



## CORPORATE OFFICE

Level 1  
32 Oxford Terrace  
Christchurch Central  
**CHRISTCHURCH 8011**

Telephone: 0064 3 364 4160

Fax: 0064 3 364 4165

[Ralph.Jasalle@cdhb.health.nz](mailto:Ralph.Jasalle@cdhb.health.nz)

15 December 2020

9(2)(a)

### RE Official information request CDHB 10436 & WCDHB 9478

I refer to your email dated 30 September 2020 requesting the following information under the Official Information Act from the Canterbury DHB. I note your clarification received 7/10/2020 that you are seeking 'remuneration vs salaries' and the time frame of your request is 'for financial year to 30 June 2020'. Specifically:

- 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).***
- 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).***
- 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).***
- 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).***
- 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).***
- 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).***
- 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).***

For the average annual remuneration data pertaining to Questions 1 – 7, please refer to **Appendix 1** for the Canterbury DHB and **Appendix 2** for West Coast DHB.

The attached data includes employees who have been employed at each of the DHBs from 1 July 2019 to 30 June 2020 continuously in the same *defined* role, with stable conditions of service. It excludes:

- Employees employed for part of that year.
- Employees who have changed conditions of service during the year.
- Casual employees and locums.

- Employees on a period of either Leave Without Pay, Sabbatical Leave, or Parental Leave during the year.
- Employees with split roles – only defined roles have been included.

Full-time employees are defined as those with an FTE of 0.75 (30 hours) or more, and part-time employees are those with an FTE of less than 0.75.

Concerning role definition, the following roles have been specified as the following:

- **Clinical Heads of Department** – Senior Medical Officers who are 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). This list also includes 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.

Where the numbers of women or men in a category are five or less (or can be calculated to be five or less), the data in that table has been withheld as it may lead to identification. This information is therefore declined in accordance with 9(2)(a) of the Official Information Act, i.e. to “*protect the privacy of natural persons...*”

**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.***

We are declining to provide information relating to sexual harassment, gender discrimination or bullying complaints pursuant to section 18(f) of the Official Information Act. This information is not held in a central electronic data base for Canterbury DHB or West Coast DHB and cannot be made available without substantial collation or research.

Both Canterbury DHB and the West Coast DHB are committed to being good employers and providing a working environment which is free of unwelcome behaviour and abuse of power or position, including all forms of harassment. Everyone has the right to work in an environment which is free from any form of harassment, bullying, assault or discrimination.

Any harassment, gender discrimination or bullying complaints will be taken seriously and handled with sensitivity and impartiality. Complainants will be provided with support and information about the options available to assist them to make an informed decision about how to proceed.

**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.**

To provide this information for both Canterbury and West Coast DHB covering the five-year period requested would take a substantial amount of time and resource. We are therefore declining a response to this question under section 18(f) of the Official Information Act i.e. “....that the information requested cannot be made available without substantial collation or research”.

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](http://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 and West Coast DHB websites after your receipt of this response.

Yours sincerely



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

## Appendix 1 - Remuneration Data for Canterbury DHB

Canterbury Health District Board

### Top 20 Clinicians

	TOTAL	Male	Female
FTE	19.66	*	**
Annual Remuneration	\$ 9,488,647	*	**
Average annual Remuneration	\$ 482,576	*	**

\*\* indicates less than 5 employees

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

### Clinical Heads of Department

	TOTAL	Male	Female
FTE	32.19	21.89	10.30
Annual Remuneration	***	***	***
Average annual Remuneration	***	***	***

\*\*\* Data cannot be provided, as significant proportion of Clinical Heads of Department are employed in multiple roles and at this point in time the CDHB is not able to separate pay elements by role.

### Full time Surgeons [excludes Clinical Heads of Department and other specialists with split roles extending beyond surgical disciplines]

	TOTAL	Male	Female
FTE	62.88	43.36	19.52
Annual Remuneration	\$ 18,271,167	\$ 13,220,504	\$ 5,050,664
Average annual Remuneration	\$ 290,572	\$ 304,901	\$ 258,743

### Part time Surgeons [excludes Clinical Heads of Department and other specialists with split roles extending beyond surgical disciplines]

	TOTAL	Male	Female
FTE	10.04	*	**
Annual Remuneration	\$ 2,913,864	*	**
Average annual Remuneration	\$ 290,225	*	**

### Full time Senior Medical Officers [excludes Clinical Heads of Department and other specialists with split roles]

	TOTAL	Male	Female
FTE	295.82	188.86	106.96
Annual Remuneration	\$ 89,393,050	\$ 58,533,425	\$ 30,859,625
Average annual Remuneration	\$ 302,189	\$ 309,930	\$ 288,521

### Full time Resident Medical Officers

	TOTAL	Male	Female
FTE	253.86	115.00	138.86
Annual Remuneration	\$ 44,201,615	\$ 20,003,681	\$ 24,197,934
Average annual Remuneration	\$ 174,118	\$ 173,945	\$ 174,261

### Full time ED Nurses

	TOTAL	Male	Female
FTE	176.05	29.10	146.95
Annual Remuneration	\$ 19,470,418	\$ 3,271,581	\$ 16,198,836
Average annual Remuneration	\$ 110,596	\$ 112,425	\$ 110,234

## Appendix 2 - Remuneration Data for West Coast DHB

West Coast Health District Board

### Top 20 Clinicians

	TOTAL	Male	Female
FTE	17.78	*	**
Annual Remuneration	\$ 6,088,343	*	**
Average annual Remuneration	\$ 342,475	*	**

\*\* indicates less than 5 employees

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

### Clinical Heads of Department

	TOTAL	Male	Female
FTE	**	**	**
Annual Remuneration	**	**	**
Average annual Remuneration	**	**	**

\*\* indicates less than 5 employees

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

### Full time Surgeons

	TOTAL	Male	Female
FTE	**	**	**
Annual Remuneration	**	**	**
Average annual Remuneration	**	**	**

\*\* indicates less than 5 employees

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

### Part time Surgeons

	TOTAL	Male	Female
FTE	**	**	**
Annual Remuneration	**	**	**
Average annual Remuneration	**	**	**

\*\* indicates less than 5 employees

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

### Full time Senior Medical Officers [excludes Clinical Heads of Department and other specialists with split roles]

	TOTAL	Male	Female
FTE	12.43	*	**
Annual Remuneration	\$ 4,350,573	*	**
Average annual Remuneration	\$ 349,935	*	**

\*\* indicates less than 5 employees

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

### Full time Resident Medical Officers

	TOTAL	Male	Female
FTE	**	**	**
Annual Remuneration	**	**	**
Average annual Remuneration	**	**	**

\*\* indicates less than 5 employees

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

### Full time ED Nurses

	TOTAL	Male	Female
FTE	11.30	**	*
Annual Remuneration	\$ 1,223,086	**	*
Average annual Remuneration	\$ 108,238	**	*

\*\* indicates less than 5 employees

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