



18 March 2021



Dear [REDACTED]

**Re: OIA request – Is Waitematā DHB a living wage employer?**

Thank you for your Official Information Act request received 19 February 2021 seeking information from Waitematā District Health Board (DHB) about the payment of a living wage to employees.

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

Waitematā is the largest and one of the most rapidly growing DHBs 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 around 8,500 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.

Our people are highly valued, with the DHB providing a workplace that supports health and safety, wellbeing, learning and recognition including the following:

- access to NZQA qualifications via Careerforce, universities and polytechnics
- pay linked to skills development and service experience
- values-based CEO recognition programmes
- recognition for long service
- access to business discounts
- a free employee assistance programme
- free on-site gyms and access to a gym manager
- access to free vaccinations
- access to leadership development
- in-house facilitation of the '5 ways of wellbeing'.

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

**1. Is your DHB currently a registered living wage employer?**

**a) If yes what factors influenced that decision?**

While there is currently not a requirement by Government for DHBs to be registered living wage employers, we are working with our union partners towards being a living wage employer, subject to an employee's placement on a collective agreement.

**2. Are your contractors/sub-contractors currently living wage employers?**

**a) Do you require them to be?**

Waitematā DHB contracts with several thousand contractors or sub-contractors, some of which may pay the living wage.

While we do not require our contractors or sub-contractors to pay the living wage, our contracts state that they must comply with current legislation by paying the minimum wage and any adjustments that are made to it from time-to-time.

**3. Does your DHB currently have plans to become a living wage employer?**

**a) If so can you describe how far you have progressed?**

**b) What do you see as the obstacles to becoming a living wage employer?**

The Waitematā DHB Board has endorsed movement to the Living Wage for all current staff through the implementation of local, regional and national collective agreements.

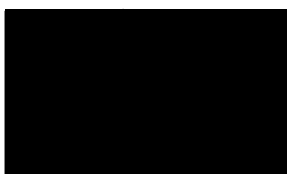
Endorsement by the Board to move to the living wage was made in the context of a new DHB equity framework and in response to state sector pay expectations.

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



**Director People and Culture  
Waitematā District Health Board**