





**New Zealand Government**



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## Part A

## Our year in review

## Introduction from the Secretary for Pacific Peoples

**Talofa lava, Malo e lelei, Kia orana, Taloha ni, Fakaalofa lahi atu, Ni sa bula vinaka, Talofa, Mauri, Noa'ia, Tēanā koutou katoa and warm Pacific greetings to you all.**

**This year, our Ministry has played an important role in creating the best opportunities for our Pacific communities and their wellbeing. When Pacific wellbeing is ensured in all sectors, our communities will flourish. All contributions to society must be understood, recognised, and valued. For 2019/20 this has involved building the foundations of the Pacific Aotearoa Lalanga Fou goals while listening to, and engaging with, our Pacific communities.**

Our vision of a confident, thriving, resilient and prosperous Pacific Aotearoa, is a vision of community and government coming together to bring about real change and improvements in Pacific peoples' lives.

The past 12 months have demonstrated the strength of our collective efforts by working side by side with our Pacific communities and organisations to address some of the challenges faced each and every day.

These challenges have required our Ministry to adapt and pivot, not only finding new and innovative ways to engage and support our Pacific communities through the impacts of COVID-19, but to quickly mobilise our teams by immediately responding to the needs of our communities.

If we are going to walk the talk that came out of the Pacific Aotearoa Lalanga Fou report, we then need to describe how we have delivered and improved the wellbeing of our communities.

Our close relationships with Pacific communities, government agencies, strategic partners, businesses, and churches has been fundamental to our ability to deliver programmes and initiatives which have provided opportunities for Pacific peoples across Aotearoa.

With Lalanga Fou as our guide, I am proud that our Ministry has been able to secure funding from the Ministry of Business, Innovation and Employment (MBIE) through the Provincial Growth Fund Wellbeing Budget 2019, and more recently, the Wellbeing Budget 2020, Rebuilding Together. Our wellbeing agenda is built on five parts:

1. Connecting more Pacific peoples to their languages, cultures, and identities.
2. Making sure we are training and supporting more young Pacific peoples with the skills they need to get good jobs.
3. Supporting Pacific businesses to grow, as well as creating opportunities across the economy for more Pacific peoples to enjoy meaningful and well-paid work.
4. Providing better access to affordable homes and healthcare.
5. Supporting Pacific peoples through a COVID-19 recovery plan.

Talanoa (engagement) with our communities during the past year has not only yielded a greater awareness of our peoples' needs but also an appreciation of the leadership they provide within their communities.

One of the most important threads that keeps the fabric of who we are together is our language. That is why our decision to establish a dedicated language unit in the Ministry was so important this year.

The new unit has been tasked with delivering our vision of a New Zealand where all Pacific people can learn and use their language. This year, the unit has successfully piloted the Languages Innovation Fund and launched the Community Languages Fund with a combined funding pool of close to \$200,000 that has been allocated to community groups and families to implement grassroots language learning initiatives.

The 2020 Pacific Language Weeks programme celebrated its 11th year with the addition of two languages, Rotuman, and Kiribati. COVID-19 challenged our normal delivery of the programme and the Ministry responded by supporting communities to utilise online meeting platforms and social media channels.

The future of Pacific languages is fragile. Changing that is a job for all of us. Our ongoing partnership with Pasifika Education Centre (PEC) has been crucial this year and they have transitioned all their content online and are now delivering their programmes and courses online.

You will know from your own families and communities that there is huge potential among our young people. It is just that some may not know right now what they want to do with their lives, or they may not have been given an opportunity to pursue a dream or goal.

That is what our Toloa as well as Tupu Aotearoa programmes are for – to provide a connection between these young people and their future prosperity.

This year we awarded 13 Toloa Scholarships and 8 Toloa Community Funds. The Ministry's Toloa Programme aims to support our communities to pursue careers in STEM (Science, Technology, Engineering and Mathematics) and recognises both individual talent and community achievement.

Tupu Aotearoa with its origins also going back a decade, continues to positively change the lives of Pacific young people, designed to respond, and support our Pacific communities at a regional, local level, helping to increase employment, education and training. We have been successful in expanding the reach and delivery of the programme right across Aotearoa, so we can support more young people, but also help them stay connected to their communities.

Tupu Aotearoa can also help lay foundations for our young people to emulate our Pacific business leaders and entrepreneurs.

Entrepreneurship and employment are all about wellbeing. It provides a way for someone to determine their own future whilst shaping the lives of those around them. But it is not easy getting something new off the ground, nor is it easy to take a business to the next level.

We have partnered with Pacific Business Trust (PBT) to help grow Pacific businesses which will help us create good jobs, invest in our local communities, change the way we work and connect with one another, and develop innovative ways to tackle some of the most pressing challenges we face.

We are also working with MBIE to develop a Pacific Employment Action Plan that will improve employment outcomes for Pacific peoples.

This is what achieving collective wellbeing is all about.

This year we hosted the Lalanga Fou Languages and High-Tech Fono and brought together key stakeholders in the areas of both technology and languages.

Our Pacific communities are modern-day navigators, setting the direction for future generations and we want to ensure that our Pacific workforce are at the forefront of the technology wave.

Healthy, connected Pacific communities are prosperous Pacific communities. We are helping to change lives, helping families, and supporting connected, confident, and active Pacific communities.

Affordable housing is critical to the health and wellbeing of Pacific families and communities, which is why over the next four years we are focusing on an initiative to improve housing for Pacific families and communities.

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

Let us be faithful stewards and move. Let us remain hungry. And let us hustle like our forefathers.

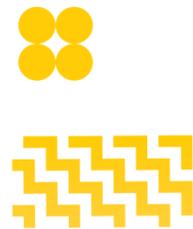
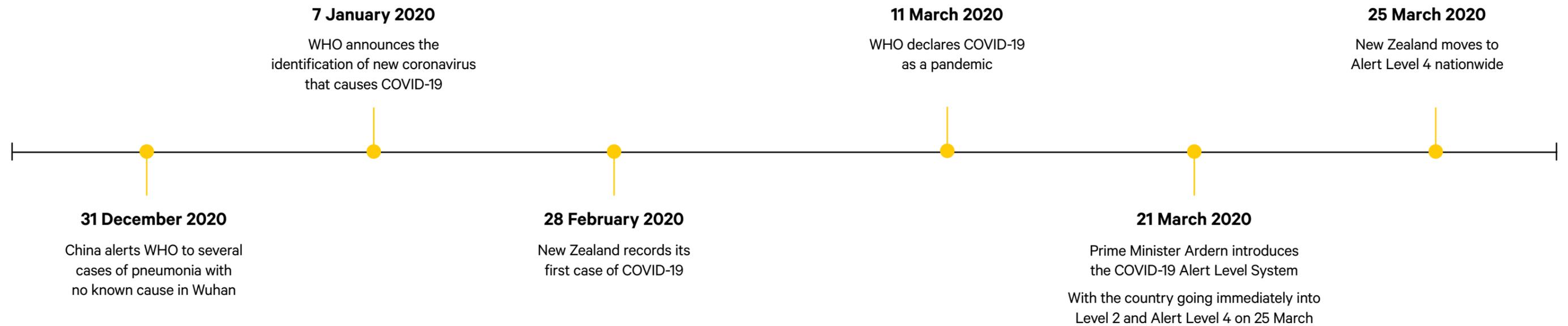


**Laulu Mac Leuanae**  
Secretary for Pacific Peoples

# The essential role of Pacific Languages during COVID-19



## COVID-19 Timeline



**Unite  
against  
COVID-19**  
**INFORMATION FOR  
PACIFIC PEOPLES**

**There was a need for clear, concise, and comprehensive messaging.**

**Many in our Pacific communities did not know the extent of this virus and how damaging it can be.**

**Misinformation was rife.**

**Did our communities understand what a “lockdown” meant?**

**How were we going to inform them to stay safe against this virus?**

This is where we have the Pacific COVID-19 Response. A story of collective efforts, true resilience, and gratitude.

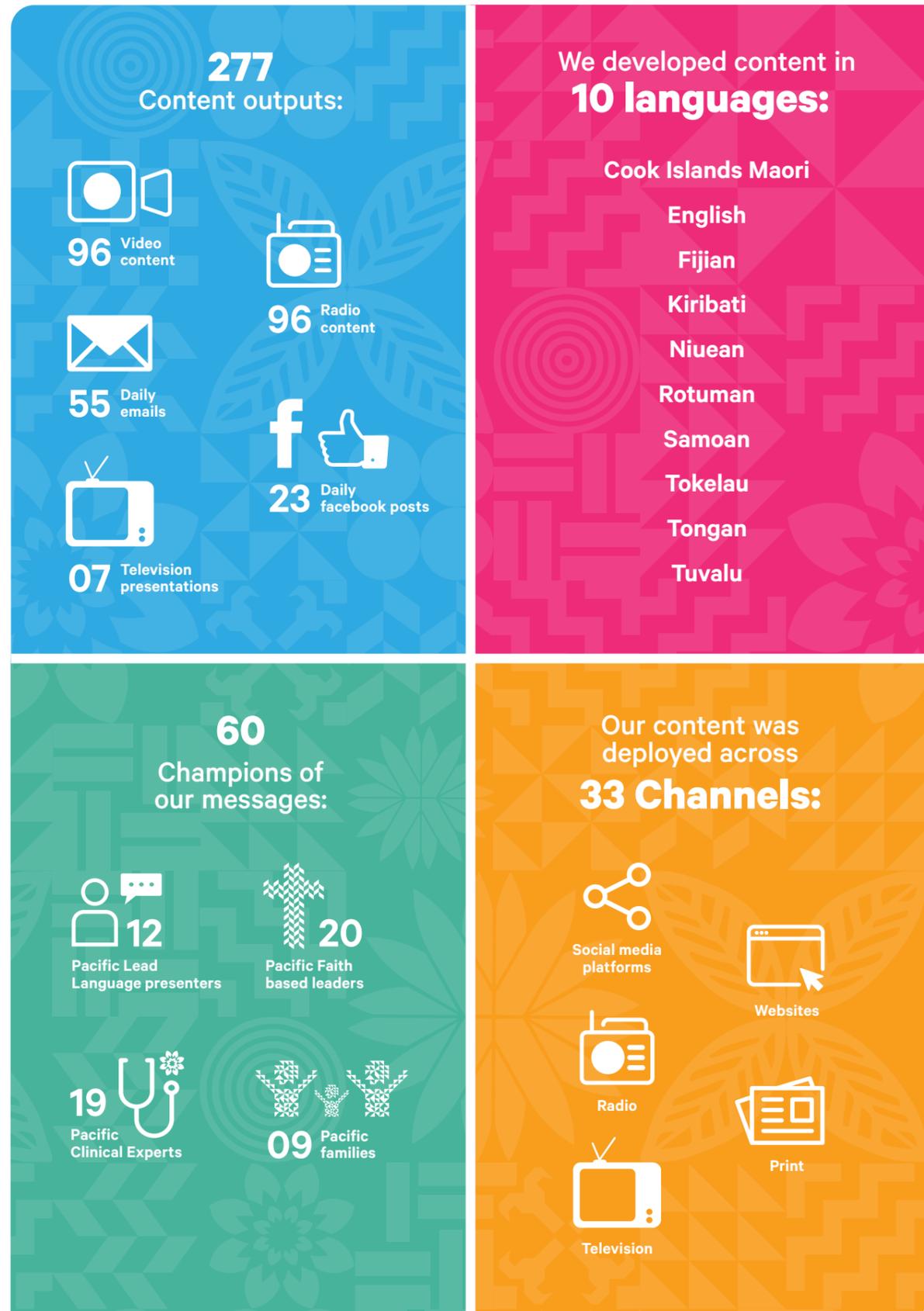
As the situation unfolded, we were watching very carefully where the communication was for our Pacific peoples and we all came together to figure this out and how we respond as a nation.

We were watching and listening to WHO and their messaging and all these new concepts being introduced; social distancing, self – isolation, staying in your bubble and more. We realised that we needed to move quickly ensuring the right information would get out to our Pacific communities.

Over 11 weeks between March 21 and June 11, our Ministry led a cross-agency communications initiative, and our goal was to ensure our Pacific communities and Pacific stakeholders could easily access information including translated content to increase their understanding of government announcements, guidelines and the 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 did we do?



We received many messages of support, but one in particular that we want to highlight reinforces not only the importance of our beautiful Pacific languages, but also the strength of our communications:

**“Kia orana, I’m just messaging to say thank you for sharing a COVID-19 update in Te Reo Maori Kuki Airani. This is my 78-year-old Nana’s first language and her English is great but limited when it comes to big updates around things like this! I was able to show her the video and the “ohhh and ahhs” were enough to see that she had a much better understanding of what was going on! I could instantly see the shift and change around her understanding of the current situation... It was great to see she had a full grasp of what was going on. Thank you so much for what you are doing for our Pacific community”.**

The impact of the campaign told us that across all our channels – digital, radio and TV, the content reached 4.3 million people. Of that 4.3 million, around two thirds came from digital channels. We saw the growth, adoption, and consumption of information on our digital channels through the lockdown, therefore we ensured our communication initiative fed straight into this.

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.

Our agile and lean Ministry was able to mobilise excellent communications for our people and help keep them safe.

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

We are extremely proud of how our Pacific communities reacted and proud to see our communities get in behind the messaging and supporting each other.

This work could not have been possible without our partnerships, highlighting a great example of collectively working together towards a shared goal.

We acknowledge the tremendous contribution, and give a special mention to our partners:

- COVID-19 All-of-Government Response Group (Department of the Prime Minister and Cabinet)
- Ministry of Health and the Pacific Response team
- Bright Sunday 4pi
- SunPix Post
- 37 Hz
- Pacific Communications Group made up of Government agencies (Ministry for Pacific Peoples, Ministry of Health, Ministry of Education, Ministry of Social Development, Ministry of Business, Innovation and Employment and NZ Police)
- Regional Partnerships with churches and community groups
- Pacific Perspectives
- Pacific Media Network
- Pasifika Education Centre
- Pasifika Futures
- Pacific Business Trust
- Le Va

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.

The Ministry is a committed partner in the Government’s multi-agency response to COVID-19, working collectively to ensure we give the best support for our Pacific peoples’.

We have an important role in making sure the voice of our Pacific communities is heard by influencing the ongoing response to the pandemic.

COVID-19 will be impacting us for the foreseeable future but working together, led by our Pacific values, we will not only stop COVID-19 but will rebuild even better and stronger than before.

## Pacific values are our anchor

The Ministry for Pacific Peoples is the principal advisor to the New Zealand Government for all matters Pacific. We bring the Pacific voice, perspective, and understanding into policy. We are the guardians and the caretakers of Pacific knowledge, culture and identity, and we support and take stewardship over our Pacific communities and peoples.

With more than 22 different Pacific communities in New Zealand, each with its own distinctive culture, language, history and health status; Pacific people play an important role in the shaping of New Zealand's society and its economy. The Pacific population in New Zealand is a young one and as it grows, so does its potential to make a material contribution to New Zealand's economic goals.

As a Ministry, our stewardship role provides a platform to ensure the wellbeing of Pacific people reflects who we are, what we do, who we support, our stakeholders and our engagements.

We do this through:

### 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.

At the Ministry, we pride ourselves on the knowledge that we are part of the story of Pacific people in Aotearoa New Zealand that goes back hundreds of years and reaches across thousands of miles. Our job is to help write the next chapter of this story for our people.

As we write this next chapter, we are guided by our Pacific values – these values are our anchor, with each generation weaving the foundation for the next, to stand on. Our values reflect our cultural beliefs and guide how we operate and the decisions we make in determining our growth and success. These values are deeply held and sit at the heart of our Pacific identity:

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

## Our approach to realising Pacific Aotearoa

The Government's overall goal is to meet the wellbeing needs of current and future generations. This includes a commitment to giving Māori and Pacific peoples more scope to set their own aspirations and lift their own wellbeing.

In 2018/19, the Ministry completed a Pacific Aotearoa project to refresh the 1999 vision of the former Ministry of Pacific Island Affairs. The project involved a year-long conversation (talanoa) with our Pacific communities where we explored their concerns, hopes and aspirations for the future. Approximately 2,500 Pacific people contributed to what became a shared vision for the Pacific Aotearoa of the future. The Ministry used the key findings from these engagements to shape a new Pacific Aotearoa vision underpinned by four supporting goals. The new vision and goals were published in the report, Lalanga Fou, launched at the Pacific Aotearoa summit in November 2018.

In February we realigned our strategic framework to ensure the work we do at the Ministry respects and actions the vision and goals, presented in Lalanga Fou and published our Strategic Intentions 2019-2024: "Enriching Aotearoa New Zealand with thriving Pacific communities."

Our refreshed strategic direction aims to generate opportunities for Pacific peoples in New Zealand to prosper, by delivering robust policy and interventions that receive widespread support from stakeholders and the confidence of the government.

Due to an increasing diversity of our Pacific peoples in New Zealand and the flexibility with which we operate, no one-size-fits-all approach or strategy will realise success. As such, our approach is about harnessing our relationships, knowledge and expertise – to better connect Pacific peoples and government.

As a small department, the Ministry has limited resources. By focusing our resources and interventions into areas that make the greatest difference, by working with others, by using a partnership approach, and by facilitating knowledge and expertise between groups, the Ministry can provide more value from the government's investment.

We have used our new strategic framework to structure our 2019/20 Annual Report, enabling us to tell our performance story in light of our aspirations for Pacific peoples. While we have reported on the indicators outlined in the Strategic Intentions 2019-2024, we know we can track the impacts of our work more effectively, and over the coming year we will be working to refine the indicators for our new strategy.

# Our strategy



## Part B

# Enriching Aotearoa with thriving Pacific communities

## 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 ocean.**

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

### Impact 1:

More Pacific peoples are speaking their own languages

### Impact 2:

Pacific languages and cultures are valued and valued and respected

### Impact 3:

Diverse Pacific identities are accepted, recognised and celebrated

### Impact 4:

Faith, and the role of churches amongst Pacific communities, is recognised

**“Languages are the lens we use to understand and illustrate our history, our culture and the relationship we have with the world around us. They define who we are, how we embrace our commonalities and why we celebrate our diversity as Pacific Aotearoa.”**

The following pages provide a snapshot of the many contributions we are making at the Ministry to respond to the voices of over 2,500 Pacific peoples across Aotearoa that were captured in the Lalanga Fou Report 2018, who stated that Pacific health and wellbeing and lifelong success is strongly correlated with thriving Pacific languages, cultures and identities within their community and their families. We are fortunate to be able to partner with a key organisation such as the Pasifika Education Centre (PEC) to do this important work.



### Establishing our Pacific Languages Unit

On 30 May 2019, Budget 2019 announced a \$20m investment in Pacific languages over four years. This investment included the establishment of a new Pacific Languages Unit within the Ministry. The establishment of the unit commenced with the appointment of the Director, Languages in December 2019. At the end of June 2020, there were three new members of the unit, including a Principal Advisor and two Senior Advisors. It is expected that the unit when fully established, will comprise of between 12 to 14 fulltime employees.

Our languages are the lens we use to understand and express our history and culture and are a vital bridge between our place in Aotearoa New Zealand and our heritage as peoples of the vast Blue Pacific continent. They define who we are and are a vital part of our wellbeing. One of the key roles of the Pacific Languages Unit is to work closely with Pacific communities in Aotearoa to not only ensure our languages are celebrated and taught, but that they thrive and grow for future generations.



#### We are working to do this by:

- 1 providing advice to Ministers on Pacific languages revitalisation
- 2 commissioning research and publishing information on Pacific languages
- 3 establishing and/or maintaining the technical conventions of Pacific languages (orthography)
- 4 funding community-based Pacific languages initiatives.

In March, the Pacific Languages Unit was immediately mobilised to support the All of Government COVID-19 national campaign, by responding to, and managing translation requests of critical COVID-19 messages in nine Pacific languages. This was essential to ensure Pacific families and communities were receiving key government information in a timely and culturally respectful manner.

### Languages Innovation Fund

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

Building on these innovations in November we piloted a Languages Innovation Fund to support Pacific grassroots initiatives that will increase awareness, celebrate, grow and inspire the daily use of Pacific languages in Aotearoa.

This fund focuses on:

- celebrating and raising awareness of Pacific languages, along with their cultures and identities
- strengthening proficiency and growing the number of speakers of Pacific languages and thereby strengthening their cultural identity
- ensuring Pacific languages, cultures and identities are valued.

During the pilot, which closed at the end of February 2020, we received 59 applications, totalling \$226,400 worth of funding requests – over double the \$100,000 funding pool limit we had initially allocated to this pilot.

### Community Languages Fund

Following the success of the Languages Innovation Fund pilot, at the beginning of June, we launched the first round of the Community Languages Fund, replacing the Languages Innovation Fund, to support community groups and Pacific families to implement grassroots language learning initiatives.

The fund prioritises initiatives that:

- are targeted towards Pacific community groups and Pacific families
- share and pass on Pacific language knowledge
- enable accessibility to language learning
- increase the awareness and value of Pacific languages in Aotearoa New Zealand
- help increase and grow the number of speakers of Pacific languages.

By the end of June, we had received 45 applications, of these applications 39 have been successful totalling over \$95,000 in approved funding.

Through the fund, we have supported community languages classes across the country in nine Pacific languages, developed language resources such as a Kiribati language app, a YouTube series that teaches Tokelauan, an online Tongan story time and the 360 Tautua Intergenerational Polokalame which pairs elders who tell their stories in Gagana Samoa, with younger language learners, who digitise and share what they hear.

The first round of this fund closed on 31 July 2020 with round two commencing in late 2020.

### Pacific Language Weeks Programme

**Pacific Language Weeks are entering their 11th year, having first started with Samoa Language Week in 2010. They have grown year on year promoting and raising awareness of the diversity of our Pacific languages and now extend to nine languages - Cook Islands, Kiribati, Fiji, Niue, Tonga, Rotuma, Samoa, Tokelau and Tuvalu.**

The Pacific Language Weeks not only celebrate our languages, but also empower and encourage Pacific people to strongly hold on to their languages as the knowledge holders and custodians of our Pacific customs.

The 2020 Pacific Language Weeks will forever mark a special moment in the history of Pacific peoples of Aotearoa. The COVID-19 pandemic affected the way we did many things this year as a Ministry, and this included the Pacific Language Week programme.

Rotuma Language Week was the first of the nine Pacific Language Weeks to take place in 2020. It's the first time the Rotuma language has been celebrated as part of the Ministry for Pacific Peoples Pacific Language Week programme and notably, it was the first Language Week to be staged during the COVID-19 pandemic, on a digital platform.

It was officially launched via Facebook live video stream in May, hosted by the New Zealand Rotuman Fellowship Inc.

The theme for this year's Rotuman Language Week, which ran from May 10-16, was Putua'os fāega ma 'os ag fak Rotuma; or in English 'nurturing our Rotuman Identity through Language and culture'.

For the Minister for Pacific Peoples, this theme captures what he believes is the role of language in the growth and advance of Pacific Aotearoa.

"We have always known embracing our Pacific cultures and languages would not only build confidence in our communities but also help to advance their future success. Our collective efforts and motivation to cherish our Pacific languages and bilingualism as a valued competitive edge can only enrich New Zealand's cultural richness."

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

### Working with the Pasifika Education Centre

In 2019/20 the Ministry continued to work with the Pasifika Education Centre for the delivery of community-based Pacific languages, cultural education and training activities and programmes. The Centre was established to preserve, maintain and promote Pacific languages in New Zealand.

Through this contract, the Centre developed and launched its online student learning platform, where enrolments, course materials and additional resources are accessible for all students.

### Celebrating Pacific Contributions

**The New Year Honours List and the Queen's Birthday Honours list shine an illuminating spotlight on the strong contribution Pacific peoples make to our diverse communities in New Zealand. This year 28 Pacific recipients received the New Year and Queen's Birthday honours awards. Their contributions have highlighted the value of Pacific cultures and languages in Aotearoa New Zealand through the innovative approach unique to Pacific peoples.**

The Ministry is privileged to facilitate the Pacific Honours nominations process and appreciates their commitment to serving and supporting our Pacific communities.

## Tracking the shifts we're making

This year we introduced five measures to track the shifts being made across the system to achieve the Pacific Aotearoa/Lalanga Fou vision of Thriving Pacific Languages, Cultures and Identities. We will refine and build on these measures over the coming year as we progress the development of the Cabinet mandated All-of-Government Pacific Wellbeing Strategy, which will incorporate the co-design of a Pacific wellbeing outcomes framework with key government agencies and relevant stakeholders.



Impact	Measure	Baseline*	Desired trend
1	Proportions of Samoan, Tongan, Cook Islands Māori, Niuean, Fijian, Tokelauan, Tuvaluan and Kiribati language speakers within these Pacific ethnic groups <small>Statistics New Zealand (SNZ), New Zealand Census (2018)</small>	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%	↑
2	Number of students involved in Pacific Language in Education <small>Ministry of Education (MoE), Education Counts (2019)</small>	8,072	↑
	Proportion of Pacific Peoples who belong to a Pacific cultural group <small>SNZ, New Zealand General Social Survey (2016)</small>	11.0%	↑
3	Proportion of Pacific peoples who were discriminated against in the last 12 months because of their race or ethnic group, gender, skin colour, religious beliefs or disability or health issues <small>SNZ, New Zealand General Social Survey (2018)</small>	Race or ethnic group: 9.3% Gender: 4.0% Skin colour: 8.2% Religious beliefs: 3.2% Disability or health issues: 2.0%	↓
4	Proportion of Pacific peoples who belong to a religious/spiritual group, club or organisation <small>SNZ, New Zealand General Social Survey (2016)</small>	53.1%	↑

\* The baseline figures reflect the most recent results for these measures.

## Prosperous Pacific Communities

Opportunities in education, employment, business growth and ensuring more quality housing options exist, is vital to the prosperity of Pacific communities in Aotearoa.

At the Ministry, we're working to bring about five key shifts in response to achieving the Pacific Aotearoa vision of having thriving Prosperous Pacific Communities:

- Impact 1:** Elevating the participation and success of Pacific people's in the labour market
- Impact 2:** Increase 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.

### Tupu Aotearoa Expansion

Tupu Aotearoa supports young Pacific people to lead fulfilling and prosperous lives. The Tupu Aotearoa programme was established by the Ministry in 2010 to provide support to Pacific young people to prepare and transition them into permanent employment or undertake study or qualifications aligned to future employment opportunities. The Ministry partners with local providers with Pacific networks to deliver a strong pastoral care programme working closely with local Pacific communities, churches and employers to build capability.

The programme originally began as a pilot in South Auckland and Hamilton, targeting Pacific young people aged 15-29 years not in employment, education or training, and since this time has successfully helped more than 4000, Pacific people into employment or training. In 2019/20, the Tupu Aotearoa programme successfully placed 480 participants into employment and 561 participants into training.

The Ministry has been successful in expanding the programme - increasing the number of people eligible in Auckland, Wellington and Canterbury (through the Government's 2019 Wellbeing Budget), as well as in the Waikato, Bay of Plenty, Manawatu/Whanganui, Hawkes Bay, Otago and Southland regions (funded by the Ministry of Business Innovation and Employment through the Provincial Growth Fund). As part of the COVID-19 Response and Recovery Fund, we will also expand delivery into Nelson, Marlborough, Tasman and Northland regions by the end of the calendar year.

Expanding Tupu Aotearoa means that young Pacific people will be able to access this support in the places they live. By taking support to them, we can help young people stay connected to their communities.

### Tupu Aotearoa placements 2019/20<sup>1</sup>

	Achieved 19/20
Participations	1200
Total completions	1119
<b>Total placed in employment</b>	<b>480</b>
Continuous employment > 6 months	214
Continuous employment > 12 months	92
<b>Training placement - 31 days</b>	<b>561</b>
Training study completions (all qualification levels)	250
<b>Total placements</b>	<b>1041</b>

<sup>1</sup> These results are provisional and are subject to an external evaluation which is expected to be completed in October 2020.



## Supporting business growth and innovation through the Pacific Business Trust

We have commenced developing an enhanced Pacific Economic Development initiative. A total of \$11.150 million over four years has been allocated to grow Pacific businesses through:

- Delivering a range of business-facing services to a larger group of Pacific businesses
- Providing support for industry and community economic development activities focused on growing Pacific business capability and jobs
- Ensuring a broad range of marketing and intelligence activities, including communications and promotion, research, monitoring and evaluation

To achieve these goals, we have partnered with the Pacific Business Trust (PBT) and together have set a range of ambitious outcomes to guide this important work.

## Developing a Pacific Employment Action Plan

We have been working with MBIE to develop a Pacific Employment Action Plan (PEAP) that will improve employment outcomes for Pacific peoples. It's intended the PEAP will emphasise the need for Government to take a different approach by investing and working together with Pacific communities to better address Pacific employment.

**Three key objectives have been set to inform the development of the PEAP:**

- 1 Diversifying the Pacific Workforce into a broader range of sectors and industries (with a priority focus on Science, Technology, Engineering and Mathematics, STEM)**
- 2 Improving Pacific people's participation in the labour market, with a priority focus on addressing structural discrimination in the workforce**
- 3 Leveraging opportunities to improve Pacific labour market outcomes through support for Pacific-owned businesses and entrepreneurs.**

We have completed the first phase of the PEAP - working with a range of cross-agency officials to understand the current investment and priorities across agencies to improve Pacific labour market outcomes. This phase highlighted there is a lack of Pacific and/or ethnic-specific programmes and initiatives for Pacific peoples and confirmed the three key objectives (above) that will inform the development of the PEAP.

Phase two will require targeted engagements with different stakeholders. This will build on the Pacific Aotearoa engagements to develop a refreshed vision for Pacific peoples in New Zealand and inform the development of the PEAP. Phase Two engagements will also focus on getting a commitment from Pacific communities, agencies, and industry to work together in developing specific actions to be implemented under the PEAP. Phase Three will be a report back to the Labour Market Ministers Group on progress, and to lodge the final PEAP for Cabinet approval.

With the introduction of COVID-19, we are revisiting the PEAP work programme to broadly readjust the PEAP to align with the Government's economic response to COVID-19 by focusing on productive, sustainable and inclusive labour market outcomes with a specific focus on Pacific communities. We have reassessed the landscape to identify who is doing what to inform the approach for targeted engagement, which will be integrated into the second phase of developing the PEAP.

## Supporting Digital Opportunities

At the Ministry, we're focused on helping our Pacific communities lead the technology sector by supporting increased pathways to STEM based education and employment. In November we hosted the Lalanga Fou Languages and High Tech Fono bringing together two sectors; Pacific languages and Science, Technology and Innovation to explore and share insights into how this can be done.

The fono provided an excellent platform to not only showcase Pacific success and innovation, but also to inform our collective actions as we continue to unlock opportunities and provide the support needed to further develop and expand the contribution Pacific people are making towards New Zealand's future growth and prosperity. Key insights from the fono informed the expansion of the Toloa Programme and are being used to inform the continued work of the Pacific Employment Action Plan.

In March, we also hosted a fono of Pacific staff from government agencies and sector stakeholders for the coordination of a Pacific-focused Techweek event in Wellington. The Ministry facilitated this first meeting to gauge interest and establish what this group may be able to deliver over Techweek highlighting Pacific in tech. Discussions centred around a range of topics around technology, design, mentoring, tech leadership, cultural capital and innovation.

Techweek is a nationwide series of events, showcasing and celebrating New Zealand innovation and provides a platform for everyone to meet, share ideas and create connections to enhance our future work. Due to the COVID-19 pandemic, Techweek 2020 was postponed and ran from 27 July to 2 August.

## Improving Housing for Pacific Families and Communities

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

A significant focus for the Ministry has been developing the 'Improving housing for Pacific families and communities' initiative. We successfully allocated contingency funding of up to \$41.315m over four years through the COVID Response and Recovery Budget 2020 to work across the housing continuum to improve housing for Pacific families and their communities. This programme of work, which will be advanced during 2020/21 covers four key areas:

### 1. Building financial capability

The delivery of financial literacy services to provide Pacific people with the financial tools they need to help them successfully manage their finances during and after economic shocks such as COVID-19, and to support savings towards home ownership.

### 2. Building Pacific organisations

Providing support for Pacific groups and organisations to become registered Community Housing Providers as well as to assist them in completing business cases to help determine the best options to develop their land for housing.

### 3. Building affordable homes

Funds to support shovel-ready projects to build ideal housing options for Pacific families, including projects that provide employment for Pacific tradespersons and apprentices.

### 4. Regional migration

Support for Pacific people to create opportunities for success through employment, education, and housing in the regions.

## Tracking the shifts we're making

This year we introduced four measures to track the shifts being made across the system to achieve the Pacific Aotearoa/Lalanga Fou vision of Prosperous Pacific Communities. We will refine and build on these measures over the coming year as we progress the development of the Cabinet mandated All-of-Government Pacific Wellbeing Strategy which will incorporate the co-design of a Pacific wellbeing outcomes framework with key government agencies and relevant stakeholders.

Impact	Measure	Baseline*	Desired trend
1	<b>Employment, unemployment and labour force participation rates in Pacific peoples</b> <small>SNZ, Household Labour Force Survey (Labour Market Statistics, December 2019 Quarter)</small>	<b>Employment 60.7%</b>	↑
		<b>Unemployment 7.2%</b>	↓
		<b>Labour force participation 65.4%</b>	↑
2	<b>Individual home ownership rate in Pacific peoples</b> <small>SNZ, New Zealand Census (2018)</small>	21%	↑
3	<b>Housing quality measures:</b> <b>I. Proportion of Pacific peoples whose house or flat is colder than they would like</b> <b>II. Proportion of Pacific peoples whose house or flat has a problem with dampness</b> <small>SNZ, New Zealand General Social Survey (2018)</small>	74.7%	↓
		54.8%	↓
3	<b>Proportion of Pacific peoples who did any unpaid voluntary work in the last four weeks</b> <small>SNZ, New Zealand General Social Survey (2016)</small>	33.4%	Maintain

\* The baseline figures reflect the most recent results for these measures.

## Resilient and healthy Pacific peoples

During the Pacific Aotearoa engagements, Pacific communities voiced their aspirations to lead healthier lifestyles and strive towards enjoying a better quality of life. It was identified that key factors including the high cost of housing, basic necessities and health services, and a lack of accessible and culturally appropriate health services contribute to poorer health outcomes for Pacific peoples.

At the Ministry, 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.



### Collaborating on the design and delivery of health services

New approaches to the design and delivery of health and wellness services, underpinned by Pacific values and an understanding of the context in which Pacific peoples live their lives, are required if the health and wellbeing of Pacific peoples is to improve. This year we have worked with key agencies to develop and deliver shared work programmes aimed at improving health outcomes for Pacific peoples. Notably, this has included a joined-up effort across the Public Service to effectively address the complex and disruptive challenges we faced as a nation in response to COVID-19. In November 2019, we formalised a strategic relationship with the Ministry of Health through a Memorandum of Understanding, with a shared goal of working collaboratively to improve health outcomes for Pacific Peoples. This is an important mechanism for solidifying our commitment to work together to achieve the Lalanga Fou goal of resilient and healthy Pacific peoples.

### Pacific Community Health Fund collaboration

The Pacific Community Health Fund was secured through Budget 2019 to support the development and implementation of innovative community initiatives, including initiatives to share evidence-based Pacific models of care. This Fund is an important component of our Memorandum of Understanding with the Ministry of Health, reflecting our joint commitment to improving health outcomes for Pacific peoples.

Together with the Ministry for Health we have, and will continue to:

- identify and fund successful and innovative Pacific models of care that support community action and strength-based approaches that lead to improving health outcomes for Pacific communities
- enable Pacific communities to have greater control over decisions concerning their health and wellbeing
- identify more successful and innovative Pacific approaches that are shown to be effective and can clearly demonstrate contributions to improving the health and wellbeing outcomes for Pacific peoples.

### Strengthening the mental wellbeing of Pacific young people

The Pacific Aotearoa engagements highlighted the need for better support to address the high levels of mental distress experienced by Pacific young people. Following these engagements strengthening the mental wellbeing of Pacific young people in New Zealand has become a priority area of focus for the Ministry. This year we commenced shaping a Pacific Youth Wellbeing project through the Kau Tuli initiative to address the gaps within the Pacific youth wellbeing space to strengthen the mental health and resilience of Pacific young people. We intend to roll out this project in 2020/21.

### Providing a Pacific voice on policies and interventions

At the Ministry, our role is to be the voice of Pacific peoples in government, and our voice comes from the community. This year we provided evidence-based advice across government on policies and interventions that affect Pacific peoples' health and wellbeing including:

- The Medicinal Cannabis Scheme Consultation
- The Suicide Prevention Strategy and Action Plan
- Cabinet papers: Driving and supporting Government priorities through the Health and Disability System (Part 1): Public Reporting of Measures and Driving and supporting government priorities the Health and Disability System (Part 2): Improving District Health Boards Performance
- The Health (National Cervical Screening Programme) Amendment Bill
- The Mental Health and Wellbeing Commission terms of reference
- Core standards for performance reviews of responsible health authorities
- The Health and Disability System Review Final Report Pūrongo Whakamutunga

The Ministry supports the Government's response to He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction. We will continue to support the implementation of the response and will provide input to the work being undertaken across government and by the Initial Commission on Mental Health and Wellbeing.

### Promoting authentic engagement with Pacific peoples

Effective engagement with Pacific peoples involves creating strong and sustainable relationships. This involves a significant investment from the outset and should not be treated as a 'one-off transaction'. Ensuring Pacific peoples' voices are heard and incorporated in each step of the engagement phase is essential.

Throughout the year we have been assisting other agencies to engage Pacific peoples on health and wellbeing issues through the promotion of our Yavu and Kapasa tools.

- Yavu<sup>2</sup> is a framework on how to have engagement that is culturally responsive and sustainable with Pacific peoples. It outlines steps for effective engagement through building, nurturing and maintaining relationships
- Kapasa<sup>3</sup> is a policy approach tool for incorporating the perspectives of Pacific peoples in the generic policy development process.

Our focus for the year ahead is to continue to support the building of capability of those working in the health sector to apply Pacific perspectives and frameworks in the design and delivery of health initiatives and services.

<sup>2</sup> <https://www.mpp.govt.nz/assets/Uploads/MPP8836-Yavu-Pacific-Engagement-Digital-Book.pdf>

<sup>3</sup> <https://www.mpp.govt.nz/assets/Uploads/2-Kapasa2017-A4-Pages-WEB4.pdf>

### Tracking the shifts we're making

This year we introduced three measures to track the shifts being made across the system to achieve the Pacific Aotearoa/Lalanga Fou vision of Resilient and Healthy Pacific Peoples. We will refine and build on these measures over the coming year as we progress the development of the Cabinet mandated All-of-Government Pacific Wellbeing Strategy which will incorporate the co-design of a Pacific wellbeing outcomes framework with key government agencies and relevant stakeholders.



Impact	Measure	Baseline*	Desired trend
1	<b>Crude Ambulatory Sensitive Hospitalisation (ASH) rates in Pacific children (0-4 years) and adults (45-64 years)</b>  Ministry of Health (MoH), National Service Framework Library (12 months to September 2019) [Source: National Minimum Dataset and Statistics New Zealand]	<b>Children: 12,458 per 100,000</b> <b>Adults: 8,990 per 100,000</b>	↓
1	<b>Experienced one or more types of unmet need for primary health care (in the past 12 months) in Pacific children (0-14 years) and adults (15+ years)</b>  MoH, New Zealand Health Survey (2018/19)	<b>Children: 25.6%</b> <b>Adults: 35.9%</b>	↓
2	<b>Proportion of doctors and total nurses practising who identify with Pacific ethnicity</b>  Medical Council of New Zealand, Workforce Survey (2018); Nursing Council of New Zealand, Workforce Data Extract (year ending March 2019)	<b>Doctors: 1.8%</b> <b>Nurses: 3.3%</b>	↑

\* The baseline figures reflect the most recent results for these measures.



## Confident, thriving, and resilient Pacific young people

Pacific young people are skilful in mind and heart and are united by their commitment to navigate and explore fearlessly.

The 2018 Census revealed that New Zealand's Pacific population had increased to 381,642 which makes up 8.1 percent of the total population; up from 7.4 percent in 2013. Two-thirds of New Zealand's Pacific population live in Auckland (63.9 percent) and are still considered significantly younger than the other ethnic groups at a median age of 23.4 years old.

At the Ministry for Pacific Peoples, we're committed to supporting Pacific young people to be confident in their languages, cultures and identities, and have the mental resilience, educational experiences and skills to thrive in Aotearoa. We also want a greater variety of Pacific role models celebrated to serve as inspiration for our Pacific young people.

We're 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.

### Recognising outstanding Pacific youth achievement

We know the enormous contribution, Pacific young people make to their communities. The Prime Minister's Pacific Youth Awards (PMPYA) are an excellent opportunity to shine the spotlight on those who deserve recognition for their hard work and input to society, and it is a privilege for the Ministry to support these awards.

**'The Prime Minister's Pacific Youth Awards remind us how important it is that we do everything we can to empower our young people and provide the opportunities and support they need to realise their full potential.'**

Each year the awards recognise outstanding achievement and excellence by Pacific young people across New Zealand. Since being launched in 2010, 59 awards have been presented to young Pacific people. During 2019/20 11 awards were awarded, with each award valued at \$10,000.

This year the Ministry for Pacific Peoples sponsored the PMPYA Language, Culture and Identity Award – recognising a Pacific young person who has demonstrated outstanding leadership qualities.

### Encouraging Pacific students to pursue studies in Science, Technology, Engineering and Mathematics

Education goes a long way to helping Pacific peoples thrive and prosper in Aotearoa. Studies in STEM (Science, Technology, Engineering and Mathematics) can open doors to a large range of diverse and important career opportunities and options. With this in mind, the Ministry for Pacific Peoples with its Pacific partners delivers the Toloa Programme. The programme encourages Pacific students to pursue studies in STEM, with the aim of increasing the number of Pacific peoples employed in STEM careers.

The programme was given the name Toloa, a Tongan word for the Southern cross stars, which helped to guide Tongan and other Pacific navigators' cross vast areas of the ocean to help them explore and settle regions across the Pacific Ocean.

To reach key Pacific audiences simultaneously, our Toloa Programme delivers three key strands:

1. Toloa Tertiary Scholarships for Pacific scholars pursuing STEM-related study
2. Toloa Community Fund for Pacific Community Groups and organisations who are promoting and delivering STEM activities to our key Pacific influencer groups (parents, families, churches and community organisations)
3. Toloa Kenese Club for Pacific students to increase awareness and influence Pacific secondary and intermediate students into STEM study options as a career choice for future employment.

During 2019/20, 13 Toloa tertiary scholarships were awarded to Pacific tertiary students pursuing STEM-related study. In addition, the Toloa Community Fund was used to run STEM-related activities for Pacific groups to increase awareness of STEM study and career options. Eight grants were provided to eight Pacific community groups to fund their STEM activities.

The Ministry also supported, through the Kenese Fund, three STEM providers to deliver targeted Pacific programmes and workshops to primary, intermediate, and secondary schools, students, and parents to create opportunities for engagement to raise awareness and increase Pacific uptake of STEM subjects.

The Ministry for Pacific Peoples has been delivering the Toloa funding programme since 2015. To ensure the programme remains fit for the future – this year we completed a significant evaluation of the Toloa programme. The evaluation highlighted the success of the programme, told the story of the investment in the programme, and notably highlighted opportunities to advance the Toloa programme moving forward.

### Helping Pacific young people to discover their potential in business

A growing number of Pacific students around New Zealand are taking part in the Young Enterprise Scheme (YES) and gaining entrepreneurial skills.

YES, was established to prepare young people for success in business and in life. YES students get the opportunity to experience what it is like to set up and run a business they have created. Nationwide, there are 485 Pacific students participating in YES, within 92 Pacific companies.

Supporting them throughout the programme is a dedicated Roaming Teacher for Pacific YES students, funded by the Ministry for Pacific Peoples. The key focus for the Roaming Teacher is to help encourage Pacific young people to discover their potential in business and in life, while at the same time, building a successful, resilient and thriving Pacific population.

**“When a student leaves school after participating in the YES programme, there are so many skills they leave with that will benefit them in the future. These students leave school being able to say they created or have a small business, which has been able to promote and sell over time”.**

YES, Roaming Teacher – Pasifika

### Supporting our future leaders

At the Ministry for Pacific Peoples, we are advocates of supporting programmes that nurture and encourage our future leaders, this includes intern programmes such as Tupu Tai Pasifika Public Sector Summer Internship Programme and Tupu Toa. During 2019/20 four interns had the opportunity to get first-hand experience and exposure to what we do at the Ministry, and how we do it, including contributing to key work streams to advance the Lalanga Fou goals.

### Kau Tuli takeover

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

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

This year we ran the first Kau Tuli Incubator Programme which aimed to inspire, educate, connect and enable Kau Tuli members to lead their own innovative solutions within their communities.

Through their work, Kau Tuli identified a need to engage with Pacific young people to listen to the issues they face, their concerns, and look for ways to address these in a style that best resonates with Pacific young people. In response they hosted a take-over programme on the Pacific Aotearoa Instagram account from April 23 until May 7. During this period, all six members of Kau Tuli developed, created and published content tailored for Pacific young people.

This takeover programme focused on wellbeing, addressing Pacific peoples' health in a creative and interactive way covering topics such as mental, cultural, physical, environmental, spiritual and temporal health.

The Ministry for Pacific Peoples is grateful to have the support of Kau Tuli, to help shape the Ministry for Pacific Peoples' response to achieving the Pacific Aotearoa vision of having confident, thriving and resilient Pacific young people.

### Child and Youth Wellbeing Strategy 2019

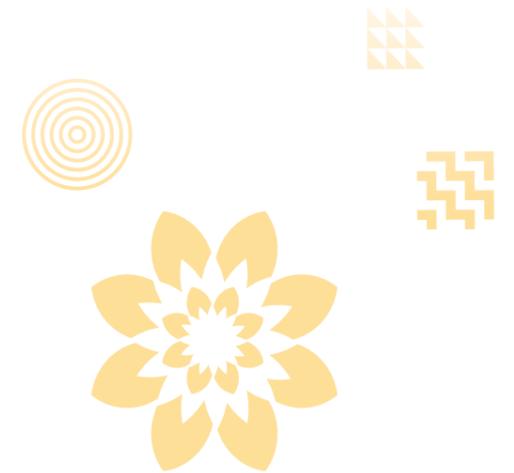
The Ministry for Pacific Peoples is committed to the Child and Youth Wellbeing Strategy and the nine principles that have been developed to guide in the implementation of the strategy. Our vision for the Pacific communities of Aotearoa New Zealand is guided by the goals set by the Pacific community-led Lalanga Fou. These goals mirror the principles and outcomes set forth by the Child and Youth Wellbeing Strategy and include:

- Thriving Pacific languages, cultures and identities
- Prosperous Pacific Communities
- Resilient and healthy Pacific peoples
- Confident, thriving and resilient Pacific young people

The Ministry for Pacific Peoples delivers a wide range of programme's and initiatives in support of child and youth wellbeing, including the Toloa Community Fund, Toloa Kenese Fund, Toloa Tertiary scholarships, the Young Enterprise Scheme and Tupu Aotearoa. These programmes and initiatives are targeted for primary school age to tertiary level students, providing them with the support they need to achieve their personal, educational and professional goals and dreams.

### Tracking the shifts we're making

This year we introduced five measures to track the shifts being made across the system to achieve the Pacific Aotearoa/Lalanga Fou vision of Confident, Thriving and Resilient Pacific Young People. We will refine and build on these measures over the coming year as we progress the development of the Cabinet mandated All-of-Government Pacific Wellbeing Strategy which will incorporate the co-design of a Pacific wellbeing outcomes framework with key government agencies and relevant stakeholders.



Impact	Measure	Baseline*	Desired trend
1	<b>Proportion of Pacific young people (15-24 years) who report it is easy to be themselves in New Zealand</b> SNZ, New Zealand General Social Survey (2018)	88.9%	▲
2	<b>Proportion of Pacific young people (15-24 years) who were discriminated against at school in the last 12 months</b> SNZ, New Zealand General Social Survey (2018)	7.9%	▼
3	<b>Proportion of Pacific young people (15-24 years) not in education, employment or training (NEET)</b> SNZ, Household Labour Force Survey (Sept 2019 Quarter)	14.4%	▼
4	<b>Psychological distress (K-10) in Pacific young people (15-24 years)</b> MoH, New Zealand Health Survey (2018 data)	12.1%	▼
	<b>Suicide rate in Pacific young people (15-24 years)</b> MoH, Suicide Facts (2019) [Source: New Zealand Mortality Collection (2012-16) and Statistics New Zealand]	18.1 per 100,000	▼

\* The baseline figures reflect the most recent results for these measures.



## Part C

# Organisational capability



## Our people

**At the Ministry for Pacific Peoples, we pride ourselves on the knowledge that we are part of the story of Pacific people in Aotearoa New Zealand that goes back hundreds of years and reaches across thousands of miles. Our job is to help write the next chapter of this story for our people.**

We see our connection to the Pacific community, as being at the intersection between centuries of history and culture, and the future of Aotearoa New Zealand.

In everything we do, we take our families and communities with us. Whenever we are in meetings with other agencies, designing policy or speaking with Ministers of Parliament, we take our communities into the room. We can do this because of the time we spend nurturing our relationships with our people. These relationships are crucial to what we do and enable us to prioritise the changes that will ensure more of our Pacific people can lead fulfilling lives.

To undertake this important work, we employ the best people we can and invest in them to bring out their full potential. We provide experiences and opportunities for our people to continuously learn and grow, building their growth mindsets, behaviours and capabilities. The outcome is fulfilling and rewarding employment which equips our people for a positive future and allows our people to progress and focus on what matters most for Pacific Aotearoa.

## Supporting our people through COVID-19

COVID-19 has challenged so much of what we hold close. This year, suddenly separated from the daily interactions that we treasure, we did what we've never done before - we discovered new and powerful ways to stay connected digitally with those who matter.

Like many organisations, to respond to COVID-19, we had to walk multiple paths simultaneously – responding to the situation in front of us, protecting our people and mitigating the immediate impact on Pacific communities, while planning for multiple potential futures. Right from the start, the focus of our response was to keep our people safe and keep our Ministry running as a critical lifeline to Pacific people.

In mid-March, prior to the New Zealand Alert-Level 4 lockdown, we activated our Business Continuity Plan and designed a fit-for-purpose Action Response Plan to guide our response. This meant stepping up preparations with our people, systems, other Government agencies as well as our Pacific communities.

Right from the start, the health and safety of our people was paramount, and we moved early to put in place appropriate protocols to reduce people movement, adhere to physical distancing requirements and to uphold strict hygiene standards - these were also maintained as our people began to return as lockdown restrictions lifted.

To support our people in their transition to working from home, we provided regular guidance on topics such as how to create a safe space for home working, workstation ergonomics and tips for taking care of the health and wellbeing of themselves and others.



We identified team members who were more vulnerable to COVID-19 and worked with them to keep them safe. We promoted our network of support service providers for employees needing additional support, kept in regular communication with all of our people throughout lockdown, and used feedback surveys as part of a continuous listening approach to track how our people were doing, and identify areas where we could provide additional support.

The pandemic revealed the strength of our people at the Ministry, and while the future of COVID-19 is uncertain, as a Ministry we have the resilience, drive, and experience, to get through these uncertain times.

## Building and supporting a diverse workforce

Having capable people with the right skills and knowledge is integral to how we operate effectively as a Ministry and enables us to deliver the best outcomes for Pacific Aotearoa.

New Zealand's Pacific population is changing and the people we serve are becoming increasingly diverse. Building a diverse workforce which reflects the communities we serve, keeping Pacific peoples at the centre, supports our efforts to advance our mission - Enriching Aotearoa with thriving Pacific communities.

We strive to make the Ministry for Pacific Peoples a place where all people feel valued, connected, empowered and safe and provide an employee experience aligned with our values: Service is our calling and purpose. Culture guides and connects us. Integrity and passion for our work is what we deliver.

With a wide-ranging portfolio, our Pacific communities are at the heart of what we do, and we reflect, value and embrace this across our workforce and our workforce planning.

Having capable staff with the right skills and knowledge is essential to how we operate effectively as a Ministry and deliver the best outcomes for Pacific peoples. Over the last twelve months, we have done a capability deep dive in response to new initiatives, expanding responsibilities and increasing demands. These have provided valuable information to support resourcing decisions and help guide us on where we should invest strategically to deliver on our key priorities. This year we have established a new Pacific Languages Unit. We've also undertaken significant resource planning to ensure we are

ready in 2020/21 to deliver on the commitments made in the Wellbeing Budget 2020 Pacific Recovery Package.

We have established a Diversity and Inclusion Strategy that focuses on growing the diversity of our staff, promoting inclusion, enabling flexible working, strengthening emotional agility and gender pay equity. We are progressing our Diversity and Inclusion Strategy and programme to enhance the voices of our people and ensure staff feel their whole selves are valued at the Ministry.

With a zero gender pay gap and high representation of women, particularly Pacific and Māori women in our leadership roles, the Ministry for Pacific Peoples leads the way in diversity and inclusion. We embrace Pacific cultures, identities and languages and embed these in the way we work.

We have introduced a Bias-free Starting Salary tool, designed to ensure that starting salaries are set on the basis of gender-neutral factors such as relevant experience, demonstrated competence (including recognising transferable skills), public service experience and cultural competence. We also have developed a suite of non-monetary benefits for staff that will continue to roll out over the year ahead.

We have resized all of our roles to ensure that relativities between roles are based on objective criteria and that the Ministry's salary bands are comparable to all of the public service. In doing this we can ensure that we pay according to public service market rates and value our roles fairly and appropriately. Salary bands are accessible to all staff on our Intranet, lending transparency to our remuneration system.

Flexible work arrangements are the norm at the Ministry, with 100% of staff having flexible work practices in place. For many, this is a combination of working from home and varying start and finish times. Both these arrangements support staff to balance their work and personal commitments with reduced stress and pressure.

We know we're making great progress in creating a healthy, positive and caring workplace where everyone feels supported. There is however still much to do. As we move into 2020/2021, amongst other programmes of work, we will be implementing a programme on bi-culturalism in Aotearoa New Zealand, to deepen our understanding of the unique position of Māori as tāngata whenua, along with the history and impact of Te Tiriti o Waitangi on New Zealand in the past and present and into the future.

## Our people

		% of work force	Number
<b>Headcount</b>	Total		68
	Permanent – FT	79%	54
	Permanent - PT	4%	3
	Fixed term – FT	15%	10
	Fixed Term - PT	1%	1
<b>Gender</b>	Male	35%	24
	Female	65%	44
<b>Leadership Gender Diversity</b>	Female	59%	10
	Male	41%	7
<b>Ethnicity</b>	European	18%	12
	Māori	4%	3
	Pacific	76%	52
	MELAA	1%	1
<b>Pacific Ethnicity</b>	Cook Islands Māori	12%	6
	Fijian	6%	3
	Niuean	8%	4
	Samoaan	56%	29
	Tongan	15%	8
	Tuvaluan	4%	2
<b>Age</b>	20 – 29 years	16%	11
	30 – 39 years	18%	12
	40 – 49 years	38%	26
	50+ years	28%	19
<b>Gender Pay Gap</b>		2.2% in favour of female	
<b>Our leaders</b>		59% of our leaders are female	Of this 59%, 9 out of 10 (90%) are women of Pacific or Māori identity

## Optimising our systems

### Refreshing our approach to information systems

We are continuing to enhance our systems to meet the needs of our current and future requirements. Our refreshed approach to information systems focuses on systems being agile, connected and mobile, digitally efficient, and innovative.

We have continued to invest in changes to ensure that our people have the tools, resources and working environment they need to deliver on our outcomes. We have made it easier for our people to work remotely. With improved digital tools our people now have greater flexibility in how and where they work – whether it's working in the community, delivering services from one of our office locations, or being based at home.

We have started looking at options to replace our central IT systems including our core financial management information system and client relationship management system. We are actively working with central government to collaborate and leverage from other agencies' system replacements. This will continue to be a key focus for the Ministry over the coming year.

### Taking a shared approach to Health and Safety

The Ministry for Pacific Peoples has also made significant progress in implementing health and safety improvements and boosting the safety culture. We have focused on the roles and responsibilities of leaders, health and safety representatives and, most importantly, our wider Ministry team in taking a shared responsibility to keep safe. Our systems were put to the test as the COVID-19 pandemic response unfolded in March and guided our activities to keep our people safe.



## Governance, risk and assurance

### Tautua – Our Executive Team

Tautua is the Secretary for Pacific Peoples' advisory and decision-making body and provides strategic leadership to ensure at the Ministry for Pacific Peoples we deliver on government priorities, monitor performance, manage risk and maintain accountability. During 2019/20 this notably included leading our response to the unique challenges posed by COVID-19.

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

Tautua includes the Secretary for Pacific Peoples, four Deputy Chief Executives, and the Chief Financial Officer.

### Tautua – Our Executive Team



Tautua as at 30 June 2020 (left to right): Leatigaga Jason Tualima (Chief Financial Officer), Tofilau Iris Webster (DCE Office of Chief Executive), Laulu Mac Leauanae (Secretary for Pacific Peoples), Terina Cowan (DCE Policy, Research and Evaluation, Languages, Housing), Aiolutepoa Sina Aiolutepoa-Aiono (DCE Regional Partnerships).

### Te Ivinui – Our Tier 3 Leaders

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

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

### Our approach to risk management and assurance

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

### Our risk framework

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

At the beginning of the financial year, we rolled out our refreshed risk management framework and focused on raising staff awareness and understanding of risk. We also delegated responsibility to Te Ivinui for identifying, monitoring and escalating the Ministry's operational risks to Tautua.

### Our risk response to COVID-19

In March, we re-aligned our risk framework based on our awareness of, and mitigations for, the current and potential risks associated with this substantial and rapid response to COVID-19. We implemented safeguards in accordance with Government guidelines, developed a six-stage approach to managing our risks and prepared a targeted risk management plan: The Ministry for Pacific Peoples Risk & Mitigations in response to COVID-19.

## Part D

# Financial and non-financial results

## Statement of responsibility

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

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

### In my opinion:

- the financial statements fairly reflect the financial position of the Ministry as at 30 June 2020 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 2021 and its operations for the year ended on that date.



**Lulu Mac Leuanae**  
Secretary for Pacific Peoples

23 November 2020



### Independent Auditor's Report

#### To the readers of the Ministry for Pacific Peoples' annual report for the year ended 30 June 2020

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

- the financial statements of the Ministry on pages 43 to 61, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2020, 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 2020 on pages 12 to 25 and 39 to 42;
- the statements of expenses and capital expenditure of the Ministry for the year ended 30 June 2020 on pages 64 to 66; and
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 61 to 63 that comprise:
  - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2020;
  - the schedules of capital receipts; expenses; and revenue for the year ended 30 June 2020; and
  - the notes to the schedules that include accounting policies and other explanatory information.

#### Opinion

In our opinion:

- the financial statements of the Ministry on pages 43 to 61:
  - present fairly, in all material respects:
    - its financial position as at 30 June 2020; and
    - its financial performance and cash flows for the year ended on that date; and

- comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.
- the performance information of the Ministry on pages 12 to 25 and 39 to 42:
  - presents fairly, in all material respects, for the year ended 30 June 2020:
    - 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 64 to 66 and are presented fairly, in all material respects, in accordance with the requirements of section 45A of the Public Finance Act 1989.
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 61 to 63 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 2020; and
  - capital receipts; expenses; and revenue for the year ended 30 June 2020.

Our audit was completed on 23 November 2020. This is the date at which our opinion is expressed.

The basis for our opinion is explained below, and we draw attention to the impact of COVID-19 on the Ministry and the activities it manages on behalf of the Crown. In addition, we outline the responsibilities of the Secretary for Pacific Peoples and our responsibilities relating to the financial statements and the performance information, we comment on other information, and we explain our independence.

#### Emphasis of matter – Impact of COVID-19

Without modifying our opinion, we draw your attention to the disclosures about the impact of COVID-19 on the Ministry as set out in note 1 to the financial statements, note 1 to the schedules of non-departmental activities and page 39 of the performance information.

#### 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 Secretary for Pacific Peoples for the information to be audited

The Secretary for Pacific Peoples 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 Secretary for Pacific Peoples 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 Secretary for Pacific Peoples is responsible on behalf of the Ministry for assessing the Ministry's ability to continue as a going concern. The Secretary for Pacific Peoples 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 Secretary for Pacific Peoples' 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, Estimates of Appropriations as updated in the Supplementary Estimates and additional Supplementary Estimates of Appropriations 2019/20, and the 2019/20 forecast financial figures included in the Ministry's 2018/19 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 Secretary for Pacific Peoples.
- 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 Secretary for Pacific Peoples 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 Secretary for Pacific Peoples 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 Secretary for Pacific Peoples is responsible for the other information. The other information comprises the information included on pages 4 to 11 and 26 to 33 but does not include the information we audited, and our auditor's report thereon.

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

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

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

### Independence

We are independent of the Ministry in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1 (Revised): 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.



Ajay Sharma  
Audit New Zealand  
On behalf of the Auditor-General  
Wellington, New Zealand

## Statement of Service Performance

In this section we outline our performance against the measures set out in the Estimates of Appropriations for Vote Pacific Peoples 2019/20 and where updated, Vote Pacific Peoples Supplementary Estimates of Appropriations.

Performance information for non-departmental appropriations can be found on page number 67.

COVID-19 has had minimal impact on the Ministry achieving its performance targets. Information about the Ministry's response to COVID-19 can be found on pages 6 to 9.

### Policy Advice and Ministerial Servicing

(Multi-Category Expenses and Capital Expenditure)

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

This appropriation is divided into two categories:

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

### Communications, Projects & Relationships Category

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

Financial Performance – Policy Advice and Ministerial Servicing Multi-Category Appropriation (Departmental)					
	Actual 2019 \$000		Unaudited Estimates 2020 \$000	Unaudited Supplementary Estimates 2020 \$000	Actual 2020 \$000
	8,200	Revenue Crown	12,396	13,396	12,726
	79	Revenue other	0	333	165
	<b>8,279</b>	<b>Total revenue</b>	<b>12,396</b>	<b>13,729</b>	<b>12,891</b>
	<b>8,249</b>	<b>Total expenses Departmental</b>	<b>12,396</b>	<b>13,729</b>	<b>12,891</b>
	30	Net surplus/(deficit)	0	0	0

## Relationship Building and Information Sharing with Communities

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

Our regional teams build strong connections and networks in Pacific communities, so we can effectively empower and support community enterprise as we share information on government policy and initiatives. Key to connecting with our communities is our attendance of Pacific events. During 2019/20, we attended 125 events across the country.

Assessment of Performance	2018/19 Performance	2019/20 Budget Standard	2019/20 Actual	Target Achieved
Number of public events with Pacific Communities	150	30-50	125	Achieved

## Ministerial Servicing

The Ministry for Pacific Peoples provides a wide range of advice and policy services to Ministers, including preparing draft correspondence, briefings, and responses to parliamentary questions and Official Information Act 1982 (OIA) requests. During 2019/20, we prepared responses for Ministers to 43 written parliamentary questions and 26 Official Information Act requests (8 which were released by the Ministers Office).

Assessment of Performance	2018/19 Performance	2019/20 Budget Standard	2019/20 Actual	Target Achieved
Proportion of replies to Official Information Act (OIA) requests delivered within the required timeframe	96%	95%	94% <sup>4</sup>	Not achieved
Ministerial satisfaction with the OIA service as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	3.5	At least 3	4	Achieved
Proportion of replies to Parliamentary Questions (PQs) delivered within the required timeframe	100%	95%	100%	Achieved
Ministerial satisfaction with the PQ service as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	3.5	At least 3	4	Achieved
Proportion of replies to Parliamentary Select Committee Questions within the required timeframe	100%	95%	100%	Achieved
<b>Questions within the required timeframe</b>				
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)	3.5	At least 3	4	Achieved
Briefings delivered within the required timeframe	100%	95%	100%	Achieved
Ministerial satisfaction with the briefings as per the common satisfaction survey as rated on a scale of 1 (extremely dissatisfied) to 5 (extremely satisfied)	3.5	At least 3	4	Achieved

<sup>4</sup> During 2019/20 we had one OIA request that was not delivered within the statutory timeframe.

## Nominations Service

The Ministry for Pacific Peoples' Nomination Service aims to recognise Pacific leaders and raise their leadership profiles through nominations on to state sector boards and through the New Zealand honour system (New Years and Queens Birthday Honours). We put forward 243 nominees for governance positions across the state sector, exceeding our 2019/20 target by 213 nominees and 19 nominations for the Royal New Zealand Honours.

Assessment of Performance	2018/19 Performance	2019/20 Budget Standard	2019/20 Actual	Target Achieved
Number of nominees put forward for governance positions across the state sector	199	30	243	Achieved
Number of nominees put forward for Queen's Birthday and New Year honours	33	10	19	Achieved

Financial Performance – Communications, Projects & Relationships (Departmental)				
Actual 2019 \$000		Unaudited Estimates 2020 \$000	Unaudited Supplementary Estimates 2020 \$000	Actual 2020 \$000
6,036	Revenue Crown	10,296	11,296	8,854
79	Revenue other	-	333	165
<b>6,115</b>	<b>Total revenue</b>	<b>10,296</b>	<b>11,629</b>	<b>9,019</b>
<b>6,085</b>	<b>Total expenses Departmental</b>	<b>10,296</b>	<b>11,629</b>	<b>9,019</b>
30	Net surplus/(deficit)	-	-	-

## Policy Advice Category

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

The Ministry for Pacific Peoples is the Crown's principal advisor on policies and interventions aimed at improving outcomes for Pacific peoples in New Zealand. During 2019/20, 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.

Assessment of Performance	2018/19 Performance	2019/20 Budget Standard	2019/20 Actual	Target Achieved
Quality rating of policy advice (average score), as per the Policy Quality Framework	New measure	At least 3.5/5	3.6	Achieved
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	New measure	20% of papers score 4/5 or higher	40%	Achieved
Quality rating of policy advice (distribution of scores), as per the Policy Quality Framework	New measure	90% of papers score 3/5 or higher	100%	Achieved
Ministerial satisfaction with the quality of policy advice (average score), as per the Ministerial Policy Survey	New measure	At least 3.5/5	4.7	Achieved

Financial Performance – Communications, Projects & Relationships (Departmental)				
Actual 2019 \$000		Unaudited Estimates 2020 \$000	Unaudited Supplementary Estimates 2020 \$000	Actual 2020 \$000
2,164	Revenue Crown	2,100	2,100	3,872
-	Revenue other	-	-	-
<b>2,164</b>	<b>Total revenue</b>	<b>2,100</b>	<b>2,100</b>	<b>3,872</b>
<b>2,164</b>	<b>Total expenses Departmental</b>	<b>2,100</b>	<b>2,100</b>	<b>3,872</b>
-	Net surplus/(deficit)	-	-	-

## Ministry for Pacific Peoples – Capital Expenditure PLA

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

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

Assessment of Performance	2018/19 Performance	2019/20 Budget Standard	2019/20 Actual	Target Achieved
Expenditure is in accordance with the Ministry's annual capital investment plan	100%	100%	100%	Achieved

Financial Performance – Communications, Projects & Relationships (Departmental)				
Actual 2019 \$000		Unaudited Estimates 2020 \$000	Unaudited Supplementary Estimates 2020 \$000	Actual 2020 \$000
40	Property, Plant and Equipment	100	600	345
-	Intangibles	-	-	-
<b>40</b>	<b>Total expenses: Departmental</b>	<b>100</b>	<b>600</b>	<b>345</b>

## Financial Statements

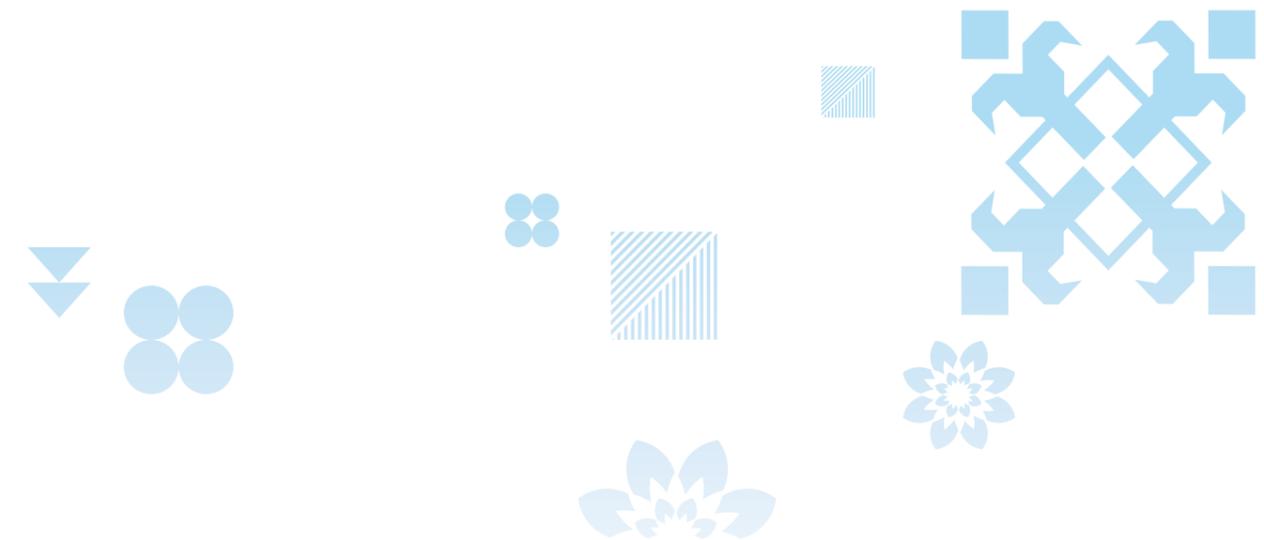
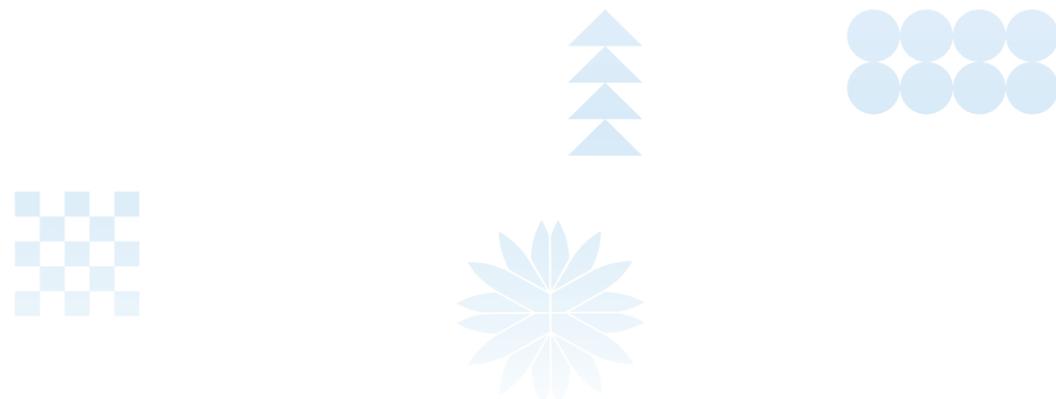
### Statement of Comprehensive Revenue and Expense

For the year ended 30 June 2020

Actual 30 June 2019 \$000		Notes	Actual 30 June 2020 \$000	Unaudited Budget 30 June 2020 \$000	Unaudited Forecast 30 June 2021 \$000
<b>Revenue</b>					
8,200	Revenue Crown		12,726	12,396	14,980
79	Departmental revenue	2	150	-	-
-	Other revenue	2	15	-	-
<b>8,279</b>	<b>Total revenue</b>		<b>12,891</b>	<b>12,396</b>	<b>14,980</b>
<b>EXPENSE</b>					
4,836	Personnel costs	3	7,748	8,090	10,362
3,202	Operating costs	4	4,938	4,110	4,444
143	Depreciation and amortisation	8, 9	137	128	106
68	Capital charge	5	68	68	68
<b>8,249</b>	<b>Total expense</b>		<b>12,891</b>	<b>12,396</b>	<b>14,980</b>
30	Surplus/(deficit)		-	-	-
-	Other comprehensive revenue and expense		-	-	-
<b>30</b>	<b>Total comprehensive revenue and expense</b>		<b>-</b>	<b>-</b>	<b>-</b>

Explanations of significant variances against budget are detailed in Note 16.

The accompanying notes form part of these financial statements.



## Statement of Financial Position

As at 30 June 2020

Actual 30 June 2019			Actual 30 June 2020	Unaudited Budget 30 June 2020	Unaudited Forecast 30 June 2021
\$000		Notes	\$000	\$000	\$000
<b>Assets</b>					
<b>Current Assets</b>					
1,803	Cash and cash equivalents	6	2,744	1,563	403
14	Debtors and other receivables	7	-	35	14
29	Prepayments		59	14	29
<b>1,846</b>	<b>Total current assets</b>		<b>2,803</b>	<b>1,612</b>	<b>446</b>
<b>Non-Current Assets</b>					
120	Property, plant and equipment	8	379	208	1,615
251	Intangible assets	9	187	188	123
<b>371</b>	<b>Total non-current assets</b>		<b>566</b>	<b>396</b>	<b>1,738</b>
<b>2,217</b>	<b>Total assets</b>		<b>3,369</b>	<b>2,008</b>	<b>2,184</b>
<b>Liabilities &amp; Taxpayers' Funds</b>					
<b>Current Liabilities</b>					
578	Creditors and other payables	10	1,386	722	419
30	Return of operating surplus	11	-	-	-
412	Employee entitlements	12	758	93	568
<b>1,020</b>	<b>Total current liabilities</b>		<b>2,144</b>	<b>815</b>	<b>987</b>
<b>Non-Current Liabilities</b>					
69	Employee entitlements	12	97	65	69
<b>69</b>	<b>Total non-current liabilities</b>		<b>97</b>	<b>65</b>	<b>69</b>
<b>1,089</b>	<b>Total liabilities</b>		<b>2,241</b>	<b>880</b>	<b>1,056</b>
<b>Taxpayers' Funds</b>					
1,128	Taxpayers' funds		1,128	1,128	1,128
<b>1,128</b>	<b>Total taxpayers' funds</b>		<b>1,128</b>	<b>1,128</b>	<b>1,128</b>
<b>2,217</b>	<b>Total liabilities and taxpayers' funds</b>		<b>3,369</b>	<b>2,008</b>	<b>2,184</b>

Explanations of significant variances against budget are detailed in Note 16.  
The accompanying notes form part of these financial statements.

## Statement of Changes in Equity

For the year ended 30 June 2020

Actual 30 June 2019			Actual 30 June 2020	Unaudited Budget 30 June 2020	Unaudited Forecast 30 June 2021
\$000		Notes	\$000	\$000	\$000
1,128	Equity as at 1 July		1,128	1,128	1,128
30	Total comprehensive revenue and expense		-	-	-
(30)	Return of operating surplus to the Crown	11	-	-	-
<b>1,128</b>	<b>Equity as at 30 June</b>		<b>1,128</b>	<b>1,128</b>	<b>1,128</b>

Explanations of significant variances against budget are detailed in Note 16.  
The accompanying notes form part of these financial statements



## Statement of Cash Flows

For the year ended 30 June 2020

Actual 30 June 2019 \$000		Notes	Actual 30 June 2020 \$000	Unaudited budget 30 June 2020 \$000	Unaudited forecast 30 June 2021 \$000
<b>Cash flows from operating activities</b>					
<b>Cash was provided from:</b>					
8,200	Receipts from the Crown		13,391	12,396	14,980
96	Receipts from other departments		164	-	-
-	Receipts from others		15	-	-
-	Goods and services tax		-	-	-
<b>8,296</b>	<b>Total cash flows from operating activities</b>		<b>13,570</b>	<b>12,396</b>	<b>14,980</b>
<b>Cash was applied to:</b>					
(4,752)	Payments to employees		(7,375)	(7,903)	(10,161)
(3,148)	Payments to suppliers		(4,995)	(4,325)	(4,651)
(68)	Payment for capital charge		(68)	(68)	(68)
93	Goods and services tax		186	-	-
<b>(7,875)</b>	<b>Total cash applied for operating activities</b>		<b>(12,252)</b>	<b>(12,296)</b>	<b>(14,880)</b>
<b>421</b>	<b>Net cash flows from operating activities</b>		<b>1,318</b>	<b>100</b>	<b>100</b>
<b>Cash flows from investing activities</b>					
<b>Cash was provided from:</b>					
	Receipts from sale of property, plant and equipment				
-	Cash was applied to:		-	-	-
-	Purchase of intangible assets		-	-	-
(46)	Purchase of property, plant and equipment		(345)	(100)	(1,000)
<b>(46)</b>	<b>Net cash flows from investing activities</b>		<b>(345)</b>	<b>(100)</b>	<b>(1,000)</b>
<b>Cash flows from financing activities</b>					
<b>Cash was provided from:</b>					
-	Capital injections		-	-	-
<b>Cash was applied to:</b>					
(135)	Return of operating surplus		(32)	-	-
<b>(135)</b>	<b>Net cash flows from financing activities</b>		<b>(32)</b>	<b>-</b>	<b>-</b>
240	Net increase/(decrease) in cash held		941	-	(900)
1,563	Cash as at 1 July		1,803	1,563	1,303
<b>1,803</b>	<b>Closing cash as at 30 June</b>		<b>2,744</b>	<b>1,563</b>	<b>403</b>

The goods and services tax has been presented on a net basis as the gross amounts do not provide meaningful information for financial reporting purposes. Explanations of significant variances against budget are detailed in Note 16.

The accompanying notes form part of these financial statements.

## Statement of Commitments

As at 30 June 2020

### Capital Commitments

Capital commitments are the aggregate amount of capital expenditure contracted for the acquisition of property, plant and equipment and intangible assets that have not been paid for or not recognised as a liability at balance date.

### Non-cancellable operating lease commitments

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

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

There are no restrictions placed on the Ministry by any of its' leasing arrangements. The 'Not later than one year' category has reduced because the National Office premises lease has gone to a monthly rolling contract while it is being renegotiated.

The sub-leases for the Ministry's Northern and Central 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 2019 \$000		Notes	Actual 30 June 2020 \$000
<b>Capital commitments</b>			
-	Buildings		-
-	Intangible assets		-
-	<b>Total capital commitments</b>		-
<b>Non-cancellable operating lease commitments</b>			
317	Not later than one year		354
1,155	Later than one year and not later than five years		1,278
767	Later than five years		567
<b>2,239</b>	<b>Total non-cancellable operating lease commitments</b>	<b>13</b>	<b>2,199</b>

## Statement of Contingent Liabilities and Contingent Assets

As at 30 June 2020

The Ministry for Pacific Peoples has no contingent liabilities or contingent assets as at 30 June 2020 (2019: nil).

The accompanying notes form part of these financial statements.

## Notes to the Financial Statements

### Note 1 | Statement of accounting policies for the year ended 30 June 2020

#### Reporting Entity

The Ministry for Pacific Peoples (the Ministry) is a government department as defined by section 2 of the Public Finance Act 1989 and is domiciled in New Zealand. These financial statements have been prepared pursuant to section 45B of the Public Finance Act 1989. The Ministry's ultimate parent is the Crown.

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

The financial statements of the Ministry are for the year ended 30 June 2020 and were authorised for issue by the Secretary for Pacific Peoples of the Ministry on 23 November 2020.

#### Basis of Preparation

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

#### Statement of Compliance

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

The Ministry's total annual expenditure is less than \$30 million, so it qualifies for classification as a Tier 2 reporting entity. As a Tier 2 reporting entity, the Ministry can apply Reduced Disclosure Requirements Public Benefit Entity Accounting Standards (Tier 2 PBE Standards). The financial statements have been prepared in accordance with Tier 2 PBE Standards and comply with PBE accounting standards.

#### Presentation Currency and Rounding

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

#### Measurement Base

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

#### Changes in Accounting Policy

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

#### Standards issued but not yet effective and not Early Adopted

Standards and amendments, issued but not yet effective that have not been early adopted, and which are relevant to the Ministry are:

##### Financial Instruments

In March 2019, the External Reporting Board issued an amendment to PBE IPSAS 41 Financial Instruments. The amendment takes effect for annual periods beginning on or after 1 January 2022, with earlier application permitted. The Ministry does not expect significant changes to arise from this amendment.

##### Service Performance Reporting

PBE FRS 48 replaces the service performance reporting of PBE IPSAS 1 and is effective for reporting periods starting on or after 1 January 2022, with earlier application permitted. The Ministry has not yet assessed the effects of the standard.

#### Significant Accounting Policies

##### Revenue Recognition

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

##### Revenue Crown

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

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

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

#### Revenue from non-exchange transactions

Revenue from non-exchange transactions are those transactions where an entity either receives value from another entity without directly giving approximately equal value in exchange or gives value to another entity without directly receiving approximately equal value in exchange.

For the Ministry, these revenue non-exchange transactions are non-prevalent. In the event of any future non-exchange revenue transactions, the Ministry will recognise these transactions as non-exchange revenues when it is probable that the future economic benefits or service potential associated with the asset will flow to the entity and the fair value of the asset can be measured reliably.

Where the contract outcome cannot be measured reliably, revenue is recognised only to the extent that the expenses incurred are recoverable.

#### Revenue from exchange transactions

Revenue from exchange transactions are transactions in which one entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of cash, goods, services or use of assets) to another entity in exchange.

Departmental and other revenue are from the supply of goods and services to other government departments and third parties.

#### Capital charge

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

#### Leases

##### Operating Leases

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

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

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

#### Cash and Cash Equivalents

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

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

#### Property, Plant and Equipment

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

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

#### Additions

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

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

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

#### Disposals

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

#### Subsequent Costs

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

#### Asset Capitalisation

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

These are capitalised:

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

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

## Depreciation

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

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

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

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

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

## Intangible Assets

Intangible assets are initially recorded at acquisition costs plus any costs incurred to bring the asset in to use. The cost of an internally generated intangible asset represents expenditure incurred in the development phase of the asset only.

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.

## Creditors and Other Payables

Creditors and other payables are recorded at their face value.

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

### Long-term Employee Entitlements

Employee benefits are 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 are calculated on an actuarial basis, using a model provided by The Treasury.

The calculations are based on:

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

30 June 2019	Discount rate	30 June 2020
1.35%	Year 1	0.22%
1.14%	Year 2	0.25%
2.41%	Year 3	1.63%

- A salary inflation factor of 2.72% (2019: 3.10%) was also used. The discount rates were advised by Treasury and are based on the weighted average of government bonds with terms to maturity similar to those of the relevant liabilities. The inflation factor is based on the expected long-term increase in remuneration for employees.

## Presentation of Employee Entitlements

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

## Superannuation Schemes

Obligations for contributions to the State Sector Retirement Saving Schemes, 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.

## Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are recorded at the point at which the contingency is evident.

## 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.

## Commitments

Commitments are future expenses and liabilities to be incurred on contracts that have been entered in to at balance date. Information on non-cancellable capital and lease commitments are reported in the statement of commitments.

Cancellable capital commitments that have penalty or exit costs explicit in the agreement on exercising that option to cancel are reported in the statement of commitments at the lower of the remaining contractual commitment and the value of those penalty or exit costs (i.e. the minimum future payment).

## Grant Expenditure

Where the expenditure is discretionary, it will be recognised as expenditure when it has been approved by the Secretary for Pacific Peoples or the General Manager and the approval has been communicated to the applicant. Where the expenditure is under an outcomes agreement, this expenditure shall be recognised in the period that the activity or condition occurs that gives rise to the liability.

## Goods and Services Tax (GST)

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

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

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

Commitments and contingencies are disclosed exclusive of GST.

## Income Tax

Government departments are exempt from income tax as public authorities. Accordingly, no charge for income tax has been provided for.

## 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.

## Critical Accounting Estimates and Assumptions

In preparing these financial statements the Ministry has made estimates and assumptions about the future. These estimates and assumptions may differ from the subsequent actual results. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable in the circumstances. The estimates and assumptions that have a risk of causing an adjustment to the carrying amount of assets and liabilities within the next financial year are as follows:

### Useful Life of Software

The useful life of software is determined at the time the software is acquired and brought in to use.

This is then reviewed at each reporting date for appropriateness. For computer software licenses, the useful life represents management's view of the expected period over which the Ministry will receive benefits from the software, but not exceed the license term. For internally generated software developed by the Ministry, the life is based on historical experience with similar systems as well as anticipation of future events, which may impact their useful life, such as changes in technology.

### Retiring and Long-Service Leave

An analysis of the exposure in relation to estimates and uncertainties surrounding retiring and long-service leave liabilities is disclosed in note 12.

## Budget and Forecast Figures

### Basis of the Budget and Forecast Figures

The 2020 budget figures are for the year ended 30 June 2020 and were published in the 2018/19 Annual Report. They are consistent with the Ministry's best estimate financial forecast information submitted to Treasury for the Budget Economic and Fiscal Update (BEFU) for the year ended 30 June 2020.

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

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

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

The 30 June 2021 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 Secretary for Pacific Peoples on 2 April 2020. The Secretary for Pacific Peoples is responsible for the forecast financial statements, including the appropriateness of the assumptions made in their preparation and all other required disclosures.

While the Ministry regularly updates its forecasts, updated financial statements for the year ended 30 June 2021 will not be published.

### Significant Assumptions Used in Preparing the Forecast Financial Statements

The forecast figures contained in these financial statements reflect the Ministry's purpose and activities and are based on assumptions on what may occur during the 2020/21 year. The forecast figures have been compiled on the basis of existing government policies and Ministerial expectations at the time the main estimates were finalised.

The main assumptions, which were adopted as at 2 April 2020, were as follows:

- the activities of the Ministry will remain substantially the same as for the previous year;
- personnel costs are based on budgeting to fill 120 staff positions;
- operating costs are based on historical experience. [the general historical pattern is expected to continue]; and
- estimated year-end information for 2019/20 was used as the opening position for the 2020/21 forecast.

The actual financial results achieved for 30 June 2021 are likely to vary from the forecast information presented, and the variations may be material.

### Significant changes subsequent to BEFU

In July 2020 the Ministry was allocated appropriation for four initiatives from the Government's COVID-19 Response and Recovery Fund (CRRF). Appropriation for a fifth (contingent) initiative will be released once further conditions are met. The initiatives are designed to help address needs in Pacific communities to respond and recover from the COVID-19 lockdown.

These initiatives are not included in Forecast Financial Statements, as the appropriation was made after BEFU. If included, they would have added \$8,278,000 to both revenue and expenditure for 2020/21. If fully approved, the contingent initiative would add a further \$1,657,000 to both revenue and expenditure for 2020/21.

### Impact of COVID-19 lockdown on the financial statements of the Ministry for Pacific Peoples

#### Alert Levels

The New Zealand Government's response to the COVID-19 pandemic was to introduce a series of lockdown levels. This was aimed at restricting the movement and association within the population, to stop the spread of the virus.

New Zealand was in Level 4 lockdown between 26 March and 27 April 2020, meaning most of the population was essentially confined to their homes. Reductions in lockdown levels followed until Level 1 was declared effective 9 June 2020.

Levels 3 and 2 permitted greater degrees of movement and association. Level 1 means essentially free movement within New Zealand with restrictions on crossing national borders.

## Ministry Employees

Employees of the Ministry for Pacific Peoples compulsorily worked from home between 19 March and 14 May when Level 2 was declared. Some employees worked from the Ministry's offices during Level 2, and all employees were able to return to the Ministry's offices when Level 1 was declared.

## Ministry programmes

Many of the Ministry's providers for the Tupu Aotearoa programme were able to continue to deliver their offerings remotely to varying extents. Otherwise, the Ministry's programmes were not able to be delivered during most of the lockdown.

Instead, the Ministry was able to work alongside its communities to help them respond to the lockdown.

The Ministry also committed resources to the All-of-Government COVID-19 response team, including but not limited to, the provision of personnel in support of the Pacific communications strategy

The Ministry aims to make up the work that was not delivered by delivering more in the 2020/21 year.

### COVID-19 related costs

To enable employees to work from home, the Ministry purchased office equipment for employees to use in their homes, as necessary.

Travel and other costs were also incurred through working with communities and contributing to the All-of-Government COVID-19 response team.

The Ministry purchased capital equipment costing \$52,215 and paid \$54,934 in operating costs in total that related directly to COVID-19.



## Note 2 | Other Revenue (Exchange Transactions)

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
79	Revenue from other agencies	150
-	Other revenue	15

Other Revenue relates to Ministry staff members that have been seconded and funding received by the Ministry to assist with joint initiatives or events.

## Note 3 | Personnel Costs

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
4,547	Salaries and wages	7,310
106	Employer contributions to defined contribution plans	160
98	Increase/(decrease) in employee entitlements	238
85	Other	40
<b>4,836</b>	<b>Total personnel costs</b>	<b>7,748</b>

Employer contributions to defined contribution plans include contributions to KiwiSaver and the State Sector Retirement Savings Schemes.

## Note 4 | Operating Costs

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000	Unaudited budget 30 June 2020 \$000
64	Audit fees for financial statements audit	67	64
518	Operating lease payments	542	450
43	Maintenance and minor capital purchases	47	-
446	Travel	542	450
32	Conferences and training	95	65
750	Consultancy and professional fees	1,669	420
6	Legal fees	13	-
37	Office operating costs	43	582
1,306	Other operating costs	1,920	2,079
<b>3,202</b>	<b>Total operating expenses</b>	<b>4,938</b>	<b>4,110</b>

## Note 5 | Capital Charge

The Ministry pays a capital charge to the Crown on its equity as at 31 December and 30 June each year. The capital charge rate for the year ended 30 June 2020 was 6.00% (2019: 6.00%).

## Note 6 | Cash and cash equivalents

### Accounting Policy

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.

### Breakdown of cash and cash equivalents

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
1,803	Cash at bank and on hand	2,744
<b>1,803</b>	<b>Total cash and cash equivalents</b>	<b>2,744</b>

While cash and cash equivalents at 30 June 2020 are subject to the expected credit loss requirements of PBE IFRS 9, no loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

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

## Note 7 | Debtors and Other Receivables

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
	<b>Debtors &amp; other receivables under exchange transactions</b>	
14	Trade debtors	-
<b>14</b>	<b>Total debtors and other receivables</b>	<b>-</b>

Trade debtors are reported at their face value, less an allowance for expected losses. As at 30 June 2020, there were no overdue receivables to be assessed and none were written off (2019: Nil).

## Note 8 | Property, Plant and Equipment

	Leasehold improvements	EDP equipment	Furniture/office equipment	Motor vehicles	Total
	\$000	\$000	\$000	\$000	\$000
<b>Cost</b>					
<b>Balance at 1 July 2018</b>	<b>371</b>	<b>286</b>	<b>296</b>	<b>197</b>	<b>1,150</b>
Additions	2	40	4	-	46
Disposals	-	(195)	(128)	-	(323)
<b>Balance at 30 June 2019</b>	<b>373</b>	<b>131</b>	<b>172</b>	<b>197</b>	<b>873</b>
<b>Balance at 1 July 2019</b>	<b>373</b>	<b>131</b>	<b>172</b>	<b>197</b>	<b>873</b>
Additions	143	111	45	33	332
Disposals	-	-	-	-	-
<b>Balance at 30 June 2020</b>	<b>516</b>	<b>242</b>	<b>217</b>	<b>230</b>	<b>1,205</b>
<b>Accumulated depreciation</b>					
<b>Balance at 1 July 2018</b>	<b>371</b>	<b>249</b>	<b>266</b>	<b>110</b>	<b>996</b>
Depreciation expense	-	25	19	35	79
Depreciation on disposal	-	(194)	(128)	-	(322)
<b>Balance at 30 June 2019</b>	<b>371</b>	<b>80</b>	<b>157</b>	<b>145</b>	<b>753</b>
<b>Balance at 1 July 2019</b>	<b>371</b>	<b>80</b>	<b>157</b>	<b>145</b>	<b>753</b>
Depreciation expense	-	38	9	26	73
Depreciation on disposal	-	-	-	-	-
<b>Balance at 30 June 2020</b>	<b>371</b>	<b>118</b>	<b>166</b>	<b>171</b>	<b>826</b>
<b>Carrying amount</b>					
At 1 July 2018	-	37	30	87	154
At 30 June & 1 July 2019	2	51	15	52	120
<b>At 30 June 2020</b>	<b>145</b>	<b>124</b>	<b>51</b>	<b>59</b>	<b>379</b>

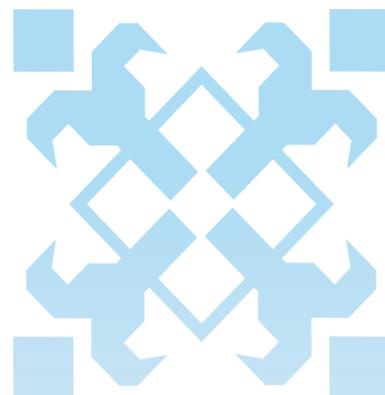
### Work in Progress

Leasehold Improvements in the course of construction total \$145,000 (2019: \$2,000). No other asset classes have assets in the course of construction.

## Note 9 | Intangible Assets

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

	Total \$000
<b>Cost</b>	
<b>Balance at 1 July 2018</b>	<b>627</b>
Additions	-
Disposals	(79)
<b>Balance at 30 June 2019</b>	<b>548</b>
<b>Balance at 1 July 2019</b>	<b>548</b>
Additions	-
Disposals	-
<b>Balance at 30 June 2020</b>	<b>548</b>
<b>Accumulated amortisation</b>	
<b>Balance at 1 July 2018</b>	<b>311</b>
Amortisation expense	64
Disposals	(78)
<b>Balance at 30 June 2019</b>	<b>297</b>
<b>Balance at 1 July 2019</b>	<b>297</b>
Amortisation expense	64
Disposals	-
<b>Balance at 30 June 2020</b>	<b>361</b>
<b>Carrying amount</b>	
At 1 July 2018	316
At 30 June & 1 July 2019	251
<b>At 30 June 2020</b>	<b>187</b>



## Note 10 | Creditors and Other Payables

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
	<b>Current liabilities under exchange transactions</b>	-
55	Creditors	59
346	Accrued expenses	298
	<b>Current liabilities under non-exchange transactions</b>	
177	Taxes payable	363
-	Deferred revenue	666
<b>578</b>	<b>Total creditors and other payables</b>	<b>1,386</b>

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

## Note 11 | Return of Operating Surplus

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
30	Net surplus / (deficit)	-
<b>30</b>	<b>Total return of operating surplus</b>	<b>-</b>

The net operating surplus from the delivery of outputs must be repaid by 31 October of each year.

## Note 12 | Employee Entitlements

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
	<b>Current liabilities</b>	
218	Annual leave	493
100	Accrued salaries and wages	166
65	Sick leave	65
29	Long-service and retiring leave	34
<b>412</b>	<b>Total current liabilities</b>	<b>758</b>
	<b>Non-current liabilities</b>	
69	Long-service and retiring leave	97
<b>69</b>	<b>Total non-current liabilities</b>	<b>97</b>
<b>481</b>	<b>Total provision for employee entitlements</b>	<b>855</b>

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 discount rates and salary inflation factors are outlined below:

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
-	Re-measurement	7

## Note 13 | Commitments

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

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



## Note 14 | Categories of Financial Instruments

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

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
	<b>Loans and receivables</b>	
1,803	Cash and cash equivalents	2,744
14	Debtors and other receivables (note 7)	-
<b>1,817</b>	<b>Total loans and receivables</b>	<b>2,744</b>
	<b>Financial liabilities measured at amortised cost</b>	
578	Creditors and other payables and deferred revenue (note 10)	1,386
<b>578</b>	<b>Total financial liabilities measured at amortised cost</b>	<b>1,386</b>

## Note 15 | Related Party Transactions and Key Management Personnel

All related-party transactions have been entered into on an arm's length basis.

The Ministry is a wholly-owned entity of the Crown. The Government significantly influences the roles of the Ministry as well as being its major source of revenue.

### Related-party transactions involving key management personnel (or their close family members)

Key management personnel include the Minister for Pacific Peoples, the Secretary for Pacific Peoples and the five (2019:four) 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 (2019: nil).

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

## Key Management Personnel Compensation

Actual 30 June 2019 \$000		Actual 30 June 2020 \$000
1,091	Salaries and other short-term employee benefits	1,230
-	Termination benefits	-
<b>1,091</b>	<b>Total Key Management Personnel Compensation</b>	<b>1,230</b>

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

## Note 16 | Budget Variation

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 \$330,000 more than the budget amount. Appropriation of \$1 million was transferred from 2020/21 to 2019/20, to meet anticipated expenditure for work originally budgeted for 2020/21, however not all of that work could be completed due to the COVID-19 lockdown.

Expenses were \$495,000 more than the budget. This is primarily because of spending on activities originally budgeted for 2020/21 and was funded by the transfer of revenue noted above. Within that total, Consultancy and Professional Fees were \$1,249,000 more than budget. This included coverage for vacant positions as well as additional resources to help achieve activities budgeted for 2020/21. This was mostly offset by other expense categories being under budget.

## Statement of Financial Position

Cash and cash equivalents were \$1,181,000 more than the budget amount. This was largely because of the two following items.

Creditors and other payables and deferred revenue was \$664,000 more than the budget amount. This was deferred revenue the Ministry could not spend on planned activities because of the COVID-19 lockdown.

Employee entitlements were \$697,000 more than the budget amount. This increase is mainly because the Ministry revised the basis of calculating leave entitlements to be more in line with usual practice, and the budget amount was calculated before the method was revised.

## Note 17 | Events After the Balance Sheet Date

There have been no significant events after balance date.

## Non-Departmental Schedules

### Schedule of Non-Departmental Revenue

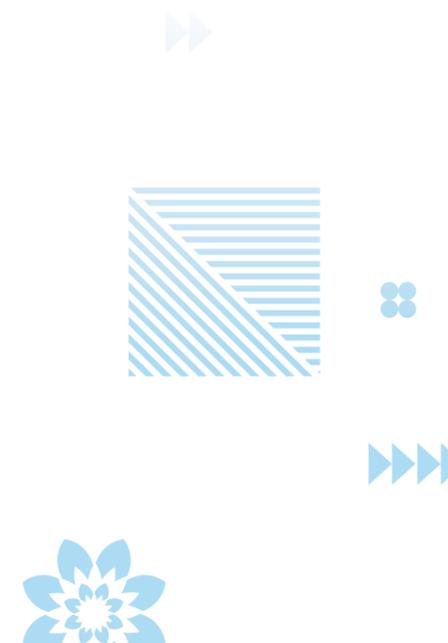
For the year ended 30 June 2020

There is no revenue (2019: nil).

### Schedule of Non-Departmental Capital Receipts

For the year ended 30 June 2020

There are no capital receipts (2019: nil).



## Schedule of Non-Departmental Expenses

For the year ended 30 June 2020

	Actual 30 June 2019	Actual 30 June 2020	Unaudited budget 30 June 2020
Non-departmental expenses	\$000	\$000	\$000
Grants paid to 3rd parties	3,148	6,404	7,009
Social assistance benefits	348	356	358
GST on Crown expenses	501	761	1,105
<b>Total non-departmental expenses</b>	<b>3,997</b>	<b>7,521</b>	<b>8,472</b>

## Schedule of Non-Departmental Assets

As at 30 June 2020

	Actual 30 June 2019	Actual 30 June 2020	Unaudited budget 30 June 2020
Non-departmental expenses	\$000	\$000	\$000
Bank	3,358	4,729	2,322

## Schedule of Non-Departmental Liabilities

As at 30 June 2020

	Actual 30 June 2019	Actual 30 June 2020	Unaudited budget 30 June 2020
Non-departmental expenses	\$000	\$000	\$000
Due to Providers	1,300	1,774	619

## Schedule of Non-Departmental Commitments

As at 30 June 2020

There are no Non-Departmental Commitments at 30 June 2020 (2019: nil).

## Schedule of Non-Departmental Contingent Liabilities & Contingent Assets

As at 30 June 2020

There are no contingent liabilities or assets as at 30 June 2020 (2019: nil).

The accompanying notes form part of these financial statements.

For a full understanding of the Crown's financial position and the results of its operation for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2020.

## Notes to the Non-Departmental Financial Statements and Schedules

### Note 1 | Statement of significant accounting policies for the year ended 30 June 2020

#### Reporting Entity

These non-departmental schedules and statements 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 2020. For a full understanding of the Crown's financial position, results of operations and cash flows for the year, reference should also be made to the Financial Statements of the Government.

#### Basis of Presentation

#### Statement of Compliance

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

Measurement and recognition rules applied in the preparation of these non-departmental schedules and statements are consistent with New Zealand generally accepted accounting practice (Tier 1 Public Sector Public Benefit Entity Accounting Standards) as appropriate for public benefit entities.

#### Presentation Currency and Rounding

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

#### Measurement Base

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

#### Significant Accounting Policies

The non-departmental accounts have been prepared using the same significant accounting policies as outlined in Note 1 of the departmental accounts.

### Impact of COVID-19 lockdown on the financial statements of the Ministry for Pacific Peoples

#### Alert Levels

The New Zealand Government's response to the COVID-19 Pandemic was to introduce a series of lockdown levels. This was aimed at restricting the movement and association within the population, to stop the spread of the virus.

New Zealand was in Level 4 lockdown between 26 March and 27 April 2020, meaning most of the population was essentially confined to their homes. Reductions in lockdown levels followed until Level 1 was declared effective 9 June 2020.

Levels 3 and 2 permitted greater degrees of movement and association. Level 1 means essentially free movement within New Zealand with restrictions on crossing national borders.

#### Ministry programmes

The Ministry's programmes largely could not be delivered during most of the lockdown. The Ministry aims to make up the work that was not delivered by delivering more in the 2020/21 year. This may involve seeking approval to carry unused appropriation from 2019/20 forward.

### Note 2 | Budget Variation

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

#### Schedule of Non-Departmental Expenses

Grants paid to 3rd parties was \$605,000 less than the budget amount. This was largely due to the lockdown in response to COVID-19, during which Providers could only deliver programmes to a limited extent.

#### Schedule of Non-Departmental Assets and Schedule of Non-Departmental Liabilities

The variance to budget is the result of the timing of payments made to suppliers at year-end, as well as Grants paid to 3rd parties being less than budgeted.

The following statements report information about the expenses and capital expenditure against each appropriation administered by the Ministry for the year ended 30 June 2020.

# Appropriation Statements

## Statement of Departmental Expenses and Capital Expenditure Against Appropriations

For the year ended 30 June 2020

	Expenditure after re-measurements 30 June 2019	Expenditure before re-measurements 30 June 2020	Re-measurements <sup>5</sup> 30 June 2020	Expenditure after re-measurements 30 June 2020	Approved appropriation <sup>6</sup> 30 June 2020	Location of end-of-year performance information <sup>7</sup> 30 June 2020
	\$000	\$000	\$000	\$000	\$000	\$000
<b>Departmental output expenses</b>						
<b>Policy advice and Ministerial Servicing MCA<sup>8</sup></b>						
Communications, Projects & Relationships	6,085	9,012	7	9,019	11,629	(a)
Policy Advice	2,164	3,872	-	3,872	2,100	(a)
<b>Total departmental output expenses</b>	<b>8,249</b>	<b>12,884</b>	<b>7</b>	<b>12,891</b>	<b>13,729</b>	
<b>Departmental capital expenditure</b>						
Ministry for Pacific Peoples – Capital Expenditure PLA	40	345	-	345	600	(a)
<b>Total departmental capital expenditure</b>	<b>40</b>	<b>345</b>	<b>-</b>	<b>345</b>	<b>600</b>	

<sup>5</sup> Re-measurement is generally the movement in the value of an asset or liability that is outside the control of the Ministry, as defined in the Public Finance Act 1989. Re-measurements do not require an appropriation.

<sup>6</sup> These are the appropriations from the Supplementary Estimates.

<sup>7</sup> This represents where the end-of-year performance information has been reported for each appropriation administered by the Ministry:  
(a) The Ministry's Annual Report – Part F Statement of Service Performance  
(b) Exempted from reporting under section 15D of the Public Finance Act 1989.

<sup>8</sup> This is a Multi-Year Appropriation. The original appropriation was \$65,945,000 for 2019/20 to 2022/23 of which \$53,054,000 remains.

	Expenditure after re-measurements 30 June 2019	Expenditure before re-measurements 30 June 2020	Re-measurements 30 June 2020	Expenditure after re-measurements <sup>9</sup> 30 June 2020	Approved appropriation 30 June 2020 <sup>10</sup>	Location of end-of-year performance information 30 June 2020 <sup>11</sup>
	\$000	\$000	\$000	\$000	\$000	\$000
<b>Non-departmental output expenses</b>						
Promotions – Business Development	1,639	1,857	-	1,857	1,925	(b)
Skills, Training & Employment	1,509	4,547	-	4,547	5,084	(a)
<b>Total Non-Departmental output expenses</b>	<b>3,148</b>	<b>6,404</b>	<b>-</b>	<b>6,404</b>	<b>7,009</b>	
<b>Total benefits and other related expenses</b>						
Study and Training Awards for Business Development	348	356	-	356	358	(b)
<b>Total benefits and other related expenses</b>	<b>348</b>	<b>356</b>	<b>-</b>	<b>356</b>	<b>358</b>	

<sup>9</sup> Re-measurement is generally the movement in the value of an asset or liability that is outside the control of the Ministry, as defined in the Public Finance Act 1989. Re-measurements do not require an appropriation.

<sup>10</sup> These are the appropriations from the Supplementary Estimates.

<sup>11</sup> This represents where the end-of-year performance information has been reported for each appropriation administered by the Ministry:  
(a) The Ministry's Annual Report – Part F Statement of Service Performance  
(b) Exempted from reporting under section 15D of the Public Finance Act 1989.



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

For the year ended 30 June 2020

### Transfers Under Section 26A of the Public Finance Act 1989

No section 26A transfers were authorised in the year ended 30 June 2020.

### Transfers Under Section 26B of the Public Finance Act 1989

No section 26B transfers were authorised in the year ended 30 June 2020.

### Expenses and Capital Expenditure in Excess of Appropriation

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

### Expenses and Capital Expenditure Incurred Without Appropriation or Outside Scope or Period of Appropriation

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

## Minister's report on non-departmental appropriations

### Minister for Pacific Peoples report on non-departmental appropriations

For the year ended 30 June 2020

This section meets the requirement set out in the supporting information to the 2019/20 Estimates or 2019/20 Supplementary Estimates, for information on certain non-departmental appropriations to be reported by the Minister for Pacific Peoples.

Although this report is presented in the same document as the Ministry for Pacific Peoples Annual Report, it does not form part of the Ministry for Pacific Peoples Annual Report for the year ended 30 June 2020 (including reporting by the Ministry for Pacific Peoples on appropriations for this year).

### Skills, Training and Employment (M50)

#### Non-Departmental Output Expenses

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

Pacific communities will flourish when people have work or access to learning opportunities. Tupu Aotearoa supports Pacific people to lead fulfilling and prosperous lives by delivering a range of initiatives aimed at increasing the number of Pacific people in employment, education or training. The Ministry, in partnership with local Pacific providers, delivers a strong pastoral care programme working closely with local Pacific communities, churches and employers to build capability. During 2019/20, the Tupu Aotearoa programme successfully placed 480 participants into employment and 561 participants into training.

Assessment of Performance	2018/19 Performance	2019/20 Budget Standard	2019/20 Actual <sup>12</sup>	Target Achieved
Training and Education placements contracted	New measure	90% or greater	112%	Achieved
Employment placements contracted	New measure	90% or greater	69 <sup>13</sup>	Not achieved

Financial Performance – Skills Training and Employment Appropriation (Non-departmental)				
Actual 2019 \$000		Unaudited Estimates 2020 \$000	Unaudited Supplementary Estimates 2020 \$000	Actual 2020 \$000
1,509	<b>Total expenses: Non-departmental</b>	5,084	5,084	4,547

<sup>12</sup> These results are provisional and are subject to an external evaluation which is expected to be completed in October 2020.

<sup>13</sup> The Tupu Aotearoa 2019/20 programme faced significant disruption from the COVID-19 pandemic and associated lockdowns applied under alert level restrictions for the 4th quarter from April to June 2020 inclusive. Providers also experienced unprecedented demand by programme participants to undertake training due to reduced employment opportunities attributed to the COVID-19 restrictions and a parallel increased interest by participants in training placements. Consequently, the programme only achieved 69% of the employment placement target, however this was largely offset by a parallel over-achievement of training placements, with 112% of this target achieved. Despite the impact of the COVID-19 pandemic, the programme achieved 87% of the combined placement targets for training and employment.

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Ministry for  
**Pacific  
Peoples**  
Te Manatū mō ngā Iwi | ʻō te Moana-nui-ā-Kiwa