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# DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

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1 JULY TO 30 SEPTEMBER 2013

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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.

## PURPOSE OF THE REPORT

This report covers all DHB employees for the period 1 July 2013 to 30 September 2013 and is a snapshot in time at 30 September 2013. 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

## DATA EXTRACTION

Important notes about the data extraction:

- The data extract used for this report covers the period July 2013 to September 2013 inclusive and is a snapshot taken by the DHBs on 30 September 2013
- 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 30 September 2013, 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 65,574</b> <b>51,724 female</b> <b>13,850 male</b>	<b>54,740 FTE*</b> <b>42,058 FTE* females</b> <b>12,682 FTE* males</b>	<b>Largest occupation group:</b> <b>Nurses – 25,217</b> <b>Smallest occupation group:</b> <b>Midwives – 1,450</b>
<b>DHB employee average age 45.7 years</b> <b>45.7 years for females</b> <b>45.3 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 31.8 years)</b>	<b>Oldest female occupation group:</b> <b>Corporate and other (mean age 49.7 years)</b> <b>Youngest female occupation group:</b> <b>Junior medical (mean age 31.2 years)</b>
<b>Mean FTE rate 0.83</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 1.4 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):

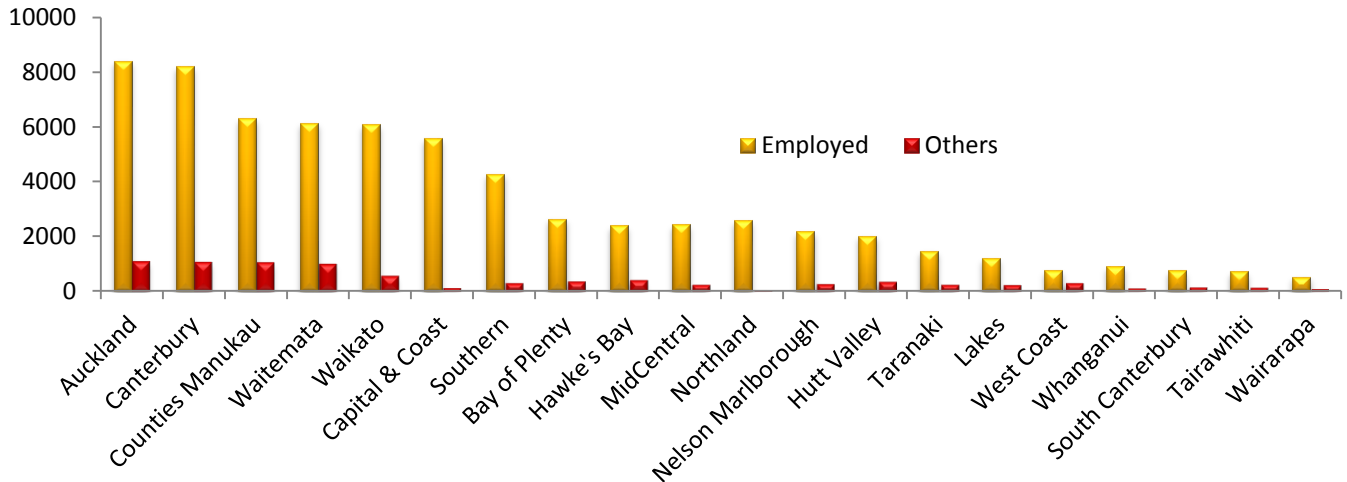
N.B. local (DHB and / or occupation) interpretations of a 'full time equivalent' can vary. For example; a sonographer may be class as 1.0 full time employee in one DHB where they are contracted to work 35 hours per week, whereas another sonographer in a different DHB may be class as 1.0 full time employee 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
Auckland	8,414	1,075	9,489	12.9%
Canterbury	8,228	1,054	9,282	12.6%
Counties Manukau	6,307	1,045	7,352	10.0%
Waitemata	6,139	981	7,120	9.7%
Waikato	6,095	562	6,657	9.0%
Capital & Coast	5,595	132	5,727	7.8%
Southern	4,274	300	4,574	6.2%
Bay of Plenty	2,634	365	2,999	4.1%
Hawke's Bay	2,384	415	2,799	3.8%
MidCentral	2,432	243	2,675	3.6%
Northland	2,574	34	2,608	3.5%
Nelson Marlborough	2,184	266	2,450	3.3%
Hutt Valley	2,005	354	2,359	3.2%
Taranaki	1,464	249	1,713	2.3%
Lakes	1,205	238	1,443	2.0%
West Coast	758	310	1,068	1.4%
Whanganui	892	118	1,010	1.4%
South Canterbury	756	156	912	1.2%
Tairāwhiti	722	136	858	1.2%
Wairarapa	512	95	607	0.8%
<b>Grand Total</b>	<b>65,574</b>	<b>8,128</b>	<b>73,702</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 '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

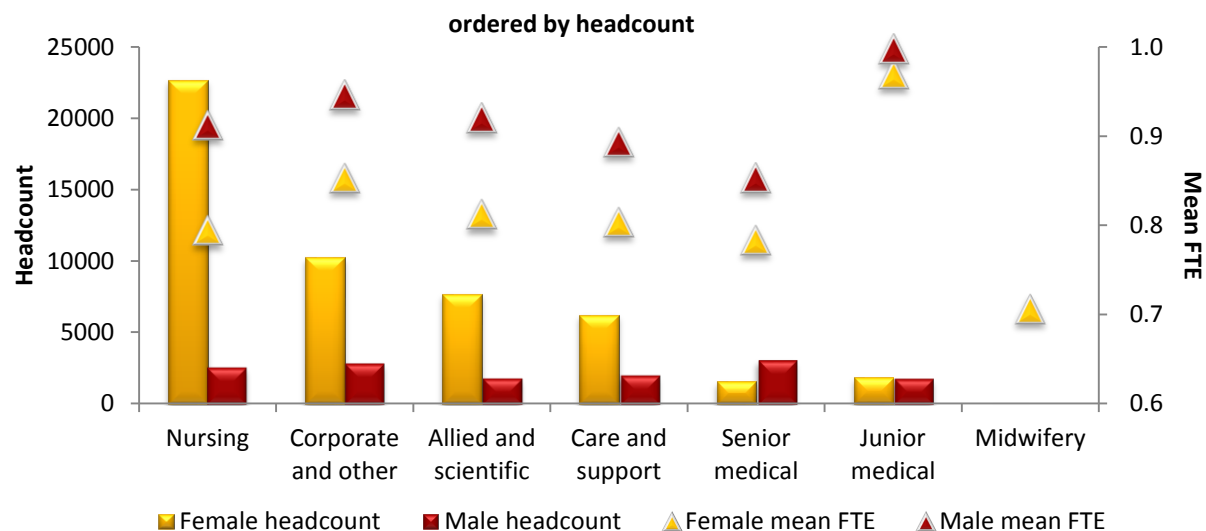
DHB	Nursing			Corporate and other			Allied & scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	3092	2615.7	0.85	1401	1276.3	0.91	1555	1311.9	0.84	739	673.8	0.91	883	723.5	0.82	581	563.8	0.97	163	123.8	0.76
Bay of Plenty	1085	861.2	0.79	542	481.8	0.89	302	254.8	0.84	329	281.8	0.86	180	146.6	0.81	144	142.0	0.99	52	36.8	0.71
Canterbury	3284	2683.2	0.82	1535	1319.4	0.86	1302	1084.0	0.83	975	780.2	0.80	519	432.7	0.83	478	464.4	0.97	135	88.4	0.66
Capital & Coast	2187	1656.7	0.76	1121	1010.5	0.90	726	600.1	0.83	650	498.9	0.77	368	276.5	0.75	370	329.7	0.89	173	105.4	0.61
Counties Manukau	2365	2010.8	0.85	1234	1036.2	0.84	887	775.7	0.87	806	713.9	0.89	473	398.3	0.84	358	351.2	0.98	184	146.5	0.80
Hawke's Bay	919	651.8	0.71	510	442.1	0.87	328	264.0	0.80	320	258.6	0.81	134	109.3	0.82	112	160.2	1.43	61	40.6	0.67
Hutt Valley	689	566.8	0.82	405	367.4	0.91	343	275.5	0.80	275	238.7	0.87	136	101.1	0.74	120	118.4	0.99	37	26.4	0.71
Lakes	483	383.5	0.79	290	258.7	0.89	134	111.9	0.83	116	97.1	0.84	84	75.2	0.90	66	66.0	1.00	32	23.3	0.73
MidCentral	985	801.5	0.81	557	503.3	0.90	306	266.3	0.87	234	191.8	0.82	149	129.2	0.87	139	136.2	0.98	62	42.1	0.68
Nelson Marlborough	735	539.8	0.73	456	371.1	0.81	240	175.4	0.73	496	347.4	0.70	148	113.6	0.77	66	65.0	0.98	43	29.2	0.68
Northland	1042	767.1	0.74	501	397.0	0.79	346	275.3	0.80	377	256.5	0.68	160	149.6	0.94	92	90.6	0.99	56	36.3	0.65
South Canterbury	317	247.2	0.78	156	135.8	0.87	80	61.7	0.77	118	75.2	0.64	44	36.0	0.82	18	17.3	0.96	23	19.4	0.85
Southern	1726	1355.6	0.79	977	838.6	0.86	554	463.6	0.84	404	320.5	0.79	278	224.6	0.81	259	252.8	0.98	76	56.9	0.75
Tairāwhiti	300	231.8	0.77	162	147.1	0.91	102	83.3	0.82	73	59.0	0.81	53	48.2	0.91	18	17.6	0.98	14	10.4	0.74
Taranaki	562	426.9	0.76	356	315.2	0.89	179	145.4	0.81	187	168.4	0.90	89	77.2	0.87	64	62.7	0.98	27	17.8	0.66
Waikato	2311	1913.0	0.83	1402	1253.3	0.89	815	707.5	0.87	746	647.0	0.87	361	313.6	0.87	363	356.7	0.98	97	67.9	0.70
Wairarapa	241	162.7	0.68	121	92.2	0.76	49	37.5	0.77	49	33.8	0.69	27	22.2	0.82	11	11.0	1.00	14	10.1	0.72
Waitemata	2223	1902.1	0.86	982	858.8	0.87	1045	849.1	0.81	1034	947.6	0.92	408	344.5	0.84	282	275.8	0.98	165	114.9	0.70
West Coast	312	257.3	0.82	164	134.6	0.82	83	69.2	0.83	144	73.5	0.51	43	38.5	0.90	0	0.0	n/a	12	9.5	0.79
Whanganui	359	293.0	0.82	191	165.8	0.87	105	83.0	0.79	127	101.5	0.80	52	45.7	0.88	34	34.0	1.00	24	18.7	0.78
Grand Total	25217	20327.9	0.81	13063	11405.3	0.87	9481	7895.2	0.83	8199	6765.1	0.83	4589	3806.4	0.83	3575	3515.5	0.98	1450	1024.3	0.71

# 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	22,697	0.79	2,520	0.91	25,217	0.81
Corporate and other	10,267	0.85	2,796	0.95	13,063	0.87
Allied and scientific	7,696	0.81	1,785	0.92	9,481	0.83
Care and support	6,224	0.80	1,975	0.89	8,199	0.83
Senior medical	1,568	0.78	3,021	0.85	4,589	0.83
Junior medical	1,826	0.97	1,749	1.00	3,575	0.98
Midwifery	>1,444	0.71	**	**	1,450	0.71
Total	>51,722	0.81	>13,846	0.92	65,574	0.83

\*\* Data suppressed, less than 5

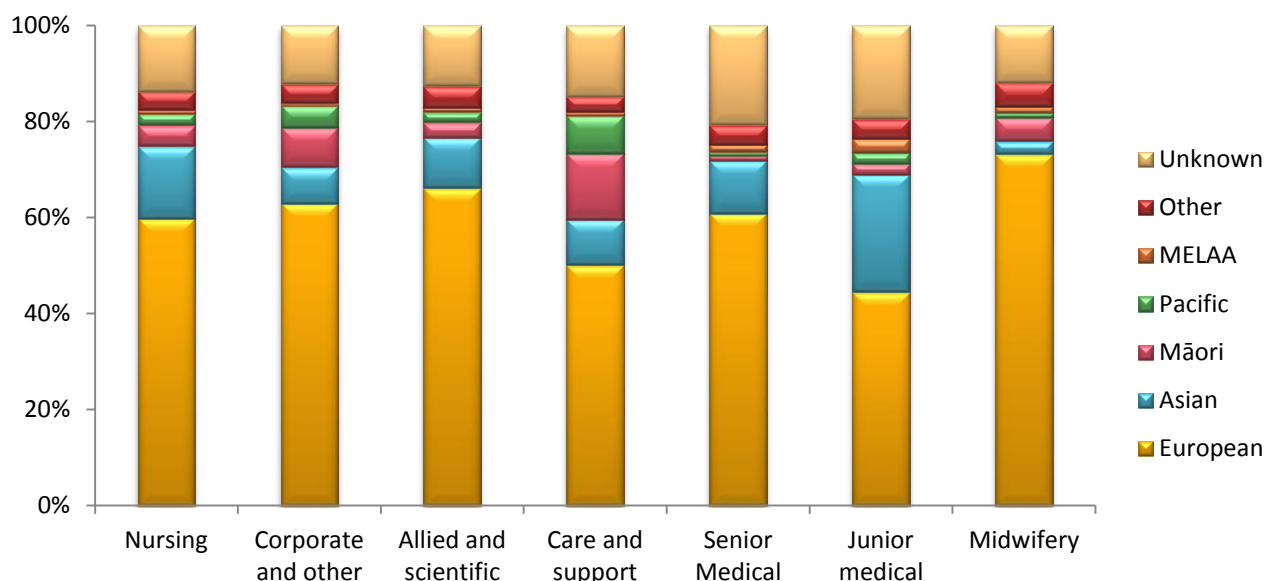


## HEADCOUNT BY OCCUPATION GROUP AND ETHNICITY

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**

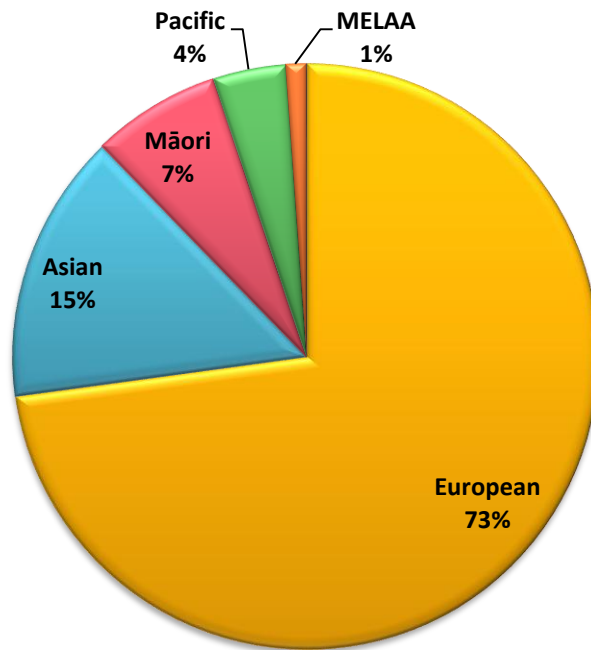
Occupation group	European		Asian		Māori		Pacific		MELAA		Other		Unknown	
Nursing	15,070	59.8%	3,817	15.1%	1,109	4.4%	585	2.3%	191	0.8%	995	3.9%	3,450	13.7%
Corporate and other	8,212	62.9%	996	7.6%	1,079	8.3%	599	4.6%	60	0.5%	519	4.0%	1,598	12.2%
Allied and scientific	6,263	66.1%	1,007	10.6%	302	3.2%	201	2.1%	83	0.9%	428	4.5%	1,197	12.6%
Care and support	4,104	50.1%	779	9.5%	1,126	13.7%	651	7.9%	57	0.7%	272	3.3%	1,210	14.8%
Senior Medical	2,791	60.8%	507	11.0%	47	1.0%	32	0.7%	71	1.5%	191	4.2%	950	20.7%
Junior medical	1,590	44.5%	876	24.5%	83	2.3%	80	2.2%	103	2.9%	146	4.1%	697	19.5%
Midwifery	1,062	73.2%	39	2.7%	70	4.8%	16	1.1%	19	1.3%	71	4.9%	173	11.9%
Total	39,092	59.6%	8,021	12.2%	3,816	5.8%	2,164	3.3%	584	0.9%	2,622	4.0%	9,275	14.1%

Notes:

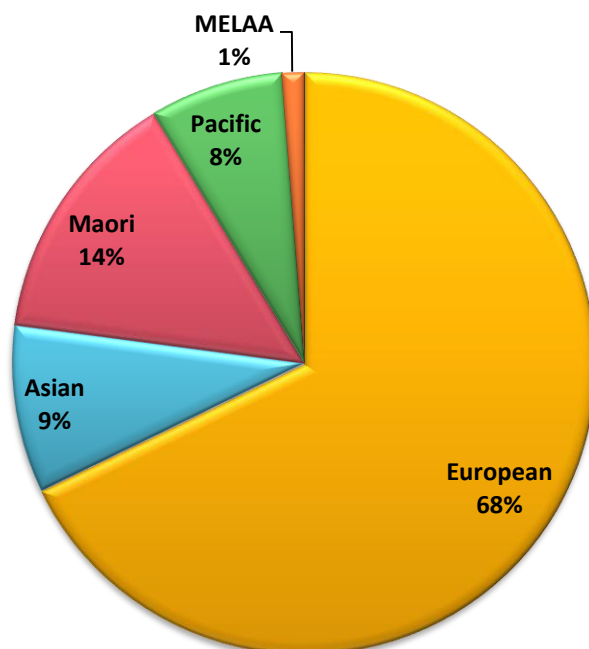
MELAA is a group amalgamation of Middle Eastern, Latin American and African ethnicities

This pie chart is based on the 53,677 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**



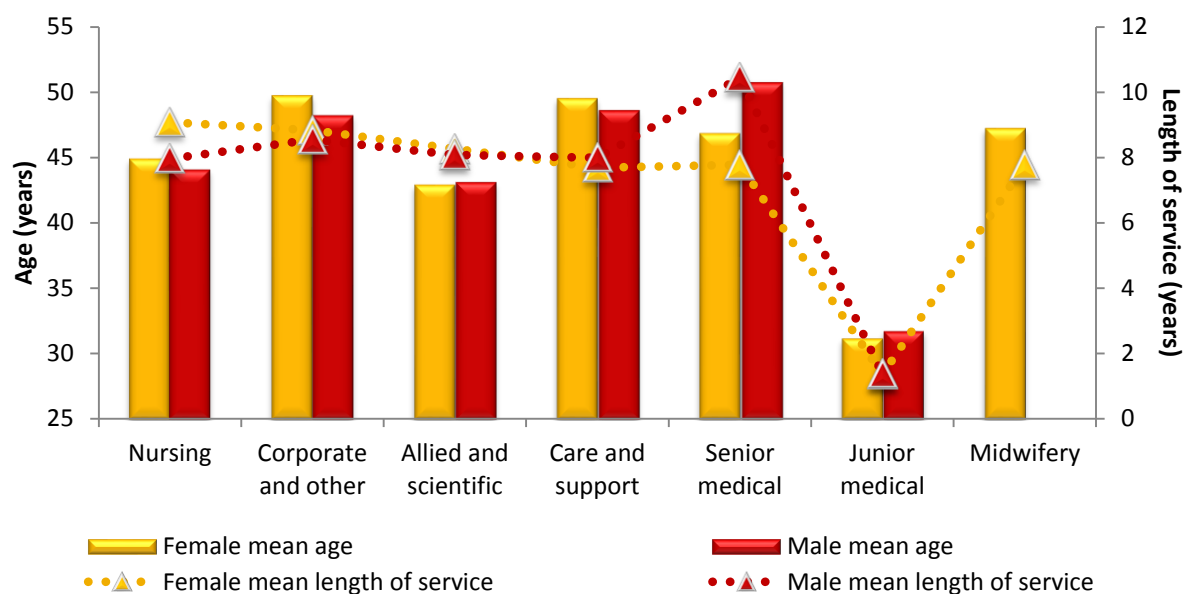
**Figure 5: Proportion of identifiable ethnicities for 2012 PHO enrolment population data**



## 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	44.9	8.0	44.1	9.0	44.8
Corporate and other	8.8	49.7	8.5	48.2	8.8	49.4
Allied and scientific	8.3	42.9	8.1	43.1	8.2	42.9
Care and support	7.7	49.5	8.0	48.6	7.8	49.3
Senior Medical	7.8	46.8	10.4	50.8	9.5	49.4
Junior medical	1.4	31.2	1.4	31.8	1.4	31.5
Midwifery	7.8	47.2	**	**	7.8	47.2
Total	8.4	45.7	7.8	45.3	8.3	45.7

\*\* 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

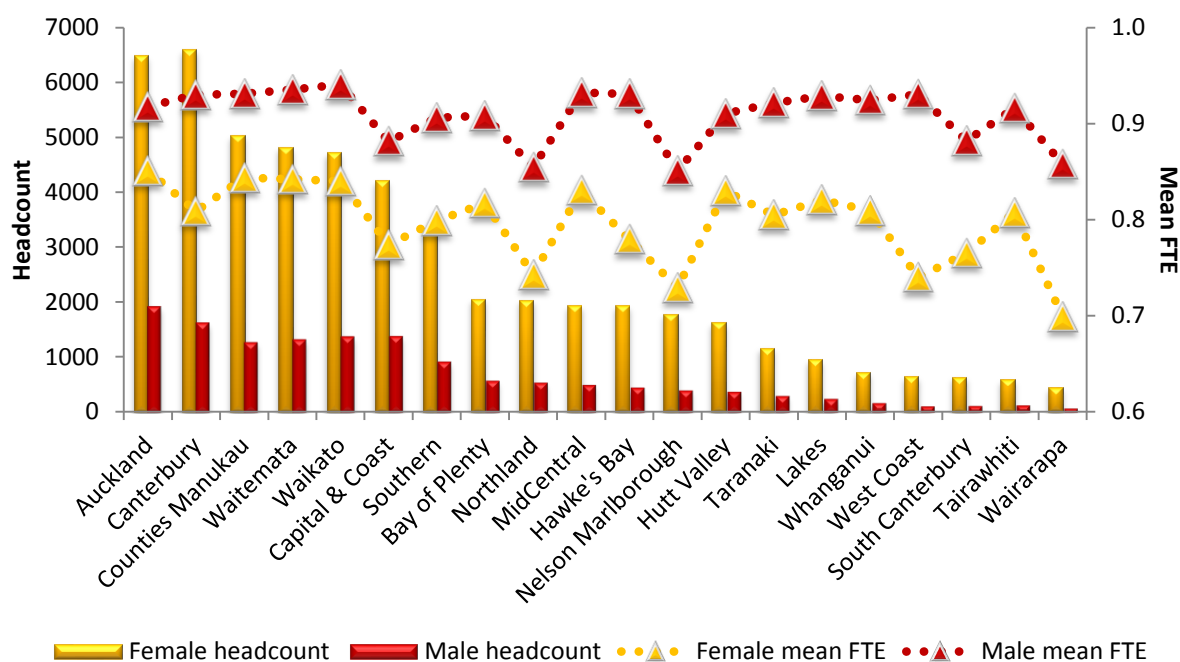


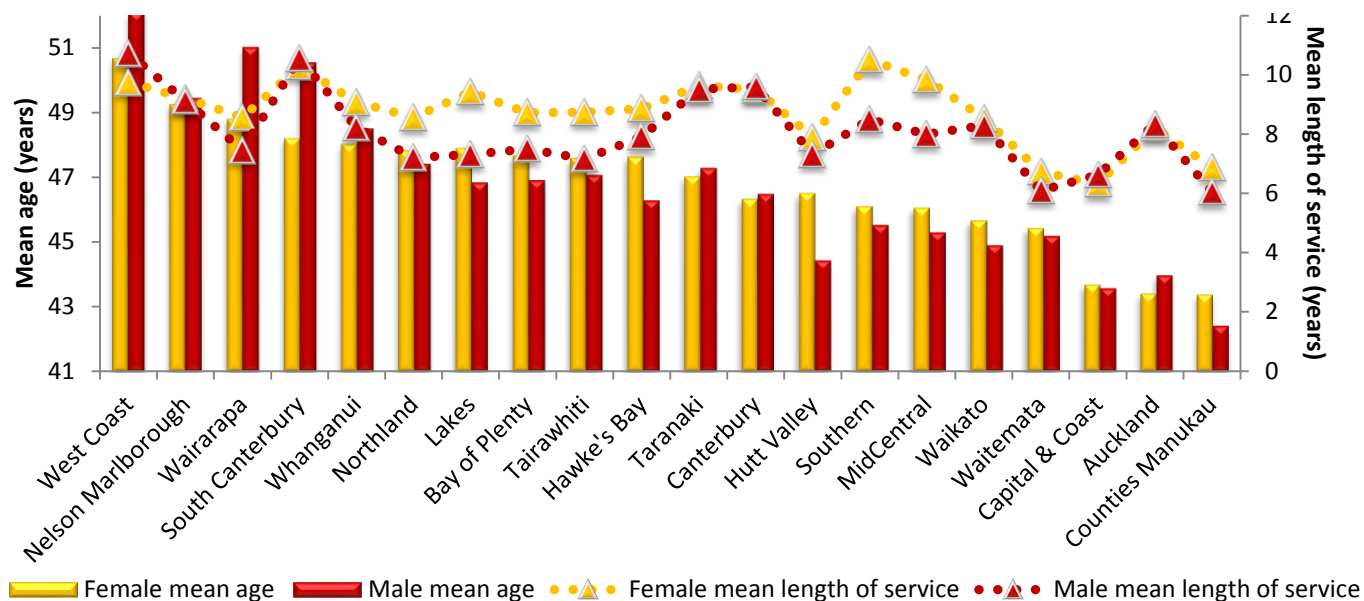
Table 6: Headcount and mean FTE by sex and DHB

		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	6495	6604	5035	4813	4717	4212	3352	2057	2034	1932	1930	1781	1626	1159	954	720	644	634	588	437
	Mean FTE	0.85	0.81	0.84	0.84	0.84	0.77	0.80	0.82	0.74	0.83	0.78	0.73	0.83	0.80	0.82	0.81	0.74	0.76	0.81	0.70
Male	Head count	1919	1624	1272	1326	1378	1383	922	577	540	500	454	403	379	305	251	172	114	122	134	75
	Mean FTE	0.92	0.93	0.93	0.94	0.94	0.88	0.91	0.91	0.85	0.93	0.93	0.85	0.91	0.92	0.93	0.92	0.93	0.88	0.92	0.86
Total	Head count	8414	8228	6307	6139	6095	5595	4274	2634	2574	2432	2384	2184	2005	1464	1205	892	758	756	722	512
	Mean FTE	0.87	0.83	0.86	0.86	0.86	0.80	0.82	0.84	0.77	0.85	0.81	0.75	0.84	0.83	0.84	0.83	0.77	0.78	0.83	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**



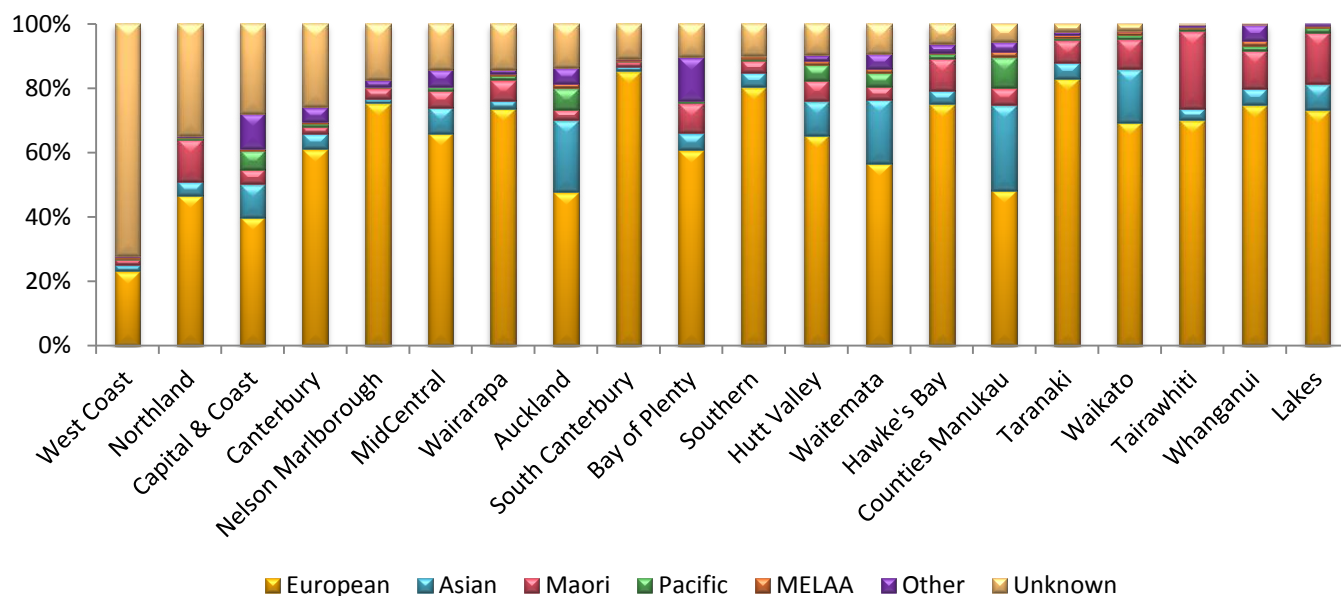
**Table 7: Mean ages and mean length of service by DHB and sex**

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	9.8	50.7	10.7	52.1	9.9	50.9
Nelson Marlborough	9.2	49.3	9.1	49.4	9.2	49.3
Wairarapa	8.6	48.8	7.5	51.0	8.4	49.1
South Canterbury	10.3	48.2	10.6	50.6	10.3	48.6
Whanganui	9.1	48.0	8.2	48.5	8.9	48.1
Northland	8.6	47.8	7.2	47.4	8.3	47.7
Lakes	9.4	47.9	7.3	46.8	9.0	47.7
Bay of Plenty	8.7	47.7	7.5	46.9	8.5	47.5
Tairāwhiti	8.7	47.6	7.2	47.1	8.4	47.5
Hawke's Bay	8.9	47.6	7.9	46.3	8.7	47.4
Taranaki	9.6	47.0	9.5	47.3	9.6	47.1
Canterbury	9.5	46.3	9.6	46.5	9.5	46.4
Hutt Valley	7.9	46.5	7.3	44.4	7.8	46.1
Southern	10.5	46.1	8.5	45.5	10.1	46.0
MidCentral	9.8	46.1	8.0	45.3	9.5	45.9
Waikato	8.5	45.7	8.3	44.9	8.5	45.5
Waitemata	6.7	45.4	6.1	45.2	6.6	45.4
Capital & Coast	6.3	43.7	6.6	43.6	6.4	43.7
Auckland	8.2	43.4	8.3	44.0	8.2	43.5
Counties Manukau	6.9	43.4	6.1	42.4	6.7	43.2
<b>Grand Total</b>	<b>8.4</b>	<b>45.7</b>	<b>7.8</b>	<b>45.3</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	175	15	13	**	5	**	546
Northland	1,203	110	334	17	5	10	895
Capital & Coast	2,222	587	256	326	29	613	1,562
Canterbury	5,029	392	179	78	38	391	2,121
Nelson Marlborough	1,648	27	75	**	**	49	380
MidCentral	1,604	197	129	25	**	132	343
Wairarapa	377	13	33	7	**	7	72
Auckland	4,026	1,879	276	559	124	407	1,143
South Canterbury	645	11	12	**	**	**	82
Bay of Plenty	1,603	138	246	16	**	356	271
Southern	3,435	196	162	22	30	0	429
Hutt Valley	1,310	215	128	98	25	35	194
Waitemata	3,475	1,219	251	260	82	292	560
Hawke's Bay	1,790	102	238	31	13	62	148
Counties Manukau	3,046	1,668	341	600	109	193	350
Taranaki	1,215	73	104	8	13	15	36
Waikato	4,232	1,012	566	74	71	**	139
Tairāwhiti	507	25	174	6	**	5	**
Whanganui	667	45	106	13	14	45	**
Lakes	883	97	193	18	8	6	0
<b>Grand Total</b>	<b>39,092</b>	<b>8,021</b>	<b>3,816</b>	<b>2,164</b>	<b>584</b>	<b>2,622</b>	<b>9,275</b>

\*\* Data suppressed – 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**

