
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 JULY TO 30 SEPTEMBER 2012

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 July 2012 to 30 September 2012 and is a snapshot in time as at 30 September 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 July 2012 to September 2012 inclusive and is a snapshot taken by the DHBs on 30 September 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 September 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 64,425 50,785 female 13,640 male	53,633 FTE* 41,148 FTE* females 12,485 FTE* males	Largest occupation group: Nurses – 24,200 Smallest occupation group: Midwives – 1,319
DHB employee average age 45.6 years 45.7 years for females 45.1 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 49.6 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 9.4 years) Shortest Length of Service occupation group Junior Medical (mean 1.4 years)	Top three employee ethnicities: NZ European – 73% Asian – 15% Māori – 7%

* Contracted FTE (using 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

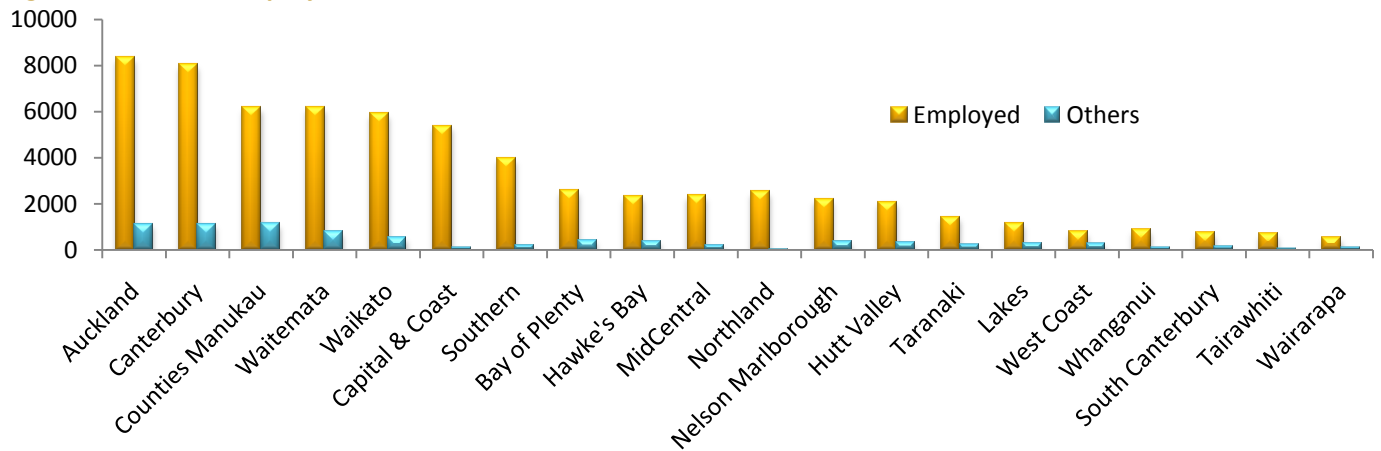


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	8,365	1,130	9,495	13.1%
Canterbury	8,056	1,131	9,187	12.7%
Counties Manukau	6,194	1,153	7,347	10.1%
Waitemata	6,197	791	6,988	9.6%
Waikato	5,904	547	6,451	8.9%
Capital & Coast	5,388	108	5,496	7.6%
Southern	3,960	222	4,182	5.8%
Bay of Plenty	2,570	429	2,999	4.1%
Hawke's Bay	2,326	392	2,718	3.7%
MidCentral	2,379	225	2,604	3.6%
Northland	2,528	52	2,580	3.6%
Nelson Marlborough	2,200	371	2,571	3.5%
Hutt Valley	2,099	344	2,443	3.4%
Taranaki	1,432	231	1,663	2.3%
Lakes	1,172	299	1,471	2.0%
West Coast	794	280	1,074	1.5%
Whanganui	877	120	997	1.4%
South Canterbury	748	166	914	1.3%
Tairāwhiti	712	68	780	1.1%
Wairarapa	524	112	636	0.9%
Grand Total	64,425	8,171	72,596	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, 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

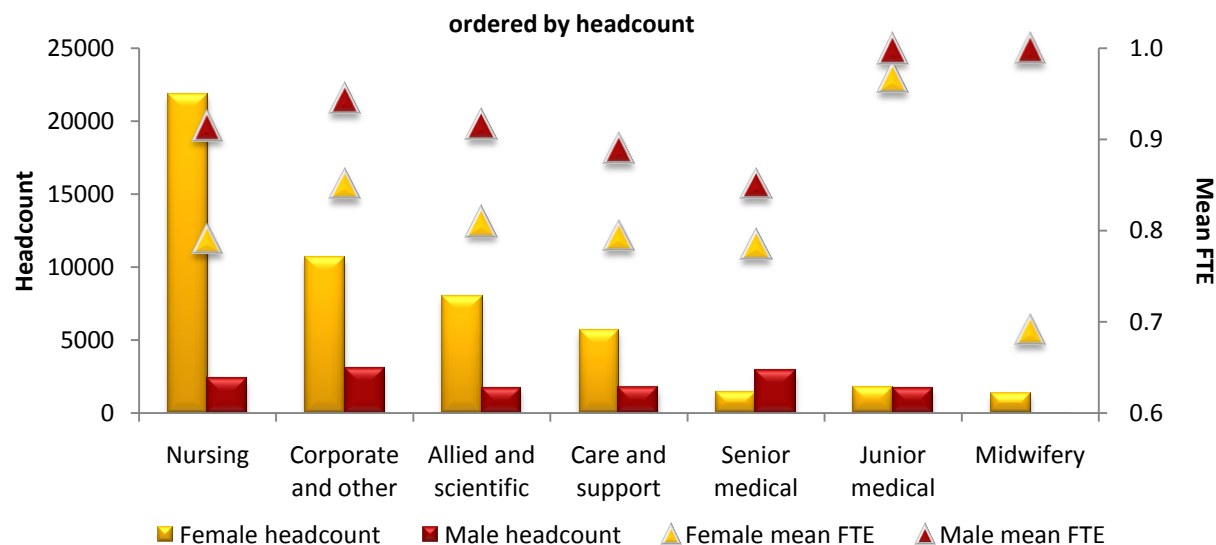
DHB	Nursing			Corporate and other			Allied & scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	2964	2507.5	0.85	1649	1511.0	0.92	1549	1309.7	0.85	627	573.4	0.91	846	687.9	0.81	587	570.7	0.97	141	108.0	0.77
Canterbury	3027	2438.3	0.81	1665	1414.0	0.85	1292	1054.8	0.82	947	756.1	0.80	506	423.1	0.84	482	467.6	0.97	137	90.0	0.66
Waitemata	2183	1867.4	0.86	1192	1028.8	0.86	1234	1028.0	0.83	775	705.9	0.91	429	362.6	0.85	265	257.6	0.97	119	80.1	0.67
Counties Manukau	2349	1991.8	0.85	1364	1147.0	0.84	890	772.9	0.87	644	577.8	0.90	443	373.8	0.84	347	341.1	0.98	157	118.0	0.75
Waikato	2257	1859.6	0.82	1363	1222.8	0.90	801	678.4	0.85	694	599.2	0.86	338	292.4	0.87	357	348.8	0.98	94	65.0	0.69
Capital & Coast	2054	1563.1	0.76	1090	965.5	0.89	697	567.9	0.81	676	521.0	0.77	351	264.2	0.75	369	329.8	0.89	151	88.7	0.59
Southern	1581	1234.0	0.78	930	819.8	0.88	570	474.9	0.83	349	269.2	0.77	240	191.5	0.80	227	220.5	0.97	63	45.2	0.72
Bay of Plenty	1055	837.3	0.79	529	470.4	0.89	313	263.9	0.84	310	263.2	0.85	172	140.9	0.82	140	138.4	0.99	51	34.9	0.68
Northland	996	736.7	0.74	496	400.7	0.81	354	286.3	0.81	372	252.0	0.68	155	145.0	0.94	89	87.7	0.99	66	39.9	0.60
MidCentral	933	753.9	0.81	604	547.0	0.91	298	254.5	0.85	204	165.7	0.81	145	125.3	0.86	136	135.2	0.99	59	39.9	0.68
Hawke's Bay	890	638.9	0.72	510	444.4	0.87	329	264.5	0.80	304	242.8	0.80	122	99.8	0.82	111	158.9	1.43	60	39.9	0.66
Nelson Marlborough	693	496.3	0.72	489	397.5	0.81	272	193.9	0.71	494	354.6	0.72	143	109.1	0.76	65	64.0	0.98	44	29.8	0.68
Hutt Valley	694	564.1	0.81	449	405.6	0.90	377	306.7	0.81	264	227.3	0.86	139	104.8	0.75	133	129.7	0.98	43	31.4	0.73
Taranaki	566	408.6	0.72	328	284.1	0.87	203	160.7	0.79	161	133.7	0.83	86	76.1	0.89	63	61.8	0.98	25	17.0	0.68
Lakes	457	367.0	0.80	291	255.1	0.88	142	122.2	0.86	114	94.8	0.83	72	65.2	0.91	64	64.0	1.00	32	23.6	0.74
Whanganui	354	294.6	0.83	192	166.8	0.87	113	85.3	0.75	112	92.6	0.83	47	42.6	0.91	35	34.7	0.99	24	17.9	0.75
West Coast	308	251.7	0.82	194	154.9	0.80	72	61.6	0.86	161	78.5	0.49	48	41.7	0.87	1	1.0	1.00	10	8.5	0.85
Tairāwhiti	298	226.5	0.76	165	149.6	0.91	97	82.3	0.85	69	56.1	0.81	50	44.2	0.88	23	22.7	0.99	10	7.6	0.76
South Canterbury	311	243.6	0.78	133	115.2	0.87	73	54.7	0.75	103	65.6	0.64	45	37.0	0.82	14	14.0	1.00	19	16.6	0.87
Wairarapa	230	154.1	0.67	144	112.7	0.78	55	39.5	0.72	37	28.2	0.76	34	27.9	0.82	10	10.0	1.00	14	10.4	0.74
Grand Total	24200	19434.8	0.80	13777	12012.9	0.87	9731	8062.9	0.83	7417	6057.7	0.82	4411	3655.3	0.83	3518	3458.2	0.98	1319	912.3	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: 52 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	21,834	0.79	2,366	0.91	24,200	0.80
Corporate and other	10,673	0.85	3,104	0.94	13,777	0.87
Allied and scientific	7,979	0.81	1,752	0.92	9,731	0.83
Care and support	5,657	0.79	1,760	0.89	7,417	0.82
Senior medical	1,484	0.78	2,927	0.85	4,411	0.83
Junior medical	1,801	0.97	1,717	1.00	3,518	0.98
Midwifery	1,317	0.69	2	1.00	1,319	0.69
Grand Total	50,745	0.81	13,628	0.92	64,373	0.83

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

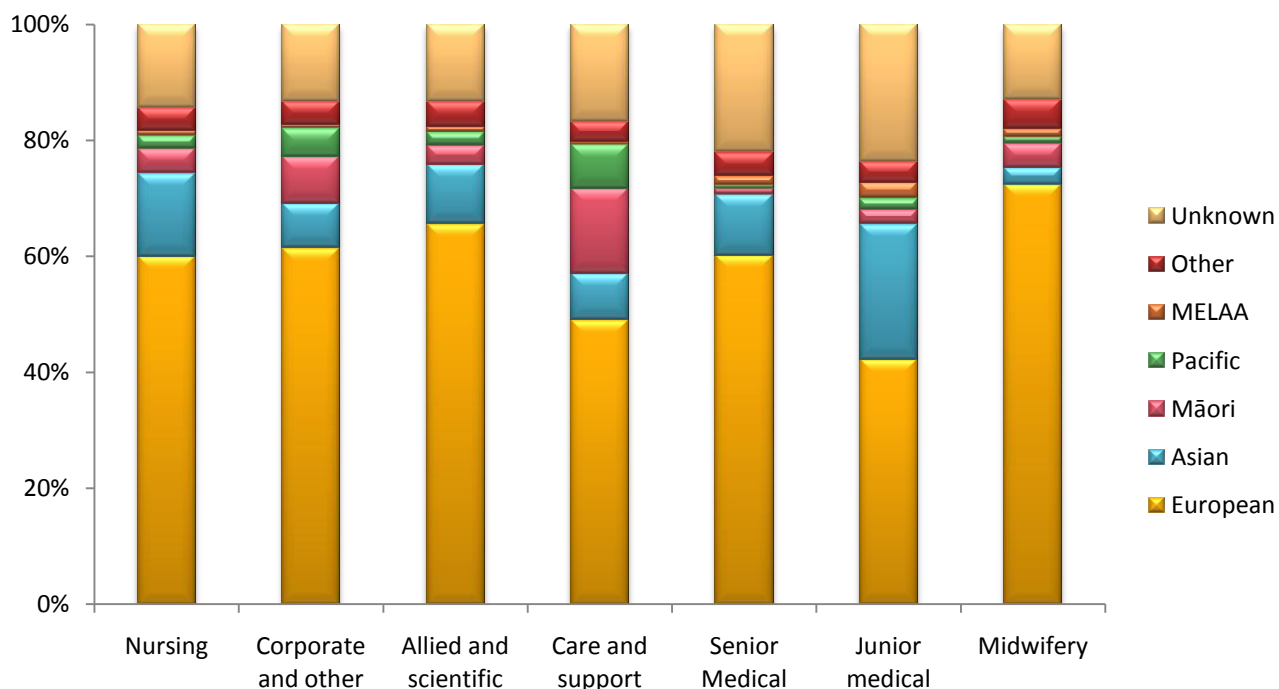


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	European		Asian		Māori		Pacific		MELAA		Other		Unknown	
Nursing	14,534	60.1%	3,482	14.4%	1,025	4.2%	537	2.2%	193	0.8%	942	3.9%	3,487	14.4%
Corporate and other	8,462	61.4%	1,064	7.7%	1,105	8.0%	684	5.0%	67	0.5%	569	4.1%	1,826	13.3%
Allied and scientific	6,392	65.7%	991	10.2%	332	3.4%	212	2.2%	92	0.9%	431	4.4%	1,281	13.2%
Care and support	3,643	49.1%	590	8.0%	1,088	14.7%	570	7.7%	35	0.5%	255	3.4%	1,236	16.7%
Senior Medical	2,654	60.2%	468	10.6%	42	1.0%	29	0.7%	68	1.5%	178	4.0%	972	22.0%
Junior medical	1,485	42.2%	826	23.5%	86	2.4%	66	1.9%	95	2.7%	127	3.6%	833	23.7%
Midwifery	956	72.5%	39	3.0%	55	4.2%	14	1.1%	18	1.4%	67	5.1%	170	12.9%
Grand Total	38,126	59.2%	7,460	11.6%	3,733	5.8%	2,112	3.3%	568	0.9%	2,569	4.0%	9,805	15.2%

Notes:

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

1 had no recorded ethnicity code

52 had no recorded ANZSCO or CCoA code - a 6% increase on June 2012 data

This pie chart is based on the 51,999 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

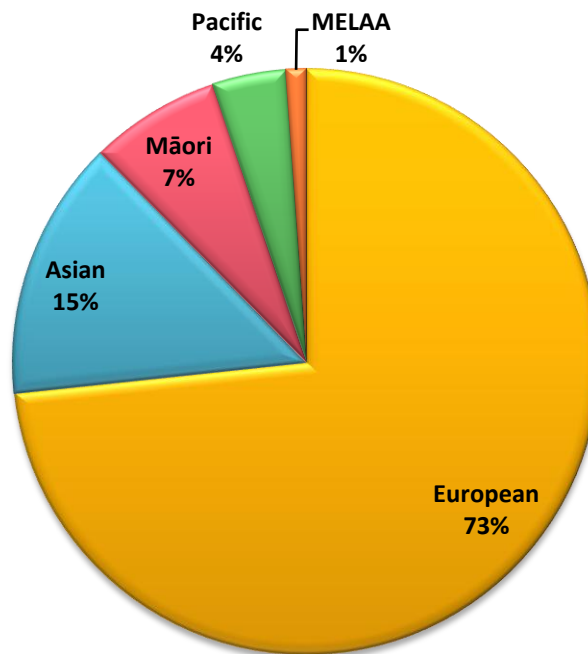
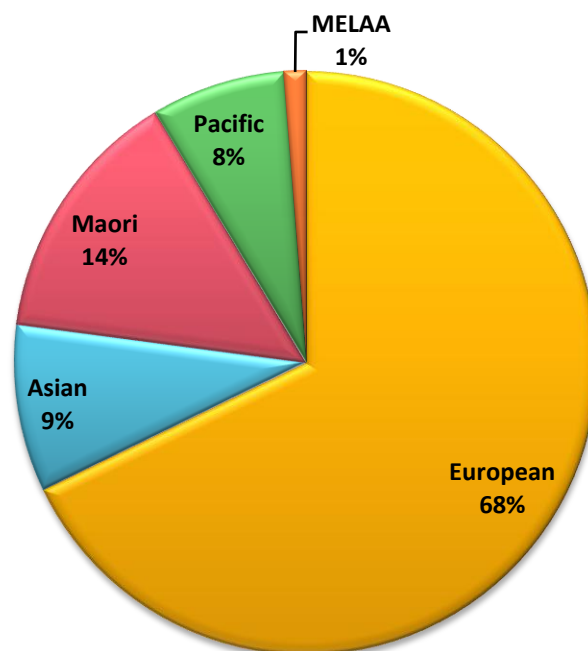


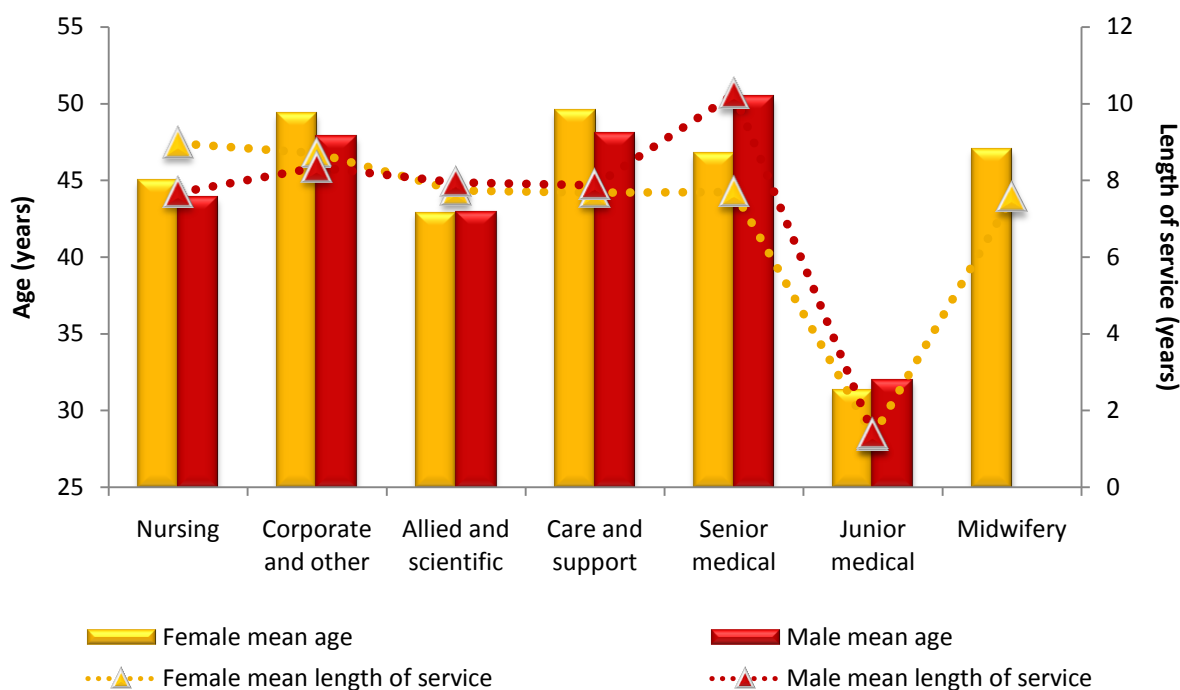
Figure 5: Proportion of identifiable ethnicities for 2012 PHO enrolment population data



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	43.8	8.8	44.9
Corporate and other	8.7	49.4	8.3	47.8	8.6	49.0
Allied and scientific	7.7	42.9	7.9	43.0	7.8	42.9
Care and support	7.7	49.6	7.9	48.1	7.7	49.2
Senior medical	7.7	46.8	10.3	50.4	9.4	49.2
Junior medical	1.3	31.3	1.4	32.0	1.4	31.6
Midwifery	7.6	47.0	**	**	7.6	47.0
Grand Total	8.2	45.7	7.7	45.1	8.1	45.6

Notes:

** Data removed for privacy

52 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

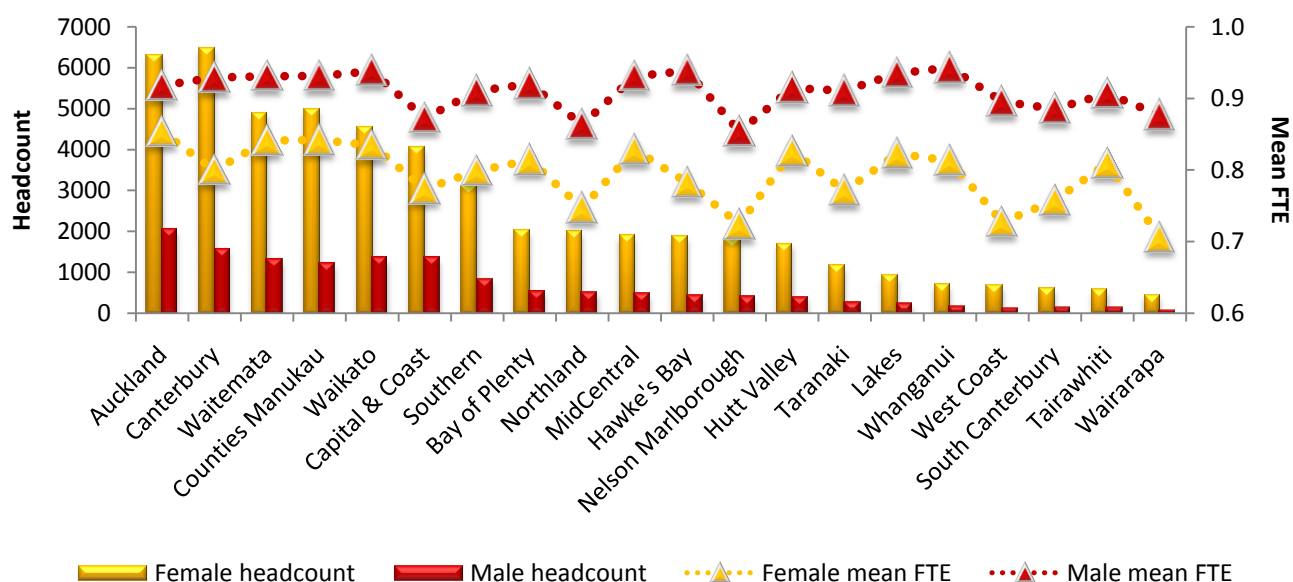


Table 6: Headcount and mean FTE by sex and DHB

		Auckland	Canterbury	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	6316	6480	4885	4980	4552	4043	3126	2027	2009	1887	1881	1793	1695	1159	927	710	672	615	580	448
	Mean FTE	0.85	0.80	0.84	0.84	0.83	0.77	0.80	0.81	0.75	0.83	0.78	0.72	0.83	0.77	0.82	0.81	0.73	0.76	0.81	0.71
Male	Head count	2049	1576	1312	1214	1352	1345	834	543	519	492	445	407	404	273	245	167	122	133	132	76
	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	0.91	0.94	0.94	0.90	0.89	0.91	0.88
Total	Head count	8365	8056	6197	6194	5904	5388	3960	2570	2528	2379	2326	2200	2099	1432	1172	877	794	748	712	524
	Mean FTE	0.87	0.82	0.86	0.86	0.86	0.80	0.82	0.84	0.77	0.85	0.81	0.75	0.84	0.80	0.85	0.84	0.75	0.78	0.83	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

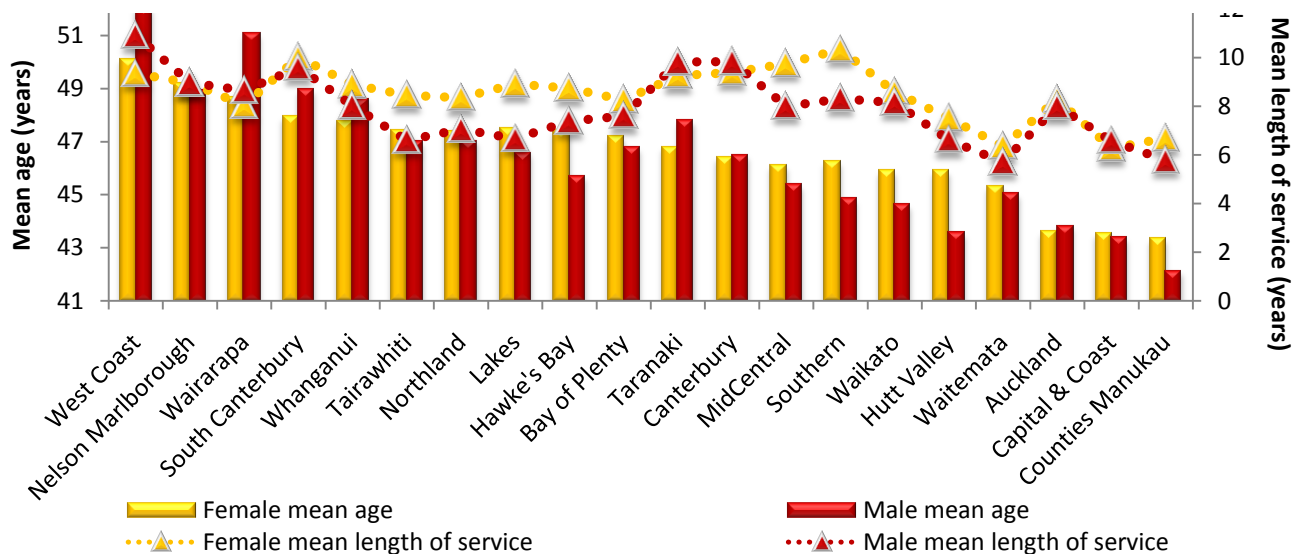


Table 7: Mean ages and mean length of service by DHB and sex

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	9.4	50.1	10.9	52.1	9.6	50.4
Nelson Marlborough	9.0	49.2	9.0	48.9	9.0	49.1
Wairarapa	8.1	48.7	8.7	51.1	8.1	49.0
South Canterbury	10.0	47.9	9.6	49.0	9.9	48.1
Whanganui	8.9	47.8	8.0	48.6	8.7	47.9
Tairāwhiti	8.5	47.5	6.6	47.0	8.1	47.4
Northland	8.3	47.4	7.1	47.0	8.1	47.3
Lakes	8.9	47.5	6.7	46.6	8.4	47.3
Hawke's Bay	8.7	47.5	7.4	45.7	8.5	47.1
Bay of Plenty	8.3	47.2	7.6	46.8	8.1	47.1
Taranaki	9.3	46.8	9.8	47.8	9.4	47.0
Canterbury	9.4	46.4	9.8	46.5	9.5	46.4
MidCentral	9.8	46.1	8.0	45.4	9.4	46.0
Southern	10.3	46.2	8.3	44.9	9.9	46.0
Waikato	8.6	45.9	8.2	44.6	8.5	45.6
Hutt Valley	7.5	45.9	6.6	43.6	7.3	45.5
Waitemata	6.4	45.3	5.7	45.1	6.2	45.3
Auckland	8.3	43.6	8.0	43.8	8.2	43.7
Capital & Coast	6.3	43.6	6.6	43.4	6.3	43.5
Counties Manukau	6.7	43.3	5.8	42.1	6.5	43.1
Grand Total	8.2	45.7	7.7	45.1	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

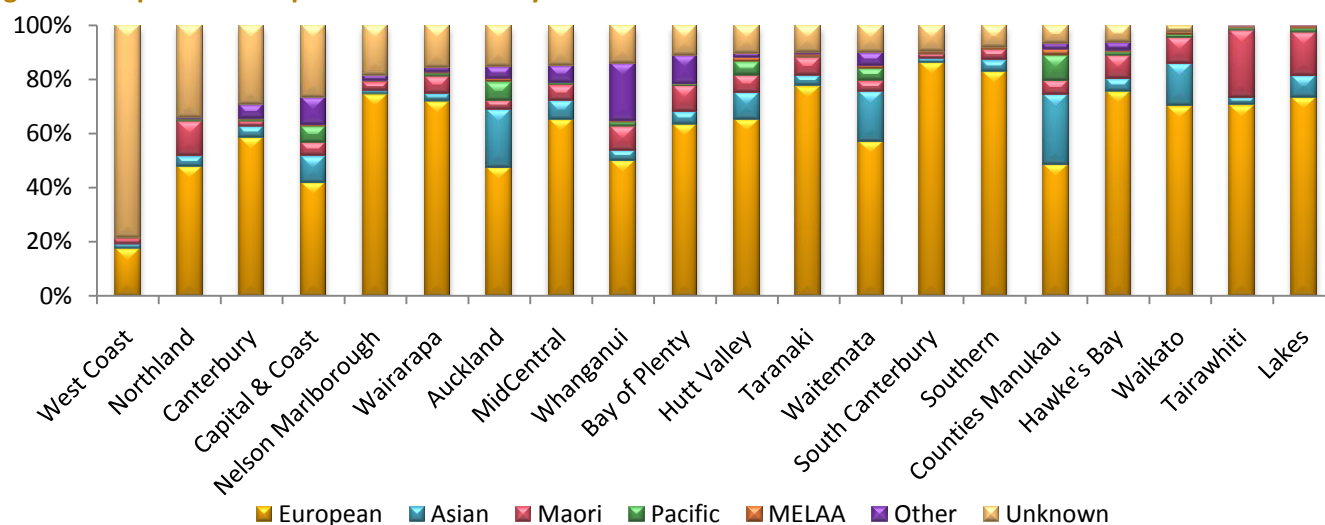


Table 8: Distribution of reported ethnicities by DHB

DHB	European	Asian	Māori	Pacific	MELAA	Other	Unknown
West Coast	139	14	15	2	2	0	622
Northland	1,208	101	324	19	2	12	862
Canterbury	4,703	344	154	60	38	414	2,343
Capital & Coast	2,252	542	272	318	38	544	1,422
Nelson Marlborough	1,642	25	74	3	4	51	401
Wairarapa	378	14	33	6	3	8	82
Auckland	3,980	1,772	294	570	109	380	1,260
MidCentral	1,554	165	135	20	4	146	355
Whanganui	438	36	77	12	5	186	123
Bay of Plenty	1,628	119	247	16	3	278	279
Hutt Valley	1,373	206	138	100	28	37	217
Taranaki	1,115	56	93	6	11	9	142
Waitemata	3,537	1,158	241	267	83	298	613
South Canterbury	644	12	13	2	4	1	72
Southern	3,285	166	156	10	28	0	315
Counties Manukau	3,017	1,600	332	579	115	134	417
Hawke's Bay	1,762	108	200	30	12	66	148
Waikato	4,155	908	568	70	67	1	135
Tairāwhiti	503	20	177	6	3	2	1
Lakes	861	94	190	16	9	2	0
Grand Total	38,174	7,460	3,733	2,112	568	2,569	9,809

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.

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

