

27 October 2022

Polly Adams

fyi-request-20831-dff9fce7@requests.fyi.org.nz

Tēnā koe Polly,

Your Official Information Act request, reference: H2022014603

Thank you for your email of 11 October 2022 requesting information about the recruitment process for second tier positions at Te Whatu Ora (Health New Zealand). You requested the following:

'Please provide information describing the detail of the process(es) you are using to recruit permanent staff for your Tier 2 roles. To be clear, I'm not requesting information relating to the appointment decisions about specific individuals, but information outlining the specific recruitment process used for each of the following roles (or if these names are not accurate, the roles that are closest to these titles). Please include information showing variations in processes for specific roles - such as where they include international recruitment, specific assessments such as psychometric testing.

National Director Allied Health, Scientific and Technical Professions National Director Primary and Community Chief Financial Officer Lead, People & Capability Lead, Data and Digital Lead, Communications and Engagement Lead, Governance Partnership & Risk Lead, Infrastructure and Investment Lead, Corporate Services National Director - Commissioning National Commissioner - Hospital & Specialist Services National Director - Pacific Health National Director Improvement & Innovation National Director - National Public Health Service'

To date Te Whatu Ora has appointed or is in the process of recruiting the following second tier roles which report to the Chief Executive:

- National Commissioner
- National Director Hospital and Specialist Services
- National Director National Public Health Service
- Chief Financial Officer
- National Director Data and Digital
- National Director Infrastructure and Investment
- Chief People Officer
- National Director Innovation and Improvement
- Executive Director Communications
- National Director Pacific Health

Other second tier roles may be added in due course.

All second-tier roles have been publicly advertised. Te Whatu Ora has engaged Kerridge Partners, Mana Recruitment and Hourigan International to undertake the recruitment of the second-tier roles. In addition to receiving applications in response to public advertisements the recruitment agencies have approached suitable individuals for the roles. Searches have been undertaken in Australia for four roles; National

Commissioner, National Director Hospital and Specialist Services, National Director National Public Health Service and National Director Data and Digital.

The recruitment process has followed the typical steps of compiling a long list of suitably qualified candidates; deciding on a shortlist from the long list; and then a conducting panel interviews with the shortlisted candidates. Following the selection of a preferred candidate reference checks are conducted. All Te Whatu Ora appointees are required to agree to a Ministry of Justice check.

I trust the information provided is of assistance. You are advised of your right to also raise any concerns with the Office of 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 may decide to proactively release a copy of this response on our website. All requester data, including your name and contact details, will be removed prior to release.

Nāku iti noa, nā

A handwritten signature in black ink, appearing to read 'Rosemary Clements', with a small dot at the end.

Rosemary Clements
Interim National People & Culture Lead
Te Whatu Ora Health New Zealand