

17 December 2020

(name and contact details redacted)

Dear (name redacted)

YOUR OFFICIAL INFORMATION ACT (1982) REQUEST HBDHB REF: OIA2020131

I refer to your Official Information Act request dated 30 September 2020 where you requested information from Hawke's Bay District Health Board (HBDHB).

Hawke's Bay DHB provides the following information in response to your questions noting the following parameters:

1. The annual remuneration period relates to the 2019/20 financial year. Annual remuneration is defined as per the DHB's annual report being, gross earnings - all payments, including employer Kiwisaver and Super Contributions, but excluding non-taxable reimbursing allowances.
2. Employees 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.
3. 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.
4. 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.
5. 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) Note: FTE - Full Time Equivalent.
6. Casual employees and locums are excluded.
7. Employees with a period of Leave Without Pay, Sabbatical Leave, or Parental Leave during the financial year are excluded.
8. In accordance with section 9(2)(a) of the Official Information Act, some information on individual employees is withheld in order to protect their privacy. In the table below aggregate information is provided where the small number of staff (<5 in any one group) would make them identifiable among their peers. Where numbers of women, or men, in a category are five or less, the gender data has not been provided as it may lead to identification.

DEFINITIONS – '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.

- a. ***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).***
Please refer to the table below for data relating to HBDHB's highest paid clinicians.

	TOTAL	Male	Female
FTE	23.98	*	**

C H I E F E X E C U T I V E ' S O F F I C E

Hawke's Bay District Health Board

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Corporate Office, Cnr Omaha Road and McLeod Street, Private Bag 9014, Hastings 4156, New Zealand

Annual remuneration	\$8,481,014	*	**
Average annual remuneration	\$353,724	*	**

Due to the small numbers involved no gender breakdown is provided protect the privacy of individuals, refer point 8 above.

* Indicates potential calculation of less than 5 employee data.

** Indicates less than five employees.

- b. ***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).***

Please refer to the table below for data relating to HBDHB's clinical heads of department.

	TOTAL	Male	Female
FTE	5.75	**	**
Annual remuneration	\$2,096,769	**	**
Average annual remuneration	\$364,655	**	**

Refer response a. above

- c. ***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).***

Please refer to the table below for data relating to HBDHB's full-time surgeons.

	TOTAL	Male	Female
FTE	11.48	*	**
Annual remuneration	\$3,267,948	*	**
Average annual remuneration	\$284,672	*	**

Refer response a. above

- d. ***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).***

Hawke's Bay DHB has no data to report relating to part-time surgeons who meet the criteria outlined in points 2-7 and definitions, above.

- e. ***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).***

Please refer to the table below for data relating to HBDHB's full-time Senior Medical Officers.

	TOTAL	Male	Female
FTE	81.18	59.44	21.74
Annual remuneration	\$25,736,522	\$19,321,160	\$6,415,362
Average annual remuneration	\$317,011	\$325,049	\$295,039

- f. ***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).***

Please refer to the table below for data relating to HBDHB's full-time Resident Medical Officers.

	TOTAL	Male	Female
FTE	58.00	26.00	32.00
Annual remuneration	\$8,061,427	\$3,974,191	\$4,087,235
Average annual remuneration	\$138,990	\$152,854	\$127,726

- g. ***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).***

Please refer to the table below for data relating to HBDHB's full time ED nurses.

	TOTAL	Male	Female
FTE	24.20	**	*
Annual remuneration	\$2,565,686	**	*
Average annual remuneration	\$106,020	**	*

Refer response a. above

- h. ***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.

For the period 2015 - 2020 HBDHB received one sexual harassment allegation and one gender discrimination complaint. Hawke's Bay DHB treats all allegations and complaints seriously and encourages its staff to report all incidents of aggressive or abusive behaviour.

In relation to the sexual harassment complaint an internal investigation was initiated to consider and assess the complaint. During the investigation process the individual accused of the alleged harassment resigned and left the organisation. The investigation therefore was not completed or substantiated; the staff member who initiated the complaint did not require any further actions be taken and the complaint was closed.

In 2020 HBDHB received a gender discrimination complaint, this was investigated and no gender bias was discovered.

In both of the complaints noted above HBDHB declines to provide a gender breakdown under section 9(2)(a) of the Official Information Act, as the DHB believes to provide these details could result in the identification of the persons and the incidents.

The table below provides a summary of bullying complaints reported by staff through its event reporting system for the past five years broken down by gender.

Gender / Year	2016	2017	2018	2019	2020
Female	8	5	11	5	8
Male	0	2	0	0	0

Note: 2020 data to 30 November 2020.

Because of the small numbers involved HBDHB declines to provide a summary of the content of the bullying complaints under section 9(2)(a) of the Official Information Act, as the DHB believes to provide these details could result in the identification of the person and the incident.

- i. ***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.***

Hawke's Bay DHB received one report from ASMS (the senior doctors union) on a study they have carried out on SMO gender pay gap. No other documentation has been sought. The report is available at https://www.asms.org.nz/wp-content/uploads/2020/11/Salary-Survey-Report-2020_174288.2.pdf.

I trust this information meets your needs. If you would like any further information or clarification please phone me. If you are not satisfied with this response you may contact the Office of the Ombudsman, phone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Hawke's Bay DHB website after your receipt of this response.

Yours sincerely

Carriann Hall
EXECUTIVE DIRECTOR (Interim) PEOPLE DIRECTORATE

cc: Ministry of Health via email: SectorOIA@moh.govt.nz oia@hbdhb.govt.nz