



17 March 2021



Tēnā koe

You have asked for information about a living wage.

1. *Is your DHB currently a registered living wage employer?*
 - a. *If yes what factors influenced that decision*

No.

2. *Are your contractors/sub-contractors currently living wage employers?*

Northland DHB does not track whether contractors/subcontractors are living wage employers

- a. *Do you require them to be?*

No.

3. *Does your DHB currently have plans to become a living wage employer?*
 - a. *If so can you describe how far you have progressed?*

No.

4. *What do you see as the obstacles to becoming a living wage employer?*

Northland DHB employs a broad range of employees the majority of whom are covered by national employment agreements. Any changes to pay scales would have to be undertaken at a national level.

Northland DHB is committed to developing and growing our workforce to attain qualifications that enables progression to higher levels of remuneration. This includes providing opportunity to our lowest paid workforce groups including our porters, laundry staff, dental assistants and health care assistants, to complete a Level 2 and Level 3 National Certificate qualification, enabling them to progress higher in the collective agreement pay scales above the living wage.

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 about Northland DHB's response to your information request please contact me.

Nāku iti noa, nā

A handwritten signature in black ink, appearing to be 'NCR', written in a cursive style.

Dr Nick Chamberlain
Chief Executive