

# 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

- 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
- about tokenism
- reverse discrimination
- charity.

## Benefits

EEO will help CMDHB develop a more united and



Adult medical centre and main entrance.

diverse workforce which is responsive to change, is 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.

Employee Group	Females		Males	
	Number	Average salary	Number	Average salary
SMO	95	189,126	216	208,949
RMO	109	93,707	120	98,498
IEA's	238	80,963	111	95,727
Clerical	595	40,865	25	41,280
Home aids	12	30,666		
Medical Laboratory	95	48,670	26	53,047
Radiology	83	59,028	17	52,721
Allied Health	532	52,004	130	50,981
Security	4	37,525	35	39,171
Mental Health Nursing & Health care Assistants	259	52,821	104	47,648
Midwives	65	60,020		
Nursing & Health care Assistants	1924	54,099	112	50,533
Interpreters	101	48,576	53	47,389

**NOTE: All employee groups, with the exception of the Individual Employee Agreements, are governed by MECAs 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.**

