

Appendix 1

Northern Region

Northland – Te Tai Tokerau

Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

Waitemata

Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

Auckland - Te Toka Tumai

Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

Counties Manukau

There have been 52 Medical staff (SMO or RMO) resign due to the reason of going overseas from 2019 till now, the breakdown by year is as following, this is unable to be broken down specifically for those who left for Australia.

2019	2020	2021	2022	2023	Total
2	4	17	23	6	52

Te Manawa Taki

Waikato

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Lakes

Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

Bay of Plenty

Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

Tairāwhiti

Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

Taranaki

Te Whatu Ora Taranaki does not capture this level of data in our end of service process. The categories we capture for departure are:

- Work conditions or environment
- Physical environment
- Resources or equipment
- Terms and conditions of employment
- Professional development
- Change in profession/different role
- Career development/opportunity/advancement
- Study or training
- Work relationships
- Interpersonal relationships
- Team dynamics
- Lack of job satisfaction
- Lack of cultural support/supervision

- Agreement terminated/dismissed
- End of fixed term employment
- Restructuring/redundancy
- Retirement
- Better money
- More suitable work hours
- Partner transferred
- Personal/family/whanau reasons
- Health
- Domestic reasons
- And the “destination” category includes an overseas option but not specifically where

Central

Hawkes Bay

Te Whatu Ora in Hawke’s Bay asks employees to complete an exit survey upon receipt of a resignation notice. The exit survey is not mandatory but is encouraged.

In the last twelve months there have been 29 employees who have completed this survey and self-identified as “medical workforce” which would cover RMO and SMO roles.

Results indicate that eight left for an overseas health job, 13 went to another district, three ceased work, two went to another health provider and three did not answer this part of the survey.

The main reason for leaving was relocation, career development and overseas travel.

Mid Central

Staff departing the organisation are provided with an opportunity to participate in an exit interview. This is offered online and in person. Participation in these exit interviews is voluntary and staff choose to disclose information at will. Most staff do not disclose the location of their next employment and therefore MidCentral does not have any data by which we can ascertain if a doctor (or any other staff member for that matter) has left the employment of Midcentral district to proceed to Australia. Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Official Information Act 1982, as this information does not exist.

Whanganui

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Capital and Coast/Hutt Valley

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Wairarapa

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Te Waipounamu

Waitaha Canterbury


RMOs resigning with the reason of returning/moving to Australia*

Returning back to Australia for training (Aus citizen)	5
Moving to Australia (NZ trainee)	22
Moving to Australia as a requirement of training (Australasia training programme)	6
Moving to Australia at the end of RMO training for an SMO/Fellow position	10
Moving to Australia to study	1

***Notes**

- Waitaha Canterbury only started collecting this information in 2020 and often a RMO will not provide a reason for their departure.

Te Tai o Putini West Coast



Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

Southern Canterbury

Information in regards to reasons for exiting are not electronically recorded, we are therefore required to decline under section 18(f) of the Act 1982, as this information would require a substantive amount of manual collation.

Nelson Marlborough

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Southern

Information in regards to reasons for exiting are not recorded, we are therefore required to decline under section 18(e) of the Act, as this information does not exist.

