

16<sup>th</sup> December 2020



Dear 

### **Official Information Act Request for – Pay and Gender in Health**

I write in response to your Official Information Act request received by us 30<sup>th</sup> September 2020 you requested the following information:

1. The average annual remuneration paid to the 20 highest-paid clinicians, broken down by gender (into number of men and women in this set of 20, and the average salary paid to each gender).
2. The average annual remuneration paid to the clinical heads of department, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
3. The average annual remuneration paid to full-time surgeons, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
4. The average annual remuneration paid to part-time surgeons, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
5. The average annual remuneration paid to full-time Senior Medical Officers, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
6. The average annual remuneration paid to full-time Resident Medical Officers, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
7. The average annual remuneration paid to full-time ED nurses, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).
8. The number of sexual harassment, gender discrimination or bullying complaints each year for the last five years (Jan to Dec, including 2020 YTD), with a brief outline of each complaint and a breakdown by gender.
9. Any reports, documents, correspondence, legal advice or emails (both internal and external) regarding: gender pay gap, gender bias, and/or sexual harassment and gender discrimination between January 2015 to September 2020.

And your further clarification received by us from Technical Advisory Services (TAS) on the 7<sup>th</sup> October 2020 as follows:

**‘To clarify, I am seeking remuneration and the most recent data so financial year to 30 June 2020.’**

### **Counties Manukau Health Response:**

For context Counties Manukau Health (CM Health) employs over 7,500 staff and provides health and support services to people living in the Counties Manukau region (approx. 569,400 people). We see over 118,000 people in our Emergency Department each year, and over 2,000 visitors come through Middlemore Hospital daily.

Our services are delivered via hospital, outpatient, ambulatory and community-based models of care. We provide regional and supra-regional specialist services i.e. for orthopaedics, plastics, burns and spinal services. There are also several specialist services provided including tertiary surgical services, medical services, mental health and addiction services.

- 1. The average annual remuneration paid to the 20 highest-paid clinicians, broken down by gender (into number of men and women in this set of 20, and the average salary paid to each gender).**
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- 3. The average annual remuneration paid to full-time surgeons, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).**
- 4. The average annual remuneration paid to part-time surgeons, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).**
- 5. The average annual remuneration paid to full-time Senior Medical Officers, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).**
- 6. The average annual remuneration paid to full-time Resident Medical Officers, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).**
- 7. The average annual remuneration paid to full-time ED nurses, broken down by gender (into number of men and women in this set, and the average salary paid to each gender).**

The response to questions one to seven are detailed below in appendix 1.

Overall, the data shows that there is a difference between average male and female remuneration across the areas outlined in the spreadsheet. In most cases, average remuneration for men is higher than women.

Factors affecting remuneration include tenure-based remuneration scales – those who have been in their role longer will be higher on the pay scale. Specialisation, on-call hours, and additional duties will all influence remuneration levels.

The data in appendix 1 is financial remuneration data only and does not identify the specific factors that contribute to different remuneration levels between individuals.

In addition, we publicly release in our Annual Report information related to workforce occupational groups, headcounts and averages of salary by gender on our external website:

- <https://countiesmanukau.health.nz/about-us/performance-and-planning/planning-documents/>

- 8. The number of sexual harassment, gender discrimination or bullying complaints each year for the last five years (Jan to Dec, including 2020 YTD), with a brief outline of each complaint and a breakdown by gender.**

Table 1 below reflects the number of formal investigations undertaken in response to reports of bullying from 2016 to 2020 year to date.

We take all instances of bullying and harassment in our workplace very seriously. We work closely with our staff to develop programmes that ensure our values are understood, applied in all aspects of work and that action is taken when behaviour is unacceptable. Our Human Resources and Occupational Health & Safety divisions lead a programme including a trained network of staff that provide peer-support to address issues of workplace bullying and harassment. We encourage all employees to speak up if they encounter any kind of inappropriate behaviour in the workplace.

CM Health is conscious of the public interest in workplace bullying and harassment in the health sector, but also mindful of the need to balance that with the privacy and a natural justice environment that we work to create for all of our employees. Due to privacy reasons we have only provided the number of complaints per year, stating further detail may make individuals identifiable. Withholding to protect the privacy of individuals is permitted under section 9(2)(a) of the Official Information Act 1982.

| Complaint         | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------|------|------|------|------|------|
| Sexual Harassment | 2    |      | 1    | 5    | 2    |
| Bullying          | 17   | 25   | 22   | 28   | 29   |

Table 1: Data Sourced Human Resources Management 15/12/2020

We note that this topic is a recurring request under the Act, and advise you that we have proactively released on our website several similar responses in the last year. These are available at:

- <https://www.countiesmanukau.health.nz/about-us/official-information-act-requests/publicly-released-oias/>

9. Any reports, documents, correspondence, legal advice or emails (both internal and external) regarding: gender pay gap, gender bias, and/or sexual harassment and gender discrimination between January 2015 to September 2020.

We are unable to provide this requested information as we do not collate such information. To respond to this, we would need to ask individual services and all 8,500 staff. We are, therefore, declining this aspect of your request under Section 18(f) of the Official Information Act 1982 on the grounds that substantial collation and research would be required to provide the requested information.

I trust that this information is helpful. You are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act. 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 may be published on the Counties Manukau Health website. If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider this.

Yours sincerely



**Fepulea'i Margie Apa**  
Chief Executive Officer  
Counties Manukau Health

## **Appendix 1: Remuneration information for clinicians, heads of department, surgeons, SMOs, RMOs and ED Nurses**

### **Inclusion rules:**

Employee must have been employed at the DHB on 1 July 2019 and continuously to 30 June 2020 in the defined role, with stable conditions of service.

If only employed for part of the year, or only in the defined role for part of the year, they are excluded from the analysis.

If the employee has changed conditions of service during the year, for example moved their contracted hours from 0.8 FTE to 0.5 FTE, they are excluded from the analysis.

Casual employees and locums are excluded.

Employees with a period of Leave Without Pay, Sabbatical Leave, or Parental Leave during the financial year should be excluded.

### **Definition of FTE:**

Senior Medical Officers: Job-sized FTE capped at 1.0 FTE

RMOs and ED Nurses:  $\text{Contracted FTE} = \frac{\text{Total Contracted Hours}}{2086}$  – Contracted FTE for RMOs is capped at 1.0

### **Definition of full-time and part-time (based on Statistics New Zealand definition):**

Full-time employees are those with an FTE of 0.75 (30 hours) or more

Part-time employees are those with an FTE of less than 0.75 (less than 30 hours).

### **Definition of annual remuneration:**

As for the DHB's Annual Report - gross earnings - all payments, including employer Kiwisaver and Super Contributions, but excluding non-taxable reimbursing allowances.

Annual remuneration is for the defined role. Where an employee has a split role, for example 0.5 as Clinical Director and 0.5 as General Surgeon, only the remuneration for the defined role requested should be provided.

### **Definition of average annual remuneration:**

Annual remuneration divided by the FTE.

### **Definitions of 'clinical heads of department', 'surgeons', 'RMOs', 'ED Nurses':**

- **Clinical Heads of Department** – Senior Medical Officers also employed as heads of department
- **Surgeons** – Senior Medical Officers who are primarily employed in the following areas of practice, regardless of whether they hold the associated vocational scope (i.e. including Medical Officers):
  - General Surgery
  - Cardiothoracic Surgery
  - Neurosurgery
  - Orthopaedic Surgery
  - Oral and Maxillofacial surgery
  - Otolaryngology Head and Neck Surgery
  - Paediatric Surgery
  - Plastic and Reconstructive Surgery
  - Urology
  - Vascular Surgery
- **Resident Medical Officers** – House Officers, Senior House Officers and Registrars (including Dental HO, SHO and Reg). Also include Fellows paid under the NZRDA or STONZ collective agreements.

- **ED Nurses** – Nurses whose primary employment, for the entirety of the year ended 30 June 2020, was within an emergency department/acute care setting.

**Privacy** – Where numbers of women, or men in a category are five or less, the data has not been provided as it may lead to identification. The corresponding gender information in the category has also not been provided.

| <b>20 Highest Paid Clinicians</b> | <b>TOTAL</b> | <b>Male</b> | <b>Female</b> |
|-----------------------------------|--------------|-------------|---------------|
| FTE                               | 20           | **          | **            |
| Annual Remuneration               | \$10,013,100 | **          | **            |
| Average annual Remuneration       | \$500,655    | **          | **            |

\* indicates redacted due to potential calculation of less than 5 employees

\*\* indicates less than 5 employees

| <b>Clinical Heads of Department</b> | <b>TOTAL</b> | <b>Male</b> | <b>Female</b> |
|-------------------------------------|--------------|-------------|---------------|
| FTE                                 | 34           | 23          | 11            |
| Annual Remuneration                 | \$11,694,159 | \$8,141,777 | \$3,552,382   |
| Average annual Remuneration         | \$345,674    | \$353,222   | \$329,535     |

| <b>Full time Surgeons</b>   | <b>TOTAL</b> | <b>Male</b>  | <b>Female</b> |
|-----------------------------|--------------|--------------|---------------|
| FTE                         | 63           | 49           | 13            |
| Annual Remuneration         | \$18,583,773 | \$15,226,496 | \$3,357,277   |
| Average annual Remuneration | \$297,055    | \$308,291    | \$254,919     |

| <b>Part time Surgeons</b>   | <b>TOTAL</b> | <b>Male</b> | <b>Female</b> |
|-----------------------------|--------------|-------------|---------------|
| FTE                         | *            | *           | *             |
| Annual Remuneration         | *            | *           | *             |
| Average annual Remuneration | **           | *           | **            |

\*\* indicates less than 5 employees

\* indicates redacted due to potential calculation of less than 5 employees

| <b>Full time Senior Medical Officers</b> | <b>TOTAL</b>  | <b>Male</b>  | <b>Female</b> |
|--|---------------|--------------|---------------|
| FTE                                      | 467           | 282          | 185           |
| Annual Remuneration                      | \$127,012,121 | \$80,102,502 | \$46,909,619  |
| Average annual Remuneration              | \$271,829     | \$283,639    | \$253,785     |

| <b>Full time Resident Medical Officers</b> | <b>TOTAL</b> | <b>Male</b>  | <b>Female</b> |
|--|--------------|--------------|---------------|
| FTE  | 438          | 199          | 239           |
| Annual Remuneration                        | \$35,260,330 | \$17,134,613 | \$18,125,717  |
| Average annual Remuneration                | \$80,520     | \$86,112     | \$75,862      |

| <b>Full time ED Nurses</b>  | <b>TOTAL</b> | <b>Male</b> | <b>Female</b> |
|-----------------------------|--------------|-------------|---------------|
| FTE                         | 165          | 24          | 141           |
| Annual Remuneration         | \$13,574,309 | \$2,205,370 | \$11,368,940  |
| Average annual Remuneration | \$82,293     | \$92,275    | \$80,602      |