

10th May 2021

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

Dear [REDACTED]

Official Information Act Request for – Staff Vacancies

I write in response to your Official Information Act request received by us 30th March 2021, you requested the following information:

- **The total number of staff vacancies across all sites operated by the DHB, broken down by area of work (eg. Nursing) as of 01/03/2021**

We contacted you on the 31st March 2021 to advise that we do not hold data on vacancies by site however can provide vacancy data by service. You advised supplying the information in this manner would be fine.

Counties Manukau Health Response:

For context Counties Manukau Health (CM Health) employs over 8,500 staff and provides health and support services to people living in the Counties Manukau region (approx. 601,490 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.

- **The total number of staff vacancies across all sites operated by the DHB, broken down by area of work (eg. Nursing) as of 01/03/2021**

Please note the numbers in the table below will change constantly, and reflects a point in time in a process of staff turnover and recruitment. The 'Current Vacancies' figure includes recognition of some roles that are upcoming vacancies, and requirements to provide cover due to parental leave. As of April 2021, there is a total of 156 FTE on long-term leave (parental etc.), that need to be covered while absent, and may be reflected in some of the recruitment.

The numbers below also include an increase in the number of staff in our bureau in order for the DHB to have flexibility to meet winter demand and support the covid-19 vaccination roll out.

Most of the current vacancies are in active recruitment processes. In other cases, when a vacancy arises we take the opportunity to review and consider the relative impact and value of the roles, particularly all non-frontline functions, given our commitment is to prioritising provision of high-quality clinical health services. This can result in some vacancies not being filled immediately, or indeed permanently. This is determined on a case-by-case basis.

In some cases, especially for frontline clinical staff, recruitment will start ahead of a vacant position, due to the need for succession planning and longer recruitment lead times. In addition, it is important to note that for Registered Medical Officer (Registrar and House Officer) recruitment is not included in this data, as their recruitment process is part of regional rotational appointments contributing to completion of the training programme requirements.

Vacancies in Mental Health are currently being filled by locums, when/if the DHB could we would employ these people directly.

Division	Current Vacancies FTE
ARHOP	22.7
Central Clinical Services	2.6
Child Health / Kidz First	-2.0
Child Youth Maternity	-3.6
DHB Corporate	6.8
ED, MMC & CCC	74.7
Facilities	4.3
Governance Corporate	1.0
Innovation Hub and Ko Awatea	12.7
Localities	28.5
Manukau Health Park	-1.7
Medicine	33.0
Mental Health and Addiction	105.3
Primary Care	3.1
Provider Management	7.8
Surgical and Ambulatory	48.2
Women's Health	61.7

Professional Group	Current Vacancies FTE
Medical	18.2
Nursing	-42.7
Allied Health	65.9
Support	91.2
Management/Admin	40.9

I trust this information answers your request. 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 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

A handwritten signature in black ink, consisting of several loops and a final flourish, representing Fepulea'i Margie Apa.

Fepulea'i Margie Apa
Chief Executive Officer
Counties Manukau Health