



14 November 2019



Dear 

Re: Official Information Act request – Staff turnover

Thank you for your Official Information Act request of 24 October 2019 seeking details from Waitemata District Health Board (DHB) in relation to staff turnover for 2018 and 2019.

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 7,500 (FTE) staff spread across more than 80 sites. Turnover of staff is a normal part of business and reflective of the current economic environment and mobility of specific professions. Waitemata DHB maintains a turnover of approximately 11%, which is a similar to what we expect to see from a large organisation in a time of low unemployment.

Our responses to your questions are provided below.

1. For 2018 and 2019, what is staff turnover for the DHB?

Please note that casual and fixed term staff including rotational medical staff are excluded in the following response:

Year ended	Staff turnover
November 2018	11.7%
November 2019	11.8%

2. How many people were employed at the DHB at the end of each month of the year?

Month	2018	2019
January	7809	8062
February	7885	8182
March	7847	8189
April	7865	8235
May	7852	8255
June	7830	8275
July	7850	8292
August	7891	8341
September	7927	8396
October	7975	8390
November	8046	
December	8036	

3. How many people left the DHB each month?

Month	2018	2019
January	129	116
February	99	121
March	170	141
April	121	116
May	126	150
June	244	175
July	104	107
August	120	118
September	114	128
October	81	97
November	148	
December	227	

4. How many people moved to a different role within the DHB each month?

The figures given below are the number of staff who ceased one role in the DHB to move to a different role. Moving roles normally occur as follows:

- Qualificaton progression (e.g., medical imaging technologist to sonographer or health care assistant to registered nurse) or
- Promotion or responsibility progression (nurse to senior nurse or manager) or
- Complete role changes particularly prevalent between orderly to cleaner or health care assistant to administration.

Please note that casual and fixed term staff including rotational medical staff are excluded in the following response:

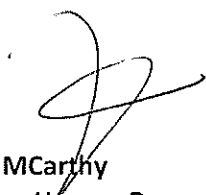
Month	2018	2019
January	6	6
February	5	9
March	9	11
April	15	12
May	28	9
June	7	12
July	8	11
August	15	14
September	13	7
October	17	15
November	23	
December	12	

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