

Human Resources: Retention data  
Proactive Release: 28 November 2019



19<sup>th</sup> November 2019

9(2)(a)  
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E-mail: 9(2)(a) [Redacted]

Dear 9(2)(a) [Redacted]

**Official Information Act (1982) Request**

I write in response to your Official Information Act request, dated 24 October 2019. You requested the following information:

**For 2018 and 2019,**

- 1. What is staff turnover for the DHB?**
- 2. How many people were employed by the DHB, at the end of each month of the year?**
- 3. How many people left the DHB each month?**
- 4. How many people moved to a different role within the DHB, each month?**

*If information isn't held in this manner, please provide it in whichever manner is available.*

As context for this response, we note that Counties Manukau Health (CM Health) provides health and support services to people living in the Counties Manukau region (approx. 569,400 people), as well as regional and supra-regional specialist services (Burns, Plastics and Orthopaedics). Our services are delivered via hospital, outpatient/ ambulatory and community-based models of care. We see more than 118,000 presentations at the Middlemore Hospital Emergency Department each year.

We note that metrics on employee turnover are routinely and publicly reported, via our CMDHB Board Hospital Advisory Committee meeting agenda papers, including turnover and employee numbers along with commentary:

- <https://countiesmanukau.health.nz/about-us/who-we-are/governance/board-and-committees/>

Responses for Counties Manukau Health (CM Health) are below.

For 2018 and 2019,

1. What is staff turnover for the DHB?

FY 2017/18 total CM Health turnover rate:	9.08%
FY 2018/19 total CM Health turnover rate:	8.99%

2. How many people were employed by the DHB, at the end of each month of the year?

3. How many people left the DHB each month?

4. How many people moved to a different role within the DHB, each month?

Responses to these three questions are in the tables below:

For 2018 – headcount

2018	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Total Head count	7,945	7,925	7,974	7,994	8,055	8,062	8,124	8,164	8,157	8,154	8,206	8,212
Left CM Health	64	56	67	85	80	92	71	83	55	55	62	58
New role at CM Health	82	30	49	76	47	65	88	39	39	44	39	36

Table 1

For 2019 –headcount (year to date)

2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct		
Total Head count	8,258	8,275	8,271	8,297	8,308	8,409	8,530	8,438	8,496	8,540		
Left CM Health	80	49	68	52	79	60	63	52	59	54		
New role at CM Health	68	32	57	69	53	49	78	80	45	51		

Table 2

These numbers reflect a headcount of permanent employees per month on payroll - including casual employees, and those on long term / parental leave. Our Annual Report for FY 2018/19 provides a total headcount (including all those that started and/or left in the 2018/19 year) of 10,104 people, with a Full time Equivalent (FTE) workforce of 7,410.5 FTE.

We note that the numbers 'transferring to new roles' includes: internal appointments to vacancy and new positions created, as well as internal transfers and secondments. This excludes roles that have clinical rotations (as part of training/ development), changeovers for Resident Doctors in the RMO Training programme and the new graduate Nurse Entry to Practice programmes.

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 Officer  
**Counties Manukau Health**