

22 January 2019

Thank you for your request dated 10 December 2018 that was transferred to the Hutt Valley DHB on 17 December 2018 by the Ministry of Health. You sought the following information under the Official Information Act 1982, regarding 'Hiring Policies and Procedures for all Public Health Units in NZ'. You requested:

"I would like to access all policies and procedures related to hiring Maori staff for all public health units in NZ.

Quotas for Maori staff if any.

Numbers of Maori senior managers in Maori specific management positions and numbers of senior positions held by Maori staff.

HR practices when hiring for Maori roles and or roles specifically focused on Maori Health.

Is this information centralised or does it need to be requested from individual Public Health Units?"

The information pertaining to your request is below, and is limited to Regional Public Health, which is a service of Hutt Valley DHB.

Question 1

"I would like to access all policies and procedures related to hiring Maori staff for all public health units in NZ."

Attached is the Recruitment/Appointment Policy for Hutt Valley DHB; Regional Public Health is a business unit of Hutt Valley DHB. The policy applies to recruitment to all positions across the DHB. While there is no separate policy for hiring Māori staff, however we also attach our 'Māori Workforce Policy'.

Question 2

"Quotas for Maori staff if any."

Not applicable.

Question 3

"Numbers of Maori senior managers in Maori specific management positions and numbers of senior positions held by Maori staff. "

There are no Māori specific senior management positions within Regional Public Health. There are two senior management positions, one of which is held by a Māori staff member.

To answer the second part of your question we would need to understand what you mean by 'senior position'; the following answer captures non-management senior professional roles:

Total number of roles – 10, of those the number of Māori staff - 4.

Question 4

“HR practices when hiring for Maori roles and or roles specifically focused on Maori Health.”

Please refer to the Māori Workforce Policy attached. As answered previously, Regional Public Health has no Māori specific positions.

Question 5

“Is this information centralised or does it need to be requested from individual Public Health Units?”

As indicated by this response, and the Ministry of Health’s transfer of your request to Public Health Units, the information you have sought is not held centrally. Information provided here as requested has come from our Regional Public Health service.