
Health Workforce Information Programme (HWIP): Base Data

Code Set

Version

Date	Version	Status
8 March 2006	1.0	Draft for initial discussion
December 2012	4.0	Updating code sets
March/April 2017	7.0	Updating code sets
August 2017	8.0	Updating code sets
March 2018	9.0	Updating code sets

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Health workforce information programme (HWIP)

The health workforce information programme (HWIP) is part of the Strategic Workforce Services group within the Technical Advisory Services (TAS). The programme has been capturing and reporting credible and timely DHB employed demographic data since 2006.

The document details the standardised code sets to be used for each of the variables captured as outlined in the HWIP dataset standard. These two documents should be read in conjunction with one another.

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1. Facility of usual employment

Primary facility of usual employment. HWIP uses the facility code list issued by the Ministry of Health (MoH), used in the NMDS national data collection. In March 2017 the Ministry of Health updated the Agency/Facility Codes. As this list now extends to thousands of facilities, including private and NGO providers, we have decided, at this stage, it would be best to continue to use the previous legacy codes. These are listed below. In time, as part of the HPI, the facility code will be replaced by the HPI Facility Identifier. We will update the code list at this time.

Code table for facility of usual employment

Health Facility Code	Name
1	Saint Vincent House
2	Harmony House
26	Labtests Auckland (LTA)
29	Ranworth Healthcare Ltd
98	Wairarapa Addiction Service
101	Anglesea Paediatric Unit
102	Hauraki Medical Centre
103	Dr Ellison's Surgery
106	Browns Bay Medical Centre
107	Tokoroa Primary Care Ltd
109	Mataura Medical Centre
110	Muritai Health Centre
113	The Doctors
114	Tamaki Family Health Centre
115	Dr Shane Reti
116	Onehunga Accident & Medical Centre
117	Westmere Medical Centre
118	Green Island Medical Centre
119	Lakes Primecare Ltd
120	Hauraki Plains Health Centre
121	Mangere Health Centre
123	Medical Eye Centre
124	Mangakino Health Services
126	Remarkables Surgery
128	College Hill Doctors
129	Waikato Institute of Technology Health Centre
130	Otumoetai Health Centre
131	Rangiora Medical Centre
132	Phoenix Urgent Doctors
133	Ngaruawahia Medical Centre
137	Hillcrest Medical Centre
138	Queen Street Practice
139	Isbell Medical Practice Ltd
142	St Andrew's Medical Centre
143	Waihi Health Centre
144	Te Kauwhata Health Centre
145	Bayfair Doctors
146	Greymouth Medical Centre
147	Dobson Practice
148	Workshop Road Medical Rooms
150	The Doctors Hastings Ltd
151	Ranolf Medical Centre
152	St Johns Medical Centre
154	Thames Medical Centre
155	Dr I J Coulthart's Surgery
156	Newlands Medical Centre
158	City Medical and Wellness Centre
159	Devon Medical Centre
160	Allenton Medical Centre
161	Ruakaka Medical Centre
162	Kopeopeo Health Centre
163	Taupo Medical Centre
164	Central Medical - Oamaru
165	Wellington College of Education Student Health
166	Helensburgh Medical Centre
168	Origins O & G
169	Chadwick Healthcare
170	Wellington Accident & Urgent Medical Centre
171	City Doctors

173	Airport Oaks Dental Centre	224	Kaiti Medical Centre Ltd
174	Waitangi Family Practice	225	Northern Radiology
175	Pinnacle Group Ltd	226	Health Te Aroha
176	Integrated Primary Care Services Ltd	227	White Cross Takapuna
177	Brooklyn Medical Centre	228	Dr Tim Ongley
178	Linwood Avenue Medical Centre	229	Epsom Anaesthetic Group
179	Korowai Aroha Health Centre	232	Soma Medical Centre
180	Western Heights Health Centre	233	Dr Baba Preena's Surgery
181	Balclutha General Practitioners	234	Three Kings Family Medical Centre
182	Buller Medical Service	235	Glenview Medical Centre
183	Grandview Medical Centre	236	Church Street Surgery
184	Dr E Beecham	237	Dr Doering's Surgery
185	Davies Corner Accident & Medical Centre	240	Dr M Wiggins
188	City Medical Ltd	241	Hastings Health Centre
190	Avondale Family Health Centre	242	Wairoa Medical Centre
191	Glendowie Dental Centre	243	Practice Management
193	Puhinui Medical Centre	244	Totara Health - Nelson Street Practice
194	The Doctors, Ti Rakau Accident & Medical Centre (closed)	245	Taradale Physiotherapy Clinic
195	Bairds Road Family & Christian Health Centre	246	Te Mata Medical Centre
196	Papatoetoe South Medical Centre	247	Stortford Medical Centre
198	Hall Avenue Medical Centre	250	Te Mata Peak Practice (closed)
200	Rangitoto Medical Centre	251	Parkvale Medical Centre
201	SouthCare After Hours Surgery	252	Taradale Medical Centre Ltd
202	Continuum	253	Dr K Marriott
203	IBA Healthcare	255	Mahora Medical Centre
204	Westcare White Cross	256	Keirunga Medical Centre
205	Mangere Family Doctors	258	Quality General Practice Group
207	Medicross	259	Greenmeadows Medical Centre
208	Westgate Medical Centre	260	Flaxmere Community Health Centre
211	Mercury Bay Medical Centre	261	Clive Medical Centre
213	North Harbour Medical Centre	262	Baycare Medical Hawkes Bay Ltd
214	Westview Medical Centre	264	Clendon Medical Centre Ltd
215	First Medical Centre	265	Baycare Medical Services
217	Medex Radiology Ltd	267	Opotiki Health Centre
218	White Cross Ascot Accident and Medical Clinic	268	St Heliers Medical Centre
219	Avondale Family Doctors	269	Maraenui Medical Centre
220	4 Peak Health	270	Lakes Radiology Ltd
221	White Cross Glenfield Dental	271	Greerton Family Practice
222	The Hepatitis Foundation	276	Wellington Sexual Health Clinic
		278	Patea District & Community Medical Trust 2000

279	Broadway Health Centre	327	Christchurch O & G Associates
280	Pretoria Street Surgery	329	Bulls Medical Centre
281	Dr John Karsten Mole's Surgery	330	Central Accident and Medical Clinic, Blenheim
282	Auckland Gynaecology Group	331	Dr M Wackrows Surgery
283	Hamilton East Medical Centre	332	Ruahine Medical Centre (closed)
284	Upper Hutt After Hours Medical Services	333	Glenfield Medical Centre
285	Queenstown Medical Centre	334	Miramar Medical Centre
286	Kowhai Clinic	335	Torbay Medical Centre
287	ProCare Health Ltd	336	Mangere Bridge Surgery
288	Nelson City Medical Care Ltd	337	Coastcare Accident and Medical Centre
291	Westbrook Surgery	338	Glenfield Doctors on Chartwell
293	Country Medical Clinic	339	Harris Street Surgery
294	Te Atatu Medical Centre	340	East Health Services IPA
295	Dr R Gerard Radich	341	GP Surgery
296	Porirua After Hours Medical Centre Ltd	342	Selwyn House Medical Centre
297	Kilbirnie Central Surgery	343	Beachlands Medical Centre
298	Browns Bay Family Doctors	346	Eastside Medical Centre
299	Barrington Medical Centre	350	University of Auckland, University Health Services - City Campus
301	Total Health Doctors Ltd	351	Royal Oak Mall Medical Centre
302	Otahuhu Family Doctors	353	Manukau City Physiotherapy
303	Lyttelton Health Centre Ltd	354	Columba at Ascot Limited
304	Christian Medical Centre	356	Youth Horizons
305	Paihia Medical Services	357	Burnley Lodge
306	Amberley Medical Centre	358	Vincentian Recovery Centre Trust
307	Egmont Medical Centre	359	Glenbrook Lodge
308	Temuka Family Practice	361	Linkage Trust
309	Titirangi Family Health Care	362	EARTH Gardens Trust
311	Redwoodtown Doctors Ltd	363	Bay of Plenty Community Homes Trust
312	Conifer Grove Medical Centre Ltd	365	Workwise
313	Martinborough Medical Centre	391	Rural Canterbury PHO
314	Primecare Eye Centre	401	Oasis Network Support Services
315	Greenhithe Medical Centre	402	Aspire Incorporated Community House
316	Mount Medical Centre	1000	Te Whare Mahana
317	Doctors Surgery	1001	Turning Point trust
318	Ruahine Medical Centre	1020	Breastscreen Counties Manukau
319	Karori Acupuncture	1233	MOH Disability Support Services
320	St Heliers Specialist Centre	1234	New Zealand Health Information Service
321	Whangamata Medical Centre	1235	National Screening Unit, MOH
322	Coastal Medical Rooms		
323	Coromandel Health Services Ltd		
324	Massey University Health Centre		
325	Kumeu Village Medical Centre		

1236	MOH IT Support	3247	Psycho-geriatric Assessment Unit
1237	SSSG Dunedin	3248	Spectrum Care Trust
1238	Ministry of Health, Dunedin Office	3249	Tiaho Mai
1239	NIR Project Team, MOH	3250	Manukau SuperClinic
1240	New Zealand Cancer Registry	3251	Regional Alcohol and Drug Service
1503	Empower Rehabilitation	3252	Tamaki Oranga
1504	Alcohol & Drug Detox Service - Richmond Southern	3260	Auckland City Hospital
3111	Ashburton	3261	BreastScreen Waitemata
3112	Tuarangi Home	3290	North Shore Outpatient Pharmacy
3211	Auckland	3299	Auckland Cervical Cancer Unit
3212	Greenlane	3311	Whakatane
3213	National Womens	3312	Kawerau Maternity
3214	Middlemore	3313	Murupara
3215	North Shore	3314	Opotiki
3216	Waitakere	3399	Bay of Plenty Cervical Screening Program
3217	Wilson Home	3411	Gisborne
3218	St Helens	3412	Memorial Home
3219	Rehabilitation Centre, Auckland	3413	Gisborne Maternity
3220	Pukekohe	3414	Morris Home
3221	Papakura Obstetric	3426	Tararua Mental Health Team
3223	Warkworth Birthing Unit	3499	Tairāwhiti Cervical Screening Programme
3224	Waitakere/St Helens	3511	Dannevirke
3225	Howick	3611	Napier
3226	Carrington	3612	Hastings Memorial
3227	Oakley	3613	Wairoa
3228	Kingseat	3614	Hastings Psychiatric Unit
3229	Mangere	3615	Hawkes Bay DHB - Public Health Unit
3230	Raventhorpe	3699	Hawkes Bay Cervical Screening Programme
3231	Helensville	3711	Ranfurly
3232	Franklin Memorial	3722	Maniototo Health Services Ltd
3233	Extra Mural, Auckland	3811	Wairau
3235	Otara Spinal Unit	3812	Picton
3237	St Josephs Hospice	3813	Amersfoote Home
3238	Rehab Plus	3814	Holmdale Maternity
3239	Starship Hospital	3850	Wairau Hospital Private Patients
3240	Botany Downs Maternity Hospital	3899	Nelson/Marlborough Cervical Screening
3241	Mason Clinic	3911	Nelson
3242	Buchanan Clinic (ECU)		
3243	Tahoroto		
3244	Wharemanawanui		
3245	Central Mental Health Unit		
3246	Te Atarau		

3912	Nelson Marlborough Mental Health Services	4021	Kaikoura
3913	Braemar, Nelson	4024	Waikari
3914	Alexandra Home	4025	Darfield
3915	Ngawhatu	4026	Lincoln
3917	Motueka Community Hospital	4027	Rangiora
3918	Golden Bay Community Hospital	4028	Ellesmere
3920	Phyllis Moffatt	4029	Akaroa Community Hospital
3921	Arthur Mc Caa Health Centre	4030	Chathams Hospital
3922	Joan Whiting	4031	St John of God (contract beds)
3930	Nelson/Marlborough Community Mental Health Team	4032	Avonlea Birthing Centre
3931	Nikau House	4033	St George's (contract beds)
3932	Witherlea Maori Mental Health Service	4099	Canterbury Cervical Screening Programme
3933	Kawai Street Clinic	4111	Whangarei Area Hospital
3934	Nelson CAFS	4112	Kaitaia
3935	Nelson Maori Mental Health Service	4113	Dargaville
3936	Nelson A & D	4114	Bay of Islands
3937	Witherlea	4115	Hokianga
3938	Wairau A & D	4116	Kaikohe
3939	Motueka Clinic	4117	Kaeo
3940	Golden Bay A & D Clinic	4119	Potter Memorial Home
3942	Child Adolescent & Family Mental Health, Blenheim	4121	Northland Health Ltd
3943	Golden Bay Community Mental Health Team	4122	Northland Health Ltd Public Dental Service
3944	Child Adolescent & Family MH Golden Bay	4127	BreastScreen South
3945	Child Adolescent & Family Mental Health Motueka	4199	Northland Cervical Screening Programme
3950	Nelson Hospital Private Patients	4211	Dunedin
3992	Joan Whiting Retirement Home	4212	Wakari
4011	Christchurch	4213	Parkside, Dunedin
4012	Princess Margaret	4214	Hill Jack
4013	Burwood	4215	Queen Mary, Dunedin
4014	Christchurch Womens	4216	Lawrence
4015	Sunnyside	4217	Roxburgh
4016	Queen Mary, Hanmer Springs	4218	Tapanui
4017	Templeton	4219	Redroofs
4018	Coronation	4220	Mosguel
4019	Oxford	4221	Fulton Home
4020	Jubilee, Canterbury	4222	Cherry Farm
		4223	Orokonui
		4224	Community Care, Dunedin
		4226	Tuapeka Community Health Company

4299	Otago Cervical Screening Programme	4419	The Grange
4311	Palmerston North	4511	Southland
4312	Awapuni	4512	Seddon Memorial
4313	Horowhenua	4513	Lakes District
4314	Kimberley Centre	4514	Riverton
4315	Levin	4515	Lorne
4316	Clevedon Health Centre	4517	Winton
4317	Otaki Maternity	4518	Lumsden
4318	Foxton Maternity	4519	Tuatapere
4319	Kohaora	4520	Wyndham Maternity
4320	Fielding Geriatric	4521	Queenstown
4321	Manawaroa Inpatient Unit	4522	Lumsden Dental Clinic
4322	Midcentral A&DA Inpatient - Medical Detox	4523	Riverton Dental Clinic
4323	Midcentral Alcohol and Drug Outpatient Clinic	4524	Winton Dental Clinic
4324	Heretaunga Mental Health Services	4525	Southern Mobile Dental Service Bus 1
4325	Northcote Mental Health Services	4526	Southern Mobile Dental Service Bus 2
4326	Tararua Mental Health Team	4527	Fernworth Dental Clinic
4327	Horowhenua Mental Health Team	4528	Gore Dental Clinic
4328	Kapiti Mental Health Team	4529	Ruru School Dental Clinic
4329	Oranga Hinengaro	4530	Waihopai Dental Clinic
4330	Midcentral MH Day Hospital & Activity Centre	4531	Upper Clutha Plunket
4331	Midcentral Crisis Intervention	4599	Southland Cervical Screening Programme
4332	Midcentral Mental Health Sub-acute Facility	4611	Balclutha
4333	Midcentral Forensic Service	4612	Owaka
4334	Kauri House	4613	Milton
4335	Kiwhai House	4614	Kaitangata
4336	Midcentral Mental Health Activity Centre(not used)	4711	Taranaki Base
4337	Enable New Zealand	4712	Hawera
4399	Manawatu/Wanganui Cervical Screening	4713	Stratford
4411	Timaru	4714	Rangimarie Home
4412	Waimate	4716	Waitara
4413	Talbot	4717	Opunake
4414	Rawhiti House	4718	Patea Healthcentre
4415	Twizel	4719	Taranaki DHB - Child and Adolescent Community Centre
4416	Geraldine	4720	Taranaki DHB - Public Health Nursing
		4721	Taranaki DHB Emergency Department
		4722	Te Rangimarie Hospice

4799	Taranaki Cervical Screening Programme	5326	Raglan
4811	Taumarunui	5327	Morrinsville Maternity
4812	Avonlea	5328	Turangi Birthing Unit
4911	Tauranga	5329	Taupo General
4912	Te Puke	5330	Rhoda Read
4913	Burnstein House	5331	Matariki
4914	Matua	5332	Tokanui
4915	Awhina	5333	Gardenholm
4916	Bay Of Plenty Hospital in the home	5334	Fairholm
4920	Tauranga Community Mental Health Team	5335	Henry Bennet Centre
4921	Tauranga Psychiatric Outpatient Clinic	5336	Home Hospital
4922	Tauranga Youth Specialist Service	5399	Waikato Cervical Screening Programme
4923	Hathor House	5411	Waipukurau
4924	Kati Kati Clinic	5412	Pukeora Hospital
4925	Lenihan Centre	5511	Masterton
4926	Te Puna Hauora	5512	Greytown
5011	Thames	5513	Pahiatua
5012	District Home	5514	Featherston Maternity
5013	Waihi	5515	Carterton Maternity
5014	Coromandel	5611	Oamaru
5015	Paeroa	5612	Victoria House
5016	Mercury Bay Hospital	5711	Wanganui
5111	Dunstan	5712	Jubilee, Wanganui
5112	Cromwell	5713	Patea
5211	Te Puia	5714	Taihape
5311	Waikato	5715	Waimarino Health Centre
5312	Rotorua	5716	Marton
5313	Te Kuiti	5717	Te Mahana Home
5314	Matamata	5750	Whanganui Mental Health Services
5315	Huntly	5751	Stanford House
5316	Mangakino	5799	Waiouru
5317	Te Aroha	5811	Wellington
5318	Otorohanga	5812	Hutt
5319	Putaruru	5813	Silverstream
5320	Queen Elizabeth	5814	Porirua
5321	Taupo Maternity	5816	Kenepuru
5322	Riverholm	5817	Elderslea Birthing Unit
5323	Tokoroa	5818	Paraparaumu
5324	Cambridge	5819	Puketiro
5325	Matariki Maternity	5820	Te Whare O Rangituhi
		5850	Wakefield Hospital (contract beds)

5899	Wellington Cervical Screening Programme	6025	Mount View Residential Trust
5911	Grey Base Hospital	6026	Kapiti Crossroads Trust
5912	Westland	6027	Te Menenga Pai Residential Services
5913	Reefton	6037	Q-NIQUE Kings Crescent
5914	Seaview	6038	Vaka Tautua
5915	Tasman Home	6039	Vakatautua ADHB CSW
5916	Kynnersley Home	6040	Raukura Hauora O Tainui - Residential Support Mental Health
5917	Pounamu Home	6041	Springhill Centre
5918	Buller	6042	Te Whare Aronui
5919	Whataroa	6043	MASH Trust Board - Palmerston North
5922	West Coast DHB - Harihari Rural Clinic	6044	Gateway Housing Trust - Bishopdale
5999	West Coast Cervical Screening Programme	6045	Kawerau PHO
6001	Centre for Adverse Medicines Reactions	6046	Bay of Plenty PHO
6002	Mangere Community Health Trust	6047	Q-NIQUE Avon Street
6003	Pegasus Medical Group	6048	Q-NIQUE Waiwhetu Road
6004	Dargaville Medical Centre	6049	Q-NIQUE Bauchop Road
6005	Progressive Health	6050	Progress to Health
6006	South-Med Limited	6051	Aroha Ki Te Tangata
6007	Royal NZ Plunket Society	6052	Beth-Shean Trust
6008	Matpro Ltd	6053	Nga Ringa Awhina
6009	Meadowbank General Practice	6055	Pacific Island Advisory and Cultural Trust
6010	Greenwood Medical Centre	7000	MacMurray Centre
6011	Independent Midwives - Home Birth Delivery	7100	Auckland Blood Transfusion
6012	Plunket- Whangarei	7401	Auckland Blood Transfusion
6013	Te Ihi Rangi Trust	7500	Canterbury Blood Transfusion
6014	iSOFT Ltd	7501	Canterbury Blood Transfusion
6015	Te Whare Puawai O Te Tangata Trust	8000	Christina's Rest Home
6016	Tu Tama Wahine O Taranaki	8001	Keringle Park Rest Home
6017	Healthcare New Zealand	8002	Kolmar Lodge
6018	Te Anau Medical Centre	8003	Manurewa House
6019	Odyssey House	8004	Pakuranga Park Village
6020	Raumano Village Trust	8005	The Palms Rest Home
6021	Hanmer Clinic Hamilton	8006	Glencoe Rest Home
6022	Te Toka O Maru O Taranaki	8007	Kenderdine Park
6023	Te Rau Pani Maori Mental Health Trust	8008	O'Loughlin House
6024	Windsor Park Centre	8009	Janelle Rest home
		8010	McEwan House
		8011	Selwyn Oaks

8012	Tui House	8228	Cornwall Park
8013	Ambridge Rose Manor	8229	Lavington
8014	Bucklands Beach Rest Home	8230	The Manor
8015	Edgewater Rest Home	8231	Caughey Preston (B)
8016	Fencible Manor Home	8232	Caughey Preston (A)
8017	Howick Manor	8233	Mercy, Auckland/St Joseph's Hospice
8018	Marvon Downs Home	8234	Mont le Grand
8019	Franklin Village	8235	Omana
8020	Glenbrook Rest Home	8236	Ranfurly War Vets Home, Auckland
8021	Lakeside Lodge	8237	Rangimarie
8022	Pukekohe Rest Home	8238	Rawhiti Trust, Auckland
8023	Waiuku Estuary Village	8239	Elliot & Stella Davis Masonic Hospital
8024	Quay Park Surgical Centre	8240	St Andrews, Auckland
8025	Summerset Aotea Retirement Village	8241	St Johns
8026	Rawene Hospital	8242	San Michele, Auckland
8027	Radius Medical Kaute Pasifika	8243	Greenwood
8028	Regional Rangatahi Adolescent Inpatient Services	8244	Meadowbank
8200	Mercy Hospital, Northland	8245	Selwyn
8203	Carnarvon	8246	Everill Orr
8204	Northbridge	8247	Uplands
8205	Lady Allum	8248	Waimarie
8206	Southern Cross, North Harbour	8249	Warrengeate
8207	Stanleigh	8250	Wesley, Auckland
8208	Westlake	8251	Caughey Preston (C)
8209	The Gables Hospital	8252	St Therese
8210	St Joans	8253	Auckland Adventist
8211	Alexandra	8254	St Josephs
8212	Beachhaven	8255	Southern Cross, Auckland
8213	Aranui	8256	Hillsborough
8214	Herne Bay	8257	Parkhaven
8215	Auckland Medical Aid Trust	8258	St Elizabeths
8216	Bellevue	8259	Care and Independence
8217	Elizabeth Knox	8260	Howick Baptist
8218	Southern Cross Brightside	8261	Glenwallace
8219	Helena	8262	Glenmae
8220	Epsom	8263	Pakuranga
8221	Christ's Selwyn Village Hospital	8264	St Christophers
8222	Lynton Lodge Hospital	8265	Hillcrest
8223	Glamis, Mt Albert	8266	Elmwood
8224	Glenwood, Epsom	8267	Papatoetoe
8225	Bethesda, Auckland	8268	Anglesea Braemar Hospital
8226	Jervois Haven		

8269	Braeside	8321	Titoki Manor
8270	Southern Cross, Hamilton	8322	Glenwood, Masterton
8271	Mauvern	8323	Roseneath Manor Rest Home and Hospital
8272	Pohlen Trust	8324	Watsonia
8273	San Michele	8325	Woburn Presbyterian Hospital
8274	Raeburn	8326	Braeburn
8275	Trevellyn	8327	Kairangi
8276	Assisi	8328	Wesleyhaven
8277	Resthaven, Cambridge	8329	Johnswood
8278	Cambrae	8330	Te Omanga Hospice
8279	Melrose	8331	Bowen
8280	Norfolk	8332	Churtonleigh
8281	Southern Cross, Rotorua	8333	Mary Potter Hospice
8282	Oakland	8334	Elizabeth Memorial Home
8283	Mitchell Downs	8335	Hau-Moana
8284	Chelsea	8336	Hazelwood
8285	Dunblane	8338	Te Karaka Home & Hospital
8286	Matua	8339	Lyall Bay
8287	Cantabria	8340	Piki-Te-Ora
8288	Holy Family	8341	Vincentian Home and Hospital
8289	Duart Elderly Care Centre	8342	Kemp Hospital
8290	Cranford Hospice	8343	Maupuia
8292	Royston	8350	Lister
8293	Woburn	8351	Manuka Street Trust
8294	Southern Cross Napier Hospital	8352	Shangri-La
8295	Atawhai	8354	Whareama Hospital
8296	Trinity Home and Hospital	8355	Green Gables
8297	Southern Cross, New Plymouth	8356	Fairview Hospital
8298	Chalmers	8357	Averill House
8299	Omahanui	8358	Cashmere View
8300	Woodrow Grove Hospital	8359	Bethesda, Christchurch
8302	Duncan Village	8360	Mary Potter, Christchurch
8303	Belverdale Hospital	8361	Edith Cavell Hospital
8304	Kowhainui	8362	Churchill Hospital
8306	Levin Private Hospital	8363	Karitane
8310	Amara	8364	Nurse Maude Memorial
8311	Levin War Veterans	8365	Rannerdale War Veterans
8312	Lonsdale	8366	St Georges
8313	Aorangi Hospital	8367	St John of God
8314	Southern Cross, Palmerston North	8368	St Nicholas
8315	Ranfurly, Feilding	8369	St Winifreds
8319	Aroha	8370	Wesley-Harewood Hospital
8320	Bloomfield	8371	Windsor House

8372	Woodchester	8438	St Margarets
8373	George Manning Geriatric Hospital	8439	Whare Aroha
8374	Parklands, Christchurch	8440	Ons Dorp
8375	Windermere	8441	Parklands Mercy, Auckland
8376	Fairhaven	8442	Elderslea
8377	Southern Cross Trust, Christchurch	8443	Glenburn
8378	Holmwood	8444	Papakura Private
8379	Lady King	8445	South Auckland Hospice
8380	Karetu House	8446	Athenree
8383	Bidwill Trust	8447	Rostrevor Lodge
8384	Parklands, Ashburton	8448	Ewart
8385	Iona	8449	Otumarama
8386	Margaret Wilson	8450	Rossendale
8389	Chalet	8451	Kerikeri Hospital for Aged Care
8390	Mossbrae Hospital	8452	Gracelands
8391	Glamis, Dunedin	8453	Raglan Trust Hospital
8393	Anderson's Bay Hospital	8454	Golden Pond
8394	Mercy Hospital, Dunedin	8455	Otago Community Hospice
8395	Prospect House	8456	Ripponburn
8397	Ross Home	8457	Birthcare Auckland
8398	Southmayde	8458	Prime Care
8399	St Andrews, Dunedin	8459	Auckland Surgical Centre
8400	Sacred Heart	8460	Family Health Care
8402	Calvary, Invercargill	8461	Hastings Surgical Clinic
8404	Vickery Court	8462	Boulcott Clinic
8405	Southern Cross, Invercargill	8463	Wellington Surgical
8406	Peacehaven	8464	Arohanui Hospice
8407	Resthaven, Gore	8465	West Harbour Gardens
8420	Southern Cross, Tauranga	8466	North Shore Day Surgery
8421	Te Mana	8467	Beechworth
8422	Home of Compassion, Wgtn	8468	Forest Hill
8423	Aotea North	8469	Mary Shapley
8424	Cedar Manor	8470	Parkside Surgical Clinic
8425	Lester Memorial	8471	Southern Cross, Wellington
8426	Northhaven	8472	Te Puke Country Lodge
8427	Eventhorpe	8473	Anglesea Surgical Day Hospital
8432	Wakefield	8474	Kimihia Hospital
8433	Lansdowne	8475	Baycare Day Stay
8434	Belmont	8476	Southland Hospice
8435	Quinton Park	8477	Lakes Care Surgical Hospital
8436	Oakhaven	8478	Avonlea
8437	St Joan's Hospital	8479	Country Lodge Hospital
		8480	St Lukes, Dunedin
		8481	Wellesford Birthing Unit

8482	Royal New Zealand Naval Hospital	8523	Birthcare Huntly
8483	Kaikohe Private Hospital	8524	Cashmere Hospital
8484	Phoenix House	8525	Parkwood Lodge Hospital
8485	Heron Hospital	8526	Millvale House
8486	Summerset	8527	Allen Bryant Hospital
8487	Churchill Hospital, Blenheim	8528	St Vianneys Home of Compassion
8488	Potter Memorial Hospital	8529	Nazareth House Hospital
8489	Lakewood Hospital	8530	Lansdown Court Hospital
8491	North Shore Hospice	8531	Kowhai Manor Hospital
8492	Conifer Court	8532	Fergusson Home and Hospital
8493	Heatherlea House	8533	Lister Home Hospital
8494	Palmerston North Masonic Court Hospital	8534	Mary Doyle Trust Hospital
8495	Remuera Eye Clinic Day Surgery & Laser Centre	8535	Whitianga Continuing Care
8496	Helensville Birthing Unit	8536	Mountain View Hospital
8497	Oral Surgery Clinic	8537	Te Wirimu House Hospital
8498	Moana House	8538	Acquired Brain Injury Rehabilitation Services
8499	Auckland Eye Hospital	8539	Redwood Retirement Village
8500	St Joseph's Home of Compassion Hospital	8540	Chateau Village
8501	Ohinemuri House Hospital	8541	Rowena Jackson Hospital Ltd
8502	Matamata Country Lodge	8542	North Haven Hospice
8503	Selena Sutherland Trust Hospital	8543	Northern Southland Birthing Centre
8504	Sunhaven Hospital	8544	Castlereas
8505	Tasman View Hospital	8545	Omaio Village Rest Home
8506	Cook Street Nursing Care Centre	8546	Woodlands Rest Home
8507	Manor Park Hospital	8547	Horowhenua Masonic Hospital
8508	Palliser Hospital	8548	Oakwoods Hospital
8509	Ashwood Park Hospital	8549	Endoscopy Auckland
8510	Sevenoaks Continuing Care	8550	Bernadette Lifecare
8511	Winton Birthing Centre/Central Southland B. Unit	8551	Chiswick Park Hospital
8512	Glengarry House	8552	Claud Switzer Residential Care
8513	Booms Lodge Hospital	8553	Tasman Park Rest Home
8514	Peppertree Hospital	8554	Wensley House
8515	Mt Herbert Hospital	8555	Lexham Park
8516	Alexandra Hospital	8556	Rosebank Hospital
8517	Elmwood (Napier)	8557	Coldstream Hospital
8518	Sprott House Hospital	8558	Urology Services Ltd
8519	Te Hopai Hospital	8559	Venturo
8520	Tuatapere Maternity Hospital	8560	Lakes Ophthalmic Services Ltd
8521	Maylon House	8561	Dannevirke Community Hospital
8522	Aubert Home of Compassion	8562	Queen Mary Centre
		8563	Kensington Court Rest Home

8564	Seadrome Residential Home and Hospital	8602	Ngaio Marsh retirement Village Hospital
8565	Elmslie House	8603	Glenbrook House
8566	Charlotte Jean Maternity Unit	8604	Fitzgerald House
8567	Leslie Groves Hospital	8605	St Johns Wood Hospital
8568	Community Trust Hospice	8606	Riverleigh Hospital and Retirement Home
8569	Clutha Health First	8607	Malvina Major Rest Home and Hospital
8570	Ranui Home	8608	Marne Street Hospital
8571	Somervale Hospital	8609	The Oaks Senior Care Centre
8572	Hamilton Birthing Ltd	8610	Summerset Centre
8573	Nurse Maude Memorial Hospital	8611	Northern Surgical Centre
8574	Glenbrae Home and Hospital	8612	Not Used
8575	Pinetree Lodge	8613	Bethsaida Rest Home
8576	Riverview Home and Hospital	8614	Country Care Home
8577	Elizabeth R Hospital and Rest Home	8615	Fairhaven Rest Home
8578	Summerset Hospital	8616	Seaview Hospital
8579	Park Street Day Stay Hospital	8617	Aberleigh Village
8580	Oxford Day Clinic	8618	Marina Cove rest Home
8581	Wakefield Village Resthome	8619	Twin Palms
8582	Harbourview Home and Hospital	8620	Waterlea Rest Home
8583	Windermere	8621	Willowmeade Rest Home
8584	Wharerangi Eventide Home and Hospital	8622	Wine View Rest Home
8585	The Rhapsody	8623	Kauri Coast Hospital
8586	Birthcare Auckland	8624	Remuera Surgical Centre
8587	Avondale Hospital	8625	Summerset Palmerston North
8588	Rahiri Elder Care Centre	8626	Nelson Hospice
8589	Waihi Hospital	8627	Phoenix Rehab Unit
8590	Montecillo Home and Hospital	8628	Baycare Heights
8591	North Shore Surgery	8629	Te Whare Hauora O Ngati Porou
8592	Waiapu House	8630	Queen Elizabeth Trust
8593	Epsom on the park	8631	Naomi Courts
8594	Kenakena Rest Home	8632	Riverview Rest Home
8595	Ascot Hospital	8633	Albert Park Rest Home
8596	Christian Healthcare Trust	8634	Leighton House Rest Home
8597	Gore Health Centre	8635	Sedgewick House
8598	Huntleigh Hospital and Retirement Home	8636	Castlewood Nursing Home
8599	Karadean Court Rest Home and Hospital	8637	Ravenscraig Nursing Home
8600	Monte Vista	8638	Summerset Centre Havelock North
8601	Strathallan Hospital	8639	Wood Retirement Village
		8640	Cromwell House Hospital
		8641	Metlife Care Powley

8642	Wanganui Hospice	8662	Wendover Rest Home
8643	Richard Seddon Hospital	8663	Bethany Village
8644	Kensington Hospital	8664	Ilam Park Retirement Village
8645	Northshore Birthcare	8665	Elmswood Court Retirement Village
8646	Cheviot Rest Home	8666	St Allisa Court Rest Home
8647	Terence Kennedy House	8667	Waipuna Hospice
8648	Metlife Care Masterton	8668	Otaki Birthing Centre
8649	Takrouna Lodge	8670	Acacia Park Residential Care Facility
8650	Warkworth Birthing Centre	8671	Althorp Private Hospital
8651	Takanini Hospital	8672	Annie Brydon Complex
8652	Taupaki Gables	8673	Aroha Hospital
8653	Eldon Lodge	8674	Birchleigh Hospital
8654	Eastcliffe on Orakei	8675	Carter House
8655	Lake Heights Rest Home	8676	Central Hawkes Bay Health Centre
8656	Mobile Surgical Unit		
8657	St Catherines Court Rest Home		
8658	Silverdale House Rest Home		
8659	Woodcote Retirement Village		
8660	Merivale Retirement Village		
8661	Bishop Lifecare Centre		

2. DHB Agency

Use the Ministry of Health's National Minimum Dataset Agency Code list. When appropriate this Agency Code will be replaced by the HPI Organization Identifier. Please note the HWIP list includes only DHB Agencies.

Source: <http://www.health.govt.nz/nz-health-statistics/data-references/code-tables/common-code-tables/agency-code-table>

Code table for DHB Agency

Code Identifier	Code Name
1011	Northland District Health Board
1021	Waitemata District Health Board
1022	Auckland District Health Board
1023	Counties Manukau District Health Board
2031	Waikato District Health Board
2042	Lakes District Health Board
2047	Bay of Plenty District Health Board
2051	Tairāwhiti District Health Board
2071	Taranaki District Health Board
3061	Hawke's Bay District Health Board
3081	Mid-Central District Health Board
3082	Whanganui District Health Board
3091	Capital & Coast District Health Board
3092	Hutt Valley District Health Board
3093	Wairarapa District Health Board
3101	Nelson Marlborough District Health Board
4111	West Coast District Health Board
4121	Canterbury District Health Board
4123	South Canterbury District Health Board
4131	Otago District Health Board (retired 1 May 2010)
4141	Southland District Health Board (retired 1 May 2010)
4160	Southern District Health Board (From 1 May 2010)

3. Birth year

Year of birth is directly extracted from the employee's date of birth as recorded in the relevant dataset. Although date of birth is a more accurate statistic, year of birth reduces any perceived element of personal identification.

The year of birth is a four digit number from 1920 onwards.

4. Sex

A classification of the sex of an individual as supplied by the organization.

Code table for Sex

Code Identifier	Code Name
M	Male
F	Female
U	Unknown

5. Ethnicity

Use the Health Information Standards Organization (HISO) "Ethnicity Data Protocols for the Health Sector" for recording of ethnicity codes.¹ The protocols were last updated 6 October 2017 and prior to this, on 1 July 2009 the ethnicity classification codes to be used in conjunction with the 2004 Ethnicity Data Protocols for the Health and Disability Sector (Protocols) were updated to align with the Statistics New Zealand Statistical Standard for Ethnicity 2005. Supplementary Notes to the Ethnicity Data Protocols and a revised code set have been published to reflect this change. Please use the Supplementary Notes and Revised code set appendices in conjunction with the original 2004 Ethnicity Data Protocols document.

Protocol requirements for recording

1. The Stats NZ Ethnicity New Zealand Standard Classification 2005 structure must be used to code ethnicity data.
2. Ethnicity data must be recorded at level 4 (the most detailed level of the classification).
3. Information systems must be capable of recording up to six responses.
4. Where a respondent reports more than six ethnicities, the Stats NZ standard process for reducing multiple ethnic responses must be followed.

¹ <http://www.health.govt.nz/publication/ethnicity-data-protocols-health-and-disability-sector>

5. Where a respondent reports multiple ethnicities, a 'principal ethnicity' must not be recorded.
6. 'New Zealander' and like responses should be coded to the 'New Zealander' code at level 4.

NOTE: For HWIP, only one ethnicity code, at level 4, from the following list is required to be provided for each employee. Any prioritisation process would have been applied before this.

Code table for level 4 ethnicity

Code	Description	Code	Description
10000	European nfd	12918	Cypriot nfd
11111	New Zealand European	12919	Czech
12100	British nfd	12920	Danish
12111	Celtic nfd	12921	Estonian
12112	Channel Islander	12922	Finnish
12113	Cornish	12923	Flemish
12114	English	12924	French
12116	Irish	12926	Hungarian
12117	Manx	12927	Icelandic
12119	Scottish	12928	Latvian
12121	Welsh	12929	Lithuanian
12199	British nec	12930	Maltese
12211	Dutch	12931	Norwegian
12311	Greek	12932	Portuguese
12411	Polish	12933	Romanian
12500	South Slav nfd	12934	Gypsy
12511	Croatian	12935	Russian
12512	Dalmatian	12937	Slavic
12513	Macedonian	12938	Slovak
12514	Serbian	12939	Spanish
12515	Slovenian	12940	Swedish
12516	Bosnian	12941	Swiss
12599	South Slav nec	12942	Ukrainian
12611	Italian	12943	American
12711	German	12945	Canadian
12811	Australian	12947	New Caledonian
12911	Albanian	12948	South African nec
12912	Armenian	12949	Afrikaner
12913	Austrian	12950	Zimbabwean
12914	Belgian	12999	European nec
12915	Bulgarian	21111	Maori
12916	Belorussian	30000	Pacific Peoples nfd
		31111	Samoan

32100	Cook Islands Maori nfd	43116	Sikh
33111	Tongan	43117	Anglo Indian
34111	Niuean	43118	Malaysian Indian
35111	Tokelauan	43119	South African Indian
36111	Fijian	43199	Indian nec
37112	Australian Aboriginal	44100	Sri Lankan nfd
37122	Hawaiian	44111	Sinhalese
37124	Kiribati	44112	Sri Lankan Tamil
37130	Nauruan	44199	Sri Lankan nec
37135	Papua New Guinean	44211	Japanese
37137	Pitcairn Islander	44311	Korean
37138	Rotuman	44411	Afghani
37140	Tahitian	44412	Bangladeshi
37141	Solomon Islander	44413	Nepalese
37144	Tuvaluan	44414	Pakistani
37145	Ni Vanuatu	44415	Tibetan
37199	Pacific Peoples nec	44416	Eurasian
40000	Asian nfd	44417	Bhutanese
41000	Southeast Asian nfd	44418	Maldivian
41111	Filipino	44419	Mongolian
41211	Cambodian	44499	Asian nec
41311	Vietnamese	51100	Middle Eastern nfd
41411	Burmese	51111	Algerian
41412	Indonesian	51112	Arab
41413	Laotian	51113	Assyrian
41414	Malay	51114	Egyptian
41415	Thai	51115	Iranian/Persian
41416	Karen	51116	Iraqi
41417	Chin	51117	Israeli/Jewish
41499	Southeast Asian nec	51118	Jordanian
42100	Chinese nfd	51119	Kurd
42111	Hong Kong Chinese	51120	Lebanese
42112	Cambodian Chinese	51122	Moroccan
42113	Malaysian Chinese	51124	Palestinian
42114	Singaporean Chinese	51125	Syrian
42115	Vietnamese Chinese	51127	Turkish
42116	Taiwanese	51199	Middle Eastern nec
42199	Chinese nec	52100	Latin American nfd
43100	Indian nfd	52111	Argentinian
43111	Bengali	52112	Bolivian
43112	Fijian Indian	52113	Brazilian
43114	Indian Tamil	52114	Chilean
43115	Punjabi	52115	Colombian

52118	Ecuadorian
52123	Mexican
52127	Peruvian
52128	Puerto Rican
52129	Uruguayan
52130	Venezuelan
52199	Latin American nec
53100	African nfd
53113	Jamaican
53114	Kenyan
53115	Nigerian
53116	African American
53118	West Indian
53119	Somali
53120	Eritrean
53121	Ethiopian
53122	Ghanaian

53123	Burundian
53124	Congolese
53125	Sudanese
53126	Zambian
53127	Other Zimbabwean
53199	African nec
61113	North American Indian
61115	Mauritian
61116	Seychellois
61117	South African Coloured
61118	New Zealander
61199	Other Ethnicity nec
94444	Don't Know
95555	Refused to Answer
97777	Response Unidentifiable
99999	Not Stated

6. Entry source / Exit destination

Entry Source / Exit Destination declares where employees have entered into employment 'from' or have left employment 'to' respectively. Entry Source/Exit Destination is designed to measure the flows into, out of and around the health sector.

This classification is broadly split into secondary care, primary care and non-health sector. The first eight codes are a high level list, for ease of reporting, but where more detail is known other codes are available.

Code table for Entry source & Exit destination

Code Identifier	Code Name	Code Description
A	DHB	DHB
C	Non Government Organisation (NGO)	NGO
D	Private Hospital/Healthcare Provider	Private
E	Primary Care	Primary care
L	Non-health service	Non-health service
N	Overseas	Overseas
O	Non-labour market	Non-labour market
Z	Unknown	Unknown
A01	Auckland DHB	DHB

A02	Bay of Plenty DHB	DHB
A03	Canterbury DHB	DHB
A04	Capital and Coast DHB	DHB
A05	West Coast DHB	DHB
A06	Counties/Manukau DHB	DHB
A07	Hawkes Bay DHB	DHB
A08	Hutt DHB	DHB
A09	Lakes DHB	DHB
A10	MidCentral DHB	DHB
A11	Nelson-Marlborough DHB	DHB
A12	Northland DHB	DHB
A13	Otago DHB	DHB
A14	South Canterbury DHB	DHB
A15	Southland DHB	DHB
A16	Tairāwhiti DHB	DHB
A17	Taranaki DHB	DHB
A18	Waikato DHB	DHB
A19	Wairarapa DHB	DHB
A20	Waitemata DHB	DHB
A21	Whanganui DHB	DHB
C00	Non Government Organization (NGO)	The worker was sourced from, or has departed to an NGO.
D00	Private Hospital/Healthcare Provider	The worker was sourced from, or has departed to a private health service provider.
E00	Primary Care Practice – Specialist	The worker was sourced from, or has departed to a private enterprise undertaking primary care specialising in the delivery of specialist healthcare services.
F00	Primary Care Practice – General Practice	The worker was sourced from, or has departed to a private enterprise undertaking primary care specialising in the delivery of General Practitioner healthcare services.
G00	Primary Care Practice – Allied Health	The worker was sourced from, or has departed to a private enterprise undertaking primary care specialised in the delivery of Allied Health services.
H00	Primary Care Practice – Nursing and Midwifery	The worker was sourced from, or has departed to a private enterprise undertaking primary

		care specialised in the delivery of Nursing or Midwifery Services.
I00	Disability Support Service Provider	The worker was sourced from, or has departed to a private enterprise undertaking the delivery of: Aged Care Services Intellectual Disability Services Including residential services.
J00	Contract or Locum Service	The worker was sourced from, or has departed to undertake their own provision of specialist labour service to DHBs within contract or locum roles.
K00	Health Services n.e.c.	The worker was sourced from, or has departed to a private enterprise specialised in the delivery of health services not elsewhere classified.
L00	Non Health Service	The worker was sourced from, or has departed to non health service related employment. Non-health service related employment includes Ministry of Health or other organization not specifically focused on the direct production of health services.
M00	Educational Facility	The worker was sourced from, or has departed to undertaking training or education.
N00	Overseas	The worker was sourced from, or has departed to overseas destinations.
O00	Non Labour Market	The worker was sourced from, or has departed to non employment related activity. This can include retirement and death.
Z99	Unknown or Unidentified	The worker was sourced from, or has departed to unknown or unidentified activity

7. Reason for leaving

This classification reflects the primary reason for an employee's departure from an organization.

Code table for Reason for leaving

Code	Description	10	Work conditions or environment
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11	Physical environment	41	End of fixed term employment
12	Resources or equipment	42	Restructuring / redundancy
13	Terms and conditions of employment	43	Dismissed
20	Professional Development	44	Retired
21	Change in profession / different role	50	Personal / family / whanau reason
22	Career development opportunities	51	Health
23	Study or training	52	Domestic reasons
30	Work relationships	53	Death
31	Interpersonal relationships	90	Other
32	Team dynamics	91	Non stated
33	Lack of job satisfaction	99	Undefined
34	Lack of cultural support / supervision		
40	Agreement terminated		

8. Paid employment status

Paid employment status reflects the concept of employment *permanence*: the expected duration of a worker's employment relationship.

Code Table for Paid Employment Status

Code Identifier	Code Name	Code Description
01	Permanent	The worker is employed to deliver labour service for an unlimited period.
02	Casual	The worker is employed to deliver labour service for a event-limited period; for example, relief nurse.
03	Fixed Term	The worker is employed to deliver labour service for a time-limited period; for example, locum services
04	Contractor	The worker is contracted to deliver labour service for specific defined events. Not an employee.
05	Leave without Pay	The worker is not delivering labour service i.e. is away from paid employment due to taking leave such as Career Break, Sabbatical Leave etc.
06	Parental Leave	The worker is not delivering labour service i.e. is away from paid employment due to taking leave under the Parental Leave and Employment Protection Act 1987.
99	Unknown	Employment status is unknown

9. Australia New Zealand Standard Classification of Occupations (ANZSCO)

The Australia New Zealand Standard Classification of Occupations is used to define the occupation of an employee. This is a national standard held by Statistics New Zealand. We are using version 1.2 which was effective from 26 June 2013. The following is an abbreviated list (344 codes). The complete classification is available from Statistics New Zealand on: http://www.stats.govt.nz/surveys_and_methods/methods/classifications-and-standards/classification-related-stats-standards/occupation.aspx

Abbreviated ANZSCO Code table

ANZSCO	ANZSCO Description		
		135111	Chief Information Officer
		135112	ICT Project Manager
111111	Chief Executive or Managing Director	135199	ICT Managers nec
111211	Corporate General Manager	139912	Environmental Manager
111311	Local Government Legislator	139913	Laboratory Manager
111399	Legislators nec	139914	Quality Assurance Manager
131112	Sales and Marketing Manager	139999	Specialist Managers nec
131113	Advertising Manager	141111	Cafe or Restaurant Manager
131114	Public Relations Manager	149211	Call or Contact Centre Manager
132111	Corporate Services Manager	149212	Customer Service Manager
132211	Finance Manager	149311	Conference and Event Organiser
132311	Human Resources Manager	149411	Fleet Manager
132411	Policy and Planning Manager	149413	Transport Company Manager
132511	Research and Development Manager	149913	Facilities Manager
133111	Construction Project Manager	149999	Hospitality, Retail and Service Managers nec
133112	Project Builder	211311	Photographer
133211	Engineering Manager	212415	Technical Writer
133611	Supply and Distribution Manager	212499	Journalists and Other Writers nec
133612	Procurement Manager	221111	Accountant (General)
134111	Child Care Centre Manager	221112	Management Accountant
134211	Medical Superintendent (NZ)	221211	Company Secretary
134212	Nursing Clinical Director	221213	External Auditor
134213	Primary Health Organisation Manager	221214	Internal Auditor
134214	Welfare Centre Manager	222312	Financial Investment Manager
134299	Health and Welfare Services Managers nec	223111	Human Resource Adviser
134499	Education Managers nec	223112	Recruitment Consultant
		223113	Workplace Relations Adviser
		223211	ICT Trainer

223311	Training and Development Professional	241599	Special Education Teachers nec
224113	Statistician	249111	Education Adviser
224211	Archivist	249211	Art Teacher (Private Tuition)
224213	Health Information Manager	249299	Private Tutors and Teachers nec
224214	Records Manager	251111	Dietitian
224411	Intelligence Officer	251112	Nutritionist
224412	Policy Analyst	251211	Medical Diagnostic Radiographer
224611	Librarian	251212	Medical Radiation Therapist
224711	Management Consultant	251213	Nuclear Medicine Technologist
224712	Organisation and Methods Analyst	251214	Sonographer
224912	Liaison Officer	251311	Environmental Health Officer
224913	Migration Agent	251312	Occupational Health and Safety Adviser
224999	Information and Organisation Professionals nec	251411	Optometrist
225113	Marketing Specialist	251412	Orthoptist
225212	ICT Business Development Manager	251511	Hospital Pharmacist
225311	Public Relations Professional	251513	Retail Pharmacist
232111	Architect	251911	Health Promotion Officer
232411	Graphic Designer	251912	Orthotist or Prosthetist
232413	Multimedia Designer	251999	Health Diagnostic and Promotion Professionals nec
232414	Web Designer	252299	Complementary Health Therapists nec
233311	Electrical Engineer	252311	Dental Specialist
233411	Electronics Engineer	252312	Dentist
233513	Production or Plant Engineer	252411	Occupational Therapist
233913	Biomedical Engineer	252511	Physiotherapist
233915	Environmental Engineer	252611	Podiatrist
233999	Engineering Professionals nec	252711	Audiologist
234212	Food Technologist	252712	Speech Language Therapist
234514	Biotechnologist	253111	General Practitioner
234517	Microbiologist	253112	Resident Medical Officer
234599	Life Scientists nec	253211	Anaesthetist
234611	Medical Laboratory Scientist	253311	Specialist Physician (General Medicine)
234914	Physicist	253312	Cardiologist
234915	Exercise Physiologist	253313	Clinical Haematologist
234999	Natural and Physical Science Professionals nec	253314	Medical Oncologist
241111	Early Childhood (Pre-primary School) Teacher	253315	Endocrinologist
		253316	Gastroenterologist

253317	Intensive Care Specialist	254417	Registered Nurse (Disability and Rehabilitation)
253318	Neurologist	254418	Registered Nurse (Medical)
253321	Paediatrician	254421	Registered Nurse (Medical Practice)
253322	Renal Medicine Specialist	254422	Registered Nurse (Mental Health)
253323	Rheumatologist	254423	Registered Nurse (Perioperative)
253324	Thoracic Medicine Specialist	254424	Registered Nurse (Surgical)
253399	Specialist Physicians nec	254425	Registered Nurse (Paediatric)
253411	Psychiatrist	254499	Registered Nurses nec
253511	Surgeon (General)	261111	ICT Business Analyst
253512	Cardiothoracic Surgeon	261112	Systems Analyst
253513	Neurosurgeon	261211	Multimedia Specialist
253514	Orthopaedic Surgeon	261212	Web Developer
253515	Otorhinolaryngologist	261311	Analyst Programmer
253516	Paediatric Surgeon	261312	Developer Programmer
253517	Plastic and Reconstructive Surgeon	261313	Software Engineer
253518	Urologist	261399	Software and Applications Programmers nec
253521	Vascular Surgeon	262111	Database Administrator
253911	Dermatologist	262112	ICT Security Specialist
253912	Emergency Medicine Specialist	262113	Systems Administrator
253913	Obstetrician and Gynaecologist	263111	Computer Network and Systems Engineer
253914	Ophthalmologist	263112	Network Administrator
253915	Pathologist	263113	Network Analyst
253917	Diagnostic and Interventional Radiologist	263211	ICT Quality Assurance Engineer
253918	Radiation Oncologist	263212	ICT Support Engineer
253999	Medical Practitioners nec	263213	ICT Systems Test Engineer
254111	Midwife	263299	ICT Support and Test Engineers nec
254211	Nurse Educator	271299	Judicial and Other Legal Professionals nec
254212	Nurse Researcher	271311	Solicitor
254311	Nurse Manager	272112	Drug and Alcohol Counsellor
254411	Nurse Practitioner	272113	Family and Marriage Counsellor
254412	Registered Nurse (Aged Care)	272114	Rehabilitation Counsellor
254413	Registered Nurse (Child and Family Health)	272199	Counsellors nec
254414	Registered Nurse (Community Health)	272211	Minister of Religion
254415	Registered Nurse (Critical Care and Emergency)	272311	Clinical Psychologist
254416	Registered Nurse (Developmental Disability)		

272314	Psychotherapist	323212	Fitter and Turner
272399	Psychologists nec	331212	Carpenter
272412	Interpreter	332211	Painting Trades Worker
272413	Translator	333212	Solid Plasterer
272499	Social Professionals nec	334111	Plumber (General)
272511	Social Worker	341111	Electrician (General)
272612	Recreation Coordinator	341112	Electrician (Special Class)
272613	Welfare Worker	342312	Communications Operator
311211	Anaesthetic Technician	342314	Electronic Instrument Trades Worker (General)
311212	Cardiac Technician	342315	Electronic Instrument Trades Worker (Special Class)
311213	Medical Laboratory Technician	342414	Telecommunications Technician
311214	Operating Theatre Technician	351112	Pastrycook
311215	Pharmacy Technician	351311	Chef
311216	Phlebotomist	351411	Cook
311299	Medical Technicians nec	362211	Gardener (General)
311413	Life Science Technician	392311	Printing Machinist
311499	Science Technicians nec	393213	Dressmaker or Tailor
312111	Architectural Draftsperson	399312	Library Technician
312112	Building Associate	399918	Fire Protection Equipment Technician
312211	Civil Engineering Draftsperson	399999	Technicians and Trades Workers nec
312312	Electrical Engineering Technician	411111	Ambulance Officer
312412	Electronic Engineering Technician	411112	Ambulance Paramedic
312512	Mechanical Engineering Technician	411211	Dental Hygienist
312611	Safety Inspector	411213	Dental Technician
312911	Maintenance Planner	411214	Dental Therapist
312999	Building and Engineering Technicians nec	411311	Diversional Therapist
313112	ICT Customer Support Officer	411411	Enrolled Nurse
313113	Web Administrator	411412	Mothercraft Nurse
313199	ICT Support Technicians nec	411512	Maori Health Assistant
313211	Radiocommunications Technician	411711	Community Worker
313213	Telecommunications Network Planner	411712	Disabilities Services Officer
313214	Telecommunications Technical Officer or Technologist	411713	Family Support Worker
321211	Motor Mechanic (General)	411715	Residential Care Officer
323211	Fitter (General)	411716	Youth Worker
		421111	Child Care Worker
		423111	Aged or Disabled Carer

423211	Dental Assistant	561411	Mail Clerk
423311	Hospital Orderly	561412	Postal Sorting Officer
423312	Nursing Support Worker	561511	Survey Interviewer
423313	Personal Care Assistant	561611	Switchboard Operator
423314	Therapy Aide	561999	Clerical and Office Support Workers nec
431211	Cafe Worker	591113	Purchasing Officer
431411	Hotel Service Manager	591115	Stock Clerk
431999	Hospitality Workers nec	591116	Warehouse Administrator
441211	Emergency Service Worker	591117	Order Clerk
442216	Security Consultant	591211	Despatching and Receiving Clerk
442217	Security Officer	599112	Legal Executive
442299	Security Officers and Guards nec	599411	Human Resource Clerk
451612	Travel Consultant	599518	Transport Operations Inspector
451815	First Aid Trainer	599599	Inspectors and Regulatory Officers nec
511111	Contract Administrator	599711	Library Assistant
511112	Program or Project Administrator	599915	Clinical Coder
512111	Office Manager	599916	Facilities Administrator
512211	Health Practice Manager	599999	Clerical and Administrative Workers nec
512299	Practice Managers nec	612112	Property Manager
521111	Personal Assistant	621111	Sales Assistant (General)
521211	Secretary (General)	621411	Pharmacy Sales Assistant
531111	General Clerk	621511	Retail Supervisor
532111	Data Entry Operator	631112	Office Cashier
532113	Word Processing Operator	711611	Sewing Machinist
541111	Call or Contact Centre Team Leader	711914	Sterilisation Technician
541112	Call or Contact Centre Operator	712911	Boiler or Engine Operator
541211	Information Officer	712921	Waste Water or Water Plant Operator
542111	Receptionist (General)	731199	Automobile Drivers nec
542112	Admissions Clerk	731211	Bus Driver
542114	Medical Receptionist	732111	Delivery Driver
551111	Accounts Clerk	733111	Truck Driver (General)
551112	Cost Clerk	741111	Storeperson
551311	Payroll Clerk	811111	Car Detailer
552211	Finance Clerk	811211	Commercial Cleaner
552314	Statistical Clerk	811411	Commercial Housekeeper
561212	Postal Delivery Officer	811412	Domestic Housekeeper
561311	Filing or Registry Clerk		

811511	Laundry Worker (General)
811699	Cleaners nec
841411	Garden Labourer
841412	Horticultural Nursery Assistant
851299	Food Trades Assistants nec
851311	Kitchenhand
899111	Caretaker
899311	Handyperson
899912	Car Park Attendant
899913	Crossing Supervisor
899999	Labourers nec

10.DHB Common Chart of Accounts Occupation

The DHB Common Chart of Accounts Occupation(CCoA) is a mandatory accountability document under the Ministry of Health Nationwide Service Framework. The entire CCoA applies to all District Health Boards, their subsidiaries and other 100% Crown-owned health related entities, including shared services agencies from 1 July 2002. The Ministry of Health is required to use the CCoA for recording Provider payments categorised in the 6000 series of codes.

Only the first four characters of the following code identifier are prescribed by the CCoA and correspond to the Chart's Segment 4 (<http://www.nsfl.health.govt.nz/apps/nsfl.nsf/pagesmh/200>). The remaining characters were added by the HWIP Technical Reference Group.

Code table For CCoA – 7 digits

Code	Description	2005212	Neurologist
2005200	Senior Medical Officer	2005213	Intensivist
2005201	Otolarynologist/ENT Specialist	2005214	Thoracic/Vascular Surgeon
2005202	Ophthalmologist/Eye Specialist	2005215	Cardiac Surgeon
2005203	Dental/Max Specialist	2005216	Cardiologist
2005204	Dermatologist	2005217	Emergency Specialist
2005205	Plastic Surgeon	2005218	Oncologist/Radiotherapist
2005206	General Surgeon	2005219	Obst.& Gynae. Specialist
2005208	Orthopaedic Surgeon	2005220	Geriatrician/Psychogeriatrician
2005209	Paediatrician	2005221	Psychiatrist
2005210	Physician	2005222	Endocrinologist
2005211	Respiratory Physician	2005223	Pathologist

2005224	Rheumatologist	2418200	Speech Therapists
2005225	Radiologist	2420251	Assistant
2005226	Gastroenterologist	2420252	Physio Assistant
2005227	Haematologist	2420253	Occupational Therapy Assistant
2005228	Anaesthetist	2420254	Dental Assistant
2005229	Nephrologist	2428255	Therapist
2005292	Neurosurgeon	2428256	Orthoptist
2015200	MOSS	2428257	Counsellor
2025200	General Practitioners	2434200	Case Manager
2035200	Registrars	2436200	Community Support Workers
2045200	House Officers	2438200	Kaitiaki/Kaiawhina
2205230	Clinical Nurse Leader	2440200	Health Education Workers
2205231	Clinical Resource Nurse	2442200	Health Promotion Officers
2205232	Nurse Educator	2444200	Health Protection Officers
2205233	Nurse Manager	2448200	Psychologists
2210233	Staff Nurse	2450200	Psychotherapist
2210234	Staff Nurse - Graduate	2452200	Recreation/Training/Welfare Of
2210235	Public Health Nurse	2454200	Social Workers
2210236	Specialist Nurse	2464200	Medical Laboratory Scientist
2210237	Registered District Nurse	2466200	Laboratory Assistants
2210238	District Nurse - Resource	2468200	Phlebotomist
2210239	District Nurse - Psychiatric	2473200	Pharmacist
2210240	Research Nurse	2475200	Pharmacist Interns
2210241	Nursing Co-Ordinator	2477200	Pharmacist Technicians
2215242	Enrolled Nurses	2484258	MRT's Technicians/Therapist
2215243	Enrolled District Nurse	2484259	Medical Photographer
2225245	Midwife	2486200	MRT's & Sonographer Students
2230246	Internal Bureau Nurses -Staff	2508200	Technician
2230247	Internal Bureau Nurses -Enroll	2508260	Technicians - ITU
2230248	Internal Bureau Nurses -H/Aide	2508261	Technicians - Radiology
2235249	Health Service Assistants-Aide	2508262	Technicians - Lab
2235250	Health Service Assist-Psych.	2508263	Technicians - Cardiology
2404200	Audiologists	2508264	Technicians - Respiratory
2406200	Child Therapist	2508265	Technicians - Electrocardio
2408200	Dental Therapists	2508266	Technicians - Audiology
2412200	Occupational Therapists	2508267	Technicians – Maxillo-facial
2414200	Physiotherapists	2508268	Technicians - Electronic
2416200	Podiatrists	2508269	Technicians - Instrument

2508270	Technicians - Anaesthetic	2647200	Fitters
2508271	Technicians - Medical Gas	2648200	Labourers & Groundsmen
2508272	Technicians - Pharmacy	2650200	Plumbers/Boilermen
2508273	Technicians - Central Sterile	2650276	Boilermen
2508274	Technicians - Perfusionist	2650277	Plumbers
2508275	Technicians - Neurology	2651200	Tradesman
2510200	Dietitians	2652200	Carpenters
2512200	Hearing / Vision Testers	2665200	Interpreters
2514200	Scientific Officers	2667200	Other Support Staff
2516200	Statisticians & Researchers	2805200	Executive
2520200	Other Allied Health Staff	2815200	Managers
2605200	Hotel Services Supervisors	2820281	Analyst
2607200	Cleaners	2820282	Accountant/Accounting Support
2608200	Cooks	2820283	Co-Ordinator/Officer/Advisor
2610200	Drivers	2822200	Team Leader
2612200	Kitchen Assistants	2824200	Project Manager
2614200	Orderlies	2825284	Secretary/PA
2615200	Security Patrolmen	2825285	Telephonist
2617200	Storemen	2825286	Administrator
2620200	Other Hotel Services Workers	2825287	Receptionist
2626200	Laundry Workers	2825288	Typist
2627200	Sterile Supply Assistants	2825289	Clerical Support
2628200	Seamstresses	2825290	Kaitiaki/Kaiawhina administration
2645200	Maintenance Supervisors & Eng	2825291	Clerical Relief (Recharge)
2646200	Electricians		

Code table for CcoA – 4 digit

Code	Occupation	Code	Occupation
2005	Specialist Medical Officer	2215	Enrolled Nurses
2015	MOSS	2216	Nurse Assistants
2025	General Practitioners	2225	Midwife
2035	Registrars	2230	Internal Bureau Nurses
2045	House Officers	2235	Health Service Assistants
2055	Probationers and Interns	2404	Audiologists
2204	Nurse Practitioners	2406	Child Therapists
2205	Senior Nurses	2408	Dental Therapists
2210	Registered Nurses	2412	Occupational Therapists
		2414	Physiotherapists

2416	Podiatrists	2607	Cleaners
2418	Speech Therapists	2608	Cooks
2420	Therapist Aids/Assistants	2610	Drivers
2422	Therapist Interns/Trainees	2612	Kitchen Assistants
2428	Other Therapists	2614	Orderlies
2434	Case Managers	2615	Security Patrolmen
2436	Community Support Workers	2617	Storemen
2438	Cultural Workers	2620	Other Hotel Services Workers
2440	Health Education Workers	2625	Laundry & Sterile Supply Supervisors
2442	Health Promotion Officers	2626	Laundry Workers
2444	Health Protection Officers	2627	Sterile Supply Assistants
2446	Home Aides	2628	Seamstresses
2448	Psychologists	2645	Maintenance Supervisors & Engineers
2450	Psychotherapists	2646	Electricians
2452	Recreation/Training/Welfare Officers	2647	Fitters
2454	Social Workers	2648	Labourers & Groundsmen
2456	Trainee Psychologists	2649	Painters
2458	Youth Workers	2650	Plumbers/Boilermen
2464	Laboratory Technologists	2651	Tradesmen
2466	Laboratory Assistants	2652	Carpenters
2468	Phlebotomists	2665	Interpreters
2473	Pharmacists	2666	Civil Defence and disaster response
2475	Pharmacist Interns	2667	Other Support Staff
2477	Pharmacist Technicians & Assistants	2805	Executive
2484	MRTs (+Sonos before 2013)	2815	Managers
2485	MRT Students (+sonos before 2013)	2822	Supervisors
2486	Sonographers	2824	Professional staff
2487	Sonographer Students	2828	Fixed term clinical coordinators
2494	Ambulance Officers	2830	Administrative, Clerical & Secretarial Staff - Clinical
2496	Intermediate Care Ambulatory Officers	2832	Administrative, Clerical & Secretarial Staff - Non-clinical
2498	Paramedics		
2508	Technicians		
2510	Dietitians		
2512	Hearing / Vision Testers		
2514	Scientific Officers		
2516	Statisticians & Researchers		
2520	Other Allied Health Staff		
2605	Hotel Services Supervisors		

11. Practitioner scope of practice

The practitioner scope of practice forms part of a classification of the type or range of health services that a practitioner is authorized to provide, as determined by the responsible authority or other statutory authority (e.g. The Medical Council, PHARMAC). The classification includes practitioner scope of practice as defined by the Health Practitioners Competence Assurance Act 2003, any special authorizations granted, and any conditions or limitations imposed by the Responsible Authority.

Code table for practitioner Scope of practice

Code	Description	DEOR	Oral and Maxillofacial Surgery Specialists
CHIR	Chiropractor	DEOS	Oral Surgery Specialists
DEAA	Administering Local Anaesthetic in Dental Hygiene Practice	DEPA	Paediatric Dentistry Specialists
DEAC	Adult Care in Dental Therapy Practice	DEPD	Pulpotomies in Dental Therapy Practice
DECD	Clinical Dental Technology Practice	DEPE	Periodontic Specialists
DEDA	Dental Auxiliary Practice	DEPH	Public Health Dentistry (or Community Dentistry) Specialists
DEDH	Dental Hygiene Practice	DEPS	Prosthodontic Specialists
DEDR	Diagnostic Radiography in Dental Therapy Practice	DERD	Radiography in Dental Therapy Practice
DEDT	Dental Technology Practice	DERE	Restorative Dentistry Specialists
DEEN	Endodontic Specialists	DESN	Special Needs Dentistry Specialists
DEEO	Extra Oral Radiography Practice in Dental Hygiene- Dental Auxiliary and Orthodontic Auxiliary Practice	DESP	Orthodontic Specialists
DEGD	General Dental Therapy Practice	DESS	Stainless Steel Crowns in Dental Therapy Practice
DEIA	Clinical Dental Technology Practice	DEUO	Undertaking Orthodontic Procedures in Dental Hygiene Practice
DEIO	Intra Oral Radiography in Dental Hygiene- Dental Auxiliary and Orthodontic Auxiliary Practice	DIET	Dietitian
DENT	General Dental Practice	LTLS	Medical Laboratory Scientist
DEOA	Orthodontic Auxiliary Practice	LTLT	Medical Laboratory Technician
DEOM	Oral Medicine Specialists	MCAM	Accident and Medical Practice
DEOP	Oral Pathology Specialists	MCAN	Anaesthesia
		MCAP	Pain Medicine
		MCBM	Breast Medicine

MCCG	Clinical Genetics	MCSP	Special Purpose Scope of Practice
MCCS	Cardiothoracic Surgery	MCUR	Urology
MCDE	Dermatology	MCVS	Vascular Surgery
MCDI	Diagnostic and Interventional Radiology	MWIF	Midwife
MCEM	Emergency Medicine	NCEN	Enrolled Nurse
MCFP	Family Planning/ Reproductive Health	NCNA	Nurse Assistant
MCGE	General Scope of Practice	NCNP	Nurse Practitioner
MCGP	General Practice	NCRN	Registered Nurse
MCGS	General Surgery	OCCT	Occupational Therapist
MCIC	Intensive Care Medicine	OPDI	Optical Dispensing (Dispensing Optician)
MCIM	Internal Medicine	OPED	Educator in Optometry (Educator Optometrist)
MCMA	Medical Administration	OPET	Educator in Optometry (TPA Endorsement) (Educator Optometrist with Therapeutic Pharmaceutical Agents (TPA) Endorsement)
MCMM	Musculoskeletal Medicine	OPTE	Optometry (TPA Endorsement) (Optometrist with Therapeutic Pharmaceutical Agents (TPA) Endorsement)
MCNS	Neurosurgery	OPTP	Optometry (Optometrist)
MCOG	Obstetrics and Gynaecology	OSTE	Osteopath
MCOH	Otolaryngology Head and Neck Surgery	PHAR	Pharmacist
MCOM	Occupational Medicine	PHIN	Intern Pharmacist
MCOP	Ophthalmology	PHSO	Physiotherapist
MCOR	Oral and Maxillofacial Surgery	PODI	Podiatrist
MCOS	Orthopaedic Surgery	PODP	Podiatric Prescriber
MCPA	Pathology	PODR	Podiatric Radiographic Imager
MCPE	Paediatrics	PODS	Podiatric Surgeon
MCPG	Provisional General Scope of Practice	PSCL	Clinical Psychologist
MCPH	Public Health Medicine	PSCO	Counselling Psychologist
MCPM	Palliative Medicine	PSED	Educational Psychologist
MCPR	Plastic and Reconstructive Surgery	PSIT	Trainee or Intern Psychologist
MCPS	Paediatric Surgery	PSYC	Psychologist
MCPV	Provisional Vocational Scope of Practice	RTMR	Magnetic Resonance Technologist
MCPY	Psychiatry	RTMS	Sonographer
MCRH	Rural Hospital Medicine	RTMT	Nuclear Medicine Technologist
MCRM	Rehabilitation Medicine	RTRT	Radiation Therapist
MCRO	Radiation Oncology		
MCSH	Sexual Health Medicine		
MCSM	Sports Medicine		

RTTE Medical Radiation Technologist

ZZZZ Scope of Practice not Applicable

12. Country of first professional qualification

This is the country the employee gained their first professional qualification **relevant to their current position**. This is a national standard held by Statistics New Zealand – Country - New Zealand Standard Classification 1999 Numeric, V12.0 effective from 01/01/2014, at the four digit level.

Source: http://www.stats.govt.nz/surveys_and_methods/methods/classifications-and-standards/classification-related-stats-standards/country.aspx

Code table for Country of professional qualification

Country	Description		
1000	Oceania and Antarctica (not further defined)	1506	Samoa, American
1101	Australia	1507	Tokelau
1102	Norfolk Island	1508	Tonga
1199	Australian External Territories nec	1511	Tuvalu
1201	New Zealand	1512	Wallis and Futuna
1300	Melanesia (not further defined)	1513	Pitcairn Island
1301	New Caledonia	1599	Polynesia (excludes Hawaii) nec
1302	Papua New Guinea	1601	Antarctica
1303	Solomon Islands	2000	North-West Europe (not further defined)
1304	Vanuatu	2100	United Kingdom (not further defined)
1401	Guam	2101	Channel Islands
1402	Kiribati	2102	England
1403	Marshall Islands	2103	Isle of Man
1404	Micronesia (Federated States Of)	2104	Northern Ireland
1405	Nauru	2105	Scotland
1406	Northern Mariana Islands	2106	Wales
1407	Palau	2201	Ireland
1500	Polynesia (excludes Hawaii) (not further defined)	2300	Western Europe (not further defined)
1501	Cook Islands	2301	Austria
1502	Fiji	2302	Belgium
1503	French Polynesia	2303	France
1504	Niue	2304	Germany
1505	Samoa	2305	Liechtenstein
		2306	Luxembourg
		2307	Monaco

2308	Netherlands	3301	Belarus
2311	Switzerland	3302	Czech Republic
2400	Northern Europe (not further defined)	3303	Estonia
2401	Denmark	3304	Hungary
2402	Faeroe Islands	3305	Latvia
2403	Finland	3306	Lithuania
2404	Greenland	3307	Poland
2405	Iceland	3308	Russia
2406	Norway	3311	Slovakia
2407	Sweden	3312	Ukraine
3000	Southern and Eastern Europe (not further defined)	4000	North Africa and the Middle East (not further defined)
3100	Southern Europe (not further defined)	4100	North Africa (not further defined)
3101	Andorra	4101	Algeria
3102	Gibraltar	4102	Egypt
3103	Vatican City State	4103	Libya
3104	Italy	4104	Morocco
3105	Malta	4105	Sudan
3106	Portugal	4106	Tunisia
3107	San Marino	4107	Western Sahara
3108	Spain	4108	Spanish North Africa
3200	South Eastern Europe (not further defined)	4111	South Sudan
3201	Albania	4200	Middle East (not further defined)
3202	Bosnia and Herzegovina	4201	Bahrain
3203	Bulgaria	4202	Gaza Strip/Palestine/West Bank
3204	Croatia	4203	Iran
3205	Cyprus	4204	Iraq
3206	Former Yugoslav Republic of Macedonia (FYROM)	4205	Israel
3207	Greece	4206	Jordan
3208	Moldova	4207	Kuwait
3211	Romania	4208	Lebanon
3212	Slovenia	4211	Oman
3214	Montenegro	4212	Qatar
3215	Serbia	4213	Saudi Arabia
3216	Kosovo	4214	Syria
3300	Eastern Europe (not further defined)	4215	Turkey
		4216	United Arab Emirates
		4217	Yemen

5000	South-East Asia (not further defined)	7200	Central Asia (not further defined)
5100	Mainland South-East Asia (not further defined)	7201	Afghanistan
5101	Myanmar	7202	Armenia
5102	Cambodia	7203	Azerbaijan
5103	Laos	7204	Georgia
5104	Thailand	7205	Kazakhstan
5105	Viet Nam	7206	Kyrgyzstan
5200	Maritime South-East Asia (not further defined)	7207	Tajikistan
5201	Brunei Darussalam	7208	Turkmenistan
5202	Indonesia	7211	Uzbekistan
5203	Malaysia	8000	The Americas (not further defined)
5204	Philippines	8100	Northern America (not further defined)
5205	Singapore	8101	Bermuda
5206	Timor-Leste	8102	Canada
6100	North-East Asia (not further defined)	8103	St Pierre and Miquelon
6101	China (People's Republic of)	8104	United States of America
6102	Hong Kong (Special Administrative Region)	8200	South America (not further defined)
6103	Japan	8201	Argentina
6104	Korea (Democratic People's Republic of)	8202	Bolivia
6105	Korea (Republic of)	8203	Brazil
6106	Macau (Special Administrative Region)	8204	Chile
6107	Mongolia	8205	Colombia
6108	Taiwan	8206	Ecuador
7000	Southern and Central Asia (not further defined)	8207	Falkland Islands
7100	Southern Asia (not further defined)	8208	French Guiana
7101	Bangladesh	8211	Guyana
7102	Bhutan	8212	Paraguay
7103	India	8213	Peru
7104	Maldives	8214	Suriname
7105	Nepal	8215	Uruguay
7106	Pakistan	8216	Venezuela
7107	Sri Lanka	8299	South America nec
		8300	Central America (not further defined)
		8301	Belize
		8302	Costa Rica
		8303	El Salvador

8304	Guatemala	9106	Chad
8305	Honduras	9107	Congo
8306	Mexico	9108	Congo (Democratic Republic of the)
8307	Nicaragua	9111	Côte d'Ivoire
8308	Panama	9112	Equatorial Guinea
8400	Caribbean (not further defined)	9113	Gabon
8401	Anguilla	9114	Gambia
8402	Antigua and Barbuda	9115	Ghana
8403	Aruba	9116	Guinea
8404	Bahamas	9117	Guinea-Bissau
8405	Barbados	9118	Liberia
8406	Cayman Islands	9121	Mali
8407	Cuba	9122	Mauritania
8408	Dominica	9123	Niger
8411	Dominican Republic	9124	Nigeria
8412	Grenada	9125	Sao Tome and Principe
8413	Guadeloupe	9126	Senegal
8414	Haiti	9127	Sierra Leone
8415	Jamaica	9128	Togo
8416	Martinique	9200	Southern and East Africa (not further defined)
8417	Montserrat	9201	Angola
8421	Puerto Rico	9202	Botswana
8422	St Kitts and Nevis	9203	Burundi
8423	St Lucia	9204	Comoros
8424	St Vincent and the Grenadines	9205	Djibouti
8425	Trinidad and Tobago	9206	Eritrea
8426	Turks and Caicos Islands	9207	Ethiopia
8427	Virgin Islands, British	9208	Kenya
8428	Virgin Islands, United States	9211	Lesotho
8433	Curacao	9212	Madagascar
8434	St Maarten (Dutch Part)	9213	Malawi
9000	Sub-Saharan Africa (not further defined)	9214	Mauritius
9100	Central and West Africa (not further defined)	9215	Mayotte
9101	Benin	9216	Mozambique
9102	Burkina Faso	9217	Namibia
9103	Cameroon	9218	Reunion
9104	Cabo Verde	9221	Rwanda
9105	Central African Republic	9222	St Helena

9223	Seychelles	9228	Uganda
9224	Somalia	9231	Zambia
9225	South Africa	9232	Zimbabwe
9226	Swaziland	9299	Southern and East Africa nec
9227	Tanzania	9999	Not Stated

13. Primary area of work

As requests for workforce information increase so a large number of these requests have asked for staffing levels by department rather than by occupation. The primary area of work code was, therefore, introduced into the HWIP collection in late 2013.

The code set is based on the UK NHS variable called 'area of work' that was introduced to isolate the department rather than the occupation. The UK system has three tiers and describes many hundreds of areas of work. This would be prohibitively time consuming for the New Zealand DHBs as they do not share a single HR system, so a reduced code set has been produced that can still be 'rolled-up' to directly compare with the UK codes, but is more manageable for the DHBs to code against.

The code set has two tiers; tier one describes the high level area of work such as medicine or clinical support and is represented by double digits to cover 17 categories (primary code), and the second tier describes the detailed area of work such as Dermatology or Physiotherapy and is represented by another set of double digits (secondary code). The concatenation of these digits represents the 118 different Primary Area of Work codes, which is the code reported. The word 'Primary' is used to describe the main or most common area of work so each employee only falls into one category, even though they may work in two or more different areas.

There is some overlap between the groups, and this overlap describes the 'Department'. For example; Audiological medicine and Audiology are all part of the same department (Audiology). Using this grouping it is possible to describe 49 different departments that have a direct mapping to each Primary area of work.

Code table for Primary area of work

17 Primary levels		118 Secondary levels			49 Departments
Primary Code	Primary level	Secondary Code	Secondary Level	Area of work code	Department grouping
01	Medicine	01	General/Acute Medicine	0101	General/Acute Medicine
01	Medicine	02	Paediatric Medicine	0102	Paediatrics
01	Medicine	03	Infectious Diseases	0103	General/Acute Medicine
01	Medicine	04	Respiratory Medicine	0104	General/Acute Medicine
01	Medicine	05	Dermatology	0105	General/Acute Medicine
01	Medicine	06	Neurology	0106	Neurology
01	Medicine	07	Cardiology	0107	Cardiology
01	Medicine	08	Rheumatology	0108	Rheumatology
01	Medicine	09	Genito-Urinary Medicine	0109	General/Acute Medicine
01	Medicine	10	Clinical Pharmacology & Therapeutics	0110	Pharmacology
01	Medicine	11	Elderly Care Medicine	0111	Geriatrics
01	Medicine	12	Medical Oncology	0112	Oncology
01	Medicine	13	Clinical Physiology	0113	General/Acute Medicine
01	Medicine	14	Clinical Neurophysiology	0114	Neurology
01	Medicine	15	Renal Medicine	0115	Renal
01	Medicine	16	Endocrinology & Diabetes	0116	Diabetes
01	Medicine	17	Gastroenterology	0117	General/Acute Medicine
01	Medicine	18	Audiological Medicine	0118	Audiology
01	Medicine	19	Clinical Cytogenetics & Molecular Genetics	0119	General/Acute Medicine
01	Medicine	20	Tropical Medicine	0120	General/Acute Medicine
01	Medicine	21	Intensive Care Medicine	0121	Intensive care
01	Medicine	22	Palliative Medicine	0122	Palliative care
01	Medicine	23	Medical Ophthalmology	0123	Ophthalmics
01	Medicine	24	Clinical Haematology	0124	Haematology
02	Pathology	01	Phlebotomy	0201	Pathology
02	Pathology	02	General Pathology	0202	Pathology
02	Pathology	03	Haematology	0203	Pathology
02	Pathology	04	Immunology	0204	Pathology
03	Clinical Oncology	01	Clinical Oncology	0301	Oncology
04	Imaging	01	Clinical Radiology	0401	Radiology
04	Imaging	02	Breast Screening	0402	Radiology
04	Imaging	03	Nuclear Medicine	0403	Radiology
05	Dental/Oral	01	Surgical Dentistry	0501	Dental
05	Dental/Oral	02	Oral & Maxillofacial Surgery	0502	Dental
05	Dental/Oral	03	Orthodontics	0503	Dental
05	Dental/Oral	04	Restorative Dentistry	0504	Dental
05	Dental/Oral	05	Dental Health	0505	Dental
05	Dental/Oral	06	Dental Technology	0506	Dental
06	Surgery	01	General Surgery	0601	General Surgery
06	Surgery	02	Head & Neck Surgery	0602	ENT
06	Surgery	03	Breast Surgery	0603	General Surgery
06	Surgery	04	Vascular Surgery	0604	General Surgery
06	Surgery	05	Paediatric Surgery	0605	Paediatrics
06	Surgery	06	Otolaryngology	0606	ENT
06	Surgery	07	Trauma & Orthopaedic Surgery	0607	Orthopaedics
06	Surgery	08	Ophthalmology	0608	Ophthalmics
06	Surgery	09	Urology	0609	General Surgery
06	Surgery	10	Plastic Surgery	0610	Plastic Surgery

06	Surgery	11	Cardio-thoracic Surgery	0611	Cardiology
06	Surgery	12	Neurosurgery	0612	Neurology
06	Surgery	13	Anaesthetics	0613	Operating Department
06	Surgery	14	Intensive care	0614	Intensive care
06	Surgery	15	Operating Department - Main	0615	Operating Department
06	Surgery	16	Operating Department - Day case	0616	Operating Department
06	Surgery	17	Burns Care	0617	Plastic Surgery
07	Obstetrics & Gynaecology	01	Obstetrics & Gynaecology	0701	Obstetrics & Gynaecology
07	Obstetrics & Gynaecology	02	Maternity	0702	Maternity
07	Obstetrics & Gynaecology	03	Neonatal Intensive Care	0703	Intensive care
08	Psychiatry	01	General Psychiatry	0801	Mental Health
08	Psychiatry	02	Forensic Psychiatry	0802	Mental Health
08	Psychiatry	03	Psychotherapy	0803	Mental Health
09	Occupational Health	01	Occupational Health	0901	Occupational Health
10	Primary Care	01	General Practice	1001	Primary Health
10	Primary Care	02	Schools	1002	Primary Health
10	Primary Care	03	Community	1003	Primary Health
10	Primary Care	04	Mental Health	1004	Mental Health
11	Public Health Medicine	01	Public Health	1101	Public Health
12	Clinical support	01	Child Protection	1201	Social Services
12	Clinical support	02	Substance Abuse	1202	Counselling
12	Clinical support	03	Outpatients	1203	Outpatients
12	Clinical support	04	Cancer Support	1204	Oncology
12	Clinical support	05	Chiropody/Podiatry	1205	Chiropody/Podiatry
12	Clinical support	06	Dietetics	1206	Dietetics
12	Clinical support	07	Occupational Therapy	1207	Occupational Therapy
12	Clinical support	08	Orthoptics/Optics	1208	Ophthalmics
12	Clinical support	09	Ophthalmic & Vision Science	1209	Ophthalmics
12	Clinical support	10	Physiotherapy	1210	Physiotherapy
12	Clinical support	11	Art/Music/Drama Therapy	1211	Complementary Medicine/Therapy
12	Clinical support	12	Speech & Language Therapy	1212	Speech & Language Therapy
12	Clinical support	13	Emergency Ambulance Services	1213	Ambulance Services
12	Clinical support	14	Patient Transport Services	1214	Ambulance Services
12	Clinical support	15	Prosthetics & Orthotics	1215	Orthopaedics
12	Clinical support	16	Social Services	1216	Social Services
12	Clinical support	17	Complementary Medicine/Therapy	1217	Complementary Medicine/Therapy
12	Clinical support	18	Counselling	1218	Counselling
12	Clinical support	19	Clinical Psychology	1219	Psychology
12	Clinical support	20	Health Records	1220	Health Records
12	Clinical support	21	Chaplaincy	1221	Counselling
12	Clinical support	22	Medical Physics	1222	Medical Physics
12	Clinical support	23	Clinical Engineering	1223	Medical Physics
12	Clinical support	24	Audiology	1224	Audiology
12	Clinical support	25	Sterile Services	1225	Sterile Services
12	Clinical support	26	Pharmacy	1226	Pharmacology
12	Clinical support	27	Rehabilitation	1227	Rehabilitation
13	General acute	01	Accident & Emergency	1301	Accident & Emergency
13	General acute	02	Intensive Care	1302	Intensive care
14	Estates	01	Building / Engineering Services	1401	Estates services
14	Estates	02	Grounds & Gardens	1402	Estates services
15	Facilities	01	Catering	1501	Facilities
15	Facilities	02	Domestic Services	1502	Facilities
15	Facilities	03	Portering Services	1503	Facilities

15	Facilities	04	Security	1504	Facilities
15	Facilities	05	Transport	1505	Facilities
15	Facilities	06	Linen Services	1506	Facilities
15	Facilities	07	Telephone Services	1507	Facilities
15	Facilities	08	Health & Safety	1508	Facilities
15	Facilities	09	Staff Facilities	1509	Facilities
16	Corporate	01	Legal/ Communication	1601	Corporate
16	Corporate	02	Administration	1602	Corporate - Administration
16	Corporate	03	Clinical Leadership	1603	Corporate
16	Corporate	04	Finance	1604	Corporate
16	Corporate	05	Human Resources	1605	Corporate
16	Corporate	06	Education	1606	Corporate
16	Corporate	07	Information & Communication Technology	1607	Corporate
16	Corporate	08	Information Services	1608	Corporate
16	Corporate	09	Purchasing & Supplies	1609	Corporate
16	Corporate	10	Payroll	1610	Corporate
17	Nursing	01	General Inpatients	1701	General Inpatients

14. Annualized base salary

There are two salary figures associated with the annualized base salary.

1. Collective derived salary (where MECA, SECA or IEA), and
2. Non-Collective derived salary (IEA only).

For the former the figure will be the actual annualized base salary. For the latter they will be the actual annualized base salary rounded to the nearest \$10,000 but with a maximum figure of \$100,000. This ensures privacy in the data collection but still allows the two types of salaries to be collected and analysed in one field.

15. Pay derived document

Salaries may be derived through a union bargaining document or independently (IEA). The pay derived document variable works with the annualized base salary (see variable 14) to create a detailed picture of salaries. This helps to inform employment relations in their preparations for bargaining while still preserving confidentiality for individuals on true IEA agreements.

Code table for Pay derived document

Pay derived document code	Collective	Description
1	IEA	Pay not derived from any collective agreement
2	APEX	Pay derived from an APEX agreement
3	ASMS	Pay derived from an ASMS agreement
4	FIRST	Pay derived from a FIRST agreement
5	MERAS	Pay derived from a MERAS agreement
6	NZNO	Pay derived from an NZNO agreement
7	PSA	Pay derived from a PSA agreement
8	NZRDA	Pay derived from an NZRDA agreement
9	ETU (previously SFWU)	Pay derived from an ETU agreement
10	NZMLW	Pay derived from an NZMLW agreement
11	AWUNZ	Pay derived from an AWUNZ agreement
12	EPMU	Pay derived from an EPMU agreement
13	Local Agreement	Pay derived from a local collective agreement
14	CAWU	Pay derived from a CAWU agreement
15	NUPE	Pay derived from a NUPE agreement
16	NDU	Pay derived from an NDU agreement