

Office of the Minister of Internal Affairs

Chair

Cabinet Appointments and Honours Committee

Royal Commission into Historical Abuse in State Care and in the Care of Faith-Based Institutions: Appointment of Inquiry members

Proposal

1. This paper seeks agreement to the appointment of the following four additional members to the Royal Commission into Historical Abuse in State Care and in the Care of Faith-based Institutions (the Royal Commission): Ali'imuamua Sandra Alofivae, MNZM; Dr Andrew Erueti; Paul Gibson and Judge Coral Shaw.

Executive Summary

2. On 25 January 2018, Cabinet Business Committee noted that the final number of members in addition to the Chair would be confirmed following the consultation period on the draft Terms of Reference [CBC-18-MIN-0011 refers].
3. I seek Cabinet agreement to appoint four members of the Royal Commission and formally confirm the existing member, The Right Honourable Sir Anand Satyanand, GNZM, QSO, as Chair. This number reflects the significant workload expected of the Royal Commission, including with the proposed extended scope. It also allows for greater diversity across the panel, and the ability to cover any personal absences during the course of the Inquiry's term.
4. The proposed members are: Ali'imuamua Sandra Alofivae, MNZM; Dr Andrew Erueti; Paul Gibson and Judge Coral Shaw. All four are well known and recognised for their significant achievements in their respective fields of expertise.
5. I have consulted with relevant Ministers, including the Attorney General, and the Chair, on these proposed appointments. Appropriate enquiries concerning probity and actual or perceived conflicts of interest for the proposed members have been undertaken by the Department of Internal Affairs (the Department). Based on candidate disclosures and direct engagement with candidates, the Department has advised that it is satisfied that the candidates are, and remain, suitable for appointment to this Royal Commission.
6. I decided to conduct a hybrid appointment process and publicly sought nominations for membership of the Royal Commission. The size and nature of the Royal Commission requires the full confidence of victims and survivors of abuse as well as the general public. Accordingly, transparency as to how the members are appointed is particularly important.
7. Careful consideration was given to the desirability of the membership to have an appropriate balance of genders, ages, abilities and ethnic balance, taking into account also the need for specialist skills and experience. Special consideration was given to the desire for Māori and Pacific representation, as well as having diverse professional backgrounds and subject matter expertise.
8. I propose that all Royal Commission members be appointed for a period commencing on the date notified in the Order in Council and that their appointment expires no later than the date on which the Inquiry concludes.

9. As appointing Minister, I propose fees of \$1,350 per day for non-Chair members. The Minister of State Services has been consulted and agreed to these fees on 24 July 2018.

Background

10. In October 2017, the Government committed to establishing an inquiry into historical abuse in State care as part of its first 100 day plan.
11. The Royal Commission was formally established on 1 February 2018 with The Rt Hon Sir Anand Satyanand formally appointed as the member. At the time of initial establishment, it was understood that following the appointment of further Inquiry members, Sir Anand would be formally confirmed as Chair.
12. The Royal Commission's first task was to undertake public consultation on the Royal Commission's draft Terms of Reference. On 28 June 2018, the Chair presented his report on public consultations to the Ministerial Working Group, which also included his conclusions and recommendations. Following submission of this report, I consulted with Ministerial colleagues. I also sought and considered advice from officials on technical, legal and operational matters. Throughout the process, I have given careful and detailed consideration to all relevant issues.
13. Cabinet invited me, as the appropriate Minister, to report back on any changes to the Terms of Reference, following public consultation, as well as on the full budget and membership for the next phase of the Inquiry [CBC-18-MIN- 011 refers].
14. The Royal Commission's proposed Terms of Reference and budget will be submitted to Cabinet for final decisions, following consideration by the Cabinet Social Wellbeing Committee (SWC).

A hybrid appointment process

15. Given the nature and complexity of this Royal Commission, as well as the high level of public interest in its work, I conducted a hybrid appointment process. This process involved seeking nominations from:
 - 15.1 across government (including confidence and supply party caucuses);
 - 15.2 government departments, including nominating agencies;
 - 15.3 independent Crown entities and related bodies;
 - 15.4 stakeholders who engaged in the first 100 days; and
 - 15.5 universities, experts, and community groups.
16. The nominations period ran for approximately one month and 63 nominations were received. Nominations were received (whether nominations of others or self-nominations) from across the groups listed above.

Nominations matched against expertise, skills and attributes sought

17. All nominations were carefully assessed according to the following merits-based criteria:
 - 17.1 the ability to support and contribute to complex, system-level reviews drawing on a wide range of perspectives;
 - 17.2 knowledge of, or experience in, examining systems or processes affecting individuals;
 - 17.3 knowledge of the machinery of government and government processes;
 - 17.4 knowledge of legal systems and practices or other subject specific expertise (for example: specific understanding of child protection and youth justice; health; psychiatric and disability services; and human rights in detention/care settings);
 - 17.5 experience of working within Māori kawa and tikanga throughout te ao Māori; and
 - 17.6 experience working in the public eye, independently and impartially without being unduly influenced.
18. In addition, all nominations were evaluated for their demonstration of the following personal attributes:
 - 18.1 empathetic listening skills and the ability to work in non-adversarial ways;
 - 18.2 the ability to assess evidence dispassionately and impartially;
 - 18.3 high personal integrity and no irreconcilable conflicts of interest;
 - 18.4 resilience and the ability to commit to the task; and
 - 18.5 a focus on delivery and the ability to work to a tight reporting timeframe.

Diversity of Royal Commission membership

19. Careful consideration was given to the desirability of achieving an appropriate mix of members, with a balance of ethnicities, genders, ages, abilities and backgrounds. These factors were assessed alongside the need for specialist skills and experience. Special consideration was given to the desire for strong Māori and Pacific representation, as well as the experience of those affected by mental health or disability. This aligns with the principles and expectations set out in the Royal Commission's Terms of Reference.

Ministerial consultation on shortlist of nominees

20. To finalise my proposal to Cabinet, I considered feedback and suggestions from the Royal Commission Chair, as well as formal consultation with Ministerial colleagues and official advice.

21. In addition to the optimal mix of knowledge, skills, background and experience of proposed members, I have given careful consideration to the appropriate number of members. The Royal Commission Chair suggested the inclusion of an additional judicial member. This would have practical benefits and would also more closely align with the model of the Australian Royal Commission into Instructional Responses to Child Sexual Abuse. It would assist the Commission to deliver on its mandate, which is both wide and complex, in an effective, sensitive, and timely manner. It also allows for greater diversity across the panel, and the ability to cover any personal absences during the course of the Inquiry's term. In light of this, and following official advice, I agreed with the recommendation to include an additional judicial member. This would bring the final number of members to five (four members, plus the Chair).

s 9(2)(ba)(i)



Proposed Inquiry member appointments

29. Applying the foregoing assessment criteria, I propose the following persons for membership of the Royal Commission:
- 29.1 Ali'imuamua Sandra Alofivae, MNZM;

Proactively released by the Minister of Internal Affairs

- 29.2 Dr Andrew Erueti;
- 29.3 Paul Gibson; and
- 29.4 Judge Coral Shaw.
30. All four individuals are well-known and recognised for their significant achievements in their respective fields of expertise. A summary of each proposed member's suitability is set out below:
- 30.1 **Ali'imuamua Sandra Alofivae MNZM** is a Barrister sole at KAM Legal Chambers in Onehunga. She specialises in child and family law, adoption, youth justice, domestic violence and protection orders. Ms Alofivae has advocated on behalf of vulnerable families with a focus on children and young people in the Youth and Family Courts. She also has extensive experience as Lawyer for the Child and has worked with people struggling with addictions and their experiences in the criminal justice system.
- Ms Alofivae is presently Independent Chair of the South Auckland Social Investment Board and has recently finished a term as a Director of Housing NZ Corporation (2015-18). She was an inaugural part-time Families Commissioner at Superu (2004-10) and a Ministerial appointee to the Counties-Manukau District Health Board (2010-16). Ms Alofivae is of Samoan and Chinese descent and was appointed a Member of the New Zealand Order of Merit in 2016 for services to Pacific communities and youth.
- 30.2 **Dr Andrew Erueti** is a Senior Law Lecturer at the University of Auckland. He is a member of the Advisory Boards for the Centres for Human Rights in New Zealand and Indigenous Rights in Aotearoa-New Zealand. His research specialises in human rights of the child, indigenous rights, international human rights law and Ngā Tikanga Māori. Dr Erueti has previously worked as an Expert Advisor on Indigenous Rights for Amnesty International in its International Secretariats in London and Geneva. He has also been an advisor to Te Puni Kōkiri on reforms to the Te Ture Whenua Māori Act. Andrew is a tribal member of Ngāti Mutunga and his whanau comes from the Chatham Islands.
- 30.3 **Paul Gibson** was Disability Rights Commissioner at the Human Rights Commission (HRC) from 2011-17, where he led the *E Kore Ano: Never Again* campaign. His former roles also include Senior Disability Advisor at Capital and Coast District Health Board and National Policy and Strategy Manager at CCS Disability Action.
- Mr Gibson has previously been the Chair of the Global Alliance of National Human Rights Institutions Disability Caucus and Leader of the HRC Inquiry into New Zealand Sign Language. He was a member of the Ministerial Review of Special Education and the New Zealand Disability Strategy. From 2012-17 Mr Gibson was a contributor to the Optional Protocol to the Convention Against Torture, Cruel, Inhuman, and Degrading Treatment or Punishment Independent Monitoring Mechanism as a disability expert. He was President of the Disabled Persons Assembly NZ from 1997-2001.

- 30.4 Judge Coral Shaw is a retired Employment Court Judge. She recently conducted the Ministerial Review into sexual harassment and organisational culture at Human Rights Commission, appointed by the Minister of Justice. Since 2016, she has served as an independent legal adviser to the Parliamentary Select Committee on the Domestic Violence Protection of Victims Bill. From 2009 to 2016, Judge Shaw served on the United Nations Dispute Tribunal, which sat in Geneva, New York and Nairobi. This role was an appointment by the United Nations General Assembly.

Judge Shaw brings knowledge and expertise in educational settings, as well as all matters falling within the jurisdiction of the District and Employment Courts. Both settings are likely to be relevant to the work of the Royal Commission (for example, criminal justice processes, as well as the policies, practices and procedures for responding to employees or officers against whom allegations of misconduct or ill-treatment are made). She also holds a Diploma of Teaching and, before pursuing law, was a primary school teacher. From 1992 - 1999 Judge Shaw served as a District Court Judge (Waitakere) and from 1999 to 2009 she served as a Judge of the Employment Court in Wellington.

Term of appointment

31. I propose that the Royal Commission members be appointed for a period commencing on the date the establishment instrument for the Royal Commission (Order in Council and Royal warrant) comes into force and that their appointment expires no later than the date on which the Inquiry concludes.

Vacancy in Membership

32. In the case that one or more members of the Royal Commission are unable to continue in office for any reason, the Inquiries Act 2013 (the Act) stipulates that the appropriate Minister must consult with any remaining members as to how the Royal Commission should proceed.
33. After this consultation has taken place, there are three options available for proceeding:
- 33.1 the Minister may require the Royal Commission to continue to perform its functions, despite the vacancy in its membership; or
 - 33.2 a person may be appointed to be a replacement member, in accordance with section 6 of the Act; or
 - 33.3 the Royal Commission may be terminated by the Governor-General by Order in Council.
34. Should a vacancy arise in the Royal Commission, the statutory process explained above would be followed and a decision would be made at the relevant time as to how to proceed.

Remuneration

35. The Cabinet Fees Framework [CO (12) 6 refers] outlines several factors to be considered when setting fees for members. Royal Commissions are classified as Group 1 entities under the Fees Framework. Fee ranges for Group 1 entities are not outlined in the Fees Framework. Instead, member fees are referred to the Minister of State Services for consideration as an exception.

36. The Fees Framework provides that if the proposed fees do not exceed the daily fee payable to a High Court Judge (currently \$1,942.60), and the rationale for fees at this level is strong, the Minister of State Services may recommend to the responsible Minister(s) that the fees can be decided between them without referral to the Cabinet Appointments and Honours Committee.
37. As responsible Minister, I propose fees of \$1,350 per day for non-Chair members. The Minister of State Services has been consulted and agreed to these fees on 24 July 2018.
38. As none of the members are public servants, the provisions in the Fees Framework concerning fees and remuneration do not apply in this case.

Conflicts of interest and probity

39. Appropriate enquiries concerning probity and actual or perceived conflicts of interest for the proposed members have been undertaken by the Department. These enquiries have included the completion of formal declarations by proposed members on any actual or perceived conflicts, as well as consideration of any written disclosures made by candidates of any issues that might be regarded as a conflict of interest (whether actual or perceived and whether past, present or future).
40. Given the Royal Commission's purpose and the breadth of the matters in scope, and in the context of New Zealand communities, it is reasonable to expect that candidates may have matters to declare. Such matters might include, for example: work involving victims and survivors of abuse; advocating for the establishment of the Inquiry; connections to some of the institutions potentially in the scope of the inquiry; and involvement in the consultation on the draft Terms of Reference.
41. The Department has carefully considered all matters covered in candidate disclosure forms concerning their previous or current work. Based on candidate disclosures and direct engagement with candidates, the Department has advised that it is satisfied that the four Inquiry members proposed for appointment are and remain suitable for appointment to this Royal Commission.
[REDACTED]
[REDACTED]
- 41.1 In undertaking these assessments, the Department has referred to the Office of the Auditor-General guidance on recognising and managing conflicts of interest.
- 41.2 The Department has also undertaken other background and records checks including criminal convictions history. Potential members' CVs have also been reviewed as part of this process.

Organisation form and CV summaries

42. An organisation form and CV summaries for the proposed members are attached as Appendix One.

Timing and publicity

43. Once members are confirmed, they will receive letters of appointment. I propose to issue a media release announcing the appointments at the same time as I announce the final Terms of Reference for the Royal Commission.

Recommendations

1. I recommend that the Cabinet Appointments and Honours Committee:
 - 1.1 **note** that Cabinet invited me, as the appropriate Minister for the Royal Commission to report back to Cabinet on the Royal Commission's final Terms of Reference, the budget and membership for the Inquiry [CBC-18-MIN-0011 refers];
 - 1.2 **note** that on 8 November 2018 , I will take a proposed final Terms of Reference and budget to the Social Wellbeing Committee for decisions;
 - 1.3 **agree** to re-confirm the appointment of Rt Hon Sir Anand Satyanand as Chair of the Royal Commission into Historical Abuse in State Care and in the Care of Faith-Based Institutions; and
 - 1.4 **agree** to appoint the following candidates as the remaining members for the Royal Commission into Historical Abuse in State Care and in the Care of Faith-based Institutions:
 - 1.4.1 Ali'imuamua Sandra Alofivae, MNZM;
 - 1.4.2 Dr Andrew Erueti;
 - 1.4.3 Paul Gibson; and
 - 1.4.4 Judge Coral Shaw.

Authorised for lodgement

Hon Tracey Martin
Minister of Internal Affairs

Appendix A: Organisation form and Curriculum Vitae summaries for proposed members

Organisation Form

Cabinet Appointments and Honours Committee

Organisation

Royal Commission into Historical Abuse in State Care and
in the Care of Faith-based Institutions

Current Membership

Name	Age	City/Town	Date of original appointment	Expiry date of present term
Rt Hon Sir Anand Satyanand GNZM QSO KStJ	 s 9(2)(a)	Wellington	1 February 2018	n/a

Brief Outline of the Functions and Responsibilities of the Organisation

The Royal Commission is directed to examine historical abuse of individuals in state care and in the care of faith-based institutions. It shall examine, identify, and report on the following matters:

- The nature and extent of the abuse that occurred in state care and in the care of faith-based institutions during the relevant period.
- The impact of the abuse on individuals and their families, whānau and communities.
- The factors which may have caused or contributed to the abuse of individuals in state care and in the care of faith based institutions during the relevant period, including any systemic factors identified.
- General findings on lessons learned from the past which have informed subsequent changes in practice, and any gaps or potential areas of focus.
- The current settings available to prevent and respond to abuse in state care and in the care of faith-based institutions including standards that assist in preventing and responding to abuse.
- The redress processes for individuals who claim, or have claimed, abuse while in state care and in the care of faith-based institutions, including improvements to the redress processes that can be considered.

Date: 9/10/11

Curriculum Vitae Summaries

Sandra Alofivae

Candidate CV Form

Name	Ali'imuamua Sandra ALOFIVAE, MNZM
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The Position

Organisation	Royal Commission into Historical Abuse in State Care and in the Care of Faith-based Institutions
Position (chair/member etc.)	Member
Term	n/a
Payment (per day and/or per year)	\$1350 per day

How the Candidate Meets the Needs of the Position

Skills and attributes the candidate will bring to the position (e.g. business skills, community involvement, cultural awareness, regional perspective – as relevant to the needs of the position)	<ul style="list-style-type: none">Ability to support and contribute to complex, system-level reviews drawing on a wide range of perspectives;knowledge of, or experience in, examining systems or processes affecting individuals;knowledge of the machinery of government and government processes;knowledge of legal systems and practices or other subject specific expertise (e.g. specific understanding of child protection and youth justice, health, psychiatric and disability services, human rights in detention/care settings);experience of working within Māori kawa and tikanga throughout te ao Māori; andexperience working in the public eye, independently and impartially without being unduly influenced.
Possible conflicts of interest	Perceived: Has been a lawyer since December 1989. Has acted for a number of parties in the Family, Youth and District Courts. Over the last 15 years or so, has specialised in representing children and young people in the Family and Youth Courts. Is familiar with the state system of care. Many of her cases have involved some form of abuse.
Proposals for conflict management (if applicable)	In the event that some of the abuse victims/survivors are previous clients, the process set out in OAG Part 4, 2016 guidelines will be followed, ie: recognise; disclose and manage according to the options provided in the guidelines with the approval of the Royal Commissioner and Panel Members.

The Candidate

Name	Ali'imuamua Sandra ALOFIVAE, MNZM
Address	Auckland
Citizenship (if not New Zealand)	
Age	s 9(2)(a)
Current or most recent Employment (specify position and employer, include years)	Barrister, KAM Legal Chambers, Onehunga (2005-present)
Government board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • Independent Chair, South Auckland Social Wellbeing Board (2016-present) • Board Director, Housing NZ Corporation Ltd (2015-18) • Ministerial Appointee, Counties Manukau District Health Board (2010-16) • Independent Director, Pasifika Futures Ltd (Pacific Whanau Ora Commissioning Agency) (2014-16) • Chair, Community Response Model South Auckland (2013-15) • Member, Community Response Model South Auckland (2010-13) • Inaugural Part-time Families Commissioner, Families Commission (now Superu) (2004-10)
Private and/or voluntary sector board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • Deputy Chair, Fonua Ola Trust (Pacific Social Service provider) (2012-present) • Chair, Affirming Works Ltd (Pacific Social Enterprise) (2017-present) • Member, Auckland Social Policy Forum (2010-14) • Board Member, Taus'aafia Trust (2010-14) • Board Member, Otahuhu College Trust Board (1998-2001)
Qualifications and experience (include significant work history and community involvement)	<ul style="list-style-type: none"> • Law specialties include: child and family law, adoption law, youth justice, domestic violence and protection orders • Extensive experience as a Lawyer for the Child through the Ministry of Justice • Master of Business Administration, Massey University (2016) • Bachelor of Laws, University of Auckland (1989) • Member, New Zealand Order of Merit for Services to Pacific Communities and Youth (June 2016)

Date: 14/08/2018

Candidate CV Form

Name	Dr Andrew ERUETI
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The Position

Organisation	Royal Commission into Historical Abuse in State Care and in the Care of Faith-based Institutions
Position (chair/member etc.)	Member
Term	n/a
Payment (per day and/or per year)	\$1350 per day

How the Candidate Meets the Needs of the Position

Skills and attributes the candidate will bring to the position (e.g. business skills, community involvement, cultural awareness, regional perspective – as relevant to the needs of the position)	<ul style="list-style-type: none"> • Ability to support and contribute to complex, system-level reviews drawing on a wide range of perspectives; • knowledge of, or experience in, examining systems or processes affecting individuals; • knowledge of the machinery of government and government processes; • knowledge of legal systems and practices or other subject specific expertise (e.g. specific understanding of child protection and youth justice, health, psychiatric and disability services, human rights in detention/care settings); • experience of working within Māori kawa and tikanga throughout te ao Māori; and • experience working in the public eye, independently and impartially without being unduly influenced.
Possible conflicts of interest	<ul style="list-style-type: none"> • In his academic role, provided advice to legal counsel in their application to the Waitangi Tribunal for an urgent hearing on the request for government to establish an independent inquiry into the treatment of Māori children in state care. • Worked with Sonja Cooper, Rosslyn Noonan and Dr Elizabeth Stanley in the call for an independent inquiry. After the Royal Commission was established on 1 February 2018, produced several reports and co-hosted a hui on 14-15 February 2018 that evaluated the Royal Commission's draft Terms of Reference. • Author of a forthcoming academic publication on the Royal Commission directed at: 1) describing the factors that led to large numbers of Maori children being taken into state care in the post-war years; and 2) the steps that led to an independent inquiry, including the lobby efforts of survivors and the role of the Treaty in this. The article is largely descriptive and not a critique of the Royal Commission or the steps leading to its establishment.

Proposals for conflict management	Will not be undertaking any work of a similar nature while serving as a member of the Royal Commission.
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The Candidate

Name	Dr Andrew ERUETI
Address	Auckland
Citizenship (if not New Zealand)	
Age	s 9(2)(a)
Current or most recent Employment (specify position and employer, include years)	Senior Lecturer, Faculty of Law, University of Auckland (2015-present)
Government board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • Advisor to Te Puni Kōkiri on proposed reforms to Te Ture Whenua Māori Act 1993 • Advisor to New Zealand Foreshore and Seabed Act Review Panel (2009) • Member, Reference Group to recommend changes to Hazardous Substances and Noxious Organisms Act to better reflect the Treaty of Waitangi, Ministry for the Environment (2003) • Member, Reference Group consulting on location of Wellington Hospital, Ministry of Health, (2004)
Private and/or voluntary sector board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • Member, International Law Association Expert Panel on Indigenous Peoples' Rights (2015-present) • Member, Advisory Board of the Centre for Indigenous Rights in New Zealand (2017-present) • Member, Advisory Board of the Centre for Human Rights in New Zealand (2017-present) • Advisory Board of the Equal Justice Project, University of Auckland (2016-present) • Advisory Board of the New Zealand Centre for Environmental Law (2015-present)
Qualifications and experience (include significant work history and community involvement)	<ul style="list-style-type: none"> • Expert Advisor on Indigenous Rights, Amnesty International – International Secretariat, United Kingdom and Switzerland (2009-13) • Doctor of Philosophy, University of Toronto (2016) • Master of Laws, Victoria University of Wellington (1994) • Bachelor of Laws, University of Canterbury (1993)

Date: 15/08/2018

Candidate CV Form

Name	Paul GIBSON
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The Position

Organisation	Royal Commission into Historical Abuse in State Care and in the Care of Faith-based Institutions
Position (chair/member etc.)	Member
Term	n/a
Payment (per day and/or per year)	\$1350

How the Candidate Meets the Needs of the Position

Skills and attributes the candidate will bring to the position (e.g. business skills, community involvement, cultural awareness, regional perspective – as relevant to the needs of the position)	<ul style="list-style-type: none"> • Ability to support and contribute to complex, system-level reviews drawing on a wide range of perspectives; • knowledge of, or experience in, examining systems or processes affecting individuals; • knowledge of the machinery of government and government processes; • knowledge of legal systems and practices or other subject specific expertise (e.g. specific understanding of child protection and youth justice, health, psychiatric and disability services, human rights in detention/care settings); • experience of working within Māori kawa and tikanga throughout te ao Māori; and • experience working in the public eye, independently and impartially without being unduly influenced.
Possible conflicts of interest	<ul style="list-style-type: none"> • Has been an active member of the disability community, including holding roles with Disabled Persons Assembly, CCS Disability Action and IHC. The candidate has met with many survivors, some of whom he has ongoing friendships with. • As Disability Rights Commissioner at the Human Rights Commission, led the work program on disability related historic abuse from 2011-2017, and all historic abuse from 2013-2017. This included ensuring a disabled survivor focus and advocating for survivors and survivor groups. • Asked survivor Robert Martin to stand for UN Committee on the Rights of Persons with Disabilities, and supported the successful campaign. • Met with international disability abuse experts and attended a seminar in Australia on disability abuse and justice, including meeting with panel member of Australian Royal Commission on responses to sexual abuse. • Researched options including government inquiry, or HRC inquiry, and what option would be fit for purpose and meet

	<p>needs of survivors.</p> <ul style="list-style-type: none"> • Has given approximately 30 speeches, conference presentations included reference to historic abuse and approximately 20 media releases and interviews on historic abuse. • In 2016, following release of government response to final CLAS report, launched "E kore Ano, Never Again" and called for Historic State abuse inquiry. • Has advocated for an apology, hosted meetings of survivors and supported them in preparation for speaking outside parliament, led a rally outside parliament calling for an inquiry and commissioned a further research project on institutional abuse of disabled people. • Since leaving the role of Disability Rights Commissioner, the candidate attended a forum discussing and feeding into draft Terms of Reference (TOR), gave a written submission into TOR, met with RC Chair to give input into TOR and guidance on including disabled people in TOR drafting discussions and ensuring the RC would be disabled survivor friendly. • Was an employee and a contractor for Capital Coast District Health Board, but not at a time when Porirua psychiatric Hospital was open. • Was a Labour Party list candidate in 2002.
Proposals for conflict management (if applicable)	n/a

The Candidate

Name	Paul GIBSON	
Address	Wellington	
Citizenship (if not New Zealand)		
Age		s 9(2)(a)
Current or most recent Employment (specify position and employer, include years)	<ul style="list-style-type: none"> • Independent Disability Contractor (2017-present) • Disability Rights Commissioner, Human Rights Commission (2011-17) 	
Government board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • Member with expertise in mental health and disability, Optional Protocol to the Convention Against Torture, Cruel, Inhuman, and Degrading Treatment or Punishment Independent Monitoring Mechanism (Including Review of Seclusion and Restraint in New Zealand (2012-17)) • Sole Reviewer, Capital and Coast DHB review of learning needs (2017-18) • Chair, Global Alliance of National Human Rights Institutions Disability Caucus (2014-16) • Lead, Human Rights Commission Inquiry into New Zealand Sign Language (2012-13) • Ministerial appointed member, Ministerial Review of Special Education (2009-10) • Member, CCS Service Mortality Review on death of client (2006-07) • Member, NZ Disability Strategy Reference Group (2000-01) 	
Private and/or voluntary sector board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • National Committee Member, Association on Non-Government Organisations Aotearoa (2005-09) • National President, Disabled Persons Assembly (1997-2001) • Councillor, Victoria University of Wellington Council (1994-95) • President, Victoria University of Wellington Students' Association (1994-95) 	
Qualifications and experience (include significant work history and community involvement)	<ul style="list-style-type: none"> • Involved in leading the Human Rights Commission's E Kore Ano: Never Again campaign, which called for an Inquiry into Historic Abuse in State Care • Master of Public Policy, Victoria University of Wellington (2006) • Bachelor of Science, Victoria University of Wellington (1997) 	

Date: 15/08/2018

Candidate CV Form

Name	Judge Coral SHAW
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The Position

Organisation	Royal Commission into Historical Abuse in State Care and in the Care of Faith-based Institutions
Position (chair/member etc.)	Member
Term	n/a
Payment (per day and/or per year)	\$1350 per day

How the Candidate Meets the Needs of the Position

Skills and attributes the candidate will bring to the position (e.g. business skills, community involvement, cultural awareness, regional perspective – as relevant to the needs of the position)	<ul style="list-style-type: none">Ability to support and contribute to complex, system-level reviews drawing on a wide range of perspectives;knowledge of, or experience in, examining systems or processes affecting individuals;knowledge of the machinery of government and government processes;knowledge of legal systems and practices or other subject specific expertise (e.g. specific understanding of child protection and youth justice, health, psychiatric and disability services, human rights in detention/care settings);experience of working within Māori kawa and tikanga throughout te ao Māori; andexperience working in the public eye, independently and without being unduly influenced.
Possible conflicts of interest	nil disclosed
Proposals for conflict management (if applicable)	n/a

The Candidate

Name	Judge Coral SHAW	
Address		s 9(2)(a)
Citizenship (if not New Zealand)		
Age		s 9(2)(a)
Current or most recent Employment (specify position and employer, include years)	Independent Review of workplace policies, procedures and practices in Fire And Emergency New Zealand's workplace to address bullying and harassment (July 2018 ongoing)	
Government board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • Conduct of Ministerial Review into sexual harassment and organisational culture at Human Rights Commission (Minister of Justice) concluded May 2018 • Legal advisor and peer reviewer to Crown Law on the remediation of unlawful actions under the Holidays Act (2017) • Consultant to FENZ on Dispute Resolution and Community Resilience (2016-2017) • Independent legal advisor to Parliamentary Select Committee on Domestic Violence Protection of Victims Bill (2016-2017) • Independent Chair, Pumicelands Rural Fire Authority (2015-2017) 	
Private and/or voluntary sector board appointments held (current and previous, include years)	<ul style="list-style-type: none"> • Independent Investigation for Whakatane District Council (2017) • Electoral review officer for Maori Settlement Trusts (appointed by NZLS, 2017 and 2018) • Member of Code of Conduct Review Independent Panel, Auckland City Council (2009-) 	
Qualifications and experience (include significant work history and community involvement)	<ul style="list-style-type: none"> • Te Reo Māori (1994-99) • Bachelor of Laws University of Auckland (1981) • Diploma of Teaching, Christchurch Teachers' College (1969) • Bachelor of Arts, University of Canterbury New Zealand (1968) • Judge, United Nations Dispute Tribunal: Geneva, New York and Nairobi (Appointed by General Assembly of UN, 2009-16) • Judge, Employment Court, Wellington (1999-2009) • Judge, District Court, Waitakere (1992-99) • WAVES Domestic Violence Trust, West Auckland (1993-99) • Co-founder, Te Whanau Awhina, marae based restorative justice (1993) • Hoani Waititi Marae Trust, West Auckland Trustee (2009-14) • Mahi Tahi Akoranga Trust (Maori Tikanga Prisoner rehabilitation provider) Trustee (2012 –18) • Freeman Court Trust, Te Awamutu, Trustee (2012-14) • Citizens Advice Bureau, Te Awamutu, Volunteer (2012-18) • Maungatautari Ecological Island Trust, Trustee (2016-17) • Pilon Litigation Skills programmes for Pasifika Lawyers (Crown Law/NZ Aid), Volunteer Faculty member (2001-18) 	

Date: 5/10/2018

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