
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 OCTOBER TO 31 DECEMBER 2011

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 October 2011 to 31 December 2011 and is a snapshot in time as at 31 December 2011. 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 / charts 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 October 2011 to December 2011 inclusive and is a snapshot taken by the DHBs on 31 December 2011
- Otago DHB and Southland DHB are reported 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.

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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 31 December 2011, 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 63,585 50,138 female 13,447 male	52,945 FTE 40,676 FTE females 12,270 FTE males	Largest occupation group: Nurses – 23,725 Smallest occupation group: Midwives – 1,330
DHB employee average age 45.4 years 45.5 years for females 44.8 years for males	Oldest male occupation group: Senior medical (mean age 50.2 years) Youngest male occupation group: Junior medical (mean age 31.8 years)	Oldest female occupation group: Care and support (mean age 49.3 years) Youngest female occupation group: Junior medical (mean age 30.5 years)
Mean FTE rate 0.83 Mean FTE rate for females 0.81 Mean FTE rate for males 0.91	Longest Length of Service occupation group Senior medical (mean 9.4 years) Shortest Length of Service occupation group Junior Medical (mean 1.1 years)	Top three employee ethnicities: NZ European – 74% Asian – 14% Māori – 8%

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' (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

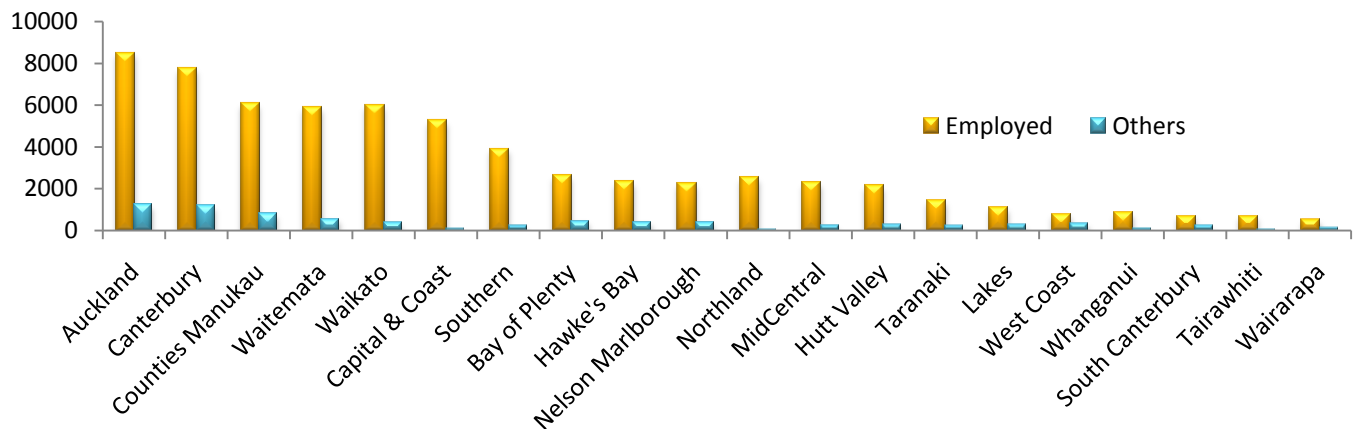


Table 1: Distribution of employment types

DHB	Employed	Others*	Total	Proportion of DHB workforce
Auckland	8,493	1,249	9,742	15.3%
Canterbury	7,756	1,174	8,930	14.0%
Counties Manukau	6,053	799	6,852	10.8%
Waitemata	5,869	552	6,421	10.1%
Waikato	5,978	388	6,366	10.0%
Capital & Coast	5,264	86	5,350	8.4%
Southern	3,919	214	4,133	6.5%
Bay of Plenty	2,637	458	3,095	4.9%
Hawke's Bay	2,334	416	2,750	4.3%
Nelson Marlborough	2,224	417	2,641	4.2%
Northland	2,520	56	2,576	4.1%
MidCentral	2,308	239	2,547	4.0%
Hutt Valley	2,138	259	2,397	3.8%
Taranaki	1,411	213	1,624	2.6%
Lakes	1,086	275	1,361	2.1%
West Coast	789	337	1,126	1.8%
Whanganui	876	102	978	1.5%
South Canterbury	706	235	941	1.5%
Tairāwhiti	697	60	757	1.2%
Wairarapa	527	115	642	1.0%
Grand Total	63,585	7,453	71,038	100.0%

*Others = maternity/parental leave and those whose data does not match the reporting variable standard format

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 (regardless of the date it refers to) has also been excluded since they left employment before the end of this 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 (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

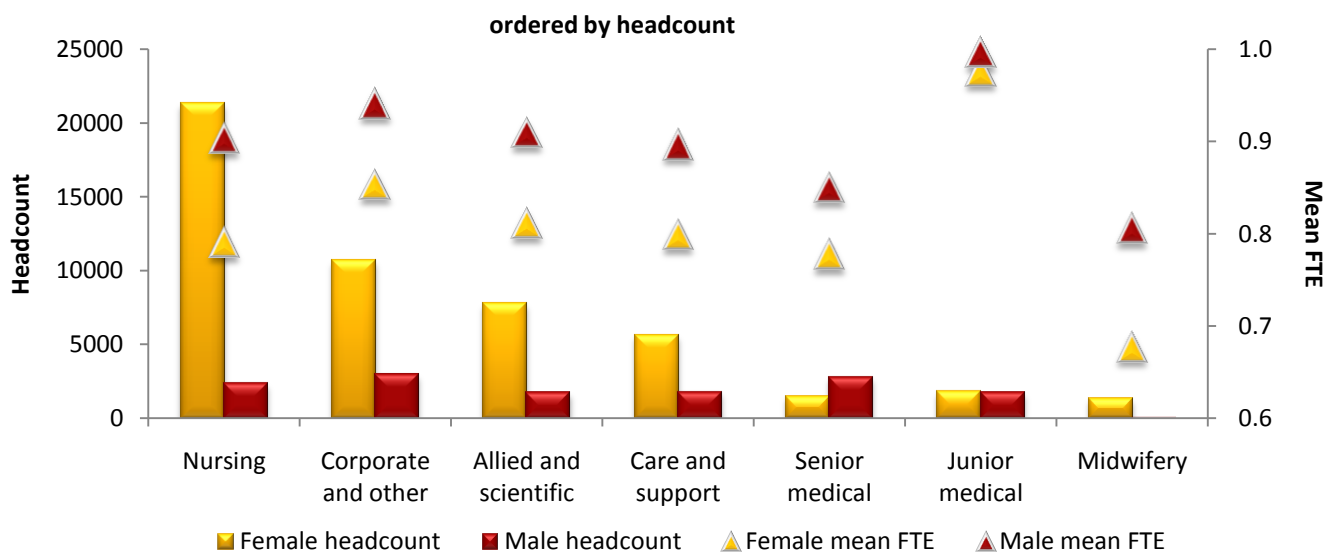
DHB	Nursing			Corporate and other			Allied & scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	2958	2507.8	0.85	1602	1459.2	0.91	1560	1304.0	0.84	741	680.0	0.92	817	665.2	0.81	663	642.5	0.97	148	113.1	0.76
Canterbury	2940	2339.9	0.80	1587	1357.4	0.86	1260	1023.9	0.81	936	748.2	0.80	458	383.2	0.84	429	423.3	0.99	146	96.7	0.66
Counties Manukau	2259	1916.7	0.85	1369	1149.7	0.84	844	735.4	0.87	639	572.9	0.90	420	351.7	0.84	369	361.2	0.98	153	108.3	0.71
Waikato	2263	1860.2	0.82	1411	1267.3	0.90	819	693.4	0.85	702	611.9	0.87	327	284.4	0.87	360	350.0	0.97	96	64.4	0.67
Waitemata	2051	1752.3	0.85	1142	994.2	0.87	1143	959.4	0.84	724	656.1	0.91	415	349.6	0.84	280	273.6	0.98	114	74.7	0.66
Capital & Coast	1972	1486.4	0.75	1078	958.0	0.89	679	557.5	0.82	664	519.9	0.78	335	249.7	0.75	381	337.5	0.89	154	96.1	0.62
Southern	1556	1221.4	0.78	947	829.7	0.88	553	466.7	0.84	346	270.9	0.78	227	181.5	0.80	234	230.0	0.98	56	39.3	0.70
Bay of Plenty	1077	855.7	0.79	557	497.7	0.89	314	267.1	0.85	315	267.0	0.85	170	137.5	0.81	154	152.8	0.99	50	33.7	0.67
Northland	982	730.3	0.74	505	402.0	0.80	358	283.9	0.79	359	249.5	0.69	151	140.1	0.93	83	82.6	1.00	82	40.6	0.49
Hawke's Bay	877	629.5	0.72	525	456.5	0.87	331	268.6	0.81	301	237.4	0.79	122	96.4	0.79	121	173.0	1.43	57	38.8	0.68
MidCentral	911	734.8	0.81	602	544.3	0.90	284	241.9	0.85	198	159.3	0.80	139	120.8	0.87	124	123.8	1.00	50	33.3	0.67
Nelson Marlborough	697	487.6	0.70	483	390.8	0.81	262	188.9	0.72	505	360.2	0.71	149	113.8	0.76	65	64.0	0.98	51	33.7	0.66
Hutt Valley	704	576.2	0.82	463	412.2	0.89	371	300.7	0.81	270	227.7	0.84	136	101.8	0.75	154	152.8	0.99	40	29.3	0.73
Taranaki	551	398.0	0.72	333	288.9	0.87	191	153.2	0.80	161	132.9	0.83	80	66.8	0.84	64	63.7	1.00	31	21.6	0.70
Lakes	420	339.3	0.81	284	251.6	0.89	140	120.5	0.86	112	93.2	0.83	66	58.5	0.89	36	36.0	1.00	28	22.0	0.79
Whanganui	358	294.3	0.82	197	172.2	0.87	113	84.8	0.75	108	91.2	0.84	42	38.3	0.91	33	33.0	1.00	25	17.8	0.71
West Coast	308	251.1	0.82	195	159.4	0.82	68	58.3	0.86	165	82.4	0.50	42	36.3	0.86	3	3.0	1.00	8	6.5	0.81
Tairāwhiti	295	221.8	0.75	152	135.9	0.89	94	78.6	0.84	70	58.4	0.83	56	48.4	0.86	19	19.0	1.00	11	8.0	0.73
South Canterbury	329	267.1	0.81	123	102.5	0.83	81	62.8	0.77	73	58.0	0.79	39	31.3	0.80	15	14.5	0.97	17	14.4	0.85
Wairarapa	217	147.2	0.68	146	114.1	0.78	52	39.1	0.75	37	28.5	0.77	33	27.2	0.82	8	8.0	1.00	13	9.2	0.71
Grand Total	23725	19017.9	0.80	13701	11943.3	0.87	9517	7888.9	0.83	7426	6105.7	0.82	4224	3482.6	0.82	3595	3544.1	0.99	1330	901.3	0.68

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: 67 entries had no recorded ANZSCO or CCoA code

Table 3: Occupation group headcount and mean FTE by sex

	Female		Male		Total	
Occupation group	Headcount	Mean FTE	Headcount	Mean FTE	Headcount	Mean FTE
Nursing	21,349	0.79	2,376	0.90	23,725	0.80
Corporate and other	10,708	0.85	2,993	0.94	13,701	0.87
Allied and scientific	7,792	0.81	1,725	0.91	9,517	0.83
Care and support	5,615	0.80	1,811	0.90	7,426	0.82
Senior medical	1,468	0.78	2,756	0.85	4,224	0.82
Junior medical	1,840	0.98	1,755	1.00	3,595	0.99
Midwifery	1,320	0.68	10	0.81	1,330	0.68
Grand Total	50,092	0.81	13,426	0.91	63,518	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

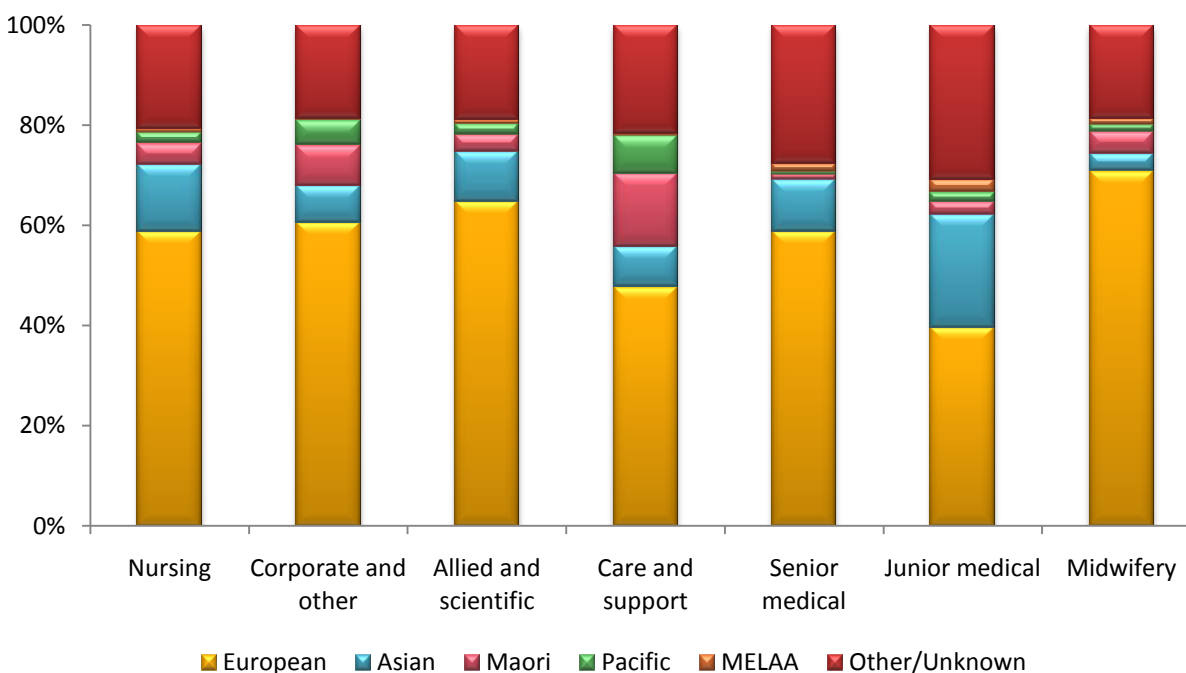


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	European		Asian		Māori		Pacific		MELAA		Other	
Nursing	13,921	58.7%	3,220	13.6%	970	4.1%	517	2.2%	178	0.8%	4,897	20.7%
Corporate and other	8,282	60.5%	1,017	7.4%	1,117	8.2%	675	4.9%	54	0.4%	2,541	18.6%
Allied and scientific	6,152	64.7%	954	10.0%	322	3.4%	202	2.1%	78	0.8%	1,801	18.9%
Care and support	3,544	47.8%	593	8.0%	1,079	14.5%	563	7.6%	39	0.5%	1,601	21.6%
Senior medical	2,479	58.7%	436	10.3%	46	1.1%	25	0.6%	68	1.6%	1,166	27.6%
Junior medical	1,424	39.6%	810	22.6%	92	2.6%	69	1.9%	92	2.6%	1,105	30.8%
Midwifery	941	71.0%	46	3.5%	57	4.3%	19	1.4%	16	1.2%	247	18.6%
Grand Total	36,743	57.9%	7,076	11.2%	3,683	5.8%	2,070	3.3%	525	0.8%	13,358	21.1%

Notes:

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

63 had no recorded ethnicity code - an 11.3% improvement on September 2011 data

67 had no recorded ANZSCO or CCoA code - an 9.8% deterioration on September 2011 data

This pie chart is based on the 50,097 permanent employees who had a valid ethnicity code reported. Below this is a similar pie chart of ethnicity proportions in the New Zealand population based on 2011 PHO enrolment data (extracted 29/08/2011 by MoH).

Figure 4: Proportion of identifiable ethnicities for all DHB employees

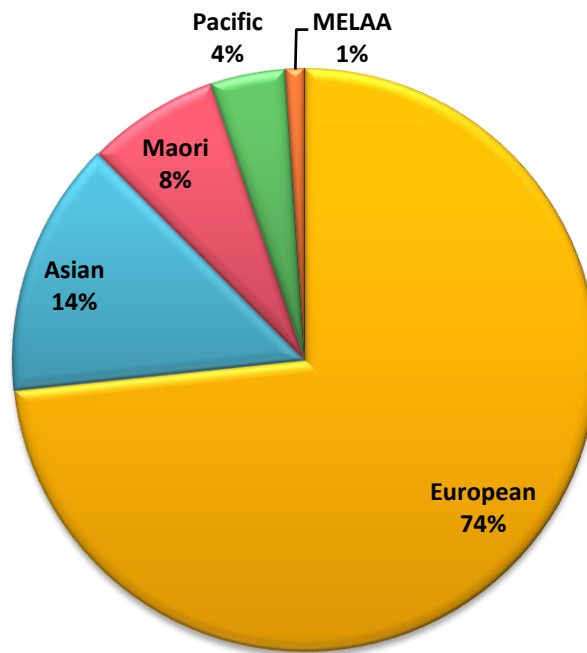
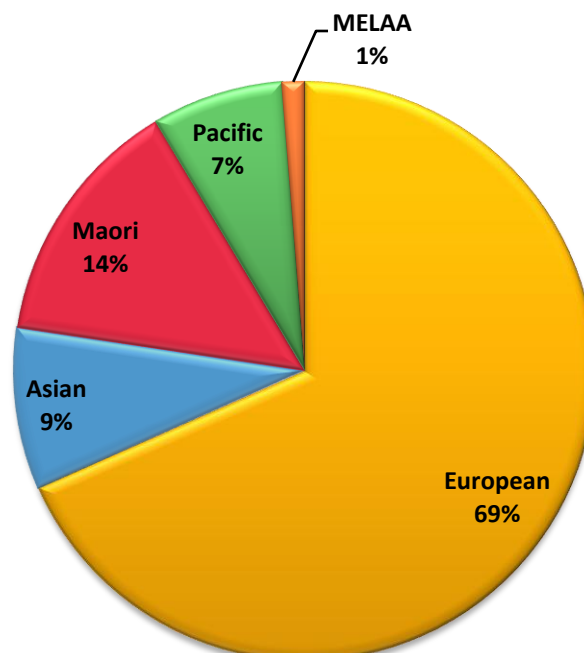


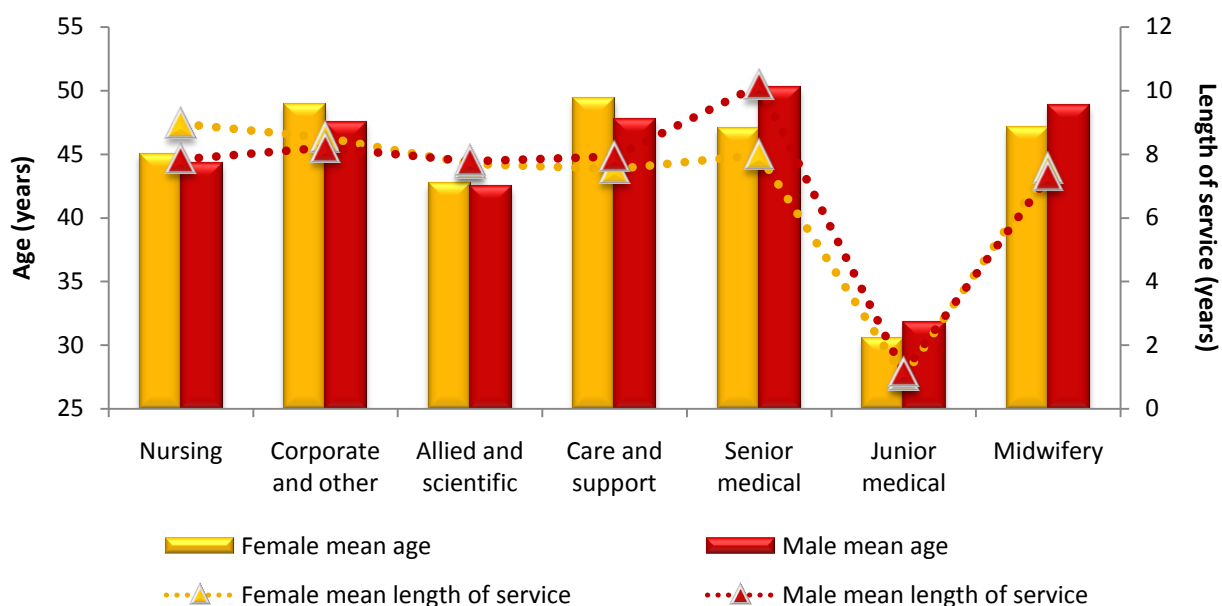
Figure 5: Proportion of identifiable ethnicities for 2011 PHO enrolment population data



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	8.9	45.0	7.8	44.3	8.8	44.9
Corporate and other	8.5	48.9	8.2	47.5	8.4	48.6
Allied and scientific	7.7	42.7	7.8	42.4	7.7	42.7
Care and support	7.5	49.3	7.9	47.8	7.6	49.0
Senior medical	8.0	47.0	10.2	50.2	9.4	49.1
Junior medical	1.0	30.5	1.1	31.8	1.1	31.1
Midwifery	7.6	47.1	7.3	48.8	7.6	47.1
Overall average	8.1	45.5	7.5	44.8	8.0	45.4

Note:

67 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

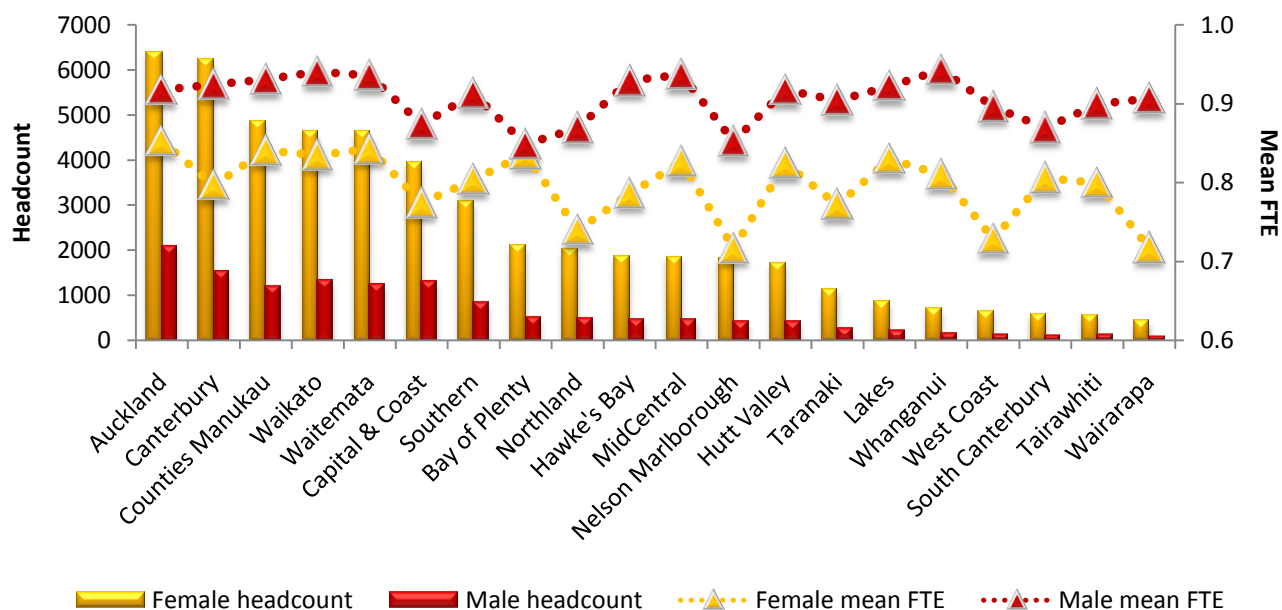


Table 6: Headcount and mean FTE by sex and DHB

		Auckland	Canterbury	Counties Manukau	Waikato	Waitemata	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	West Coast	South Canterbury	Tairāwhiti	Wairarapa
Female	Head count	6405	6236	4859	4638	4631	3950	3082	2109	2011	1874	1845	1813	1719	1136	868	708	656	592	567	439
	Mean FTE	0.85	0.80	0.84	0.83	0.84	0.77	0.80	0.84	0.74	0.79	0.83	0.72	0.82	0.77	0.83	0.81	0.73	0.81	0.80	0.72
Male	Head count	2088	1520	1194	1340	1238	1314	837	528	509	460	463	411	419	275	218	168	133	114	130	88
	Mean FTE	0.92	0.92	0.93	0.94	0.94	0.87	0.91	0.85	0.87	0.93	0.94	0.85	0.92	0.90	0.92	0.94	0.90	0.87	0.90	0.91
Total	Head count	8493	7756	6053	5978	5869	5264	3919	2637	2520	2334	2308	2224	2138	1411	1086	876	789	706	697	527
	Mean FTE	0.87	0.82	0.86	0.86	0.86	0.80	0.83	0.84	0.77	0.81	0.85	0.74	0.84	0.80	0.85	0.84	0.76	0.82	0.82	0.75

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

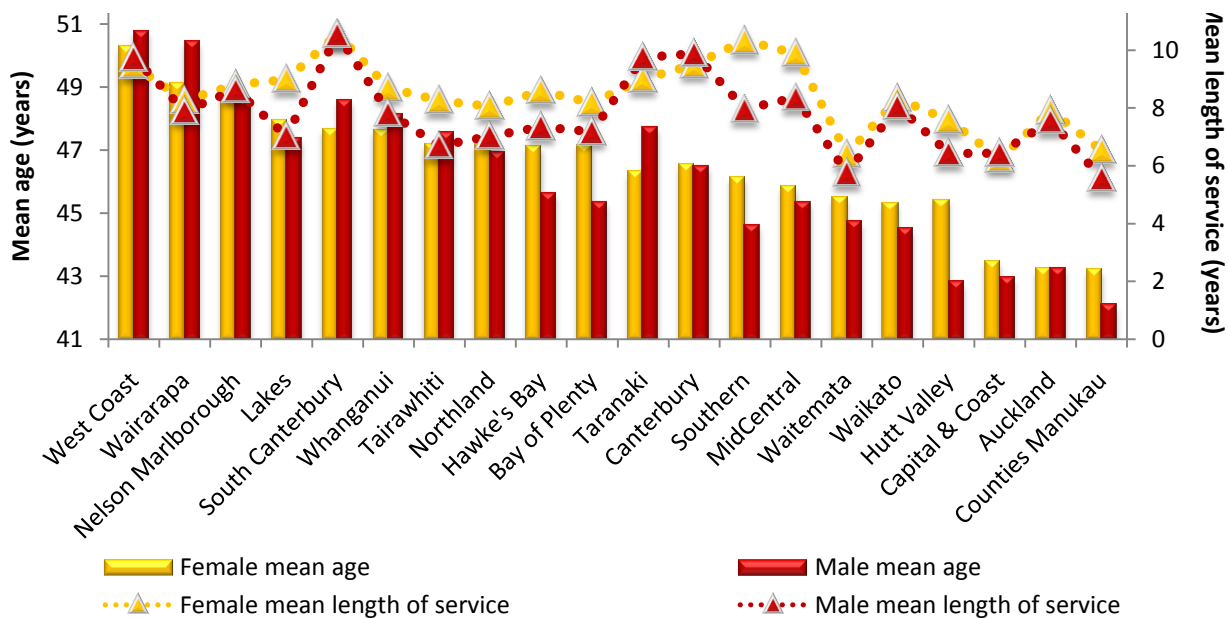


Table 7: Mean ages and mean length of service by DHB and sex

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	50.3	9.7	50.8	9.5	50.4
Wairarapa	8.3	49.1	7.9	50.5	8.2	49.4
Nelson	8.8	48.8	8.6	48.7	8.8	48.8
Lakes	9.0	47.9	7.0	47.4	8.6	47.8
South Canterbury	10.5	47.7	10.6	48.6	10.5	47.8
Whanganui	8.7	47.6	7.8	48.1	8.5	47.7
Tairāwhiti	8.3	47.2	6.7	47.6	8.0	47.2
Northland	8.1	47.2	7.0	46.9	7.9	47.1
Hawke's Bay	8.6	47.1	7.3	45.6	8.3	46.8
Bay of Plenty	8.2	47.2	7.2	45.4	8.0	46.8
Taranaki	9.0	46.3	9.7	47.7	9.1	46.6
Canterbury	9.5	46.5	9.9	46.5	9.6	46.5
Southern	10.3	46.1	8.0	44.6	9.8	45.8
MidCentral	9.9	45.8	8.4	45.4	9.6	45.7
Waitemata	6.4	45.5	5.8	44.7	6.3	45.3
Waikato	8.3	45.3	8.1	44.5	8.3	45.1
Hutt Valley	7.6	45.4	6.4	42.8	7.4	44.9
Capital & Coast	6.2	43.5	6.4	43.0	6.3	43.3
Auckland	7.9	43.2	7.6	43.3	7.8	43.3
Counties Manukau	6.5	43.2	5.6	42.1	6.3	43.0
Grand Total	8.1	45.5	7.5	44.8	8.0	45.4

ETHNICITIES BY DHB

The following chart shows the proportion of ethnicities within each DHB employee population (ordered by descending proportion of 'Other/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

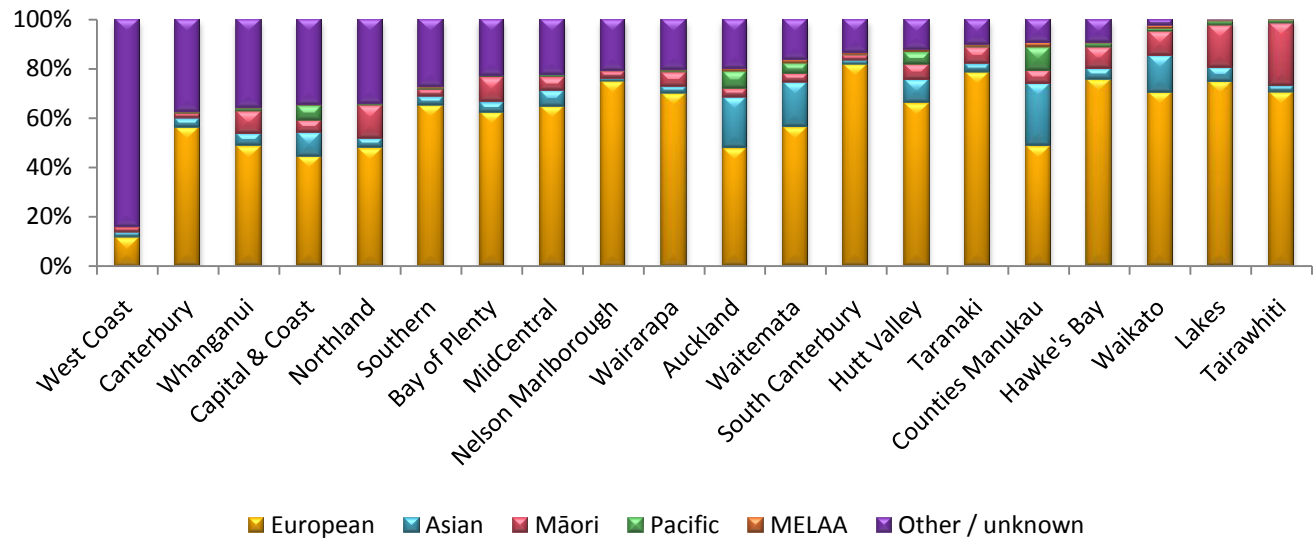


Table 8: Distribution of reported ethnicities by DHB

DHB	European	Asian	Māori	Pacific	MELAA	Other / unknown
West Coast	93	15	15	0	3	663
Canterbury	4,353	295	142	45	31	2,890
Whanganui	427	44	79	9	5	312
Capital & Coast	2,340	508	269	303	30	1,814
Northland	1,210	97	330	19	2	862
Southern	2,553	139	111	24	24	1,068
Bay of Plenty	1,638	115	264	18	0	602
MidCentral	1,492	152	126	19	3	516
Nelson Marlborough	1,657	28	70	3	3	462
Wairarapa	346	14	29	3	3	99
Auckland	4,038	1,768	295	573	103	1,689
Waitemata	3,307	1,062	212	250	85	953
South Canterbury	576	12	14	2	5	96
Hutt Valley	1,416	195	139	103	29	256
Taranaki	1,109	48	94	6	13	141
Counties Manukau	2,950	1,517	343	572	99	572
Hawke's Bay	1,766	106	202	33	11	216
Waikato	4,220	877	589	65	69	158
Lakes	810	67	185	16	5	3
Tairāwhiti	490	18	178	7	2	1
Grand Total	36,791	7,077	3,686	2,070	525	13,373

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 2011 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

