

DISTRICT HEALTH BOARD EMPLOYED WORKFORCE DASHBOARD REPORT - HWIP Base Data: June 2012 to June 2018



Comment: (please note LHS chart axes are of differing scales)
 At both a national and DHB size level over the 7 year reference period there has been a consistent increase in Contracted FTE and Headcount of all employees. Large DHBs have observed slightly higher percentage growth in Contracted FTE and headcount between 2012 and 2018 than medium and small DHBs. One observable difference between the Mean FTE (a measure of 'Part-time' status – calculated by dividing the FTE by the headcount) is that the large DHBs have a slightly higher Mean FTE (around 0.85) indicating they are less likely to work part-time.

Comment: (please note LHS chart axes are of differing scales)
 At both a national and DHB size level over the 7 year reference period there has been an increase in the mean length of service of all employees followed by a decreasing rate observed in the last year. Because of the way start dates are reported the length of service is most likely to be based on the length of service within the DHB rather than the length of service of a reported position. The mean length of service increases as the size category of the DHB decreases and vice versa.

Comment: (please note LHS chart axes are of differing scales)
 There has been an aging of the workforce across all national and DHB size categories between 2012 and 2018. There are noticeable increases in the 55-65 age group and >65 age group. When looking at the general 'shape' of the spread of the age profiles, Medium sized DHBs and Small DHBs are more skewed towards the 45 years and over age groups. Across all DHB categories there has been an increase in the age profile of employees aged 25-34 which is most pronounced in large DHBs and nationally giving a bi-model 'shape' of the spread in age profiles.

Comment:
 All DHB sized categories observe similar densities of employees although the smaller the DHB, the slightly less the density of DHB FTE per 100,000 population. Small DHBs continue to increase in FTE per 100,000 population, whereas large DHBs have started to decrease in 2016 and 2017 but increased in 2018, albeit very slightly. It's important to note that there could be a number of other factors influencing the variations at a DHB size level, such as changing models of care, delivery of service models and inter-district flows.

Comment: (please note RHS chart axes are of differing scales)
 'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Maori and Pacific. From June 2012 to June 2018 the 'Unknown' ethnicity has decreased in all DHB size categories indicating improvement in data completion. Particular improvement has been made in medium and small DHBs in the last year. The large DHBs have the greatest Asian ethnicity representation, with proportional gains observed in both medium and small DHBs since 2012. Medium and small DHBs have the greatest Maori ethnicity representation and the least Pacific ethnicity representation. The most likely reason for these statistics is they reflect the general population coverage in each DHB size category.