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DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

1 JANUARY TO 31 MARCH 2021

Health Workforce Information

The Health Workforce Information Programme (HWIP) is a well-established programme within Technical Advisory Services (TAS) and 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 2021 to 31 March 2021 and is a snapshot in time at 31 March 2021. 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)
- Resident Medical Officer (RMO)
- 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 2021 to March 2021 inclusive and is a snapshot taken by the DHBs on 31 March 2021.
- The data quality continues to improve through working 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 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 TAS.

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OVERVIEW

DHB WORKFORCE AT A GLANCE

For data to 31 March 2021, 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. 'Other' includes those on maternity / parental leave, and those who have not been reported with an employment status code.

Total employees 80,820*** 63,299 female > 17,515 male	68,188 FTE 52,171 FTE* females 16,014 FTE* males	Largest occupation group: Nurses – 30,880 Smallest occupation group: Midwives – 1,529
DHB employee average age 44.9 years 44.9 years for females 44.7 years for males	Oldest male occupation group: SMO (mean age 51.3 years) Youngest male occupation group: RMO (mean age 31.0 years)	Oldest female occupation groups: Corporate and other (mean age 50.1 years) Youngest female occupation group: RMO (mean age 30.6 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 SMO (mean 10.0 years) Shortest Length of Service occupation group RMO (mean 1.3 years)	Employee reported ethnicities: Other** – 65.0% Asian – 21.9% Māori – 8.4% Pacific – 4.6%

- * 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'.
- *** There were fewer than five employees reported as gender diverse.

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

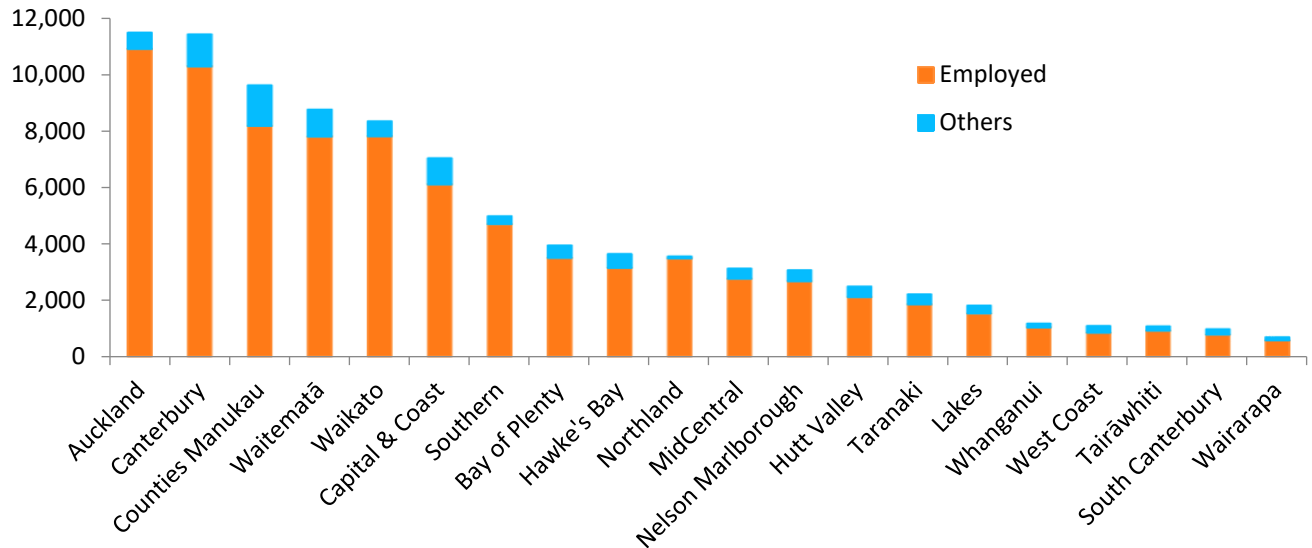


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	10,885	574	11,459	12.7%
Canterbury	10,274	1,135	11,409	12.6%
Counties Manukau	8,161	1,439	9,600	10.6%
Waitematā	7,788	964	8,752	9.7%
Waikato	7,799	530	8,329	9.2%
Capital & Coast	6,089	937	7,026	7.8%
Southern	4,680	289	4,969	5.5%
Bay of Plenty	3,487	450	3,937	4.4%
Hawke's Bay	3,139	486	3,625	4.0%
Northland	3,470	81	3,551	3.9%
MidCentral	2,757	356	3,113	3.4%
Nelson Marlborough	2,667	391	3,058	3.4%
Hutt Valley	2,106	371	2,477	2.7%
Taranaki	1,855	349	2,204	2.4%
Lakes	1,530	285	1,815	2.0%
Whanganui	1,024	148	1,172	1.3%
West Coast	845	241	1,086	1.2%
Tairāwhiti	910	168	1,078	1.2%
South Canterbury	784	186	970	1.1%
Wairarapa	574	109	683	0.8%
Grand Total	80,820	9,493	90,313	100.0%

NOTE: Headcount is a count of positions and has the potential to count people more than once if they hold multiple roles with a DHB, or roles with multiple DHBs

INCLUSIONS AND EXCLUSIONS

Specific caveats and definitions relevant to 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 parental leave or leave without pay 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 gender code has not been assigned then the employee will be excluded from that chart or table).
- For privacy reasons some data has been suppressed for numbers less than five.
- Any employee who has an employment end date entered (before or during the reporting quarter) has also been excluded since they left employment before the end of the reporting quarter.
- 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 and those staff who have no reported entitlement to annual leave.
- 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.

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	3,929	3,324.4	0.85	2,049	1,833.6	0.89	2,203	1,931.1	0.88	723	672.6	0.93	1,149	941.5	0.82	656	647.3	0.99	176	127.1	0.72
Bay of Plenty	1,390	1,067.5	0.77	679	593.2	0.87	540	453.0	0.84	345	284.6	0.82	263	219.1	0.83	214	212.8	0.99	56	36.7	0.66
Canterbury	3,898	3,231.7	0.83	2,244	1,961.7	0.87	1,711	1,424.6	0.83	1,043	832.1	0.80	654	552.0	0.84	573	562.8	0.98	151	101.4	0.67
Capital & Coast	2,522	2,022.4	0.80	1,291	1,185.7	0.92	820	712.6	0.87	453	396.6	0.88	466	369.2	0.79	423	410.8	0.97	114	79.1	0.69
Counties Manukau	3,151	2,687.4	0.85	1,464	1,252.3	0.86	1,258	1,093.7	0.87	972	857.5	0.88	623	534.6	0.86	477	466.8	0.98	216	160.7	0.74
Hawke's Bay	1,231	879.4	0.71	652	564.9	0.87	497	406.9	0.82	345	272.0	0.79	171	143.8	0.84	176	173.8	0.99	67	37.7	0.56
Hutt Valley	726	580.6	0.80	449	403.0	0.90	313	257.0	0.82	236	203.0	0.86	164	123.7	0.75	177	169.7	0.96	41	27.3	0.67
Lakes	597	464.8	0.78	360	322.1	0.89	198	166.6	0.84	142	119.0	0.84	107	93.7	0.88	90	90.0	1.00	36	28.1	0.78
MidCentral	1,139	933.5	0.82	620	575.1	0.93	407	362.7	0.89	189	157.4	0.83	179	159.6	0.89	171	170.3	1.00	52	37.3	0.72
Nelson Marlborough	873	642.3	0.74	597	491.9	0.82	382	285.9	0.75	496	348.3	0.70	161	129.1	0.80	99	97.3	0.98	59	41.1	0.70
Northland	1,338	1,013.2	0.76	664	569.8	0.86	504	428.0	0.85	509	347.5	0.68	223	215.9	0.97	151	148.8	0.99	81	47.2	0.58
South Canterbury	340	255.7	0.75	154	122.5	0.80	106	82.5	0.78	69	48.3	0.70	67	48.6	0.73	26	25.4	0.98	22	17.1	0.78
Southern	1,951	1,551.6	0.80	887	792.8	0.89	725	621.8	0.86	384	305.6	0.80	325	286.3	0.88	345	334.4	0.97	63	42.4	0.67
Tairāwhiti	368	293.2	0.80	214	194.9	0.91	125	106.1	0.85	88	74.8	0.85	61	54.1	0.89	35	34.8	0.99	19	14.5	0.76
Taranaki	704	519.9	0.74	415	368.1	0.89	266	213.5	0.80	195	161.8	0.83	142	119.7	0.84	101	98.5	0.98	28	19.3	0.69
Waikato	2,993	2,528.2	0.84	1,683	1,514.8	0.90	1,141	998.0	0.87	907	759.4	0.84	478	424.1	0.89	487	478.9	0.98	110	79.4	0.72
Wairarapa	265	183.7	0.69	122	100.0	0.82	69	50.3	0.73	54	33.3	0.62	31	26.5	0.85	15	15.0	1.00	18	11.8	0.66
Waitematā	2,713	2,294.9	0.85	1,429	1,241.8	0.87	1,443	1,211.5	0.84	1,050	922.7	0.88	578	485.4	0.84	393	384.3	0.98	182	115.4	0.63
West Coast	315	261.7	0.83	221	184.7	0.84	88	78.6	0.89	158	112.8	0.71	37	28.7	0.78	11	10.5	0.96	15	11.1	0.74
Whanganui	437	350.5	0.80	202	182.7	0.90	140	114.4	0.82	119	99.2	0.83	55	50.2	0.91	48	48.0	1.00	23	17.2	0.75
Grand Total	30,880	25,086.5	0.81	16,396	14,455.6	0.88	12,936	10,998.8	0.85	8,477	7,008.6	0.83	5,934	5,005.9	0.84	4,668	4,580.2	0.98	1,529	1,051.9	0.69

TABLES AND CHARTS BY OCCUPATION GROUPING

HEADCOUNT AND FTE BY OCCUPATION GROUPING AND GENDER

The bars represent the headcount (left hand axis) of employees by gender and occupation grouping, and the triangles represent the average FTE for those employees (right hand axis), also by gender and occupation grouping.

Figure 2: Occupation group headcount and mean FTE by gender

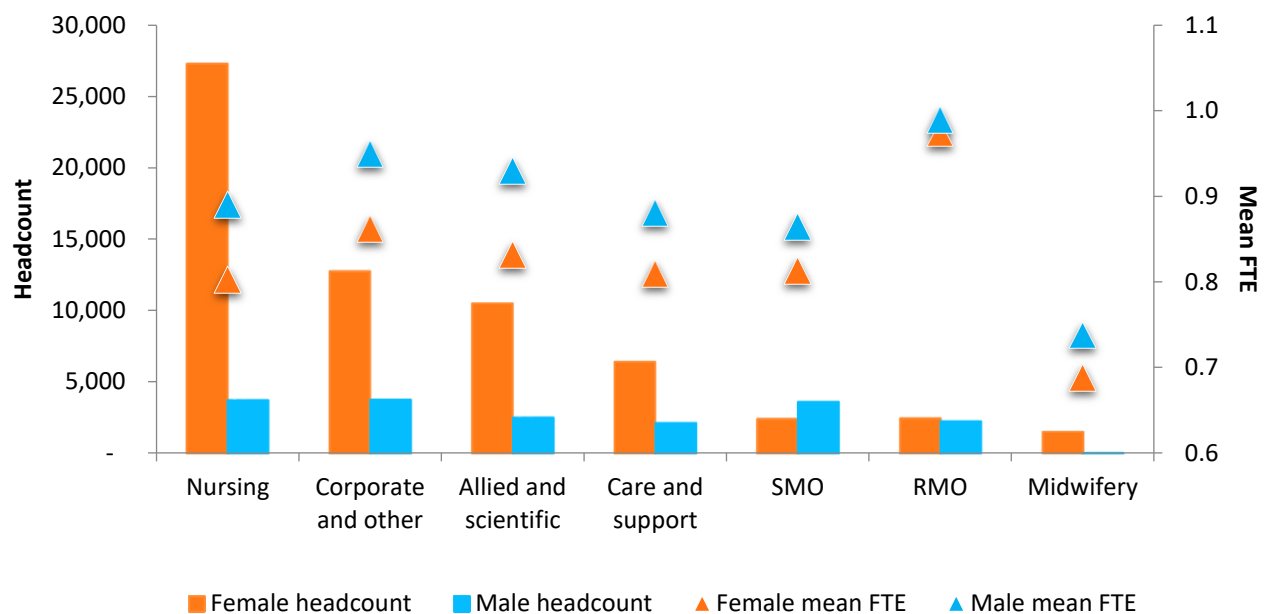


Table 3: Occupation group headcount and mean FTE by gender

Occupation group	Female		Male		Total	
	Headcount	Mean FTE	Headcount	Mean FTE	Headcount	Mean FTE
Nursing	27,254	0.80	>3,620	0.89	30,553	0.81
Corporate and other	12,752	0.86	>3,640	0.95	16,235	0.88
Allied and scientific	10,488	0.83	2,448	0.93	12,822	0.85
Care and support	6,400	0.81	>2,070	0.88	8,409	0.83
SMO	>2,405	0.81	>3,520	0.86	5,868	0.84
RMO	2,471	0.97	2,197	0.99	4,634	0.98
Midwifery	>1,525	0.69	**	0.74	1,529	0.69
Grand Total	63,299	0.82	>17,510	0.91	80,820	0.84

** Data suppressed (headcounts less than 5)

Some values have been expressed as ranges to ensure anonymity of the small number of employees reported as gender diverse.

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

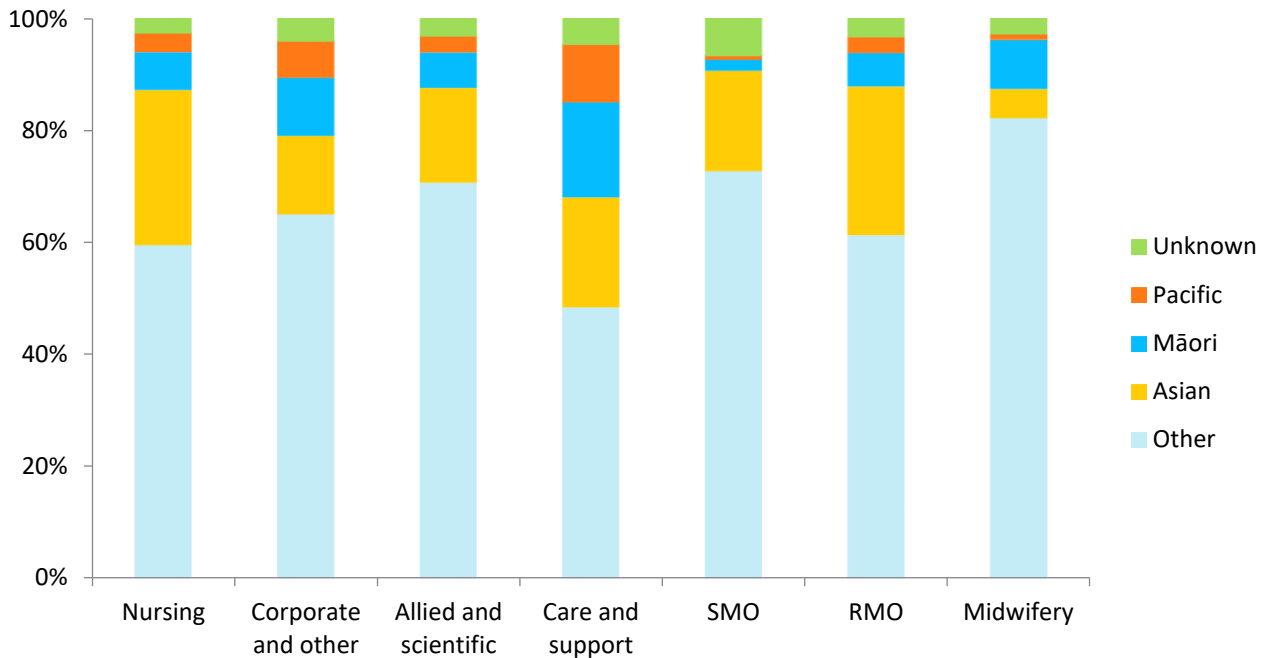


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	18,365	59.5%	8,557	27.7%	2,080	6.7%	1,059	3.4%	819	2.7%	30,880
Corporate and other	10,655	65.0%	2,304	14.1%	1,705	10.4%	1,075	6.6%	657	4.0%	16,396
Allied and scientific	9,132	70.6%	2,194	17.0%	813	6.3%	388	3.0%	409	3.2%	12,936
Care and support	4,104	48.4%	1,666	19.7%	1,443	17.0%	875	10.3%	389	4.6%	8,477
SMO	4,312	72.7%	1,064	17.9%	118	2.0%	50	0.8%	390	6.6%	5,934
RMO	2,860	61.3%	1,237	26.5%	282	6.0%	136	2.9%	153	3.3%	4,668
Midwifery	1,256	82.1%	79	5.2%	134	8.8%	17	1.1%	43	2.8%	1,529
Grand Total	50,684	62.7%	17,101	21.2%	6,575	8.1%	3,600	4.5%	2,860	3.5%	80,820

* '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 77,196 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 2021.

Figure 4: Proportion of identifiable ethnicities for all DHB employees

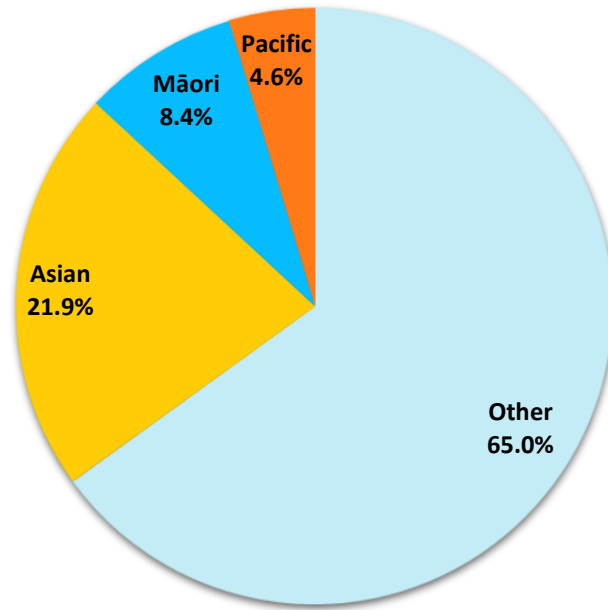
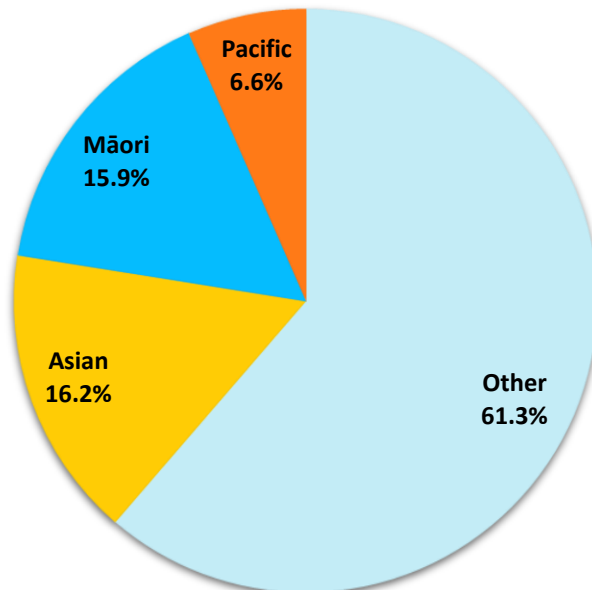


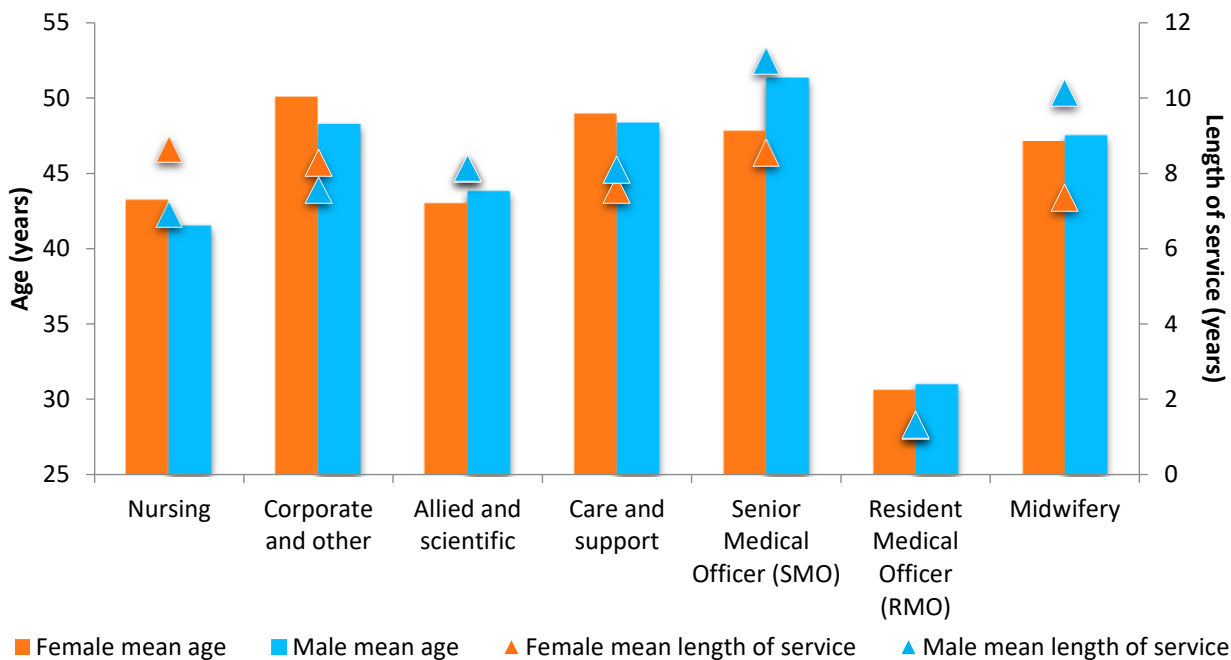
Figure 5: Proportion of identifiable ethnicities for projected population data at 31 March 2021



AGES AND LENGTH OF SERVICE

Figure 6: Mean ages and length of service by occupation group and gender

The bars in this chart show the average age (left hand axis) for each occupation group by gender. The triangles represent the average length of service (right hand axis), also by occupation group and gender.



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

Table 5: Mean ages and length of service by occupation group and gender

Occupation group	Female		Male		Total	
	Mean length of service	Mean age	Mean length of service	Mean age	Mean length of service	Mean age
Nursing	8.6	43.2	6.9	41.5	8.4	43.0
Corporate and other	8.3	50.1	7.6	48.3	8.1	49.7
Allied and scientific	8.1	43.0	8.1	43.8	8.1	43.2
Care and support	7.6	49.0	8.1	48.3	7.7	48.8
SMO	8.6	47.8	11.0	51.3	10.0	49.9
RMO	1.3	30.6	1.3	31.0	1.3	30.8
Midwifery	7.4	47.1	10.2	47.5	7.4	47.1
Grand Total	8.1	44.9	7.5	44.7	7.9	44.9

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 GENDER AND DHB

This chart examines the number (headcount) of employees by gender 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 gender). The following table shows the count of employees and mean FTE by gender for each DHB.

Figure 7: Headcount and mean FTE by gender and DHB

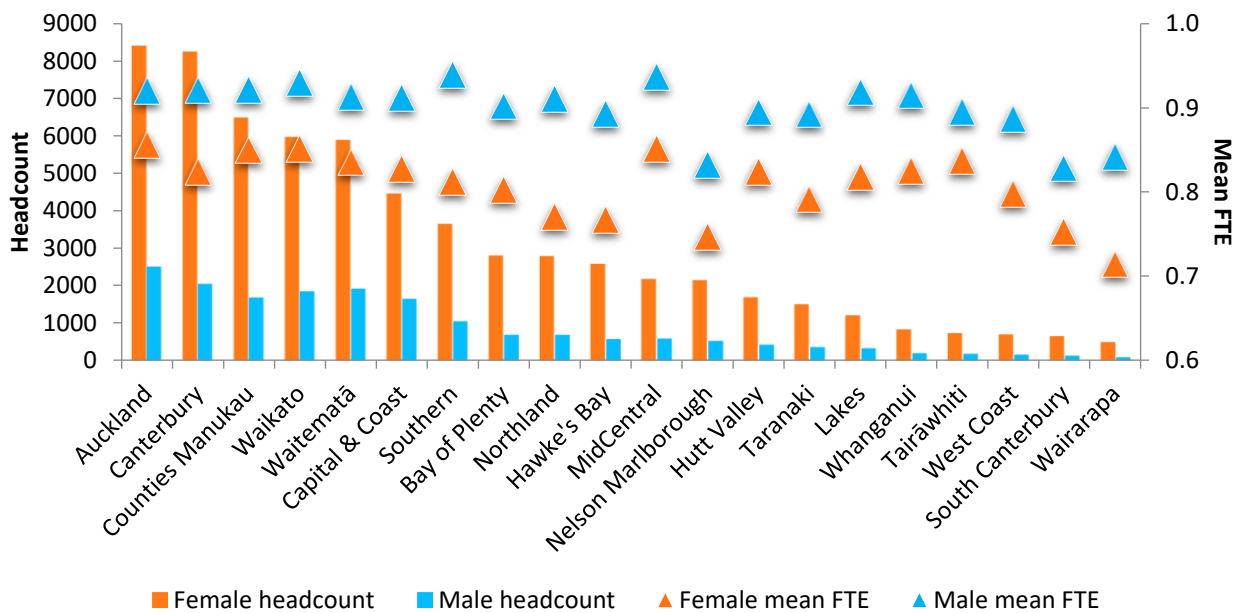


Table 6: Headcount and mean FTE by gender and DHB

	Auckland	Canterbury	Countries Manukau	Waikato	Waitematā	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	Tairāwhiti	West Coast	South Canterbury	Wairarapa
Female																				
Headcount	8,393	8,236	6,482	5,960	5,879	4,453	3,636	2,801	2,783	2,577	2,176	2,144	1,687	1,495	1,207	829	726	692	652	491
Mean FTE	0.86	0.82	0.85	0.85	0.84	0.83	0.81	0.80	0.77	0.77	0.85	0.75	0.82	0.79	0.82	0.82	0.84	0.80	0.75	0.71
Male																				
Headcount	2,489	2,038	1,679	1,839	1,909	1,636	1,044	686	687	562	581	523	419	356	323	194	184	153	132	83
Mean FTE	0.92	0.92	0.92	0.93	0.91	0.91	0.94	0.90	0.91	0.89	0.94	0.83	0.89	0.89	0.92	0.92	0.90	0.89	0.83	0.84
Total																				
Headcount	10,885	10,274	8,161	7,799	7,788	6,089	4,680	3,487	3,470	3,139	2,757	2,667	2,106	1,851	1,530	1,024	910	845	784	574
Mean FTE	0.87	0.84	0.86	0.87	0.85	0.85	0.84	0.82	0.80	0.79	0.87	0.76	0.84	0.81	0.84	0.84	0.85	0.81	0.77	0.73

MEAN AGES AND MEAN LENGTH OF SERVICE BY DHB AND GENDER

This chart shows the mean age of employees in each DHB by gender (left hand axis) and has been ordered by descending average age. The triangles represent the average length of service (right hand axis) by gender and DHB.

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

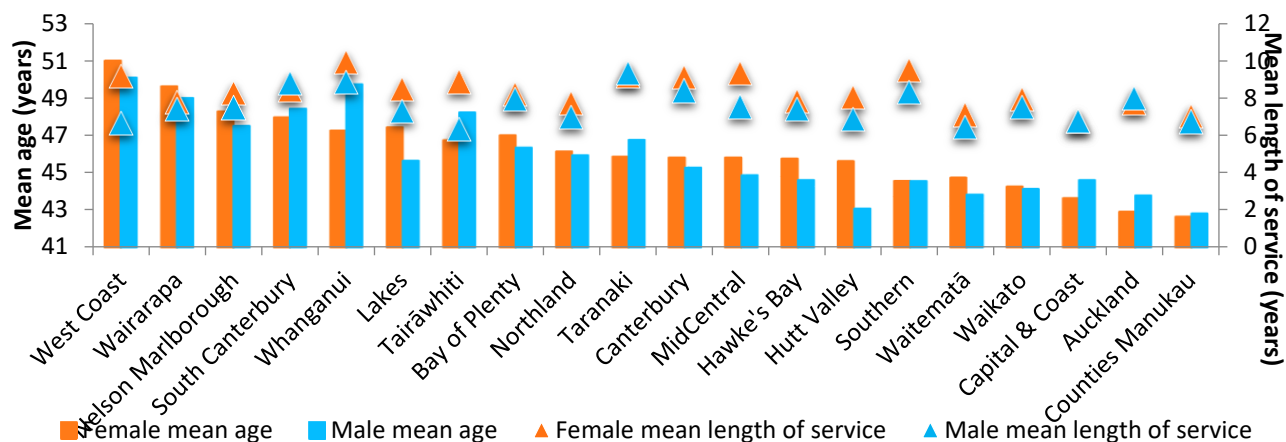


Table 7: Mean ages and mean length of service by DHB and gender

DHB	Female mean length of service	Female mean age	Male mean length of service	Male mean age	All staff mean length of service	All staff mean age
West Coast	9.2	51.0	6.7	50.1	8.7	50.8
Wairarapa	7.8	49.6	7.4	49.0	7.7	49.5
Nelson Marlborough	8.3	48.3	7.5	47.5	8.1	48.1
South Canterbury	8.4	48.0	8.8	48.4	8.5	48.0
Whanganui	9.9	47.2	8.9	49.7	9.7	47.7
Lakes	8.5	47.4	7.3	45.6	8.2	47.0
Tairāwhiti	8.9	46.7	6.3	48.2	8.4	47.0
Bay of Plenty	8.2	47.0	7.9	46.4	8.1	46.9
Northland	7.7	46.1	7.0	45.9	7.6	46.1
Taranaki	9.2	45.8	9.3	46.8	9.2	46.0
Canterbury	9.1	45.8	8.4	45.3	9.0	45.7
MidCentral	9.4	45.8	7.5	44.9	9.0	45.6
Hawke's Bay	7.8	45.8	7.4	44.6	7.7	45.5
Hutt Valley	8.0	45.6	6.9	43.1	7.8	45.1
Southern	9.5	44.6	8.3	44.6	9.2	44.6
Waitematā	7.1	44.7	6.4	43.8	6.9	44.5
Waikato	7.9	44.2	7.5	44.1	7.8	44.2
Capital & Coast	6.7	43.6	6.8	44.6	6.7	43.9
Auckland	7.7	42.9	8.0	43.8	7.8	43.1
Counties Manukau	7.0	42.7	6.7	42.8	7.0	42.7
Grand Total	8.1	44.9	7.5	44.7	7.9	44.9

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

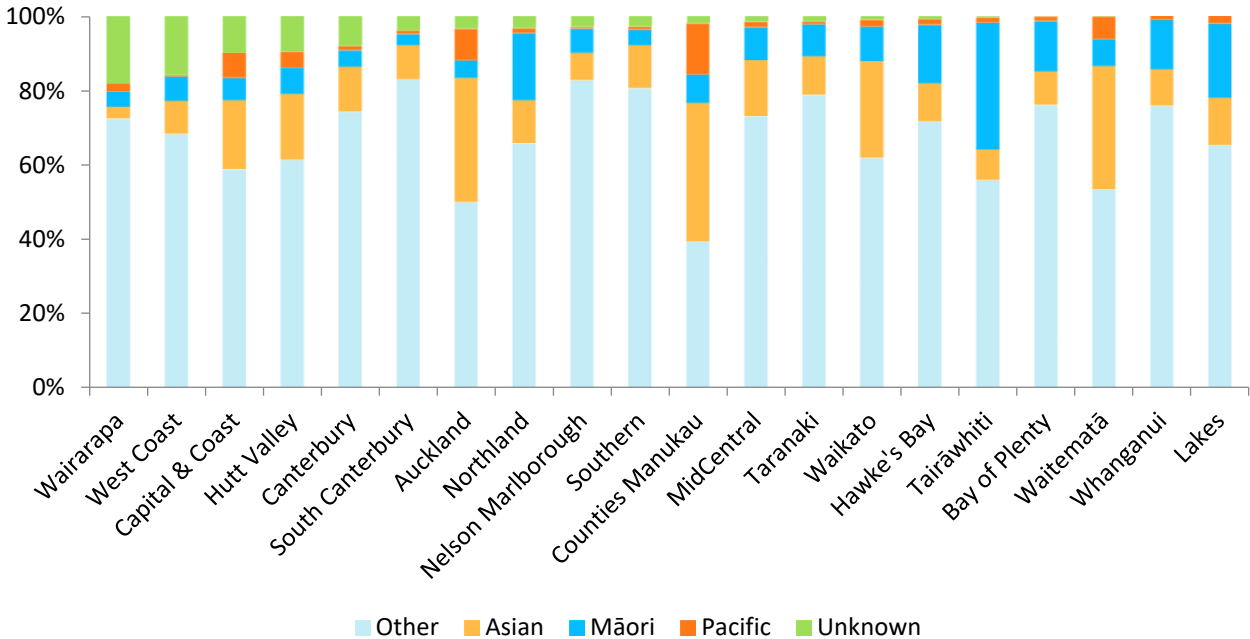


Table 8: Distribution of reported ethnicities by DHB

DHB	Other*	Asian	Māori	Pacific	Unknown	Total
Wairarapa	416	19	24	13	102	574
West Coast	577	77	55	4	132	845
Capital & Coast	3,580	1,144	364	410	591	6,089
Hutt Valley	1,291	379	146	92	198	2,106
Canterbury	7,627	1,262	450	132	803	10,274
South Canterbury	650	73	24	7	30	784
Auckland	5,439	3,646	520	918	362	10,885
Northland	2,282	408	625	43	112	3,470
Nelson Marlborough	2,207	200	170	14	76	2,667
Southern	3,771	545	197	38	129	4,680
Counties Manukau	3,209	3,064	621	1,115	152	8,161
MidCentral	2,013	421	242	40	41	2,757
Taranaki	1,460	193	158	15	25	1,851
Waikato	4,824	2,039	721	140	75	7,799
Hawke's Bay	2,249	328	488	51	23	3,139
Tairāwhiti	508	78	308	13	3	910
Bay of Plenty	2,652	324	465	44	2	3,487
Waitematā	4,153	2,601	559	471	4	7,788
Whanganui	777	102	135	10	-	1,024
Lakes	999	198	303	30	-	1,530
Grand Total	50,684	17,101	6,575	3,600	2,860	80,820

* '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
Whanganui	10.2	9.7	10.9	9.6	10.0	1.2	10.6	9.7
Southern	10.5	9.6	8.5	8.2	11.0	2.2	8.7	9.2
Taranaki	10.0	10.1	9.2	9.9	7.8	1.4	8.4	9.2
Canterbury	9.9	8.0	9.5	9.2	11.2	2.2	9.1	9.0
MidCentral	10.1	9.0	8.5	8.5	10.8	1.3	8.3	9.0
West Coast	9.8	6.9	9.5	10.1	5.7	1.5	8.2	8.7
South Canterbury	9.3	8.5	8.3	9.7	7.1	1.0	6.5	8.5
Tairāwhiti	10.0	7.5	7.9	8.3	8.0	0.8	6.1	8.4
Lakes	9.5	8.4	8.3	7.2	8.1	1.4	7.3	8.2
Bay of Plenty	9.2	9.0	7.3	7.2	9.1	1.5	7.2	8.1
Nelson Marlborough	9.4	7.3	7.7	8.2	10.2	1.2	6.2	8.1
Waikato	8.3	8.2	8.3	7.0	10.1	1.9	6.6	7.8
Hutt Valley	8.5	8.5	7.9	8.7	9.0	0.7	7.4	7.8
Auckland	7.7	8.1	8.0	8.6	10.5	0.7	7.1	7.8
Wairarapa	8.8	6.7	8.2	7.4	8.0	0.3	3.8	7.7
Hawke's Bay	8.0	8.3	8.3	7.3	9.7	1.5	6.9	7.7
Northland	8.1	8.8	8.5	5.3	8.4	1.1	7.0	7.6
Counties Manukau	6.9	8.2	6.9	6.6	10.1	0.6	7.5	7.0
Waitematā	6.9	7.0	7.7	6.7	9.7	0.7	6.7	6.9
Capital & Coast	6.9	6.7	6.7	7.9	10.1	1.2	7.0	6.7
Grand Total	8.4	8.1	8.1	7.7	10.0	1.3	7.4	7.9

ANALYSIS BY SICK LEAVE & ANNUAL LEAVE

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

The following radar chart shows the dispersion of sick leave by DHB by looking at the average annualised 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. The process of annualising the quarter's reported sick leave hours may amplify the impact of outlier events, whether these are negative values (reported to correct an over-statement in a previous quarter) or a potential over-reporting, where a person reportedly took more sick leave than we would expect them to have worked based on their contracted FTE.

To read this graph, the blue 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 Southern shows that (if the March quarter is indicative) 50% of staff would have taken 32 hours sick leave or less (note comments on negative sick leave values above) per FTE over the course of a year, and 75% of staff would have taken 88 hours or less of sick leave per FTE over the course of a year.

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

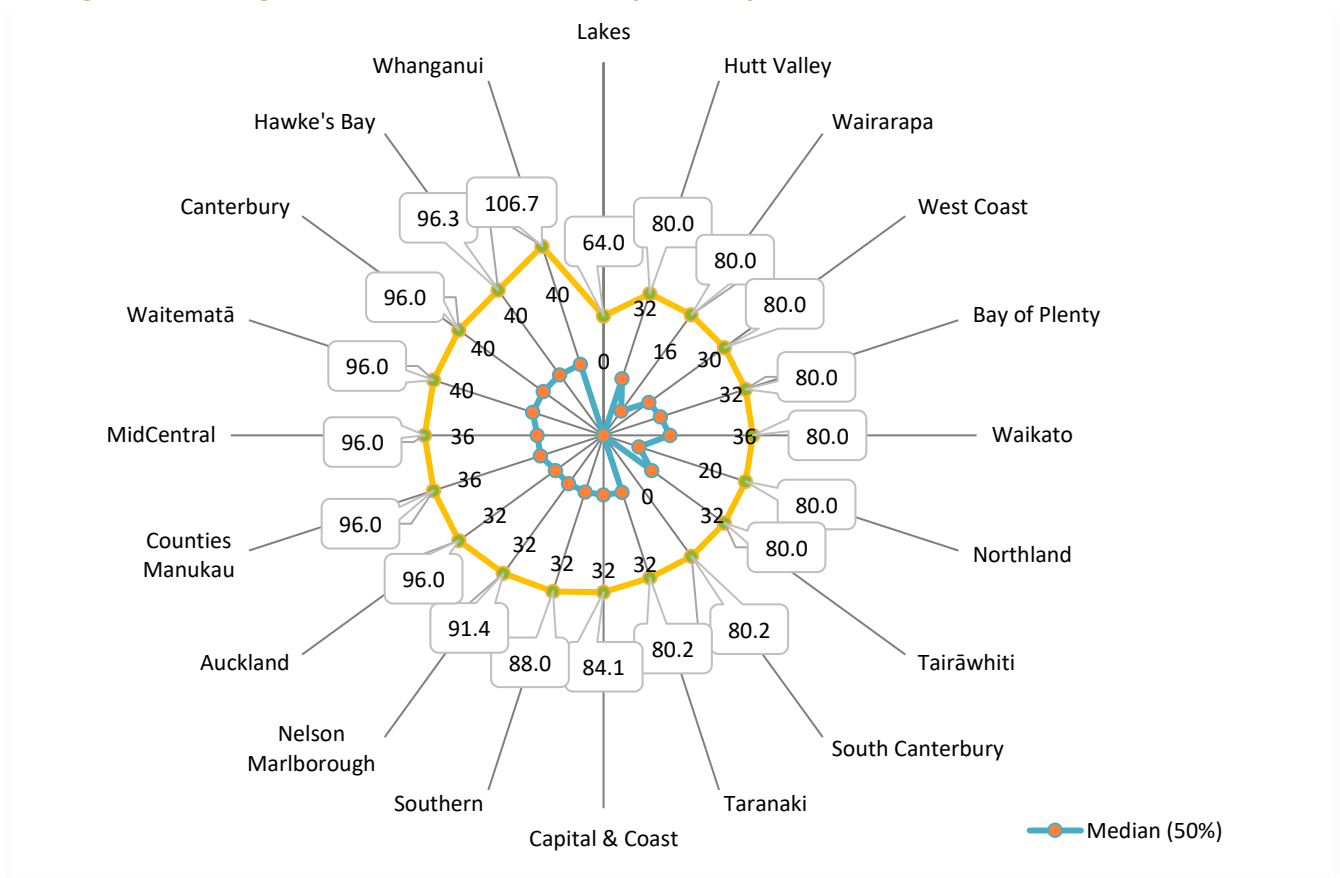


Figure 11: Average annual sick leave hours per FTE by occupational group

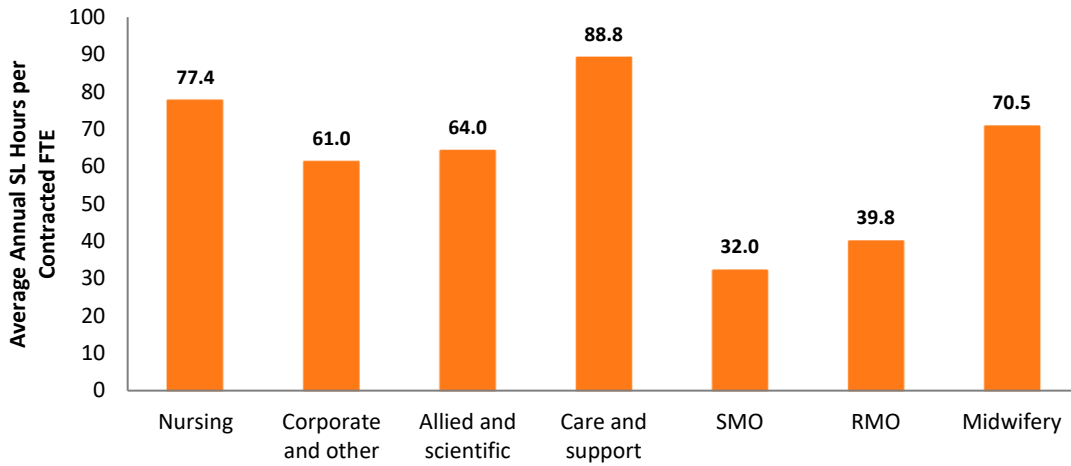


Figure 12: Average annual sick leave hours per FTE by age group by gender

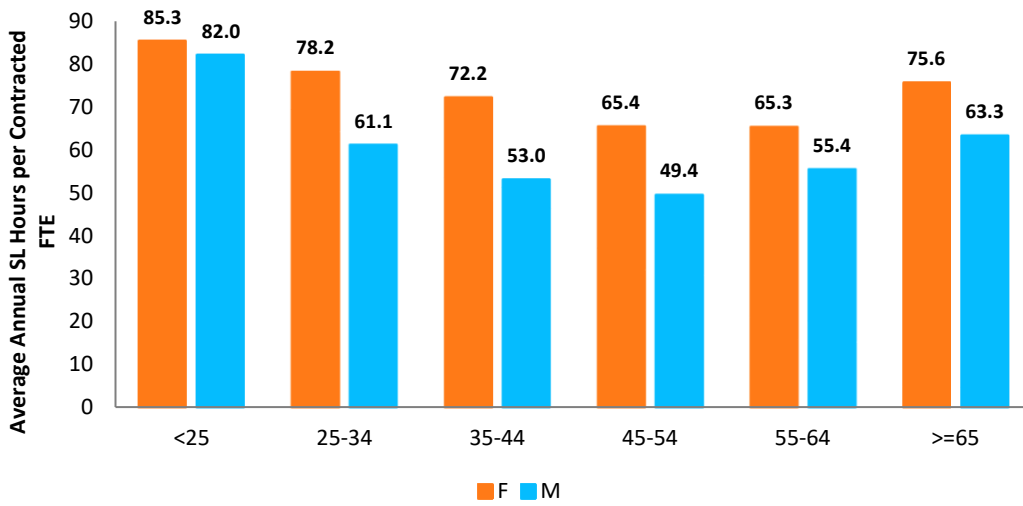
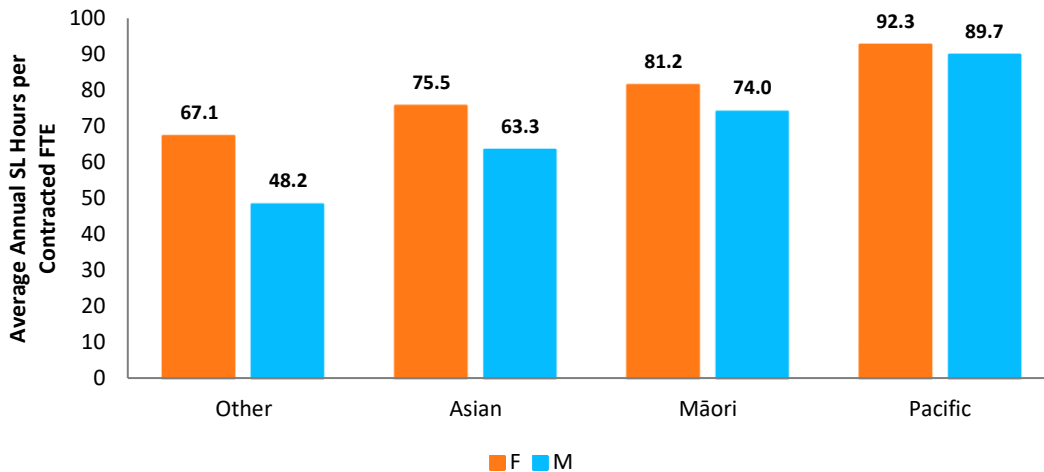


Figure 13: Average annual sick leave hours per FTE by ethnicity by gender



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

In the first chart, the bars represent the ratios of annual leave balance to annual leave entitlement and the blue 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 twelve DHBs, on average their employees have more annual leave balance than annual leave entitlement.

The other two charts on page 19 display the ratio of annual leave balance to entitlement per FTE at the national level, grouped by both Occupation Group and Ethnicity (with gender split).

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

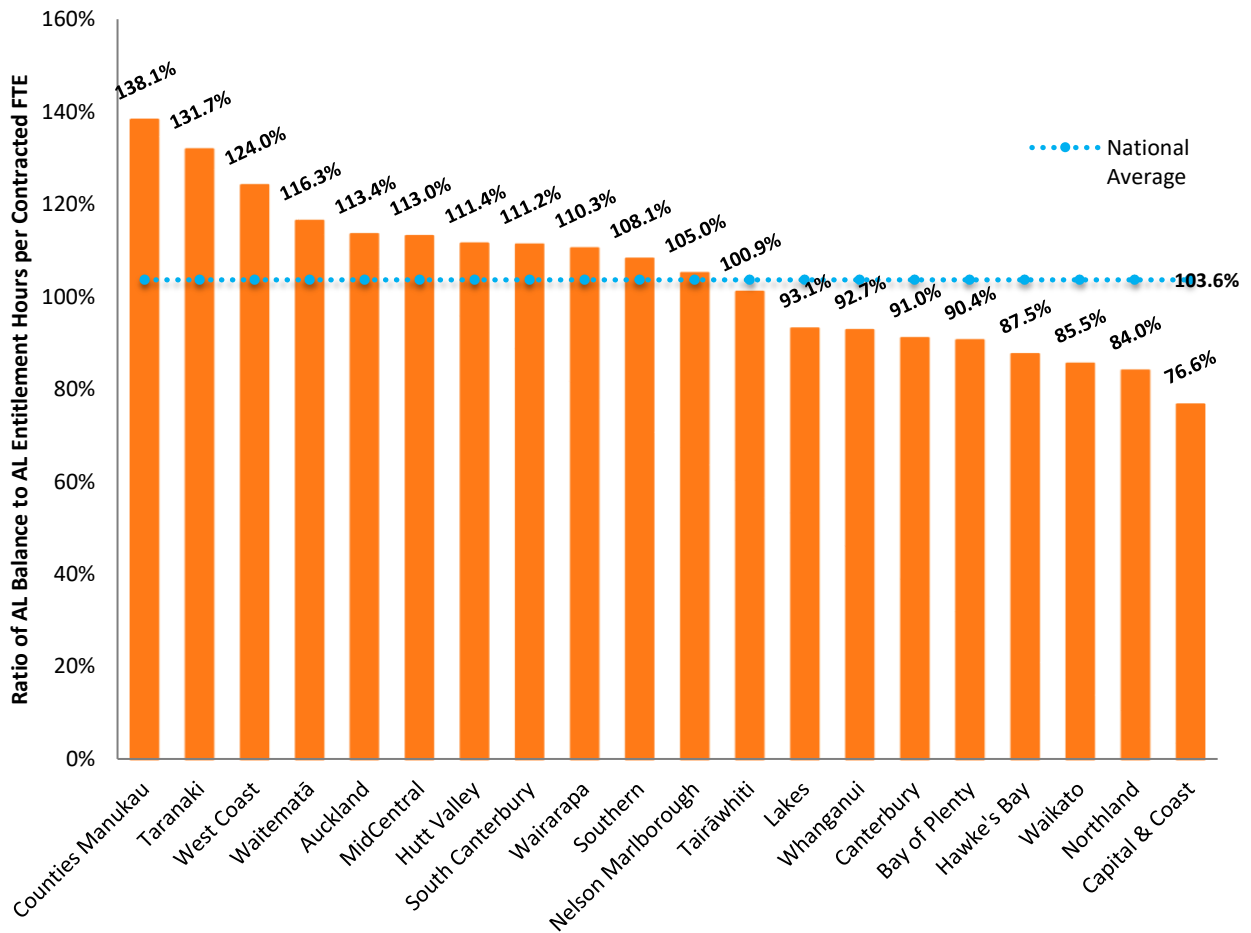


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

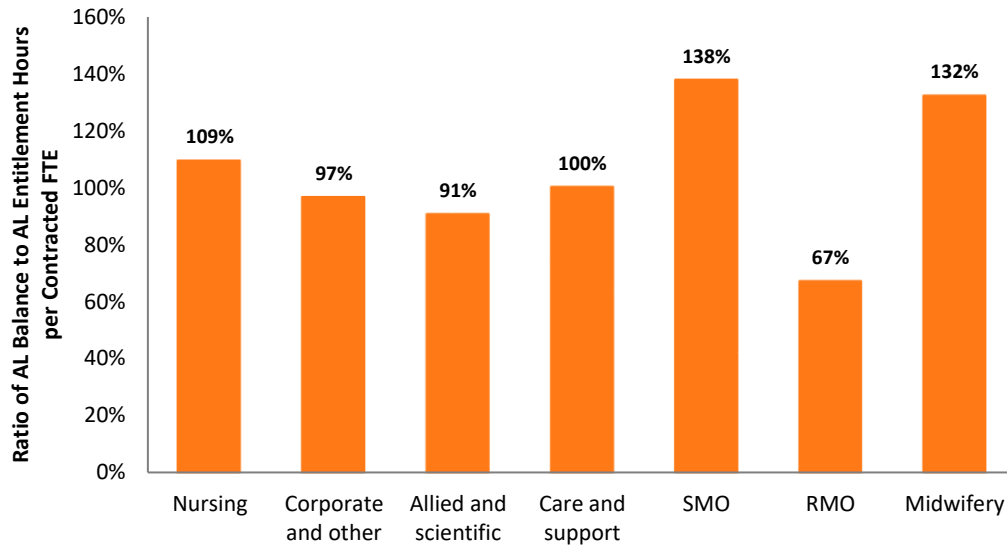
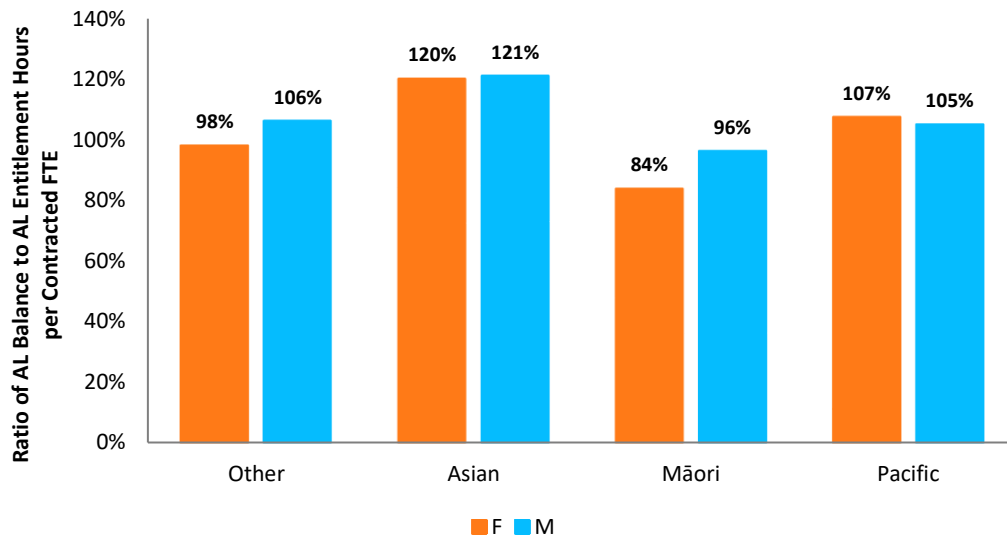


Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender

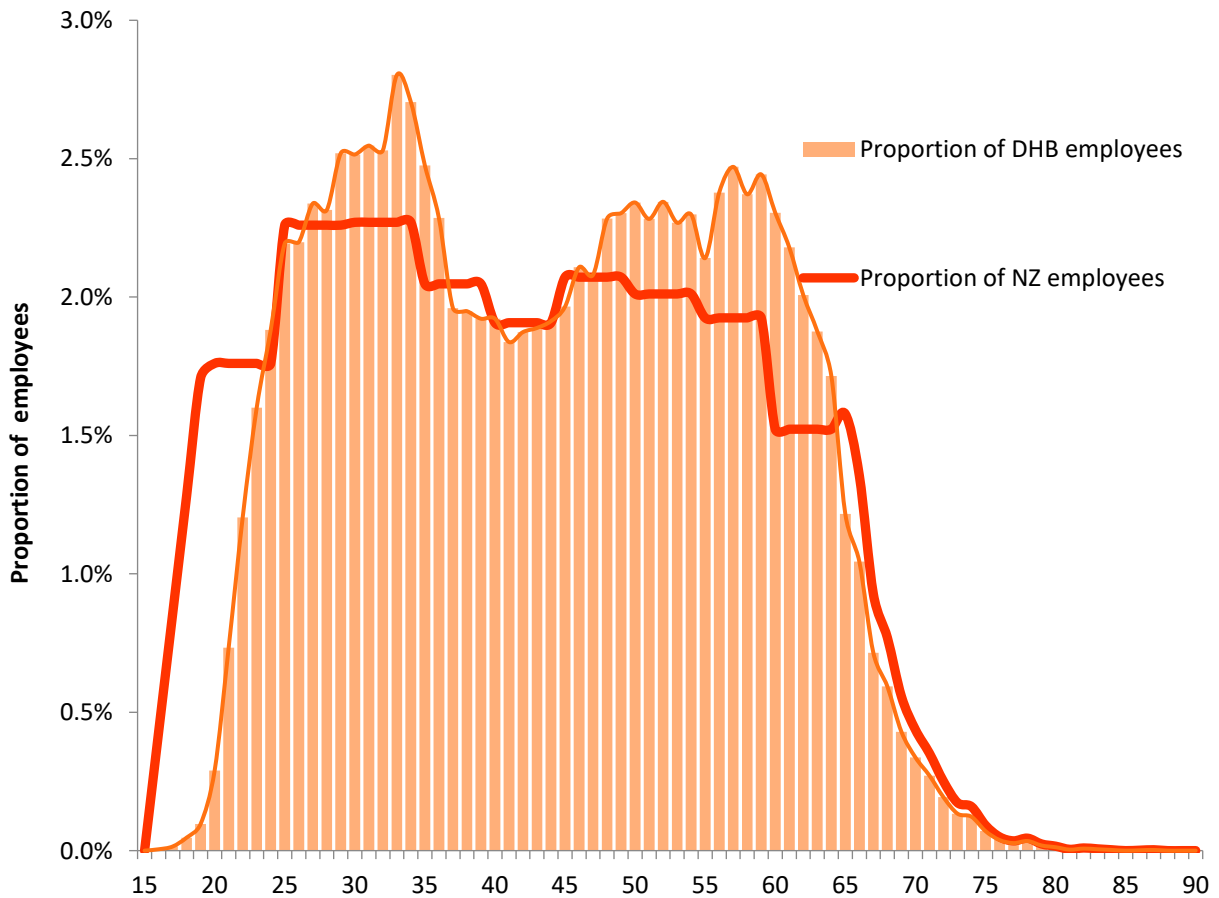


ANALYSIS BY POPULATION

DISTRIBUTION OF OVERALL DHB EMPLOYEES 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 March 2021 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand.

Figure 17: Distribution of overall DHB employees by age, with national employee data



ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION

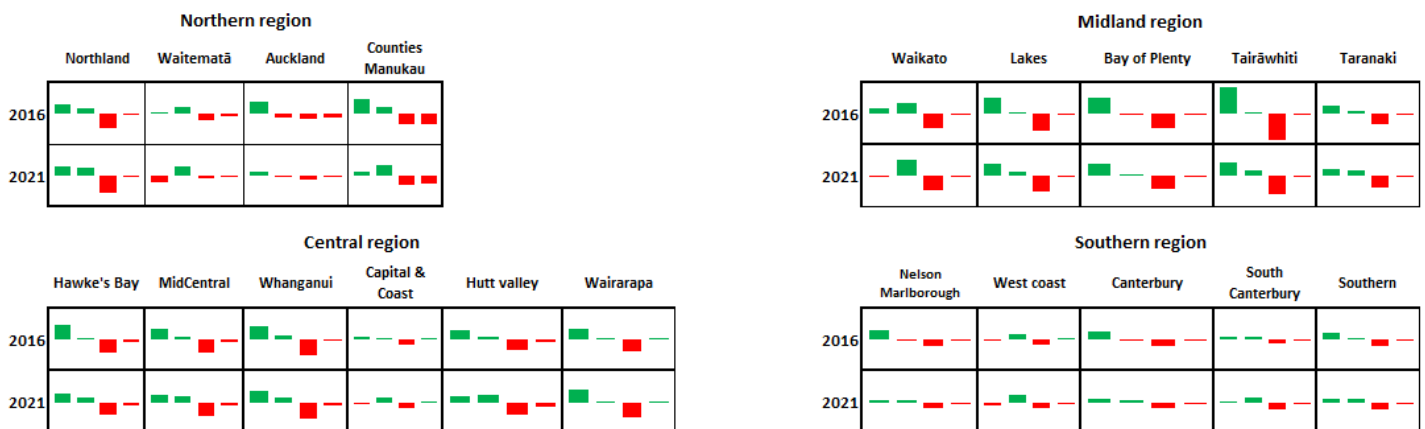
The following charts look at the ethnic representation of DHB staff to the resident population.

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 proportion of staff with a known ethnicity this quarter was 96.5 percent, compared to 89.6 percent in March 2016.

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 -25% to +26% - so comparisons between DHBs are possible. The data for 2016 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 West Coast has fewer 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. Overall, the distributions have changed only slightly between 2016 and 2021; the ‘Other’ ethnicities have reduced closer to zero (from nine down to three percentage points difference), whereas Māori have marginally less under-representation (from negative nine to negative seven percentage points difference).

POPULATION DENSITY BY OCCUPATIONAL GROUP 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. Midwives has been compared to the fertile female population (aged 15-49). 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

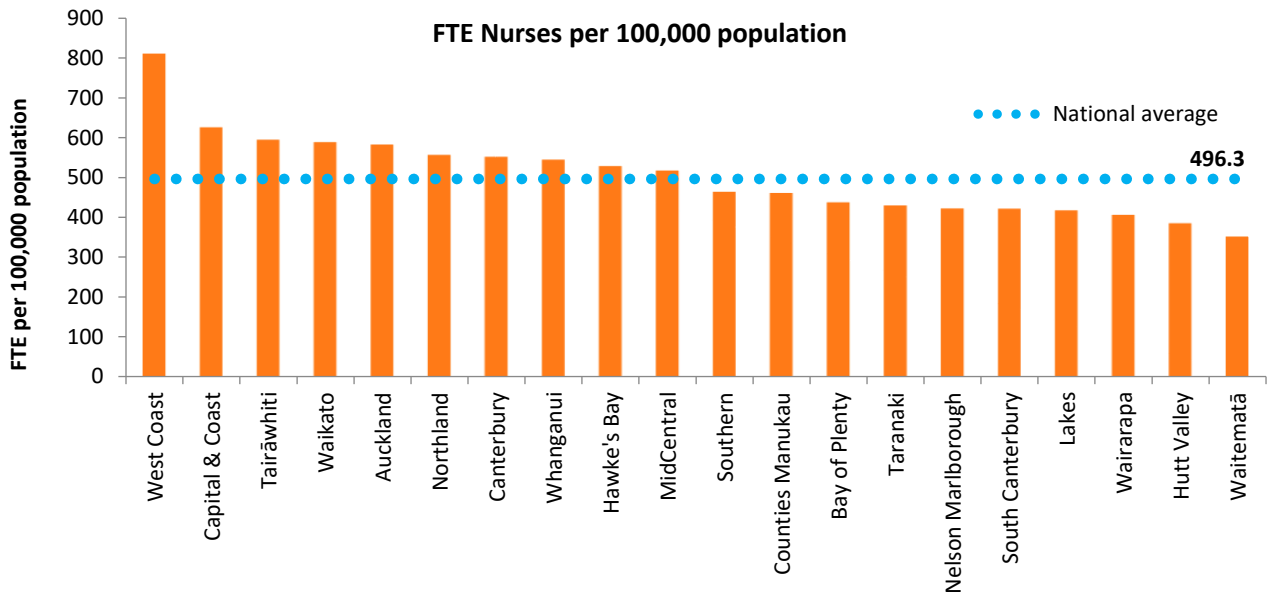


Figure 19: Population density of Corporate & Other by DHB

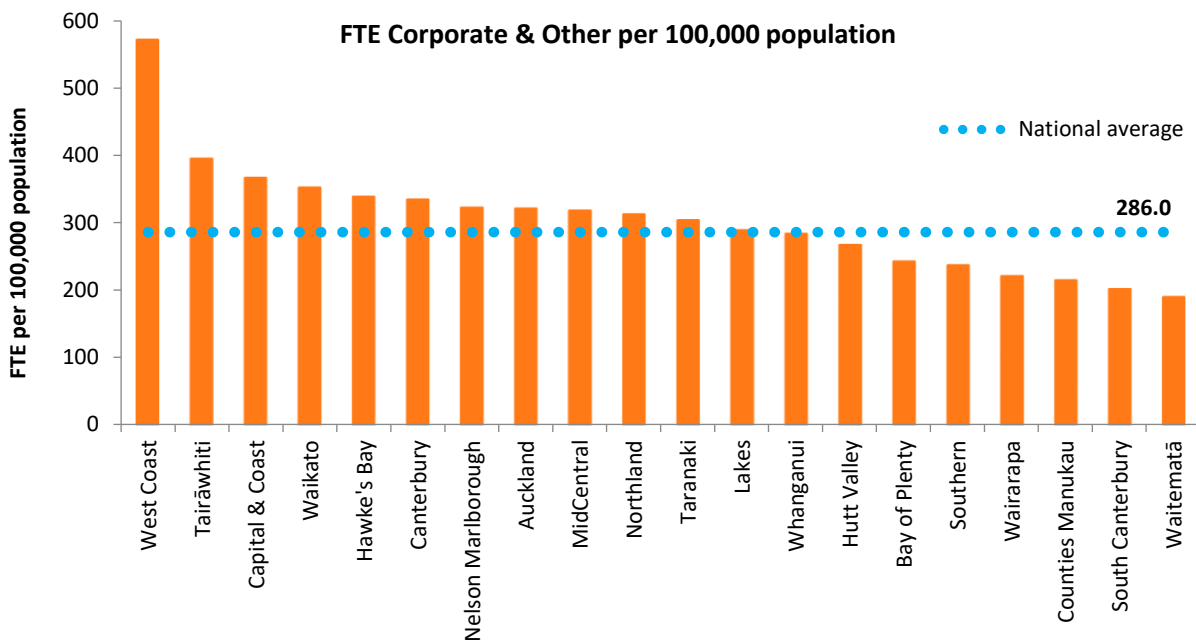


Figure 20: Population density of Allied & Scientific by DHB

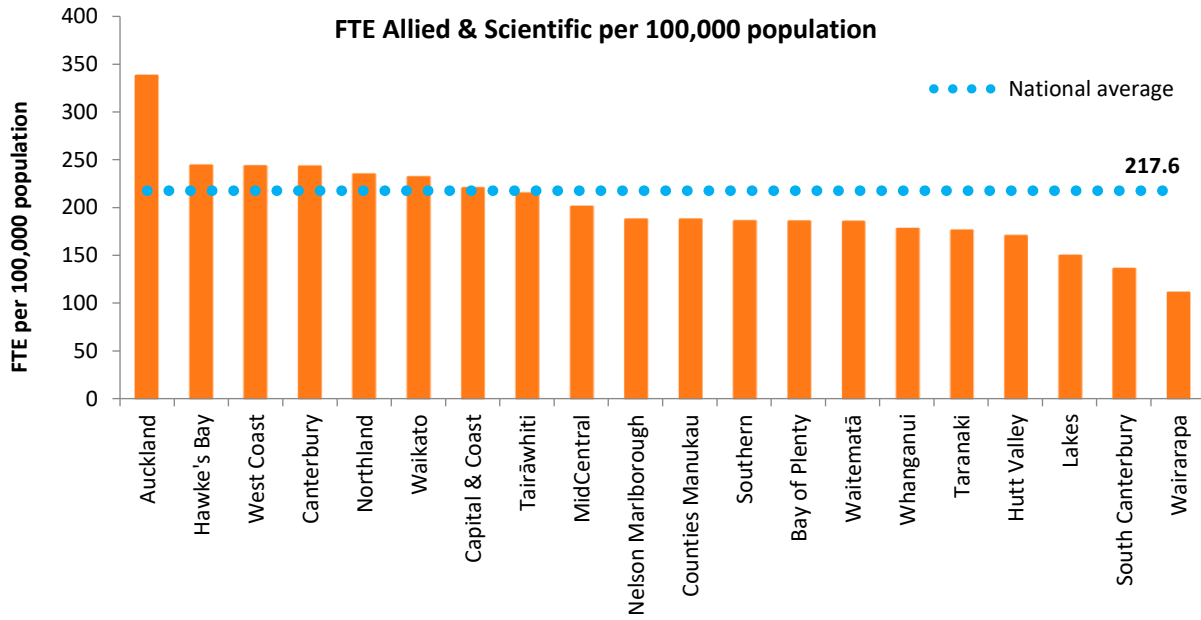


Figure 21: Population density of Care & Support by DHB

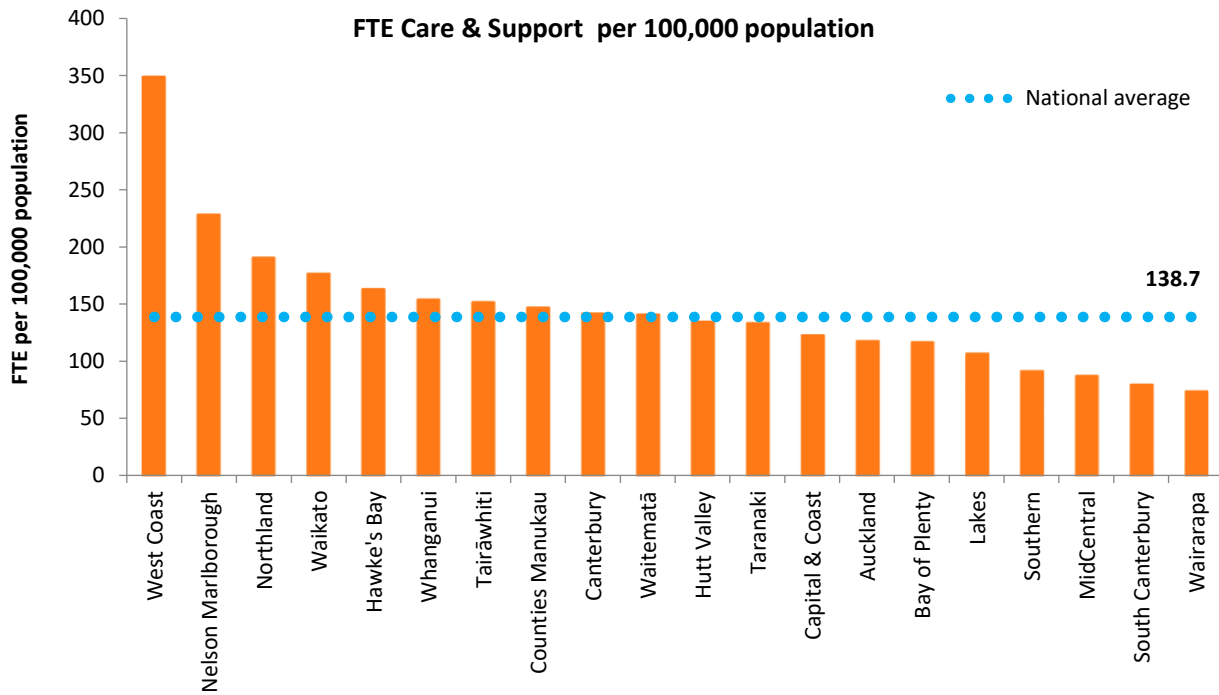


Figure 22: Population density of Senior Medical Officer (SMO) by DHB

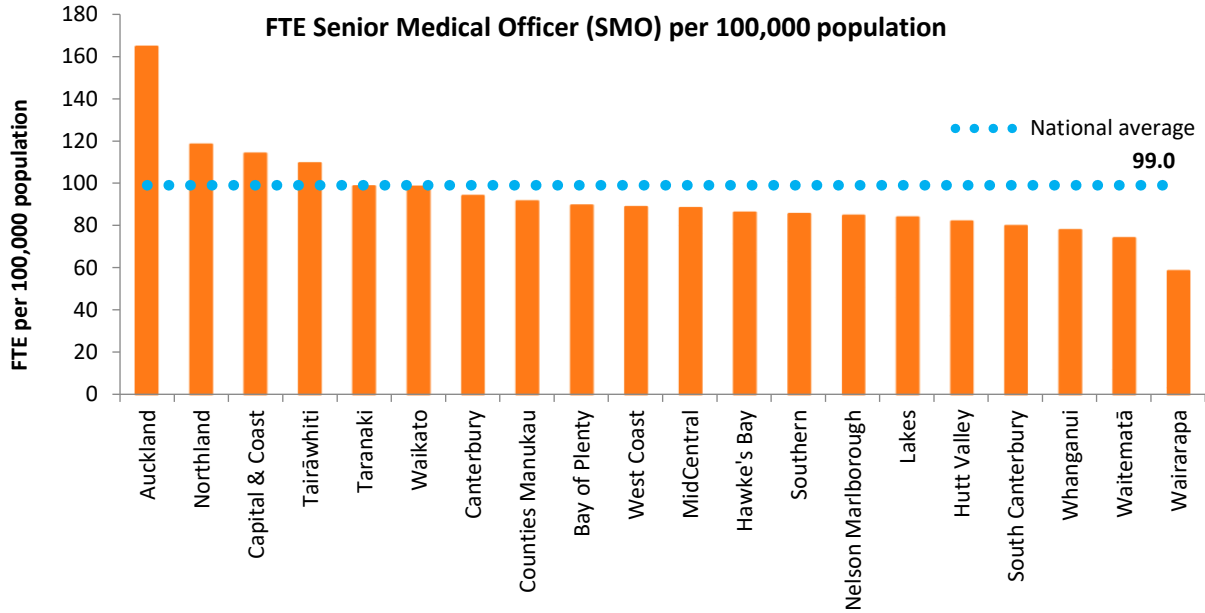


Figure 23: Population density of Resident Medical Officer (RMO) by DHB

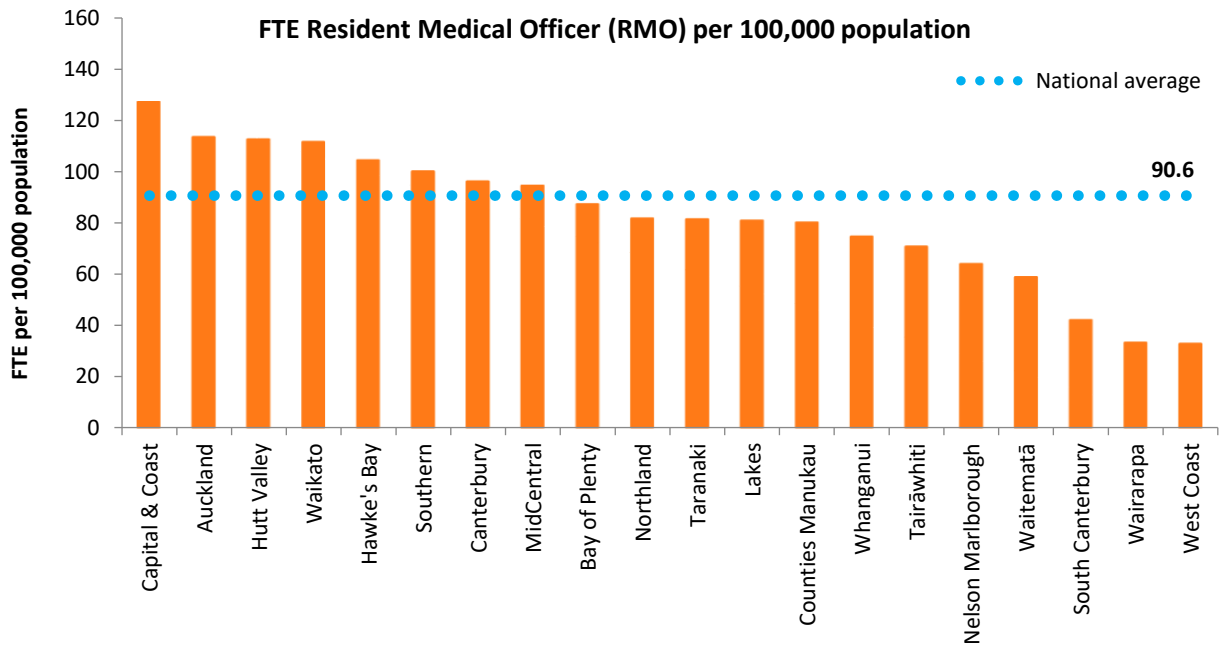


Figure 24: Population density of Midwives by DHB

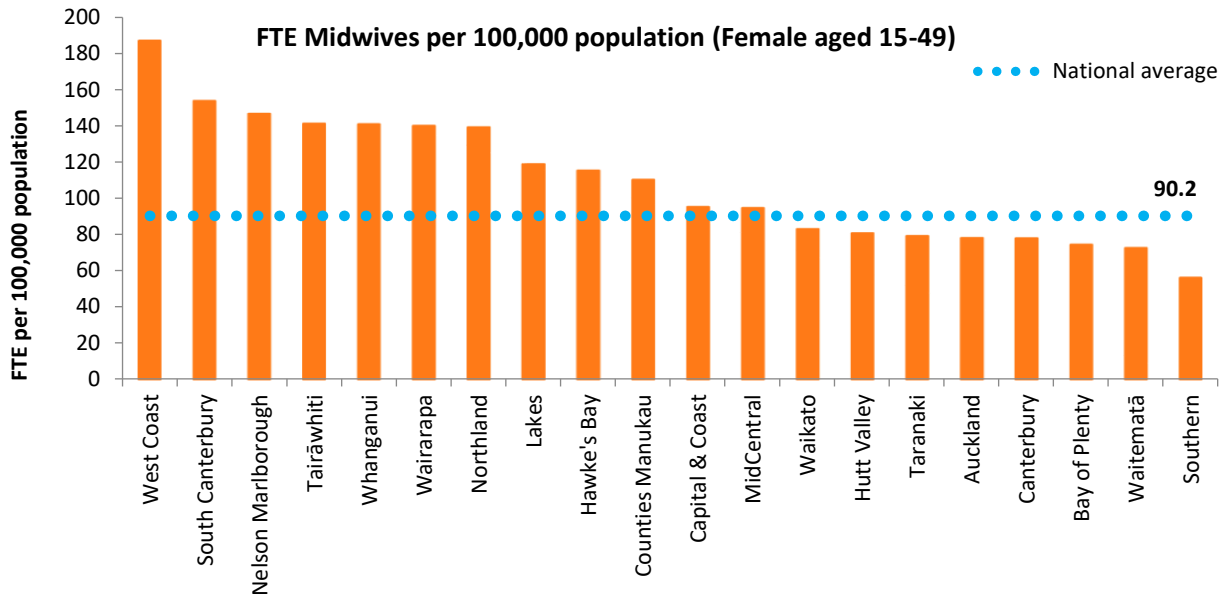
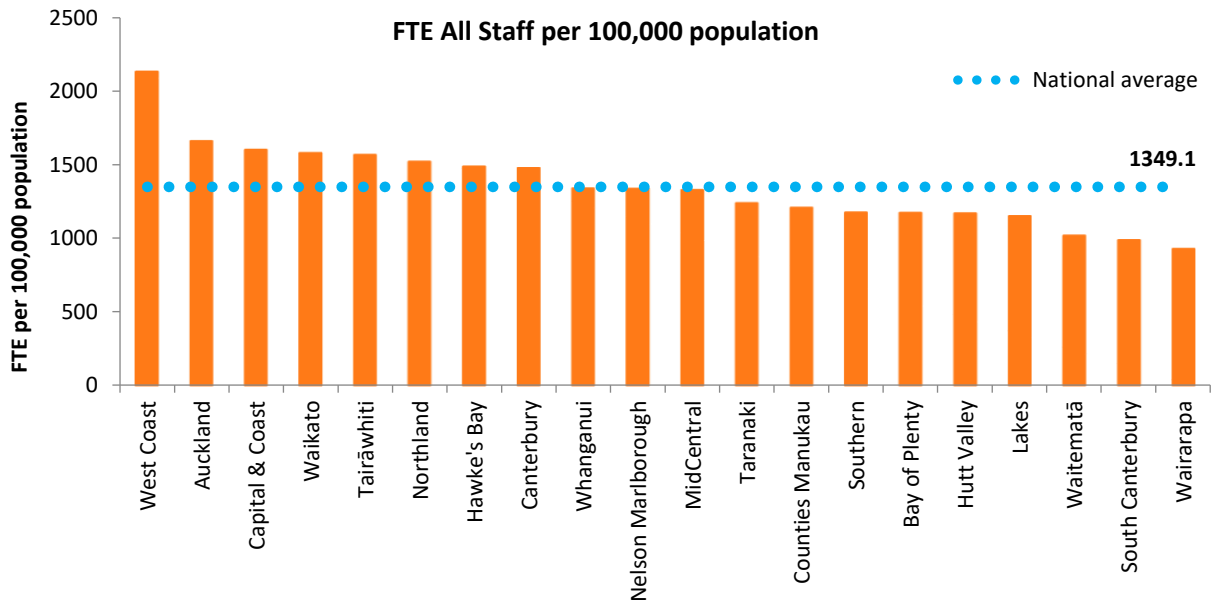


Figure 25: Population density of all DHB staff by DHB



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