

14 December 2020

Dear [REDACTED]

Re: OIA request – Remuneration and gender in health

Thank you for your Official Information Act request received 30 September 2020 seeking information from Waitematā District Health Board (DHB) relating to a number of questions on remuneration, gender and bullying, harassment and discrimination complaints.

On 7 October, we were notified by the DHBs' Technical Advisory Service (TAS) that you had provided the following clarification:

To clarify, I am seeking remuneration and the most-recent data, so financial year to 30 June 2020.

On 16 October, we notified you that we were extending the timeframe to provide the response to this request until 15 December 2020.

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 around 8,500 people 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.

Overall, the data we have provided below shows that there is a difference between average male and female remuneration across the areas outlined in the information provided. In most cases, average remuneration for men is slightly higher than for women. Factors affecting remuneration include tenure-based remuneration scales, (those who have been in their role longer will be higher on the pay scale) and specialisation, on-call hours and additional duties.

The data provided relates to financial remuneration data only and does not identify the specific factors that contribute to different remuneration levels between individuals.

Included in this OIA are:

Employees who were employed at the DHB on 1 July 2019 and have remained so continuously to 30 June 2020 in the defined role, with stable conditions of service.

Employees only employed for part of the year, or only in the defined role for part of the year, are excluded from the analysis.

Employees who have changed conditions of service during the year, for example moved their contracted hours from 0.8 FTE, (Full Time Equivalent) to 0.5 FTE are excluded from the analysis.

Casual employees and locums are excluded.

Employees with a period of leave without pay, sabbatical leave, or parental leave during the financial year are excluded.

Definition of FTE:

Senior Medical Officers (SMOs): Job-sized FTE capped at 1.0 FTE

Registered Medical Officers (RMOs) and Emergency Department (ED) Nurses: Contracted full-time equivalent (FTE) (Total Contracted Hours / 2086) - contracted FTE for RMOs is capped at 1.0

Definition of full-time and part-time (based on Statistics New Zealand definition):

Full-time employees are those with an FTE of 0.75 (30 hours) or more

Part-time employees are those with an FTE of less than 0.75 (less than 30 hours).

Definition of annual remuneration:

According to the DHB's Annual Report, gross earnings - all payments, including employer Kiwisaver and Super Contributions but excluding non-taxable reimbursing allowances.

Annual remuneration is for the defined role. Where an employee has a split role, for example 0.5 as Clinical Director and 0.5 as General Surgeon, only the remuneration for the defined role requested has been provided.

Definition of average annual remuneration:

Annual remuneration divided by the FTE.

Definitions of 'clinical heads of department', 'surgeons', 'RMOs', 'ED Nurses':

Clinical Heads of Department – SMOs also employed as heads of department.

Surgeons – anyone who holds a surgical vocational registration.

Resident Medical Officers – House Officers, Senior House Officers and Registrars (including Dental HO, SHO and Registrars) and Fellows paid under the NZRDA or SToNZ collective agreements.

ED nurses – nurses whose primary employment, for the entirety of the year ended 30 June 2020, was within an emergency department/acute care setting.

Privacy – where numbers of women or men in a category are five or less, the data has not been provided as it may lead to identification of the employee(s). The corresponding gender information in the category has also not been provided.

1. The following information on remuneration and gender is included in Appendix 1 as per your request, as follows:

- The average annual remuneration paid to the 20 highest-paid clinicians, broken down by gender (into number of men and women in this set of 20, and the average salary paid to each gender).
- The average annual remuneration paid to the clinical heads of department, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
- The average annual remuneration paid to full-time surgeons, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).

- The average annual remuneration paid to part-time surgeons, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
- The average annual remuneration paid to full-time Senior Medical Officers, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
- The average annual remuneration paid to full-time Resident Medical Officers, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
- The average annual remuneration paid to full-time ED nurses, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).

2. The following information is included in Appendix 2.

The number of sexual harassment, gender discrimination or bullying complaints each year for the last five years (Jan to Dec, including 2020 YTD), with a brief outline of each complaint and a breakdown by gender – please refer **Appendix 2**.

3. Any reports, documents, correspondence, legal advice or emails (both internal and external) regarding: gender pay gap, gender bias, and/or sexual harassment and gender discrimination between January 2015 to September 2020.

We do not routinely collate the information you are seeking and to do so would require the review of thousands of emails, correspondence and other documents and the audit of material held by our 8,500 staff. We are, therefore, refusing this aspect of your request under Section 18(f) of the Official Information Act 1982 on the grounds that substantial collation and research would be required to provide the requested information.

You are entitled to seek a review of our decision to refuse this part of your request by the Ombudsman under section 28(3) of the Official Information Act. Information about how to make a complaint is available at www.ombudsman.parliament.nz or Freephone 0800 802 602.

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

Appendix 1

Waitemata DHB remuneration data

20 Highest Paid Clinicians

	TOTAL	Male	Female
FTE	16.5	10.6	5.9
Annual Remuneration	\$ 9,393,189	\$ 5,906,226	\$ 3,486,963
Average annual Remuneration	\$ 569,492	\$ 559,469	\$ 587,313

Clinical Heads of Department

	TOTAL	Male	Female
FTE	19.1	13.2	5.8
Annual Remuneration	\$ 6,562,599	\$ 4,653,726	\$ 1,908,873
Average annual Remuneration	\$ 344,457	\$ 351,700	\$ 327,900

Full-time Surgeons

	TOTAL	Male	Female
FTE	**	30.1	**
Annual Remuneration	**	\$ 8,379,280	**
Average annual Remuneration	**	\$ 277,921	**

Part-time Surgeons

	TOTAL	Male	Female
FTE	**	**	**
Annual Remuneration	**	**	**
Average annual Remuneration	**	**	**

Full-time Senior Medical Officers

	TOTAL	Male	Female
FTE	314.7	205.8	108.9
Annual Remuneration	\$ 102,275,676	\$ 67,884,752	\$ 34,390,924
Average annual Remuneration	\$ 325,030	\$ 329,935	\$ 315,763

Full-time Resident Medical Officers

	TOTAL	Male	Female
FTE	58.7	31.7	27.0
Annual Remuneration	\$ 8,590,139	\$ 4,884,945	\$ 3,705,194
Average annual Remuneration	\$ 146,440	\$ 154,328	\$ 137,194

Full-time ED Nurses

	TOTAL	Male	Female
FTE	140.5	30.8	109.6
Annual Remuneration	\$ 13,801,743	\$ 3,140,674	\$ 10,661,069
Average annual Remuneration	\$ 98,265	\$ 101,904	\$ 97,242

** indicates less than five employees. We are refusing these details under section 9(2)(a) of the Official Information Act 1982 to protect the privacy of individuals.

Appendix 2

The number of sexual harassment, gender discrimination or bullying complaints at Waitematā DHB each year for the last five years (Jan to Dec, including 2020 YTD), with a brief outline of each complaint and a breakdown by gender:

While the rate of allegations of harassment, discrimination or bullying is extremely low given the size of our workforce, Waitematā DHB takes any such complaints seriously. The expectation is that all parties will treat the allegation sensitively and confidentially. We have robust policies and investigative processes in place which include a range of options and support resources.

The tables below provide details of individual complaints each year for the past five years:

2016		
	Brief outline of complaint	Gender of person complained about
1	Sexual harassment	Male
2	Bullying and harassment	Female
3	Inappropriate touching	Male
4	Bullying and harassment complaint against several staff	Females
5	Bullying	Female

2017		
	Brief outline of complaint	Gender of person complained about
1	Bullying - communication issues	Male
2	Harassment and inappropriate language/behaviour	Female
3	Intimidation between colleagues	Female
4	Discrimination	Female
5	Inappropriate behaviour and bullying	Female
6	Inappropriate behaviour and bullying	Female

2018		
	Brief outline of complaint	Gender of person complained about
1	Harassment by colleagues	Female
2	Sexual harassment	Male
3	Bullying, harassment and inappropriate behaviour	Female
4	Bullying and harassment	Female
5	Bullying between colleagues	Female

6	Bullying	Female
7	Harassment	Female
8	Harassment between colleagues	Female

2019		
	Brief outline of complaint	Gender of person complained about
1	Harassment and bullying by team leader	Male
2	Harassment, inappropriate interference during new employee training and unacceptable behaviour	Female
3	Bullying	Male
4	Harassment by fellow employee	Male
5	Bullying	Female
6	Harassment and use of language	Female
7	Bullying and harassment	Female
8	Bullying	Female
9	Bullying behaviour	Female
10	Bullying and harassment	Female

2020 year-to-date		
	Brief outline of complaint	Gender of person complained about
1	Bullying and harassment	Female
2	Harassment by colleague	Female
3	Bullying	Male and Female