


22 December 2020



Via Email: 

### **Response to a request for official information**

Dear 

Thank you for your request for official information received 30 September 2020 by Nelson Marlborough Health (NMH)<sup>1</sup>, followed by clarification 7 October 2020 and the necessary extension of time 5 November 2020, where you seek the following information.

*For the financial year to 30 June 2020;*

- 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)***

NMH response: Average male = \$256,126. Average female = \$240,563.

- 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)***

NMH response: Due to low numbers by gender (less than 5), and in accordance with section 9(2)(a) of the Act, we are withholding information on employees so as to protect their privacy. We can however provide the average salary paid to a Head of Department = \$244,560.

- 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)***

NMH response: Average male = \$231,521 (12 employees). Average female = \$200,785 (5 employees).

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<sup>1</sup> Nelson Marlborough District Health Board

**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)**

NMH response: Average male = \$226,115 (35 employees). Average female = \$205,892 (23 employees).

**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)**

NMH response: Average male = \$222,227 (45 employees). Average female = \$209,605 (15 employees).

**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)**

NMH response: Average male = \$120,425 (45 employees). Average female = \$115,377 (49 employees).

**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)**

NMH response: Due to low numbers of full-time Emergency Department (ED) nurses (less than 5), and in accordance with s 9(2)(a) of the Act, we are withholding gender information so as to protect their privacy. We can however provide the average salary paid to a full-time ED nurse = \$105,329.

**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**

NMH response: Please see Table One below where information for categories with fewer than 5 individuals has been withheld under section 9(2)(a) of the Act to 'protect the privacy of natural persons, including that of deceased natural persons'.

**TABLE ONE**

Year	Allegation	Complaint by Female	Complaint by Male	Outcomes
2015	Bullying	<5*	0	Unsubstantiated
2016	Bullying	6	<5*	Informal resolution / unsubstantiated
2017	Bullying	<5*	<5*	Unsubstantiated
2018	Bullying Sexual harassment	<5*	0	Unsubstantiated
2019	Bullying	8	<5*	Informal resolution / unsubstantiated
2020 to Sept	Bullying	<5*	0	Informal resolution / unsubstantiated

\*The exact number is withheld to maintain the privacy of natural persons. In the circumstances, the withholding of that information is not outweighed by other considerations which render it desirable, in the public interest, to make that information available.

**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**

NMH response: This information is not available in a form that identifies the specified topics over the specified timeframe. The DHB finds that it would take a significant amount of time and resources to manually gather this information and, as such, NMH declines to respond under section 18(f) as *'the information requested cannot be made available without substantial collation and research'*.

This response has been provided under the Official Information Act 1982. You have the right to seek an investigation by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or free phone 0800 802 602.

If you have any questions about this decision please feel free to email our OIA Coordinator [OIArequest@nmdhb.govt.nz](mailto:OIArequest@nmdhb.govt.nz). I trust that this information meets your requirements. NMH, like other agencies across the state sector, supports the open disclosure of information to assist the public's understanding of how we are delivering publicly-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. If you feel that there are good reasons why your response should not be made publicly available, we will be happy to consider.

Yours sincerely



Dr Peter Bramley  
**Chief Executive**