
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 APRIL TO 30 JUNE 2012

HEALTH WORKFORCE INFORMATION

District Health Board Shared Services (formally District Health Board New Zealand), through the Health Workforce Information team, supports the District Health Boards (DHBs) through providing base information on DHB employee demographics and competencies, describing the current composition of the DHB workforce. Regular reports are produced 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 2012 to 30 June 2012 and is a snapshot in time as at 30 June 2012. 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 2012 to June 2012 inclusive and is a snapshot taken by the DHBs on 30 June 2012
- 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 2012, 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 63,914 50,460 female 13,454 male	53,208 FTE* 40,886 FTE* females 12,322 FTE* males	Largest occupation group: Nurses – 24,048 Smallest occupation group: Midwives – 1,354
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 50.4 years) Youngest male occupation group: Junior medical (mean age 32.0 years)	Oldest female occupation group: Care and support (mean age 49.5 years) Youngest female occupation group: Junior medical (mean age 31.1 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 9.4 years) Shortest Length of Service occupation group Junior Medical (mean 1.2 years)	Top three employee ethnicities: NZ European – 74% Asian – 14% Māori – 7%

* Contracted FTE (assuming a 2086 hour annual contract)

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

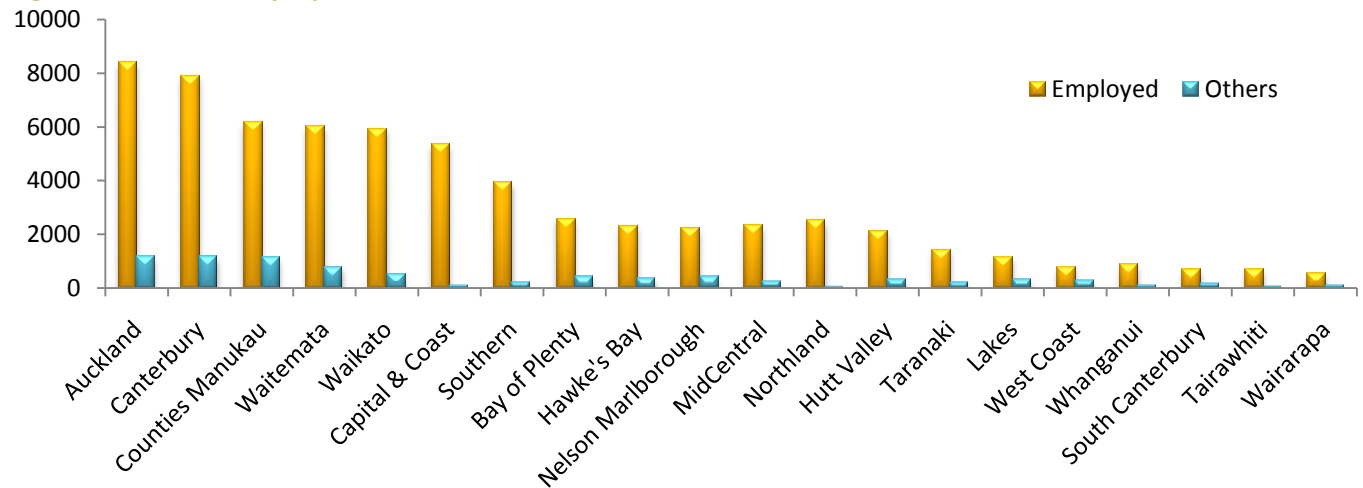


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	8,390	1,169	9,559	13.2%
Canterbury	7,904	1,155	9,059	12.6%
Counties Manukau	6,165	1,138	7,303	10.1%
Waitemata	6,021	789	6,810	9.4%
Waikato	5,922	540	6,462	9.0%
Capital & Coast	5,346	104	5,450	7.6%
Southern	3,941	223	4,164	5.8%
Bay of Plenty	2,574	420	2,994	4.1%
Hawke's Bay	2,324	365	2,689	3.7%
Nelson Marlborough	2,221	417	2,638	3.7%
MidCentral	2,342	239	2,581	3.6%
Northland	2,520	49	2,569	3.6%
Hutt Valley	2,108	328	2,436	3.4%
Taranaki	1,426	218	1,644	2.3%
Lakes	1,138	318	1,456	2.0%
West Coast	791	279	1,070	1.5%
Whanganui	881	111	992	1.4%
South Canterbury	700	155	855	1.2%
Tairāwhiti	703	67	770	1.1%
Wairarapa	546	114	660	0.9%
Grand Total	63,963	8,198	72,161	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).
- 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, assuming 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

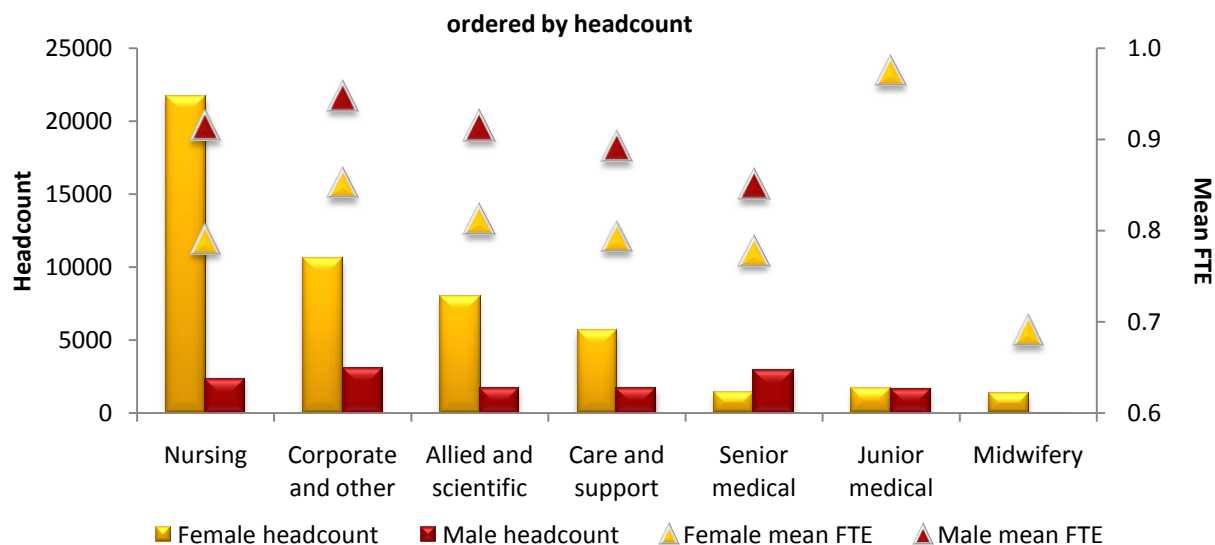
DHB	Nursing			Corporate and other			Allied & scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	2,980	2,522.6	0.85	1,635	1,501.5	0.92	1,554	1,311.6	0.84	632	577.7	0.91	851	691.1	0.81	590	573.1	0.97	148	114.3	0.77
Canterbury	2,978	2,390.6	0.80	1,645	1,398.0	0.85	1,288	1,053.8	0.82	965	769.5	0.80	480	401.5	0.84	405	397.5	0.98	143	94.0	0.66
Counties Manukau	2,308	1,956.8	0.85	1,359	1,145.2	0.84	892	773.9	0.87	653	582.5	0.89	440	372.6	0.85	356	349.6	0.98	157	119.0	0.76
Waitemata	2,150	1,837.6	0.85	1,118	972.4	0.87	1,208	1,010.6	0.84	750	681.6	0.91	418	351.6	0.84	253	246.5	0.97	124	81.5	0.66
Waikato	2,266	1,869.8	0.83	1,370	1,230.8	0.90	814	692.3	0.85	699	604.7	0.87	332	286.7	0.86	343	336.2	0.98	98	68.5	0.70
Capital & Coast	2,026	1,531.9	0.76	1,082	959.9	0.89	695	568.4	0.82	664	520.9	0.78	350	261.8	0.75	371	337.0	0.91	158	91.4	0.58
Southern	1,580	1,237.6	0.78	929	817.7	0.88	565	475.0	0.84	360	280.1	0.78	234	186.5	0.80	209	205.0	0.98	64	45.6	0.71
Bay of Plenty	1,076	851.6	0.79	523	468.1	0.90	314	267.2	0.85	306	261.9	0.86	168	136.9	0.81	137	136.4	1.00	50	34.0	0.68
Northland	988	733.4	0.74	504	402.1	0.80	351	283.1	0.81	365	247.7	0.68	160	150.7	0.94	87	85.7	0.98	65	39.3	0.60
MidCentral	924	749.4	0.81	604	547.0	0.91	288	247.2	0.86	203	163.7	0.81	146	127.2	0.87	123	121.6	0.99	54	36.3	0.67
Hawke's Bay	883	635.9	0.72	516	449.1	0.87	325	262.4	0.81	307	245.9	0.80	125	100.7	0.81	107	153.2	1.43	61	41.4	0.68
Nelson Marlborough	707	500.8	0.71	481	392.6	0.82	263	188.3	0.72	511	359.9	0.70	150	112.5	0.75	61	61.0	1.00	48	31.7	0.66
Hutt Valley	692	562.4	0.81	460	412.0	0.90	378	306.9	0.81	264	224.5	0.85	136	101.6	0.75	133	131.6	0.99	45	32.6	0.72
Taranaki	555	403.5	0.73	328	285.2	0.87	203	162.2	0.80	160	132.1	0.83	88	75.8	0.86	61	59.8	0.98	31	21.7	0.70
Lakes	444	357.3	0.80	287	251.0	0.87	141	120.0	0.85	116	96.8	0.83	69	61.3	0.89	52	52.0	1.00	29	21.4	0.74
Whanganui	360	300.2	0.83	191	165.6	0.87	120	91.1	0.76	110	91.4	0.83	47	43.2	0.92	28	28.0	1.00	25	18.8	0.75
West Coast	308	250.2	0.81	197	160.1	0.81	70	60.2	0.86	163	78.8	0.48	42	35.3	0.84	1	1.0	1.00	10	8.4	0.84
Tairāwhiti	299	226.3	0.76	157	142.5	0.91	96	81.9	0.85	67	54.6	0.82	49	43.5	0.89	26	25.7	0.99	9	6.8	0.76
South Canterbury	294	232.3	0.79	133	115.0	0.86	72	54.0	0.75	101	64.0	0.63	43	35.9	0.84	8	8.0	1.00	19	16.6	0.87
Wairarapa	230	152.5	0.66	144	115.6	0.80	58	40.8	0.70	38	29.5	0.78	32	25.8	0.81	9	9.0	1.00	16	11.7	0.73
Grand Total	24,048	19,302.7	0.80	13,663	11,931.4	0.87	9,695	8,050.8	0.83	7,434	6,067.9	0.82	4,360	3,602.4	0.83	3,360	3,317.7	0.99	1,354	934.9	0.69

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



Note: 49 entries had no recorded ANZSCO or CCoA code

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	21,705	0.79	2,343	0.91	24,048	0.80
Corporate and other	10,607	0.85	3,056	0.95	13,663	0.87
Allied and scientific	7,960	0.81	1,735	0.91	9,695	0.83
Care and support	5,689	0.79	1,745	0.89	7,434	0.82
Senior medical	1,448	0.78	2,912	0.85	4,360	0.83
Junior medical	1,698	0.97	1,662	1.00	3,360	0.99
Midwifery	1,353	0.69	1	**	1,354	0.69
Grand Total	50,460	0.81	13,454	0.92	63,914	0.83

** data removed for privacy

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

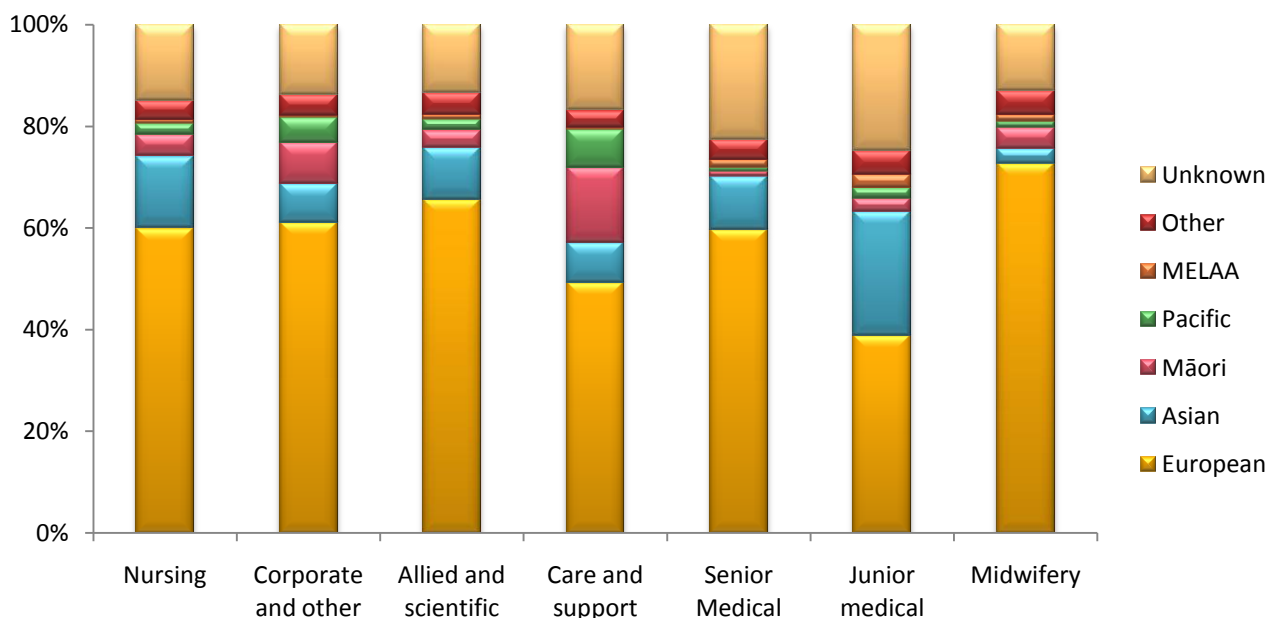


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	European		Asian		Māori		Pacific		MELAA		Other		Unknown	
Nursing	14,437	60.0%	3,393	14.1%	1,011	4.2%	530	2.2%	189	0.8%	930	3.9%	3,558	14.8%
Corporate and other	8,354	61.1%	1,032	7.6%	1,102	8.1%	673	4.9%	61	0.4%	557	4.1%	1,884	13.8%
Allied and scientific	6,372	65.7%	990	10.2%	326	3.4%	204	2.1%	85	0.9%	418	4.3%	1,300	13.4%
Care and support	3,659	49.2%	586	7.9%	1,105	14.9%	561	7.5%	33	0.4%	241	3.2%	1,249	16.8%
Senior Medical	2,604	59.7%	462	10.6%	40	0.9%	28	0.6%	67	1.5%	177	4.1%	982	22.5%
Junior medical	1,308	38.9%	815	24.3%	91	2.7%	68	2.0%	92	2.7%	157	4.7%	828	24.7%
Midwifery	985	72.7%	41	3.0%	55	4.1%	16	1.2%	17	1.3%	65	4.8%	175	12.9%
Grand Total	37,719	59.0%	7,319	11.5%	3,730	5.8%	2,080	3.3%	544	0.9%	2,545	4.0%	9,976	15.6%

Notes:

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

1 had no recorded ethnicity code

49 had no recorded ANZSCO or CCoA code - an 8% improvement on March 2012 data

This pie chart is based on the 51,432 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

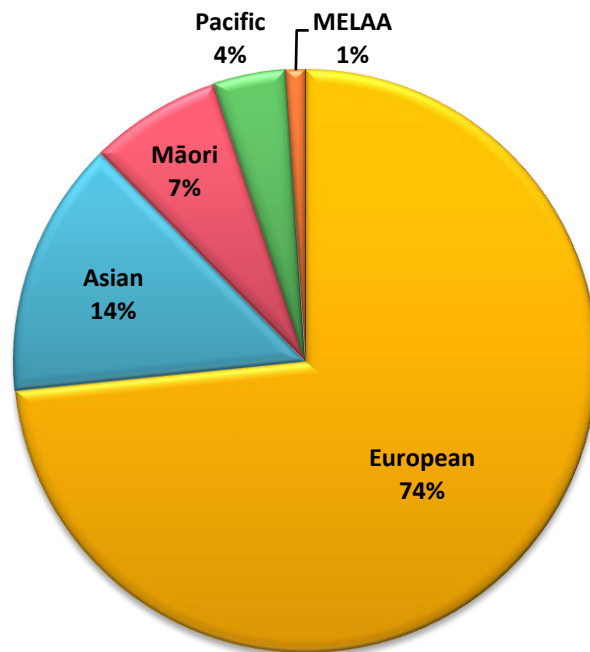
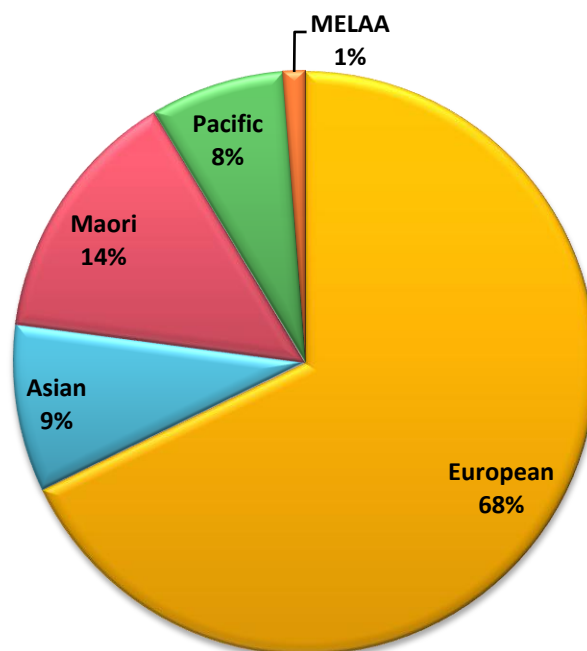


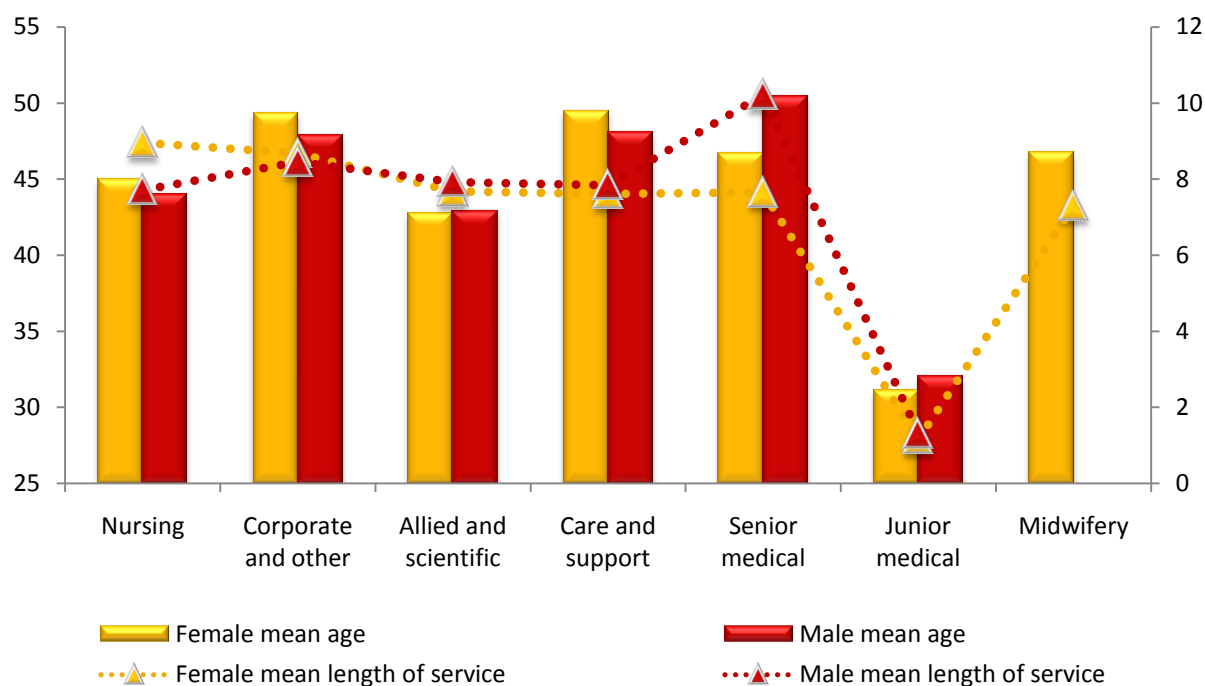
Figure 5: Proportion of identifiable ethnicities for 2012 PHO enrolment population data



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	9.0	45.0	7.7	44.0	8.8	44.9
Corporate and other	8.7	49.3	8.4	47.9	8.6	49.0
Allied and scientific	7.7	42.7	7.9	42.9	7.7	42.8
Care and support	7.6	49.5	7.8	48.1	7.7	49.1
Senior medical	7.6	46.7	10.2	50.4	9.4	49.2
Junior medical	1.2	31.1	1.3	32.0	1.2	31.5
Midwifery	7.3	46.7	**	**	7.3	46.7
Grand Total	8.2	45.7	7.7	45.2	8.1	45.6

Notes:

** Data removed for privacy

49 entries had no recorded ANZSCO or CCoA code

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

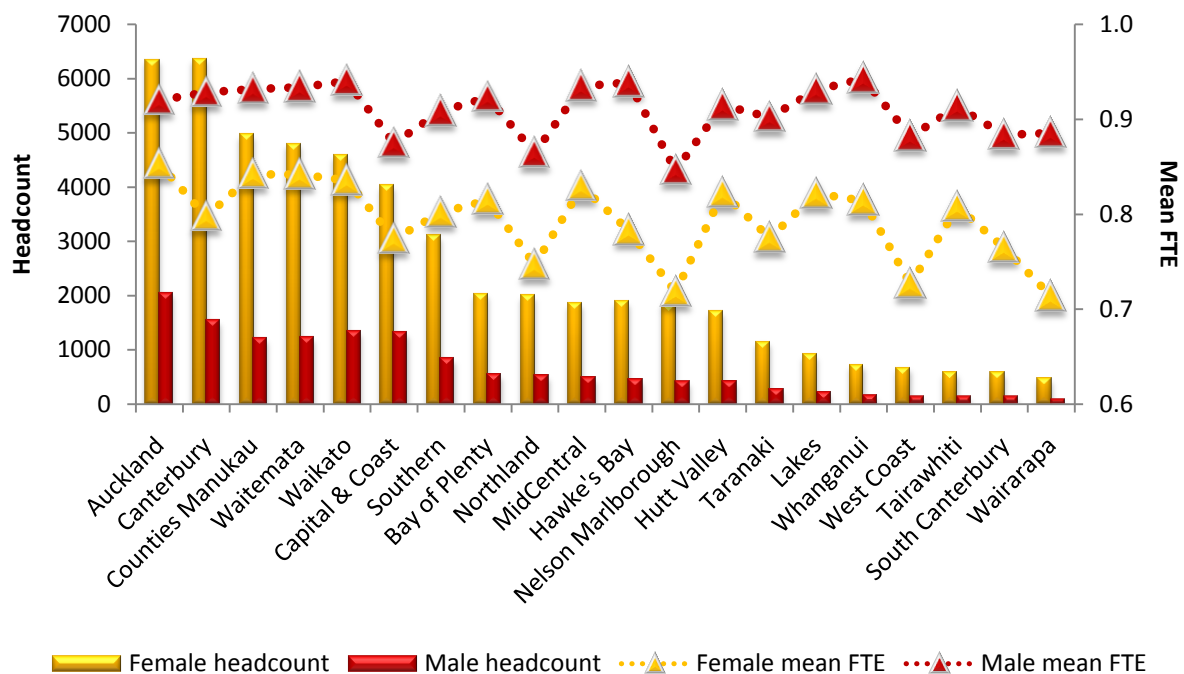


Table 6: Headcount and mean FTE by sex and DHB

		Auckland	Canterbury	Counties Manukau	Waitemata	Waikato	Capital & Coast	Southern	Bay of Plenty	Northland	MidCentral	Hawke's Bay	Nelson Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	West Coast	Tairāwhiti	South Canterbury	Wairarapa
Female	Head count	6344	6363	4956	4790	4579	4020	3108	2030	2003	1857	1880	1813	1698	1148	910	717	666	574	573	461
	Mean FTE	0.85	0.80	0.84	0.84	0.84	0.77	0.80	0.81	0.75	0.83	0.78	0.72	0.82	0.77	0.82	0.81	0.73	0.81	0.76	0.71
Male	Head count	2046	1541	1209	1231	1343	1326	833	544	517	485	444	408	410	278	228	164	125	129	127	85
	Mean FTE	0.92	0.93	0.93	0.93	0.94	0.87	0.91	0.92	0.86	0.93	0.94	0.85	0.91	0.90	0.93	0.94	0.88	0.91	0.88	0.89
Total	Head count	8390	7904	6165	6021	5922	5346	3941	2574	2520	2342	2324	2221	2108	1426	1138	881	791	703	700	546
	Mean FTE	0.87	0.82	0.86	0.86	0.86	0.80	0.82	0.84	0.77	0.85	0.81	0.74	0.84	0.80	0.84	0.84	0.75	0.83	0.79	0.74

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

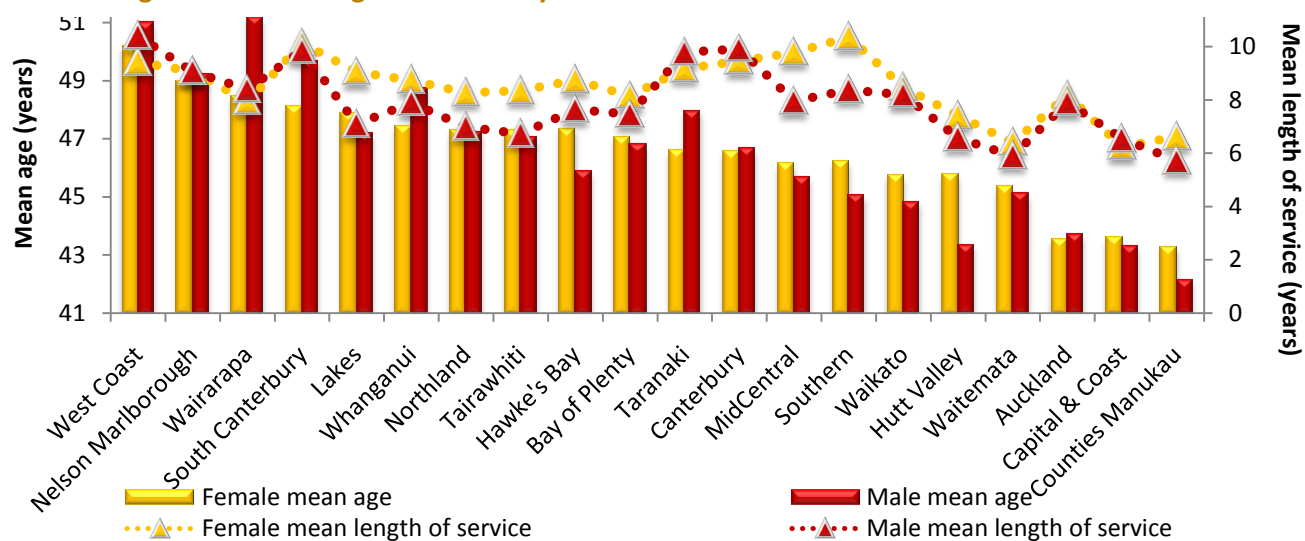


Table 7: Mean ages and mean length of service by DHB and sex

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	9.4	50.2	10.4	51.0	9.6	50.3
Nelson Marlborough	9.1	49.0	9.1	49.2	9.1	49.0
Wairarapa	7.9	48.5	8.4	51.2	8.0	48.9
South Canterbury	10.1	48.1	9.9	49.7	10.1	48.4
Lakes	9.0	47.9	7.1	47.2	8.7	47.7
Whanganui	8.7	47.4	7.9	48.7	8.6	47.7
Northland	8.3	47.3	7.0	47.2	8.0	47.3
Tairāwhiti	8.4	47.3	6.7	47.0	8.1	47.2
Hawke's Bay	8.8	47.3	7.6	45.9	8.5	47.1
Bay of Plenty	8.1	47.0	7.5	46.8	8.0	47.0
Taranaki	9.2	46.6	9.8	48.0	9.3	46.9
Canterbury	9.5	46.6	9.9	46.7	9.5	46.6
MidCentral	9.8	46.1	8.0	45.7	9.4	46.0
Southern	10.4	46.2	8.4	45.0	9.9	46.0
Waikato	8.5	45.7	8.2	44.8	8.4	45.5
Hutt Valley	7.4	45.8	6.6	43.3	7.2	45.3
Waitemata	6.4	45.3	5.9	45.1	6.3	45.3
Auckland	8.2	43.5	7.9	43.7	8.1	43.6
Capital & Coast	6.2	43.6	6.5	43.3	6.3	43.5
Counties Manukau	6.6	43.3	5.7	42.2	6.4	43.1
Grand Total	8.2	45.7	7.7	45.2	8.1	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

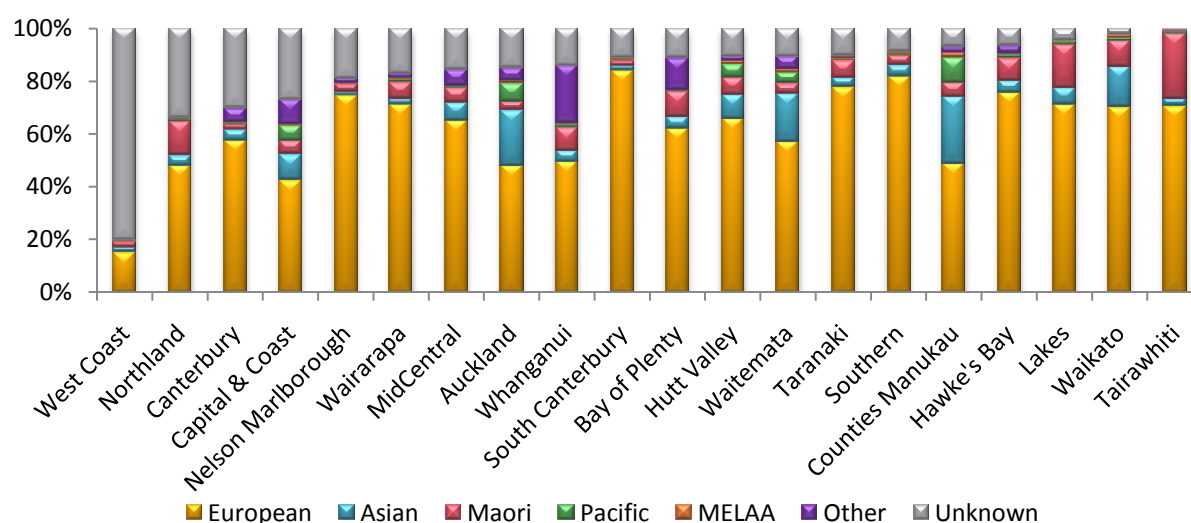


Table 8: Distribution of reported ethnicities by DHB

DHB	European	Asian	Māori	Pacific	MELAA	Other	Unknown
West Coast	120	16	16	2	3	0	634
Northland	1,208	100	329	19	2	12	850
Canterbury	4,552	329	146	52	35	412	2,378
Capital & Coast	2,276	519	273	310	37	502	1,429
Nelson Marlborough	1,661	25	69	3	3	45	415
Wairarapa	389	12	35	6	3	9	92
MidCentral	1,527	161	126	19	3	140	366
Auckland	4,014	1,785	290	563	105	381	1,252
Whanganui	435	40	78	10	5	188	125
South Canterbury	589	12	13	2	5	1	77
Bay of Plenty	1,598	115	250	15	1	312	283
Hutt Valley	1,386	197	140	101	27	38	219
Waitemata	3,432	1,105	233	253	83	298	617
Taranaki	1,111	54	93	6	12	9	141
Southern	3,230	164	152	24	30	0	341
Counties Manukau	3,008	1,571	343	577	113	133	420
Hawke's Bay	1,760	111	196	31	9	64	153
Lakes	810	71	188	13	4	0	52
Waikato	4,156	911	587	68	61	1	138
Tairāwhiti	496	21	174	6	3	2	1
Grand Total	37,758	7,319	3,731	2,080	544	2,547	9,983

Note:

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 June 2012 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand. It shows that DHBs have a more concentrated distribution of employees in the higher age groups (45+) than the national average, and significantly less concentration in the younger age groups.

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

