

16 October 2018

Advocate

By email to: psychologist@adhb.org.nz

Dear [REDACTED]

Re **Official Information Request for psychologists employed under MECA**

I refer to your Official Information Act request of 18 September 2018 for the following information:

- 1. For every psychologist employed under the APEX Psychologists' MECA since 1 June 2016, how much of their CPD allowance as per clause 14 of the MECA was spent (both in dollar value and percentage terms) in each year of their employment;**
- 2. How many currently employed psychologists receive external supervision through an inter-DHB pooling arrangement, and how many receive external supervision funded by the DHB;**
- 3. How many psychologists are employed on each step of the salary scale;**
- 4. How many psychologists were eligible to apply for merit progression in the last twelve months (i.e. employed on steps 9 to 17);**
- 5. How many psychologists applied for merit progression in the last twelve months;**
- 6. How many psychologists had their merit progression applications approved in the last twelve months;**
- 7. The headcount of psychologists employed by the DHB;**
- 8. The total FTE of psychologists employed by the DHB;**
- 9. How the total FTE of psychologists employed by the DHB is distributed and the location where the FTE is based (e.g. five FTE in adult community mental health in Tauranga, one FTE in inpatient mental health in Whangarei, two FTE in child and adolescent mental health in Orewa).**

Please find enclosed the information you have requested except for questions 2 and 5 which has been withheld under section 18(e) of the Official Information Act in that the information does not exist or cannot be found.

The information we have released to you is enclosed below.

- 1. For every psychologist employed under the APEX Psychologists' MECA since 1 June 2016, how much of their CPD allowance as per clause 14 of the MECA was spent (both in dollar value and percentage terms) in each year of their employment;**

The CPD Allowance of \$2500 per annum (prorated) was introduced in 2016. How much of this has been spent is provided in **Table 1** and **Table 2**.

2. How many currently employed psychologists receive external supervision through an inter-DHB pooling arrangement, and how many receive external supervision funded by the DHB;

Withheld section 18(e)

3. How many psychologists are employed on each step of the salary scale;

Refer to **Table 4**.

4. How many psychologists were eligible to apply for merit progression in the last twelve months (i.e. employed on steps 9 to 17);

Refer to **Table 3** and **Table 4**.

5. How many psychologists applied for merit progression in the last twelve months;

Withheld section 18(e)

6. How many psychologists had their merit progression applications approved in the last twelve months;

Refer to **Table 5**.

7. The headcount of psychologists employed by the DHB;

Refer to **Table 3** and **Table 4**

8. The total FTE of psychologists employed by the DHB;

Refer to **Table 3** and **Table 4**

9. How the total FTE of psychologists employed by the DHB is distributed and the location where the FTE is based (e.g. five FTE in adult community mental health in Tauranga, one FTE in inpatient mental health in Whangarei, two FTE in child and adolescent mental health in Orewa).

Refer to **Table 3** and **Table 4**.

Table 1

CPD Allowance paid to APEX Psychologists at Auckland DHB during the 12 months 1 July 2016 to 30 June 2017									
Entitlement Range	CPD Allowance not paid			CPD Allowance paid			Percentage		
	Count of employees	Total Cost	Average Cost	Count of employees	Total Cost	Average Cost	% of employees paid CPD	% of total entitlement paid	Average % paid to employees paid CPD
\$0-\$500	15	\$ 2,198	\$ 147	0	\$ -	N/A	0%	0%	N/A
\$500-\$1000	19	\$ 15,366	\$ 809	4	\$ 2,679	\$ 670	21%	17%	78%
\$1000-\$1500	32	\$ 40,030	\$ 1,251	4	\$ 2,402	\$ 601	13%	6%	48%
\$1500-\$2000	23	\$ 41,149	\$ 1,789	8	\$ 8,875	\$ 1,109	35%	22%	65%
\$2000-\$2500	38	\$ 89,264	\$ 2,349	10	\$ 7,505	\$ 751	26%	8%	33%
TOTAL	127	\$ 188,006	\$ 1,480	26	\$ 21,461	\$ 828	20%	11%	52%

Table 2

CPD Allowance paid to APEX Psychologists at Auckland DHB during the 12 months 1 July 2017 to 30 June 2018									
Entitlement Range	CPD Allowance Entitlement			CPD Allowance Paid			Percentage		
	Count of employees	Total Cost	Average Cost	Count of employees	Total Cost	Average Cost	% of employees paid CPD	% of total entitlement paid	Average % paid, to employees paid CPD
\$0-\$500	30	\$ 4,555	\$ 152	3	\$ 900	\$ 300	10%	20%	95%
\$500-\$1000	18	\$ 14,219	\$ 790	6	\$ 5,210	\$ 868	33%	37%	125%
\$1000-\$1500	32	\$ 40,076	\$ 1,252	14	\$ 16,580	\$ 1,184	44%	41%	95%
\$1500-\$2000	33	\$ 59,182	\$ 1,793	11	\$ 17,684	\$ 1,608	33%	30%	88%
\$2000-\$2500	37	\$ 87,707	\$ 2,370	14	\$ 21,425	\$ 1,530	38%	24%	63%
TOTAL	150	\$ 205,739	\$ 1,372	48	\$ 61,799	\$ 1,287	32%	30%	88%

Table 3

Psychologists employed at Auckland DHB as at 31 August 2018											
Directorate (31 Aug 2018)	Head Count	Position Count	FTE	Employed on steps 9 to 17 over last 12 months	FTE by Physical Location						
					Grafton	Greenlane	Newmarket	Panmure	Ponsonby	Pt Chev.	St Lukes
<i>No longer with ADHB</i>	0	0	0.00	11							
Child Health	16	16	13.70	9	13.70						
Mental Health & Addictions	74	78	57.83	48	4.50	40.53	1.60	2.30	3.40	2.30	3.20
Cardiovascular Services	2	2	1.80	2		1.80					
Adult Community & LTC	10	11	6.70	3	2.00	3.70				1.00	
Adult Medical Services	2	2	1.70	1	1.70						
Surgical Services	2	2	1.20	2	1.20						
Cancer & Blood Services	4	5	2.35	3	2.35						
Support Services	1	1	0.40	1	0.40						
Women's Health	2	2	1.00	2		1.00					
Total Auckland DHB	112	119	86.68	78	25.85	47.03	1.60	2.30	3.40	3.30	3.20

Table Four

Psychologists employed at Auckland DHB as at 31 August 2018				
Step (31 Aug 2018)	Headcount	Position Count	FTE	Employed on steps 9 to 17 over last 12 months
1	3	3	2.60	0
2	10	11	9.00	0
3	3	3	2.00	0
4	9	9	6.10	0
5	2	2	1.96	0
6	5	5	3.70	0
7	5	5	3.40	0
8	3	3	2.30	0
9	14	15	9.55	15
10	9	9	6.80	9
11	11	12	8.50	12
12	11	11	8.70	11
13	8	8	5.78	8
14	8	8	5.70	8
15	3	3	2.80	3
16	1	1	0.20	1
17	3	3	1.50	3
18	6	7	5.10	0
<i>No longer with ADHB</i>	0	0	0.00	11
Total Auckland DHB	112	118	85.68	78

Table 5

Psychologists at Auckland DHB with a merit progression approved during 1 Sep 2017 to 31 Aug 2018	
Merit Approval	Count
From step 8 to Step 9	1
From step 9 to Step 10	3
From step 10 to Step 11	3
From step 11 to Step 12	4
From step 12 to Step 13	3
From step 13 to Step 14	3
From step 14 to Step 15	1
From step 16 to Step 17	2
Total	20

I trust this information answers your questions.

Under section 28 of the Official Information Act you are entitled to seek a review of my response. Information about how to make a complaint is available at 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

