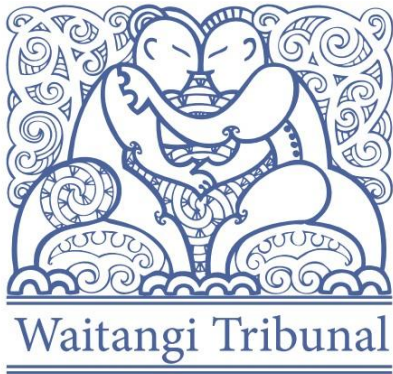
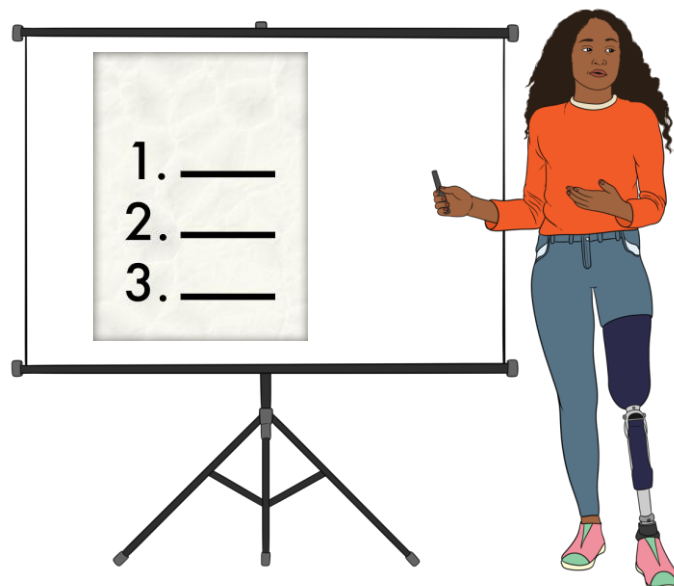




Waitangi Tribunal

Hauwhaikaha Report:

Chapter 10 – Disability workforce, training and employment

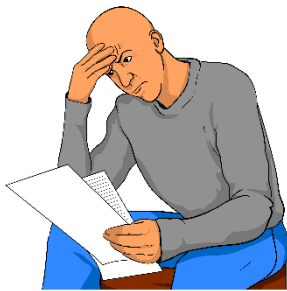


Published: September 2026

Before you begin



This is a long document.



It can be hard for some people to read a document this long.

Some things you can do to make it easier are:



- read it a few pages at a time
- set aside some quiet time to look at it
- have someone read it with you to support you to understand it.



What you will find in here

Page number:



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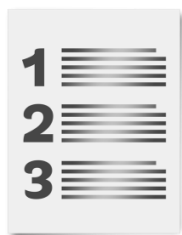
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About this Easy Read



This Easy Read is from the **Waitangi Tribunal**.



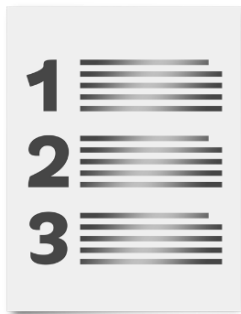
More information about the **Waitangi Tribunal** is on **pages 13 to 14**.



Where it says **we / us** this means the Waitangi Tribunal.



This Easy Read is a **summary** of **Chapter 10 – Disability workforce, training and employment** in the **Hauwhaikaha Report**.



A **summary**:

- is shorter than the main document
- tells you the important ideas.



Workforce means all the people who work in the same kind of job.



Employment means having a job.



The **Hauwhaikaha Report** is:

- from the **Health Services and Outcomes Inquiry** by the Waitangi Tribunal
- about **claims** that have to do with the disability system.





The **Health Services and Outcomes**

Inquiry is about claims made about Aotearoa New Zealand health:

- services
- **outcomes.**

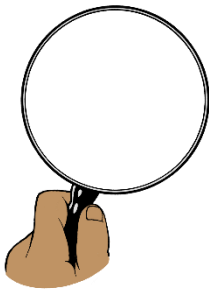


Outcomes means how things turn out for people in life.

For example getting good healthcare can mean being healthier for longer.



In this document the **Health Services and Outcomes Inquiry** will be called **the inquiry**.



Here a **claim** means someone:

- has told the Waitangi Tribunal that the Government has done something against **Te Tiriti o Waitangi / The Treaty of Waitangi**
- wants the Waitangi Tribunal to look into it.

In this document the word **claimants** means people who have made claims to the Waitangi Tribunal about the disability system.

More information about **Te Tiriti o Waitangi / The Treaty of Waitangi** is on **pages 11 to 12**.

In this document where you see the words **taangata whaikaha Māori** this means Māori disabled people.



Te reo Maaori / the Maaori language usually uses **macrons**.

ā ē ī ō ū



Macrons are lines above letters that show you how to say that word.

In te reo Maaori / the Maaori language a macron means to say that letter longer.

Aa ee ii oo uu

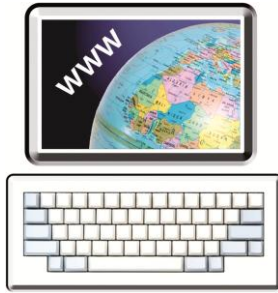
The Hauwhaikaha Report uses double letters instead of macrons.

Maaori / Māori

For example Maaori is the same as Māori.



This is so some people can read the words more easily.

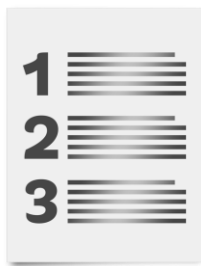


You can read the full Hauwhaikaha Report at this website:

www.bit.ly/Hauwhaikaha



The full report is **not** in Easy Read.



There are summaries of each chapter if you do not want to read the full Hauwhaikaha Report.



The summaries of each chapter are available in Easy Read at this website:

www.bit.ly/Hauwhaikaha-easy



The summaries of each chapter give an outline of:

- important issues
- things that were found out.



The summaries do not include all the:

- **analysis**
- **evidence.**



Here **analysis** means discussion / thinking about what was found out.



Here **evidence** is information about something like:

- what people said
- what happened to people
- records / files.



What is Te Tiriti o Waitangi / The Treaty of Waitangi?



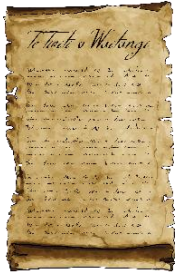
Te Tiriti o Waitangi / The Treaty of Waitangi:

- is an agreement signed between:
 - the Crown
 - and
 - Maaori
- was signed in 1840
- is about the:
 - promises made
 - **obligations** for everyone.





Obligations are important things that have to be done.



In this document Te Tiriti o Waitangi / The Treaty of Waitangi will be called **Te Tiriti / The Treaty**.



Where it says the **Crown** in this document this means the **government**.

What is the Waitangi Tribunal?



The Waitangi Tribunal:

- is a **commission of inquiry**
- listens to claims
- decides if the Government broke a promise made in Te Tiriti / The Treaty
- makes **recommendations** about claims Maaori have made about the Crown.

A **commission of inquiry** is a group of people put together by the Government who learn about things that happened.



Here **recommendations** are advice that would:

- fix a problem
- make things better.

Why are there claims?



Governments of Aotearoa New Zealand have not always kept to the promises made in Te Tiriti / The Treaty.



Māori can go to the Waitangi Tribunal to talk about the Government not keeping the promises made in Te Tiriti / The Treaty.

What is the disability workforce?



The disability workforce is people who work in different areas of the disability system including taangata whaikaha Maaori.

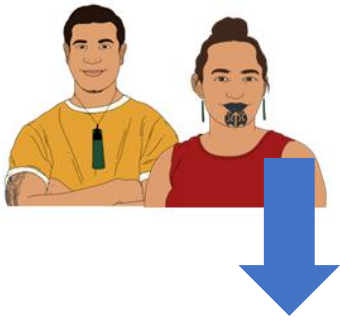


The disability workforce includes:

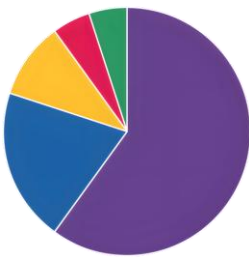
- disability services
- health services
- paid carers
- assessment staff
- staff from government agencies.



Are Maaori a part of the disability workforce?



Claimants said the number of people in the disability workforce has a lower **proportion** of Maaori to other groups of people.



Proportion means a part of a number.

For example almost 1 out of every 5 people in Aotearoa New Zealand is Maaori.



Claimants said it is important to have more Maaori in the disability workforce because:

- Maaori can give good care that supports their **culture**
- taangata whaikaha Maaori like to be treated by Maaori staff.



Culture is a way of:

- thinking that a group shares
- doing things as a group.



Claimants said this affects the care taangata whaikaha Maaori get like in **rural areas** where there:

- is a smaller workforce
- are not enough health and disability services.





A rural area is:

- outside a:
 - city
 - town
- in the countryside.

The Crown said it understands that there are not enough Maaori in the:

- health workforce
- disability workforce.

The Crown said it found this out in 2001.

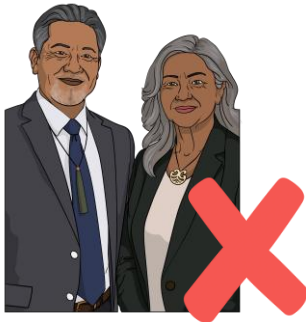


The Crown said there not being enough Maaori in the disability workforce is still a problem.



The Crown said the problem is still happening even though it has done things like:

- strategies
- plans.



We agree there are not enough Maaori in the:

- health workforce
- disability workforce.



This means:

- there are not enough people in the disability workforce who understand Māori culture
- taangata whaikaha Māori do not always get good quality care.



Is workforce training good?



Claimants said disability staff sometimes:

- are not trained enough
- do not understand Maaori ideas of disability
- do not understand Maaori culture.



Claimants said there is not enough **compulsory** training for the workforce to understand:

- disabilities
- and
- lived experience.





Compulsory means something that must be done.



The Crown said:

- the disability workforce needs to be properly trained including understanding Maaori culture

and

- there is training available.



We think it is very important that the disability workforce knows:

- about **te ao Maaori**
- what taangata whaikaha Maaori need.





Te ao Maaori is about how Maaori view / think about:

- the world
- their place in the world / how they connect to it.

The training the Crown said is available:



- is not compulsory
- does not talk about disability together with Maaori culture.



This affects the care taangata whaikaha Maaori get.

Is there good support for whaanau including whaanau carers?



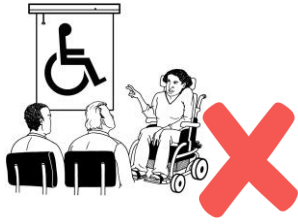
Claimants said that **whaanau carers** are not given enough training.



Here **whaanau carers** are people who look after tangata whaikaha Maaori in their family.



The Crown said it understands people have been worried for a long time that there is not enough support for whaanau carers.



The Crown did not give information about:

- training for whaanau carers
- funding for whaanau carers.



The Crown said it had plans to better support carers including:

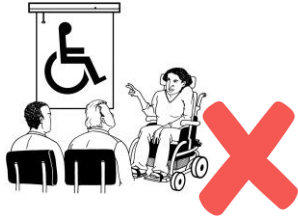
- the Mahi Aroha Action Plan 2019 – 2023
- Kaiaawhina Workforce Plan 2020 – 2025.



The Crown did not give us evidence about:

- how these plans are going
- how workforce training had got better.





We found out that whaanau carers are not:

- trained to care for taangata whaikaha Maaori
- supported.



It is very important whaanau carers have good training for the health and safety of:

- themselves
- the whaanau they care for.



This is very important because many taangata whaikaha Maaori have said they want to be cared for by whaanau.

Are there enough jobs for taangata whaikaha Maaori?



Claimants said:

- there are not enough jobs for taangata whaikaha Maaori
- taangata whaikaha Maaori cannot find enough work.



This is true for:

- the disability system
- and**
- all other kinds of jobs.



Claimants said taangata whaikaha
Maaori find it hard to get a job
because there are not enough:



- **resources**
- **accommodations.**



Here **resources** means things like:

- information on how to support disabled people
- the right staff to support a disabled worker
- funding / money to make changes to a workplace.





Here **accommodations** means making changes to something to suit the needs of a disabled person like:

- having the right work chair
- having work hours that suit them.



Claimants said the Crown had not done enough to meet the goals in Whaaia Te Ao Marama 2018 to 2022: The Maaori Disability Action Plan.



Some of the goals from this plan were to make sure there were more chances for:

- employment
- taangata whaikaha Maaori to be part of their local community.





The Crown said it understands that taangata whaikaha Maaori need to be part of the:

- health workforce
- disability workforce.



The Crown also said it understands that disabled people are not **represented** properly in these workforces.



Here **represented** means being a part of something.



Having good representation can mean having the right proportion of people.



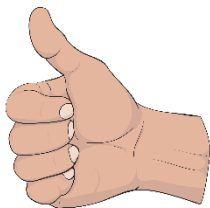
The Crown talked about **initiatives** to support taangata whaikaha Maaori getting jobs including programmes by:



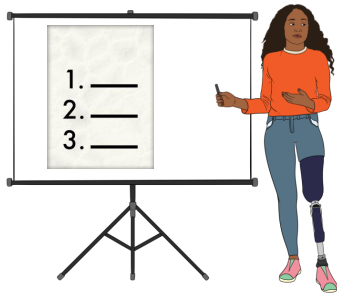
- the Ministry of Social Development



- the Ministry of Disabled People – Whaikaha.



Here an **initiative** is a kind of plan being done to make something better.



The Crown:

- talked about the goals of Whaaia Te Ao Maarama 2018 to 2022: The Maaori Disability Action Plan

but

- did not show evidence on the progress towards the goals.



Information shows taangata whaikaha Maaori are more likely to experience **inequity compared to** other disabled people.



Inequity means people:

- are treated in unfair ways
- do not get what they need to live a good life
- do not get the same things as other people.



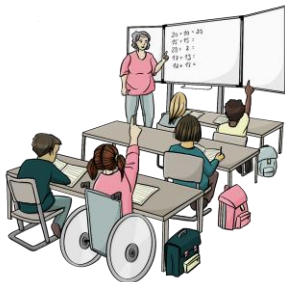
Compare means to look at things / groups to find out if they are:

- different
- the same.



Taangata whaikaha Maaori have fewer chances than other disabled people to get:

- jobs
- **qualifications** in education / school.



A **qualification** shows what skills / knowledge a person has to do a job.



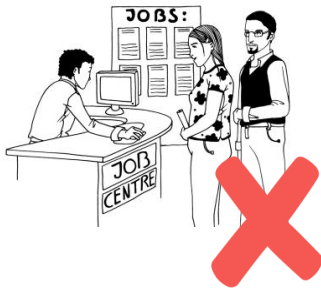
A **qualification** shows that someone has finished:

- their education like school
- a type of learning.



This means taangata whaikaha
Maaori will earn less money for the
work they do.

Taangata whaikaha Maaori:



- are not being supported to take part in employment
- do not have many chances to get jobs.

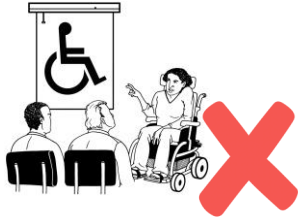


We think the Crown:

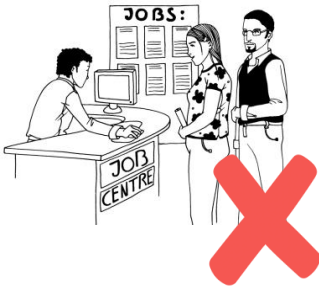
- did not give enough evidence of how well its initiatives are going
- did not show it has achieved the goals in Whaaia Te Ao Maarama 2018 to 2022: The Maaori Disability Action Plan.



Tribunal findings



We found there is not enough training in the disability system about what services taangata whaikaha Maaori need.



We found that taangata whaikaha Maaori do not have enough chances to get jobs.



Te Tiriti / The Treaty **principles** that are important to these issues are:

- **active protection**
- **equity**
- **partnership.**



Here **principles** are ideas / beliefs that tell people:

- about what Te Tiriti / The Treaty means to people now
- the obligations the Government has to Maaori.



The principles come from the words of Te Tiriti / The Treaty.



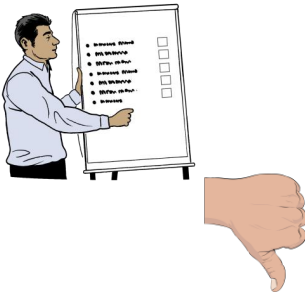
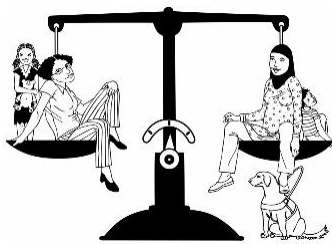
Here **active protection** means the Crown has to make sure:

- there are disability services available
- the disability services meet people's cultural needs.



Equity means taangata whaikaha
Maaori:

- are treated fairly:
- get what they need to live a good life
- get the same things as other people means everyone gets what they need to live a good life.



We found the Crown in **breach** of the principle of active protection because the training for health and disability staff is not enough.



Here **in breach** means:

- rules have not been followed
- things have not been done like they were promised.



The training does not:

- support Maaori culture
- give culturally safe care to taangata whaikaha Maaori
- think about Maaori being disabled.



Not enough training of carers means taangata whaikaha Maaori:

- do not have their needs met
- sometimes do not get care.

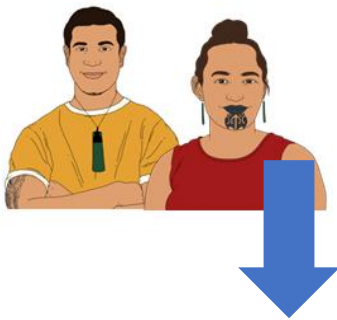
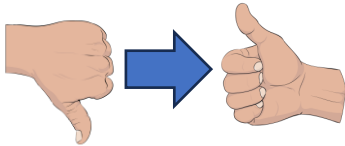


Because of this we found the Crown in breach of the principle of active protection.



The principle of equity says:

- Maaori must have the same access to health services as everyone else
- the Crown must fix inequities / when things are unfair.



We found that there are not enough Maaori in the health and disability workforce.



Maaori are more likely to get good care that uses their culture if there are more Maaori health and disability staff.



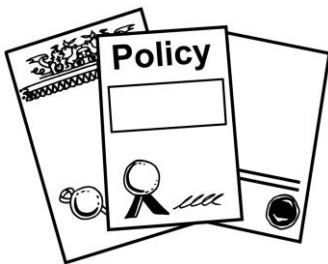
We found there are **barriers** to taangata whaikaha Maaori getting jobs in the health and disability workforce.



A **barrier** is something that can make it harder or impossible for you to do something.



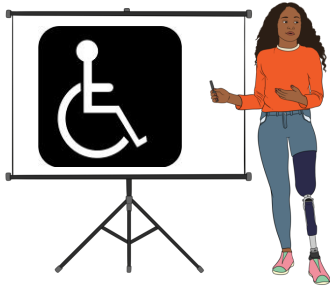
The Crown is in breach of the principles of equity and partnership because there are not enough Maaori in the workforce.



The principle of partnership says Maaori must be a part of:

- making health policies / rules
- doing health services including health services for:
 - Maaori
 - taangata whaikaha Maaori.





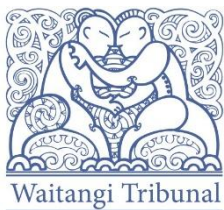
The principle of partnership also says Maaori must be a part of making training programmes for health and disability staff.



We did not get enough information about Maaori being part of making training programmes.



This means we could not figure out if the Crown is in breach of the principle of partnership in this case.



This information has been written by the Waitangi Tribunal.



It has been translated into Easy Read by the Make it Easy Kia Māmā Mai service of People First New Zealand Ngā Tāngata Tuatahi.



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