



19 August 2021

J Smith
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Dear J Smith

Official Information Act Request

You have asked for information about the average wages of social workers employed at Northland DHB.

- *Average (mean and median) starting hourly wage accepted by newly graduated full time social workers in the last three years, and the NDHB's salary band for full time new-graduate roles.*

In the last three years one newly graduated full time social worker was employed and their hourly rate at Step 1 in accordance with the Public Service Association (PSA) Allied, Public Health & Technical Multi Employer Collective Agreement (Expires 31 October 2020). This document is publicly available and can be found on the following website:

<https://tas.health.nz/assets/ER/PSA-Allied-Public-Health-and-Technical-Rest-Of-NZ-MECA.pdf> .

Full time new graduate roles are paid according to the PSA agreement (step 1 for new graduates) mentioned above or the Association of Professionals and Executive Employees (APEX) agreement a copy of which is attached. The relevant agreement will depend on which union the individual is a member of.

- *Salary bands of the different social worker positions at NDHB, broken down by position title.*

As noted above social workers are paid in accordance with the relevant agreement according to their union membership. Salary bands, which are noted in the agreements mentioned above, and titles are listed below. You will note that level 9-12 have been grouped together in order to protect the privacy of individuals with the specific position titles. I have made this decision in accordance with section 9(2)(a) of the Official Information Act. You have a right to complain to the Ombudsman about this decision.

Salary Band PSA and APEX Collective Agreements	Title
Level 1	Social Worker
Level 2	Social Worker
Level 3	Social Worker
Level 4	Social Worker
Level 5	Social Worker Community Support Worker

Level 6	Social Worker Alcohol & Other Drug Clinician Specialist Support Social Worker
Level 7	Social Worker Alcohol & Other Drug Clinician
Level 8	Social Worker Alcohol & Other Drug Clinician
Level 9 – 12 13 individuals in total; the position title of 8 individuals is Social Worker.	Social Worker Family Violence Co-ordinator Counsellor Sexual Health Clinic Service Co-ordinator Professional Adviser Team Leader

If you have any queries about Northland DHB's response to your information request please contact the Chief Executive's office in the first instance.

Yours sincerely



Ian McKenzie
Acting Chief Executive