



Prepared by:

Kahui tuitui tangata

**DISTRICT HEALTH BOARD
EMPLOYED WORKFORCE
QUARTERLY REPORT**

1 JULY TO 30 SEPTEMBER 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 July 2018 to 30 September 2018 and is a snapshot in time at 30 September 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 July 2018 to September 2018 inclusive and is a snapshot taken by the DHBs on 30 September 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

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Contact: DHBWI@tas.health.nz

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 September 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. 'Other' include those on maternity / parental leave, and those who have not been reported with an employment status code.

<p>Total employees 72,704 57,155 female 15,549 male</p>	<p>61,264 FTE 47,001 FTE* females 14,263 FTE* males</p>	<p>Largest occupation group: Nurses – 27,927 Smallest occupation group: Midwives – 1,433</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 31.1 years)</p>	<p>Oldest female occupation groups: Corporate and other (mean age 50.2 years) Youngest female occupation group: RMO (mean age 31.0 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 1.4 years)</p>	<p>Employee reported ethnicities:</p> <p>Other** – 69.0% Asian – 19.1% Māori – 7.7% Pacific – 4.2%</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

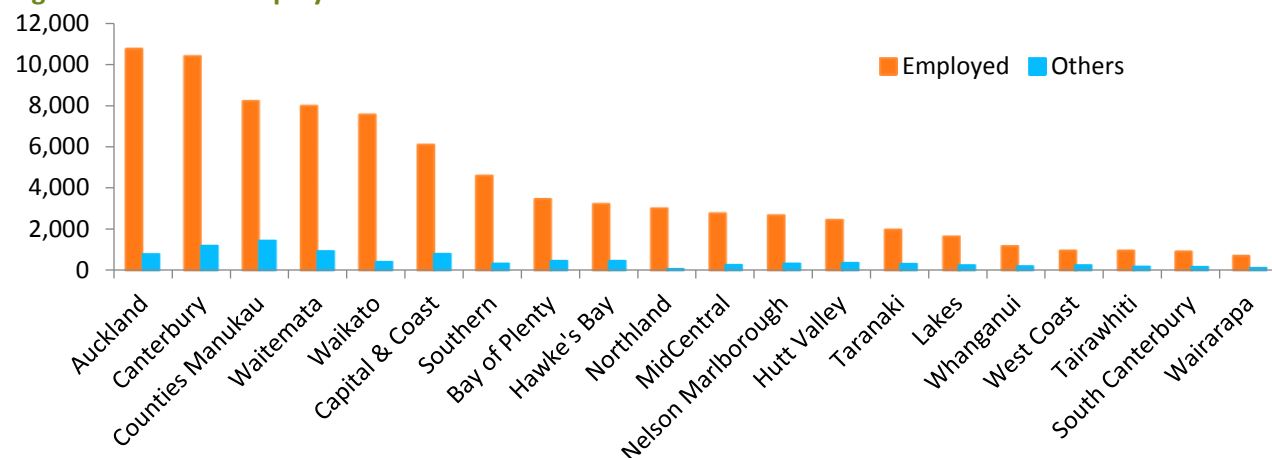


Table 1: Distribution of employment types

DHB	Employed	Others	Total	Proportion of DHB workforce
Auckland	9,984	749	10,733	13.2%
Canterbury	9,247	1,145	10,392	12.7%
Counties Manukau	6,846	1,367	8,213	10.1%
Waitemata	7,089	893	7,982	9.8%
Waikato	7,172	385	7,557	9.3%
Capital & Coast	5,322	762	6,084	7.5%
Southern	4,292	309	4,601	5.6%
Bay of Plenty	3,016	436	3,452	4.2%
Hawke's Bay	2,784	444	3,228	4.0%
Northland	2,964	66	3,030	3.7%
MidCentral	2,530	244	2,774	3.4%
Nelson Marlborough	2,366	310	2,676	3.3%
Hutt Valley	2,115	342	2,457	3.0%
Taranaki	1,678	300	1,978	2.4%
Lakes	1,410	236	1,646	2.0%
Whanganui	993	189	1,182	1.4%
West Coast	742	228	970	1.2%
Tairāwhiti	793	172	965	1.2%
South Canterbury	755	158	913	1.1%
Wairarapa	606	112	718	0.9%
Grand Total	72,704	8,847	81,551	100.0%

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 gender 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.

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	3683	3132.0	0.85	1812	1599.3	0.88	1981	1722.0	0.87	706	654.3	0.93	1061	861.0	0.81	582	576.6	0.99	159	122.4	0.77
Bay of Plenty	1210	929.2	0.77	620	548.1	0.88	435	367.2	0.84	293	242.0	0.83	216	178.0	0.82	186	185.6	1.00	56	39.1	0.70
Canterbury	3567	2949.8	0.83	1911	1662.8	0.87	1578	1307.0	0.83	970	764.1	0.79	586	492.7	0.84	500	492.2	0.98	135	88.5	0.66
Capital & Coast	2187	1760.3	0.80	1032	933.6	0.90	736	633.8	0.86	454	405.7	0.89	421	334.5	0.79	380	370.1	0.97	112	78.3	0.70
Counties Manukau	2627	2207.5	0.84	1311	1121.4	0.86	1085	927.1	0.85	711	619.2	0.87	539	452.1	0.84	388	382.5	0.99	185	134.1	0.72
Hawke's Bay	1095	786.5	0.72	563	487.1	0.87	459	371.7	0.81	297	233.1	0.78	148	127.7	0.86	156	154.6	0.99	66	41.8	0.63
Hutt Valley	714	589.5	0.83	459	417.2	0.91	348	284.1	0.82	241	211.4	0.88	153	118.6	0.78	155	152.6	0.98	45	30.7	0.68
Lakes	571	449.0	0.79	307	274.2	0.89	186	158.5	0.85	125	102.7	0.82	95	84.8	0.89	91	91.0	1.00	35	26.0	0.74
MidCentral	1029	840.0	0.82	600	549.6	0.92	347	306.3	0.88	173	139.7	0.81	165	147.2	0.89	159	156.3	0.98	57	38.9	0.68
Nelson Marlborough	790	576.2	0.73	518	419.8	0.81	329	249.1	0.76	451	324.3	0.72	148	121.2	0.82	89	88.4	0.99	41	27.2	0.66
Northland	1156	897.3	0.78	564	491.1	0.87	465	388.3	0.84	402	308.9	0.77	193	188.8	0.98	121	120.8	1.00	63	39.2	0.62
South Canterbury	323	249.4	0.77	155	121.7	0.78	95	74.6	0.79	76	53.4	0.70	62	45.7	0.74	25	24.9	1.00	19	14.1	0.74
Southern	1798	1430.2	0.80	839	741.3	0.88	640	542.8	0.85	353	277.3	0.79	301	239.0	0.79	285	275.2	0.97	76	52.8	0.69
Tairāwhiti	317	247.9	0.78	187	167.6	0.90	108	87.9	0.81	83	67.6	0.81	58	50.4	0.87	20	19.7	0.98	20	14.8	0.74
Taranaki	623	480.6	0.77	386	345.4	0.89	241	197.0	0.82	191	159.1	0.83	117	100.2	0.86	88	86.5	0.98	32	24.0	0.75
Waikato	2738	2288.7	0.84	1580	1404.8	0.89	1065	930.7	0.87	811	686.7	0.85	429	379.0	0.88	433	426.2	0.98	116	84.3	0.73
Wairarapa	273	192.3	0.70	133	107.7	0.81	72	52.5	0.73	60	41.3	0.69	34	30.1	0.89	15	14.4	0.96	19	13.0	0.68
Waitemata	2498	2116.8	0.85	1308	1141.2	0.87	1295	1081.2	0.83	972	869.3	0.89	507	432.6	0.85	347	340.5	0.98	162	110.3	0.68
West Coast	308	259.1	0.84	158	132.7	0.84	74	66.6	0.90	148	102.8	0.69	31	26.5	0.86	10	9.5	0.95	13	8.7	0.67
Whanganui	420	342.7	0.82	210	185.8	0.88	132	110.8	0.84	114	92.1	0.81	55	50.0	0.91	40	39.8	0.99	22	16.6	0.75
Grand Total	27927	22725.1	0.81	14653	12852.3	0.88	11671	9859.1	0.84	7631	6355.2	0.83	5319	4460.1	0.84	4070	4007.3	0.98	1433	1004.9	0.70

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

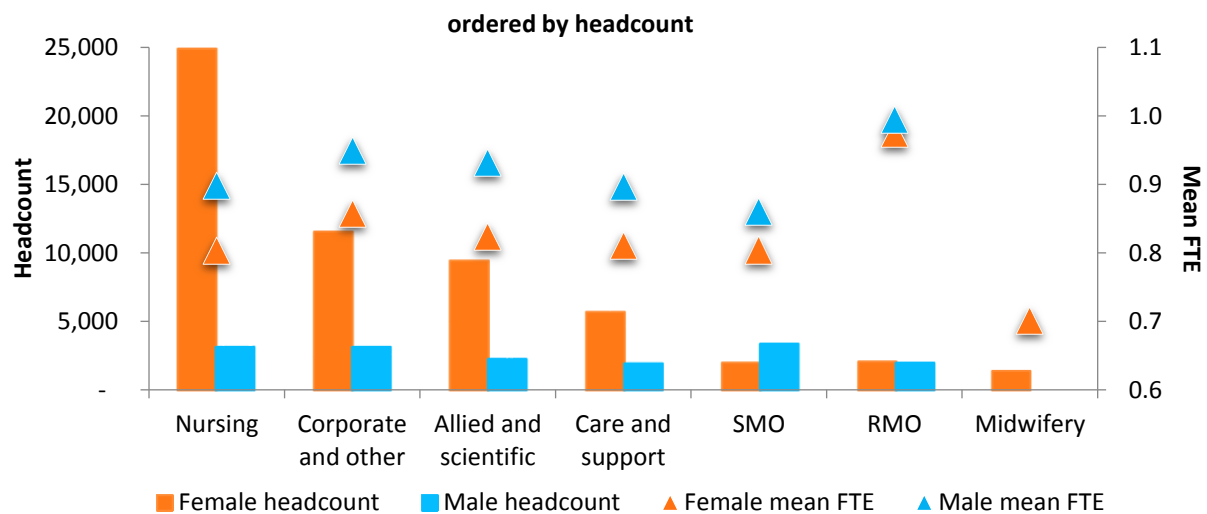


Table 3: Occupation group headcount and mean FTE by gender

Occupation group	Female		Male		Total	
	Headcount	Mean FTE	Headcount	Mean FTE	Headcount	Mean FTE
Nursing	24,838	0.80	3,089	0.90	27,927	0.81
Corporate and other	11,572	0.86	3,081	0.95	14,653	0.88
Allied and scientific	9,460	0.82	2,211	0.93	11,671	0.84
Care and support	5,715	0.81	1,916	0.90	7,631	0.83
SMO	2,030	0.80	3,289	0.86	5,319	0.84
RMO	>2,106	0.97	>1,956	1.00	4,070	0.98
Midwifery	>1,426	0.70	**	**	1,433	0.70
Grand Total	57,155	0.82	15,549	0.92	72,704	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

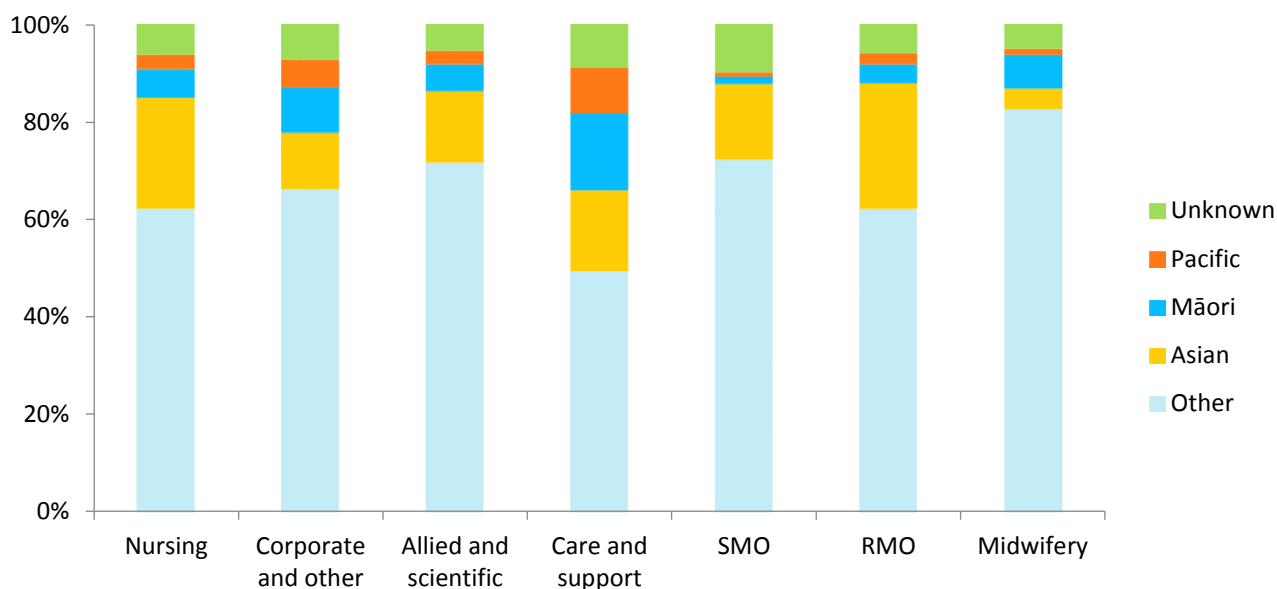


Table 4: Count and proportion of ethnicities by occupation group

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	17,386	62.3%	6,339	22.7%	1,652	5.9%	845	3.0%	1,705	6.1%	27,927
Corporate and other	9,698	66.2%	1,714	11.7%	1,374	9.4%	833	5.7%	1,034	7.1%	14,653
Allied and scientific	8,365	71.7%	1,714	14.7%	645	5.5%	323	2.8%	624	5.3%	11,671
Care and support	3,773	49.4%	1,270	16.6%	1,220	16.0%	707	9.3%	661	8.7%	7,631
SMO	3,844	72.3%	826	15.5%	88	1.7%	47	0.9%	514	9.7%	5,319
RMO	2,532	62.2%	1,049	25.8%	159	3.9%	94	2.3%	236	5.8%	4,070
Midwifery	1,184	82.6%	61	4.3%	99	6.9%	18	1.3%	71	5.0%	1,433
Grand Total	46,782	64.3%	12,973	17.8%	5,237	7.2%	2,867	3.9%	4,845	6.7%	72,704

* '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 67,859 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 2018.

Figure 4: Proportion of identifiable ethnicities for all DHB employees

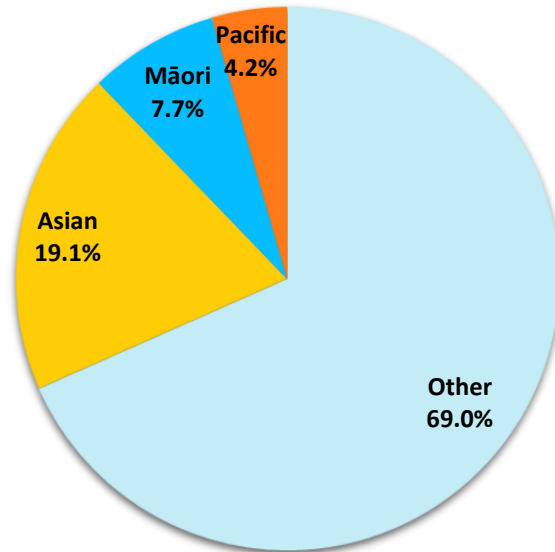
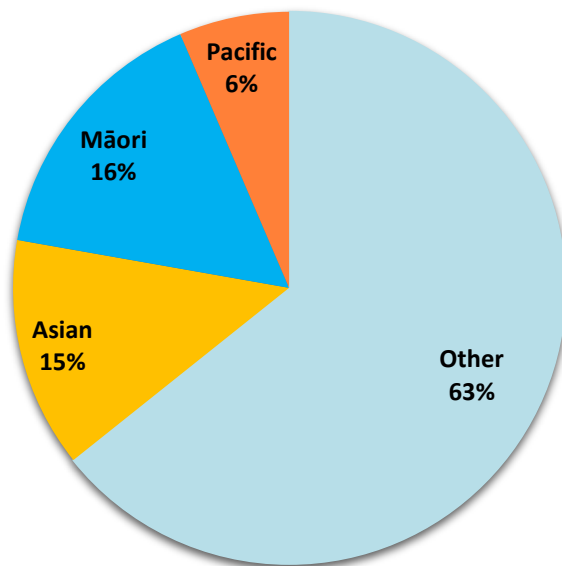


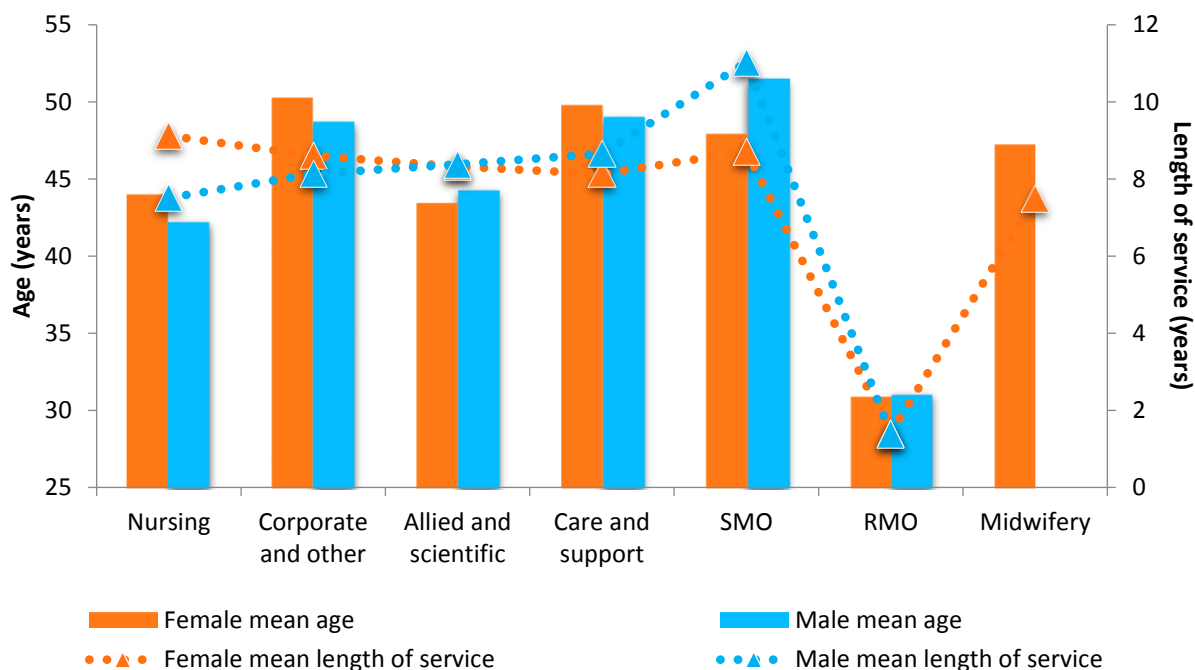
Figure 5: Proportion of identifiable ethnicities for projected population data at 30 September 2018



AGES AND LENGTH OF SERVICE

Figure 7: 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	9.1	44.0	7.5	42.2	8.9	43.8
Corporate and other	8.6	50.2	8.1	48.7	8.5	49.9
Allied and scientific	8.3	43.4	8.4	44.3	8.3	43.6
Care and support	8.1	49.8	8.7	49.0	8.3	49.6
SMO	8.7	47.9	11.0	51.4	10.1	50.1
RMO	1.4	31.0	1.4	31.1	1.4	31.0
Midwifery	7.5	47.2	11.7	48.6	7.5	47.2
Grand Total	8.4	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 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 8: Headcount and mean FTE by gender and DHB

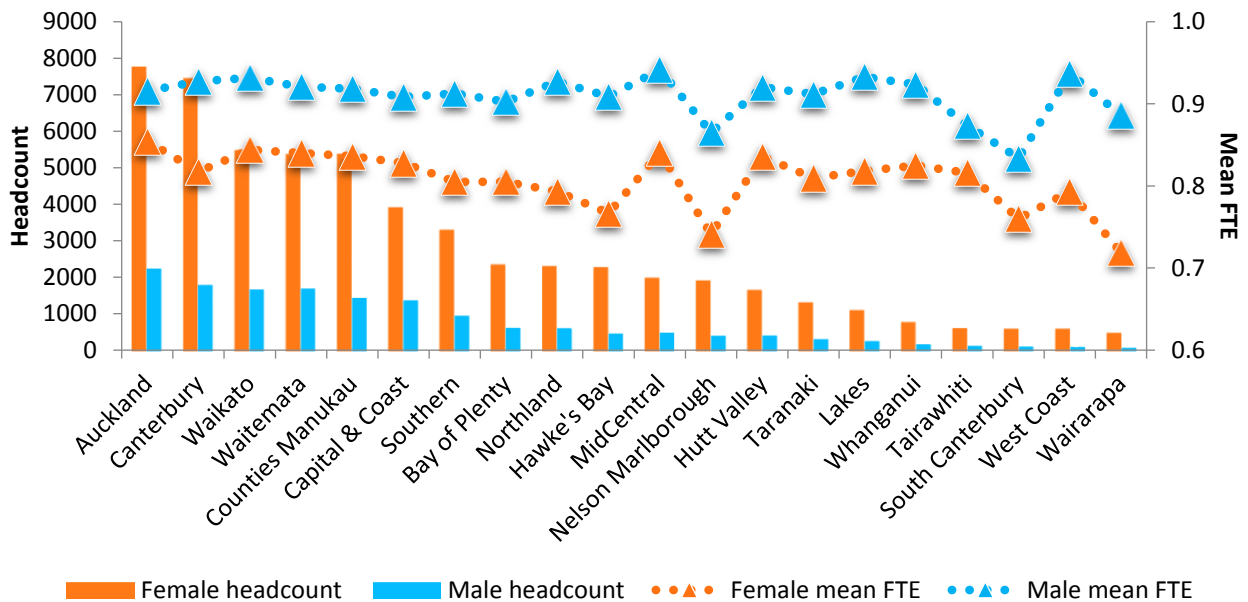


Table 6: Headcount and mean FTE by gender and DHB

		Auckland	Canterbury	Waikato	Waitemata	Counties Manukau	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson	Marlborough	Hutt Valley	Taranaki	Lakes	Whanganui	Tairāwhiti	South Canterbury	West Coast	Wairarapa
Female	Headcount	7759	7456	5502	5397	5403	3948	3331	2383	2345	2306	2021	1946	1687	1343	1128	804	640	622	621	513	
	Mean FTE	0.85	0.82	0.84	0.84	0.84	0.83	0.81	0.80	0.79	0.77	0.84	0.74	0.84	0.81	0.82	0.82	0.82	0.76	0.79	0.72	
Male	Headcount	2225	1791	1670	1692	1443	1374	961	633	619	478	509	420	428	335	282	189	153	133	121	93	
	Mean FTE	0.92	0.93	0.93	0.92	0.92	0.91	0.91	0.90	0.93	0.91	0.94	0.86	0.92	0.91	0.93	0.92	0.87	0.83	0.94	0.89	
Total	Headcount	9984	9247	7172	7089	6846	5322	4292	3016	2964	2784	2530	2366	2115	1678	1410	993	793	755	742	606	
	Mean FTE	0.87	0.84	0.86	0.86	0.85	0.85	0.83	0.83	0.82	0.79	0.86	0.76	0.85	0.83	0.84	0.84	0.83	0.77	0.82	0.74	

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 9: Mean ages and mean length of service by DHB and gender

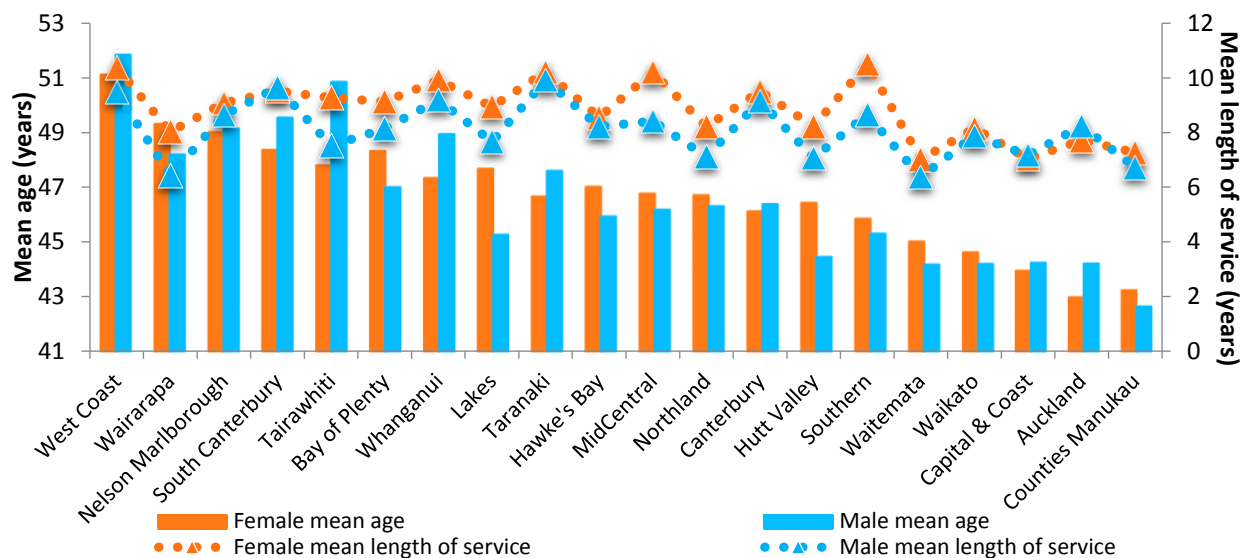


Table 7: Mean ages and mean length of service by DHB and gender

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	10.4	51.1	9.5	51.8	10.2	51.2
Wairarapa	8.0	49.3	6.4	48.2	7.8	49.1
Nelson Marlborough	9.1	49.0	8.6	49.1	9.0	49.0
South Canterbury	9.5	48.4	9.7	49.5	9.5	48.6
Tairāwhiti	9.3	47.8	7.5	50.8	8.9	48.4
Bay of Plenty	9.1	48.3	8.1	47.0	8.9	48.0
Whanganui	9.9	47.3	9.2	48.9	9.8	47.6
Lakes	8.9	47.7	7.7	45.3	8.7	47.2
Taranaki	10.2	46.7	9.9	47.6	10.2	46.8
Hawke's Bay	8.6	47.0	8.2	45.9	8.5	46.8
MidCentral	10.2	46.8	8.4	46.2	9.9	46.6
Northland	8.2	46.7	7.1	46.3	8.0	46.6
Canterbury	9.5	46.1	9.2	46.4	9.4	46.2
Hutt Valley	8.2	46.4	7.1	44.5	8.0	46.0
Southern	10.5	45.9	8.7	45.3	10.1	45.7
Waitemata	7.0	45.0	6.4	44.2	6.9	44.8
Waikato	8.1	44.6	7.9	44.2	8.1	44.5
Capital & Coast	7.0	44.0	7.2	44.2	7.1	44.0
Auckland	7.7	43.0	8.2	44.2	7.8	43.3
Counties Manukau	7.3	43.2	6.7	42.6	7.2	43.1
Grand Total	8.4	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 10: Proportion of reported ethnicities by DHB

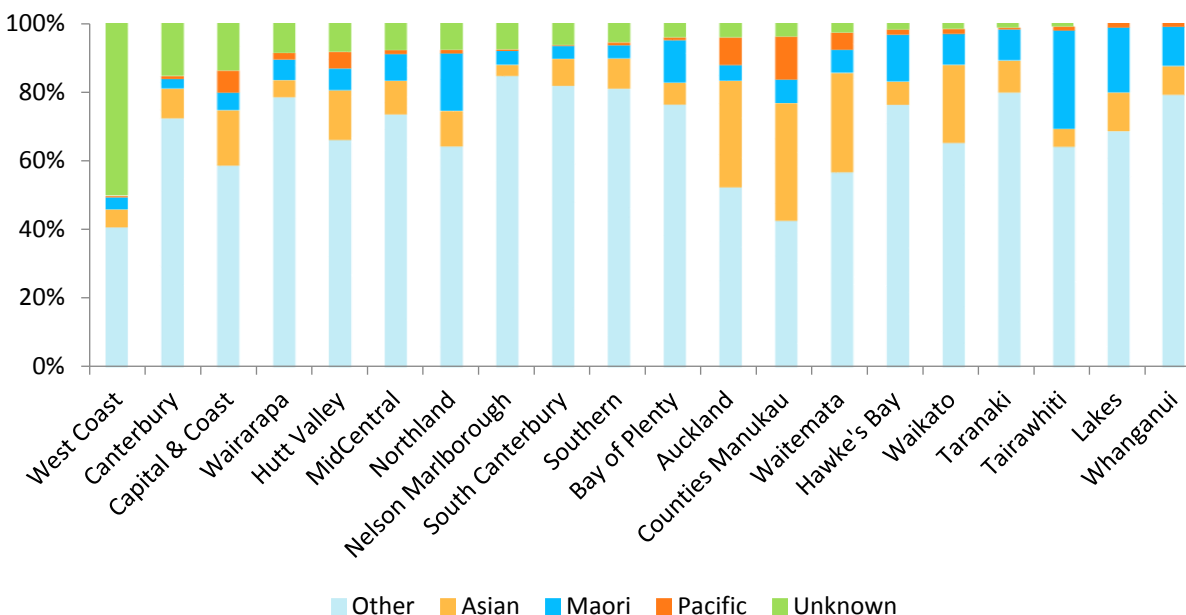


Table 8: Distribution of reported ethnicities by DHB

DHB	Other*	Asian	Māori	Pacific	Unknown	Total
West Coast	303	39	>22	**	371	742
Canterbury	6,700	794	260	77	1,416	9,247
Capital & Coast	3,131	849	275	335	732	5,322
Wairarapa	476	30	36	12	52	606
Hutt Valley	1,400	303	134	102	176	2,115
MidCentral	1,861	245	197	29	198	2,530
Northland	1,906	306	491	30	231	2,964
Nelson Marlborough	2,004	76	96	8	182	2,366
South Canterbury	618	59	>24	**	48	755
Southern	3,476	375	166	35	240	4,292
Bay of Plenty	2,307	187	373	25	124	3,016
Auckland	5,235	3,080	457	806	406	9,984
Counties Manukau	2,923	2,337	464	852	270	6,846
Waitemata	4,027	2,045	466	358	193	7,089
Hawke's Bay	2,126	188	377	40	53	2,784
Waikato	4,684	1,622	639	104	123	7,172
Taranaki	1,341	155	150	10	22	1,678
Tairāwhiti	509	41	226	9	8	793
Lakes	968	159	264	19	0	1,410
Whanganui	787	83	112	11	0	993
Grand Total	46,782	12,973	5,237	2,867	4,845	72,704

* '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
West Coast	10.9	9.3	11.4	10.5	7.7	0.9	10.6	10.2
Taranaki	11.4	11.0	10.0	9.9	8.4	1.5	8.4	10.2
Southern	11.6	10.1	9.7	9.0	10.8	2.0	10.2	10.1
MidCentral	11.3	9.6	9.4	9.9	10.6	1.7	9.9	9.9
Whanganui	10.1	10.1	10.9	10.1	9.4	1.0	10.3	9.8
South Canterbury	10.4	8.9	9.2	11.7	8.8	1.3	7.0	9.5
Canterbury	10.5	8.6	9.5	9.6	11.2	2.4	8.7	9.4
Nelson Marlborough	10.2	7.7	8.5	9.9	10.6	1.3	7.0	9.0
Tairāwhiti	10.9	7.6	7.8	8.2	8.7	1.3	6.6	8.9
Bay of Plenty	10.2	9.5	8.3	7.6	9.9	1.6	8.5	8.9
Lakes	9.5	9.4	9.6	8.8	7.7	1.2	5.3	8.7
Hawke's Bay	8.9	8.9	8.9	8.4	10.1	1.6	8.4	8.5
Waikato	8.7	8.7	7.9	7.1	10.5	2.1	6.3	8.1
Hutt Valley	9.2	8.3	7.5	8.7	9.1	0.7	7.5	8.0
Northland	8.5	9.1	8.5	6.1	8.7	1.2	7.2	8.0
Auckland	7.7	8.2	8.1	8.6	10.6	0.8	7.6	7.8
Wairarapa	8.8	6.6	8.1	7.9	8.4	0.3	4.4	7.8
Counties Manukau	7.2	8.2	6.7	7.4	10.1	0.7	6.1	7.2
Capital & Coast	7.3	7.0	6.8	9.1	9.9	1.2	6.9	7.1
Waitemata	6.8	7.0	7.8	6.3	9.7	0.8	7.0	6.9
Grand Total	8.9	8.5	8.3	8.3	10.1	1.4	7.5	8.3

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 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 South Canterbury shows that 50% of staff took 32 hours sick leave or less per FTE in the September quarter, and 75% of staff took 92.4 hours or less of sick leave per FTE. The data for Wairarapa shows that 50% of staff took 107 hours or less sick leave per FTE, and that 75% of staff took 224 hours or less of sick leave per FTE.

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

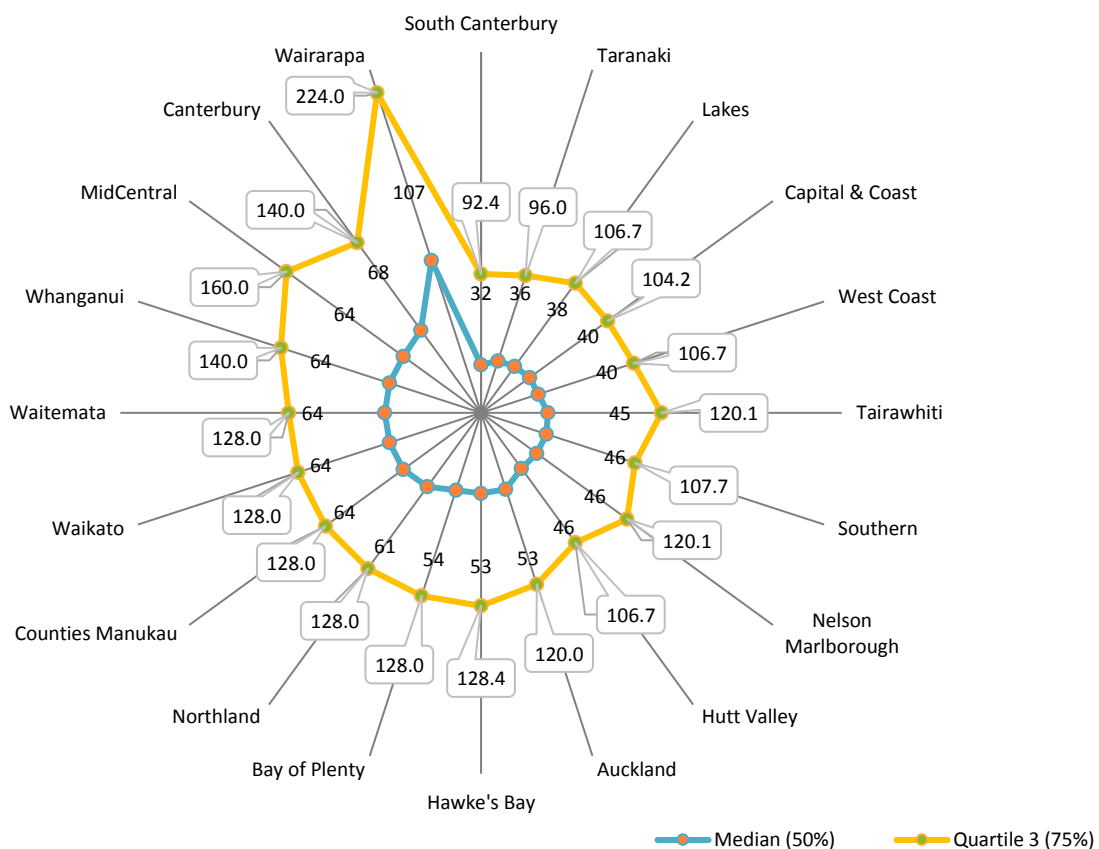


Figure 11: Average annual sick leave hours per FTE by occupational group

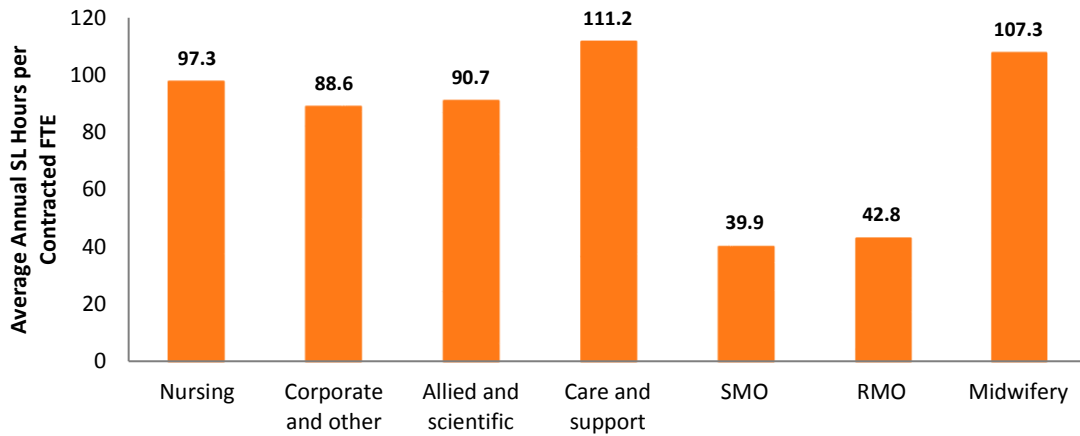


Figure 12: Average annual sick leave hours per FTE by age group by gender

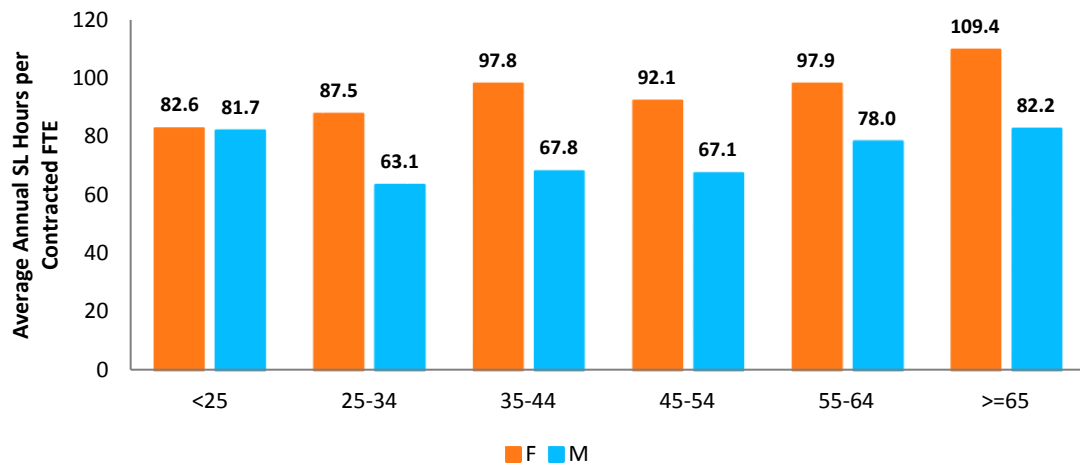
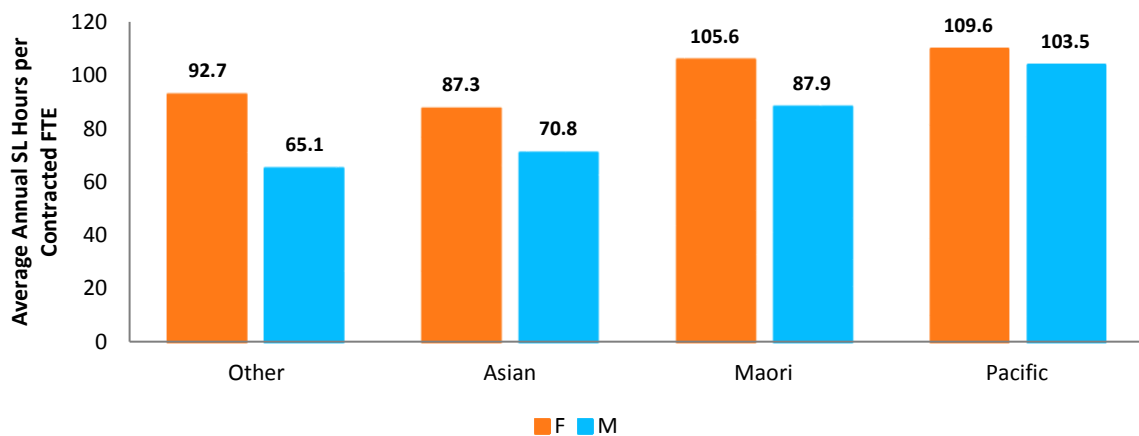


Figure 13: Average annual sick leave hours per FTE by ethnicity by gender



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 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 eight 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

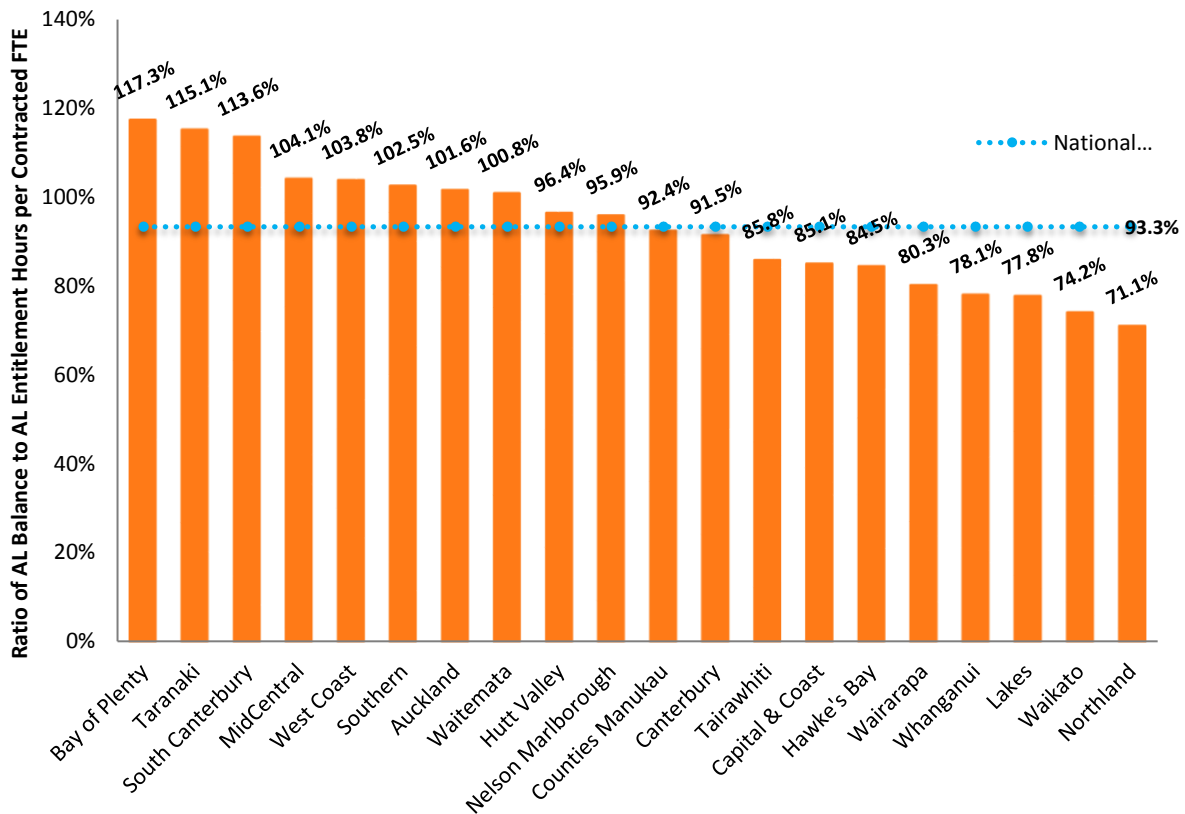


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

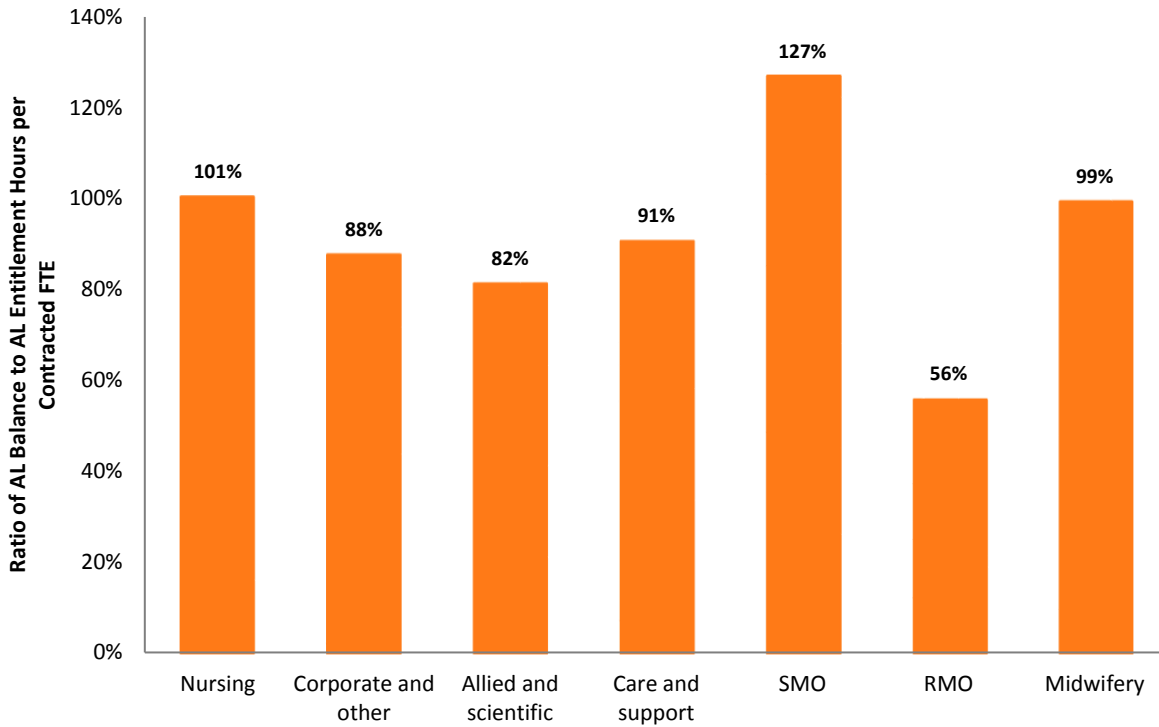
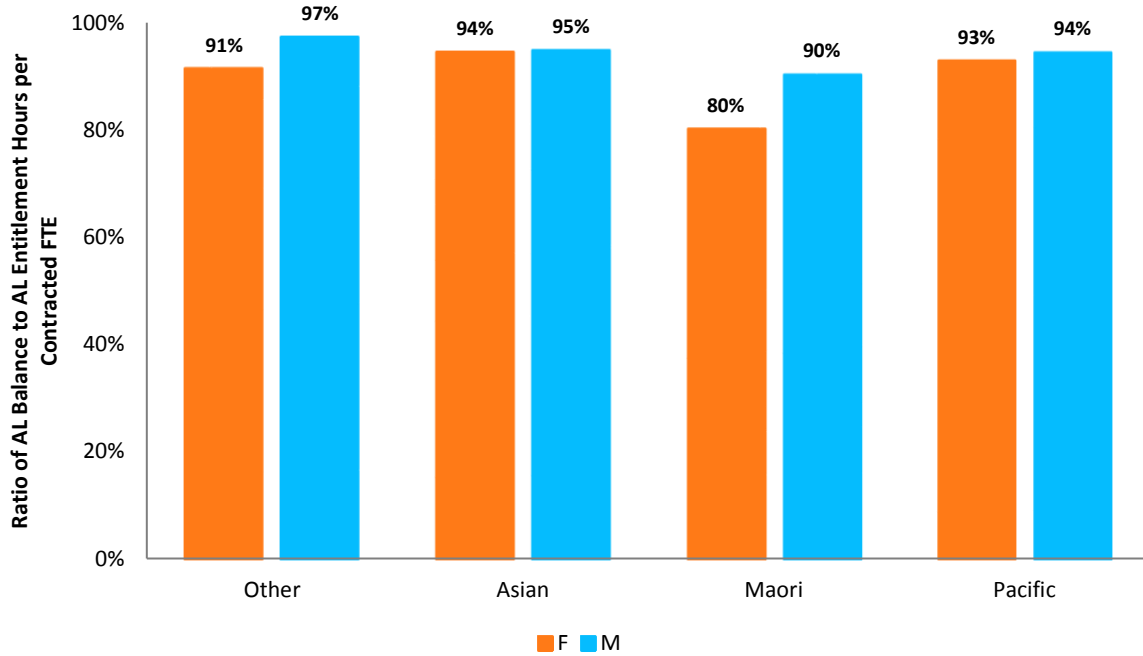


Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender

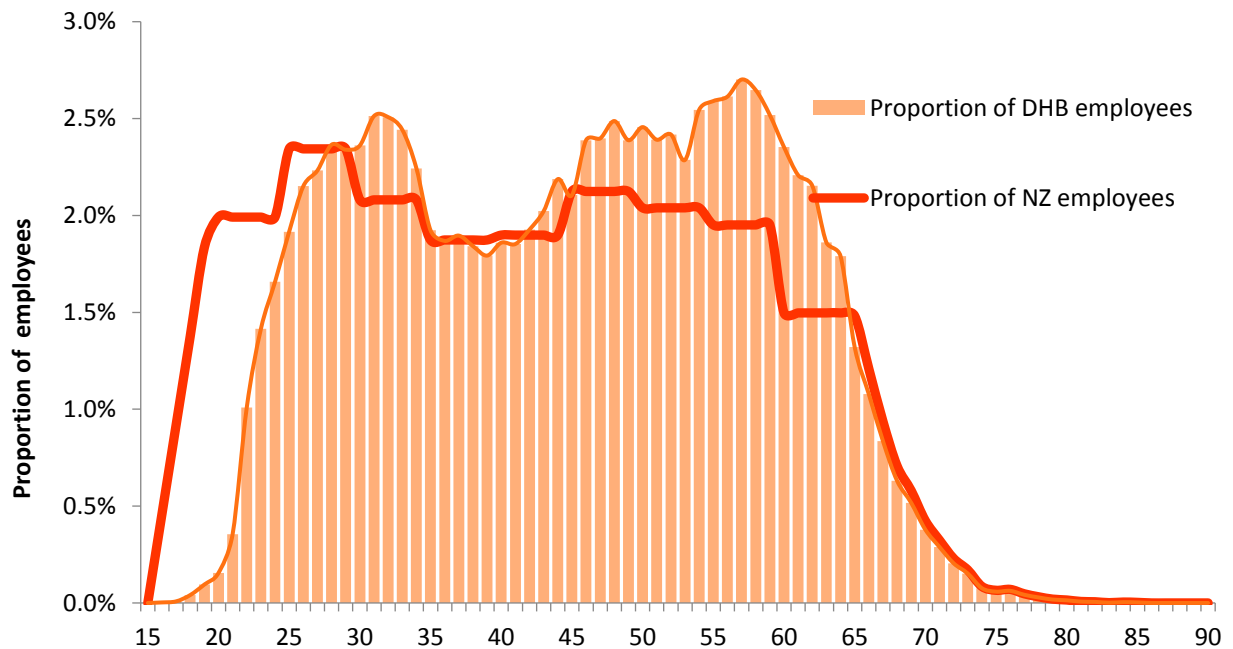


ANALYSIS BY POPULATION

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 September 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

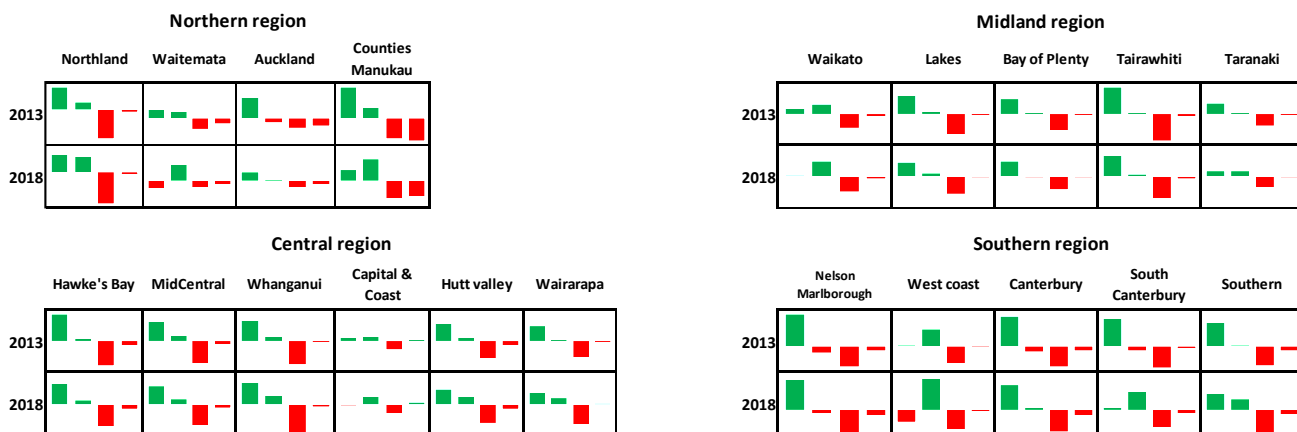
The following charts look at the ethnic representation of DHB staff to the resident population.

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

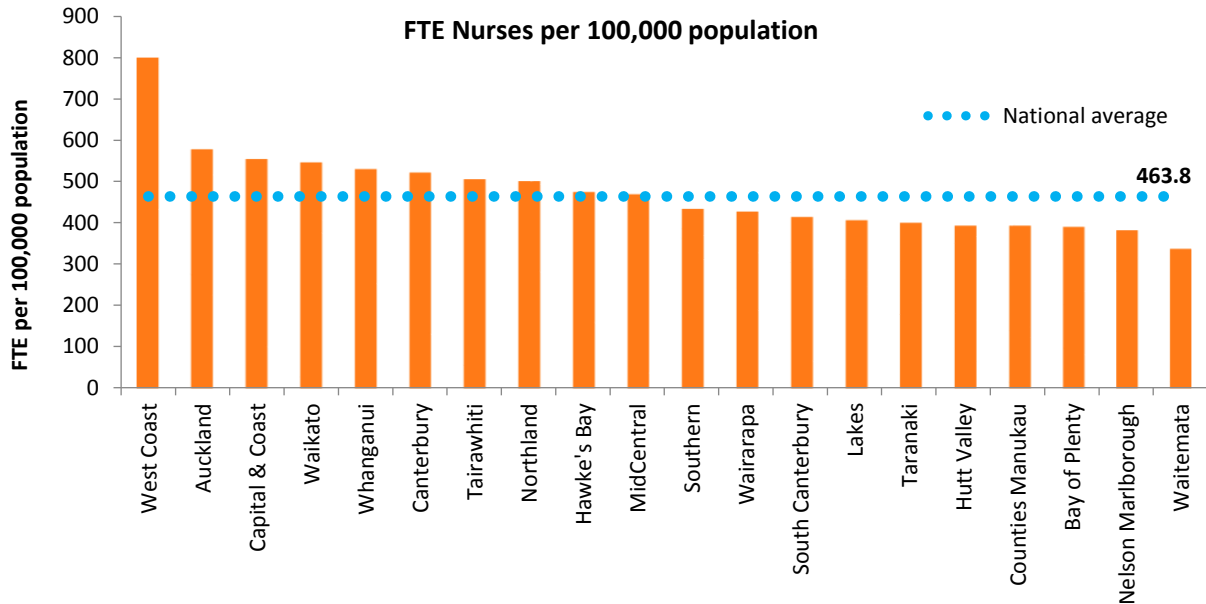


Figure 19: Population density of Corporate & Other by DHB

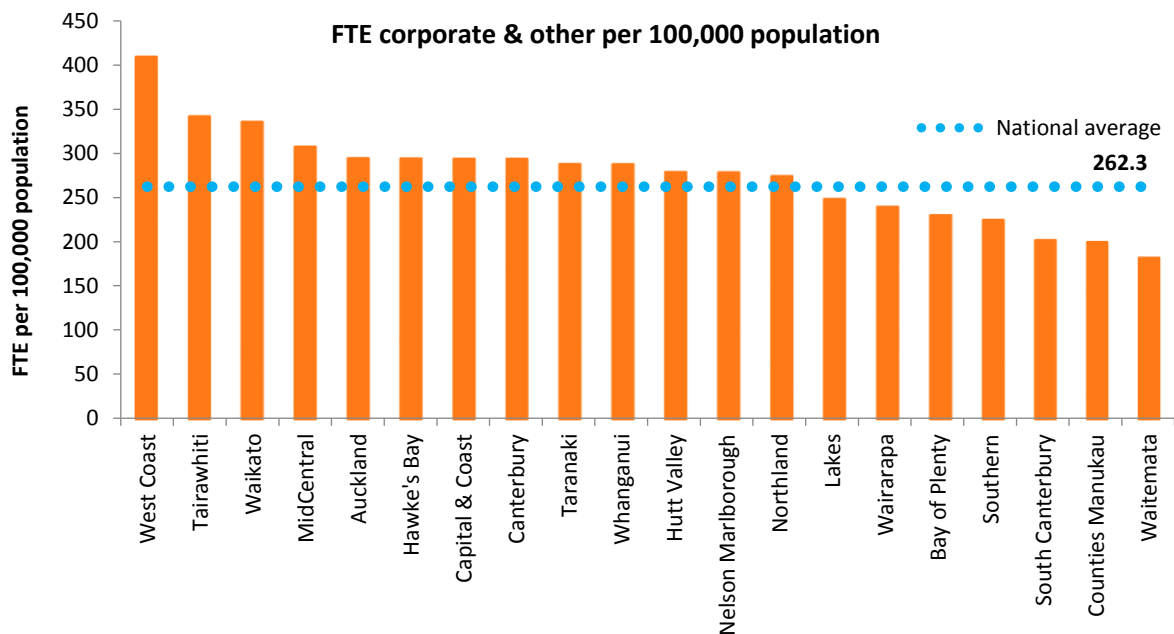


Figure 20: Population density of Allied & Scientific by DHB

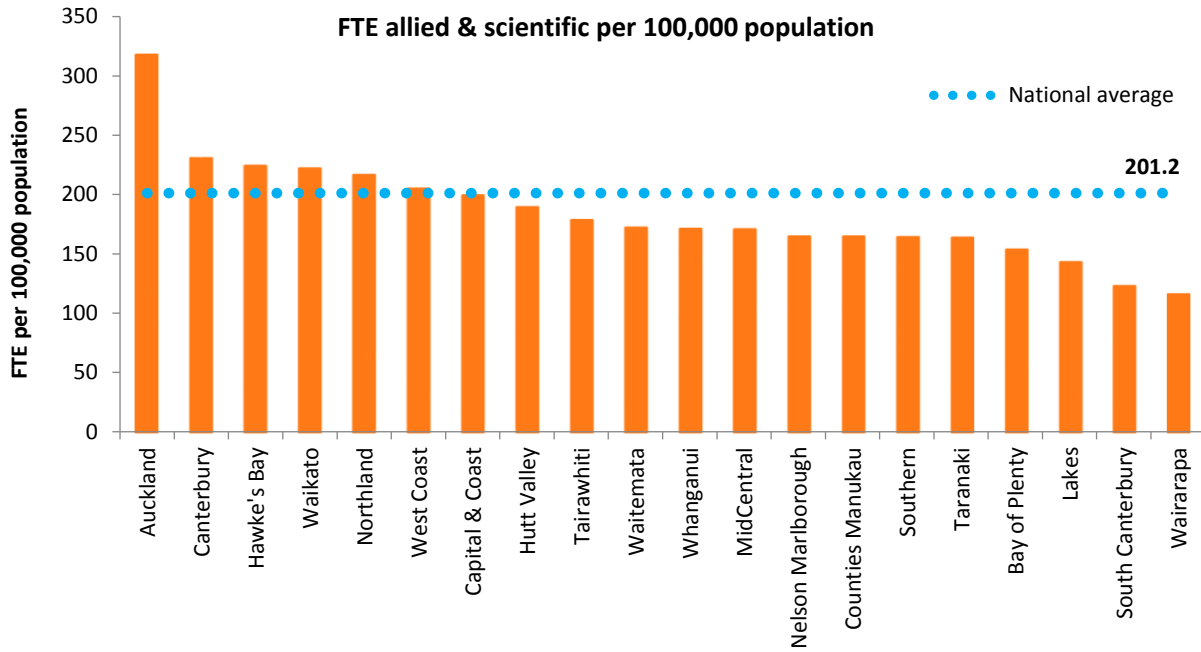


Figure 21: Population density of Care & Support by DHB

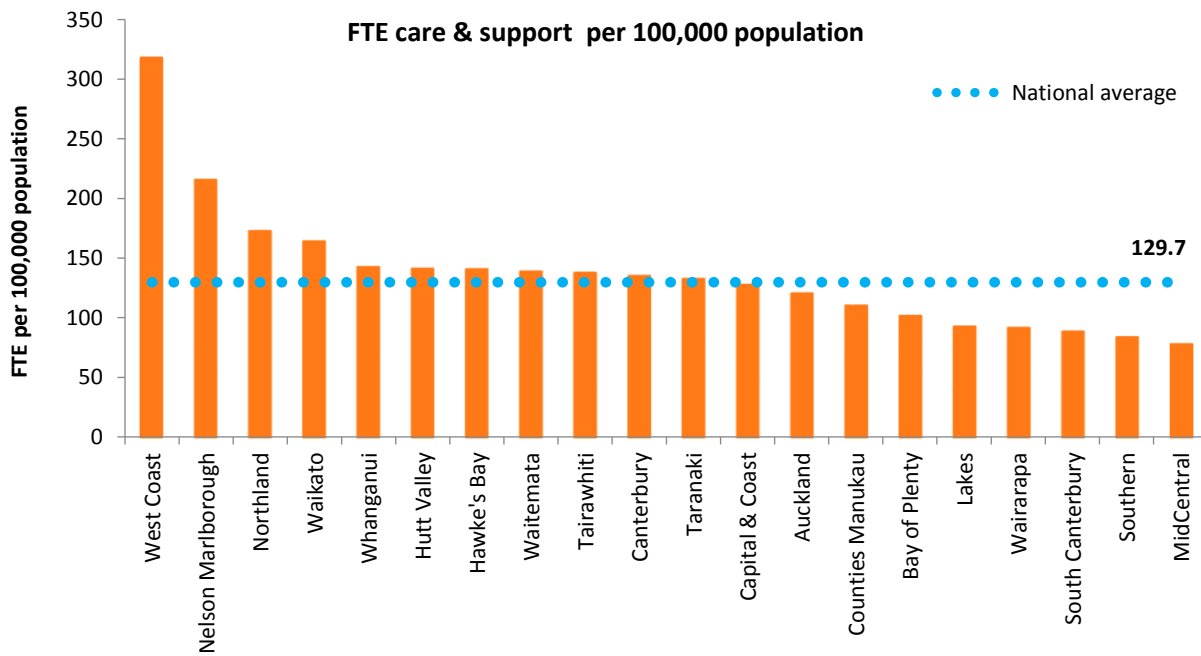


Figure 22: Population density of SMO by DHB

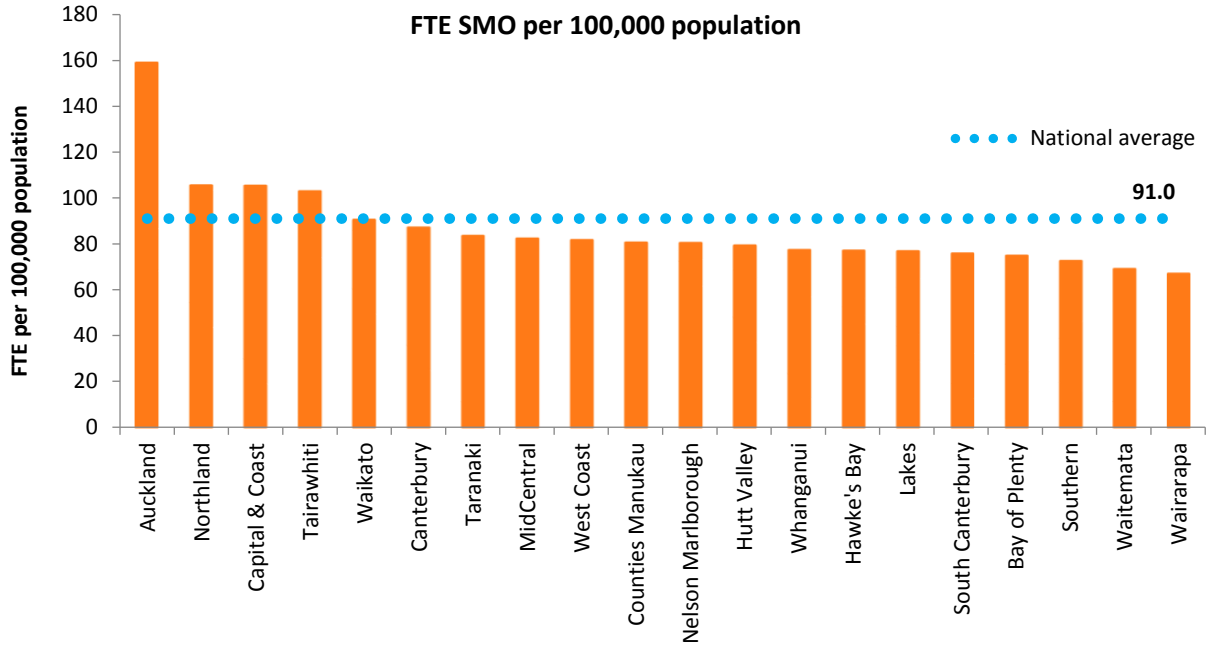


Figure 23: Population density of RMO by DHB

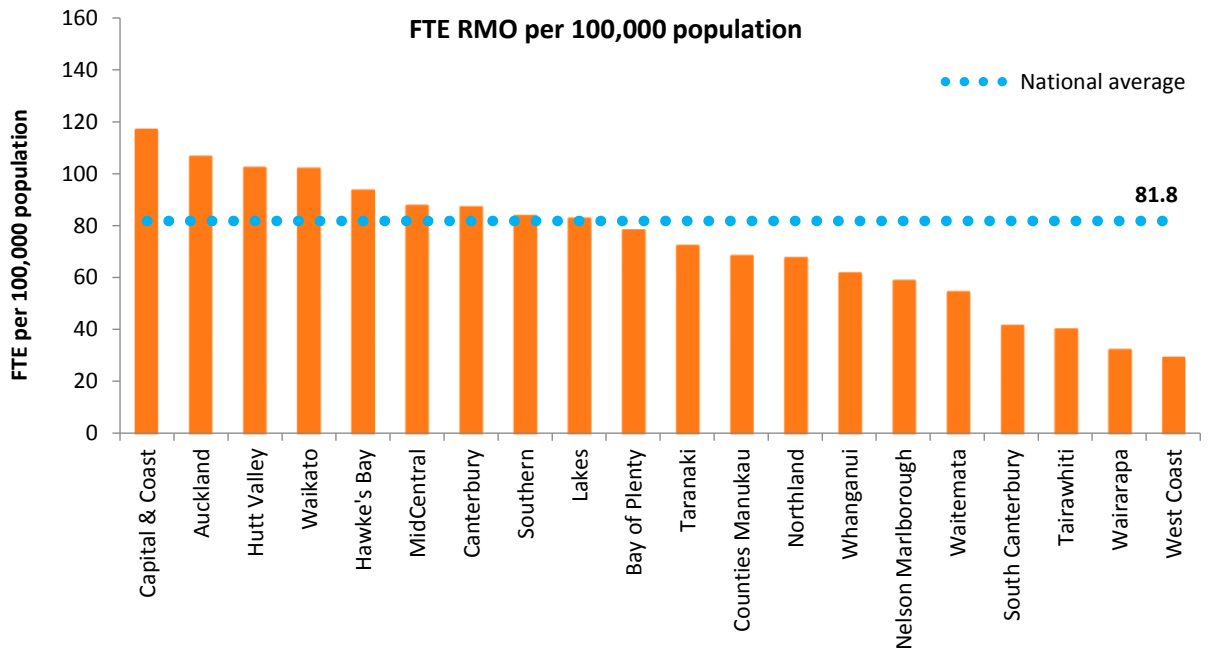


Figure 24: Population density of Midwives by DHB

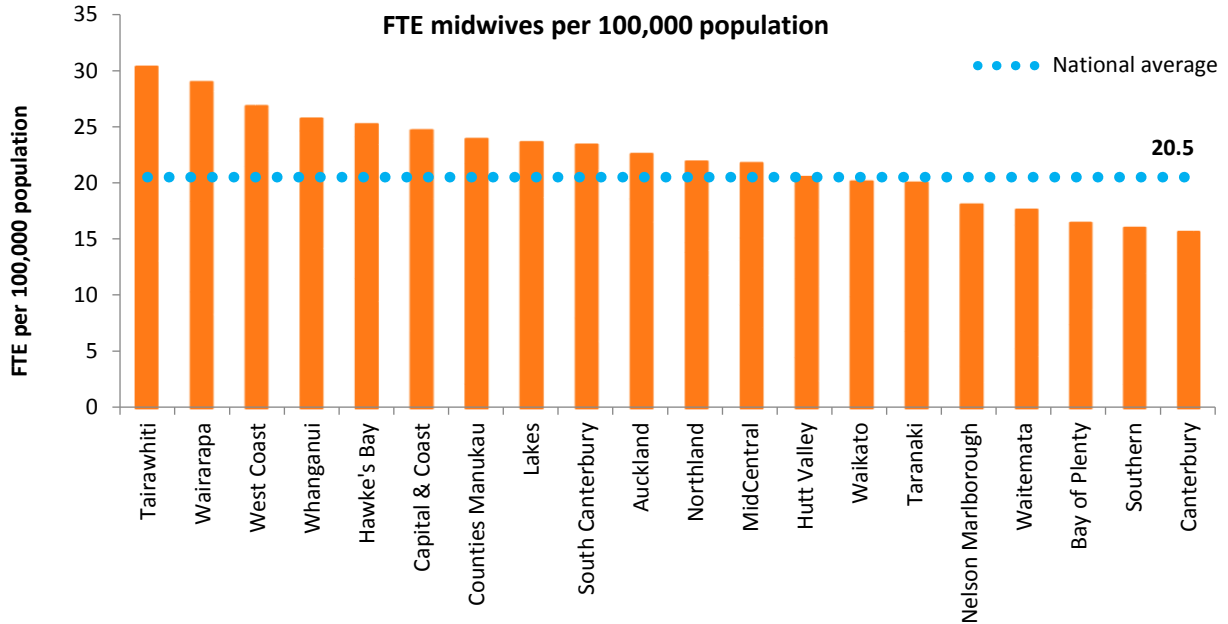


Figure 25: Population density of all DHB staff by DHB

