

28 February 2023

9(2)(a)



**RE Official Information Act request ChChD 11058 / HNZ00011670**

I refer to your email dated 16 February 2023 requesting the following information under the Official Information Act from Waitaha Canterbury regarding Christchurch Hospital staffing and being a follow up to our response to OIA ChChD 11032/HNZ 9693. Specifically:

- 1. How many of the 318 resignations cited work environment as a factor?**
- 2. How many of the 116 casual/fixed term resignations cited work environment as a factor?**

For the 318 resignations (which includes the 116 casual/fixed term personnel) there were 79 exit interviews completed (as advised in response to ChChD 11032). In 15 of those interviews 'work environment' was cited as a factor.

- 3. What problems/issues around work environment have been highlighted by departing staff members?**

**Please note** for this question: It is a free text box i.e. *"Further comments regarding reasons for leaving"* and is not compulsory. Only two staff out of the 15 who identified work environment as a factor, answered this question and given the very low numbers we are declining to provide any further detail pursuant to section 9(2)(a) of the Official Information Act i.e. *"...to protect the privacy of natural persons, including those deceased"*.

- 4. How many of the 318 resignations cited salary as a factor?**
- 5. How many of the 116 casual/fixed term resignations cited salary as a factor?**

For the 318 resignations (which includes the 116 casual/fixed term personnel) there were 79 exit interviews completed (as advised in response to ChChD 11032). In 14 of those interviews 'wage/salary' was cited as a factor.

- 6. How many vacancies (both FTE and Fixed Term) within Christchurch Hospital's Emergency Department?**

**Nursing:** as at the end of February we expect to have 5.5 FTE vacancies for nurses against the current plan.  
**Please note:** we are one of the first districts in the country to roll out CCDM<sup>1</sup> into ED. We have recently completed the process and also have a 28.5FTE increase allocated which we will commence to recruit into as well.

**SMOs:** we currently have eight vacancies with four of these vacancies recruited to and we are in the final stages of recruitment for the other four.

**RMOs:** We currently have no vacancies.

<sup>1</sup>CCDM (Care Capacity Demand Management Programme. *Care Capacity Demand Management (CCDM): Safe Staffing, Healthy Workplaces* is a programme run in partnership with Te Whatu Ora, Waitaha Canterbury, the New Zealand Nurses Organisation (NZNO), the Public Service Association (PSA) and the Midwifery Employee Representation and Advisory Service (MERAS). CCDM is about better matching staff resources to patient demand to improve patient care, support a healthy and sustainable work environment and make best use of health resources.

I trust that this satisfies your interest in this matter.

You may, under section 28(3) of the Official Information Act, seek a review of our decision to withhold information by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz); or Freephone 0800 802 602.

Ngā mihi / Yours sincerely,



Keith Wright  
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**Waitaha Canterbury / Te Tai o Poutini West Coast.**