# Pūrongo-ā-tau
# Annual Report

2022 – 2023

SOCIAL WELLBEING AGENCY | TOI HAU TĀNGATA

Te Kāwanatanga o Aotearoa
New Zealand Government

# Te rārangi upoko
# Contents

# He kōrero nā te Tumu Whakahaere
# From the Chief Executive



"Mā te rongo, ka mōhio. Mā te mōhio, ka mārama. Mā te mārama, ka mātau. Mā te mātau, ka ora."

Through perception comes awareness, through awareness comes understanding, through understanding comes knowledge, and through knowledge comes wellbeing.

Tēnā koutou katoa,

I am pleased to share where we have made a difference to the lives of New Zealanders by providing the social sector with data, evidence, and insights to inform decision-making.

We have enhanced the evidence used across many issues important to the wellbeing of New Zealand and priorities of the Government. This has included the wellbeing of older New Zealanders, education outcomes for some of our most vulnerable, addressing youth crime, social impacts of adverse weather events, and measuring collective efforts to reduce family violence. We partnered with other social sector agencies, adding our analytical expertise to ensure decision-makers had the best, and right, information to inform their decisions.

To respond to the social impacts of adverse weather events, we launched a Community Insights Explorer. This provides New Zealanders with demographic information about communities and is being used by decision-makers to identify the social impacts of recovery planning. The tool utilised the data analytics platform we developed to support agencies monitor and identify the impacts and difference the public service is making. Working with partner agencies, we have also applied many advanced analytical techniques to policy problems. These help to go beyond descriptive data and provide insights on the drivers of complex social issues, what works to improve outcomes, and opportunities for future action.

We achieved these deliverables within our budget through a well-thought-out work programme, maximising the resources and talent we have, and utilising our areas of expertise.

Next year we hope to embed the data and analytics platform as an essential monitoring and impacts tool for smaller agencies, enhance our expertise in evaluating what works, and develop our analytical skills even further. This will help to ensure that policies and service delivery that impact New Zealanders are effective and work.

Thank you to our partners, social sector agencies, and to our staff for their contributions towards our achievements over the past year.

Ngā mihi nui,

Renee Graham
Chief Executive, Te Tumu Whakarae
Social Wellbeing Agency, Toi Hau Tāngata
29 September 2023

# Ā mātou mahi What we do

We are the advanced data, analytics, and insights agency for the social sector. We provide independent, evidence-based advice on enduring, topical, and important social issues for Aotearoa New Zealand. We work closely with social sector decision-makers including Ministers and the Social Wellbeing Board of social sector chief executives. Our role is to make it easier for the social system to understand, decide on and do more of what really works, for better lives.

Our vision is that people, whānau and communities live the lives to which they aspire.

To achieve that vision, we have two purposes: to deliver cross-social system advice, and to create tools, insights and practices for government.

## Our highlights

During 2022/23 we provided analysis and advice on Government priorities. Below are our highlights, grouped under our purposes.

### Cross-social system advice

- advice on children and young people with high support needs to provide insights on preventing youth crime

- statistical analysis on the experiences and outcomes of young people in Alternative Education, informing an Education Review Office-led evaluation

- research on a Te Ao Māori perspective of the first 1000 days of a child's life

- delivery of a proof of concept for regional data for the Regional Public Service Office

- working with the Te Puna Aonui on a draft outcomes and measurement framework and a research and evaluation plan for Te Aorerekura

- three reports on debt to Government: analysis of those with children who have debt to government, the persistence of debt, and the breakdown of private and public debt

- analysis to the Ministry of Education on learners with the highest needs and additional analysis to Oranga Tamariki on learners within scope of the Oranga Tamariki Action Plan.

### Providing tools, insights and advice

- production of the Community Insights Explorer, showing social and demographic information down to a community level, combined with mapping of land data

- in partnership with Te Puni Kōkiri, continuing to govern our data and analytics platform.

- onboarding the Aroturuki Tamariki Independent Children's Monitor and Te Puna Aonui to our data and analytics platform to enable evidence-based decisions

- production of insights into the lives of older New Zealanders, in partnership with the Ministry of Social Development and the Ministry of Health

- guidance on the disability indicator which can be used to explore outcomes of disabled people, in partnership with Whaikaha

- hosting a data symposium to discuss how we use data as a national asset.

More information on each of these is in the following achievements section.
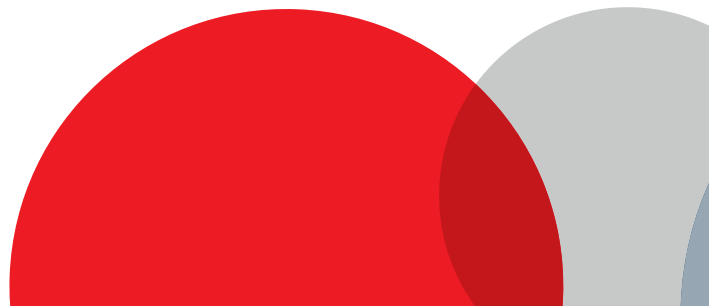
# Ngā hua me ngā ratonga Our achievements

## Delivering cross-sector advice

We delivered cross-agency advice partnering with others and using our expertise and analysis to understand more about complex social issues.

## Insights on youth crime and engagement

We worked with social sector partners to advise on youth crime and engagement. We helped to understand the characteristics of young people who offend and created a regional breakdown of young people with high support needs. Through this work, we also advised on what works for prevention, community programmes and individual and family prevention approaches. We also co-ordinated cross-agency activity to support the Youth Crime Ministerial Sub-Group.

## Statistical analysis of Alternative Education learner outcomes

We conducted a statistical evaluation of the experiences and outcomes of young people who have attended Alternative Education using the Integrated Data Infrastructure (IDI). This analysis was part of the Education Review Office's broader evaluation into how well the education system is supporting young people in Alternative Education. Our report showed that, when compared to similarly disadvantaged young people, those in Alternative Education are much less likely to achieve educational outcomes and are more likely to have other poor life outcomes. We continue to work with the Education Review Office and the Ministry of Education on future work on the Alternative Education model.

## Te Ao Māori perspective of what works in the first 1000 days

We published research on a Te Ao Māori perspective of the first 1000 days from Māori researchers from the University of Waikato and the University of Auckland to support implementation of the Child and Youth Wellbeing Strategy. This research examined the strength of the existing evidence and identified evidence gaps in relation to the wellbeing of māmā hapū, pēpi, tamariki and whānau.

## Improving regional access to data to support decision-making

We worked with the Ministry of Social Development to deliver a proof of concept for a regional data dashboard using our data and analytics platform. This was to support Regional Public Service Commissioners to have timely data to support regional priority planning and achieve positive outcomes with communities. This proof of concept was well-received, and we continue to work with the Regional Public Service Office on the development of regular dashboard reporting. Our work on regional data informed our approach to the Community Insights Explorer.

## Developing the learning and monitoring approach for Te Aorerekura

We have progressed the development of the learning and monitoring approach for Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence. Working with Te Puna Aonui (the joint venture business unit), we supported two actions from the first Action Plan:

- Action 38: Continuously develop and improve the learning system through the collection of evidence and voices. This action supports government and communities to work together to build a collaborative learning system.

- Action 39: Work together to finalise a measurement framework. This action is how government can work with communities to build a measurement framework including actions to eliminate family violence and sexual violence.

We engaged with communities, sector representatives, and academic experts to develop a draft outcomes and measurement framework. This framework provides the foundations for a learning system and describes what changes are expected over the life of the 25-year strategy and how progress towards these changes will be measured. Multiple agencies contribute to the monitoring and learning needed to achieve the changes described in Te Aorerekura, and we provided Te Puna Aonui with advice about how to navigate the complex data environments of different sectors.

We also developed a plan for research and evaluation, to be implemented by Te Puna Aonui. Through more coordinated system-wide learning, Te Puna Aonui will support the building of the evidence to continuously improve Te Aorerekura and ensure community voices are heard in the iteration and prioritisation of research and evaluation activities.

## Investigating the impact of government debt on wellbeing

Supporting our earlier research on debt to government, we published three reports which examined debt persistence, links between public and private debt, and the number of people with debt who have children. These revealed debt to government is a major issue for people on low incomes, those receiving government support, those with debt to multiple agencies, and non-residents. Parents make up more than half of those who owe debt to government. More than 85 percent of those who owe debt to government have owed debt for at least one year and more than 45 percent have done so for at least four years. The reports showed a clear interaction between public and private debt, and have informed the cross-government work, led by Inland Revenue, on managing debt to government.

## Analysis of learners with highest needs

We provided analysis of information from the IDI looking at needs and support within and outside the education system to the Ministry of Education's Highest Needs Review. We identified learners with highest need and support within the education system, as well as those with identified needs outside of the education system. This analysis identified a group of learners who may not be getting the additional learning supports they need. Following this work, Oranga Tamariki commissioned us to undertake further analysis of the same needs and supports, with a focus on the populations within the scope of the Oranga Tamariki Action Plan. This will support actions across the Highest Needs Review and the Oranga Tamariki Action Plan.
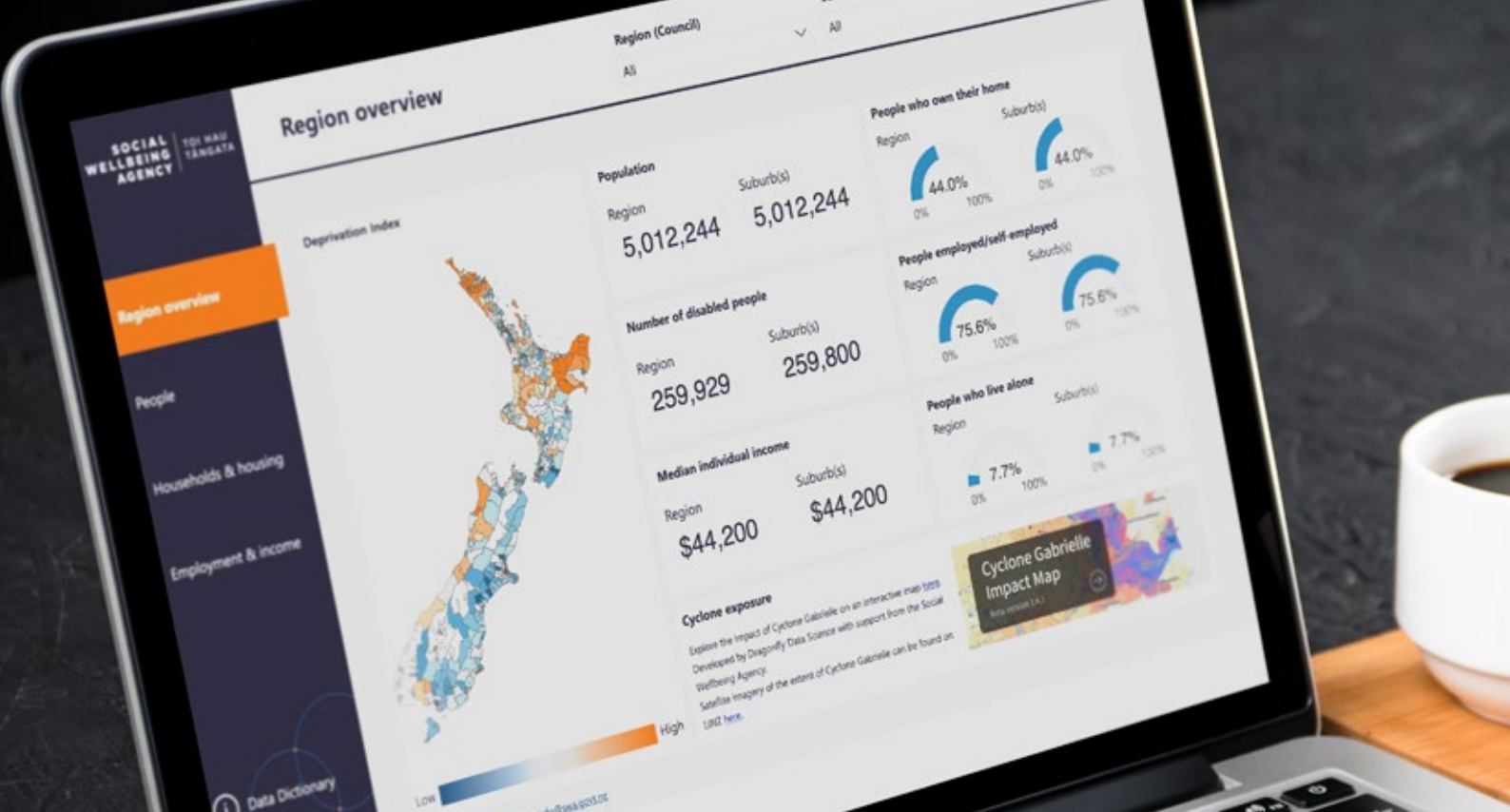
## Creation of tools, insights and practices

We created tools, insights and practices to support the data and analytics community across government.

### Community Insights Explorer

The need to have social and demographic data about communities increased following the adverse weather events that impacted communities across the North Island in early 2023. To support communities as they recover, we developed a data explorer to bring information together for decision-makers. We partnered with Dragonfly Data Science to understand from satellite data the impact of Cyclone Gabrielle on the East Coast.

This was the first time that social and demographic data and spatial data have been combined in Aotearoa New Zealand, and it will be useful for responding to future adverse weather events. Feedback on the tool has been positive, with stakeholders saying they are using it to learn more about the characteristics of their communities.

## Delivering a data and analytics platform

In partnership with Te Puni Kōkiri we continued to develop our data and analytics platform. This year, we also onboarded other agencies to the platform to enable evidence-based decision making.

The platform has been populated with a range of regional and subregional wellbeing indicators that can be re-used and leveraged across the sector. The data is sourced from a range of areas to create a standardised data repository for richer insights in a way that has not been possible in the past.

To support the regions and the Social Wellbeing Board, we will be providing more regional dashboards and data products. We have also onboarded Aroturuki Tamariki Independent Children's Monitor and Te Puna Aonui to the platform. These agencies will benefit from the regional data we are developing, and they will contribute to the social sector data, as and when appropriate.

## Understanding characteristics of our older population

To support actions under the Government's Better Later Life Strategy Action Plan 2021-2024, the Ministry for Social Development partnered with the Social Wellbeing Agency and the Ministry of Health to understand the size, scale, and characteristics of older people experiencing vulnerability in health, housing, finance, social connection, and access. Data from the IDI was analysed to learn more about the experiences of New Zealanders, aged 65 years or older, across these domains. The report showed that many older people are doing well by the selected indicators; however, experiences of multiple disadvantage are common. It also showed the varied experiences of vulnerability in older people are consistent with the inequitable experiences and outcomes of Māori and Pacific peoples across their life course.

## Disability indicator for use by the public service

We worked with experts in disabled people's organisations and in government to create a new proxy indicator based on government administrative data that can be used to undertake research and explore outcomes of disabled people. This report summarised the work to create an indicator that identifies people who are likely to be disabled. It is part of the Disability Data and Evidence Working Group, chaired by Whaikaha, which is working on ways to improve the collection of data and statistics on disabled people. We continue to encourage public service agencies to use the indicator.

## Focus on data as a national asset at symposium

In March 2023 approximately two hundred people attended the Our Data Sources as a Strategic National Asset symposium, which had a focus on how data and analytics can support the decisions we face as societies.

Local and international experts presented on the use of population data, artificial intelligence, advanced analytics, data ethics, Māori data sovereignty, and alignment with the Government Data Strategy and Roadmap.

The symposium was hosted in partnership with Rourou Tātaritanga Informatics for Social Services and Wellbeing, Victoria University of Wellington and the University of Auckland and has led to further cross-agency work on data systems and governance.

## Developing tools to lift the capability of the IDI community

We produce analytical tools and reusable codes for researchers who have access to Stats NZ's IDI. This aims to lift the analytic capacity and capability of the IDI community and to transparently share our work. We published new tools to enable researchers to check their own research outputs from the IDI, including tools to summarise and confidentialise outputs. These tools help researchers ensure their outputs are high quality and support an efficient and timely checking service. The tools sit on our website alongside existing resources such as the Dataset Assembly Tool and the IDI exemplar projects. We also continued to share and publish the codes for all our indicators and definitions on our public GitHub website for researchers to reuse.

# Ko wai mātou
## Our people

### He tāngata, he tāngata, he tāngata

Our people strategy Tāngata supports our organisational strategy and builds on our workplace culture, where everyone is valued, respected, and can bring their whole selves to work. Tāngata has our people at our centre because we know that investing in them helps us to successfully work on challenging social-sector problems to improve people's lives.

Tāngata focuses on building an environment that enables, supports, and invests in our people's development and performance for high-performing culture. We want to be known as an employer that grows talent and as a great place to work.

Tāngata focuses on:

- high performing culture - creating a culture where people are engaged, productive and proud of the work we deliver

- workforce capability – identifying skills and capability for future success

- growing Māori capability – expanding the place of Māoritanga in our agency

- diversity and inclusion – seeking, valuing and utilising diverse and inclusive thinking, people and behaviours.

## Our values

Our values, developed by our people, focus our efforts, and are used internally and externally to guide us.

### TĀNGATA
**We're about people**

People will do better, sooner and for longer when the social system works in partnership, acting on better evidence to develop and deliver services.

### MANAWA MĀUI
**We are a catalyst for change**

We challenge the status quo constructively and seek better ways of doing things. We help create change to improve lives through different approaches.

### TAUNAKITANGA
**We influence through evidence**

We use evidence to influence positive change for New Zealanders.

### PUARETANGA
**We're transparent by nature**

We will share what we're doing, how we're doing it, and what we learn.

# Te Aho Kura

## Te Aho Kura – Māori Cultural Capability Plan 2021–2023

Te Aho Kura is our bespoke Māori Cultural Capability Plan introduced in response the State Sector Act Reform: Te Ao Tūmatanui – strengthening the Māori/Crown relationship.

Te Aho Kura aims to weave its three core values: Mātauranga (cultural knowledge and skills), Manaakitanga (empathy and understanding), and Mahitahitanga (effective partnership) throughout the entire agency. Te Aho Kura aims to help build our internal cultural capability so that we may better position ourselves to support Māori wellbeing outcomes.

Te Aho Kura continues to build on our previous works around cultural capability and the Whāinga Amorangi program set out by Te Arawhiti. Over the past 12 months, we have achieved the following:

- **Te Reo Māori**
  - held weekly beginner te reo sessions to learn proper pronunciation, simple vernacular, basic grammar, a basic introduction, and two new karakia
  - held weekly waiata sessions and learnt five new waiata as an agency.
- **Te Tiriti o Waitangi/NZ History**
  - held an agency-wide *Wall Walk* workshop to get a better understanding on the history of Māori-Crown relations.
- **Tikanga/Kawa**
  - celebrated/commemorated key events and days of importance such as Te Wiki o Te Reo Māori, Parihaka Remembrance Day, Te Matatini, and Matariki
  - updated our Whakatau (welcoming) policy and process

- updated our recruitment policy to align to our Tiriti obligations.
- **Engaging with Māori**
  - initial introductory meetings with Te Nehenehenui Trust (Ngāti Maniapoto Post Settlement Governance Entity) and Te Hiku ō te Ika Iwi Development Trust to discuss mutual project ideas.

Work to refresh Te Aho Kura for 2023-2026 is being led by the Māori Advisory Team and is set to be launched in October 2023.

## Building our capability

### Performing together through Ngā Tahi

Ngā Tahi means 'together' or 'as one', acknowledging that we grow together, individuals, managers, teams and the organisation alike. Ngā Tahi, our performance framework, was developed in consultation with all our people, and it focuses on supporting them to do their best, as our success relies on their performance and capability. Ngā Tahi takes a conversation-driven approach. It focuses on regular and meaningful conversations between people and their managers to drive performance and development. We specifically focus on three areas: Contribution, Behaviour and Leadership, and Capability.

### Supporting data science and analytics talent

To support the visibility and profile of women in data science, we sponsored and presented at the Women in Data Science New Zealand 2023 Conference. We also continued to contribute to the Analytics and Research in Government programme which supports interns and graduates into data science roles across the public service.

Left: Craig Wright, Principal Data Scientist, with Alistair Mason, Director, Office of the Chief Executive. Right: Sarah O'Grady (Social Wellbeing Agency), Lorena Talagi (Rainbow Tick) and Renee Graham (Social Wellbeing Agency).

### Building policy capability

A key part of our strategy is building our policy capability. During the year, we recruited policy experts to our Policy and Insights Team. Having a fully resourced policy team builds on our existing research and insights skills and will strengthen our ability to deliver cross-social system advice.

### Public Service Commissioner's Commendation

In 2022 Principal Data Scientist Craig Wright was awarded a Public Service Commissioner's Commendation for Excellence, in recognition of his analytical work across the public service. Craig uses data, knowledge and insights to lead to changes that improve people's lives.

## Our Diversity and Inclusion programme

### Our Papa Pounamu priority commitments

Our values and people strategy are essential to meeting our Papa Pounamu commitments. Papa Pounamu aims to bring together diversity and inclusion practices across the public service and to support public service chief executives to meet their diversity and inclusion obligations and goals.

The focus areas are:

- strengthening cultural competency
- supporting and engaging with employee-led networks
- addressing bias and discrimination
- building inclusive leadership
- building relationships in our workplace.

Penny Mok and Verity Warn (Social Wellbeing Agency) with Nikki Wilkinson (Dragonfly Data Science) at the Women in Data Science New Zealand 2023 Conference.

## Cultural competency

We're growing our cultural competency through our Māori cultural capability programme – Te Aho Kura. Te Aho Kura refers to 'The Sacred Thread' or 'The Special Thread', combining the meanings of both te aho tapu (the first and main thread of the korowai) and kura (the traditional, sacred colour red). Te Aho Kura ensures we are complying with the requirements set out under the Whāinga Amorangi (Māori Crown relations capability) framework, and the Māihi Karauna (Crown's Māori language revitalisation) strategy.

To strengthen our broader cultural competency, the intercultural capability e-learning modules developed by the Ministry for Ethnic Communities are included in our induction material and are available on our intranet.

## Supporting and engaging with employee-led networks

We encourage and support employee-led networks, and this is formalised in our Wellbeing Policy. As a small agency, we partner with other agencies to support our staff through employee-led networks, including those for women, Māori, Pacific peoples and Rainbow communities. We currently have representatives attending the Cross-Agency Rainbow Network and the Government Women's Network.

## Rainbow Tick

In 2022 we received our certification for the Rainbow Tick. This followed an assessment of our processes to ensure we have a supporting workplace for members of the Rainbow community. We will have annual assessments to ensure ongoing certification with the Rainbow Tick.

## Addressing bias and discrimination

We are working to reduce bias from our workplace. We reviewed our unconscious bias training provider to ensure the training is engaging and fit-for-purpose. As at 30 June 2023, 80 percent of people leaders have completed unconscious bias training. We use processes to identify and mitigate bias when reviewing human resources policies and practices. We

The Social Wellbeing Agency team celebrating Pink Shirt Day.

have developed a bias minimisation toolkit which decision-makers use during recruitment and remuneration processes to reduce bias.

## Building inclusive leadership

Our leaders ensure the people they work with are valued and respected. This year we held workshops for our people leaders, and our people, on understanding LBGTTQIA+ inclusion. Eighty percent of our people leaders have participated in inclusive leadership training. Seventy-nine percent of staff responding to our Kōrero Mai survey agreed with the statement "I feel that I can bring my whole self to work each day". Eighty-one percent of staff agreed with the statement "My values and cultural beliefs are respected at our agency".

## Building relationships in our workplace

We want to build positive and inclusive relationships in our agency. Our performance framework, Ngā Tahi focuses on regular and meaningful conversations between people and their managers.

We engage with our people and build relationships in a variety of ways. We meet weekly as an agency to communicate, share what we are doing, and acknowledge achievements. Leaders meet quarterly to build connections and plan. We hold an annual all staff hui which is an invaluable opportunity for us to engage in whakawhanaungatanga with each other.

## Kia Toipoto

We are committed to closing pay gaps, particularly gender and ethnic pay gaps. With our people we developed a robust action plan in November 2022 to support this.

This year we published our Kia Toipoto action plan, which focuses on actions to close pay gaps, particularly gender, Māori, Pacific, and other ethnic pay gaps.

As a small agency, we do not meet the threshold to report on pay gaps, in accordance with the guidance from Stats NZ on measuring organisational pay gaps. During the development of our pay gap action plan, we used other information as trends, such as our workforce profile,

people data and recruitment statistics, to measure impact. Overall, our information told us that we are making good progress. Our **pay gap action plan** is available at swa.govt.nz/publications/Social-wellbeing-agency-kia-toipoto-action-plan

## Reflecting Aotearoa in our workforce

We are committed to building a workforce that reflects the growing diversity of Aotearoa New Zealand. During 2022/23 our diversity and inclusion working group Tātou has been implementing our diversity and inclusion strategic plan and reviewing our next steps.

Tātou envisions our agency:

- having a workforce that reflects Aotearoa New Zealand

- being a safe place where individual ideas, background and cultures are valued

- having an inclusive culture, free from bullying and harassment, and where bias is understood and minimised.

The achievement of the Rainbow Tick supports Tātou's aim to create a safe and supportive work environment for our people who are members of the Rainbow community. Tātou holds events to educate and celebrate aspects of diversity to build an inclusive culture. This year, events included learning about Matariki and Parihaka, celebrating Te Wiki o Te Reo Māori, celebrating Pink Shirt Day, mental health awareness week and Diwali.

# Our people by numbers

## Employee engagement

from the 2023 Social Wellbeing Agency Kōrero Mai survey (run from 23 June 2023 to 6 July 2023).

### Valuing diversity

**83%** of staff agree "SWA values diversity"

### Inclusive culture

**81%** of staff agree "My values and cultural beliefs are respected at our agency"

### Work-life balance

**82%** of staff agree "I feel I am able to balance my work and private life"

**85%** of staff agree "SWA's culture is supportive of flexible working"
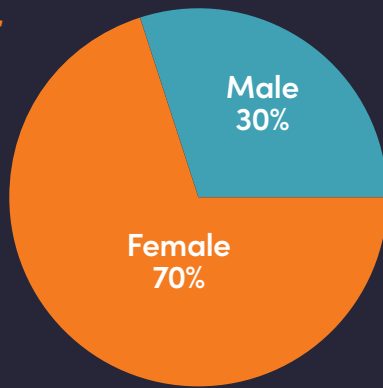
### Staff numbers

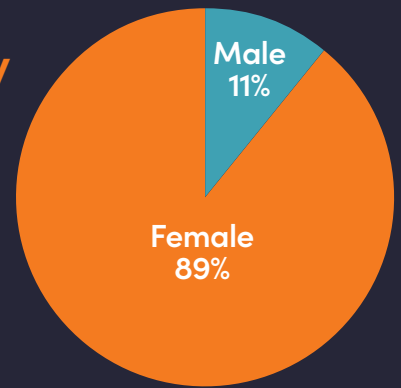**37** permanent and fixed-term staff as at 30 June 2023.

Our demographic profile has changed slightly from last year. Our workforce has a similar percentage of males and females, whereas the percentage of female people leaders has increased. The ethnicity of our workforce has changed slightly with a small decrease in the percentage of Māori staff, and a small increase in the number of Pacific and Middle Eastern/Latin American/African (MELAA) staff. The number of staff with a disability decreased from last year. We continue to encourage staff to include demographic information, including disability, in their HR profile.

## Gender



Male 30%
Female 70%

## People leaders by gender



Male 11%
Female 89%

## Ethnicity

| Ethnicity | Percentage |
|---|---|
| European | 86% |
| Māori | 8% |
| Asian | 11% |
| Pacific | Less than 8%* |
| MELAA | Less than 8%* |

0%  20%  40%  60%  80%  100%

## Age breakdown of staff

| YEARS OLD | Percentage |
|---|---|
| 20–29 | 11% |
| 30–39 | 35% |
| 40–49 | 22% |
| 50–59 | 24% |
| OVER 60 | 8% |

0%  10%  20%  30%  40%  50%
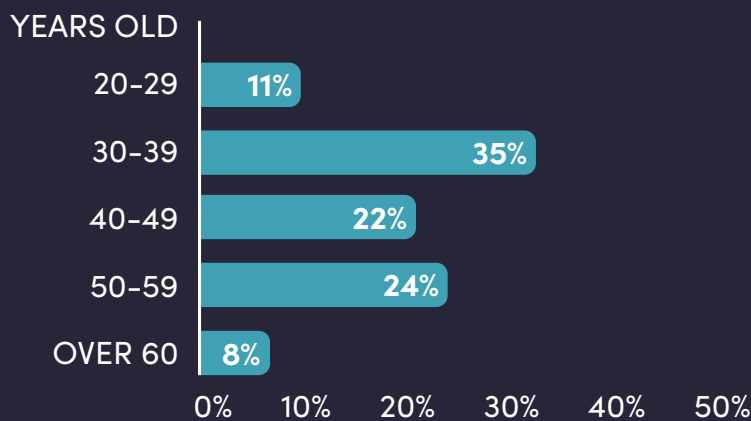
### Average age

## 42.7 years

*We have not reported percentages that are low to protect our people's privacy.

## Health, safety and wellbeing

As a small office-based agency with no public-facing staff, we are a relatively low-risk health and safety environment. We have an active Health and Safety Committee that meets every six weeks to consider a range of health and safety issues that matter to our people, including staff wellbeing and mental health.

We support our people to have a meaningful work-life balance, to proactively look after their physical and mental wellbeing, to increase their sense of belonging through employee-led networks, and to seek professional support through our employee assistance programme.

# Carbon neutral Government programme reporting

Our 2022/23 carbon emissions (refer to Table 1) have gone through a verification audit in September 2023. The Social Wellbeing Agency's base year for carbon emissions reporting is 2019/20. The total emissions for the base year were 101,921 kg $CO_2$.

### 2022/23 performance

The following table and graph summarises the Social Wellbeing Agency's CNGP performance for 2022/23.

A number of emission sources were not included in the table for the following reasons:

- fleet vehicles: The Social Wellbeing Agency does not manage any fleet vehicles

- staff commute: This is excluded as it is not a mandatory scope 3 emissions source

- working from home: This is excluded as it is not a mandatory scope 3 emissions source

- freight: Due to our operations and location, our mean emissions are insignificant and as a result, data collection is impractical.

**Table 1: Emissions profile broken down by source, category, scope, and total annual emissions (tCO$_2$-e)**

| Emissions source | Category | Scope | Annual Carbon Emissions (kgs) |
|---|---|---|---|
| Refrigerant | 1 | 1 | 0.20 |
| Electricity used | 2 | 2 | 3,239 |
| Gas used | 1 | 1 | 9,619 |
| Mileage claims | 3 | 3 | 0 |
| Taxi travel | 3 | 3 | 102 |
| Rental cars | 3 | 3 | 137.5 |
| Domestic air travel | 3 | 3 | 5,148 |
| International air travel | 3 | 3 | 0 |
| Domestic accommodation emissions | 3 | 3 | 66 |
| International accommodation emissions | 3 | 3 | 0 |
| Staff working from home | 3 | 3 | 733 |
| Water supply and wastewater | 4 | 3 | 2,137 |
| Transmission and distribution losses | 4 | 3 | 297 |
| Waste to landfill volumes | 4 | 3 | 466 |
| **Total** | | | **21,943** |

**Graph 1: Emissions profile by sources**



Annual carbon emissions (kgs)
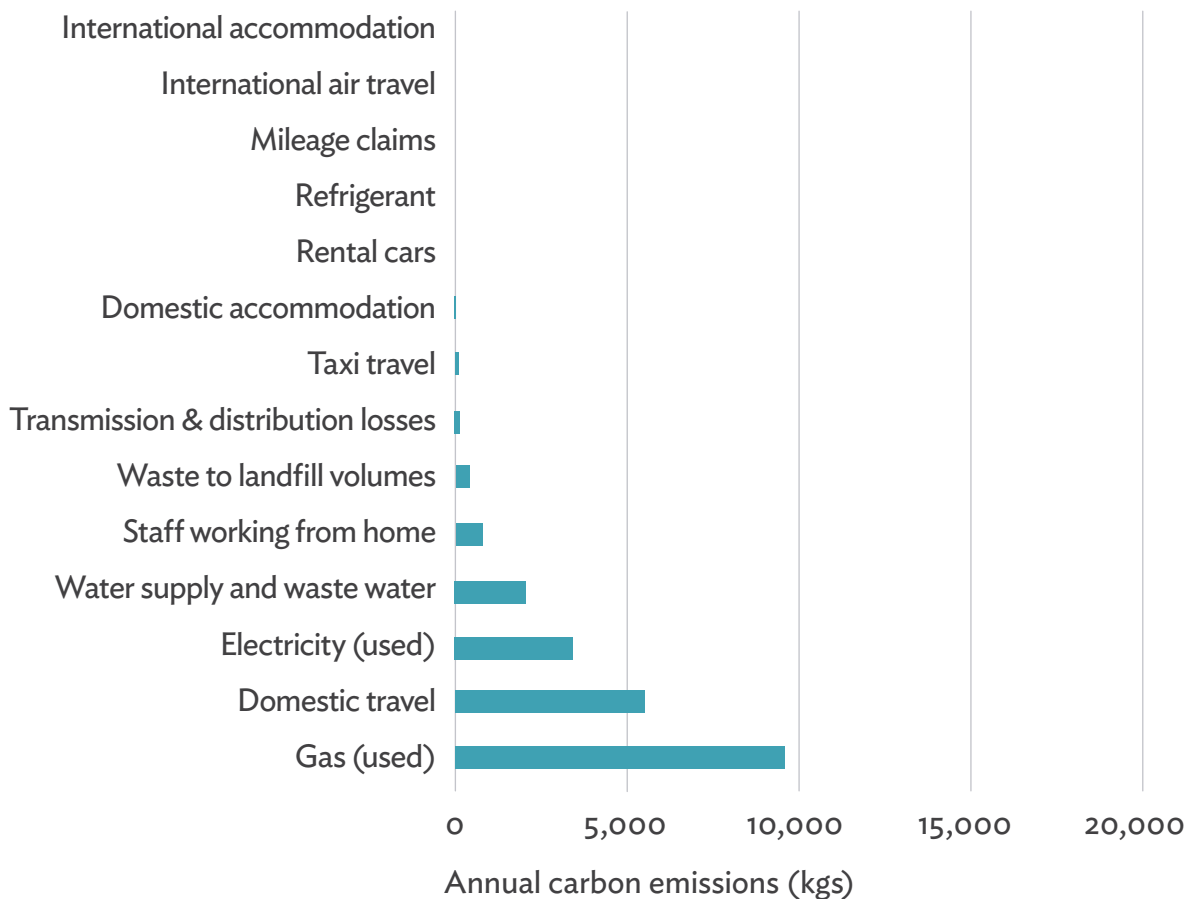
## Emission intensity by FTE and expenditure

During 2022/23, we had an average full-time equivalent of 34.25 staff (FTEs), and an average headcount of 34. This equates to 930 kilograms of carbon per FTE for the year. With expenditure for the year of $7.181 million, our emissions intensity for the year was 6.68 tonnes of carbon per million dollars of expenditure.

**Table 2: KPIs for FTEs and expenditure by financial year**

| KPI | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 |
|---|---|---|---|---|
| FTEs (average) | | 35.3 | 32.6 | 33.4 |
| Expenditure ($m) | 13,625,000 | 10,927,000 | 7,266,000 | 7,181,000 |
| **Emissions intensity** | | | | |
| Total gross emissions per FTE in tCO$_2$-e | - | - | 0.57 | 0.93 |
| Total gross emissions per million dollars in tCO$_2$-e | - | - | 4.14 | 6.68 |

## Our reduction targets update

Our carbon emissions reduction plan was published in September 2022. Due to our small size, both in staff numbers and physical location, we have taken a pragmatic approach to achieving our emissions targets. As a result, we have set a target of a 42% reduction by 2030 against our base year emissions. Achieving this will not be easy, as gains or losses may be affected by minor changes, such as staffing levels, building fit-outs, or any possible one-off events, such as another pandemic or a natural disaster.

To reach our goal and mitigate any potential risks, we are working on a range of practical measures to achieve the required reduction. These are primarily behavioural and operational interventions for the areas we can directly influence, for example, travel, energy use, and waste management.

For 2022/23, we are tracking at a 21.53 percent decrease against our base year. However, there was an increase in the gross emissions per FTE of tCO2-e over the period. This was likely due to staff returning to the office following periods of lockdown. This resulted in an increase in overall energy consumption (gas and electricity) compared to earlier years when COVID-19 lockdowns and illness reduced the number of staff in the building.

Ongoing monitoring through the CNGP will support efforts to reduce energy consumption and aid efforts to meet both the 2025 and 2030 emission targets. Gross emissions reduction targets remain at the following levels:

- 2025 target: Gross emissions (all Categories) to be no more than 2,063 tCO$_2$ -e, or a 21% reduction in gross emissions (all Categories) compared to base year FY19/20

- 2030 target: Gross emissions (all Categories) to be no more than 1,514 tCO$_2$ -e, or a 42% reduction in gross emissions (all Categories) compared to base year FY19/20

At current levels, we will meet 2025 emission targets.

# Toi Hau Tāngata
# Social Wellbeing Agency Statement of Performance for the year ended 30 June 2023

## Supporting implementation of a social wellbeing approach

This appropriation is limited to providing strategic cross social-system advice and supporting cross-system work, creating insights, tools, and practices to support sector-wide implementation of a social wellbeing approach.

This appropriation is intended to achieve the provision of strategic cross-system advice and support and insights, tools, and practices in order to implement the social wellbeing approach to support and further the long-term wellbeing of New Zealanders.

## What does this appropriation intend to achieve?

This appropriation is limited to providing strategic cross-social-system advice and supporting cross-system work, creating insights, tools, and practices to support sector-wide implementation of a social wellbeing approach.

## Expenses and revenue

| 2022 Actual $000 | | 2023 Actual $000 | 2023 Budget $000 | 2023 Supp Estimates $000 | 2024 Budget $000 |
|---|---|---|---|---|---|
| 6,843 | Total Expenses | 7,164 | 6,758 | 7,181 | 6,758 |
| 7,258 | Revenue Crown | 7,181 | 6,758 | 7,181 | 6,758 |
| 8 | Revenue Department | 0 | 0 | 0 | 0 |
| **7,266** | **Total Revenue** | **7,181** | **6,758** | **7,181** | **6,758** |

## Assessment of performance

| | Target 2022/2023 | Actual 2021/2022 | Actual 2022/2023 |
|---|---|---|---|
| The satisfaction rating given by the Minister for the quality and timeliness of advice. | At least 70% | 91% | 100% |
| The percentage of key deliverables agreed with the Minister completed in accordance with organisational priorities and agreed standards will be no less than 85%. | 85% or higher | 94% | 100% |

## Measurement approach

- The information collected is consistent with the reporting requirements for the output expense budget standards, as set out in Vote Public Service 2022/23, although it differs slightly from the guideline used to capture ministerial feedback provided by DPMC.
- These two measures have been selected as the most effective ways to capture the provision of cross-system advice and support and focus on delivery and the quality of advice provided.
- The Agency's work programme and organisational priorities are set out in the annual business plan and agreed with the Minister. The percentage of key deliverables target was amended from 85 percent to 70 percent with agreement from the Minister from 2020/21.

# Statement of Responsibility

I am responsible, as Chief Executive of the Social Wellbeing Agency, for the accuracy of any end-of-year performance information prepared by the Agency, whether or not that information is included in the Annual Report.

In my opinion, the annual report fairly reflects the operations, progress and organisational health and capability of the Social Wellbeing Agency.

Renee Graham
**Chief Executive, Te Tumu Whakarae**
Social Wellbeing Agency, Toi Hau Tāngata

29 September 2023