

15th September 2020

E-mail: [REDACTED]

Dear [REDACTED]

Official Information Act (1982) Request for – CM Health Employees, ethnicity, earnings and gender.

I write in response to your Official Information Act request, dated **23 June 2020** and your subsequent request date **23 July 2020**. You requested the following information:

OIA Request 23 June 2020

Counties Manukau DHB Response finalised and sent 17th July 2020

- **Request for OIA data for NZ DHBs June 2020 - Please advise the following (as set out in the tables below), the current ethnicity (and gender) information for the DHB (by Maaori/total employees, by male/female).**
 - **Total number of employees within your organisation**
 - **Total number of employees within your organisation earning more than \$180,000 pa**
 - **Total number of employees within your organisation earning less than \$50,000 pa**
 - **Total number of full-time employees within your organisation**
 - **Ethnicity of People & Capability Leader**
 - **Ethnicity of Recruitment Leader**
 - **Ethnicity of Recruitment/ HR employees**
 - **Ethnicity of Board Members**
 - **Ethnicity of Mental Health employees**
 - **Ethnicity of Nursing employees**
- **Please also provide the same information as at 31 March 2017, or a date as close as possible to three years ago.**

Subsequent OIA Request 23 July 2020

- **For 2017 and 2020, questions 5-8 (inclusive) it does not provide gender as I requested.**

Please see our updated response with the additional information you requested in questions 5-8 (inclusive) inserted into the tables.

Counties Manukau Health Response

In response to your OIA request, please refer to the tables below for the information sought for 2017 and 2020; we have merged our previous response with the response to your subsequent request.

Request for OIA data for NZ DHBs - 1 June 2020

Please advise the following the current Ethnicity information for the DHB. Please also provide the same information as at 31 March 2017 or a date as close as possible to three years ago.

Reference	Question	Clarification of question	Maori Male	Maori Female	Total Employees Male	Total Employees Female
1	Total number of employees within your organisation	Full time and less than 1.0 FTE	115	565	1,809	7,085
1a	Total number of employees within your organisation earning more than \$180,000 p.a		11	5	340	263
1b	Total number of employees within your organisation earning less than \$50,000 p.a		29	107	272	1,138
2	Total number of full-time employees within your organisation	FTE of 1.0 or greater	70	272	1,160	2,835

Table 1. Data Source: Leader (Payroll System) as at 30/06/2020

3	Ethnicity of People & Capability Leader	Response
Clarification of Question	Highest paid employee within your P&C division, would generally be the General Manager or Director	Other
4	Ethnicity of Recruitment Leader	Response
Clarification of Question	Highest paid Recruitment Specialist, Manager or Team Leader.	MELAA

Table 2. Data Source: Leader (Payroll System) as at 30/06/2020

5	Ethnicity of Recruitment/HR employees				
Clarification of Question	Exclude leader from Q4 above				
Ethnicity	Asian	Maori	Other	Pacific Island	Grand Total
Recruitment	3	1	3	4	11
Female	2	1	3	2	8
Male	1			2	3

Table 3. Data Source: Leader (Payroll System) as at 30/06/2020

Information for categories of gender with fewer than 4 individuals have been withheld under s.9(2)(a) in order to protect the privacy of these individuals.

6	Ethnicity and Gender of Board Members				
Ethnicity	Asian	Maori	Other	Pacific Island	Grand Total
2020	1	2	5	3	11
Female		1	4	1	6
Male	1	1	1	2	5

Table 4. Data Source: Information of CMDHB Board Members available on our website:

<https://www.countiesmanukau.health.nz/about-us/who-we-are/governance/cmdhb-board-members>

7	Ethnicity and Gender of Mental Health Employees					
Ethnicity	Asian	Maori	Other	Pacific	Unknown	Total
Female	91	90	208	115	18	522
Male	50	30	91	48	4	223
Total	141	120	299	163	22	745

Table 5. Data Source: Leader (Payroll System) as at 30/06/2020

8	Ethnicity of Nursing Employees					
Ethnicity	Asian	Maori	Other	Pacific	Unknown	Total
Female	1,450	240	1,387	683	89	3,849
Male	304	27	109	72	11	523
Total	1,754	267	1,496	755	100	4,372

Table 6. Data Source: Leader (Payroll System) as at 30/06/2020

Request for OIA data for NZ DHBs – 31 March 2017

Please advise the following the current Ethnicity information for the DHB. Please also provide the same information as at 31 March 2017 or a date as close as possible to three years ago.

Reference	Question	Clarification of question	Maori Male	Maori Female	Total Employees Male	Total Employees Female
1	Total number of employees within your organisation	Full time and less than 1.0 FTE	79	321	1,572	6,061
1a	Total number of employees within your organisation earning more than \$180,000 p.a		6	3	302	203
1b	Total number of employees within your organisation earning less than \$50,000 p.a		47	127	426	1,629
2	Total number of full-time employees within your organisation	FTE of 1.0 or greater	55	173	1,038	2,648

Table 1(a). Data Source: Leader (Payroll System) as at 31/03/2017

3	Ethnicity of People & Capability Leader	Response
Clarification of Question	Highest paid employee within your P&C division, would generally be the General Manager or Director	NZ European
4	Ethnicity of Recruitment Leader	Response
Clarification of Question	Highest paid Recruitment Specialist, Manager or Team Leader.	NZ European

Table 2(b). Data Source: Leader (Payroll System) as at 31/03/2017

5	Ethnicity of Recruitment/HR employees					
Clarification of Question	Exclude leader from Q4 above					
Ethnicity	Asian	Maori	European	Pacific Island	Unknown	Total
Recruitment	8	0	3	1	1	13
Female	5		3	1	1	10
Male	3			2		3

Table 3(c). Data Source: Leader (Payroll System) as at 31/03/2017

Information for categories of gender with fewer than 4 individuals have been withheld under s.9(2)(a) in order to protect the privacy of these individuals.

6	Ethnicity and Gender of Board Members				
Ethnicity	Asian	Maori	Other	Pacific Island	Total
2017	2	1	7	1	11
Female			5		5
Male	2	1	2	1	6

Table 4(d). Information of CMDHB Board Members available on our website through our annual report 2018

7	Ethnicity and Gender of Mental Health Employees						
Ethnicity	Asian	Maori	Other	Pacific Island	European	Unknown	Total
Female	71	66	19	82	242	16	496
Male	51	25	11	27	100	6	220
Total	122	91	30	109	342	22	716

Table 5(e). Data Source: Leader (Payroll System) as at 31/07/2017

8	Ethnicity and Gender of Nursing Employees						
Ethnicity	Asian	Maori	Other	Pacific Island	European	Unknown	Total
Female	1,094	118	68	343	1,217	91	2,931
Male	218	18	19	38	98	10	401
Total	1,312	136	87	381	1,315	101	3,332

Table 6(f). Data Source: Leader (Payroll System) as at 31/03/2017

For context we employ over 7,500 staff and Counties Manukau Health (CM Health) provides health and support services to people living in the Counties Manukau region (approx. 569,400 people). Our services are delivered via hospital, outpatient, ambulatory and community-based models of care.

Counties Manukau Health also have several specialist services provided for our community via other metro Auckland DHBs, including tertiary surgical/medical services, some mental health and addiction services. We provide regional and supra-regional specialist services (for orthopaedics, plastics, burns and spinal services) and we see more than 118,000 people in our Emergency Department each year.

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 black ink, appearing to be 'Fepulea'i Margie Apa', enclosed in a thin black rectangular border.

Fepulea'i Margie Apa
Chief Executive Officer
Counties Manukau Health