



DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 OCTOBER TO 31 DECEMBER 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 October 2012 to 31 December 2012 and is a snapshot in time as at 31 December 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 October 2012 to December 2012 inclusive and is a snapshot taken by the DHBs on 31 December 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 31 December 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 64,289 50,638 female 13,651 male	53,612 FTE* 41,112 FTE* females 12,500 FTE* males	Largest occupation group: Nurses – 23,989 Smallest occupation group: Midwives – 1,287
DHB employee average age 45.6 years 45.8 years for females 45.0 years for males	Oldest male occupation group: Senior Medical** (mean age 50.2 years) Youngest male occupation group: Junior medical (mean age 32.3 years)	Oldest female occupation group: Care and support (mean age 49.5 years) Youngest female occupation group: Junior medical (mean age 31.4 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 1.1 years)	Top three employee ethnicities: NZ European – 73% Asian – 15% Māori – 7%

* Contracted FTE (using a 2086 hour annual contract)

** 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

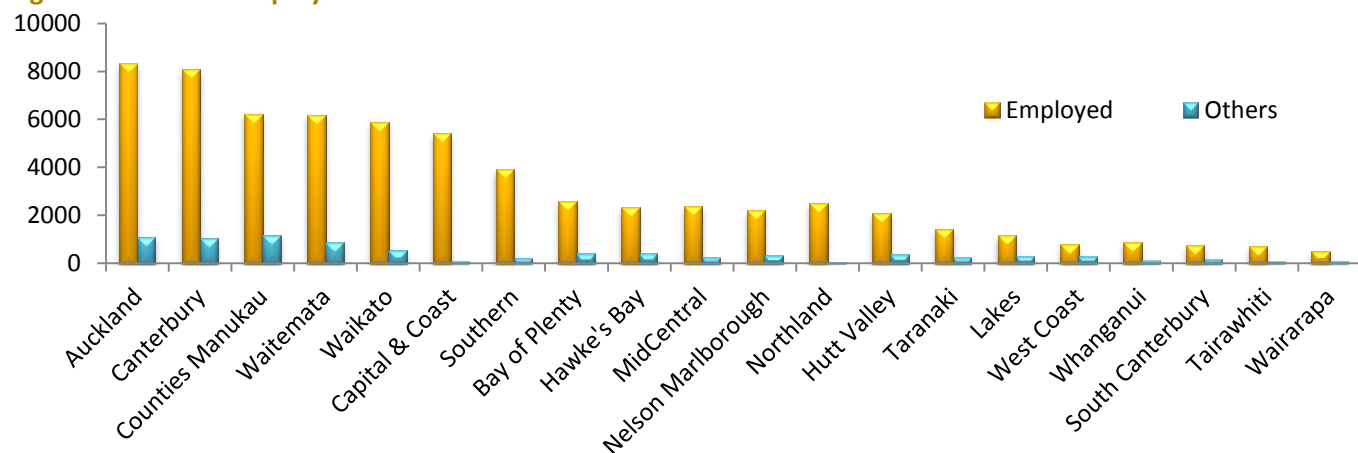


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	8,329	1,105	9,434	13.0%
Canterbury	8,094	1,049	9,143	12.6%
Counties Manukau	6,233	1,152	7,385	10.2%
Waitemata	6,170	863	7,033	9.7%
Waikato	5,901	551	6,452	8.9%
Capital & Coast	5,414	95	5,509	7.6%
Southern	3,916	215	4,131	5.7%
Bay of Plenty	2,587	395	2,982	4.1%
Hawke's Bay	2,326	406	2,732	3.8%
MidCentral	2,366	246	2,612	3.6%
Nelson Marlborough	2,206	345	2,551	3.5%
Northland	2,500	45	2,545	3.5%
Hutt Valley	2,074	370	2,444	3.4%
Taranaki	1,437	246	1,683	2.3%
Lakes	1,158	305	1,463	2.0%
West Coast	782	285	1,067	1.5%
Whanganui	881	118	999	1.4%
South Canterbury	751	170	921	1.3%
Tairāwhiti	711	75	786	1.1%
Wairarapa	505	98	603	0.8%
Grand Total	64,341	8,134	72,475	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 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 '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	2929	2476.7	0.85	1469	1333.7	0.91	1566	1319.0	0.84	635	579.4	0.91	871	709.9	0.82	724	702.5	0.97	135	103.8	0.77
Canterbury	3025	2438.1	0.81	1677	1436.5	0.86	1284	1071.9	0.83	948	755.9	0.80	520	436.9	0.84	512	497.5	0.97	128	83.2	0.65
Counties Manukau	2342	1990.4	0.85	1370	1151.0	0.84	896	776.7	0.87	658	587.1	0.89	449	376.2	0.84	366	356.8	0.97	152	113.4	0.75
Waitemata	2154	1836.3	0.85	1195	1032.6	0.86	1226	1020.4	0.83	765	692.9	0.91	428	363.3	0.85	280	271.6	0.97	122	82.2	0.67
Waikato	2215	1825.6	0.82	1381	1239.2	0.90	809	689.8	0.85	711	614.2	0.86	337	291.7	0.87	358	351.2	0.98	90	61.9	0.69
Capital & Coast	2047	1552.5	0.76	1103	984.2	0.89	709	579.2	0.82	672	524.1	0.78	359	269.0	0.75	366	323.6	0.88	158	96.6	0.61
Southern	1560	1217.0	0.78	919	805.3	0.88	563	469.4	0.83	352	272.7	0.77	237	188.7	0.80	226	223.0	0.99	59	42.9	0.73
Bay of Plenty	1055	835.7	0.79	534	475.1	0.89	319	269.6	0.85	311	260.8	0.84	171	140.6	0.82	147	145.9	0.99	50	34.4	0.69
Northland	994	735.1	0.74	485	394.3	0.81	355	283.2	0.80	370	250.6	0.68	153	143.6	0.94	86	84.6	0.98	57	37.1	0.65
MidCentral	923	748.2	0.81	606	549.4	0.91	292	252.1	0.86	205	167.2	0.82	147	127.3	0.87	136	134.0	0.99	57	37.7	0.66
Hawke's Bay	888	635.1	0.72	514	445.6	0.87	325	261.0	0.80	304	244.1	0.80	127	104.2	0.82	109	156.9	1.44	59	39.4	0.67
Nelson Marlborough	691	497.4	0.72	490	398.1	0.81	272	194.9	0.72	491	353.4	0.72	154	118.6	0.77	63	63.0	1.00	45	30.9	0.69
Hutt Valley	676	553.3	0.82	442	398.8	0.90	374	302.7	0.81	262	226.5	0.86	135	102.1	0.76	146	144.2	0.99	39	28.1	0.72
Taranaki	556	418.6	0.75	322	281.6	0.87	212	172.1	0.81	175	147.2	0.84	77	67.1	0.87	66	65.5	0.99	29	19.8	0.68
Lakes	454	365.6	0.81	292	256.6	0.88	136	116.8	0.86	108	90.6	0.84	72	64.5	0.90	66	66.0	1.00	30	22.4	0.75
Whanganui	350	288.3	0.82	196	170.3	0.87	114	86.8	0.76	116	95.2	0.82	47	42.6	0.91	35	34.7	0.99	23	16.7	0.73
West Coast	302	246.6	0.82	190	152.7	0.80	71	61.3	0.86	161	80.0	0.50	48	41.6	0.87	1	1.0	1.00	9	8.1	0.90
Tairāwhiti	297	227.9	0.77	164	148.3	0.90	97	82.0	0.85	70	57.2	0.82	49	43.2	0.88	22	21.3	0.97	12	9.4	0.79
South Canterbury	311	243.0	0.78	135	116.9	0.87	75	56.3	0.75	102	65.2	0.64	43	34.6	0.81	14	14.0	1.00	19	16.6	0.87
Wairarapa	220	149.1	0.68	140	108.7	0.78	51	37.8	0.74	35	27.6	0.79	34	28.4	0.84	11	11.0	1.00	14	10.4	0.74
Grand Total	23989	19280.5	0.80	13624	11878.8	0.87	9746	8103.0	0.83	7451	6091.8	0.82	4458	3694.3	0.83	3734	3668.4	0.98	1287	894.9	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

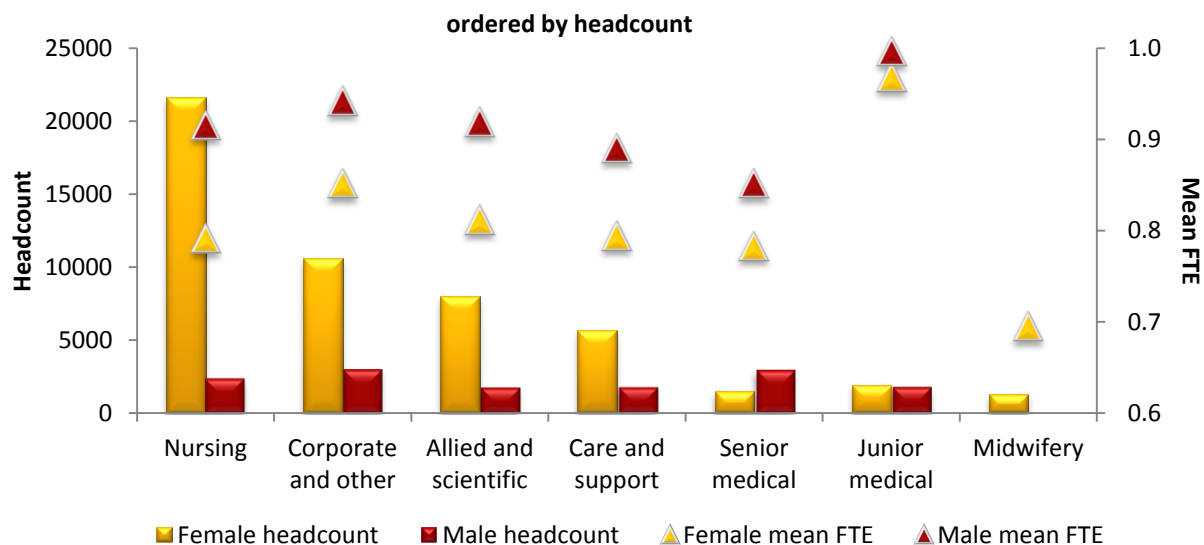


Table 3: Occupation group headcount and mean FTE by sex

Occupation group	Female		Male		Total	
	Headcount	Mean FTE	Headcount	Mean FTE	Headcount	Mean FTE
Nursing	21,616	0.79	2,373	0.92	23,989	0.80
Corporate and other	10,632	0.85	2,992	0.94	13,624	0.87
Allied and scientific	7,997	0.81	1,749	0.92	9,746	0.83
Care and support	5,662	0.79	1,789	0.89	7,451	0.82
Senior medical	1,507	0.78	2,951	0.85	4,458	0.83
Junior medical	1,939	0.97	1,795	1.00	3,734	0.98
Midwifery	1,285	0.69	**	**	>1,285	0.70
Grand Total	50,638	0.81	13,651	0.92	64,289	0.83

Notes:

** Data suppressed for privacy

52 entries had no recorded ANZSCO or CCoA code

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

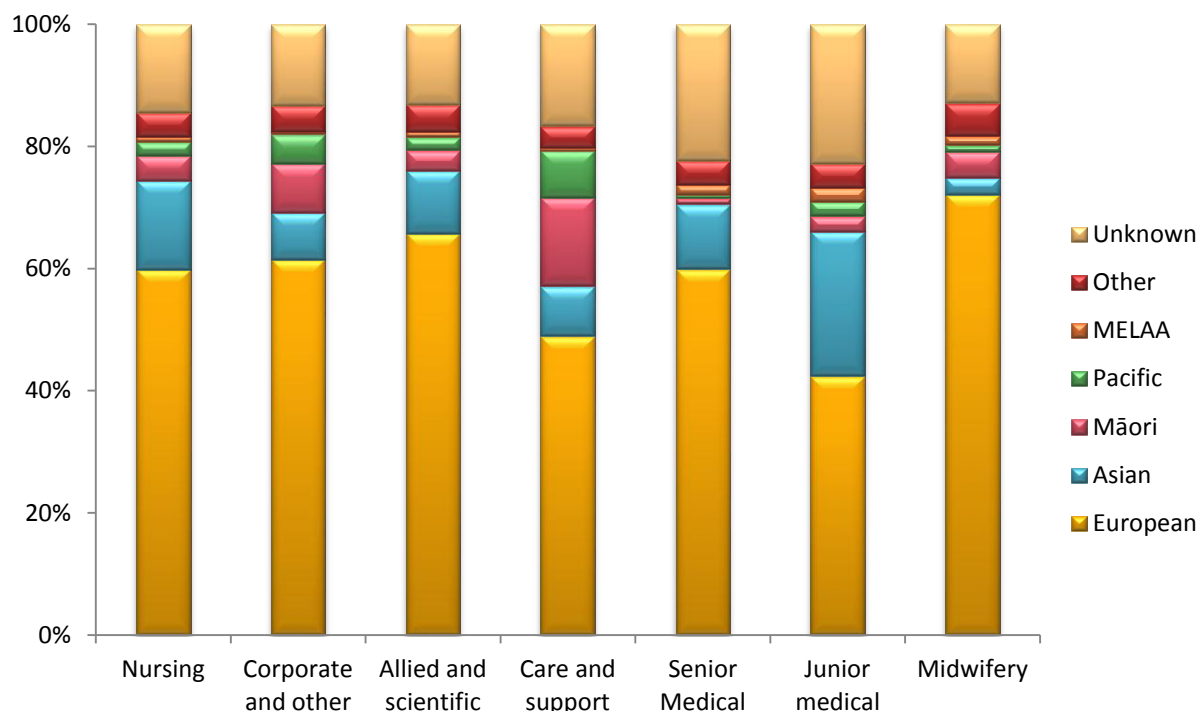


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	European		Asian		Māori		Pacific		MELAA		Other		Unknown	
Nursing	14,358	59.9%	3,493	14.6%	1,003	4.2%	535	2.2%	188	0.8%	943	3.9%	3,469	14.5%
Corporate and other	8,380	61.5%	1,045	7.7%	1,093	8.0%	657	4.8%	66	0.5%	571	4.2%	1,812	13.3%
Allied and scientific	6,412	65.8%	1,001	10.3%	328	3.4%	207	2.1%	95	1.0%	425	4.4%	1,278	13.1%
Care and support	3,648	49.0%	610	8.2%	1,079	14.5%	576	7.7%	38	0.5%	263	3.5%	1,237	16.6%
Senior Medical	2,672	59.9%	474	10.6%	43	1.0%	28	0.6%	72	1.6%	175	3.9%	994	22.3%
Junior medical	1,583	42.4%	883	23.6%	96	2.6%	89	2.4%	86	2.3%	145	3.9%	852	22.8%
Midwifery	929	72.2%	36	2.8%	54	4.2%	14	1.1%	19	1.5%	69	5.4%	>164	12.9%
Grand Total	37,982	59.1%	7,542	11.7%	3,696	5.7%	2,106	3.3%	564	0.9%	2,591	4.0%	9,808	15.3%

Notes:

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

52 had no recorded ANZSCO or CCoA code – equal to September 2012 data

This pie chart is based on the 51,890 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

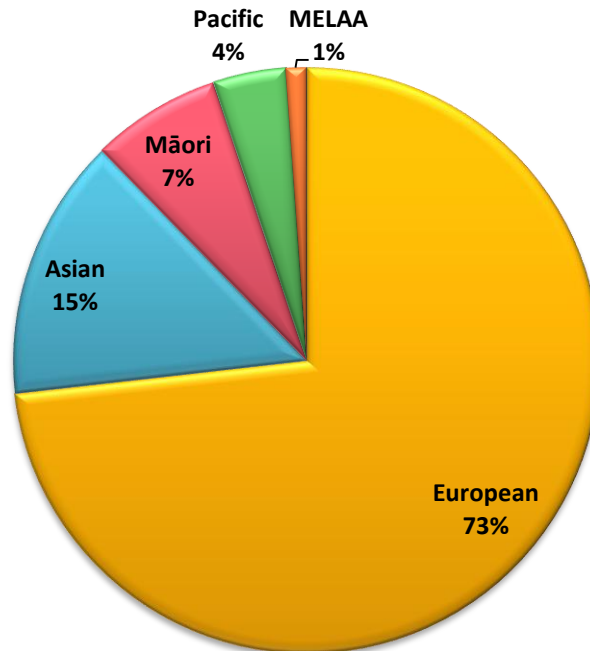
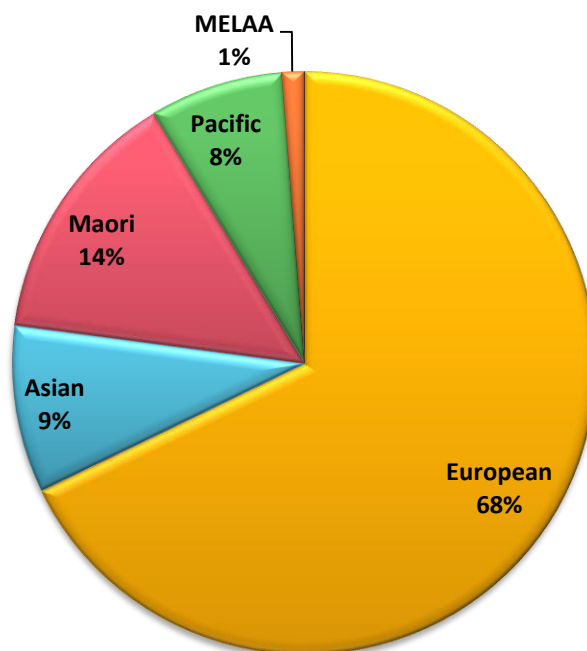


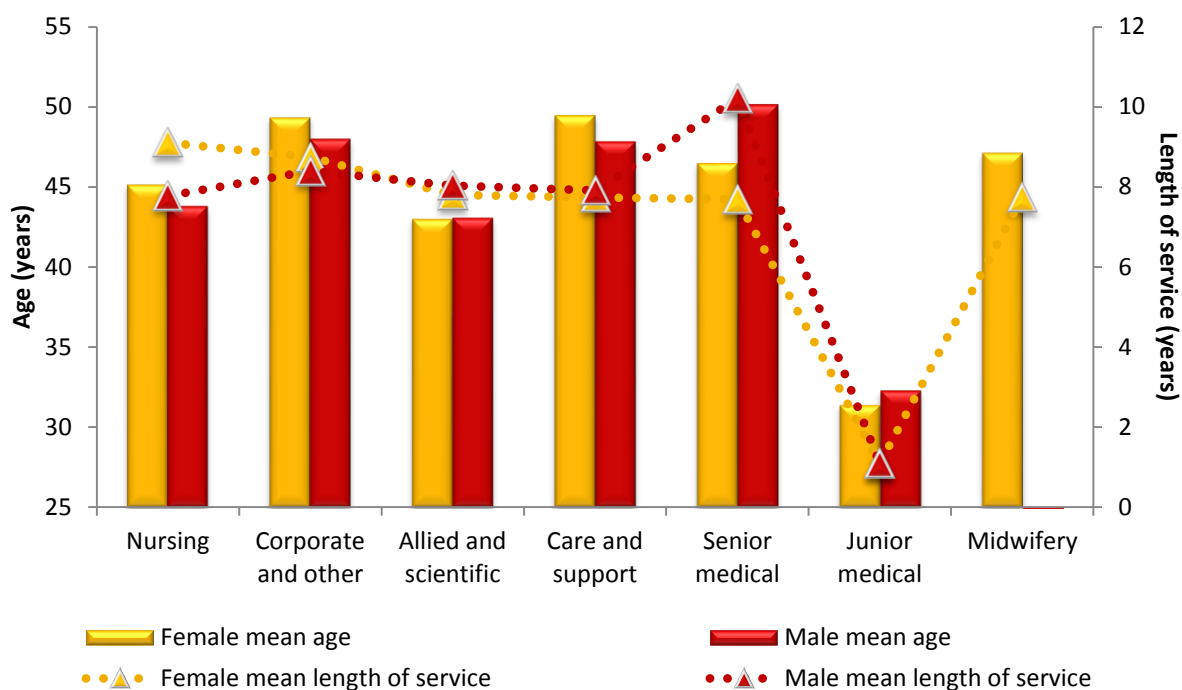
Figure 5: Proportion of identifiable ethnicities for 2012 PHO enrolment population data



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	9.1	45.2	7.8	43.8	9.0	45.0
Corporate and other	8.7	49.4	8.4	48.0	8.7	49.1
Allied and scientific	7.8	43.0	8.0	43.1	7.8	43.0
Care and support	7.7	49.5	7.9	47.9	7.8	49.1
Senior medical	7.7	46.5	10.2	50.2	9.4	48.9
Junior medical	1.1	31.4	1.1	32.3	1.1	31.9
Midwifery	7.7	47.2	**	**	7.8	47.2
Grand Total	8.3	45.8	7.6	45.0	8.1	45.6

Notes:

52 entries had no recorded ANZSCO or CCoA code

** Data suppressed for privacy

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

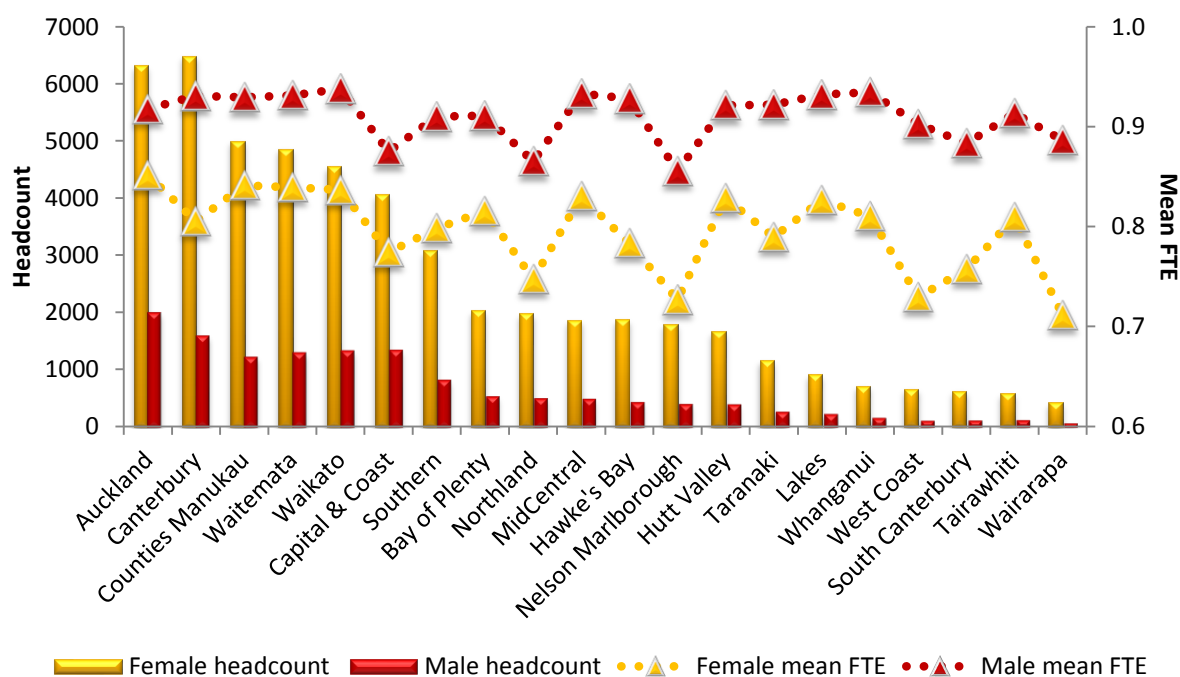


Table 6: Headcount and mean FTE by sex and DHB

		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	South Canterbury	Tairāwhiti	Wairarapa
Female	Head count	6324	6494	5000	4858	4557	4060	3084	2037	1987	1864	1881	1795	1667	1157	917	711	661	622	576	426
	Mean FTE	0.85	0.81	0.84	0.84	0.84	0.77	0.80	0.82	0.75	0.83	0.78	0.73	0.83	0.79	0.83	0.81	0.73	0.76	0.81	0.71
Male	Head count	2005	1600	1233	1312	1344	1354	832	550	513	502	445	411	407	280	241	170	121	129	135	79
	Mean FTE	0.92	0.93	0.93	0.93	0.94	0.88	0.91	0.91	0.87	0.93	0.93	0.86	0.92	0.92	0.93	0.93	0.90	0.88	0.91	0.89
Total	Head count	8329	8094	6233	6170	5901	5414	3916	2587	2500	2366	2326	2206	2074	1437	1158	881	782	751	711	505

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

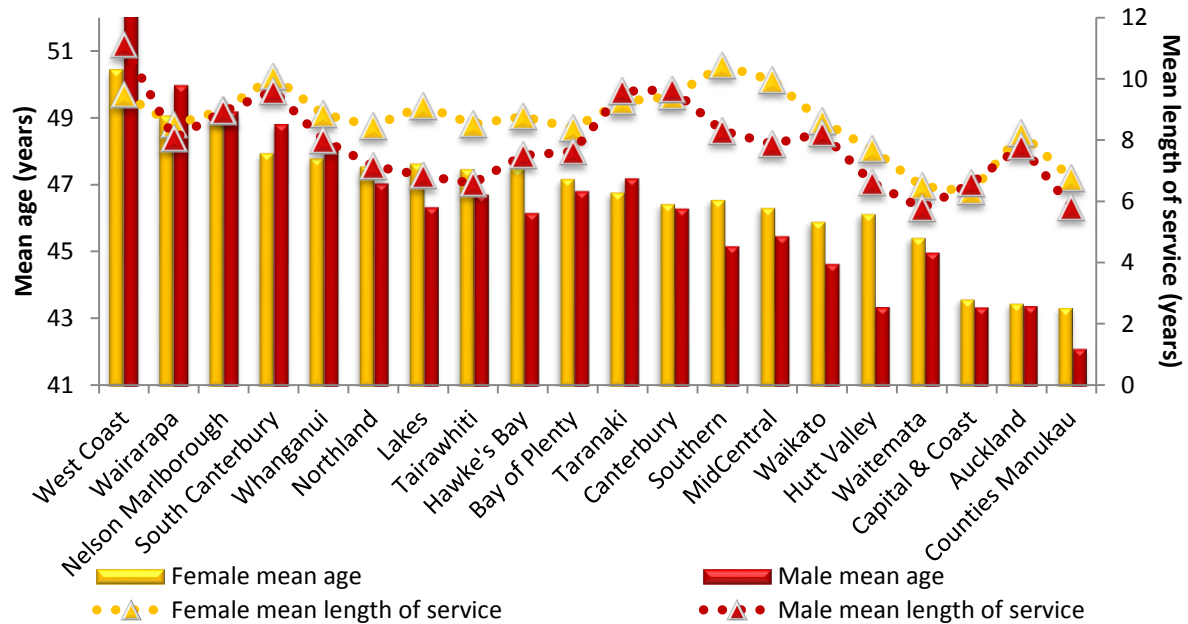


Table 7: Mean ages and mean length of service by DHB and sex

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	50.5	11.1	52.6	9.7	50.8
Wairarapa	8.5	49.1	8.0	50.0	8.4	49.2
Nelson Marlborough	9.0	49.1	8.9	49.2	9.0	49.1
South Canterbury	10.1	48.0	9.6	48.8	10.0	48.1
Whanganui	8.9	47.8	8.0	48.2	8.7	47.9
Northland	8.5	47.6	7.1	47.1	8.2	47.5
Lakes	9.1	47.7	6.8	46.3	8.6	47.4
Tairāwhiti	8.5	47.5	6.6	46.7	8.2	47.3
Hawke's Bay	8.8	47.5	7.5	46.2	8.5	47.3
Bay of Plenty	8.4	47.2	7.6	46.8	8.2	47.1
Taranaki	9.3	46.8	9.6	47.2	9.3	46.9
Canterbury	9.4	46.4	9.7	46.3	9.5	46.4
Southern	10.4	46.6	8.3	45.2	10.0	46.3
MidCentral	10.0	46.3	7.9	45.5	9.5	46.2
Waikato	8.6	45.9	8.2	44.7	8.5	45.6
Hutt Valley	7.7	46.2	6.6	43.4	7.5	45.6
Waitemata	6.5	45.4	5.8	45.0	6.3	45.3
Capital & Coast	6.3	43.6	6.6	43.4	6.4	43.5
Auckland	8.2	43.5	7.8	43.4	8.1	43.5
Counties Manukau	6.8	43.4	5.8	42.1	6.6	43.1

Grand Total	8.3	45.8	7.6	45.0	8.1	45.6
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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

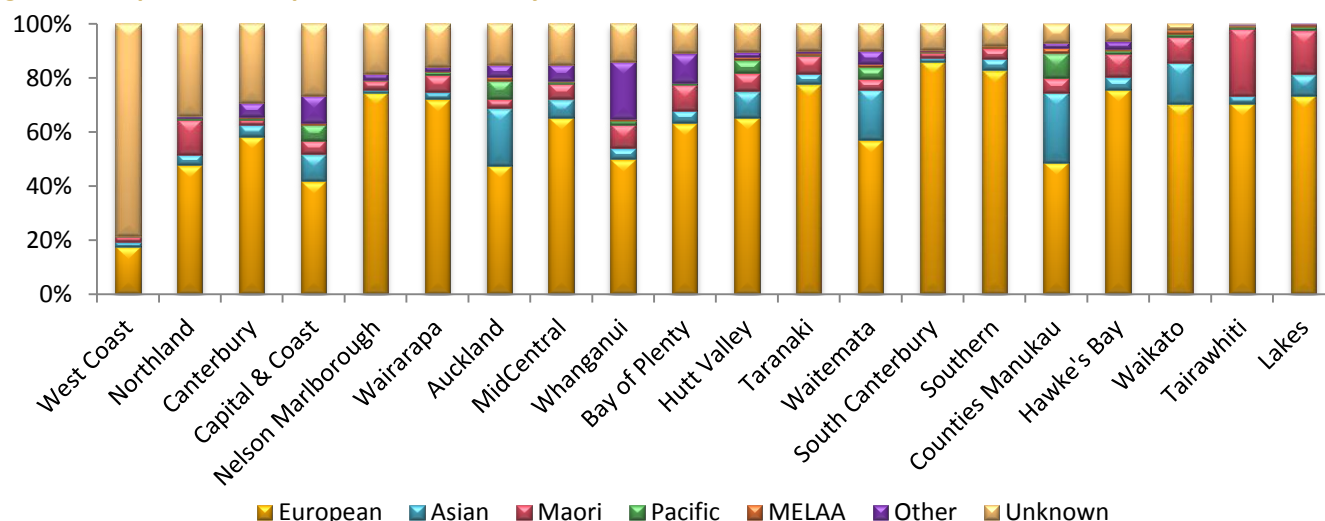


Table 8: Distribution of reported ethnicities by DHB

DHB	European	Asian	Māori	Pacific	MELAA	Other	Unknown
West Coast	148	9	13	2	3	0	607
Northland	1,208	97	322	19	4	11	839
Canterbury	4,790	360	158	70	42	409	2265
Capital & Coast	2,239	566	261	319	34	543	1452
Nelson Marlborough	1,658	26	75	2	4	51	390
Wairarapa	367	13	30	6	3	6	80
MidCentral	1,550	166	135	21	2	135	357
Auckland	3,952	1,797	279	560	113	377	1251
Whanganui	438	38	79	12	6	188	120
Hawke's Bay	1,673	92	192	30	8	59	272
South Canterbury	638	11	12	2	4	1	83
Hutt Valley	1,340	216	133	98	23	39	225
Bay of Plenty	1,607	124	252	17	2	307	278
Waitemata	3,511	1,168	242	262	89	302	596
Southern	3,234	164	157	2	28	0	331
Taranaki	1,135	66	98	7	11	11	109
Counties Manukau	3,041	1,602	339	583	109	148	411
Waikato	4,150	910	557	72	68	1	143
Tairāwhiti	500	22	175	7	3	2	2
Lakes	850	95	187	15	8	1	2

Grand Total	38,029	7,542	3,696	2,106	564	2,591	9813
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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

