

01 December 2021

[REDACTED]

[REDACTED]

[REDACTED]

**Re Official Information Request for Election Day Exposure Event**

I refer to your official information request dated 04 November 2021 for the following information:

**Can you explain why ADHB don't collect this data (about puberty blockers) when several other DHBs do collect it and could break it down precisely as I requested?**

**I note that you use him/he in your signature. As a follow up OIA request please provide any and all communications including but not limited to policy documents, internal and external memos, emails, documents relating to the use of pronouns in ADHB email signatures? Please include any and all such documentation on this topic from your Cultural (tikanga) Advisor/s**

Response

- 1) Can you explain why ADHB don't collect this data (about puberty blockers) when several other DHBs do collect it and could break it down precisely as I requested?**

At present we can only pull data for things we have coded for such as visit type or diagnostic codes. There are no codes for medications given. So Auckland DHB cannot collect data on how many people are prescribed blockers.

- 2) I note that you use him/he in your signature. As a follow up OIA request please provide any and all communications including but not limited to policy documents, internal and external memos, emails, documents relating to the use of pronouns in ADHB email signatures? Please include any and all such documentation on this topic from your Cultural (tikanga) Advisor/s**

We refuse the part of your request that requests any or all communications. We have considered whether charging or extending the timeframe for responding to this aspect of your request would assist us in managing this work and have concluded it would not. We have, therefore, determined to refuse this element of your request under section 18(f) of the Official Information Act due to substantial collation and research.

We can offer the following by way of policy documents The ADHB approach to pronouns and email signatures is addressed via leadership and education that aims to create an inclusive culture and not via policy.

Email signatures at ADHB are not governed by policy. General guidance on setting up email signatures is available on the Auckland DHB intranet site. The use of pronouns is specifically addressed in the Rainbow Tick workbook Auckland DHB provides its staff. Please see **Attachment 1**.

The importance of pronouns is addressed in new, mandatory online training for all employees. This training is currently being updated by Rainbow Tick and is due for release in December 2021. This module addresses the relationship between sharing pronouns and creating an inclusive workplace culture- but not email signatures in particular.

The Rainbow Employee Network at Auckland DHB has commenced a project encouraging good practice with respect to pronouns. This project has been delayed by the Delta outbreak.

We decline that part of your request seeking information on this topic from our Cultural Tikanga advisors under s 18 (g) of the Official Information Act because the information does not exist.

I trust this information answers your questions.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://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 Auckland DHB website.

Yours sincerely,



Ailsa Claire, OBE  
**Chief Executive**

Encl  
**Attachment 1. Pronouns**