



30 November 2018



Dear

RE: Official Information Act request - recruitment costs

Thank you for your Official Information Act request of 12 November 2018 seeking data from Waitemata District Health Board (DHB) on recruitment costs.

This request was originally submitted to the Ministry of Health on 5 November and was subsequently transferred to Waitemata DHB on 12 November.

For your information, Waitemata DHB provides care to the largest DHB population in New Zealand, currently standing at more than 630,000 people. In addition to providing care to our own resident population, we are also the Northern Region provider of forensic mental healthcare and child disability services. Further, Waitemata DHB is the Metro Auckland provider of community alcohol and drug services and child and adolescent dental services.

We have a workforce of around 9,000 staff spread across more than 80 sites. Please bear in mind the scale of our population, the size of our workforce and the scope of the services provided by our DHB if comparing data provided by other district health boards.

- 1. I would like to get a list of the amount of money each of the country's DHBs have spent on recruiting staff in 2018 and how much has been spent in previous years as far back as you can collect.***

Please see the table below for details of the recruitment spend for Waitemata DHB by calendar year from 2010 to 2018.

Year	Total Recruitment Spend
2018 (to date)	\$836,649
2017	\$780,471
2016	\$791,227
2015	\$739,821
2014	\$696,551
2013	\$779,215
2012	\$775,594
2011	\$896,628
2010	\$768,739

This spending is the cost of advertising roles to attract candidates of a high calibre. It does not include the salary costs of our small in-house recruitment team.

- 2. As well as dividing the recruiting spend into each DHB, could you please divide the spend into broad occupations within DHBs - so nurses, surgeons, physicians, administration, management/executive etc.***

The DHB does not hold records that identify recruitment spend by occupational categories.

- 3. Also, it would be appreciated if you could also provide the total salary spend for each of those occupation categories. So 'this much spent on recruiting surgeons for this DHB in 2018 - and we paid them in total salaries this much'."***

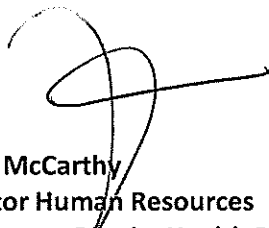
Please refer to appendix 1 for a breakdown in salary costs across the occupation categories.

Waitemata DHB, like other agencies across the state sector, supports the open disclosure of information to assist the public's 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 feel that there are good reasons why your response should not be made publicly available, we will be happy to consider them.

Yours sincerely



Fiona McCarthy
Director Human Resources
Waitemata District Health Board

Appendix 1: total salary spend for occupation categories

	2010	2011	2012	2013	2014	2015	2016	2017	2018
MEDICAL PERSONNEL (870FTE)	73,126,187	79,711,809	86,737,292	101,895,691	98,735,896	112,529,520	120,360,240	127,602,070	126,477,671
NURSING PERSONNEL (2709 FTE)	123,231,378	127,915,535	135,975,402	141,620,843	150,453,096	154,675,358	165,964,925	171,891,640	174,189,012
ALLIED HEALTH PERSONNEL (1518 FTE)	76,638,903	77,902,024	85,477,580	87,853,089	91,367,648	93,173,338	97,018,380	100,032,190	98,578,392
SUPPORT PERSONNEL (319 FTE)	4,851,477	7,239,547	7,820,082	10,014,570	10,656,155	11,460,854	12,522,111	12,610,352	13,003,745
MGT/ADMIN PERSONNEL (919 FTE)	50,109,381	51,403,896	50,872,052	51,173,901	54,753,508	59,222,349	63,437,965	68,492,828	68,492,195
Grand Total	327,957,326	344,172,811	366,882,409	392,558,093	405,966,303	431,061,419	459,303,621	480,629,079	480,741,015