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4 August 2020

9(2)(a)

RE Official information request CDHB 10335 and WCDHB 9437

I refer to your email dated 18 June 2020 requesting the following information under the Official Information Act from Canterbury DHB and West Coast DHB.

The current Ethnicity information for the Canterbury and the West Coast DHB. Please also provide the same information as at 31 March 2017 or a date as close as possible to three years ago. Please provide the answers for the four following groups (Maori male, Maori female, Total male, total female).

1. Total number of employees employed by your organisation Full time or Part time?
 - a. Total number of employees within your organisation earning more than \$180,000 p.a.?
 - b. Total number of employees within your organisation earning less than \$50,000 p.a.?
2. Total number of Full-time employees within your organisation FTE of 1.0 or greater?
3. Ethnicity of People & Capability Leader, generally title of General Manager or Director?
4. Ethnicity of Recruitment Leader
5. Ethnicity of Recruitment employees (exclude leader from Q4 above)
6. Ethnicity of Board members
7. Ethnicity of Mental Health employees
8. Ethnicity of Nursing employees

Please refer to **Appendix 1** (attached) for Canterbury DHB information and **Appendix 2** (attached) for West Coast DHB information.

Please note we have aggregated the information for Question 4 into our response for Question 5 pursuant to section 9(2)(a) of the Official Information Act i.e. *"...to protect the privacy of natural persons, including those deceased"*.

I trust this satisfies your interest in this matter.

You may, under section 28(3) of the Official Information Act, seek a review of our decision to withhold information by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz; or Freephone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Canterbury DHB and West Coast DHB websites after your receipt of this response.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Carolyn Gullery', with a long horizontal flourish extending to the right.

Carolyn Gullery

Executive Director

Planning, Funding & Decision Support

Appendix 1 CANTERBURY DHB As at 30 June 2020

Please note that the ethnicity of 11.5% of CDHB employees is either <i>Unknown</i> or <i>Prefer Not To Disclose</i> .				
	Maori Male	Maori Female	Total Male	Total Female
1. Total number of employees employed by your organisation Full time or Part Time?	73	371	2171	9169
a. Total number of employees within your organisation earning more than \$180,000 p.a.?	3	2	357	238
b. Total number of employees within your organisation earning less than \$50,000 p.a.?	9	70	275	1369
2. Total number of Full-time employees within your organisation FTE of greater than 0.9?	58	202	1555	3876
3. Ethnicity of People & Capability Leader, generally title of General Manager or Director?	The Chief People Officer/GM Human Resource is a New Zealand/European male. Note He has agreed for this information to be released to you.			
4. Ethnicity of Recruitment Leader	Included in information per question 5 pursuant to 9(2)(a) of the Act to protect privacy of individual			
	Ethnicity	%	Employees	
5. Ethnicity of Recruitment employees (exclude leader from Q4 above)	Asian nfd*	13%	4	
	Maori	13%	1	
	New Zealand European	50%	3	
	New Zealander	25%	1	
6. Ethnicity of Board members	Maori	17%	2	
	New Zealand European	83%	10	
7. Ethnicity of Mental Health employees	African nfd*	0.5%	6	
	Asian nfd*	0.4%	5	
	Australian	0.8%	10	
	British nfd*	3.3%	42	
	Chinese nfd*	0.8%	10	
	English	2.3%	29	
	European nfd*	6.8%	86	
	Fijian	0.4%	5	
	Filipino	1.0%	13	
	Indian nfd*	1.8%	23	
	Irish	1.0%	12	
	Japanese	0.4%	5	
	Maori	7.4%	93	
	New Zealand European	49.8%	629	
	New Zealander	10.0%	126	
	Other	4.0%	51	
	Prefer not to disclose	1.7%	22	
	Samoan	0.6%	7	

	Ethnicity	%	Employees	
	Scottish	1.0%	13	
	South African European	0.5%	6	
	Unknown	5.1%	64	
	Welsh	0.5%	6	
8. Ethnicity of Nursing employees	African nfd*	0.6%	29	
	American	0.2%	11	
	Asian nfd*	1.8%	94	
	Australian	1.1%	55	
	British nfd*	3.1%	160	
	Canadian	0.3%	14	
	Chinese nfd*	1.0%	54	
	Cook Islands Maori	0.2%	8	
	Dutch	0.6%	30	
	English	1.5%	80	
	European nfd*	5.7%	301	
	Fijian	0.3%	18	
	Fijian Indian	0.3%	18	
	Filipino	5.0%	262	
	German	0.3%	15	
	Indian nfd*	2.7%	140	
	Irish	0.5%	28	
	Japanese	0.3%	18	
	Korean	0.4%	23	
	Maori	3.3%	171	
	Nepalese	0.3%	15	
	New Zealand European	49.2%	2576	
	New Zealander	8.1%	424	
	Other	2.4%	126	
	Prefer not to disclose	1.9%	102	
	Samoan	0.5%	28	
	Scottish	0.5%	24	
	South African European	0.3%	17	
	Tongan	0.2%	9	
	Unknown	7.2%	379	
	Welsh	0.2%	8	

* nfd - Not Further Defined (insufficient data to classify the response further); nec - Not Elsewhere Classified (when no category exists for the response)

CANTERBURY DHB As at 30 June 2017

Please note that the ethnicity of 13.5% of CDHB employees is either <i>Unknown</i> or <i>Prefer Not To Disclose</i> .				
	Maori Male	Maori Female	Total Male	Total Female
1. Total number of employees employed by your organisation Full time or Part Time?	37	221	1851	7836
a. Total number of employees within your organisation earning more than \$180,000 p.a.?	1	1	245	103
b. Total number of employees within your organisation earning less than \$50,000 p.a.?	11	65	311	2144
2. Total number of Full-time employees within your organisation FTE of greater than 0.9?	22	101	1323	3139
3. Ethnicity of People & Capability Leader, generally title of General Manager or Director?	The Chief People Officer/GM Human Resource is a New Zealand/European male. Note He has agreed for this information to be released to you.			
4. Ethnicity of Recruitment Leader	Included in information per question 5 pursuant to 9(2)(a) of the Act to protect privacy of individual			
	Ethnicity	%	Employees	
5. Ethnicity of Recruitment employees (exclude leader from Q4 above)	New Zealand European	40%	4	
	Unknown	10%	2	
	American	10%	1	
	Australian	10%	1	
	European nec*	10%	1	
	Maori	10%	1	
	British nec*	10%	1	
6. Ethnicity of Board members	Maori	17%	2	
	New Zealand European	75%	9	
	New Zealander	8%	1	
7. Ethnicity of Mental Health employees	Australian	0.9%	10	
	British nec*	2.5%	27	
	British nfd*	1.9%	21	
	Chinese nec*	0.5%	6	
	English	1.9%	21	
	European nec*	0.9%	10	
	European nfd*	5.8%	64	
	Indian nec*	0.9%	10	
	Irish	0.7%	8	
	Maori	5.5%	60	
	New Zealand European	47.7%	523	
	New Zealander	10.2%	112	
	Other	5.7%	63	

	Ethnicity	%	Employees	
	Samoan	0.5%	6	
	Scottish	1.2%	13	
	South African nec*	0.5%	6	
	Unknown	11.9%	130	
	Welsh	0.5%	6	
8. Ethnicity of Nursing employees	African nec*	0.3%	12	
	African nfd*	0.2%	8	
	American	0.3%	14	
	Asian nec*	0.7%	32	
	Australian	0.9%	41	
	British nec*	2.1%	95	
	British nfd*	1.6%	74	
	Canadian	0.3%	13	
	Chinese nec*	0.7%	32	
	Chinese nfd*	0.3%	13	
	Cook Islands Maori nfd*	0.1%	6	
	Dutch	0.7%	33	
	English	1.4%	63	
	European nec*	0.9%	41	
	European nfd*	4.7%	217	
	Fijian	0.4%	17	
	Fijian Indian	0.1%	6	
	Filipino	3.3%	151	
	German	0.3%	12	
	Indian nec*	1.3%	58	
	Indian nfd*	0.3%	12	
	Irish	0.5%	25	
	Japanese	0.3%	13	
	Korean	0.3%	13	
	Maori	2.5%	114	
	New Zealand European	51.8%	2391	
	New Zealander	6.3%	293	
	Other	1.4%	66	
	Samoan	0.4%	19	
	Scottish	0.4%	19	
	South African nec*	0.3%	12	
	Tongan	0.2%	8	
	Unknown	14.7%	680	
	Welsh	0.2%	8	
	Zimbabwean	0.2%	7	

* nfd - Not Further Defined (insufficient data to classify the response further); *nec - Not Elsewhere Classified (when no category exists for the response)

APPENDIX 2 – WCDHB As at 30 June 2020

Please note that the ethnicity of 29.8% of WCDHB employees is either <i>Unknown</i> or <i>Prefer Not To Disclose</i> .				
	Maori Male	Maori Female	Total Male	Total Female
1. Total number of employees employed by your organisation Full time or Part Time?	5	45	175	894
a. Total number of employees within your organisation earning more than \$180,000 p.a.?	0	0	23	11
b. Total number of employees within your organisation earning less than \$50,000 p.a.?	1	12	19	213
2. Total number of Full-time employees within your organisation FTE of greater than 0.9?	5	15	99	252
3. Ethnicity of People & Capability Leader, generally title of General Manager or Director?	Recruitment is managed from Canterbury DHB (refer to Appendix 1)			
4. Ethnicity of Recruitment Leader				
5. Ethnicity of Recruitment employees (exclude leader from Q4 above)				
6. Ethnicity of Board members	We don't hold this information for the WCDHB Board members.			
	Ethnicity	%	Employees	
7. Ethnicity of Mental Health employees	Australian	1.7%	1	
	British nfd*	3.4%	2	
	European nfd*	3.4%	2	
	Filipino	1.7%	1	
	Indian nfd*	3.4%	2	
	Maori	6.9%	4	
	New Zealand European	39.7%	23	
	New Zealander	10.3%	6	
	Prefer not to disclose	1.7%	1	
	Samoan	1.7%	1	
	Scottish	1.7%	1	
	Unknown	24.1%	14	
8. Ethnicity of Nursing employees	Australian	1.3%	7	
	British nfd*	1.7%	9	
	European nfd*	3.4%	18	
	Filipino	2.7%	14	
	Indian nfd*	5.1%	27	
	Maori	3.4%	18	
	New Zealand European	44.1%	233	
	New Zealander	7.0%	37	
	Other	8.1%	43	
	Prefer not to disclose	5.3%	28	
	Unknown	17.8%	94	

* nfd - Not Further Defined (insufficient data to classify the response further); nec - Not Elsewhere Classified (when no category exists for the response)

WCDHB As at 30 June 2017

Please note that the ethnicity of 47.8% of WCDHB employees is either <i>Unknown</i> or <i>Prefer Not To Disclose</i> .				
	Maori Male	Maori Female	Total Male	Total Female
1. Total number of employees employed by your organisation Full time or Part Time?	4	31	148	860
a. Total number of employees within your organisation earning more than \$180,000 p.a.?	1	0	23	7
b. Total number of employees within your organisation earning less than \$50,000 p.a.?	0	15	28	342
2. Total number of Full-time employees within your organisation FTE of greater than 0.9?	3	7	105	236
3. Ethnicity of People & Capability Leader, generally title of General Manager or Director?	Recruitment is managed from Canterbury DHB (refer to Appendix 1)			
4. Ethnicity of Recruitment Leader				
5. Ethnicity of Recruitment employees (exclude leader from Q4 above)				
6. Ethnicity of Board members	We don't hold this information for the WCDHB Board members.			
	Ethnicity	%	Employees	
7. Ethnicity of Mental Health employees	British nec*	3.2%	1	
	English	6.5%	2	
	German	3.2%	1	
	Maori	6.5%	2	
	New Zealand European	19.4%	6	
	Unknown	61.3%	19	
8. Ethnicity of Nursing employees	Australian	0.8%	4	
	British nec*	0.8%	4	
	English	0.6%	3	
	Filipino	1.0%	5	
	Indian nec*	2.0%	10	
	Indian nfd*	1.0%	5	
	Maori	1.8%	9	
	New Zealand European	35.1%	174	
	New Zealander	0.6%	3	
	Other Ethnicity nec*	4.8%	24	
	Unknown	51.4%	255	

* nfd - Not Further Defined (insufficient data to classify the response further); nec - Not Elsewhere Classified (when no category exists for the response)