
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 APRIL TO 30 JUNE 2013

HEALTH WORKFORCE INFORMATION

District Health Boards' Shared Services (DHBSS), through the Workforce Information team, supports the District Health Boards (DHBs) through providing base information on DHB employee demographics, competencies and describing the current composition of the DHB workforce. Regular reports are based on a quarterly collection of data from the DHBs. District Health Board employee data has been collected on a quarterly basis since mid 2006 with a continued focus on improving data quality.

PURPOSE OF THE REPORT

This report covers all DHB employees for the period 1 April 2013 to 30 June 2013 and is a snapshot in time as at 30 June 2013. The report provides information on the general make up and characteristics of the DHB health and disability workforce to help inform further data analysis and workforce planning. The format of the report is to provide tables and graphs on the demographics of the DHB workforce aligned to the six occupational groupings. These groupings are:

- Senior and Junior Medical
- Nursing
- Midwifery
- Allied & scientific (the amalgamation of Allied Health and Technical and Scientific)
- Care and Support
- Corporate and Other

DATA EXTRACTION

Important notes about the data extraction:

- The data extract used for this report covers the period April 2013 to June 2013 inclusive and is a snapshot taken by the DHBs on 30 June 2013
- The historical Otago and Southland DHBs are now reported together as Southern DHB
- While every effort has been made to ensure the report is conceptually and factually correct this extract relies upon the quality of the data supplied. Consideration must be made to the fact that the data is extracted from multiple systems within the DHBs.
- The data quality continues to improve as the Workforce Information team works closely with the DHBs to help manage and improve the data submitted.

Contact: DHBWI@dhbsharedservices.health.nz

Data source: DHB Workforce Information, held by DHB Shared Services (formally DHBNZ)

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OVERVIEW

DHB WORKFORCE AT A GLANCE

For data to 30 June 2013, only those employed with contracted hours greater than zero are included in the analysis except for the tables and charts that explicitly report on 'Other' employees on page 5.

Total employees 65,177 52,122 female 13,055 male	54,287 FTE* 42,392 FTE* females 11,972 FTE* males	Largest occupation group: Nurses – 24,623 Smallest occupation group: Midwives – 1,454
DHB employee average age 45.6 years 45.7 years for females 45.2 years for males	Oldest male occupation group: Senior Medical** (mean age 50.6 years) Youngest male occupation group: Junior medical (mean age 31.8 years)	Oldest female occupation group: Corporate and other (mean age 49.7 years) Youngest female occupation group: Junior medical (mean age 31.3 years)
Mean FTE rate 0.83 Mean FTE rate for females 0.81 Mean FTE rate for males 0.92	Longest Length of Service occupation group Senior medical*** (mean 9.5 years) Shortest Length of Service occupation group Junior Medical (mean 1.3 years)	Top three employee ethnicities: NZ European – 73% Asian – 15% Māori – 7%

* Contracted FTE (using a 2086 hour annual contract):

N.B. local (DHB and / or occupation) interpretations of a 'full time equivalent' can vary. For example; a sonographer may be class as 1.0 full time employee in one DHB when they are contracted to work 35 hours per week, whereas another sonographer in a different DHB may be class as 1.0 full time employee when they are contracted to work 40 hours per week. The Contracted FTE definition used here allows a comparison to be made across DHBs and occupations through a universal standard.

** Male midwifery has a greater mean age but has been suppressed due to a low headcount (less than 5)

*** Male midwifery has a greater mean length of service but has been suppressed due to a low headcount (less than 5)

DISTRIBUTION OF EMPLOYEES

This chart shows the number of employees within each DHB who are classed as either Employees (contracted hours greater than zero) or 'Other' (all others including those on maternity / parental leave, and those who do not have an employment status code). The chart has been ordered in descending order of DHB workforce size. The table below the chart gives the actual count of employees.

Figure 1: Count of employees

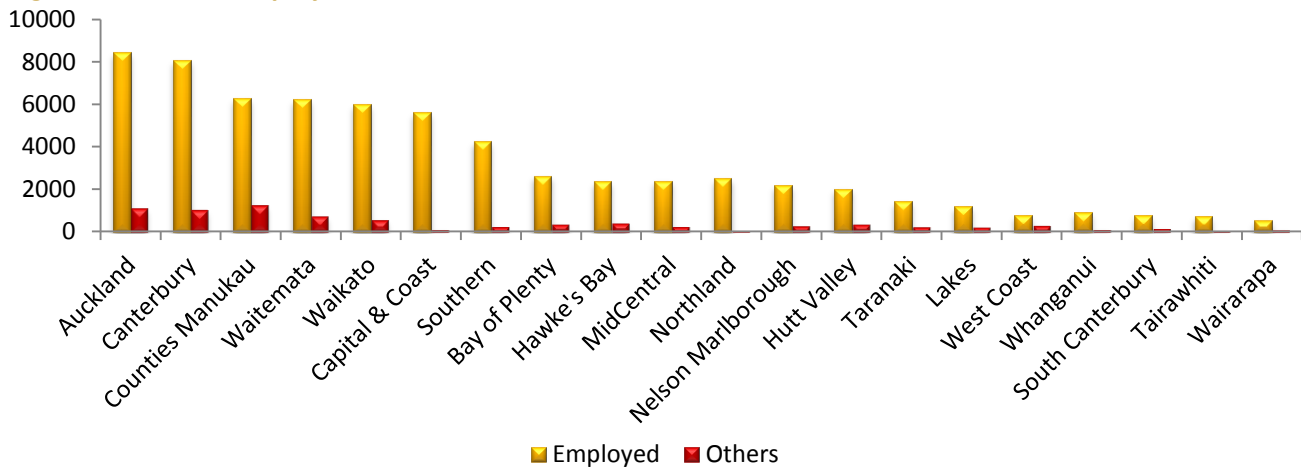


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	8,447	1,082	9,529	13.0%
Canterbury	8,063	1,019	9,082	12.4%
Counties Manukau	6,283	1,223	7,506	10.3%
Waitemata	6,240	724	6,964	9.5%
Waikato	5,995	566	6,561	9.0%
Capital & Coast	5,611	117	5,728	7.8%
Southern	4,249	252	4,501	6.2%
Bay of Plenty	2,615	362	2,977	4.1%
Hawke's Bay	2,354	415	2,769	3.8%
MidCentral	2,390	261	2,651	3.6%
Northland	2,517	40	2,557	3.5%
Nelson Marlborough	2,159	287	2,446	3.3%
Hutt Valley	1,999	368	2,367	3.2%
Taranaki	1,428	246	1,674	2.3%
Lakes	1,184	235	1,419	1.9%
West Coast	766	302	1,068	1.5%
Whanganui	885	123	1,008	1.4%
South Canterbury	758	172	930	1.3%
Tairāwhiti	716	77	793	1.1%
Wairarapa	518	106	624	0.9%
Grand Total	65,177	7,977	73,154	100%

INCLUSIONS AND EXCLUSIONS

Specific caveats and definitions relevant to particular charts and tables have been provided throughout the report and should be noted. Additionally, all charts and tables that follow in this document are all derived from data using the following caveats:

Inclusions:

- Only employees who have positive contract hours have been included; those with zero contract hours or are classified as on maternity / parental leave have been excluded.
- Charts containing 'Age' include all employees who have a calculated age between 15 and 99.

Exclusions:

- Data has been excluded when it does not match the reporting variable standard format (i.e. if a sex code has not been assigned then the employee will be excluded from that chart or table).
- For privacy reasons some data has been suppressed for numbers less than five
- Any employee who has an employment end date entered (before or during the reporting quarter) has also been excluded since they left employment before the end of the reporting quarter.
- Employees who do not have an employment status code have been excluded.
- Charts containing 'length of service', exclude employees who have a length of service less than or equal to zero.
- Charts containing 'occupation grouping', exclude employees who do not have a valid CCoA or ANZSCO code.
- Charts containing 'ethnicity', exclude employees who do not have a valid ethnicity code.

HEADCOUNT AND FTE BY DHB AND OCCUPATION GROUP

The following table shows the headcount of employees by their occupation grouping and DHB. It also includes columns for full-time equivalent counts (Contracted FTE, using a 2086 hour annual contract) and mean FTE (the average FTE calculation for all employees). Employees who do not have a valid CCoA or ANZSCO code are excluded, as are employees who do not have a contract of more than zero hours.

Table 2: Headcount and FTE by DHB and occupation group

DHB	Nursing			Corporate and other			Allied & scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	3051	2580.9	0.85	1387	1262.1	0.91	1500	1258.8	0.84	832	764.3	0.92	870	713.9	0.82	647	627.8	0.97	160	125.0	0.78
Bay of Plenty	1085	860.1	0.79	542	481.1	0.89	300	252.2	0.84	328	281.1	0.86	174	140.6	0.81	134	133.4	1.00	52	36.1	0.69
Canterbury	3074	2493.4	0.81	1647	1422.0	0.86	1252	1037.3	0.83	999	805.9	0.81	504	423.1	0.84	455	441.7	0.97	132	86.7	0.66
Capital & Coast	2168	1632.9	0.75	1147	1028.9	0.90	705	583.0	0.83	682	526.5	0.77	371	276.6	0.75	365	324.9	0.89	173	105.6	0.61
Counties Manukau	2334	1982.4	0.85	1245	1041.0	0.84	851	748.0	0.88	835	738.8	0.88	468	392.6	0.84	355	347.7	0.98	195	151.8	0.78
Hawke's Bay	910	648.9	0.71	502	433.8	0.86	323	260.1	0.81	318	256.4	0.81	128	103.4	0.81	112	162.4	1.45	61	40.7	0.67
Hutt Valley	682	561.3	0.82	404	365.4	0.90	368	299.4	0.81	249	214.4	0.86	133	99.2	0.75	124	121.8	0.98	39	28.1	0.72
Lakes	469	371.6	0.79	296	258.7	0.87	126	107.3	0.85	122	103.6	0.85	79	71.3	0.90	61	61.0	1.00	31	22.6	0.73
MidCentral	935	764.7	0.82	597	539.5	0.90	280	242.4	0.87	235	193.7	0.82	149	129.5	0.87	131	128.2	0.98	63	42.4	0.67
Nelson Marlborough	698	506.9	0.73	480	390.2	0.81	233	171.6	0.74	493	353.8	0.72	148	113.2	0.76	63	62.0	0.98	44	29.8	0.68
Northland	1017	747.0	0.73	488	396.3	0.81	321	254.2	0.79	397	273.8	0.69	155	146.1	0.94	84	82.6	0.98	55	36.4	0.66
South Canterbury	315	246.1	0.78	154	131.8	0.86	81	61.6	0.76	123	79.5	0.65	43	34.9	0.81	19	17.4	0.92	22	18.5	0.84
Southern	1708	1340.0	0.78	984	846.9	0.86	546	454.5	0.83	413	329.9	0.80	271	216.7	0.80	255	248.6	0.97	72	52.4	0.73
Tairāwhiti	300	229.1	0.76	157	142.2	0.91	94	78.1	0.83	78	62.1	0.80	54	48.4	0.90	17	15.8	0.93	16	12.0	0.75
Taranaki	565	427.6	0.76	314	274.3	0.87	182	146.3	0.80	188	160.1	0.85	87	75.6	0.87	63	61.7	0.98	29	19.5	0.67
Waikato	2260	1862.8	0.82	1405	1259.9	0.90	771	660.9	0.86	757	651.4	0.86	353	305.9	0.87	353	346.7	0.98	96	66.7	0.69
Wairarapa	243	165.3	0.68	125	96.1	0.77	48	36.1	0.75	47	33.2	0.71	31	25.6	0.83	**	**	1.00	**	**	0.71
Waitemata	2137	1828.3	0.86	1034	898.0	0.87	1064	862.9	0.81	1051	957.0	0.91	436	371.8	0.85	351	343.5	0.98	167	115.2	0.69
West Coast	314	259.5	0.83	175	141.0	0.81	70	61.2	0.87	157	79.6	0.51	40	33.8	0.85	**	**	1.00	**	**	0.94
Whanganui	358	291.9	0.82	190	164.5	0.87	103	81.4	0.79	131	105.3	0.80	51	45.4	0.89	28	28.0	1.00	24	18.9	0.79
Total	24623	19800.8	0.80	13273	11573.5	0.87	9218	7657.4	0.83	8435	6970.4	0.83	4545	3767.6	0.83	3628	3566.2	0.98	1454	1026.9	0.71

** Data suppressed, figures less than 11

TABLES AND CHARTS BY OCCUPATION GROUPING

HEADCOUNT AND FTE BY OCCUPATION GROUPING AND SEX

The bars represent the headcount (left hand axis) of employees by sex and occupation grouping, and the triangles represent the average FTE for those employees (right hand axis), also by sex and occupation grouping.

Figure 2: Occupation group headcount and mean FTE by sex

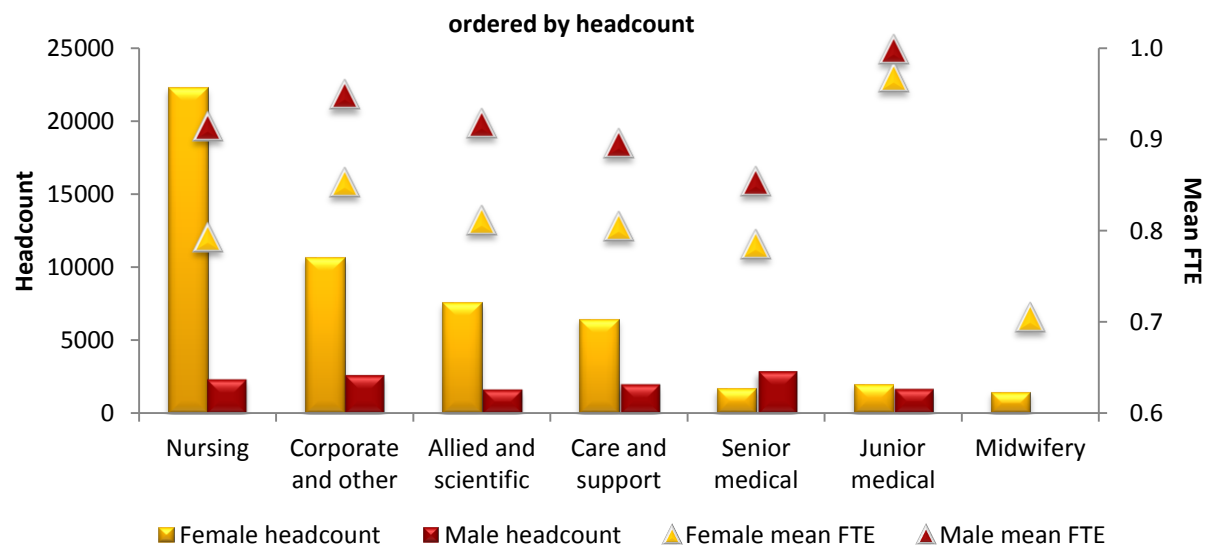


Table 3: Occupation group headcount and mean FTE by sex

Occupation group	Female		Male		Total	
	Headcount	Mean FTE	Headcount	Mean FTE	Headcount	Mean FTE
Nursing	22,315	0.79	2,308	0.91	24,623	0.80
Corporate and other	10,674	0.85	2,599	0.95	13,273	0.87
Allied and scientific	7,586	0.81	1,632	0.92	9,218	0.83
Care and support	6,455	0.80	1,980	0.90	8,435	0.83
Senior medical	1,692	0.79	2,853	0.85	4,545	0.83
Junior medical	1,949	0.97	1,679	1.00	3,628	0.98
Midwifery	>1,448	0.71	**	**	1,454	0.71
Total	>52,119	0.81	>13,049	0.92	65,176	0.83

Notes:

** Data suppressed, less than 5

1 entry had no recorded ANZSCO or CCoA code

HEADCOUNT BY OCCUPATION GROUP AND ETHNICITY

This chart shows the proportion (not the actual count of employees) of ethnicities reported within each occupation group. The table below details the actual count of employees for whom an ethnicity was reported.

The pie chart, on the next page, shows the distribution of all reported ethnicities for all DHBs.

Figure 3: Proportion of ethnicities by occupation group

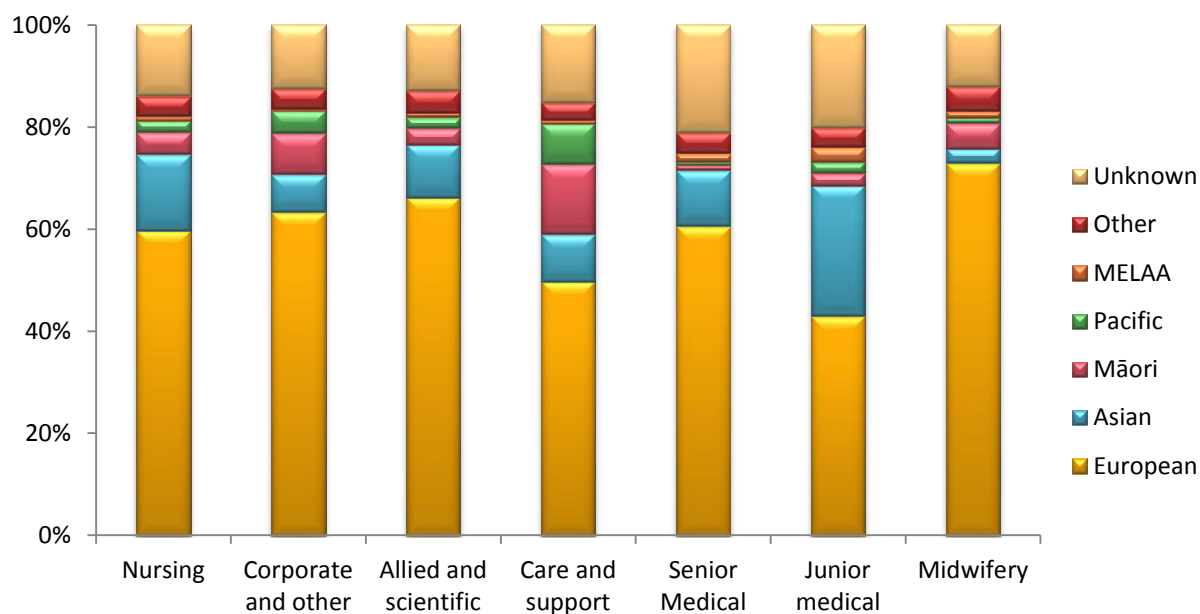


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	European		Asian		Māori		Pacific		MELAA		Other		Unknown	
Nursing	14,721	59.8%	3,672	14.9%	1,067	4.3%	569	2.3%	198	0.8%	975	4.0%	3,421	13.9%
Corporate and other	8,418	63.4%	983	7.4%	1,061	8.0%	586	4.4%	58	0.4%	521	3.9%	1,646	12.4%
Allied and scientific	6,100	66.2%	964	10.5%	294	3.2%	196	2.1%	84	0.9%	399	4.3%	1,181	12.8%
Care and support	4,195	49.7%	790	9.4%	1,152	13.7%	669	7.9%	59	0.7%	287	3.4%	1,283	15.2%
Senior Medical	2,756	60.6%	496	10.9%	46	1.0%	32	0.7%	75	1.7%	184	4.0%	956	21.0%
Junior medical	1,559	43.0%	928	25.6%	88	2.4%	81	2.2%	106	2.9%	137	3.8%	729	20.1%
Midwifery	1,060	72.9%	42	2.9%	72	5.0%	16	1.1%	19	1.3%	69	4.7%	176	12.1%
Total	38,809	59.5%	7,875	12.1%	3,780	5.8%	2,149	3.3%	599	0.9%	2,572	3.9%	9,392	14.4%

Notes:

MELAA is a group amalgamation of Middle Eastern, Latin American and African ethnicities

1 entry had no recorded ANZSCO or CCoA code – March 2013 data had 3

This pie chart is based on the 53,212 permanent employees who declared their ethnicity as either European, Asian, Māori, Pacific or MELAA. Below this is a similar pie chart of ethnicity proportions in the New Zealand population based on 2012 PHO enrolment data (extracted 10/08/2012 by MoH).

Figure 4: Proportion of identifiable ethnicities for all DHB employees

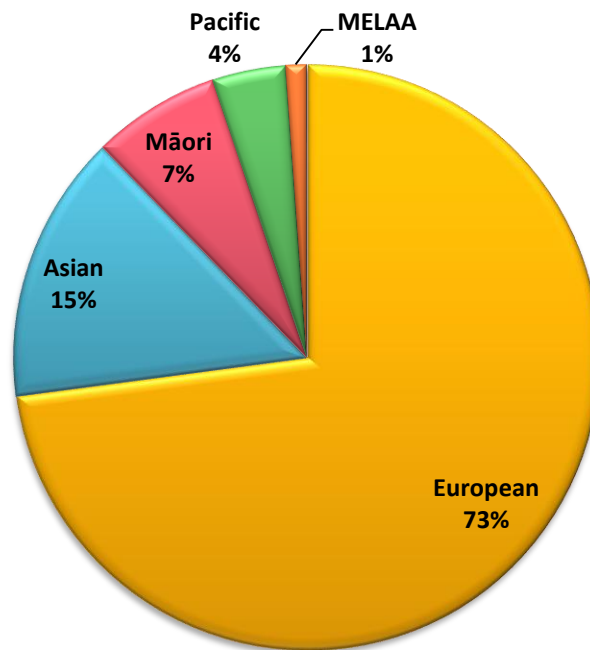
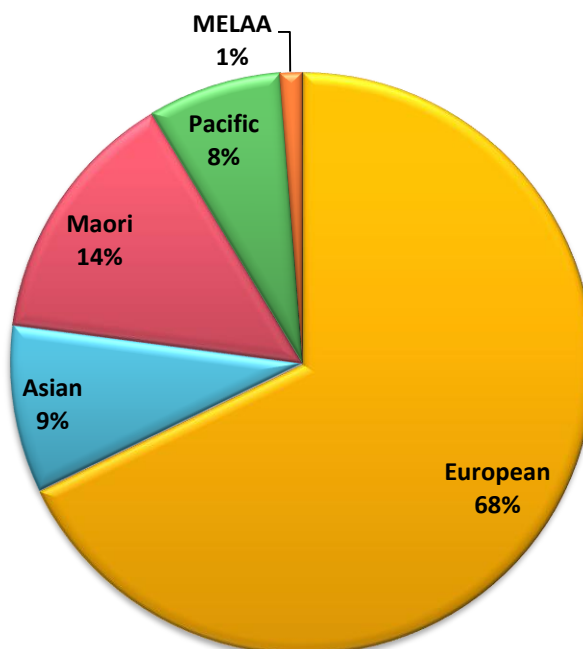


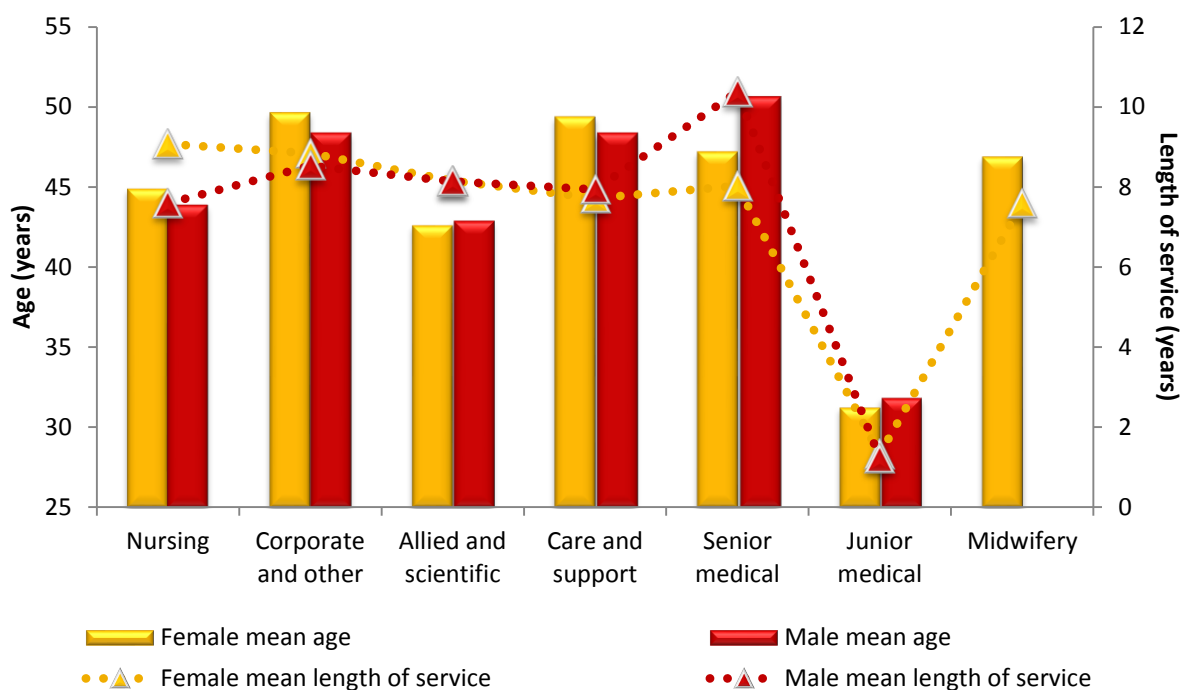
Figure 5: Proportion of identifiable ethnicities for 2012 PHO enrolment population data



AGES AND LENGTH OF SERVICE

Figure 6: Mean ages and length of service by occupation group and sex

The bars in this chart show the average age (left hand axis) for each occupation group by sex. The triangles represent the average length of service (right hand axis), also by occupation group and sex.



The following table gives the actual figures behind the chart above.

Table 5: Mean ages and length of service by occupation group and sex

Occupation group	Female		Male		Total	
	Mean length of service	Mean age	Mean length of service	Mean age	Mean length of service	Mean age
Nursing	9.1	44.9	7.6	43.9	8.9	44.8
Corporate and other	8.8	49.7	8.5	48.4	8.8	49.4
Allied and scientific	8.2	42.6	8.1	42.9	8.2	42.7
Care and support	7.7	49.4	7.9	48.4	7.8	49.2
Senior Medical	8.0	47.2	10.4	50.6	9.5	49.4
Junior medical	1.3	31.3	1.2	31.8	1.3	31.5
Midwifery	7.6	46.9	**	**	7.6	46.9
Total	8.4	45.7	7.7	45.2	8.2	45.6

Notes:

1 entry had no recorded ANZSCO or CCoA code

** Data suppressed for privacy

TABLES AND CHARTS BY DHB

This section looks at the same statistics given in the first section but broken down by DHB rather than occupation group. Page 7 has a table of figures for FTE and headcount which looks at both DHB and occupation grouping.

COUNT OF EMPLOYEES AND MEAN FTE BY SEX AND DHB

This chart examines the number (headcount) of employees by sex and DHB (left hand axis). The DHBs have been ordered in descending size of employee headcount. The right hand axis refers to the mean FTE for all employees (by DHB and sex). The following table shows the count of employees and mean FTEs by sex for each DHB.

Figure 7: Headcount and mean FTE by sex and DHB

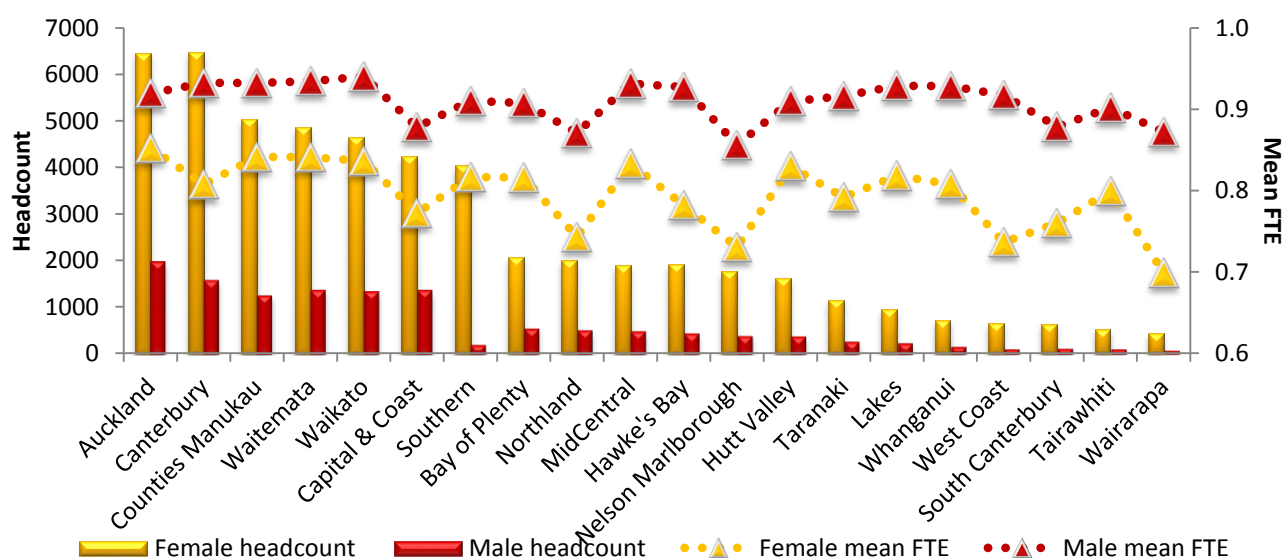


Table 6: Headcount and mean FTE by sex and DHB

		Auckland	Canterbury	Countries Manukau	Waitemata	Waikato	Capital & Coast	Southern	Bay of Plenty	Northland	MidCentral	Hawke's Bay	Nelson Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	West Coast	South Canterbury	Tairāwhiti	Wairarapa
Female	Head count	6466	6482	5027	4865	4652	4239	4042	2061	1999	1892	1907	1762	1614	1152	940	716	652	634	584	436
	Mean FTE	0.85	0.81	0.84	0.84	0.84	0.77	0.82	0.82	0.74	0.83	0.78	0.73	0.83	0.79	0.82	0.81	0.74	0.76	0.80	0.70
Male	Head count	1981	1581	1256	1375	1343	1372	207	554	518	498	447	397	385	276	244	169	114	124	132	82
	Mean FTE	0.92	0.93	0.93	0.93	0.94	0.88	0.91	0.91	0.87	0.93	0.93	0.86	0.91	0.92	0.93	0.93	0.92	0.88	0.91	0.87
Total	Head count	8447	8063	6283	6240	5995	5611	4249	2615	2517	2390	2354	2159	1999	1428	1184	885	766	758	716	518
	Mean FTE	0.87	0.83	0.86	0.86	0.86	0.80	0.82	0.84	0.77	0.85	0.81	0.75	0.85	0.82	0.84	0.83	0.76	0.78	0.82	0.73

MEAN AGES AND MEAN LENGTH OF SERVICE BY DHB AND SEX

This chart shows the mean age of employees in each DHB by sex (left hand axis) and has been ordered by descending average age. The triangles represent the average length of service (right hand axis) by sex and DHB.

Figure 8: Mean ages and mean length of service by DHB and sex

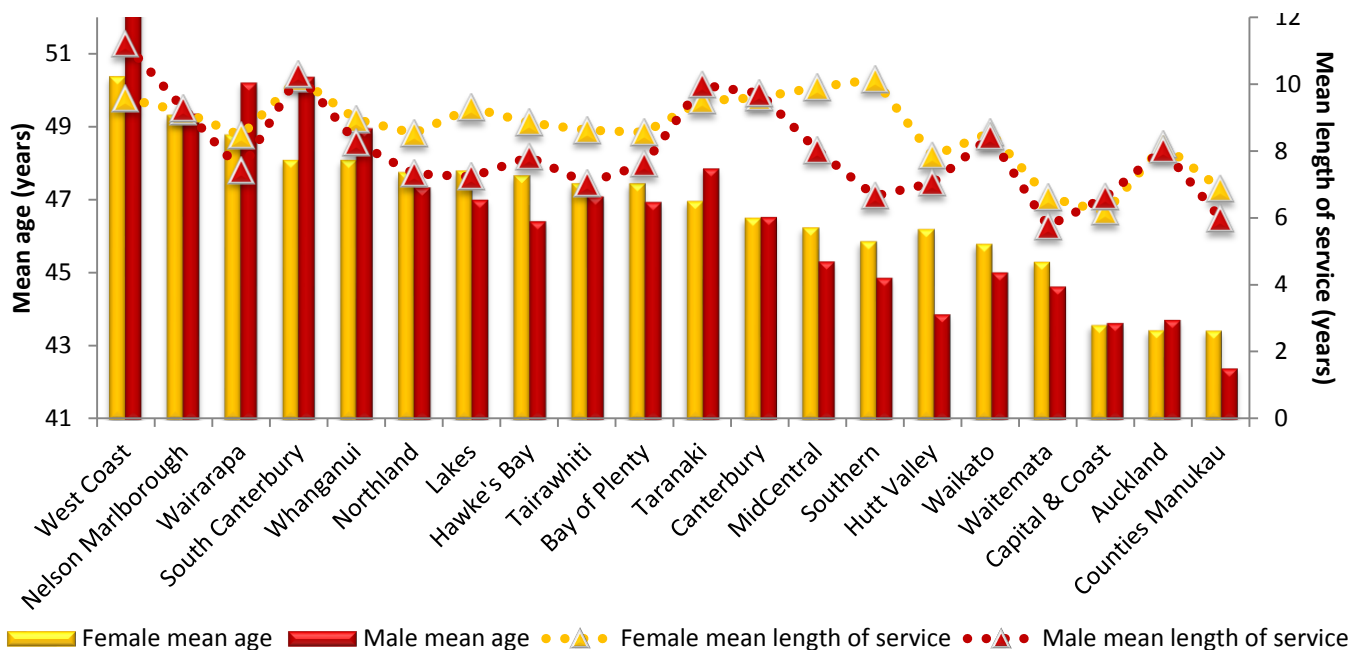


Table 7: Mean ages and mean length of service by DHB and sex

DHB	Female mean length of service	Female mean age	Male mean length of service	Male mean age	All staff mean length of service	All staff mean age
West Coast	9.6	50.4	11.2	52.9	9.8	50.8
Nelson Marlborough	9.2	49.3	9.3	49.4	9.2	49.3
Wairarapa	8.5	48.8	7.4	50.2	8.3	49.0
South Canterbury	10.2	48.1	10.3	50.4	10.2	48.5
Whanganui	8.9	48.1	8.3	49.0	8.8	48.3
Northland	8.5	47.8	7.3	47.4	8.3	47.7
Lakes	9.3	47.8	7.2	47.0	8.9	47.6
Hawke's Bay	8.8	47.7	7.8	46.4	8.7	47.4
Tairāwhiti	8.6	47.5	7.0	47.1	8.3	47.4
Bay of Plenty	8.6	47.5	7.6	47.0	8.4	47.4
Taranaki	9.5	47.0	10.0	47.9	9.6	47.1
Canterbury	9.6	46.5	9.7	46.6	9.6	46.5
MidCentral	9.9	46.3	8.0	45.3	9.5	46.1
Southern	10.2	45.9	6.7	44.9	10.0	45.8
Hutt Valley	7.9	46.2	7.0	43.9	7.7	45.8
Waikato	8.6	45.8	8.4	45.0	8.5	45.6
Waitemata	6.6	45.3	5.8	44.7	6.4	45.2
Capital & Coast	6.2	43.6	6.6	43.7	6.3	43.6
Auckland	8.2	43.4	8.1	43.7	8.2	43.5
Counties Manukau	6.9	43.4	6.0	42.4	6.7	43.2
Total	8.4	45.7	7.7	45.2	8.2	45.6

ETHNICITIES BY DHB

The following chart shows the proportion of ethnicities within each DHB employee population (ordered by descending proportion of 'unknown' ethnicities). It does not represent the actual number of people by each ethnicity; this is detailed in the table further below.

Figure 9: Proportion of reported ethnicities by DHB

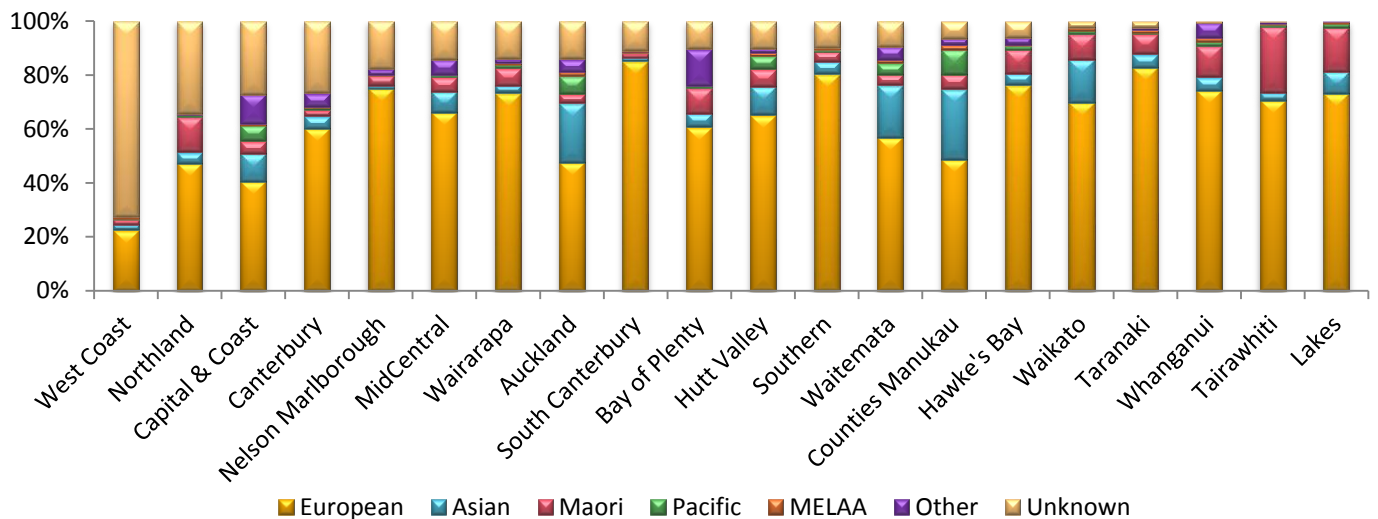


Table 8: Distribution of reported ethnicities by DHB

DHB	European	Asian	Māori	Pacific	MELAA	Other	Unknown
West Coast	173	15	14	**	5	**	556
Northland	1,188	106	330	17	6	10	860
Capital & Coast	2,270	583	259	326	32	611	1,530
Canterbury	4,853	376	169	76	39	394	2,156
Nelson Marlborough	1,618	26	78	**	**	49	383
MidCentral	1,580	184	131	20	**	131	342
Wairarapa	380	14	34	6	**	8	73
Auckland	4,014	1,859	284	572	128	404	1,186
South Canterbury	645	11	12	**	**	**	84
Bay of Plenty	1,588	130	247	18	**	357	272
Hutt Valley	1,304	211	128	96	25	32	203
Southern	3,417	193	161	23	30	0	425
Waitemata	3,539	1,222	245	262	86	295	591
Counties Manukau	3,056	1,644	338	583	111	145	406
Hawke's Bay	1,794	103	209	30	12	64	142
Waikato	4,179	964	564	71	73	**	143
Taranaki	1,182	72	106	9	12	14	33
Whanganui	657	44	103	13	14	48	6
Tairāwhiti	506	21	174	6	**	**	**
Lakes	866	97	194	16	8	**	**
Total	38,809	7,875	3,780	2,149	599	2,572	9,393

Note:

** Data suppressed – less than 5

MELAA is a group amalgamation of Middle Eastern, Latin American and African ethnicities

DISTRIBUTION OF OVERALL DHB OCCUPATION BY AGE, WITH NATIONAL EMPLOYEE DATA

The following chart shows the distribution of ages of DHB employees (histogram with light green outline). The staggered dark green line is the distribution of employees for the March 2013 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand.

Figure 10: Distribution of overall DHB occupation by age, with national employee data

