

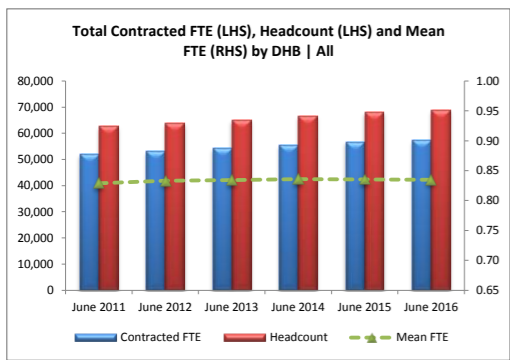
NATIONAL

LARGE DHBs
Auckland, Canterbury, Capital & Coast, Counties Manukau, Southern, Waikato, Westland

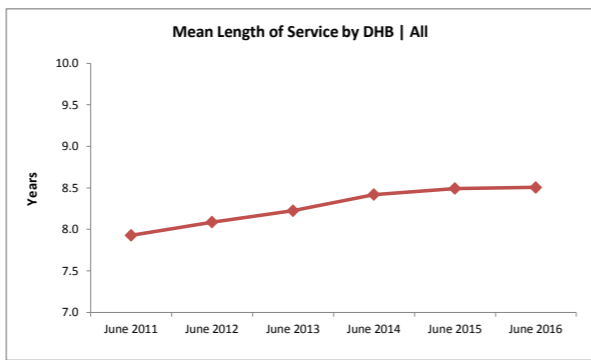
MEDIUM DHBs
Bay of Plenty, Hawke's Bay, Hutt Valley, MidCentral, Nelson Marlborough, Northland

SMALL DHBs
Lakes, South Canterbury, Tairāwhiti, Taranaki, Waikato, West Coast, Whanganui

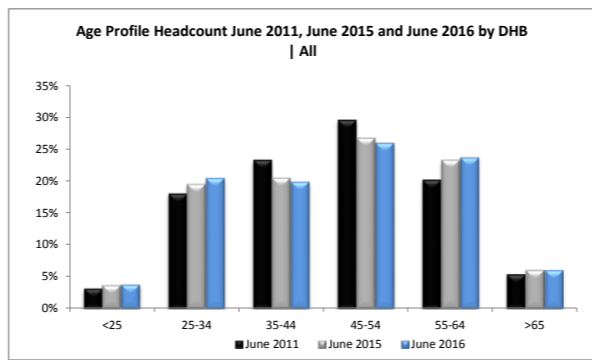
Total Contracted FTE and Total Headcount



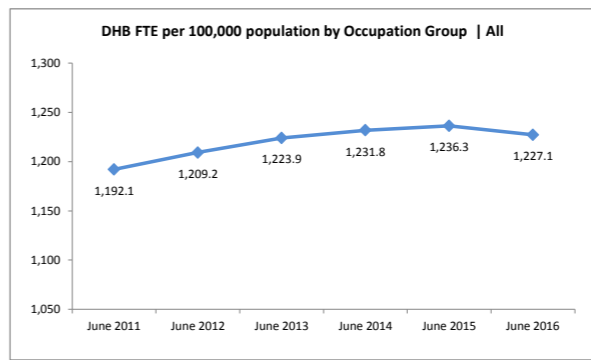
Mean Length of Service



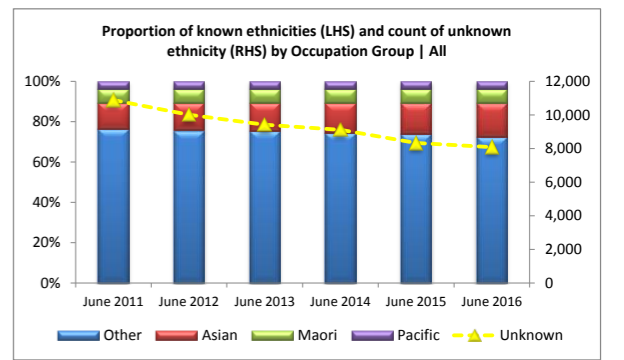
Age Profile



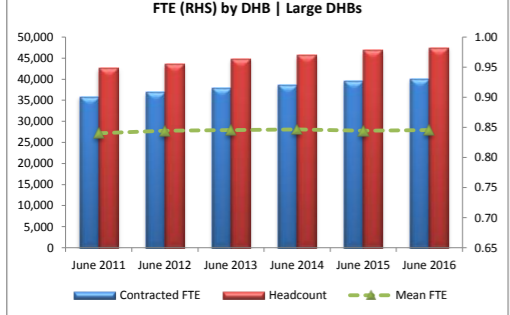
FTE per 100,000 population



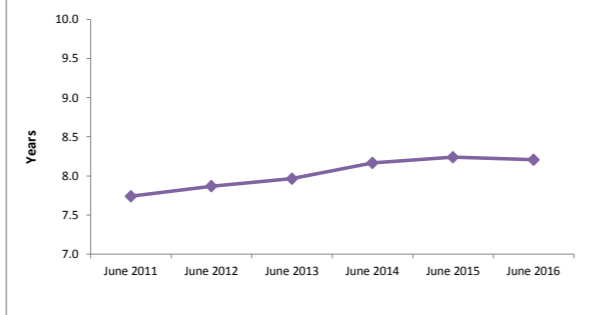
Proportion of Ethnicity



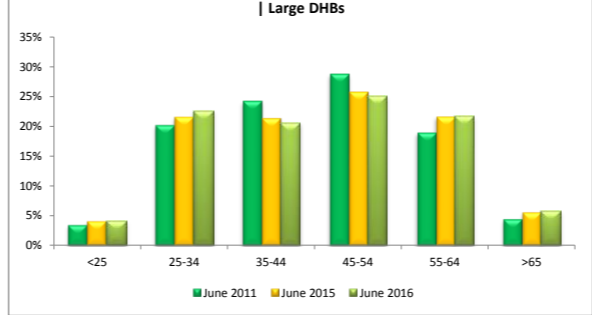
Total Contracted FTE and Total Headcount



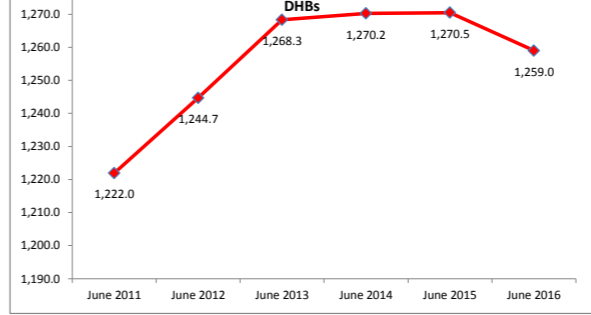
Mean Length of Service



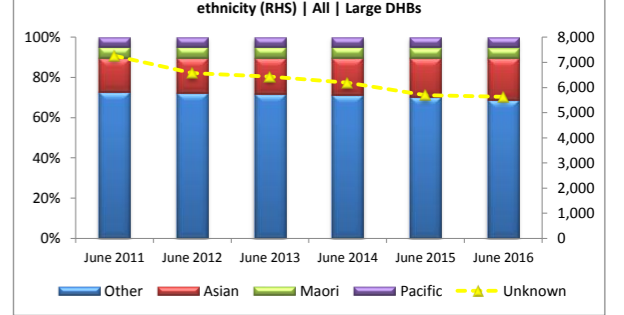
Age Profile



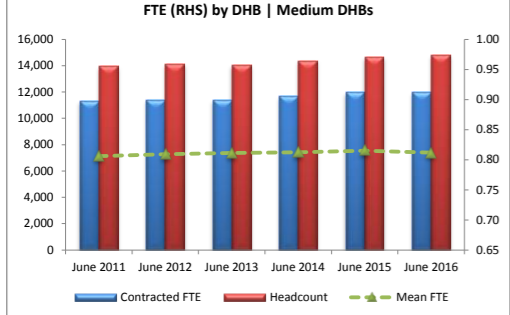
FTE per 100,000 population



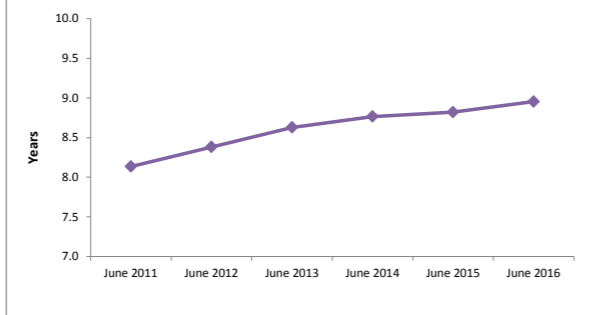
Proportion of Ethnicity



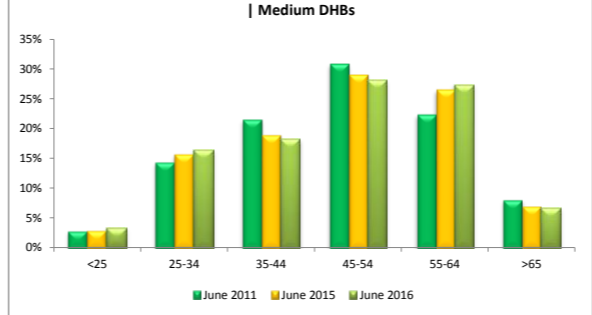
Total Contracted FTE and Total Headcount



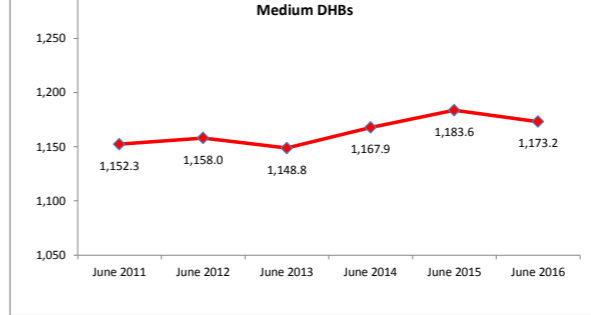
Mean Length of Service



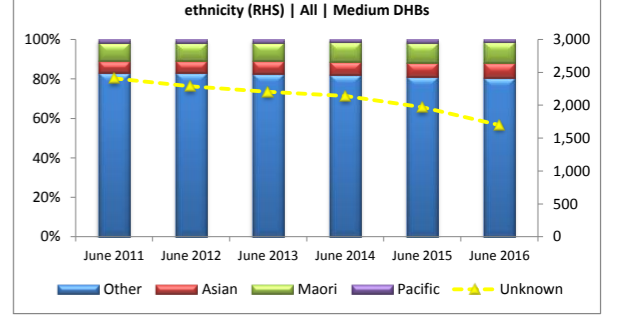
Age Profile



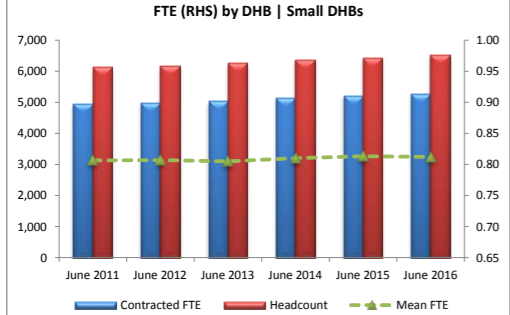
FTE per 100,000 population



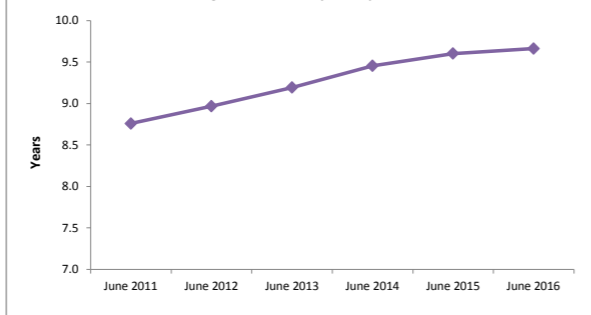
Proportion of Ethnicity



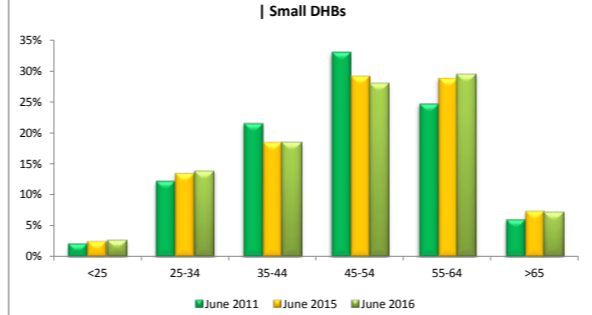
Total Contracted FTE and Total Headcount



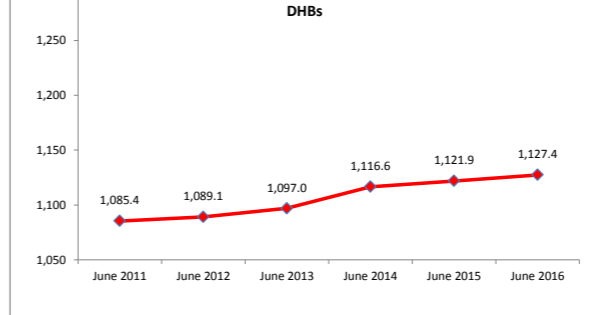
Mean Length of Service



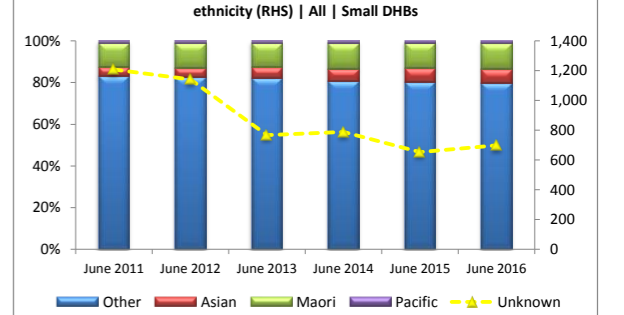
Age Profile



FTE per 100,000 population



Proportion of Ethnicity



Comment: (please note LHS chart axes are of differing scales)
At both a national and DHB size level over the 6 year reference period there has been a consistent increase in Contracted FTE and Headcount of all employees.
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:
At both a national and DHB size level over the 6 year reference period there has been a constant increase in the mean length of service of all employees. The mean length of service increases as the size category of the DHB decreases.

Comment: (please note chart axes are of differing scales)
There has been an Aging of the workforce across all national and DHB size categories between 2011 and 2016. 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 34 and under. There has been a consistent drop across all DHB sizes in the 35-54 year old age groups between 2011 and 2016.

Comment: (please note chart axes do not begin at zero)
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. 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:
'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Maori and Pacific.
From June 2011 to June 2016 the 'Unknown' ethnicity has decreased in all DHB size categories indicating improvement in data completion. The large DHBs have the greatest Asian ethnicity representation, 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.