DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 JANUARY TO 31 MARCH 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 January 2016 to 31 March 2016 and is a snapshot in time at 31 March 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 January 2016 to March 2016 inclusive and is a snapshot taken by the DHBs on 31 March 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 31 March 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.

Total employees 68,515 **53,975 female** **14,526 male**	**57,247FTE*** **44,003 FTE* females** **13,235 FTE* males**	**Largest occupation group:** **Nurses – 26,384** **Smallest occupation group:** **Midwives – 1,395**
DHB employee average age 45.8 years **45.8 years for females** **45.5 years for males**	**Oldest male occupation group:** **Senior Medical** (mean age 51.2 years)** **Youngest male occupation group:** **Junior medical (mean age 31.1 years)**	**Oldest female occupation groups:** **Corporate and other (mean age 50.3 years)** **Youngest female occupation group:** **Junior medical (mean age 30.5 years)**
Mean FTE rate 0.84 **Mean FTE rate for females 0.82** **Mean FTE rate for males 0.91**	**Longest Length of Service occupation group** **Senior medical (mean 9.8 years)** **Shortest Length of Service occupation group** **Junior medical (mean 1.2 years)**	**Employee reported ethnicities:** **Other*** – 73%** **Asian – 16%** **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 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
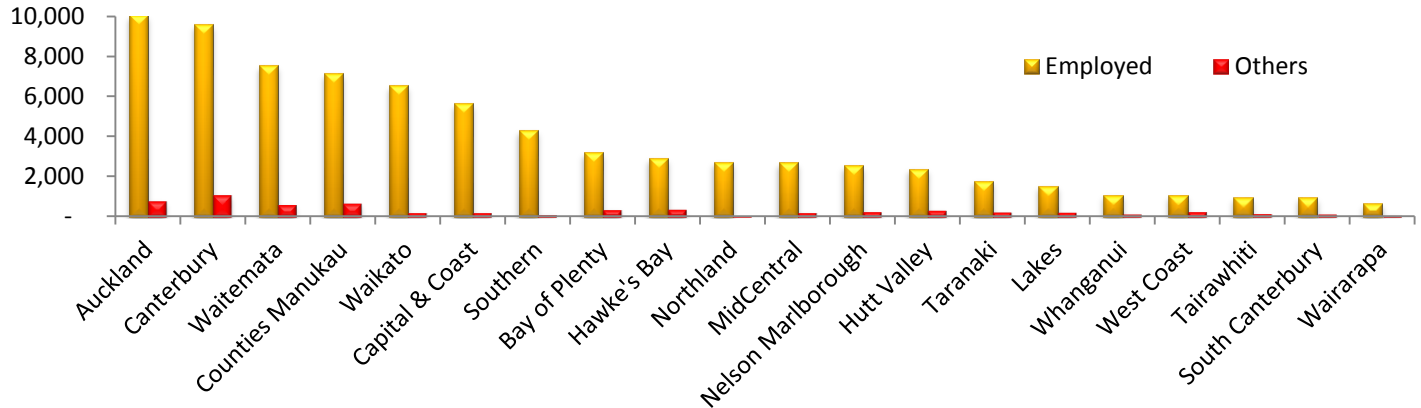
Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	9,293	780	10,073	13.4%
Canterbury	8,545	1071	9,616	12.8%
Waitemata	6,950	600	7,550	10.0%
Counties Manukau	6,491	667	7,158	9.5%
Waikato	6,324	214	6,538	8.7%
Capital & Coast	5,433	225	5,658	7.5%
Southern	4,184	120	4,304	5.7%
Bay of Plenty	2,822	362	3,184	4.2%
Hawke's Bay	2,528	380	2,908	3.9%
Northland	2,677	46	2,723	3.6%
MidCentral	2,470	222	2,692	3.6%
Nelson Marlborough	2,253	269	2,522	3.4%
Hutt Valley	2,032	326	2,358	3.1%
Taranaki	1,513	249	1,762	2.3%
Lakes	1,275	234	1,509	2.0%
Whanganui	905	153	1,058	1.4%
West Coast	770	262	1,032	1.4%
Tairawhiti	750	178	928	1.2%
South Canterbury	760	163	923	1.2%
Wairarapa	540	99	639	0.9%
Grand Total	**68,515**	**6,620**	**75,135**	**100.0%**

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	3401	2857.1	0.84	1611	1402.8	0.87	1914	1631.2	0.85	613	553.9	0.90	999	806.9	0.81	583	572.6	0.98	172	126.1	0.73
Bay of Plenty	1174	902.8	0.77	579	510.5	0.88	396	340.2	0.86	268	225.8	0.84	192	159.7	0.83	162	160.5	0.99	51	34.7	0.68
Canterbury	3432	2814.0	0.82	1549	1360.0	0.88	1524	1262.4	0.83	863	677.7	0.79	554	462.3	0.83	489	475.8	0.97	131	86.2	0.66
Capital & Coast	2164	1645.7	0.76	1101	990.2	0.90	694	582.4	0.84	570	432.6	0.76	376	292.7	0.78	385	349.8	0.91	143	79.9	0.56
Counties Manukau	2402	2082.9	0.87	1298	1114.7	0.86	1060	938.9	0.89	681	606.6	0.89	518	431.8	0.83	368	359.1	0.98	164	123.8	0.75
Hawke's Bay	988	701.1	0.71	530	459.8	0.87	405	329.9	0.81	275	216.3	0.79	139	119.5	0.86	130	127.0	0.98	61	38.1	0.62
Hutt Valley	715	586.1	0.82	433	392.5	0.91	340	281.5	0.83	236	203.6	0.86	145	112.9	0.78	123	121.4	0.99	40	28.7	0.72
Lakes	502	394.7	0.79	287	255.8	0.89	171	145.8	0.85	125	106.2	0.85	84	73.3	0.87	76	75.8	1.00	30	22.7	0.76
MidCentral	1010	829.5	0.82	554	502.2	0.91	350	304.8	0.87	176	142.6	0.81	164	143.6	0.88	147	144.7	0.98	69	44.5	0.64
Nelson Marlborough	783	592.2	0.76	499	409.9	0.82	296	224.3	0.76	409	282.2	0.69	146	116.7	0.80	79	74.6	0.94	41	30.6	0.75
Northland	1061	801.5	0.76	525	430.9	0.82	410	336.0	0.82	336	230.4	0.69	174	168.7	0.97	108	107.1	0.99	63	38.1	0.60
South Canterbury	303	239.7	0.79	159	140.3	0.88	80	62.7	0.78	121	77.7	0.64	57	41.1	0.72	22	21.9	1.00	18	14.9	0.83
Southern	1745	1367.5	0.78	821	718.9	0.88	625	535.7	0.86	348	267.4	0.77	298	239.2	0.80	270	261.9	0.97	77	55.2	0.72
Tairawhiti	311	238.6	0.77	163	149.3	0.92	103	86.8	0.84	75	58.0	0.77	59	52.6	0.89	19	19.0	1.00	20	15.2	0.76
Taranaki	579	442.2	0.76	354	315.4	0.89	203	164.7	0.81	176	148.2	0.84	100	87.1	0.87	69	67.2	0.97	32	23.3	0.73
Waikato	2406	1970.0	0.82	1384	1221.3	0.88	1010	865.0	0.86	683	573.9	0.84	384	332.9	0.87	376	361.3	0.96	81	53.7	0.66
Wairarapa	265	182.7	0.69	120	93.1	0.78	58	44.3	0.76	32	23.8	0.74	36	29.0	0.81	14	13.4	0.96	15	9.2	0.61
Waitemata	2451	2087.6	0.85	1213	1067.9	0.88	1334	1107.4	0.83	988	893.0	0.90	496	421.3	0.85	317	310.8	0.98	151	104.4	0.69
West Coast	314	265.0	0.84	175	142.9	0.82	89	77.6	0.87	135	77.1	0.57	35	30.0	0.86	7	7.0	1.00	15	10.2	0.68
Whanganui	378	305.2	0.81	190	168.1	0.88	127	100.2	0.79	102	82.8	0.81	50	45.4	0.91	37	36.6	0.99	21	16.7	0.80
Grand Total	26384	21306.0	0.81	13545	11846.2	0.87	11189	9421.8	0.84	7212	5879.9	0.82	5006	4166.9	0.83	3781	3667.6	0.97	1395	956.0	0.69

TABLES AND CHARTS BY OCCUPATION GROUPING

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
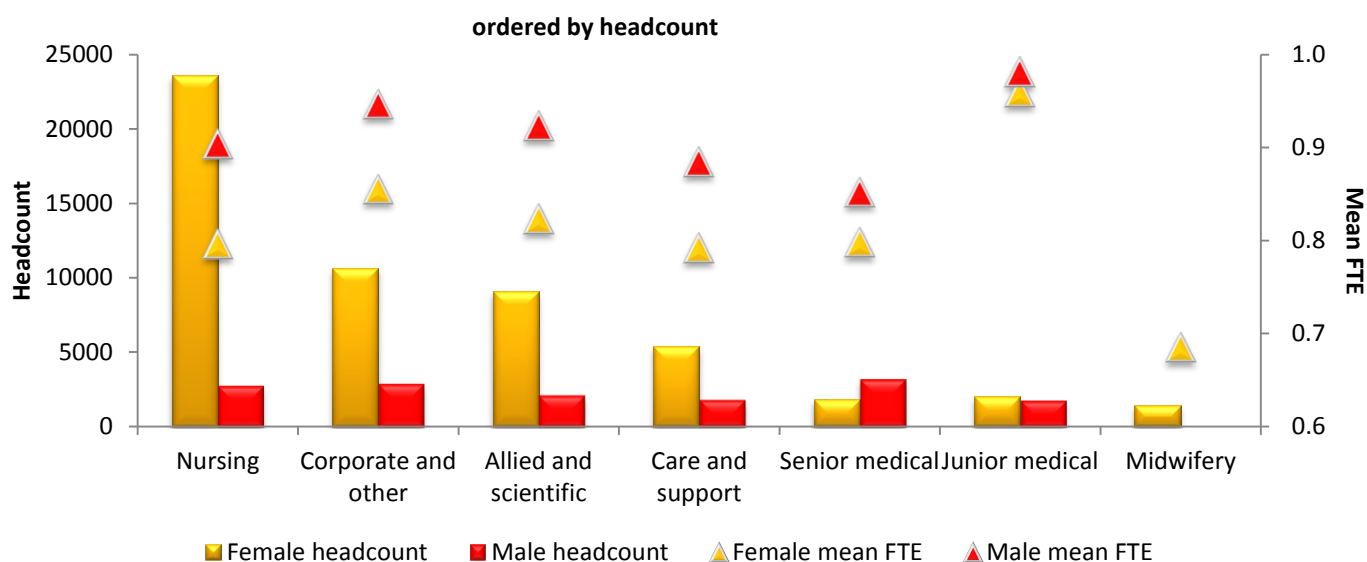
Table 3: Occupation group headcount and mean FTE by sex

|	Female		Male		Total	
Occupation group	**Headcount**	**Mean FTE**	**Headcount**	**Mean FTE**	**Headcount**	**Mean FTE**
Nursing	23,633	0.80	2,746	0.90	26,379	0.81
Corporate and other	10,666	0.86	2,877	0.95	13,543	0.87
Allied and scientific	9,069	0.82	2,117	0.92	11,186	0.84
Care and support	5,398	0.79	1,811	0.88	7,209	0.82
Senior medical	1,821	0.80	3,185	0.85	5,006	0.83
Junior medical	>1,991	0.96	>1,781	0.98	3,780	0.97
Midwifery	>1,388	0.68	**	**	1,395	0.69
Grand Total	**53,974**	**0.82**	**14,524**	**0.91**	**68,498**	**0.84**

** Data suppressed due to low headcounts (less than 5)

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
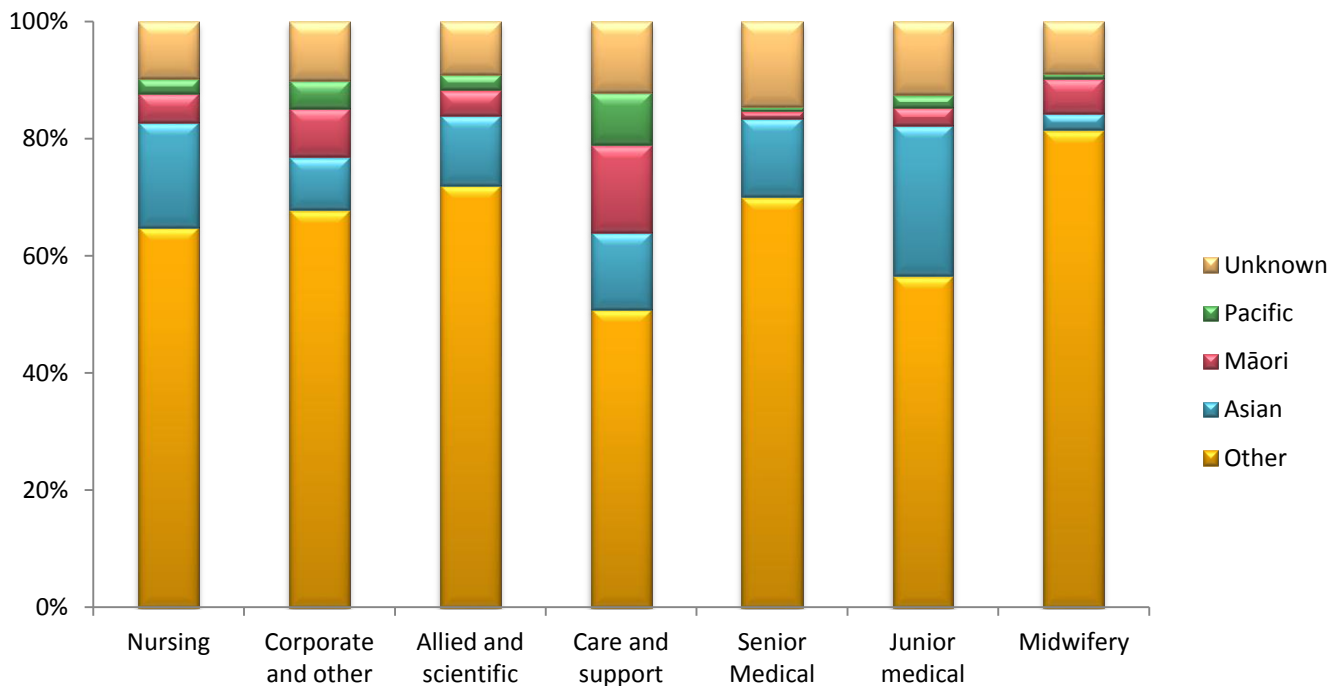
Table 4: Count and proportion of ethnicities by occupation group

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	17,109	64.8%	4,734	17.9%	1,313	5.0%	662	2.5%	2,566	9.7%	26,384
Corporate and other	9,184	67.8%	1,226	9.1%	1,129	8.3%	640	4.7%	1,366	10.1%	13,545
Allied and scientific	8,057	72.0%	1,331	11.9%	490	4.4%	300	2.7%	1,011	9.0%	11,189
Care and support	3,668	50.9%	950	13.2%	1,076	14.9%	642	8.9%	876	12.1%	7,212
Senior Medical	3,507	70.1%	671	13.4%	64	1.3%	35	0.7%	729	14.6%	5,006
Junior medical	2,139	56.6%	969	25.6%	118	3.1%	82	2.2%	473	12.5%	3,781
Midwifery	1,136	81.4%	41	2.9%	83	5.9%	11	0.8%	124	8.9%	1,395
Grand Total	44,800	65.4%	9,922	14.5%	4,273	6.2%	2,372	3.5%	7,145	10.4%	68,512

* '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 61,367 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 31 March 2016.

Figure 4: Proportion of identifiable ethnicities for all DHB employees

Pacific
3.9%

Māori
7.0%

Asian
16.2%

Other
73.0%
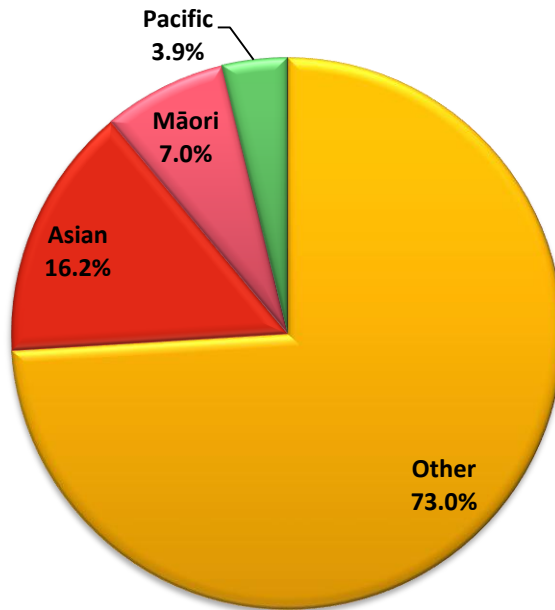
Figure 5: Proportion of identifiable ethnicities for projected population data at 31 March 2016

Pacific
7%

Asian
13%

Māori
16%

Other
64.0%
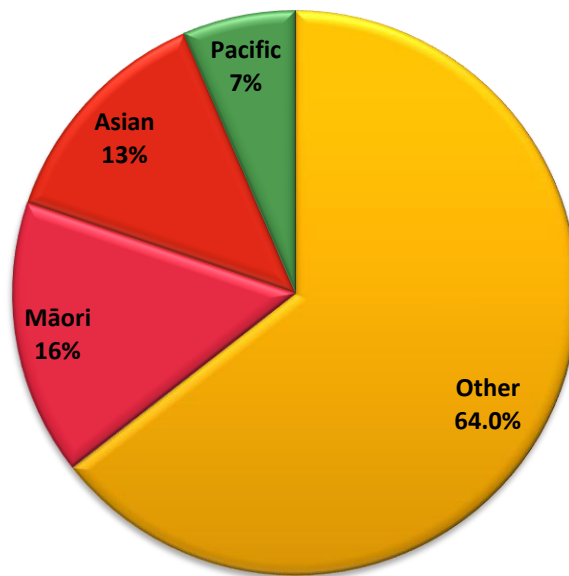
Figure 6: Mean ages and length of service by occupation group and sex

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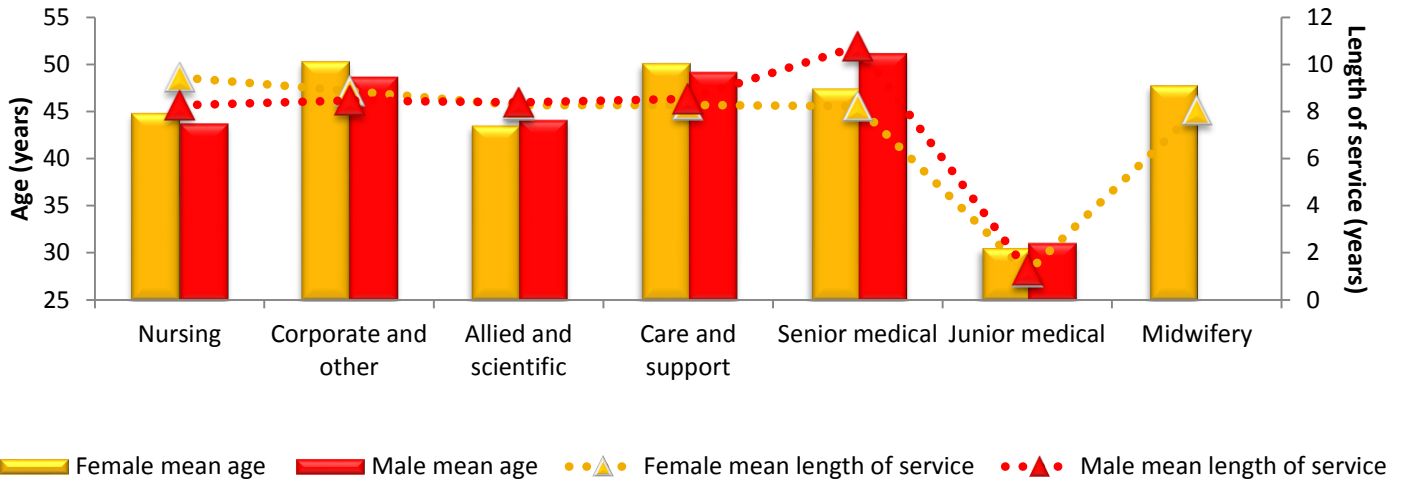
The following table gives the actual figures behind the chart above.

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	44.8	8.3	43.8	9.3	44.7
Corporate and other	8.9	50.3	8.5	48.7	8.8	49.9
Allied and scientific	8.3	43.5	8.4	44.1	8.3	43.6
Care and support	8.3	50.0	8.5	49.2	8.3	49.8
Senior medical	8.2	47.4	10.8	51.2	9.8	49.8
Junior medical	1.2	30.5	1.3	31.1	1.2	30.8
Midwifery	8.1	47.7	**	**	8.1	47.7
Grand Total	**8.6**	**45.8**	**8.0**	**45.5**	**8.5**	**45.8**

** Data suppressed for privacy (headcount less than 5)

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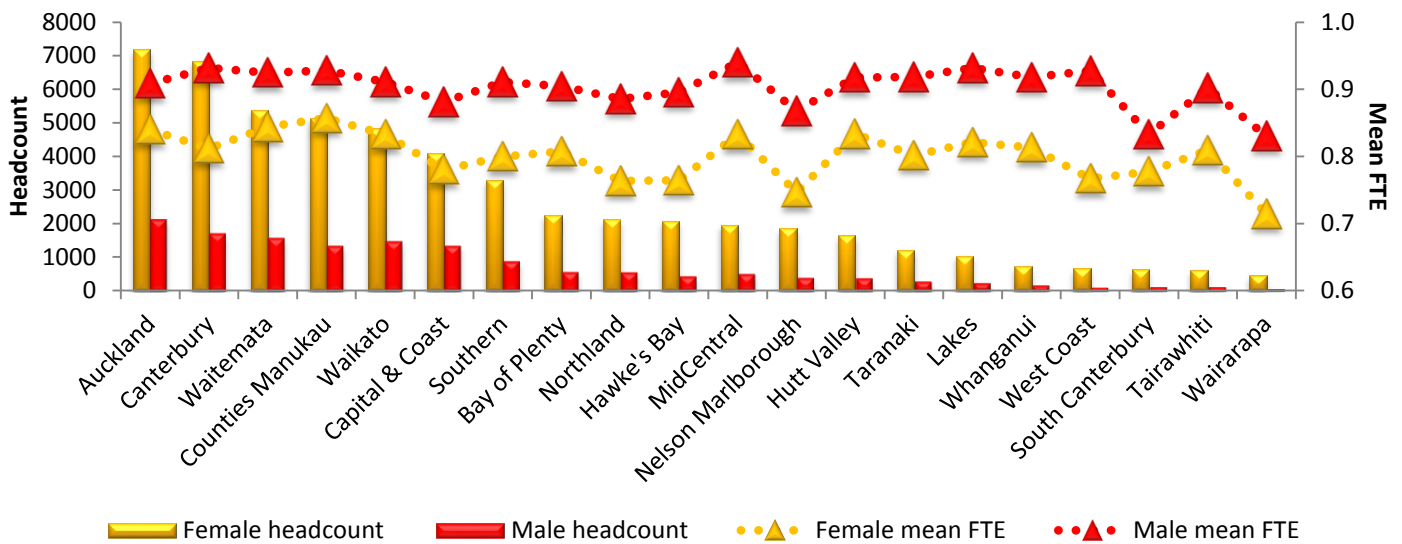
Figure 7: Headcount and mean FTE by sex and DHB

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	South Canterbury	Tairawhiti	Wairarapa
Female	Head count	7180	6846	5385	5149	4842	4093	3292	2250	2114	2076	1955	1850	1640	1211	1028	724	649	621	613	457
	Mean FTE	0.84	0.81	0.84	0.86	0.83	0.78	0.80	0.81	0.76	0.76	0.83	0.75	0.83	0.80	0.82	0.81	0.77	0.78	0.81	0.71
Male	Head count	2109	1699	1564	1342	1474	1339	892	572	563	452	515	403	392	302	247	181	121	139	137	83
	Mean FTE	0.91	0.93	0.92	0.93	0.91	0.88	0.91	0.90	0.89	0.90	0.94	0.87	0.92	0.92	0.93	0.92	0.93	0.83	0.90	0.83
Total	Head count	9289	8545	6949	6491	6316	5432	4184	2822	2677	2528	2470	2253	2032	1513	1275	905	770	760	750	540
	Mean FTE	0.86	0.84	0.86	0.87	0.85	0.80	0.82	0.83	0.79	0.79	0.85	0.77	0.85	0.82	0.84	0.83	0.79	0.79	0.83	0.73

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**

Female mean age | Male mean age | Female mean length of service | Male mean length of service
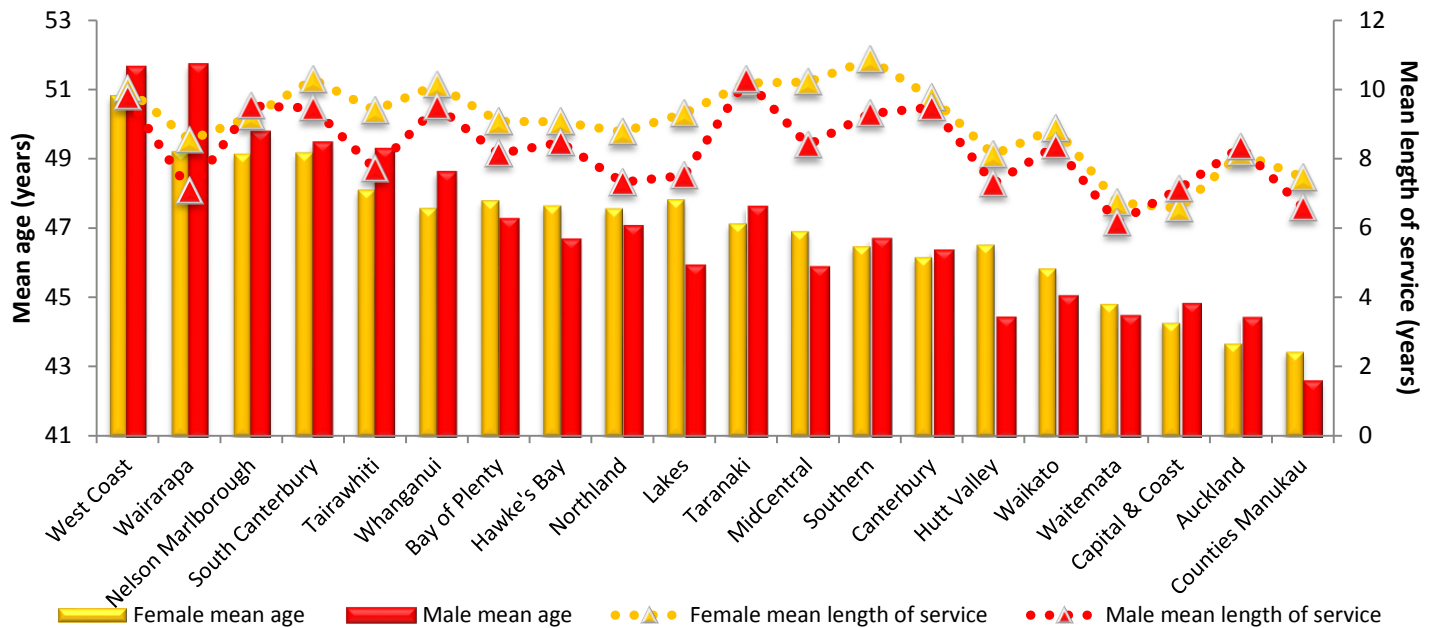
Table 7: Mean ages and mean length of service by DHB and sex

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	10.0	50.8	9.8	51.6	10.0	50.9
Wairarapa	8.5	49.2	7.1	51.7	8.3	49.6
Nelson Marlborough	9.2	49.1	9.5	49.8	9.3	49.2
South Canterbury	10.3	49.2	9.5	49.5	10.1	49.2
Tairawhiti	9.4	48.1	7.7	49.3	9.1	48.3
Whanganui	10.1	47.6	9.5	48.6	10.0	47.8
Bay of Plenty	9.1	47.8	8.1	47.3	8.9	47.7
Hawke's Bay	9.1	47.6	8.5	46.7	9.0	47.5
Northland	8.8	47.6	7.3	47.1	8.5	47.5
Lakes	9.3	47.8	7.5	45.9	9.0	47.5
Taranaki	10.2	47.1	10.3	47.6	10.2	47.2
MidCentral	10.2	46.9	8.4	45.9	9.8	46.7
Southern	10.9	46.5	9.3	46.7	10.5	46.5
Canterbury	9.8	46.2	9.5	46.3	9.7	46.2
Hutt Valley	8.1	46.5	7.3	44.4	8.0	46.1
Waikato	8.9	45.8	8.4	45.0	8.8	45.6
Waitemata	6.7	44.8	6.2	44.5	6.6	44.7
Capital & Coast	6.6	44.3	7.1	44.8	6.7	44.4
Auckland	8.2	43.7	8.3	44.4	8.2	43.8
Counties Manukau	7.5	43.4	6.6	42.6	7.3	43.3
Grand Total	**8.6**	**45.8**	**8.0**	**45.5**	**8.5**	**45.8**

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
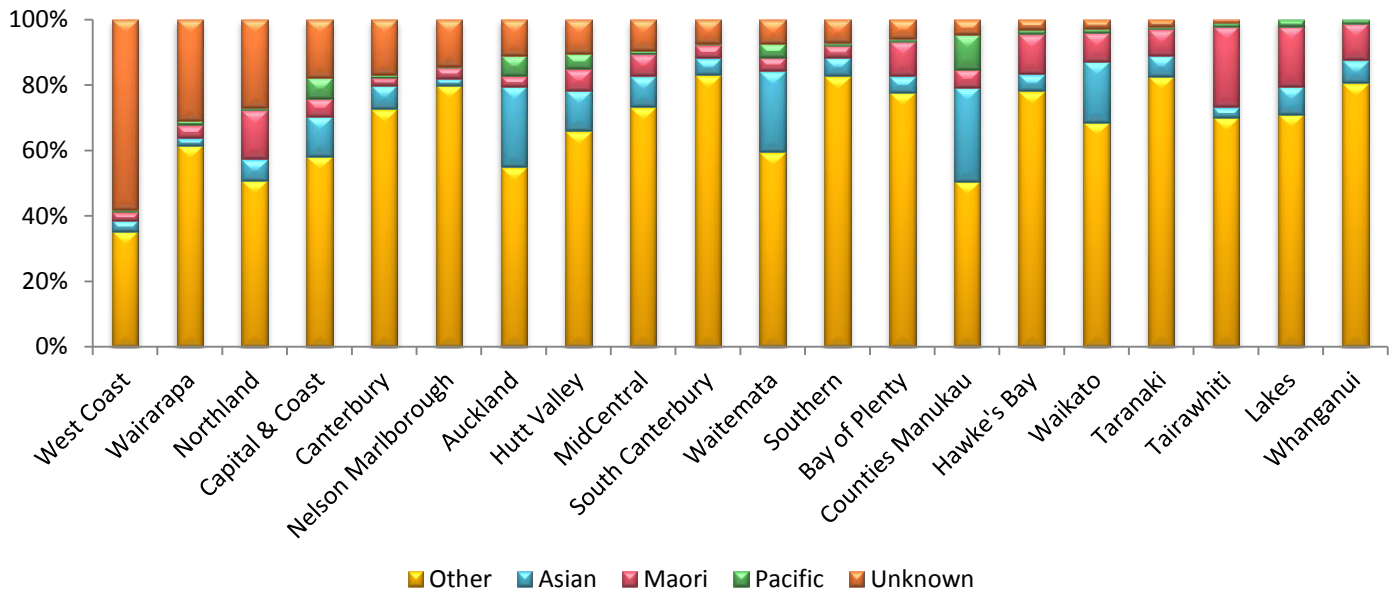
Table 8: Distribution of reported ethnicities by DHB

DHB	Other*	Asian	Māori	Pacific	Unknown	Total
West Coast	271	26	>17	**	448	770
Wairarapa	332	13	21	8	166	540
Northland	1,360	177	400	18	722	2,677
Capital & Coast	3,155	673	296	343	966	5,433
Canterbury	6,205	614	207	73	1,446	8,545
Nelson Marlborough	1,797	50	76	6	324	2,253
Auckland	5,106	2,279	305	585	1,018	9,293
Hutt Valley	1,340	253	133	96	210	2,032
MidCentral	1,811	232	167	24	236	2,470
South Canterbury	631	40	>26	**	57	760
Waitemata	4,140	1,717	285	301	507	6,950
Southern	3,461	243	151	28	301	4,184
Bay of Plenty	2,190	146	301	17	168	2,822
Counties Manukau	3,274	1,865	364	696	292	6,491
Hawke's Bay	1,975	133	310	33	77	2,528
Waikato	4,343	1,169	560	84	168	6,324
Taranaki	1,249	98	123	10	33	1,513
Tairawhiti	525	24	186	9	6	750
Lakes	906	109	235	25	0	1,275
Whanganui	730	63	102	10	0	905
Grand Total	**44,801**	**9,924**	**4,273**	**2,372**	**7,145**	**68,515**

* '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	12.3	10.7	9.8	9.6	10.0	1.9	10.6	10.5
Taranaki	11.8	10.6	9.5	10.2	8.3	1.1	7.8	10.2
South Canterbury	11.0	10.1	11.2	9.1	10.6	0.7	7.3	10.1
Whanganui	10.1	10.7	11.1	10.5	9.8	0.5	10.3	10.0
West Coast	11.0	8.6	10.0	11.3	5.9	0.5	8.0	10.0
MidCentral	11.1	10.1	9.0	10.5	10.8	1.4	8.6	9.8
Canterbury	11.0	9.0	9.5	9.7	11.2	2.1	10.5	9.7
Nelson Marlborough	10.5	8.2	8.5	9.9	10.9	1.0	8.6	9.3
Tairawhiti	10.8	9.2	7.4	9.1	7.0	0.6	5.1	9.1
Hawke's Bay	9.2	9.8	8.8	9.1	11.0	1.2	10.1	9.0
Lakes	10.1	9.3	9.4	8.4	8.2	1.1	7.9	9.0
Bay of Plenty	10.0	9.6	8.0	7.7	9.5	1.1	9.7	8.9
Waikato	9.6	9.4	8.3	7.9	10.5	2.0	7.0	8.8
Northland	9.3	9.5	8.7	6.2	8.5	1.0	8.7	8.5
Wairarapa	8.5	8.5	11.2	5.5	7.2	0.2	8.8	8.3
Auckland	8.3	8.8	8.3	9.2	10.4	0.7	8.1	8.2
Hutt Valley	9.0	8.2	7.4	8.4	9.1	0.6	8.0	8.0
Counties Manukau	7.9	7.7	6.8	7.7	9.3	0.6	6.1	7.3
Capital & Coast	7.1	6.9	6.3	7.4	9.7	1.1	5.9	6.7
Waitemata	6.6	6.9	7.3	6.1	8.3	0.6	7.6	6.6
Grand Total	9.3	8.8	8.3	8.3	9.8	1.2	8.1	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**
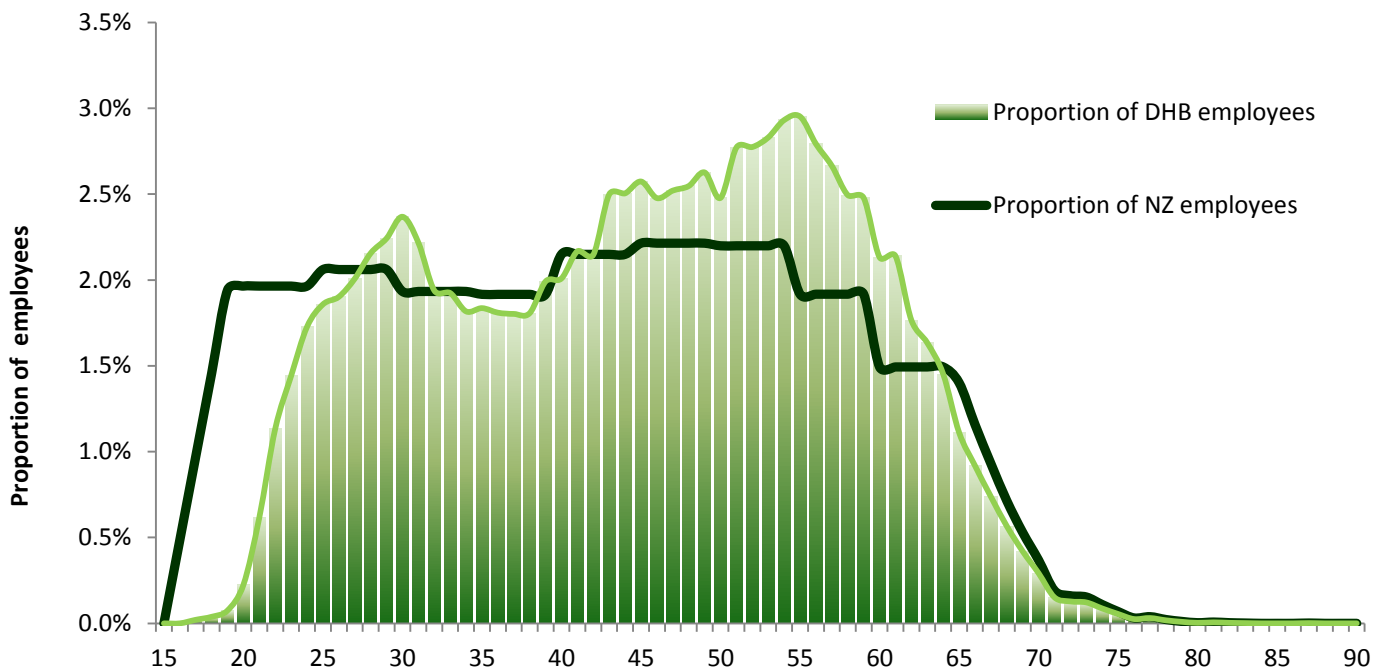
The following charts look at the ethnic representation of DHB staff to the resident population.

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 Tairawhiti, will tend to show greater deviations between the DHB workforce ethnicities and the resident population.
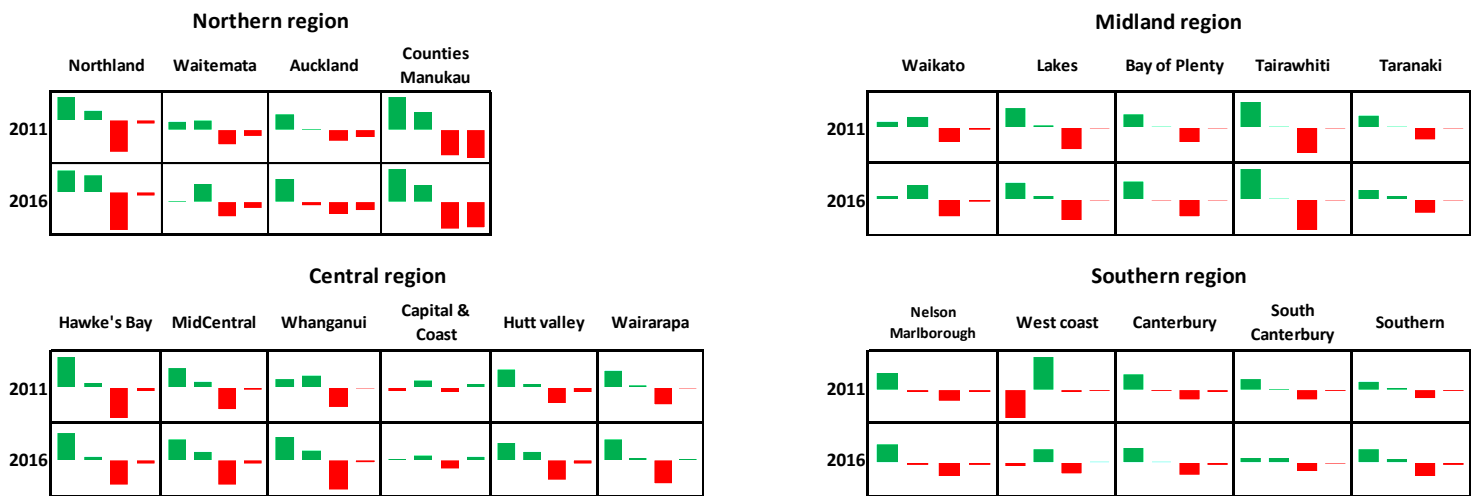

Note: The four bars are ordered as: Other, Asian, Māori and Pacific

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 2011 and 2016; the 'Other' ethnicities have reduced closer to zero (from ten down to seven percentage points difference), whereas Māori have a slightly increased under-representation (from negative seven to negative nine 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 11: Population density of Nurses by DHB

FTE Nurses per 100,000 population
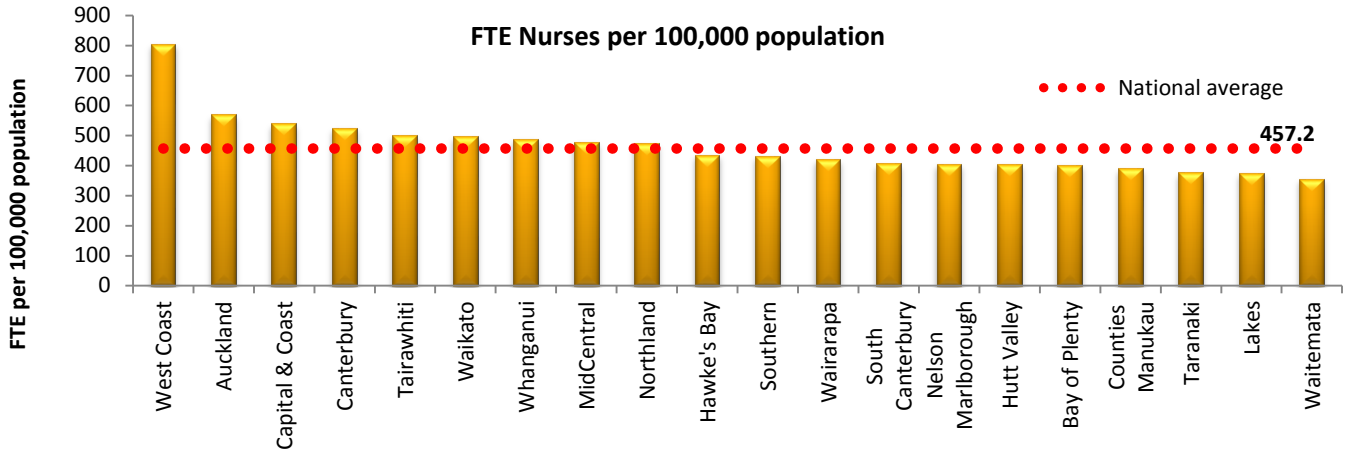
Figure 12: Population density of Corporate & Other by DHB

FTE corporate & other per 100,000 population
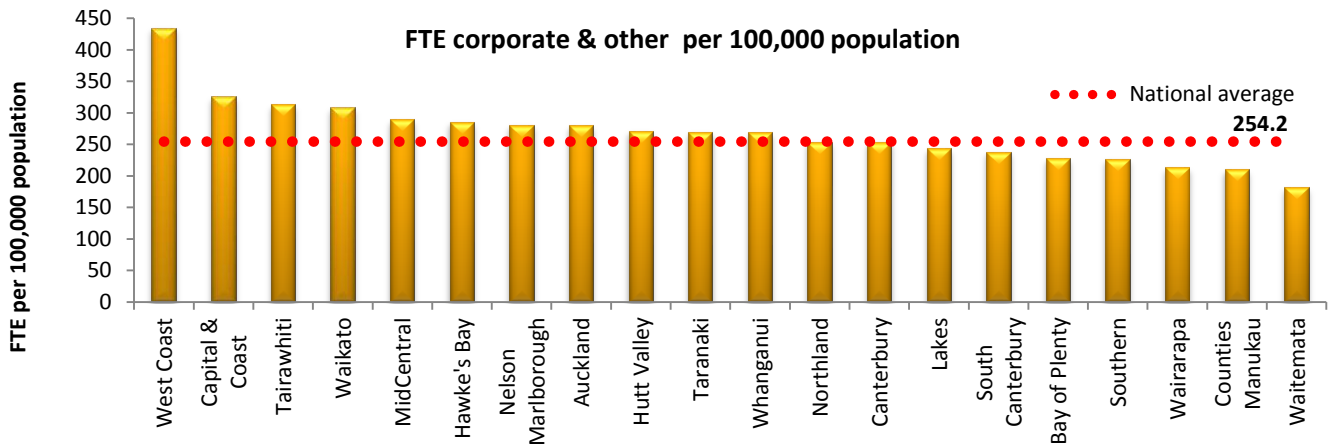
Figure 13: Population density of Allied & Scientific by DHB

FTE allied & scientific per 100,000 population
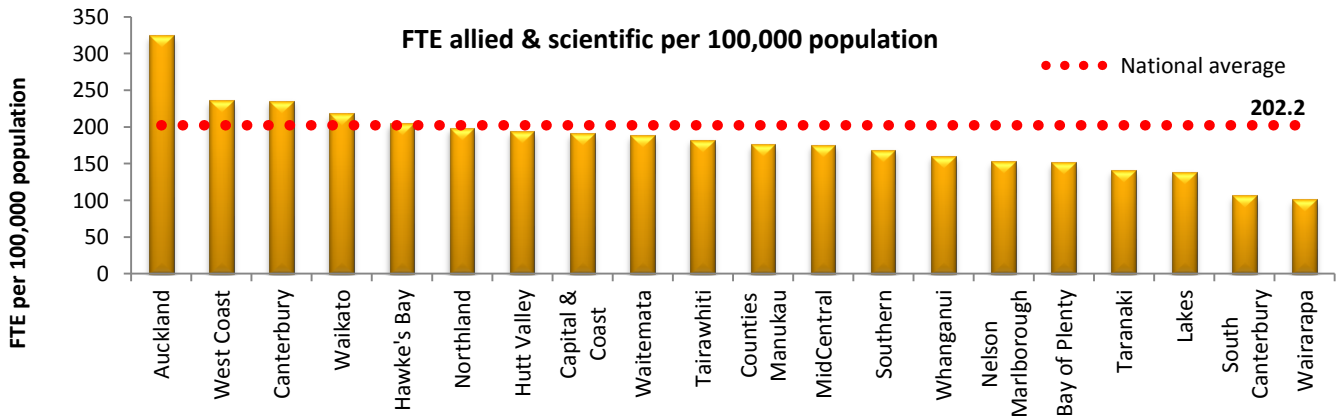
Figure 14: Population density of Care & Support by DHB

FTE care & support per 100,000 population

National average

126.2
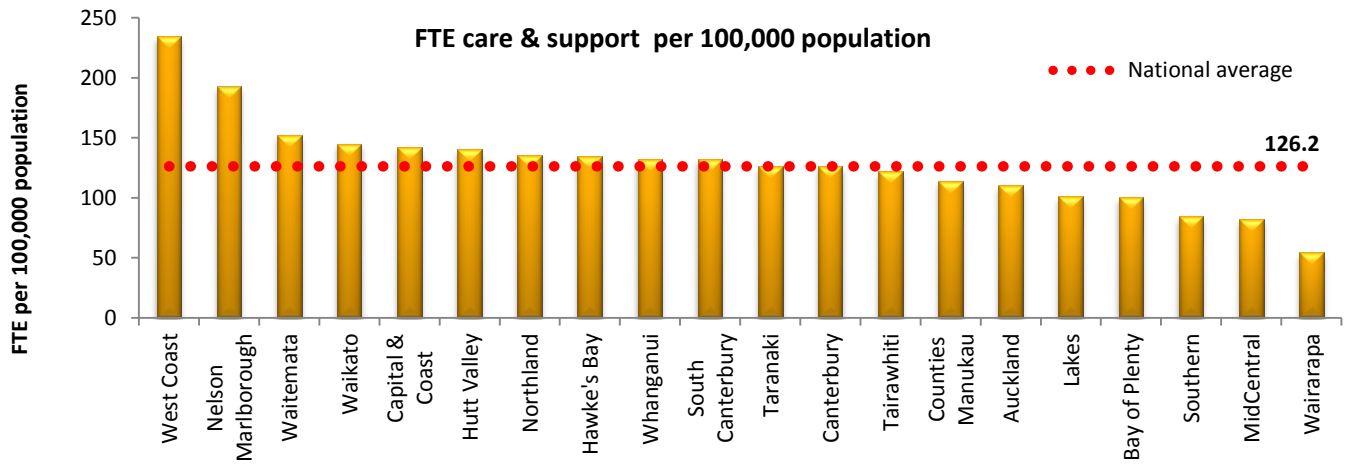
Figure 15: Population density of Senior Medical by DHB

FTE senior medical per 100,000 population

National average

89.4
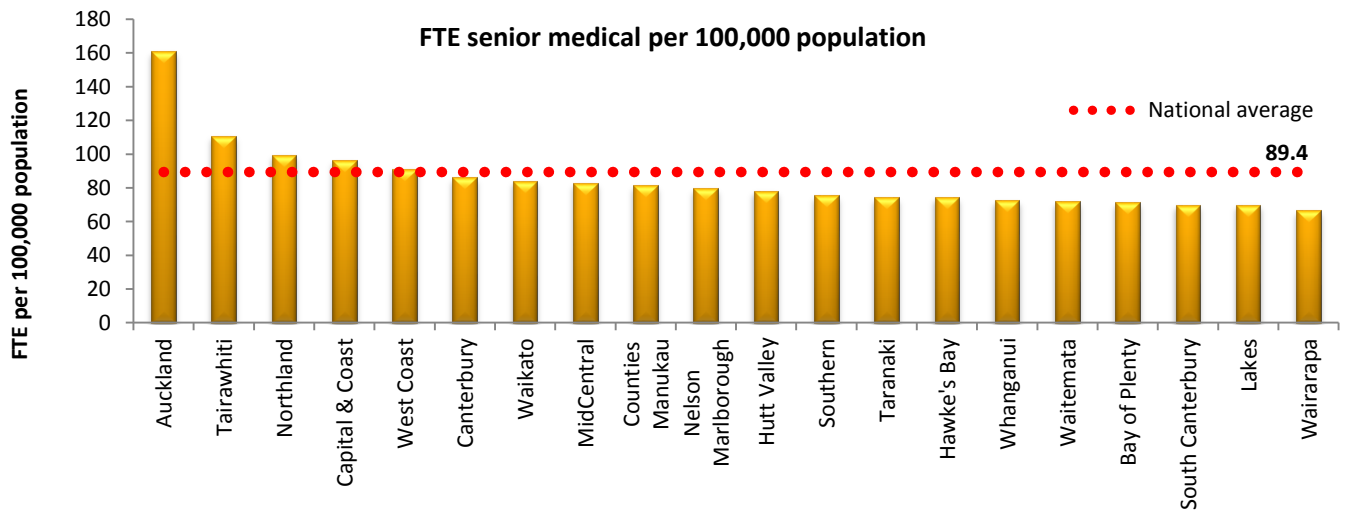
Figure 16: Population density of Junior Medical by DHB

FTE junior medical per 100,000 population

National average

78.7
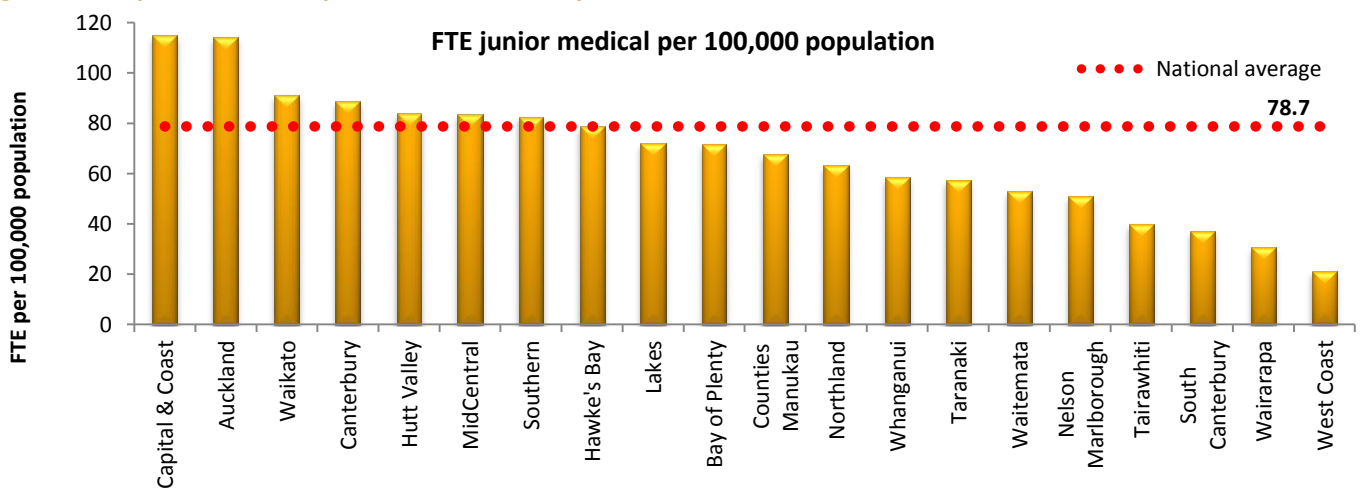
Figure 17: Population density of Midwives by DHB

FTE midwives per 100,000 population

National average: 20.5

DHBs (left to right): Tairawhiti, West Coast, Whanganui, Capital & Coast, MidCentral, South Canterbury, Auckland, Hawke's Bay, Counties Manukau, Northland, Lakes, Wairarapa, Nelson Marlborough, Taranaki, Hutt Valley, Waitemata, Southern, Canterbury, Bay of Plenty, Waikato
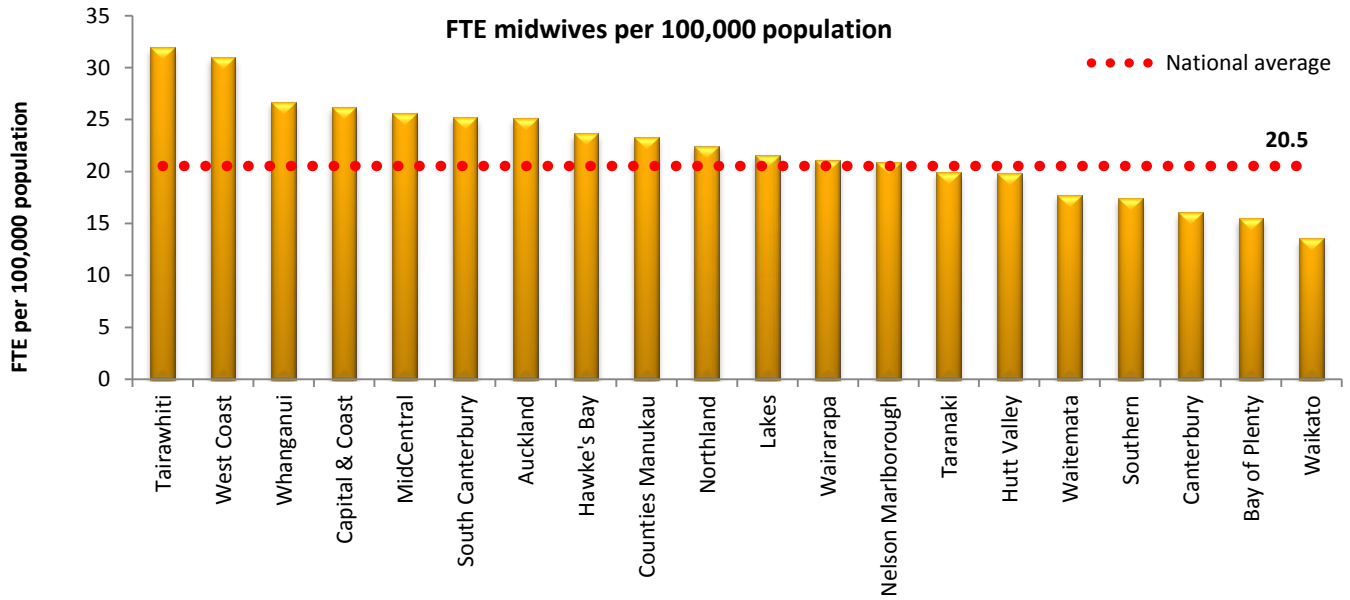
Figure 18: Population density of all DHB staff by DHB

FTE all staff per 100,000 population

National average: 1228.5

DHBs (left to right): West Coast, Auckland, Capital & Coast, Waikato, Canterbury, Tairawhiti, Northland, Hawke's Bay, MidCentral, Whanganui, Hutt Valley, Nelson Marlborough, Southern, Taranaki, Counties Manukau, Bay of Plenty, Lakes, Waitemata, South Canterbury, Wairarapa