

DHB EMPLOYED WORKFORCE QUARTERLY REPORT

1 APRIL TO 30 JUNE 2010

REPORT PREPARED BY

THE HEALTH WORKFORCE INFORMATION PROGRAMME

DHBNZ

HEALTH WORKFORCE INFORMATION PROGRAMME

The Health Workforce Information Programme (HWIP) 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 April 2010 to 30 June 2010 and is a snapshot in time as at 30 June 2010. 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 April 2010 to June 2010 inclusive and is a snapshot taken by the DHBs on 30 June 2010
- Otago DHB and Southland DHB are now reported as Southern DHB
- The protocol used for grouping the occupations is similar to that used in previous reports with the following exceptions:

DHBNZ are presently consulting on a review to the grouping protocol which is anticipated to reflect groups more accurately. This report has adopted some of those measures including amalgamating Allied Health with Technical and Scientific to create Allied and scientific and splitting medical into Junior and Senior medical.

- 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 to HWIP. Consideration must be made to the fact that the data is extracted from multiple systems across the DHBs.
- It is expected that the data quality will continue to improve as the HWIP team work closely with the DHBs to help manage and improve the data submitted.

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Data source: HWIP, held by DHBNZ

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OVERVIEW

DHB WORKFORCE AT A GLANCE

For data to 30 June 2010, 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 61,819 48,972 female 12,847 male	51,239 FTE 11,728 FTE males 39,511 FTE females	Largest occupation group: Nurses - 23,561 Smallest occupation group: Midwives - 1,306
Employee mean age 45.1 years* 45.1 years for females* 45.0 years for males*	Oldest male occupation group: Senior Medical (mean age 49.8 years) Youngest male occupation group: Junior Medical (mean age 32.9 years)	Oldest female occupation group: Care and Support (mean age 48.5 years) Youngest female occupation group: Junior Medical (mean age 31.6 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 9.1 years) Shortest Length of Service occupation group Junior Medical (mean 1.5 years)	Top three employee ethnicities: NZ European – 77% Asian – 11% Māori – 8%

To Note:

* One DHB recorded all employees as 43 years old

DISTRIBUTION OF EMPLOYEES

This chart shows the proportion 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 employee size. The table below the chart gives the actual count of employees.

Figure 1: Contracted employees and 'Other' employees

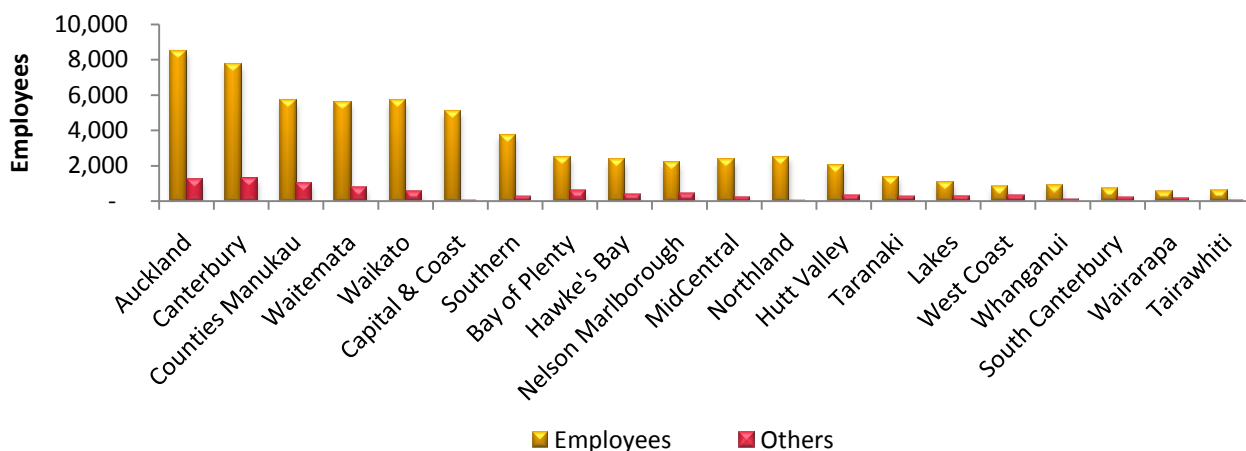


Table 1: Distribution of employment types

DHB	Employees	Others*	Total
Auckland	8,496	1,226	9,722
Canterbury	7,705	1,324	9,029
Counties Manukau	5,680	1,040	6,720
Waitemata	5,602	778	6,380
Waikato	5,703	543	6,246
Capital & Coast	5,077	64	5,141
Southern	3,747	252	3,999
Bay of Plenty	2,508	577	3,085
Hawke's Bay	2,314	364	2,678
Nelson Marlborough	2,192	416	2,608
MidCentral	2,312	234	2,546
Northland	2,491	48	2,539
Hutt Valley	2,003	323	2,326
Taranaki	1,383	244	1,627
Lakes	1,105	296	1,401
West Coast	799	300	1,099
Whanganui	894	118	1,012
South Canterbury	688	210	898
Wairarapa	528	185	713
Tairāwhiti	592	79	671
Grand Total	61,819	8,621	70,440

* Others = maternity leave, 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 a positive number of contracted hours have been included (regardless of their employment status), except those on maternity / parental leave, and those whom do not have an employment status code
- 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 contracted hours greater than zero 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 have been excluded.

Table 2: Headcount and FTE by DHB and occupation group

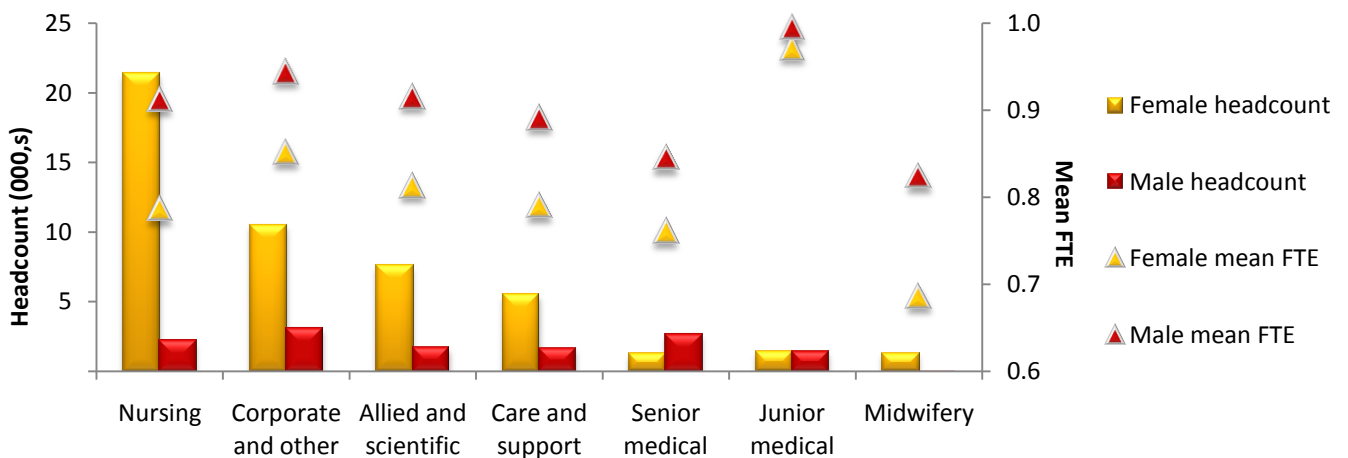
DHB	Nursing			Corporate and other			Allied and scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	3117	2588	0.83	1715	1545	0.90	1665	1398	0.84	604	548	0.91	770	613	0.80	464	443	0.95	161	119	0.74
Bay of Plenty	1045	834	0.80	545	490	0.90	290	248	0.85	304	258	0.85	159	130	0.82	120	118	0.99	45	32	0.70
Canterbury	2950	2340	0.79	1565	1336	0.85	1255	1022	0.81	944	735	0.78	452	375	0.83	399	391	0.98	140	93	0.66
Capital & Coast	1931	1500	0.78	1027	928	0.90	680	556	0.82	644	496	0.77	311	230	0.74	322	293	0.91	162	106	0.65
Counties Manukau	2166	1832	0.85	1290	1108	0.86	782	675	0.86	614	546	0.89	386	319	0.83	312	306	0.98	130	91	0.70
Hawke's Bay	867	624	0.72	531	454	0.86	318	259	0.81	320	253	0.79	113	92	0.82	109	154	1.41	56	37	0.66
Hutt Valley	688	560	0.81	524	458	0.87	351	283	0.81	183	150	0.82	128	96	0.75	99	99	1.00	30	22	0.72
Lakes	422	348	0.83	290	255	0.88	131	112	0.86	115	96	0.83	66	57	0.87	56	56	0.99	25	20	0.78
MidCentral	902	730	0.81	619	561	0.91	288	246	0.86	208	165	0.79	134	116	0.86	112	111	0.99	49	32	0.64
Nelson Marlborough	721	493	0.68	486	388	0.80	250	178	0.71	485	343	0.71	111	91	0.82	61	56	0.91	52	33	0.64
Northland	963	717	0.74	561	451	0.80	352	283	0.80	341	239	0.70	136	124	0.91	63	63	0.99	75	45	0.60
South Canterbury	298	239	0.80	125	106	0.85	85	65	0.77	65	51	0.78	34	27	0.79	23	22	0.95	20	16	0.81
Southern	1607	1254	0.78	891	778	0.87	515	437	0.85	337	262	0.78	213	166	0.78	126	123	0.98	58	39	0.68
Tairāwhiti	252	195	0.77	154	139	0.90	72	61	0.85	55	49	0.90	50	44	0.88	1	1	1.00	8	6	0.72
Taranaki	541	389	0.72	312	272	0.87	178	147	0.82	188	159	0.85	76	58	0.77	57	57	1.00	31	23	0.74
Waikato	2203	1789	0.81	1376	1236	0.90	761	646	0.85	651	561	0.86	304	266	0.88	312	304	0.97	96	64	0.67
Wairarapa	229	150	0.66	143	114	0.80	55	41	0.74	32	24	0.76	31	26	0.83	6	6	1.00	15	10	0.67
Waitemata	2017	1700	0.84	1032	895	0.87	1078	924	0.86	748	681	0.91	383	317	0.83	228	221	0.97	116	78	0.67
West Coast	289	236	0.82	210	173	0.82	74	64	0.86	182	87	0.48	37	35	0.94	2	2	1.00	5	5	1.00
Whanganui	353	288	0.82	206	180	0.88	109	80	0.73	120	103	0.86	51	42	0.82	23	23	0.99	32	25	0.80
Grand Total	23561	18806	0.80	13602	11866	0.87	9289	7725	0.83	7140	5806	0.81	3945	3226	0.82	2895	2847	0.98	1306	896	0.69

TABLES AND CHARTS BY OCCUPATION GROUPING

In the graph below 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.

HEADCOUNT AND FTE BY OCCUPATION GROUPING AND SEX

Figure 2: Occupation group headcount and mean FTE by sex



Note: 81 entries had no recorded ANZSCO or CCoA code

Table 3: Occupation group headcount and mean FTE by sex

Occupation group	Female		Male	
	Head count	Mean FTE	Head count	Mean FTE
Nursing	21344	0.79	2217	0.91
Corporate and other	10501	0.85	3101	0.94
Allied and scientific	7577	0.81	1712	0.92
Care and support	5478	0.79	1662	0.89
Senior medical	1271	0.76	2674	0.84
Junior medical	1438	0.97	1457	1.00
Midwifery	1302	0.69	4	0.82
Grand Total	48911	0.81	12827	0.91

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 that follows shows the distribution of all reported ethnicities for all DHBs

Figure 3: Proportion of ethnicities by occupation group

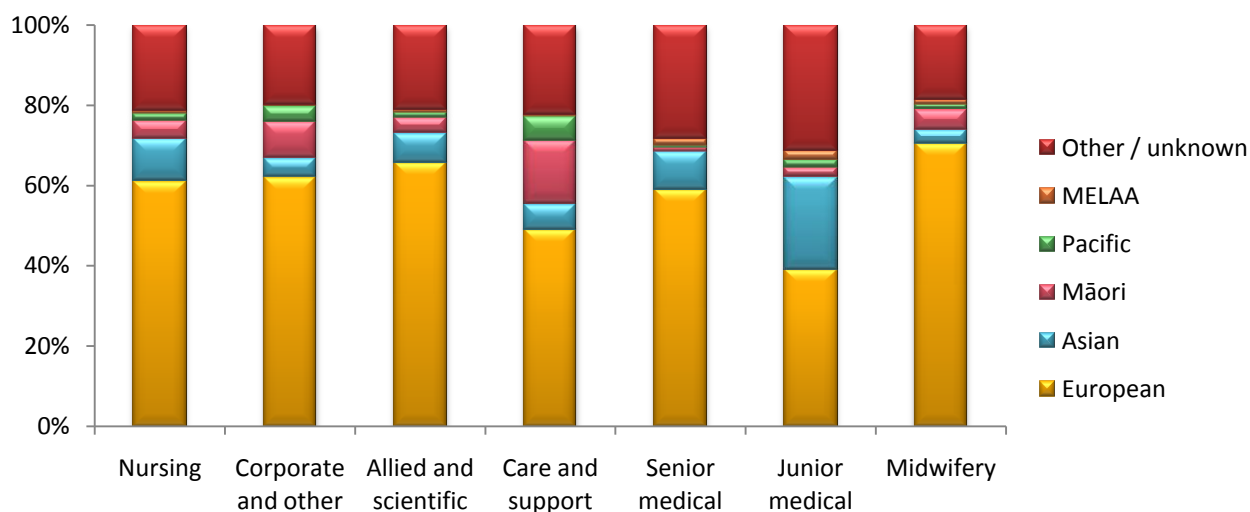


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	European		Asian		Māori		Pacific		MELAA		Other	
Nursing	12259	61%	2095	10%	905	5%	341	2%	135	1%	4360	22%
Corporate and other	7287	62%	565	5%	1015	9%	450	4%	41	0%	2412	20%
Allied and scientific	5031	67%	588	8%	275	4%	111	1%	50	1%	1494	20%
Care and support	3184	49%	378	6%	987	15%	380	6%	25	0%	1514	23%
Senior medical	1855	59%	300	10%	30	1%	16	1%	53	2%	888	28%
Junior medical	939	39%	545	23%	61	3%	44	2%	61	3%	747	31%
Midwifery	771	70%	33	3%	51	5%	16	1%	12	1%	219	20%
Grand Total	31326	60%	4504	9%	3324	6%	1358	3%	377	1%	11634	22%

Notes:

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

9,218 entries have been excluded as they had no recorded ethnicity code or data did not match the reporting variable standard format

81 entries had no recorded ANZSCO or CCoA code

This pie chart is based on the 40,959 permanent employees who had a valid ethnicity code reported. Below is a similar pie chart of ethnicity proportions in the New Zealand population based on 2010 PHO enrolment data (extracted 16/08/2010 by MoH).

Figure 4: Proportion of identifiable ethnicities for all DHBs

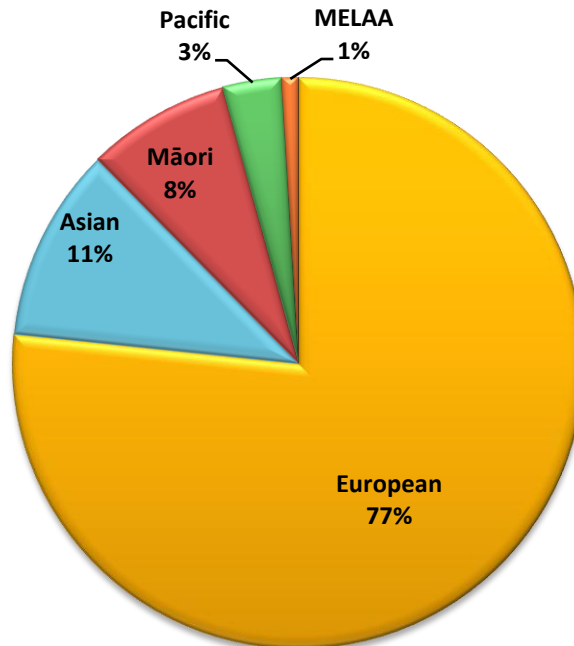
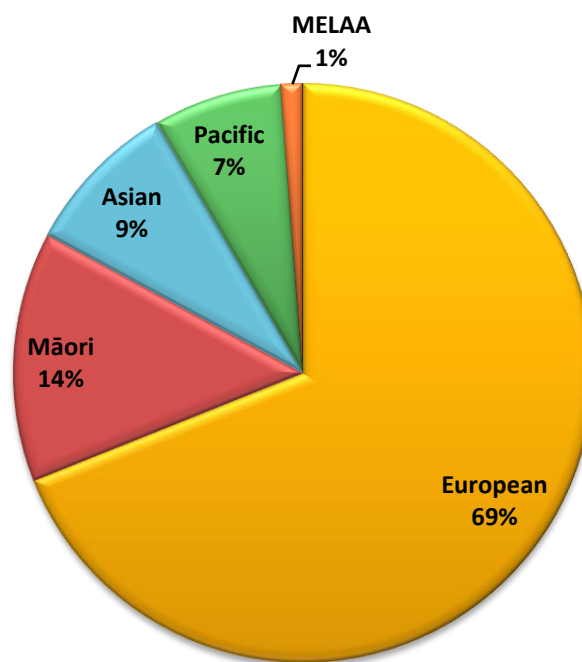
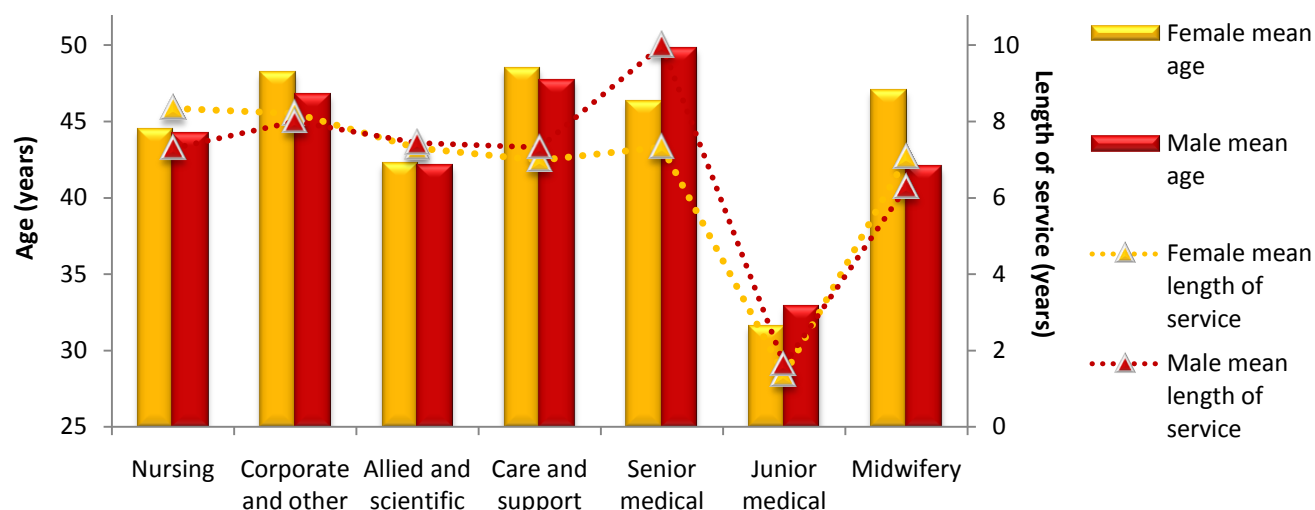


Figure 5: Proportion of identifiable ethnicities for 2010 PHO enrolment data



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	
	Female mean length of service	Female mean age	Male mean length of service	Male mean age
Nursing	8.3	44.5	7.3	44.2
Corporate and other	8.2	48.2	8.0	46.7
Allied and scientific	7.3	42.2	7.4	42.1
Care and support	7.0	48.5	7.3	47.7
Senior medical	7.3	46.3	10.0	49.8
Junior medical	1.4	31.6	1.6	32.9
Midwifery	7.1	47.0	6.3	42.0
Grand Total	7.8	45.1	7.5	45.0

Notes:

915 entries contained false year of birth data

688 entries contained immeasurable lengths of service

81 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 table underneath shows the count of permanent employees and mean FTE by sex for each DHB.

Figure 7: Headcount and mean FTE by sex and DHB

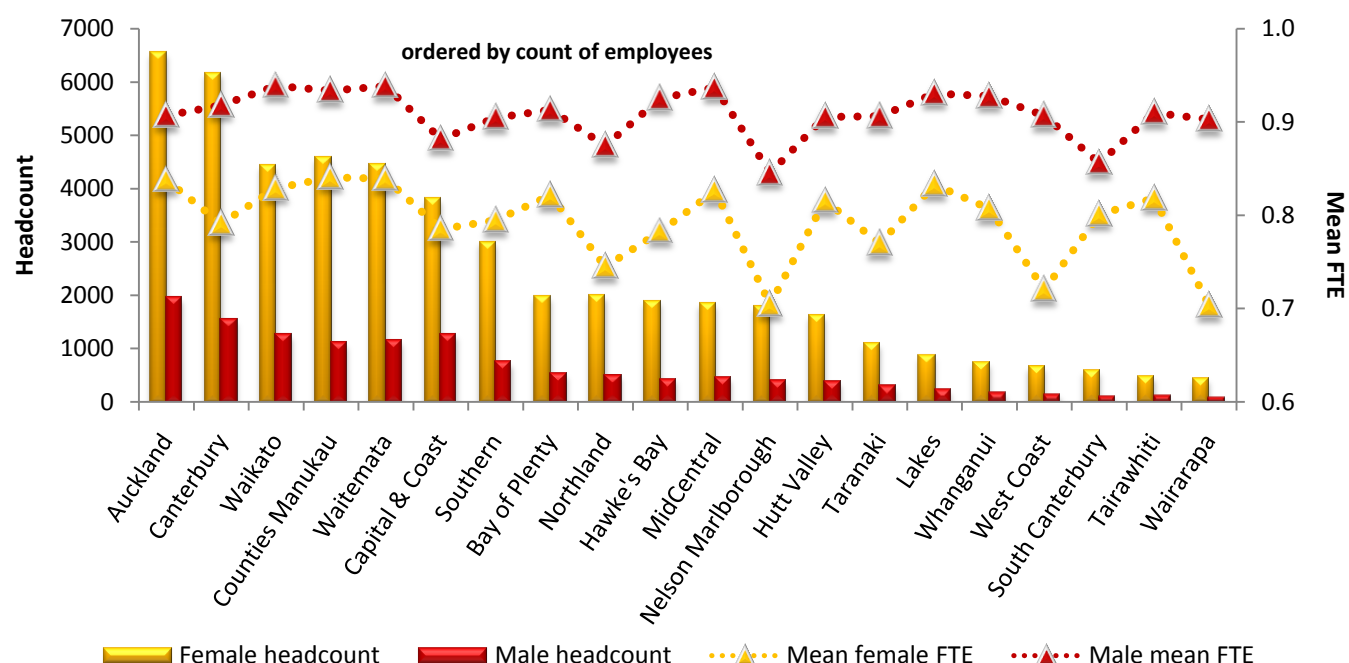


Table 6: Headcount and mean FTE by sex and DHB

		Auckland	Canterbury	Waikato	Counties Manukau	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	Headcount	6540	6169	4438	4580	4459	3810	3003	1978	1986	1887	1850	1792	1622	1092	870	727	663	581	480	445
	Mean FTE	0.84	0.79	0.83	0.84	0.84	0.79	0.79	0.82	0.75	0.78	0.83	0.70	0.82	0.77	0.83	0.81	0.72	0.80	0.82	0.70
Male	Headcount	1956	1536	1265	1100	1143	1267	744	530	505	427	462	400	381	291	235	167	136	107	112	83
	Mean FTE	0.91	0.92	0.94	0.93	0.94	0.88	0.90	0.91	0.87	0.93	0.94	0.85	0.91	0.91	0.93	0.93	0.91	0.86	0.91	0.90
Total	Headcount	8496	7705	5703	5680	5602	5077	3747	2508	2491	2314	2312	2192	2003	1383	1105	894	799	688	592	528
	Mean FTE	0.85	0.82	0.85	0.86	0.86	0.81	0.82	0.84	0.77	0.81	0.85	0.73	0.83	0.80	0.85	0.83	0.75	0.81	0.84	0.73

MEAN AGES AND MEAN LENGTH OF SERVICE BY DHB AND SEX

Figure 8: Mean ages and mean length of service by DHB and sex

This chart shows the average age of employees in each DHB by sex (left hand axis) and has been ordered by descending average female age. The triangles represent the average length of service (right hand axis) by sex and DHB.

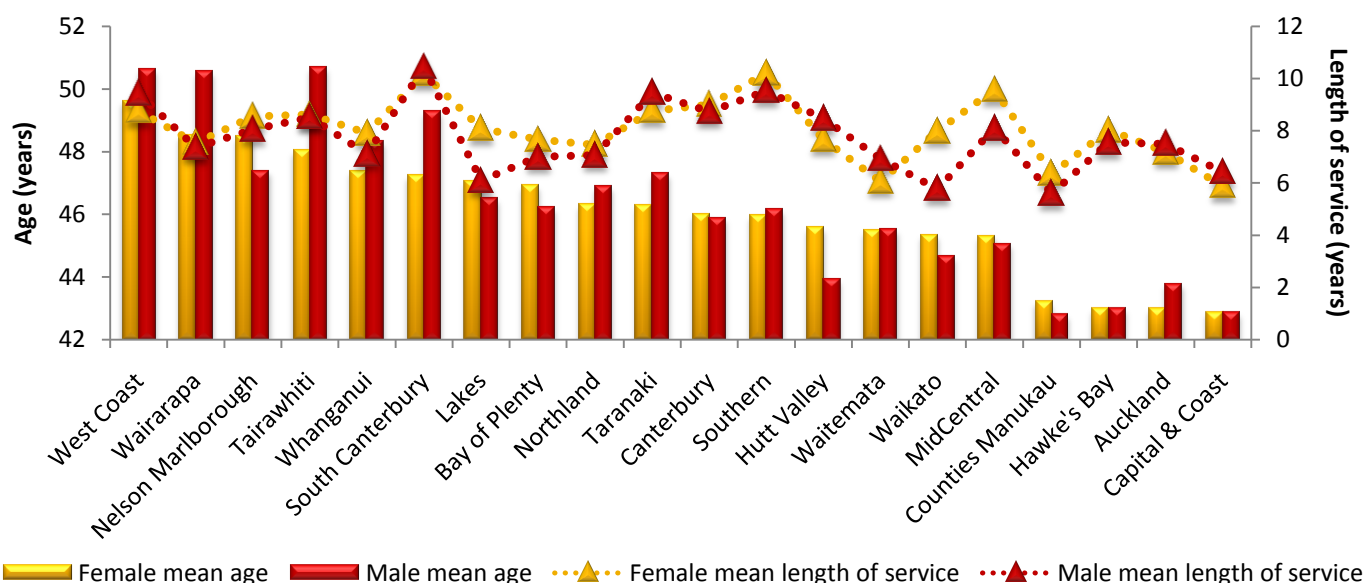


Table 7: Mean ages and mean length of service by DHB and sex

DHB	Female mean length of service	Female mean age	Male mean length of service	Male mean age
West Coast	8.7	49.6	9.4	50.6
Wairarapa	7.5	48.5	7.4	50.6
Nelson Marlborough	8.5	48.5	8.0	47.4
Tairāwhiti	8.6	48.0	8.5	50.7
Whanganui	7.9	47.4	7.1	48.3
South Canterbury	10.2	47.2	10.4	49.3
Lakes	8.1	47.0	6.1	46.5
Bay of Plenty	7.7	46.9	7.0	46.2
Northland	7.5	46.3	6.8	46.9
Taranaki	8.8	46.3	9.5	47.3
Canterbury	9.0	46.0	9.5	45.9
Southern	10.2	46.0	8.7	46.1
Hutt Valley	7.7	45.6	6.9	43.9
Waitemata	6.1	45.5	5.8	45.5
Waikato	8.0	45.3	8.1	44.7
MidCentral	9.6	45.3	8.1	45.1
Counties Manukau	6.4	43.2	5.6	42.8
Hawke's Bay	8.0	43.0	7.6	43.0
Auckland	7.2	43.0	7.5	43.8
Capital & Coast	5.9	42.9	6.1	42.9
Grand Total	7.7	45.1	7.5	45.0

Note: Hawke's Bay recorded all employees as 43 years old

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

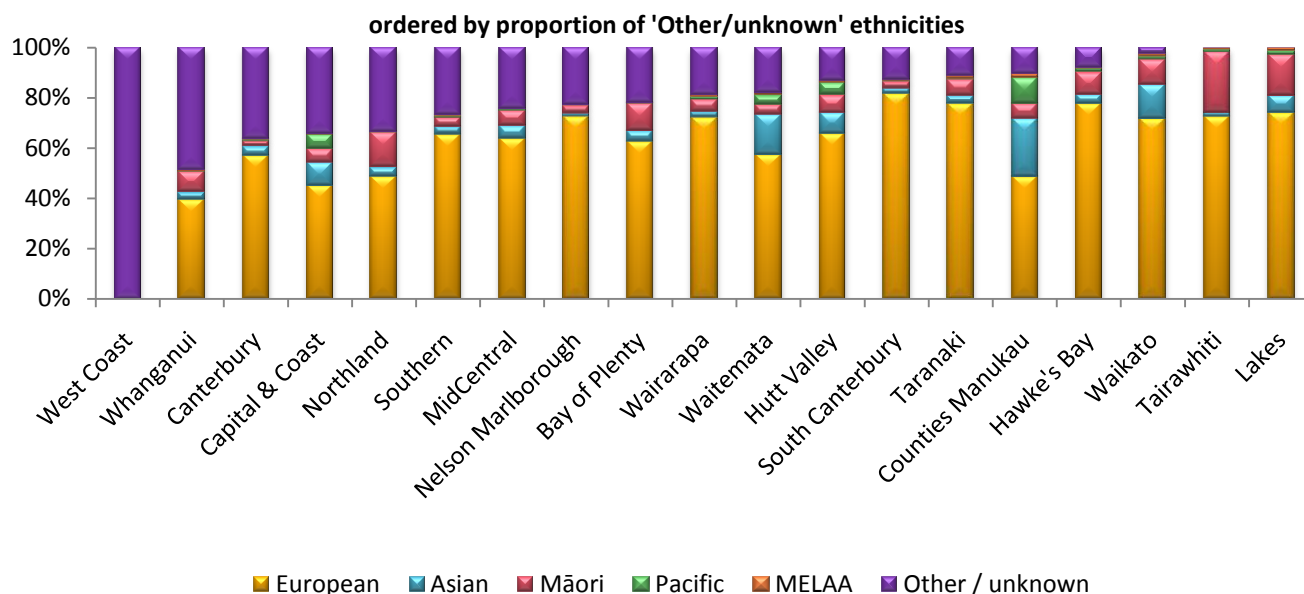


Table 8: Headcount of reported ethnicities by DHB

DHB	European	Asian	Māori	Pacific	MELAA	Other/unknown
West Coast	0	0	0	0	0	799
Whanganui	352	26	72	3	4	437
Canterbury	4390	287	166	43	37	2782
Capital & Coast	2294	470	259	293	32	1729
Northland	1210	91	346	10	0	834
Southern	2445	115	143	24	20	1000
MidCentral	1478	115	139	19	1	560
Nelson Marlborough	1595	24	66	4	4	499
Bay of Plenty	1577	100	269	13	1	548
Wairarapa	350	10	23	4	4	92
Waitemata	3050	855	211	195	67	950
Hutt Valley	1319	168	139	94	20	263
South Canterbury	559	15	17	2	4	87
Taranaki	1076	43	85	5	16	158
Counties Manukau	2598	1247	310	534	82	571
Hawke's Bay	1749	89	198	30	11	177
Waikato	4101	762	567	62	59	152
Tairāwhiti	429	10	141	6	3	2
Lakes	820	77	177	17	12	2
Grand Total	31392	4504	3328	1358	377	11642

Note:

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

Auckland is not included as the data did not match the reporting variable standard format

DISTRIBUTION OF OVERALL DHB WORKFORCE 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 2010 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 'high' age groups (45+) than the national average, and significantly less concentration in the younger age groups.

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

