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NZSL name

Visual description: A purple Whaikaha logo with a QR scan for the NZSL name.

OIA0548

[Redacted]
10 September 2025

Tēnā koe [Redacted]

Thank you for your Official Information Act 1982 (OIA) request of 7 August 2025, to the Ministry of Disabled People - Whaikaha (Whaikaha), requesting information regarding workplace bullying, harassment and sexual harm in the period 2020-2025.

It is important to note, Whaikaha was established on 1 July 2022, as a departmental agency within the Ministry of Social Development (MSD). On 1 December 2024, Whaikaha became a standalone ministry.

For this reason, data prior to 1 July 2022 does not exist, and data for the period 1 July 2022 – 31 November 2024 will be included in the response provided to you by MSD.

This response pertains only to the period 1 December 2024 – 7 August 2025.

- 1. What data does your organisation collect about incidents or concerns related to workplace bullying, harassment or sexual harm? For clarity, this includes requests for advice, assistance, informal notifications or formal complaints relating to these types of behaviour.**

Reporting Health and Safety events:

Our people are encouraged to report Psychosocial harm. They can do so by filling out a secure reporting form.

Sensitive events:

If people wish to request confidential support they can do so via our sensitive events reporting form.

- 2. Please provide a list or schema of all data fields used to record or track information about workplace bullying, harassment or sexual harm, at any stage of the process your organisation follows (from initial contact to case closure). Please include an explanation of the**



classifications used in each data field and any specific terminology, so it can be easily understood by someone from outside your organisation.

Below we have provided the relevant fields from the Health and Safety event and sensitive event forms relating to workplace bullying, harassment or sexual harm.

Reporting Health and Safety events:

1. Did this event occur at work or during work-related activities?
2. Who is the key person affected?
3. Phone number of key person affected.
4. Name of Manager of key person affected.
5. Was anyone else affected?
6. Please select an event category that best fits what you're wanting to report:
 - Safety or security event = events caused by others affecting your physical or psychological safety, such as physical or verbal aggression, threats, break-ins, theft
 - Psychosocial harm = events affecting your psychological safety at work, e.g. witnessing a traumatic incident, receiving highly distressing content, stress, burnout
7. Was the affected individual injured?
8. Date of the event
9. Approximate time of event
10. Where did the event occur?
11. Describe what happened.
12. Option to upload file.
13. Please select the impact on the affected individual
 - No treatment required / no one was injured (e.g., pain and discomfort)
 - First aid injury (e.g. scrapes, muscle discomfort and other minor injuries)
 - Medical treatment required (e.g. GP visit, physiotherapy, counselling)
 - Hospital treatment (e.g. ambulance called, ED visit)
 - Fatality
14. What treatments or supports were accessed or received by the affected individual(s)?
15. What steps were taken to eliminate or reduce the hazard or risk that caused the incident?

Sensitive Events

1. What type of event would you like to report?
 - Bullying
 - Harassment
 - Discrimination
 - Workplace stress
 - Family or domestic violence
 - Other
2. Are you reporting this event for yourself or on behalf of someone else?

3. Please describe your concern in detail below, and we will be in touch with you as soon as possible.

3. Please provide a list of all reports produced by your organisation that relate to workplace bullying, harassment or sexual harm?

Please include a brief explanation for each report of:

- a. who is responsible for its creation (i.e. the job title/role, not individual names)**
- b. how often they are produced**
- c. the purpose of the report, and**
- d. the information and any data fields contained in each report.**
- e. to whom they are distributed (job titles/roles)**
- f. whether the reports are shared externally (e.g. with ministerial offices, other agencies, Public Service Commission, unions and associations, the general public)**

The Whaikaha People and Culture Team produces a quarterly Executive Leadership Team (ELT) Wellbeing, Health and Safety (WHS) Report.

Its purpose is to provide a high-level summary of the Health and Safety events that occurred that quarter and provide employee Assistance Programme (EAP) reporting and usage.

The data fields contained in this report are:

- Breakdown by category
- Breakdown by severity
- EAP Usage
- Top presenting reason (per session)

This report is distributed to the following Whaikaha roles: Chief Executive, Deputy Chief Executive – Policy and Insights, Deputy Chief Executive – Strategy and Enablement, Deputy Chief Executive Outreach and Innovation, Kaihautū – Chief Advisor Māori.

It is not shared externally.

Please provide responses to Q4-7 for the period 2020-2025 (inclusive), broken down by calendar year and listed under the headings of

- a. workplace bullying**
- b. harassment**
- c. sexual harm**

4. The total number of incidents recorded. Please also break these down according to any sub-categorisations you use internally to differentiate types of bullying, harassment or sexual harm incidents.

Please refer to Table 1 for the total number of incidents recorded by calendar year.

Table 1: The total number of bullying/harassment/sexual harm incidents recorded at Whaikaha each calendar year (1 December 2024 – 7 August 2025)

Year	2024 (December)	2025
Number of recorded incidents	0	1

There was only one incident recorded, and this involved an allegation by an employee of Whaikaha against a non-employee of Whaikaha.

A further breakdown of these figures is withheld under section 9(2)(a) and 9(2)(ba)(i) of the OIA, to protect the privacy of natural persons and information provided in confidence. As a small organisation, sharing the total number of incidents is a risk to the privacy and confidentiality of our people.

5. The number of incidents that involved a formal investigation, broken down to show:

- i. **internal investigations (i.e. those conducted by people employed by your organisation)**
- ii. **independent external investigations (i.e. external lawyers, investigators or other 3rd parties engaged for the purpose of conducting the investigation)**

An internal investigation took place in relation to the 2025 incident.

The outcomes of the investigations completed in Q5 (using whatever categorisations your organisation records internally against cases).

This information is withheld under section 9(2)(a) of the OIA, to protect the privacy of natural persons. As a small organisation sharing the total number of incidents is a risk to the privacy and confidentiality of our people.

6. The number of people who have left your organisation who were:

- a. **complainants (i.e. people who raised any inquiry or complaint)**
- b. **respondents (i.e. people who were the subject of any inquiry or complaint allegations)**

This information is withheld under section 9(2)(a) of the OIA, to protect the privacy of natural persons. As a small organisation sharing the total number of incidents is a risk to the privacy and confidentiality of our people.

Please provide responses to Q8-9 for the period 2020-2025 (inclusive), broken down by calendar year:

- 7. The number of settlement agreements (or other legal agreements containing any form of non-disclosure requirement) signed by people leaving your organisation who were:**
 - a. complainants who raised any inquiry or complaint about workplace bullying, harassment or sexual harm.**
 - b. respondents who were the subject of any inquiry or complaint about workplace bullying, harassment or sexual harm.**

This information is withheld under section 9(2)(a) of the OIA, to protect the privacy of natural persons. As a small organisation sharing the total number of incidents is a risk to the privacy and confidentiality of our people.

- 8. The amount spent by your organisation on external legal advice for:**
 - a. legal services or advice provided in conducting independent investigations in Q5 (ii)**
 - b. other advice provided about any other matters involving workplace bullying, harassment or sexual harm**

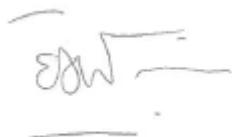
No money has been spent on external legal advice in relation to independent investigations or workplace bullying, harassment or sexual harm.

Please note, as part of its commitment towards increasing transparency, Whaikaha intends to make the information contained in this letter, and any attached documents, available to the wider public. Whaikaha will do this by publishing this letter on our website. Your personal details will be deleted, and no information that would identify you as the requestor will be released.

If you wish to discuss this response with us, or if you are seeking any further information, please contact OIA_requests@whaikaha.govt.nz.

If you are not satisfied with this response, 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



Emma Williams
Manager, Ministerial and Executive Services