

11 February 2018



Re **Official Information Request for unfilled vacancies**

I refer to your Official Information Act request dated 25 November 2018 for the following information:

- 1. How many unfilled vacancies do you have for both full-time, part-time and contract positions?**
- 2. What area are the vacancies in (please supply by number e.g. Nursing 10)?**
- 3. For positions which have been unfilled for over 1 month:**
- 4. What is the total number?**
- 5. Please list each vacancy including area it is in and the length of time it has been unfilled**
- 6. In areas where there is short-staffing due to unfilled vacancies:**
- 7. What is your approach for covering staff shortages?**
- 8. Has there been an impact on meeting health targets due to shortages?**

The information we have is provided under the questions is as follows:

- 1. How many unfilled vacancies do you have for both full-time, part-time and contract positions?**
- 2. What area are the vacancies in (please supply by number e.g. Nursing 10)?**
- 3. For positions which have been filled for over 1 month**
- 4. What is the total number.**
- 5. Please list each vacancy including area it is in and the length of time it has been unfilled**
- 6. In areas where there is short-staffing due to unfilled vacancies**

The data you seek relating to specific vacancies is not maintained within a centralised system. Therefore, it cannot be reported without substantial collation effort. If you wished to narrow your request to a specific category we could further assess your request.

We do, however, have a schedule of currently available FTE positions for February 2019 which is attached together with a graph showing the trend for six months up until January 2019.

**7. What is your approach for covering staff shortages?**

We offer overtime, additional shifts, use bureau and agency staff, or manage our workload. In the long term we are actively recruiting, nationally and internationally while we also provide staff retention and staff wellbeing programmes to retain our staff and reduce vacancies. We have an active recruitment drive and the attached summary shows 531.15 FTE roles are available for recruiting at February 2019, just over 5 per cent of our total staff of 10,235 (as at 30 June 2018). The range of available FTE roles demonstrates the complexity of operating a large hospital like the Auckland DHB. Nursing has the highest number at 192.7 FTEs followed by technical roles (71.6), medical specialists and fellows (48), administration(47.5), health care assistants (45), allied health (41.9), and mental health (34.9).

**8. Has there been an impact on meeting health targets due to shortages?**

Auckland DHB has a very good record of meeting and exceeding its targets. In our reporting for the 2017-2018 year we noted that Auckland DHB is one of the healthiest communities in New Zealand and we have performed well against our key indicators and achieved four of the national health targets in quarter four.

See our Annual Report 2017/2018 <http://www.adhb.health.nz/assets/Uploads/ADHB-Annual-Report-2017-18-FINAL.pdf>

I trust this information answers your questions.

You are entitled under the Official Information Act to seek a review of this response. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Auckland DHB website.

Yours faithfully



Ailsa Claire, OBE  
Chief Executive

Sum of Current FTE Value	Permanent	Fixed-Term	Casual	Grand Total
Directorates				
Adult Community & LTC	34	4.25		38.25
Adult Health Research		1		1
Adult Medical Services	27.3	4.85		32.15
Cancer & Blood Research		1.6		1.6
Cancer & Blood Services	12.1	11.7		23.8
Cancer and Blood Research 2		0.6		0.6
Cardiac Health Services Group	2.6			2.6
Cardiac Research	0.6			0.6
Cardiovascular Services	14.65	2.9		17.55
Child Health	64.1	25	0.9	90
Clinical Support	40.8	17.2		58
Mental Health & Addictions	62.3	15.6		77.9
Patient Management Services	22.7	1.8		24.5
Perioperative Services	46.9	10		56.9
Public Health	4.3	2		6.3
Support Services	35	6.5		41.5
Surgical Services	37.7	8.9	6	52.6
Women's Health & Genetics	3.5	1	0.6	5.1
Women's Research		0.2		0.2
<b>Grand Total</b>	<b>408.55</b>	<b>115.1</b>	<b>7.5</b>	<b>531.15</b>

Sum of Current FTE Value	Column Labels			Grand Total
	Permanent	Fixed-Term	Casual	
Occupation				
Administration	36.7	10.8		47.5
Allied Health	32.3	9.6		41.9
Cleaning Services	7.8			7.8
Clinical Coding	2.0			2.0
Community/Public Health	1.0	1.0		2.0
Health Care Assistants	45.5			45.5
Human Resources	3.0			3.0
Information Management/Information Technology	13.0	1.0		14.0
Management	2.3	4.0		6.3
Medical Specialist & Fellows	20.6	20.8	6.6	48.0
Mental Health	25.5	9.4		34.9
Midwifery	2.0	0.2		2.2
Nursing	155.1	37.7		192.7
Orderly Services	5.0			5.0
Project Manager		1.5		1.5
Public Health	0.5		0.9	1.4
Quality and Risk	4.0			4.0
Technical	52.3	19.3		71.6
<b>Grand Total</b>	<b>408.6</b>	<b>115.1</b>	<b>7.5</b>	<b>531.2</b>

### FTE to recruit last six months



