



26 November 2021



Dear [REDACTED]

**Re: OIA request – Policy regarding covert surveillance of staff and number of applications/approvals and circumstances**

Thank you for your Official Information Act request received 15 November 2021 seeking information from Waitematā District Health Board (DHB) about the covert surveillance of staff.

Before responding to your specific questions, it may be useful to provide some context about our services.

Waitematā is the largest and one of the most rapidly growing DHBs in the country, serving a population of around 650,000 across the North Shore, Waitakere and Rodney areas. We are the largest employer in the district, employing around 8,600 people across more than 80 locations.

In addition to providing care to our own resident population, we are the Northern Region provider of forensic mental health services and child rehabilitation services, plus the metro Auckland provider of child community dental services and community alcohol and drug services.

In response to your request, we are able to provide the following information:

**Under the Official Information Act, please provide information, including but not limited to, emails, applications, reports, meeting minutes, memos, data, audio-visual materials and correspondence to/from the DHB about:**

**1. Any policy regarding the covert surveillance of staff.**

Waitematā DHB has not undertaken covert surveillance of staff.

We operate closed circuit television (CCTV) at some sites, including North Shore and Waitakere hospitals and CCTV is also used to survey concealed areas in order to monitor patient and visitor movements and activities (inside and outside), especially in high-risk areas and for the safety and security of our property, staff, patients and visitors. Clear signage indicates where CCTV is operating, including places where both audio and video is captured.

CCTV is managed by the Operations Manager, Security, Traffic & Fleet under the Waitematā DHB CCTV policy – see **Attachment 1**.

The policy notes specific incidents where footage may be retained or provided to the Police.

All requests by Police for CCTV must have a completed Waitematā DHB CCTV data access request form and include a Police number and specific details of what is required. Police officers must specify that footage is required as part of a specific Police inquiry or investigation.

Access to the security control room and CCTV images is controlled and only authorised by the Operations Manager, Security, Traffic & Fleet in accordance with the Privacy Act.

- 2. The number of times there have been applications for surveillance of staff.**
- 3. The number of times there have been approvals for surveillance of staff.**
- 4. The circumstances in which any surveillance of staff would be permissible.**
- 5. No date range – these questions apply to as far back as the DHB can search IT systems.**

We are providing a combined response to questions 2 to 5. The period of time we have been able to check this information for is the past six years. Over that time, there have been no applications or approvals for the surveillance of staff.

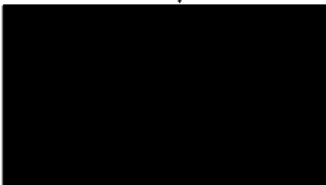
Such an application would only be approved where there are reasonable grounds to believe that a member of staff is involved in theft or other serious offence at work and using surveillance is the only means by which we can ascertain their involvement or not.

I trust that this information is helpful.

Waitematā DHB supports the open disclosure of information to assist community understanding of how we are delivering publicly funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider your views.

Yours sincerely



**Executive Director Finance, People and Planning  
Waitematā District Health Board**