

Human Resources: Allied Health
Proactive release : 01 May 2019



23 April 2019



E-mail: [Redacted]

Dear [Redacted]

Official Information Act (1982) Request

I write in response to your Official Information Act request, dated 26 March 2019. You requested the following information:

- **In total, how many DHB employees have been progressed under the Career and Salary Progression (CASP) Framework of the successive Allied, Public Health & Technical Multi Employer Collective Agreements between the Public Service Association and District Health Boards, since CASP was first introduced?**

Due to incomplete records, the Counties Manukau District Health Board (CMDHB) is not able to provide the full information you have requested, as we currently do not have a central repository system that specifically identifies the information requested. Based on available Human Resources data (employee payroll records) from 01 December 2008, we can provide a partial response.

From the available data, for Allied Health employees who have been on a Step (i.e. Step 7 or above) of the PSA Allied, Public Health and Technical MECA, and had salary changes that CASP may apply to there were:

- Total Employees = **321**
- Total Changes = **552** (as some employees have progressed multiple times during the period of their employment).
- We believe that the majority of these salary changes have been due to CASP.

In using our payroll records, we note this response has some limitations. We note the following caveats to the information provided below in response to your request:

- The CASP is a voluntary process for eligible allied health employees on non-automatic pay-scales. Within the PSA Allied Health MECA, the CASP only applies to a subset of the total Allied Health professions employed by the DHB, and at a level of seniority (pay) within some professions.

- While the payroll record system holds information on employee salary changes; the entry of a reason for the salary change has no standard descriptor (reason) coding. It is therefore difficult to establish the exact reasons for each salary change.
- These figures represent employees on a pay-step (i.e. Step 7 or above), which mean they may have been achieved that pay-step through the CASP process. However, this information may also include employees who may have been appointed directly to a Step 7 or higher on the scale, rather than via a progression, or received a salary change for other reasons (e.g., due to a secondment).
- To accurately determine the reasons for an employee salary change, would need a review of each personnel record.

Providing a greater level of detail in response could only be ascertained through individual review of the more than 300 personnel records, which would take significant resource and time to formulate, and require a DHB employee to be diverted from other operational work to complete this exercise. We believe that this would necessitate significant collation and research to provide information pertaining to individual employment agreements, and that the public interest is met in knowing that DHB employees have the opportunity to, and are achieving salary and professional development progression using the PSA Allied Health MECA CASP arrangements.

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,



Fepulea'i Margie Apa
Chief Executive