



## CORPORATE OFFICE

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Farah Hancock

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### RE Official information request CDHB 9979 and WCDHB 9247

We refer to your emails dated 25 November 2018 and received in our office on 26 November 2018 requesting the following information under the Official Information Act from Canterbury DHB and West Coast DHB.

**Note:** We are answering your questions in the context of the number of vacancies the DHBs' Recruitment Teams are currently recruiting to.

1. How many unfilled vacancies do you have for both full-time, part-time and contract positions?
  - What area are the vacancies in (please supply by number e.g. Nursing 10)?

**Table one: Total vacancies with recruitment for Canterbury DHB and West Coast DHB.**

DHB	Total Vacancies with Recruitment	Full time	Part time	Contract	Other
CDHB	333	160	106	16	51
WCDHB	60	31	13	2	14

**Table two: Vacancies by professional group for Canterbury DHB and West Coast DHB.**

DHB	Vacancies by professional Group
Canterbury DHB	Medical: 40 Nursing: 90 Allied Health, Scientific and Technical: 76 Corporate and Support: 105 Other: 22
West Coast DHB	Medical: 6 Nursing: 23 Allied Health, Scientific and Technical: 13 Corporate and Support: 16 Other: 2

2. For positions which have been unfilled for over 1 month:
  - What is the total number?

**Table three: Total number of positions which have been unfilled for longer than a month for Canterbury DHB and West Coast DHB as at 30 November 2018.**

DHB	Unfilled for over 1 month
CDHB	184
WCDHB	39

- **Please list each vacancy including area it is in and the length of time it has been unfilled**

Please refer to **Appendix 1** (attached) for Canterbury DHB, area vacancy is in and the date it was published. And please refer to **Appendix 2** (attached) for the same information for West Coast DHB.

**3. In areas where there is short-staffing due to unfilled vacancies:**

- **What is your approach for covering staff shortages?**

This is managed on a case by case basis but examples of standard approaches include:

- Overtime offered to existing team
- Locums or Temps
- Secondments

- **Has there been an impact on meeting health targets due to shortages?**

To our knowledge there are no specific targets which are in jeopardy of not being achieved overall; however, shortages do mean that we constantly need to rethink, rework and develop new ways to achieve these targets in light of the presenting conditions. This does make the work of health harder and sometimes results in unintended consequences such as increased expenditures or existing staff working up to fill the need.

**4. Have you received complaints related to impacts of unfilled vacancies?**

We are unaware of any complaints specifically related to 'impacts of unfilled vacancies' for either of the DHBs.

I trust that this satisfies your interest in this matter.

Yours sincerely



Ralph La Salle  
**Acting Executive Director**  
**Planning & Funding & Decision Support**