



28 October 2025

Tēnā koe

Official Information Act request

Thank you for your email of 2 September 2025, requesting information about Social Worker Pay Equity Allocations.

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on your request set out below.

- *An explanation of the Social Worker Pay Equity Allocations paid to 128 of the listed providers and the total quantum paid for this item SVFV*

On 24 November 2022 the Government announced an extension of the pay equity settlement for social workers and those in social work roles. This process extended the benefits of a settled pay equity claim across the community and iwi organisations.

The Pay Equity Taskforce (The Taskforce) was established within Te Kawa Mataaho - Public Service Commission (PSC), and led the process of identifying which community and iwi organisations were eligible for the extension, including the number and type of employees covered and level of funding each provider will receive under the settlement.

Data collection from providers was carried out in a high-trust method and unless there were obvious discrepancies their submissions were taken on face-value. This data was based on provider data as of February 2023.

The Taskforce completed this phase of the work and submitted a Cabinet Paper to appropriate funding to enable the variation of contracts for eligible community and iwi organisations. This was approved by Cabinet on 12 June 2023 and the Pay Equity Extension took effect on 1 July 2023.

Ministry of Social Development Impacts

Across government agencies involved with the extension, the Ministry of Social Development (the Ministry) had the highest number of individual contracts and the second largest pool of social workers, behind Oranga Tamariki.

For the Ministry, the total cost estimate was \$82.5m over four years.

This represents a total of 310 contracts for 179 providers including 2 contracts that the Ministry administers on behalf of Police.

How the costs were calculated

The remuneration costs were calculated as the difference between each employee's current remuneration and their remuneration after the extension according to the pay spine. This cost accumulates over subsequent years, as employees progress through the band the difference increases. The remuneration costs do not account for changes to the Pay Spine for cost of living or other factors.

Professional Support Costs were calculated as the additional funds required per contract to fund professional support for the FTE that services the contract.

The oncosts were a static percentage of each employee's remuneration. The costs were calculated as the difference between the current remuneration and the remuneration level under this settlement. In effect, this is 7.5% of the remuneration costs for that year.

The amount of funding each employer receives is adjusted based on the corresponding step on the pay spine for each of their employees. This adjustment continues as calculated by the PSC until the contract is renewed/renegotiated or it is terminated.

- *Please also detail the % increase for each social worker*

The amounts calculated for each social worker is dependent on the band and the step they sit under in the pay spine. The initial percentage increase for each worker is dependent on their remuneration was at the time of the data collection and the corresponding step they were placed in the new pay spine. The PSC calculated that the average increase was 27.1%.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

pp.



Anna Graham
General Manager
Ministerial and Executive Services