

23 December 2019

9(2)(a)

Dear 9(2)(a)

**Official Information Act (1982) Request**

I write in response to your Official Information Act request, received on 02 December 2019. You requested the following information:

**In relation to the Medical Laboratory Workers (MLW) strike that has taken place on 14 - 15 November 2019:**

1. Any remuneration, including but not limited to incentives, of Laboratory Workers, and any other employee for work carried out as a result of the strike actions, and any additional remuneration to process samples received during the strike action but not processed until after the strike period.
2. Any ancillary costs incurred by the DHB as a result of the strike action including, but not limited to, meals provided, business-related travel and accommodation and/or alternative days off.
3. Any costs incurred:
  - i. For transportation of samples to other sites for testing,
  - ii. Additional storage requirements, including costs related to hire or purchase of refrigerators.
  - iii. By loss of samples unable to be processed.
4. Further to item (1) above, detail of all costs associated with and time spent by any other staff such as administrators, payroll staff and managers undertaking tasks resulting from the strike action including, but not limited to, rescheduling of patients, contingency planning, calculating pay alterations as a result of strike action, drafting communication with the public and other staff regarding the strike.

Responses for Counties Manukau Health are below:

- 1. Any remuneration, including but not limited to incentives, of Laboratory Workers, and any other employee for work carried out as a result of the strike actions, and any additional remuneration to process samples received during the strike action but not processed until after the strike period.**

No additional remuneration or incentives were paid to any employees for work carried out as a result of the strike. CM Health Laboratory employees who are not union members or are members of the PSA union, worked as usual during the strike period.

No additional remuneration was paid to process samples received during the strike period and processed after the strike period.

- 2. Any ancillary costs incurred by the DHB as a result of the strike action including, but not limited to, meals provided, business-related travel and accommodation and/or alternative days off.**

There were no ancillary costs incurred by Counties Manukau DHB as a result of the strike action.

- 3. Any costs incurred:**

- **For transportation of samples to other sites for testing,**
- **additional storage requirements, including costs related to hire or purchase of refrigerators.**
- **By loss of samples unable to be processed.**

No costs were incurred for any of the above scenarios.

- 4. Further to item (1) above, detail of all costs associated with and time spent by any other staff such as administrators, payroll staff and managers undertaking tasks resulting from the strike action including, but not limited to, rescheduling of patients, contingency planning, calculating pay alterations as a result of strike action, drafting communication with the public and other staff regarding the strike.**

We do not have a means to accurately distinguish the costs and specific time involved in work related to responding to any industrial action by any CM Health staff, and therefore do not hold information on this detail.

Addressing contingency planning and responding appropriately, including these specific tasks listed, forms a part of many roles across our organisation. These employees will manage this work within their available capacity, and the impact is on the 'opportunity costs' involved in other work that cannot be done at the same time.

- 5. The loss of revenue from rescheduling of surgeries and clinics, during the period of the strike.**

There was no rescheduling of surgeries, clinics or any other clinical services during the period of the Medical Laboratory strike; and therefore, no loss of revenue for CM Health.

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 Officer  
**Counties Manukau Health**