

4 May 2020

OIA 2020/049

S. Paurini

Email: fyi-request-12309-d93b027d@requests.fyi.org.nz

Dear S. Paurini

Re: Official Information Response – OIA 2020/049

Thank you for your request for information, which was received by Capital & Coast District Health Board (CCDHB) on 25 February 2020. You requested the following information:

1. an explanation of the process CCDHB follows to ensure job interviewers are observing and following the statement you say was included in a job advertisement, that 'CCDHB is a pro-equity Health Organisation, with a particular focus on Māori and Pacific Peoples';
2. a definition of the statement, 'a pro-equity Health Organisation with a particular focus on Māori';
3. an answer to the question, '[d]oes competence and experience matter as well?';
4. an answer to the question, '[i]f your interviewers interview a person with experience, qualifications and ability but he happens to be Māori (which, in an ideal situation, should be irrelevant) why would applicants that are incompetent, without experience and not Māori succeed in the interview and be offered the role?';
5. an explanation of how CCDHB ensures Māori are being fairly considered when they apply for roles at CCDHB.

Response:

1. We have attached CCDHB's *Equal Employment Opportunities* policy (see Appendix 1) to provide context. CCDHB has activities and plans underway to support a pro-equity approach. For example:
 - a. we are working to include the English and Te Reo Māori translation of the role title in all Position Descriptions (this is already in place for Allied Health positions). We also wish to include our *whakataukī* on the last page of those descriptions: *Ma tini, ma mano, ka rapa te whai* ('By joining together we will succeed').
 - b. We have a proposed Pro-Equity Workforce Plan (*Māori Workforce – Recruitment*) in the approval stages that has pro-equity guidelines regarding advertising, shortlisting, and interviewing (see Appendix 2). Please be aware that this is a draft document.
2. We have attached CCDHB's *Taurite Ora Māori Health Strategy* booklet (see Appendix 3). We would draw your attention to page 13 of the booklet, where the introduction explains CCDHB's interpretation of what a pro-equity organisation with a focus on Māori aims to achieve.

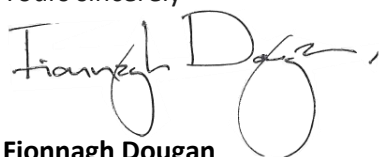
However, the entire booklet can act as a reference point and guide for CCDHB's definition of the relevant statement.

3. We have attached the CCDHB Recruitment Guidelines (see Appendix 4), in response to your question.
4. We would expect the recruitment process to result in the appointment of the most competent and appropriate applicant. This is in accordance with the Recruitment Guidelines provided as Appendix 4.
5. Please refer to our Equal Employment Opportunity policy, draft Pro-Equity Workforce Plan and Recruitment Guidelines (Appendices 1, 2 and 4 respectively), which together provide information on how CCDHB ensures Māori are being fairly considered when they apply for roles at CCDHB.

Please note that, due to staff redeployment and our current response to COVID-19, we have experienced delays in responding to your request; we apologise sincerely.

You have the right to seek an investigation and review by the Ombudsman of this decision – including the delay in providing you with your response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or free phone 0800 802 602.

Yours sincerely



Fionnagh Dougan

Chief Executive

Encl.

1. 2020-049 Appendix 1 of 4 – CCDHB Equal Employment Opportunities Policy
2. 2020-049 Appendix 2 of 4 – CCDHB Draft Pro-Equity Workforce Plan – Maori Workforce Recruitment
3. 2020-049 Appendix 3 of 4 – CCDHB Definition of Pro-Equity – Taurite Ora Maori Health Strategy
4. 2020-049 Appendix 4 of 4 – CCDHB Recruitment Guidelines