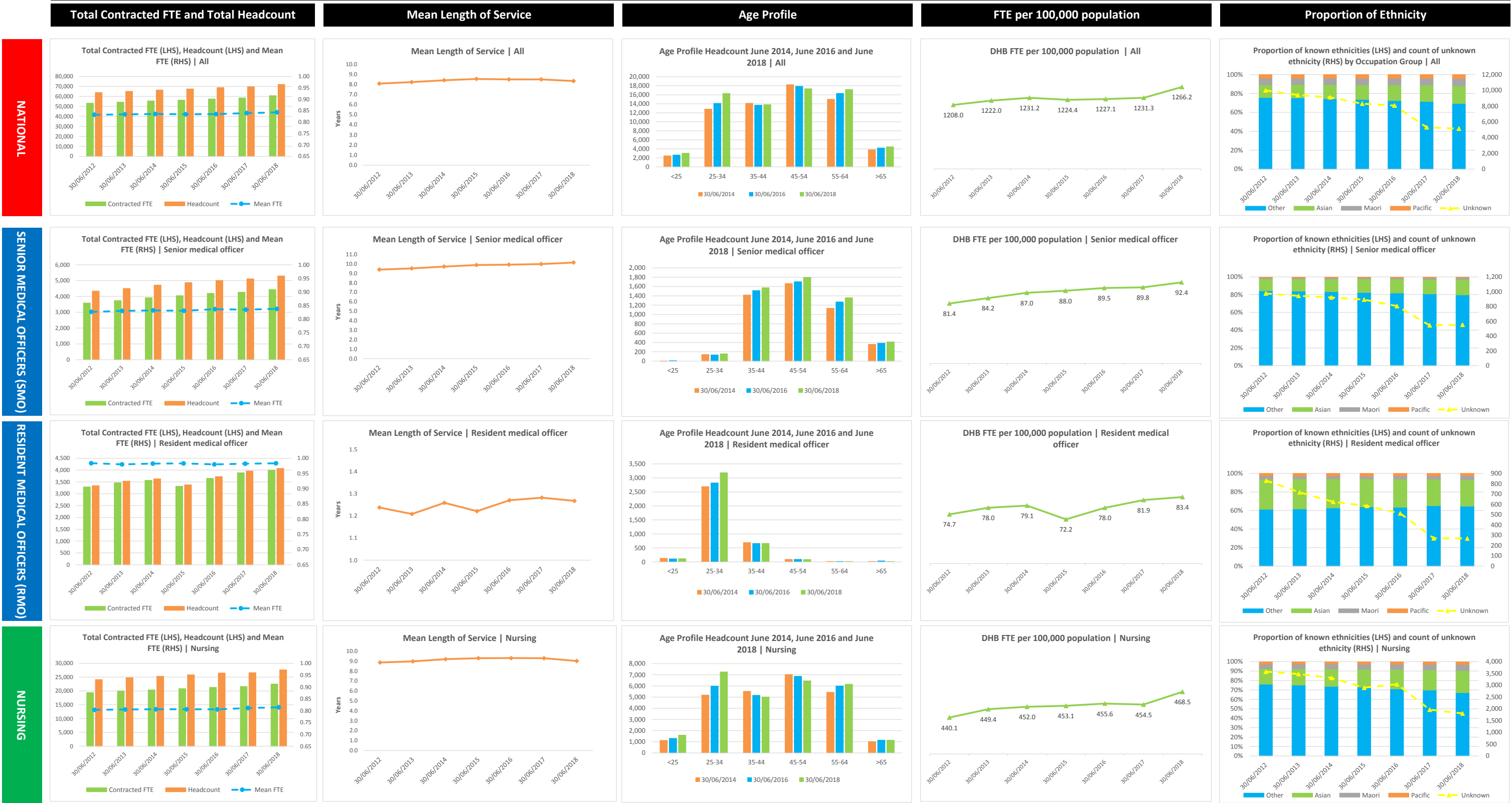


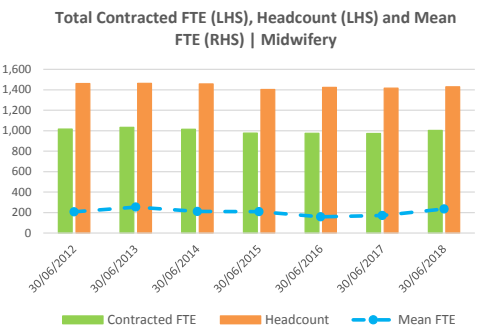
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE DASHBOARD REPORT - HWIP Base Data: June 2012 to June 2018



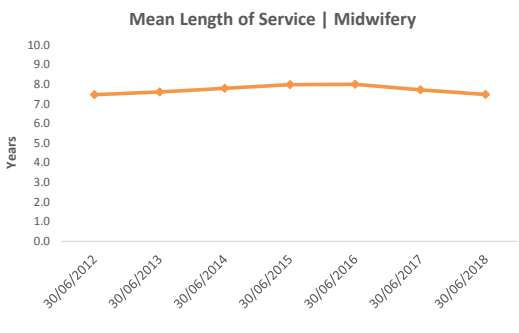
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE DASHBOARD REPORT - HWIP Base Data: June 2012 to June 2018

MIDWIFERY

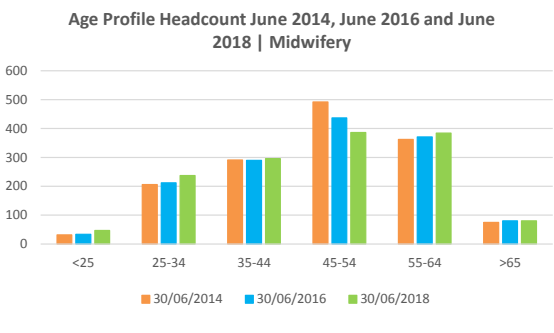
Total Contracted FTE and Total Headcount



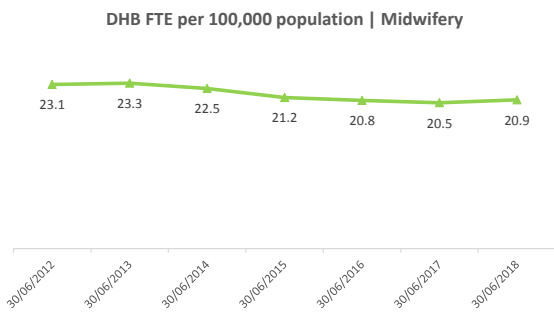
Mean Length of Service



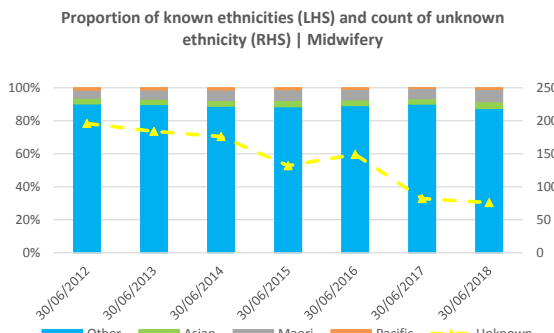
Age Profile



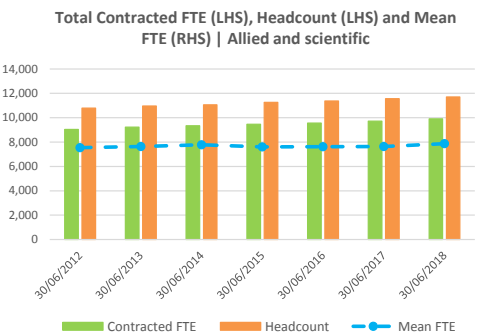
FTE per 100,000 population



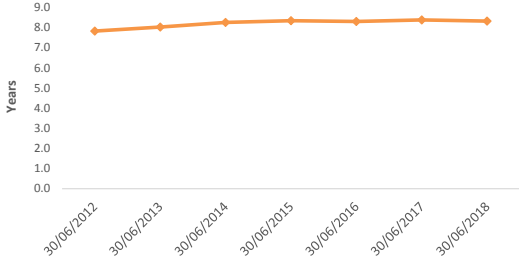
Proportion of Ethnicity



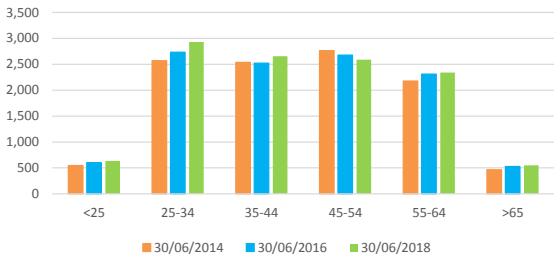
ALLIED & SCIENTIFIC



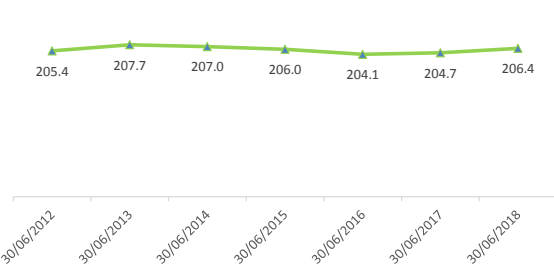
Mean Length of Service | Allied and scientific



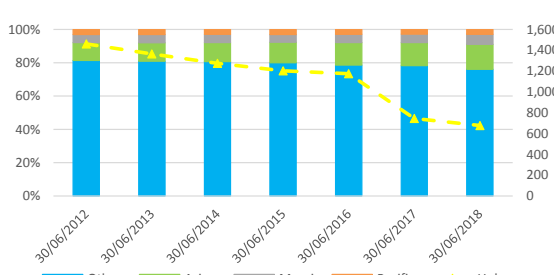
Age Profile Headcount June 2014, June 2016 and June 2018 | Allied and scientific



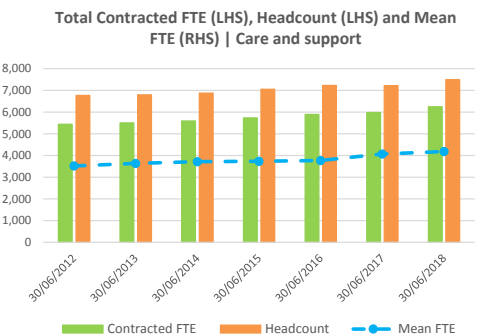
DHB FTE per 100,000 population | Allied and scientific



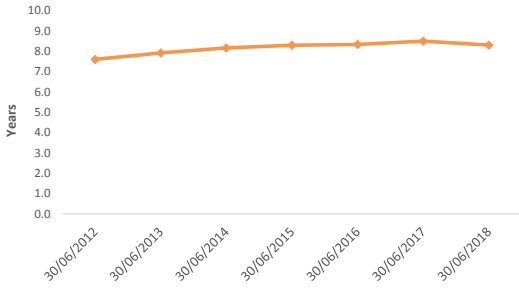
Proportion of known ethnicities (LHS) and count of unknown ethnicity (RHS) | Allied and scientific



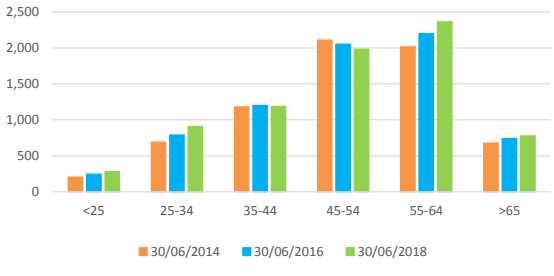
CARE & SUPPORT



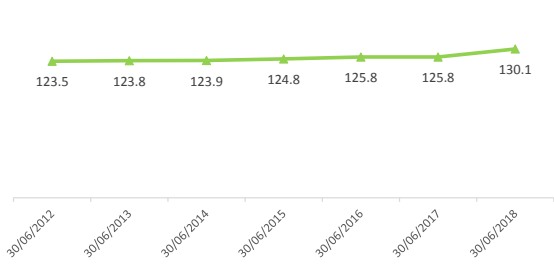
Mean Length of Service | Care and support



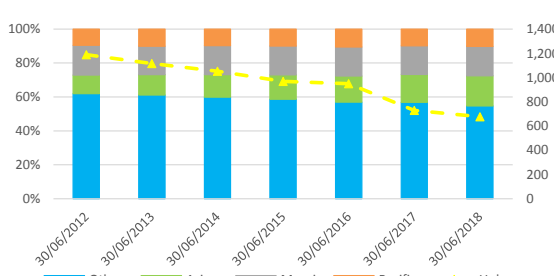
Age Profile Headcount June 2014, June 2016 and June 2018 | Care and support



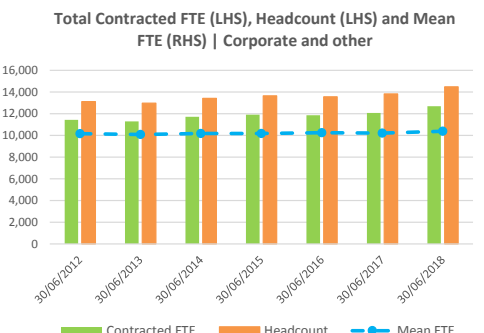
DHB FTE per 100,000 population | Care and support



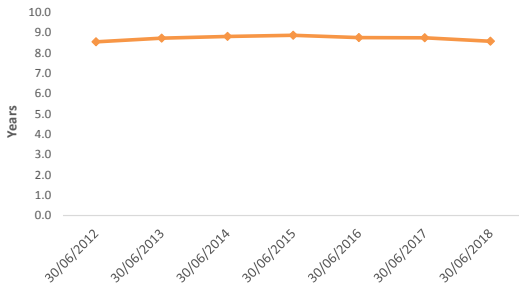
Proportion of known ethnicities (LHS) and count of unknown ethnicity (RHS) | Care and support



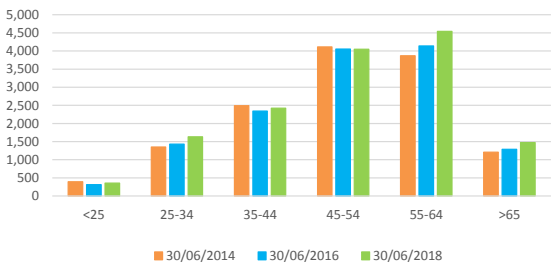
CORPORATE & OTHER



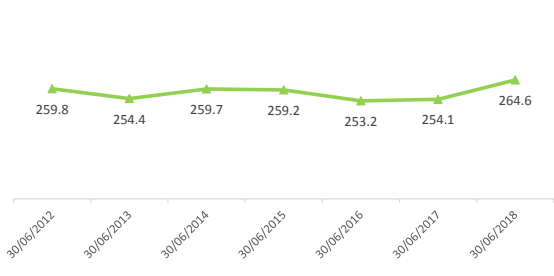
Mean Length of Service | Corporate and other



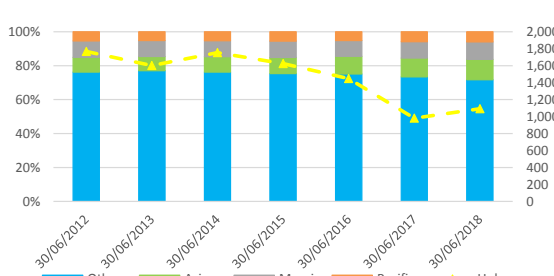
Age Profile Headcount June 2014, June 2016 and June 2018 | Corporate and other



DHB FTE per 100,000 population | Corporate and other



Proportion of known ethnicities (LHS) and count of unknown ethnicity (RHS) | Corporate and other



Comment: (please note LHS chart axes are of differing scales)

At both a national and occupational group level over the 7 year reference period there has been a consistent increase in Contracted FTE and Headcount of all employees. Those occupation groups with the greatest increase are, Senior medical officers and Resident medical officers, with percentage growth since 2012 in the low twenties per cent. Differences occur at the Mean FTE (a measure of 'Part-time' status – calculated by dividing the FTE by the headcount) as Midwives see a much lower Mean FTE (around 0.68 in June 2016) indicating they are more likely to work part-time.

Comment: (please note LHS chart axes are of differing scales)

Over the 7 year reference period there has been an increase in the mean length of service of the Senior medical officers occupation group. All other occupation groups has seen a slight decrease in the mean length of service in the last year. The Senior medical officers occupation group observe the highest mean length of service. The Resident medical officers occupation group sees the lowest mean length of service due to the nature of their training and employment model.

Comment: (please note LHS chart axes are of differing scales)

There has been an aging of the workforce across all national and occupational groupings between 2012 and 2018. There are noticeable increases in the 55-65 age group and >65 age group for all occupation groups. When looking at the general 'shape' of the spread of the age profiles, Senior medical officers, Nursing, Midwifery, Care & support and Corporate and other are more skewed towards the 45 years and over age groups indicating older workforces, though in Nursing there is an observed increase in those aged 35 years and under. Allied and Scientific has a more even spread of ages and the Resident medical officers, by their very nature, have the youngest workforce age profile.

Comment:

Over the last 7 years there have been consistent increases in DHB employed FTEs per 100,000 population across the Senior medical officer and Resident medical officers occupation groups. Nursing, Allied and scientific, Care and support and Corporate and other occupation groups have seen very slight increases and decreases over the reference period but remain stable. Midwives have also seen a nominal incline in FTE representation per 100,000 population. However due to the provision of DHB midwifery services this statistic should be considered with other national models of care for a more complete national picture.

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 occupation groups, especially in the last year, indicating improvement in data completion. Across all occupation groups the distribution of each ethnicity type has remained relatively static. All occupation groups have observed the greatest increase in Asian ethnicity representation. Midwifery has the least overall Asian and Pacific ethnicity representation. Care and support and Corporate and other occupation groups have the greatest Maori and Pacific ethnicity representation.