

Human Resources : Recruitment
Proactive Release 08 February 2019



21 December 2018

██████████
Reporter - NZ Herald
2 Graham St,
Auckland, 1010

E-mail: ██████████

Dear ██████████

Official Information Act (1982) Request

I write in response to your Official Information Act request, received by us on 09 November 2018 following transfer to DHBs from the Ministry of Health, who advised they did not hold the information you requested. We contacted you on 13 November to seek clarification s to your request, and explain our current service model. You confirmed with us on 21 November that your key interest was total amounts spent by professional groups. At that point, we also directed you to our published 2017/18 Annual Report, which includes additional reporting metrics and details on initiatives related to our workforce.

We note that Counties Manukau Health provides health and community services to more than 545,000 people living in the Counties Manukau and Franklin districts, and also provides national, regional and supra-regional services for Burns, Spinal Cord Injury, as well as Plastic Surgery and specialist orthopaedic (Hands) services across Auckland. We currently employ in excess of 7,000 employees, working across seven sites and in the wider community.

We suggest caution in comparing data between DHBs, as information extracted may vary, and recruitment reflect the size and employee turnover of each DHB.

You requested the following information:

- **A list of the amount of money each DHB have spent on recruiting staff in 2018,**
Each CM health spends about \$800,000 on a recruitment team which includes personnel costs, advertng stationary, training, agency fees and technical licences. This team provides services for recruitment across all professional groups, and therefore the costs are consolidated.

Please note, there may be further spending and costs incurred at individual DHB service levels, including particularly effort for workforce promotion and events, scholarships and other indirect activity contributing to recruitment. There are also a number of regional and national recruitment programmes for key health services recruitment.

- **As well as spend per DHB, could you please divide the spend into broad occupations within DHBs**

At CM Health, each year the recruitment team budgets for spending on specific recruitment expenses and advertising costs. For the last three years, this has been on average \$120,000 for the Medical workforce, \$1,000 for Nursing and \$5,000 for the Allied Health workforce.

- **Also, it would be appreciated if you could also provide the total salary spend for each of those occupation categories.**

There is detail of the workforce profile, including numbers, and average salary in our annual report. This is publicly available on our website:

- <https://countiesmanukau.health.nz/assets/About-CMH/Reports-and-planning/Annual-reports-and-plans/2017-18-CM-Health-Annual-Report-Final-for-online-publication-December-2018.pdf>

I trust this information satisfactorily answers your query. If you are not satisfied with this response you are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act.

Please note that this response or an edited version of this may be published on the Counties Manukau DHB website.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'F. Apa', with a stylized flourish above the name.

Fepulea'i Margie Apa
Chief Executive