

13 September 2022

s 9(2)(a)

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Tēnā koe s 9(2)(a),

Your Official Information Act request, reference: HNZ00003463

Thank you for your email of 28 August 2022, asking for the following which has been considered under the Official Information Act 1982 (the Act):

- *Your organisation's current salary bands;*
- *Which jobs fall into which of those salary bands;*
- *If your organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and*
- *If so, which jobs will fall into which of those not yet in effect salary bands;*

Te Whatu Ora was established on 1 July 2022 by the Pae Ora (Healthy Futures) Act. Te Whatu Ora now employs staff formerly employed by district health boards (DHBs) and health shared service agencies, as well as former Ministry of Health staff who were transferred to Te Whatu Ora– alongside new staff who have joined Te Whatu Ora since 1 July. This means that a range of pay bands currently apply across various staff working for Te Whatu Ora; and the information we hold on pay bands represents that position.

Please see attached as **Document 1**, Manatū Hauora salary bands released to you in full effective as at 1 July 2022 which are relevant to Te Whatu Ora staff who have transferred from the Ministry of Health.

An aggregation of available former DHB and shared service agency pay bands, which are relevant to Te Whatu Ora staff who have transferred from those entities, is also attached as **Document 2**.

Please see attached in the link below former DHB multi-employer collective agreements (MECAs) that set out applicable pay bands for affected workforces. As of 1 July 2022, these agreements apply to Te Whatu Ora where they would have applied to DHBs.

<https://tas.health.nz/employment-and-capability-building/employment-relations/employment-agreements/#CurrentMECA>

Te Whatu Ora does not hold information on which jobs fall into specific pay bands. Therefore, this part of your request is refused under section 18(g). Te Whatu Ora also does not hold any information regarding “*any policy your organisation has re the position within a band at which a new appointee to a role will typically be placed*”. Therefore, this part of your request is also refused under section 18(g).

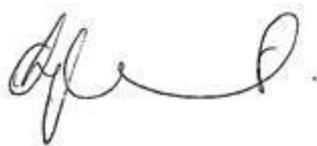
How to get in contact

If you have any questions, you can contact us at oiagr@health.govt.nz .

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

As this information may be of interest to other members of the public, Te Whatu Ora has decided to proactively release a copy of this response on Te Whatu Ora website. All requester data, including your name and contact details, will be removed prior to release.

Nāku iti noa, nā



Rosemary Clements
Interim National People & Culture Lead
People & Culture
Te Whatu Ora