



18/12/2020



By way of email only: [Redacted]

Dear [Redacted]

Official Information Act request:

Further to your letter dated 30 September 2020 made under the Official Information Act 1982. As previously advised we extended the response time as per section 15A of the Act.

Specifically, you requested:

- 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).***

Top 20 Clinicians	TOTAL	Male	Female
Average annual Remuneration	\$ 530,453		

Please note: 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 for this reason.

- 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).***

Please note: SMO's at Waikato DHB are on some shifts/rosters also employed as the Clinical Heads of Department so we are unable to respond to this question without substantial research and collation.

- 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).***

Full time Surgeons	TOTAL	Male	Female
Average annual Remuneration	\$ 352,557		

Please note: 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 for this reason.



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).**

Part time Surgeons	TOTAL	Male	Female
Average annual Remuneration	\$ 286,911		

Please note: 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 for this reason.

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).**

Full time Senior Medical Officer	TOTAL	Male	Female
Average annual Remuneration	\$ 322,622	\$ 327,486	\$ 311,432

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).**

Full time Resident Medical Officers	TOTAL	Male	Female
Average annual Remuneration	\$ 132,959	\$ 138,654	\$ 125,680

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).**

Full time ED Nurses	TOTAL	Male	Female
Average annual Remuneration	\$ 92,748	\$ 97,885	\$ 91,456

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.**

	2016	2017	2018	2019	2020
Psychological abuse (bullying & Harassment)	16	21	29	28	21
Sexual	7	7	15	21	9
Verbal abuse with gender content	<5	<5	<5	<5	<5

This table represents the number of incidents recorded in the Waikato DHB Incident Management System (Datix).

Please note to protect the privacy of our staff we have not included numbers fewer than 5.

We have also not further broken these numbers into gender. Gender is not always recorded, or sometimes the person entering the data may put their gender not the gender of the affected person.

We have not outlined the nature of the complaints to protect the privacy of individuals under sections 18(a) and 9(2)(h) of the Official Information Act, which allows information to be withheld if this is necessary to maintain legal professional privilege and this is not outweighed by any public interest in its release.

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 from January 2015 to September 2020.

Waikato DHB will not provide copies of any legal advice, reports or documents listed above under section 18(f) of the Official Information Act, because the information requested cannot be made available without substantial collation or research.

You have the right to request the Ombudsman to investigate and review the decision to withhold the information. The Ombudsman's postal address is:

The Ombudsman
Office of the Ombudsman
P O Box 10-152
Wellington

Waikato DHB supports the open disclosure of information to assist community understanding of how we are delivering publically funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

I trust this answers your query.

Yours sincerely



Kate Coley
Executive Director Organisational Support
Waikato District Health Board