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# DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

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1 JANUARY TO 31 MARCH 2014

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## 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.

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## PURPOSE OF THE REPORT

This report covers all DHB employees for the period 1 January 2014 to 31 March 2014 and is a snapshot in time at 31 March 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

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## DATA EXTRACTION

Important notes about the data extraction:

- The data extract used for this report covers the period January 2014 to March 2014 inclusive and is a snapshot taken by the DHBs on 31 March 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.

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Data source: DHB Workforce Information, held by DHB Shared Services

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# OVERVIEW

## DHB WORKFORCE AT A GLANCE

For data to 31 March 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.

<b>Total employees 66,425</b> <b>52,423 female</b> <b>14,002 male</b>	<b>55,553 FTE*</b> <b>42,710 FTE* females</b> <b>12,843 FTE* males</b>	<b>Largest occupation group:</b> <b>Nurses – 25,433</b> <b>Smallest occupation group:</b> <b>Midwives – 1,430</b>
<b>DHB employee average age 45.7 years</b> <b>45.8 years for females</b> <b>45.4 years for males</b>	<b>Oldest male occupation group:</b> <b>Senior Medical** (mean age 50.8 years)</b> <b>Youngest male occupation group:</b> <b>Junior medical (mean age 31.4 years)</b>	<b>Oldest female occupation group:</b> <b>Corporate and other (mean age 49.9 years)</b> <b>Youngest female occupation group:</b> <b>Junior medical (mean age 30.7 years)</b>
<b>Mean FTE rate 0.84</b> <b>Mean FTE rate for females 0.81</b> <b>Mean FTE rate for males 0.92</b>	<b>Longest Length of Service occupation group</b> <b>Senior medical (mean 9.5 years)</b> <b>Shortest Length of Service occupation group</b> <b>Junior medical (mean 1.2 years)</b>	<b>Employee reported ethnicities:</b> <b>NZ European – 73%</b> <b>Asian – 15%</b> <b>Māori – 7%</b> <b>Pacific – 4%</b> <b>MELAA – 1%</b>

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

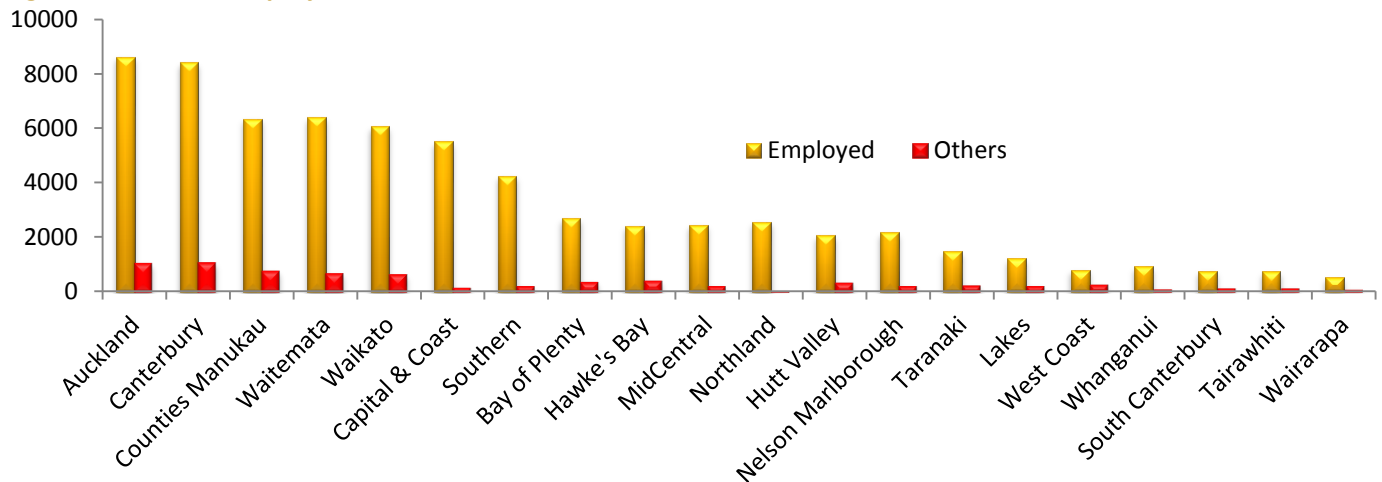
N.B. local (DHB and / or occupation) interpretations of a 'full time equivalent' can vary. For example; a sonographer may be class as 1.0 full time employee in one DHB where they are contracted to work 35 hours per week, whereas another sonographer in a different DHB may be class as 1.0 full time employee 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
<b>Auckland</b>	8,636	1,031	9,667	13.1%
<b>Canterbury</b>	8,426	1,055	9,481	12.8%
<b>Counties Manukau</b>	6,345	763	7,108	9.6%
<b>Waitemata</b>	6,416	681	7,097	9.6%
<b>Waikato</b>	6,168	535	6,703	9.1%
<b>Capital &amp; Coast</b>	5,512	176	5,688	7.7%
<b>Southern</b>	4,251	232	4,483	6.1%
<b>Bay of Plenty</b>	2,683	374	3,057	4.1%
<b>Hawke's Bay</b>	2,404	427	2,831	3.8%
<b>MidCentral</b>	2,440	233	2,673	3.6%
<b>Northland</b>	2,559	40	2,599	3.5%
<b>Hutt Valley</b>	2,066	356	2,422	3.3%
<b>Nelson Marlborough</b>	2,172	233	2,405	3.3%
<b>Taranaki</b>	1,473	261	1,734	2.3%
<b>Lakes</b>	1,193	237	1,430	1.9%
<b>West Coast</b>	786	281	1,067	1.4%
<b>Whanganui</b>	907	119	1,026	1.4%
<b>South Canterbury</b>	750	151	901	1.2%
<b>Tairāwhiti</b>	725	150	875	1.2%
<b>Wairarapa</b>	513	104	617	0.8%
<b>Grand Total</b>	<b>66,425</b>	<b>7,439</b>	<b>73,864</b>	<b>100%</b>

## 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

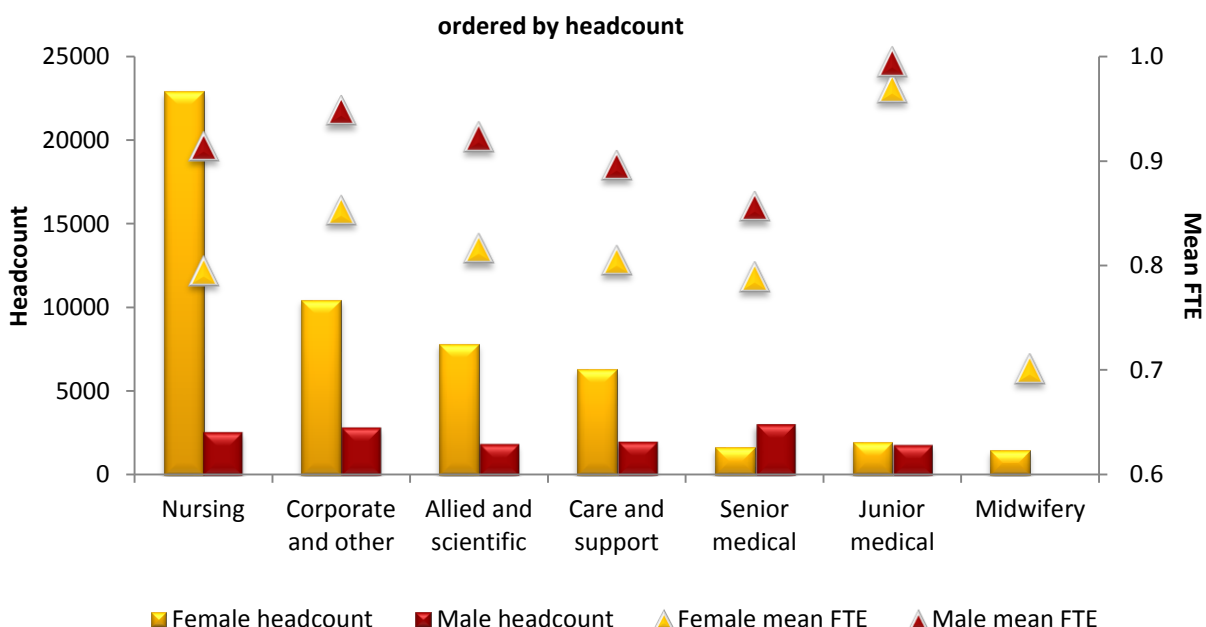
DHB	Nursing			Corporate and other			Allied & scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	3128	2653.1	0.85	1551	1369.1	0.88	1544	1304.5	0.84	772	702.4	0.91	891	723.9	0.81	592	577.7	0.98	158	122.4	0.77
Bay of Plenty	1113	879.0	0.79	539	480.9	0.89	309	260.3	0.84	330	282.6	0.86	187	153.8	0.82	151	149.9	0.99	54	38.1	0.71
Canterbury	3348	2731.0	0.82	1543	1336.6	0.87	1318	1105.7	0.84	1032	828.8	0.80	522	443.2	0.85	518	506.9	0.98	145	94.1	0.65
Capital & Coast	2103	1609.3	0.77	1111	1000.5	0.90	733	606.8	0.83	641	490.6	0.77	380	288.0	0.76	395	349.8	0.89	149	88.3	0.59
Counties Manukau	2355	2005.0	0.85	1236	1052.6	0.85	910	798.4	0.88	794	704.0	0.89	493	412.6	0.84	372	362.1	0.97	185	143.5	0.78
Hawke's Bay	956	671.6	0.70	501	433.4	0.87	343	274.4	0.80	303	243.7	0.80	126	105.8	0.84	116	167.0	1.44	59	40.0	0.68
Hutt Valley	731	597.0	0.82	425	387.2	0.91	349	280.6	0.80	267	230.7	0.86	140	103.8	0.74	117	116.1	0.99	37	26.7	0.72
Lakes	460	366.0	0.80	287	254.8	0.89	138	118.2	0.86	133	114.6	0.86	77	69.0	0.90	69	69.0	1.00	29	21.5	0.74
MidCentral	992	809.1	0.82	558	502.5	0.90	305	265.0	0.87	234	193.2	0.83	154	133.9	0.87	139	137.4	0.99	58	39.7	0.69
Nelson Marlborough	750	556.6	0.74	461	380.5	0.83	287	217.7	0.76	420	289.7	0.69	141	109.9	0.78	70	69.0	0.99	43	28.8	0.67
Northland	1040	764.8	0.74	497	398.8	0.80	332	267.5	0.81	386	276.6	0.72	162	155.0	0.96	92	89.1	0.97	50	32.5	0.65
South Canterbury	306	239.2	0.78	156	136.6	0.88	89	71.1	0.80	115	73.5	0.64	47	38.3	0.81	11	10.4	0.94	26	20.7	0.80
Southern	1687	1316.2	0.78	958	823.9	0.86	571	482.1	0.84	404	318.8	0.79	287	233.7	0.81	271	265.3	0.98	73	53.7	0.74
Tairāwhiti	308	236.3	0.77	161	144.9	0.90	92	77.2	0.84	80	62.6	0.78	49	43.7	0.89	19	18.6	0.98	16	12.1	0.76
Taranaki	567	429.8	0.76	349	311.4	0.89	178	144.1	0.81	193	165.4	0.86	91	78.7	0.87	66	65.0	0.98	29	19.8	0.68
Waikato	2365	1962.0	0.83	1395	1248.7	0.90	816	711.5	0.87	759	657.8	0.87	366	319.6	0.87	371	360.2	0.97	96	66.1	0.69
Wairarapa	246	166.8	0.68	113	85.7	0.76	48	38.1	0.79	47	31.5	0.67	31	26.0	0.84	10	10.0	1.00	18	10.8	0.60
Waitemata	2292	1962.2	0.86	1041	915.5	0.88	1102	900.4	0.82	1062	969.2	0.91	457	387.4	0.85	296	285.5	0.96	166	113.7	0.68
West Coast	323	270.6	0.84	174	140.5	0.81	82	70.6	0.86	147	79.8	0.54	45	39.4	0.88	0	0.0		15	11.8	0.79
Whanganui	363	295.9	0.82	196	168.3	0.86	105	82.7	0.79	131	106.6	0.81	54	47.9	0.89	34	34.0	1.00	24	18.5	0.77
Grand Total	25433	20521.7	0.81	13252	11572.5	0.87	9651	8076.7	0.84	8250	6822.2	0.83	4700	3913.4	0.83	3709	3643.1	0.98	1430	1003.0	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	22,905	0.80	2,528	0.91	25,433	0.81
Corporate and other	10,452	0.85	2,800	0.95	13,252	0.87
Allied and scientific	7,810	0.82	1,841	0.92	9,651	0.84
Care and support	6,270	0.81	1,980	0.90	8,250	0.83
Senior medical	1,636	0.79	3,064	0.86	4,700	0.83
Junior medical	>1,918	0.97	>1,781	1.00	3,709	0.98
Midwifery	>1,422	0.70	**	**	1,430	0.70
Grand Total	52,423	0.81	14,002	0.92	66,425	0.84

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

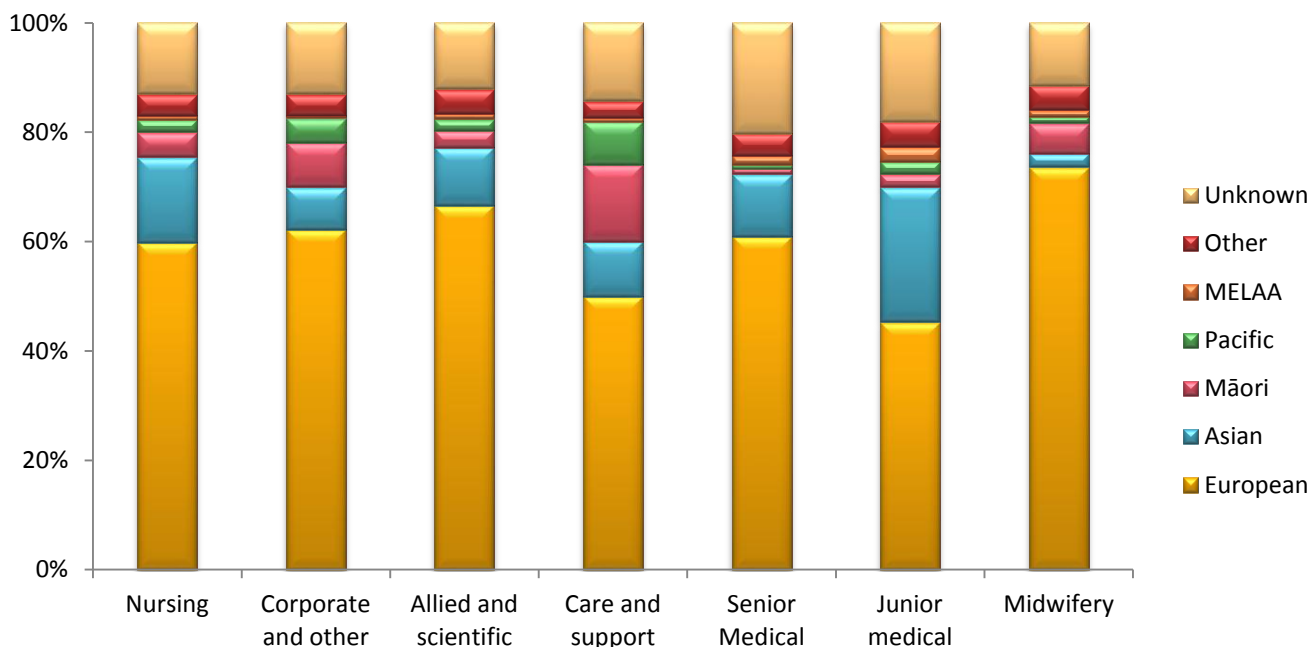


## HEADCOUNT BY OCCUPATION GROUP AND ETHNICITY

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**

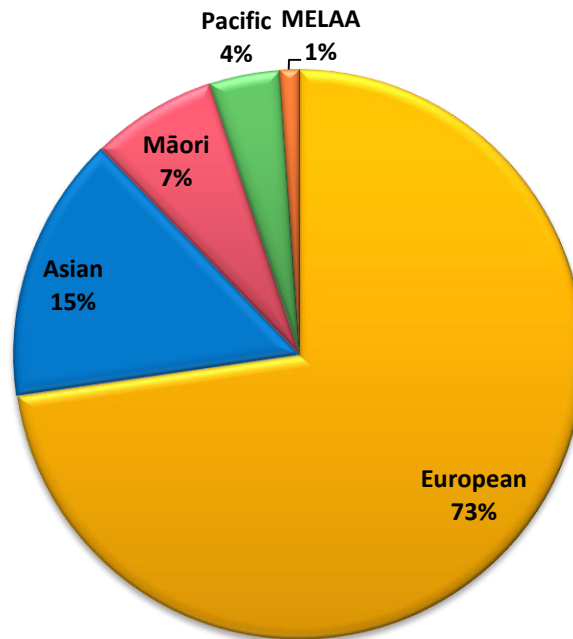
Occupation group	European		Asian		Māori		Pacific		MELAA		Other		Unknown	
<b>Nursing</b>	15,234	59.9%	3,966	15.6%	1,158	4.6%	575	2.3%	193	0.8%	991	3.9%	3,316	13.0%
<b>Corporate and other</b>	8,248	62.2%	1,026	7.7%	1,083	8.2%	598	4.5%	62	0.5%	511	3.9%	1,724	13.0%
<b>Allied and scientific</b>	6,428	66.6%	1,027	10.6%	300	3.1%	204	2.1%	89	0.9%	436	4.5%	1,167	12.1%
<b>Care and support</b>	4,121	50.0%	832	10.1%	1,159	14.0%	653	7.9%	62	0.8%	249	3.0%	1,174	14.2%
<b>Senior Medical</b>	2,883	61.3%	538	11.4%	50	1.1%	35	0.7%	73	1.6%	186	4.0%	935	19.9%
<b>Junior medical</b>	1,679	45.3%	917	24.7%	87	2.3%	84	2.3%	101	2.7%	173	4.7%	668	18.0%
<b>Midwifery</b>	1,053	73.6%	36	2.5%	79	5.5%	17	1.2%	17	1.2%	65	4.5%	163	11.4%
<b>Grand Total</b>	<b>39,646</b>	<b>59.7%</b>	<b>8,342</b>	<b>12.6%</b>	<b>3,916</b>	<b>5.9%</b>	<b>2,166</b>	<b>3.3%</b>	<b>597</b>	<b>0.9%</b>	<b>2,611</b>	<b>3.9%</b>	<b>9,147</b>	<b>13.8%</b>

Note:

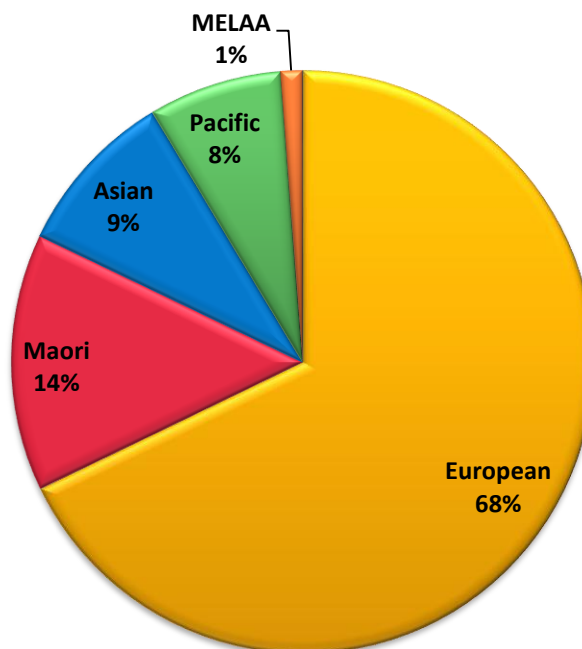
MELAA is a group amalgamation of Middle Eastern, Latin American and African ethnicities

This pie chart is based on the 54,667 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**



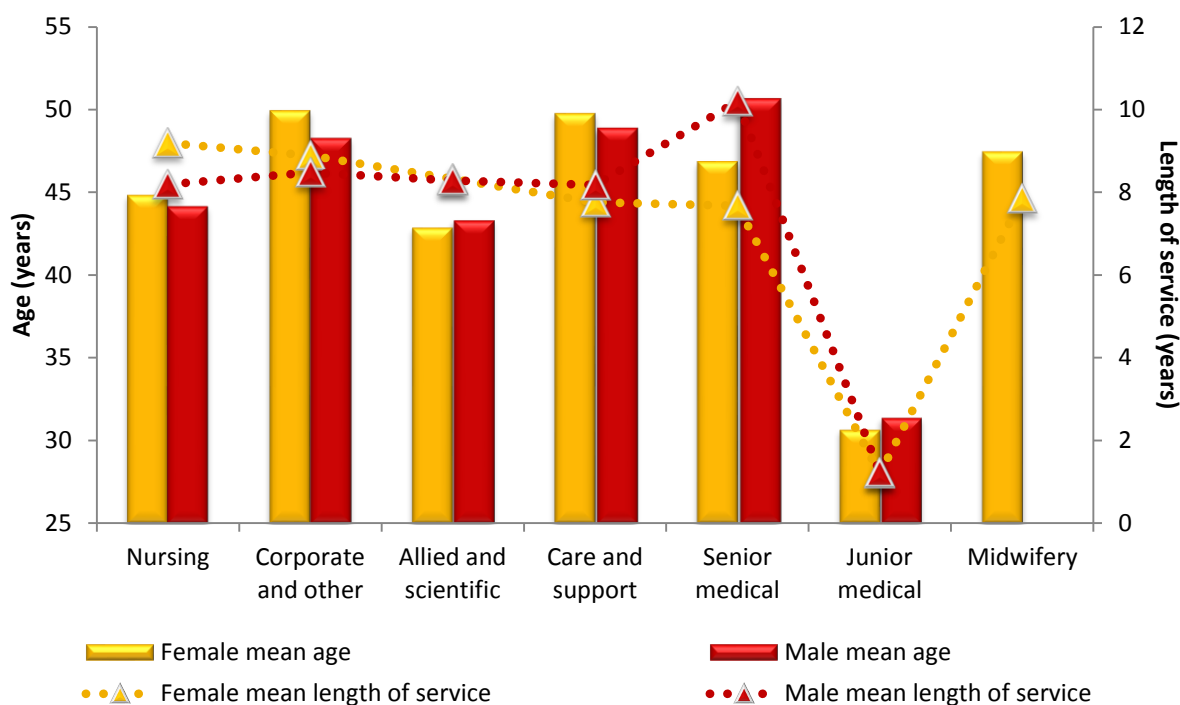
**Figure 5: Proportion of identifiable ethnicities for 2013 PHO enrolment population data**



## 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	9.2	44.8	8.2	44.1	9.1	44.8
Corporate and other	8.9	49.9	8.5	48.3	8.8	49.6
Allied and scientific	8.3	42.9	8.3	43.3	8.3	42.9
Care and support	7.8	49.8	8.2	48.9	7.9	49.5
Senior Medical	7.8	46.9	10.5	50.8	9.5	49.5
Junior medical	1.2	30.7	1.2	31.4	1.2	31.0
Midwifery	7.9	47.4	**	**	7.9	47.4
Total	8.5	45.8	7.9	45.4	8.3	45.7

\*\* 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

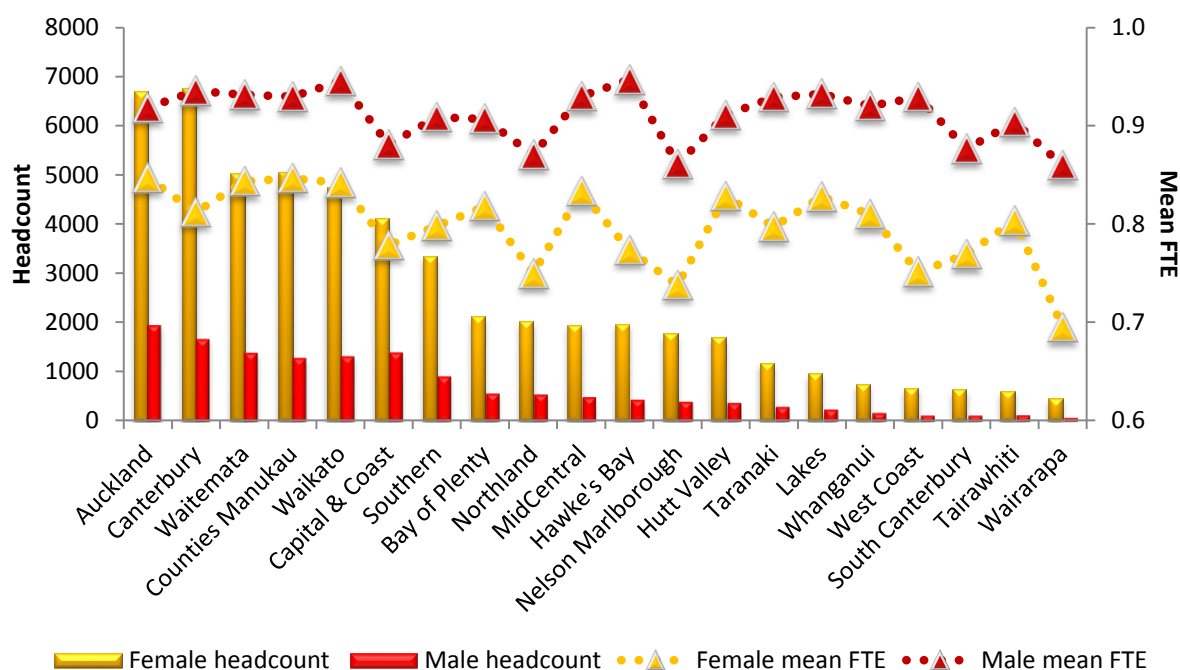


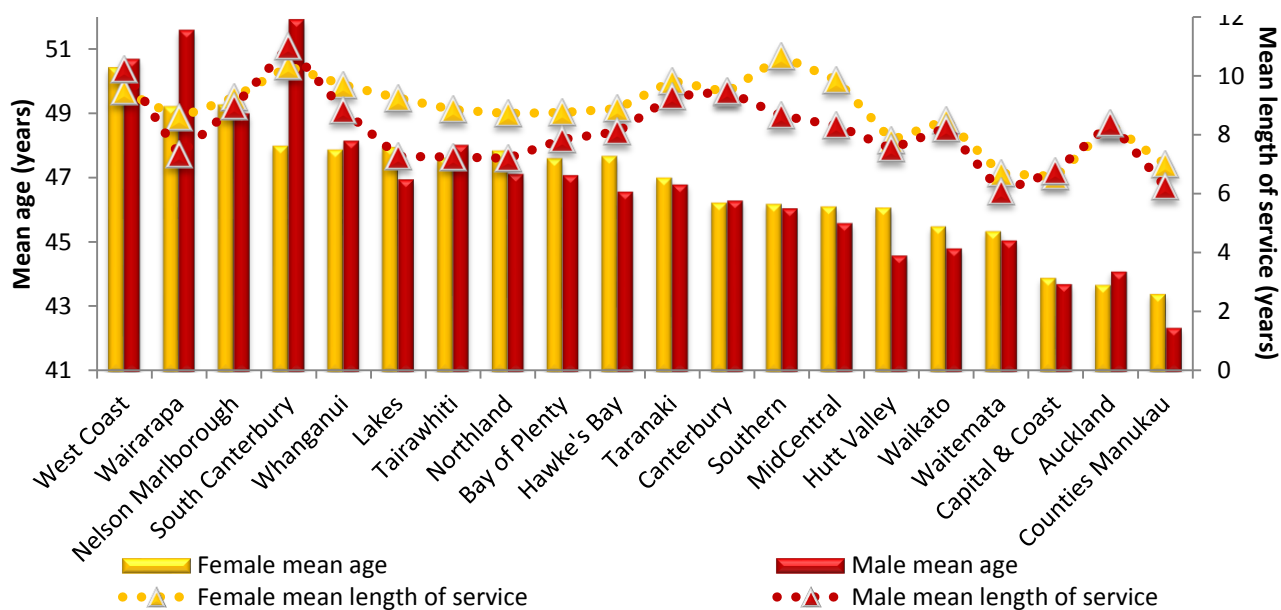
Table 6: Headcount and mean FTE by sex and DHB

		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	6694	6764	5026	5059	4768	4118	3339	2115	2010	1943	1962	1765	1690	1171	948	729	659	629	597	437
	Mean FTE	0.85	0.81	0.84	0.85	0.84	0.78	0.80	0.82	0.75	0.83	0.77	0.74	0.83	0.80	0.83	0.81	0.75	0.77	0.80	0.69
Male	Head count	1942	1662	1390	1286	1400	1394	912	568	549	497	442	407	376	302	245	178	127	121	128	76
	Mean FTE	0.92	0.94	0.93	0.93	0.94	0.88	0.91	0.91	0.87	0.93	0.95	0.86	0.91	0.93	0.93	0.92	0.93	0.88	0.90	0.86
Total	Head count	8636	8426	6416	6345	6168	5512	4251	2683	2559	2440	2404	2172	2066	1473	1193	907	786	750	725	513
	Mean FTE	0.86	0.84	0.86	0.86	0.86	0.80	0.82	0.84	0.78	0.85	0.81	0.76	0.84	0.82	0.85	0.83	0.78	0.79	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**



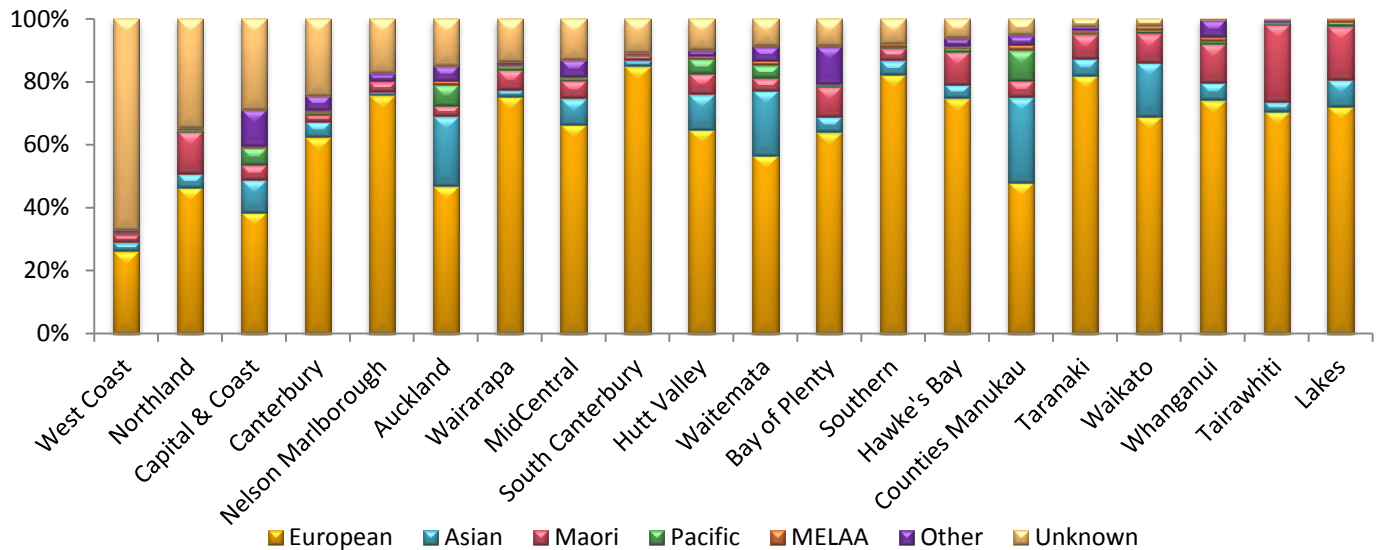
**Table 7: Mean ages and mean length of service by DHB and sex**

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	9.5	50.4	10.2	50.7	9.6	50.5
Wairarapa	8.6	49.2	7.3	51.6	8.4	49.6
Nelson Marlborough	9.3	49.3	9.0	49.0	9.2	49.2
South Canterbury	10.3	48.0	11.0	51.9	10.4	48.6
Whanganui	9.7	47.9	8.8	48.2	9.5	47.9
Lakes	9.2	48.0	7.3	47.0	8.8	47.8
Tairāwhiti	8.8	47.6	7.2	48.0	8.6	47.7
Northland	8.7	47.9	7.2	47.1	8.4	47.7
Bay of Plenty	8.8	47.6	7.8	47.1	8.6	47.5
Hawke's Bay	8.9	47.7	8.1	46.6	8.7	47.5
Taranaki	9.8	47.0	9.3	46.8	9.7	47.0
Canterbury	9.5	46.2	9.5	46.3	9.5	46.3
Southern	10.7	46.2	8.7	46.1	10.2	46.2
MidCentral	9.8	46.1	8.3	45.6	9.5	46.0
Hutt Valley	7.8	46.1	7.5	44.6	7.8	45.8
Waikato	8.5	45.5	8.2	44.8	8.4	45.3
Waitemata	6.7	45.4	6.1	45.1	6.6	45.3
Capital & Coast	6.6	43.9	6.8	43.7	6.6	43.9
Auckland	8.3	43.7	8.4	44.1	8.4	43.8
Counties Manukau	7.0	43.4	6.2	42.4	6.8	43.2
<b>Grand Total</b>	<b>8.5</b>	<b>45.8</b>	<b>7.9</b>	<b>45.4</b>	<b>8.3</b>	<b>45.7</b>

## 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	206	22	19	**	5	>4	527
Northland	1,187	116	337	17	**	>9	888
Capital & Coast	2,123	577	255	305	31	631	1,590
Canterbury	5,254	424	181	80	49	394	2,044
Nelson Marlborough	1,646	25	70	**	**	49	376
Auckland	4,049	1,916	291	576	116	407	1,281
Wairarapa	387	11	32	7	**	**	69
MidCentral	1,618	206	141	>19	**	136	316
South Canterbury	638	14	11	**	**	**	81
Hutt Valley	1,339	234	134	96	23	37	203
Waitemata	3,633	1,315	260	266	93	296	553
Bay of Plenty	1,717	131	259	18	8	320	230
Southern	3,498	196	164	21	34	0	338
Hawke's Bay	1,797	107	251	31	11	61	146
Counties Manukau	3,041	1,731	336	610	109	193	325
Taranaki	1,206	82	114	8	11	14	38
Waikato	4,262	1,059	568	72	68	0	139
Whanganui	673	51	112	9	12	48	**
Tairāwhiti	511	23	179	>4	**	>4	**
Lakes	861	102	202	18	10	0	0
<b>Grand Total</b>	<b>39,646</b>	<b>8,342</b>	<b>3,916</b>	<b>2,166</b>	<b>597</b>	<b>2,611</b>	<b>9,147</b>

\*\* Data suppressed (headcounts less than 5)

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 September 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**

