



20 July 2020



Dear 

Official Information Act Request

You have asked for information about staff and board member ethnicity information.

The information you have requested is contained in the attached table.

Northland DHB supports the open disclosure of information to assist public understanding of how we deliver our services. This includes proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been provided to you. Personal or identifying information will be redacted from any response published online. If you consider there are good reasons why this response should not be publicly available we will consider your views.

If you have any queries relating to Northland DHB's response to your information request please contact me.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Nick Chamberlain'.

Dr Nick Chamberlain
Chief Executive

Reference	Question	Clarification of question	Maori Male	Maori Female	Total Employees Male	Total Employees Female
1	Total number of employees within your organisation	Full time and less than 1.0 FTE (This information is also relevant to part-time employees – fulltime employees are reflected in Ref 2 below)	23 (2017) 31 (2020)	190 (2017) 264 (2020)	187 (2017) 234 (2020)	1381 (2017) 1727 (2020)
1a	Total number of employees within your organisation earning more than \$180,000 p.a		1 (2017) 1 (2020)	1 (2017) 3 (2020)	77 (2017) 109 (2020)	38 (2017) 65 (2020)
1b	Total number of employees within your organisation earning less than \$50,000 p.a		32 (2017) 30 (2020)	120 (2017) 94 (2020)	128 (2017) 106 (2020)	466 (2017) 336 (2020)
2	Total number of full-time employees within your organisation	FTE of 1.0 or greater	54 (2017) 82 (2020)	175 (2017) 219 (2020)	381 (2017) 421 (2020)	810 (2017) 941 (2020)
3	Ethnicity of People & Capability Leader	Highest paid employee within your P&C division, would generally be the General Manager or Director	0 (2017) 0 (2020)	0 (2017) 0 (2020)	1 (2017) 1 (2020)	0 (2017) 0 (2020)
4	Ethnicity of Recruitment Leader	Highest paid Recruitment Specialist, Manager or Team Leader.	0 (2017) 0 (2020)	0 (2017) 0 (2020)	0 (2017) 0 (2020)	1 (2017) 1 (2020)

5	Ethnicity of Recruitment/HR employees (NOTE – this information excludes Payroll and Workforce Development & Wellbeing staff)	Exclude leader from Q4 above	0 (2017) 1 (2020)	3 (2017) 1 (2020)	2 (2017) 1 (2020)	5 (2017) 9 (2020)
6	Ethnicity of Board Members Northland DHB does not collect ethnicity data for board members. The information provided is drawn from iwi affiliations declared by members in the Board's Interests Register. Board members are not DHB employees		0 (2017) 2 (2020)	2 (2017) 1 (2020)	4 (2017) 5 (2020)	7 (2017) 6 (2020)
7	Ethnicity of Mental Health employees		31 (2017) 48 (2020)	83 (2017) 118 (2020)	102 (2017) 105 (2020)	224 (2017) 284 (2020)
8	Ethnicity of Nursing employees		25 (2017) 30 (2020)	201 (2017) 261 (2020)	158 (2017) 189 (2020)	1163 (2017) 1480 (2020)