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DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 April TO 30 June 2018

Health Workforce Information

The Workforce Information team, in Strategic Workforce Services at TAS (Technical Advisory Services), 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 2018 to 30 June 2018 and is a snapshot in time at 30 June 2018. 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 officer (SMO) previously Senior medical
- Resident medical officer (RMO) previously 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 2018 to June 2018 inclusive and is a snapshot taken by the DHBs on 30 June 2018.
- The data quality continues to improve as the Workforce Information team works closely with the DHBs to help manage and improve the data submitted.

Disclaimer

While due care has been applied in the processing, analysing and extraction of data and information to ensure the accuracy of the work, TAS provides no warranty as to the accuracy, authenticity or validity of the data and information and/or that it is supplied free from error. TAS is not be liable whatsoever, including for negligence or defamation, for all and any damages or liability in respect of or arising out of use, reliance or otherwise for this work, whether direct or indirect, including the provision of any incorrect, inaccurate or incomplete information.

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Data source: DHB Workforce Information, held by Strategic Workforce Services at TAS.

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OVERVIEW

DHB WORKFORCE AT A GLANCE

For data to 30 June 2018, 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 72,067 56,671 female 15,396 male</p>	<p>60,759 FTE 46,643 FTE* females 14,116 FTE* males</p>	<p>Largest occupation group: Nurses – 27,609 Smallest occupation group: Midwives – 1,430</p>
<p>DHB employee average age 45.4 years 45.5 years for females 45.2 years for males</p>	<p>Oldest male occupation group: SMO (mean age 51.4 years) Youngest male occupation group: RMO (mean age 30.9 years)</p>	<p>Oldest female occupation groups: Corporate and other (mean age 50.2 years) Youngest female occupation group: RMO (mean age 30.9 years)</p>
<p>Mean FTE rate 0.84 Mean FTE rate for females 0.82 Mean FTE rate for males 0.92</p>	<p>Longest Length of Service occupation group SMO (mean 10.1 years) Shortest Length of Service occupation group RMO (mean 1.3 years)</p>	<p>Employee reported ethnicities:</p> <p>Other** – 70.3% Asian – 18.7% Māori – 7.8% Pacific – 4.1%</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.
- ** 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 have not been reported with 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

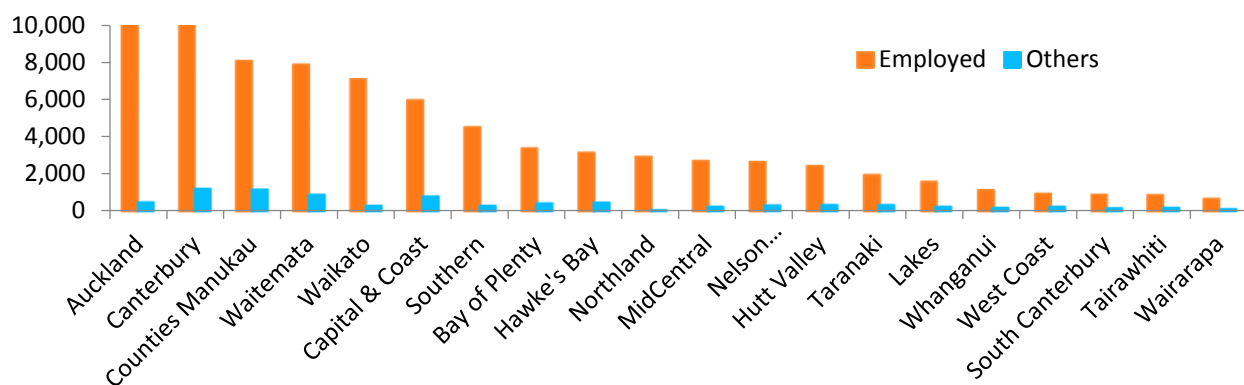


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	9,885	453	10,338	12.9%
Canterbury	9,136	1,137	10,273	12.8%
Counties Manukau	7,005	1,097	8,102	10.1%
Waitemata	7,071	836	7,907	9.9%
Waikato	6,860	278	7,138	8.9%
Capital & Coast	5,261	744	6,005	7.5%
Southern	4,278	292	4,570	5.7%
Bay of Plenty	3,029	405	3,434	4.3%
Hawke's Bay	2,751	441	3,192	4.0%
Northland	2,907	62	2,969	3.7%
MidCentral	2,510	224	2,734	3.4%
Nelson Marlborough	2,385	294	2,679	3.3%
Hutt Valley	2,146	325	2,471	3.1%
Taranaki	1,657	320	1,977	2.5%
Lakes	1,383	227	1,610	2.0%
Whanganui	986	175	1,161	1.5%
West Coast	742	229	971	1.2%
South Canterbury	765	161	926	1.2%
Tairāwhiti	727	181	908	1.1%
Wairarapa	583	112	695	0.9%
Grand Total	72,067	7,993	80,060	100.0%

* See important note on page 6

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.

Calculations:

- Percentage sick leave hours is calculated by dividing the number of sick leave hours taken by the contracted hours (excluding those with zero contracted hours). It excludes staff who started or terminated employment in the reporting quarter.
- Annual leave balance to entitlement calculations exclude staff who started or terminated employment in the reporting quarter.
- Because of the way start dates are reported the length of service is most likely to be based on the length of service within the DHB rather than the length of service of the reported position.

IMPORTANT NOTE:

Wairarapa DHB were unable to resubmit their data in time for the report publication, therefore, in Table 1 – Distribution of employment types, the 'others' and overall total numbers will be lower.

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			SMO			RMO			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	3610	3066.9	0.85	1759	1545.1	0.88	1982	1717.4	0.87	691	640.3	0.93	1041	842.3	0.81	641	634.8	0.99	161	123.7	0.77
Bay of Plenty	1216	932.4	0.77	630	560.7	0.89	437	369.4	0.85	289	237.3	0.82	215	176.7	0.82	187	186.8	1.00	55	38.5	0.70
Canterbury	3489	2873.8	0.82	1891	1647.1	0.87	1552	1279.2	0.82	997	787.3	0.79	579	485.6	0.84	487	479.5	0.98	141	92.8	0.66
Capital & Coast	2150	1731.7	0.81	1067	972.4	0.91	730	627.8	0.86	410	361.3	0.88	409	323.8	0.79	376	366.0	0.97	119	85.0	0.71
Counties Manukau	2713	2320.3	0.86	1296	1103.0	0.85	1147	1002.1	0.87	719	629.4	0.88	553	463.3	0.84	408	402.3	0.99	169	122.8	0.73
Hawke's Bay	1083	771.1	0.71	547	474.5	0.87	463	378.0	0.82	289	227.6	0.79	150	128.8	0.86	146	145.1	0.99	73	44.9	0.61
Hutt Valley	712	582.9	0.82	479	434.4	0.91	354	289.2	0.82	239	209.3	0.88	151	117.1	0.78	162	155.3	0.96	49	34.4	0.70
Lakes	558	440.4	0.79	309	276.3	0.89	187	161.3	0.86	118	96.0	0.81	93	82.4	0.89	83	83.0	1.00	35	26.9	0.77
MidCentral	1011	826.0	0.82	588	536.4	0.91	359	316.5	0.88	173	140.8	0.81	166	147.1	0.89	148	144.4	0.98	65	43.2	0.66
Nelson Marlborough	804	587.9	0.73	524	423.2	0.81	322	243.3	0.76	449	320.1	0.71	153	126.1	0.82	91	88.7	0.98	42	27.9	0.66
Northland	1140	872.4	0.77	565	496.1	0.88	454	378.7	0.83	378	300.8	0.80	195	191.4	0.98	115	114.0	0.99	60	38.7	0.65
South Canterbury	324	251.9	0.78	163	127.9	0.78	95	73.6	0.78	78	53.6	0.69	64	46.5	0.73	24	23.9	1.00	17	12.2	0.72
Southern	1798	1428.9	0.79	837	737.3	0.88	646	548.4	0.85	350	276.7	0.79	306	245.5	0.80	271	261.8	0.97	70	48.6	0.69
Tairāwhiti	294	227.3	0.77	164	145.3	0.89	95	82.5	0.87	77	63.3	0.82	54	48.0	0.89	20	19.6	0.98	23	17.0	0.74
Taranaki	616	508.1	0.82	381	340.5	0.89	243	197.2	0.81	188	157.8	0.84	117	100.3	0.86	80	79.0	0.99	32	23.9	0.75
Waikato	2603	2159.3	0.83	1491	1326.1	0.89	1038	908.6	0.88	795	673.0	0.85	413	362.1	0.88	412	406.6	0.99	108	77.2	0.71
Wairarapa	259	182.9	0.71	133	106.5	0.80	67	47.8	0.71	60	41.2	0.69	34	30.0	0.88	15	14.4	0.96	15	10.5	0.70
Waitemata	2506	2118.5	0.85	1281	1123.3	0.88	1309	1098.2	0.84	938	834.7	0.89	519	444.8	0.86	356	349.7	0.98	162	109.8	0.68
West Coast	301	254.1	0.84	162	137.0	0.85	78	69.1	0.89	146	102.5	0.70	31	26.0	0.84	12	11.2	0.93	12	8.1	0.67
Whanganui	422	342.8	0.81	205	180.0	0.88	137	114.7	0.84	113	91.6	0.81	53	47.7	0.90	34	33.8	0.99	22	17.2	0.78
Grand Total	27609	22479.3	0.81	14472	12693.0	0.88	11695	9903.0	0.85	7497	6244.7	0.83	5296	4435.6	0.84	4068	4000.0	0.98	1430	1003.3	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

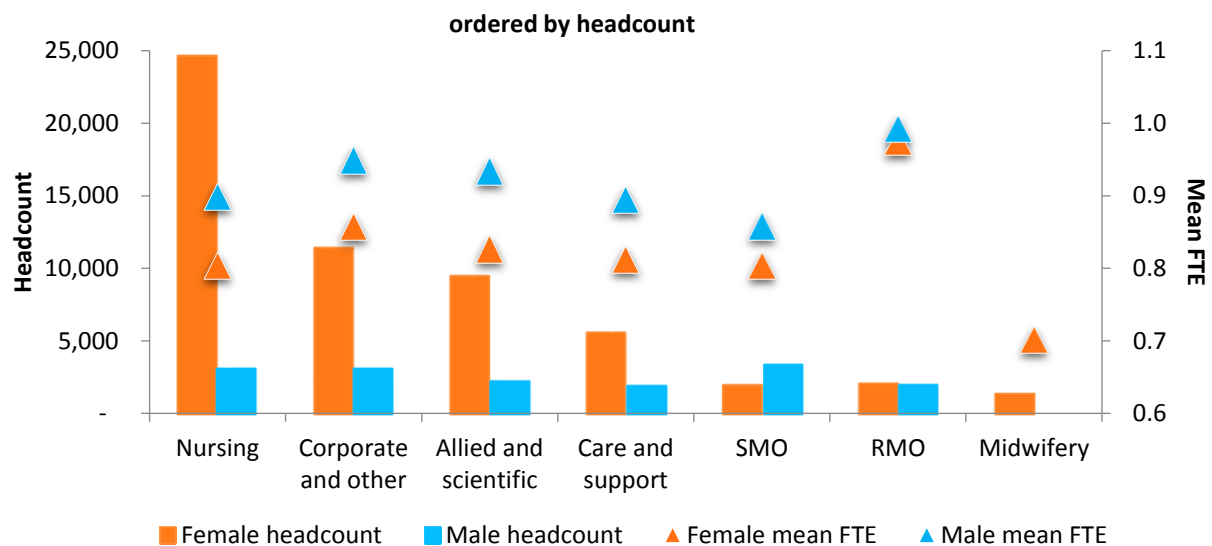


Table 3: Occupation group headcount and mean FTE by sex

Occupation group	Female		Male		Total	
	Headcount	Mean FTE	Headcount	Mean FTE	Headcount	Mean FTE
Nursing	24,582	0.80	3,027	0.90	27,609	0.81
Corporate and other	11,429	0.86	3,043	0.95	14,472	0.88
Allied and scientific	9,491	0.83	2,204	0.93	11,695	0.85
Care and support	5,603	0.81	>1,890	0.90	7,497	0.83
SMO	2,018	0.80	3,278	0.86	5,296	0.84
RMO	>2,117	0.97	1,947	0.99	4,068	0.98
Midwifery	>1,423	0.70	**	**	1,430	0.70
Grand Total	56,671	0.82	15,396	0.92	72,067	0.84

** Data suppressed (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

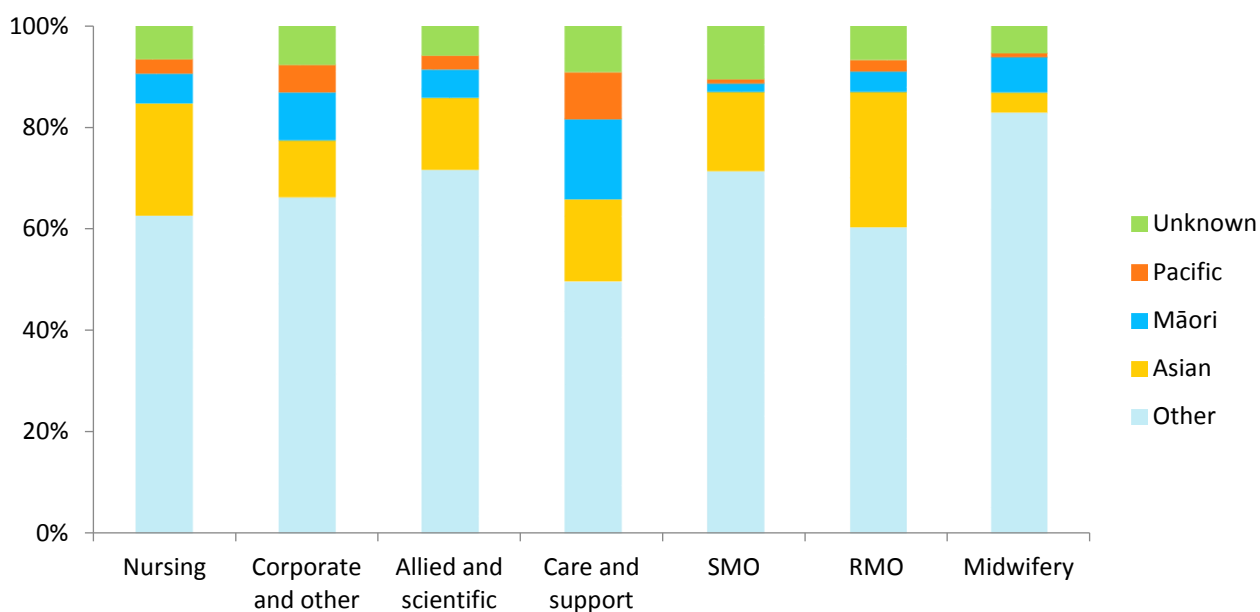


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	17,308	62.7%	6,071	22.0%	1,631	5.9%	799	2.9%	1,800	6.5%	27,609
Corporate and other	9,596	66.3%	1,611	11.1%	1,372	9.5%	801	5.5%	1,092	7.5%	14,472
Allied and scientific	8,376	71.6%	1,660	14.2%	654	5.6%	328	2.8%	677	5.8%	11,695
Care and support	3,730	49.8%	1,212	16.2%	1,184	15.8%	694	9.3%	677	9.0%	7,497
SMO	3,780	71.4%	825	15.6%	91	1.7%	47	0.9%	553	10.4%	5,296
RMO	2,456	60.4%	1,080	26.5%	168	4.1%	95	2.3%	269	6.6%	4,068
Midwifery	1,184	82.8%	57	4.0%	101	7.1%	12	0.8%	76	5.3%	1,430
Grand Total	46,430	64.4%	12,516	17.4%	5,201	7.2%	2,776	3.9%	5,144	7.1%	72,067

* '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 66,955 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 2018.

Figure 4: Proportion of identifiable ethnicities for all DHB employees

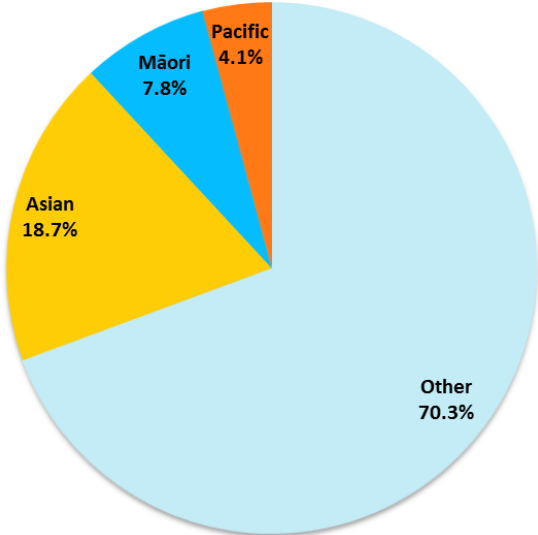
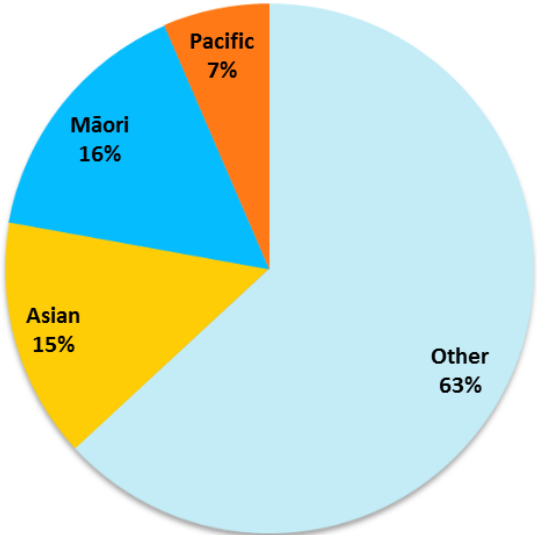


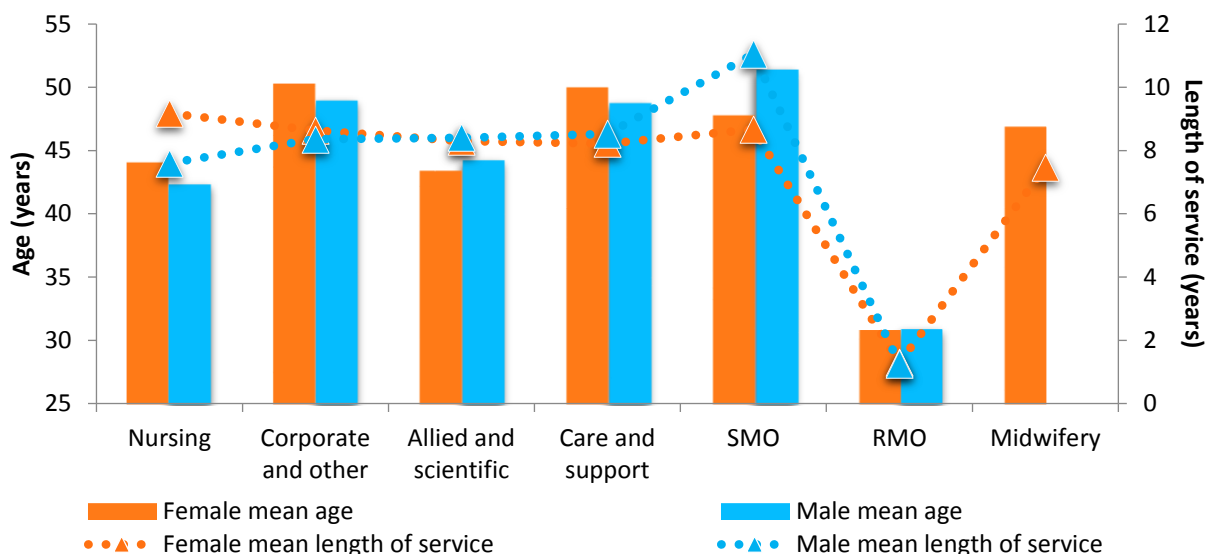
Figure 5: Proportion of identifiable ethnicities for projected population data at 30 June 2018



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	9.2	44.1	7.6	42.3	9.0	43.9
Corporate and other	8.6	50.2	8.4	48.9	8.6	50.0
Allied and scientific	8.3	43.4	8.4	44.2	8.3	43.6
Care and support	8.2	49.9	8.5	48.7	8.3	49.6
SMO	8.7	47.8	11.0	51.4	10.1	50.0
RMO	1.3	30.9	1.3	30.9	1.3	30.9
Midwifery	7.5	46.9	11.5	48.3	7.5	46.9
Grand Total	8.5	45.5	7.9	45.2	8.3	45.4

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 FTE by sex for each DHB.

Figure 7: Headcount and mean FTE by sex and DHB

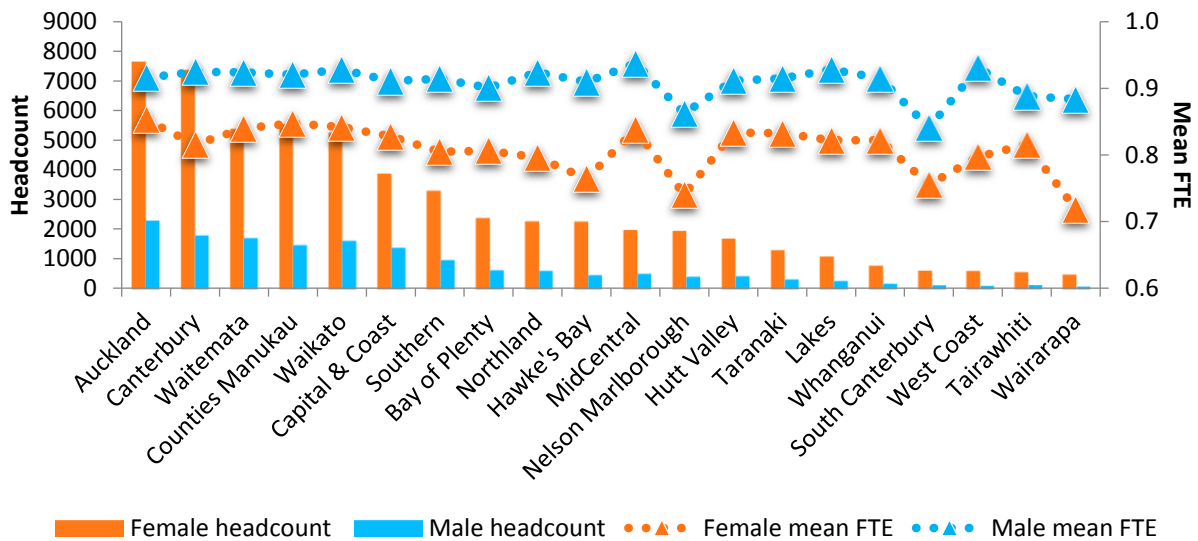


Table 6: Headcount and mean FTE by sex and DHB

	Auckland	Canterbury	Waitematā *	Counties Manukau	Waikato	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson	Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	South Canterbury	West Coast	Tairāwhiti	Wairarapa
Female	Headcount	7640	7366	5396	5552	5263	3899	3324	2402	2298	2284	2000	1967	1713	1327	1107	802	629	618	588	496
	Mean FTE	0.85	0.82	0.84	0.85	0.84	0.83	0.80	0.81	0.80	0.76	0.84	0.74	0.83	0.83	0.82	0.82	0.76	0.80	0.82	0.72
Male	Headcount	2245	1770	1675	1453	1597	1362	954	627	609	467	510	418	433	330	276	184	136	124	139	87
	Mean FTE	0.92	0.92	0.92	0.92	0.93	0.91	0.91	0.90	0.92	0.91	0.94	0.86	0.91	0.91	0.93	0.92	0.84	0.93	0.89	0.88
Total	Headcount	9885	9136	7071	7005	6860	5261	4278	3029	2907	2751	2510	2385	2146	1657	1383	986	765	742	727	583
	Mean FTE	0.87	0.84	0.86	0.86	0.86	0.85	0.83	0.83	0.82	0.79	0.86	0.76	0.85	0.85	0.84	0.84	0.77	0.82	0.83	0.74

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

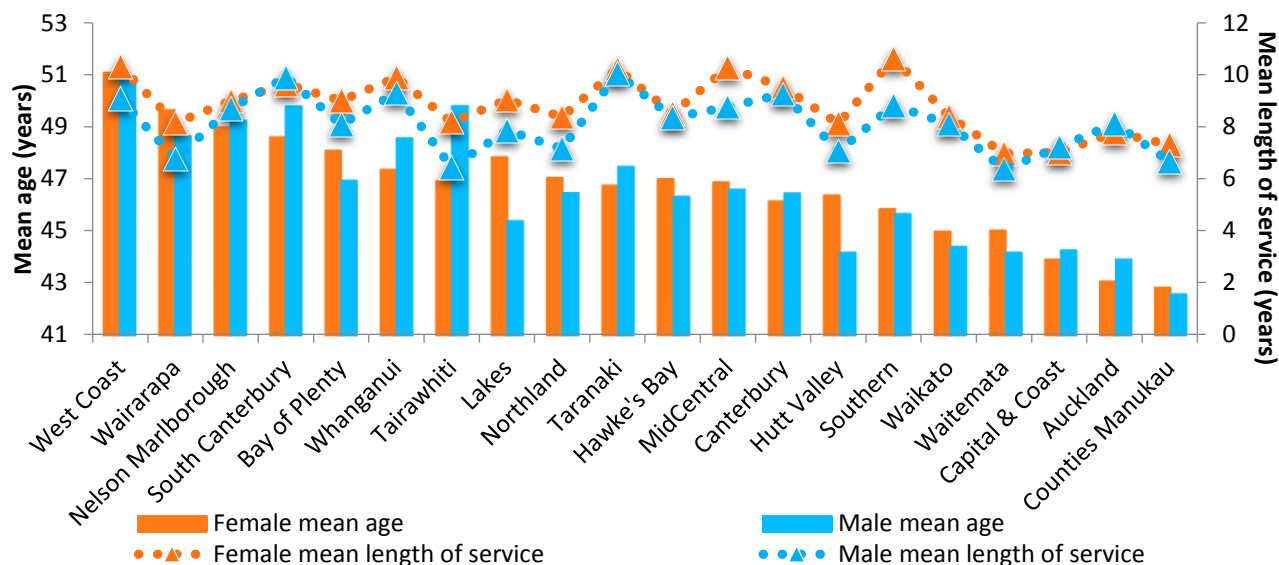


Table 7: Mean ages and mean length of service by DHB and sex

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	9.1	50.9	10.1	51.0
Wairarapa	8.1	49.6	6.8	48.6	7.9	49.5
Nelson Marlborough	9.0	49.0	8.7	49.2	8.9	49.0
South Canterbury	9.6	48.6	9.9	49.8	9.7	48.8
Bay of Plenty	9.0	48.1	8.1	46.9	8.8	47.8
Whanganui	9.9	47.3	9.3	48.5	9.8	47.6
Tairarwhiti	8.2	46.9	6.4	49.8	7.8	47.4
Lakes	9.0	47.8	7.9	45.4	8.8	47.3
Northland	8.4	47.0	7.2	46.5	8.1	46.9
Taranaki	10.2	46.7	10.0	47.5	10.2	46.9
Hawke's Bay	8.5	47.0	8.3	46.3	8.5	46.9
MidCentral	10.3	46.9	8.8	46.6	10.0	46.8
Canterbury	9.5	46.1	9.3	46.4	9.5	46.2
Hutt Valley	8.1	46.4	7.1	44.2	7.9	45.9
Southern	10.6	45.8	8.8	45.7	10.2	45.8
Waikato	8.4	45.0	8.1	44.4	8.3	44.8
Waitemata	7.0	45.0	6.4	44.2	6.8	44.8
Capital & Coast	7.0	43.9	7.2	44.3	7.1	44.0
Auckland	7.8	43.1	8.1	43.9	7.9	43.3
Counties Manukau	7.3	42.8	6.7	42.6	7.2	42.8
Grand Total	8.5	45.5	7.9	45.2	8.3	45.4

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

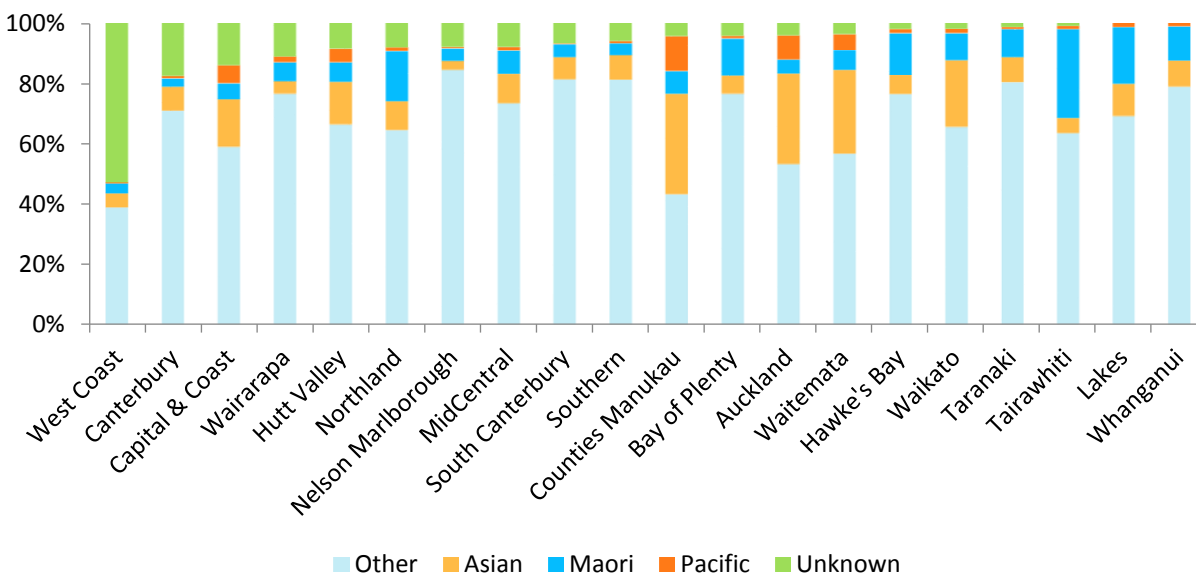


Table 8: Distribution of reported ethnicities by DHB

DHB	Other*	Asian	Māori	Pacific	Unknown	Total
West Coast	290	35	>21	**	389	742
Canterbury	6,492	739	243	75	1,587	9,136
Capital & Coast	3,109	836	273	317	726	5,261
Wairarapa	447	25	36	11	64	583
Hutt Valley	1,427	306	137	95	181	2,146
Northland	1,878	282	481	34	232	2,907
Nelson Marlborough	2,017	73	97	9	189	2,385
MidCentral	1,848	245	192	27	198	2,510
South Canterbury	623	57	>28	**	51	765
Southern	3,480	352	163	34	249	4,278
Counties Manukau	3,045	2,334	520	810	296	7,005
Bay of Plenty	2,322	186	371	24	126	3,029
Auckland	5,280	2,973	453	781	398	9,885
Waitemata	4,021	1,966	460	370	254	7,071
Hawke's Bay	2,107	179	375	38	52	2,751
Waikato	4,509	1,517	608	102	124	6,860
Taranaki	1,334	140	152	10	21	1,657
Tairāwhiti	463	37	213	7	7	727
Lakes	959	148	259	17	0	1,383
Whanganui	779	86	111	10	0	986
Grand Total	46,430	12,516	5,201	2,776	5,144	72,067

* '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	SMO	RMO	Midwifery	All staff
Southern	11.7	10.4	9.8	9.1	10.7	2.1	10.0	10.2
Taranaki	11.5	10.9	10.0	10.1	8.5	1.3	8.3	10.2
West Coast	10.8	9.1	11.2	10.5	7.5	0.6	11.0	10.1
MidCentral	11.4	9.9	9.3	9.9	10.6	1.7	8.8	10.0
Whanganui	9.9	10.3	10.6	10.1	9.5	1.1	10.1	9.8
South Canterbury	10.6	9.0	9.1	11.6	9.1	1.0	7.6	9.7
Canterbury	10.6	8.6	9.5	9.5	11.3	2.3	8.4	9.5
Nelson Marlborough	10.1	7.4	8.8	9.8	10.6	1.1	7.9	8.9
Bay of Plenty	10.1	9.2	8.1	7.6	9.9	1.4	8.8	8.8
Lakes	9.7	9.3	9.4	8.9	8.3	1.2	5.6	8.8
Hawke's Bay	8.9	9.1	8.8	8.5	10.0	1.6	7.7	8.5
Waikato	9.0	9.1	8.1	7.3	10.7	2.0	6.8	8.3
Northland	8.7	9.1	8.6	6.3	8.5	1.3	7.4	8.1
Wairarapa	9.0	6.6	9.2	7.4	8.3	0.3	5.0	7.9
Hutt Valley	9.2	8.0	7.6	8.7	9.2	0.6	7.0	7.9
Auckland	7.8	8.4	8.1	8.8	10.7	0.6	7.7	7.9
Tairāwhiti	9.4	6.7	6.6	7.3	8.9	1.1	5.9	7.8
Counties Manukau	7.3	8.1	6.8	7.5	9.9	0.5	6.0	7.2
Capital & Coast	7.3	7.2	6.8	8.5	10.1	1.1	6.6	7.1
Waitemata	6.8	7.1	7.7	6.4	9.3	0.6	6.9	6.8
Grand Total	9.0	8.6	8.3	8.3	10.1	1.3	7.5	8.3

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 Hutt Valley shows that 50% of staff took 12 hours sick leave or less per FTE in the June quarter, and 75% of staff took 64 hours or less of sick leave per FTE. The data for Whanganui shows that 50% of staff took 64 hours or less sick leave per FTE, and that 75% of staff took 128 hours or less of sick leave per FTE.

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

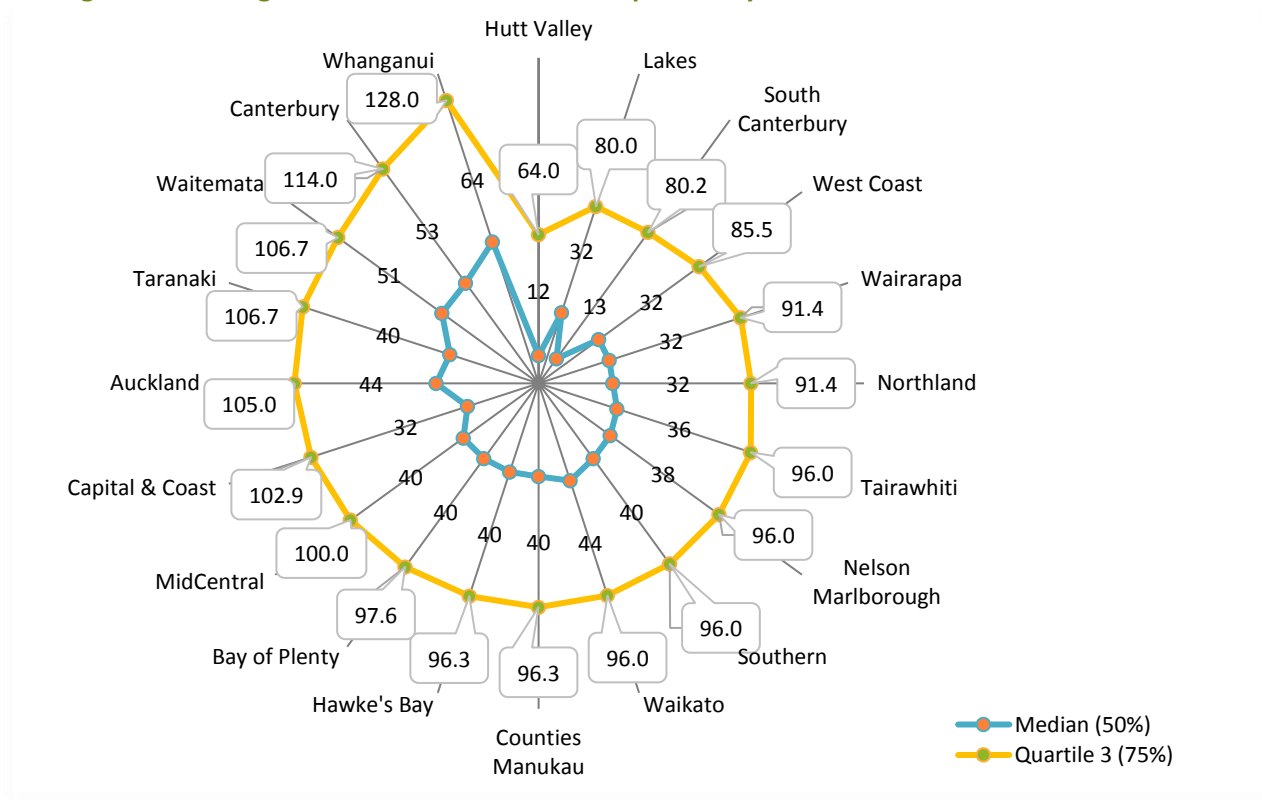


Figure 11: Average annual sick leave hours per FTE by occupational group

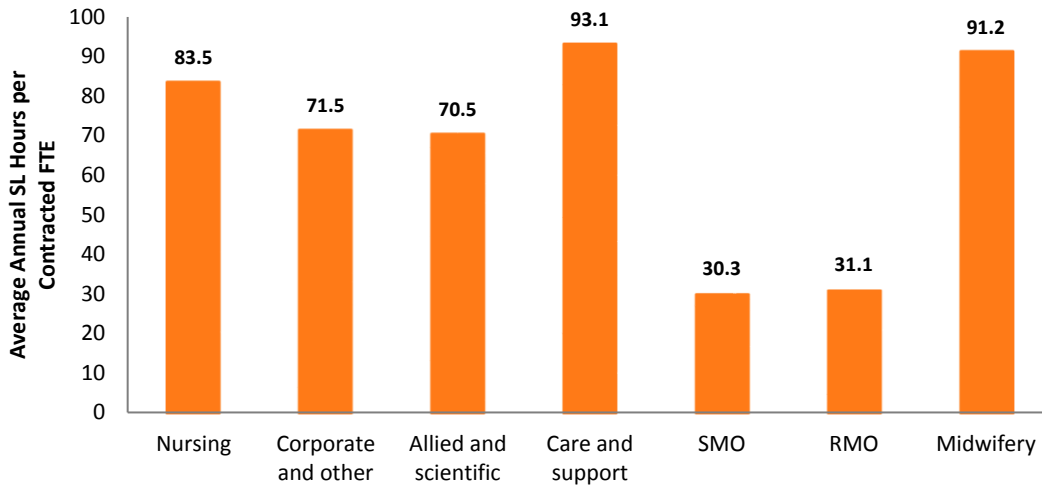


Figure 12: Average annual sick leave hours per FTE by age group by sex

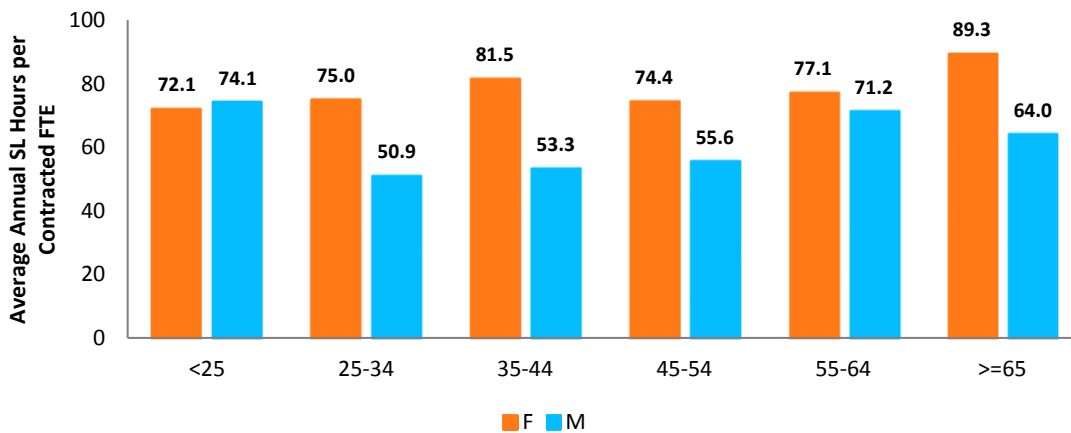
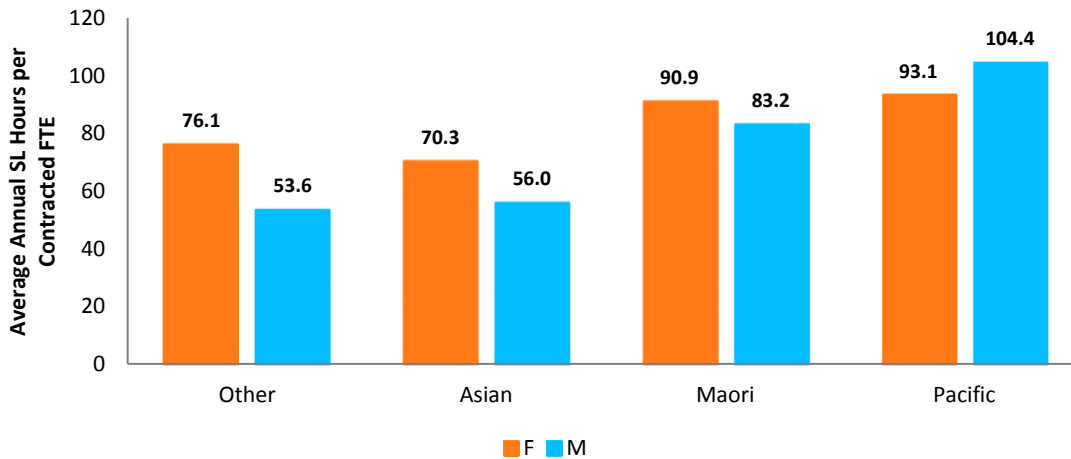


Figure 13: Average annual sick leave hours per FTE by ethnicity by sex



RATIO OF ANNUAL LEAVE BALANCE AND ANNUAL LEAVE ENTITLEMENT BY DHB, OCCUPATION GROUP AND ETHNICITY BY SEX

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 seven 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

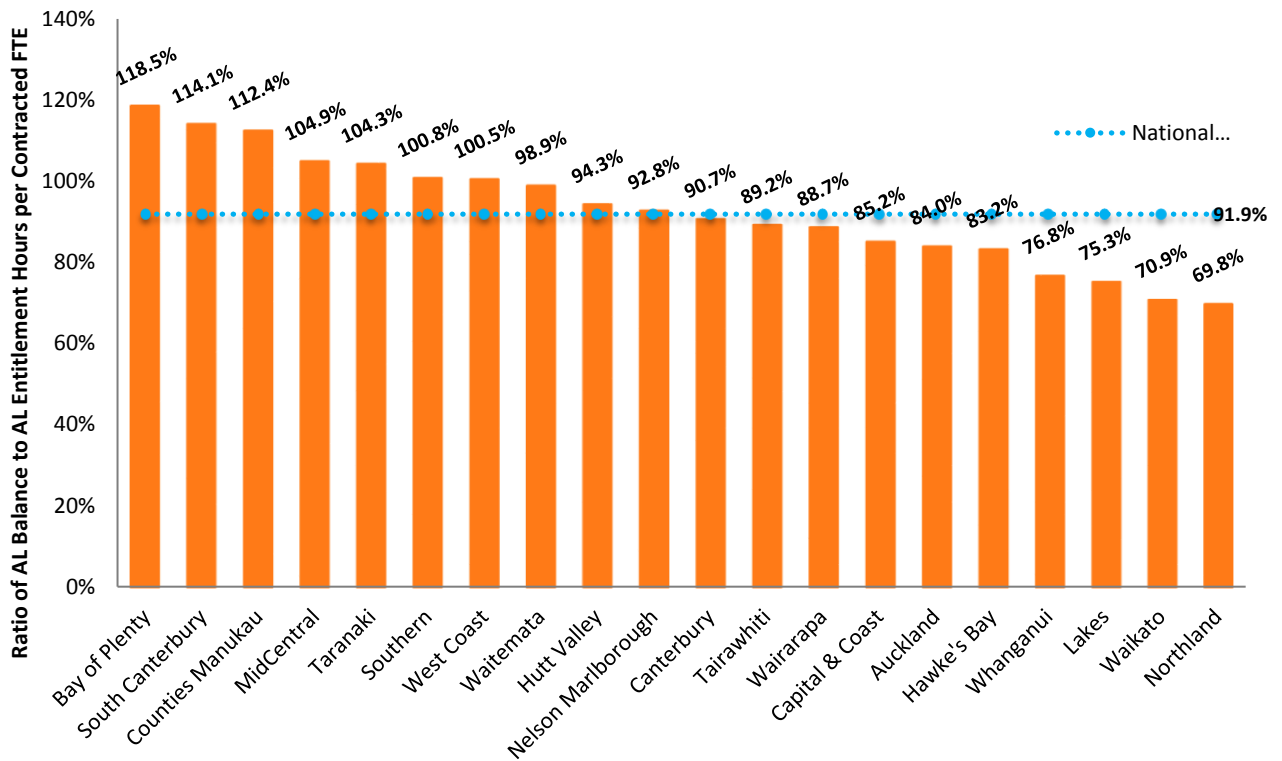


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

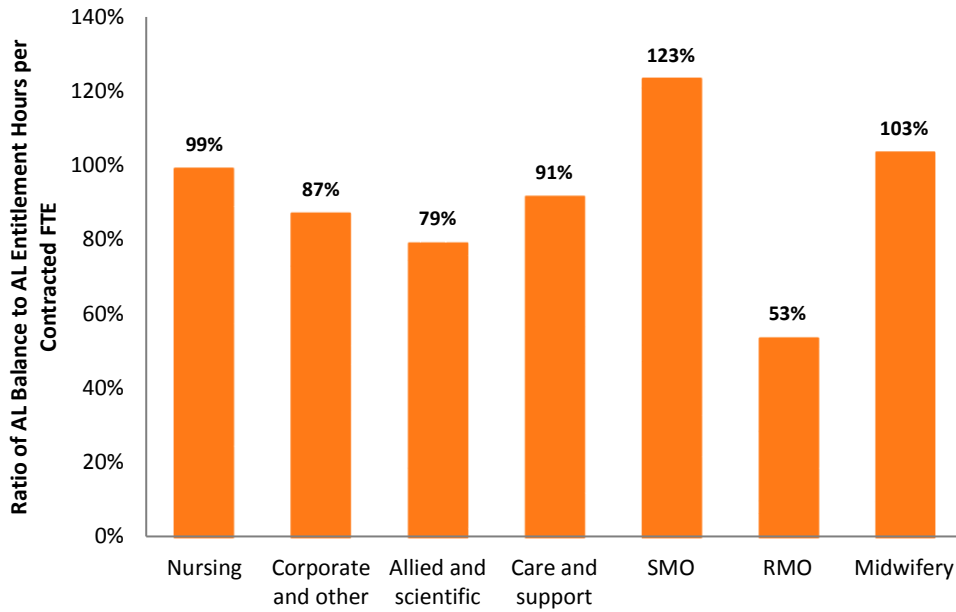
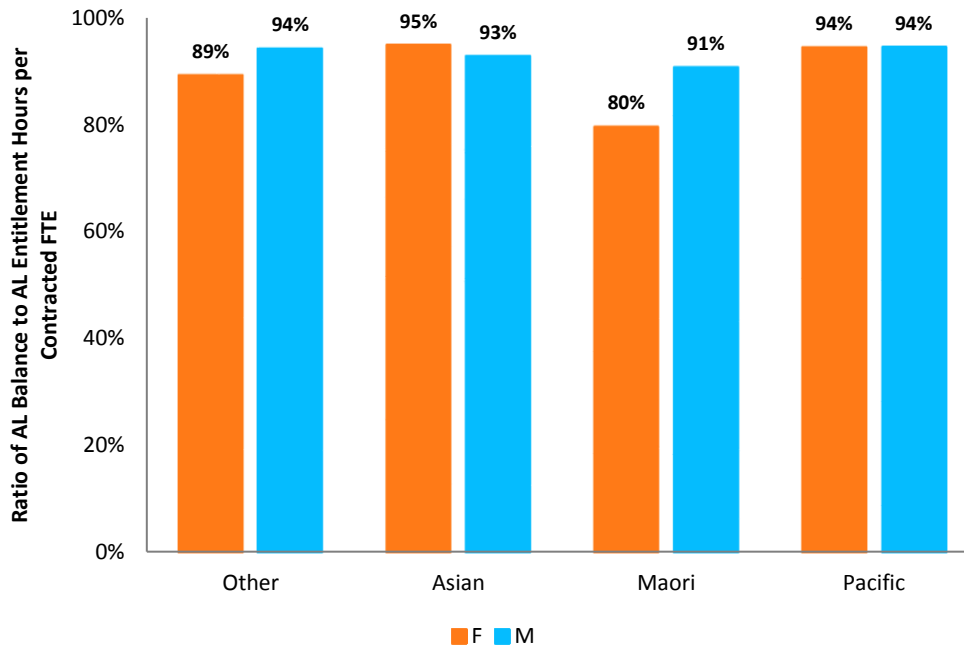


Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by sex

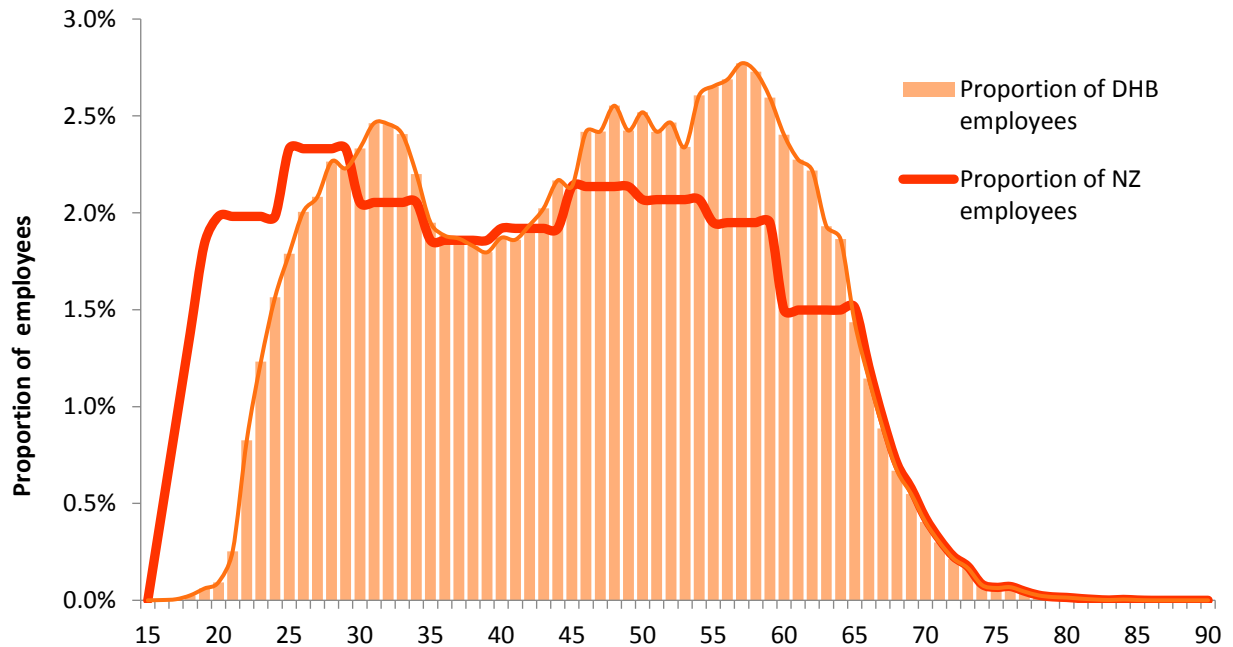


ANALYSIS BY POPULATION

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 orange outline). The staggered dark orange line is the distribution of all New Zealand employees for the June 2018 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

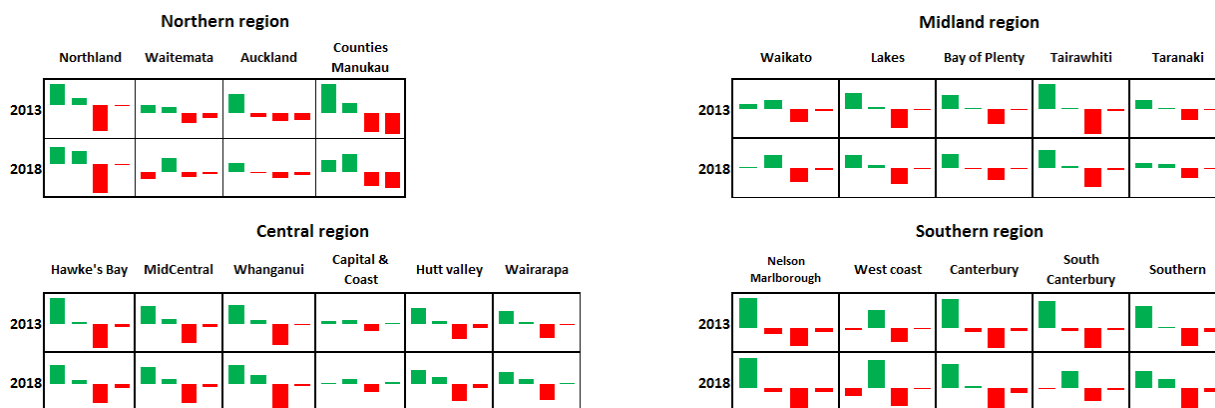
The following charts look at the ethnic representation of DHB staff to the resident population.

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 spark lines the numbers are not written against the axes), which range from -23% to +26% - so comparisons between DHBs are possible. The data for 2013 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 Waikato, 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 2013 and 2018; the ‘Other’ ethnicities have reduced closer to zero (from nine down to five percentage points difference), whereas Māori have been under-representation (from negative nine to negative eight 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 18: Population density of Nurses by DHB

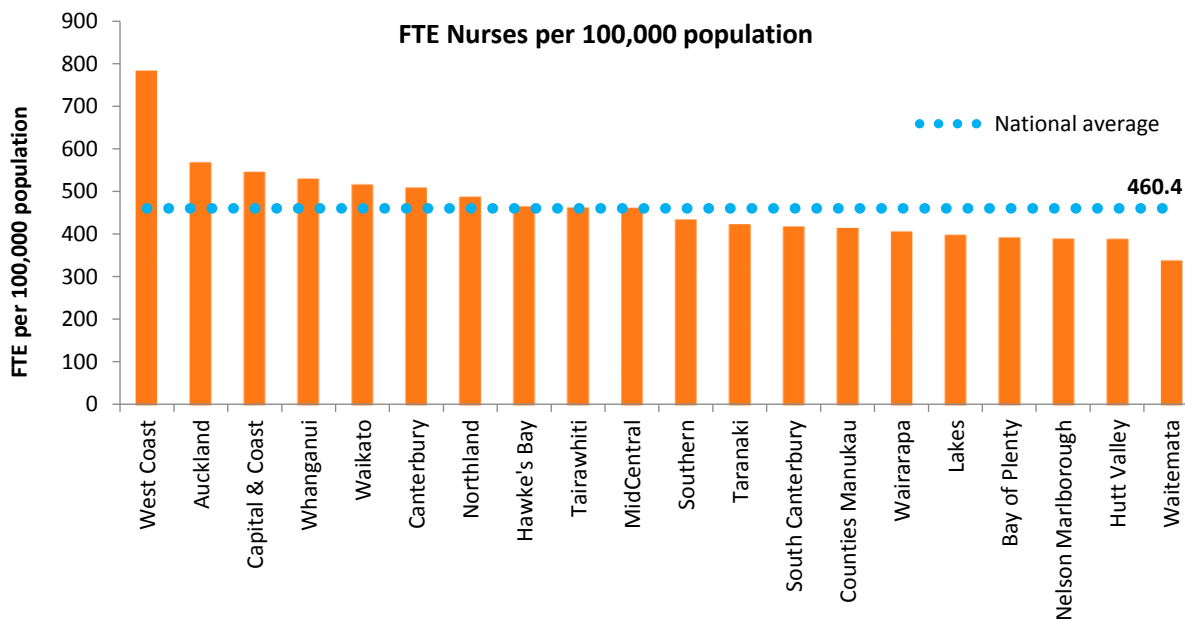


Figure 19: Population density of Corporate & Other by DHB

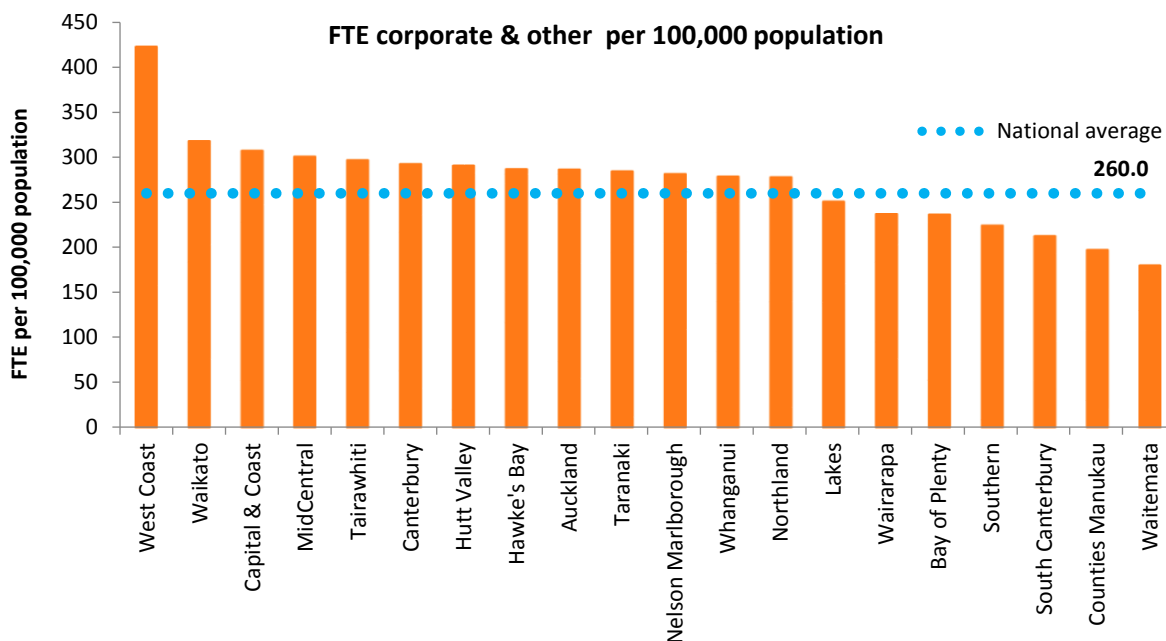


Figure 20: Population density of Allied & Scientific by DHB

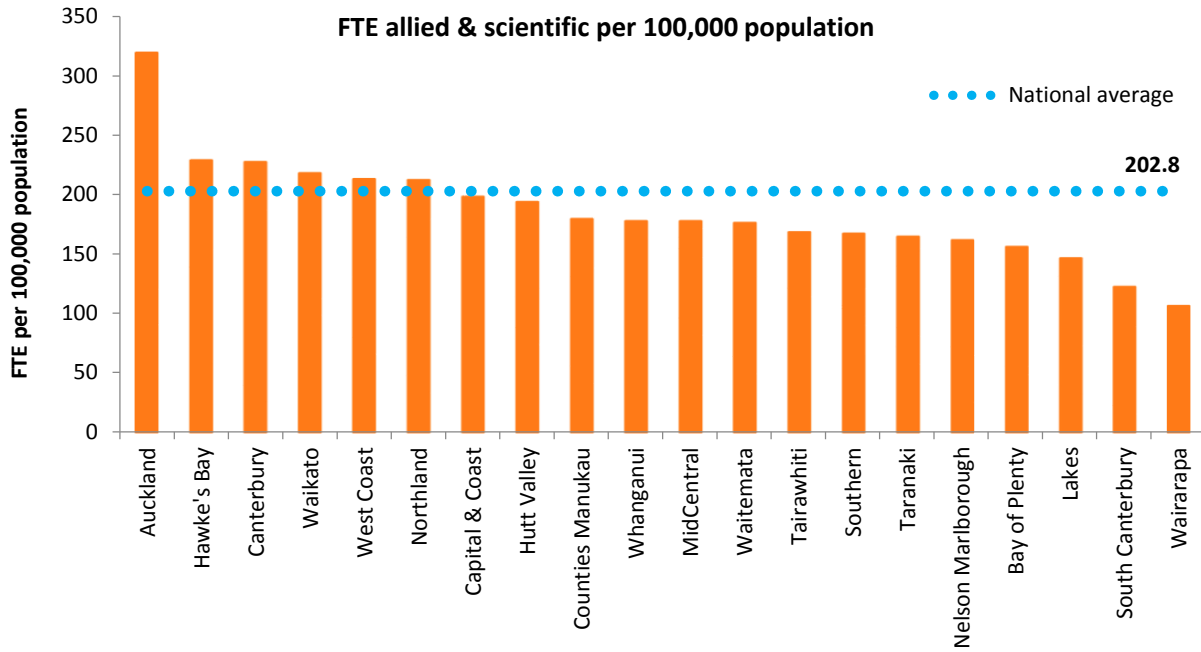


Figure 21: Population density of Care & Support by DHB

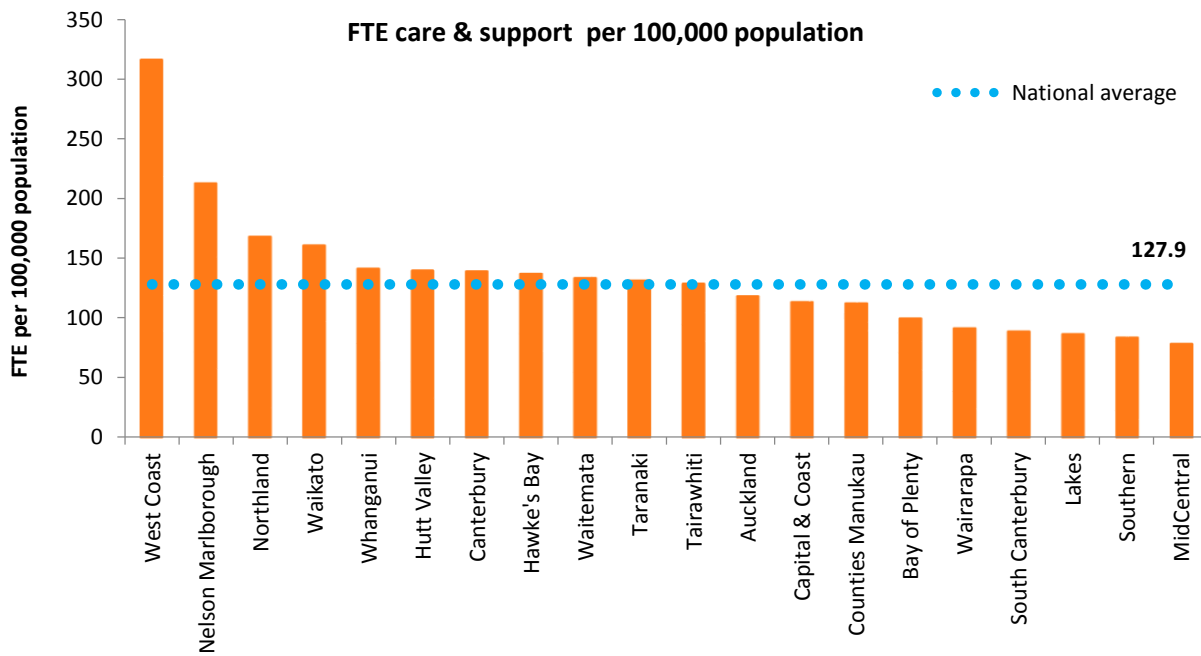


Figure 22: Population density of SMO by DHB

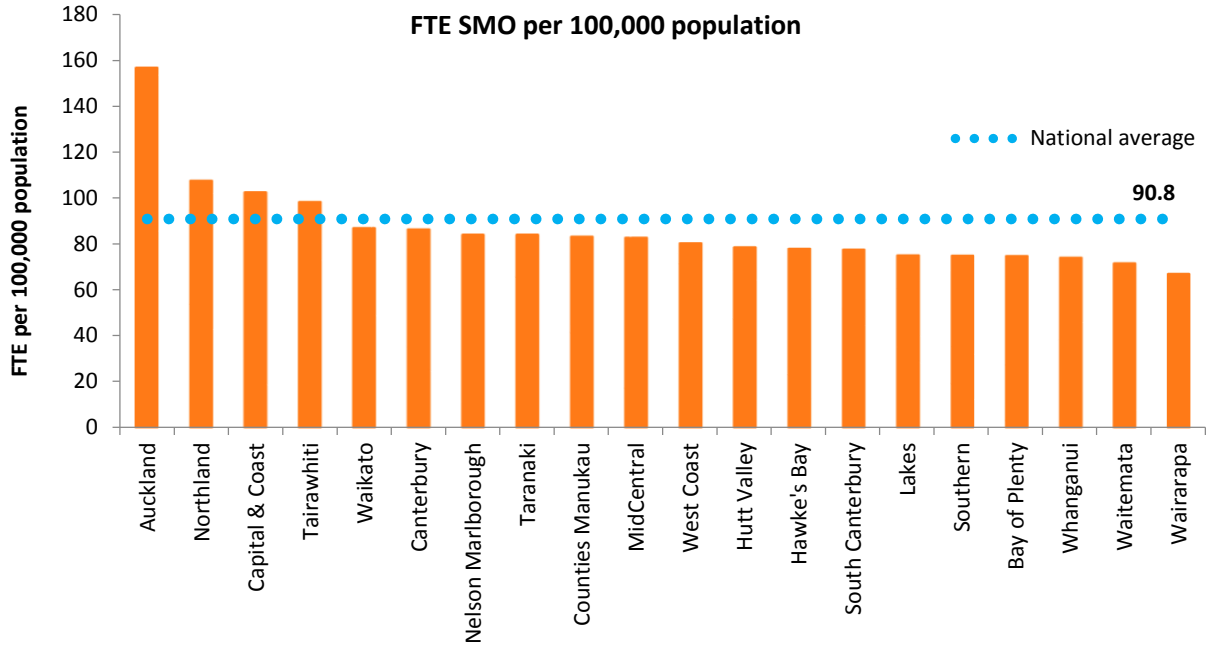


Figure 23: Population density of RMO by DHB

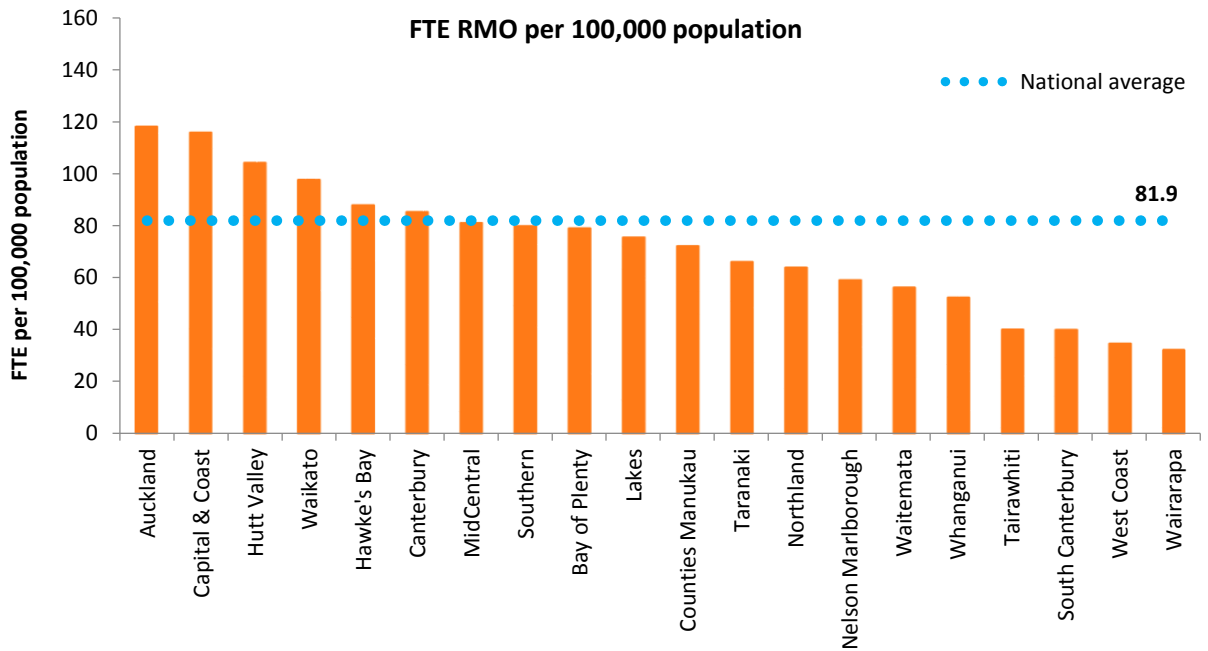


Figure 24: Population density of Midwives by DHB

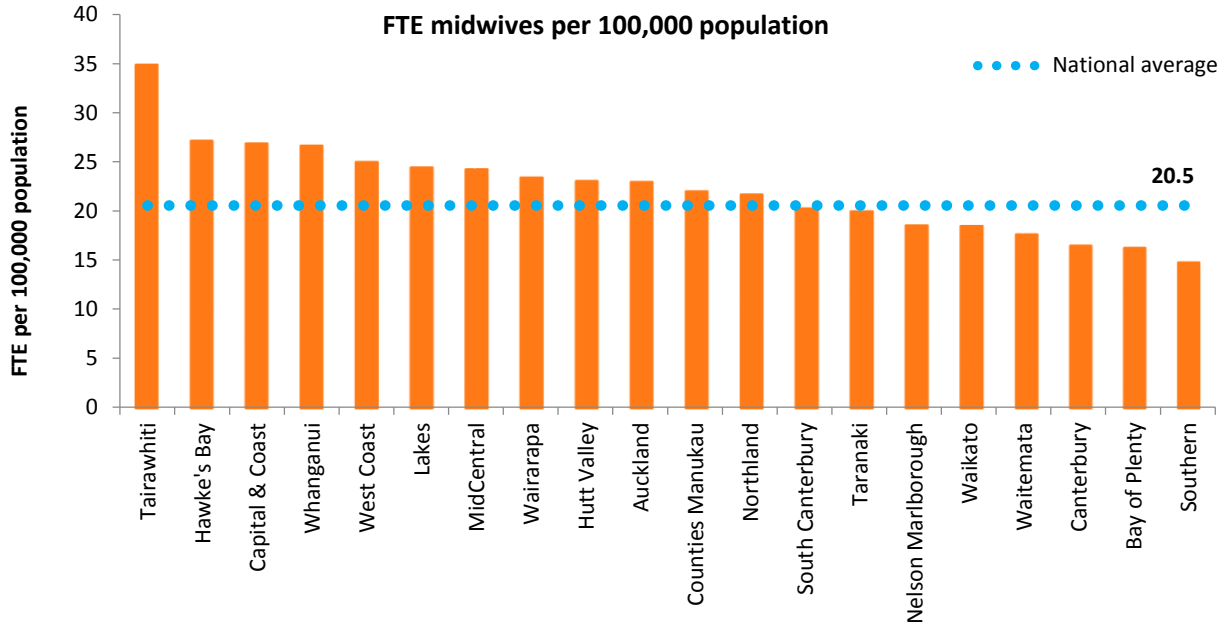


Figure 25: Population density of all DHB staff by DHB

