

17 June 2022



Re: Official Information Request - Pay Equity for Service/Operations Managers Auckland DHB Ref: 20220422-1212

I refer to your official information request dated 21 April 2022 seeking the following information:

With the move to a new national healthcare provider (Health New Zealand) in the near future, I wish to submit an Official Information Act request in relation to pay equity (including gender) for Service Managers and/or Operations Managers across the 3 metro DHBs; Auckland District Health Board (ADHB), Counties Manukau District Health Board (CMDHB) and Waitemata District Health Board (WDHB).

To be clear, I do not want any identifying particulars of any employees from any of the DHBs, I simply want generic information that I can use to determine what (if any) pay inequity exists at this level of the Tamaki Makaurau DHB's.

For ease of reply I have included a spreadsheet with drop-down selection options to ensure standardisation of responses and maintain anonymity for those included in these groups. I do not require that the spreadsheet be used (filled in) as the sole method of information disclosure, however I do wish that all the information requested within the spreadsheet be provided back to me in whatever method is quickest and easiest for the respective DHB's.

Response

The information you have requested from Auckland DHB cannot be provided in the form you request and we refuse this part of your request citing the Official Information Act s16 (3) (a) and s 9 (2) (a). These relate to our decision to not provide the information in the way you requested because we must protect the privacy of natural persons. Setting out the data in the spreadsheet you provided would risk identifying the staff whose data is provided.

We have considered whether the public interest in releasing this information outweighs the need for individual privacy and have concluded that it does not. You have the right to seek an investigation

and review by the Ombudsman of this decision. Information about how to seek a review is available at www.ombudsman.parliament.nz or free phone 0800 802 602.

Instead, we have grouped data on years of experience in health management into two bands of 0-4 and 5 or more years. Please also note that this experience relates only to the numbers of years of service at Auckland DHB. We have also withheld the number of male operations managers with five or more years' experience for the privacy reasons stated above. This number is described in the attachment as <5.

Please refer Attachment 1 OIA 1212 Summary Table providing information about operations managers' gender, experience in health, salary band and salary range percentage.

Please note that this response, or an edited version of this response, may be published on the Auckland DHB website.

Yours sincerely



Dr Michael Shepherd
Acting Chief Executive

Encl.

1. *Attachment 1 OIA 1212 Summary Table*