

Annual Report

FOR THE YEAR ENDED 30 JUNE 2022

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



Presented to the House of Representatives pursuant to section 44 of the Public Finance Act 1989

The attached report of the Minister for Pacific Peoples on non-departmental appropriations in Vote Pacific Peoples is presented to the House of Representatives under section 19 of the Public Finance Act



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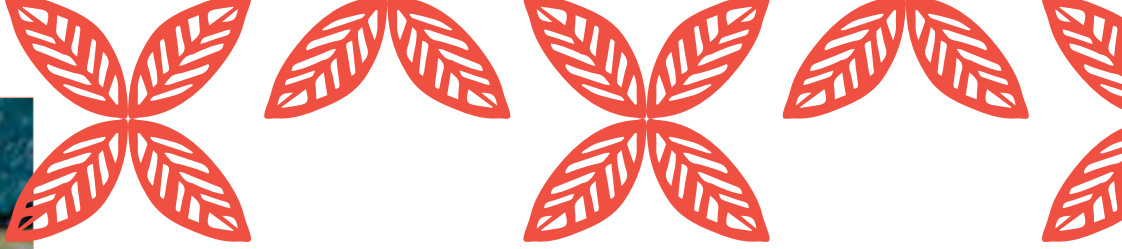
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**Foreword from the
Secretary for Pacific Peoples
and Chief Executive of the
Ministry for Pacific Peoples**





Tālofa lava, Mālō nī, Kia Orāna, Fakaalofa lahi atu, Mālō e lelei, Ni sa bula Vinaka, Talofa, Noa'ia e mauri, Halo ola keta, Malo le soifua maua ma le lagi e mama, Tēnā koutou katoa and warm Pacific greetings.

I am pleased to present the Ministry for Pacific Peoples' Annual Report for the year to 30 June 2022. This year, in the face of another year of COVID-19 and its continuing challenges and effects on life in Aotearoa New Zealand, **we have continued to work with many partners to deliver on our priority goals for Pacific peoples.**

I acknowledge all those who have worked with us to achieve our objectives this year. As the Samoan proverb states, O le tele o sulu e maua ai figota – with the support and guidance of many, the task at hand is easier to achieve.

I want to acknowledge and thank our Pacific communities, our government agency partners, and the many people and groups, from community organisations, churches, NGOs, academia and the private sector, that have joined with us to deliver for our Pacific peoples.

This year **we've made some significant gains across our priorities.** These priorities include getting Pacific people into meaningful training or employment through our Tupu Aotearoa programme, supporting Pacific business development, easing education pathways into science, technology, engineering, arts and maths through our Toloa work, promoting thriving languages,

and facilitating economic growth. These outcomes contribute to Pacific families' household incomes, resilience and wellbeing and strengthen their ability to absorb the economic shocks we have all experienced as a result of the pandemic.

I'm particularly proud of the **Ministry's role in the achievement of historic milestones between the Government and Pacific communities** in Aotearoa. MPP supported the Government in delivering the official apology for the Dawn Raids – the targeted discrimination of Pacific peoples and people of colour in the 1970s - in August 2021.

The moving apology ceremony, attended by more than 1,400 people, set in motion a process for forgiveness, reconciliation and healing between Government and Pacific communities, and those people who were directly and indirectly impacted by this dark time in our nation's history.

Following the apology, the Government committed significant funding to allow an official historical account to be drawn up. We had the privilege of administering a grant fund that enables projects to acknowledge and preserve the record of the Dawn Raids and the experiences of those Pacific people who were affected by it.



We also celebrated a number of major achievements that reinforced **our efforts to make transformational change within the government system for Pacific peoples**. This year, Cabinet approved an All-of-Government Pacific Wellbeing Strategy to enable all government agencies to address Pacific inequities in developing policies, with a view to improving outcomes for our Pacific communities. We are now working with partner agencies to work out how we can measure and report on this ground-breaking collaborative work.

In May, Cabinet endorsed a ten-year Pacific Languages Strategy, which we developed after extensive consultation with the public. The Strategy outlines a concerted approach to encouraging the revitalisation and maintenance of Pacific language use in Aotearoa. Strong use of languages makes for strong communities. We're also mindful that the Strategy has international significance as it aligns with UNESCO's International Decade of Indigenous Languages (IDIL 2022-2032).

This year we launched the Pacific Employment Action Plan setting out a vision to deliver better employment opportunities and services for Pacific peoples across employment, self-employment, and training. We also refreshed our approach for Pacific

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

Using funding from the 2019 and 2020 Budgets, we've worked hard to set up the path to improved housing outcomes for Pacific peoples. We've provided financial literacy education to over 1,000 people, over half of whom are now on the path to home ownership. Thirty-three families have purchased new homes after taking part in this training, and another ten have avoided mortgagee sales. We're also encouraging more Pacific groups to become Community Housing Providers, and in this year's Budget we secured funding of \$115 million to support the building of 300 homes for Pacific families in eastern Porirua.

We supported 12 Pacific churches and organisations to look at developments of housing on 300,000 square metres of their own land, looking towards the building of up to 1,500 new homes. We look forward to seeing feasibility reports on these initiatives during the coming year.

Again this year, we played an important role in the Government’s COVID-19 response. Through our Pacific Aotearoa Community Outreach initiative, we’ve worked directly with Pacific communities to deliver initiatives on the ground, as well as maintain our important role as a trusted source of information for diverse Pacific communities. Our policy function continued to provide information and advice across the system, to ensure a Pacific lens on decision-making.

Despite the many highlights, **the job is not yet done and we still have important work to do.** Our continuing focus in the coming year and beyond will be on keeping our communities safe from COVID-19, accelerating the recovery for Pacific Aotearoa, and embedding the work we have been doing over the last four years to lay strong foundations for the future.

To do this, we’ve ramped up our work programme and our workforce so that we can get on with delivering our key wellbeing priorities effectively and efficiently.

This work will continue, through implementing the All-of-Government Pacific Wellbeing Strategy, ensuring thriving Pacific languages, cultures and identities, promoting prosperous Pacific communities, enabling resilient and healthy Pacific peoples, and encouraging confident, thriving and resilient Pacific young people.

We’ll continue to support Pacific communities and partners, to take on the challenges that we already face as a nation, to strengthen our economy, and to emerge stronger than we were before.

Finally, I want to share that this will be my last Annual Report as Secretary for Pacific Peoples. Shortly, I will be taking up a new role as Secretary for Culture and Heritage and Chief Executive at Manatū Taonga, the Ministry for Culture and Heritage.

It has been my absolute honour and privilege to lead this Ministry’s work over the last five years, during which time we have made huge strides in our unified vision for Pacific Aotearoa.

I know that the Ministry for Pacific Peoples will continue to support Pacific communities and partners, to take on the challenges that we already face as a nation, to strengthen our economy, and to emerge stronger than we were before.

As we forge ahead, **we’ll keep working together to deliver on our vision** that ‘We are confident in our endeavours, we are a thriving, resilient and prosperous Pacific Aotearoa’.



Laulu Mac Leuanae
Secretary for Pacific Peoples and Chief Executive,
Ministry for Pacific Peoples



At a glance: facts and figures

At the last Census (2018)
there were more than

380,000

Pacific people in Aotearoa,
making up just over

8%

of our population.

These people represent
more than

20

different Pacific ethnic
backgrounds.

There are

9

Pacific languages in
use in Aotearoa that we
celebrate each year.

In the last year, the Ministry for Pacific Peoples:

provided

\$30.4 million

in community funding
and grants to Pacific
organisations through
non-departmental
appropriations

helped

2,962

people get into
employment or training
through Tupu Aotearoa

gave more than

1,000

people financial literacy
education to help them
get into housing

encouraged

277,000

Pacific people to get
vaccinated against
COVID-19

distributed

288

electronic devices to
STEAM students

held

140

engagements and talanoa
with Pacific communities

Executive summary

This Annual Report tells the story of how, despite the many challenges posed by COVID-19, the Ministry for Pacific Peoples has continued its work to bolster the foundations that support lasting prosperity for Pacific Aotearoa, as articulated by Pacific Aotearoa in the Lalanga Fou report. This work aligns with the three overarching priorities of the Government: keeping New Zealanders safe from COVID-19, accelerating the recovery, and laying the foundations for the future.

The wellbeing of Pacific peoples is a priority not only for the Ministry, but for the Government as a whole. This has been the driving force behind the All-of-Government Pacific Wellbeing Strategy, which identifies and enables change at a government system level based on what Pacific communities told the Ministry matters to them, and will improve their wellbeing outcomes.

The Strategy seeks to meet Pacific communities' aspirations as defined in the Lalanga Fou report, and a call to action that Pacific values and principles guide government.

Despite the challenges of new variants, we have continued to work towards keeping Pacific communities safe from COVID-19

In the year covered by this Annual Report, we demonstrated the strength of working alongside Pacific communities, organisations, and our partners in government to address some of the challenges faced by our communities each day.

The challenges of COVID-19 have required us to adapt and pivot, finding new and innovative ways to engage and support our communities in the COVID-19 environment, and quickly mobilising our teams to immediately respond to their needs.

Pacific peoples here in Aotearoa understand the need to protect themselves and their aiga from COVID-19, particularly now that community cases of new Omicron

subvariants are being reported. By 30 June 2022, more than 277,000 Pacific people aged over 18 years were fully vaccinated and over 142,000 had received their booster shots. In the lead up to our borders reopening to the rest of the world, MPP has been doing its bit to make sure Pacific communities are kept up to date with the information they need to keep themselves and their aiga safe from COVID-19. This includes maintaining and co-designing education and information campaigns with our respective communities around the traffic light settings, contact tracing and the rollout of the vaccine.

More information on our work to mitigate the impacts of COVID-19 on page 44.

We are focused on accelerating the recovery for Pacific peoples and all New Zealanders

We know the impact that Pacific peoples have on the New Zealand economy. Our efforts to accelerate Pacific Aotearoa's recovery from COVID-19 will lift incomes, skills, development opportunities, health and wellbeing and access to safe, affordable and stable housing.

Through the Pacific Wellbeing Strategy we have a community-endorsed and Cabinet-mandated All-of-Government Pacific Wellbeing Outcomes Framework, which will accelerate recovery through multiple layers: The Framework:

- shapes the Lalanga Fou goals and vision identified by Pacific communities into outcomes
- weaves together and displays how all-of-government investments and initiatives align to these goals
- defines the focus areas and shifts government must make
- measures and reports on the system progress towards Pacific wellbeing and the Lalanga Fou goals.

We are investing in key opportunities that matter most, such as culture, language and identity; significant investment in housing; and Pacific income, learning and training opportunities.

Pacific languages are a key cornerstone for the health and wellbeing of Pacific people

When we invest in our languages, we are investing in our futures. When we raise our young people to be strong in their Pacific languages, they are better equipped to succeed in education and in their careers. They are more likely to be mentally and physically healthy, with a strong sense of identity and wellbeing.

The Pacific Languages Strategy 2022 – 2032 provides the framework and pathway for both Government and community to work together to achieve this goal.

More information on the Pacific Languages Strategy on page 27.

We have committed to moving forward together following the Dawn Raids Apology

Pacific peoples signalled the desire to move forward together with alofa (love and care) and fa'aaloalo (respect), following last year's formal Government apology for the Dawn Raids. In the 2022 Budget we secured government funding of \$13.7 million that invests in goodwill gestures to accompany the formal apology.

This funding will allow us to implement the Government's commitment to deliver a Dawn Raids historical account. This project will support a Vaka of Stories and the completion of an official historical account report, a second round of the Teu le Va Dawn Raids History Community fund, grants for large scale creative projects, and an online platform.

More information on the Dawn Raids Apology on pages 21 and 51.

We are laying the foundations for the future by helping Pacific people to access housing, education and employment

The vision of a confident, resilient and prosperous Pacific Aotearoa, which is captured in the Pacific Aotearoa Lalanga Fou report of 2018, will be shaped not only by ensuring that languages and cultures thrive and that people are healthy, but also by making it easier for Pacific families to access adequate housing and for young Pacific people to get into work or training.

Our vision is anchored by our values of service, integrity and culture, and we are creating real intergenerational change. Each generation weaves the foundations for the next to stand on and therefore it is important that we create and deliver the best opportunities for the needs and wellbeing of our aiga and the Pacific community.

We have kept working towards improving Pacific people's access to safe and affordable housing

The past year has seen some significant gains.

A total of 1,068 people enrolled into financial capability development programmes, and 43 families have achieved home ownership goals. More than half of current participants have ownership plans established, and 12 Pacific organisations and churches are participating in the Housing Feasibility Support Service to identify housing development opportunities on 300,000 square metres of their land, with a high-level estimated yield of between 800 and 1,500 homes.

We supported three organisations to achieve registration as Community Housing Providers, and we created a Pacific housing interagency group with the Ministry of Housing and Urban Development Te Tūāpapa Kura Kāinga and Kāinga Ora Homes and Communities, strengthening collaboration across these agencies.

More information on our housing programmes on page 39.

In partnership with others, we deliver initiatives that help reduce income, learning and training inequities for Pacific peoples

For the Pacific Aotearoa Regional Enterprise Fund (PAREF), we conducted workshops in the regions that engaged around 250 Pacific businesses. We received 52 applications in the first round of PAREF, and we funded 19 businesses. A key outcome of the investment was to create jobs. In the first quarter of the Fund, those 19 businesses created 27 jobs.

Tolua STEAM funding has resulted in nine partnerships, with hubs being established across the country.

A total of 425 learners have been engaged within these nine hubs. Tolua STEAM funding has seen 288 electronic devices such as laptops and computers distributed, closing digital divides, and a total of 3,168 Pacific students have participated in the Kaiārahi Ako programme since its inception in collaboration with the Young Enterprise Scheme in 2016. Kaiārahi Ako supports teachers to mentor Pacific students in business and entrepreneurial skills as part of Tolua's strategy of creating pathways to employment through a whole-of-life approach.

More information on our employment and training programmes on page 36.

We understand the value of working collaboratively to achieve Pacific communities' aspirations and outcomes

We cannot achieve all our goals by working alone - good system governance and partnership is a key focus for us. We appreciate the privilege and responsibility we have in working with others across government and non-government sectors alike to serve our Pacific communities across Aotearoa New Zealand.

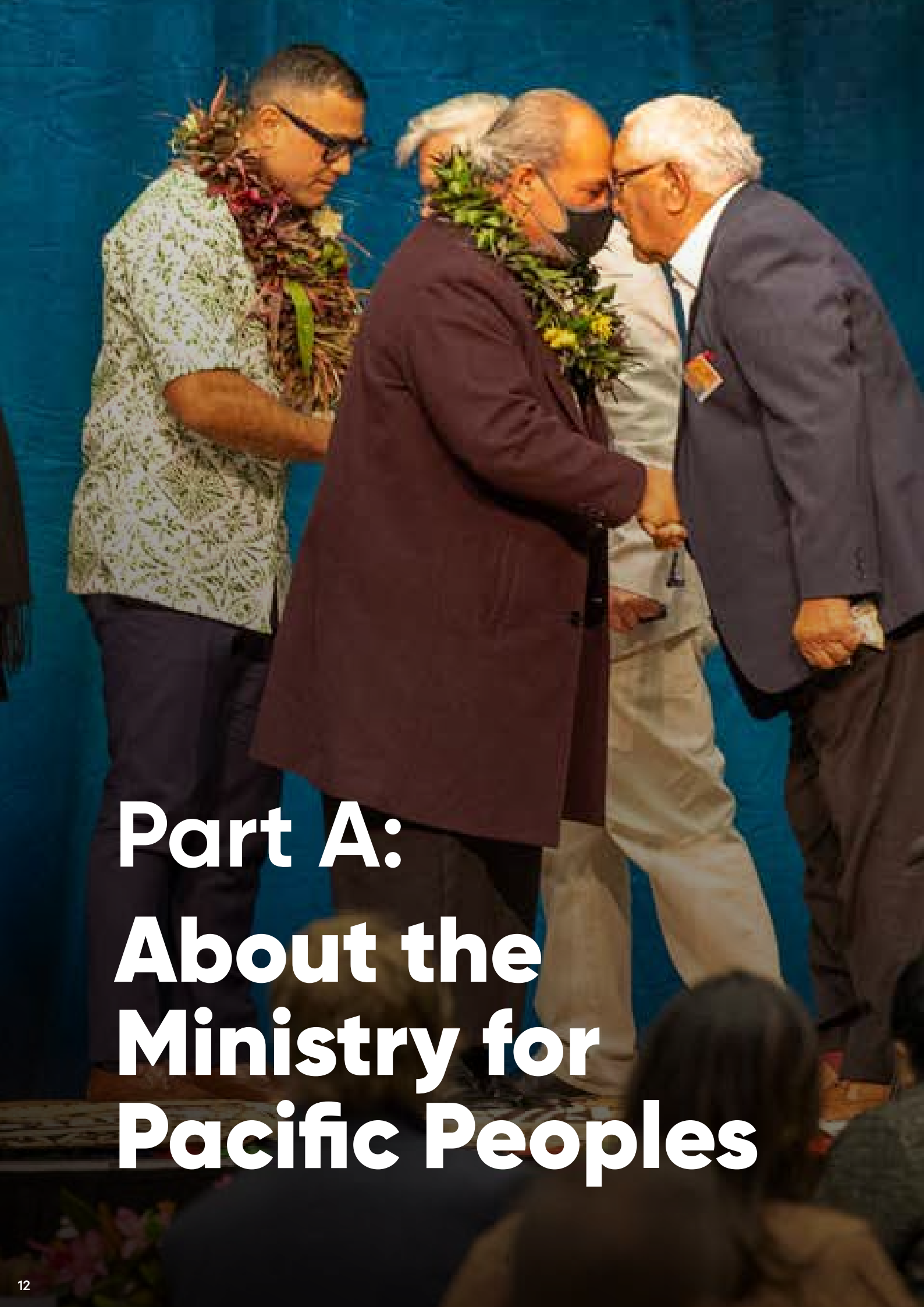
We established three system leadership groups to collaborate across government. These are the Pacific Wellbeing Ministers Group, the Pacific Wellbeing Chief Executives Group and the Lalanga Fou Deputy Chief Executives Group. Ten agencies in these groups meet and collaborate regularly on Pacific wellbeing and outcomes.

This year has been challenging, particularly in the light of the ever-changing COVID-19 environment as lockdowns and alert levels gave way to the COVID-19 Protection Framework, and new variants arrived in Aotearoa. But Pacific communities have made significant progress in getting on the road to recovery. This has been due in no small part to the relationships we have established with key stakeholders in sectors like health and education, and with organisations and volunteers in our faith and social services communities.

We are committed to building on this momentum and pressing on with the work we have started, until our communities realise the vision for a confident, thriving, resilient and prosperous Pacific Aotearoa.

More on how our work with others influences decision-making and outcomes through second-opinion policy advice on page 22.





Part A: About the Ministry for Pacific Peoples





Why we're here

The Ministry for Pacific Peoples is the Crown's principal advisor on policies and interventions aimed at improving outcomes for Pacific peoples in Aotearoa New Zealand.

We use our extensive networks with Pacific communities across the country, as well as our knowledge and understanding of Pacific people, cultures, and values, to influence public policy, programme and service decisions affecting Pacific Aotearoa. This involves not only direct provision of advice to the Government, but also second-opinion advice to other agencies – so it is not only our own work that we influence but across the government sector.

Pacific values are our anchor, with each generation weaving the foundations for the next to stand on. Pacific communities are innovative leaders within Aotearoa, the Pacific region and around the world. Realising our vision is critical for Pacific peoples. It is an investment in New Zealand's future wellbeing and prosperity.

Our work and the impact we are making will help us to enable and foster this vision.

Our vision

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

Our purpose

We are the voice of 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.

▲ We are guided by strong Pacific values

Our mission is **to enrich Aotearoa New Zealand with thriving Pacific communities**. As we work towards realising this mission, we are guided by the strong Pacific values that sit at the heart of our Pacific identity:

- **service** is our calling and purpose
- **integrity** and passion for our work are what we deliver
- **culture** guides and connects us.

These Pacific values are our anchor - the Pacific Aotearoa Lalanga Fou vision and goals form and underpin 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 meaningful policy and initiatives for Pacific families and communities.

Our mission is delivered through:

- **policy advice:** providing expert policy advice to Ministers and partner agencies to support the development of effective strategies, initiatives and programmes targeted towards the needs of Pacific communities
- **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

- **Pacific knowledge and expertise:** gathering intelligence on Pacific issues and opportunities and using this to inform our policy advice, enhance engagement practices with Pacific communities, and influence decision making across government regarding Pacific peoples
- **communications and engagement:** working with and for Pacific communities to ensure Pacific stakeholders and audiences shape and have access to information and support from ourselves and other government agencies
- **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.

We cater for an ethnically diverse Pacific population that is underpinned by the different Pacific communities – more than 20 of them - that call Aotearoa New Zealand home.

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



▲ We work to enable the wellbeing of Pacific Aotearoa

Our story as Pacific peoples in Aotearoa is continually evolving. Waves of migration over many decades have laid a foundation for our Pacific story, adding significantly to Pacific identity in the diverse make up of this country. More and more people from the Pacific have settled in New Zealand over the years, and have raised families that have become part of Aotearoa's vibrant multicultural society. Almost two-thirds (66.4 percent) of the Pacific people who live in New Zealand today were born here.¹

Lalanga Fou: a shared vision for the Pacific peoples of Aotearoa

We want to engage with Pacific communities in a way that reflects where we have come from, what we are doing now, and where we want to be in the future. We know that a prosperous journey can only be realised with the blessing and collective support of our communities, and we encourage all New Zealanders to get behind our shared vision for Pacific Aotearoa.

In 2018, after a year-long process of talanoa (discussions, conversations) with Pacific communities around New Zealand, we published a report, *Pacific Aotearoa – Lalanga Fou*,² as the start of a conversation to better understand:

- Pacific people's contribution to New Zealand's economy
- how we can close the gaps of existing inequalities
- how we define Pacific success, prosperity and wellbeing.

Lalanga Fou identified four goals that together will lay a strong foundation for generations to come:

Goal 1: Thriving Pacific languages, cultures and identities

Goal 2: Prosperous Pacific communities

Goal 3: Resilient and healthy Pacific peoples

Goal 4: Confident, thriving and resilient Pacific young people.

The wellbeing of Pacific peoples is a priority not only for MPP but for the Government as a whole. This has been the driving force behind the All-of-Government Pacific Wellbeing Strategy (the Strategy), which aims to bring outcomes for Pacific peoples into the centre of wellbeing work across government. You can read more about the Strategy on page 20.

While *Lalanga Fou* and the Strategy have placed our focus squarely on the future, responding to the impacts of COVID-19 has also been a priority for MPP in the last two years. Our wellbeing focus guided our most recent Business Plan, which has, in addition to the Lalanga Fou goals, two key workstreams:

- system leadership
- strengthening our organisation to deliver.

The system leadership workstream highlights our role as the voice of Pacific peoples in government. By strengthening our organisation to deliver, we acknowledge the importance of our people in delivering a thriving, resilient and prosperous Pacific Aotearoa.

In this Annual Report (Parts B and C) we set out the key highlights for the year ended 30 June 2022 in respect of each of the Goals and workstreams, and we update progress against the impact measures for each Goal that were set out in our 2019-2024 Strategic Intentions statement.³

¹ Source: New Zealand Census of Population and Dwellings 2018. See www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/pacific-peoples

² The report can be found at www.mpp.govt.nz/assets/Reports/Pacific-Aotearoa-Lalanga-Fou-Report.pdf

³ The Strategic Intentions statement can be found at www.mpp.govt.nz/assets/Corporate-Publications/MPP-Strategic-Intentions-2020-2024.pdf
We will be publishing a new Strategic Intentions statement in 2023.

Towards our goals: our strategy and workstreams

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 leaderships, and communications and engagement.



Our workstreams





A group of young women, likely students, are shown in an auditorium setting. They are all wearing white uniforms and are captured in a moment of enthusiastic applause, with their hands raised and faces lit up with smiles. The background is dark, suggesting a stage or performance area. The overall atmosphere is one of joy and celebration.

Part B: Enriching Aotearoa with thriving Pacific communities

Providing system leadership to promote Pacific wellbeing

Pacific wellbeing is our number one priority, and we are working towards achieving this by leading the development of the All-of-Government Pacific Wellbeing Strategy, implementing and contributing to cross-government initiatives, and providing high-quality policy advice to the Government and to other agencies.

The Cabinet-endorsed All-of-Government Pacific Wellbeing Strategy will help us lift wellbeing outcomes for Pacific Aotearoa

The All-of-Government Pacific Wellbeing Strategy identifies levers for change at a system level, specifically the systems of government. The Strategy is designed to enable government system behaviour change so that all government agencies effectively address inequities for Pacific communities and improve wellbeing outcomes for Pacific peoples.⁴

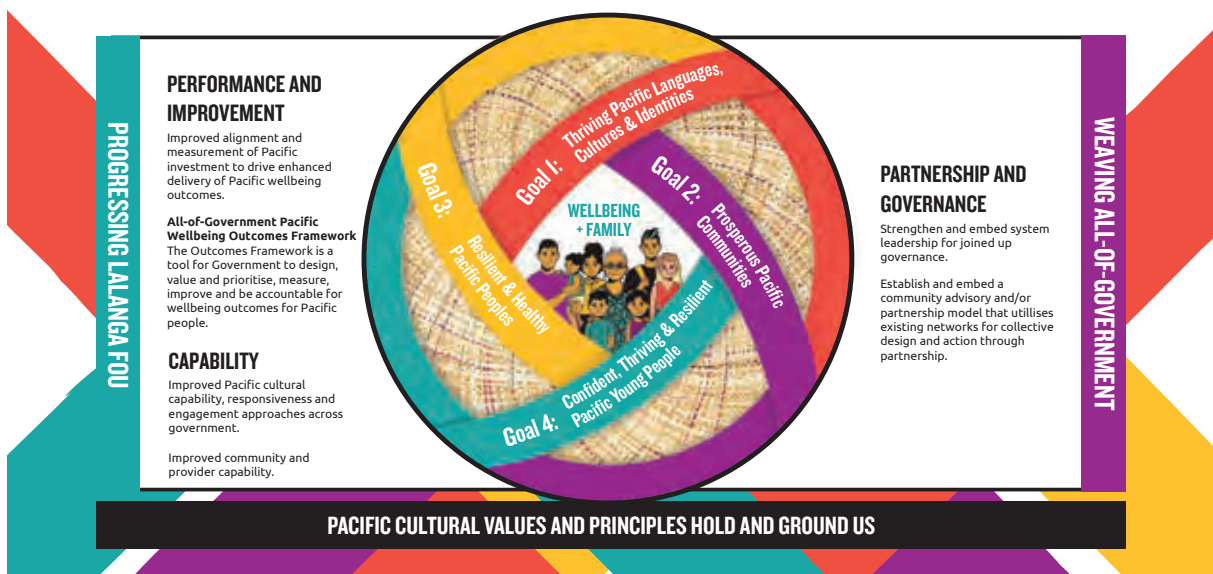
ALL-OF-GOVERNMENT PACIFIC WELLBEING STRATEGY OVERVIEW

PROGRESSING LALANGA FOU

The Pacific Wellbeing Strategy progresses the aspirations of Pacific peoples and these are captured in the Lalanga Fou report. The report sets the shared vision and goals for Pacific peoples in Aotearoa. It reflects a year long talanoa process with approximately 2,500 Pacific people across Aotearoa, including those from community organisations, youth, Pacific disabled people, businesses, non-government organisations and churches. These conversations consistently highlighted the four goal areas as displayed below on the Lalanga Fou (new weave) visual.

WEAVING ALL-OF-GOVERNMENT

The Pacific Wellbeing Strategy weaves together and strengthens strategic leadership, advice, policies and programmes across all-of-government so that we contribute to the aspirations of Pacific peoples. Four focus areas have been identified and validated by community to interconnect as system levers so that Government can work together on progressing the vision and goals of Lalanga Fou. These are: Pacific Values and Principles; Partnership and Governance; Performance and Improvement; and Capability.



The Strategy has four system levers:

- **Pacific values and principles** - these form the foundations of the strategy
- **partnership and governance** -strengthening system

leadership and establishing genuine partnerships with Pacific communities to support Pacific wellbeing

- **capability** - building and strengthening cultural capability and engagement approaches across government

⁴ The full Pacific Wellbeing Strategy toolkit can be found at www.mpp.govt.nz/programmes/all-of-government-pacific-wellbeing-strategy

- **performance and improvement** - measuring and monitoring the impact of investment in Pacific communities through a set of Pacific wellbeing indicators and measures that form part of an All-of-Government Pacific wellbeing Outcomes Framework.⁵

Cabinet approved the completed Strategy in April 2022. The next phase of implementation is to work with agencies to co-design Pacific wellbeing indicators and

measures that align to the All-of-Government Pacific Wellbeing Outcomes Framework.

Other strategies and plans that we are administering alongside the All-of-Government Pacific Wellbeing Strategy include the Pacific Languages Strategy (see page 27) and the Pacific Employment Action Plan (see page 38).⁶

ALL-OF-GOVERNMENT PACIFIC WELLBEING OUTCOMES FRAMEWORK

"The Pacific Wellbeing Outcomes Framework really articulates hopes and futures, these are the things that are close to our hearts (housing, thriving culture, etc). This works towards a positive future, and you can see how Pacific values and principles are being embedded." - Community Leaders' Talanoa.



Reflecting on the Dawn Raids

More than 1,400 people gathered at the Auckland Town Hall on 1 August 2021 to mark one of the most important events in the history of Pacific Aotearoa: the Government's formal apology for the events of the Dawn Raids in the 1970s.

Government representatives, Pacific communities, mana whenua, cultural groups, faith leaders and performers came together for this historic occasion. A mix of traditional and contemporary elements featured

during the event, during which the formal apology was delivered by the Prime Minister. Goodwill gestures made by the Crown as part of the apology included the Tūlī Takes Flight scholarships,⁷ Pacific regional scholarships, and the development of a community-facilitated official historical account.

The Dawn Raids Apology event was well received by Pacific communities and it encouraged them to openly discuss their experiences of the Dawn Raids.

⁵ The All-of-Government Pacific Wellbeing Outcomes Framework is a fundamental component of the Performance and Improvement focus area of the All-of-Government Pacific Wellbeing Strategy. It is a tool for Government to design, value and prioritise, measure, improve and be accountable for wellbeing outcomes for Pacific people.

⁶ A further strategy, the Pacific Housing Strategy, was endorsed by Cabinet in September 2022. Implementation will begin in the coming year.

⁷ The Tūlī Takes Flight Scholarships are sponsored by the Ministry of Education as part of the Apology and acknowledge the importance of education for Aotearoa Pacific families. See <https://studyspy.ac.nz/scholarships/11536/tuli-takes-flight-scholarships>

To support Pacific communities to tell their stories, the Teu le Va Dawn Raids History Community Fund, which we established in November 2021, supported 23 different community projects with grants totalling \$100,000 to share stories of experiences of the Dawn Raids so they can generate, preserve, raise awareness of and pass on knowledge of this time in history.⁸



ARTWORK CONNECTS DAWN RAIDS TIMELINES

Artist Kulimoe'anga (Stone) Maka (pictured) in using his creation Dawn's Web to help him and his kāinga move from a place of hurt to healing.

- Stone is a recipient of the Teu Le Va - Dawn Raids History Community Fund, established following the Dawn Raids Apology, issued by New Zealand Prime Minister Rt Hon Jacinda Ardern in August 2021.
- The fund is part of a reconciliation process to capture a historical account of the Dawn Raids
- For the Tongan creative, based in Ōtautahi Christchurch, the fund has provided resources to complete Dawn's Web.
- "It captures the historical traumatic experiences of a family member during the Dawn Raids and connects it to how I view the Ifoga process carried out by Prime Minister Ardern, in a smoke and spider painting," Stone explains.

- Although the Dawn Raids have not directly affected Stone, he sees its perpetuating impact on family members.
- Dawn's Web is based on the story of his aunty and her three young children being chased and going undercover to avoid detection during the raids, carried out at random by the New Zealand Police during the mid-1970s against Pacific immigrants.

In the 2022 Budget the Government further signalled its commitment to the Dawn Raids Apology with an allocation of \$13.6 million to enable MPP, in partnership with the Ministry for Culture and Heritage Manatū Taonga, to deliver on the commitment to provide healing and reconciliation for impacted communities.

We play an important role working across the public sector to bring Pacific voices to policy and interventions

As the Government's principal advisor on policy relating to Pacific peoples in Aotearoa New Zealand, we provide the voice of Pacific peoples in government decision-making.

One way we do this is by working with agencies to ensure that the diversity of Pacific experiences, perspectives and aspirations shape the final products delivered through internal departmental briefings and advice, strategic documents, Cabinet papers and ministerial decision making. This function is called second-opinion advice, and enables us to be actively involved in supporting key policies and advice on topics such as the COVID-19 response, immigration, education and health. This year we provided approximately 250 second-opinion responses to government agencies.

In addition to second-opinion advice, we also take part in various cross-agency working groups and governance groups providing policy advice on various government work programmes.

⁸ A list of the groups funded can be found at www.mpp.govt.nz/funding/dawn-raids-history-community-fund

We need to build Pacific capability across government, and our second-opinion advice function serves as an important mechanism in ensuring policy processes incorporate Pacific perspectives. By working across government, we strongly advocate for the use of the Pacific capability tools (Kapasa⁹ and Yavu¹⁰) and operating context (Lalanga Fou) so that agencies can work to increase their own Pacific capabilities.

Gaining knowledge: our research, evaluation and insights work

We are committed to ensuring that our work, and that of others, is informed by Pacific insights and knowledge. Our new enlarged Research and Evaluation team, which comprises two smaller teams (Research and Insights, and Monitoring, Evaluation and Learning) has had a busy year.

The Research and Insights team undertakes research on Pacific-targeted programmes, gathers intelligence from Pacific communities, and investigates future issues and opportunities to improve Pacific wellbeing. We published three major research projects during the year:

- 2020 Pacific Aotearoa Status Report (published in October 2021)¹¹
- Pacific Economic Research Project on Unpaid Productive Work and Volunteering (published in July 2021)¹²
- Impact of the COVID-19 lockdown on Pacific churches (published 2021).¹³

Between March and June 2022, we were contracted by Te Ara Ahunga Ora Retirement Commission to conduct research on housing and retirement among Pacific peoples, which will inform the 2022 Review of Retirement Income Policies.

Our research, which supplemented Te Ara Ahunga Ora's survey of Pacific peoples aged 45 to 64 years, comprised a qualitative in-depth study of 18 Pacific households where matua (older people) are living intergenerationally with at least two other generations. The study aimed to gain a better understanding of Pacific matua's view of retirement, and to attain deeper insight into the drivers, realities and wellbeing implications of intergenerational housing arrangements for Pacific Matua.¹⁴

Our Monitoring, Evaluation and Learning (MEL) team completed three evaluations:

- Tupu Aotearoa annual review for 2020/21
- Kau Tuli – Innovators of Influence pilot
- Dawn Raids Apology event.

In a systems leadership and advisory role, we are contributing to multi-agency and inter-sector initiatives including:

- the Data Investment Plan Working Group (Stats NZ *Tatauranga Aotearoa*)
- the Ethnicity Standards Review (Stats NZ)
- the Census 2023 Design Team (Stats NZ)
- the Pacific Economic Officials Group (Ministry of Business, Innovation and Employment *Hikina Whakatutuki*)
- the Child and Youth Wellbeing Strategy (Department of the Prime Minister and Cabinet *Te Tari o te Pirimia me te Komiti Matua* (DPMC))
- child poverty-related indicators (DPMC)

9 See www.mpp.govt.nz/publications/kapasa

10 See www.mpp.govt.nz/assets/Resources/Yavu-Booklet.pdf

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

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

13 See www.mpp.govt.nz/assets/Reports/MPP_PacificPeoplesCOVID2020web.pdf

14 The report was published in September 2022. See www.mpp.govt.nz/assets/Reports/Pacific-Peoples-Housing-and-Retirement-Report-2022.pdf



- climate change research, which forms part of the larger Climate Migration Action Plan (Ministry of Foreign Affairs and Trade *Manatū Aorere*)
- Pacific research and evaluation capability development (Ministry of Social Development *Te Manatū Whakahiato Ora* (MSD))
- the Volunteering Advisory Group (Department of Internal Affairs *Te Tari Taiwhenua*)
- Governmental Pacific project reviews (Oranga Tamariki Ministry for Children, Te Hiringa Hauora Health Promotion Agency,¹⁵ MSD)
- the Pacific Advisory Group (New Zealand Qualifications Authority *Mana Tohu Mātauranga o Aotearoa*)
- Pacific health research (Health Research Council of New Zealand).

Connecting with and understanding our communities: regional partnerships

We play a pivotal role in ensuring that the voices of Pacific peoples are represented, reflected and amplified in government.

Our connection and engagement with Pacific communities are underpinned by Pacific values of respect, family, reciprocity, spirituality, and collectivism.

This guides our ability to collaborate with Pacific providers, health clinicians, churches, community leaders and agency partners to drive COVID-19 responses that prioritise keeping Pacific communities informed, safe and supported.

The spate of COVID-19 outbreaks in the past year, including Delta in August 2021 and the Omicron variants of early 2022, has tested the resilience and resolve of Pacific communities.

¹⁵ Hiringa Hauora was disestablished from 1 July 2022 and moved into Te Whatu Ora Health New Zealand.

However, our continued and ongoing commitment to connect with the community ensured the safe transition of Pacific communities from the Alert Levels system to the COVID-19 Protection Framework.

This included connecting with Pacific communities and collaborating with government partners to encourage the uptake of vaccinations and increase awareness of support mechanisms through the delivery of 140 Zoom engagements.

The Zoom engagement was delivered across the country (including national, regional, ethnic-specific, church leaders, youth and Pacific disabled persons), reaching over 12,000 attendees. Additionally, we were able to reach out to over 4,000 community leaders, organisations and households through direct call outs.

Through these community engagements, we were able to capture a visible profile of community need that covered food security, financial hardship through job loss or reduced hours, adverse impacts on health and wellbeing, education, social welfare, and accommodation.

Pacific Public Servants fono

In October 2021 we hosted the first (virtual) national fono for all Pacific public servants in the core public service. The purpose was to bring together the Pacific public servant whānau to galvanise, encourage and thank people for their service during COVID-19.

We have subsequently hosted three more virtual national fono, attracting hundreds of Pacific public servants each time. These fono have helped us to build a database of more than 1,000 Pacific public servants across different government agencies, regions and roles. As well as continuing to support government

priorities such as the COVID-19 response, the fono have also been a platform to:

- profile Pacific excellence in the public service
- celebrate Pacific cultures, languages and identities
- promote public service ideals, such as spirit of service.

The fono are hosted by the Secretary for Pacific Peoples and are part of our role in providing system leadership and building Pacific capability across the system.

Looking at the longer term

The New Zealand public service has a duty of stewardship, to look ahead and provide advice on future challenges and opportunities. Achieving this requires organisational commitment to develop the capacity and capability not only to respond to the issues of the day, but also to take a long-term stewardship role. It requires a public service that values foresight – to think, anticipate and act with the future interests of people in New Zealand front and centre.

The Public Service Act 2020 requires all government agencies to produce, at least once every three years, a Long-term Insights Briefing (LTIB) document that looks at least ten years ahead, examining future trends, risks and opportunities that affect Aotearoa New Zealand currently and into the future.¹⁶

In 2021/22 we made significant progress on our first LTIB on the topic Improving Pacific data equity: Opportunities to enhance the future of Pacific wellbeing. Our topic provides an opportunity to better understand how government departments collect, store, analyse and use data on Pacific communities.

¹⁶ LTIBs should provide a long-term outlook on issues that can deliver enduring benefits for the people of Aotearoa New Zealand, but which have not been adequately considered yet. Based on the analysis of long-term trends, risks and opportunities that affect or may affect New Zealand, they aim to promote long-term thinking so that the Government can be better positioned to respond to future challenges.

LTIBs are delivered to Ministers but are developed independently of Ministers or political agendas. They must be based on impartial analysis of information and must put forward policy options for responding to the matters at stake, without expressing a preference for any particular option. They do not constitute Government policy.

▲ Towards 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 people's sense of wellbeing and provide the basis for Pacific communities to thrive in Aotearoa.

Pacific languages are a centrepiece for the health and wellbeing of Pacific people. History shows us that a loss of language leads to a loss of culture and identity. During the Lalanga Fou talanoa in 2018, when we were in contact with over 2,500 Pacific people, we heard the message that when their languages, cultures and identities are thriving, they as a people together with their families are also thriving. In response, the Government:

- agreed that, in order to maintain and revitalise Pacific languages in Aotearoa New Zealand, MPP would establish a languages unit to:
 - provide quality advice to government
 - commission pertinent research on best practices
 - preserve and maintain quality language standards
 - promote the use of languages, and
 - fund innovative community language initiatives.
- committed over \$20 million in the 2019 Budget to support the revitalisation and maintenance of Pacific languages.

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 people's sense of wellbeing and provide the basis for Pacific communities to thrive in Aotearoa.

Initiatives helping us 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, and investing in community projects and initiatives that make a significant positive impact for Pacific Peoples
- a Pacific Languages Strategy that will 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.

Maintaining and revitalising Pacific languages in Aotearoa

In order to deliver on these priority areas, a co-ordinated, coherent and structured approach for revitalising and maintaining Pacific languages was required through an All-of-Government Pacific Languages Strategy.

Pacific Languages Strategy 2022-2032

The draft Pacific Languages Strategy¹⁷ was released for public consultation in October 2021. By the end of the consultation period in November, we received 109 written submissions across all age groups, ethnicities and regions (including overseas) and conducted 47 focus group talanoa around New Zealand. We heard from young people, language experts, teachers and educators, academics and researchers, church and community leaders, and our partners in government agencies and institutions.

There was overwhelming support for the Strategy and a strong call for a structured approach. The overall direction of the Strategy was well received, and communities reinforced recognising the value of

Pacific languages across Aotearoa as the cornerstone of language revitalisation.

A strong theme from the consultation was that the Strategy needed to align with Te Tiriti o Waitangi and reflect the unique and shared ancestral whakapapa relationship of tangata Moana-nui-ā-kiwa with tangata whenua. Another strong theme emphasised the critical role of education in supporting Pacific languages through Pacific immersion and bilingual education.

The Strategy was formally endorsed by Cabinet in May 2022. It signifies a way forward that combines community innovation with government systems to provide a sustainable, cohesive and coherent approach to investing in, revitalising and maintaining Pacific languages in Aotearoa New Zealand. The vision of the Strategy is that “when our languages are strong, our people are strong, when our people are strong, our nation is strong”.

The Pacific Languages Strategy is a ten-year strategy and is aligned with UNESCO's International Decade of Indigenous Languages (IDIL 2022-2032).¹⁸

¹⁷ See www.mpp.govt.nz/assets/Reports/Global-to-Local-Literature-Review.pdf

¹⁸ See <https://en.unesco.org/news/upcoming-decade-indigenous-languages-2022-2032-focus-indigenous-language-users-human-rights>

Setting the foundation – the research agenda

Pacific language revitalisation and maintenance needs to be evidence-based and underpinned by best practice approaches in order to see meaningful intergenerational shifts and changes. The Languages Research Agenda was developed by MPP and was informed by relevant literature and evidence, and by consultations with key government and non-government agencies. The Agenda comprises key research projects that provide the evidence, and baseline measures that will tell a rich and vibrant story in how our priorities are tracking. Together these will ensure that we are achieving our vision and that the dreams and aspirations of our communities for Pacific languages are being fully realised.

Leo Moana o Aotearoa Project

Accurately capturing the status and attitudes towards Pacific languages was critical in order to establish a strong foundation to build the Pacific Languages Strategy and work programme upon. In November 2021 we launched the Leo Moana o Aotearoa Pacific Languages Project, the first comprehensive project of its kind to investigate the use of and attitudes towards Pacific languages in New Zealand. An online survey elicited more than 3,000 responses from Pacific people across New Zealand. We also completed 63 individual and 43 focus group talanoa with over 200 Pacific people. This feedback will result in a series of Leo Moana project reports, with the first due for publication in September 2022.

Role of Churches in Language Revitalisation

During the Pacific Aotearoa talanoa in 2018, Pacific peoples told us that churches play an important role in maintaining and revitalising Pacific languages. In August 2021 we began a series of individual and focus group talanoa with over 475 church leaders, members and families as part of a project to explore the role of Pacific churches in language revitalisation in New Zealand. We expect to publish the first of a series of reports of the study findings in September.

Other key research projects

One of the projects in the Languages Research agenda included a literature review titled *Global to Local: Understanding models of community language revitalisation for Pacific languages in Aotearoa New Zealand – A literature review*, which was completed and published in July 2021.¹⁹ The review provided an analysis of the current research on language revitalisation and its approaches and models of community language learning that have been effective and successful globally.

We also commissioned from the University of Auckland a Pacific Languages Orthography and Technical Conventions Project to develop orthographic guidelines and technical conventions for Pacific languages within Aotearoa, and guidelines for the translation of Pacific languages in Aotearoa.

Celebrating Pacific languages: the Language Weeks

Pacific languages are a key centrepiece for the health and wellbeing of Pacific people. History shows us that a loss of language leads to a loss of culture and identity.

MPP has been supporting Pacific Language Weeks since 2010, promoting and raising awareness of the diversity of Pacific languages in Aotearoa. Each year, we work closely with Pacific communities to maintain and promote indigenous languages across the country, encouraging their use in our daily lives to help them thrive.

While each language is highlighted with a dedicated week of activities, each event is actually a year-long celebration of the language, with extended activities throughout the year. These activities and language learning initiatives are led by Pacific communities throughout Aotearoa.

¹⁹ See www.mpp.govt.nz/assets/Reports/Global-to-Local-Literature-Review.pdf

Pacific Language Weeks have been celebrated online since 2020, due to restrictions caused by COVID-19. While 2021 was a year of transition, the overarching theme for the 2022 Pacific Language Weeks is *sustainability*. This aligns with the Pacific Languages Strategy and feeds into the UNESCO International Decade of Indigenous Languages,²⁰ which seeks to sustain and revitalise heritage languages and empower their users. This also builds on from the three transitional changes that were introduced as part of the series in 2021.

Increase in funding

We funded 82 community groups to deliver activities and events related to the Pacific Language Weeks in 2021/22. This funding, which totalled over \$580,000, benefited community groups, schools, tertiary providers, student associations and church groups. In addition, we created and raised awareness of the Weeks through our social media channels, with a combined reach of over two million.


The impact of COVID-19 allowed groups to put their initiatives online, to reach bigger audiences, and to deliver initiatives into family homes and community groups, including businesses.

Honouring language champions

As part of the 2021 transitional changes of the Pacific Language Weeks series, we introduced the Language Champion Honours, to be celebrated during the closing ceremonies of the nine Language Weeks. However, part-way through the year COVID-19 restrictions meant five of the Language Weeks shifted online, and 21 Language Champions (from Tonga, Tuvalu, Fiji, Niue and Tokelau) could not be acknowledged in person.

In an online video presentation in March 2022 to honour all the Language Champions, but these 21 in particular, the Hon Aupito William Sio, Minister for Pacific Peoples, made mention of the incredible individuals who advocate tirelessly for Pacific languages in Aotearoa. The Minister noted that the awards recognise their recipients' advocacy for the support, revitalisation, promotion and maintenance of their respective Pacific languages in New Zealand.

The online presentation brought to 36 the number of Language Champion Honours awarded to individuals in the nine Pacific communities celebrated in the Pacific Language Weeks series in 2021/22.

 **We created our own videos using the softwares that we could find such as Vimeo, Filmora, Windows Editing and Viva videos, etc. This was also new stuff for us so we had to navigate on our own, and try to upgrade ourselves to the demands of the context and the present. At the end of it made us more aware of what we needed to build on.**

(Recipient of Tongan Language Week Fund)

²⁰ See <https://en.unesco.org/news/upcoming-decade-indigenous-languages-2022-2032-focus-indigenous-language-users-human-rights>

Promoting Pacific representation in State sector governance

Together with the Ministry for Women *Manatū Wāhine* and the Ministry for Ethnic Communities *Te Tari Matawaka*, we published the 2020 stocktake of Gender, Māori, Pacific, and Ethnic Diversity on Public Sector Boards and Committees²¹ in July 2021. The stocktake showed an improvement in Pacific representation on public sector boards and committees, from 4.6 percent to 5.4 percent since the previous 2019 stocktake.²² Of the 478 new public sector appointees in 2020 who provided ethnicity information, 8.5 percent declared a Pacific ethnicity (2019: 7.0 percent of 595 appointees).

There were six Pacific women chairing boards, representing 4.8 percent of all women board chairs (128, or 40 percent of all chairs).

The 2021 stocktake²³ shows a further improvement in Pacific representation on public sector boards and committees, to 6.4 percent. Of the 524 new appointments in 2021, 9.4 percent declared a Pacific ethnicity. There were seven Pacific women chairing boards, representing 5.1 percent of all women board chairs (139, or 42 percent of all chairs).

During the 2021/22 year we took part in workshops that brought nominating and appointing agencies together to collectively progress initiatives focussed on increasing diverse representation on boards.

We worked with other nominating agencies, including the Ministry for Women, the Ministry for Ethnic Communities, the Office for Disability Issues *Te Tari Mō Ngā Take Hauātanga* and Te Puni Kōkiri, to offer accessible governance training to members of the agencies' nominations databases.

Recognising the need for more Pacific women in governance, for the second consecutive year we supported the Women in Governance Awards, and sponsored the Pacific Governance Leader category. This award recognises Pacific women in governance and is presented to a woman who is acknowledged as an experienced and reputable governance leader at regional or national level, championing gender diversity and/or gender equity.

This year's Pacific Governance Leader nominees included Erolia Eteuati Rooney, Jemaima Tiatia, Meleane Burgess and Pauline-Jean Luyten.²⁴ The Pacific Governance Leader Award 2022 was won by Meleane Burgess.

We also continued to support the *Good Governance with a Pacific Lens* courses in Hamilton, Taranaki, Manawatū, Nelson and Otago for new and emerging governance board members. This year these were held online due to COVID-19 restrictions. Our support entailed hosting the Zoom platform and providing online support to the facilitators.

We have received requests to provide the courses in other regions and are looking into supporting a further rollout in the coming year.

Tracking progress towards Goal 1

The measures listed in the following table show how we are progressing with working towards Lalanga Fou Goal 1: Thriving Pacific languages, cultures and identities. We are working on refining and building on these measures in light of the All-of-Government Pacific Wellbeing Strategy and Outcomes Framework, which will give a wider picture of progress in future years.

21 See www.mpp.govt.nz/assets/Reports/2020-stocktake-of-gender-Maori-Pacific-and-ethnic-diversity-on-public-sector-boards-and-committees.pdf

22 Members of boards and committees were able to supply more than one ethnicity. Over 98 percent of members disclosed ethnicity information.

23 The 2021 stocktake was published by the Ministry for Women in August 2022 and can be found at https://women.govt.nz/sites/public_files/2021%20Stocktake%20of%20Gender%2C%20Māori%2C%20Pacific%20and%20Ethnic%20Diversity%20on%20Public%20Sector%20Boards%20and%20Committees_0.pdf

24 For more information about the 2022 nominees, see www.governancen.z.govt.nz/Category?Action=View&Category_id=836

Impact	Measure	Desired trend	Baseline	2020/21	2021/22	Observed trend
More Pacific peoples are speaking their own languages	The 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% Source: Statistics NZ, New Zealand Census 2018 – see www.stats.govt.nz/2018-census/	No subsequent results available: the next Census is scheduled for March 2023		
Pacific languages and cultures are valued and respected	Students involved in Pacific language in education	Increase	8,072 Source: Ministry of Education, Education Counts (2020) – see www.educationcounts.govt.nz/home	12,244	10,566	Decrease from 2020/21
	Proportion of Pacific peoples who belong to a Pacific cultural group	Increase	11.0% Source: Statistics NZ, New Zealand General Social Survey 2016 – see https://statsnz.contentdm.oclc.org/digital/collection/p20045coll2/id/527/	No further update		
The 2020 NZGSS was cancelled due to COVID-19. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						
Diverse Pacific identities are accepted, recognised and celebrated	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% Source: Statistics NZ, New Zealand General Social Survey 2016 – see https://statsnz.contentdm.oclc.org/digital/collection/p20045coll2/id/527/	No further update		
The 2020 NZGSS was cancelled due to COVID-19. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						
Faith, and the role of churches among Pacific communities, is recognised	Proportion of Pacific peoples who belong to a religious/spiritual group, club or organisation	Increase	53.1% Source: Statistics NZ, New Zealand General Social Survey 2016 – see https://statsnz.contentdm.oclc.org/digital/collection/p20045coll2/id/527/	No further update		
The 2020 NZGSS was cancelled due to COVID-19. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						

▲ Towards 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.

Pacific peoples should have every opportunity to succeed and prosper, and have 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 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, with the aim of improving equity for Pacific people in the labour market.

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:

Elevated participation and success of Pacific peoples in the labour market

Impact 2:

Increased home ownership by Pacific peoples

Impact 3:

More suitable housing 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

Piloting approaches to Pacific economic development

In July 2021 we signed a Memorandum of Understanding with the Ministry of Business, Innovation and Employment *Hikina Whakatutuki* to support Pacific-owned businesses in the regions to recover from the impacts of COVID-19. This gave us access to funding that we used to launch the Pacific Aotearoa Regional Enterprise Fund (PAREF) to direct investments into Pacific small- and medium-sized enterprises (SMEs) in the regions to help build their resilience. Applicants could request funding grants of up to \$100,000 out of a total fund of \$2 million, and they were required to contribute 20 percent of the amount applied for.

The aims of the Fund were to:

- increase productivity and jobs creation
- improve Pacific peoples' participation in the labour market

- increase participation of Pacific businesses in economic development projects in the regions
- support the scaling up of Pacific businesses to transition and diversify and create jobs
- strengthen more successful and sustainable Pacific-owned businesses
- strengthen the resilience of Pacific businesses to the economic impacts of COVID-19.

Round 1 applications closed on 25 March 2022. We supported 29 Pacific businesses in the regions with capital investment to boost business productivity and create over 80 new jobs. The return on investment is estimated to be over \$2.6 million.



Officials from the Ministry for Pacific Peoples and Kānoa after the signing of the Memorandum of Understanding, 16 July 2021.

Boydies Building and Reno Ltd

Boydies Building and Reno Ltd, a building company in Mount Maunganui, used funding to purchase a digger for the business and to create six new jobs.

As a result, the company has secured more projects and workers have the tools they need. The digger has helped Boydies expand into landscaping, and by having the supplied tool kit personal to each worker, the business is now marketed as a 'one stop shop' to clients.



Andrew Boyd, Director of Boydies Building and Reno Ltd at the Pacific Business Village launch, 29 April 2022.



Deep Dive Division Ltd

Hamilton-based Deep Dive Division Ltd used its PAREF funding grant to purchase an underwater camera and rig, which created two new jobs and resulted in a new contract with New Zealand Police Nga Pirihimana O Aotearoa.

Deep Dive Division works with the Police to find bodily remains that have been unable to be recovered due to the nature of currents in the water.

Deep Dive Division will be producing a reality documentary about its work that will showcase the stories that come from working as a commercial diver, the importance of sustainability, and the shared history of Māori and Pacific people.



Moto'otua and Courtney Karalus, Directors of Deep Dive Division at the Pacific Business Village launch on 29 April 2022.



We recognised and invested in Pacific social enterprise

In partnership with the Ministry of Social Development (MSD), we developed a pilot to support Pacific social enterprises in New Zealand, investing \$1.5 million to support three Pacific social enterprises:

- **Cook Islands Development Agency New Zealand (CIDANZ)**, based in Mangere, worked with 87 families to implement various projects that saw improvements in business and entrepreneurship literacy. CIDANZ were able to enable self-reliance of Cook Islands communities through enterprise ownership to help people express their cultural knowledge and skills through products and services they create. Through the pilot, they were able to train 16 families in business skills that resulted in an increase in the number of Pacific entrepreneurs working towards wealth creation and prosperity for Pacific families.
- **Vahefonua Tonga Methodist Trust (SIAOLA)**, a national service based in Central Auckland, used its SIAOLA GREI financial service model to support families by purchasing 68 homes. Wrap-around pastoral support services have helped these families secure sustainable employment, consolidate debts, budget, save, invest, buy their own homes, and service their mortgages. The value of these homes purchased during the pilot are reported by SIAOLA staff to be more than \$16.8 million.
- **The Business Factory (TBF)**, a programme run by the Faith City Factory, worked with two schools in Auckland to improve business and entrepreneurship literacy and skills among young people. They achieved this through teaching students the fundamental concepts of operating a business.

As part of the pilot, in February 2022 we co-launched with MSD a suite of reports²⁵ to provide government agencies, non-government organisations and the public with access to resources that will help to inform future strategic and policy development, programme design, and investments into Pacific social enterprise.

Getting Pacific people into employment, education or training through Tupu Aotearoa

Our Pacific communities flourish when their people have access to work or learning opportunities. We want to ensure Pacific people have the right tools, education, training and employment opportunities to succeed. Tupu Aotearoa, a free service, connects Pacific people with local providers who can support them to access work or learning opportunities on their journey to employment, further training or study.

While it was originally targeted towards younger people, in 2020 the programme's upper age limits were removed as part of our COVID-19 response. Older members of our communities enrolled in the programme after that, leading to a significant increase in demand.

This year there were significant improvements in sustainable employment outcomes from Tupu Aotearoa, with provisional results²⁶ showing 40 percent more remaining in employment after six months and over 150 percent more remaining in employment after 12 months. We also recorded an increase of 11.8 percent of clients moving into employment through the Tupu Aotearoa Programme. This built on the significant increases seen in the previous year when the age limits were removed, and has made a significant contribution to elevating the participation and success of Pacific people in New Zealand's labour market.

²⁵ These documents can be found at www.mpp.govt.nz/programmes/pacific-prosperity-through-social-enterprise

²⁶ The figures stated are based on provider returns received by MPP up to 23 August 2022.

The provisional results show a reduction in the number of participants engaging in the Tupu Aotearoa programme this year. This is a result of some of the challenges associated with the extended COVID-19 lockdown in Auckland between August and December 2021. Participant and completion numbers were significantly higher (145 percent and 155 percent respectively) than in 2019/20, the first year that COVID-19 affected the programme.

At 30 June 2022 there were 16 Tupu Aotearoa providers in metropolitan and regional areas, some working in multiple geographical areas. The current providers are listed on the MPP website,²⁷ which provides links to individual providers' sites.

Overview: Tupu Aotearoa participation and outcomes

	2019 / 20 ²⁸	2020 / 21 ²⁹	Change year-on-year	2021 / 22 ³⁰	Change year-on-year
Participants	1,224	3,518	+2,294 (+187.4%)	2,998	-520 (-14.8%)
Completed programme	1,126	3,436	+2,310 (+205.2%)	2,872	-564 (-16.4%)
Placed in employment	485	1,328	+843 (+173.8%)	1,485	+157 (+11.8%)
Sustained employment >6 months	215	521	+306 (+142.3%)	731	+210 (+40.3%)
Sustained employment >12 months	93	171	+78 (+83.9%)	429	+258 (+150.9%)
Training placements	561	1,612	+1,051 (+187.3%)	1,477	-135 (-8.4%)
Training study completions (all qualification levels)	251	787	+536 (+213.6%)	928	+141 (+17.9%)

²⁷ See www.mpp.govt.nz/programmes/tupu-aotearoa

²⁸ These figures differ from those disclosed in the 2019/20 Annual Report as they were still being entered and verified when that Report was published in December 2020.

²⁹ These figures differ from those disclosed in the 2020/21 Annual Report as they were still being entered and verified when that Report was published in October 2021.

³⁰ Data for 2021/22 is still being entered and verified as this Annual Report is finalised. Final figures will be disclosed in our next Annual Report.



Working for Pacific across government: the Pacific Employment Action Plan

Work is taking place across government to support improved employment opportunities and outcomes for Pacific peoples. As part of this work, in 2021/22 we developed our first Pacific Employment Action Plan (PEAP), which starts a process of further work to support system-level changes and identify opportunities to specifically align to and reflect the unique needs and aspirations of diverse Pacific communities. We partnered with the Ministry for Business, Innovation and Employment and the Ministry of Social Development on PEAP development.

PEAP is one of a series of Employment Action Plans that form the Government's Employment Strategy.³¹ It contributes to each of the four Lalanga Fou goals within the All-of-Government Pacific Wellbeing Strategy, but most directly to Goal 2 – Prosperous Pacific Communities.

The Hon Aupito William Sio, Minister for Pacific Peoples, launched PEAP on 30 May 2022 in conjunction with the Hon Carmel Sepuloni, Minister for Social Development and Employment. Minister Sio noted that PEAP focuses on three objectives that “will enable Pacific people to create careers and business opportunities that reflect our cultural values and aspirations.” The objectives are:

- to diversify the Pacific workforce across a range of sectors and industries, particularly focusing on science, technology, engineering, arts and mathematics (the STEAM sectors). *“La seu le manu, ‘ae silasila i le galu” - Catch the bird, but watch the breakers. (Samoan proverb).* Pacific people in the labour market remain concentrated in occupations with lower skills characteristics and poorer pay and health outcomes. Supporting Pacific communities to participate in new and emerging areas of New Zealand's economy is one component of this objective
- to ‘nurture the vā’ – to improve Pacific people's participation in the labour market, particularly focusing on addressing structural discrimination in the workforce.

“Mauri māhi, mauri ōra.” – A working soul is a healthy soul. (Māori proverb). Pacific people have for many years reported barriers to accessing services and programmes because of discrimination or, lack of cultural relevance in their design or delivery, or because information is not presented in their languages. There is an opportunity to draw on new approaches to delivering services and to be informed by experience-based design and behavioural insights, to identify small actions or shifts that improve people's experience of systems and processes and have a well-documented impact on outcomes.

- to leverage opportunities to improve Pacific employment outcomes by supporting Pacific-owned business and entrepreneurs. *“Ka tupu ruperupe teia tumu rakau.” - Let this tree grow well. (Cook Islands proverb).* Pacific communities told us in the 2018 Lalanga Fou talanoa of their desire to own more productive and appreciating assets. Material wealth is only one dimension of Pacific wellbeing, but it does support families to do the wide range of things that lead to greater life satisfaction and fulfilment. Material wealth also allows people to take risks in being entrepreneurial and to explore different work opportunities. Ensuring access to infrastructure and programmes in Pacific communities to support the creation of new products and services as well as realise potential business opportunities will enable long-term development of higher incomes and intergenerational wealth and prosperity for Pacific families.

PEAP recognises the multi-faceted and inter-related nature of employment enablers, barriers and outcomes for Pacific peoples. It is a living document that will continue to evolve. It will feature regular reporting to the Minister for Pacific Peoples and the Minister for Social Development and Employment, and to Cabinet at six-monthly intervals as part of the Employment Strategy. Change will not happen unless we are deliberate about measuring what we are doing and how well we are doing it. The All-of-Government Pacific Wellbeing Outcomes Framework will support the measurement of outcomes and prioritised actions identified within PEAP.

³¹ The Employment Strategy, led by the Ministry for Business, Innovation and Employment, presents the Government's vision for the labour market and the changes it is implementing to improve employment outcomes for all New Zealanders. For more information, see www.mbie.govt.nz/business-and-employment/employment-and-skills/employment-strategy

Making it easier for Pacific people to access affordable, quality housing

In recent years, as part of a government response to the growing housing needs of Pacific people in Aotearoa, we have received funding to help provide support for Pacific peoples to gain improved housing outcomes and increased home ownership rates. The Improving Housing for Pacific Families and Communities initiative, announced in the 2020 Budget, aims to deliver change across four streams:

- improving financial capability amongst Pacific families
- supporting Pacific housing organisations
- building affordable homes for Pacific peoples
- facilitating housing feasibility assessment for the Pacific community.

Building financial capability services

By providing the tools and knowledge for building financial capability, we will be able to strengthen Pacific families' ability to cope with significant economic shocks, and support savings towards home ownership. The Pacific Financial Capability Development Programme (PFC) provides financial capability initiatives to support Pacific families and communities to improve their financial literacy and capability and strengthen their financial management knowledge and skills.

We contracted 15 providers to deliver services to over 3,000 Pacific families between 2021 and 2024. At 30 June 2022:

- 1,068 people had enrolled in the programme (expected 1,015)
- more than 70 percent of participants were on debt management plans in which they utilise budgeting tools they have gained from the programmes, and have savings plans in place
- 53 percent of participants had set home ownership plans and were on a pathway to home ownership

- 51 participants had achieved their home ownership goals, representing 43 families - of which 33 had purchased new homes and ten had saved their homes from mortgagee sales situations.

Building Pacific organisations

We aim to increase the number of Pacific organisations that are able to deliver improved housing services to Pacific families and communities. The Pacific Community Housing Provider Registration Support Service delivers capability building training and supports Pacific organisations to register with the Community Housing Regulatory Authority, the statutory regulator of Community Housing Providers.

Figures from the Ministry of Housing and Urban Development *Te Tūāpapa Kura Kāinga* (HUD) for June 2022 show that Pacific peoples comprise 26.1 percent of public housing tenants (March 2022: 26.2 percent) and 12 percent of those on the Public Housing Register (March: 12 percent);³² however, there is only one Pacific Community Housing Provider, which has 20 properties for public housing provision in Auckland. The aim of the programme is to strengthen the Pacific housing sector by having more Pacific organisations providing Pacific-specific housing responses. Pacific families and households will have access to Pacific-owned Community Housing Providers that provide culturally appropriate support that meets their needs.

We contracted Community Housing Solutions to deliver the programme for up to six Pacific organisations until June 2023. At 30 June 2022 we had received expressions of interest from eight organisations; three of these were participating in the programme and were on a pathway to achieving Community Housing Provider registration.

Building affordable homes

During the year we contributed funding towards a housing project run by Penina Trust in South Auckland. The project, which also received funding from HUD, will see five new fit-for-purpose homes built in Auckland to provide housing for Pacific families.

³² These figures are based on total ethnicity responses. Ethnicity data is self-identified; an individual may identify with multiple ethnicities according to their preference or self-concept. If a person identifies with more than one ethnic group, they are counted in each applicable group.

We continued working with providers in Waikato to invest in a housing development intentionally designed for Māori and Pacific families. The development is due to start in late 2022 and our investment will provide 12 affordable home ownership opportunities for Pacific families.

In the 2022 Budget the Government put aside contingency funding of \$114.6 million to support:

- the establishment and resourcing of a new housing entity that will deliver improved housing outcomes for Pacific peoples in the Wellington region, and
- the development of up to 300 homes for families in Eastern Porirua.

The funding is dependent on a business case that will be completed during the coming year.

Supporting housing feasibility assessment

Through the Pacific Housing Feasibility Support Service, we support Pacific organisations and churches to carry out feasibility studies on land they own for potential housing development opportunities. The key goal of the programme is to arm these organisations with feasibility reports or business cases provided by experts in the field of construction and development. This will give landowners information on potential housing developments and will help organisations and churches in making informed decisions on their preferred housing development.

We contracted Deloitte and Partners to deliver the programme across the country between 2021 and 2024. At 30 June 2022, 12 Pacific churches and organisations were participating in the programme. Between them these churches and organisations collectively own around 300,000 square metres of land with a high-level estimated potential yield of 800 to 1,500 homes. Eight organisations had completed discovery workshops to describe their aspirations for providing housing for their communities; of these, five were at the stage of concept master-planning and two were having the financial model developed to show how the developments could be feasible financially. The first completed feasibility report through this programme is expected later in 2022.

Establishing the Pacific Business Village

In April 2022, using funding from the 2021 Budget to help accelerate the recovery of Pacific business outside Auckland from the impacts of COVID-19, we launched the Pacific Business Village, which is the strategic framework that underpins our long-term work on economic development. The focus of the Village is a relational approach that enables us to work in partnership with the Pacific business community in New Zealand to achieve shared outcomes.

The Village was officially launched in Tauranga on 29 April 2022 with attendance from some of our partnered Pacific business networks, providers and businesses. This event also officially launched the Tauola Business Fund, and Pacific Growth Services (our partner network in the Bay of Plenty).

As a response to the pressing need to fuel the recovery of Pacific businesses from the economic impacts of COVID-19, the Tauola Business Fund helps stimulate business growth and grow resilience to be sustainable in the long-term. The fund aimed to support Pacific businesses with up to \$100,000 of capital investment to create employment pathways for Pacific peoples, to increase regional productivity, and to participate in economic development projects that are core to the rebuild and recovery of the economy.

Through the Village we have invested:

- over \$1.8 million to support seven Pacific business networks across the regions to help identify, co-ordinate and connect with over 200 Pacific businesses to support their development and capability
- over \$1.6 million into six Pacific business service providers to work with 360 Pacific businesses to build their capability and expertise - services will be localised where possible and will be tailored to meet the needs of Pacific businesses.

Through the Tauola Fund we have supported 20 Pacific businesses in the regions with over \$1.2 million of capital investment to increase business productivity and create over 100 new jobs, with an estimated return on investment of more than \$4.3 million.³³

The Pacific Business Village is an opportunity for MPP to lead Pacific economic development that is responsive to the unique needs of the Pacific business

community. Through our effective relationships in the Village, we will receive real-time insights and data to inform future strategic thinking and potential areas for investment. We also expect to assess the impact of investment to Pacific businesses by monitoring their growth and sustainability.³⁴



Pacific business networks and business providers that are part of the Pacific Business Village at the Pacific Business Village launch

Tracking progress towards Goal 2

The measures listed in this table show how we are progressing with working towards Lalanga Fou Goal 2: Prosperous Pacific communities. We are working on refining and building on these measures in the light of the All-of-Government Pacific Wellbeing Strategy and Outcomes Framework, which will give a wider picture of progress in future years.

³³ For more information on the Tauola Business Fund, see www.mpp.govt.nz/funding/tauola-business-fund

³⁴ For more on the Pacific Business Village, see www.mpp.govt.nz/programmes/pacific-business-village

Impact	Measure	Desired trend	Baseline	2020/21	2021/22	Observed trend
Elevating the participation and success of Pacific peoples in the labour market	Employment rates for Pacific peoples	Increase	60.7% Source: Statistics NZ, Household Labour Force Survey (Labour Market Statistics), December 2020 – see www.stats.govt.nz/information-releases/labour-market-statistics-December-2020-quarter	No further update		
	Unemployment rates for Pacific peoples	Decrease	7.2% Source: Statistics NZ, Household Labour Force Survey (Labour Market Statistics), December 2020 – see www.stats.govt.nz/information-releases/labour-market-statistics-September-2020-quarter	9.6%	5.4%	Decrease from 2020/21
	Labour force participation rates for Pacific peoples	Increase	65.4% Source: Statistics NZ, Household Labour Force Survey (Labour Market Statistics), December 2020 – see www.stats.govt.nz/information-releases/labour-market-statistics-September-2020-quarter	66.3%	68.3%	Increase
Increase home ownership by Pacific peoples	Individual home ownership rate in Pacific peoples	Increase	21% Source: Statistics NZ, New Zealand Census 2018 – see www.stats.govt.nz/2018-census/	No subsequent result available; the next Census is scheduled for March 2023		
More suitable housing is available for Pacific peoples	Proportion of Pacific peoples whose house or flat is colder than they would like	Decrease	72.4% Source: Statistics NZ, New Zealand General Social Survey 2018 – see www.stats.govt.nz/information-releases/wellbeing-statistics-2018	No further update		
The 2020 NZGSS was cancelled due to COVID-19. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						
	Proportion of Pacific peoples whose house or flat has a problem with dampness	Decrease	54.8% Source: Source: Statistics NZ, New Zealand General Social Survey 2018 – see www.stats.govt.nz/information-releases/wellbeing-statistics-2018	42.4%	No further update	
The 2020 Stats NZ New Zealand General Social Survey was cancelled due to COVID-19. To compensate, a question was added to the regular HLFS. This question was a variation on the NZGSS question: “Proportion of Pacific peoples whose house or flat has problem heating and/or keeping it warm in winter”. The variation in the question, and the different sample sizes between the HLFS and the NZGSS, may have influenced the result. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						
Recognition of the value and contribution of Pacific volunteer efforts	Proportion of Pacific people who did any unpaid voluntary work in the last four weeks	Maintain	33.4% Source: Statistics NZ, New Zealand General Social Survey 2016 – see https://statsnz.contentdm.oclc.org/digital/collection/p20045coll2/id/527/	No further update		
The 2020 NZGSS was cancelled due to COVID-19. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						

▲ Towards 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 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 that prevent 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 Pacific Aotearoa Community Outreach Fund
- collaborating with agencies to provide COVID-19 funding including the Department of Internal Affairs and the Ministry of Social Development, and to provide advice about ongoing health reforms.

Connecting with communities

Our COVID-19 response has kept Pacific communities informed, safe and supported as the COVID-19 environment keeps evolving. We have:

- delivered 140 national, regional and ethnic-specific online engagements to over 12,000 Pacific peoples
- disseminated translated materials in nine Pacific languages on the COVID-19 Protection Framework vaccination events, all-of-government health measures and emerging COVID-19 variants on our digital channels and ethnic specific radio segments, reaching over 5,000 people and attracting 70,000 digital followers.

We collaborated across the system of government with agencies including the Ministry of Health *Manatū Hauora*, the Ministry of Social Development and the Ministry of Business, Innovation and Employment, with Pacific health clinicians, and at community level with Pacific groups, leaders, churches and providers to ensure that Pacific communities were appropriately connected to the right mechanisms of support.

We worked with our key collaboration partners to connect Pacific communities to health services and Pacific clinicians, mechanisms of social services and economic-specific workshops to support Pacific employers and employees.

Mitigating the impacts of COVID-19

We have prioritised the mitigation of the impacts of COVID-19 on Pacific communities by providing funding mechanisms to enable community-led approaches that respond appropriately to the needs of Pacific people.

This approach has strengthened our ability to gather insights, intelligence and data from Pacific communities to inform our advice to the wider system on the needs of and issues for Pacific peoples. We continue to influence a system-wide approach to mitigating the impacts of COVID-19 on Pacific communities.

Providing expert advice to the Government on key COVID-19 responses

We have provided advice to the Government throughout its evolving COVID-19 response. In the past year this advice has focused on ensuring that:

- Pacific communities are kept well informed and are empowered to stay safe wherever they may live, learn, work or worship
- Pacific people's lives and wellbeing (social, economic, spiritual) is protected as much as possible from the harm and disruption of COVID-19 impacts.

In all of our second-opinion policy advice and interagency engagements, we have been consistent in our message that protecting Pacific people's health and wellbeing is fundamental. We have consistently reinforced to the system the importance of an equity lens in decision making and that those decisions build on what we know works for Pacific people, for example tailored approaches, Pacific models of care, community-led solutions, and trusted Pacific leadership.



Tracking progress towards Goal 3

The measures listed in this table show how we are progressing with working towards Lalanga Fou Goal 3: Resilient and healthy Pacific peoples. We are working on refining and building on these measures in the light of the All-of-Government Pacific Wellbeing Strategy and Outcomes Framework, which will give a wider picture of progress in future years.

Impact	Measure	Desired trend	Baseline	2020/21	2021/22	Observed trend
Improved preventative care and integrated primary health and social services for Pacific families	Crude Ambulatory Sensitive Hospitalisation (ASH) rates in Pacific children (0-4 years)	Decrease	12,458 per 100,000 Source: Ministry of Health Nationwide Service Framework Library—(data source see https://nsfl.health.govt.nz/accountability/performance-and-monitoring/data-quarterly-reports-and-reporting/ambulatory-sensitive)	7,474	No further update	Decrease
	Crude Ambulatory Sensitive Hospitalisation (ASH) rates in Pacific adults (45-64 years)	Decrease	8,990 per 100,000 Source: Ministry of Health Nationwide Service Framework Library—(data source see https://nsfl.health.govt.nz/accountability/performance-and-monitoring/data-quarterly-reports-and-reporting/ambulatory-sensitive)	8,106	No further update	Decrease
	Experienced one or more types of unmet need for primary health care in the last 12 months in Pacific children (0-14 years)	Decrease	25.6% Source: Ministry of Health New Zealand Health Survey 2019/20 - see www.health.govt.nz/nz-health-statistics/national-collections-and-surveys/surveys/new-Zealand-health-survey	27.1%	19.5%	Decrease
	Experienced one or more types of unmet need for primary health care in the last 12 months in Pacific adults (15+ years)	Decrease	35.9% Source: Ministry of Health New Zealand Health Survey 2019/20 - see www.health.govt.nz/nz-health-statistics/national-collections-and-surveys/surveys/new-Zealand-health-survey	35.1%	32.8%	Decrease

Impact	Measure	Desired trend	Baseline	2020/21	2021/22	Observed trend
Pacific mental health and wellness are better supported with services that use Pacific cultural framework	Proportion of doctors practising who identify with Pacific ethnicity	Increase	1.8% Source: Medical Council of New Zealand Workforce Survey (2019) – see www.mcnz.org.nz/assets/Publications/Workforce-Survey/6be731ea72/Workforce-Survey-Report-2019.pdf and Nursing Council of New Zealand Workforce Data extract (year ending March 2020) – see www.nursingcouncil.org.nz/Public/Publications/Workforce_Statistics/NCNZ/publications-section/Workforce_statistics.aspx?hkey=3f3f39c4-c909-4d1d-b87f-e6270b531145	1.8%	2.1%	Increase
	Proportion of total nurses practising who identify with Pacific ethnicity	Increase	3.3% Source: Medical Council of New Zealand Workforce Survey (2019) – see www.mcnz.org.nz/assets/Publications/Workforce-Survey/6be731ea72/Workforce-Survey-Report-2019.pdf and Nursing Council of New Zealand Workforce Data extract (year ending March 2020) – see www.nursingcouncil.org.nz/Public/Publications/Workforce_Statistics/NCNZ/publications-section/Workforce_statistics.aspx?hkey=3f3f39c4-c909-4d1d-b87f-e6270b531145	4.0%	5.4%	Increase



▲ Towards 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 experience and skills to thrive in Aotearoa New Zealand. 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. 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 that provide mental resilience, educational experiences, and skills to thrive in Aotearoa include:

- encouraging Pacific students to pursue studies in STEAM, with the aim of increasing the number of Pacific peoples employed in STEAM careers
- supporting Kau Tuli, a group of youth representatives who provide advice to MPP on the impacts of culture and identity, education, employment, and the mental health and wellbeing of 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, Language programmes, the Toloa Programme, the Young Enterprise Scheme, Tupu Aotearoa, the Pacific Housing Programme and the All-of-Government Pacific Wellbeing Strategy.

Encouraging Pacific students in STEAM: the Toloa programme

The Toloa Tertiary Scholarships have since 2015 supported Pacific students to pursue STEAM subjects: Science, Technology, Engineering, Arts and Mathematics. The Scholarships cover tertiary tuition fees and compulsory course-related fees up to \$10,000 for one year of full-time study for STEAM-related courses and subjects.

Toloa’s vision is to make a transformational impact in the communities we live in. Pacific people have been underrepresented in the STEAM fields for a long time and we are working hard to change this. Our goal is to increase the proportion of Pacific people of working age that are in STEAM-related employment from 2.8 percent to 8 percent by 2028.

In 2020 the Government made a further investment of \$4.85 million over two years in the Toloa programme from the COVID-19 Response and Recovery Fund (CRRF). This helped to accelerate access to education, employment and business opportunities in STEAM-related sectors for Pacific communities.

In 2021 we reviewed the strategic direction of the Toloa programme to ensure it was aligned with Lalanga Fou and the All-of-Government Pacific Wellbeing Strategy and to set tangible goals in relation to improving Pacific people’s participation in STEAM. We identified five key factors preventing or hindering Pacific people from engaging in STEAM pathways, and five interventions to fill these gaps:

Gaps	Interventions
Education	Digital and technology support
Capability	Funding for scholarships and community grants
Skills and training	Pathway to employment programme
Workforce employment	Innovation and wellbeing
Wellbeing support digital and technology support	Strategic partnerships across government

In the 2022 Budget the Government increased its investment to almost \$18.3 million over four years. The extra investment will allow us to further establish programmes that increase, encourage and celebrate the participation of Pacific Peoples in STEAM.

Enabling the voices of Pacific youth: Kau Tuli

Formed in 2020, Kau Tuli is a group of Pacific young people (two from each of our regions) who meet with Ministry officials monthly to provide advice on the impacts of culture and identity, education, employment and mental health and wellbeing for Pacific young people in Aotearoa.

We commissioned an evaluation of the programme during the year. The evaluation endorsed the success of Kau Tuli in terms of connecting with Pacific young people, and recommended the programme continue as a key Pacific youth engagement initiative for the Ministry.

We will use the findings from the evaluation to shape our engagement with Pacific youth in the next year and beyond. We are currently in the planning phase for a refreshed Kau Tuli Advisory Group for the 2022/23 financial year.





Toloa has played a major role in providing a vaka for tertiary scholar Richard Bedford (pictured).

Richard, who is of Solomon Islands descent, successfully applied for a tertiary scholarship, which included tuition fees and compulsory course-related fees up to \$10,000, for one year of full-time study for STEAM-related tertiary courses and subjects. The Christchurch-based 30-year-old says the scholarship aided him in completing his Engineering degree at the University of Canterbury.

“I had already been working in the civil infrastructure industry for the last decade and have contributed to some major projects in Canterbury, especially the Christchurch Southern Motorway, Christchurch Northern Corridor, and Lyttelton Tunnel Deluge,” Richard says.

“I’m really passionate about my work and the industry since it has positively impacted the communities using the services, so I decided to further develop my knowledge by getting an NZQA qualification and contribute more to serving the people in the communities.”

Following university, Richard has secured several graduate roles. However, at the same time he would like to be part of something that encourages and engages Pacific people in Aotearoa to increase their participation in STEAM.

“Current statistics show a need for Pacific people to participate in STEAM,” he says. “Our ancestry history tells us our forefathers were navigators, innovators and critical thinkers. Therefore, it is most probable we possess these instilled skills, and if blended with the right passion, we can take humanity to the edge of the universe.”

While Toloa has played a very important role in providing a vaka in the STEAM journey, it is time to build a bigger vaka, he adds.

“A larger vaka is essential to take onboard more Pacific people in the STEAM journey to meet the growing demand in the industry.”

Tracking progress towards Goal 4

The measures listed in this table show how we are progressing with working towards Lalanga Fou Goal 4: Confident, thriving and resilient Pacific young people. We are working on refining and building on these measures in the light of the All-of-Government Pacific Wellbeing Strategy and Outcomes Framework, which will give a wider picture of progress in future years.

Impact	Measure	Desired trend	Baseline	2020/21	2021/22	Observed trend
Pacific young people are confident in their identities	Proportion of Pacific young people (15-24 years) who report it is easy to be themselves in New Zealand	Increase	88.9% Source: Statistics NZ, New Zealand General Social Survey 2016 – see https://statsnz.contentdm.oclc.org/digital/collection/p20045coll2/id/527/	No further update		
The 2020 NZGSS was cancelled due to COVID-19. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						
Pacific young people have improved experiences in education	Proportion of Pacific young people (15-24 years) who were discriminated against at school in the last 12 months	Decrease	79% Source: Statistics NZ, New Zealand General Social Survey 2016 – see https://statsnz.contentdm.oclc.org/digital/collection/p20045coll2/id/527/	No further update		
The 2020 NZGSS was cancelled due to COVID-19. Data collection for the 2021 NZGSS started in April 2021 but was interrupted by further COVID-19 lockdowns.						
Pacific young people have better pathways available to them from education to employment in a broad range of careers	Proportion of Pacific young people (15-24 years) not in education, employment or training (NEET)	Decrease	14.4% Source: Statistics NZ, Household Labour Force Survey (Labour Market Statistics), September 2020 – see www.stats.govt.nz/information-releases/labour-market-statistics-September-2020-quarter	18.5%	17.6%	Decrease
Pacific youth mental health and resilience are strengthened	Psychological distress (K-10) in Pacific young people (15-24 years)	Decrease	12.1% Source: Ministry of Health New Zealand Health Survey 2019/20 – see www.health.govt.nz/nz-health-statistics/national-collections-and-surveys/surveys/new-Zealand-health-survey	No further update		
	Suicide rate in Pacific young people (15-24 years)	Decrease	18.1 per 100,000 Source: Ministry of Health, Suicide Facts (2019) – see www.tewhatauora.govt.nz/our-health-system/data-and-statistics/suicide-web-tool/#:~:text=The%20rate%20of%20suspected%20self-inflicted%20deaths%20per%20100%2C000%20Pacific,CI%3A%206.6%2C%2013.2	No further update		

Looking ahead: how Budget 2022 will allow us to make more investment into Pacific Aotearoa

We are continuing the drive to improve the overall wellbeing of Pacific peoples throughout Aotearoa New Zealand. In Budget 2022 we received a record level of funding so that in 2022/23 and beyond we can support more Pacific people in areas such as health, housing,

education, business, employment, incomes, leadership, the arts and STEAM career pathways.

In our next Annual Report we will indicate the progress we have made on the following goals and targets.

Ensuring prosperous Pacific communities

Access to affordable housing, and to new opportunities for employment, education and training, are important indicators of Pacific wellbeing. The Budget will enable us to support:

- the development of 300 homes for Pacific peoples in Porirua
- 160 students through the Toloa wellbeing programme
- 2,000 Pacific people into education or employment through the Tupu Aotearoa programme.

Supporting Pacific economic growth and development

We want to ensure that Pacific people are not left behind in the recovery from the impact of COVID-19. The Budget will help us forge ahead with supporting localised networks that create jobs and income streams for families, and will enable us to provide support to:

- 80 new businesses
- 40 new social enterprises
- 272 existing businesses.

Committing to the Dawn Raids Apology process

Pacific peoples have signalled the desire to move forward together with alofa, a'roa and 'ofa (love and care) and fa'aaloalo (respect). The Budget invests in the goodwill gestures that accompanied the Government's apology for the Dawn Raids. Budget investment will enable us and the Ministry for Culture and Heritage *Manatū Taonga* to:

- provide a 'Vaka of Stories' to travel across the country and gather the stories of people's experiences of the Dawn Raids
- fund for an official historical account report of the Dawn Raids
- deliver a second round of the Teu le Va Dawn Raids History Community fund
- provide a \$2 million fund for grants for large-scale artistic projects
- set up a Dawn Raids online platform showcasing the stories of our people.

Part C: Strengthening our organisation to deliver





Our greatest asset is our people

We recognise that the main strength of any organisation is its people. As our greatest resource, our people are vital to ensuring that we can deliver our vision for Pacific Aotearoa. Building our capability as an organisation is important to our success.

This year we focused on supporting our staff through the challenges brought about by COVID-19, including providing support for working from home, and ensuring they had the tools to continue working through this period.

Our usual staff development and training programme was very much curtailed this year because of lockdowns and other COVID-19 restrictions. However, we are planning to provide much more support for developing our people in the coming year.

We celebrate diversity and inclusion

We partnered with Te Kawa Mataaho Public Service Commission to deliver the Public Service Pacific Mentoring Programme,³⁵ which aims to encourage more Pacific public servants into leadership roles across government.

We took part in a collaborative initiative³⁶ to develop Kia Toipoto, the second Public Service Pay Gaps Action Plan (2021-2024) for women, Māori, Pacific peoples and ethnic communities. Kia Toipoto,³⁷ which builds on the successful 2018-2020 Gender Pay Gap Action Plan, is currently being implemented across the government sector.

One of our focus areas for the past year has been increasing the number of women in our leadership roles. At 30 June 2022, more than 45 percent of our leadership roles (management tiers 2 and 3) were held by women (2021: just under 37 percent).

Building our Māori-Crown relationships capability: Whāinga Amorangi

As part of our induction programme all new staff complete basic training in te reo and te ao Māori and an introductory course on Te Tiriti o Waitangi. At 30 June 2022, more than 90 percent of staff had completed the introductory Te Tiriti training.

One of the most important roles of the Public Service is to support the Crown in its relationships with Māori under Te Tiriti o Waitangi. The results of New Zealand's first Public Service Census, released in December 2021 with responses from 40,000 public servants across Aotearoa New Zealand, clearly indicated that public servants are building their capability to engage with Māori and are supported by their agencies to do so. To support our people in their engagement with Māori in 2021/22, we focused on:

- Māori cultural competency building
- introductory Te Tiriti o Waitangi training
- basic te reo training (#MyMihi, karakia, job titles from Te Taura Whiri i Te Reo Māori / Māori Language Commission, Hiva Malie waiata)
- specific pepehā/whaikōrero training and waiata/mōteatea for those who whakapapa.

³⁵ The Pacific Mentoring Programme started on 30 June 2002 and will run until March 2023. Of the 20 mentors on the programme, four are senior MPP leaders.

³⁶ Other agencies and groups that were part of this initiative were the Gender Pay Taskforce (based at Te Kawa Mataaho Public Service Commission), the Public Service Association Te Rūnanga o Ngā Toa Āwhina, the Ministry for Women, Te Puni Kōkiri, the Ministry for Ethnic Communities, and employee-led networks.

³⁷ See www.publicservice.govt.nz/assets/SSC-Site-Assets/Workforce-and-Talent-Management/Kia-Toipoto-Public-Service-Pay-Gaps-Action-Plan-2021-24.pdf

As part of agencies' work to develop and implement plans for building their capacity to engage with iwi Māori, our new Whāinga Amorangi (Transforming Leadership) Plan was endorsed by Te Arawhiti (the Office for Māori Crown Relations) on 22 June 2022.

The two competency areas (out of the six offered by Te Arawhiti) that we have chosen to develop in the coming year in our Whāinga Amorangi are Te Tiriti o Waitangi and New Zealand history, and te reo Māori.³⁸

▲ By the numbers: our staff profile

		Number	30 June 2021 % of workforce	% of Pacific workforce	Number	30 June 2022 % of workforce	% of Pacific workforce
Headcount	Total	127			128		
	- Permanent, full-time	87	68.5%		99	77.3%	
	- Permanent, part-time	4	3.1%		1	0.8%	
	- Fixed term, full-time	22	17.3%		25	19.5%	
	- Fixed-term, part-time	1	0.8%		1	0.8%	
	Seconded from other organisations	13	10.6%				
	Seconded to other organisations				2	1.6%	
Gender	Male	36	28.3%		35	27.3%	
	Female	91	71.7%		93	72.7%	
	Gender diverse	0	-		0	-	
Leadership gender diversity	Male	12	63.2%		12	52.2%	
	Female	7	36.8%		10	45.4%	
	Gender Diverse	0	-		0	-	

³⁸ The other competency areas are tikanga/kawa, understanding racial equity and institutional racism, worldview knowledge, and engagement with Māori.

		Number	30 June 2021 % of workforce	% of Pacific workforce	Number	30 June 2022 % of workforce	% of Pacific workforce
Ethnicity	Pacific	97	76.4%		100	78.1%	
	- Cook Islands Maōri	11	8.7%	11.3%	10	7.8%	10.0%
	- Fijian	6	4.7%	6.2%	5	3.9%	5.0%
	- Niuean	5	3.9%	5.2%	5	3.9%	5.0%
	- Samoan	55	43.3%	56.7%	53	41.4%	53.0%
	- Tokelauan	3	2.4%	3.1%	3	2.3%	3.0%
	- Tongan	15	11.8%	15.5%	21	16.4%	21.0%
	- Tuvaluan	2	1.6%	2.1%	3	2.3%	3.0%
	- Other Pacifica	0	-	-	0	-	-
	European	20	15.8%		22	17.2%	
Maōri	4	3.1%		4	3.1%		
Other ³⁹	6	4.7%		2	1.5%		
Leadership ethnic diversity	Pacific	17	89.4%		20	90.9%	
	European	2	10.6%		2	9.0%	
	Maōri	0	-		0	-	
	Other	0	-		0	-	
Age	20-29 years	21	16.5%		25	19.5%	
	30-39 years	30	23.6%		32	25.0%	
	40-49 years	44	34.6%		42	31.3%	
	50+ years	32	25.2%		29	22.7%	
Gender pay gap			7.4% in favour of males			8.8% in favour of males	

³⁹ 'Other' includes MELAA (Middle Eastern, Latin American or African) and any other ethnicities not already captured in one of the other groups

Our governance model enables strong strategic leadership

Tautua – our advisory and decision-making body

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

Tautua is a Samoan word that translates as ‘leadership through service’. It expresses the cultural tradition of service to the family or aiga, but it can also mean any service of an individual to a greater cause.

Members of Tautua include our Chief Executive Laulu Mac Leauanae (the Secretary for Pacific Peoples), four Deputy Secretaries, and the Chief Advisor to the Secretary.



L to R: Tuaepepe Abba Fidow, Deputy Secretary for Regional Partnerships and Service Delivery; Terina Cowan, Chief Advisor to the Secretary for Pacific Peoples; Laulu Mac Leauanae, Secretary for Pacific Peoples and Chief Executive of the Ministry for Pacific Peoples; Agnes Sefo, Deputy Secretary for the Office of the Secretary; Leatigaga Jason Tualima, Deputy Secretary Corporate Services and Chief Financial Officer; Aiono Matthew Aileone, Deputy Secretary for Policy, Research and Evaluation, Languages and Housing.

Laulu Mac Leauanae, Secretary for Pacific Peoples and Chief Executive of the Ministry for Pacific Peoples⁴⁰

Laulu has been Secretary for Pacific Peoples and Chief Executive of the Ministry for Pacific Peoples since July 2017. He has led the development of a bold and unifying vision for Pacific communities in

New Zealand, and has secured new investments and Pacific-led initiatives to lift the economic, social and cultural wellbeing of Pacific peoples.

Laulu actively contributes to the public sector’s diversity and inclusion programme and leads Pou Mātāwaka, which aims to eliminate ethnic pay gaps.

⁴⁰ In September 2022 it was announced that Laulu has been appointed as Chief Executive of the Ministry for Culture and Heritage *Manatū Taonga* from 17 October 2022. Laulu becomes the first person of Pacific ethnicity to be appointed as Chief Executive of a mainstream government department.

In prior roles, he was Chief Executive of the Pacific Cooperation Foundation and General Manager of Pure Pacifika Limited, a company that exported horticultural products from the South Pacific primarily into Asian markets.

Before this Lauu worked in the primary healthcare sector for ProCare Health Limited. He was initially the Pacific Health Manager and within a year was promoted into senior management roles.

Earlier in his career he worked in Pacific community and business development with a role at the Pacific Business Trust. He started his career practicing as a lawyer.

Lauu holds an MBA from Henley Management College with his dissertation focusing on Community Participation in Governance. He also holds an LL.B from Auckland University.

He is of Samoan descent and holds the chiefly title of Lauu from Fa'ala. His aiga hails from Fa'ala, Iva and Sa'anapu.

Aiono Matthew Aileone, Deputy Secretary for Policy, Research and Evaluation, Languages and Housing

Aiono leads the teams responsible for developing key policies and research to take forward our Lalanga Fou vision. He recently finished a secondment as an Assistant Commissioner at Te Kawa Mataaho Public Service Commission.

Aiono originally joined MPP in October 2018 from the Master Builders Association where he worked as a Policy and Advocacy Manager. He enjoyed a 15-year career as a New Zealand diplomat, trade negotiator, policy officer and legal advisor at the Ministry of Foreign Affairs and Trade, and was involved in Pacific trade and economic issues including the Pacific Closer Economic Relations (PACER) Plus.

Aiono holds a BA and LL.B from Canterbury University and a Master of Business Administration (First Class Honours) from Massey University. He was admitted to

the roll of barristers and solicitors of the High Court of New Zealand in 2004. Matthew was born and raised in Christchurch. He is a proud member of the Tafesilafa'i Samoan Catholic community in Christchurch. His parents are originally from the village of Fasitoo'uta in Upolu, Samoa, where his chiefly title of Aiono was bestowed.

Tuaopepe Abba Fidow, Deputy Secretary for Regional Partnerships and Service Delivery⁴¹

Tuaopepe leads our engagement with and support of Pacific communities across Aotearoa, with teams based in Northland, Auckland, Hamilton, Palmerston North, Porirua, Christchurch and Invercargill. This includes stewardship of the relationship between the community and MPP, as well as nurturing and supporting relationships with community leaders and partner organisations, attending events, and better capturing and elevating what the community is thinking.

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

Tuaopepe joined the Ministry in July 2019 from Pasifika mental health and addiction provider Le Va Pasifika, where he was Senior Manager.

Tuaopepe began his working career within MPP in 2001 as a Policy Analyst and has worked in strategy and policy roles in the Ministry of Social Development, Auckland City Council, and the amalgamated Auckland Council, where he was an author of the Auckland Plan and led the development and implementation of advisory groups (including Pacific, ethnic, youth and disability) within the Auckland Council governance structure.

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

⁴¹ Tuaopepe will serve as Acting Secretary for Pacific Peoples from October 2022, pending a permanent appointment to the role

Agnes Sefo, Deputy Secretary for the Office of the Secretary⁴²

Agnes led the teams responsible for delivering ministerial and executive services, strategy, performance and business intelligence, communications, legal advice and governance and nominations services. Each of these areas are critical to our strategic and operational functions and enable us to deliver against our strategic priorities.

Agnes joined MPP in October 2020 as the Director Operational Policy, where she was responsible for housing and economic development. Previously she had served at the Ministry for Social Development, where she spent most of her career in an array of roles including policy and governance, strategy and performance, ministerial servicing, risk and assurance, and service delivery.

Agnes lists some of her proudest achievements as supporting individuals to achieve their personal goals and working in spaces that support better outcomes for Pacific communities.

Agnes holds a Master of Public Management from Victoria University in Wellington. She grew up in the eastern suburbs of Wellington and is one of four children. Her late father is from the village of Faleafā, on the northeast coast of Upolu and her mother is from Avarua in Rarotonga.

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

Jason is responsible for leading MPP in the areas of finance, IT, HR, procurement and property. He is one of the youngest Chief Financial Officers in the New Zealand government sector. His role as CFO involves managing the financial and accounting functions of the Ministry, as well as being responsible for making sure public money is spent efficiently and effectively on the areas the Government has agreed on.

Jason has played a pivotal role in our successful Budget bids since 2019; these have formed the largest investment in Pacific communities, utilising Treasury's Living Standards Framework.

As well as thinking strategically about what public support Pacific communities may need in the future, Jason has been working extensively across government to ensure the Pacific Wellbeing approach to investment drives effective and efficient initiatives to serve our communities. He is currently leading the digital transformation of MPP on the back of significant catch-up investments.

Jason has a track record of working in the public sector and banking. Prior to joining MPP, he worked at the New Zealand Defence Force and the Ministry of Health. Jason has also been based in the United Kingdom, where for two years he worked in the financial sector.

Jason was born and bred in Wellington, and is married with a young son.

Terina Cowan, Chief Advisor to the Secretary for Pacific Peoples⁴³

As Chief Advisor to the Secretary for Pacific Peoples, Terina led the development of MPP's strategic direction to ensure that we can support the aspirations of Pacific communities today and tomorrow through the realisation of the Lalanga Fou vision.

She was part of teams that led the development and delivery of the Lalanga Fou vision, budget investments, and more recently the All-of-Government Pacific Wellbeing Strategy.

Terina joined MPP in October 2016 having previously worked across several central agencies, including the Environmental Protection Authority, Inland Revenue, the Department of Corrections and Te Puni Kōkiri, predominately in the areas of public policy. Some of her proudest achievements are working in areas which directly contribute to better outcomes for Māori and Pacific communities.

Terina holds a B.Sc from Victoria University of Wellington. She was born and raised in Wellington and has tribal affiliations to Ngāti Porou through her mother, and Ngatangiia in Rarotonga through her father.

⁴² Agnes left MPP in September 2022.

⁴³ Terina left MPP in July 2022

Te Ivinui – providing strength and support

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

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

Current members of Te Ivinui include all managers who report to Deputy Secretaries, as well as our Chief Legal Advisor.

Our independent Assurance, Risk and Advisory Committee

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

The Committee meets each quarter. During 2021/22 it provided advice relating to:

- audit processes
- reporting
- strategy rollouts
- organisational changes
- a forward agenda alongside the Ministry's workplan to enable the Committee to be more forward-focused, such as metrics, comparative data, delivery and outcome performance, wellbeing, critical risks and mitigation points, and visibility of auditors' recommendations
- mitigations in response to Audit Management Report recommendations
- applying a People and Culture lens to the Reporting and Risk Framework and the Career Progression Framework
- risk management framework context, tools and methodologies.

The Committee's Chair, Caren Rangi ONZM, stepped down from that role following the March 2022 meeting as she is involved in governance development initiatives in partnership with the Ministry.

Caren Rangi ONZM, FCA, MInstD

Caren Rangi is the current Chair of the Arts Council of New Zealand. She is also a board member for Radio New Zealand, Pacific Co-operation Broadcasting Ltd, the Museum of New Zealand Te Papa Tongarewa, Pacific Homecare Services, and Pacific Inc Ltd. Caren is a board director of the Cook Islands Investment Corporation in Rarotonga, and in this role is leading work to develop professional board directors in the Cook Islands. In 2015, Caren was conferred as a Fellow of Chartered Accountants Australia and New Zealand. In 2016 she was awarded a New Zealander of the Year Local Hero Award for services to governance. In 2018 Caren was made an Officer of the New Zealand Order of Merit for her services to governance and the Pacific community and was named as the Linden Estate Hawke's Bay Business Leader of the Year. Caren is passionate about adding value to Pacific communities, through the utilisation of her strengths in facilitation, training, auditing, and community development, in governance positions and through the provision of consulting services.

Sue Peacock, one of the existing independent members, was appointed as the new Chair following the March meeting. We subsequently commenced the process of appointing a new independent member. At 30 June 2022, the members of the Committee are:

Chair – Sue Peacock

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

Sue was the Change Management Lead for MPP’s organisational restructure during the tenure of former Chief Executive Pauline Winter. Sue has seen the growth and changes of MPP over the past ten years.

Independent member – Victor Vae’au

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

Public servant – Rachel Leota

During the 2021/22 year Rachel was the National Commissioner for the Department of Corrections. She led Corrections Services in four regions, 18 prisons and 120 Community Corrections sites and was responsible for specialist national services such as electronic monitoring and tactical and emergency operations.

Public servant – Lesa Kalapu

Lesa is the Chief Operating Officer at the Human Rights Commission (HRC).

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

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

Managing risk in a challenging environment

Supporting our Pacific communities to thrive in the face of an evolving COVID-19 situation provides opportunities and challenges for us in terms of meeting the expectations of our communities and the Government.

Working with the Assurance, Risk and Advisory Committee we manage risks to support effective decision-making at all levels of the Ministry. Our risk management framework aligns with the principles of ISO 31000⁴⁴ and provides a sound foundation for ensuring that we apply a consistent approach to identifying, assessing and monitoring risks.



44 The accepted International Standard for Risk Management. See www.iso.org/iso-31000-risk-management.html

Towards a carbon-neutral government sector

We have engaged Toitū Envirocare to provide support in measuring our carbon footprint. In line with this work and our commitment to delivering on the Carbon Neutral Government Programme, we have established four key strategies to reduce our carbon emissions:

Air travel

We are working 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, make conscious travel decisions, and report monthly on our carbon emissions footprint.

Vehicle fleet usage

We have installed GPS on all fleet vehicles to monitor usage and determine if we need to reduce our fleet. We will start replacing our current fleet vehicles with electric vehicles through a phased approach from December 2022.

Reduction of waste

We have contracted with Waste Management Limited, who weigh waste and report monthly on our carbon emissions based on non-organic waste, recycling and organic waste. As champions of waste minimisation, we will continue to identify reduction opportunities.

Reduction of electricity usage

We plan to 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.



▲ We manage our systems to support Pacific communities

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

We have continued to support the Office of the Minister for Pacific Peoples by delivering policy advice, draft responses to ministerial correspondence, Parliamentary questions, and requests for information

under the Official Information Act 1982 (OIA). In response to continued growth, we have further refined our operational processes for managing workflows, including introducing a new records management system, and we have begun developing a proactive release policy and delivering internal training workshops to staff on topics such as the machinery of government and fundamentals of the OIA.

Volumes of official correspondence and Parliamentary questions, 2020/21-2021/22

	2020 / 21	2021 / 22	Change
Ministerial correspondence	26	21	-5
Oral Parliamentary questions	2	2	0
Written Parliamentary questions	31	111	+80
OIA requests to the Secretary	42	42	+0
OIA requests to the Ministry (where MPP prepared the response)	9	15	+6

We are enhancing our technological, digital and infrastructure capability

Our focus this year has been on strengthening our organisation to deliver the outcomes of the Lalanga Fou report. In particular we have:

- ensured we have systems and processes in place to capture and manage data and information that will support monitoring and reporting on the impact of our work

- invested in enabling technologies and planning tools to support us in our work.

We have engaged a Transitional IT Director to lead the definition and development of a Ministry IT Strategy. During the year we have:

- created a Digital Transformation Strategy and Roadmap to drive investment decisions in new technology
- commenced a procurement exercise for investment in an integrated Finance Management, Grants Management, and Customer Management System⁴⁵

⁴⁵ The procurement process was completed in August 2022. We expect to implement the new system during the 2022/23 year.

- established an Information Management Strategy and Roadmap focusing on what we need to do to raise our information management maturity level and to achieve a greater level of compliance with the Public Records Act 2005
- engaged a Data and Information Manager who will focus on delivering the initiatives of the Information Management Strategy and Roadmap
- completed current state assessments before use in driving a security and privacy improvement programme over the coming years.

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

This year we updated our procurement policy to integrate with the All-of-Government Pacific Wellbeing Strategy, and to embed Pacific cultural values into the way that we procure goods and services. This change will provide opportunities that directly enhance Pacific wellbeing.

Our Procurement Board has met regularly to endorse medium to high-value procurement activities to ensure that we actively manage our procurement risk and deliver value-based outcomes for the Ministry.

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

- refreshing outcome agreements for 14 Tupu Aotearoa national providers
- successfully going out to market for five additional national Tupu Aotearoa providers, of which four are Pacific providers and one is a Māori provider
- procurement of devices, a wellbeing programme provider and a Pacific school challenge provider for the Toloa programme
- procurement of an Integrated IT System supplier
- development of new grant funding agreement templates.

We are committed to ensuring that our procurement processes are fair, transparent, strategically aligned, culturally centred, inclusive and efficient.

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

These include:

- providing tailored advice to support our COVID-19 response during the Delta and Omicron outbreaks
- continuing to develop a new legal operating model for the Ministry
- providing ongoing legal support with the development and implementation of our COVID-19 Vaccination Policy
- actively managing relationships and Crown Law and multi-agency legal representatives
- providing legal advice and support to teams within MPP on the design, delivery and management of targeted projects and initiatives including:
 - Tupu Aotearoa – review of outcomes agreement
 - Pacific Aotearoa Community Outreach (PACO) Fund – review of funding arrangements
 - Regional economic development – review of Pacific Aotearoa Regional Enterprise Fund/ Tauola Business Fund
 - Housing – Pacific Housing Strategy funding arrangements
 - Toloa Capability Fund – development of Memorandum of Understanding and review of funding arrangements.

Chief Executive's statement of responsibility

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

- the preparation of the Ministry's financial statements, and statements of expenses and capital expenditure, and for the judgements expressed in them
- having in place a system of internal 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 information is included in this annual report
- the accuracy of any end-of-year performance information prepared by the Ministry, whether or not that information is included in the annual report.

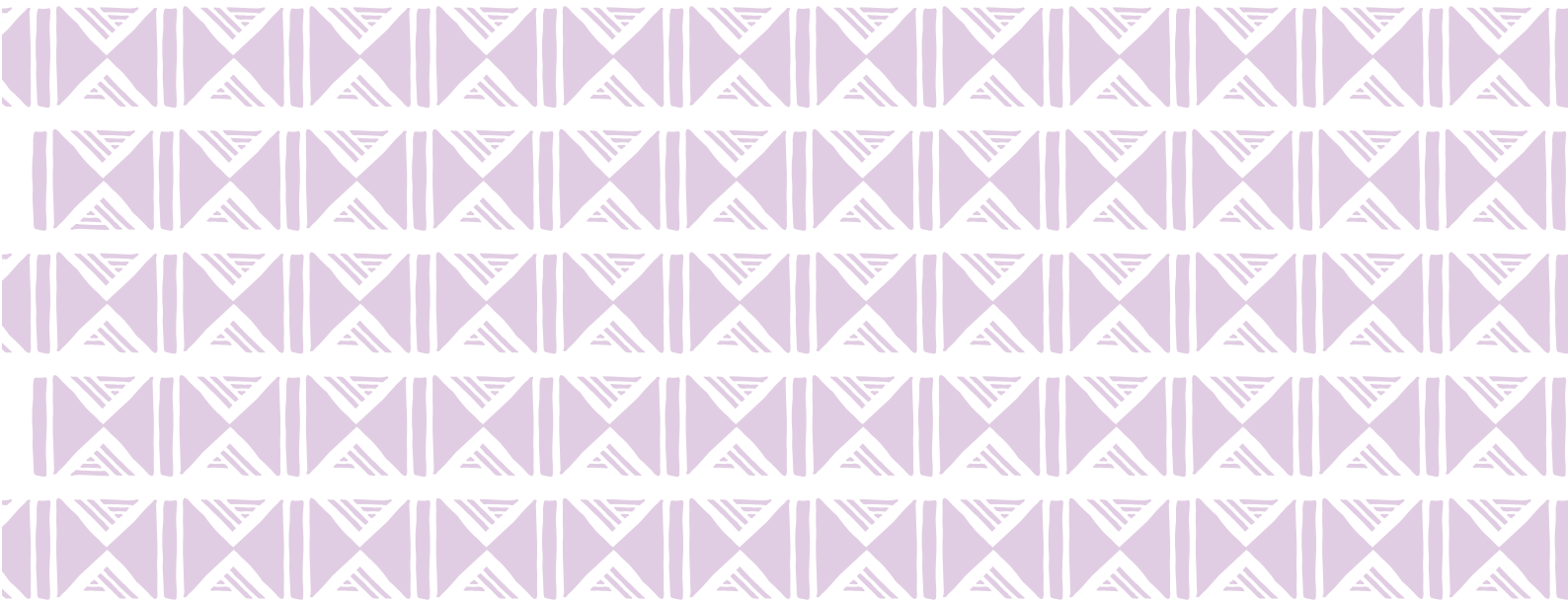
In my opinion:

- this annual report fairly reflects the operations, progress, and organisational health and capability of the Ministry
- the financial statements fairly reflect the financial position of the Ministry as at 30 June 2022 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.



Lulu Mac Leauanae

Secretary for Pacific Peoples and Chief Executive,
Ministry for Pacific Peoples
30 September 2022





INDEPENDENT AUDITOR'S REPORT

TO THE READERS OF MINISTRY FOR PACIFIC PEOPLES' ANNUAL REPORT FOR THE YEAR ENDED 30 JUNE 2022

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

- the financial statements of the Ministry on pages 82 to 105, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2022, 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 2022 on pages 31, 42, 45, 46, 50, and 74 to 78;
- the statements of expenses and capital expenditure of the Ministry for the year ended 30 June 2022 on pages 114 to 116; and
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 107 to 112 that comprise:
 - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2022;
 - the schedules of expenses; and revenue for the year ended 30 June 2022;
 - 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 82 to 105:
 - present fairly, in all material respects:
 - its financial position as at 30 June 2022; and
 - its financial performance and cash flows for the year ended on that date; and
 - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Reporting Standards Reduced Disclosure Regime; and
- the performance information of the Ministry on pages 31, 42, 45, 46, 50, and 74 to 78:
 - presents fairly, in all material respects, for the year ended 30 June 2022:
 - 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 114 to 116 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 107 to 112 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 2022; and
 - capital receipts; expenses; and revenue for the year ended 30 June 2022.

Our audit was completed on 30 September 2022. This is the date at which our opinion is expressed.

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

Basis for our opinion

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

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

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

Responsibilities of the Chief Executive for the information to be audited

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

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

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

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

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

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

Responsibilities of the auditor for the information to be audited

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

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

For the budget information reported in the information we audited, our procedures were limited to checking that the information agreed to the Ministry's Strategic Intentions of 2019 – 2024, relevant Estimates and Supplementary Estimates of Appropriations 2021/22, and the 2021/22 forecast financial figures included in the Ministry's 2020/21 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 65, and 117 to 123, but does not include the information we audited, and our auditor's report thereon.

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

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

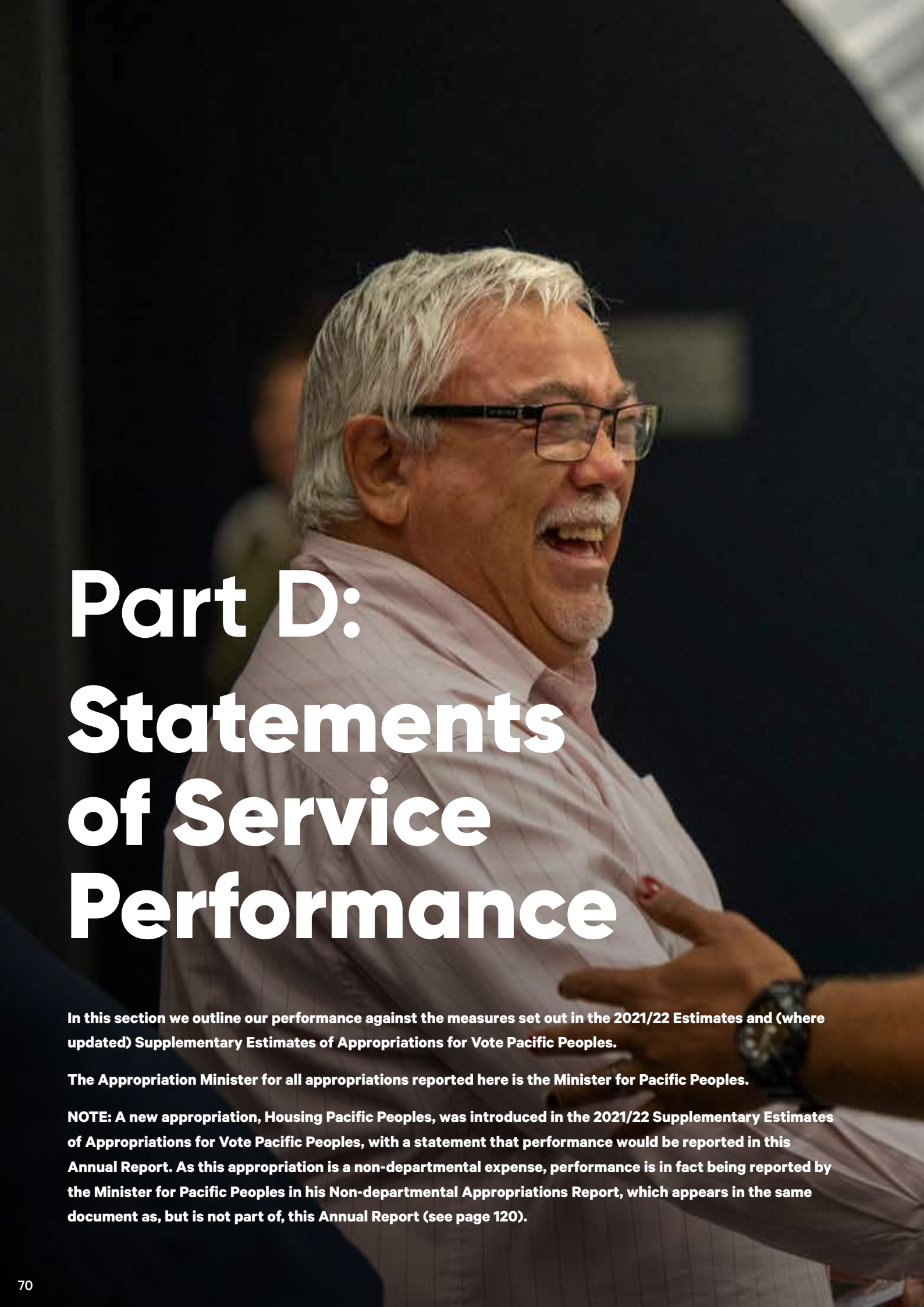
Independence

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

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



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



Part D: Statements of Service Performance

In this section we outline our performance against the measures set out in the 2021/22 Estimates and (where updated) Supplementary Estimates of Appropriations for Vote Pacific Peoples.

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

NOTE: A new appropriation, Housing Pacific Peoples, was introduced in the 2021/22 Supplementary Estimates of Appropriations for Vote Pacific Peoples, with a statement that performance would be reported in this Annual Report. As this appropriation is a non-departmental expense, performance is in fact being reported by the Minister for Pacific Peoples in his Non-departmental Appropriations Report, which appears in the same document as, but is not part of, this Annual Report (see page 120).



Departmental capital expenditure and capital injections

Ministry for Pacific Peoples – Capital Expenditure PLA

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

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

Summary of non-financial performance

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

2020 / 21 result	Measure	2021 / 22 target	2021 / 22 result	Achieved/not achieved
100%	Expenditure is in accordance with the Ministry's annual capital investment plan	100%	100%	Achieved

Financial performance

2020 / 21 actual \$000	Financial performance (figures are GST exclusive)	Unaudited estimates 2021 / 22 \$000	Unaudited supplementary 2021 / 22 \$000	2021 / 22 actual \$000
1,245	Property, plant and equipment	152	152	65
-	- Intangibles	-	-	-
1,245	Total expenses	152	152	65

Multi-category expenses and capital expenditure

Policy advice and ministerial servicing

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

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

This appropriation contains two departmental output expense categories.

Departmental output expense category: Communications, projects and relationships

This category is limited to 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.

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

Departmental output expense category: Policy advice

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

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

Summary of non-financial performance

Relationship building and information sharing with communities

Our teams based in Auckland, Wellington and Christchurch regularly travel to communities throughout New Zealand so we can easily connect with local communities.

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.

With the arrival of the Delta and Omicron variants on our shores, our COVID-19 response kept Pacific communities informed, safe and supported. We delivered 140 national, regional and ethnic-specific online engagements to 12,183 Pacific peoples. The following table gives a breakdown of the events that we led or hosted in collaboration with other government agencies:

	MPP-led	MPP-hosted (in collaboration with other agencies)
Events	120	20
Participants	11,662	521

Ministerial servicing

We provide a wide range of advice and policy services to Ministers, including preparing draft responses to correspondence, briefings, and responses to Parliamentary questions and requests for official information. In 2021/22 there was an increase in official information requests and Parliamentary questions:

	2020 / 21	2021 / 22
Parliamentary Questions		
- written	31	111
- oral	2	2
Requests for official information		
- replied to by MPP	42	42
- response prepared for the Minister's Office	9	15

Nominations services

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

We put forward 248 nominees for governance positions across the state sector, exceeding our 2020/21 target by 218, and made 44 nominations for New Zealand Royal Honours.

Policy advice

MPP is the Crown's principal advisor on policies and interventions aimed at improving outcomes for Pacific peoples in New Zealand. During 2021/22, 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.

2020 / 21 result	Measure	2021 / 22 target	2021 / 22 result	Achieved / not achieved
Departmental output expenses				
Communications, projects and relationships				
<i>Relationship building and information sharing with communities</i>				
273	Number of public events with Pacific communities	30-50	140	Achieved
<p>The impacts of the COVID-19 pandemic contributed to the increase in volume of engagements we have undertaken with Pacific communities. The engagements provided advice on COVID-19 responses, key health measure messages, and the encouragement of vaccinations uptake. Our engagements contributed to a total of over 277,000 Pacific people being vaccinated against COVID-19 in the year to 30 June 2022.</p>				
<i>Ministerial servicing</i>				
96%	Proportion of replies to Official Information Act (OIA) requests delivered within the required timeframe	95%	98%	Achieved
4	Ministerial satisfaction with the OIA service as per the common satisfaction survey as rated of a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	At least 3	4	Achieved
100%	Proportion of replies to Parliamentary Questions (PQs) delivered within the required timeframe	95%	96.6%	Achieved
4	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)	At least 3	4.5	Achieved
100%	Proportion of replies to Parliamentary Select Committee Questions within the required timeframe.	95%	100%	Achieved
4	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)	At least 3	4	Achieved
100%	Briefings delivered within the required timeframe	95%	100%	Achieved
3.5	Ministerial satisfaction with the briefings as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	At least 3	4.0	Achieved
<i>Nominations Service</i>				
292	Number of nominees put forward for governance positions across the state sector	30	248	Achieved
<p>The 2020 Stocktake of Gender, Māori, Pacific, and Ethnic Diversity result for representation of Pacific peoples on state sector boards and committees was 5.4 percent. As the Ministry is working towards increasing the percentage, we endeavoured to put forward as many candidates as we could whose skills and experiences fit the specific requirements.</p>				

2020 / 21 result	Measure	2021 / 22 target	2021 / 22 result	Achieved / not achieved
25	Number of nominees put forward for Queen's Birthday and New Year Honours	10	44	Achieved

We endeavour to put forward as many nominees for New Zealand Royal Honours as we can, as this is one of the few ways in which members of our communities can be acknowledged for their many years of service and achievements.

The number of nominations is higher than usual, as for the 2022 Queen's Birthday Honours we were asked to provide additional names of people who were instrumental in working and getting the message across on COVID-19 safety measures including vaccinations.

Policy advice				
3.5	Quality rating of policy advice (average score), as per the Policy Quality Framework	At least 3.5 /5	3.5	Achieved
20% of papers scored 4 / 5 or higher	Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	20% of papers score 4 / 5 or higher	58% of papers scored 4 / 5 or higher	Achieved
100% of papers scored 3 / 5 or higher		90% of papers scored 3 / 5 or higher	75% of papers scored 3 / 5 or higher	Not achieved
4	Ministerial satisfaction with the quality of policy advice (average score), as per the Ministerial Policy Survey	At least 3.5 / 5	3.9	Achieved

Financial performance

2020 / 21 actual	Financial performance (Figures are GST exclusive)	Unaudited estimates 2021 / 22 \$000	Unaudited supplementary 2021 / 22 \$000	2021 / 22 actual \$000
Departmental output expenses				
Revenue from Crown				
14,910	Communications, Projects and Relationships	20,761	26,504	26,080
7,850	Policy Advice	2,100	7,800	4,097
Revenue from other				
-	Communications, Projects and Relationships	-	367	408
-	Policy Advice	-	-	-
22,760	Total revenue	22,861	34,671	30,585
22,760	Total expense	22,861	34,671	30,585
	Net surplus / (deficit)	-	-	0

A close-up photograph of a person's hands writing on a document. The person is wearing a dark jacket and holding a yellow pen. Another person's hand, wearing a gold ring, is visible in the background, resting on the document. The background is blurred, showing a green surface.

Part E: Financial statements



Statement of comprehensive revenue and expense

For the year ended 30 June 2022

Actual 30 June 2021		Notes	Actual 30 June 2022	Unaudited budget 30 June 2022	Unaudited forecast 30 June 2023
\$000			\$000	\$000	\$000
Revenue					
22,760	Revenue Crown		30,177	22,861	45,561
-	Departmental revenue	2	247	-	-
6	Other revenue	2	161	-	-
22,766	Total revenue		30,585	22,861	45,561
Expense					
11,991	Personnel costs	3	15,808	13,924	13,909
10,492	Operating costs	4	14,206	8,486	31,206
227	Depreciations and amortisation	8, 9	515	394	389
56	Capital charge	5	56	57	57
22,766	Total expense		30,585	22,861	45,561
-	Surplus/(deficit)		-	-	-
-	Other comprehensive revenue and expense		-	-	-
-	Total comprehensive revenue and expense		-	-	-

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

The accompanying notes form part of these financial statements.

Statement of financial position

As at 30 June 2022

Actual 30 June 2021		Notes	Actual 30 June 2022	Unaudited budget 30 June 2022	Unaudited forecast 30 June 2023
\$000			\$000	\$000	\$000
Assets					
Current assets					
5,955	Cash and cash equivalents	6, 12	7,833	1,276	1,952
-	Debtors and other receivables	7, 12	57	-	-
70	Prepayments		28	59	59
6,025	Total current assets		7,918	1,335	2,011
Non-current assets					
1,459	Property, plant and equipment	8	1,034	1,327	1,035
123	Intangible assets	9	59	59	-
1,582	Total non-current assets		1,093	1,386	1,035
7,607	Total assets		9,011	2,721	3,046
Liabilities & taxpayers' funds					
Current liabilities					
5,219	Creditors and other payables and deferred revenue	10, 12	6,217	820	1,130
-	Return of operating surplus		-	-	-
1,148	Employee entitlements	11	1,533	676	676
6,367	Total current liabilities		7,750	1,496	1,806
Non-current Liabilities					
112	Employee Entitlements	11	133	97	112
112	Total non-current liabilities		133	97	112
6,479	Total liabilities		7,883	1,593	1,918

Actual 30 June 2021		Actual 30 June 2022	Unaudited budget 30 June 2022	Unaudited forecast 30 June 2023
\$000	Notes	\$000	\$000	\$000
Taxpayers' funds				
1,128	Taxpayers' funds	1,128	1,128	1,128
1,128	Total taxpayers' funds	1,128	1,128	1,128
7,607	Total liabilities and taxpayers' funds	9,011	2,721	3,046

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

Statement of changes in equity

For the year ended 30 June 2022

Actual 30 June 2021		Actual 30 June 2022	Unaudited budget 30 June 2022	Unaudited forecast 30 June 2023
\$000	Notes	\$000	\$000	\$000
1,128	Equity as at 1 July	1,128	1,128	1,128
-	Total comprehensive revenue and expense	-	-	-
-	Return of operating surplus to the Crown	-	-	-
1,128	Equity as at 30 June	1,128	1,128	1,128

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

Statement of cash flows

For the year ended 30 June 2022

Actual 30 June 2021		Actual 30 June 2022	Unaudited budget 30 June 2022	Unaudited forecast 30 June 2023
\$000	Notes	\$000	\$000	\$000
Cash flows from operating activities				
Cash was provided from:				
25,861	Receipts from the Crown	30,538	22,861	45,561
-	Receipts from other departments	214	-	-
-	Receipts from others	151	-	-
-	Goods and services tax	-	-	-
25,861	Total cash flows from operating activities	30,903	22,861	45,561
Cash was applied to:				
(11,587)	Payments to employees	(15,405)	(13,721)	(13,706)
(9,852)	Payments to suppliers	(13,898)	(9,083)	(31,798)
(56)	Payments for capital change	(56)	(57)	(57)
84	Goods and services tax	368	-	-
(21,411)	Total cash applied for operating activities	(28,991)	(22,861)	(45,561)
4,450	Net cash flows from operating activities	1,912	-	-
Cash flows from investing activities				
Cash was provided from:				
6	Receipts from sale of property, plant and equipment	-	-	-
Cash was applied to:				
-	Purchase of intangible assets	-	-	-
(1,245)	Purchase of property, plant and equipment	(34)	(152)	(84)
(1,239)	Net cash flows from investing activities	(34)	(152)	(84)

Actual 30 June 2021		Actual 30 June 2022	Unaudited budget 30 June 2022	Unaudited forecast 30 June 2023
\$000	Notes	\$000	\$000	\$000
Cash flows from financing activities				
Cash was provided from:				
-	Capital injections	-	-	-
Cash was applied to:				
-	Return of operating surplus	-	-	-
-	Net cash flows from financing activities	-	-	-
3,211	Net increase/(decrease) in cash held	1,878	(152)	(84)
2,744	Cash as at 1 July	5,955	1,428	2,036
5,955	Closing cash as at 30 June	7,833	1,276	1,952

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

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

Statement of commitments

As at 30 June 2022

Non-cancellable operating lease commitments

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

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

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

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

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

Actual 30 June 2021			Actual 30 June 2022
\$000		Notes	\$000
Capital commitments			
-	Buildings		-
-	Intangible assets		-
-	Total capital commitments		-
Non-cancellable operating lease commitments			
809	Not later than one year		795
2,273	Later than one year and not later than five years		1,755
288	Later than five years		106
3,370	Total non-cancellable operating lease commitments	13	2,656

Statement of contingent liabilities and contingent assets

As at 30 June 2022

The Ministry for Pacific Peoples has no contingent liabilities or contingent assets as at 30 June 2022 (2021: nil).



Notes to the financial statements

▲ Note 1:

Statement of accounting policies for the year ended 30 June 2022

Reporting entity

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

In addition, the Ministry has reported on Crown activities that it administers in the non-departmental statements and schedules on pages 106-112.

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

The financial statements of the Ministry are for the year ended 30 June 2022 and were authorised for issue by the Chief Executive of the Ministry on 30 September 2022.

Basis of preparation

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

Statement of compliance

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

The Ministry's total annual expenditure is more than \$30 million and it does not have public accountability as defined by XRB A1 Application of the Accounting Standards Framework. This is the first reporting period in which the Ministry's total expenditure has been more than \$30 million, and it has exercised its option to report as a Tier 2 reporting entity for this period. As a Tier 2 reporting entity the Ministry can apply Public Benefit Entity Accounting Standards Reduced Disclosure Requirements (Tier 2 PBE Standards). These financial statements have been prepared in accordance with Tier 2 PBE Standards and comply with PBE accounting standards.

Measurement base

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

Functional and presentation currency

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

Changes in accounting policies

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

Significant accounting policies

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

Revenue recognition

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

Revenue Crown

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

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

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

Capital charge

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

Leases

Operating leases

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

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

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

Cash and cash equivalents

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

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

Property, plant and equipment

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

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

Additions

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

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

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

Disposals

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

Subsequent costs

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

Asset capitalisation

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

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

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

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

Depreciation

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

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

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

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

Intangible assets

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

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

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

Creditors and other payables

Creditors and other payables are measured at the amount payable.

Employee entitlements

Short-term employee entitlements

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

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

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

Long-term employee entitlements

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

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

The following discount rates were used:

30 June 2021	Discount rate	30 June 2022
0.38%	Year 1	3.34%
0.81%	Year 2	3.70%
3.08%	Year 3	4.29%

A salary inflation factor of 3.01 percent (2021: 3.08 percent) was also used. The discount rates were advised by the Treasury and are based on the weighted average of government bonds with terms to maturity similar to those of the relevant liabilities. The inflation factor is based on the expected long-term increase in remuneration for employees.

Presentation of employee entitlements

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

Superannuation schemes

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

Provisions

The Ministry recognises a provision for future expenditure of uncertain amount and timing when there is a present obligation (either legal or constructive) as a result of a past event, it is probable that an outflow of

future economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. Provisions are not recognised for future operating losses.

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

Equity

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

Grant expenditure

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

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

Operating costs

Operating costs are recognised as goods and services received.

Goods and services tax (GST)

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

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

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

Commitments and contingencies are disclosed exclusive of GST.

Income tax

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

Statement of cost allocation policies

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

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

Direct costs are charged directly to output classes.

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

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

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

Critical accounting estimates and assumptions

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

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

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

Basis of the budget and forecast figures

The 2022 budget figures are for the year ended 30 June 2022 and were published in the 2020/21 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 2023 forecast figures are for the year ending 30 June 2023, and are consistent with the best estimate financial forecast information submitted to the Treasury for BEFU for the year ended 30 June 2023..

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

The 30 June 2023 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 5 April 2022. The Chief Executive is responsible for the forecast financial statements, including the appropriateness of the assumptions made in their preparation and all other required disclosures.

While the Ministry regularly updates its forecasts, updated financial statements for the year ending 30 June 2023 will not be published.

Significant assumptions used in preparing the forecast financial statements

The forecast figures used in these financial statements reflect the Ministry's purpose and activities and are based on assumptions about what may occur during the 2022/23 year. The forecast figures have been compiled on the basis of existing government policies and Ministerial expectations at the time the main Estimates were finalised.

The main assumptions, which were adopted at 5 April 2022, 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 2021/22 was used as the opening position for the 2022/23 forecast.

The actual financial results achieved for the year ending 30 June 2023 are likely to vary from the forecast information provided, and the variations may be material.

Since the approval of the forecasts, there has been no significant change or event that would have a material effect on the forecasts at 30 June 2022.

▲ Note 2: Other revenue (exchange transactions)

Actual 30 June 2021	Actual 30 June 2022
\$000	\$000
- Revenue from other agencies	247
- Other revenue	161
6 Gain on disposal of assets	-

▲ Note 3: Personnel costs

Actual 30 June 2021	Actual 30 June 2022
\$000	\$000
11,329 Salaries and wages	15,216
245 Employer contributions to defined contribution plans	227
352 Increase/(decrease) in employee entitlements	318
65 Other	47
11,991 Total personnel costs	15,808

▲ Note 4: Operating costs

Actual 30 June 2021 \$000		Actual 30 June 2022 \$000	Unaudited budget 30 June 2022 \$000
75	Audit fees for financial statements audit	112	64
721	Operating lease payments	856	450
96	Maintenance and minor capital purchases	26	-
758	Travel	397	500
239	Conferences and training	178	65
1,193	Consultancy and professional fees	1,403	1,354
7	Legal fees	34	-
96	Office operating costs	129	582
1,071	Language Fund grants	1,936	-
2,865	Covid-19 Fund grants	1,782	-
-	Dawn Raids Funds grants	82	-
3,371	Other operating costs	7,271	1,429
10,492	Total operating expenses	14,206	4,444

▲ Note 5: Capital charge

The Ministry pays a capital charge to the Crown on its equity at 31 December and 30 June each year. The capital charge rate for the financial year ended 30 June 2022 was 5.00 percent (2021: 5.00 percent).

▲ Note 6: Cash and cash equivalents

Actual 30 June 2021		Actual 30 June 2022
\$000		\$000
5,955	Cash at bank and on hand	7,833
5,955	Total cash and cash equivalents	7,833

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

While cash and cash equivalents at 30 June 2022 are subject to the expected loss requirements of PBE IFRS 9, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

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

▲ Note 7: Debtors and other receivables

Actual 30 June 2021		Actual 30 June 2022
\$000		\$000
0	Trade debtors	57
0	Total debtors and other receivables	57

While debtors and other receivables at 30 June 2022 are subject to the expected loss requirements of PBE IFRS 9, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

Note 8: Property, plant and equipment

	Leasehold improvements	IT equipment	Furniture / office equipment	Motor vehicles	Total
	\$000	\$000	\$000	\$000	\$000
Cost					
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
Balance at 1 July 2021	1,215	614	358	209	2,396
Additions	(1)	34	1	-	34
Disposals	(12)	(132)	(96)	-	(240)
Balance at 30 June 2022	1,202	516	263	209	2,190
Accumulated Depreciation					
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
Balance at 1 July 2021	398	210	161	168	937
Depreciation expense	211	178	45	17	451
Depreciation on disposal	(12)	(123)	(97)	-	(232)
Balance at 30 June 2022	597	265	109	185	1,156
Carrying amount					
At 1 July 2020	145	124	51	59	379
At 30 June & 1 July 2021	817	404	197	41	1,459
At 30 June 2022	605	251	154	24	1,034

Work in progress

There were no assets in the course of construction at 30 June 2022 (2021: nil).

Note 9: Intangible assets

	Total \$000
Cost	
Balance at 1 July 2020	548
Additions	-
Disposals	(39)
Balance at 30 June 2021	509
Balance at 1 July 2021	509
Additions	-
Disposals	-
Balance at 30 June 2022	509
Accumulated amortisation	
Balance at 1 July 2020	361
Amortisation expense	64
Disposals	(39)
Balance at 30 June 2021	386
Balance at 1 July 2021	386
Amortisation expense	64
Disposals	-
Balance at 30 June 2022	450
Carrying amount	
At 1 July 2020	187
At 30 June and 1 July 2021	123
At 30 June 2022	59

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

▲ Note 10: Creditors and other payables

Actual 30 June 2021 \$000	Actual 30 June 2022 \$000
Current liabilities under exchange transactions	
43	18
962	1,255
Current liabilities under non-exchange transactions	
447	816
3,767	4,128
5,219	6,217
Total creditors and other payables	

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

Note 11: Employee entitlements

Actual 30 June 2021		Actual 30 June 2022
\$000		\$000
Current liabilities		
745	Annual leave	1,043
289	Accrued salaries and wages	385
65	Sick leave	65
49	Long service and retiring leave	40
1,148	Total current liabilities	1,533
Non-current liabilities		
112	Long-service and retiring leave	133
112	Total non-current liabilities	133
1,260	Total provision for employee entitlements	1,666

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 2021		Actual 30 June 2022
\$000		\$000
(14)	Re-measurement	(20)

▲ Note 12: Categories of financial instruments

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

Actual 30 June 2021		Actual 30 June 2022
\$000		\$000
Loans and receivables		
5,955	Cash and cash equivalents	7,833
-	Debtors and other receivables (Note 6)	57
5,955	Total loans and receivables	7,890
Financial liabilities measured at amortised cost		
1,005	Creditors and other payables (excluding GST and deferred revenue (Note 9))	1,273
1,005	Total financial liabilities measured at amortised cost	1,273

Note 13: Related party transactions

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

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that it is reasonable to expect the Ministry would have adopted in dealing with the party at arm's length in the same circumstances. Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

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

'Key management personnel' includes the Minister for Pacific Peoples, the Chief Executive and the five (2021: 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 (2021: nil).

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

Key management personnel compensation

Actual 30 June 2021		Actual 30 June 2022
\$000		\$000
1,209	Salaries and other short-term employee benefits	1,405
-	Termination benefits	-
1,209	Total key management personnel compensation	1,405

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

▲ Note 14: Explanation of major variances against budget

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

Statement of comprehensive revenue and expense

Crown revenue was \$7.316 million more than the budget amount. Additional funding of \$8.714 million was provided to the Ministry's programmes after the budget was set, and \$3.906 million unspent in 2020/21 was carried forward to 2021/22. Because expenditure was less than the funding available by \$4.128 million, that amount was not counted as revenue.

Expenses were \$7.724 million 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 \$6.557 million more than the budget amount. This was largely because of the two following items.

Creditors and other payables and deferred revenue was \$5.397 million 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 \$0.857 million more than the budget amount. This is due to a number of factors in the calculation of this provision (number of employees and ages, discount rates, salary assumptions). Each of these factors changed between when the budget was set and when the final calculation of the provision was made.

Statement of cash flows

Receipts from the Crown were \$7.677 million 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 \$6.499 million less than the budget amount as outlined above.

▲ Note 15: Events after balance date

There have been no significant events after balance date.

Non-departmental schedules

▲ Schedule of non-departmental revenue

For the year ended 30 June 2022

There is no revenue at 30 June 2022 (2021: nil).

▲ Schedule of non-departmental capital receipts

For the year ended 30 June 2022

There are no capital receipts at 30 June 2022 (2021: nil).

▲ Schedule of non-departmental expenses

For the year ended 30 June 2022

Actual 30 June 2021		Actual 30 June 2022	Unaudited budget 30 June 2022
\$000	Non-departmental expenses	\$000	\$000
23,824	Grants paid to third parties	29,436	27,645
1,288	Social assistance benefits	924	857
2,836	GST or Crown expenses	3,294	4,275
27,948	Total non-departmental expenses	33,654	32,777

▲ Schedule of non-departmental assets

As at 30 June 2022

Actual 30 June 2021 \$000	Non-departmental assets	Actual 30 June 2022 \$000	Unaudited budget 30 June 2022 \$000
12,077	Bank	22,636	4,255

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

▲ Schedule of non-departmental liabilities

As at 30 June 2022

Actual 30 June 2021 \$000	Non-departmental liabilities	Actual 30 June 2022 \$000	Unaudited budget 30 June 2022 \$000
8,032	Due to providers	14,007	1,300

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

For a full understanding of the Crown's financial position and the results of its operations for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2022.

▲ Schedule of non-departmental commitments

As at 30 June 2022

There are no non-departmental commitments as at 30 June 2022 (2021: nil).

▲ Schedule of non-departmental contingent liabilities and contingent assets

As at 30 June 2022

There are no contingent liabilities or assets as at 30 June 2022 (2021: nil).

Notes to the non-departmental schedules

▲ Note 1:

Statement of accounting policies for the year ended 30 June 2022

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 2022. For a full understanding of the Crown's financial position, results of operations and cash flows for the year, readers should refer to the Financial Statements of the Government.

Basis of preparation

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

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

Presentation currency and rounding

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

Measurement base

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

Significant accounting policies

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

▲ Note 2: Explanation of major variances against budget

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

Schedule of non-departmental expenses

Grants paid to third parties were \$1.791 million more than the budget amount. This was expenditure from additional funding provided to the Ministry's programmes after the budget was set.

Schedules of non-departmental assets and liabilities

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

Appropriation statements

The following statements report information about the expenses and capital expenditure incurred against each appropriation administered by the Ministry for the year ended 30 June 2022.

In these statements:

- *Remeasurements* are movements in the value of an asset or liability that are outside the control of the Ministry, as defined in the Public Finance Act 1989. Remeasurements do not require an appropriation.
- *Approved appropriation* figures are from the 2021/22 Supplementary Estimates of Appropriations for Vote Pacific Peoples.
- *Location of end-of-year performance information* discloses where end-of-year performance information is reported for each appropriation administered by the Ministry for Pacific Peoples, as detailed below:
 1. Annual Report of the Ministry for Pacific Peoples
 2. Non-departmental Appropriations Report for Vote Pacific Peoples (see pages 119-123)
 3. No reporting required due to an exemption obtained under section 15D of the Public Finance Act 1989.

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

For the year ended 30 June 2022

Annual and permanent appropriations for the Ministry for Pacific Peoples.

	Expenditure after re- measurements	Expenditure before re- measurements	Re- measurements	Expenditure after re- measurements	Approved appropriation	Location of end-of-year performance information
	30 June 2021	30 June 2022	30 June 2022	30 June 2022	30 June 2022	30 June 2022
	\$000	\$000	\$000	\$000	\$000	
Departmental output expenses						
Policy advice and ministerial servicing MCA						
Communications, projects and relationships	14,916	26,508	20	26,528	26,871	(1)
Policy advice	7,850	4,097	-	4,097	7,800	(1)
Total departmental output expenses	22,766	30,605	20	30,625	34,671	

	Expenditure after re- measurements	Expenditure before re- measurements	Re- measurements	Expenditure after re- measurements	Approved Appropriation	Location of end-of-year performance information
	30 June 2021	30 June 2022	30 June 2022	30 June 2022	30 June 2022	30 June 2022
	\$000	\$000	\$000	\$000	\$000	
Departmental capital expenditure						
Ministry for Pacific Peoples - capital expenditure PLA	1,245	65	-	65	152	(1)
Total departmental capital expenditure	1,245	65	-	65	152	
Non-departmental output expenses						
Promotions — business development	6,232	8,616	-	8,616	9,169	(2)
Skills training & employment	17,592	20,070	-	20,070	20,526	(2)
Total non-departmental output expenses	23,824	28,686	-	28,686	29,695	
Benefits and other related expenses						
Study and training awards for business development	1,288	924	-	924	926	
Total benefits and other related expenses	1,288	924	-	924	926	
Non-departmental other expenses						
Housing Pacific families	-	750	-	750	2,750	(2)
Total non-departmental other expenses	-	750	-	750	2,750	

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

For the year ended 30 June 2022

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

No section 26A transfers were authorised in the year ended 30 June 2022.

Transfers under section 26B of the Public Finance Act

No section 26B transfers were authorised in the year ended 30 June 2022.

Expenses and capital expenditure incurred in excess of appropriation

No expenses or capital expenditure were incurred in excess of appropriation in the year ended 30 June 2022.

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

No expenses or capital expenditure were incurred without appropriation or outside the scope or period of appropriation in the year ended 30 June 2022.

Minister's report on non-departmental appropriations

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

Minister for Pacific Peoples' report on non-departmental appropriations

For the year ended 30 June 2022

This section meets the requirements set out in the supporting information to the 2021/22 Estimates and Supplementary Estimates of Appropriations for information on non-departmental appropriations in Vote Pacific Peoples to be reported by the Minister for

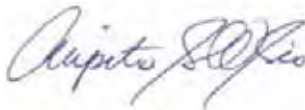
Pacific Peoples. Although this report is presented in the same document as the Annual Report of the Ministry for Pacific Peoples for the year ended 30 June 2022, it does not form part of that Annual Report.

Minister's introduction

In accordance with section 19B of the Public Finance Act 1989, as the Minister having responsibility for non-departmental appropriations within Vote Pacific Peoples in 2021/22, I submit the following report on those non-departmental appropriations in the Vote that were not granted an exception from reporting under section 15D of the Act.

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

This report records the financial and non-financial performance results for the outputs purchased through each appropriation for the period 1 July 2021 to 30 June 2022. The performance information in this report has not been audited.



Hon Aupito William Sio
Minister for Pacific Peoples

Non-departmental output expenses

Promotions – business development

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

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

Summary of non-financial performance

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 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.

2020 / 21 result	Measure	2021 / 22 target	2021 / 22 result	Achieved / not achieved
87.5%	Proportion of contracted services that meet the delivery targets in the provider outcome agreement(s)	100%	87.5%	Not achieved

The Pacific Business Awards were not held in 2021 because of COVID-19 restrictions. The Awards have been deferred to November 2022.

100%	Proportion of the appropriation contracted for the financial year	100%	94%	Not achieved
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The appropriation is reported as underspent because extra funding was approved through the Supplementary Estimates towards the end of the year that was not able to be spent by the end of the year.

Financial performance

2020 / 21 actual \$000	Financial performance (figures are GST exclusive)	Unaudited estimates 2021/22 \$000	Unaudited supplementary estimates \$000	2021 / 22 actual \$000
6,232	Total expenses	7,319	9,169	8,616

Skills training and employment

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

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

Summary of non-financial performance

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 2021/22, the Tupu Aotearoa programme successfully placed 1,485 participants into employment and 1,477 participants into training.⁴⁶

2020 / 21 result	Measure	2021 / 22 target	2021 / 22 result	Achieved / not achieved
96.3%	Training and education placements contracted	90% or greater	85.2%	Not achieved
This is an interim result as it has not been possible to receive and evaluate all provider reports before this Report is due. In addition, the result is likely to have been adversely affected by COVID-19 lockdowns in late 2021. We will be able to report the final result for the measure in the next Non-departmental Appropriations Report.				
95.1%	Employment placements contracted	90% or greater	108.3%	Achieved

Financial performance

2020 / 21 Actual \$000	Financial performance (figures are GST exclusive)	Unaudited estimates 2021/22 \$000	Unaudited supplementary estimates \$000	2021 / 22 actual \$000
17,592	Total expenses	20,326	20,526	20,070

⁴⁶ Data for 2021/22 is still being entered and verified as this Non-departmental Appropriations Report is finalised. Final figures will be disclosed in the next Report.

Non-departmental other expenses

Housing Pacific families

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

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

Summary of non-financial performance

We contributed funding towards a housing project run by Penina Trust in South Auckland. The project, which also received funding from the Ministry of Housing and Urban Development, will see five new fit-for-purpose homes built in Auckland to provide housing for Pacific families.

2020 / 21 result	Measure	2021 / 22 target	2021 / 22 result	Achieved / not achieved
New measure for 2021 / 22	Number of new affordable homes for Pacific co-funded to be built	5	5	Achieved

Financial performance

2020 / 21 actual \$000	Financial performance (figures are GST exclusive)	Unaudited estimates 2021/22 \$000	Unaudited supplementary estimates \$000	2021 / 22 actual \$000
-	Total expenses	-	2,750	750





