

03 August 2020

[REDACTED]
[REDACTED]

Dear [REDACTED]

Re: Official Information Act Request 1969

I refer to your Official Information Act request received 23 June 2020 in which you specifically requested the following:

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.

Please find a table with the relevant information, attached. **Note:** Ethnicity is a not a mandatory field in our employment data, and it is possible that people who identify as Māori have not indicated this on their employment records.

You have the right to seek an investigation and review of our decision by the Ombudsman. The Ombudsman's Office can be contacted on 0800 802 602 or on-line at <http://www.ombudsman.parliament.nz/>.

Yours sincerely



Chris Fleming
Chief Executive Officer

Encl:
Appendix 1

Request for OIA data for NZ DHBs- 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.

Ref.	Question	Clarification of question	30-Mar-20					03-Apr-17				
			Māori		Total Employees		Total Employees	Māori		Total Employees		Total Employees
			Male	Female	Male	Female		Male	Female	Male	Female	
1	Total number of employees within your organisation	Full time and less than 1.0 FTE	44	160	1,097	3887	4,984	35	135	999	3622	4621
1a	Total number of employees within your organisation earning more than \$180,000 p.a		3	1	104	51	155	1	0	76	31	107
1b	Total number of employees within your organisation earning less than \$50,000 p.a		40	143	1,036	3,549	4,585	33	122	455	2426	2881
2	Total number of full-time employees within your organisation	FTE of 1.0 or greater	29	60	736	1,442	2,178	54	26	698	1,379	2077
3	Ethnicity of People & Capability Leader	Highest paid employee within your P&C division, would generally be the General Manager or Director			1					1		

Ref.	Question	Clarification of question	30-Mar-20					03-Apr-17				
			Māori		Total Employees		Total Employees	Māori		Total Employees		Total Employees
			Male	Female	Male	Female		Male	Female	Male	Female	
4	Ethnicity of Recruitment Leader	Highest paid Recruitment Specialist, Manager or Team Leader.				1					1	
5	Ethnicity of Recruitment/HR employees	Exclude leader from Q4 above	0	0	2	22	24	0	1	7	30	37
6	Ethnicity of Board Members		1	1	5	6	11	Commissioner Structure in place in 2017				
7	Ethnicity of Mental Health employees		14	25	190	547	737	10	26	177	537	714
8	Ethnicity of Nursing employees		14	100	331	2124	2,455	11	79	273	1968	2241