



Scan for
NZSL name




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

OIA0508



5 August 2025

Tēnā koe 

Thank you for your Official Information Act 1982 (OIA) request of 28 July 2025, to the Ministry of Disabled People - Whaikaha (Whaikaha), requesting information about restructures.

I have answered each part of your request in turn.

1. How many restructures have there been in the last year? (July 28, 2024-July 28, 2025)

On 15 August, Cabinet made the decision to transfer the disability support services function from Whaikaha to the Ministry of Social Development (MSD) and establish as a standalone Ministry.

This led to a change programme, which took place in three phases:

Phase 1 – The Whaikaha Commissioning, Design and Delivery Group was transferred to MSD on 16 September 2024, to form a newly created branded business unit within MSD called Disability Support Services (DSS).

Phase 2 – In Phase 2 we identified functions and roles needed to support Disability Support Services (DSS) at MSD and functions and roles that would support our standalone Ministry. A Section 86 Public Service Act 2020 transfer process was used to transfer employees to either DSS or to a transitional structure of the standalone Ministry, beginning 1 December 2024. Overall, during phase 1 and 2, 204 roles were transferred to MSD, and one role was transferred from MSD to Whaikaha.

Phase 3 – Finalised the organisational structure of the new standalone Ministry. This phase was completed on 15 April 2025.



2. How many times - and what for - have consultants been brought in or used, at any point in regards to restructures (or proposed restructures), in the last year? Which firms have been used?

Whaikaha chose not to use consulting firms to carry out the organisational change work required to effect the Section 86 changes.

3. Overall, how much has been spent on consultants in relation to restructures in the last year? (Please break this down if they were used for different restructures)

Whaikaha did not spend any money on consultants and instead relied on fixed-term resources to meet the peak workflow demands of change and establishing the standalone ministry.

4. How many post-restructure reviews have been carried out? Please provide any post-restructure reviews that have been completed in the last year.

No post-restructure reviews have been undertaken.

5. How much money has been saved, or estimated to be saved through the restructures in the last year?

As noted above, the purpose of the change was not to save money, but to establish Whaikaha as a stand-alone ministry, responsible for leading work to improve the lives of disabled people through strategic policy advice, monitoring the effectiveness of services, education, and advocating for positive change.

6. How many roles were disestablished and established through restructuring (including voluntary redundancies) between July 28, 2024-July 28, 2025.

Table 1 below outlines the number of roles established and disestablished during the phases outlined in our response to question 1. Please note this does not include roles that were transferred between MSD and Whaikaha under section 86 of the Public Service Act 2020.

Table 1: Number of roles established and disestablished at Ministry of Disabled People – Whaikaha July 2024-2025

	Effective Date	Disestablished Roles	Established Roles	Voluntary Redundancy
Phase 1	10 Sep 2024	0	0	0
Phase 2	13 Nov 2024	5	8	0
Phase 3	15 Apr 2025	13	29	0
Totals		18	37	0

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
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