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# DISTRICT HEALTH BOARD EMPLOYED WORKFORCE QUARTERLY REPORT

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1 JULY TO 30 SEPTEMBER 2016

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## 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.

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## PURPOSE OF THE REPORT

This report covers all DHB employees for the period 1 July 2016 to 30 September 2016 and is a snapshot in time at 30 September 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

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## DATA EXTRACTION

Important notes about the data extraction:

- The data extract used for this report covers the period July 2016 to September 2016 inclusive and is a snapshot taken by the DHBs on 30 September 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.

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

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# OVERVIEW

## DHB WORKFORCE AT A GLANCE

For data to 30 September 2016, only those employed with contracted hours greater than zero are included in the analysis except for the tables and charts that explicitly report on 'Other' employees on page 5.

<p><b>Total employees 69,183</b>  <b>54,442 female</b>  <b>14,741 male</b></p>	<p><b>57,807 FTE*</b>  <b>44,327 FTE* females</b>  <b>13,480 FTE* males</b></p>	<p><b>Largest occupation group:</b>  <b>Nurses – 26,670</b>  <b>Smallest occupation group:</b>  <b>Midwives – 1,416</b></p>
<p><b>DHB employee average age 45.8 years</b>  <b>45.8 years for females</b>  <b>45.6 years for males</b></p>	<p><b>Oldest male occupation group:</b>  <b>Senior Medical** (mean age 51.3 years)</b>  <b>Youngest male occupation group:</b>  <b>Junior medical (mean age 31.4 years)</b></p>	<p><b>Oldest female occupation groups:</b>  <b>Corporate and other (mean age 50.3 years)</b>  <b>Youngest female occupation group:</b>  <b>Junior medical (mean age 30.9 years)</b></p>
<p><b>Mean FTE rate 0.84</b>  <b>Mean FTE rate for females 0.81</b>  <b>Mean FTE rate for males 0.91</b></p>	<p><b>Longest Length of Service occupation group</b>  <b>Senior medical (mean 10.0 years)</b>  <b>Shortest Length of Service occupation group</b>  <b>Junior medical (mean 1.4 years)</b></p>	<p><b>Employee reported ethnicities:</b>  <b>Other** – 73%</b>  <b>Asian – 16%</b>  <b>Māori – 7%</b>  <b>Pacific – 4%</b></p>

\* Contracted FTE (using a 2086 hour annual contract):

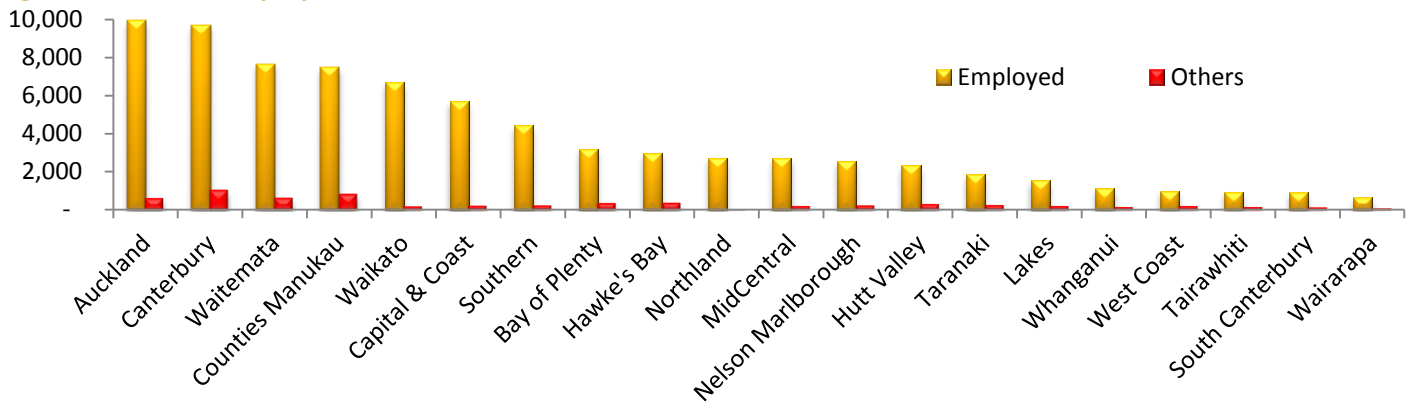
N.B. local (DHB and / or occupation) interpretations of a 'full time equivalent' can vary. For example; a sonographer may be classed as 1.0 full time employee in one DHB where they are contracted to work 35 hours per week, whereas another sonographer in a different DHB may be classed as 1.0 full time 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 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
<b>Auckland</b>	9,311	627	9,938	13.1%
<b>Canterbury</b>	8,630	1,043	9,673	12.7%
<b>Waitemata</b>	7,038	639	7,677	10.1%
<b>Counties Manukau</b>	6,645	838	7,483	9.8%
<b>Waikato</b>	6,477	212	6,689	8.8%
<b>Capital &amp; Coast</b>	5,462	246	5,708	7.5%
<b>Southern</b>	4,188	260	4,448	5.9%
<b>Bay of Plenty</b>	2,834	368	3,202	4.2%
<b>Hawke's Bay</b>	2,561	391	2,952	3.9%
<b>Northland</b>	2,678	50	2,728	3.6%
<b>MidCentral</b>	2,471	215	2,686	3.5%
<b>Nelson Marlborough</b>	2,265	258	2,523	3.3%
<b>Hutt Valley</b>	2,010	320	2,330	3.1%
<b>Taranaki</b>	1,575	274	1,849	2.4%
<b>Lakes</b>	1,305	226	1,531	2.0%
<b>Whanganui</b>	925	178	1,103	1.5%
<b>West Coast</b>	761	228	989	1.3%
<b>Tairāwhiti</b>	754	176	930	1.2%
<b>South Canterbury</b>	753	163	916	1.2%
<b>Wairarapa</b>	540	104	644	0.8%
<b>Grand Total</b>	<b>69,183</b>	<b>6,816</b>	<b>75,999</b>	<b>100.0%</b>

## INCLUSIONS AND EXCLUSIONS

Specific caveats and definitions relevant to particular charts and tables have been provided throughout the report and should be noted. Additionally, all charts and tables that follow in this document are derived from data using the following caveats:

### Inclusions:

- Only employees who have positive contract hours have been included; those with zero contract hours or are classified as on maternity / parental leave have been excluded.
- Charts containing 'Age' include all employees who have a calculated age between 15 and 99.

### Exclusions:

- Data has been excluded when it does not match the reporting variable standard format (i.e. if a sex code has not been assigned then the employee will be excluded from that chart or table, and where an incorrect ANZSCO code has been assigned, then they will also be excluded).
- For privacy reasons some data has been suppressed for numbers less than five.
- Any employee who has an employment end date entered (before or during the reporting quarter) has also been excluded since they left employment before the end of the reporting quarter.
- Charts containing 'ethnicity', exclude employees who do not have a valid ethnicity code.

## HEADCOUNT AND FTE BY DHB AND OCCUPATION GROUP

The following table shows the headcount of employees by their occupation grouping and DHB. It also includes columns for full-time equivalent counts (Contracted FTE, using a 2086 hour annual contract) and mean FTE (the average FTE calculation for all employees). Employees who do not have a contract of more than zero hours are excluded.

**Table 2: Headcount and FTE by DHB and occupation group**

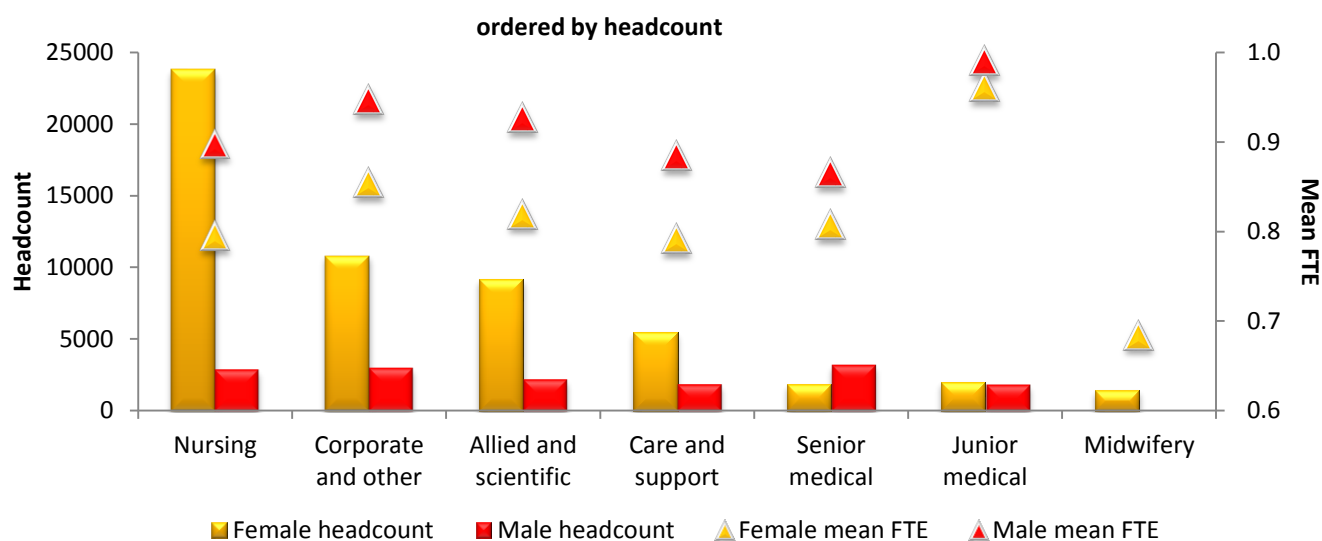
DHB	Nursing			Corporate and other			Allied & scientific			Care and support			Senior medical			Junior medical			Midwifery		
	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE	Head count	FTE	Mean FTE
Auckland	3446	2888.2	0.84	1607	1402.7	0.87	1912	1631.8	0.85	615	556.3	0.90	989	802.9	0.81	567	552.9	0.98	175	131.6	0.75
Bay of Plenty	1171	899.9	0.77	583	515.0	0.88	386	324.8	0.84	280	233.9	0.84	200	165.4	0.83	160	159.5	1.00	54	36.9	0.68
Canterbury	3392	2783.8	0.82	1666	1463.5	0.88	1566	1274.7	0.81	840	665.9	0.79	549	457.8	0.83	487	471.8	0.97	130	86.1	0.66
Capital & Coast	2194	1673.3	0.76	1079	961.8	0.89	712	602.4	0.85	587	437.4	0.75	385	299.7	0.78	367	342.6	0.93	138	74.6	0.54
Counties Manukau	2496	2133.7	0.85	1308	1110.4	0.85	1113	973.4	0.87	673	590.8	0.88	482	401.3	0.83	407	400.7	0.98	166	123.7	0.75
Hawke's Bay	1009	716.8	0.71	524	454.2	0.87	416	338.2	0.81	268	213.2	0.80	144	123.9	0.86	133	131.0	0.99	67	41.9	0.62
Hutt Valley	709	580.4	0.82	426	387.9	0.91	336	277.9	0.83	230	198.5	0.86	145	111.3	0.77	125	122.7	0.98	39	28.2	0.72
Lakes	524	411.5	0.79	290	260.0	0.90	167	143.5	0.86	131	109.3	0.83	83	72.5	0.87	77	76.8	1.00	33	24.6	0.75
MidCentral	1013	829.2	0.82	563	513.3	0.91	343	299.5	0.87	180	147.2	0.82	161	140.3	0.87	142	140.9	0.99	69	44.9	0.65
Nelson Marlborough	775	588.9	0.76	499	409.3	0.82	291	226.0	0.78	433	298.1	0.69	147	116.9	0.80	77	75.5	0.98	43	31.2	0.73
Northland	1061	795.5	0.75	533	438.2	0.82	406	329.9	0.81	330	232.9	0.71	178	172.5	0.97	106	105.2	0.99	64	40.3	0.63
South Canterbury	306	240.2	0.78	153	129.8	0.85	85	68.6	0.81	113	72.8	0.64	56	41.1	0.73	22	21.9	1.00	18	15.1	0.84
Southern	1743	1372.2	0.79	830	731.5	0.88	624	533.0	0.85	349	271.7	0.78	297	239.1	0.81	269	263.7	0.98	76	52.6	0.69
Tairāwhiti	316	243.0	0.77	158	144.7	0.92	110	91.8	0.83	73	57.2	0.78	57	51.9	0.91	19	19.0	1.00	21	15.4	0.73
Taranaki	589	448.4	0.76	373	334.2	0.90	235	191.2	0.81	182	155.1	0.85	97	84.3	0.87	68	67.0	0.99	31	22.6	0.73
Waikato	2460	2011.8	0.82	1438	1272.6	0.88	997	859.9	0.86	726	608.9	0.84	389	391.0	1.01	388	375.8	0.97	79	53.3	0.67
Wairarapa	265	183.8	0.69	117	90.7	0.77	60	45.5	0.76	34	24.8	0.73	33	26.9	0.81	15	14.4	0.96	16	9.2	0.57
Waitemata	2513	2132.7	0.85	1219	1073.7	0.88	1321	1093.0	0.83	1003	901.7	0.90	496	422.3	0.85	323	317.4	0.98	163	111.0	0.68
West Coast	308	259.4	0.84	171	140.1	0.82	89	77.7	0.87	137	77.5	0.57	33	28.4	0.86	10	10.0	1.00	13	8.8	0.68
Whanganui	380	307.8	0.81	202	175.0	0.87	132	106.4	0.81	100	83.7	0.84	53	48.5	0.91	37	36.6	0.99	21	17.0	0.81
<b>Grand Total</b>	<b>26670</b>	<b>21500.4</b>	<b>0.81</b>	<b>13739</b>	<b>12008.6</b>	<b>0.87</b>	<b>11301</b>	<b>9489.1</b>	<b>0.84</b>	<b>7284</b>	<b>5937.0</b>	<b>0.82</b>	<b>4974</b>	<b>4198.0</b>	<b>0.84</b>	<b>3799</b>	<b>3705.4</b>	<b>0.98</b>	<b>1416</b>	<b>968.9</b>	<b>0.68</b>

# 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	23,825	0.80	2,845	0.90	26,670	0.81
Corporate and other	10,795	0.85	2,944	0.95	13,739	0.87
Allied and scientific	9,143	0.82	2,158	0.93	11,301	0.84
Care and support	5,446	0.79	1,838	0.88	7,284	0.82
Senior medical	1,821	0.81	3,153	0.87	4,974	0.84
Junior medical	>1,995	0.96	>1,796	0.99	3,799	0.98
Midwifery	>1,409	0.68	**	**	1,416	0.68
Grand Total	<b>54,442</b>	<b>0.81</b>	<b>14,741</b>	<b>0.91</b>	<b>69,183</b>	<b>0.84</b>



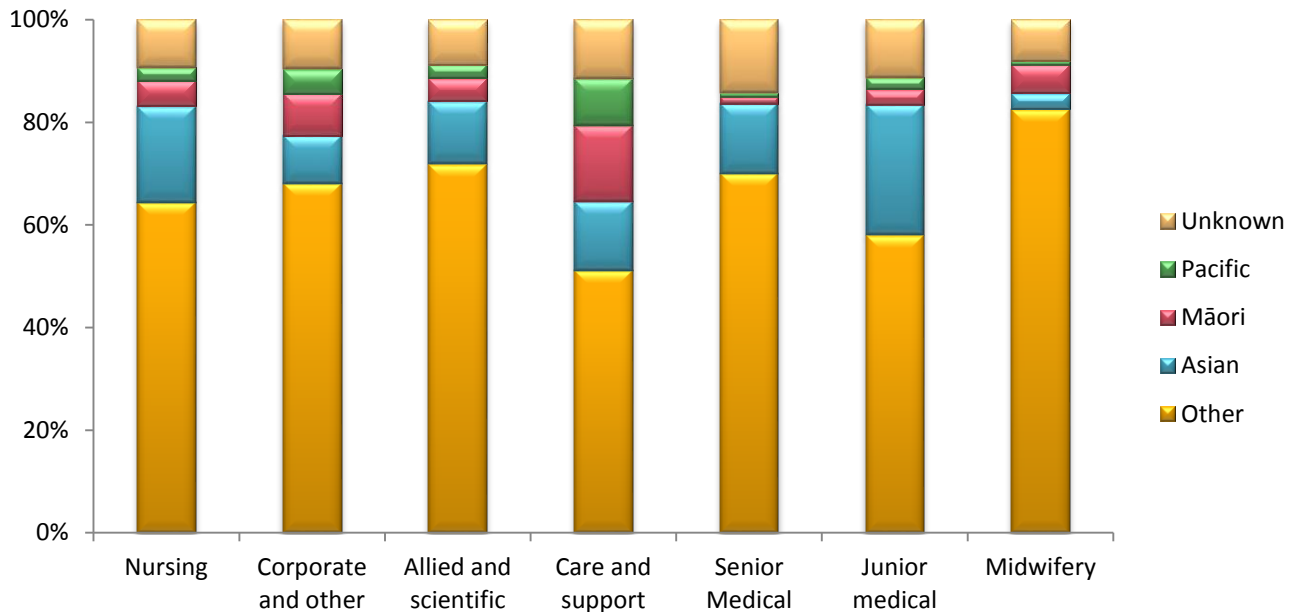
\*\* Data suppressed due to low headcounts (less than 5)

## HEADCOUNT BY OCCUPATION GROUP AND ETHNICITY

This chart shows the proportion (not the actual count of employees) of ethnicities reported within each occupation group. The table below details the actual count of employees for whom an ethnicity was reported.

The pie chart, on the next page, shows the distribution of all reported ethnicities for all DHBs.

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



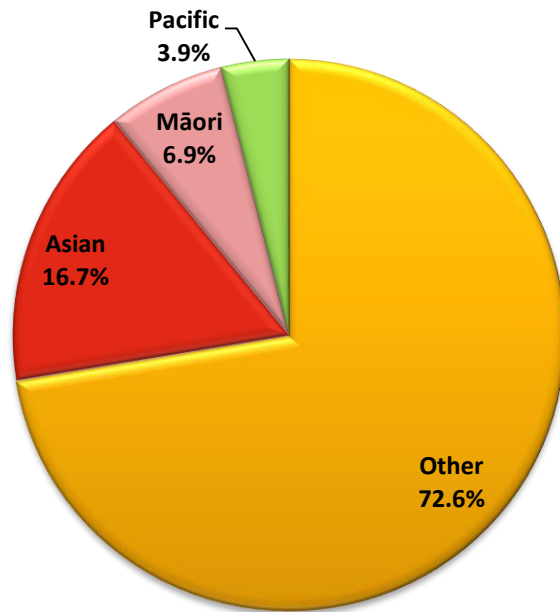
**Table 4: Count and proportion of ethnicities by occupation group**

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
<b>Nursing</b>	17,162	64.3%	5,020	18.8%	1,331	5.0%	678	2.5%	2,479	9.3%	26,670
<b>Corporate and other</b>	9,347	68.0%	1,293	9.4%	1,128	8.2%	644	4.7%	1,327	9.7%	13,739
<b>Allied and scientific</b>	8,123	71.9%	1,388	12.3%	503	4.5%	299	2.6%	988	8.7%	11,301
<b>Care and support</b>	3,722	51.1%	981	13.5%	1,076	14.8%	665	9.1%	840	11.5%	7,284
<b>Senior Medical</b>	3,481	70.0%	681	13.7%	68	1.4%	34	0.7%	710	14.3%	4,974
<b>Junior medical</b>	2,206	58.1%	967	25.5%	112	2.9%	84	2.2%	430	11.3%	3,799
<b>Midwifery</b>	1,169	82.6%	44	3.1%	79	5.6%	10	0.7%	114	8.1%	1,416
<b>Grand Total</b>	<b>45,210</b>	<b>65.3%</b>	<b>10,374</b>	<b>15.0%</b>	<b>4,297</b>	<b>6.2%</b>	<b>2,414</b>	<b>3.5%</b>	<b>6,888</b>	<b>10.0%</b>	<b>69,183</b>

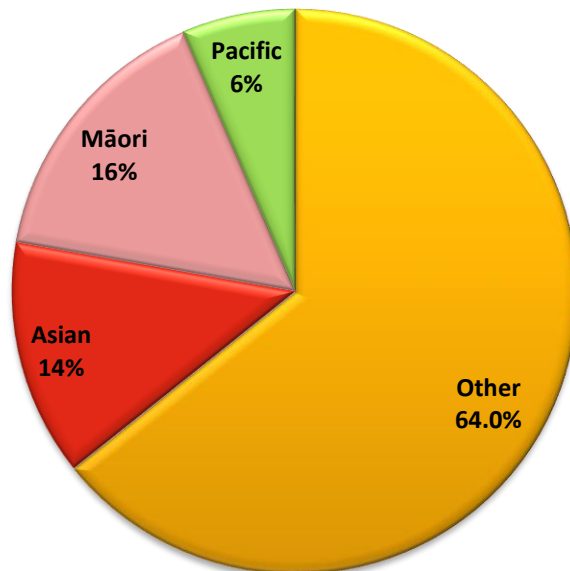
\* 'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Māori or Pacific.

This pie chart is based on the 62,295 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 September 2016.

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



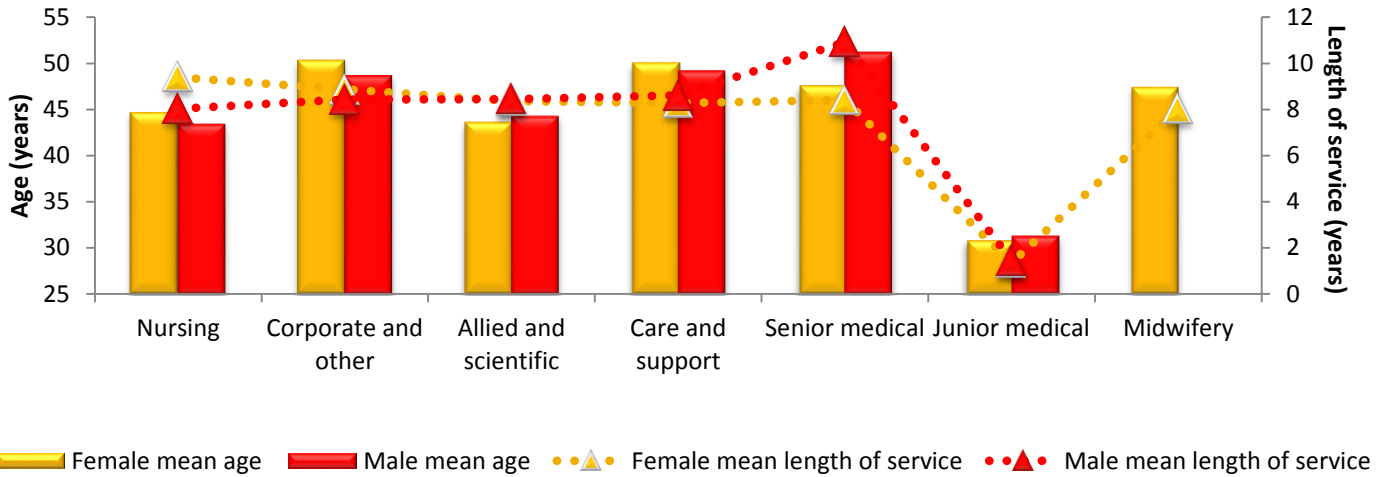
**Figure 5: Proportion of identifiable ethnicities for projected population data at 30 September 2016**



## AGES AND LENGTH OF SERVICE

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

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



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

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

Occupation group	Female		Male		Total	
	Mean length of service	Mean age	Mean length of service	Mean age	Mean length of service	Mean age
<b>Nursing</b>	9.4	44.7	8.0	43.5	9.2	44.6
<b>Corporate and other</b>	8.9	50.3	8.4	48.7	8.8	50.0
<b>Allied and scientific</b>	8.4	43.7	8.4	44.3	8.4	43.8
<b>Care and support</b>	8.3	50.0	8.6	49.3	8.4	49.8
<b>Senior medical</b>	8.4	47.6	10.9	51.3	10.0	49.9
<b>Junior medical</b>	1.3	30.9	1.4	31.4	1.4	31.1
<b>Midwifery</b>	8.0	47.4	**	**	8.0	47.4
<b>Grand Total</b>	<b>8.6</b>	<b>45.8</b>	<b>8.1</b>	<b>45.6</b>	<b>8.5</b>	<b>45.8</b>

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

# TABLES AND CHARTS BY DHB

This section looks at the same statistics given in the first section but broken down by DHB rather than occupation group. Page 7 has a table of figures for FTE and headcount which looks at both DHB and occupation grouping.

## COUNT OF EMPLOYEES AND MEAN FTE BY SEX AND DHB

This chart examines the number (headcount) of employees by sex and DHB (left hand axis). The DHBs have been ordered in descending size of employee headcount. The right hand axis refers to the mean FTE for all employees (by DHB and sex). The following table shows the count of employees and mean FTEs by sex for each DHB.

Figure 7: Headcount and mean FTE by sex and DHB

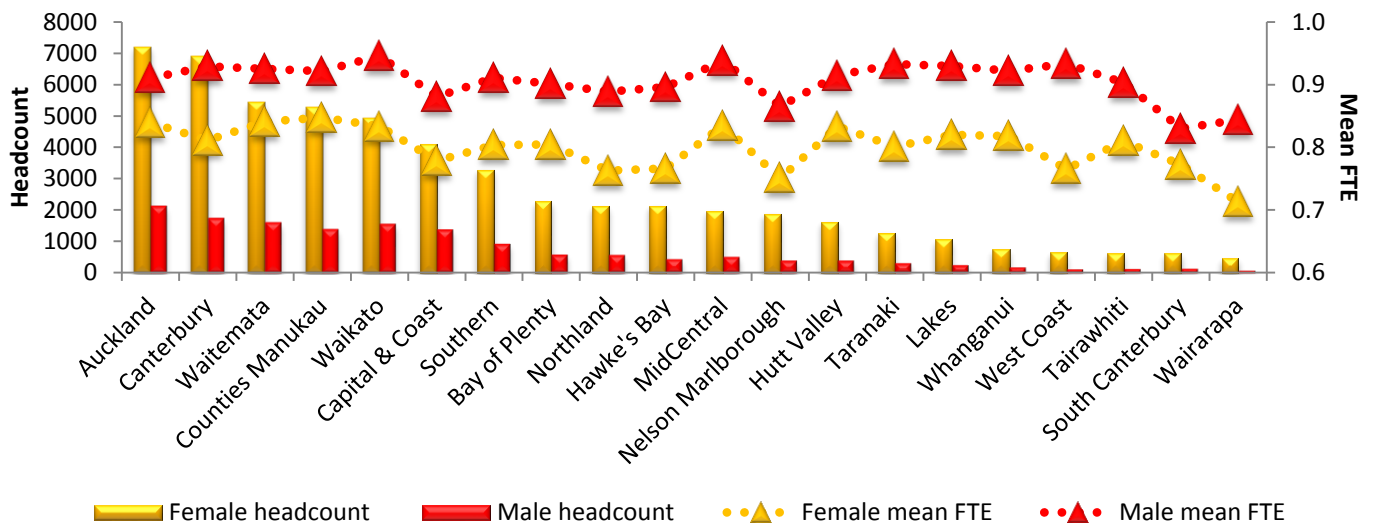


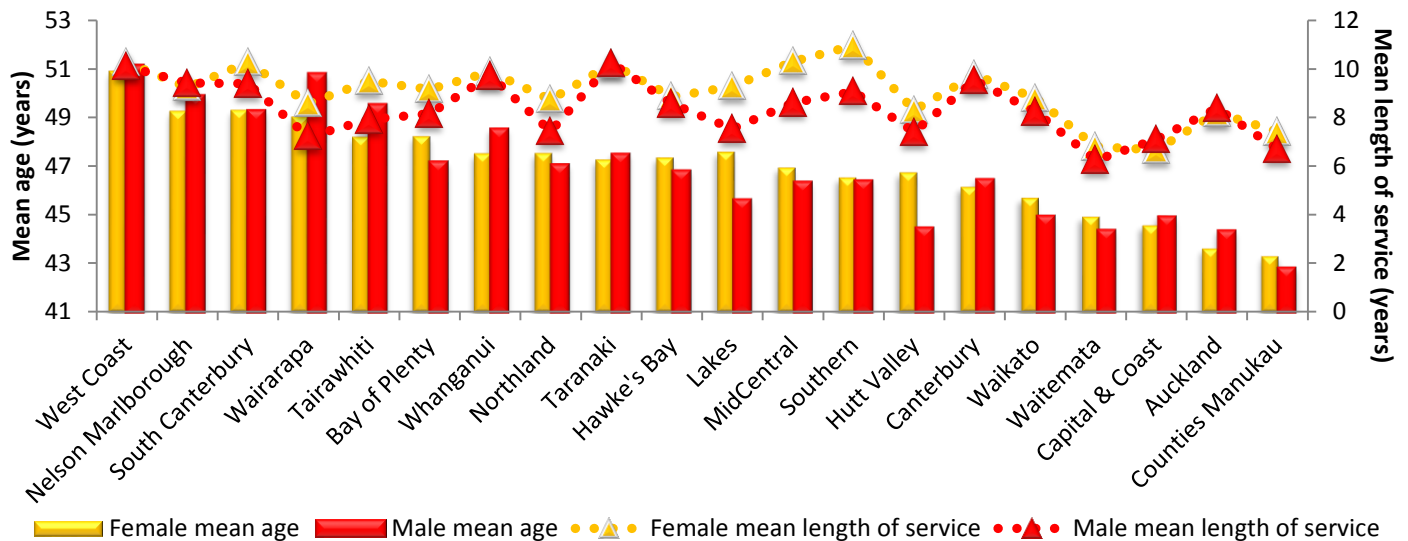
Table 6: Headcount and mean FTE by sex and DHB

		Auckland	Canterbury	Waitemata	Countries Manukau	Waikato	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	West Coast	Tairāwhiti	South Canterbury	Wairarapa
Female	Head count	7204	6905	5441	5265	4931	4091	3274	2258	2107	2121	1960	1866	1617	1264	1048	747	644	622	617	460
	Mean FTE	0.84	0.81	0.84	0.85	0.83	0.78	0.80	0.80	0.76	0.77	0.83	0.75	0.83	0.80	0.82	0.82	0.77	0.81	0.77	0.71
Male	Head count	2107	1725	1597	1380	1546	1371	914	576	571	440	511	399	393	311	257	178	117	132	136	80
	Mean FTE	0.91	0.93	0.93	0.92	0.95	0.88	0.91	0.90	0.89	0.90	0.94	0.87	0.91	0.93	0.93	0.92	0.93	0.90	0.83	0.84
Total	Head count	9311	8630	7038	6645	6477	5462	4188	2834	2678	2561	2471	2265	2010	1575	1305	925	761	754	753	540
	Mean FTE	0.86	0.83	0.86	0.86	0.86	0.80	0.83	0.82	0.79	0.79	0.86	0.77	0.85	0.83	0.84	0.84	0.79	0.83	0.78	0.73

## MEAN AGES AND MEAN LENGTH OF SERVICE BY DHB AND SEX

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

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



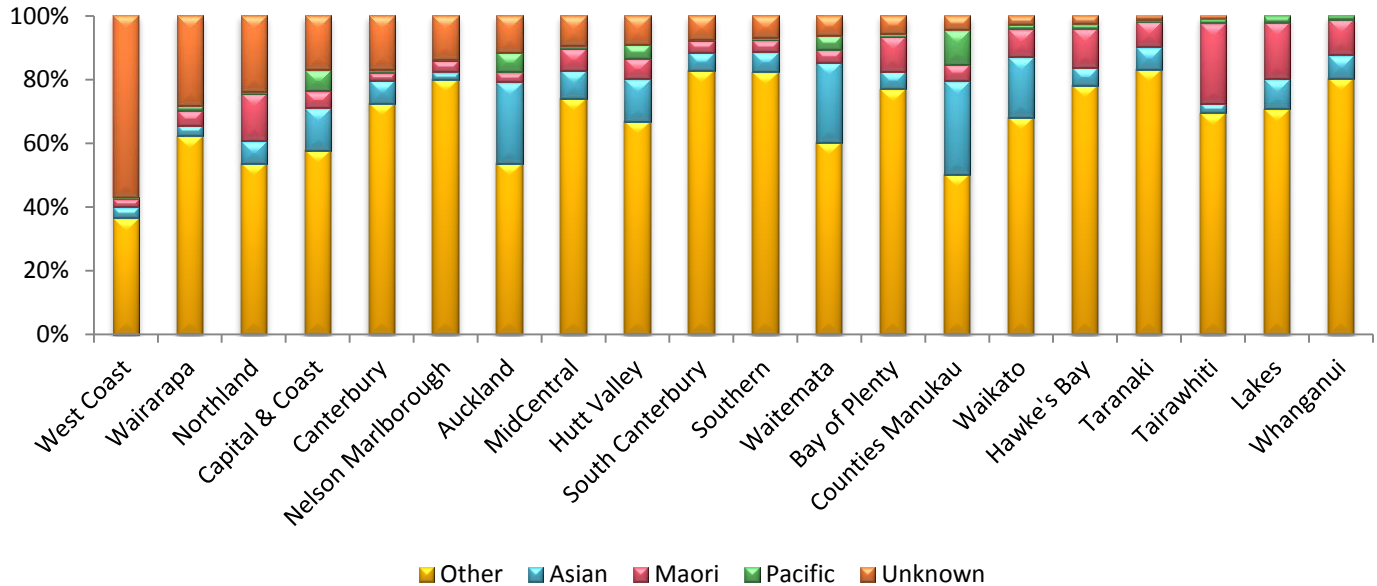
**Table 7: Mean ages and mean length of service by DHB and sex**

DHB	Female mean length of service	Female mean age	Male mean length of service	Male mean age	All staff mean length of service	All staff mean age
West Coast	10.3	50.9	10.1	51.1	10.2	50.9
Nelson Marlborough	9.2	49.3	9.4	49.9	9.3	49.4
South Canterbury	10.3	49.3	9.4	49.3	10.1	49.3
Wairarapa	8.6	49.0	7.2	50.8	8.4	49.3
Tairarwhiti	9.5	48.2	7.9	49.5	9.2	48.4
Bay of Plenty	9.2	48.2	8.2	47.2	9.0	48.0
Whanganui	9.9	47.5	9.7	48.5	9.9	47.7
Northland	8.7	47.5	7.4	47.1	8.5	47.4
Taranaki	10.2	47.3	10.2	47.5	10.2	47.3
Hawke's Bay	8.9	47.4	8.6	46.8	8.8	47.3
Lakes	9.3	47.6	7.5	45.6	8.9	47.2
MidCentral	10.3	47.0	8.6	46.4	10.0	46.8
Southern	11.0	46.5	9.1	46.4	10.5	46.5
Hutt Valley	8.3	46.7	7.4	44.5	8.1	46.3
Canterbury	9.8	46.2	9.5	46.5	9.7	46.2
Waikato	8.8	45.7	8.2	45.0	8.7	45.5
Waitemata	6.8	44.9	6.3	44.4	6.7	44.8
Capital & Coast	6.7	44.6	7.1	44.9	6.8	44.7
Auckland	8.2	43.6	8.4	44.4	8.2	43.8
Counties Manukau	7.4	43.3	6.7	42.8	7.3	43.2
<b>Grand Total</b>	<b>8.6</b>	<b>45.8</b>	<b>8.1</b>	<b>45.6</b>	<b>8.5</b>	<b>45.8</b>

## 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	278	26	>16	**	433	761
Wairarapa	336	18	26	8	152	540
Northland	1,437	191	396	19	635	2,678
Capital & Coast	3,152	731	291	363	925	5,462
Canterbury	6,258	626	210	76	1,460	8,630
Nelson Marlborough	1,813	53	81	8	310	2,265
Auckland	5,004	2,370	295	568	1,074	9,311
MidCentral	1,831	218	170	25	227	2,471
Hutt Valley	1,342	269	131	89	179	2,010
South Canterbury	624	42	>25	**	56	753
Southern	3,454	260	155	29	290	4,188
Waitemata	4,239	1,776	286	310	427	7,038
Bay of Plenty	2,182	159	312	19	162	2,834
Counties Manukau	3,340	1,944	347	725	289	6,645
Waikato	4,412	1,229	575	84	177	6,477
Hawke's Bay	2,004	142	316	32	67	2,561
Taranaki	1,312	108	128	9	18	1,575
Tairāwhiti	524	23	191	9	7	754
Lakes	924	122	234	25	0	1,305
Whanganui	744	67	104	10	0	925
<b>Grand Total</b>	<b>45,210</b>	<b>10,374</b>	<b>4,297</b>	<b>2,414</b>	<b>6,888</b>	<b>69,183</b>

\* '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	12.4	10.4	9.9	9.7	10.3	2.2	10.3	10.5
West Coast	11.5	8.6	10.3	11.2	6.7	0.5	9	10.2
Taranaki	11.7	10.5	9.7	10.2	8.5	1.4	7.1	10.2
South Canterbury	11.2	9.8	10.7	9.4	9.9	1.2	7.2	10.1
MidCentral	11.3	9.9	9.3	10.3	10.9	1.7	8.8	10
Whanganui	10	10.4	10.9	10.6	9.3	0.6	9.8	9.9
Canterbury	10.7	9.2	9.5	9.8	11.5	2.5	10.6	9.7
Nelson Marlborough	10.7	8.1	8.5	9.5	10.8	1.1	8.1	9.3
Tairāwhiti	10.8	9.4	7.5	9	7.3	1	5.4	9.2
Bay of Plenty	10.1	9.5	8.3	7.8	9.6	1.3	9.5	9
Lakes	9.8	9.2	10.1	8.3	8.5	1.3	8	8.9
Hawke's Bay	9.2	9.8	8.7	8.7	10.1	1.5	9	8.8
Waikato	9.5	9.2	8.4	7.8	10.7	2.2	6.8	8.7
Northland	9.2	9.4	8.8	6.4	8.8	1.3	8.4	8.5
Wairarapa	8.7	8	11.1	5.5	8.1	0.2	8.9	8.4
Auckland	8.2	8.9	8.3	9.4	10.6	0.8	7.8	8.2
Hutt Valley	9.1	8.5	7.5	8.8	9.3	0.7	8.6	8.1
Counties Manukau	7.7	7.8	6.8	7.7	9.6	0.7	6.7	7.3
Capital & Coast	7.1	6.9	6.4	7.4	9.6	1.2	6.3	6.8
Waitemata	6.6	7	7.4	6.2	8.7	0.7	7.5	6.7
<b>Grand Total</b>	<b>9.2</b>	<b>8.8</b>	<b>8.4</b>	<b>8.4</b>	<b>10</b>	<b>1.4</b>	<b>8</b>	<b>8.5</b>

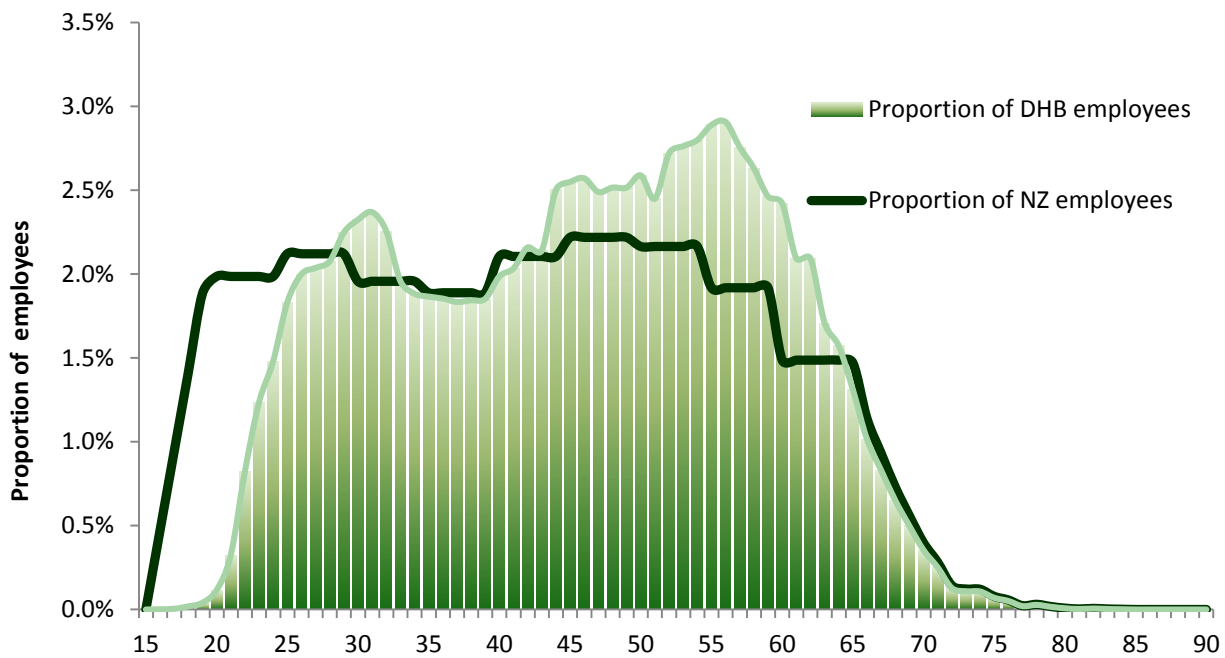


# ANALYSIS BY POPULATION

## 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 September 2016 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand.

**Figure 10: Distribution of overall DHB occupation by age, with national employee data**



## ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION

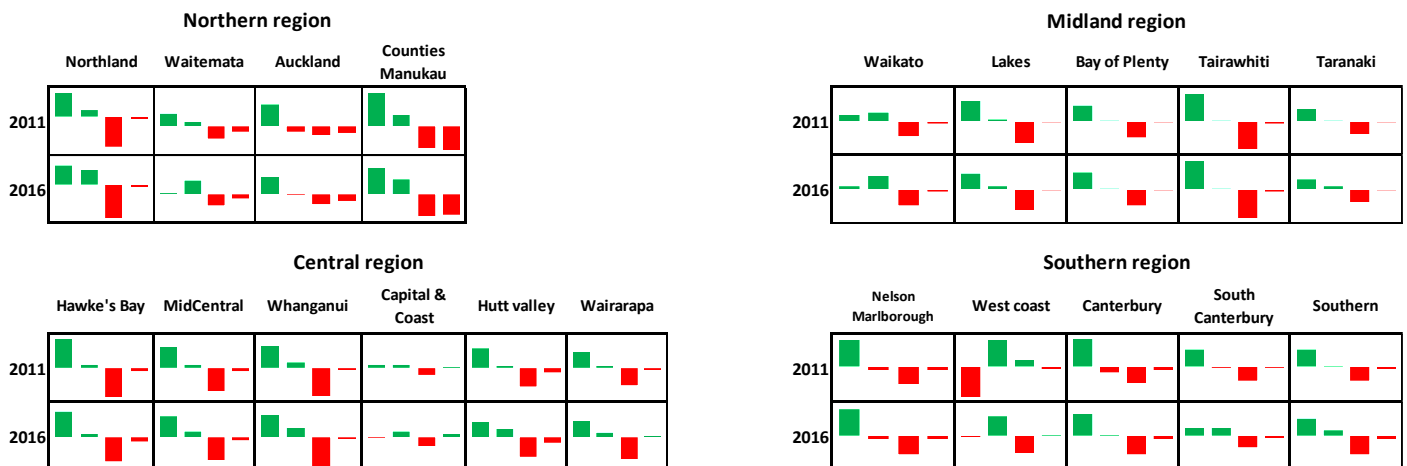
The following charts look at the ethnic representation of DHB staff to the resident population.

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

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

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

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



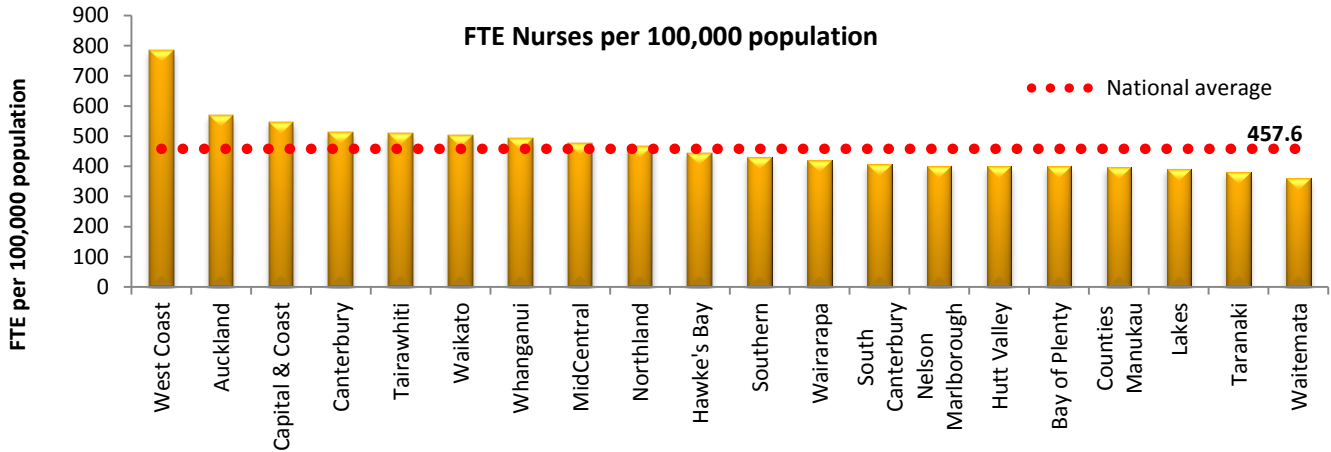
Note: The four bars are ordered as: Other, Asian, Māori and Pacific

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

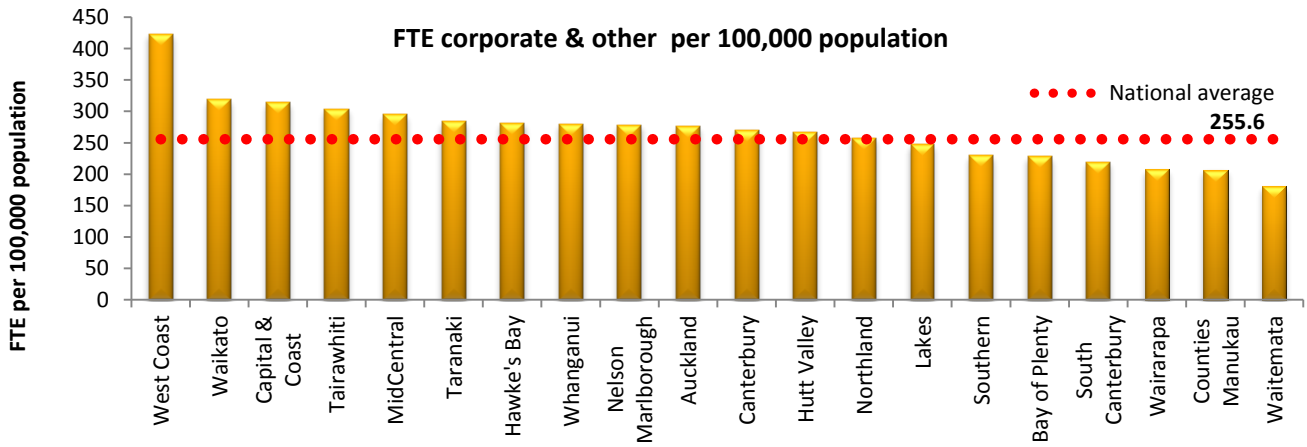
## POPULATION DENSITY BY WORKFORCE AND DHB

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

**Figure 11: Population density of Nurses by DHB**



**Figure 12: Population density of Corporate & Other by DHB**



**Figure 13: Population density of Allied & Scientific by DHB**

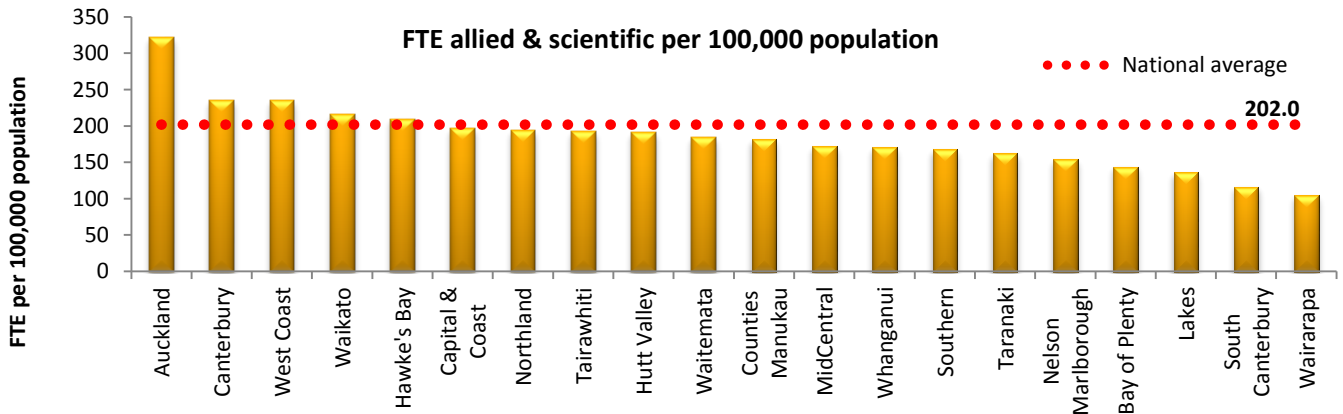


Figure 14: Population density of Care & Support by DHB

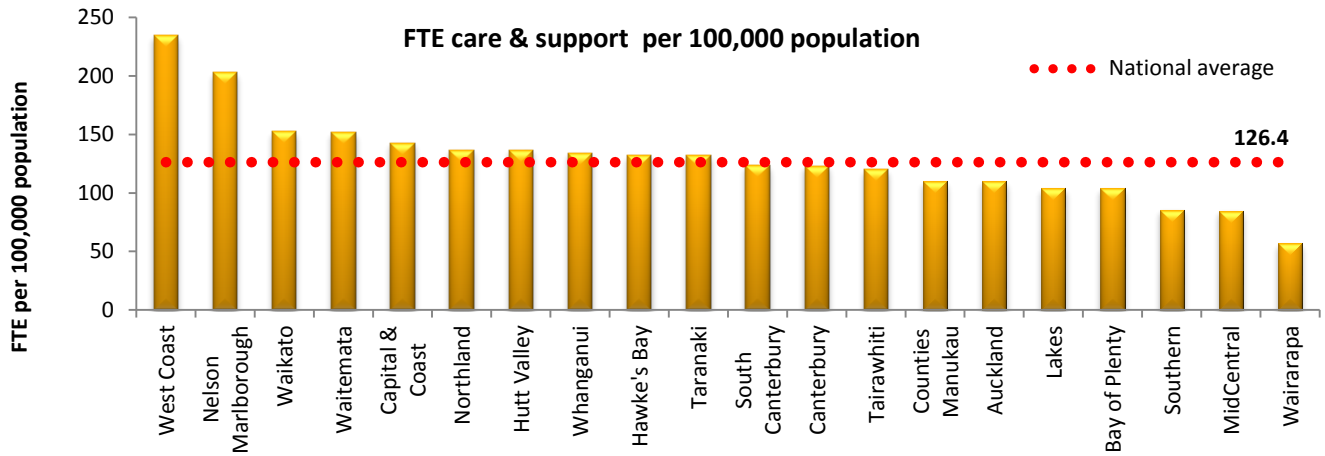


Figure 15: Population density of Senior Medical by DHB

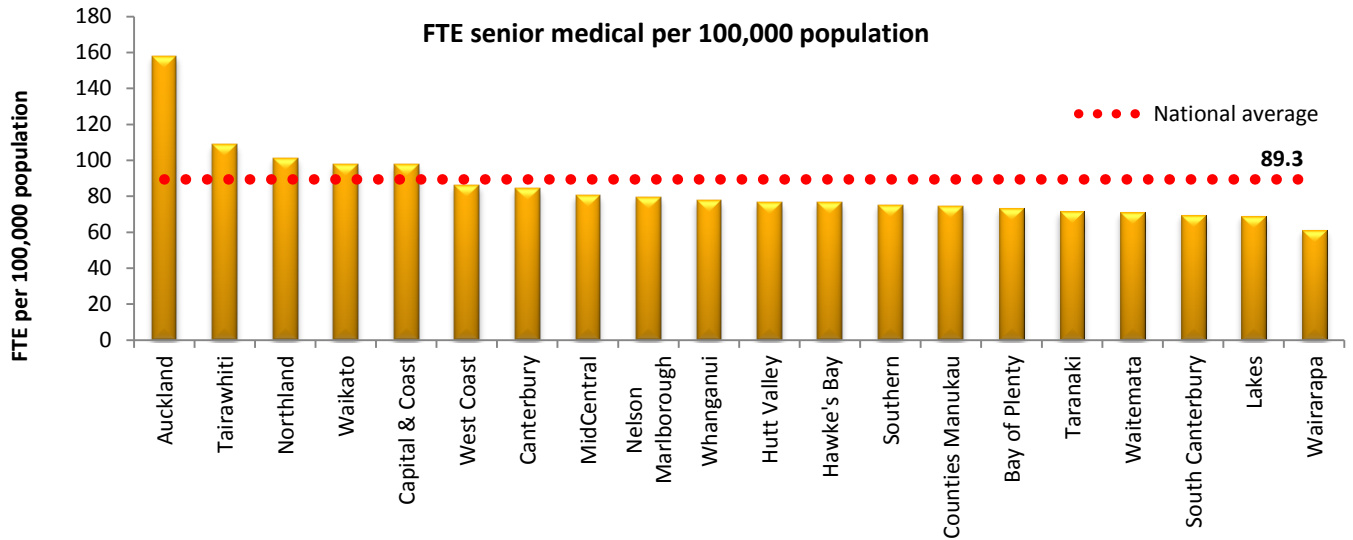


Figure 16: Population density of Junior Medical by DHB

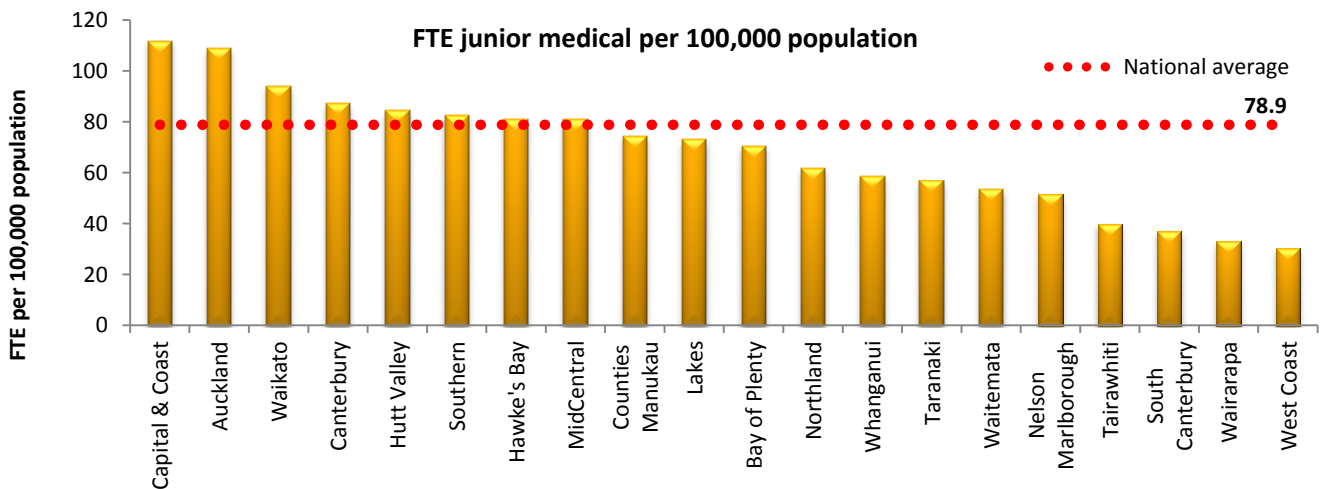


Figure 17: Population density of Midwives by DHB

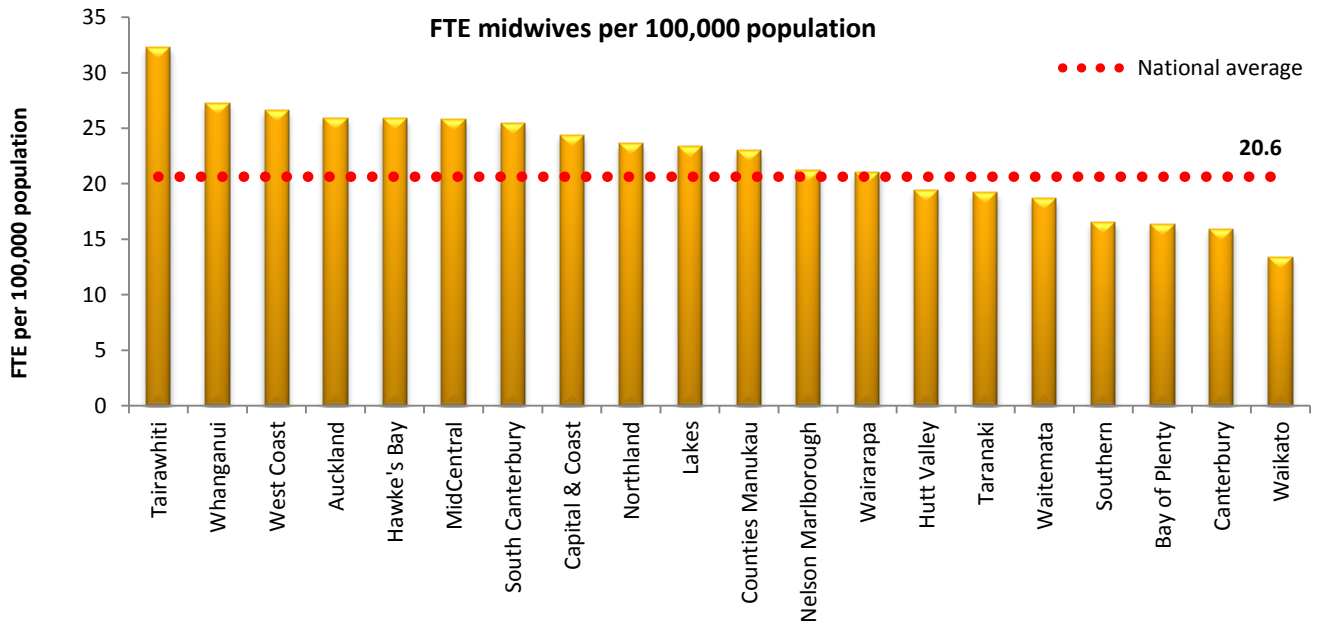


Figure 18: Population density of all DHB staff by DHB

