



# Enriching Aotearoa New Zealand with thriving Pacific Communities

A briefing to the  
Minister for Pacific Peoples

November 2020



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# Foreword from the Secretary for Pacific Peoples

Noa'ia, Talofa lava, Kia Orana, Kam na Mauri,  
Fakatalofa atu, Mālō Ni, Fakaalofa lahi atu,  
Ni Sa Bula Vinaka, Mālō e lelei and warm Pacific  
greetings. Welcome to the Pacific Peoples portfolio.



Congratulations on your appointment to continue as Minister for Pacific Peoples. We also acknowledge your new appointments as Minister for Courts, Associate Minister of Education (Pacific Peoples), Associate Minister of Health (Pacific Peoples), Associate Minister of Justice and Associate Minister of Foreign Affairs.

This is an important portfolio with many opportunities to make a meaningful contribution to the wellbeing of Pacific Aotearoa and support them to realise their aspirations for their communities.

I present you this briefing which outlines some of the opportunities and challenges that are ahead of you as the Minister for Pacific Peoples. This briefing also provides you with an overview of the role of the Ministry for Pacific Peoples (the Ministry), our functions and the capabilities we can draw on to support you, key achievements and opportunities, the landscape of Pacific Aotearoa and key priorities under the Lalanga Fou framework. Also included is a summary of the Ministry's current priorities:

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

These priorities, guided by Lalanga Fou and the Wellbeing Budget 2019 and 2020, outline how the Ministry will support Pacific peoples and our communities to rebuild and grow.

You are taking on this role at a time when New Zealand and the world are facing significant challenges. The COVID-19 pandemic continues to have a significant impact on Pacific communities. In response there has been rapid and intensive cross-Government preparation to deliver a whole-of-New Zealand response to combat the disease.

The Ministry has been, and continues to be part of national efforts. This has culminated in an extensive range of collaborative and concerted actions and mobilisation across government, and across our communities. However, there remains an on-going need to work across the system to ensure that Pacific families and communities receive the support they need.

Your leadership in this portfolio will be vital in driving solutions to the issues exacerbated by COVID-19, and maximising the opportunities to shift how we continue to respond, partner, and collaborate across government, with Pacific communities and stakeholders.

I look forward to meeting with you, to discuss and understand your priorities and how we can work together to achieve these. We are happy to provide additional briefings and further information as required.



Soifua ma ia manuia,

**Laulu Mac Leauanae**

Te Tumu Whakarae mō ngā  
Iwi o Te Moana-nui-a-Kiwa  
Secretary for Pacific Peoples

## Section 1

# The Pacific Peoples Portfolio

In this section you will find a description of your role in this portfolio and how the Ministry will support you to achieve these priorities.



### 1.1

#### Your role as Minister for Pacific Peoples

In addition to the collective responsibilities that Ministers share, the responsibilities for the Minister for Pacific Peoples include:

- Leading Pacific engagements with communities and across government.
- Delivering a strategic policy programme focussed on the long-term wellbeing of Pacific peoples. The premise of this programme is focused on the Pacific vision established by Pacific communities in 2018 and calls for Pacific values to anchor the way initiatives are framed and implemented. This work identified four goal areas that were important to Pacific communities:
  1. Thriving Pacific Languages, Cultures and identities
  2. Prosperous Pacific Communities
  3. Resilient and Healthy Pacific families
  4. Confident, thriving and resilient Pacific young people.

These goal areas shape your discussions with Ministerial colleagues in influencing collaborative efforts to realising Pacific aspirations. The priorities you set are guided by the voices of Pacific communities and are crucial in influencing policy decisions and stewardship across government.

- Appointments and nominations for Honours that fall within your portfolio. In celebrating Pacific peoples, the Ministry supports the process of selecting individuals who have made substantial contributions to their community. We will also support you in identifying individuals suited for roles on boards, to assist in your advocacy for these individuals to ensure equitable representation of Pacific peoples across boards.
- Appointing board members that are within your portfolio – Pacific Business Trust, Pasifika Education Centre, National Pacific Radio Trust and the Pacific Education Foundation. The Ministry will provide you with advice on the appointments to these boards and other state sector boards, community not for profit organisations and honours awards.

## 1.2

### The Ministry for Pacific Peoples – who we are and what we do

#### Our role and function

The Ministry is the Crown's Principal advisor on policies and interventions aimed at improving outcomes for Pacific peoples in Aotearoa. We use our extensive networks with Pacific communities, as well as our knowledge and understanding of Pacific peoples to influence public policy, programme and service decisions affecting Pacific Peoples.

Our mission of 'enriching Aotearoa with thriving Pacific communities' is brought to life through five key areas:

- 1. Policy Advice:** Providing expert policy advice to Ministers and partner agencies supporting the development of effective strategies and programmes targeted at Pacific communities.
- 2. Innovation:** Co-designing and delivering innovative programmes with our communities and identifying valuable policy, research and implementation insights.
- 3. Pacific Knowledge and Expertise:** Gathering intelligence on Pacific issues and opportunities and using this to inform our policy advice, enhance engagement practices with our Pacific communities, and influence decision making regarding Pacific peoples across Government.
- 4. Communications and engagement:** working with, and for, our Pacific communities to ensure Pacific stakeholders and audiences shape and have access to information and support available to them from the Ministry and other Government agencies.
- 5. Partnerships and Leadership:** Partnering with a wide range of organisations across the private and public sectors to identify and promote future Pacific leaders and Pacific success.

### Who we are

#### Tautua - Our leadership team

Our Executive Leadership Team – Tautua (a Samoan word translated as “leadership through service”) is led by the Secretary for Pacific Peoples, Laulu Mac Leauanae. Supporting the Secretary for Pacific Peoples are three Deputy Chief Executives (DCE), and the Chief Financial Officer.

**Figure 1:** Ministry for Pacific Peoples Senior Leadership Team Tautua



Left to right: Leatigaga Jason Tualima (Chief Financial Officer), Tofilau Iris Webster (DCE Office of Chief Executive), Laulu Mac Leauanae (CEO), Terina Cowan (DCE Policy, Research and Evaluation, Languages, Housing), Aiolutepotea Sina Aiolutepotea-Aiono (DCE Regional Partnerships)

#### Our Ministry Team

Our 75 staff are located across Auckland, Wellington, and Christchurch. With Tupu Aotearoa, the Ministry also has an office presence in Invercargill, serving the Southland/Otago region, Palmerston North serving the Manawatu/Whanganui/Hawkes Bay region and now in Whangarei, serving the Northland region.



## Section 2

# Key achievements to date and future strategic opportunities

### 2.1

#### The Ministry has received significant funding over the last two years

The past two years have seen considerable funding added to the work programme of the Ministry which has significantly changed the organisation and what we deliver.

Over recent years there have been successive increases to Vote Pacific Peoples. These have included \$54.12m from the Wellbeing Budget and other sources in 2019, and \$64.65m from the COVID-19 Response and Recovery Fund in 2020, for a total investment of \$118.77m.

This investment has been for:

- Strengthening Pacific language, culture and identity
- Expansion of the Tupu Aotearoa employment programme nationwide
- Supporting more Pacific entrepreneurs and businesses to succeed
- Pacific content and community funding support for COVID-19 recovery
- Supporting and increasing Pacific participation in Science, Technology, Engineering and Mathematics (STEM), and
- Improving housing for Pacific families and communities.

These significant increases in funding have required us to adapt, strengthen and grow the Ministry. We are moving at pace to acquire

the extra resources to be able to successfully implement and achieve the outcomes the investment is intended for.

We have made significant progress on the implementation of the above funded initiatives and will look at options to secure enduring out-year funding for the key long-term Pacific initiatives. We would like the opportunity to update you on this work as well as meet with you to discuss further if required.

### 2.2

#### The Ministry continues to embed the All-of-Government Pacific Wellbeing outcomes framework

The Ministry has made significant progress in a number of key systems change pieces of work, as part of the public sector drive on partnerships and collaboration across the system. We are ahead of the wider system, with the All-of-Government Pacific Wellbeing outcomes framework approved by Cabinet in 2019 and an All-of-Government Deputy Chief Executive (DCE) group collaborating on joint work since early 2020. Elements of this framework includes:

- The development of Pacific wellbeing standards that in conjunction with already existing general wellbeing indicators (such as the Treasury Living Standards framework) will enable measurement of long-term improvements in Pacific wellbeing.
- Working across programmes and agencies to ensure that collaboration, best practice and effectiveness of the development and delivery of government investment is maximised and shared.

This framework gives the Ministry the opportunity to lead, measure and report on the collective impact of government investment

designed to lift outcomes for Pacific peoples and identify where efficiencies and improvements need to be made, including through the critical COVID-19 recovery period.

This whole-of-government approach has been extremely successful during the COVID-19 response. With support from the Prime Minister and the Minister of Finance, you convened the Pacific Ministers Group to help coordinate the COVID-19 Pacific response across government. This strong leadership and direction has resulted in agencies working together more effectively to respond to the needs of Pacific peoples.

We are continuing to build on this whole-of-government approach through the establishment of a core group of government agencies through the All-of-Government Lalanga Fou DCE. The Ministry is seeking your continued support to the All-of-Government work and we will be seeking further funding to enable implementation across wider government.

### Other opportunities for the Ministry to develop further

The Ministry is also looking to develop other opportunities going forward including:

s 9(2)(f)(iv)  
 [Redacted text]

s 9(2)(f)(iv)  
 [Redacted text]

s 9(2)(f)(iv)  
 [Redacted text]

s 9(2)(f)(iv)  
 [Redacted text]

## 2.3 Strategic opportunities in your associate portfolios

Once again congratulations on your new associate Ministerial appointments to the Health, Education, Justice and Foreign Affairs and Trade portfolios. We would welcome the opportunity to discuss these with you further to get a sense of your key priorities and how we can support you to achieve them once you have been given your official portfolios.

There are opportunities for the Ministry to support your associate portfolios to align with the Ministry's strategic priorities and work towards achieving success for Pacific families and communities. These opportunities include:

- Supporting the Ministry of Education (MOE) on their Action Plan for Pacific Education 2020-2030. MOE have also supported the Pacific languages work led by the Ministry. There are opportunities to look at: the investments and ring-fence funding

for Pacific education initiatives; pathways from education to employment, and to address racism and long-term barriers to education for Pacific peoples.

- Supporting the Ministry of Health (MOH) on Ola Manuia: Pacific Health and Wellbeing Action Plan 2020–2025. The Ministry have a current Memorandum of Understanding (MOU) with MOH focusing on strengthening our working relationship and developing and sharing our work programmes and rollout of COVID-19 funding. We believe there are opportunities to highlight a focus on the Health and Disability Review, to strengthen health equity for Pacific peoples and work closely to strengthen COVID-19 work in communications, assurance testing and further funding for Pacific churches and community organisations as required.
- The Ministry have a current MOU with the Ministry of Foreign Affairs and Trade (MFAT) that was signed in December 2018. The intent of the MOU was to work together on matters of mutual interest with a focus on cultural expertise, engagement with communities and promoting diversity and capacity building. To date, we have progressed some initiatives which includes;
  - information sharing and support through Regional Seasonal Employment scheme and Labour mobility
  - Pacific Reset and language culture and identity funding support to deliver the High tech and languages fono.

We expect to continue this work and renew the MOU with MFAT. We will discuss with you further to understand your priorities to ensure they are included in the work programme moving forward.

## 2.4 How we can support you

As a Ministry, we support you to lead the Pacific Peoples portfolio and to take a leadership role across government on improving outcomes for Pacific Peoples in Aotearoa. Our support will be by:

- Providing evidence-based advice on key policy issues affecting Pacific Peoples in Aotearoa
- Utilising our networks so that it is easy to connect with Pacific communities, leaders, and churches to ensure their voices are heard at a local level and in policy development
- Investing and co-investing with other agencies, Pacific and non-government entities to make a real difference to the lives of Pacific peoples
- Developing strategies to help you advance key issues within the government's agenda.

## Section 3

# The Landscape of Pacific Aotearoa

### 3.1

#### The changing nature of Pacific communities in Aotearoa New Zealand

The Pacific people's story in Aotearoa is ever-evolving, from the early migration journey of our families seeking employment opportunities in the early 1950s, to now, a population that is firmly established and identified as having an important role to play in the fabric of New Zealand, the economy and its future.

The 2018 Census revealed that New Zealand's Pacific population has increased from 7.4 percent of the total population in 2013 up to 8.1 percent (381,642). The Pacific population in New Zealand is a young one with a medium age of 23.4 years old, compared to 38.0 years for the general population. It will form a significant proportion of New Zealand's future work force. Just over 60 percent of the Pacific population are now born in New Zealand and most of the population reside in Auckland (63.9 percent) and concentrated in other major centres of Wellington and Christchurch. We also know that Pacific peoples are slowly moving outside of metropolitan areas into regional New Zealand for employment opportunities.

The term 'Pacific peoples' represents a population group consisting of several different ethnicities, all having similar values, and proud in their own distinct identity, culture, language and history. The Ministry works with the main population groups; Samoan (182,721), Tongan (82,389), Cook Islands (80,532), Niuean (30,867) Tokelauan (8,676) Fijian (19,722) and Tuvaluan (4,653). We have recently expanded our reach to work with the growing

Kiribati (3,225) and Rotuma (981) communities through the annual Pacific language weeks and messaging to communities during the COVID-19 pandemic.

### 3.2

#### An equitable and inclusive New Zealand is crucial to the growth and future success of Pacific peoples

Pacific peoples have the most to gain from an equitable and inclusive New Zealand and the most to lose if not included.

In New Zealand, more Pacific peoples are achieving success in education, employment and business, sports, music, and through language, arts and culture. However, there are still areas where there are existing disparities and challenges for Pacific peoples to improve.

While improvements have been made in education achievement levels and participation rates by Pacific in almost all areas, these rates are still lower than the general population.

Early childhood education participation rates for Pacific children has increased to 91 percent compared to 86 percent in 2012. This is still lower when compared to Māori at 94 percent and 98 percent for European children. We know that more Pacific learners are leaving school with a formal education qualification, and there is an increase in the number of Pacific 18 year-olds with NCEA level 2 or equivalent. This rate has risen from 66 percent in 2011 to 75 percent in 2014, compared to 82 percent for non-Pacific learners. While participation in tertiary education by Pacific peoples has increased,

the proportion who hold a Bachelor's degree or higher is less half that of the general population.

Pacific median incomes have increased from \$19,700 per annum in 2013 to \$24,300 in 2018 but this is still significantly lower than the median income for the total population of \$31,800.

For Pacific peoples, the rate of home ownership by individuals has decreased to 18.5 percent, compared to 49.8 percent for the general population. In 1986, 49 percent of Pacific peoples were living in rented accommodation. By 2013 this had increased to 66.9 percent compared to 36 percent of the total New Zealand population.

The concentration of two thirds of New Zealand's Pacific population in Auckland means the community is disproportionately exposed to the Auckland housing market. Social housing for Pacific peoples continues to be an important form of accommodation. Pacific peoples are also more likely to be living in crowded households compared to the general population.

Pacific peoples are leading the way in immunisation rates with higher rates of immunisation compared to the total population. But more needs to be done for smoking, rheumatic fever, obesity, oral health, diabetes, suicide, mental health and hazardous drinking.

Pacific peoples in New Zealand identify language and culture as an important element of their sense of community wellbeing and belonging. On average, Pacific peoples in New Zealand are three times more likely than the general population to be bi-lingual. Samoan is the third most spoken language in New Zealand, after English and Te Reo Māori. However, the Niue, Tokelau and the Cook Islands languages in New Zealand are at risk and in decline. More needs to be done to support these languages because of the special relationship New Zealand has with the three Pacific Island states.

### 3.3

## The impact of COVID-19 on Pacific communities

COVID-19 has magnified and further entrenched existing challenges for Pacific communities. It continues to impact occupations and industries with a high representation of Pacific workers where they are at least 1.5 times more likely to be employed in low-skilled labouring roles especially in manufacturing, transport, warehousing and logistics compared to the general population. Pacific women are largely employed in healthcare, social assistance, manufacturing, and retail. From June 2019 to June 2020, median weekly wages for Pacific workers increased by 6.9 percent compared to an increase of 17 percent for Pakeha for the same period.

Notably, during each phase of COVID-19, Pacific organisations, churches, community leaders rallied and worked together to support those in need. Pacific elders for instance, used their language skills to translate resources. Families and churches stepped up with food and accommodation support for stranded migrants and desperate families. Pacific youth groups used their knowledge of technology and social media to rapidly set up online language, culture networks and church services.



Pacific communities have shown strength and resilience during COVID-19. This re-confirms the shift clearly set out in Lalanga Fou, to an approach of working collaboratively with Pacific communities as owners of Pacific wellbeing and culture to enable them to take leadership roles in decision that affect their lives. This will ensure that the COVID-19 recovery response goes beyond dealing with the symptoms but also builds long term resilience in line with a productive, sustainable and inclusive economy.

### 3.4

## The essential role of Pacific Languages during COVID-19

The Ministry for Pacific Peoples has led a cross agency communications initiative, with the goal to ensure our Pacific communities and Pacific stakeholders could easily access information including translated content to increase their understanding of government announcements, guidelines and support available to them.

This initiative provided another layer of communications activity to reach a greater breadth of the Pacific audience who would otherwise be missed by communications delivered in English and via mainstream channels.

What we also found was that when the cases of COVID-19 were rising, the consumption of our Pacific content was very high as well. What that showed us is that our communities had information that they could access that spoke directly to the current situation.

Sharing information in our Pacific languages gave the messages clarity and connection that could not have been achieved in English.

Pacific communities have shown great strength in the face of these extraordinary times. Working shoulder to shoulder with government agencies, our Pacific communities, churches, and organisations have provided the vital link that has ensured Pacific peoples have been engaged and supported in their languages.

## Section 4

# Enriching Aotearoa New Zealand with thriving Pacific Communities

– an agenda for action

In order to tackle the urgent challenges faced by Pacific peoples in Aotearoa New Zealand today and to also have proper foresight of tomorrow's challenges, the Ministry's agenda for action over the next three years is focused on six key areas:

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

Regular progress updates will be provided to you on each of the above action areas.

### 4.1

#### System Leadership

The Ministry is the voice of Pacific people in government, and our voice comes from our community. Our role stems from providing evidence-based advice across government on policies that affect Pacific peoples to operational delivery. Fundamental to our role, and significant to driving success for Pacific communities, is system leadership.

Government has a crucial role in making sure the Pacific Aotearoa Lalanga Fou framework is supported especially during the COVID-19 recovery phase. This requires system leadership, setting clear expectations across government agencies that this will be a collaborative effort, working in partnership with Pacific communities

and agencies and building up and on their capability and capacity to deliver wrap-around support.

Within the Ministry we have an emerging priority to facilitate system leadership through the All-of-Government Pacific Wellbeing Strategy. In response to advancing Pacific aspirations, a Lalanga Fou Deputy Chief Executive Group was set up that we lead and provide support to. The purpose of this group is to provide strategic oversight on initiatives that impact on Pacific peoples. The intent is to be more co-ordinated and collaborative in efforts to support Pacific communities thrive and prosper.

As part of the response to COVID-19, a Pacific Wellbeing Ministers Group was established to enable the Lalanga Fou Deputy Chief Executive Group to provide collective advice directly to Ministers.



At a strategic level, the Lalanga Fou Deputy Chief Executive have worked together to ensure joint oversight of the investments for Pacific peoples. Conversations are underway to work through how we can collectively further invest, deliver, and measure the impact for Pacific communities.

To date, early work has been undertaken to deliver services and funding in a more joined up way to Pacific communities, with early success achieved through delivery of COVID-19 community funding to Pacific communities across agencies. Building on the momentum of our success to date and noting the pivotal Associate Minister roles that you now hold, we intend to have an early discussion with you how we progress this work. Further information will be provided to you to support this discussion.

**Current work includes:**

- Advancing the All-of-Government Pacific Wellbeing Strategy
- Developing Pacific Wellbeing indicators to track the long-term impact of government investment for Pacific Wellbeing
- Developing a set of standards to measure short and medium-term performance of Pacific-focused programmes and initiatives across government
- Lifting public sector capability to apply Pacific perspectives, evidence, and intelligence, and to engage effectively with Pacific peoples in designing and delivering policies and interventions that affect Pacific peoples
- Increasing the number of Pacific people in public service leadership roles
- Completing the Pacific Aotearoa 2.0 engagement and report back.

## 4.2 Thriving Pacific languages, cultures and identities

Pacific languages are part of the fabric of who we are as a nation. They magnify the value of a community, providing a vital link between our place in Aotearoa New Zealand and our heritage as peoples of the vast blue Pacific continent.

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

COVID-19 has forever transformed the way we think and do things. Our experience during these extraordinary times, while challenging, has provided an opportunity to learn, reflect and refocus our priorities within our work programme and has re-affirmed the importance and value of Pacific languages particularly on a national platform.

At the Ministry we are focused on delivering a range of activities to ensure the aspirations of our Pacific communities and families for their languages, cultures and identities are realised. To do so we have focused our work programme on addressing four keys shifts:

- More Pacific peoples are speaking their own languages
- Pacific languages and cultures are valued and respected

- Diverse Pacific identities are accepted, recognised and celebrated
- Faith, and the role of churches amongst Pacific communities, is recognised.



**Current work includes:**

- s 9(2)(f)(iv) [Redacted]
- s 9(2)(f)(iv) [Redacted]
- s 9(2)(f)(iv) [Redacted]
- s 9(2)(f)(iv) [Redacted]
- Researching the impact COVID-19 has had on Pacific churches and the role of languages as part of the communications strategy
- Investigating the role of churches in language revitalisation
- Delivering a refreshed Pacific Language Weeks series in time for 2021
- s 9(2)(f)(iv) [Redacted]



## 4.3

### Prosperous Pacific communities

Our goal is that Pacific communities in Aotearoa prosper. We want Pacific peoples fulfilling their potential in the belief that everyone in Aotearoa has the opportunity to succeed and be able to provide for their families.

At the Ministry, we are focused on supporting Pacific businesses to grow, as well as creating opportunities for more Pacific people to enjoy meaningful, well-paid work. We're also continuing to provide Pacific people with the skills they need to get good jobs and working with other agencies to provide Pacific people with better access to affordable homes and healthcare.

Pacific peoples make a significant volunteer contribution to Aotearoa, working together for the betterment of their wider families, church, or community groups, and they do so without direct financial reward or wide public recognition. Over the next three years as a Ministry we will be working to better understand, recognise and celebrate these voluntary contributions.

The Ministry is currently working to effect five key shifts in response to achieving the Pacific Aotearoa vision by having prosperous Pacific communities:

- Pacific peoples' participation in the labour market improves
- More Pacific people own their own homes
- More sustainable housing for Pacific peoples
- More successful and sustainable Pacific entrepreneurs and Pacific-owned businesses
- Pacific volunteer contribution to Aotearoa is recognised and valued

#### Current work includes:

- Advancing the housing for Pacific families and communities programme
- Continuing to advance the Toloa initiative across the STEM continuum to support Pacific peoples into high skilled and income sectors



- Continuing to deliver and advance the Tupu Aotearoa Programme
- Launching the Lalanga Fou Hi-Tech Fono Report
- Working with the Ministry of Business, Innovation and Employment on developing a Pacific Employment Action Plan

## 4.4

### Resilient and healthy Pacific peoples

Our goal is that Pacific peoples and communities in Aotearoa New Zealand are healthy and more resilient. We want a greater focus placed on the delivery of preventative healthcare services to Pacific communities, more services delivered by Pacific clinicians and health professionals, improved Pacific mental health and wellbeing services, and greater support provided to Pacific parents so that they are better equipped to provide their children with a good start in life.

We are working to bring about four key shifts in response to achieving the Pacific Aotearoa vision by having resilient and healthy Pacific peoples:

- Improved preventative care and integrated primary health and social services for Pacific families
- Pacific peoples' values and experiences are reflected in the design and delivery of health and wellness services
- Pacific mental health and wellness are better supported with services that use Pacific cultural frameworks
- Pacific parents are supported to provide the best start in life for their children

#### Current work includes:

- Working with key agencies (the Ministry of Health, Ministry of Social Development, Oranga Tamariki, and Ministry of Justice) to develop and deliver shared work programmes aimed at improving health and wellbeing outcomes for Pacific people

- Monitoring the effectiveness of Pacific-targeted innovative community health initiatives
- Monitoring the impact of COVID-19 on Pacific communities and facilitating their access to key information including in Pacific languages.

## 4.5

### Confident, thriving and resilient Pacific young people

Our goal is that Pacific young people are confident in their languages, cultures, and identities, and have the mental resilience, educational experiences, and skills to thrive in Aotearoa.

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

- Pacific young people are confident in their identities
- Pacific young people have improved experiences in education
- Pacific young people have better pathways available to them from education to employment in a broad range of careers
- Pacific youth mental health and resilience are strengthened



#### Current work includes:

- Working with key agencies (including the Ministry of Business, Innovation and Employment; New Zealand Qualifications Authority; Ministry of Education; and Ministry of Youth Development) to develop and deliver shared work programmes aimed at improving outcomes for Pacific young people in New Zealand
- Delivering programmes such as Tupu Aotearoa, focused on encouraging Pacific young people into meaningful careers or to set up in business

- Facilitating the work of Kau Tuli, the Ministry-based Pacific youth advisory group
- Supporting the annual Prime Minister's Pacific Youth Awards initiative which is aimed at recognising high achieving young Pacific New Zealanders
- Managing the Young Enterprise sponsorship contract focused on engaging Pacific secondary school students in business entrepreneurial activities

## 4.6

### Strengthening the Ministry to deliver

At the Ministry our people are our greatest resource and together we power the Ministry to fulfil our purpose and deliver on the Pacific Aotearoa vision. How we use, organise, and grow our people is central to our success.

Evolving priorities and unique events like COVID-19 require the Ministry for Pacific Peoples to be adaptable. To do so we are focused on making it easier for our people to do their jobs. We want to provide a workplace that gives more choice about how and where we work, support staff to be more connected and flexible, enable performance over presence and make sure everyone has the right tools to do their job. This involves continuously updating our processes, policies, and frameworks to reflect our changing context and investing in tools to allow us to better connect with our Pacific communities.

#### Currently our focus is on five key delivery areas:

- Providing strong leadership and clear direction
- Growing our people capabilities and introducing more effective ways of working
- Improving our internal capabilities
- Strengthening external relationships
- Effectively measuring and monitoring the impact of our work

#### Current work includes:

- Strengthening our frameworks to support modern and flexible ways of working
- Delivery a Digital Transformation programme
- Investigating and procuring a fit-for-purpose Tupu Aotearoa database
- Lifting information and document management capability and practice across the Ministry
- Undertaking a contract management capability reset including scoping a contract management system
- Strengthening our performance measurement framework

## Section 5

# Key decisions required of you in the next three months

The areas that require further briefings and or decision from you in the next three months are outlined below.

| Briefing / decision   | Month             |
|---|-------------------|
| <p>s 9(2)(f)(iv) [redacted]</p> <p>[redacted]</p> <p>[redacted]</p> <p>[redacted]</p> | <p>[redacted]</p> |
| <p>s 9(2)(f)(iv) [redacted]</p> <p>[redacted]</p> <p>[redacted]</p>                   | <p>[redacted]</p> |
| <p>s 9(2)(f)(iv) [redacted]</p> <p>[redacted]</p> <p>[redacted]</p> <p>[redacted]</p> | <p>[redacted]</p> |

## Section 6

# Ministry for Pacific Peoples key documents

### Our guiding documents

- 1. Lalanga Fou:** Sets out the four goal areas Pacific communities have expressed as key to their overall wellbeing. Lalanga Fou has set the strategic direction for the Ministry.
- 2. Kapasa:** The Ministry's Kapasa is a tool for policy managers, advisors and analysts within government agencies. It is an approach for incorporating the perspectives of Pacific peoples in the generic policy development process.
- 3. Yavu:** The Ministry's Yavu engagement guidelines provide a framework on how to engage with Pacific communities that is culturally responsive and sustainable. It outlines steps for effective engagement through building, nurturing and maintaining relationships.



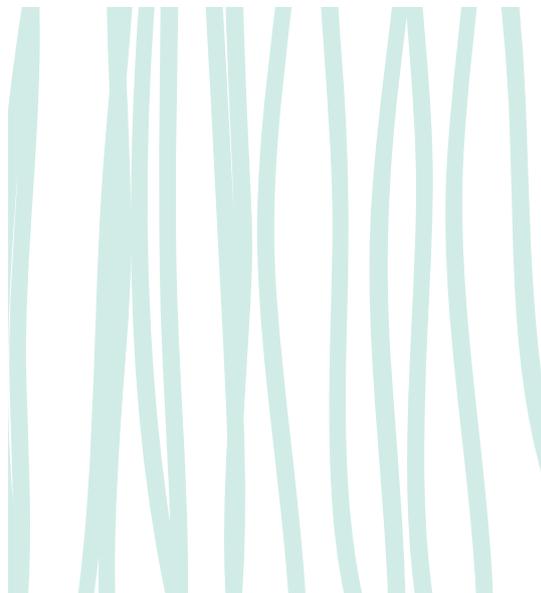
### The Ministry's Accountability Documents

- 1. Strategic Intentions:** Our Strategic Intentions 2019 – 2024 sets out the Ministry's strategic direction and the priorities that will contribute to our purpose and delivery of Government's priorities. The vision of supporting and growing successful Pacific peoples places our communities at the heart of our work.
- 2. Annual Reports:** In accordance with the Public Finance Act 1989, the Ministry is required to prepare an annual report that details the financial and non-financial performance story of the Ministry, against the commitments made in the Strategic Intentions, as well as end-of-year performance information on appropriations. This information is audited by Audit New Zealand who provide an independent opinion about whether the financial statements, statements of expenses and capital expenditures and end-of-year performance on appropriations present a fair reflection of the Ministry's performance. When applicable, the Ministry will also include in its Annual Report your year-end report on Non-Departmental appropriations.
- 3. Estimates of Appropriations:** The Vote Pacific Peoples Estimates of Appropriations, Supplementary Estimates and their supporting information form the basis of the appropriation information provided to Parliament. They are a record of your spending intentions and how you plan to use the appropriations and provide the information that Parliament needs to understand what is intended to be achieved with the funding sought in appropriation bills. In addition, they set performance targets.

**4. 20/21 Business Plan:** This plan, guided by Lalanga Fou and the “Rebuilding together” budget, outlines the Ministry’s 2020/21 work programme. It is grouped into six key workstreams:

- System leadership
- Thriving Pacific languages, cultures and identities
- Prosperous Pacific communities
- Resilient and healthy Pacific peoples
- Confident, thriving and resilient Pacific young people
- Strengthening our organisation to deliver

**5. Four monthly reports:** Are provided to you on a four-monthly basis. The reports provide you with information on how the Ministry is progressing against the deliverables set out in the Strategic Intentions and 20/21 Business Plan. In addition, your weekly meetings with officials provide an opportunity to discuss general work and give feedback.



## Section 7

# Ministry for Pacific Peoples key documents

As the Minister, you will have input into and involvement with the following groups. We will support you in managing these key relationships, and keep you updated on progress and any required actions.

**The Pacific Business Trust (PBT)** provides economic development services for Pacific businesses in New Zealand. The Trust is governed by a Board of Trustees, which is appointed by you as the Minister. The Trust has a strategic focus on working with existing Pacific businesses to grow their wealth, build their social enterprise and create jobs.

Board members of the Trust and their term dates include:

| Member                | Term ends         |
|-----------------------|-------------------|
| Tevita Funaki (Chair) | 31 July 2022      |
| Maria Fuata           | 30 May 2021       |
| Ron Viviani           | 30 September 2021 |
| Rachel Karalus        | 31 May 2022       |
| Samuelu Sefuiva       | 31 May 2022       |
| Hiueni Nuku           | 30 November 2022  |
| Muaausa Pele Walker   | 30 November 2022  |
| Sonia Tiatia          | 30 June 2023      |

**The Pasifika Education Centre (PEC)** provides educational programmes for Pacific peoples specifically on languages and cultures, including translation services and other language and culture-based resources. Through the success of Budget 2019, the Ministry has secured \$3m to fund PEC over the next four years to support the growing digital climate with resources online.

PEC is governed by a Board of Trustees, which is appointed by you as the Minister. Board members and their term dates include:

| Member                           | Term ends         |
|----------------------------------|-------------------|
| Ron Viviani (Chair)              | 31 May 2022       |
| Dr Fa'asaulala Tagoilelagi-Leota | 30 April 2021     |
| Dr Rae Si'ilata                  | 31 May 2022       |
| Eli Tagi                         | 31 May 2022       |
| Dr Salainaolua Wilson-Uili       | 31 December 2022  |
| Jean Mitaera                     | 31 December 2022  |
| Iani Nemani                      | 30 September 2023 |

**National Pacific Radio Trust (NPRT)** is a charitable trust and delivers a national Pacific radio network to help build capability of Pacific communities.

NPRT is governed by a Board of Trustees, which is jointly appointed by the Minister for Arts, Culture and Heritage (MCH) and you as the Minister for Pacific Peoples. The appointments process is led by MCH. Board members and their term dates include:

| Member                        | Term ends        |
|-------------------------------|------------------|
| Tiumalu Peter Fa'afiu (Chair) | 31 December 2020 |
| Sholan Ivaiti (Treasurer)     | 31 July 2021     |
| Sara-Jane Elika               | 31 July 2021     |
| Jody Jackson-Becerra          | 31 July 2021     |
| Maria Fuata                   | 31 July 2023     |

**Pacific Education Foundation (PEF)** promotes and encourages better education for Pacific secondary and tertiary students primarily through financial assistance.

PEF is governed by a Board of Trustees, which is jointly appointed by the Minister of Education and you as the Minister of Pacific Peoples. The appointments process is led by the Ministry of Education. Board members and their term dates include:

| Member              | Term ends        |
|---------------------|------------------|
| Dr Litea Meo-Sewabu | 14 February 2022 |
| Dr Palatasa Havea   | 30 August 2021   |
| George Gavet        | 30 August 2021   |
| Bradley Watson      | 14 February 2022 |



**Pasifika Futures** is a Whanau Ora Commissioning Agency that works with regionally based providers and partners to build the capability and capacity of Pacific families. Pasifika Futures supports Pacific families to achieve their aspirations in health, housing, education, training and economic development.



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