
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 APRIL TO 30 JUNE 2014

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. DHB 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 2014 to 30 June 2014 and is a snapshot in time at 30 June 2014. 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 seven occupational groupings. These groupings are:

- Senior medical
- 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 2014 to June 2014 inclusive and is a snapshot taken by the DHBs on 30 June 2014
- The historical Otago and Southland DHBs are now reported together as Southern DHB
- While every effort has been made to ensure the report is 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

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OVERVIEW

DHB WORKFORCE AT A GLANCE

For data to 30 June 2014, 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 66,460 52,408 female 14,052 male | 55,548 FTE* 42,657 FTE* females 12,890 FTE* males | Largest occupation group: Nurses – 25,405 Smallest occupation group: Midwives – 1,457 |
| DHB employee average age 45.8 years 45.9 years for females 45.5 years for males | Oldest male occupation group: Senior Medical** (mean age 51.0 years) Youngest male occupation group: Junior medical (mean age 31.7 years) | Oldest female occupation group: Corporate and other (mean age 50.0 years) Youngest female occupation group: Junior medical (mean age 30.9 years) |
| Mean FTE rate 0.84 Mean FTE rate for females 0.81 Mean FTE rate for males 0.92 | Longest Length of Service occupation group Senior medical (mean 9.7 years) Shortest Length of Service occupation group Junior medical (mean 1.3 years) | Employee reported ethnicities: NZ European – 72% Asian – 16% Māori – 7% Pacific – 4% MELAA – 1% |

* 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 where 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 where 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)

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

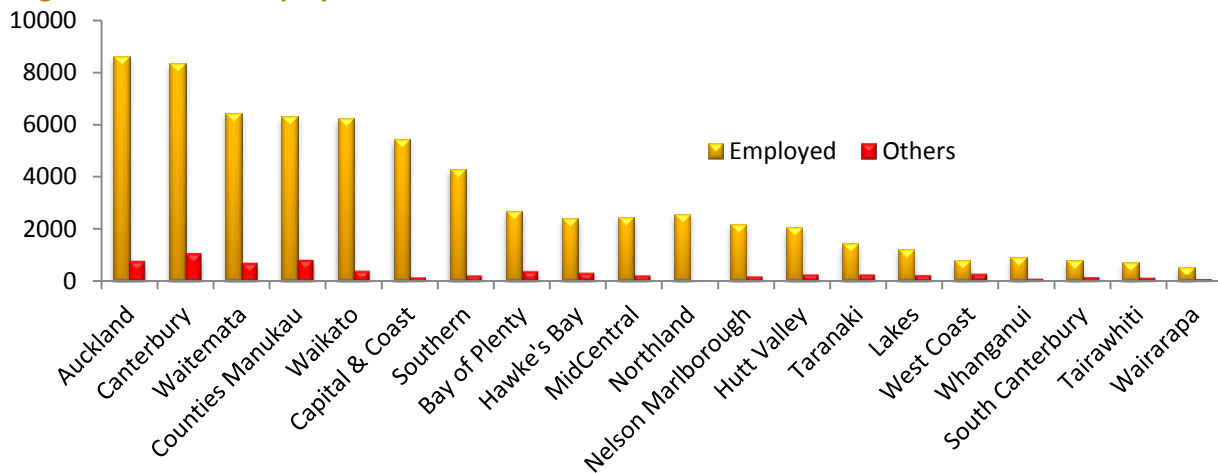


Table 1: Distribution of employment types

| DHB | Employed | Others | Total | Proportion of DHB workforce |
|--------------------|---------------|--------------|---------------|-----------------------------|
| Auckland | 8,626 | 775 | 9,401 | 12.8% |
| Canterbury | 8,349 | 1,051 | 9,400 | 12.8% |
| Waitemata | 6,460 | 696 | 7,156 | 9.7% |
| Counties Manukau | 6,311 | 811 | 7,122 | 9.7% |
| Waikato | 6,249 | 405 | 6,654 | 9.1% |
| Capital & Coast | 5,452 | 159 | 5,611 | 7.6% |
| Southern | 4,293 | 234 | 4,527 | 6.2% |
| Bay of Plenty | 2,690 | 388 | 3,078 | 4.2% |
| Hawke's Bay | 2,409 | 332 | 2,741 | 3.7% |
| MidCentral | 2,429 | 239 | 2,668 | 3.6% |
| Northland | 2,576 | 31 | 2,607 | 3.6% |
| Nelson Marlborough | 2,186 | 195 | 2,381 | 3.2% |
| Hutt Valley | 2,072 | 273 | 2,345 | 3.2% |
| Taranaki | 1,463 | 266 | 1,729 | 2.4% |
| Lakes | 1,206 | 248 | 1,454 | 2.0% |
| West Coast | 794 | 296 | 1,090 | 1.5% |
| Whanganui | 896 | 113 | 1,009 | 1.4% |
| South Canterbury | 779 | 177 | 956 | 1.3% |
| Tairāwhiti | 707 | 146 | 853 | 1.2% |
| Wairarapa | 513 | 104 | 617 | 0.8% |
| Grand Total | 66,460 | 6,939 | 73,399 | 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 '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 | 3068 | 2592.8 | 0.85 | 1597 | 1405.7 | 0.88 | 1532 | 1291.7 | 0.84 | 751 | 685.7 | 0.91 | 881 | 717.6 | 0.81 | 635 | 615.8 | 0.97 | 162 | 126.0 | 0.78 |
| Bay of Plenty | 1106 | 872.0 | 0.79 | 568 | 503.1 | 0.89 | 303 | 255.5 | 0.84 | 330 | 281.7 | 0.85 | 183 | 150.6 | 0.82 | 148 | 147.6 | 1.00 | 52 | 35.9 | 0.69 |
| Canterbury | 3310 | 2696.0 | 0.81 | 1573 | 1366.0 | 0.87 | 1302 | 1090.0 | 0.84 | 1041 | 836.1 | 0.80 | 522 | 441.5 | 0.85 | 461 | 448.0 | 0.97 | 140 | 90.2 | 0.64 |
| Capital & Coast | 2097 | 1613.1 | 0.77 | 1111 | 1002.6 | 0.90 | 721 | 603.5 | 0.84 | 621 | 479.7 | 0.77 | 383 | 292.6 | 0.76 | 370 | 336.9 | 0.91 | 149 | 86.1 | 0.58 |
| Counties Manukau | 2328 | 1992.0 | 0.86 | 1245 | 1065.5 | 0.86 | 895 | 787.1 | 0.88 | 794 | 705.2 | 0.89 | 494 | 414.2 | 0.84 | 356 | 348.2 | 0.98 | 199 | 152.7 | 0.77 |
| Hawke's Bay | 959 | 673.8 | 0.70 | 497 | 429.9 | 0.87 | 344 | 273.4 | 0.79 | 309 | 248.6 | 0.80 | 126 | 107.2 | 0.85 | 117 | 167.5 | 1.43 | 57 | 38.4 | 0.67 |
| Hutt Valley | 722 | 591.4 | 0.82 | 428 | 387.6 | 0.91 | 350 | 283.5 | 0.81 | 269 | 230.3 | 0.86 | 142 | 106.5 | 0.75 | 123 | 122.5 | 1.00 | 38 | 27.4 | 0.72 |
| Lakes | 486 | 384.8 | 0.79 | 277 | 247.1 | 0.89 | 141 | 120.5 | 0.85 | 133 | 114.5 | 0.86 | 75 | 67.3 | 0.90 | 66 | 66.0 | 1.00 | 28 | 21.0 | 0.75 |
| MidCentral | 983 | 801.4 | 0.82 | 569 | 514.1 | 0.90 | 301 | 264.1 | 0.88 | 230 | 189.5 | 0.82 | 151 | 130.9 | 0.87 | 133 | 131.3 | 0.99 | 62 | 42.0 | 0.68 |
| Nelson Marlborough | 755 | 562.0 | 0.74 | 478 | 390.7 | 0.82 | 240 | 175.1 | 0.73 | 456 | 324.8 | 0.71 | 144 | 111.0 | 0.77 | 67 | 66.5 | 0.99 | 46 | 31.8 | 0.69 |
| Northland | 1043 | 769.2 | 0.74 | 514 | 412.3 | 0.80 | 329 | 265.9 | 0.81 | 380 | 271.0 | 0.71 | 161 | 153.4 | 0.95 | 93 | 91.1 | 0.98 | 56 | 36.0 | 0.64 |
| South Canterbury | 304 | 235.9 | 0.78 | 159 | 139.3 | 0.88 | 86 | 66.5 | 0.77 | 130 | 86.4 | 0.66 | 56 | 42.5 | 0.76 | 21 | 20.9 | 1.00 | 23 | 17.8 | 0.78 |
| Southern | 1749 | 1333.8 | 0.76 | 963 | 822.3 | 0.85 | 565 | 476.1 | 0.84 | 386 | 297.8 | 0.77 | 290 | 232.7 | 0.80 | 265 | 260.3 | 0.98 | 75 | 52.3 | 0.70 |
| Tairāwhiti | 294 | 226.8 | 0.77 | 153 | 139.7 | 0.91 | 98 | 81.7 | 0.83 | 79 | 61.7 | 0.78 | 48 | 42.7 | 0.89 | 19 | 17.2 | 0.91 | 16 | 12.4 | 0.77 |
| Taranaki | 570 | 431.6 | 0.76 | 347 | 307.3 | 0.89 | 169 | 138.5 | 0.82 | 191 | 162.7 | 0.85 | 89 | 76.1 | 0.86 | 66 | 65.0 | 0.98 | 31 | 21.2 | 0.68 |
| Waikato | 2375 | 1974.4 | 0.83 | 1392 | 1241.4 | 0.89 | 850 | 739.8 | 0.87 | 778 | 671.6 | 0.86 | 390 | 340.8 | 0.87 | 368 | 359.0 | 0.98 | 96 | 67.3 | 0.70 |
| Wairarapa | 243 | 168.2 | 0.69 | 116 | 86.7 | 0.75 | 50 | 39.4 | 0.79 | 43 | 29.0 | 0.67 | 32 | 26.4 | 0.83 | 11 | 11.0 | 1.00 | 18 | 10.7 | 0.60 |
| Waitemata | 2316 | 1985.6 | 0.86 | 1080 | 953.8 | 0.88 | 1084 | 877.8 | 0.81 | 1067 | 976.0 | 0.91 | 458 | 389.1 | 0.85 | 285 | 276.7 | 0.97 | 170 | 115.5 | 0.68 |
| West Coast | 330 | 278.9 | 0.85 | 171 | 138.9 | 0.81 | 84 | 71.5 | 0.85 | 149 | 81.0 | 0.54 | 36 | 30.7 | 0.85 | 9 | 8.6 | 0.95 | 15 | 11.4 | 0.76 |
| Whanganui | 367 | 299.5 | 0.82 | 195 | 168.3 | 0.86 | 97 | 75.5 | 0.78 | 126 | 102.6 | 0.81 | 54 | 47.7 | 0.88 | 33 | 33.0 | 1.00 | 24 | 18.5 | 0.77 |
| Grand Total | 25405 | 20483.2 | 0.81 | 13433 | 11722.4 | 0.87 | 9541 | 7976.8 | 0.84 | 8263 | 6835.9 | 0.83 | 4715 | 3921.5 | 0.83 | 3646 | 3593.2 | 0.99 | 1457 | 1014.8 | 0.70 |

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

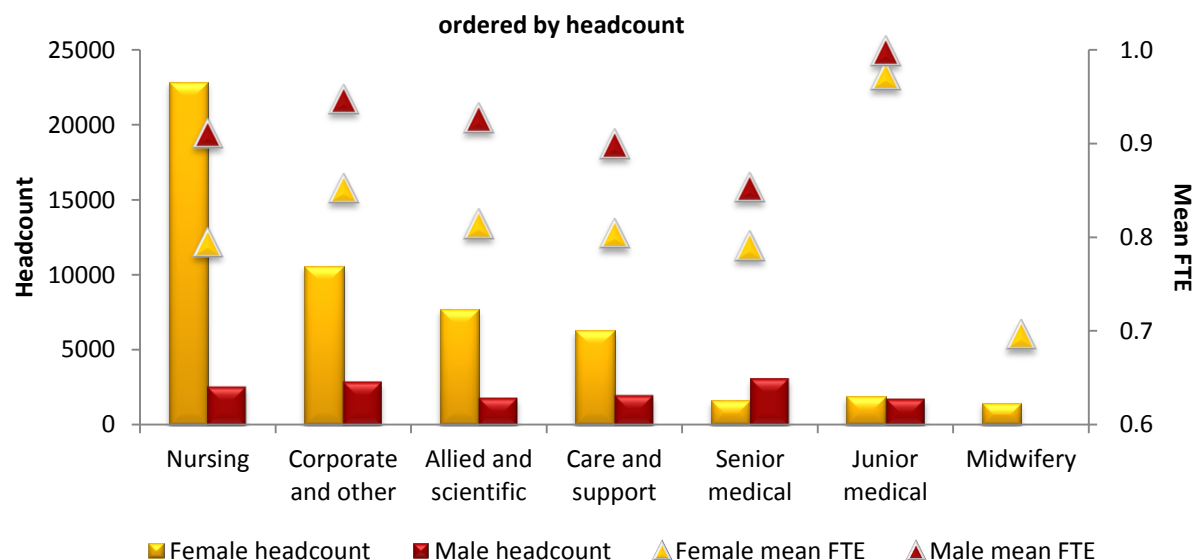


Table 3: Occupation group headcount and mean FTE by sex

| Occupation group | Female | | Male | | Total | |
|-----------------------|-----------|----------|-----------|----------|-----------|----------|
| | Headcount | Mean FTE | Headcount | Mean FTE | Headcount | Mean FTE |
| Nursing | 22,853 | 0.79 | 2,552 | 0.91 | 25,405 | 0.81 |
| Corporate and other | 10,577 | 0.85 | 2,856 | 0.95 | 13,433 | 0.87 |
| Allied and scientific | 7,717 | 0.81 | 1,824 | 0.93 | 9,541 | 0.84 |
| Care and support | 6,274 | 0.80 | 1,989 | 0.90 | 8,263 | 0.83 |
| Senior medical | 1,636 | 0.79 | 3,079 | 0.85 | 4,715 | 0.83 |
| Junior medical | >1,894 | 0.97 | >1,746 | 1.00 | 3,646 | 0.99 |
| Midwifery | >1,451 | 0.70 | ** | ** | 1,457 | 0.70 |
| Grand Total | 52,408 | 0.81 | 14,052 | 0.92 | 66,460 | 0.84 |

** Data suppressed due to low headcounts (less than 5)

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

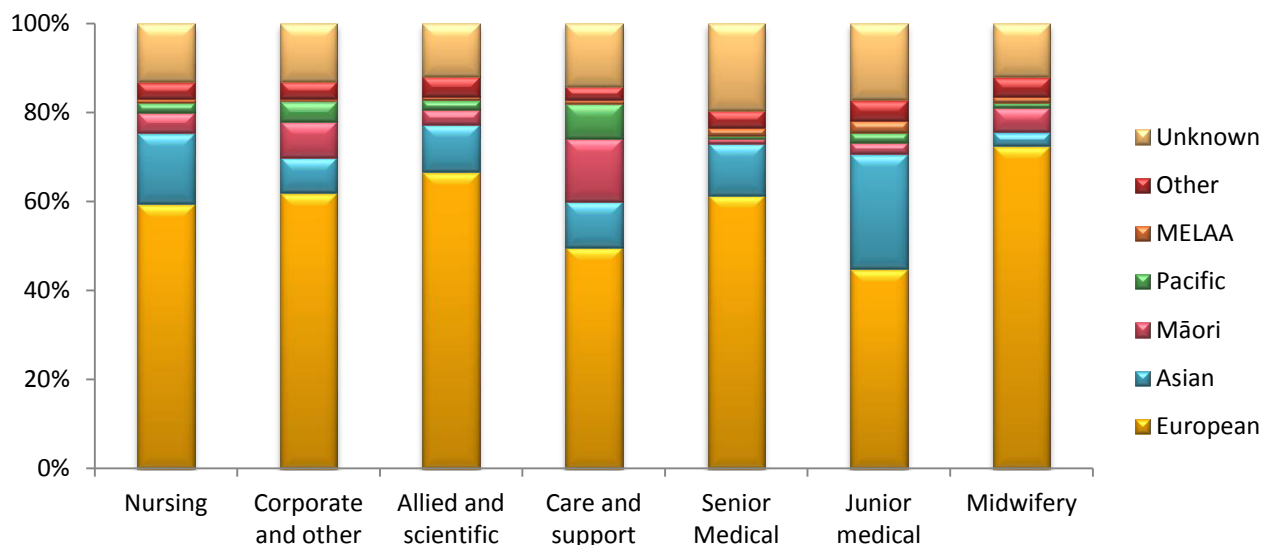


Table 4: Count and proportion of ethnicities by occupation group

| Occupation group | European | | Asian | | Māori | | Pacific | | MELAA | | Other | | Unknown | |
|------------------------------|---------------|--------------|--------------|--------------|--------------|-------------|--------------|-------------|------------|-------------|-------------|-------------|--------------|--------------|
| Nursing | 15,112 | 59.5% | 4,057 | 16.0% | 1,170 | 4.6% | 561 | 2.2% | 195 | 0.8% | 982 | 3.9% | 3,328 | 13.1% |
| Corporate and other | 8,320 | 61.9% | 1,057 | 7.9% | 1,098 | 8.2% | 616 | 4.6% | 66 | 0.5% | 522 | 3.9% | 1,754 | 13.1% |
| Allied and scientific | 6,351 | 66.6% | 1,026 | 10.8% | 315 | 3.3% | 202 | 2.1% | 89 | 0.9% | 423 | 4.4% | 1,135 | 11.9% |
| Care and support | 4,107 | 49.7% | 853 | 10.3% | 1,166 | 14.1% | 653 | 7.9% | 58 | 0.7% | 251 | 3.0% | 1,175 | 14.2% |
| Senior Medical | 2,895 | 61.4% | 550 | 11.7% | 50 | 1.1% | 34 | 0.7% | 78 | 1.7% | 186 | 3.9% | 922 | 19.6% |
| Junior medical | 1,633 | 44.8% | 945 | 25.9% | 93 | 2.6% | 82 | 2.2% | 96 | 2.6% | 172 | 4.7% | 625 | 17.1% |
| Midwifery | 1,056 | 72.5% | 45 | 3.1% | 82 | 5.6% | 16 | 1.1% | 18 | 1.2% | 65 | 4.5% | 175 | 12.0% |
| Grand Total | 39,474 | 59.4% | 8,533 | 12.8% | 3,974 | 6.0% | 2,164 | 3.3% | 600 | 0.9% | 2601 | 3.9% | 9,114 | 13.7% |

Note:

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

This pie chart is based on the 54,745 permanent employees who declared their ethnicity as European, Asian, Māori, Pacific or MELAA. Below this is a similar pie chart of ethnicity proportions in the New Zealand population based on 2013 PHO enrolment data.

Figure 4: Proportion of identifiable ethnicities for all DHB employees

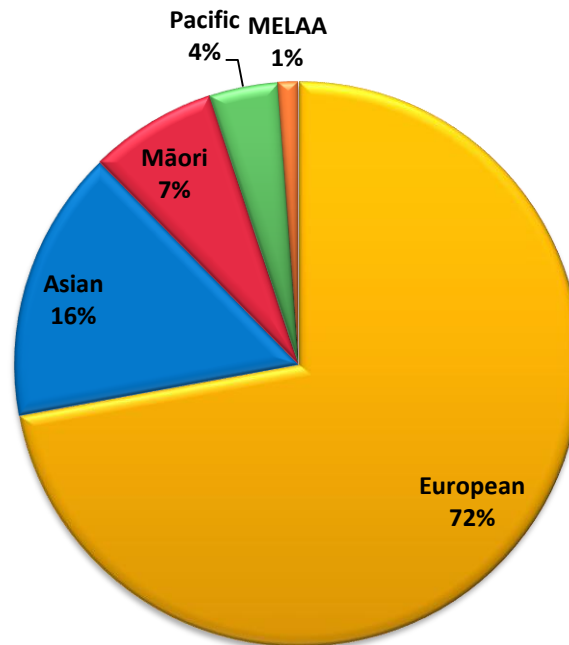
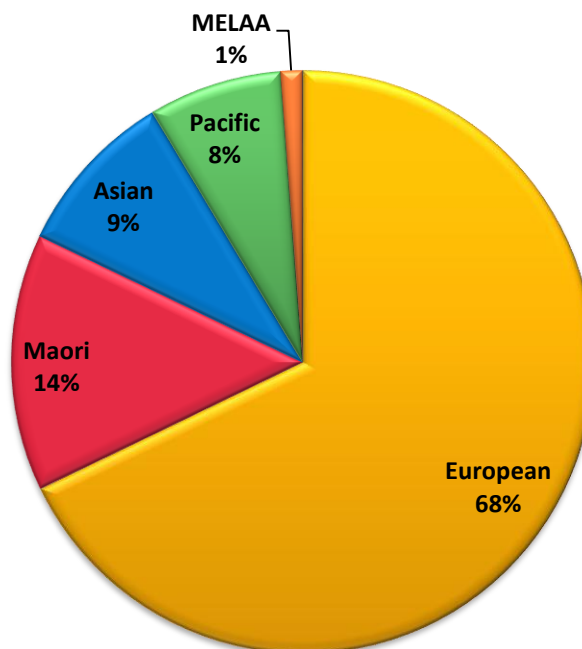


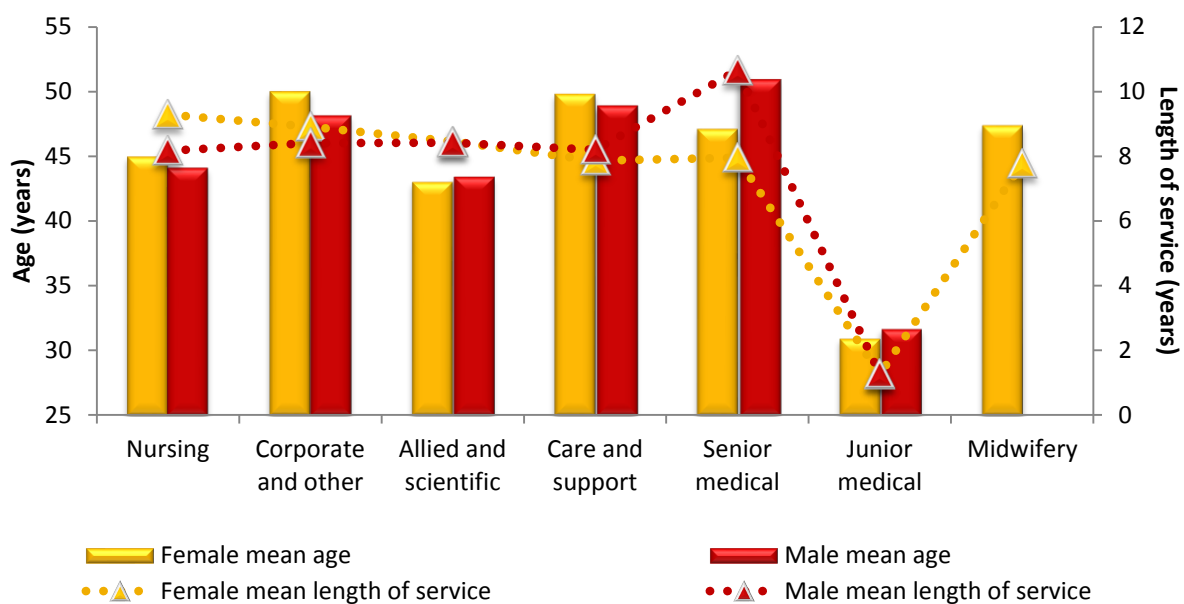
Figure 5: Proportion of identifiable ethnicities for 2013 PHO enrolment population data



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 | 9.3 | 45.0 | 8.2 | 44.1 | 9.2 | 44.9 |
| Corporate and other | 8.9 | 50.0 | 8.4 | 48.2 | 8.8 | 49.6 |
| Allied and scientific | 8.5 | 43.0 | 8.4 | 43.4 | 8.5 | 43.1 |
| Care and support | 7.9 | 49.8 | 8.2 | 48.9 | 7.9 | 49.6 |
| Senior medical | 8.0 | 47.1 | 10.7 | 51.0 | 9.7 | 49.6 |
| Junior medical | 1.3 | 30.9 | 1.3 | 31.7 | 1.3 | 31.3 |
| Midwifery | 7.8 | 47.4 | ** | ** | 7.8 | 47.4 |
| Grand Total | 8.5 | 45.9 | 7.9 | 45.5 | 8.4 | 45.8 |

** Data suppressed for privacy (headcount less than 5)

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

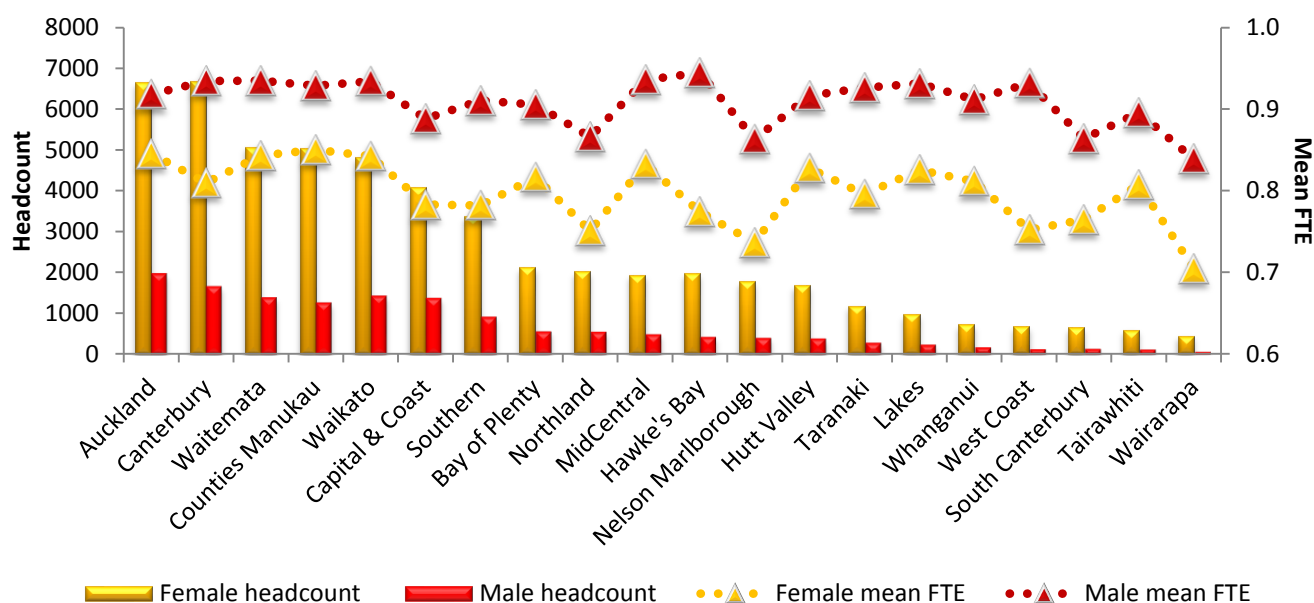


Table 6: Headcount and mean FTE by sex and DHB

| | | Auckland | Canterbury | Waitemata | Counties Manukau | 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 | 6658 | 6689 | 5067 | 5045 | 4821 | 4079 | 3375 | 2122 | 2017 | 1934 | 1973 | 1776 | 1682 | 1169 | 964 | 716 | 662 | 640 | 579 | 440 |
| | Mean FTE | 0.85 | 0.81 | 0.84 | 0.85 | 0.84 | 0.78 | 0.78 | 0.82 | 0.75 | 0.83 | 0.77 | 0.74 | 0.83 | 0.80 | 0.83 | 0.81 | 0.75 | 0.76 | 0.81 | 0.70 |
| Male | Head count | 1968 | 1660 | 1393 | 1266 | 1428 | 1373 | 918 | 568 | 559 | 495 | 436 | 410 | 390 | 294 | 242 | 180 | 132 | 139 | 128 | 73 |
| | Mean FTE | 0.92 | 0.93 | 0.93 | 0.93 | 0.93 | 0.89 | 0.91 | 0.91 | 0.87 | 0.94 | 0.94 | 0.86 | 0.92 | 0.93 | 0.93 | 0.91 | 0.93 | 0.86 | 0.90 | 0.84 |
| Total | Head count | 8626 | 8349 | 6460 | 6311 | 6249 | 5452 | 4293 | 2690 | 2576 | 2429 | 2409 | 2186 | 2072 | 1463 | 1206 | 896 | 794 | 779 | 707 | 513 |
| | Mean FTE | 0.86 | 0.83 | 0.86 | 0.87 | 0.86 | 0.81 | 0.81 | 0.84 | 0.78 | 0.85 | 0.80 | 0.76 | 0.84 | 0.82 | 0.85 | 0.83 | 0.78 | 0.78 | 0.82 | 0.72 |

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

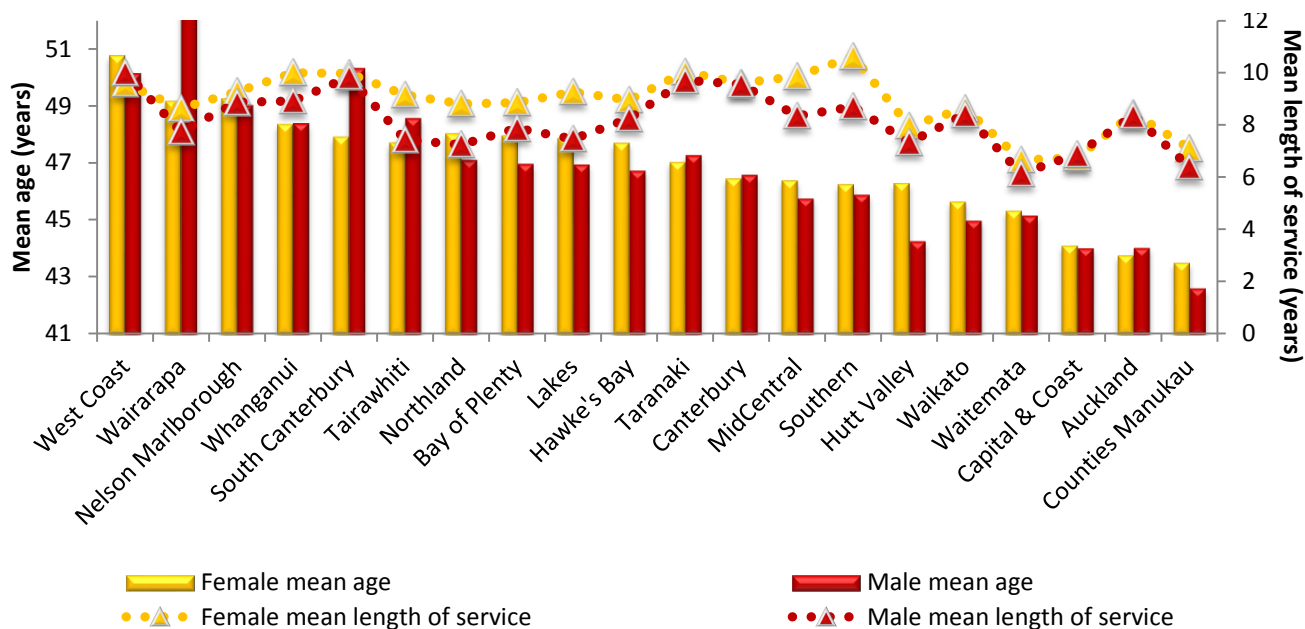


Table 7: Mean ages and mean length of service by DHB and sex

| 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 | 50.8 | 10.0 | 50.2 | 9.7 | 50.7 |
| Wairarapa | 8.6 | 49.2 | 7.7 | 53.1 | 8.5 | 49.7 |
| Nelson Marlborough | 9.3 | 49.3 | 8.9 | 49.0 | 9.2 | 49.2 |
| Whanganui | 10.0 | 48.4 | 8.9 | 48.4 | 9.8 | 48.4 |
| South Canterbury | 10.0 | 47.9 | 9.8 | 50.3 | 10.0 | 48.4 |
| Tairāwhiti | 9.1 | 47.7 | 7.4 | 48.6 | 8.8 | 47.9 |
| Northland | 8.8 | 48.0 | 7.2 | 47.1 | 8.5 | 47.8 |
| Bay of Plenty | 8.9 | 48.0 | 7.9 | 47.0 | 8.6 | 47.8 |
| Lakes | 9.3 | 47.9 | 7.5 | 47.0 | 8.9 | 47.7 |
| Hawke's Bay | 9.0 | 47.7 | 8.2 | 46.8 | 8.8 | 47.5 |
| Taranaki | 10.0 | 47.0 | 9.7 | 47.3 | 10.0 | 47.1 |
| Canterbury | 9.6 | 46.5 | 9.6 | 46.6 | 9.6 | 46.5 |
| MidCentral | 9.9 | 46.4 | 8.3 | 45.8 | 9.6 | 46.3 |
| Southern | 10.6 | 46.3 | 8.7 | 45.9 | 10.2 | 46.2 |
| Hutt Valley | 8.0 | 46.3 | 7.3 | 44.3 | 7.8 | 45.9 |
| Waikato | 8.6 | 45.7 | 8.4 | 45.0 | 8.6 | 45.5 |
| Waitemata | 6.7 | 45.3 | 6.1 | 45.2 | 6.6 | 45.3 |
| Capital & Coast | 6.7 | 44.1 | 6.9 | 44.0 | 6.8 | 44.1 |
| Auckland | 8.5 | 43.8 | 8.4 | 44.0 | 8.4 | 43.8 |
| Counties Manukau | 7.1 | 43.5 | 6.4 | 42.6 | 7.0 | 43.3 |
| Grand Total | 8.5 | 45.9 | 7.9 | 45.5 | 8.4 | 45.8 |

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

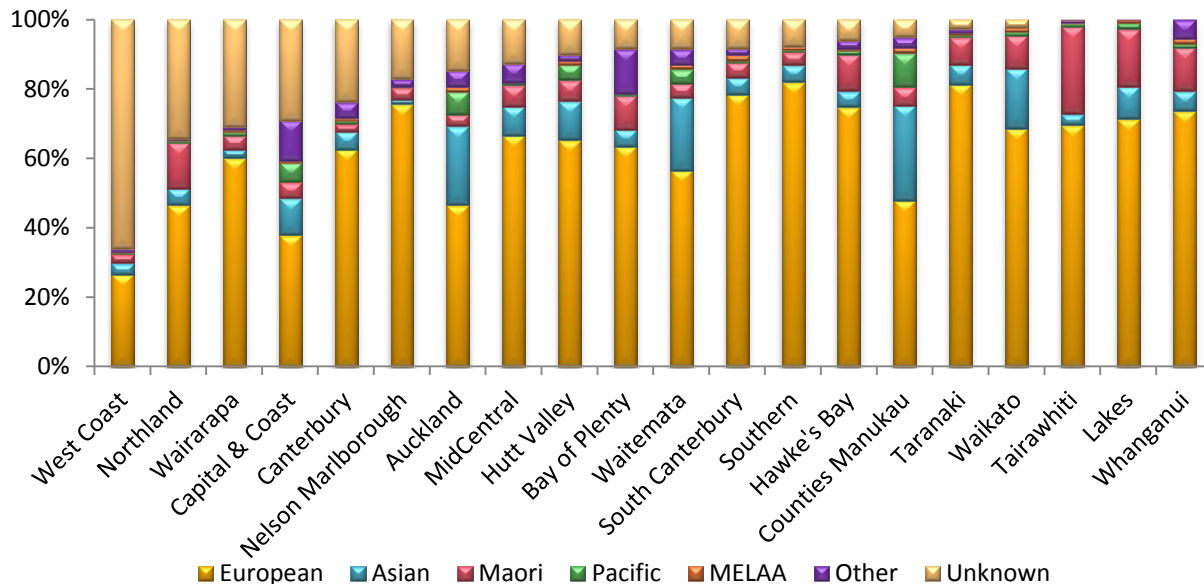


Table 8: Distribution of reported ethnicities by DHB

| DHB | European | Asian | Māori | Pacific | MELAA | Other | Unknown |
|--------------------|---------------|--------------|--------------|--------------|------------|--------------|--------------|
| West Coast | 211 | 26 | 20 | ** | ** | 5 | 525 |
| Northland | 1,198 | 124 | 343 | 15 | 5 | 10 | 881 |
| Wairarapa | 309 | 12 | 21 | 6 | ** | ** | 158 |
| Capital & Coast | 2,071 | 579 | 254 | 301 | 33 | 630 | 1,584 |
| Canterbury | 5,223 | 437 | 183 | 82 | 54 | 387 | 1,983 |
| Nelson Marlborough | 1,654 | 30 | 74 | ** | ** | 47 | 375 |
| Auckland | 4,024 | 1,953 | 296 | 575 | 114 | 392 | 1,272 |
| MidCentral | 1,620 | 204 | 146 | >17 | ** | 131 | 306 |
| Hutt Valley | 1,355 | 232 | 125 | 94 | 24 | 35 | 207 |
| Bay of Plenty | 1,705 | 134 | 262 | >11 | ** | 345 | 227 |
| Waitemata | 3,649 | 1,365 | 265 | 260 | 90 | 288 | 543 |
| South Canterbury | 611 | 38 | 34 | ** | >10 | 14 | 65 |
| Southern | 3,521 | 212 | 164 | 23 | 33 | 0 | 340 |
| Hawke's Bay | 1,804 | 110 | 252 | 31 | 12 | 57 | 143 |
| Counties Manukau | 3,021 | 1,725 | 338 | 617 | 106 | 185 | 319 |
| Taranaki | 1,191 | 83 | 117 | 8 | 11 | 14 | 39 |
| Waikato | 4,293 | 1,083 | 590 | 71 | >62 | ** | 146 |
| Tairāwhiti | 492 | 23 | 178 | 6 | ** | 6 | ** |
| Lakes | 862 | 111 | 200 | 21 | 11 | ** | ** |
| Whanganui | 660 | 52 | 112 | 10 | 13 | 49 | 0 |
| Grand Total | 39,474 | 8,533 | 3,974 | 2,164 | 600 | 2,601 | 9,114 |

** Data suppressed (headcounts less than 5)

Note:

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

ANALYSIS BY DHB AND OCCUPATION GROUP

LENGTH OF SERVICE BY OCCUPATION GROUP DHB

The following charts show the mean length of service for each occupation group by DHB. They have been arranged in descending order. The red dotted line shows the national average.

Figure 10: Mean length of service for Nursing by DHB

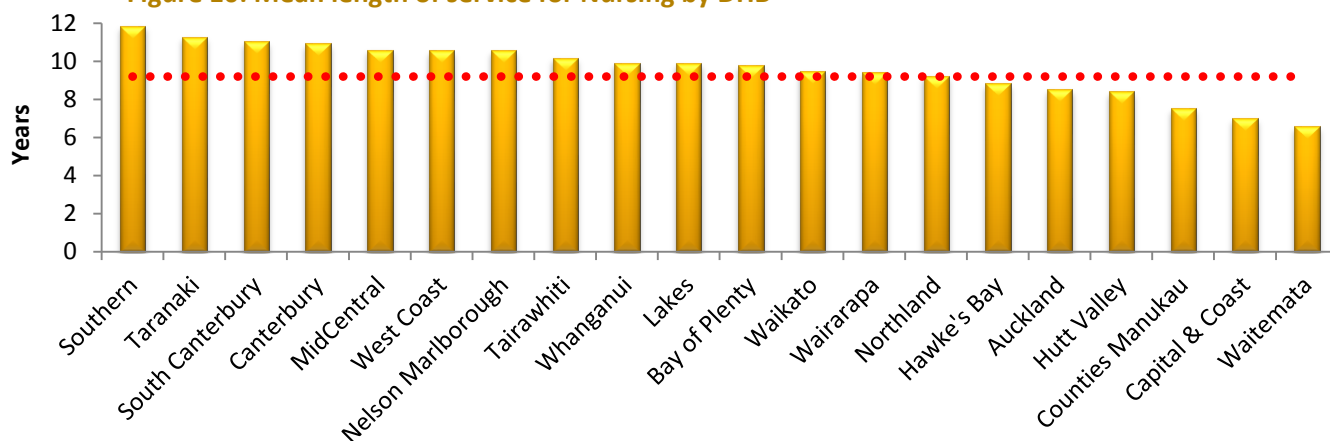


Figure 11: Mean length of service for Midwifery by DHB

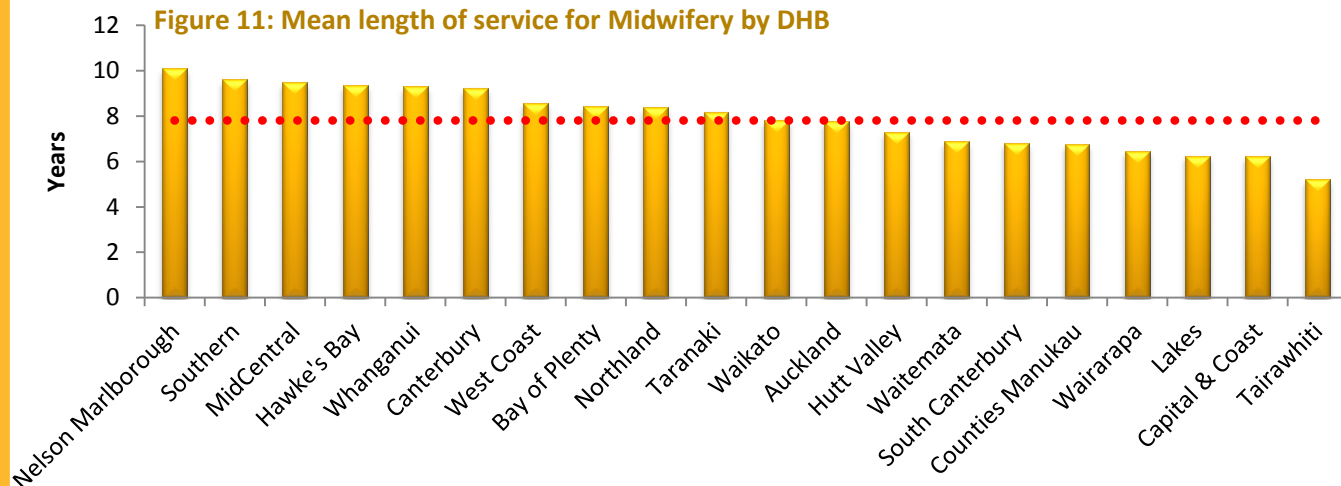


Figure 12: Mean length of service for Senior Medical by DHB

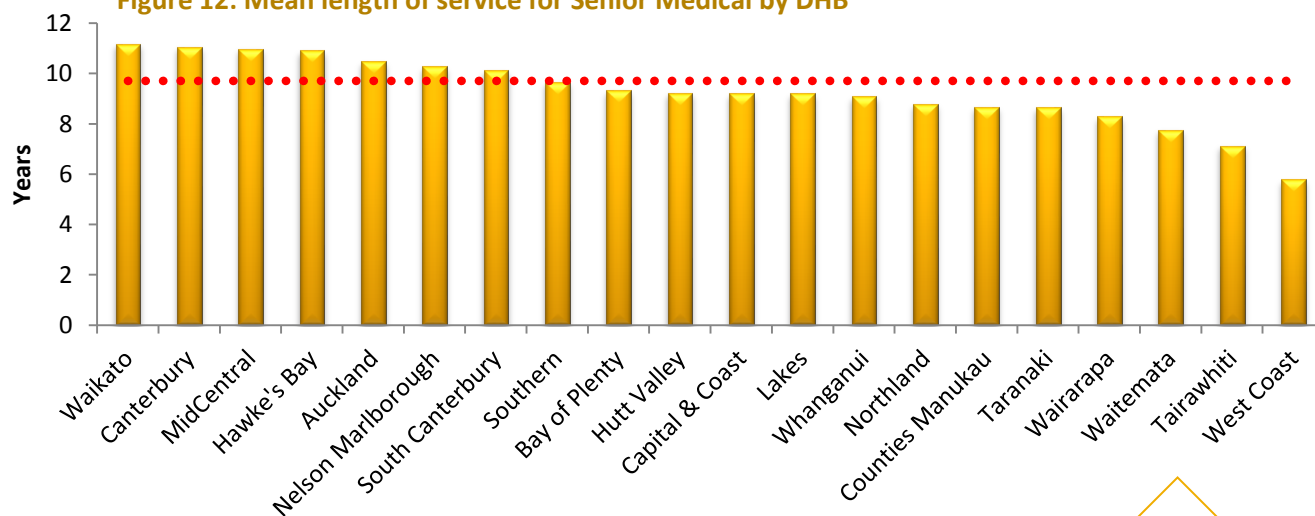


Figure 13: Mean length of service for Allied and Scientific by DHB

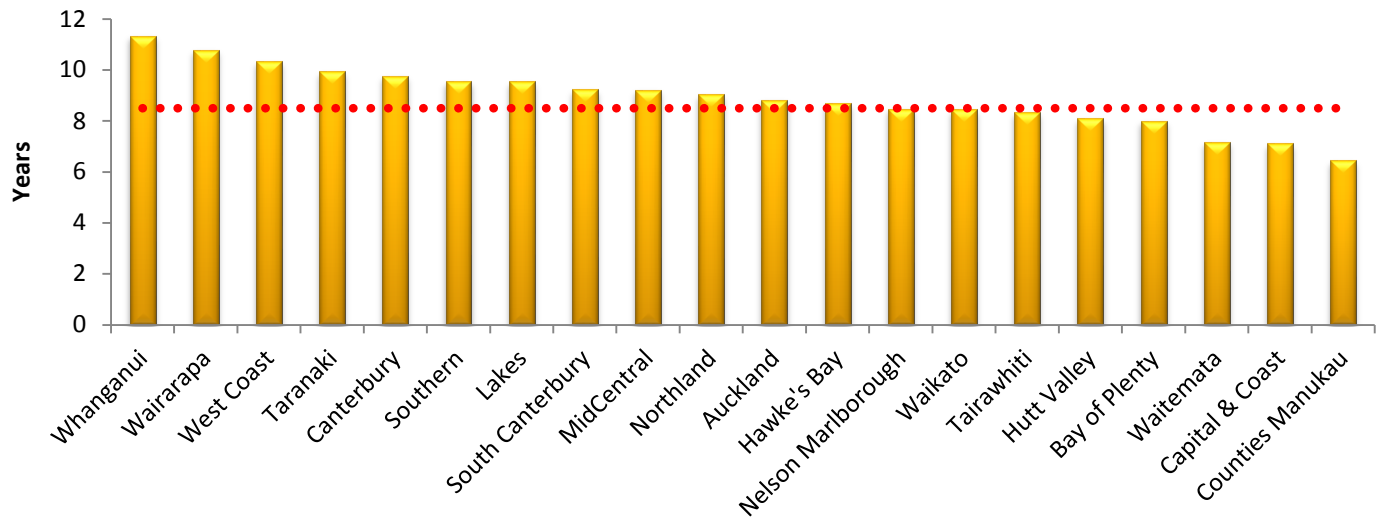


Figure 14: Mean length of service for Care and Support by DHB

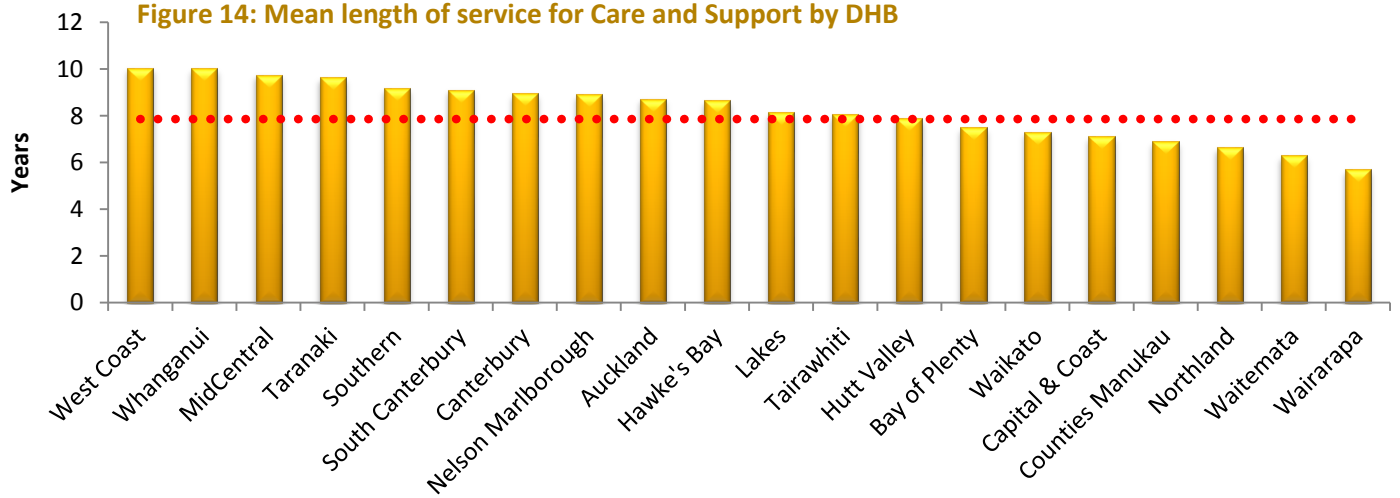
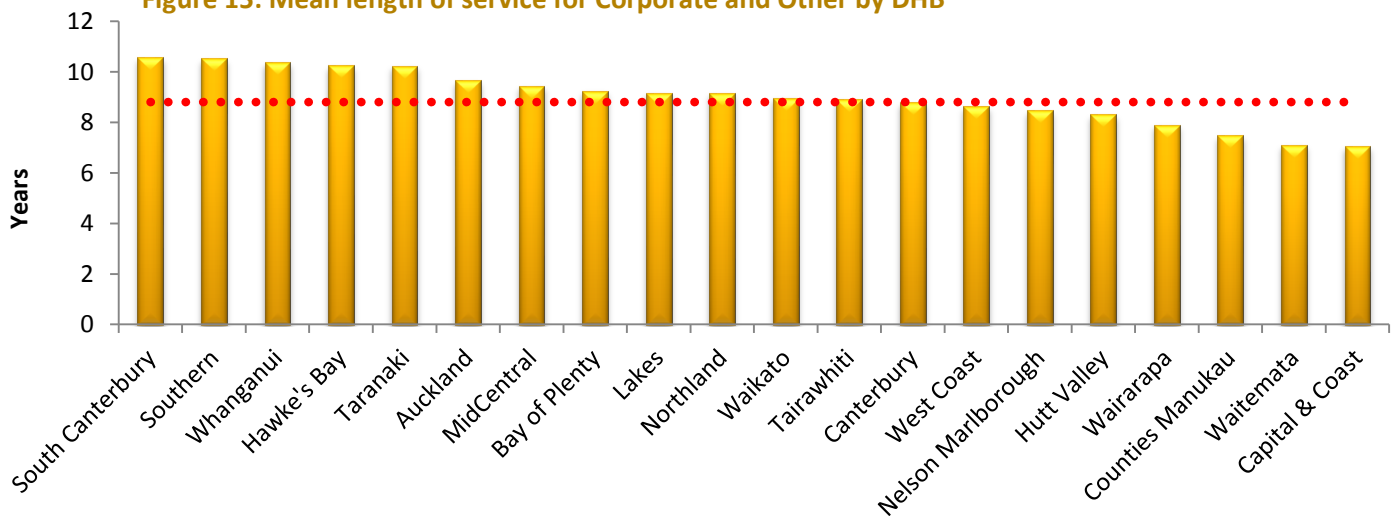
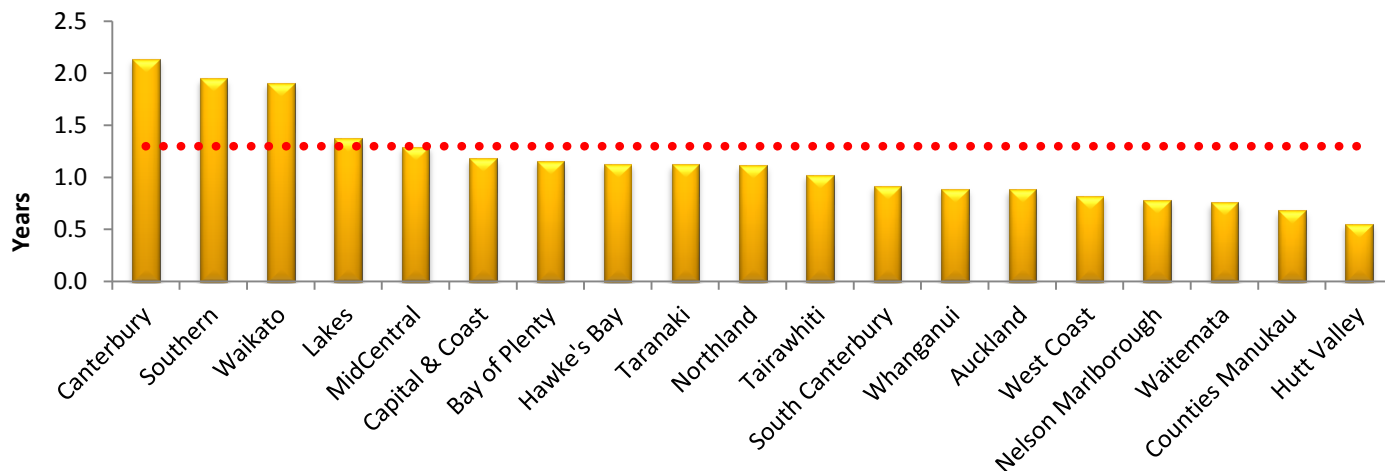


Figure 15: Mean length of service for Corporate and Other by DHB



The majority of junior medical staff work on a rotation across different specialties and different DHBs. For that reason their mean length of service is significantly lower than those staff in the other occupational groups.

Figure 16: Mean length of service for Junior Medical by DHB



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 all New Zealand employees for the June 2014 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand.

Figure 17: Distribution of overall DHB occupation by age, with national employee data

