



16 July 2020

[REDACTED]

Dear [REDACTED]

Re: OIA request – Ethnicity and earnings data

Thank you for your Official Information Act request received 23 June 2020 seeking information from Waitematā District Health Board (DHB) about the current ethnicity and earnings of employees.

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 our workforce 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.

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

Please advise the following of the current ethnicity information for the DHB. Please also provide the same information as at 31 March 2017, or a date as close as possible to three years ago.

1. Total number of employees within your organisation

The number of employees by headcount:

Waitematā DHB staff	Total
March 2017	7,741
March 2020	8,512

1a. Total number of employees within your organisation earning more than \$180,000.00 per annum (p.a.)

1b. Total number of employees within your organisation earning less than \$50,000.00 p.a.

Overall employee growth rose over the three-year period, affecting the number of people reported in each earnings category.

For employees earning <\$50,000, there have been almost universal increases over the past three years, largely as a result of Multi-Employer Collective Agreement (MECA) bargaining.

Together with employee growth, increases in employees earning >\$180,000 are also largely due to MECA bargaining increases.

Employee earnings	2017	2020
> \$180 p.a.	501	598
< \$50 p.a.	1,560	765

2. Total number of full-time employees within your organisation

The number of full-time employees by headcount:

Waitematā DHB staff	Full-time employees
March 2017	4,020
March 2020	4,255

3. Ethnicity of People & Capability Leader

The ethnicity of our People & Capability Leader is European.

4. Ethnicity of Recruitment Leader

This information is withheld under section 9(2)(a) of the Official Information Act 1982 on the basis that withholding the information is necessary to protect the privacy of the employee who has declined permission to provide this data.

5. Ethnicity of recruitment/Human Resource (HR) employees

Amalgamated ethnicities not associated with Asian, European, Māori, Middle Eastern/Latin American/African (MELAA) or Pacific are in the group 'Other'. Where the answer is five or less, the data is expressed in bands of five in order that individual details are not identifiable.

Recruitment/ HR employees	Asian	European	Māori	MELAA	Pacific	Other
March 2017	7	74	11	0-5	0-5	0-5
March 2020	8	73	12	0-5	0-5	0-5

HR covers a wide range of roles beyond recruitment such as Occupational Safety and Health, Workforce Development, Organisational Development, Reporting, Research and Clinical Education and Training.

6. Ethnicity of board members

The Waitematā DHB currently has nine Board members and two current vacancies. Eight of the current members are European and one is New Zealand Māori. The Minister of Health will appoint members to fill the two vacancies, of which at least one will be New Zealand Māori.

7. Ethnicity of mental health employees

Mental Health	Asian	European	Māori	MELAA	Other	Pacific
March 2017	176	731	158	18	22	123
March 2020	269	706	162	30	7	150

8. Ethnicity of nursing employees

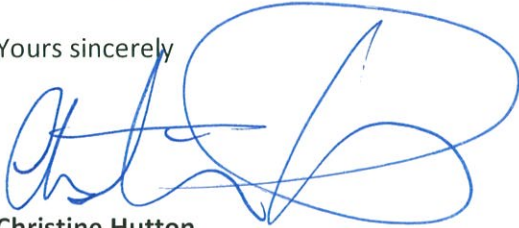
Nursing	Asian	European	Māori	MELAA	Other	Pacific
March 2017	1,051	1,612	192	42	34	152
March 2020	1,333	1,530	211	48	8	206

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

A handwritten signature in blue ink, appearing to read 'Christine Hutton', with a large, stylized flourish at the end.

Christine Hutton
Acting Director Human Resources
Waitematā District Health Board