



31 August 2020

Dear [REDACTED]

Re: OIA request – Ethnicity and earnings data

Thank you for your Official Information Act request received 24 July 2020 seeking information from Waitematā District Health Board (DHB) about current ethnicity and earnings of employees.

You originally submitted a request to us on 23 June, 2020. We provided a response on 21 July. You then requested the following further detail:

Please advise the following the current ethnicity information for the DHB. Please provide the same information as at 31 March 2017 or a date as close as possible to three years ago. I request a breakdown by male/female and Maori/total employees for the following:

- 1. Total number of employees within your organisation**
 - 1a. Total number of employees within your organisation earning more than \$180,000 pa**
 - 1b. Total number of employees within your organisation earning less than \$50,000 pa**

On 14 August we notified you of the need to extend the timeframe on responding to your request to 2 September. This was due to the pressures of COVID-19 planning on the staff involved in preparing this response.

In response to your request, we are able to provide the following information:

For the purposes of providing correct earnings data, the figures below include employees employed for a full 12 months to 31 March of that year.

	Total Māori Male		Māori Female		Total Employees Male		Total Employees Female		TOTAL All employed 12 months	
	2017	2020	2017	2020	2017	2020	2017	2020	2017	2020
1.Total employees	129	154	413	460	1,793	2,038	5,948	6,474	7,741	8,512
1a. Total employees earning >\$180,000 p.a	11	12	4	10	319	371	182	227	501	598

1b. Total employees earning <\$50,000 p.a	22	18	106	69	335	186	1,225	579	1,560	765
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2. Total number of full-time employees within your organisation

	Total Māori Male		Māori Female		Total Employees Male		Total Employees Female		TOTAL All employed 12 mths	
	2017	2020	2017	2020	2017	2020	2017	2020	2017	2020
Total full-time employees ¹	99	116	214	223	1,259	1,383	2,761	2,872	4,020	4,255

¹Full-time equivalent position of 1.0 or greater.

3. Ethnicity and gender of the People & Capability leader

The People and Capability leader's ethnicity is European and gender is female.

4. Could you please explain why providing the gender or ethnicity of the Recruitment leader would lead to a privacy breach?

The Recruitment leader's ethnicity is European and gender is female.

5. Ethnicity of Recruitment/ HR employees

	Total Māori Male		Māori Female		Total Employees Male		Total Employees Female		TOTAL All employed 12 mths	
	2017	2020	2017	2020	2017	2020	2017	2020	2017	2020
Recruitment /HR employees	0	0	[s.9(2)(a)] ²	[s.9(2)(a)] ²	4	3	8	12	12	15

²This information is withheld under section 9(2)(a) of the Official Information Act 1982 on the basis that withholding it is necessary to protect the privacy of the employees.

6. Ethnicity and gender of Board Members

Ethnicity and gender of Board Members ³	Total Māori Male	Māori Female	Total Male	Total Female	TOTAL
		0	1	4	4

³ Two current vacancies to be appointed by the Minister of Health, of which at least one will be New Zealand Māori. A female Māori board member recently resigned in order to stand at the upcoming general election.

7. Ethnicity of mental health employees

Figures as at 31 March	Total Māori Male		Māori Female		Total Employees Male		Total Employees Female		TOTAL All employed 12 mths	
	2017	2020	2017	2020	2017	2020	2017	2020	2017	2020
Mental Health employees	65	64	93	98	451	487	777	837	1228	1324

8. Ethnicity of nursing employees

	Total Māori Male		Māori Female		Total Employees Male		Total Employees Female		TOTAL All employed 12 mths	
	2017	2020	2017	2020	2017	2020	2017	2020	2017	2020
Nursing employees	38	40	154	171	496	578	2587	2758	3083	3336

We have withheld some information under section 9(2)(a) of the Official Information Act. You have the right to seek an investigation and review by the Ombudsman of the decisions taken in providing this response. Information about how to seek a review is available at www.ombudsman.parliament.nz

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