

Good Employer

Counties Manukau District Health Board (CMDHB) applies the following “Good Employer Principles”

Principle

CMDHB believes that a good employer is one who operates a Human Resources policy containing provisions generally accepted as necessary for the fair and proper treatment of employees in all aspects of their employment.

CMDHB is committed to this principle and will seek to actively uphold any legislative requirements in this regard.

Good employer principles in practice.

Provisions which reflect the General Principles include:

- Good and safe working conditions
- An equal opportunities programme
- The impartial selection of suitably qualified persons for employment
- Recognition of the aims, aspirations and employment requirements of Maaori people
- Recognition of the aims, aspirations cultural differences and employment requirements of Pacific peoples and people from other ethnic or minority groups
- Opportunities for the enhancement of the abilities of individual employees
- Recognition of the employment requirements of women
- Recognition of the employment requirements of men
- Recognition of the employment requirements of persons with disabilities.

Standards

CMDHB shall ensure that employees maintain proper standards of integrity and conduct, in keeping with the “Vision and Values” of CMDHB.

Complaints and appeals:

CMDHB supports the right of all employees to pursue resolution of any complaint through the procedures contained in the relevant legislation (e.g. Human Rights Act, Race Relations Act, and Employment Relations Act). In the first instance, an employee can obtain assistance in the pursuit of a complaint or appeal, by contacting the Human Resources Service Manager.

Equal Employment Opportunities (EEO):

Principles

CMDHB believes that by ensuring our workplaces reflect and value the differences within our workforce, we will be able to deliver quality health services more efficiently, effectively, and appropriately.

CMDHB believes that by removing seen and unseen barriers which prevent people from reaching their full potential, we can deliver top performance at every level of the organisation.

Equal Employment Opportunities (EEO) is an integral part of being a good employer.

Policy

CMDHB is committed to the concept of EEO and will work towards the elimination of all forms of unfair discrimination in employment evidenced by:

- inclusive, respectful and responsible organisational culture which enables access to work, equitable career opportunities and maximum participation for members of designated groups and all employees
- procedural fairness as a feature of all human resource strategies, systems, and practices
- employment of EEO groups at all levels in the workplace

Responsibility for implementation of this EEO policy and the delivery of results rests explicitly with each Service General Manager and will be supported by the organisational EEO Plan.

Discrimination

Discrimination in employment occurs whenever factors or personal characteristics which are not relevant to the job are used. Discrimination can be direct (e.g. by refusing to hire people with certain characteristics) or, more often, indirect (e.g. when people appear to be treated in the same way but are in fact denied equal opportunity).

CMDHB’s Human Resource policies and practices will be free from any discriminatory element that has the potential to deny a person equal opportunity.

In CMDHB, EEO is:

- fairness at work
- based on merit
- a cost-effective tool
- essential for active employee involvement
- a good way to plan for CMDHB’s business
- concerned with all aspects of employment
- a solution, not a problem.

In CMDHB, EEO is not:

- about quotas
- reverse discrimination
- charity.

Benefits

EEO will help CMDHB develop a more united and diverse workforce which is responsive to change, is

Adult medical centre and main entrance.



more flexible and has a richer workplace culture. EEO is a way of honouring our obligations under the Treaty of Waitangi.

EEO will assist CMDHB to:

- deliver improved customer service by better matching our services with our clients
- improve its productivity through valuing its employees and treating them fairly

EEO can improve staff relations and morale, lower absenteeism and reduce staff turnover. CMDHB has one of the lowest staff turnover rates within the public health sector.

The table opposite breaks down the CMDHB workforce (head count) into selected groups.

Number of ethnic groups employed

It is not mandatory for employees of CMDHB to disclose their ethnic group as a number of employees have a mixture of ethnic background and they believe that it is not respectful to name one ethnic group over another. Of those that have disclosed there are approximately 95 difference ethnic backgrounds, speaking 108 languages.

Employee Group	Females		Males	
	Number	Average salary	Number	Average salary
Senior Medical Officers	100	164,023	225	189,322
Resident Medical Officers	141	94,037	146	96,913
Individual Employee Agreements	235	73,408	101	88,973
Clerical	624	39,883	28	39,001
Home aids	12	24,684		
Medical Laboratory	98	43,382	24	47,931
Radiology	89	55,357	15	51,562
Allied Health	566	50,919	132	50,110
Security & Engineering	6	34,374	33	37,151
Mental Health Nursing	275	50,886	113	44,070
Midwives	56	59,945		
Nursing	2,132	50,721	112	48,891
Interpreters	117	48,500	68	46,685

NOTE: All employee groups, with the exception of the Individual Employee Agreements (IEA's), are governed by national awards (MECA's) and grading steps based on the competency, skill and service of the employee. There is no differential between a female and a male on the same grade and are based on salary scales and exclude additional allowances, cover, overtime, etc.

Board Committee Membership as at 30 June 2007

Committee Member	Award	Committee
Mr Pat Snedden	\$59,369	Board (Chair), CPHAC, HAC, DiSAC, PHAC, Pou, FAC
Anae Arthur Anae	\$29,177	Board, CPHAC, HAC, PHAC (Chair), FAC, Pou
Ms Miria Andrews	\$29,125	Board, CPHAC, HAC, DiSAC, Pou
Mr Donald Barker	\$28,917	Board, HAC, DiSAC, FAC
Mr Paul Cressey	\$28,760	Board, CPHAC (Chair), HAC, PHAC, FAC, Pou
Mr David Collings	\$27,719	Board, CPHAC, HAC, FAC (Chair)
Mrs Jillian Dooley	\$28,448	Board, CPHAC, DiSAC (Chair), PHAC, Pou
Mr Ross Keenan	\$28,116	Board (Regional Deputy-Chair), FAC
Mr Bill Mudgway	\$28,708	Board, CPHAC, DiSAC, FAC
Ms Airini Tukerangi	\$29,125	Board, CPHAC, HAC (Chair), Pou, FAC
Mr Robert Wichman	\$26,469	Board, HAC, DiSAC
Dr Peter Didsbury	\$1,458	CPHAC
Ms Yvonne Waterreus	\$5,100	CPHAC
Ms Elizabeth Farrell	\$1,667	CPHAC
Dr Lynne Lane	\$2,917	CPHAC
Nganeko Minhinnick	\$1,250	CPHAC, POU
Mr Sefita Haouli	\$3,229	CPHAC, PHAC
Ms Malia Hamani-Vulangi	\$6,458	CPHAC, PHAC
Mr Nuku Rapana	\$2,917	HAC, PHAC
Mrs Bernadette Pone	\$1,458	PHAC
Mrs Roine Lealaiauoto	\$1,667	PHAC
Ms Heather Grace	\$1,458	DiSAC

Committee Member	Award	Committee
Ms Chris Ellis	\$1,250	DiSAC
Prof Sir John Scott	\$1,042	DiSAC
Mr Ezekiel Robson	\$3,867	DiSAC
Mr Vaughan Dodd	\$1,250	DiSAC
Mr Malcolm Wara	\$208	DiSAC
Ms Tracey Thompson	\$416	DiSAC
Mr Mike Cohen	\$208	DiSAC
Mr Philip Beilby	\$2,500	PHAC, DiSAC
Ms Bernadette Pereira	\$1,042	PHAC
Mr Michael Chan	\$3,750	PHAC
Ms Stephanie Erick-Peleti	\$832	PHAC
Mr Peter Skelton	\$3,333	PHAC
Ms Louisa Lavakule	\$1,458	PHAC
Dr 'Etuate Lui Saafi	\$1,040	PHAC
Mr Alan Johnson	\$1,250	FAC
Mr Bob Clark	\$1,667	HAC
Mr Tukuroirangi Morgan	\$624	Pou
Mr Taitimu Maipi	\$1,456	Pou
Mr Donny Rangiaho	\$1,042	Pou
Ms Denise Ewe	\$417	Pou
Professor Colin Mantell	\$832	Pou
Mr Tahuna Minhinnick	\$1,872	Pou
Ms Tania Kingi	\$1,248	Pou

KEY	
CPHAC	Community and Public Health Advisory Committee
FAC	Finance and Audit Committee
HAC	Hospital Advisory Committee
DiSAC	Disability Support Advisory Committee
POU	previously the Maaori Health Advisory Committee
PHAC	Public Health Advisory Committee

All awards include remuneration and expense reimbursements paid