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9(2)(a)

RE Official Information Act request CDHB 10263

I refer to your email dated 3 February 2020, requesting the following information under the Official Information Act from Canterbury DHB. Specifically, regarding orderlies:

1. How many orderlies do you have at CDHB?

As at the 17th February 2020, we have 147 orderlies [including managers, supervisors and team leaders] working at the Canterbury DHB across our Christchurch, Burwood, Ashburton and The Princess Margaret Hospitals.

a. What percentage of these orderlies are Maori?

5.4% of employees identify as Māori [although we do currently not have ethnic information for 24.8% of our orderly employees, so this could be higher].

b. What percentage of these orderlies are Pacific Peoples? (If there is an ethnic break down could this please be provided?)

0.7% of employees identify as Pasifika [although we do not currently have ethnic information for 24.8% of our orderly employees, so this could be higher].

c. What percentage of Maori orderlies speak te reo Maori?

We do not hold information about what other languages our employees speak. We offer our patients and whānau free translation services if English is not their first language.

d. What percentage of Pacific orderlies speak an indigenous Pacific language?

See above in our response to question (c).

e. Is there at least one Pacific orderly on site per DHB shift?

See below in our response to question (f).

f. Is there at least one Maori orderly on site per DHB shift?

The Canterbury District Health Board does not roster staff by ethnicity, so while there may be Māori and | or Pasifika orderlies rostered on shift at any given time, this cannot be guaranteed. Our cultural support workers including our Hauora Māori service provide support for Māori and Pasifika patients and whānau.

g. What is the average time of service for an orderly at CDHB? (If you do not collect or have this figure please provide how many have started, and left in the previous two years).

The average length of service for our orderlies is 10.5 years. This however includes any position the person may have held within the Canterbury District Health Board, which may have been outside the orderly service.

h. What is the top and bottom scales for orderlies pay? (Please also distinguish whether term of service, seniority and other factors contribute to this)

Our orderlies are part of the District Health Board and E tū Service and Food Workers Multi-Employer Collective Agreement [2018-2021], and are paid as per the agreement:

Orderlies:

Grade	Description	Hourly Rate			
		25 June 2018	25 March 2019	30 March 2020	29 March 2021
4	NZQA Level 3 qualification	\$21.20	\$22.70	\$24.08	\$25.58
3	NZQA Level 2 qualification	\$20.19	\$21.61	\$22.92	\$24.34
2	12 months, no qualifications	\$19.05	\$20.40	\$21.63	\$22.98
1	Commencement, no qualifications	\$17.40	\$18.60	\$19.70	\$20.90

Supervisors:

Grade	Description	Hourly Rate			
		25 June 2018	25 March 2019	30 March 2020	29 March 2021
4	NZQA Level 3 qualification	\$25.70	\$27.20	\$28.58	\$30.08
3	NZQA Level 2 qualification	\$24.69	\$26.11	\$27.42	\$28.84
2	12 months, no qualifications	\$23.55	\$24.90	\$26.13	\$27.48
1	Commencement, no qualifications	\$21.90	\$23.10	\$24.20	\$25.40

We employ orderlies and supervisors across all grades.

2. Are there any pay differences across the DHB staff positively recognising the fluency of a staff member who speaks te reo Maori, or a Pacific language?

Pay for our orderly employees is set by the national MECA as above and does contain specific additional remuneration for speakers of te reo Māori or Pasifika languages.

I trust that this satisfies your interest in this matter.

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

Yours sincerely



Carolyn Gullery
Executive Director
Planning, Funding & Decision Support

