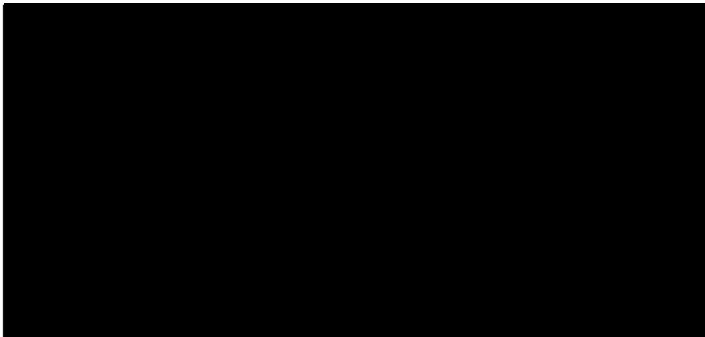


16 December 2020



Re: Official Information Request – Gender Health

I refer to your official information request dated 30 September 2020 requesting the following information:

I refer to your official information request dated 30 September 2020 requesting 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).**

Top 20 Clinicians

	TOTAL	Male	Female
FTE	18.84	*	**
Annual Remuneration	\$ 13,778,416	*	**
Average annual Remuneration	\$ 731,338	*	**

** indicates less than 5 employees

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

- 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).**

Clinical Heads of Department

	TOTAL	Male	Female
FTE	51.28	32.65	18.63
Annual Remuneration	\$ 19,200,332	\$ 13,385,326	\$ 5,815,006
Average annual Remuneration	\$ 374,421.45	\$ 409,964	\$ 312,131

** indicates less than 5 employees

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

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).

Full time Surgeons

	TOTAL	Male	Female
FTE	60.89	38.79	22.1
Annual Remuneration	\$ 18,674,111	\$ 12,364,962	\$ 6,309,149
Average annual Remuneration	\$ 306,686	\$ 318,767	\$ 285,482

** indicates less than 5 employees

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

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).

Part time Surgeons

	TOTAL	Male	Female
FTE	12.98	4.46	8.52
Annual Remuneration	\$ 3,459,664	\$ 1,271,840	\$ 2,187,824
Average annual Remuneration	\$ 266,538	\$ 285,166	\$ 256,787

** indicates less than 5 employees

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

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).

Full time Senior Medical Officers

	TOTAL	Male	Female
FTE	477	297	180
Annual Remuneration	\$ 147,925,763	\$ 99,367,892	\$ 48,557,872
Average annual Remuneration	\$ 310,117	\$ 334,572	\$ 269,766

** indicates less than 5 employees

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

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).

Full time Resident Medical Officers

	TOTAL	Male	Female
FTE	152.8	74.8	78
Annual Remuneration	\$ 20,848,546	\$ 10,889,805	\$ 9,958,741
Average annual Remuneration	\$ 136,443	\$ 145,586	\$ 127,676

** indicates less than 5 employees

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

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).

Full time ED Nurses

	TOTAL	Male	Female
FTE	29.75	4.9	24.85
Annual Remuneration	\$ 2,880,798	\$ 399,554	\$ 2,481,244
Average annual Remuneration	\$ 96,834	\$ 81,542	\$ 99,849

** indicates less than 5 employees

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

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.

Sexual Harassment complaints

- Auckland DHB has received one sexual harassment complaint each year for the past 4 years (2017-2020) from employees about other Auckland DHB employees. For the period January to December 2016 we received 12 complaints. However, for the 2016 period we are not able to ascertain whether these were complaints from patients about ADHB employees, ADHB employees complaining about patients or complaints between visitors/family members about patients or staff.
- The 4 sexual harassment complaints received during 2017, 18 and 19 were all made by females about males. The complaints related to inappropriate touching, texting and/or comments, jokes or the distribution of sexual material.

Gender discrimination complaints

Auckland DHB has not received any complaints about gender discrimination. Prior to 2017 we are not able to differentiate gender discrimination complaints from other complaints of discrimination possible under the Human Rights Act such as age, race, ethnicity, disability etc.

Bullying Complaints

Auckland DHB received the following complaints regarding bullying over the past 5 years:

2016 – 28
 2017 – 31
 2018 – 44
 2019 – 56
 2020 – 18

We are unable to provide you with a description of each complaint as these would all need to be reviewed manually which would involve substantial collation and research, therefore, we are declining this section of your request under section 18(f) of the Official Information Act.

In order to provide you with further context in terms of the bullying information you have requested please note the following:

Auckland DHB have a speak up programme and we encourage staff to “speak up” if they, or a colleague, feel they are being bullied or harassed. The complaints referred to above are those that the organisation has chosen to formally act on by way of further investigation and/or corrective action. They exclude verbal complaints and those resolved informally. A complaint does not necessarily infer that the complaint has merit or that it meets the threshold of what would otherwise be described as bullying and/or harassment. We don't record the sex of the complainant, therefore we are unable to provide you with this information.

Workplace bullying is repeated and unreasonable behaviour directed towards a worker or a group of workers that can cause physical or mental harm. Bullying can be physical, verbal, psychological or social. This may include victimising, humiliating, intimidating or threatening a person. Bullying can also mean angry, insulting, confrontational, hostile, sarcastic, disrespectful or derogatory remarks that have offended another person. Unintended unprofessional, inappropriate remarks that could demonstrate a lack of compassion or empathy are not classified as bullying.

A single or occasional incident of insensitive or rude behaviour towards another person isn't considered workplace bullying. Such incidents are not included as bullying complaints. Bullying can happen not just between managers and staff, but also among co-workers, contractors, customers, clients or visitors. The complaints referred to above exclude complaints made by patients, family members or visitors to the hospital about other people who are not employees.

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.

Answering this section of your request for the time period you have mentioned would require substantial collation and research – therefore we are declining your request under section 18(f) of the Official Information Act.

Clarification as of 7 October 2020

Seeking information about

- remuneration only (not salaries)
- for the financial year to 30 June 2020 (as below)

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

See above.

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 response, may be published on the Auckland DHB website.

Yours faithfully



Ailsa Claire, OBE
Chief Executive

