
DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 APRIL TO 30 JUNE 2016

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 April 2016 to 30 June 2016 and is a snapshot in time at 30 June 2016. 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 April 2016 to June 2016 inclusive and is a snapshot taken by the DHBs on 30 June 2016.
- 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.

Contact: DHBWI@dhbsharedservices.health.nz

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

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OVERVIEW

DHB WORKFORCE AT A GLANCE

For data to 30 June 2016, 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.

<p>Total employees 68,800 54,189 female 14,610 male</p>	<p>57,447FTE* 44,112 FTE* females 13,334 FTE* males</p>	<p>Largest occupation group: Nurses – 26,545 Smallest occupation group: Midwives – 1,424</p>
<p>DHB employee average age 45.8 years 45.9 years for females 45.6 years for males</p>	<p>Oldest male occupation group: Senior Medical** (mean age 51.2 years) Youngest male occupation group: Junior medical (mean age 31.3 years)</p>	<p>Oldest female occupation groups: Corporate and other (mean age 50.3 years) Youngest female occupation group: Junior medical (mean age 30.8 years)</p>
<p>Mean FTE rate 0.83 Mean FTE rate for females 0.81 Mean FTE rate for males 0.91</p>	<p>Longest Length of Service occupation group Senior medical (mean 9.9 years) Shortest Length of Service occupation group Junior medical (mean 1.3 years)</p>	<p>Employee reported ethnicities: Other*** – 74% Asian – 16% Māori – 7% Pacific – 4%</p>

* 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 classed 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 classed 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)

*** To allow direct comparisons with reported ethnicity data from Statistics New Zealand, we have amalgamated ethnicities not associated with Asian, Māori or Pacific into the group 'Other'.

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

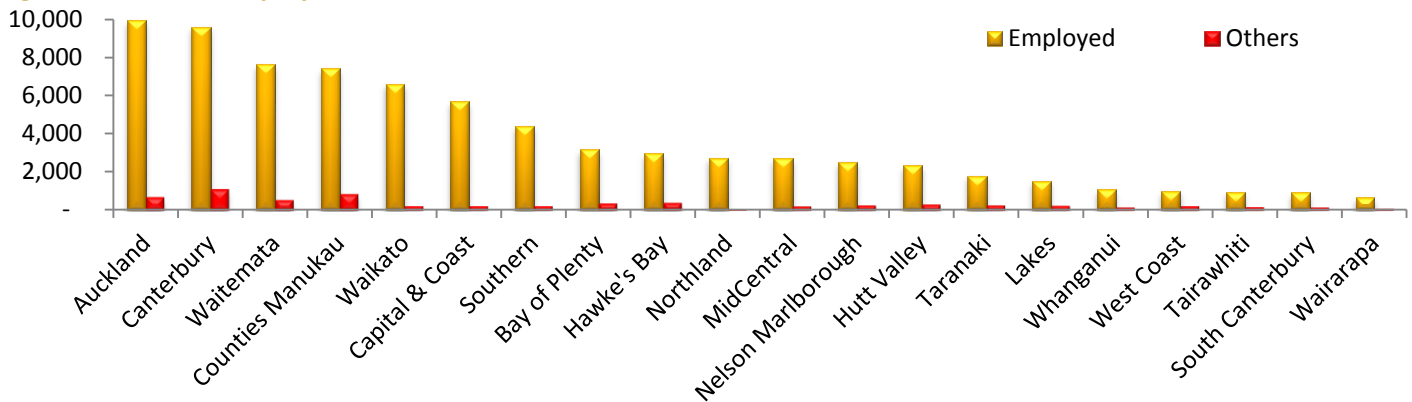


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	9,276	684	9,960	13.2%
Canterbury	8,525	1,088	9,613	12.7%
Waitemata	7,107	537	7,644	10.1%
Counties Manukau	6,591	830	7,421	9.8%
Waikato	6,386	230	6,616	8.8%
Capital & Coast	5,456	237	5,693	7.5%
Southern	4,182	227	4,409	5.8%
Bay of Plenty	2,808	372	3,180	4.2%
Hawke's Bay	2,547	394	2,941	3.9%
Northland	2,666	44	2,710	3.6%
MidCentral	2,487	220	2,707	3.6%
Nelson Marlborough	2,243	266	2,509	3.3%
Hutt Valley	2,020	322	2,342	3.1%
Taranaki	1,520	262	1,782	2.4%
Lakes	1,267	251	1,518	2.0%
Whanganui	912	171	1,083	1.4%
West Coast	762	233	995	1.3%
Tairāwhiti	747	179	926	1.2%
South Canterbury	757	157	914	1.2%
Wairarapa	541	96	637	0.8%
Grand Total	68,800	6,800	75,600	100.0%

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 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, and where an incorrect ANZSCO code has been assigned, then they will also be excluded).
- 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.
- 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 contract of more than zero hours are excluded.

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	3400	2855.1	0.84	1605	1401.7	0.87	1908	1627.4	0.85	610	552	0.9	1002	811.3	0.81	582	569.2	0.98	169	127.5	0.75
Bay of Plenty	1168	894.9	0.77	572	507.2	0.89	389	329.1	0.85	273	227.9	0.83	198	163.1	0.82	156	155.5	1	52	35.6	0.68
Canterbury	3383	2769.7	0.82	1579	1383.1	0.88	1540	1270.2	0.82	860	676.1	0.79	553	461.8	0.84	482	470.2	0.98	128	85.4	0.67
Capital & Coast	2185	1669.1	0.76	1078	960.2	0.89	720	603.6	0.84	578	435.1	0.75	386	301.8	0.78	368	341	0.93	141	76.8	0.54
Counties Manukau	2461	2097.8	0.85	1289	1109	0.86	1085	945.8	0.87	680	598.5	0.88	516	428.3	0.83	381	373.4	0.98	179	128.2	0.72
Hawke's Bay	1004	713.1	0.71	531	459.7	0.87	405	328.3	0.81	276	219.1	0.79	143	122.7	0.86	126	124	0.98	62	38.3	0.62
Hutt Valley	709	581.3	0.82	429	389.6	0.91	334	274.9	0.82	237	204.7	0.86	145	112.1	0.77	128	126.7	0.99	38	27.4	0.72
Lakes	505	395.6	0.78	284	255.7	0.9	168	143.3	0.85	123	104.1	0.85	81	70.2	0.87	74	73.8	1	32	24.2	0.76
MidCentral	1027	839.3	0.82	557	507.6	0.91	352	307.1	0.87	178	144.5	0.81	164	143.1	0.87	141	139.4	0.99	68	43.9	0.65
Nelson Marlborough	779	589.6	0.76	502	412	0.82	291	222	0.76	413	287.8	0.7	144	115.5	0.8	71	69.6	0.98	43	31.2	0.73
Northland	1054	792.6	0.75	526	430.7	0.82	410	336	0.82	336	232.2	0.69	176	171.1	0.97	101	100.2	0.99	63	38.5	0.61
South Canterbury	297	230	0.77	158	136.7	0.87	83	66.4	0.8	119	74.6	0.63	58	42.1	0.73	22	21.9	1	20	16.9	0.84
Southern	1757	1380.9	0.79	808	709.3	0.88	628	538.1	0.86	346	270.3	0.78	298	239	0.8	266	260.3	0.98	79	55.5	0.7
Tairāwhiti	309	236.7	0.77	158	146	0.92	113	94.3	0.83	71	56.3	0.79	57	51.1	0.9	19	19	1	20	15.2	0.76
Taranaki	576	438.2	0.76	363	322.6	0.89	205	163.6	0.8	179	152.5	0.85	98	85.1	0.87	66	65	0.98	33	23.8	0.72
Waikato	2429	2003.8	0.82	1420	1247.8	0.88	1002	862.4	0.86	698	588.9	0.84	387	355.5	0.92	368	373.3	1.01	82	57	0.7
Wairarapa	269	184.8	0.69	117	89.9	0.77	60	45.8	0.76	33	23.9	0.73	34	27.8	0.82	13	12.4	0.95	15	9.2	0.61
Waitemata	2539	2145.8	0.85	1219	1074.1	0.88	1338	1110.1	0.83	1036	928.1	0.9	492	418.5	0.85	320	314.6	0.98	163	112.5	0.69
West Coast	314	264.3	0.84	173	142.4	0.82	84	72.6	0.86	136	77.6	0.57	32	27.6	0.86	8	8	1	15	9.8	0.65
Whanganui	380	307	0.81	198	174	0.88	129	102.2	0.79	101	83.2	0.82	49	44.6	0.91	33	32.6	0.99	22	18.1	0.82
Grand Total	26545	21389.6	0.81	13566	11859.4	0.87	11244	9443.2	0.84	7283	5937.4	0.82	5013	4192.3	0.84	3725	3650.1	0.98	1424	975	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

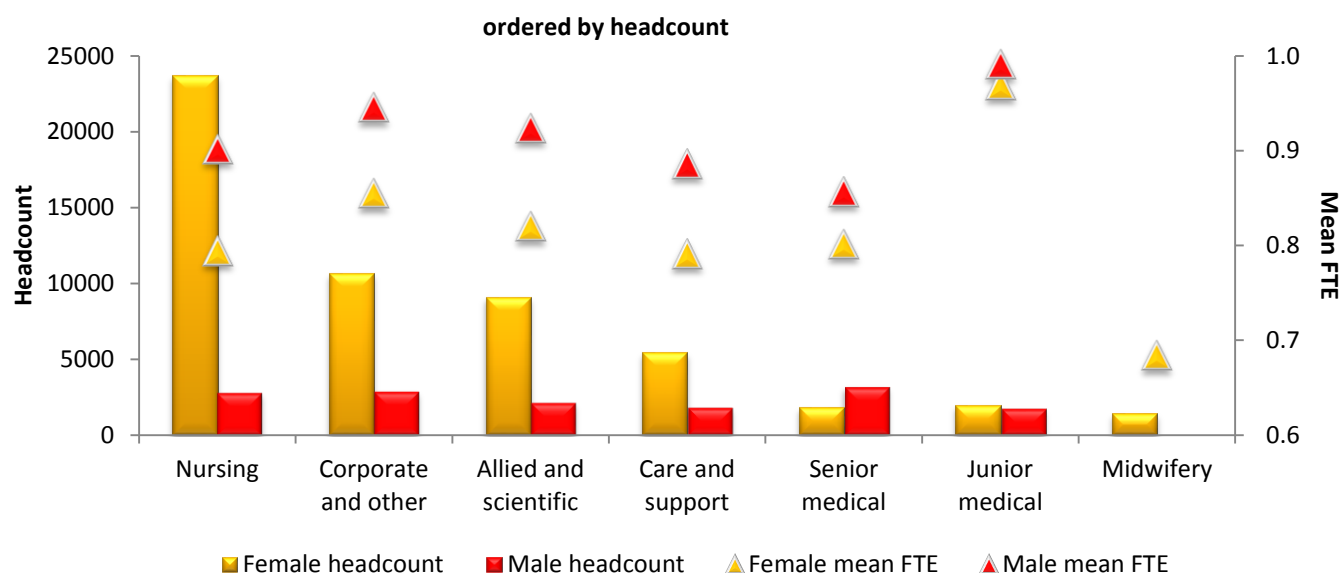


Table 3: Occupation group headcount and mean FTE by sex

Occupation group	Female		Male		Total	
	Headcount	Mean FTE	Headcount	Mean FTE	Headcount	Mean FTE
Nursing	23,738	0.79	2,807	0.90	26,545	0.81
Corporate and other	10,683	0.85	2,883	0.95	13,566	0.87
Allied and scientific	9,097	0.82	2,147	0.92	11,244	0.84
Care and support	5,453	0.79	1,830	0.89	7,283	0.82
Senior medical	1,836	0.80	3,177	0.86	5,013	0.84
Junior medical	>1,957	0.97	>1,759	0.99	3,724	0.98
Midwifery	>1,417	0.68	**	**	1,424	0.68
Grand Total	54,189	0.81	14,610	0.91	68,799	0.83

** 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

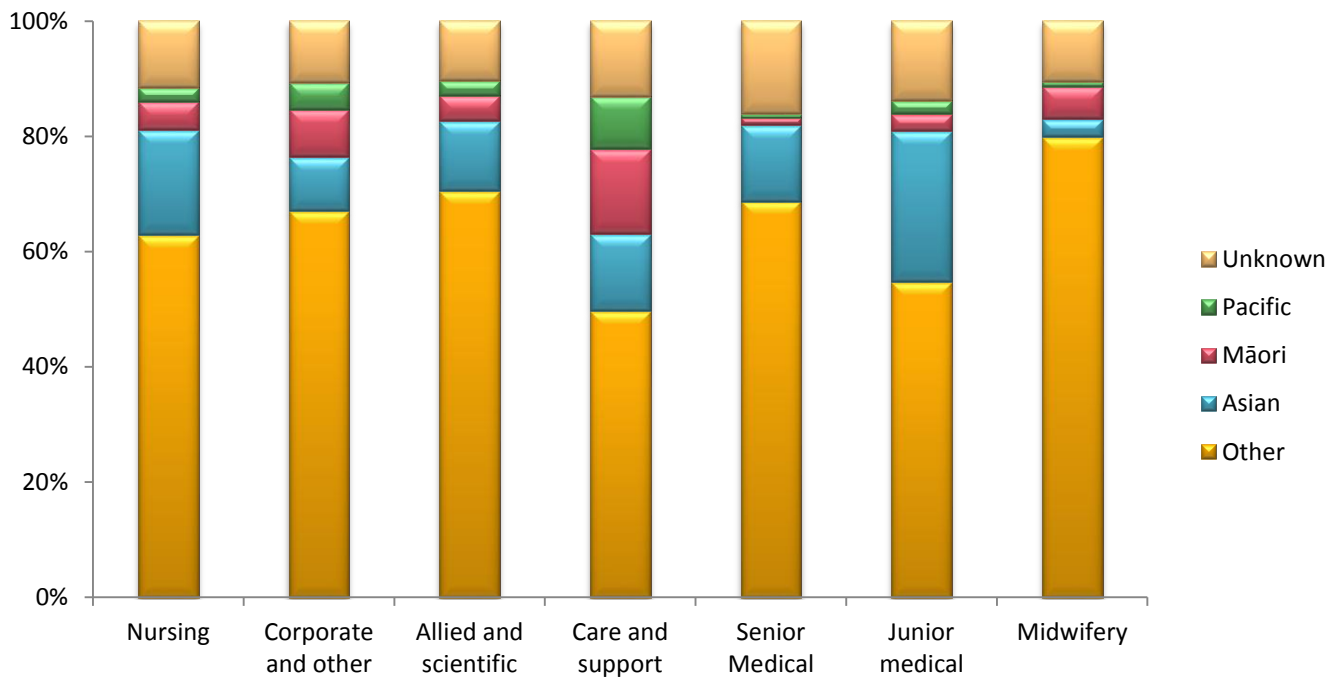


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	16,692	62.9%	4,837	18.2%	1,299	4.9%	659	2.5%	3,058	11.5%	26,545
Corporate and other	9,099	67.1%	1,268	9.3%	1,119	8.2%	632	4.7%	1,448	10.7%	13,566
Allied and scientific	7,929	70.5%	1,364	12.1%	498	4.4%	299	2.7%	1,154	10.3%	11,244
Care and support	3,617	49.7%	978	13.4%	1,072	14.7%	664	9.1%	952	13.1%	7,283
Senior Medical	3,446	68.7%	663	13.2%	64	1.3%	34	0.7%	806	16.1%	5,013
Junior medical	2,040	54.8%	974	26.1%	112	3.0%	87	2.3%	512	13.7%	3,725
Midwifery	1,138	79.9%	44	3.1%	81	5.7%	12	0.8%	149	10.5%	1,424
Grand Total	43,961	63.9%	10,128	14.7%	4,245	6.2%	2,387	3.5%	8,079	11.7%	68,800

* 'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Māori or Pacific.

This pie chart is based on the 60,721 permanent employees who declared their ethnicity as Asian, Māori, Pacific or Other. Below this is a similar pie chart of ethnicity proportions in the New Zealand population based on projections of population data by Statistics New Zealand for 30 June 2016.

Figure 4: Proportion of identifiable ethnicities for all DHB employees

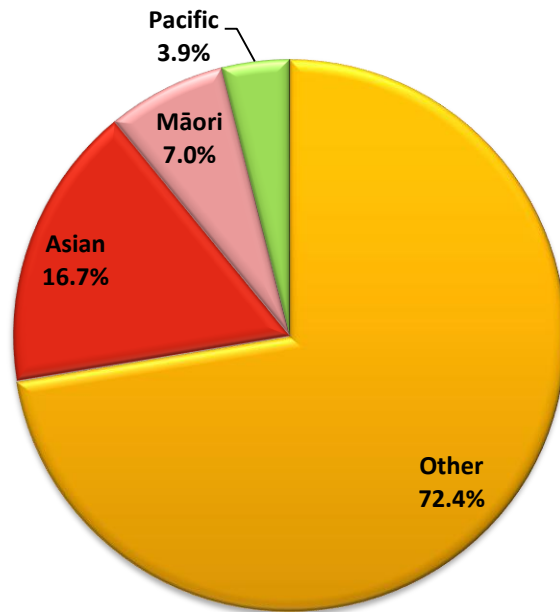
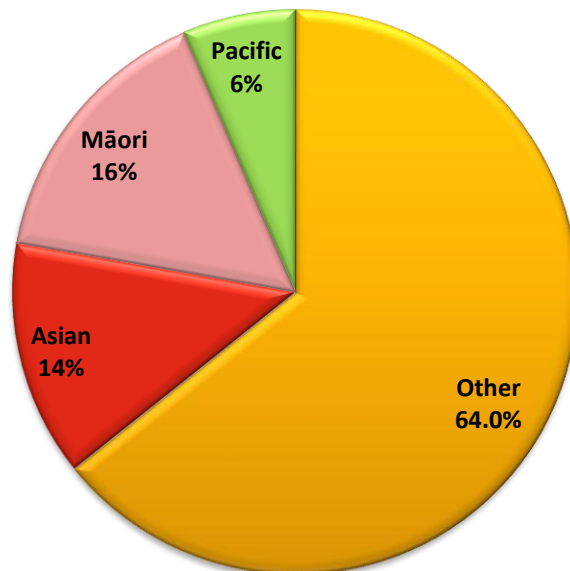


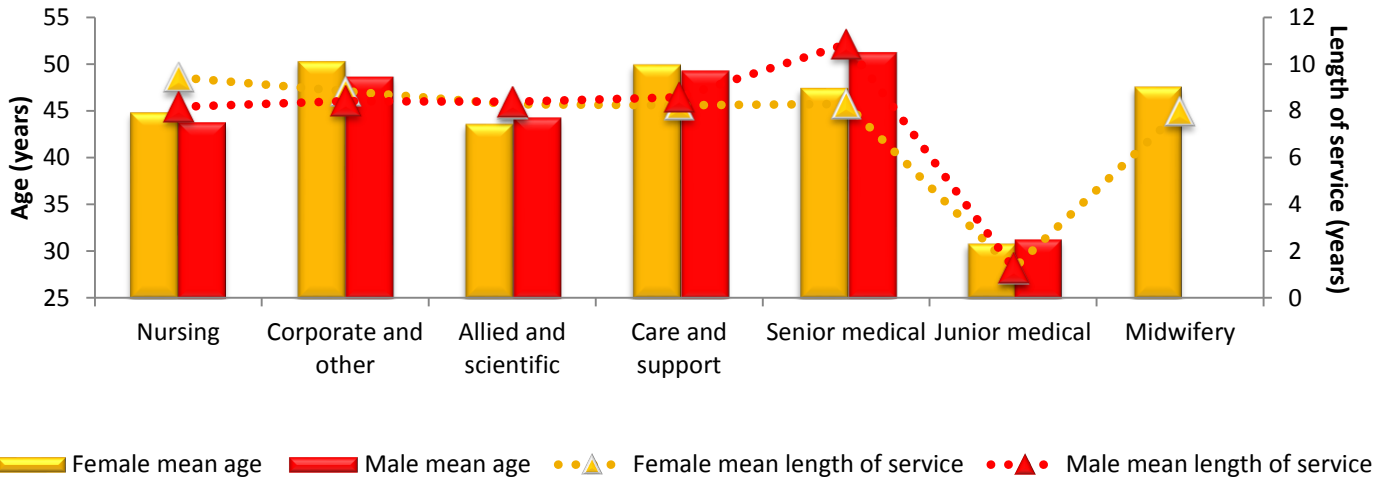
Figure 5: Proportion of identifiable ethnicities for projected population data at 30 June 2016



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	9.4	44.8	8.2	43.7	9.3	44.7
Corporate and other	8.8	50.3	8.4	48.6	8.7	49.9
Allied and scientific	8.3	43.6	8.4	44.3	8.3	43.7
Care and support	8.2	49.9	8.6	49.3	8.3	49.8
Senior medical	8.3	47.4	10.9	51.2	9.9	49.8
Junior medical	1.2	30.8	1.3	31.3	1.3	31.1
Midwifery	8.0	47.6	**	**	8.0	47.6
Grand Total	8.6	45.9	8.1	45.6	8.5	45.8

** 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

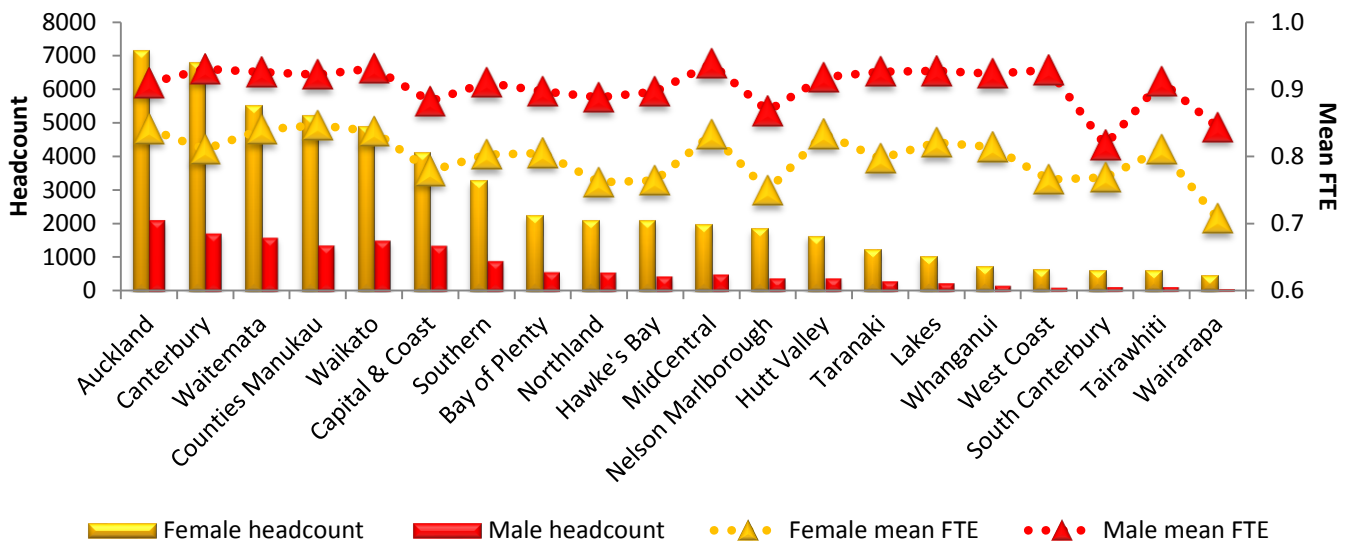


Table 6: Headcount and mean FTE by sex and DHB

		Auckland	Canterbury	Waitemata	Countries Manukau	Waikato	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	7171	6813	5519	5233	4884	4106	3284	2234	2103	2097	1974	1849	1625	1214	1015	734	645	617	613	459
	Mean FTE	0.84	0.81	0.84	0.85	0.84	0.78	0.80	0.81	0.76	0.76	0.83	0.75	0.83	0.80	0.82	0.81	0.77	0.77	0.81	0.71
Male	Head count	2105	1712	1588	1358	1502	1349	898	574	563	450	513	394	395	306	252	178	117	140	134	82
	Mean FTE	0.91	0.93	0.93	0.92	0.93	0.88	0.91	0.90	0.89	0.90	0.94	0.87	0.92	0.93	0.93	0.92	0.93	0.82	0.91	0.84
Total	Head count	9276	8525	7107	6591	6386	5455	4182	2808	2666	2547	2487	2243	2020	1520	1267	912	762	757	747	541
	Mean FTE	0.86	0.83	0.86	0.86	0.86	0.80	0.83	0.82	0.79	0.79	0.85	0.77	0.85	0.82	0.84	0.84	0.79	0.78	0.83	0.73

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

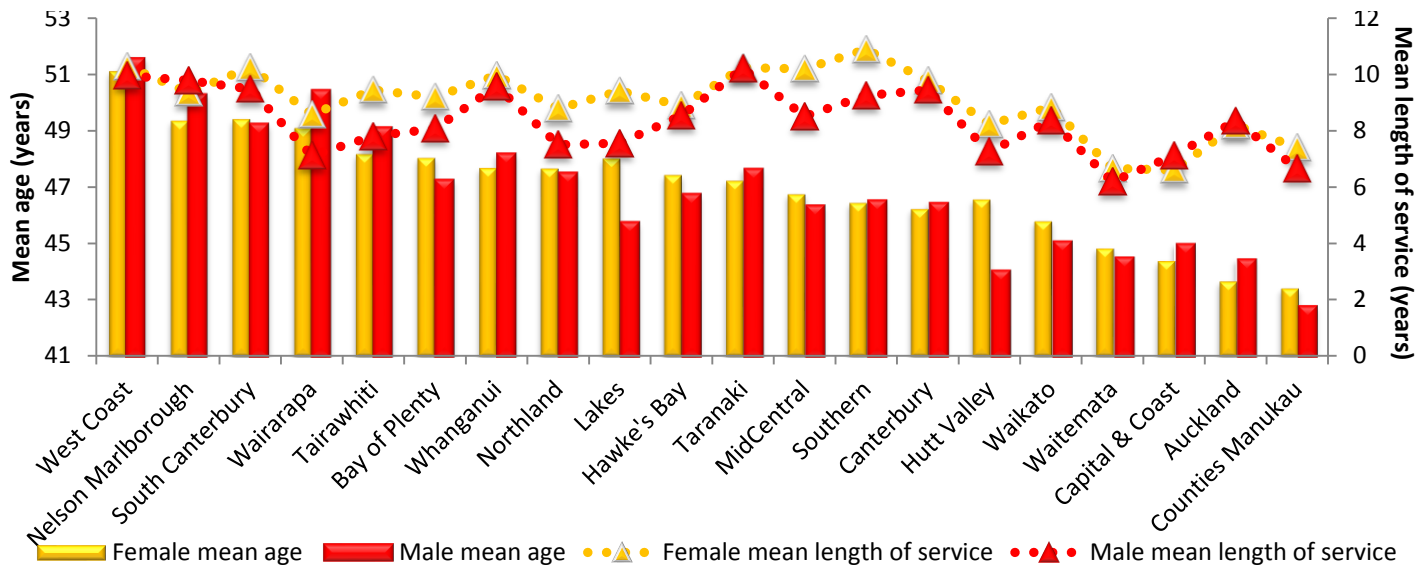


Table 7: Mean ages and mean length of service by DHB and sex

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	10.3	51.1	10.0	51.6	10.2	51.2
Nelson Marlborough	9.4	49.4	9.8	50.3	9.4	49.5
South Canterbury	10.3	49.4	9.5	49.2	10.1	49.4
Wairarapa	8.6	49.1	7.1	50.4	8.4	49.3
Tairāwhiti	9.4	48.2	7.8	49.1	9.2	48.4
Bay of Plenty	9.2	48.1	8.1	47.3	9.0	47.9
Whanganui	10.0	47.7	9.6	48.2	9.9	47.8
Northland	8.8	47.7	7.5	47.5	8.5	47.6
Lakes	9.4	48.0	7.6	45.8	9.0	47.6
Taranaki	10.2	47.2	10.2	47.6	10.2	47.3
Hawke's Bay	8.9	47.4	8.5	46.8	8.8	47.3
MidCentral	10.2	46.8	8.5	46.3	9.8	46.7
Southern	10.9	46.5	9.3	46.5	10.5	46.5
Canterbury	9.8	46.2	9.5	46.4	9.7	46.3
Hutt Valley	8.2	46.6	7.2	44.0	8.0	46.1
Waikato	8.8	45.8	8.4	45.1	8.7	45.6
Waitemata	6.7	44.8	6.2	44.5	6.6	44.8
Capital & Coast	6.6	44.4	7.1	45.0	6.7	44.5
Auckland	8.2	43.7	8.3	44.4	8.2	43.8
Counties Manukau	7.4	43.4	6.6	42.8	7.2	43.3
Grand Total	8.6	45.9	8.1	45.6	8.5	45.8

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

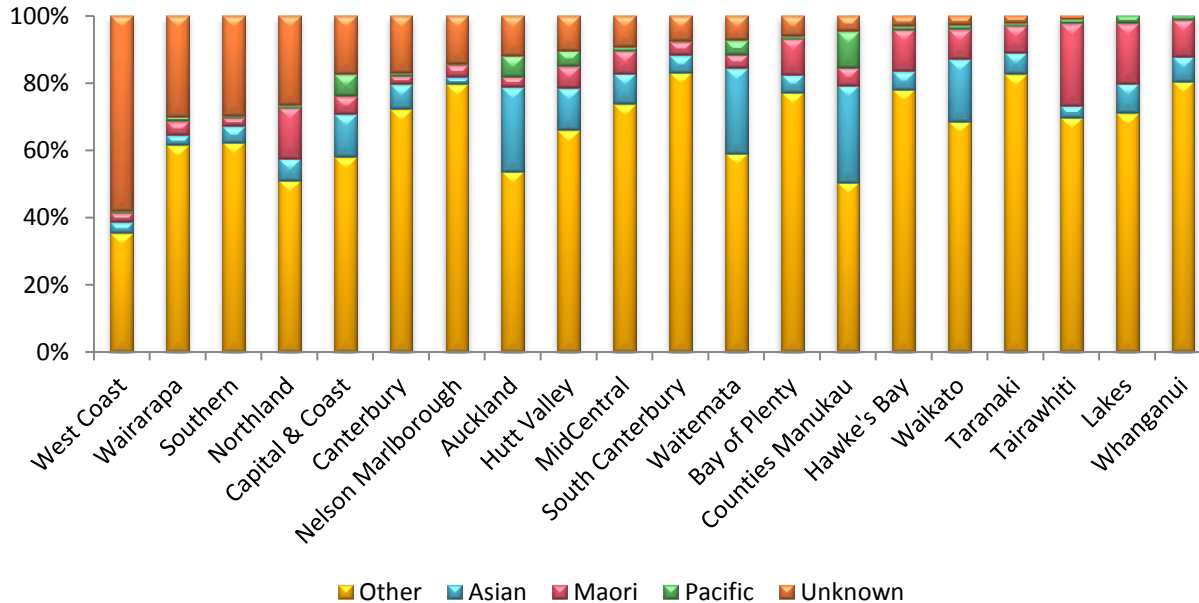


Table 8: Distribution of reported ethnicities by DHB

DHB	Other*	Asian	Māori	Pacific	Unknown	Total
West Coast	270	25	>17	**	442	762
Wairarapa	333	16	23	7	162	541
Southern	2,606	208	109	23	1,236	4,182
Northland	1,361	178	403	18	706	2,666
Capital & Coast	3,170	693	296	353	944	5,456
Canterbury	6,170	628	210	75	1,442	8,525
Nelson Marlborough	1,790	47	80	7	319	2,243
Auckland	4,980	2,331	302	570	1,093	9,276
Hutt Valley	1,335	252	131	96	206	2,020
MidCentral	1,836	226	169	26	230	2,487
South Canterbury	629	40	>27	**	55	757
Waitemata	4,202	1,806	290	303	506	7,107
Bay of Plenty	2,168	151	304	19	166	2,808
Counties Manukau	3,326	1,898	358	714	295	6,591
Hawke's Bay	1,989	141	314	31	72	2,555
Waikato	4,382	1,184	571	84	165	6,386
Taranaki	1,258	97	122	10	33	1,520
Tairāwhiti	521	27	183	9	7	747
Lakes	901	112	228	26	0	1,267
Whanganui	734	68	100	10	0	912
Grand Total	43,961	10,128	4,245	2,387	8,079	68,808

* 'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Māori or Pacific.

** Data suppressed (headcounts less than 5)

ANALYSIS BY DHB AND OCCUPATION GROUP

LENGTH OF SERVICE BY OCCUPATION GROUP AND DHB

The following table shows the mean length of service for each occupation group by DHB. To read this table, look at the occupation column. The green colours represent a longer than national average length of service, the yellow colours are similar to the national average while red colours are lower than the national average. The final column (all staff) has ordered the DHBs by longer to shorter lengths of service.

Table 9: Mean length of service by occupation group and DHB

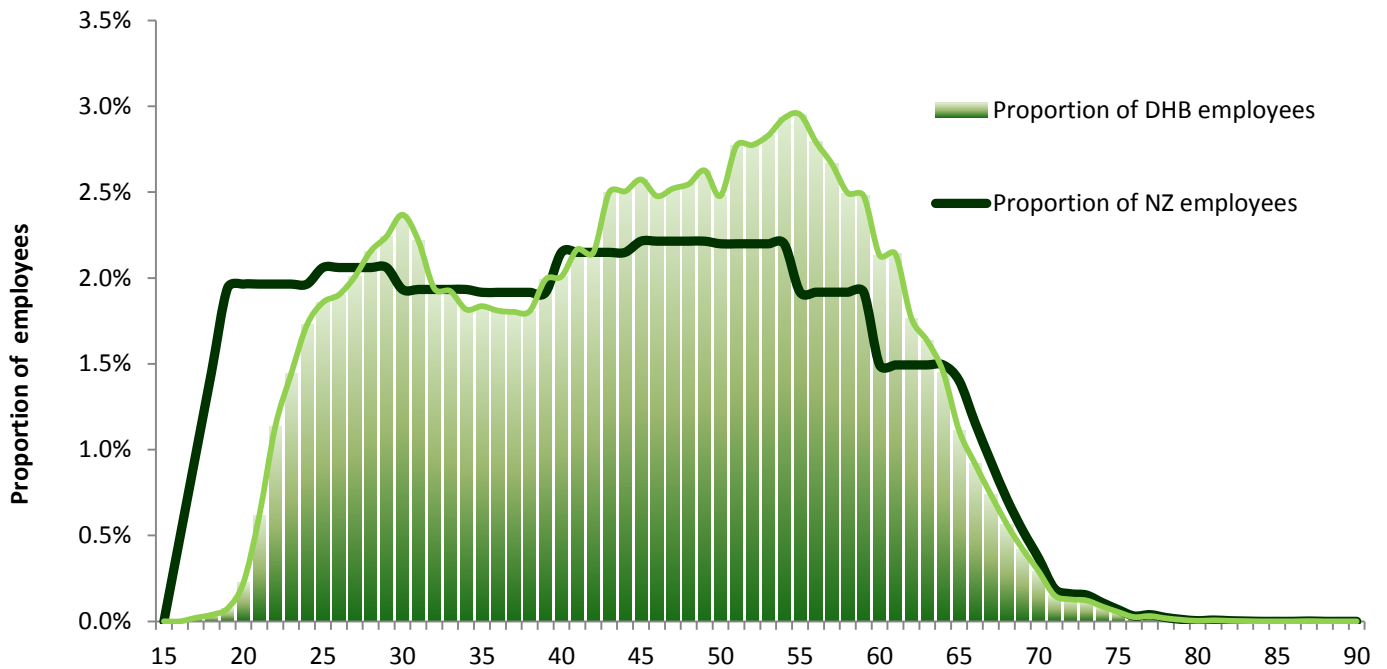
DHB	Nursing	Corporate and other	Allied and scientific	Care and support	Senior medical	Junior medical	Midwifery	All staff
Southern	12.2	10.7	9.9	9.7	10.2	2.1	10.5	10.5
Taranaki	11.8	10.6	9.6	10.2	8.3	1.2	7.7	10.2
West Coast	11.2	8.6	10.6	11.4	6.6	0.6	8.2	10.2
South Canterbury	11.1	9.9	11.1	9.2	10.7	1.0	6.8	10.1
Whanganui	10.0	10.4	11.1	10.2	10.0	0.6	9.1	9.9
MidCentral	11.0	9.9	9.1	10.4	10.9	1.5	8.8	9.8
Canterbury	11.0	9.0	9.5	9.6	11.2	2.3	10.6	9.7
Nelson Marlborough	10.8	8.2	8.6	9.9	11.1	1.1	8.4	9.4
Tairāwhiti	10.9	9.4	7.3	9.0	7.1	0.8	5.3	9.2
Lakes	10.1	9.2	9.8	8.6	8.7	1.1	7.6	9.0
Bay of Plenty	10.1	9.6	8.1	7.9	9.5	1.2	9.6	9.0
Hawke's Bay	9.1	9.6	8.6	9.0	10.5	1.3	10.0	8.8
Waikato	9.6	9.3	8.3	7.9	10.6	2.2	6.6	8.7
Northland	9.3	9.6	8.7	6.2	8.7	1.1	8.1	8.5
Wairarapa	8.6	8.3	10.9	5.5	7.8	0.1	9.1	8.4
Auckland	8.4	8.8	8.3	9.3	10.4	0.7	7.9	8.2
Hutt Valley	9.0	8.4	7.6	8.5	9.1	0.5	8.5	8.0
Counties Manukau	7.8	7.7	6.7	7.7	9.5	0.6	6.2	7.2
Capital & Coast	7.1	6.8	6.4	7.3	9.7	1.1	6.3	6.7
Waitemata	6.5	6.8	7.3	6.1	8.5	0.6	7.4	6.6
Grand Total	9.3	8.7	8.3	8.3	9.9	1.3	8.0	8.5

ANALYSIS BY POPULATION

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 all New Zealand employees for the March 2016 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



ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION

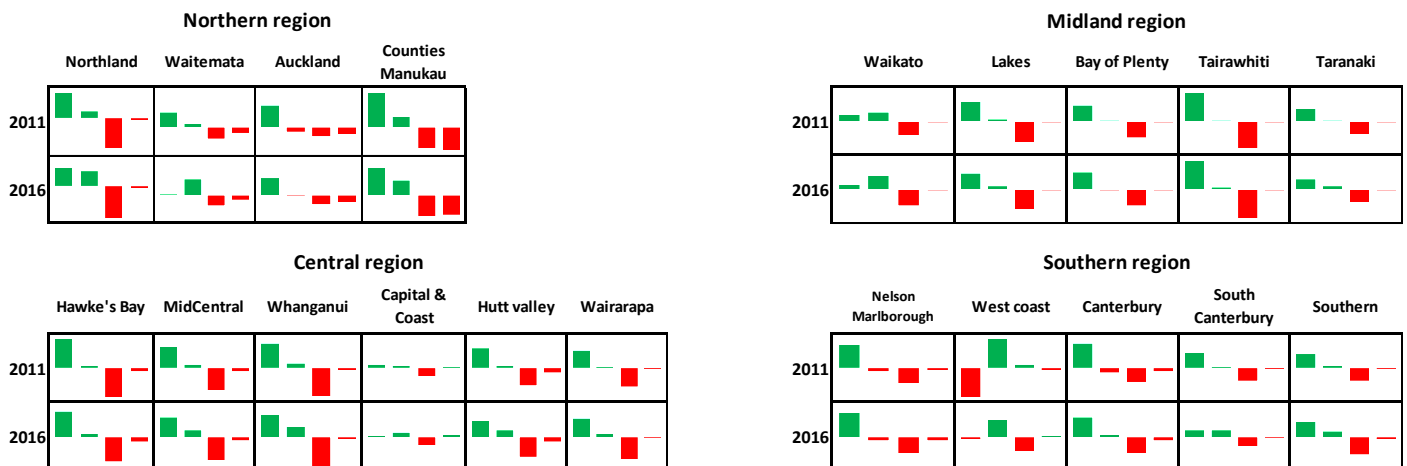
The following charts look at the ethnic representation of DHB staff to the resident population.

The calculations look at the percentage of staff with a known ethnicity and compare it to the percentage of DHB residents with a known ethnicity. This latter data has been interpolated from data produced by Statistics New Zealand, and is representative for the quarter being reported on.

The four ethnicity groups used are: Other, Asian, Māori and Pacific – ‘Other’ is an amalgamation of all other ethnicities but is primarily European including the ‘New Zealander’ ethnicity. Throughout these charts this is the order of presentation.

When a bar on a chart is green it means the proportion of that ethnicity in the DHB workforce is greater than the population. If a bar is red then the proportion of the DHB workforce is less than that of the resident population. All charts use the same axis scale (as these are sparklines the numbers are not written against the axes), which range from -23% to +26% - so comparisons between DHBs are possible. The data for 2011 has also been added to show any changes over the last five years.

It is important to note that some DHBs have very small counts by ethnicity; for example South Canterbury has less than five Pacific employees. This means the data can be quite volatile. Also, those DHBs that are heavily weighted towards a particular ethnicity in their population such as Pacific people in Counties Manukau or Māori in Tairāwhiti, will tend to show greater deviations between the DHB workforce ethnicities and the resident population.



Note: The four bars are ordered as: Other, Asian, Māori and Pacific

For some DHBs the ethnic distribution of their staff closely mirrors that of the resident population, such as Capital & Coast and Taranaki. Overall, the distributions have changed only slightly between 2011 and 2016; the ‘Other’ ethnicities have reduced closer to zero (from nine down to seven percentage points difference), whereas Māori have a slightly increased under-representation (from negative eight to negative nine percentage points difference).

POPULATION DENSITY BY WORKFORCE AND DHB

This section looks at the number of staff per resident population. Staff numbers are contracted FTE figures and they are compared to every 100,000 resident population. The important factor to consider in this section is that each DHB may have different models of care (the way services are delivered to the population). For example, only six DHBs provide radiation therapy services, so they may appear to have more staff per head of population but they are actually serving the population from many other DHBs.

Figure 11: Population density of Nurses by DHB

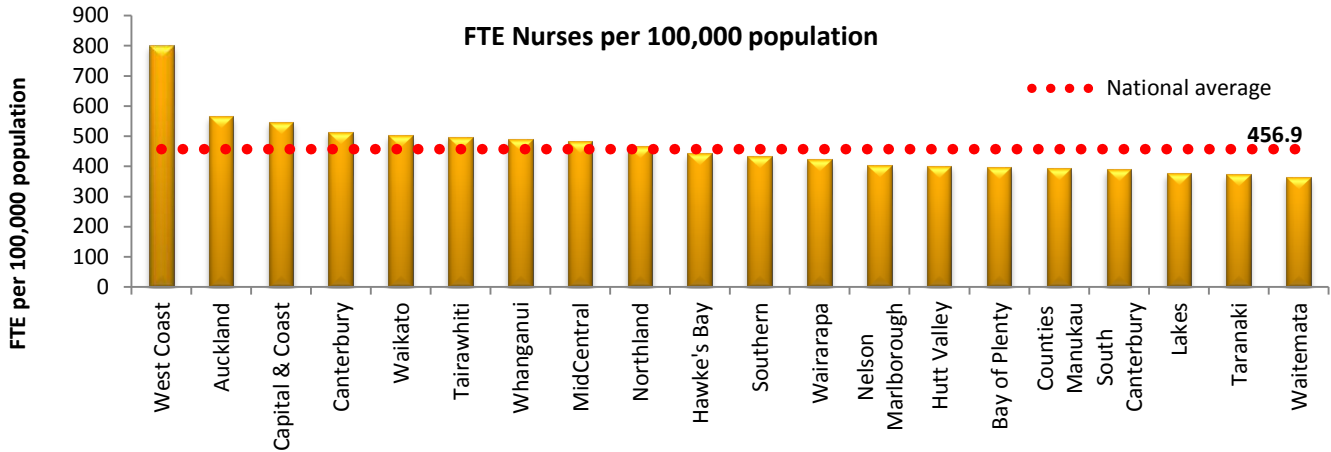


Figure 12: Population density of Corporate & Other by DHB

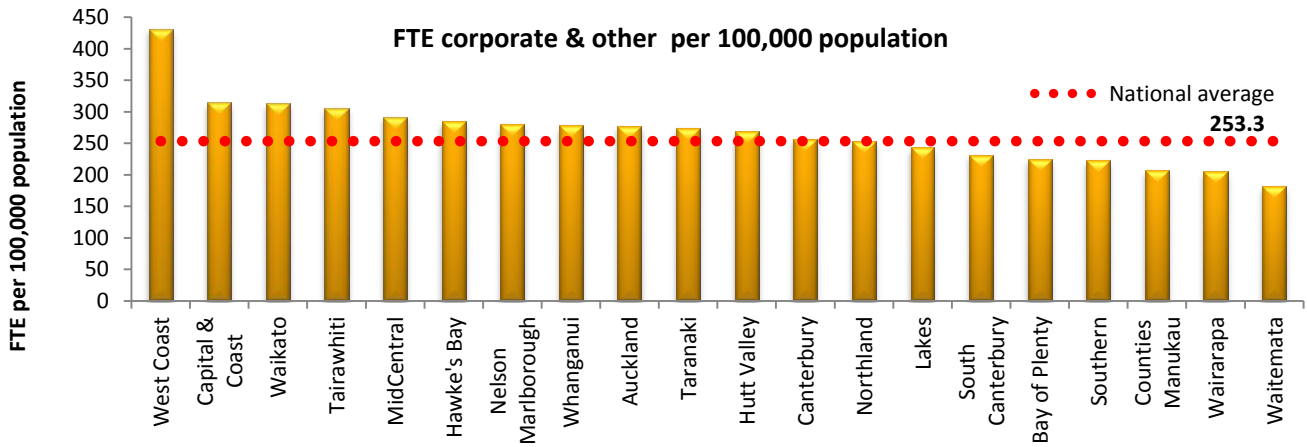


Figure 13: Population density of Allied & Scientific by DHB

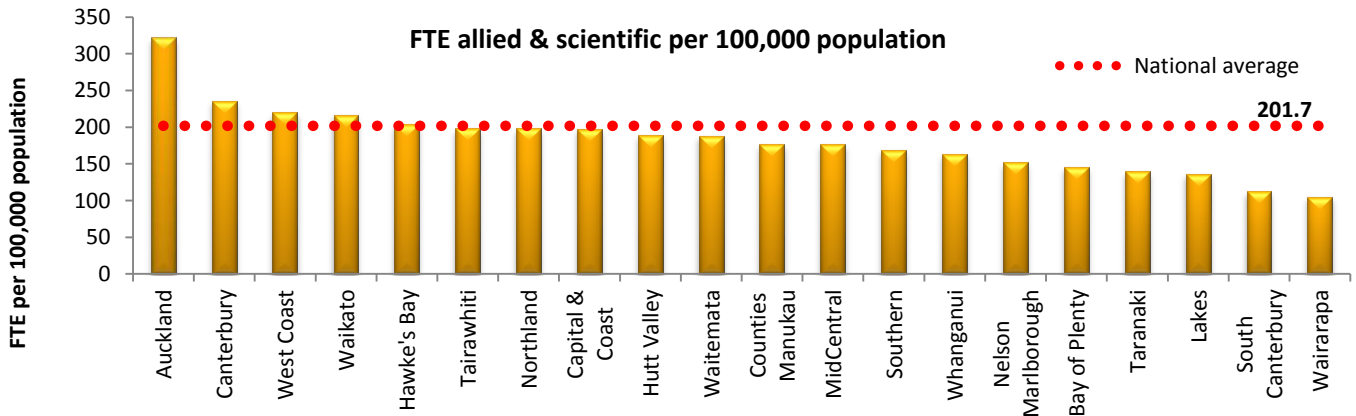


Figure 14: Population density of Care & Support by DHB

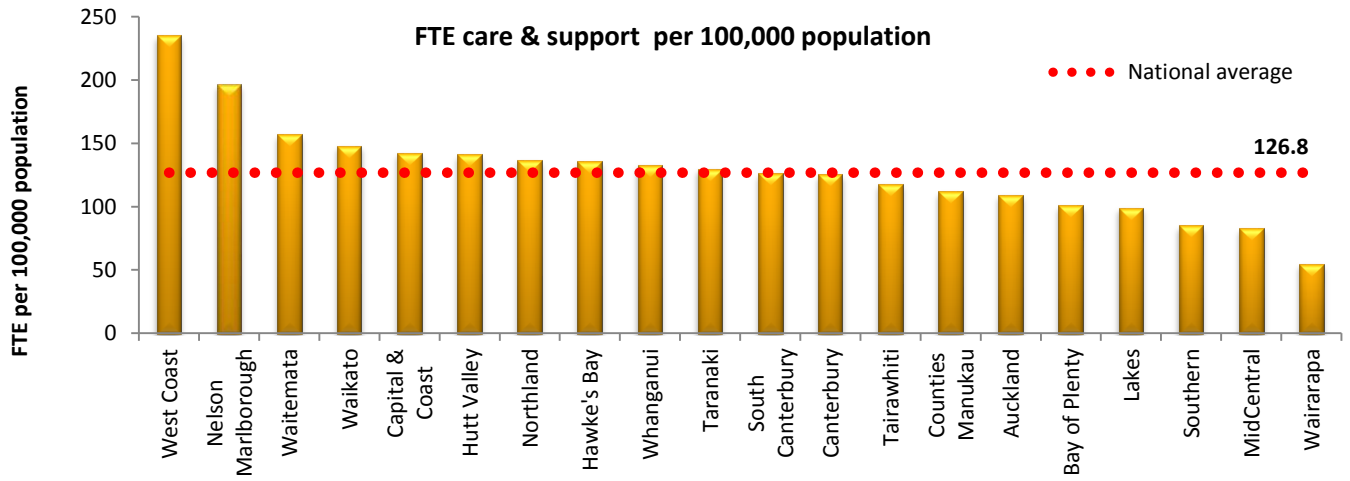


Figure 15: Population density of Senior Medical by DHB

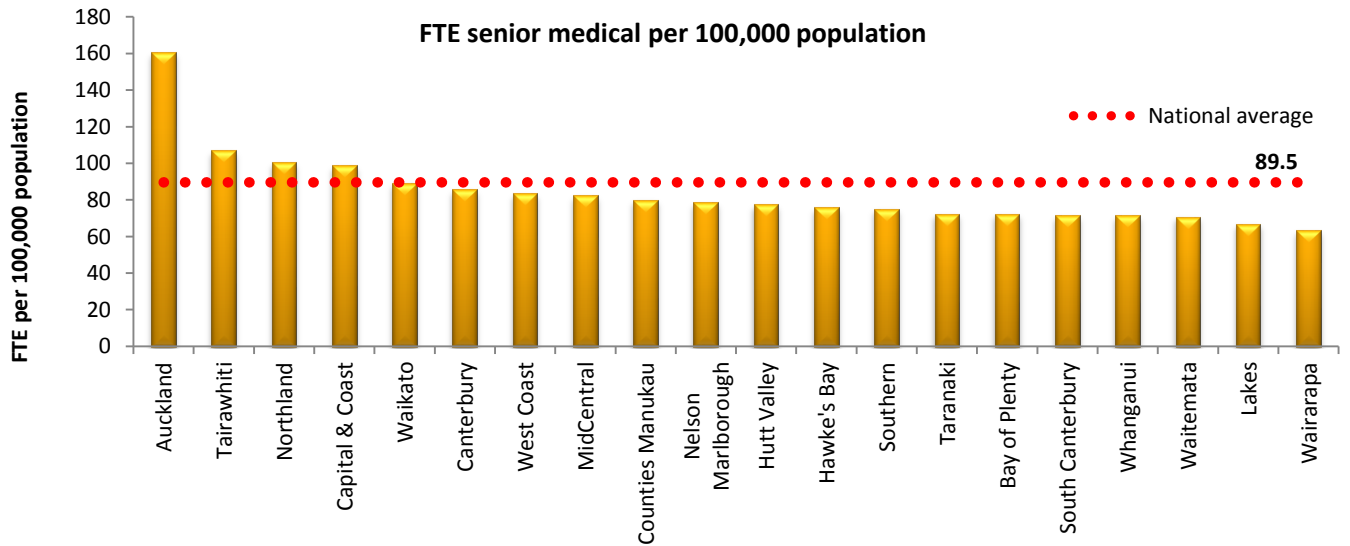


Figure 16: Population density of Junior Medical by DHB

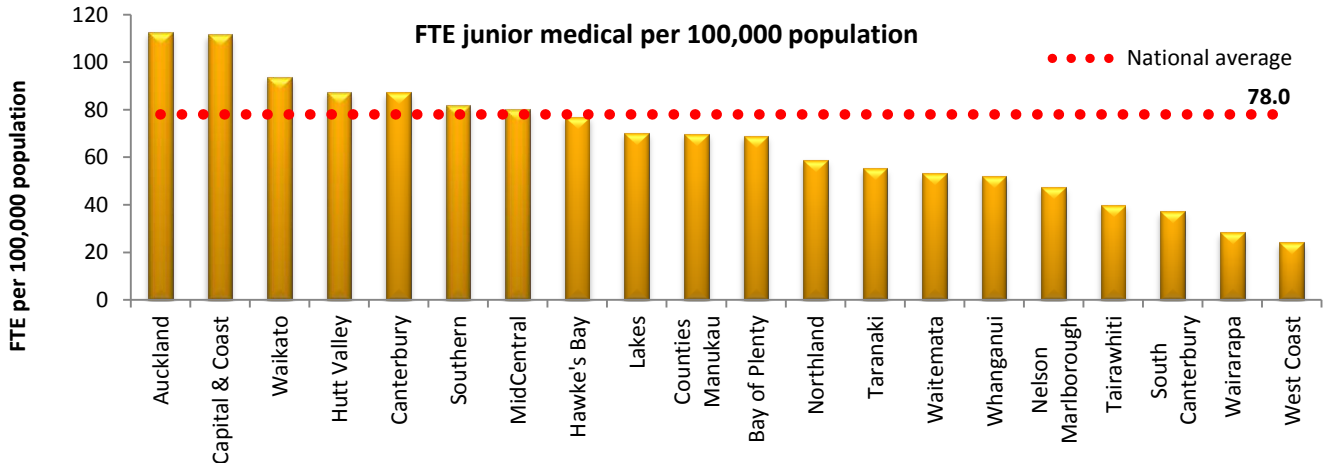


Figure 17: Population density of Midwives by DHB

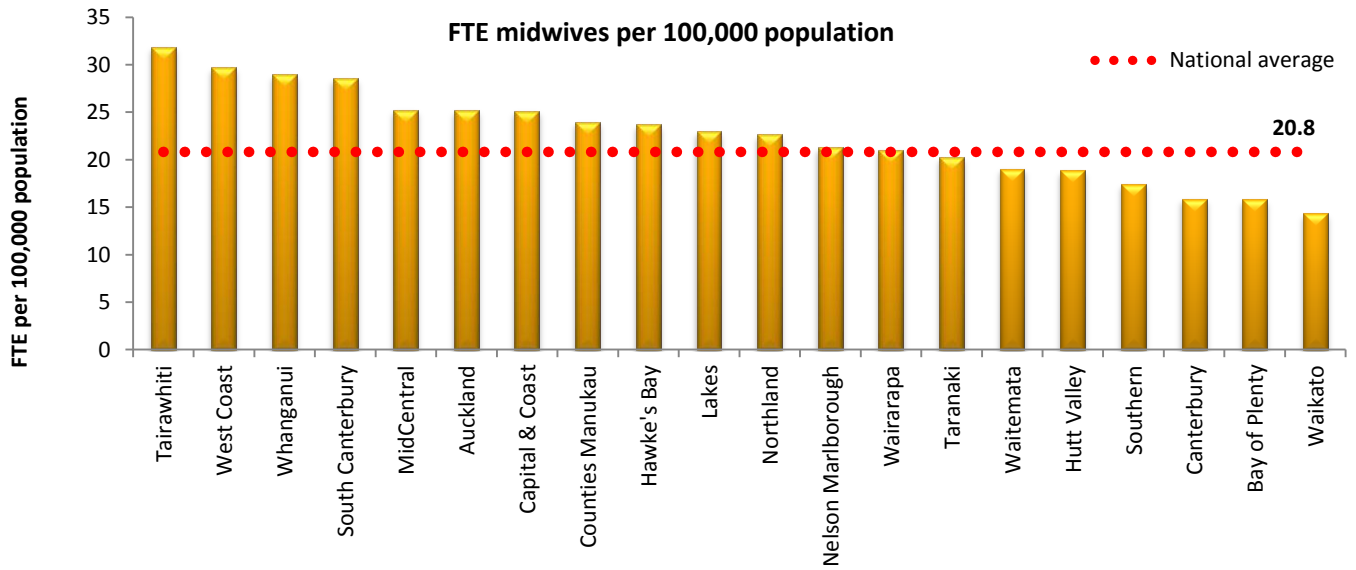


Figure 18: Population density of all DHB staff by DHB

