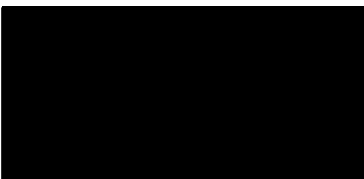


4 August 2020



Dear 

Re: OIA request – COVID-19 border control effect on clinical workforce

Thank you for your Official Information Act request received 08 July 2020 seeking information about the effect COVID-19 has had on Waitematā District Health Board's (DHB) clinical workforce.

Before responding to your specific questions, it may be useful to provide some context about our services.

Waitematā DHB serves a population of more than 630,000 across the North Shore, Waitakere and Rodney areas, the largest and one of the most rapidly growing DHBs in the country. We are the largest employer in the district, employing around 8,500 people across more than 80 locations.

In addition to providing services to our own population, we are also the metropolitan Auckland provider of forensic psychiatry, child disability services, child community dental services and community alcohol and drug services.

You requested the following information:

1. What percentage of your usual clinical workforce is overseas-trained?

At present, 34.3% of our clinical workforce is overseas-trained. Not all of our clinical workforce require qualifications, so the percentage is based on those professions that require tertiary and/or profession-based certification. Professions that do not require a qualification include health care/therapy assistants. However, we support continuing NZQA education.

2. If possible, please provide percentages of overseas-trained staffers in each of these categories: doctors, nurses, midwives, and allied health, science and technical professionals

The following professions are identified as being trained overseas:

| Profession | Overseas staff |
|---|----------------|
| Senior Medical Staff | 45.9% |
| Resident (Junior) Medical Staff | 26.2% |
| Nurses | 37.4% |
| Midwives | 15.1 |
| Allied Health, Scientific and Technical Professions | 24% |

3. What impact do you expect border restrictions to have on the DHB workforce over the next year?

Waitematā DHB is an accredited employer with NZ Immigration and we are still able to recruit staff from overseas if they meet the skills shortage or essential services exemption provisions. It is expected there will be less movement in and out of the DHB and more local talent applying for roles.

4. Are there specialities likely to be under pressure as a result of border restrictions? For example, because there is a small workforce in New Zealand or because of overseas training needs. If so, which specialties and why?

There are no specific specialities under pressure as a result of the border restrictions.

5. Is your DHB currently recruiting for any clinical positions which you cannot fill with New Zealand applicants?

While we have no specific roles we are recruiting for from overseas, we will continue to fill a proportion of our current vacancies from overseas candidates, as we have done for a number of years.

6. If so, how many, and what is/are the positions?

Given our size and the specialised nature of some of our clinical roles, the DHB will continue recruitment efforts locally and overseas. There are no specific roles currently vacant that need to be filled by overseas applicants.

7. Have you had any overseas-trained and recruited clinicians cut contracts short and return home because of COVID?

No, we have not had any contracts cut short because of COVID-19.

8. If so, how many, and in what category (doctor, nurse...)?

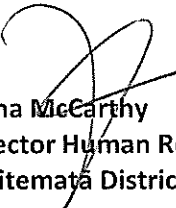
Please see response to Question 7.

I trust that this information is helpful.

Waitematā DHB supports the open disclosure of information to assist community understanding of how we are delivering publicly funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider your views.

Yours sincerely


Fiona McCarthy
Director Human Resources
Waitematā District Health Board