

15 December 2020

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NZ Herald



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Via email: emma.russell@nzherald.co.nz

Dear Emma

Official Information Act Request – OIA 13153 Average Remuneration Paid

On 30 September 2020, under section 12 of the Official Information Act, you requested the following information from Whanganui District Health Board (WDHB):

With respect, I request the following information under the terms of the Official Information Act 1982:

- 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).
- 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).
- 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).
- 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).
- 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).
- 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).
- 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).
- 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.
- 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.

The information sought in this request is to be used as part of an investigation by the New Zealand Herald. As the information will be used to ensure a greater understanding and appreciation of gender within health, I ask that any fee be waived.

Whanganui District Health Boards response:

Data Caveats

The OIA request is for annual remuneration during the financial year.

Inclusion rules:

Employee must have been employed at the DHB on 1 July 2019 and continuously to 30 June 2020 in the defined role, with stable conditions of service.

If only employed for part of the year, or only in the defined role for part of the year, they were excluded from the analysis.

If the employee has changed conditions of service during the year, for example moved their contracted hours from 0.8 FTE to 0.5 FTE, they were excluded from the analysis.

Casual employees and locums are excluded.

Employees with a period of Leave without Pay, Sabbatical Leave, or Parental Leave during the financial year were excluded.

Definition of FTE:

Senior Medical Officers: Job-sized FTE capped at 1.0 FTE

RMOs and ED Nurses: Contracted FTE (Total Contracted Hours / 2086) – Contracted FTE for RMOs is capped at 1.0

Definition of full-time and part-time (based on Statistics New Zealand definition):

Full-time employees are those with an FTE of 0.75 (30 hours) or more

Part-time employees are those with an FTE of less than 0.75 (less than 30 hours).

Definition of annual remuneration:

As for the DHB's Annual Report - gross earnings - all payments, including employer KiwiSaver and Super Contributions, but excluding non-taxable reimbursing allowances.

Annual remuneration is for the defined role. Where an employee has a split role, for example 0.5 as Clinical Director and 0.5 as General Surgeon, only the remuneration for the defined role requested was provided.

Definition of average annual remuneration:

Annual remuneration divided by the FTE.

Definitions of 'clinical heads of department', 'surgeons', 'RMOs', 'ED Nurses':

Clinical Heads of Department – Senior Medical Officers 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 Registrar). Also include 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.

Privacy:

Where numbers of women, or men in a category are five or less, the data has not been provided as it may lead to identification. The corresponding gender information in the category has also not been provided.

- **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 | 19.9 | * | ** |
| Annual Remuneration | \$8,743,735 | * | ** |
| Average annual Remuneration | \$439,384 | * | ** |

** indicates less than 5 employees

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

- **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 | 8.26 | * | ** |
| Annual Remuneration | \$3,723,811 | * | ** |
| Average annual Remuneration | \$450,825 | * | ** |

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- **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 | 7 | 7 | 0 |
| Annual Remuneration | \$2,455,832 | \$2,455,832 | 0 |
| Average annual Remuneration | \$350,833 | \$350,833 | 0 |

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- **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 | 3 | * | ** |
| Annual Remuneration | \$1,313,516 | * | ** |
| Average annual Remuneration | \$437,839 | * | ** |

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- **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 | 33.75 | 25.9 | 7.85 |
| Annual Remuneration | \$12,660,473 | \$10,156,377 | \$2,504,096 |
| Average annual Remuneration | \$375,125 | \$392,138 | \$318,993 |

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- **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 | 13 | ** | * |
| Annual Remuneration | \$1,804,007 | ** | * |
| Average annual Remuneration | \$138,770 | ** | * |

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- **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 | 19.3 | ** | * |
| Annual Remuneration | \$1,987,573 | ** | * |
| Average annual Remuneration | \$102,983 | ** | * |

** indicates less than 5 employees

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

- **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.**

| Number / Type of Complaints | 2020 YTD | 2019 | 2018 | 2017 | 2016 | 2015 | Brief Outline |
|----------------------------------------|----------|------|------|------|------|------|----------------|
| Sexual harassment against female staff | 0 | 0 | 0 | 0 | 0 | 0 | Not Applicable |

| | | | | | | | |
|--------------------------------------------|---|---|---|---|---|---|----------------|
| Sexual harassment against male staff | 0 | 0 | 0 | 0 | 0 | 0 | Not Applicable |
| Gender discrimination against female staff | 0 | 0 | 0 | 0 | 0 | 0 | Not Applicable |
| Gender discrimination against male staff | 0 | 0 | 0 | 0 | 0 | 0 | Not Applicable |

| Number / Type of Complaints | 2020 YTD | 2019 | 2018 | 2017 | 2016 | 2015 |
|----------------------------------|----------|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Bullying - Female against female | 0 | 1 | 3 | 2 | 3 | 1 |
| Brief Outline | N/A | Bullying not substantiated. A restorative process implemented to resolve the concerns. | <p>Complaint 1 – Bullying not substantiated. Inappropriate behaviour and communication identified, a warning issued, personal development plan and training implemented.</p> <p>Complaint 2 – Bullying not substantiated. Communication issues between two staff members identified. A restorative process implemented to resolve the concerns.</p> <p>Complaint 3 – Bullying not substantiated and the matter informally resolved between the two staff members.</p> | <p>Complaint 1 – Bullying not substantiated. A personal development plan and training implemented. A restorative process implemented to resolve the concerns.</p> <p>Complaint 2 – Bullying not substantiated. Inappropriate behaviour and communication identified, a warning issued.</p> | <p>Complaint 1 – Bullying substantiated. A lack of insight into own behaviour and impact on others. Performance improvement plan implemented.</p> <p>Complaint 2 – Bullying not substantiated.</p> <p>Complaint 3 – Bullying not substantiated. Unacceptable behaviour identified. Performance improvement plan implemented. Communications training implemented.</p> | Complaint 1 – Bullying not substantiated. |
| Bullying - Female against male | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|--------------------------------|-----|-----|-----|------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-----|
| Brief Outline | N/A | N/A | N/A | N/A | N/A | N/A |
| Bullying - Male against female | 0 | 0 | 0 | 1 | 1 | 0 |
| Brief Outline | N/A | N/A | N/A | Bullying not substantiated. A restorative process implemented to resolve the concerns. A personal coaching plan implemented. | Bullying not substantiated. | N/A |
| Bullying - Male against Male | 0 | 0 | 0 | 0 | 0 | 0 |
| Brief Outline | N/A | N/A | N/A | N/A | N/A | N/A |

- **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 and September 2020.**
 - i. There were no reported / known incidents in relation to gender bias, sexual harassment or gender discrimination between January 2015 and September 2020.
 - ii. Since 2017/18 the WDHB reports annually to the Human Rights Commission (HRC) on the gender pay gap as part the annual "Good Employer Annual Report review of Crown Entities".

Extract of gender pay gap details published in 2017/18, 2018/19 and 2019/20 below:

Gender pay gap as at 30 June 2020

Gender pay gap:

| DHB | Female Median | Male Median | Gender Pay Gap |
|-----------|---------------|-------------|----------------|
| Whanganui | \$75,945 | \$83,712 | 9.3% |

Gender pay gap as at 30 June 2019

Gender pay gap:

| DHB | Female Median | Male Median | Gender Pay Gap |
|-----------|---------------|-------------|----------------|
| Whanganui | \$72,891 | \$81,274 | 10.3% |

Gender pay gap as at 30 June 2018

| DHB | Female Median | Male Median | Gender Pay Gap |
|-----------|---------------|-------------|----------------|
| Whanganui | \$ 66,755 | \$ 80,000 | 17% |

Overall, the data shows that there is a difference between average male and female remuneration across the areas outlined above. In most cases, average remuneration for men is higher than women.

The data provided is financial remuneration data only and does not identify the specific factors that contribute to different remuneration levels between individuals.

Factors affecting remuneration include tenure-based remuneration scales – those who have been in their role longer will be higher on the pay scale. Specialisation, on-call hours, and additional duties will all influence remuneration levels.

The WDHB has engaged in national bargaining processes assisted by the Central Region Technical Advisory Services (TAS) with the Ministry of Health and PSA and NZNO unions to address gender pay equity claims.

Copies of the following communication regarding pay equity attached:

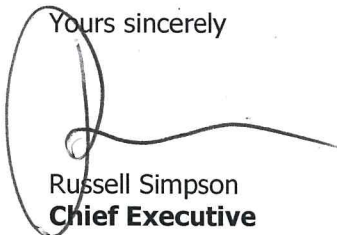
- 14.3.2018 PSA pay equity claim
- 18.7.2018 Pay equity meeting

- 18.4.2019 Update – PSA pay equity claim presented
- 4.9.2019 Pay equity information
- 20.12.2019 Notify employees of pay equity claim

- 17.2.2020 JCC meeting
- November 2019 Gender wage gap in medical professionals
- November 2019 Health dialogue Making up for being female
- 16.3.2020 JCC follow up
- 16.7.2020 Clerical admin pay equity mapping
- 16.7.2020 PSA mapping exercise
- 15.9.2020 PSA pay parity update 1
- 28.9.2020 PSA pay parity update 2
- 9.11.2020 Allied Health pay equity update
- 11.11.2020 PSA pay parity update 3
- 4.12.2020 Notice to staff

Should you have any further queries about the above information, please contact our OIA Co-ordinator Anne Phoenix at anne.phoenix@wdhb.org.nz

Yours sincerely



Russell Simpson
Chief Executive