



Chief Executive, Ministry for Disabled People: Position Description and Appointment Process

Date: 9 February 2022 **Security Level:** IN CONFIDENCE
Report No: 2022/0020
Contact: Thor Gudjonsson, Deputy Commissioner System and Agency Performance
Telephone: 9(2)(a) [REDACTED]

	Actions Sought	Due Date
Hon Chris Hipkins, Minister for the Public Service	Forward a copy of this paper to the Minister for Disability Issues	As soon as possible
	Confirm the ministerial priorities for the Chief Executive, Ministry for Disabled People (through the draft Position Description)	17 February 2022
	Note that you will receive a paper to submit to the Cabinet Appointments and Honours Committee (APH) notifying the vacancy	21 February 2022, for lodging on Thursday, 24 February 2022
Hon Carmel Sepuloni, Minister for Disability Issues	Note the enclosed appointment process and indicative timeline for the Chief Executive, Ministry for Disabled People role	N/A
	Confirm the ministerial priorities for the Chief Executive, Ministry for Disabled People (through the draft Position Description)	17 February 2022
	Provide a nominee for the interview panel	As soon as possible

Enclosure: Yes attached

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

1. As you are aware, on 1 July 2022, the Ministry for Disabled People (final name TBC) will be established, creating a vacancy in the new position of Chief Executive, Ministry for Disabled People.
2. The Deputy Public Service Commissioner now intends to commence a recruitment process for a substantive Chief Executive (CE) appointment. In the attached report we outline the appointment process, provide a tentative and indicative timeline, and note your involvement in the process which includes consultation on the enclosed position description.

Recommended Action

We recommend that the Minister for the Public Service:

- a **note** the report and appointment process

Noted.

- b **confirm** the ministerial priorities (through the draft position description) for the Chief Executive, Ministry for Disabled People role

Confirmed/not confirmed.

- c **refer** this report and the draft position description to the responsible Minister

Referred/not referred.

Hon Chris Hipkins

Minister for the Public Service

We recommend that the Minister for Disability Issues:

- a **note** the report and appointment process

Noted.

- b **confirm** the ministerial priorities (through the draft position description) for the Chief Executive, Ministry for Disabled People role

Confirmed/not confirmed.

- c **agree to provide** a nominee for the interview panel chaired by the Deputy Public Service Commissioner

Agree/discuss.

Hon Carmel Sepuloni

Minister for Disability Issues

Appointment Process

3. The process for appointing Public Service secretaries is set out in schedule 7 of the Public Service Act 2020 (the Act). The Act provides for input by the Government but provides statutory independence for the Public Service Commissioner or Deputy Public Service Commissioner in the selection of the person for the job.
4. The Act provides for input by the Government at three points in the appointment process:
 - 1.1 invitation to the Minister for the Public Service and Responsible Minister to identify any matters that should be considered throughout the appointment process (through this report and position description);
 - 1.2 consultation with the Responsible Minister on persons to be appointed by the Commissioner or Deputy Commissioner as interview panellists. In practice, this is done by seeking from the Responsible Minister a nominee for the interview panel, which the Public Service Commissioner or Deputy Public Service Commissioner as chairperson establishes; and
 - 1.3 consultation with the Prime Minister and Minister for the Public Service before finalising terms and conditions of employment.
5. The Commissioner or Deputy Public Service Commissioner updates the Minister for the Public Service and the Responsible Minister at key points throughout the process, including at shortlisting and after interviews.
6. Following the recruitment and interview process, a recommendation for appointment is made by the Public Service Commissioner or Deputy Public Service Commissioner as chairperson to the Minister for the Public Service, who refers it to APH and Cabinet, and then on to the Governor-General in Council.

Position Description

7. The position description is the formal document against which an appointment is made. It is made publicly available during the recruitment process. The position description is also likely to be publicly released by Te Kawa Mataaho Public Service Commission (the Commission) following the appointment as part of a standard proactive release process.
8. The Machinery of Government Working Group (facilitated by the Ministry of Social Development) has been consulted on the draft position description attached. The Commission met with the Machinery of Government Working Group a number of times and received both verbal and written feedback from the Group on the position description which has largely been incorporated.
9. The position description has also been reviewed by the Secretary for Social Development as the chief executive of the Ministry for Disabled People's host agency.
10. The position description has been formatted to ensure greater accessibility based on advice from the Ministry of Social Development.
11. Please note we are still awaiting some legal advice relating to the last paragraph on page three of the position description, we will advise you if there are any changes to the wording currently included.

12. Please confirm that your priorities are incorporated in the draft position description or let us know whether you have any feedback.

Panel Nominee

13. The Responsible Minister is asked to identify a suitably qualified person to be the Minister's nominee for the interview panel chaired by the Deputy Public Service Commissioner.

14. Under the Act, the interview panel will be comprised of:

1.4 the Public Service Commissioner or Deputy Public Service Commissioner as chairperson; and

1.5 the Deputy Commissioner or an employee of the Commissioner; and

1.6 the Secretary/CE of the host department (in this case, Ms Debbie Power, Secretary for Social Development);

1.7 one or more persons to be appointed by the Deputy Public Service Commissioner as panellists (including the Responsible Minister's nominee).

15. It would be appreciated if the Panel Nominee could be provided either directly to the Deputy Public Service Commissioner or to the Minister for the Public Services' Office, so that the Commission can liaise directly with the person regarding their availability.

Indicative timeline

16. An indicative timeline is proposed below:

Action	Proposed Dates
Ministerial consultation	Feb 2022
APH & Cabinet (vacancy paper)	2 March (APH) 7 March (Cabinet)
Commence advertising	Following Cabinet
Applications close	Early April
Longlisting, shortlisting & assessment	Mid- April
Panel interviews	May
Probity & initiate clearance	May
Ministerial consultation	Late -May
APH, Cabinet & Governor-General (recommendation for appointment)	Early- June
Announcement	Early- June



Vacancy: Chief Executive, Ministry for Disabled People

Date: 23 February 2022

Security Level: IN CONFIDENCE

Report No: 2022/0024

Contact: Thor Gudjonsson

Telephone: 9(2)(a)

	Actions Sought	Due Date
Choose from the dropdown	Sign and lodge the attached paper for consideration by the Cabinet Appointments and 24 February 2022 Honours Committee on 2 March 2022	

Enclosure: Yes attached

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

- 1 Please find attached, for your consideration and signature, a paper for the Cabinet Appointments and Honours Committee meeting on 2 March 2022, relating to the impending vacancy in the role of Chief Executive, Ministry for Disabled People.
- 2 The Responsible Minister has been consulted and provided feedback on the ministerial priorities for the role, via the enclosed position description (PD).
- 3 Once Cabinet has confirmed the PD as the basis for selection to the role, the Deputy Public Service Commissioner will commence recruitment processes for the role.
- 4 The Deputy Public Service Commissioner will keep you and the Responsible Minister updated throughout the recruitment process.

Recommended Action

We recommend that you:

- a **sign and lodge** the attached Cabinet Appointments and Honours Committee (APH) paper regarding the impending vacancy in the role of Chief Executive, Ministry for Disabled People.

Lodged/not lodged.

Hon Chris Hipkins
Minister for the Public Service

IN CONFIDENCE

Office of the Minister for the Public Service

Chair
Cabinet Appointments and Honours Committee

Vacancy: Chief Executive, Ministry for Disabled People

Proposal

- 1 Deputy Public Service Commissioner, Ms Helene Quilter QSO, has forwarded to me, as Minister for the Public Service, the draft position description for the impending vacancy in the position of Chief Executive, Ministry for Disabled People.
- 2 On 4 October 2021 Cabinet agreed to establish the Ministry for Disabled People as a departmental agency hosted by the Ministry for Social Development [CAB-21-MIN-0395]. The Ministry will be established on 1 July 2022, creating a new Chief Executive role and vacancy.
- 3 The Minister for Disability Issues and I have advised the Deputy Public Service Commissioner on matters to be taken into account in making an appointment to this position.
- 4 The position description has been informed by engagement with the Ministry for Disabled People Establishment Community Steering Group, which includes members of the Machinery of Government Working Group (that also informed the Disability System Transformation: establishing a Ministry for Disabled People and national implementation of the Enabling Good Lives approach Cabinet paper).
- 5 I now submit the draft position description to the Cabinet Appointments and Honours Committee for its consideration.

Recommendations

- 6 The Minister recommends that the Cabinet Appointments and Honours Committee:
 - 6.1 **note** the impending vacancy in the position of Chief Executive, Ministry for Disabled People; and
 - 6.2 **confirm** the attached position description as a basis for selecting a suitable candidate for appointment.

Authorised for lodgement
Date:

IN CONFIDENCE



Vacancy: Chief Executive, Ministry for Disabled People

Date: 23 February 2022 **Security Level:** IN CONFIDENCE

Minister: Hon Chris Hipkins, Minister for the Public Service

Report No: 2022/0026

Purpose Cabinet Appointments and Honours Committee Briefing

Date of meeting 2 March 2022

Proposal The purpose of this aide memoire is to provide you with key points for your vacancy paper, which requests that the Cabinet Appointments and Honours Committee (APH):

- note the impending vacancy for the Chief Executive, Ministry for Disabled People role; and
- confirm the related Position Description (PD) as the basis for selecting a suitable candidate for appointment.

Establishment

- On 4 October 2021, Cabinet agreed to establish the Ministry for Disabled People as a departmental agency hosted by the Ministry for Social Development [CAB-21-MIN-0395].
- The Ministry will be established on 1 July 2022, creating a new Chief Executive role and vacancy.

Consultation

- Key Points**
- The Responsible Minister has been informed about the upcoming recruitment and invited to provide their views on matters to be taken into account, including review of the relevant PD.
 - The Secretary for Social Development has been consulted as the Chief Executive of the Ministry for Disabled Peoples host agency.
 - The position description has been informed by engagement with the Ministry for Disabled People Establishment Community Steering Group, which includes members of the Machinery of Government Working Group (that also informed the Disability System Transformation: establishing a Ministry for Disabled People and national implementation of the Enabling Good Lives approach Cabinet paper).
 - The PD has been updated to reflect the outcome of consultations.

Next Steps

- Advertising is scheduled to commence from Tuesday, 8 March 2022
 - The Deputy Public Service Commissioner will keep you and the Responsible Minister updated throughout the recruitment process
-

Author Lily Gilchrist, Senior Advisor, System and Agency Performance

Manager Thor Gudjonsson, Deputy Commissioner, System and Agency Performance

IN-CONFIDENCE

Office of the Minister for the Public Service

Chair
Cabinet Appointments and Honours Committee

Appointment: Chief Executive, Ministry for Disabled People

- 1 Deputy Public Service Commissioner Helene Quilter QSO has forwarded to me, as the Minister for the Public Service, a recommendation for the appointment of Paula Margaret Tesoriero MNZM to the position of Chief Executive, Ministry for Disabled People, under schedule 7 clause 3(1) of the Public Service Act 2020 (the Act).
- 2 I now submit the Deputy Public Service Commissioner's recommendation, attached under this coversheet, to the Cabinet Appointments and Honours Committee for consideration and referral to the Governor-General in Council, via Cabinet.
- 3 The previous Minister for Disability Issues, as well as the Office of the new Minister for Disability Issues Hon Poto Williams, and I have been consulted by the Deputy Public Service Commissioner about this appointment.
- 4 The Deputy Public Service Commissioner will consult the Prime Minister and I before finalising conditions of employment for Paula Margaret Tesoriero, including their term of appointment, as required under schedule 7 clause 7(1) of the Act.

Recommendations

- 5 I recommend that Cabinet:
 - 1 **accept** the recommendation of the Deputy Public Service Commissioner to appoint Paula Margaret Tesoriero MNZM to the position of Chief Executive, Ministry for Disabled People;
 - 2 **refer** the recommendation and the attached curriculum vitae to the Governor-General in Council;
 - 3 **note** that the Deputy Public Service Commissioner is consulting with the Prime Minister and the Minister for the Public Service before finalising terms and conditions of employment with Paula Margaret Tesoriero;
 - 4 **note** that under the Act, the Deputy Public Service Commissioner is required to publicly announce appointments; and
 - 5 **note** that, subject to the Governor-General's acceptance of the Deputy Public Service Commissioner's recommendation, the Commissioner intends to:
 - 5.1 publicly announce the appointment of Paula Margaret Tesoriero in the New Zealand Gazette; and
 - 5.2 proactively release associated documents on Te Kawa Mataaho Public Service Commission's website.

Hon Chris Hipkins

Minister for the Public Service

____/____/____

IN-CONFIDENCE

Hon Chris Hipkins
Minister for the Public Service

Appointment: Chief Executive, Ministry for Disabled People

Proposal

- 1 I recommend that Ms Paula Margaret Tesoriero MNZM be appointed to the position for Chief Executive, Ministry for Disabled People for a five-year term.
- 2 Ms Tesoriero is currently the Disability Rights Commissioner at the Human Rights Commission, a position she has held since 2017. She has previously acted in the role of Chief Human Rights Commissioner from May 2018 – January 2019.
- 3 In her role as Disability Rights Commissioner, Ms Tesoriero has a broad mandate under the Human Rights Act 1993 to protect and promote the rights of disabled New Zealanders. During her time as Disability Rights Commissioner, Ms Tesoriero has led internal and external disability related works including engaging with Ministers on key policy areas, providing expert advice to agencies, the disability community and business, and working closely with community groups and members.
- 4 Ms Tesoriero has a deep understanding of the disability sector and its challenges and opportunities. In her role as Disability Rights Commissioner and her involvement with the Paralympics, Halberg Disability Sport Foundation and other organisations in the disability sector, Ms Tesoriero has built strong connections and the trust and confidence of the disability community.
- 5 Ms Tesoriero is an experienced operational and system leader and has had experience leading in the Public Service. From 2010 – 2016, Ms Tesoriero was the General Manager Higher Courts at the Ministry of Justice where she managed a staff of approximately 400 and a budget of around \$60 million. In 2016, Ms Tesoriero was seconded to Statistics New Zealand where she was the General Manager, System and Partnership, responsible for leading the government efforts to increase of value of data for New Zealand.
- 6 I consider that Ms Tesoriero has the necessary skills and experience to successfully lead the Ministry for Disabled People. A copy of their summarised curriculum vitae is attached.
- 7 I propose that you forward my recommendation to Cabinet for referral to the Governor-General in Council. A warrant for execution by the Governor-General is attached.

Background

- 8 On 1 September 2022 a vacancy will be created in the Chief Executive, Ministry for Disabled People role when Ms Geraldine Wood's term as Acting Chief Executive comes to an end.
- 9 The Ministry for Disabled People (the Ministry) is a new departmental agency, hosted by the Ministry of Social Development. This dedicated Ministry represents a significant shift in how government works with and for disabled people. It will take a holistic whole-of-life, whole-of-whānau approach to working with disabled people and their families
- 10 It is anticipated that the new Ministry will employ 150 FTE (TBC). In Budget 2022, over \$2 billion was allocated to supporting tāngata whaikaha Māori and disabled people as well as nearly \$10 million on promoting positive outcomes for disabled people.
- 11 The new Ministry is underpinned by Aotearoa New Zealand's commitments under the UN Convention on the Rights of Persons with Disabilities. The Ministry will be responsible for:
- driving better outcomes for all disabled people;
 - leading cross government strategic disability policy and ensuring better co-ordination of disability supports and services across government;
 - delivering and transforming Disability Support Services; and
 - progressing Disability System Transformation.

Requirements of the Position

- 12 The Chief Executive, Ministry for Disabled People is responsible for ensuring the effective delivery of the Ministry's functions, which are:
- Policy – leading and providing strategic policy advice across government on improving outcomes for disabled people and their families/ whānau and improving data and information and developing research and evaluation capacity.
 - Assurance, monitoring, evaluation and reporting – overseeing the performance and operation of the Ministry.
 - Leadership/stewardship – providing leadership and stewardship across government on issues related to disabled people, including strengthening disability rights understanding across government and the community and leading the whole-of-government work programme on Disability System Transformation.
 - Capacity and capability building – recognising, enabling, and developing the capacity and capability of disabled people and their families and whānau to make decisions for themselves, make use of available resources, partner with government, and advocate for themselves and their communities. The role will also build the capability of government officials to work effectively in partnership with disabled people.
 - Commissioning – commissioning in line with the Enabling Good Lives approach and the expectation of whānau-centred self-determination. In the immediate term the Ministry will be responsible for ensuring the smooth commissioning and delivery of Disability Support Services as they are transitioned out of the Ministry of Health.

- Workforce – ensuring an adequate, skilled, and culturally competent workforce is in place to deliver disability support in line with the Enabling Good Lives approach across the system.
 - Legislation – developing and providing stewardship of any relevant legislation.
- 13 The Chief Executive will need to work closely in partnership with members of the disability community, and their allies and supporters (including families and whānau) to deliver these.
- 14 The position description was considered by the Cabinet Appointments and Honours Committee on 2 March 2022 and confirmed as the basis for selection to the role [APH-22-MIN-0015].

Selection Process

- 15 I have undertaken a comprehensive recruitment and assessment process for the next Chief Executive, including the engagement of external executive search and assessment consultants.
- 16 The appointment process was run in accordance with the requirements under schedule 7 clause 3 of the Public Service Act 2020.
- 17 The vacancy was advertised online from 11 March 2022. Applications closed on 5 April 2022.
- 18 Information about the role was published online in a number of accessible formats including braille ready format, large print, Easy Read and New Zealand Sign Language.
- 19 12 candidates applied for the position. 4 applicants were shortlisted for interview.
- 20 Shortlisted candidates were interviewed on 18 May 2022 by a panel comprised of:
- Ms Helene Quilter QSO, Deputy Public Service Commissioner;
 - Mr Thor Gudjonsson, Deputy Commissioner, Te Kawa Mataaho Public Service Commission;
 - Ms Debbie Power, Secretary for Social Development and Chief Executive, Ministry for Social Development;
 - Dr Tristram Ingham, External Panel Member;
 - Mr Tunumafono Ava Fa'amoe MNZM, External Panel Member; and
 - Mr Steve Haami PSM, Kaihautū.

Recommended Appointee

- 21 I recommend the appointment of Ms Tesoriero to the position of Chief Executive, Ministry for Disabled People for a five-year term.
- 22 Ms Tesoriero has proven and established relationships across the disability sector. In her role as Disability Rights Commissioner, she has gained the trust and confidence of disabled people and tāngata whaikaha Māori as well as a deep understanding of the issues and opportunities facing disabled people.
- 23 Ms Tesoriero has proven organisational leadership experience, having led large teams in the Public Service. Ms Tesoriero was General Manager, Higher Courts at the Ministry of Justice where she led approximately 400 staff across multiple sites and managed a budget of around \$60 million to deliver both high quality operational support as well as relevant policy initiatives.
- 24 In her role as General Manager, Higher Courts Ms Tesoriero effectively led the introduction of Audio-Visual Links in courts (from prisons and police stations). This was a significant operational shift for the court system and required skilled relationship management to address any stakeholder concerns as well as the effective running of pilot projects. Ms Tesoriero was instrumental in the successful implementation of Audio-Visual Links, and these are now common practice across courts and tribunals in New Zealand.
- 25 Ms Tesoriero gained sound strategic and system experience as the General Manager Systems and Partnership at Statistics New Zealand. Ms Tesoriero worked across the system to help government agencies organise, understand and increase value from their data. She provided advice to the Government Statistician and Ministers on a variety of issues including early work in developing data and statistics legislation.
- 26 Ms Tesoriero is an authentic and passionate leader who is dedicated to improving outcomes for disabled people. In her role as Disability Rights Commissioner, she has worked closely with the disability community and effectively worked to protect and promote the rights of disabled people and tāngata whaikaha Māori.
- 27 It is clear Ms Tesoriero understands the importance of working in partnership with disabled people and tāngata whaikaha Māori and their families and whanāu. She has demonstrated this in her role as Disability Rights Commissioner where she engaged partner organisations to shape key projects and workstreams she delivers. Ms Tesoriero's commitment to working in partnership is evident in her leadership of *Project Mobilise*, a social change program in which the Human Rights Commission is working in partnership with an external agency, and a large cohort of disabled people and their families, and a Māori rōpū to design a program to shift attitudes towards disabled people and disability.
- 28 Ms Tesoriero demonstrated to the panel that she is committed and well-prepared to lead the Ministry for Disabled People and is closely connected with the organisation's purpose. Ms Tesoriero strives to achieve high performance and is dedicated to meeting the standards expected of the Public Service.
- 29 Ms Tesoriero was subjected to a comprehensive vetting and reference check process. Reference checks were undertaken with four referees that Ms Tesoriero provided, as well as two further referees not provided by Ms Tesoriero. References included staff, line managers, and peers from the sector. Referees agreed Ms Tesoriero is prepared for the

role and would make an excellent Chief Executive, Ministry for Disabled People for New Zealand.

- 30 Referees refer to Ms Tesoriero has a highly personable and strategic leader. Referees remarked she is effective at working through complex situations, she takes advice and is constructive and calm under pressure. Ms Tesoriero's referees also described her as a strong and clear communicator who can bring people together, she can set vision, goals and clear direction for action.
- 31 Ms Tesoriero holds a Bachelor of Laws and a Bachelor of Arts from Victoria University of Wellington. She also holds a Post Graduate Diploma in Public Management from Victoria University of Wellington.
- 32 In summary, I am of the view that Ms Paula Margaret Tesoriero meets the requirements outlined in the attached position description.

Conditions of Employment

- 33 I have consulted the Minister for Disability Issues, Hon Poto Williams and she was supportive of the proposal to appoint Ms Tesoriero.
- 34 In accordance with schedule 7, clause 7(1) of the Public Service Act 2020, I will consult with you and the Prime Minister before finalising the terms and conditions of employment for Ms Tesoriero, including the proposed five-year term of appointment.
- 35 The Chief Executive must be able to obtain and maintain a Secret security clearance. Ms Tesoriero currently holds 9(2)(a) privacy [REDACTED] clearance.

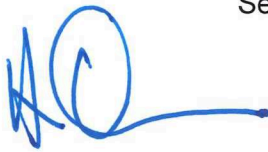
Publicity

- 36 Subject to the Governor-General's acceptance of my recommendation, I intend to publicly announce the appointment of Ms Tesoriero on 30 August 2022.
- 37 It is also my intention to publicly release associated documents, including this paper, on the Te Kawa Mataaho Public Service Commission's website, as is our standard practice for Chief Executive appointment recommendations. The documents will have any necessary redactions in accordance with the Official Information Act 1982. You will be consulted on the communications plan and material to be released.

Recommendations

- 38 I recommend that you:
- 1 **forward** my recommendation to **appoint** Ms Paula Margaret Tesoriero MNZM to the position of Chief Executive, Ministry for Disabled People, to the Cabinet Appointments and Honours Committee for referral to the Governor-General in Council;
 - 2 **note** that a warrant for appointment is attached for execution by the Governor-General in due course;

- 3 **note** that I will consult with the Prime Minister and you, as Minister for the Public Service, before finalising terms and conditions of employment for Ms Tesoriero, including her term of appointment;
- 4 **note** that Ms Tesoriero's employment is subject to her obtaining and maintaining a Secret security clearance;
- 5 **note** that, subject to the Governor-General's acceptance of my recommendation, I intend to:
 - 5.1 publicly announce the appointment of Ms Tesoriero on Tuesday, 30 August 2022; and
 - 5.2 proactively release associated documents on the Te Kawa Mataaho Public Service Commission's website.



Helene Quilter
Te Pou Turuki mō Te Kawa Mataaho
Deputy Public Service Commissioner



Employment History

	Human Rights Commission
2017 - present	Disability Rights Commissioner
2018 - 2019	Acting Chief Human Rights Commissioner
2016 - 2017	Statistics New Zealand
	General Manager, System and Partnerships
	Ministry of Justice
2010-2016	General Manager, Higher Courts
2006-2010	Manager, Service Design (Higher Courts)
2002-2006	Senior Legal Advisor

Governance and other Appointments

2020	New Zealand Paralympics
	Chef de Mission Tokyo
2015- present	Sports Tribunal of New Zealand
	Member
	Halberg Disability Sport Foundation
	Life Trustee

Academic Qualifications and Awards

2009	Member of the New Zealand Order of Merit
2009	Post Graduate Diploma in Public Management, Victoria University of Wellington
2000	Bachelor of Laws, Victoria University of Wellington
1998	Bachelor of Arts, Victoria University of Wellington

Coat of Arms of
New Zealand



Te Kāwanatanga o Aotearoa
New Zealand Government

The New Zealand Public Service

Mahi tōpū ai te Ratonga Tūmatanui e whai tikanga ai te noho a ngā tāngata o Aotearoa. Hei tā te Public Service Act ko te whāinga o te Ratonga Tūmatanui, he tautoko i te kāwanatanga e whai ture ana, e whai ana hoki i te manaporitanga; he tuku kia whakawhanake, kia whakatinana hoki te Kāwanatanga o te wā me ō muri atu i ā rātou kaupapa here, he tuku i ngā ratonga tūmatanui e kairangi ana, e nahanaha ana hoki, he tautoko i te Kāwanatanga ki te whai i ngā painga mō te iwi kei te pae tawhiti, he huawaere i te āta whai wāhitanga o te kirirarau, he whakatutuki hoki i ngā mahi i runga i tā te ture i whakahau ai. E hirahira ana te wāhi ki a mātou i te tautokohanga o te Karauna i ana hononga ki ngā iwi Māori i raro i te Tiriti o Waitangi. Ahakoa he nui ngā momo tūranga mahi, e tapatahi ana ngā kaimahi tūmatanui i roto i te whakaaro nui ki te hāpai i ngā hapori, ka mutu, e arahina ana ā mātou mahi e ngā mātāpono matua me ngā uara o te Ratonga Tūmatanui.

The Public Service works collectively to make a meaningful difference for New Zealanders. The Public Service Act states that the purpose of the Public Service is to support constitutional and democratic government, enable both the current Government and successive governments to develop and implement their policies, deliver high-quality and efficient public services, support the Government to pursue the long-term public interest, facilitate active citizenship and act in accordance with the law. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi and te Tiriti o Waitangi. Whilst there are many diverse roles, all public servants are unified by a spirit of service to the community and guided by the core principles and values of the Public Service in our work.



Te tūranga | Position **Te Tumu Whakahaere | Chief Executive**

Te pokapū | Agency **Ministry for Disabled People (Agency name TBC)**

Te whāinga o te tūranga | Position purpose

This position is a member of the Public Service Leadership Team

The Ministry for Disabled People is a new departmental agency hosted by the Ministry of Social Development which will come into existence on 1 July 2022.

This dedicated Ministry represents a significant shift in how government works with and for disabled people. It will take a holistic whole-of-life, whole-of-whānau approach to working with disabled people and their families.

The Chief Executive of the Ministry is responsible for providing strategic leadership to the agency and across the system to achieve better outcomes for disabled people in New Zealand.

The new Ministry is underpinned by Aotearoa New Zealand's commitments under the UN Convention on the Rights of Persons with Disabilities. The Ministry will be responsible for:

- driving better outcomes for all disabled people;
- leading cross government strategic disability policy and ensuring better co-ordination of disability supports and services across government;
- delivering and transforming Disability Support Services; and
- progressing Disability System Transformation.

Disability Support Services functions will be transferred from the Ministry of Health to the new Ministry for Disabled People. The Chief Executive will be responsible for transforming the way these services are delivered by implementing the Enabling Good Lives approach on a national scale, which prioritises choice, autonomy and self-determination for disabled people.

The new Ministry's responsibilities extend beyond a focus on government-funded services and supports to also examine the wider government system and how existing policy and

operational settings influence disabled people's opportunities to determine and achieve their own outcomes and aspirations.

It is anticipated that the new Ministry will employ 150 FTE (TBC) and will be responsible for administering a budget appropriation for Disability Support Services (which in 2021/22 was approximately \$1.8 billion).

As a departmental agency, the Ministry for Disabled People will work with the Ministry of Social Development as its host department. The Ministry of Social Development provides a strong base to support an Enabling Good Lives approach to disability and creates opportunities for closer alignment with the Ministry of Social Development's leadership role in the social sector. It is also consistent with the UN Convention on the Rights of Persons with Disabilities social development model.

To undertake this role successfully the Chief Executive will be a disabled person, or have credibility and trust with the disability community, as well as empathy and a deep understanding of the unique and diverse experiences of disabled people. Any reasonable measures required by the chief executive to accommodate their disability while undertaking the role will be made.

Ngā haepapa | Accountabilities

Te pūnaha |
System

The Chief Executive must perform the duties as set out in the Public Service Act 2020, the Public Finance Act 1989 and other relevant statutes and legislation.

As a member of the Public Service Leadership Team, the Chief Executive is responsible for providing strategic leadership that contributes to an effective and cohesive public service; working together to model leadership behaviours; and assisting the other members to fulfil their responsibilities.

As a Public Service Leader, the chief executive will:

- Support the Crown in its relationships with Māori under the Treaty of Waitangi (te Tiriti o Waitangi) by developing and maintaining the capability of the agency and the wider Public Service to engage with Māori and to understand Māori perspectives
- Promote diversity and inclusiveness and have regard to the principle that, in order to achieve fairness in employment and a more flexible effective Public Service, it is desirable for the group comprising all public service employees to, as far as practicable, reflect the makeup of society
- Preserve, protect and nurture the spirit of service to the community that public service employees bring to their work
- Uphold the Public Service principles of political neutrality, free and frank advice, merit-based appointments, open government, and stewardship, and ensure that the agency also does so
- Demonstrate and uphold the values of the Public Service as set out in the Public Service Act 2020
- Uphold the general responsibilities to the appropriate Minister, as set out in the Public Service Act 2020, including ensuring the integrity and conduct of the agency's employees.

The Chief Executive will be accountable to the appropriate Minister for delivering the Ministry's key roles and functions:

- **Policy** – leading and providing strategic policy advice across government on improving outcomes for disabled people and their families/ whānau and improving data and information and developing research and evaluation capacity
- **Assurance, monitoring, evaluation and reporting** – overseeing the performance and operation of the Ministry
- **Leadership/stewardship** – providing leadership and stewardship across government on issues related to disabled people, including strengthening disability rights understanding across government and the community and leading the whole-of-government work programme on Disability System Transformation
- **Capacity and capability building** – recognising, enabling, and developing the capacity and capability of disabled people and their families and whānau to make decisions for themselves, make use of available resources, partner with government, and advocate for themselves and their communities. The role will also build the capability of government officials to work effectively in partnership with disabled people
- **Commissioning** – commissioning in line with the Enabling Good Lives approach and the expectation of whānau-centred self-determination. In the immediate term the Ministry will be responsible for ensuring the smooth commissioning and delivery of Disability Support Services as they are transitioned out of the Ministry of Health
- **Workforce** – ensuring an adequate, skilled, and culturally competent workforce is in place to deliver disability support in line with the Enabling Good Lives approach across the system

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- **Legislation** – developing and providing stewardship of any relevant legislation.

The Chief Executive will need to work closely in partnership with members of the disability community, and their allies and supporters (including families and whānau) to deliver these.

The Chief Executive will support, collaborate, and influence across the system to advance the rights and wellbeing of all disabled people, tāngata whaikaha Māori, Pacifica disabled people and their families, whānau and aiga.

The functions and responsibilities of the Ministry and the Chief Executive are expected to expand as the Ministry evolves.

Ngā hononga matua | Key relationships

- Te Kāwanatanga |
Government
- Minister for Disability Issues
 - Minister of Health
 - Minister for Social Development and Employment

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- Te ratonga
tūmatanui | Public
Service
- Members of the Public Service Leadership Team
 - Ministry of Social Development (as the host agency to the new Ministry)
 - Disability Rights Commissioner
 - Health and Disability Commissioner
 - Governance relationships (to be developed) which may evolve over time
 - Ministry of Education
 - Ministry of Health; Health New Zealand; Māori Health Authority
 - Ministry of Transport
 - Ministry of Business Innovation and Employment
 - Social Wellbeing Agency
 - ACC
 - Human Rights Commissioner
 - Children's Commissioner
 - Mental Health Commissioner
 - Housing and Urban Development
 - Kainga Ora
 - Oranga Tamariki
 - Other public service agencies

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- Ngā iwi me ngā
hapori whānui | Iwi
- Māori as the Crown's Treaty partner
 - Tāngata whaikaha, disabled people, rights holders, families and whānau
-

and wider
communities

- Iwi Chairs Forum
- Allies and supporters of disabled people
- Disability organisations and service providers
- Wide range of private and non-governmental organisations
- Iwi, Pacific and other communities

Te kaunihera |
Local Government

- Local government (e.g. regional councils, district and city councils, unitary authorities)
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Te momo kaiarataki e whāia ana | Leader profile

Te kaiaratakinga | Leadership

Excellent leadership by Public Service Chief Executives is essential for a high performing, professional and world class Public Service. Underpinning chief executive leadership is the requirement to adhere to the standards of integrity and conduct and the higher bar expected of chief executive behaviour.

As set out in the Public Service Act 2020, chief executives are required to proactively promote stewardship of the Public Service, including of its long-term capability and people, institutional knowledge and information, system and processes, assets and the legislation they administer.

As stewards of the system, chief executives are responsible for achieving cross-agency, sector and system results by leading, collaborating and exerting their influence in a cohesive way across boundaries and ensuring their staff have both the authority and motivation to do likewise.

Te momo kaiarataki e whāia ana | Leader profile

Leadership Success Factors			
<i>Priority 1</i>	<i>Priority 2</i>	<i>Priority 3</i>	<i>Priority 4</i>
Organisational Leadership	Sector Experience	System Leadership	Partnership
Ability to shape the organisation during its establishment phase and position it for strategic impact	Credibility and trust with the disability community and their allies and supporters	Ability to influence and drive changes across the system for disabled people	Experience of working effectively in partnership with disabled people, tāngata whaikaha Māori, rights holders, and their whānau
Experience in leading organisations through change, including building policy, data and research capability.	Empathy for, and a deep understanding of, the unique and diverse experiences of disabled people and their family and whānau	Experience advising, collaborating and influencing at a senior level	An understanding of the Crown's relationship with Māori as a Treaty partner
Skilled at commissioning and/or delivering services at a national scale	Established relationships across the disability sector	Experience developing high quality advice across broad policy areas	Te ao Māori knowledge and capability
Experience leading and managing delivery of multiple functions within a public service organisation.		Experience working at the political interface	Ability to undertake their leadership role in a way which builds trust and confidence in the relationship between disabled people and the Crown.

Ngā take mātāmua me mātua whai e angitu ai | Critical success priorities

In the immediate term the key responsibilities of the Chief Executive, Ministry for Disabled People will be to:

- Establish the Ministry as a new Public Service departmental agency
- Rapidly build the confidence of, and partner effectively with, the disability community and work to recognise the mana of disabled people and honouring the diversity of the disability community
- Look to establish a disabled person and whānau-led governance structure for the Ministry
- Work effectively and collaboratively with service providers to continue embedding the Enabling Good Lives approach
- Ensure the departmental agency is ready and able to assume the function of delivering disability support services under the new departmental agency, without service disruption for disabled people
- Work with the Secretary for Social Development and Chief Executive, Ministry of Social Development to jointly finalise the Departmental Agency Agreement and agree areas of interdependency and work actively on them
- Support the on-going COVID-19 response to ensure the needs of disabled people and their whānau are being met.

Ongoing responsibilities of the Chief Executive will be to:

- Maintain the confidence of, and partner effectively with, disabled people, tāngata whaikaha Māori and their families and whānau
- Lead a coherent and consistent national roll out of the Enabling Good Lives approach to disability services ensuring that no disabled people are worse off during this transformation

- Lift the profile and visibility of disability across government by building relationships with other government agencies and chief executive colleagues
- Provide high quality strategic advice to the government on issues affecting disabled people
- Build and strengthen the Ministry's system role and policy and influencing capability
- Foster a distinct workplace culture and policies that support partnership with and employment of disabled people, families and whānau using a strengths-based approach
- Work with chief executives across the system to ensure a joined-up approach to partnering with and meeting the needs of disabled people
- Building internal te ao Māori knowledge and capability in the Ministry
- Being a champion of disability rights, Universal Design principles, and accessibility
- Recognise and work with other Public Service Leaders to fulfil New Zealand's commitments under the UN Convention on the Rights of Persons with Disabilities.

Te taumata o te
āheitanga |
Security Clearance

Appointment will be subject to a New Zealand Government **Secret** security clearance.

Cabinet material relating to the establishment of the Ministry for Disabled People can be found [here](#).



In Executive Council

Her Excellency the Governor-General is recommended to

Accept the recommendation of the Deputy Public Service Commissioner that

Paula Margaret Tesoriero

be appointed, pursuant to schedule 7 clause 3 of the Public Service Act 2020,
as the Chief Executive, Ministry for Disabled People

A handwritten signature in blue ink, appearing to be "CH", written over a horizontal line.

Hon Chris Hipkins
Minister for the Public Service

Approved in Council

A handwritten signature in black ink, appearing to be "Paula Margaret Tesoriero", written over a horizontal line.

A handwritten signature in blue ink, appearing to be "R. H. H.", written over a horizontal line.

Acting Clerk of the Executive Council

Date: 29 August 2022