
Disposals	-	-	-	-	-
Balance at 30 June 2020	516	242	217	230	1,205
Balance at 1 July 2020	516	242	217	230	1,205
Additions	699	383	163	-	1,245
Disposals	-	(11)	(22)	(21)	(54)
Balance at 30 June 2021	1,215	614	358	209	2,396
Accumulated depreciation					
Balance at 1 July 2019	371	80	157	145	753
Depreciation expense	-	38	9	26	73
Depreciation on disposal	-	-	-	-	-
Balance at 30 June 2020	371	118	166	171	826
Balance at 1 July 2020	371	118	166	171	826
Depreciation expense	27	103	15	18	163
Depreciation on disposal	-	(11)	(20)	(21)	(52)
Balance at 30 June 2021	398	210	161	168	937
Carrying amount					
At 1 July 2019	2	51	15	52	120
At 30 June and 1 July 2020	145	124	51	59	379
At 30 June 2021	817	404	197	41	1,459

Work in Progress

There were no assets in the course of construction (2020: \$145,000 leasehold improvements).

Note 8 | Intangible Assets

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

	Total \$000
Cost	
Balance at 1 July 2019	548
Additions	-
Disposals	-
Balance at 30 June 2020	548
Balance at 1 July 2020	548
Additions	-
Disposals	(39)
Balance at 30 June 2021	509
Accumulated amortisation	
Balance at 1 July 2019	297
Amortisation expense	64
Disposals	-
Balance at 30 June 2020	361
Balance at 1 July 2020	361
Amortisation expense	64
Disposals	(39)
Balance at 30 June 2021	386
Carrying amount	
At 1 July 2019	251
At 30 June and 1 July 2020	187
At 30 June 2021	123

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

Note 9 | Creditors and Other Payables

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000
	Current liabilities under exchange transactions	
59	Creditors	43
298	Accrued expenses	962
	Current liabilities under non-exchange transactions	
363	GST payable	447
666	Deferred revenue	3,767
1,386	Total creditors and other payables	5,219

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

Note 10 | Employee Entitlements

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000
	Current liabilities	
493	Annual leave	745
166	Accrued salaries and wages	289
65	Sick leave	65
34	Long service and retiring leave	49
758	Total current liabilities	1,148
	Non-current liabilities	
97	Long service and retiring leave	112
97	Total non-current liabilities	112
855	Total provision for employee entitlements	1,260

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 2020 \$000		Actual 30 June 2021 \$000
7	Re-measurement	(14)

Note 11 | Categories of Financial Instruments

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

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000
	Loans and receivables	
2,744	Cash and cash equivalents	5,955
2,744	Total loans and receivables	5,955
	Financial liabilities measured at amortised cost	
357	Creditors and other payables and deferred revenue (excluding GST) (Note 9)	1,005
357	Total financial liabilities measured at amortised cost	1,005

Note 12 | Related Party Transactions and Key Management Personnel

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 condition 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 include the Minister for Pacific Peoples, the Chief Executive and the five (2020: 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 (2020: nil).

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

Key Management Personnel Compensation

Actual 30 June 2020 \$000		Actual 30 June 2021 \$000
1,230	Salaries and other short-term employee benefits	1,209
6	Full-time equivalent staff	6

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

Note 13 | 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 \$7,780,000 more than the budget amount. Additional funding of \$9,935,000 was provided to the Ministry's programmes from the Covid-19 Response and Recovery Fund, after the budget was set. Other funding changes made after the budget was set totalled an increase of \$947,000. Because expenditure was less than the funding available by \$3,101,000 that amount was not counted as revenue.

Expenses were \$7,786,000 more than the budget, mainly because of the additional Crown revenue described above. Expenditure was less than the funding available 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 \$5,552,000 more than the budget amount. This was largely because of the two following items.

Creditors and other payables and deferred revenue was \$4,800,000 more than the budget amount. This was mainly deferred revenue that the Ministry had drawn down but did not spend, which will be held over for the following year.

Employee entitlements were \$580,000 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 \$10,881,000 more than the budget amount. This was due to the additional funding provided to the Ministry's programmes as described above.

Payments to employees and suppliers were \$6,627,000 less than the budget amount as outlined above.

Note 14 | 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 2021

There is no revenue at 30 June 2021 (2020: nil).

Schedule of Non-departmental Capital Receipts

For the year ended 30 June 2021

There are no capital receipts at 30 June 2021 (2020: nil).

Schedule of Non-departmental Expenses

For the year ended 30 June 2021

	Actual 30 June 2020 \$000	Actual 30 June 2021 \$000	Unaudited budget 30 June 2021 \$000
Non-departmental expenses			
Grants paid to third parties	6,404	23,824	11,054
Social assistance benefits	356	1,288	858
GST on Crown expenses	761	2,836	1,787
Total Non-departmental expenses	7,521	27,948	13,699

Schedule of Non-departmental Assets

As at 30 June 2021

	Actual 30 June 2020 \$000	Actual 30 June 2021 \$000	Unaudited budget 30 June 2021 \$000
Non-departmental Assets			
Bank	4,729	12,077	3,358

The accompanying notes form part of these financial statements.

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

For a full understanding of the Crown's financial position and the results of its operation for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2021.

Schedule of Non-departmental Liabilities

As at 30 June 2021

Non-departmental Liabilities	Actual 30 June 2020 \$000	Actual 30 June 2021 \$000	Unaudited budget 30 June 2021 \$000
Due to providers	1,774	8,032	1,300

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

Schedule of Non-departmental Commitments

As at 30 June 2021

There are no non-departmental commitments at 30 June 2021 (2020: nil).

Schedule of Non-departmental Contingent Liabilities and Contingent Assets

As at 30 June 2021

There are no contingent liabilities or assets as at 30 June 2021 (2020: nil).

The accompanying notes form part of these financial statements.

For a full understanding of the Crown's financial position and the results of its operation for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2021.

Notes to the Non-departmental Schedules

Note 1 | Statement of Accounting Policies for the Year Ended 30 June 2021

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 2021. For a full understanding of the Crown's financial position, results of operations and cash flows for the year, reference should also be made to the Financial Statements of the Government.

Basis of Presentation

The Non-departmental 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 schedules are consistent with generally accepted accounting practice (Public Benefit Entity Accounting Standards) as appropriate for public benefit entities.

Presentation Currency and Rounding

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

Measurement Base

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

Significant Accounting Policies

The Non-departmental schedules have been prepared using the same significant accounting policies as outlined in Note 1 of 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 \$12,770,000 more than the budget amount. This was expenditure from additional funding provided to the Ministry's programmes after the budget was set.

Schedule of Non-departmental Assets and Schedule of Non-departmental Liabilities

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



Appropriation Statements

Note on the Appropriations

The following statements report information about the expenses and capital expenditure against each appropriation administered by the Ministry for the year ended 30 June 2021.

Statement of Budgeted and Actual Departmental Expenses and Capital Expenditure incurred against Appropriations

For the year ended 30 June 2021

	Expenditure after Re- measurements 30 June 2020 \$000	Expenditure before Re- measurements 30 June 2021 \$000	Re- measurements ¹⁴ 30 June 2021 \$000	Expenditure after Re- measurements 30 June 2021 \$000	Approved Appropriation ¹⁵ 30 June 2021 \$000	Location of End-of-Year Performance Information ¹⁶ 30 June 2021
Departmental output expenses						
Policy Advice and Ministerial Servicing MYMCA						
Communications, Projects and Relationships	9,019	14,930	(14)	14,916	25,534	(a)
Policy Advice	3,872	7,850	-	7,850	328	(a)
Total departmental output expenses	12,891	22,780	(14)	22,766	25,862	
Departmental capital expenditure						
Ministry for Pacific Peoples – Capital Expenditure PLA	345	1,245	-	1,245	1,316	(a)
Total departmental capital expenditure	345	1,245	-	1,245	1,316	

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

15 These are the appropriations from the Supplementary Estimates.

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

(a) The Ministry's Annual Report – Statement of Service Performance

(b) Exempted from reporting under section 15D of the Public Finance Act 1989.

	Expenditure after Re- measurements 30 June 2020 \$000	Expenditure before Re- measurements 30 June 2021 \$000	Re- measurements 30 June 2021 \$000	Expenditure after Re- measurements 30 June 2021 \$000	Approved Appropriation 30 June 2021 \$000	Location of End-of-Year Performance Information 30 June 2021
Non-departmental output expenses						
Promotions – Business Development	1,857	6,232	-	6,232	6,232	(b)
Skills Training and Employment Appropriation	4,547	17,592	-	17,592	17,837	(a)
Total non- departmental output expenses	6,404	23,824	-	23,824	24,069	
Total benefits and other related expenses						
Study and Training Awards for Business Development	356	1,288	-	1,288	1,357	(b)
Total benefits and other related expenses	356	1,288	-	1,288	1,357	

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

For the year ended 30 June 2021

Transfers under Section 26A of the Public Finance Act 1989

No section 26A transfers were authorised in the year ended 30 June 2021.

Transfers under Section 26B of the Public Finance Act 1989

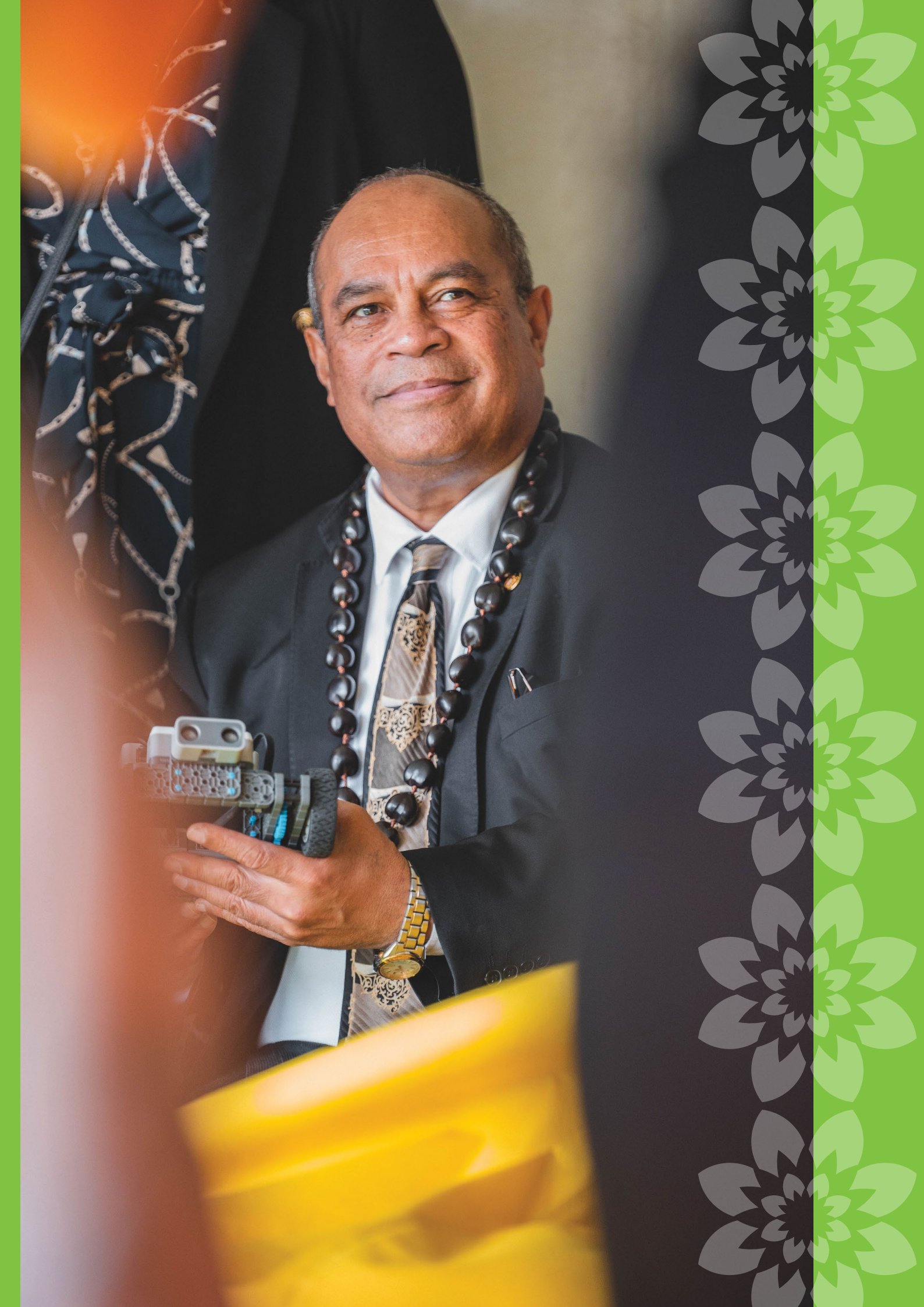
No section 26B transfers were authorised in the year ended 30 June 2021.

Expenses and Capital Expenditure in Excess of Appropriation

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

Expenses and Capital Expenditure Incurred without Appropriation or outside the Scope or Period of Appropriation

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



Minister's Report on Non-departmental Appropriations

Minister for Pacific Peoples’ Report on Non-departmental Appropriations

For the year ended 30 June 2021

This section meets the requirement set out in the supporting information to the 2020/21 Estimates or 2020/21 Supplementary Estimates, for information on certain Non-departmental appropriations to be reported by the Minister for Pacific Peoples.

Although this report is presented in the same document as the Ministry for Pacific Peoples Annual Report, it does not form part of the Ministry for Pacific Peoples Annual Report for the year ended 30 June 2021 (including reporting by the Ministry for Pacific Peoples on appropriations for this year).

Promotions – Business Development (M50)

Non-departmental Output Expenses

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. The Ministry contracted business development services from Pacific Business Trust (PBT) and The Pacific Business Hub.

The Ministry contracts economic development services with Pacific Business Trust to deliver a combination of current and new services under an economic development agency model directly to the Pacific community and in partnership with other supporting providers. The following three key services are:

- Administration and management services – including the development of new portfolio services for businesses
- Capability services – support businesses with business registrations, assessments, development of referrals plans and key actions for businesses, grants for subsidised services and business development workshops
- Ecosystem services – Pacific Business Award Services.

During COVID-19, Pacific Business Trust saw a surge of Pacific businesses requesting support for these services. As at the end of March 2021, 541 Pacific businesses had completed registrations and are recorded in PBT's online systems seeking support, against a target of 120; 438 business assessments were conducted, against a target of 120, and 183 grants were made for the delivery of capability and personalised services, against a target of 60. In June 2021, the Ministry approved a variation to the current contract with PBT to acknowledge over-delivery of PBT services against targets. As at 30 June 2021, 683 business assessments were conducted, and 796 Pacific businesses recorded new registrations on PBT's online systems seeking support; and 303 grants were administered for the delivery of capability and personalised services.

In May 2021, the Ministry initiated a partnership with The Pacific Business Hub to pilot the delivery of the Digitising Pacific Businesses programme with 12 Pacific businesses and identify opportunities to address specific problems within their businesses around digital solutions. The contract period for delivery of the programme by the Hub is from 1 May 2021 to 31 December 2021. The Pacific Business Hub is expected to provide at least six profiles, promotional stories or case studies of Pacific peoples' businesses undertaking or completing the Digitising Pacific Businesses programme. As part of the contracted service, it is expected that at least 12 digital assessments of businesses are undertaken. These assessments will outline a business's digital needs and maps specific solutions. Those 12 businesses will be supported with the development of purpose-built business websites and accessibility for up to three years that includes: an e-commerce platform, other online systems built in to ease administration or business activities, access to Pasifika Online market place and effective digital and social media marketing. For the period 1 May 2021 to 30 June 2021, one business received a digital needs assessment plan and has been supported with new logo design, website redesign, new business cards and access to the Xero platform.

Assessment of Performance	2019/20 Performance	2020/21 Budget Standard	2020/21 Actual	Target Achieved
Proportion of contracted services that meet the delivery targets in the provider outcome agreement(s)	New measure	100%	87.5% ¹⁷	Not Achieved
Proportion of the appropriation contracted for the financial year	New measure	100%	100%	Achieved

Financial Performance – Promotions – Business Development (Non-departmental)

Actual 2019 \$000		Unaudited Estimates 2021 \$000	Unaudited Supplementary Estimates 2021 \$000	Actual 2021 \$000
1,857	Total expenses: Non-departmental	4,109	6,232	6,232

¹⁷ Seven out of eight deliverables have been achieved. These figures are provisional until the final reports are received and assessed.

Skills, Training and Employment (M50)

Non-departmental Output Expenses

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

Pacific communities will flourish when people have work or access to learning opportunities. Tupu Aotearoa supports Pacific people to lead fulfilling and prosperous lives by delivering a range of initiatives aimed at increasing the number of Pacific people in employment, education or training.

In partnership with local Pacific providers, the Ministry delivers a strong pastoral care programme, working closely with local Pacific communities, churches and employers to build capability. In 2020/21, the Tupu Aotearoa programme successfully placed 1,305 participants into employment and 1,725 we participants into training.¹⁸

Assessment of Performance	2019/20 Performance	2020/21 Budget Standard	2020/21 Actual	Target Achieved
Training and education placements contracted	112%	90% or greater	96.3%	Achieved
Employment placements contracted	69%	90% or greater	95.12%	Achieved

Financial Performance – Skills Training and Employment Appropriation (Non-departmental)

Actual 2020 \$000		Unaudited Estimates 2021 \$000	Unaudited Supplementary Estimates 2021 \$000	Actual 2021 \$000
4,547	Total expenses: Non-departmental	6,945	17,837	17,592

¹⁸ As of 1 July 2021, placements for the 2020/21 financial year are still being verified. We expect this to be completed within three months of financial year end.

