

22 August 2022



Tēnā koe [redacted]

**Your Official Information Act request, reference: HN22359 - Individual employment agreements and parental leave**

Thank you for your Official Information Act request received 26 July seeking information from Te Whatu Ora - Health New Zealand Waitemātā about individual employment agreements (IEAs) and parental leave.

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

Waitemātā is the largest and one of the most rapidly growing health districts in the country, serving a population of around 650,000 across the North Shore, Waitakere and Rodney areas. We are the largest employer in the district, employing approximately 8,900 people across more than 80 locations.

In addition to providing care to our own resident population, we are the Northern Region provider of forensic mental health services and child rehabilitation services, plus the metro Auckland provider of child community dental services and community alcohol and drug services.

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

**1. *What percentage of DHB staff (currently on payroll) work under an individual employment agreement?***

Please note that we employ staff on two different types of individual employment contracts:

- **Staff with an individual agreement based on a collective agreement (also called a derived IEA)** – these individual agreements are derived from agreements negotiated with the relevant union and which cover a specified workforce. A staff member on this agreement will be part of the workforce covered by the negotiated collective agreement but is not a member of the union.
- **Individual employment contract (IEA)** – these individual agreements are offered to staff whose roles are not within the coverage of an existing collective agreement.

As at 30 June 2022, 286 staff or approximately 3.1% work under a derived IEA and 545 or approximately 5.8% work under an IEA.

2. *Have any staff on an IEA contract (current or previous) received 14 weeks of parental leave top-up payments in-line with the various collective agreements? Example: Nursing collective has a provision of full pay for 14 weeks (clause 16.15), PSA Allied collective (clause 10.15) and the expired PSA clerical collective (Clause 21.14).*

For this question we have provided parental leave data from December 2009 to December 2021.

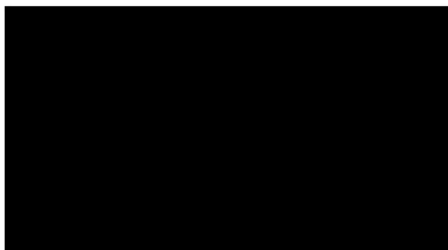
A total of 163 staff who work under an IEA applied for and received 14 weeks of parental leave top-up payments, split as 69 who work under a derived IEA and 94 who work under an IEA.

I trust that this information is helpful.

Waitematā 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.

Nāku iti noa, nā



Director, People and Culture  
Te Whatu Ora - Health New Zealand Waitematā