DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 APRIL TO 30 JUNE 2017

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 2017 to 30 June 2017 and is a snapshot in time at 30 June 2017. 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 2017 to June 2017 inclusive and is a snapshot taken by the DHBs on 30 June 2017.

- 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 2017, 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 69,620**** **54,685 female** **14,928 male**	**58,451 FTE****** **44,775 FTE* females** **13,670 FTE* males**	**Largest occupation group:** **Nurses – 26,613** **Smallest occupation group:** **Midwives – 1,386**
DHB employee average age 45.7 years **45.8 years for females** **45.4 years for males**	**Oldest male occupation group:** **Senior Medical** (mean age 51.2 years)** **Youngest male occupation group:** **Junior medical (mean age 31.0 years)**	**Oldest female occupation groups:** **Corporate and other (mean age 50.4 years)** **Youngest female occupation group:** **Junior medical (mean age 30.8 years)**
Mean FTE rate 0.84 **Mean FTE rate for females 0.82** **Mean FTE rate for males 0.92**	**Longest Length of Service occupation group** **Senior medical (mean 10.0 years)** **Shortest Length of Service occupation group** **Junior medical (mean 1.3 years)**	**Employee reported ethnicities:** **Other*** – 72%** **Asian – 17%** **Māori – 7%** **Pacific – 4%**

*   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 midwives are an older group but their data has been suppressed due to the 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'.
****   Please note these totals exclude 7 employees reported as 'unknown' sex in Auckland DHB.

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
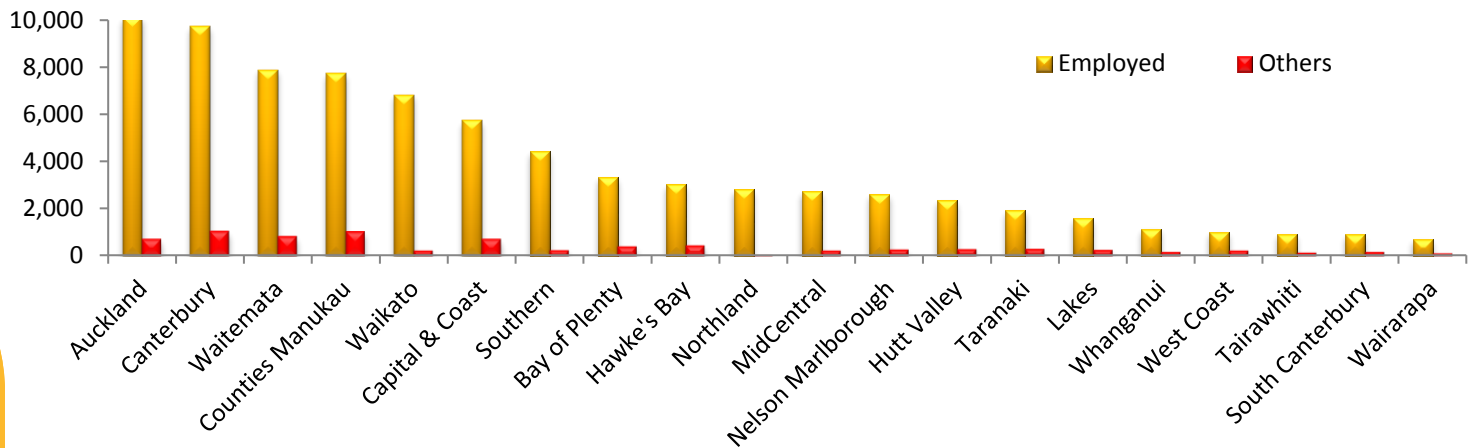
Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	9,433	685	10,118	13.1%
Canterbury	8,733	1007	9,740	12.6%
Waitemata	7,091	796	7,887	10.2%
Counties Manukau	6,763	981	7,744	10.0%
Waikato	6,585	226	6,811	8.8%
Capital & Coast	5,040	694	5,734	7.4%
Southern	4,179	232	4,411	5.7%
Bay of Plenty	2,920	393	3,313	4.3%
Hawke's Bay	2,580	424	3,004	3.9%
Northland	2,741	53	2,794	3.6%
MidCentral	2,495	221	2,716	3.5%
Nelson Marlborough	2,317	268	2,585	3.3%
Hutt Valley	2,043	286	2,329	3.0%
Taranaki	1,600	298	1,898	2.5%
Lakes	1,319	246	1,565	2.0%
Whanganui	945	167	1,112	1.4%
West Coast	781	219	1,000	1.3%
Tairawhiti	756	146	902	1.2%
South Canterbury	731	169	900	1.2%
Wairarapa	568	117	685	0.9%
Grand Total	**69,620**	**7,628**	**77,248**	**100.0%**

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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.

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	3454	2901.8	0.84	1589	1385.9	0.87	1918	1644.3	0.86	671	607.5	0.91	1019	823.0	0.81	635	622.7	0.98	147	110.0	0.75
Bay of Plenty	1184	909.2	0.77	611	539.1	0.88	400	340.5	0.85	296	245.6	0.83	207	170.3	0.82	167	165.5	0.99	55	39.8	0.72
Canterbury	3388	2778.0	0.82	1650	1456.7	0.88	1577	1280.6	0.81	926	724.1	0.78	570	479.8	0.84	490	481.3	0.98	132	88.2	0.67
Capital & Coast	2038	1653.1	0.81	1029	940.2	0.91	721	615.2	0.85	403	351.0	0.87	395	310.4	0.79	341	336.7	0.99	113	76.1	0.67
Counties Manukau	2573	2200.9	0.86	1317	1073.1	0.81	1130	984.6	0.87	674	565.1	0.84	522	430.5	0.82	381	374.5	0.98	166	123.1	0.74
Hawke's Bay	1008	716.2	0.71	533	456.9	0.86	428	353.7	0.83	278	220.9	0.79	135	117.3	0.87	135	134.2	0.99	63	39.6	0.63
Hutt Valley	699	570.5	0.82	453	408.9	0.90	338	278.5	0.82	231	199.0	0.86	142	109.8	0.77	136	134.8	0.99	44	32.1	0.73
Lakes	528	415.5	0.79	289	258.2	0.89	171	146.8	0.86	130	107.9	0.83	85	73.8	0.87	81	79.8	0.99	35	25.3	0.72
MidCentral	1014	829.8	0.82	578	522.1	0.90	338	297.0	0.88	180	146.8	0.82	166	145.6	0.88	146	142.6	0.98	73	48.6	0.67
Nelson Marlborough	778	581.9	0.75	493	403.8	0.82	300	226.0	0.75	467	336.4	0.72	154	123.4	0.80	83	81.3	0.98	42	29.8	0.71
Northland	1071	818.2	0.76	540	466.8	0.86	423	345.3	0.82	353	274.3	0.78	188	182.1	0.97	106	104.3	0.98	60	39.3	0.66
South Canterbury	301	234.9	0.78	166	131.3	0.79	87	68.5	0.79	83	55.4	0.67	52	37.4	0.72	23	22.9	1.00	19	15.7	0.82
Southern	1743	1374.4	0.79	822	726.7	0.88	643	544.1	0.85	335	267.0	0.80	294	235.8	0.80	274	264.4	0.96	68	47.4	0.70
Tairawhiti	317	243.4	0.77	167	149.2	0.89	107	90.9	0.85	67	54.1	0.81	55	48.9	0.89	21	20.7	0.99	22	16.7	0.76
Taranaki	592	451.7	0.76	372	333.5	0.90	240	193.5	0.81	182	152.2	0.84	106	92.7	0.87	73	72.0	0.99	35	24.7	0.71
Waikato	2464	2047.2	0.83	1488	1323.4	0.89	1017	879.6	0.86	729	621.8	0.85	395	344.8	0.87	402	394.6	0.98	90	59.8	0.66
Wairarapa	258	182.6	0.71	134	102.5	0.77	64	48.1	0.75	44	34.1	0.78	35	30.3	0.87	13	12.4	0.95	20	12.1	0.60
Waitemata	2495	2106.0	0.84	1209	1066.1	0.88	1323	1103.7	0.83	988	892.3	0.90	505	432.1	0.86	406	398.6	0.98	165	113.0	0.69
West Coast	311	263.4	0.85	169	140.6	0.83	87	74.7	0.86	157	107.2	0.68	33	28.9	0.88	10	9.0	0.90	14	9.4	0.67
Whanganui	397	319.3	0.80	201	176.4	0.88	133	107.9	0.81	104	84.4	0.81	50	46.0	0.92	37	36.8	0.99	23	18.4	0.80
Grand Total	**26613**	**21598.0**	**0.81**	**13810**	**12061.8**	**0.87**	**11445**	**9623.5**	**0.84**	**7298**	**6047.1**	**0.83**	**5108**	**4262.8**	**0.83**	**3960**	**3889.2**	**0.98**	**1386**	**969.1**	**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.

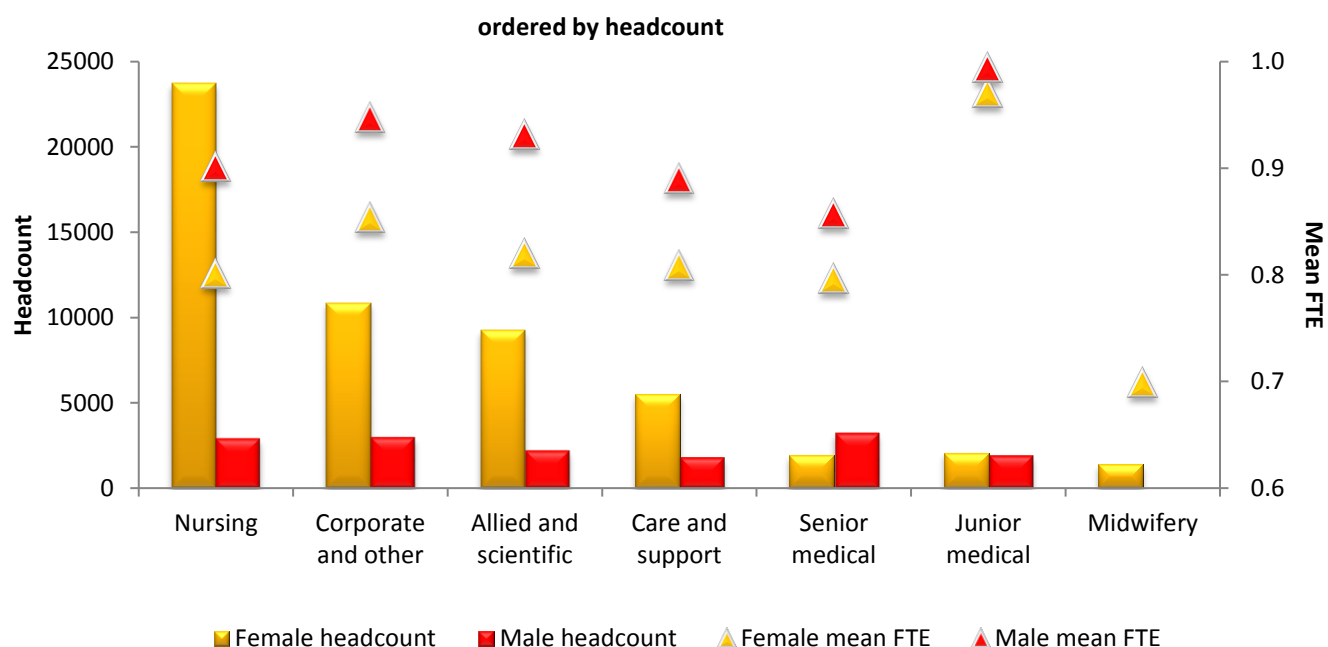**Figure 2: Occupation group headcount and mean FTE by sex**

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	23,727	0.80	2,880	0.90	26,607	0.81
Corporate and other	10,849	0.85	2,961	0.95	13,810	0.87
Allied and scientific	9,260	0.82	2,184	0.93	11,444	0.84
Care and support	5,508	0.81	1,790	0.89	7,298	0.83
Senior medical	1,900	0.80	3,208	0.86	5,108	0.83
Junior medical	>2,053	0.97	>1,899	0.99	3,960	0.98
Midwifery	>1,380	0.70	**	**	1,386	0.70
Grand Total	**54,685**	**0.82**	**14,928**	**0.92**	**69,613*****	**0.84**

** Data suppressed due to low headcounts (less than 5)
*** Please note this total excludes 7 employees reported as 'unknown' sex in Auckland DHB.
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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.

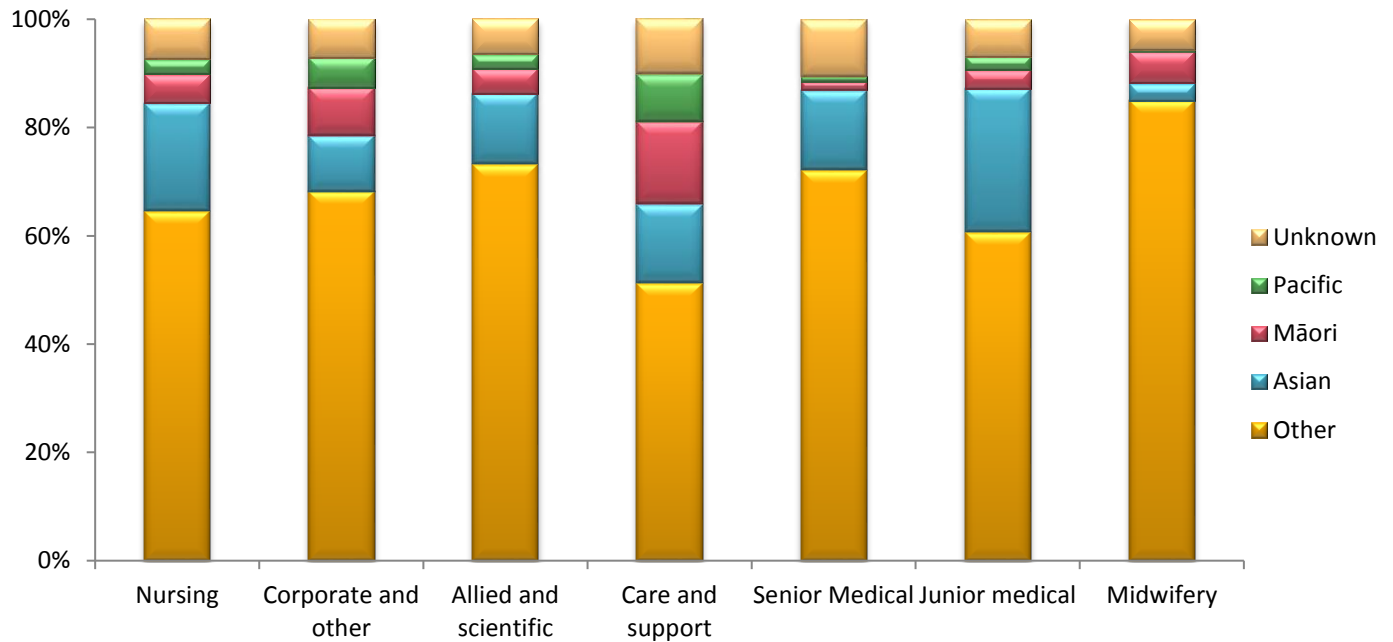**Figure 3: Proportion of ethnicities by occupation group**

Table 4: Count and proportion of ethnicities by occupation group

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	17,191	64.6%	5,311	20.0%	1,423	5.3%	723	2.7%	1,965	7.4%	26,613
Corporate and other	9,419	68.2%	1,429	10.3%	1,225	8.9%	758	5.5%	979	7.1%	13,810
Allied and scientific	8,380	73.2%	1,491	13.0%	536	4.7%	304	2.7%	734	6.4%	11,445
Care and support	3,746	51.3%	1,062	14.6%	1,112	15.2%	642	8.8%	736	10.1%	7,298
Senior Medical	3,686	72.2%	752	14.7%	81	1.6%	45	0.9%	544	10.6%	5,108
Junior medical	2,404	60.7%	1,052	26.6%	134	3.4%	99	2.5%	271	6.8%	3,960
Midwifery	1,178	85.0%	44	3.2%	81	5.8%	6	0.4%	77	5.6%	1,386
Grand Total	46,004	66.1%	11,141	16.0%	4,592	6.6%	2,577	3.7%	5,306	7.6%	69,620

* '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 64,314 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 2017.

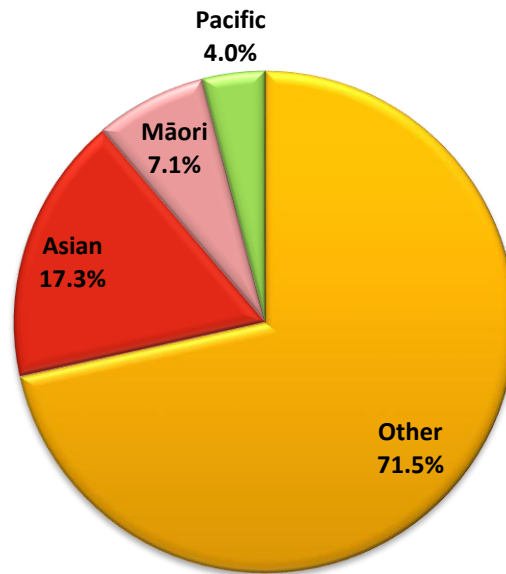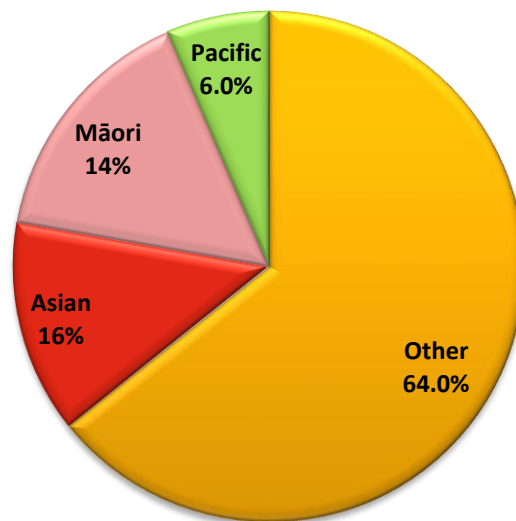**Figure 4: Proportion of identifiable ethnicities for all DHB employees**

Pacific 4.0%
Māori 7.1%
Asian 17.3%
Other 71.5%

Figure 5: Proportion of identifiable ethnicities for projected population data at 30 June 2017

Pacific 6.0%
Māori 14%
Asian 16%
Other 64.0%

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.
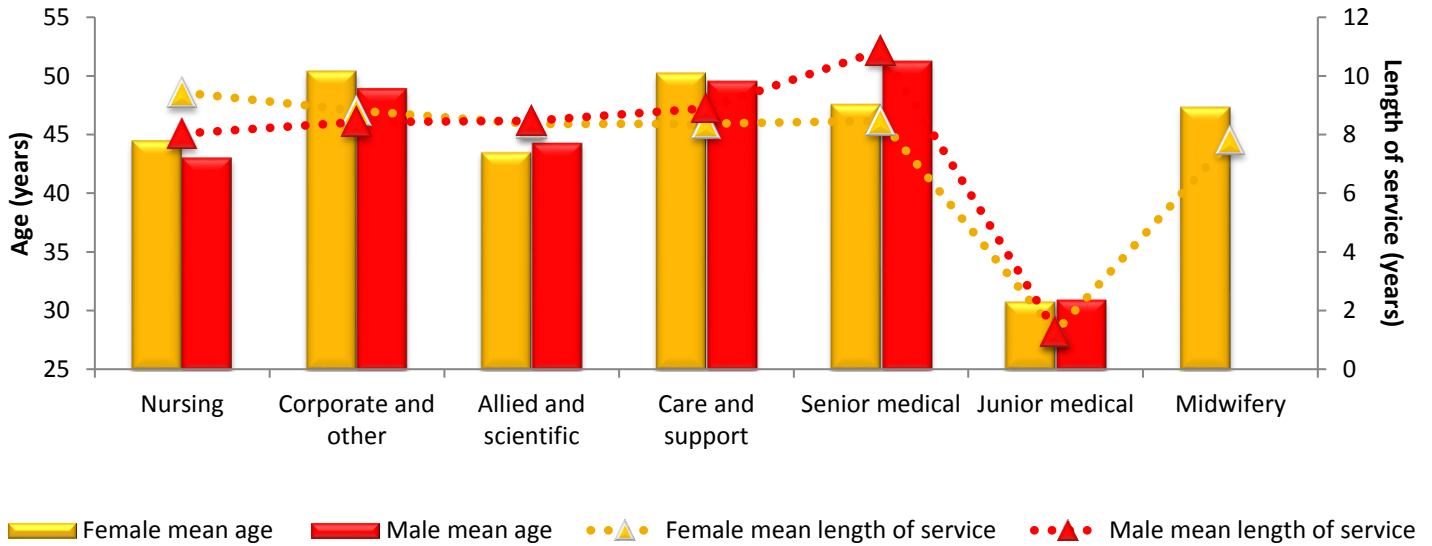
The following table gives the actual figures behind the chart above.

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	44.5	8.0	43.1	9.3	44.4
Corporate and other	8.8	50.4	8.4	48.9	8.7	50.1
Allied and scientific	8.4	43.5	8.5	44.3	8.4	43.7
Care and support	8.4	50.2	8.9	49.5	8.5	50.1
Senior medical	8.5	47.6	10.9	51.2	10.0	49.9
Junior medical	1.3	30.8	1.3	31.0	1.3	30.9
Midwifery	7.8	47.4	**	**	7.8	47.4
Grand Total	**8.6**	**45.8**	**8.0**	**45.4**	**8.5**	**45.7**

** 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.
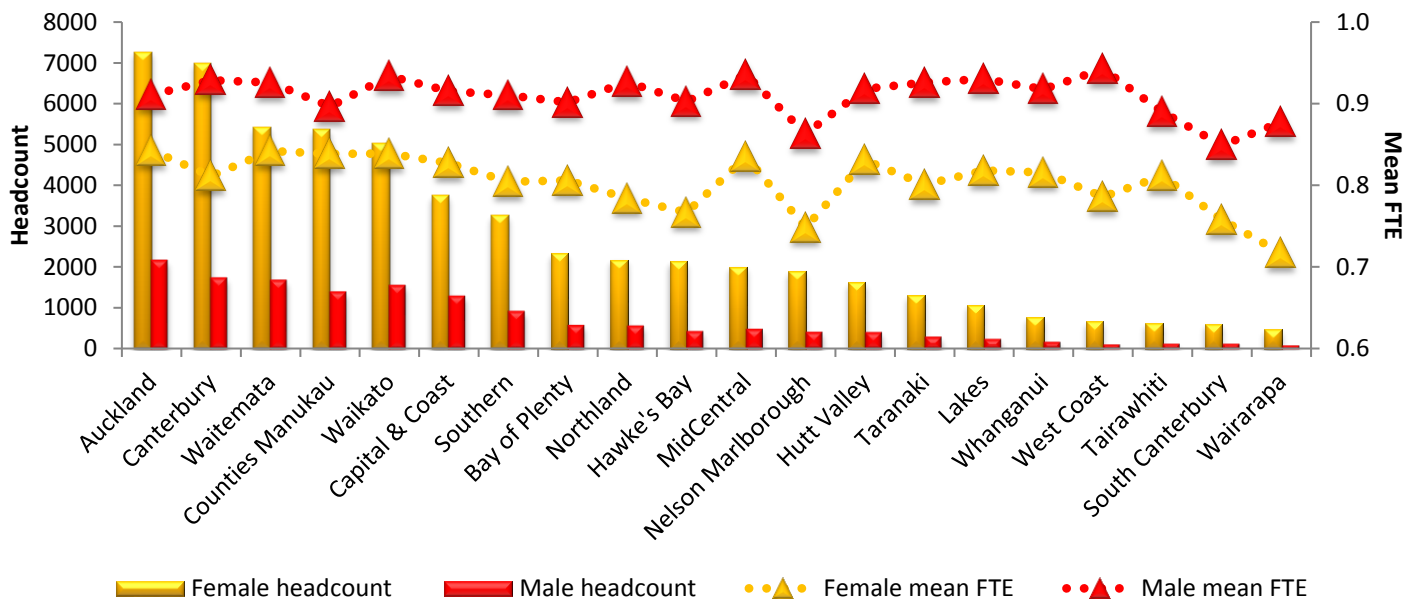
Figure 7: Headcount and mean FTE by sex and DHB

Table 6: Headcount and mean FTE by sex and DHB

		Auckland*	Canterbury	Waitemata	Counties Manukau	Waikato	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	West Coast	Tairawhiti	South Canterbury	Wairarapa
Female	Head count	7267	6999	5408	5363	5029	3745	3249	2329	2168	2138	1996	1893	1627	1291	1067	765	658	621	597	475
	Mean FTE	0.84	0.81	0.84	0.84	0.84	0.83	0.80	0.81	0.78	0.77	0.83	0.75	0.83	0.80	0.82	0.82	0.79	0.81	0.76	0.72
Male	Head count	2159	1734	1683	1400	1556	1295	930	591	573	442	499	424	416	309	252	180	123	135	134	93
	Mean FTE	0.91	0.93	0.93	0.90	0.93	0.92	0.91	0.90	0.93	0.90	0.94	0.86	0.92	0.93	0.93	0.92	0.94	0.89	0.85	0.88
Total	Head count	9426	8733	7091	6763	6585	5040	4179	2920	2741	2580	2495	2317	2043	1600	1319	945	781	756	731	568
	Mean FTE	0.86	0.83	0.86	0.85	0.86	0.85	0.83	0.83	0.81	0.79	0.85	0.77	0.85	0.83	0.84	0.84	0.81	0.83	0.77	0.74

*   Please note 7 Auckland employees have a sex of 'Unknown' so are excluded from this table.

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.

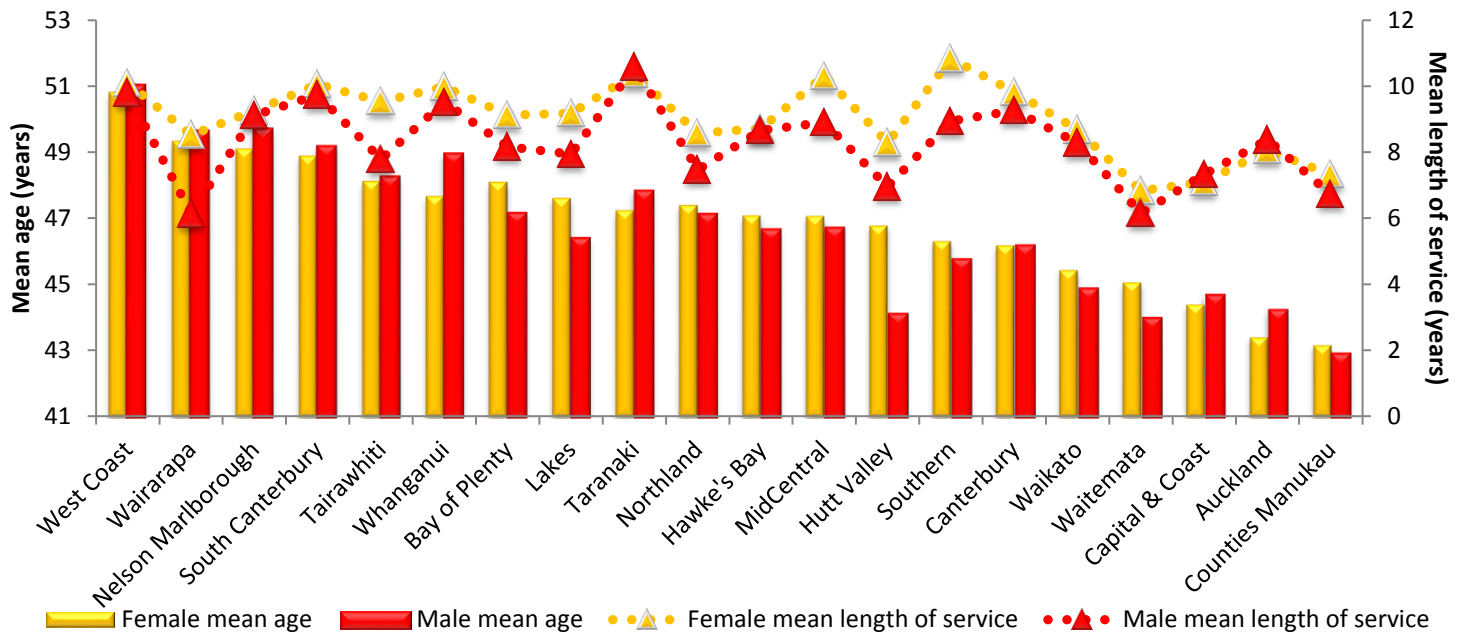**Figure 8: Mean ages and mean length of service by DHB and sex**

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	10.1	50.8	9.8	51.0	10.0	50.8
Wairarapa	8.5	49.3	6.1	49.6	8.1	49.4
Nelson Marlborough	9.2	49.1	9.1	49.7	9.2	49.2
South Canterbury	10.1	48.9	9.7	49.2	10.0	48.9
Tairawhiti	9.5	48.1	7.8	48.3	9.2	48.2
Whanganui	10.0	47.7	9.5	49.0	9.9	47.9
Bay of Plenty	9.1	48.1	8.2	47.2	8.9	47.9
Lakes	9.2	47.6	7.9	46.4	8.9	47.4
Taranaki	10.4	47.2	10.6	47.8	10.4	47.4
Northland	8.6	47.4	7.5	47.1	8.3	47.4
Hawke's Bay	8.7	47.1	8.7	46.7	8.7	47.0
MidCentral	10.3	47.1	8.9	46.7	10.0	47.0
Hutt Valley	8.3	46.8	7.0	44.1	8.0	46.2
Southern	10.8	46.3	8.9	45.8	10.4	46.2
Canterbury	9.8	46.2	9.3	46.2	9.7	46.2
Waikato	8.7	45.4	8.3	44.9	8.6	45.3
Waitemata	6.8	45.1	6.1	44.0	6.7	44.8
Capital & Coast	7.1	44.4	7.3	44.7	7.2	44.5
Auckland	8.1	43.4	8.4	44.2	8.1	43.6
Counties Manukau	7.3	43.2	6.7	42.9	7.2	43.1
Grand Total	**8.6**	**45.8**	**8.0**	**45.4**	**8.5**	**45.7**

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.
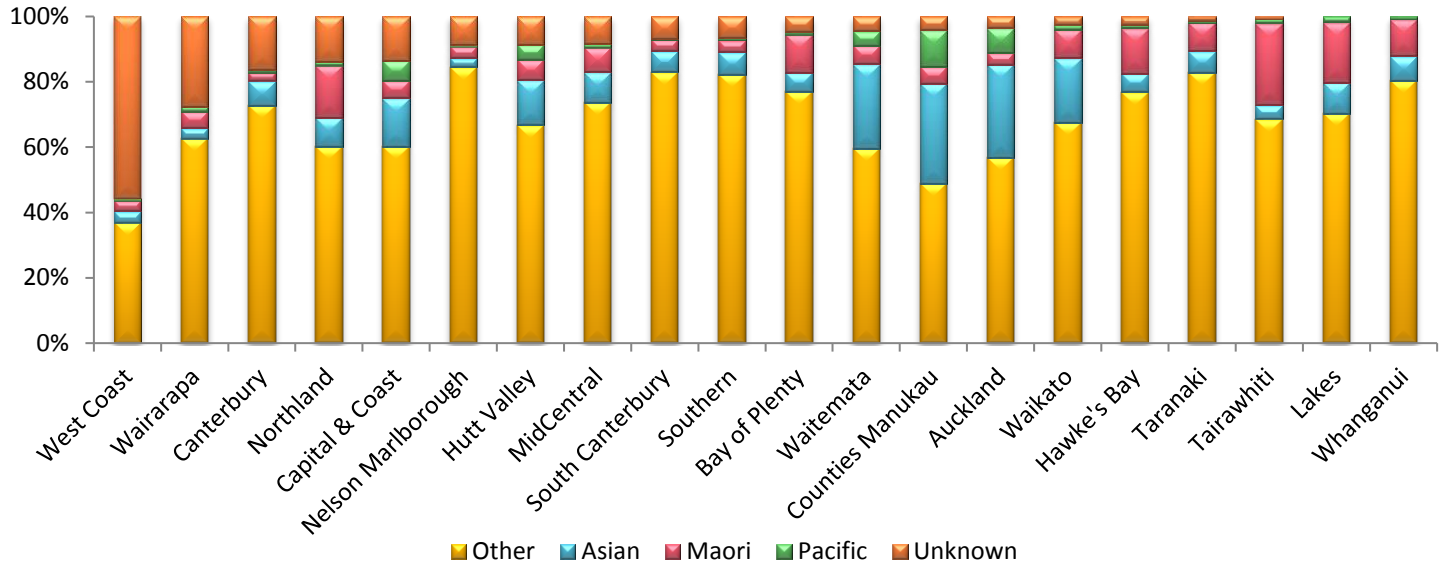
Figure 9: Proportion of reported ethnicities by DHB

Table 8: Distribution of reported ethnicities by DHB

DHB	Other*	Asian	Māori	Pacific	Unknown	Total
West Coast	289	27	25	**	>433	781
Wairarapa	356	18	29	9	156	568
Canterbury	6,350	663	216	81	1,423	8,733
Northland	1,652	242	438	28	381	2,741
Capital & Coast	3,038	745	267	306	684	5,040
Nelson Marlborough	1,959	64	83	10	201	2,317
Hutt Valley	1,363	283	128	92	177	2,043
MidCentral	1,839	232	188	26	210	2,495
South Canterbury	607	46	26	**	>46	731
Southern	3,439	289	152	28	271	4,179
Bay of Plenty	2,249	170	342	24	135	2,920
Waitemata	4,225	1,833	397	321	315	7,091
Counties Manukau	3,310	2,066	348	757	282	6,763
Auckland	5,361	2,685	343	715	329	9,433
Waikato	4,450	1,299	574	94	168	6,585
Hawke's Bay	1,986	144	357	30	63	2,580
Taranaki	1,325	105	141	10	19	1,600
Tairawhiti	519	32	190	9	6	756
Lakes	927	127	242	23	0	1,319
Whanganui	760	71	106	8	0	945
Grand Total	**46,004**	**11,141**	**4,592**	**2,577**	**5,306**	**69,620**

* '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	10.5	9.4	10.1	10.4	2.0	10.3	10.4
Taranaki	12.1	10.7	9.8	10.6	8.4	1.5	7.3	10.4
West Coast	11.3	8.4	11.1	10.2	6.5	1.0	9.0	10.0
MidCentral	11.3	10.0	9.4	10.7	10.7	1.6	8.7	10.0
South Canterbury	11.1	9.0	10.5	10.7	9.9	1.2	7.5	10.0
Whanganui	9.9	10.1	11.6	10.5	9.8	0.9	9.4	9.9
Canterbury	10.8	9.4	9.5	9.7	11.0	2.3	9.7	9.7
Nelson Marlborough	10.5	8.4	8.6	9.6	10.3	1.0	8.3	9.2
Tairawhiti	10.9	8.8	7.4	9.8	8.4	0.8	5.5	9.2
Lakes	10.0	9.2	9.8	8.7	8.5	1.1	6.9	8.9
Bay of Plenty	10.1	9.4	8.3	7.8	9.5	1.4	9.2	8.9
Hawke's Bay	9.0	9.3	8.8	8.8	10.7	1.5	8.5	8.7
Waikato	9.5	8.9	8.2	7.8	10.7	2.1	6.5	8.6
Northland	9.0	9.3	8.6	6.7	8.5	1.3	7.8	8.3
Auckland	8.1	8.9	8.3	9.0	10.6	0.8	8.4	8.1
Wairarapa	9.0	7.1	10.3	5.9	7.6	0.2	8.0	8.1
Hutt Valley	9.2	8.1	7.9	8.3	9.4	0.5	7.2	8.0
Counties Manukau	7.6	7.8	6.7	7.5	9.6	0.5	6.3	7.2
Capital & Coast	7.5	7.1	6.7	8.9	9.7	1.0	6.9	7.2
Waitemata	6.7	6.8	7.6	6.4	8.9	0.6	6.8	6.7
Grand Total	**9.3**	**8.7**	**8.4**	**8.5**	**10.0**	**1.3**	**7.8**	**8.5**

ANALYSIS BY SICK LEAVE & ANNUAL LEAVE

SICK LEAVE BY DHB, OCCUPATION GROUP, AGE GROUP AND ETHNICITY BY SEX

The following radar chart shows the dispersion of sick leave by DHB by looking at the average annualized sick leave hours per contracted FTE. It is based on all contracted employees not on long term leave and excluding those who commenced employment during the reporting quarter, regardless of the amount of sick leave taken during this reporting quarter.

To read this graph, the red line indicates the median (50%) sick leave hours per FTE; i.e. 50% of staff took sick leave hours (per FTE) at or below this value. The yellow line indicates the 3rd quartile (75%) sick leave hours per FTE; i.e. 75% of staff took sick leave hours (per FTE) at or below this value. The order of least sick leave hours per FTE to the most sick leave hours per FTE taken runs clockwise from 12 o'clock.

For example, the data for Taranaki shows that the majority of staff took no sick leave in the June quarter, and 75% of staff also took 0 hours sick leave per FTE. The data for Whanganui shows that the majority of staff took 63 hours or less sick leave per FTE, and that 75% of staff took 128.0 hours or less of sick leave per FTE.

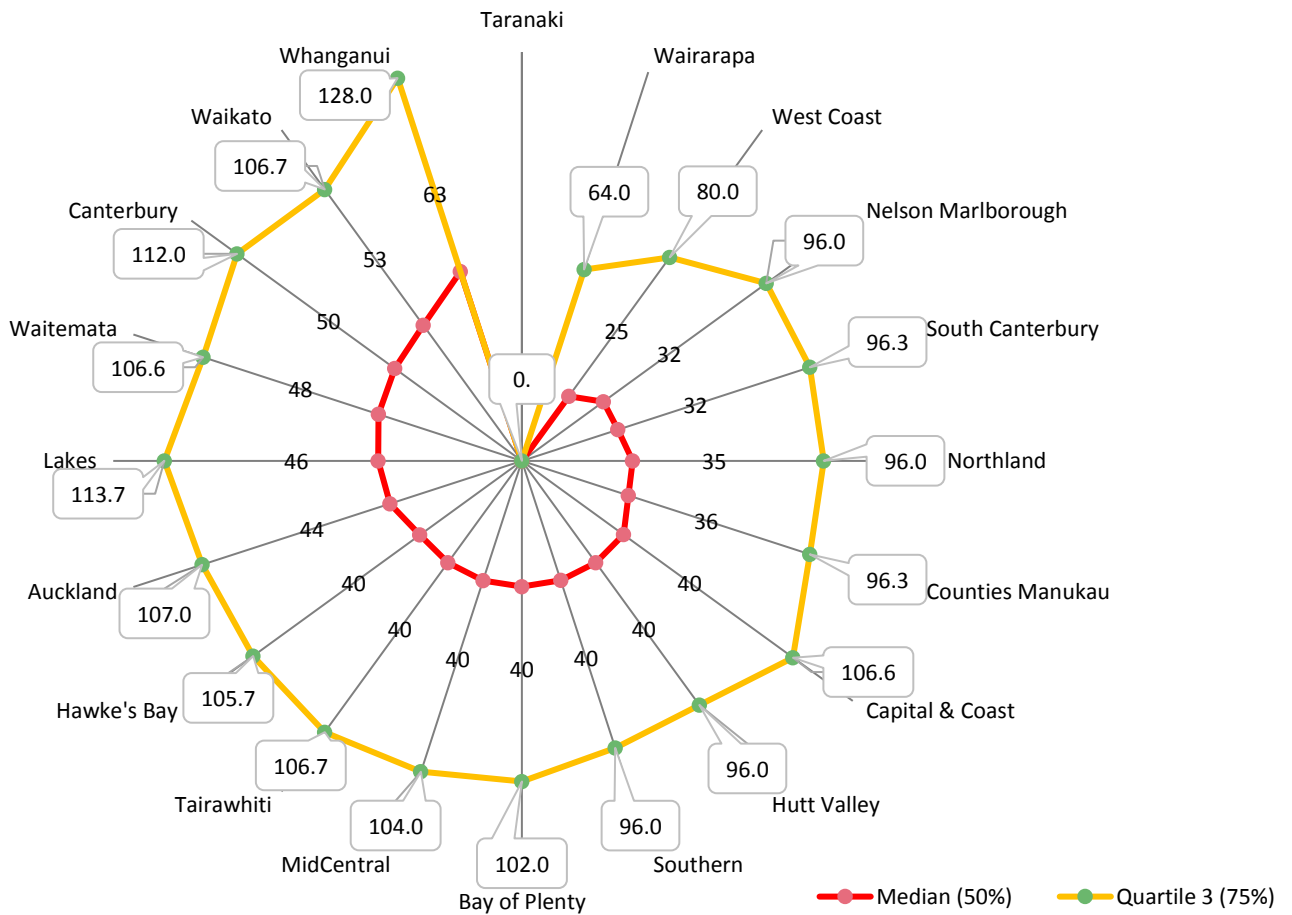**Figure 10: Average annualized sick leave hours per FTE by DHB**

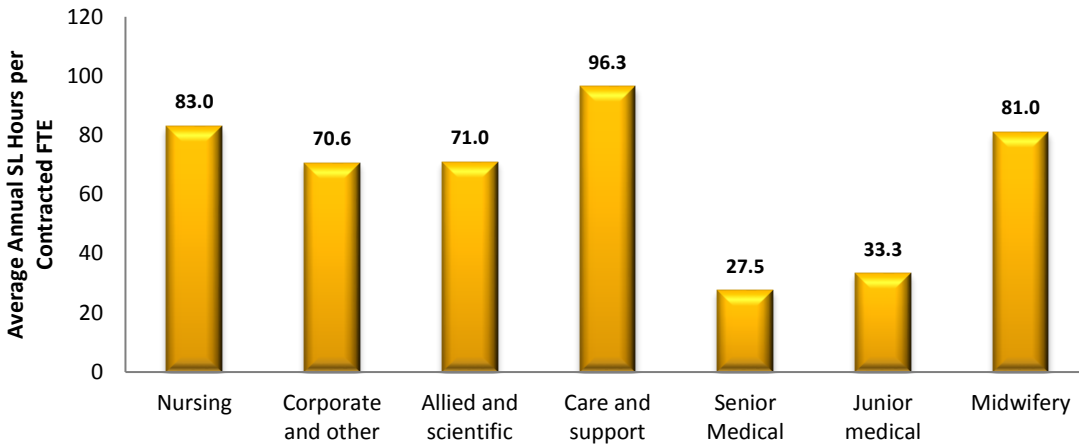**Figure 11: Average annual sick leave hours per FTE by occupational group**

Occupational group	Average Annual SL Hours per Contracted FTE
Nursing	83.0
Corporate and other	70.6
Allied and scientific	71.0
Care and support	96.3
Senior Medical	27.5
Junior medical	33.3
Midwifery	81.0

Figure 12: Average annual sick leave hours per FTE by age group by sex

Age group	F	M
<25	72.1	64.0
25-34	73.6	53.5
35-44	79.8	53.0
45-54	75.8	54.8
55-64	78.4	63.5
>=65	89.7	66.9
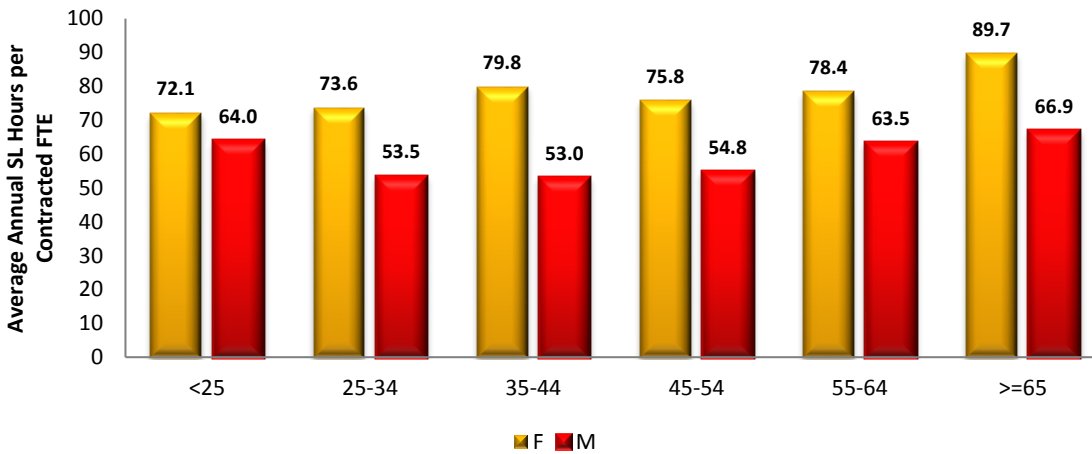
Figure 13: Average annual sick leave hours per FTE by ethnicity by sex

Ethnicity	F	M
Other	76.3	51.7
Asian	72.0	57.5
Maori	92.8	88.6
Pacific	93.1	94.4

In the first chart, the bars represent the ratios of annual leave balance to annual leave entitlement and the red dotted line represents the national average. For example, a value of 100% means that on average the DHB employees have an annual leave balance equal to their annual leave entitlement. The chart shows that for the first five DHBs, on average their employees have more annual leave balance than annual leave entitlement.

The other two charts on page 19 are self-explanatory.

Figure 14: Ratio of annual leave balance to annual leave entitlement hours per FTE by DHB
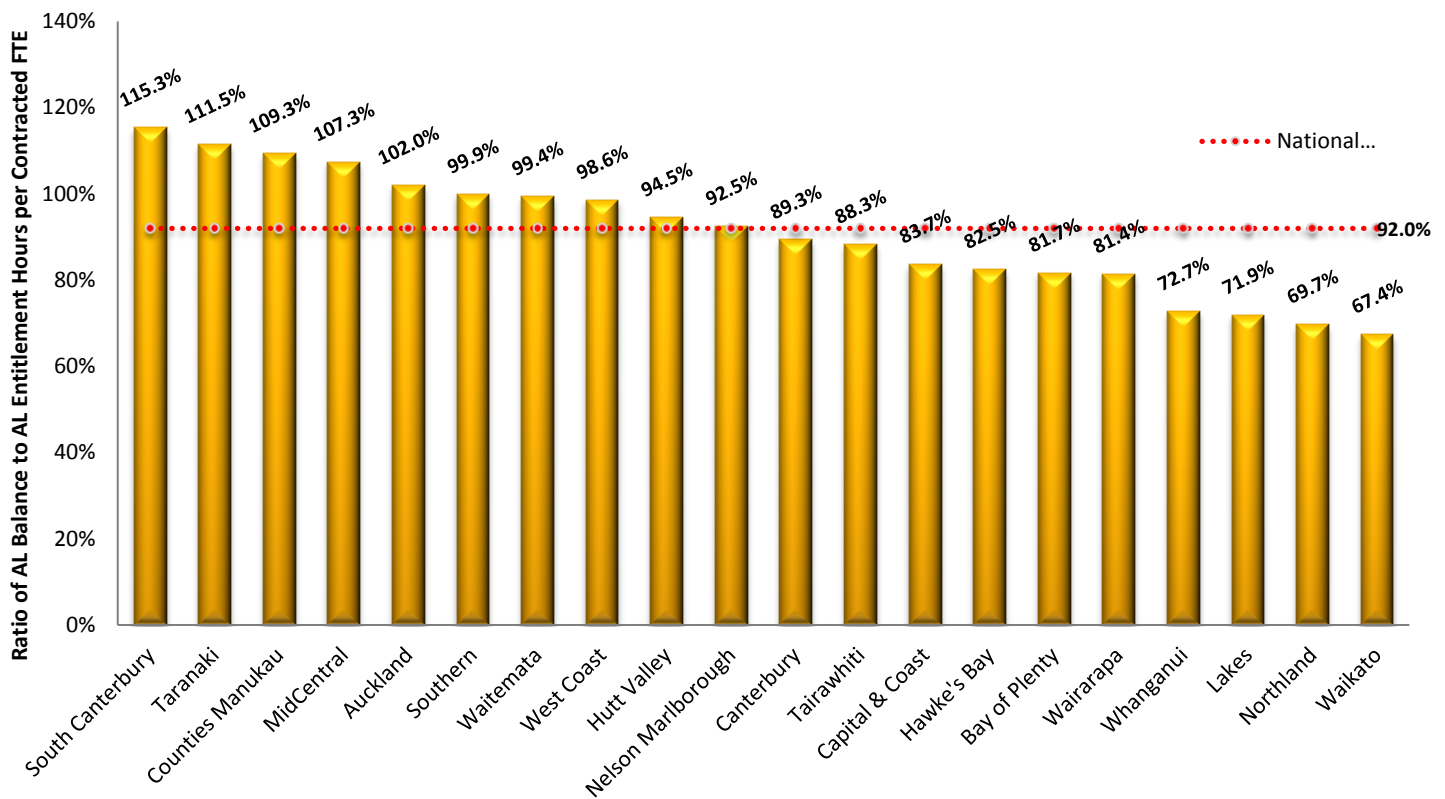
Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group
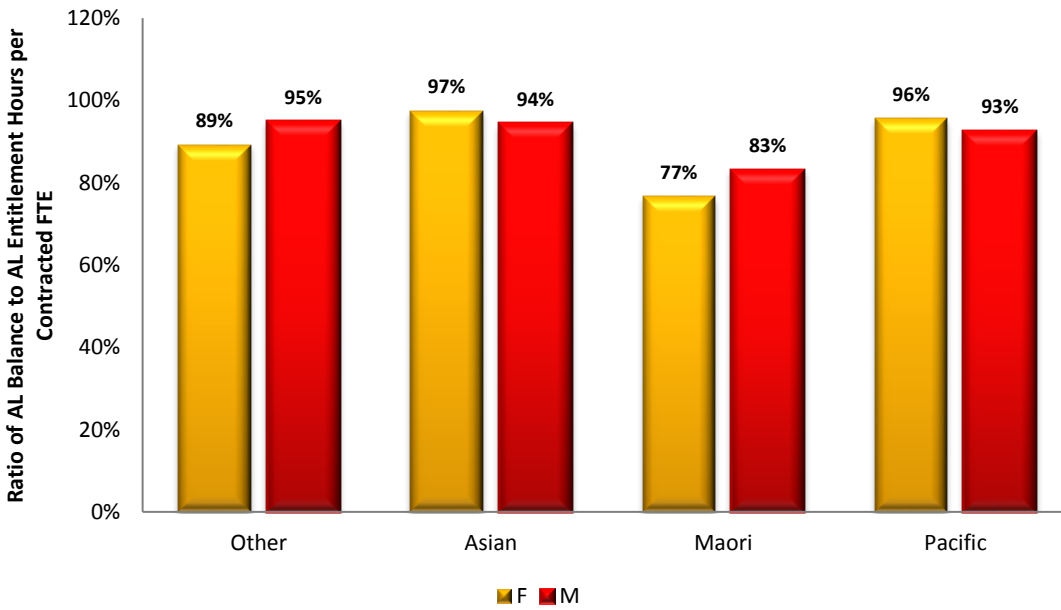

Chart: Ratio of AL Balance to AL Entitlement Hours per Contracted FTE

- Nursing: 99%
- Corporate and other: 86%
- Allied and scientific: 81%
- Care and support: 89%
- Senior Medical: 128%
- Junior medical: 51%
- Midwifery: 107%
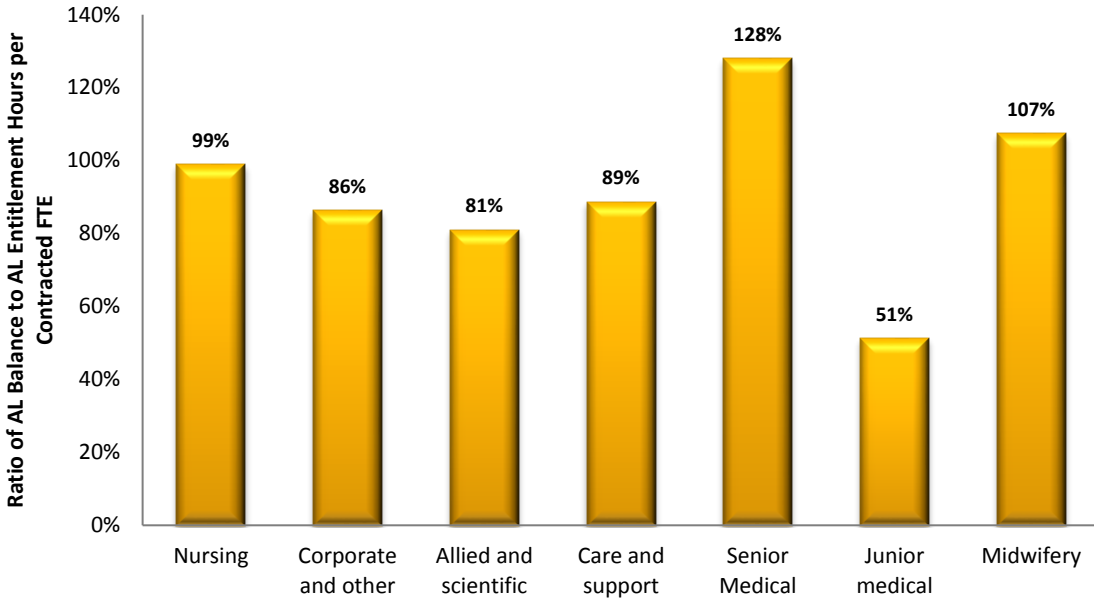
Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by sex

Chart: Ratio of AL Balance to AL Entitlement Hours per Contracted FTE

- Other: F 89%, M 95%
- Asian: F 97%, M 94%
- Maori: F 77%, M 83%
- Pacific: F 96%, M 93%

F ■ M

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 June 2017 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand.

Figure 17: Distribution of overall DHB occupation by age, with national employee data
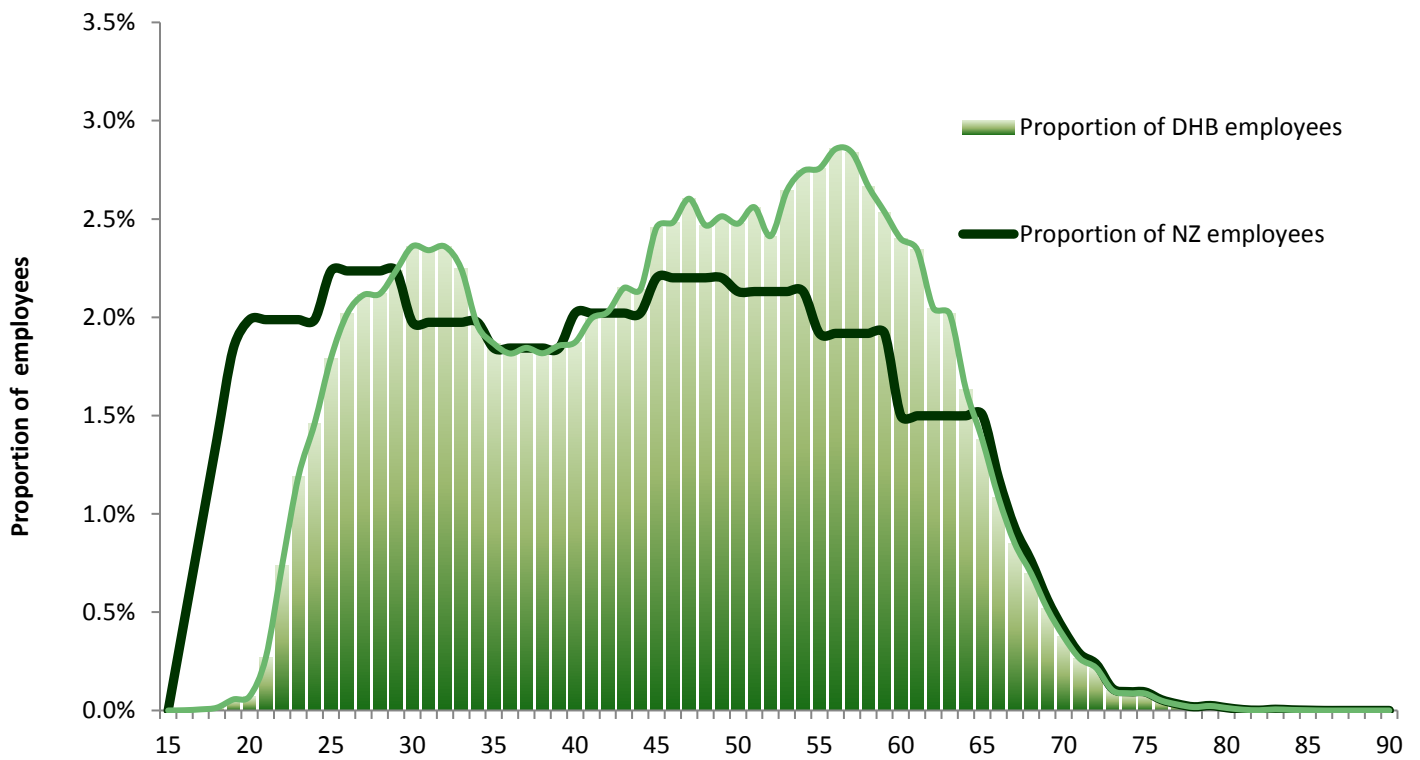
ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION

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 2012 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 Tairawhiti, will tend to show greater deviations between the DHB workforce ethnicities and the resident population.
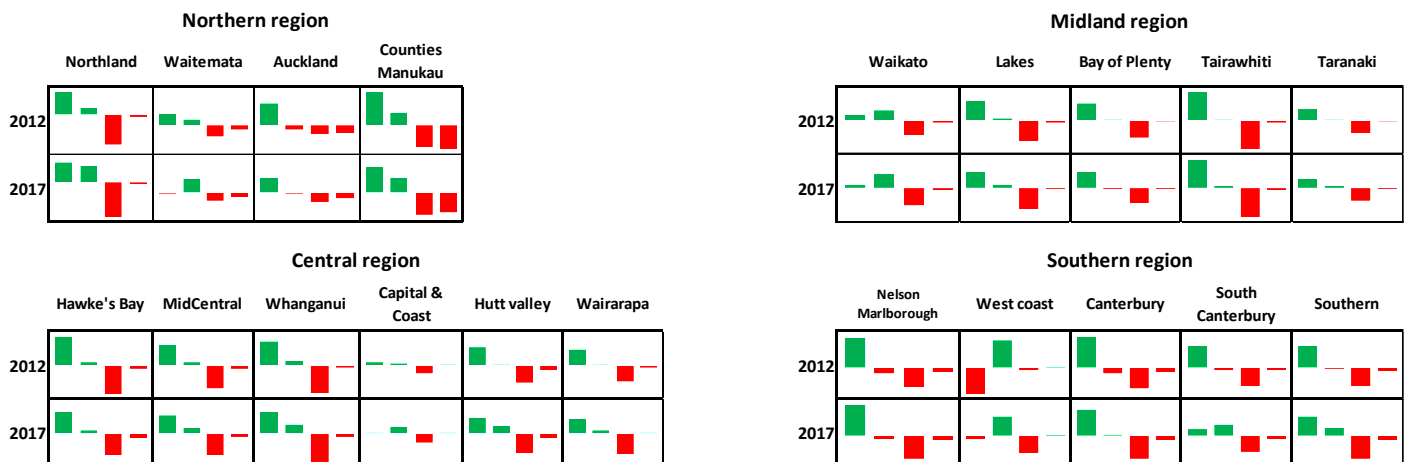
Note: The four bars are ordered as: Other, Asian, Māori and Pacific

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 2012 and 2017; the 'Other' ethnicities have reduced closer to zero (from nine down to eight percentage points difference), whereas Māori have been under-representation (from negative nine up to negative eight percentage points difference).

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 18: Population density of Nurses by DHB

FTE Nurses per 100,000 population
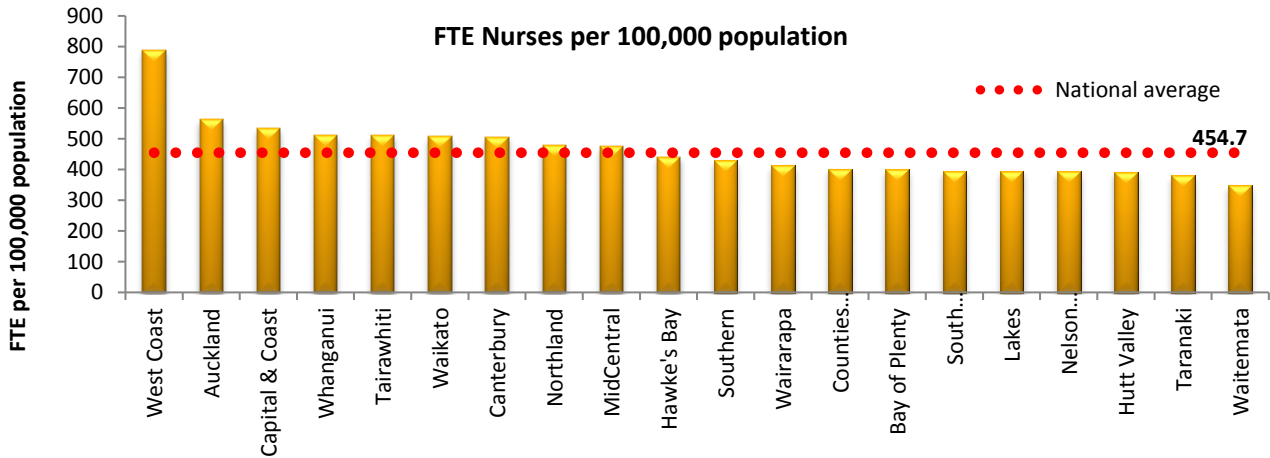
Figure 19: Population density of Corporate & Other by DHB

FTE corporate & other per 100,000 population
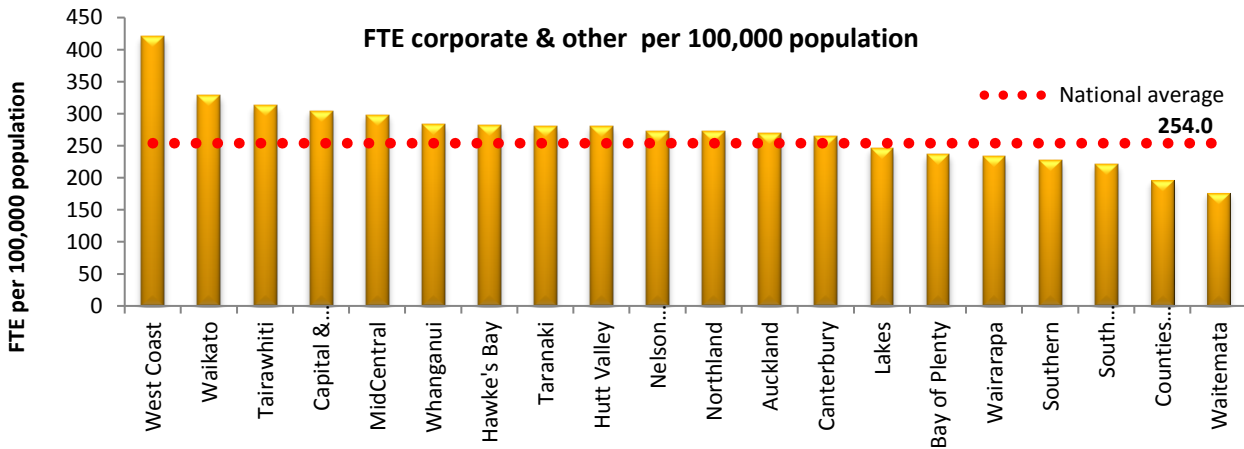
Figure 20: Population density of Allied & Scientific by DHB

FTE allied & scientific per 100,000 population
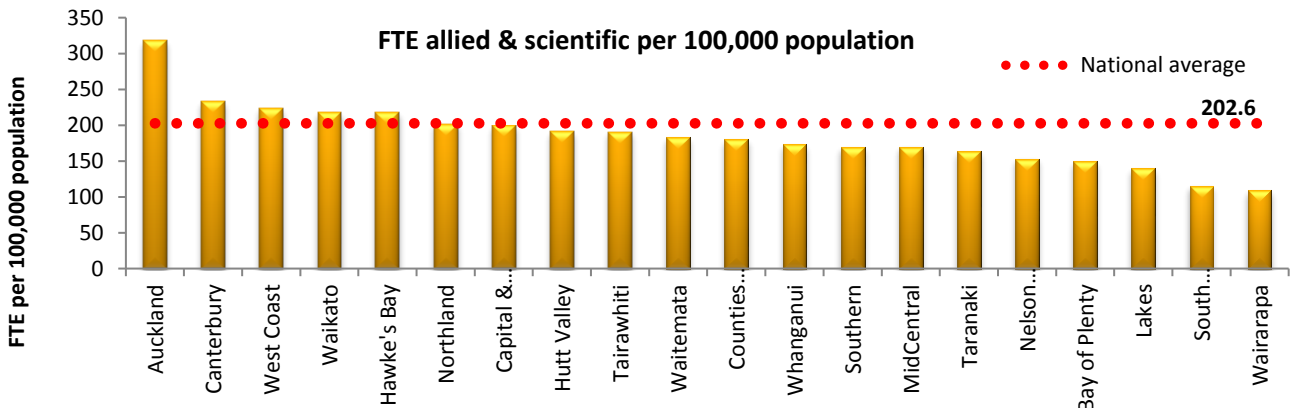
Figure 21: Population density of Care & Support by DHB

FTE care & support per 100,000 population

● ● ● National average

127.3
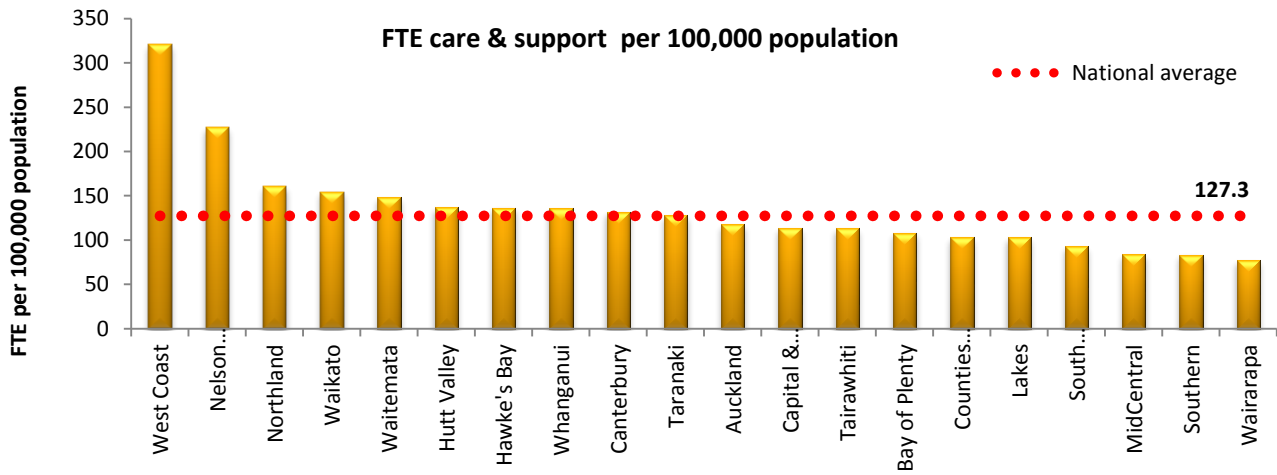
Figure 22: Population density of Senior Medical by DHB

FTE senior medical per 100,000 population

● ● ● National average

89.8
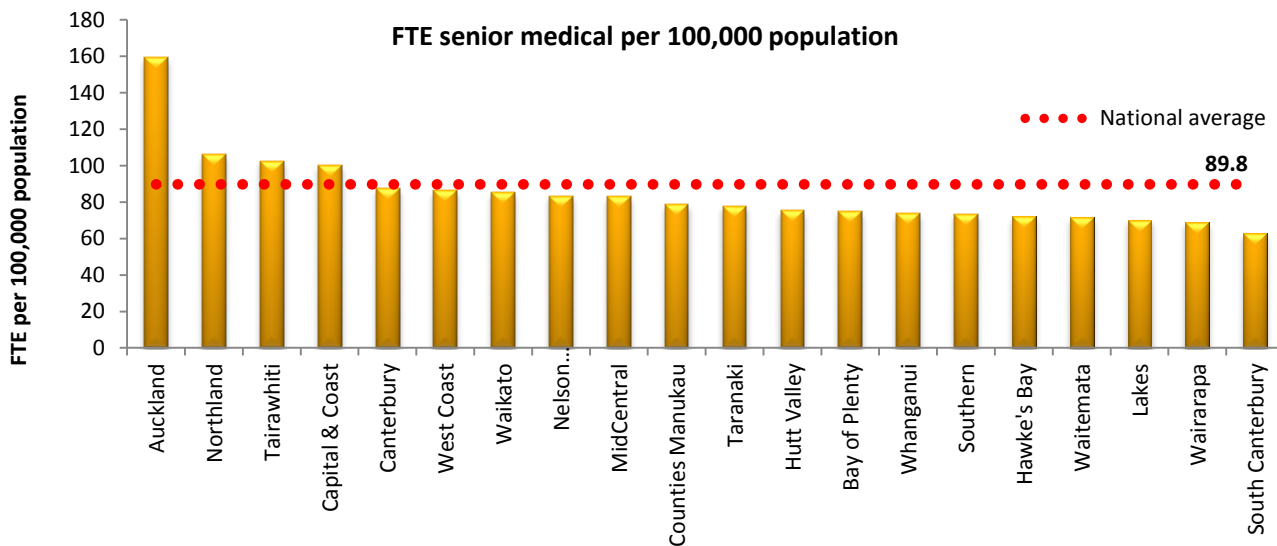
Figure 23: Population density of Junior Medical by DHB

FTE junior medical per 100,000 population

● ● ● National average

81.9
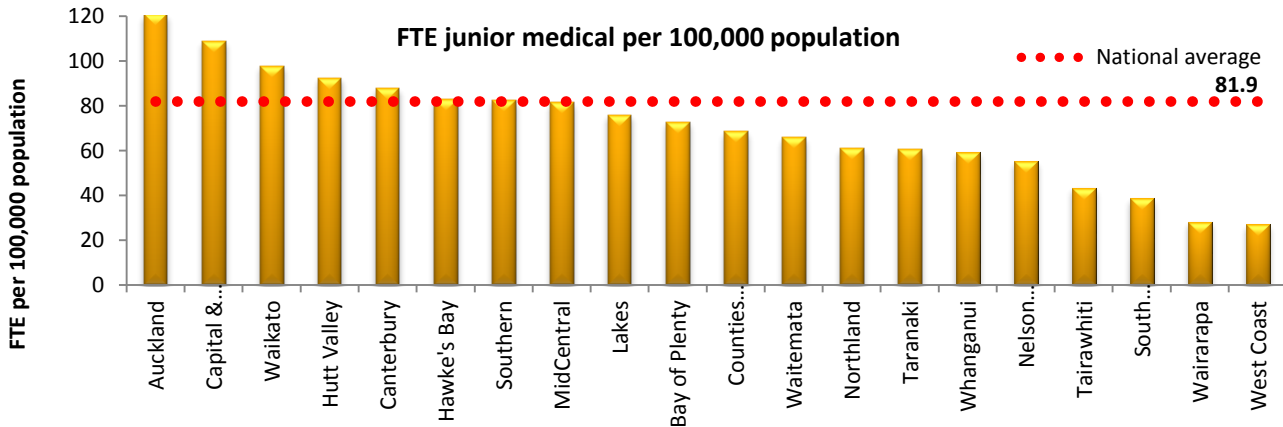
Figure 24: Population density of Midwives by DHB

FTE midwives per 100,000 population
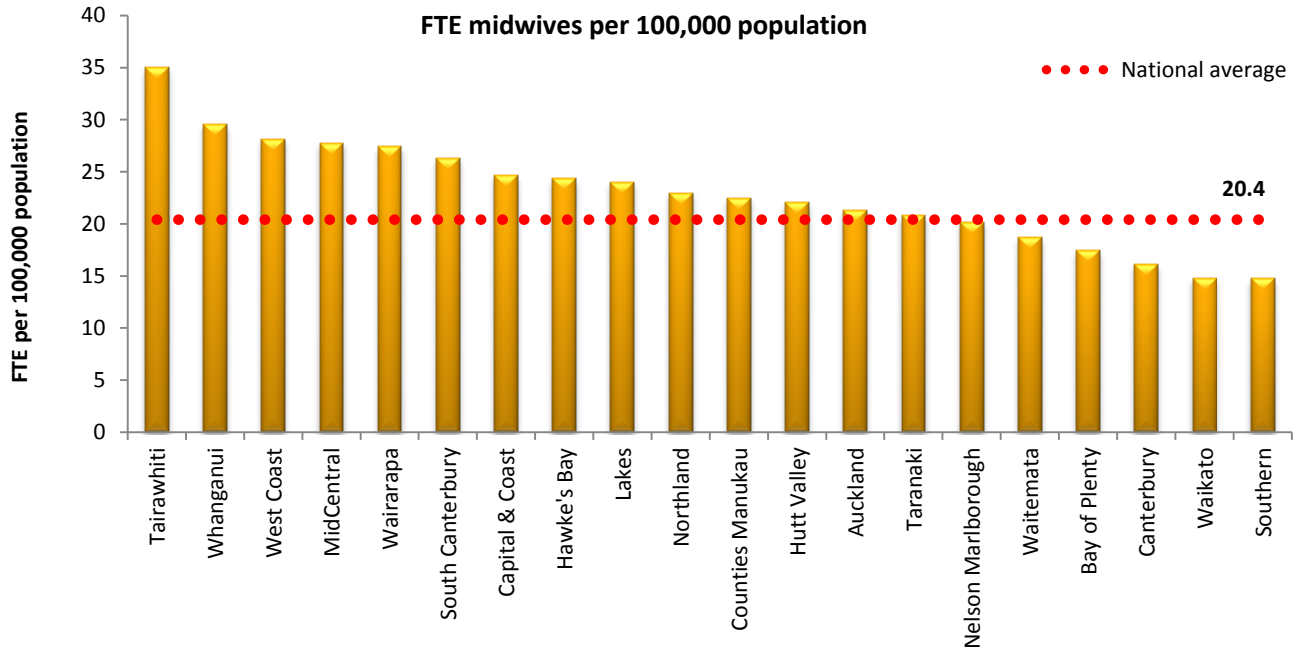
Figure 25: Population density of all DHB staff by DHB

FTE all staff per 100,000 population