

CORPORATE OFFICE

Level 1
32 Oxford Terrace
Christchurch Central
CHRISTCHURCH 8011

Telephone: 0064 3 364 4160
Fax: 0064 3 364 4165
carolyn.gullery@cdhb.health.nz

4 August 2020

9(2)(a)

RE Official information request CDHB 10341

I refer to your email dated 25 June 2020 requesting the following information under the Official Information Act from Canterbury DHB, regarding the Canterbury DHB Annual Report 2018-2019 which details the Remuneration of Employees in numerous bands between \$100,000-\$109,999 and \$680,000-\$689,000. Specifically requesting:

- **For both 2018 and 2019 would you please provide me with a schedule that details the number of employees in each of the bands with employees classified as either medical/paramedical or management /administrative**

Please refer to **Appendix 1** (attached). **Please note:** we have aggregated the information over \$500k pursuant to section 9(2)(a) of the Official Information Act to protect the privacy of individuals. Owing to the small numbers it may be possible to identify these people.

Please note: The number of employees earning more than \$100K in 2019 increased by 429 over the previous year. Of those 429, four hundred were medical, the vast majority of whom had salary increases based on a MECA settlement.

A MECA (Multi-employer Collective Agreement) would cover for example our pay and conditions agreements with RMOs (trainee doctors), nurses and midwives – together they make up a significant proportion of our workforce and all had MECA agreements signed in 2019 that awarded significant pay rises, with some backdated to the expiry of the previous MECA agreement.

For example, the nursing MECA alone would have changed the salaries of more than 4,000 nurses employed by Canterbury DHB, of whom some senior nurses and midwives would have crossed the \$100K threshold, especially as the settlement included a lump sum paid during 2019 which is included as part of their income for that year.

All RMOs would already be on a pro-rata salary of >\$100K but the MECA settlement may have moved them up a salary band, again including lump sums and backdated payments made during 2019.

I trust this satisfies your interest in this matter.

You may, under section 28(3) of the Official Information Act, seek a review of our decision to withhold information by the Ombudsman. 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 Canterbury DHB website after your receipt of this response.

Yours sincerely



Carolyn Gullery
Executive Director
Planning, Funding & Decision Support

Appendix 1

Salary band	2018		Total	2019		Total
	Medical	Admin		Medical	Admin	
100,000-109,000	189	45	234	371	48	419
110,000-119,000	129	36	165	215	47	262
120,000-129,000	94	31	125	111	34	145
130,000-139,000	70	26	96	92	34	126
140,000-149,000	74	16	90	73	14	87
150,000-159,000	53	9	62	64	13	77
160,000-169,000	36	12	48	37	8	45
170,000-179,000	35	7	42	45	11	56
180,000-189,000	27	3	30	34	6	40
190,000-199,000	33	4	37	24	2	26
200,000-209,000	23	3	26	22	6	28
210,000-219,000	21	1	22	25	1	26
220,000-229,000	23		23	26	1	27
230,000-239,000	24	2	26	21	1	22
240,000-249,000	27	1	28	21	1	22
250,000-259,000	14	1	15	24		24
260,000-269,000	30		30	32		32
270,000-279,000	22	1	23	17		17
280,000-289,000	24		24	36	1	37
290,000-299,000	25		25	22	1	23
300,000-309,000	17	1	18	24		24
310,000-319,000	10		10	19	1	20
320,000-329,000	12	1	13	24		24
330,000-339,000	15		15	9		9
340,000-349,000	13	2	15	21	1	22
350,000-359,000	7	1	8	16		16
360,000-369,000	11		11	7		7
370,000-379,000	7		7	12		12
380,000-389,000	5		5	6		6
390,000-399,000	6		6	5		5
400,000-409,000	4	1	5	5	2	7
410,000-419,000	5		5	7		7
420,000-429,000	5		5	1	1	2
430,000-439,000	5		5	11		11
440,000-449,000			0	4		4
450,000-459,000	3		3	3		3
460,000-469,000			0	3		3
470,000-479,000			0	3		3
480,000-489,000	1		1	3		3
490,000-499,000			0	2		2
500,000+	2	1	3	3	1	4
Grand Total	1101	205	1306	1501	234	1735

RELEASED UNDER THE OFFICIAL INFORMATION ACT