



Prepared by:

Kahui tuitui tangata

Health Workforce Information Programme (HWIP): Base Data

Code Set

| Version | Date | Status |
|---------|------------------|---|
| 1.0 | 8 March 2006 | Draft for initial discussion |
| 4.0 | December 2012 | Updating code sets |
| 7.0 | March/April 2017 | Updating code sets |
| 8.0 | August 2017 | Updating code sets |
| 9.0 | March 2018 | Updating code sets |
| 10.0 | July 2018 | Updated document format |
| 11.0 | December 2018 | Updating code sets (gender and pay derived document) |
| 12.0 | July 2021 | Updating code sets (iwi, ethnicity, pay derived document) |
| 13.0 | January 2022 | Updated code sets (gender and pay derived document) |

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Health workforce information programme (HWIP)

The health workforce information programme (HWIP) is part of the Strategic Workforce Services group within the Technical Advisory Services (TAS). The programme has been capturing and reporting credible and timely DHB employed demographic data since 2006.

The document details the standardised code sets to be used for each of the variables captured as outlined in the HWIP dataset standard. These two documents should be read in conjunction with one another.

Author of the 2012/13 (V4.0 and V5.0) and updates:

- David Tayler (TAS)
- Amanda Newton (TAS)

Author of the 2017 (V7.0) updates:

- Dale Shaw (DHB Shared Services)
- Amanda Newton (TAS)

Author of the 2017 (V8.0) updates:

- Dale Shaw (TAS)

Author of the 2018 (V9.0) updates:

- Dale Shaw (TAS)

Author of the 2018 (V10.0) updates:

- Fazleen Rahiman (TAS)

Author of the 2018 (V11.0) updates:

- Fazleen Rahiman (TAS)

Author of the 2021 (V12.0) and 2022 (V13.0) updates:

- Peter Maciver (TAS)

1. Facility of usual employment

Primary facility of usual employment. HWIP uses the facility code list issued by the Ministry of Health (MoH), used in the NMDS national data collection. In March 2017 the Ministry of Health updated the Agency/Facility Codes. As this list now extends to thousands of facilities, including private and NGO providers, we have decided, at this stage, it would be best to continue to use the previous legacy codes. These are listed below. In time, as part of the HPI, the facility code will be replaced by the HPI Facility Identifier. We will update the code list at this time.

Code table for facility of usual employment

| Health Facility Code | Name | Health Facility Code | Name |
|-----------------------------|------------------------------------|-----------------------------|---|
| | | 121 | Mangere Health Centre |
| | | 123 | Medical Eye Centre |
| | | 124 | Mangakino Health Services |
| | | 126 | Remarkables Surgery |
| | | 128 | College Hill Doctors |
| | | 129 | Waikato Institute of Technology Health Centre |
| | | 130 | Otumoetai Health Centre |
| | | 131 | Rangiora Medical Centre |
| | | 132 | Phoenix Urgent Doctors |
| | | 133 | Ngaruawahia Medical Centre |
| | | 137 | Hillcrest Medical Centre |
| | | 138 | Queen Street Practice |
| | | 139 | Isbell Medical Practice Ltd |
| | | 142 | St Andrew's Medical Centre |
| | | 143 | Waihi Health Centre |
| | | 144 | Te Kauwhata Health Centre |
| | | 145 | Bayfair Doctors |
| | | 146 | Greymouth Medical Centre |
| | | 147 | Dobson Practice |
| | | 148 | Worksop Road Medical Rooms |
| | | 150 | The Doctors Hastings Ltd |
| | | 151 | Ranolf Medical Centre |
| | | 152 | St Johns Medical Centre |
| 1 | Saint Vincent House | | |
| 2 | Harmony House | | |
| 26 | Labtests Auckland (LTA) | | |
| 29 | Ranworth Healthcare Ltd | | |
| 98 | Wairarapa Addiction Service | | |
| 101 | Anglesea Paediatric Unit | | |
| 102 | Hauraki Medical Centre | | |
| 103 | Dr Ellison's Surgery | | |
| 106 | Browns Bay Medical Centre | | |
| 107 | Tokoroa Primary Care Ltd | | |
| 109 | Mataura Medical Centre | | |
| 110 | Muritai Health Centre | | |
| 113 | The Doctors | | |
| 114 | Tamaki Family Health Centre | | |
| 115 | Dr Shane Reti | | |
| 116 | Onehunga Accident & Medical Centre | | |
| 117 | Westmere Medical Centre | | |
| 118 | Green Island Medical Centre | | |
| 119 | Lakes Primecare Ltd | | |
| 120 | Hauraki Plains Health Centre | | |

| | | | |
|------------|--|------------|--|
| 154 | Thames Medical Centre | 190 | Avondale Family Health Centre |
| 155 | Dr I J Coulthart's Surgery | 191 | Glendowie Dental Centre |
| 156 | Newlands Medical Centre | 193 | Puhinui Medical Centre |
| 158 | City Medical and Wellness Centre | 194 | The Doctors, Ti Rakau Accident & Medical Centre (closed) |
| 159 | Devon Medical Centre | 195 | Bairds Road Family & Christian Health Centre |
| 160 | Allenton Medical Centre | 196 | Papatoetoe South Medical Centre |
| 161 | Ruakaka Medical Centre | 198 | Hall Avenue Medical Centre |
| 162 | Kopeopeo Health Centre | 200 | Rangitoto Medical Centre |
| 163 | Taupo Medical Centre | 201 | SouthCare After Hours Surgery |
| 164 | Central Medical - Oamaru | 202 | Continuum |
| 165 | Wellington College of Education Student Health | 203 | IBA Healthcare |
| 166 | Helensburgh Medical Centre | 204 | Westcare White Cross |
| 168 | Origins O & G | 205 | Mangere Family Doctors |
| 169 | Chadwick Healthcare | 207 | Medicross |
| 170 | Wellington Accident & Urgent Medical Centre | 208 | Westgate Medical Centre |
| 171 | City Doctors | 211 | Mercury Bay Medical Centre |
| 173 | Airport Oaks Dental Centre | 213 | North Harbour Medical Centre |
| 174 | Waitangi Family Practice | 214 | Westview Medical Centre |
| 175 | Pinnacle Group Ltd | 215 | First Medical Centre |
| 176 | Integrated Primary Care Services Ltd | 217 | Medex Radiology Ltd |
| 177 | Brooklyn Medical Centre | 218 | White Cross Ascot Accident and Medical Clinic |
| 178 | Linwood Avenue Medical Centre | 219 | Avondale Family Doctors |
| 179 | Korowai Aroha Health Centre | 220 | 4 Peak Health |
| 180 | Western Heights Health Centre | 221 | White Cross Glenfield Dental |
| 181 | Balclutha General Practitioners | 222 | The Hepatitis Foundation |
| 182 | Buller Medical Service | 224 | Kaiti Medical Centre Ltd |
| 183 | Grandview Medical Centre | 225 | Northern Radiology |
| 184 | Dr E Beecham | 226 | Health Te Aroha |
| 185 | Davies Corner Accident & Medical Centre | 227 | White Cross Takapuna |
| 188 | City Medical Ltd | 228 | Dr Tim Ongley |
| | | 229 | Epsom Anaesthetic Group |

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|------------|--|------------|---|
| 232 | Soma Medical Centre | 276 | Wellington Sexual Health Clinic |
| 233 | Dr Baba Preena's Surgery | 278 | Patea District & Community Medical Trust 2000 |
| 234 | Three Kings Family Medical Centre | 279 | Broadway Health Centre |
| 235 | Glenview Medical Centre | 280 | Pretoria Street Surgery |
| 236 | Church Street Surgery | 281 | Dr John Karsten Mole's Surgery |
| 237 | Dr Doering's Surgery | 282 | Auckland Gynaecology Group |
| 240 | Dr M Wiggins | 283 | Hamilton East Medical Centre |
| 241 | Hastings Health Centre | 284 | Upper Hutt After Hours Medical Services |
| 242 | Wairoa Medical Centre | 285 | Queenstown Medical Centre |
| 243 | Practice Management | 286 | Kowhai Clinic |
| 244 | Totara Health - Nelson Street Practice | 287 | ProCare Health Ltd |
| 245 | Taradale Physiotherapy Clinic | 288 | Nelson City Medical Care Ltd |
| 246 | Te Mata Medical Centre | 291 | Westbrook Surgery |
| 247 | Stortford Medical Centre | 293 | Country Medical Clinic |
| 250 | Te Mata Peak Practice (closed) | 294 | Te Atatu Medical Centre |
| 251 | Parkvale Medical Centre | 295 | Dr R Gerard Radich |
| 252 | Taradale Medical Centre Ltd | 296 | Porirua After Hours Medical Centre Ltd |
| 253 | Dr K Marriott | 297 | Kilbirnie Central Surgery |
| 255 | Mahora Medical Centre | 298 | Browns Bay Family Doctors |
| 256 | Keirunga Medical Centre | 299 | Barrington Medical Centre |
| 258 | Quality General Practice Group | 301 | Total Health Doctors Ltd |
| 259 | Greenmeadows Medical Centre | 302 | Otahuhu Family Doctors |
| 260 | Flaxmere Community Health Centre | 303 | Lyttelton Health Centre Ltd |
| 261 | Clive Medical Centre | 304 | Christian Medical Centre |
| 262 | Baycare Medical Hawkes Bay Ltd | 305 | Paihia Medical Services |
| 264 | Clendon Medical Centre Ltd | 306 | Amberley Medical Centre |
| 265 | Baycare Medical Services | 307 | Egmont Medical Centre |
| 267 | Opotiki Health Centre | 308 | Temuka Family Practice |
| 268 | St Heliers Medical Centre | 309 | Titirangi Family Health Care |
| 269 | Maraenui Medical Centre | 311 | Redwoodtown Doctors Ltd |
| 270 | Lakes Radiology Ltd | 312 | Conifer Grove Medical Centre Ltd |
| 271 | Greerton Family Practice | | |

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|------------|--|-------------|--|
| 313 | Martinborough Medical Centre | 351 | Royal Oak Mall Medical Centre |
| 314 | Primecare Eye Centre | 353 | Manukau City Physiotherapy |
| 315 | Greenhithe Medical Centre | 354 | Columba at Ascot Limited |
| 316 | Mount Medical Centre | 356 | Youth Horizons |
| 317 | Doctors Surgery | 357 | Burnley Lodge |
| 318 | Ruahine Medical Centre | 358 | Vincentian Recovery Centre Trust |
| 319 | Karori Acupuncture | 359 | Glenbrook Lodge |
| 320 | St Heliers Specialist Centre | 361 | Linkage Trust |
| 321 | Whangamata Medical Centre | 362 | EARTH Gardens Trust |
| 322 | Coastal Medical Rooms | 363 | Bay of Plenty Community Homes Trust |
| 323 | Coromandel Health Services Ltd | 365 | Workwise |
| 324 | Massey University Health Centre | 391 | Rural Canterbury PHO |
| 325 | Kumeu Village Medical Centre | 401 | Oasis Network Support Services |
| 327 | Christchurch O & G Associates | 402 | Aspire Incorporated Community House |
| 329 | Bulls Medical Centre | 1000 | Te Whare Mahana |
| 330 | Central Accident and Medical Clinic, Blenheim | 1001 | Turning Point trust |
| 331 | Dr M Wackrows Surgery | 1020 | Breastscreen Counties Manukau |
| 332 | Ruahine Medical Centre (closed) | 1233 | MOH Disability Support Services |
| 333 | Glenfield Medical Centre | 1234 | New Zealand Health Information Service |
| 334 | Miramar Medical Centre | 1235 | National Screening Unit, MOH |
| 335 | Torbay Medical Centre | 1236 | MOH IT Support |
| 336 | Mangere Bridge Surgery | 1237 | SSSG Dunedin |
| 337 | Coastcare Accident and Medical Centre | 1238 | Ministry of Health, Dunedin Office |
| 338 | Glenfield Doctors on Chartwell | 1239 | NIR Project Team, MOH |
| 339 | Harris Street Surgery | 1240 | New Zealand Cancer Registry |
| 340 | East Health Services IPA | 1503 | Empower Rehabilitation |
| 341 | GP Surgery | 1504 | Alcohol & Drug Detox Service - Richmond Southern |
| 342 | Selwyn House Medical Centre | 3111 | Ashburton |
| 343 | Beachlands Medical Centre | 3112 | Tuarangi Home |
| 346 | Eastside Medical Centre | 3211 | Auckland |
| 350 | University of Auckland, University Health Services - City Campus | | |

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|-------------|----------------------------------|-------------|--|
| 3212 | Greenlane | 3248 | Spectrum Care Trust |
| 3213 | National Womens | 3249 | Tiaho Mai |
| 3214 | Middlemore | 3250 | Manukau SuperClinic |
| 3215 | North Shore | 3251 | Regional Alcohol and Drug Service |
| 3216 | Waitakere | 3252 | Tamaki Oranga |
| 3217 | Wilson Home | 3260 | Auckland City Hospital |
| 3218 | St Helens | 3261 | BreastScreen Waitemata |
| 3219 | Rehabilitation Centre, Auckland | 3290 | North Shore Outpatient Pharmacy |
| 3220 | Pukekohe | 3299 | Auckland Cervical Cancer Unit |
| 3221 | Papakura Obstetric | 3311 | Whakatane |
| 3223 | Warkworth Birthing Unit | 3312 | Kawerau Maternity |
| 3224 | Waitakere/St Helens | 3313 | Murupara |
| 3225 | Howick | 3314 | Opotiki |
| 3226 | Carrington | 3399 | Bay of Plenty Cervical Screening Program |
| 3227 | Oakley | 3411 | Gisborne |
| 3228 | Kingseat | 3412 | Memorial Home |
| 3229 | Mangere | 3413 | Gisborne Maternity |
| 3230 | Raventhorpe | 3414 | Morris Home |
| 3231 | Helensville | 3426 | Tararua Mental Health Team |
| 3232 | Franklin Memorial | 3499 | Tairāwhiti Cervical Screening Programme |
| 3233 | Extra Mural, Auckland | 3511 | Dannevirke |
| 3235 | Otara Spinal Unit | 3611 | Napier |
| 3237 | St Josephs Hospice | 3612 | Hastings Memorial |
| 3238 | Rehab Plus | 3613 | Wairoa |
| 3239 | Starship Hospital | 3614 | Hastings Psychiatric Unit |
| 3240 | Botany Downs Maternity Hospital | 3615 | Hawkes Bay DHB - Public Health Unit |
| 3241 | Mason Clinic | 3699 | Hawkes Bay Cervical Screening Programme |
| 3242 | Buchanan Clinic (ECU) | 3711 | Ranfurly |
| 3243 | Tahoroto | 3722 | Maniototo Health Services Ltd |
| 3244 | Wharemanawanui | 3811 | Wairau |
| 3245 | Central Mental Health Unit | | |
| 3246 | Te Atarau | | |
| 3247 | Psycho-geriatric Assessment Unit | | |

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|-------------|--|-------------|--|
| 3812 | Picton | 3944 | Child Adolescent & Family MH Golden Bay |
| 3813 | Amersfoote Home | 3945 | Child Adolescent & Family Mental Health Motueka |
| 3814 | Holmdale Maternity | 3950 | Nelson Hospital Private Patients |
| 3850 | Wairau Hospital Private Patients | 3992 | Joan Whiting Retirement Home |
| 3899 | Nelson/Marlborough Cervical Screening | 4011 | Christchurch |
| 3911 | Nelson | 4012 | Princess Margaret |
| 3912 | Nelson Marlborough Mental Health Services | 4013 | Burwood |
| 3913 | Braemar, Nelson | 4014 | Christchurch Womens |
| 3914 | Alexandra Home | 4015 | Sunnyside |
| 3915 | Ngawhatu | 4016 | Queen Mary, Hanmer Springs |
| 3917 | Motueka Community Hospital | 4017 | Templeton |
| 3918 | Golden Bay Community Hospital | 4018 | Coronation |
| 3920 | Phyllis Moffatt | 4019 | Oxford |
| 3921 | Arthur Mc Caa Health Centre | 4020 | Jubilee, Canterbury |
| 3922 | Joan Whiting | 4021 | Kaikoura |
| 3930 | Nelson/Marlborough Community Mental Health Team | 4024 | Waikari |
| 3931 | Nikau House | 4025 | Darfield |
| 3932 | Witherlea Maori Mental Health Service | 4026 | Lincoln |
| 3933 | Kawai Street Clinic | 4027 | Rangiora |
| 3934 | Nelson CAFS | 4028 | Ellesmere |
| 3935 | Nelson Maori Mental Health Service | 4029 | Akaroa Community Hospital |
| 3936 | Nelson A & D | 4030 | Chathams Hospital |
| 3937 | Witherlea | 4031 | St John of God (contract beds) |
| 3938 | Wairau A & D | 4032 | Avonlea Birthing Centre |
| 3939 | Motueka Clinic | 4033 | St George's (contract beds) |
| 3940 | Golden Bay A & D Clinic | 4099 | Canterbury Cervical Screening Programme |
| 3942 | Child Adolescent & Family Mental Health, Blenheim | 4111 | Whangarei Area Hospital |
| 3943 | Golden Bay Community Mental Health Team | 4112 | Kaitaia |
| | | 4113 | Dargaville |
| | | 4114 | Bay of Islands |
| | | 4115 | Hokianga |

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|-------------|--|-------------|--|
| 4116 | Kaikohe | 4318 | Foxton Maternity |
| 4117 | Kaeo | 4319 | Kohaora |
| 4119 | Potter Memorial Home | 4320 | Fielding Geriatric |
| 4121 | Northland Health Ltd | 4321 | Manawaroa Inpatient Unit |
| 4122 | Northland Health Ltd Public Dental Service | 4322 | Midcentral A&DA Inpatient - Medical Detox |
| 4127 | BreastScreen South | 4323 | Midcentral Alcohol and Drug Outpatient Clinic |
| 4199 | Northland Cervical Screening Programme | 4324 | Heretaunga Mental Health Services |
| 4211 | Dunedin | 4325 | Northcote Mental Health Services |
| 4212 | Wakari | 4326 | Tararua Mental Health Team |
| 4213 | Parkside, Dunedin | 4327 | Horowhenua Mental Health Team |
| 4214 | Hill Jack | 4328 | Kapiti Mental Health Team |
| 4215 | Queen Mary, Dunedin | 4329 | Oranga Hinengaro |
| 4216 | Lawrence | 4330 | Midcentral MH Day Hospital & Activity Centre |
| 4217 | Roxburgh | 4331 | Midcentral Crisis Intervention |
| 4218 | Tapanui | 4332 | Midcentral Mental Health Sub-acute Facility |
| 4219 | Redroofs | 4333 | Midcentral Forensic Service |
| 4220 | Mosgiel | 4334 | Kauri House |
| 4221 | Fulton Home | 4335 | Kiwhai House |
| 4222 | Cherry Farm | 4336 | Midcentral Mental Health Activity Centre(not used) |
| 4223 | Orokonui | 4337 | Enable New Zealand |
| 4224 | Community Care, Dunedin | 4399 | Manawatu/Wanganui Cervical Screening |
| 4226 | Tuapeka Community Health Company | 4411 | Timaru |
| 4299 | Otago Cervical Screening Programme | 4412 | Waimate |
| 4311 | Palmerston North | 4413 | Talbot |
| 4312 | Awapuni | 4414 | Rawhiti House |
| 4313 | Horowhenua | 4415 | Twizel |
| 4314 | Kimberley Centre | 4416 | Geraldine |
| 4315 | Levin | 4419 | The Grange |
| 4316 | Clevely Health Centre | 4511 | Southland |
| 4317 | Otaki Maternity | | |

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|-------------|--|-------------|--|
| 4512 | Seddon Memorial | 4719 | Taranaki DHB - Child and Adolescent Community Centre |
| 4513 | Lakes District | 4720 | Taranaki DHB - Public Health Nursing |
| 4514 | Riverton | 4721 | Taranaki DHB Emergency Department |
| 4515 | Lorne | 4722 | Te Rangimarie Hospice |
| 4517 | Winton | 4799 | Taranaki Cervical Screening Programme |
| 4518 | Lumsden | 4811 | Taumarunui |
| 4519 | Tuatapere | 4812 | Avonlea |
| 4520 | Wyndham Maternity | 4911 | Tauranga |
| 4521 | Queenstown | 4912 | Te Puke |
| 4522 | Lumsden Dental Clinic | 4913 | Burnstein House |
| 4523 | Riverton Dental Clinic | 4914 | Matua |
| 4524 | Winton Dental Clinic | 4915 | Awhina |
| 4525 | Southern Mobile Dental Service Bus 1 | 4916 | Bay Of Plenty Hospital in the home |
| 4526 | Southern Mobile Dental Service Bus 2 | 4920 | Tauranga Community Mental Health Team |
| 4527 | Fernworth Dental Clinic | 4921 | Tauranga Psychiatric Outpatient Clinic |
| 4528 | Gore Dental Clinic | 4922 | Tauranga Youth Specialist Service |
| 4529 | Ruru School Dental Clinic | 4923 | Hathor House |
| 4530 | Waihopai Dental Clinic | 4924 | Kati Kati Clinic |
| 4531 | Upper Clutha Plunket | 4925 | Lenihan Centre |
| 4599 | Southland Cervical Screening Programme | 4926 | Te Puna Hauora |
| 4611 | Balclutha | 5011 | Thames |
| 4612 | Owaka | 5012 | District Home |
| 4613 | Milton | 5013 | Waihi |
| 4614 | Kaitangata | 5014 | Coromandel |
| 4711 | Taranaki Base | 5015 | Paeroa |
| 4712 | Hawera | 5016 | Mercury Bay Hospital |
| 4713 | Stratford | 5111 | Dunstan |
| 4714 | Rangimarie Home | 5112 | Cromwell |
| 4716 | Waitara | 5211 | Te Puia |
| 4717 | Opunake | | |
| 4718 | Patea Healthcentre | | |

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|--|---|
| 5311 Waikato | 5514 Featherston Maternity |
| 5312 Rotorua | 5515 Carterton Maternity |
| 5313 Te Kuiti | 5611 Oamaru |
| 5314 Matamata | 5612 Victoria House |
| 5315 Huntly | 5711 Wanganui |
| 5316 Mangakino | 5712 Jubilee, Wanganui |
| 5317 Te Aroha | 5713 Patea |
| 5318 Otorohanga | 5714 Taihape |
| 5319 Putaruru | 5715 Waimarino Health Centre |
| 5320 Queen Elizabeth | 5716 Marton |
| 5321 Taupo Maternity | 5717 Te Mahana Home |
| 5322 Riverholm | 5750 Whanganui Mental Health Services |
| 5323 Tokoroa | 5751 Stanford House |
| 5324 Cambridge | 5799 Waiouru |
| 5325 Matariki Maternity | 5811 Wellington |
| 5326 Raglan | 5812 Hutt |
| 5327 Morrinsville Maternity | 5813 Silverstream |
| 5328 Turangi Birthing Unit | 5814 Porirua |
| 5329 Taupo General | 5816 Kenepuru |
| 5330 Rhoda Read | 5817 Elderslea Birthing Unit |
| 5331 Matariki | 5818 Paraparaumu |
| 5332 Tokanui | 5819 Puketiro |
| 5333 Gardenholm | 5820 Te Whare O Rangituhi |
| 5334 Fairholm | 5850 Wakefield Hospital (contract beds) |
| 5335 Henry Bennet Centre | 5899 Wellington Cervical Screening Programme |
| 5336 Home Hospital | 5911 Grey Base Hospital |
| 5399 Waikato Cervical Screening Programme | 5912 Westland |
| 5411 Waipukurau | 5913 Reefton |
| 5412 Pukeora Hospital | 5914 Seaview |
| 5511 Masterton | 5915 Tasman Home |
| 5512 Greytown | 5916 Kynnersley Home |
| 5513 Pahiatua | 5917 Pounamu Home |

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|-------------|--|-------------|---|
| 5918 | Buller | 6026 | Kapiti Crossroads Trust |
| 5919 | Whataroa | 6027 | Te Menenga Pai Residential Services |
| 5922 | West Coast DHB - Harihari Rural Clinic | 6037 | Q-NIQUE Kings Crescent |
| 5999 | West Coast Cervical Screening Programme | 6038 | Vaka Tautua |
| 6001 | Centre for Adverse Medicines Reactions | 6039 | Vakatautua ADHB CSW |
| 6002 | Mangere Community Health Trust | 6040 | Raukura Hauora O Tainui - Residential Support Mental Health |
| 6003 | Pegasus Medical Group | 6041 | Springhill Centre |
| 6004 | Dargaville Medical Centre | 6042 | Te Whare Aronui |
| 6005 | Progressive Health | 6043 | MASH Trust Board - Palmerston North |
| 6006 | South-Med Limited | 6044 | Gateway Housing Trust - Bishopdale |
| 6007 | Royal NZ Plunket Society | 6045 | Kawerau PHO |
| 6008 | Matpro Ltd | 6046 | Bay of Plenty PHO |
| 6009 | Meadowbank General Practice | 6047 | Q-NIQUE Avon Street |
| 6010 | Greenwood Medical Centre | 6048 | Q-NIQUE Waiwhetu Road |
| 6011 | Independent Midwives - Home Birth Delivery | 6049 | Q-NIQUE Bauchop Road |
| 6012 | Plunket- Whangarei | 6050 | Progress to Health |
| 6013 | Te Ihi Rangī Trust | 6051 | Aroha Ki Te Tangata |
| 6014 | iSOFT Ltd | 6052 | Beth-Shean Trust |
| 6015 | Te Whare Puawai O Te Tangata Trust | 6053 | Nga Ringa Awhina |
| 6016 | Tu Tama Wahine O Taranaki | 6055 | Pacific Island Advisory and Cultural Trust |
| 6017 | Healthcare New Zealand | 7000 | MacMurray Centre |
| 6018 | Te Anau Medical Centre | 7100 | Auckland Blood Transfusion |
| 6019 | Odyssey House | 7401 | Auckland Blood Transfusion |
| 6020 | Raumano Village Trust | 7500 | Canterbury Blood Transfusion |
| 6021 | Hanmer Clinic Hamilton | 7501 | Canterbury Blood Transfusion |
| 6022 | Te Toka O Maru O Taranaki | 8000 | Christina's Rest Home |
| 6023 | Te Rau Pani Maori Mental Health Trust | 8001 | Keringle Park Rest Home |
| 6024 | Windsor Park Centre | 8002 | Kolmar Lodge |
| 6025 | Mount View Residential Trust | 8003 | Manurewa House |
| | | 8004 | Pakuranga Park Village |

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|-------------|--|-------------|--|
| 8005 | The Palms Rest Home | 8210 | St Joans |
| 8006 | Glencoe Rest Home | 8211 | Alexandra |
| 8007 | Kenderdine Park | 8212 | Beachhaven |
| 8008 | O'Loughlin House | 8213 | Aranui |
| 8009 | Janelle Rest home | 8214 | Herne Bay |
| 8010 | McEwan House | 8215 | Auckland Medical Aid Trust |
| 8011 | Selwyn Oaks | 8216 | Bellevue |
| 8012 | Tui House | 8217 | Elizabeth Knox |
| 8013 | Ambridge Rose Manor | 8218 | Southern Cross Brightside |
| 8014 | Bucklands Beach Rest Home | 8219 | Helena |
| 8015 | Edgewater Rest Home | 8220 | Epsom |
| 8016 | Fencible Manor Home | 8221 | Christ's Selwyn Village Hospital |
| 8017 | Howick Manor | 8222 | Lynton Lodge Hospital |
| 8018 | Marvon Downs Home | 8223 | Glamis, Mt Albert |
| 8019 | Franklin Village | 8224 | Glenwood, Epsom |
| 8020 | Glenbrook Rest Home | 8225 | Bethesda, Auckland |
| 8021 | Lakeside Lodge | 8226 | Jervois Haven |
| 8022 | Pukekohe Rest Home | 8228 | Cornwall Park |
| 8023 | Waiuku Estuary Village | 8229 | Lavington |
| 8024 | Quay Park Surgical Centre | 8230 | The Manor |
| 8025 | Summerset Aotea Retirement Village | 8231 | Caughey Preston (B) |
| 8026 | Rawene Hospital | 8232 | Caughey Preston (A) |
| 8027 | Radius Medical Kaute Pasifika | 8233 | Mercy, Auckland/St Joseph's Hospice |
| 8028 | Regional Rangatahi Adolescent Inpatient Services | 8234 | Mont le Grand |
| 8200 | Mercy Hospital, Northland | 8235 | Omana |
| 8203 | Carnarvon | 8236 | Ranfurlly War Vets Home, Auckland |
| 8204 | Northbridge | 8237 | Rangimarie |
| 8205 | Lady Allum | 8238 | Rawhiti Trust, Auckland |
| 8206 | Southern Cross, North Harbour | 8239 | Elliot & Stella Davis Masonic Hospital |
| 8207 | Stanleigh | 8240 | St Andrews, Auckland |
| 8208 | Westlake | 8241 | St Johns |
| 8209 | The Gables Hospital | 8242 | San Michele, Auckland |

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| 8243 Greenwood | 8276 Assisi |
| 8244 Meadowbank | 8277 Resthaven, Cambridge |
| 8245 Selwyn | 8278 Cambrae |
| 8246 Everill Orr | 8279 Melrose |
| 8247 Uplands | 8280 Norfolk |
| 8248 Waimarie | 8281 Southern Cross, Rotorua |
| 8249 Warrengate | 8282 Oakland |
| 8250 Wesley, Auckland | 8283 Mitchell Downs |
| 8251 Caughey Preston (C) | 8284 Chelsea |
| 8252 St Therese | 8285 Dunblane |
| 8253 Auckland Adventist | 8286 Matua |
| 8254 St Josephs | 8287 Cantabria |
| 8255 Southern Cross, Auckland | 8288 Holy Family |
| 8256 Hillsborough | 8289 Duart Elderly Care Centre |
| 8257 Parkhaven | 8290 Cranford Hospice |
| 8258 St Elizabeths | 8292 Royston |
| 8259 Care and Independence | 8293 Woburn |
| 8260 Howick Baptist | 8294 Southern Cross Napier Hospital |
| 8261 Glenwallace | 8295 Atawhai |
| 8262 Glenmae | 8296 Trinity Home and Hospital |
| 8263 Pakuranga | 8297 Southern Cross, New Plymouth |
| 8264 St Christophers | 8298 Chalmers |
| 8265 Hillcrest | 8299 Omahanui |
| 8266 Elmwood | 8300 Woodrow Grove Hospital |
| 8267 Papatoetoe | 8302 Duncan Village |
| 8268 Anglesea Braemar Hospital | 8303 Belverdale Hospital |
| 8269 Braeside | 8304 Kowhainui |
| 8270 Southern Cross, Hamilton | 8306 Levin Private Hospital |
| 8271 Mauvern | 8310 Amara |
| 8272 Pohlen Trust | 8311 Levin War Veterans |
| 8273 San Michele | 8312 Lonsdale |
| 8274 Raeburn | 8313 Aorangi Hospital |
| 8275 Trevellyn | 8314 Southern Cross, Palmerston North |

| | | | |
|-------------|--|-------------|------------------------------------|
| 8315 | Ranfurly, Feilding | 8358 | Cashmere View |
| 8319 | Aroha | 8359 | Bethesda, Christchurch |
| 8320 | Bloomfield | 8360 | Mary Potter, Christchurch |
| 8321 | Titoki Manor | 8361 | Edith Cavell Hospital |
| 8322 | Glenwood, Masterton | 8362 | Churchill Hospital |
| 8323 | Roseneath Manor Rest Home and Hospital | 8363 | Karitane |
| 8324 | Watsonia | 8364 | Nurse Maude Memorial |
| 8325 | Woburn Presbyterian Hospital | 8365 | Rannerdale War Veterans |
| 8326 | Braeburn | 8366 | St Georges |
| 8327 | Kairangi | 8367 | St John of God |
| 8328 | Wesleyhaven | 8368 | St Nicholas |
| 8329 | Johnswood | 8369 | St Winifreds |
| 8330 | Te Omanga Hospice | 8370 | Wesley-Harewood Hospital |
| 8331 | Bowen | 8371 | Windsor House |
| 8332 | Churtonleigh | 8372 | Woodchester |
| 8333 | Mary Potter Hospice | 8373 | George Manning Geriatric Hospital |
| 8334 | Elizabeth Memorial Home | 8374 | Parklands, Christchurch |
| 8335 | Hau-Moana | 8375 | Windermere |
| 8336 | Hazelwood | 8376 | Fairhaven |
| 8338 | Te Karaka Home & Hospital | 8377 | Southern Cross Trust, Christchurch |
| 8339 | Lyll Bay | 8378 | Holmwood |
| 8340 | Piki-Te-Ora | 8379 | Lady King |
| 8341 | Vincentian Home and Hospital | 8380 | Karetu House |
| 8342 | Kemp Hospital | 8383 | Bidwill Trust |
| 8343 | Maupuia | 8384 | Parklands, Ashburton |
| 8350 | Lister | 8385 | Iona |
| 8351 | Manuka Street Trust | 8386 | Margaret Wilson |
| 8352 | Shangri-La | 8389 | Chalet |
| 8354 | Whareama Hospital | 8390 | Mossbrae Hospital |
| 8355 | Green Gables | 8391 | Glamis, Dunedin |
| 8356 | Fairview Hospital | 8393 | Anderson's Bay Hospital |
| 8357 | Averill House | 8394 | Mercy Hospital, Dunedin |
| | | 8395 | Prospect House |

| | | | |
|-------------|------------------------------|-------------|---------------------------------|
| 8397 | Ross Home | 8448 | Ewart |
| 8398 | Southmayde | 8449 | Otumarama |
| 8399 | St Andrews, Dunedin | 8450 | Rossendale |
| 8400 | Sacred Heart | 8451 | Kerikeri Hospital for Aged Care |
| 8402 | Calvary, Invercargill | 8452 | Gracelands |
| 8404 | Vickery Court | 8453 | Raglan Trust Hospital |
| 8405 | Southern Cross, Invercargill | 8454 | Golden Pond |
| 8406 | Peacehaven | 8455 | Otago Community Hospice |
| 8407 | Resthaven, Gore | 8456 | Ripponburn |
| 8420 | Southern Cross, Tauranga | 8457 | Birthcare Auckland |
| 8421 | Te Mana | 8458 | Prime Care |
| 8422 | Home of Compassion, Wgtn | 8459 | Auckland Surgical Centre |
| 8423 | Aotea North | 8460 | Family Health Care |
| 8424 | Cedar Manor | 8461 | Hastings Surgical Clinic |
| 8425 | Lester Memorial | 8462 | Boulcott Clinic |
| 8426 | Northhaven | 8463 | Wellington Surgical |
| 8427 | Eventhorpe | 8464 | Arohanui Hospice |
| 8432 | Wakefield | 8465 | West Harbour Gardens |
| 8433 | Lansdowne | 8466 | North Shore Day Surgery |
| 8434 | Belmont | 8467 | Beechworth |
| 8435 | Quinton Park | 8468 | Forest Hill |
| 8436 | Oakhaven | 8469 | Mary Shapley |
| 8437 | St Joan's Hospital | 8470 | Parkside Surgical Clinic |
| 8438 | St Margarets | 8471 | Southern Cross, Wellington |
| 8439 | Whare Aroha | 8472 | Te Puke Country Lodge |
| 8440 | Ons Dorp | 8473 | Anglesea Surgical Day Hospital |
| 8441 | Parklands Mercy, Auckland | 8474 | Kimihia Hospital |
| 8442 | Elderslea | 8475 | Baycare Day Stay |
| 8443 | Glenburn | 8476 | Southland Hospice |
| 8444 | Papakura Private | 8477 | Lakes Care Surgical Hospital |
| 8445 | South Auckland Hospice | 8478 | Avonlea |
| 8446 | Athenree | 8479 | Country Lodge Hospital |
| 8447 | Rostrevor Lodge | 8480 | St Lukes, Dunedin |

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|-------------|--|-------------|---|
| 8481 | Wellesford Birthing Unit | 8512 | Glengarry House |
| 8482 | Royal New Zealand Naval Hospital | 8513 | Booms Lodge Hospital |
| 8483 | Kaikohe Private Hospital | 8514 | Peppertree Hospital |
| 8484 | Phoenix House | 8515 | Mt Herbert Hospital |
| 8485 | Heron Hospital | 8516 | Alexandra Hospital |
| 8486 | Summerset | 8517 | Elmwood (Napier) |
| 8487 | Churchill Hospital, Blenheim | 8518 | Sprott House Hospital |
| 8488 | Potter Memorial Hospital | 8519 | Te Hopai Hospital |
| 8489 | Lakewood Hospital | 8520 | Tuatapere Maternity Hospital |
| 8491 | North Shore Hospice | 8521 | Maylon House |
| 8492 | Conifer Court | 8522 | Aubert Home of Compassion |
| 8493 | Heatherlea House | 8523 | Birthcare Huntly |
| 8494 | Palmerston North Masonic Court Hospital | 8524 | Cashmere Hospital |
| 8495 | Remuera Eye Clinic Day Surgery & Laser Centre | 8525 | Parkwood Lodge Hospital |
| 8496 | Helensville Birthing Unit | 8526 | Millvale House |
| 8497 | Oral Surgery Clinic | 8527 | Allen Bryant Hospital |
| 8498 | Moana House | 8528 | St Vianneys Home of Compassion |
| 8499 | Auckland Eye Hospital | 8529 | Nazareth House Hospital |
| 8500 | St Joseph's Home of Compassion Hospital | 8530 | Lansdown Court Hospital |
| 8501 | Ohinemuri House Hospital | 8531 | Kowhai Manor Hospital |
| 8502 | Matamata Country Lodge | 8532 | Fergusson Home and Hospital |
| 8503 | Selena Sutherland Trust Hospital | 8533 | Lister Home Hospital |
| 8504 | Sunhaven Hospital | 8534 | Mary Doyle Trust Hospital |
| 8505 | Tasman View Hospital | 8535 | Whitianga Continuing Care |
| 8506 | Cook Street Nursing Care Centre | 8536 | Mountain View Hospital |
| 8507 | Manor Park Hospital | 8537 | Te Wirimu House Hospital |
| 8508 | Palliser Hospital | 8538 | Acquired Brain Injury Rehabilitation Services |
| 8509 | Ashwood Park Hospital | 8539 | Redwood Retirement Village |
| 8510 | Sevenoaks Continuing Care | 8540 | Chateau Village |
| 8511 | Winton Birthing Centre/Central Southland B. Unit | 8541 | Rowena Jackson Hospital Ltd |
| | | 8542 | North Haven Hospice |
| | | 8543 | Northern Southland Birthing Centre |

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|--|---|
| 8544 Castlereas | 8576 Riverview Home and Hospital |
| 8545 Omaio Village Rest Home | 8577 Elizabeth R Hospital and Rest Home |
| 8546 Woodlands Rest Home | 8578 Summerset Hospital |
| 8547 Horowhenua Masonic Hospital | 8579 Park Street Day Stay Hospital |
| 8548 Oakwoods Hospital | 8580 Oxford Day Clinic |
| 8549 Endoscopy Auckland | 8581 Wakefield Village Resthome |
| 8550 Bernadette Lifecare | 8582 Harbourview Home and Hospital |
| 8551 Chiswick Park Hospital | 8583 Windermere |
| 8552 Claud Switzer Residential Care | 8584 Wharerangi Eventide Home and Hospital |
| 8553 Tasman Park Rest Home | 8585 The Rhapsody |
| 8554 Wensley House | 8586 Birthcare Auckland |
| 8555 Lexham Park | 8587 Avondale Hospital |
| 8556 Rosebank Hospital | 8588 Rahiri Elder Care Centre |
| 8557 Coldstream Hospital | 8589 Waihi Hospital |
| 8558 Urology Services Ltd | 8590 Montecillo Home and Hospital |
| 8559 Venturo | 8591 North Shore Surgery |
| 8560 Lakes Ophthalmic Services Ltd | 8592 Waiapu House |
| 8561 Dannevirke Community Hospital | 8593 Epsom on the park |
| 8562 Queen Mary Centre | 8594 Kenakena Rest Home |
| 8563 Kensington Court Rest Home | 8595 Ascot Hospital |
| 8564 Seadrome Residential Home and Hospital | 8596 Christian Healthcare Trust |
| 8565 Elmslie House | 8597 Gore Health Centre |
| 8566 Charlotte Jean Maternity Unit | 8598 Huntleigh Hospital and Retirement Home |
| 8567 Leslie Groves Hospital | 8599 Karadean Court Rest Home and Hospital |
| 8568 Community Trust Hospice | 8600 Monte Vista |
| 8569 Clutha Health First | 8601 Strathallan Hospital |
| 8570 Ranui Home | 8602 Ngaio Marsh retirement Village Hospital |
| 8571 Somervale Hospital | 8603 Glenbrook House |
| 8572 Hamilton Birthing Ltd | 8604 Fitzgerald House |
| 8573 Nurse Maude Memorial Hospital | 8605 St Johns Wood Hospital |
| 8574 Glenbrae Home and Hospital | |
| 8575 Pinetree Lodge | |

| | | | |
|-------------|---|-------------|---------------------------------------|
| 8606 | Riverleigh Hospital and Retirement Home | 8638 | Summerset Centre Havelock North |
| 8607 | Malvina Major Rest Home and Hospital | 8639 | Wood Retirement Village |
| 8608 | Marne Street Hospital | 8640 | Cromwell House Hospital |
| 8609 | The Oaks Senior Care Centre | 8641 | Metlife Care Powley |
| 8610 | Summerset Centre | 8642 | Wanganui Hospice |
| 8611 | Northern Surgical Centre | 8643 | Richard Seddon Hospital |
| 8612 | Not Used | 8644 | Kensington Hospital |
| 8613 | Bethsaida Rest Home | 8645 | Northshore Birthcare |
| 8614 | Country Care Home | 8646 | Cheviot Rest Home |
| 8615 | Fairhaven Rest Home | 8647 | Terence Kennedy House |
| 8616 | Seaview Hospital | 8648 | Metlife Care Masterton |
| 8617 | Aberleigh Village | 8649 | Takrouna Lodge |
| 8618 | Marina Cove rest Home | 8650 | Warkworth Birthing Centre |
| 8619 | Twin Palms | 8651 | Takanini Hospital |
| 8620 | Waterlea Rest Home | 8652 | Taupaki Gables |
| 8621 | Willowmeade Rest Home | 8653 | Eldon Lodge |
| 8622 | Wine View Rest Home | 8654 | Eastcliffe on Orakei |
| 8623 | Kauri Coast Hospital | 8655 | Lake Heights Rest Home |
| 8624 | Remuera Surgical Centre | 8656 | Mobile Surgical Unit |
| 8625 | Summerset Palmerston North | 8657 | St Catherines Court Rest Home |
| 8626 | Nelson Hospice | 8658 | Silverdale House Rest Home |
| 8627 | Phoenix Rehab Unit | 8659 | Woodcote Retirement Village |
| 8628 | Baycare Heights | 8660 | Merivale Retirement Village |
| 8629 | Te Whare Hauora O Ngati Porou | 8661 | Bishop Lifecare Centre |
| 8630 | Queen Elizabeth Trust | 8662 | Wendover Rest Home |
| 8631 | Naomi Courts | 8663 | Bethany Village |
| 8632 | Riverview Rest Home | 8664 | Ilam Park Retirement Village |
| 8633 | Albert Park Rest Home | 8665 | Elmswood Court Retirement Village |
| 8634 | Leighton House Rest Home | 8666 | St Allisa Court Rest Home |
| 8635 | Sedgewick House | 8667 | Waipuna Hospice |
| 8636 | Castlewood Nursing Home | 8668 | Otaki Birthing Centre |
| 8637 | Ravenscraig Nursing Home | 8670 | Acacia Park Residential Care Facility |

8671 Althorp Private Hospital

8675 Carter House

8672 Annie Brydon Complex

8676 Central Hawkes Bay Health Centre

8673 Aroha Hospital

8674 Birchleigh Hospital

2. DHB Agency

Use the Ministry of Health's National Minimum Dataset Agency Code list. When appropriate this Agency Code will be replaced by the HPI Organization Identifier. Please note the HWIP list includes only DHB Agencies.

Source: <http://www.health.govt.nz/nz-health-statistics/data-references/code-tables/common-code-tables/agency-code-table>

Code table for DHB Agency

| Code Identifier | Code Name |
|-----------------|--|
| 1011 | Northland District Health Board |
| 1021 | Waitemata District Health Board |
| 1022 | Auckland District Health Board |
| 1023 | Counties Manukau District Health Board |
| 2031 | Waikato District Health Board |
| 2042 | Lakes District Health Board |
| 2047 | Bay of Plenty District Health Board |
| 2051 | Tairāwhiti District Health Board |
| 2071 | Taranaki District Health Board |
| 3061 | Hawke's Bay District Health Board |
| 3081 | Mid-Central District Health Board |
| 3082 | Whanganui District Health Board |
| 3091 | Capital & Coast District Health Board |
| 3092 | Hutt Valley District Health Board |
| 3093 | Wairarapa District Health Board |
| 3101 | Nelson Marlborough District Health Board |
| 4111 | West Coast District Health Board |
| 4121 | Canterbury District Health Board |
| 4123 | South Canterbury District Health Board |
| 4131 | Otago District Health Board (retired 1 May 2010) |
| 4141 | Southland District Health Board (retired 1 May 2010) |
| 4160 | Southern District Health Board (From 1 May 2010) |

3. Birth year

Year of birth is directly extracted from the employee's date of birth as recorded in the relevant dataset. Although date of birth is a more accurate statistic, year of birth reduces any perceived element of personal identification.

The year of birth is a four digit number from 1920 onwards.

4. Gender

A classification of the gender of an individual as supplied by the organization. This code set follows the Statistics New Zealand, "Statistical Classification of Gender V1.0.0" Statistics New Zealand 2021.

Code table for Gender

| Code Identifier | Code Name |
|-----------------|----------------|
| M | Male |
| F | Female |
| A | Another Gender |
| U | Unknown |

5. Ethnicity

Use the Health Information Standards Organization (HISO) "Ethnicity Data Protocols for the Health Sector" for recording of ethnicity codes.¹ The protocols were last updated 17 May 2021. Prior to this, on 1 July 2009 the ethnicity classification codes to be used in conjunction with the 2004 Ethnicity Data Protocols for the Health and Disability Sector (Protocols) were updated to align with the Statistics New Zealand Statistical Standard for Ethnicity 2005. Supplementary Notes to the Ethnicity Data Protocols and a revised code set have been published to reflect this change. Please use the Supplementary Notes and Revised code set appendices in conjunction with the original 2004 Ethnicity Data Protocols document.

Protocol requirements for recording

1. The Stats NZ Ethnicity New Zealand Standard Classification 2005 structure must be used to code ethnicity data.

¹ <http://www.health.govt.nz/publication/ethnicity-data-protocols-health-and-disability-sector>

2. Ethnicity data must be recorded at level 4 (the most detailed level of the classification).
3. Information systems must be capable of recording up to six responses.
4. Where a respondent reports more than six ethnicities, the Stats NZ standard process for reducing multiple ethnic responses must be followed.
5. Where a respondent reports multiple ethnicities, a 'principal ethnicity' must not be recorded.
6. 'New Zealander' and like responses should be coded to the 'New Zealander' code at level 4.

NOTE: For HWIP, only one ethnicity code, at level 4, from the following list is required to be provided for each employee. Any prioritisation process would have been applied before this.

Code table for level 4 ethnicity

| Code | Description | Code | Description |
|-------|----------------------|-------|-------------|
| 10000 | European nfd | 12811 | Australian |
| 11111 | New Zealand European | 12911 | Albanian |
| 12100 | British nfd | 12912 | Armenian |
| 12111 | Celtic nfd | 12913 | Austrian |
| 12112 | Channel Islander | 12914 | Belgian |
| 12113 | Cornish | 12915 | Bulgarian |
| 12114 | English | 12916 | Belorussian |
| 12116 | Irish | 12918 | Cypriot nfd |
| 12117 | Manx | 12919 | Czech |
| 12119 | Scottish | 12920 | Danish |
| 12121 | Welsh | 12921 | Estonian |
| 12199 | British nec | 12922 | Finnish |
| 12211 | Dutch | 12923 | Flemish |
| 12311 | Greek | 12924 | French |
| 12411 | Polish | 12926 | Hungarian |
| 12500 | South Slav nfd | 12927 | Icelandic |
| 12511 | Croatian | 12928 | Latvian |
| 12512 | Dalmatian | 12929 | Lithuanian |
| 12513 | Macedonian | 12930 | Maltese |
| 12514 | Serbian | 12931 | Norwegian |
| 12515 | Slovenian | 12932 | Portuguese |
| 12516 | Bosnian | 12933 | Romanian |
| 12599 | South Slav nec | 12934 | Romani |
| 12611 | Italian | 12935 | Russian |
| 12711 | German | 12937 | Slavic |
| | | 12938 | Slovak |

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|--------------|------------------------|--------------|----------------------|
| 12939 | Spanish | 41417 | Chin |
| 12940 | Swedish | 41499 | Southeast Asian nec |
| 12941 | Swiss | 42100 | Chinese nfd |
| 12942 | Ukrainian | 42111 | Hong Kong Chinese |
| 12943 | American | 42112 | Cambodian Chinese |
| 12945 | Canadian | 42113 | Malaysian Chinese |
| 12947 | New Caledonian | 42114 | Singaporean Chinese |
| 12948 | South African European | 42115 | Vietnamese Chinese |
| 12949 | Afrikaner | 42116 | Taiwanese |
| 12950 | Zimbabwean European | 42199 | Chinese nec |
| 12999 | European nec | 43100 | Indian nfd |
| 21111 | Maori | 43111 | Bengali |
| 30000 | Pacific Peoples nfd | 43112 | Fijian Indian |
| 31111 | Samoan | 43114 | Indian Tamil |
| 32100 | Cook Islands Maori nfd | 43115 | Punjabi |
| 33111 | Tongan | 43116 | Sikh |
| 34111 | Niuean | 43117 | Anglo Indian |
| 35111 | Tokelauan | 43118 | Malaysian Indian |
| 36111 | Fijian | 43119 | South African Indian |
| 37112 | Indigenous Australian | 43199 | Indian nec |
| 37122 | Hawaiian | 44100 | Sri Lankan nfd |
| 37124 | Kiribati | 44111 | Sinhalese |
| 37130 | Nauruan | 44112 | Sri Lankan Tamil |
| 37135 | Papua New Guinean | 44199 | Sri Lankan nec |
| 37137 | Pitcairn Islander | 44211 | Japanese |
| 37138 | Rotuman | 44311 | Korean |
| 37140 | Tahitian | 44411 | Afghan |
| 37141 | Solomon Islander | 44412 | Bangladeshi |
| 37144 | Tuvaluan | 44413 | Nepali |
| 37145 | Ni Vanuatu | 44414 | Pakistani |
| 37199 | Pacific Peoples nec | 44415 | Tibetan |
| 40000 | Asian nfd | 44416 | Eurasian |
| 41000 | Southeast Asian nfd | 44417 | Bhutanese |
| 41111 | Filipino | 44418 | Maldivian |
| 41211 | Cambodian | 44419 | Mongolian |
| 41311 | Vietnamese | 44499 | Asian nec |
| 41411 | Burmese | 51100 | Middle Eastern nfd |
| 41412 | Indonesian | 51111 | Algerian |
| 41413 | Lao | 51112 | Arab |
| 41414 | Malay | 51113 | Assyrian |
| 41415 | Thai | 51114 | Egyptian |
| 41416 | Karen | 51115 | Iranian/Persian |

| | | | |
|--------------|--------------------|--------------|-------------------------|
| 51116 | Iraqi | 53114 | Kenyan |
| 51117 | Israeli/Jewish | 53115 | Nigerian |
| 51118 | Jordanian | 53116 | African American |
| 51119 | Kurd | 53118 | Caribbean |
| 51120 | Lebanese | 53119 | Somali |
| 51122 | Moroccan | 53120 | Eritrean |
| 51124 | Palestinian | 53121 | Ethiopian |
| 51125 | Syrian | 53122 | Ghanaian |
| 51127 | Turkish | 53123 | Burundian |
| 51199 | Middle Eastern nec | 53124 | Congolese |
| 52100 | Latin American nfd | 53125 | Sudanese |
| 52111 | Argentinian | 53126 | Zambian |
| 52112 | Bolivian | 53127 | Other Zimbabwean |
| 52113 | Brazilian | 53199 | African nec |
| 52114 | Chilean | 61113 | Indigenous American |
| 52115 | Colombian | 61115 | Mauritian |
| 52118 | Ecuadorian | 61116 | Seychellois |
| 52123 | Mexican | 61117 | Other South African |
| 52127 | Peruvian | 61118 | New Zealander |
| 52128 | Puerto Rican | 61199 | Other Ethnicity nec |
| 52129 | Uruguayan | 94444 | Don't Know |
| 52130 | Venezuelan | 95555 | Refused to Answer |
| 52199 | Latin American nec | 97777 | Response Unidentifiable |
| 53100 | African nfd | 99999 | Not Stated |
| 53113 | Jamaican | | |

6. Iwi Affiliation

Use the Health Information Standards Organization (HISO) "Iwi Statistical Standard" for recording of Iwi codes (<https://www.health.govt.nz/publication/hiso-10068-2017-iwi-statistical-standard>). This endorses the use of the Stats NZ Iwi statistical standard. The latest version is Iwi 2 v2.0.0, which was last updated on 17 April 2019.

Code table for Iwi

| Code | Description |
|-----------|--|
| 01 | Te Tai Tokerau/Tāmaki-makaurau (Northland/Auckland) Region Iwi |
| 02 | Hauraki (Coromandel) Region Iwi |
| 03 | Waikato/Te Rohe Pōtae (Waikato/King Country) Region Iwi |
| 04 | Te Arawa/Taupō (Rotorua/Taupō) Region Iwi |
| 05 | Tauranga Moana/Mātaatua (Bay of Plenty) Region Iwi |

| | |
|-------------|--|
| 06 | Te Tai Rāwhiti (East Coast) Region Iwi |
| 07 | Te Matau-a-Māui/Wairarapa (Hawke's Bay/Wairarapa) Region iwi |
| 08 | Taranaki Region Iwi |
| 09 | Whanganui/Rangitīkei (Wanganui/Rangitīkei) Region Iwi |
| 10 | Manawatū/Horowhenua/Te Whanganui-a-Tara (Manawatū/Horowhenua/Wellington) Region Iwi |
| 11 | Te Waipounamu/Wharekauri (South Island/Chatham Islands) Region Iwi |
| 20 | Confederations and Waka, iwi not named |
| 21 | Iwi named, region not known |
| 22 | Hapū affiliated to more than one iwi |
| 23 | Region known, iwi not named |
| 44 | Don't know |
| 99 | Not elsewhere included |
| 0100 | Te Tai Tokerau/Tāmaki-makaurau (Northland/Auckland) Region Iwi |
| 0101 | Te Aupōuri |
| 0102 | Ngāti Kahu |
| 0103 | Ngāti Kurī |
| 0104 | Ngāpuhi |
| 0105 | Ngāpuhi ki Whaingaroa-Ngāti Kahu ki Whaingaroa |
| 0106 | Te Rarawa |
| 0107 | Ngāi Takoto |
| 0108 | Ngāti Wai |
| 0109 | Ngāti Whātua (not Ōrākei or Kaipara) |
| 0110 | Te Kawerau ā Maki |
| 0111 | Te Uri-o-Hau |
| 0112 | Te Roroa |
| 0113 | Ngāti Whātua o Kaipara |
| 0114 | Ngāti Whātua o Ōrākei |
| 0115 | Ngāi Tai ki Tāmaki |
| 0116 | Ngāti Hine (Te Tai Tokerau) |
| 0117 | Te Paatu |
| 0118 | Ngāti Manuhiri |
| 0119 | Ngāti Rehua |
| 0200 | Hauraki (Coromandel) Region Iwi |
| 0201 | Ngāti Hako |
| 0202 | Ngāti Hei |
| 0203 | Ngāti Maru (Hauraki) |
| 0204 | Ngāti Paoa |
| 0205 | Patukirikiri |
| 0206 | Ngāti Porou ki Harataunga ki Mataora |
| 0207 | Ngāti Pūkenga ki Waiau |
| 0208 | Ngāti Rāhiri Tumutumu |
| 0210 | Ngāti Tamaterā |

| | |
|-------------|---|
| 0211 | Ngāti Tara Tokanui |
| 0212 | Ngāti Whanaunga |
| 0300 | Waikato/Te Rohe Pōtae (Waikato/King Country) Region Iwi |
| 0301 | Ngāti Haua (Waikato) |
| 0302 | Ngāti Maniapoto |
| 0303 | Raukawa (Waikato) |
| 0304 | Waikato |
| 0305 | Ngāti Te Ata |
| 0306 | Ngāti Hīkairo |
| 0307 | Rereahu |
| 0308 | Ngāti Tiipa |
| 0309 | Ngāti Korokī Kahukura |
| 0310 | Ngāti Tamaoho |
| 0311 | Te Ākitai-Waiohua |
| 0400 | Te Arawa/Taupō (Rotorua/Taupō) Region Iwi |
| 0401 | Ngāti Pīkiao (Te Arawa) |
| 0402 | Ngāti Rangiteaorere (Te Arawa) |
| 0403 | Ngāti Rangitīhi (Te Arawa) |
| 0404 | Ngāti Rangiwewehi (Te Arawa) |
| 0405 | Tapuika (Te Arawa) |
| 0406 | Ngāti Tarāwhai (Te Arawa) |
| 0407 | Tūhourangi (Te Arawa) |
| 0408 | Uenuku-Kōpako (Te Arawa) |
| 0409 | Waitaha (Te Arawa) |
| 0410 | Ngāti Whakaue (Te Arawa) |
| 0411 | Ngāti Tūwharetoa (ki Taupō) |
| 0412 | Ngāti Tahu-Ngāti Whaoa (Te Arawa) |
| 0413 | Ngāti Mākino |
| 0414 | Ngāti Kearoa / Ngāti Tuarā |
| 0415 | Ngāti Rongomai (Te Arawa) |
| 0444 | Don't know |
| 0500 | Tauranga Moana/Mātaatua (Bay of Plenty) Region Iwi |
| 0501 | Ngāti Pūkenga |
| 0502 | Ngāi Te Rangi |
| 0503 | Ngāti Ranginui |
| 0504 | Ngāti Awa |
| 0505 | Ngāti Manawa |
| 0506 | Ngāi Tai (Tauranga Moana/Mātaatua) |
| 0507 | Tūhoe |
| 0508 | Whakatōhea |
| 0509 | Te Whānau-ā-Apanui |
| 0510 | Ngāti Whare |

| | |
|-------------|--|
| 0511 | Ngā Pōtiki ā Tamapahore |
| 0512 | Te Upokorehe |
| 0513 | Ngāti Tūwharetoa ki Kawerau |
| 555 | Refused to answer |
| 0600 | Te Tai Rāwhiti (East Coast) Region Iwi |
| 0601 | Ngāti Porou |
| 0602 | Te Aitanga-a-Māhaki |
| 0603 | Rongowhakaata |
| 0604 | Ngāi Tāmanuhiri |
| 0605 | Te Aitanga ā Hauiti |
| 0700 | Te Matau-a-Māui/Wairarapa (Hawke's Bay/Wairarapa) Region iwi |
| 0701 | Rongomaiwahine (Te Māhia) |
| 0702 | Ngāti Kahungunu ki Te Wairoa |
| 0703 | Ngāti Kahungunu ki Heretaunga |
| 0704 | Ngāti Kahungunu ki Wairarapa |
| 0706 | Rangitāne (Te Matau-a-Māui/Hawke's Bay/Wairarapa) |
| 0707 | Ngāti Kahungunu ki Te Whanganui-a-Orotu |
| 0708 | Ngāti Kahungunu ki Tamatea |
| 0709 | Ngāti Kahungunu ki Tamakinui a Rua |
| 0710 | Ngāti Pāhauwera |
| 0711 | Ngāti Rākaipaaka |
| 0712 | Ngāti Hineuru |
| 0713 | Maungaharuru Tangitū |
| 0714 | Rangitāne o Tamaki nui ā Rua |
| 0715 | Ngāti Ruapani ki Waikaremoana |
| 0716 | Te Hika o Pāpāuma |
| 777 | Response unidentifiable |
| 0800 | Taranaki Region Iwi |
| 0801 | Te Atiawa (Taranaki) |
| 0802 | Ngāti Maru (Taranaki) |
| 0803 | Ngāti Mutunga (Taranaki) |
| 0804 | Ngā Rauru |
| 0805 | Ngā Ruahine |
| 0806 | Ngāti Ruanui |
| 0807 | Ngāti Tama (Taranaki) |
| 0808 | Taranaki |
| 0809 | Tangāhoe |
| 0810 | Pakakohi |
| 888 | Response outside scope |
| 0900 | Whanganui/Rangitīkei (Wanganui/Rangitīkei) Region Iwi |
| 0901 | Ngāti Apa (Rangitīkei) |
| 0902 | Te Ati Haunui-a-Pāpārangi |

| | |
|-------------|--|
| 0903 | Ngāti Haua (Taumarunui) |
| 0904 | Ngāti Hauti (Rangitīkei) |
| 0905 | Ngāti Whitikaupeka (Rangitīkei) |
| 0906 | Ngāi Te Ohuake (Rangitīkei) |
| 0907 | Ngāti Tamakōpiri (Rangitīkei) |
| 0908 | Ngāti Rangi (Ruapehu, Whanganui) |
| 0909 | Uenuku (Ruapehu, Waimarino) |
| 0910 | Tamahaki (Ruapehu, Waimarino) |
| 0911 | Tamakana (Ruapehu, Waimarino) |
| 999 | Not stated |
| 1000 | Manawatū/Horowhenua/Te Whanganui-a-Tara (Manawatū/Horowhenua/Wellington) Region Iwi |
| 1001 | Te Atiawa (Te Whanganui-a-Tara/Wellington) |
| 1002 | Muaūpoko |
| 1003 | Rangitāne (Manawatū) |
| 1004 | Ngāti Raukawa (Horowhenua/Manawatū) |
| 1005 | Ngāti Toarangatira (Te Whanganui-a-Tara/Wellington) |
| 1006 | Te Atiawa ki Whakarongotai |
| 1007 | Ngāti Tama ki Te Upoko o Te Ika (Te Whanganui-a-Tara/Wellington) |
| 1008 | Ngāti Kauwhata |
| 1009 | Ngāti Tukorehe |
| 1100 | Te Waipounamu/Wharekauri (South Island/Chatham Islands) Region Iwi |
| 1101 | Te Atiawa (Te Waipounamu/South Island) |
| 1102 | Ngāti Koata |
| 1103 | Ngāti Kuia |
| 1104 | Kāti Māmoe |
| 1105 | Moriori |
| 1106 | Ngāti Mutunga (Wharekauri/Chatham Islands) |
| 1107 | Rangitāne (Te Waipounamu/South Island) |
| 1108 | Ngāti Rārua |
| 1109 | Ngāi Tahu / Kāi Tahu |
| 1110 | Ngāti Tama (Te Waipounamu/South Island) |
| 1111 | Ngāti Toarangatira (Te Waipounamu/South Island) |
| 1112 | Waitaha (Te Waipounamu/South Island) |
| 1113 | Ngāti Apa ki Te Rā Tō |
| 2000 | Confederations and Waka, iwi not named |
| 2001 | Tainui, iwi not named |
| 2002 | Te Arawa, iwi not named |
| 2003 | Tākitimu, iwi not named |
| 2004 | Aotea, iwi not named |
| 2005 | Mātaatua, iwi not named |
| 2006 | Mahuru, iwi not named |
| 2007 | Māmari, iwi not named |

| | |
|-------------|---|
| 2008 | Ngātokimatawhaorua, iwi not named |
| 2009 | Nukutere, iwi not named |
| 2010 | Tokomaru, iwi not named |
| 2011 | Kurahaupō, iwi not named |
| 2012 | Muriwhenua, iwi not named |
| 2013 | Hauraki / Pare Hauraki, iwi not named |
| 2014 | Tūranganui a Kiwa, iwi not named |
| 2015 | Te Taihū o Te Waka a Māui, iwi not named |
| 2016 | Tauranga Moana, iwi not named |
| 2017 | Horouta, iwi not named |
| 2018 | Mōkai Pātea, iwi not named |
| 2100 | Iwi named, region not known |
| 2101 | Te Atiawa, region not known |
| 2102 | Ngāti Haua, region not known |
| 2103 | Ngāti Maru, region not known |
| 2104 | Ngāti Mutunga, region not known |
| 2105 | Rangitāne, region not known |
| 2106 | Ngāti Raukawa, region not known |
| 2107 | Ngāti Tama, region not known |
| 2108 | Ngāti Toa, region not known |
| 2109 | Waitaha, region not known |
| 2110 | Ngāti Apa, region not known |
| 2111 | Ngāi Tai, region not known |
| 2112 | Ngāti Kahungunu, region not known |
| 2113 | Ngāti Tūwharetoa, region not known |
| 2200 | Hapū affiliated to more than one iwi |
| 2201 | Hapū affiliated to more than one iwi |
| 2300 | Region known, iwi not named |
| 2301 | Te Tai Tokerau/Tāmaki-makaurau Region, Iwi not named |
| 2302 | Hauraki Region, Iwi not named |
| 2303 | Waikato/Te Rohe Pōtae Region, Iwi not named |
| 2304 | Te Arawa/Taupō Region, Iwi not named |
| 2305 | Tauranga Moana/Mātaatua Region, Iwi not named |
| 2306 | Te Tai Rāwhiti Region, Iwi not named |
| 2307 | Te Matau-a-Māui/Wairarapa Region, Iwi not named |
| 2308 | Taranaki Region, Iwi not named |
| 2309 | Whanganui/Rangitīkei Region, Iwi not named |
| 2310 | Manawatū/Horowhenua/Te Whanganui-a-Tara Region, Iwi not named |
| 2311 | Te Waipounamu/Wharekauri Region, Iwi not named |
| 4444 | Don't know |
| 5555 | Refused to answer |
| 7777 | Response unidentifiable |

| | |
|-------------|------------------------|
| 8888 | Response outside scope |
| 9999 | Not stated |

7. Entry source / Exit destination

Entry Source / Exit Destination declares where employees have entered into employment 'from' or have left employment 'to' respectively. Entry Source/Exit Destination is designed to measure the flows into, out of and around the health sector.

This classification is broadly split into secondary care, primary care and non-health sector. The first eight codes are a high level list, for ease of reporting, but where more detail is known other codes are available.

Code table for Entry source & Exit destination

| Code Identifier | Code Name | Code Description |
|-----------------|--------------------------------------|--------------------|
| A | DHB | DHB |
| C | Non Government Organisation (NGO) | NGO |
| D | Private Hospital/Healthcare Provider | Private |
| E | Primary Care | Primary care |
| L | Non-health service | Non-health service |
| N | Overseas | Overseas |
| O | Non-labour market | Non-labour market |
| Z | Unknown | Unknown |
| A01 | Auckland DHB | DHB |
| A02 | Bay of Plenty DHB | DHB |
| A03 | Canterbury DHB | DHB |
| A04 | Capital and Coast DHB | DHB |
| A05 | West Coast DHB | DHB |
| A06 | Counties/Manukau DHB | DHB |
| A07 | Hawkes Bay DHB | DHB |
| A08 | Hutt DHB | DHB |
| A09 | Lakes DHB | DHB |
| A10 | MidCentral DHB | DHB |
| A11 | Nelson-Marlborough DHB | DHB |

| | | |
|------------|---|--|
| A12 | Northland DHB | DHB |
| A13 | Otago DHB | DHB |
| A14 | South Canterbury DHB | DHB |
| A15 | Southland DHB | DHB |
| A16 | Tairāwhiti DHB | DHB |
| A17 | Taranaki DHB | DHB |
| A18 | Waikato DHB | DHB |
| A19 | Wairarapa DHB | DHB |
| A20 | Waitemata DHB | DHB |
| A21 | Whanganui DHB | DHB |
| C00 | Non Government Organization (NGO) | The worker was sourced from, or has departed to an NGO. |
| D00 | Private Hospital/Healthcare Provider | The worker was sourced from, or has departed to a private health service provider. |
| E00 | Primary Care Practice – Specialist | The worker was sourced from, or has departed to a private enterprise undertaking primary care specialising in the delivery of specialist healthcare services. |
| F00 | Primary Care Practice – General Practice | The worker was sourced from, or has departed to a private enterprise undertaking primary care specialising in the delivery of General Practitioner healthcare services. |
| G00 | Primary Care Practice – Allied Health | The worker was sourced from, or has departed to a private enterprise undertaking primary care specialised in the delivery of Allied Health services. |
| H00 | Primary Care Practice – Nursing and Midwifery | The worker was sourced from, or has departed to a private enterprise undertaking primary care specialised in the delivery of Nursing or Midwifery Services. |
| I00 | Disability Support Service Provider | The worker was sourced from, or has departed to a private enterprise undertaking the delivery of: Aged Care Services Intellectual Disability Services Including residential services. |
| J00 | Contract or Locum Service | The worker was sourced from, or has departed to undertake their own provision of specialist labour service to DHBs within contract or locum roles. |

| | | |
|------------|-------------------------|--|
| K00 | Health Services n.e.c. | The worker was sourced from, or has departed to a private enterprise specialised in the delivery of health services not elsewhere classified. |
| L00 | Non Health Service | The worker was sourced from, or has departed to non health service related employment. Non-health service related employment includes Ministry of Health or other organization not specifically focused on the direct production of health services. |
| M00 | Educational Facility | The worker was sourced from, or has departed to undertaking training or education. |
| N00 | Overseas | The worker was sourced from, or has departed to overseas destinations. |
| O00 | Non Labour Market | The worker was sourced from, or has departed to non employment related activity. This can include retirement and death. |
| Z99 | Unknown or Unidentified | The worker was sourced from, or has departed to unknown or unidentified activity |

8. Reason for leaving

This classification reflects the primary reason for an employee's departure from an organization.

Code table for Reason for leaving

| | | | |
|-------------|---------------------------------------|-----------|--|
| Code | Description | 34 | Lack of cultural support / supervision |
| 10 | Work conditions or environment | 40 | Agreement terminated |
| 11 | Physical environment | 41 | End of fixed term employment |
| 12 | Resources or equipment | 42 | Restructuring / redundancy |
| 13 | Terms and conditions of employment | 43 | Dismissed |
| 20 | Professional Development | 44 | Retired |
| 21 | Change in profession / different role | 50 | Personal / family / whanau reason |
| 22 | Career development opportunities | 51 | Health |
| 23 | Study or training | 52 | Domestic reasons |
| 30 | Work relationships | 53 | Death |
| 31 | Interpersonal relationships | 90 | Other |
| 32 | Team dynamics | 91 | Non stated |
| 33 | Lack of job satisfaction | 99 | Undefined |

9. Paid employment status

Paid employment status reflects the concept of employment *permanence*: the expected duration of a worker's employment relationship.

Code Table for Paid Employment Status

| Code Identifier | Code Name | Code Description |
|-----------------|-------------------|--|
| 01 | Permanent | The worker is employed to deliver labour service for an unlimited period. |
| 02 | Casual | The worker is employed to deliver labour service for a event-limited period; for example, relief nurse. |
| 03 | Fixed Term | The worker is employed to deliver labour service for a time-limited period; for example, locum services |
| 04 | Contractor | The worker is contracted to deliver labour service for specific defined events. Not an employee. |
| 05 | Leave without Pay | The worker is not delivering labour service i.e. is away from paid employment due to taking leave such as Career Break, Sabbatical Leave etc. |
| 06 | Parental Leave | The worker is not delivering labour service i.e. is away from paid employment due to taking leave under the Parental Leave and Employment Protection Act 1987. |
| 99 | Unknown | Employment status is unknown |

10. Australia New Zealand Standard Classification of Occupations (ANZSCO)

The Australia New Zealand Standard Classification of Occupations is used to define the occupation of an employee. This is a national standard held by Statistics New Zealand. We are using version 1.2 which was effective from 26 June 2013. The following is an abbreviated list (344 codes). The complete classification is available from Statistics New Zealand on: http://www.stats.govt.nz/surveys_and_methods/methods/classifications-and-standards/classification-related-stats-standards/occupation.aspx

Abbreviated ANZSCO Code table

| ANZSCO | ANZSCO Description |
|--------|--------------------------------------|
| 111111 | Chief Executive or Managing Director |
| 111211 | Corporate General Manager |

| | | | |
|---------------|--|---------------|--|
| 111311 | Local Government Legislator | 149999 | Hospitality, Retail and Service Managers nec |
| 111399 | Legislators nec | 211311 | Photographer |
| 131112 | Sales and Marketing Manager | 212415 | Technical Writer |
| 131113 | Advertising Manager | 212499 | Journalists and Other Writers nec |
| 131114 | Public Relations Manager | 221111 | Accountant (General) |
| 132111 | Corporate Services Manager | 221112 | Management Accountant |
| 132211 | Finance Manager | 221211 | Company Secretary |
| 132311 | Human Resources Manager | 221213 | External Auditor |
| 132411 | Policy and Planning Manager | 221214 | Internal Auditor |
| 132511 | Research and Development Manager | 222312 | Financial Investment Manager |
| 133111 | Construction Project Manager | 223111 | Human Resource Adviser |
| 133112 | Project Builder | 223112 | Recruitment Consultant |
| 133211 | Engineering Manager | 223113 | Workplace Relations Adviser |
| 133611 | Supply and Distribution Manager | 223211 | ICT Trainer |
| 133612 | Procurement Manager | 223311 | Training and Development Professional |
| 134111 | Child Care Centre Manager | 224113 | Statistician |
| 134211 | Medical Superintendent (NZ) | 224211 | Archivist |
| 134212 | Nursing Clinical Director | 224213 | Health Information Manager |
| 134213 | Primary Health Organisation Manager | 224214 | Records Manager |
| 134214 | Welfare Centre Manager | 224411 | Intelligence Officer |
| 134299 | Health and Welfare Services Managers nec | 224412 | Policy Analyst |
| 134499 | Education Managers nec | 224611 | Librarian |
| 135111 | Chief Information Officer | 224711 | Management Consultant |
| 135112 | ICT Project Manager | 224712 | Organisation and Methods Analyst |
| 135199 | ICT Managers nec | 224912 | Liaison Officer |
| 139912 | Environmental Manager | 224913 | Migration Agent |
| 139913 | Laboratory Manager | 224999 | Information and Organisation Professionals nec |
| 139914 | Quality Assurance Manager | 225113 | Marketing Specialist |
| 139999 | Specialist Managers nec | 225212 | ICT Business Development Manager |
| 141111 | Cafe or Restaurant Manager | 225311 | Public Relations Professional |
| 149211 | Call or Contact Centre Manager | 232111 | Architect |
| 149212 | Customer Service Manager | 232411 | Graphic Designer |
| 149311 | Conference and Event Organiser | 232413 | Multimedia Designer |
| 149411 | Fleet Manager | 232414 | Web Designer |
| 149413 | Transport Company Manager | 233311 | Electrical Engineer |
| 149913 | Facilities Manager | | |

| | | | |
|---------------|---|---------------|---|
| 233411 | Electronics Engineer | 252311 | Dental Specialist |
| 233513 | Production or Plant Engineer | 252312 | Dentist |
| 233913 | Biomedical Engineer | 252411 | Occupational Therapist |
| 233915 | Environmental Engineer | 252511 | Physiotherapist |
| 233999 | Engineering Professionals nec | 252611 | Podiatrist |
| 234212 | Food Technologist | 252711 | Audiologist |
| 234514 | Biotechnologist | 252712 | Speech Language Therapist |
| 234517 | Microbiologist | 253111 | General Practitioner |
| 234599 | Life Scientists nec | 253112 | Resident Medical Officer |
| 234611 | Medical Laboratory Scientist | 253211 | Anaesthetist |
| 234914 | Physicist | 253311 | Specialist Physician (General Medicine) |
| 234915 | Exercise Physiologist | 253312 | Cardiologist |
| 234999 | Natural and Physical Science Professionals nec | 253313 | Clinical Haematologist |
| 241111 | Early Childhood (Pre-primary School) Teacher | 253314 | Medical Oncologist |
| 241599 | Special Education Teachers nec | 253315 | Endocrinologist |
| 249111 | Education Adviser | 253316 | Gastroenterologist |
| 249211 | Art Teacher (Private Tuition) | 253317 | Intensive Care Specialist |
| 249299 | Private Tutors and Teachers nec | 253318 | Neurologist |
| 251111 | Dietitian | 253321 | Paediatrician |
| 251112 | Nutritionist | 253322 | Renal Medicine Specialist |
| 251211 | Medical Diagnostic Radiographer | 253323 | Rheumatologist |
| 251212 | Medical Radiation Therapist | 253324 | Thoracic Medicine Specialist |
| 251213 | Nuclear Medicine Technologist | 253399 | Specialist Physicians nec |
| 251214 | Sonographer | 253411 | Psychiatrist |
| 251311 | Environmental Health Officer | 253511 | Surgeon (General) |
| 251312 | Occupational Health and Safety Adviser | 253512 | Cardiothoracic Surgeon |
| 251411 | Optometrist | 253513 | Neurosurgeon |
| 251412 | Orthoptist | | |
| 251511 | Hospital Pharmacist | 253514 | Orthopaedic Surgeon |
| 251513 | Retail Pharmacist | 253515 | Otorhinolaryngologist |
| 251911 | Health Promotion Officer | 253516 | Paediatric Surgeon |
| 251912 | Orthotist or Prosthetist | 253517 | Plastic and Reconstructive Surgeon |
| 251999 | Health Diagnostic and Promotion Professionals nec | 253518 | Urologist |
| 252299 | Complementary Health Therapists nec | 253521 | Vascular Surgeon |
| | | 253911 | Dermatologist |
| | | 253912 | Emergency Medicine Specialist |
| | | 253913 | Obstetrician and Gynaecologist |
| | | 253914 | Ophthalmologist |

| | | | |
|---------------|--|---------------|--|
| 253915 | Pathologist | 262113 | Systems Administrator |
| 253917 | Diagnostic and Interventional Radiologist | 263111 | Computer Network and Systems Engineer |
| 253918 | Radiation Oncologist | 263112 | Network Administrator |
| 253999 | Medical Practitioners nec | 263113 | Network Analyst |
| 254111 | Midwife | 263211 | ICT Quality Assurance Engineer |
| 254211 | Nurse Educator | 263212 | ICT Support Engineer |
| 254212 | Nurse Researcher | 263213 | ICT Systems Test Engineer |
| 254311 | Nurse Manager | 263299 | ICT Support and Test Engineers nec |
| 254411 | Nurse Practitioner | 271299 | Judicial and Other Legal Professionals nec |
| 254412 | Registered Nurse (Aged Care) | 271311 | Solicitor |
| 254413 | Registered Nurse (Child and Family Health) | 272112 | Drug and Alcohol Counsellor |
| 254414 | Registered Nurse (Community Health) | 272113 | Family and Marriage Counsellor |
| 254415 | Registered Nurse (Critical Care and Emergency) | 272114 | Rehabilitation Counsellor |
| 254416 | Registered Nurse (Developmental Disability) | 272199 | Counsellors nec |
| 254417 | Registered Nurse (Disability and Rehabilitation) | 272211 | Minister of Religion |
| 254418 | Registered Nurse (Medical) | 272311 | Clinical Psychologist |
| 254421 | Registered Nurse (Medical Practice) | 272314 | Psychotherapist |
| 254422 | Registered Nurse (Mental Health) | 272399 | Psychologists nec |
| 254423 | Registered Nurse (Perioperative) | 272412 | Interpreter |
| 254424 | Registered Nurse (Surgical) | 272413 | Translator |
| 254425 | Registered Nurse (Paediatric) | 272499 | Social Professionals nec |
| 254499 | Registered Nurses nec | 272511 | Social Worker |
| 261111 | ICT Business Analyst | 272612 | Recreation Coordinator |
| 261112 | Systems Analyst | 272613 | Welfare Worker |
| 261211 | Multimedia Specialist | 311211 | Anaesthetic Technician |
| 261212 | Web Developer | 311212 | Cardiac Technician |
| 261311 | Analyst Programmer | 311213 | Medical Laboratory Technician |
| 261312 | Developer Programmer | 311214 | Operating Theatre Technician |
| 261313 | Software Engineer | 311215 | Pharmacy Technician |
| 261399 | Software and Applications Programmers nec | 311216 | Phlebotomist |
| 262111 | Database Administrator | 311299 | Medical Technicians nec |
| 262112 | ICT Security Specialist | 311413 | Life Science Technician |
| | | 311499 | Science Technicians nec |
| | | 312111 | Architectural Draftsperson |
| | | 312112 | Building Associate |
| | | 312211 | Civil Engineering Draftsperson |

| | | | |
|---------------|--|---------------|--------------------------------------|
| 312312 | Electrical Engineering Technician | 399918 | Fire Protection Equipment Technician |
| 312412 | Electronic Engineering Technician | 399999 | Technicians and Trades Workers nec |
| 312512 | Mechanical Engineering Technician | 411111 | Ambulance Officer |
| 312611 | Safety Inspector | 411112 | Ambulance Paramedic |
| 312911 | Maintenance Planner | 411211 | Dental Hygienist |
| 312999 | Building and Engineering Technicians nec | 411213 | Dental Technician |
| 313112 | ICT Customer Support Officer | 411214 | Dental Therapist |
| 313113 | Web Administrator | 411311 | Diversional Therapist |
| 313199 | ICT Support Technicians nec | 411411 | Enrolled Nurse |
| 313211 | Radiocommunications Technician | 411412 | Mothercraft Nurse |
| 313213 | Telecommunications Network Planner | 411512 | Maori Health Assistant |
| 313214 | Telecommunications Technical Officer or Technologist | 411711 | Community Worker |
| 321211 | Motor Mechanic (General) | 411712 | Disabilities Services Officer |
| 323211 | Fitter (General) | 411713 | Family Support Worker |
| 323212 | Fitter and Turner | 411715 | Residential Care Officer |
| 331212 | Carpenter | 411716 | Youth Worker |
| 332211 | Painting Trades Worker | 421111 | Child Care Worker |
| 333212 | Solid Plasterer | 423111 | Aged or Disabled Carer |
| 334111 | Plumber (General) | 423211 | Dental Assistant |
| 341111 | Electrician (General) | 423311 | Hospital Orderly |
| 341112 | Electrician (Special Class) | 423312 | Nursing Support Worker |
| 342312 | Communications Operator | 423313 | Personal Care Assistant |
| 342314 | Electronic Instrument Trades Worker (General) | 423314 | Therapy Aide |
| 342315 | Electronic Instrument Trades Worker (Special Class) | 431211 | Cafe Worker |
| 342414 | Telecommunications Technician | 431411 | Hotel Service Manager |
| 351112 | Pastrycook | 431999 | Hospitality Workers nec |
| 351311 | Chef | 441211 | Emergency Service Worker |
| 351411 | Cook | 442216 | Security Consultant |
| 362211 | Gardener (General) | 442217 | Security Officer |
| 392311 | Printing Machinist | 442299 | Security Officers and Guards nec |
| 393213 | Dressmaker or Tailor | 451612 | Travel Consultant |
| 399312 | Library Technician | 451815 | First Aid Trainer |
| | | 511111 | Contract Administrator |
| | | 511112 | Program or Project Administrator |
| | | 512111 | Office Manager |
| | | 512211 | Health Practice Manager |

| | | | |
|---------------|---|---------------|---|
| 512299 | Practice Managers nec | 599916 | Facilities Administrator |
| 521111 | Personal Assistant | 599999 | Clerical and Administrative Workers nec |
| 521211 | Secretary (General) | 612112 | Property Manager |
| 531111 | General Clerk | 621111 | Sales Assistant (General) |
| 532111 | Data Entry Operator | 621411 | Pharmacy Sales Assistant |
| 532113 | Word Processing Operator | 621511 | Retail Supervisor |
| 541111 | Call or Contact Centre Team Leader | 631112 | Office Cashier |
| 541112 | Call or Contact Centre Operator | 711611 | Sewing Machinist |
| 541211 | Information Officer | 711914 | Sterilisation Technician |
| 542111 | Receptionist (General) | 712911 | Boiler or Engine Operator |
| 542112 | Admissions Clerk | 712921 | Waste Water or Water Plant Operator |
| 542114 | Medical Receptionist | 731199 | Automobile Drivers nec |
| 551111 | Accounts Clerk | 731211 | Bus Driver |
| 551112 | Cost Clerk | 732111 | Delivery Driver |
| 551311 | Payroll Clerk | 733111 | Truck Driver (General) |
| 552211 | Finance Clerk | 741111 | Storeperson |
| 552314 | Statistical Clerk | 811111 | Car Detailer |
| 561212 | Postal Delivery Officer | 811211 | Commercial Cleaner |
| 561311 | Filing or Registry Clerk | 811411 | Commercial Housekeeper |
| 561411 | Mail Clerk | 811412 | Domestic Housekeeper |
| 561412 | Postal Sorting Officer | 811511 | Laundry Worker (General) |
| 561511 | Survey Interviewer | 811699 | Cleaners nec |
| 561611 | Switchboard Operator | 841411 | Garden Labourer |
| 561999 | Clerical and Office Support Workers nec | 841412 | Horticultural Nursery Assistant |
| 591113 | Purchasing Officer | 851299 | Food Trades Assistants nec |
| 591115 | Stock Clerk | 851311 | Kitchenhand |
| 591116 | Warehouse Administrator | 899111 | Caretaker |
| 591117 | Order Clerk | 899311 | Handyperson |
| 591211 | Despatching and Receiving Clerk | 899912 | Car Park Attendant |
| 599112 | Legal Executive | 899913 | Crossing Supervisor |
| 599411 | Human Resource Clerk | 899999 | Labourers nec |
| 599518 | Transport Operations Inspector | | |
| 599599 | Inspectors and Regulatory Officers nec | | |
| 599711 | Library Assistant | | |
| 599915 | Clinical Coder | | |

11. DHB Common Chart of Accounts Occupation

The DHB Common Chart of Accounts Occupation (CCoA) is a mandatory accountability document under the Ministry of Health Nationwide Service Framework. The entire CCoA applies to all District Health Boards, their subsidiaries and other 100% Crown-owned health related entities, including shared services agencies from 1 July 2002. The Ministry of Health is required to use the CCoA for recording Provider payments categorised in the 6000 series of codes.

Only the first four characters of the following code identifier are prescribed by the CCoA and correspond to the Chart's Segment 4 (<http://www.nsfh.health.govt.nz/apps/nsfh/pagesmh/200>). The remaining characters were added by the HWIP Technical Reference Group.

Code table For CCoA – 7 digits

| | | | |
|----------------|---------------------------------|----------------|--------------------------------|
| Code | Description | 2005227 | Haematologist |
| 2005200 | Senior Medical Officer | 2005228 | Anaesthetist |
| 2005201 | Otolaryngologist/ENT Specialist | 2005229 | Nephrologist |
| 2005202 | Ophthalmologist/Eye Specialist | 2005292 | Neurosurgeon |
| 2005203 | Dental/Max Specialist | 2015200 | MOSS |
| 2005204 | Dermatologist | 2025200 | General Practitioners |
| 2005205 | Plastic Surgeon | 2035200 | Registrars |
| 2005206 | General Surgeon | 2045200 | House Officers |
| 2005208 | Orthopaedic Surgeon | 2205230 | Clinical Nurse Leader |
| 2005209 | Paediatrician | 2205231 | Clinical Resource Nurse |
| 2005210 | Physician | 2205232 | Nurse Educator |
| 2005211 | Respiratory Physician | 2205233 | Nurse Manager |
| 2005212 | Neurologist | 2210233 | Staff Nurse |
| 2005213 | Intensivist | 2210234 | Staff Nurse - Graduate |
| 2005214 | Thoracic/Vascular Surgeon | 2210235 | Public Health Nurse |
| 2005215 | Cardiac Surgeon | 2210236 | Specialist Nurse |
| 2005216 | Cardiologist | 2210237 | Registered District Nurse |
| 2005217 | Emergency Specialist | 2210238 | District Nurse - Resource |
| 2005218 | Oncologist/Radiotherapist | 2210239 | District Nurse - Psychiatric |
| 2005219 | Obst.& Gynae. Specialist | 2210240 | Research Nurse |
| 2005220 | Geriatrician/Psychogeriatrician | 2210241 | Nursing Co-Ordinator |
| 2005221 | Psychiatrist | 2215242 | Enrolled Nurses |
| 2005222 | Endocrinologist | 2215243 | Enrolled District Nurse |
| 2005223 | Pathologist | 2225245 | Midwife |
| 2005224 | Rheumatologist | 2230246 | Internal Bureau Nurses -Staff |
| 2005225 | Radiologist | 2230247 | Internal Bureau Nurses -Enroll |
| 2005226 | Gastroenterologist | 2230248 | Internal Bureau Nurses -H/Aide |

| | | | |
|----------------|--------------------------------|----------------|-------------------------------|
| 2235249 | Health Service Assistants-Aide | 2508263 | Technicians - Cardiology |
| 2235250 | Health Service Assist-Psych. | 2508264 | Technicians - Respiratory |
| 2404200 | Audiologists | 2508265 | Technicians - Electrocardio |
| 2406200 | Child Therapist | 2508266 | Technicians - Audiology |
| 2408200 | Dental Therapists | 2508267 | Technicians – Maxillo-facial |
| 2412200 | Occupational Therapists | 2508268 | Technicians - Electronic |
| 2414200 | Physiotherapists | 2508269 | Technicians - Instrument |
| 2416200 | Podiatrists | 2508270 | Technicians - Anaesthetic |
| 2418200 | Speech Therapists | 2508271 | Technicians - Medical Gas |
| 2420251 | Assistant | 2508272 | Technicians - Pharmacy |
| 2420252 | Physio Assistant | 2508273 | Technicians - Central Sterile |
| 2420253 | Occupational Therapy Assistant | 2508274 | Technicians - Perfusionist |
| 2420254 | Dental Assistant | 2508275 | Technicians - Neurology |
| 2428255 | Therapist | 2510200 | Dietitians |
| 2428256 | Orthoptist | 2512200 | Hearing / Vision Testers |
| 2428257 | Counsellor | 2514200 | Scientific Officers |
| 2434200 | Case Manager | 2516200 | Statisticians & Researchers |
| 2436200 | Community Support Workers | 2520200 | Other Allied Health Staff |
| 2438200 | Kaitiaki/Kaiawhina | 2605200 | Hotel Services Supervisors |
| 2440200 | Health Education Workers | 2607200 | Cleaners |
| 2442200 | Health Promotion Officers | 2608200 | Cooks |
| 2444200 | Health Protection Officers | 2610200 | Drivers |
| 2448200 | Psychologists | 2612200 | Kitchen Assistants |
| 2450200 | Psychotherapist | 2614200 | Orderlies |
| 2452200 | Recreation/Training/Welfare Of | 2615200 | Security Patrolmen |
| 2454200 | Social Workers | 2617200 | Storemen |
| 2464200 | Medical Laboratory Scientist | 2620200 | Other Hotel Services Workers |
| 2466200 | Laboratory Assistants | 2626200 | Laundry Workers |
| 2468200 | Phlebotomist | 2627200 | Sterile Supply Assistants |
| 2473200 | Pharmacist | 2628200 | Seamstresses |
| 2475200 | Pharmacist Interns | 2645200 | Maintenance Supervisors & Eng |
| 2477200 | Pharmacist Technicians | 2646200 | Electricians |
| 2484258 | MRT's Technicians/Therapist | 2647200 | Fitters |
| 2484259 | Medical Photographer | 2648200 | Labourers & Groundsmen |
| 2486200 | MRT's & Sonographer Students | 2650200 | Plumbers/Boilermen |
| 2508200 | Technician | 2650276 | Boilermen |
| 2508260 | Technicians - ITU | 2650277 | Plumbers |
| 2508261 | Technicians - Radiology | 2651200 | Tradesman |
| 2508262 | Technicians - Lab | 2652200 | Carpenters |

| | | | |
|----------------|-------------------------------|----------------|-----------------------------------|
| 2665200 | Interpreters | 2825284 | Secretary/PA |
| 2667200 | Other Support Staff | 2825285 | Telephonist |
| 2805200 | Executive | 2825286 | Administrator |
| 2815200 | Managers | 2825287 | Receptionist |
| 2820281 | Analyst | 2825288 | Typist |
| 2820282 | Accountant/Accounting Support | 2825289 | Clerical Support |
| 2820283 | Co-Ordinator/Officer/Advisor | 2825290 | Kaitiaki/Kaiawhina administration |
| 2822200 | Team Leader | 2825291 | Clerical Relief (Recharge) |
| 2824200 | Project Manager | | |

Code table for CCoA – 4 digit

| Code | Occupation | Code | Occupation |
|-------------|----------------------------|-------------|--------------------------------------|
| 2005 | Specialist Medical Officer | 2434 | Case Managers |
| 2015 | MOSS | 2436 | Community Support Workers |
| 2025 | General Practitioners | 2438 | Cultural Workers |
| 2035 | Registrars | 2440 | Health Education Workers |
| 2045 | House Officers | 2442 | Health Promotion Officers |
| 2055 | Probationers and Interns | 2444 | Health Protection Officers |
| 2204 | Nurse Practitioners | 2446 | Home Aides |
| 2205 | Senior Nurses | 2448 | Psychologists |
| 2210 | Registered Nurses | 2450 | Psychotherapists |
| 2215 | Enrolled Nurses | 2452 | Recreation/Training/Welfare Officers |
| 2216 | Nurse Assistants | 2454 | Social Workers |
| 2225 | Midwife | 2456 | Trainee Psychologists |
| 2230 | Internal Bureau Nurses | 2458 | Youth Workers |
| 2235 | Health Service Assistants | 2464 | Laboratory Technologists |
| 2404 | Audiologists | 2466 | Laboratory Assistants |
| 2406 | Child Therapists | 2468 | Phlebotomists |
| 2408 | Dental Therapists | 2473 | Pharmacists |
| 2412 | Occupational Therapists | 2475 | Pharmacist Interns |
| 2414 | Physiotherapists | 2477 | Pharmacist Technicians & Assistants |
| 2416 | Podiatrists | 2484 | MRTs (+Sonos before 2013) |
| 2418 | Speech Therapists | 2485 | MRT Students (+sonos before 2013) |
| 2420 | Therapist Aids/Assistants | 2486 | Sonographers |
| 2422 | Therapist Interns/Trainees | 2487 | Sonographer Students |
| 2428 | Other Therapists | | |

| | | | |
|-------------|---------------------------------------|-------------|---|
| 2494 | Ambulance Officers | 2646 | Electricians |
| 2496 | Intermediate Care Ambulatory Officers | 2647 | Fitters |
| 2498 | Paramedics | 2648 | Labourers & Groundsmen |
| 2508 | Technicians | 2649 | Painters |
| 2510 | Dietitians | 2650 | Plumbers/Boilermen |
| 2512 | Hearing / Vision Testers | 2651 | Tradesmen |
| 2514 | Scientific Officers | 2652 | Carpenters |
| 2516 | Statisticians & Researchers | 2665 | Interpreters |
| 2520 | Other Allied Health Staff | 2666 | Civil Defence and disaster response |
| 2605 | Hotel Services Supervisors | 2667 | Other Support Staff |
| 2607 | Cleaners | 2805 | Executive |
| 2608 | Cooks | 2815 | Managers |
| 2610 | Drivers | 2822 | Supervisors |
| 2612 | Kitchen Assistants | 2824 | Professional staff |
| 2614 | Orderlies | 2828 | Fixed term clinical coordinators |
| 2615 | Security Patrolmen | 2830 | Administrative, Clerical & Secretarial Staff - Clinical |
| 2617 | Storemen | 2832 | Administrative, Clerical & Secretarial Staff - Non-clinical |
| 2620 | Other Hotel Services Workers | | |
| 2625 | Laundry & Sterile Supply Supervisors | | |
| 2626 | Laundry Workers | | |
| 2627 | Sterile Supply Assistants | | |
| 2628 | Seamstresses | | |
| 2645 | Maintenance Supervisors & Engineers | | |

12. Practitioner scope of practice

The practitioner scope of practice forms part of a classification of the type or range of health services that a practitioner is authorized to provide, as determined by the responsible authority or other statutory authority (e.g. The Medical Council, PHARMAC). The classification includes practitioner scope of practice as defined by the Health Practitioners Competence Assurance Act 2003, any special authorizations granted, and any conditions or limitations imposed by the Responsible Authority.

Code table for practitioner Scope of practice

| Code | Description | DEAA | Administering Local Anaesthetic in Dental Hygiene Practice |
|------|--------------|------|--|
| CHIR | Chiropractor | | |

| | | | |
|-------------|--|--------------|---|
| DEAC | Adult Care in Dental Therapy Practice | DEUO | Undertaking Orthodontic Procedures in Dental Hygiene Practice |
| DECD | Clinical Dental Technology Practice | DIET | Dietitian |
| DEDA | Dental Auxiliary Practice | LTLS | Medical Laboratory Scientist |
| DEDH | Dental Hygiene Practice | LTLT | Medical Laboratory Technician |
| DEDR | Diagnostic Radiography in Dental Therapy Practice | MCAM | Urgent Care (formerly Accident and Medical Practice) |
| DEDT | Dental Technology Practice | MCAN | Anaesthesia |
| DEEN | Endodontic Specialists | MCAP | Pain Medicine |
| DEEO | Extra Oral Radiography Practice in Dental Hygiene- Dental Auxiliary and Orthodontic Auxiliary Practice | MCBM | Breast Medicine |
| DEGD | General Dental Therapy Practice | MCCG | Clinical Genetics |
| DEIA | Clinical Dental Technology Practice | MCCS | Cardiothoracic Surgery |
| DEIO | Intra Oral Radiography in Dental Hygiene- Dental Auxiliary and Orthodontic Auxiliary Practice | MCDE | Dermatology |
| DENT | General Dental Practice | MCDI | Diagnostic and Interventional Radiology |
| DEOA | Orthodontic Auxiliary Practice | MCEM | Emergency Medicine |
| DEOM | Oral Medicine Specialists | MCFP | Family Planning/ Reproductive Health |
| DEOP | Oral Pathology Specialists | MCGE | General Scope of Practice |
| DEOR | Oral and Maxillofacial Surgery Specialists | MCGP | General Practice |
| DEOS | Oral Surgery Specialists | MCGS | General Surgery |
| DEPA | Paediatric Dentistry Specialists | MCIC | Intensive Care Medicine |
| DEPD | Pulpotomies in Dental Therapy Practice | MCIM | Internal Medicine |
| DEPE | Periodontic Specialists | MCMA | Medical Administration |
| DEPH | Public Health Dentistry (or Community Dentistry) Specialists | MCOMM | Musculoskeletal Medicine |
| DEPS | Prosthodontic Specialists | MCNS | Neurosurgery |
| DERD | Radiography in Dental Therapy Practice | MCOG | Obstetrics and Gynaecology |
| DERE | Restorative Dentistry Specialists | MCOH | Otolaryngology Head and Neck Surgery |
| DESN | Special Needs Dentistry Specialists | MCOM | Occupational Medicine |
| DESP | Orthodontic Specialists | MCOP | Ophthalmology |
| DESS | Stainless Steel Crowns in Dental Therapy Practice | MCOR | Oral and Maxillofacial Surgery |
| | | MCOS | Orthopaedic Surgery |
| | | MCPA | Pathology |
| | | MCPE | Paediatrics |
| | | MCPG | Provisional General Scope of Practice |
| | | MCPH | Public Health Medicine |
| | | MCPM | Palliative Medicine |

| | | | |
|-------------|--|-------------|--|
| MCPR | Plastic and Reconstructive Surgery | | Pharmaceutical Agents (TPA Endorsement) |
| MCPS | Paediatric Surgery | OPTE | Optometry (TPA Endorsement) (Optometrist with Therapeutic Pharmaceutical Agents (TPA) Endorsement) |
| MCPV | Provisional Vocational Scope of Practice | | |
| MCPY | Psychiatry | OPTP | Optometry (Optometrist) |
| MCRH | Rural Hospital Medicine | OSTE | Osteopath |
| MCRM | Rehabilitation Medicine | PHAR | Pharmacist |
| MCRO | Radiation Oncology | PHIN | Intern Pharmacist |
| MCSH | Sexual Health Medicine | PHSO | Physiotherapist |
| MCSM | Sports Medicine | PODI | Podiatrist |
| MCSP | Special Purpose Scope of Practice | PODP | Podiatric Prescriber |
| MCUR | Urology | PODR | Podiatric Radiographic Imager |
| MCVS | Vascular Surgery | PODS | Podiatric Surgeon |
| MWIF | Midwife | PSCL | Clinical Psychologist |
| NCEN | Enrolled Nurse | PSCO | Counselling Psychologist |
| NCNA | Nurse Assistant | PSED | Educational Psychologist |
| NCNP | Nurse Practitioner | PSIT | Trainee or Intern Psychologist |
| NCRN | Registered Nurse | PSYC | Psychologist |
| OCCT | Occupational Therapist | RTMR | Magnetic Resonance Technologist |
| OPDI | Optical Dispensing (Dispensing Optician) | RTMS | Sonographer |
| OPED | Educator in Optometry (Educator Optometrist) | RTMT | Nuclear Medicine Technologist |
| OPET | Educator in Optometry (TPA Endorsement) (Educator Optometrist with Therapeutic | RTRT | Radiation Therapist |
| | | RTTE | Medical Radiation Technologist |
| | | ZZZZ | Scope of Practice not Applicable |

13. Country of first professional qualification

This is the country the employee gained their first professional qualification **relevant to their current position**. This is a national standard held by Statistics New Zealand – Country - New Zealand Standard Classification 1999 Numeric, V12.0 effective from 01/01/2014, at the four digit level. *Source:* http://www.stats.govt.nz/surveys_and_methods/methods/classifications-and-standards/classification-related-stats-standards/country.aspx

Code table for Country of professional qualification

| | | | |
|----------------|--|-------------|----------------|
| Country | Description | 1101 | Australia |
| 1000 | Oceania and Antarctica (not further defined) | 1102 | Norfolk Island |

| | | | |
|-------------|---|-------------|---|
| 1199 | Australian External Territories nec | 2201 | Ireland |
| 1201 | New Zealand | 2300 | Western Europe (not further defined) |
| 1300 | Melanesia (not further defined) | 2301 | Austria |
| 1301 | New Caledonia | 2302 | Belgium |
| 1302 | Papua New Guinea | 2303 | France |
| 1303 | Solomon Islands | 2304 | Germany |
| 1304 | Vanuatu | 2305 | Liechtenstein |
| 1401 | Guam | 2306 | Luxembourg |
| 1402 | Kiribati | 2307 | Monaco |
| 1403 | Marshall Islands | 2308 | Netherlands |
| 1404 | Micronesia (Federated States Of) | 2311 | Switzerland |
| 1405 | Nauru | 2400 | Northern Europe (not further defined) |
| 1406 | Northern Mariana Islands | 2401 | Denmark |
| 1407 | Palau | 2402 | Faeroe Islands |
| 1500 | Polynesia (excludes Hawaii) (not further defined) | 2403 | Finland |
| 1501 | Cook Islands | 2404 | Greenland |
| 1502 | Fiji | 2405 | Iceland |
| 1503 | French Polynesia | 2406 | Norway |
| 1504 | Niue | 2407 | Sweden |
| 1505 | Samoa | 3000 | Southern and Eastern Europe (not further defined) |
| 1506 | Samoa, American | 3100 | Southern Europe (not further defined) |
| 1507 | Tokelau | 3101 | Andorra |
| 1508 | Tonga | 3102 | Gibraltar |
| 1511 | Tuvalu | 3103 | Vatican City State |
| 1512 | Wallis and Futuna | 3104 | Italy |
| 1513 | Pitcairn Island | 3105 | Malta |
| 1599 | Polynesia (excludes Hawaii) nec | 3106 | Portugal |
| 1601 | Antarctica | 3107 | San Marino |
| 2000 | North-West Europe (not further defined) | 3108 | Spain |
| 2100 | United Kingdom (not further defined) | 3200 | South Eastern Europe (not further defined) |
| 2101 | Channel Islands | 3201 | Albania |
| 2102 | England | 3202 | Bosnia and Herzegovina |
| 2103 | Isle of Man | 3203 | Bulgaria |
| 2104 | Northern Ireland | 3204 | Croatia |
| 2105 | Scotland | 3205 | Cyprus |
| 2106 | Wales | | |

| | | | |
|-------------|--|-------------|--|
| 3206 | Former Yugoslav Republic of Macedonia (FYROM) | 4206 | Jordan |
| 3207 | Greece | 4207 | Kuwait |
| 3208 | Moldova | 4208 | Lebanon |
| 3211 | Romania | 4211 | Oman |
| 3212 | Slovenia | 4212 | Qatar |
| 3214 | Montenegro | 4213 | Saudi Arabia |
| 3215 | Serbia | 4214 | Syria |
| 3216 | Kosovo | 4215 | Turkey |
| 3300 | Eastern Europe (not further defined) | 4216 | United Arab Emirates |
| 3301 | Belarus | 4217 | Yemen |
| 3302 | Czech Republic | 5000 | South-East Asia (not further defined) |
| 3303 | Estonia | 5100 | Mainland South-East Asia (not further defined) |
| 3304 | Hungary | 5101 | Myanmar |
| 3305 | Latvia | 5102 | Cambodia |
| 3306 | Lithuania | 5103 | Laos |
| 3307 | Poland | 5104 | Thailand |
| 3308 | Russia | 5105 | Viet Nam |
| 3311 | Slovakia | 5200 | Maritime South-East Asia (not further defined) |
| 3312 | Ukraine | 5201 | Brunei Darussalam |
| 4000 | North Africa and the Middle East (not further defined) | 5202 | Indonesia |
| 4100 | North Africa (not further defined) | 5203 | Malaysia |
| 4101 | Algeria | 5204 | Philippines |
| 4102 | Egypt | 5205 | Singapore |
| 4103 | Libya | 5206 | Timor-Leste |
| 4104 | Morocco | 6100 | North-East Asia (not further defined) |
| 4105 | Sudan | 6101 | China (People's Republic of) |
| 4106 | Tunisia | 6102 | Hong Kong (Special Administrative Region) |
| 4107 | Western Sahara | 6103 | Japan |
| 4108 | Spanish North Africa | 6104 | Korea (Democratic People's Republic of) |
| 4111 | South Sudan | 6105 | Korea (Republic of) |
| 4200 | Middle East (not further defined) | 6106 | Macau (Special Administrative Region) |
| 4201 | Bahrain | 6107 | Mongolia |
| 4202 | Gaza Strip/Palestine/West Bank | 6108 | Taiwan |
| 4203 | Iran | 7000 | Southern and Central Asia |
| 4204 | Iraq | | |
| 4205 | Israel | | |

| | | | |
|-------------|--|-------------|---------------------------------------|
| | (not further defined) | 8213 | Peru |
| 7100 | Southern Asia (not further defined) | 8214 | Suriname |
| 7101 | Bangladesh | 8215 | Uruguay |
| 7102 | Bhutan | 8216 | Venezuela |
| 7103 | India | 8299 | South America nec |
| 7104 | Maldives | 8300 | Central America (not further defined) |
| 7105 | Nepal | 8301 | Belize |
| 7106 | Pakistan | 8302 | Costa Rica |
| 7107 | Sri Lanka | 8303 | El Salvador |
| 7200 | Central Asia (not further defined) | 8304 | Guatemala |
| 7201 | Afghanistan | 8305 | Honduras |
| 7202 | Armenia | 8306 | Mexico |
| 7203 | Azerbaijan | 8307 | Nicaragua |
| 7204 | Georgia | 8308 | Panama |
| 7205 | Kazakhstan | 8400 | Caribbean (not further defined) |
| 7206 | Kyrgyzstan | 8401 | Anguilla |
| 7207 | Tajikistan | 8402 | Antigua and Barbuda |
| 7208 | Turkmenistan | 8403 | Aruba |
| 7211 | Uzbekistan | 8404 | Bahamas |
| 8000 | The Americas (not further defined) | 8405 | Barbados |
| 8100 | Northern America (not further defined) | 8406 | Cayman Islands |
| 8101 | Bermuda | 8407 | Cuba |
| 8102 | Canada | 8408 | Dominica |
| 8103 | St Pierre and Miquelon | 8411 | Dominican Republic |
| 8104 | United States of America | 8412 | Grenada |
| 8200 | South America (not further defined) | 8413 | Guadeloupe |
| 8201 | Argentina | 8414 | Haiti |
| 8202 | Bolivia | 8415 | Jamaica |
| 8203 | Brazil | 8416 | Martinique |
| 8204 | Chile | 8417 | Montserrat |
| 8205 | Colombia | 8421 | Puerto Rico |
| 8206 | Ecuador | 8422 | St Kitts and Nevis |
| 8207 | Falkland Islands | 8423 | St Lucia |
| 8208 | French Guiana | 8424 | St Vincent and the Grenadines |
| 8211 | Guyana | 8425 | Trinidad and Tobago |
| 8212 | Paraguay | 8426 | Turks and Caicos Islands |
| | | 8427 | Virgin Islands, British |
| | | 8428 | Virgin Islands, United States |

| | | | |
|-------------|---|-------------|--|
| 8433 | Curacao | 9200 | Southern and East Africa (not further defined) |
| 8434 | St Maarten (Dutch Part) | 9201 | Angola |
| 9000 | Sub-Saharan Africa (not further defined) | 9202 | Botswana |
| 9100 | Central and West Africa (not further defined) | 9203 | Burundi |
| 9101 | Benin | 9204 | Comoros |
| 9102 | Burkina Faso | 9205 | Djibouti |
| 9103 | Cameroon | 9206 | Eritrea |
| 9104 | Cabo Verde | 9207 | Ethiopia |
| 9105 | Central African Republic | 9208 | Kenya |
| 9106 | Chad | 9211 | Lesotho |
| 9107 | Congo | 9212 | Madagascar |
| 9108 | Congo (Democratic Republic of the) | 9213 | Malawi |
| 9111 | Côte d'Ivoire | 9214 | Mauritius |
| 9112 | Equatorial Guinea | 9215 | Mayotte |
| 9113 | Gabon | 9216 | Mozambique |
| 9114 | Gambia | 9217 | Namibia |
| 9115 | Ghana | 9218 | Reunion |
| 9116 | Guinea | 9221 | Rwanda |
| 9117 | Guinea-Bissau | 9222 | St Helena |
| 9118 | Liberia | 9223 | Seychelles |
| 9121 | Mali | 9224 | Somalia |
| 9122 | Mauritania | 9225 | South Africa |
| 9123 | Niger | 9226 | Swaziland |
| 9124 | Nigeria | 9227 | Tanzania |
| 9125 | Sao Tome and Principe | 9228 | Uganda |
| 9126 | Senegal | 9231 | Zambia |
| 9127 | Sierra Leone | 9232 | Zimbabwe |
| 9128 | Togo | 9299 | Southern and East Africa nec |
| | | 9999 | Not Stated |

14. Primary area of work

As requests for workforce information increase so a large number of these requests have asked for staffing levels by department rather than by occupation. The primary area of work code was, therefore, introduced into the HWIP collection in late 2013.

The code set is based on the UK NHS variable called 'area of work' that was introduced to isolate the department rather than the occupation. The UK system has three tiers and

describes many hundreds of areas of work. This would be prohibitively time consuming for the New Zealand DHBs as they do not share a single HR system, so a reduced code set has been produced that can still be 'rolled-up' to directly compare with the UK codes, but is more manageable for the DHBs to code against.

The code set has two tiers; tier one describes the high level area of work such as medicine or clinical support and is represented by double digits to cover 17 categories (primary code), and the second tier describes the detailed area of work such as Dermatology or Physiotherapy and is represented by another set of double digits (secondary code). The concatenation of these digits represents the 118 different Primary Area of Work codes, which is the code reported. The word 'Primary' is used to describe the main or most common area of work so each employee only falls into one category, even though they may work in two or more different areas.

There is some overlap between the groups, and this overlap describes the 'Department'. For example; Audiological medicine and Audiology are all part of the same department (Audiology). Using this grouping it is possible to describe 49 different departments that have a direct mapping to each Primary area of work.

Code table for Primary area of work

| 17 Primary levels | | 118 Secondary levels | | | 49 Departments |
|-------------------|---------------|----------------------|--|-------------------|------------------------|
| Primary Code | Primary level | Secondary Code | Secondary Level | Area of work code | Department grouping |
| 01 | Medicine | 01 | General/Acute Medicine | 0101 | General/Acute Medicine |
| 01 | Medicine | 02 | Paediatric Medicine | 0102 | Paediatrics |
| 01 | Medicine | 03 | Infectious Diseases | 0103 | General/Acute Medicine |
| 01 | Medicine | 04 | Respiratory Medicine | 0104 | General/Acute Medicine |
| 01 | Medicine | 05 | Dermatology | 0105 | General/Acute Medicine |
| 01 | Medicine | 06 | Neurology | 0106 | Neurology |
| 01 | Medicine | 07 | Cardiology | 0107 | Cardiology |
| 01 | Medicine | 08 | Rheumatology | 0108 | Rheumatology |
| 01 | Medicine | 09 | Genito-Urinary Medicine | 0109 | General/Acute Medicine |
| 01 | Medicine | 10 | Clinical Pharmacology & Therapeutics | 0110 | Pharmacology |
| 01 | Medicine | 11 | Elderly Care Medicine | 0111 | Geriatrics |
| 01 | Medicine | 12 | Medical Oncology | 0112 | Oncology |
| 01 | Medicine | 13 | Clinical Physiology | 0113 | General/Acute Medicine |
| 01 | Medicine | 14 | Clinical Neurophysiology | 0114 | Neurology |
| 01 | Medicine | 15 | Renal Medicine | 0115 | Renal |
| 01 | Medicine | 16 | Endocrinology & Diabetes | 0116 | Diabetes |
| 01 | Medicine | 17 | Gastroenterology | 0117 | General/Acute Medicine |
| 01 | Medicine | 18 | Audiological Medicine | 0118 | Audiology |
| 01 | Medicine | 19 | Clinical Cytogenetics & Molecular Genetics | 0119 | General/Acute Medicine |

| | | | | | |
|----|--------------------------|----|---------------------------------|-------------|--------------------------|
| 01 | Medicine | 20 | Tropical Medicine | 0120 | General/Acute Medicine |
| 01 | Medicine | 21 | Intensive Care Medicine | 0121 | Intensive care |
| 01 | Medicine | 22 | Palliative Medicine | 0122 | Palliative care |
| 01 | Medicine | 23 | Medical Ophthalmology | 0123 | Ophthalmics |
| 01 | Medicine | 24 | Clinical Haematology | 0124 | Haematology |
| 02 | Pathology | 01 | Phlebotomy | 0201 | Pathology |
| 02 | Pathology | 02 | General Pathology | 0202 | Pathology |
| 02 | Pathology | 03 | Haematology | 0203 | Pathology |
| 02 | Pathology | 04 | Immunology | 0204 | Pathology |
| 03 | Clinical Oncology | 01 | Clinical Oncology | 0301 | Oncology |
| 04 | Imaging | 01 | Clinical Radiology | 0401 | Radiology |
| 04 | Imaging | 02 | Breast Screening | 0402 | Radiology |
| 04 | Imaging | 03 | Nuclear Medicine | 0403 | Radiology |
| 05 | Dental/Oral | 01 | Surgical Dentistry | 0501 | Dental |
| 05 | Dental/Oral | 02 | Oral & Maxillofacial Surgery | 0502 | Dental |
| 05 | Dental/Oral | 03 | Orthodontics | 0503 | Dental |
| 05 | Dental/Oral | 04 | Restorative Dentistry | 0504 | Dental |
| 05 | Dental/Oral | 05 | Dental Health | 0505 | Dental |
| 05 | Dental/Oral | 06 | Dental Technology | 0506 | Dental |
| 06 | Surgery | 01 | General Surgery | 0601 | General Surgery |
| 06 | Surgery | 02 | Head & Neck Surgery | 0602 | ENT |
| 06 | Surgery | 03 | Breast Surgery | 0603 | General Surgery |
| 06 | Surgery | 04 | Vascular Surgery | 0604 | General Surgery |
| 06 | Surgery | 05 | Paediatric Surgery | 0605 | Paediatrics |
| 06 | Surgery | 06 | Otolaryngology | 0606 | ENT |
| 06 | Surgery | 07 | Trauma & Orthopaedic Surgery | 0607 | Orthopaedics |
| 06 | Surgery | 08 | Ophthalmology | 0608 | Ophthalmics |
| 06 | Surgery | 09 | Urology | 0609 | General Surgery |
| 06 | Surgery | 10 | Plastic Surgery | 0610 | Plastic Surgery |
| 06 | Surgery | 11 | Cardio-thoracic Surgery | 0611 | Cardiology |
| 06 | Surgery | 12 | Neurosurgery | 0612 | Neurology |
| 06 | Surgery | 13 | Anaesthetics | 0613 | Operating Department |
| 06 | Surgery | 14 | Intensive care | 0614 | Intensive care |
| 06 | Surgery | 15 | Operating Department - Main | 0615 | Operating Department |
| 06 | Surgery | 16 | Operating Department - Day case | 0616 | Operating Department |
| 06 | Surgery | 17 | Burns Care | 0617 | Plastic Surgery |
| 07 | Obstetrics & Gynaecology | 01 | Obstetrics & Gynaecology | 0701 | Obstetrics & Gynaecology |
| 07 | Obstetrics & Gynaecology | 02 | Maternity | 0702 | Maternity |
| 07 | Obstetrics & Gynaecology | 03 | Neonatal Intensive Care | 0703 | Intensive care |
| 08 | Psychiatry | 01 | General Psychiatry | 0801 | Mental Health |
| 08 | Psychiatry | 02 | Forensic Psychiatry | 0802 | Mental Health |
| 08 | Psychiatry | 03 | Psychotherapy | 0803 | Mental Health |

| | | | | | |
|----|------------------------|----|---------------------------------|-------------|--------------------------------|
| 09 | Occupational Health | 01 | Occupational Health | 0901 | Occupational Health |
| 10 | Primary Care | 01 | General Practice | 1001 | Primary Health |
| 10 | Primary Care | 02 | Schools | 1002 | Primary Health |
| 10 | Primary Care | 03 | Community | 1003 | Primary Health |
| 10 | Primary Care | 04 | Mental Health | 1004 | Mental Health |
| 11 | Public Health Medicine | 01 | Public Health | 1101 | Public Health |
| 12 | Clinical support | 01 | Child Protection | 1201 | Social Services |
| 12 | Clinical support | 02 | Substance Abuse | 1202 | Counselling |
| 12 | Clinical support | 03 | Outpatients | 1203 | Outpatients |
| 12 | Clinical support | 04 | Cancer Support | 1204 | Oncology |
| 12 | Clinical support | 05 | Chiropody/Podiatry | 1205 | Chiropody/Podiatry |
| 12 | Clinical support | 06 | Dietetics | 1206 | Dietetics |
| 12 | Clinical support | 07 | Occupational Therapy | 1207 | Occupational Therapy |
| 12 | Clinical support | 08 | Orthoptics/Optics | 1208 | Ophthalmics |
| 12 | Clinical support | 09 | Ophthalmic & Vision Science | 1209 | Ophthalmics |
| 12 | Clinical support | 10 | Physiotherapy | 1210 | Physiotherapy |
| 12 | Clinical support | 11 | Art/Music/Drama Therapy | 1211 | Complementary Medicine/Therapy |
| 12 | Clinical support | 12 | Speech & Language Therapy | 1212 | Speech & Language Therapy |
| 12 | Clinical support | 13 | Emergency Ambulance Services | 1213 | Ambulance Services |
| 12 | Clinical support | 14 | Patient Transport Services | 1214 | Ambulance Services |
| 12 | Clinical support | 15 | Prosthetics & Orthotics | 1215 | Orthopaedics |
| 12 | Clinical support | 16 | Social Services | 1216 | Social Services |
| 12 | Clinical support | 17 | Complementary Medicine/Therapy | 1217 | Complementary Medicine/Therapy |
| 12 | Clinical support | 18 | Counselling | 1218 | Counselling |
| 12 | Clinical support | 19 | Clinical Psychology | 1219 | Psychology |
| 12 | Clinical support | 20 | Health Records | 1220 | Health Records |
| 12 | Clinical support | 21 | Chaplaincy | 1221 | Counselling |
| 12 | Clinical support | 22 | Medical Physics | 1222 | Medical Physics |
| 12 | Clinical support | 23 | Clinical Engineering | 1223 | Medical Physics |
| 12 | Clinical support | 24 | Audiology | 1224 | Audiology |
| 12 | Clinical support | 25 | Sterile Services | 1225 | Sterile Services |
| 12 | Clinical support | 26 | Pharmacy | 1226 | Pharmacology |
| 12 | Clinical support | 27 | Rehabilitation | 1227 | Rehabilitation |
| 13 | General acute | 01 | Accident & Emergency | 1301 | Accident & Emergency |
| 13 | General acute | 02 | Intensive Care | 1302 | Intensive care |
| 14 | Estates | 01 | Building / Engineering Services | 1401 | Estates services |
| 14 | Estates | 02 | Grounds & Gardens | 1402 | Estates services |
| 15 | Facilities | 01 | Catering | 1501 | Facilities |
| 15 | Facilities | 02 | Domestic Services | 1502 | Facilities |
| 15 | Facilities | 03 | Portering Services | 1503 | Facilities |
| 15 | Facilities | 04 | Security | 1504 | Facilities |
| 15 | Facilities | 05 | Transport | 1505 | Facilities |

| | | | | | |
|----|------------|----|--|------|----------------------------|
| 15 | Facilities | 06 | Linen Services | 1506 | Facilities |
| 15 | Facilities | 07 | Telephone Services | 1507 | Facilities |
| 15 | Facilities | 08 | Health & Safety | 1508 | Facilities |
| 15 | Facilities | 09 | Staff Facilities | 1509 | Facilities |
| 16 | Corporate | 01 | Legal/ Communication | 1601 | Corporate |
| 16 | Corporate | 02 | Administration | 1602 | Corporate - Administration |
| 16 | Corporate | 03 | Clinical Leadership | 1603 | Corporate |
| 16 | Corporate | 04 | Finance | 1604 | Corporate |
| 16 | Corporate | 05 | Human Resources | 1605 | Corporate |
| 16 | Corporate | 06 | Education | 1606 | Corporate |
| 16 | Corporate | 07 | Information & Communication Technology | 1607 | Corporate |
| 16 | Corporate | 08 | Information Services | 1608 | Corporate |
| 16 | Corporate | 09 | Purchasing & Supplies | 1609 | Corporate |
| 16 | Corporate | 10 | Payroll | 1610 | Corporate |
| 17 | Nursing | 01 | General Inpatients | 1701 | General Inpatients |

15. Annualized base salary

There are two salary figures associated with the annualized base salary.

1. Collective derived salary (where MECA, SECA or IEA), and
2. Non-Collective derived salary (IEA only).

For the former the figure will be the actual annualized base salary. For the latter they will be the actual annualized base salary rounded to the nearest \$10,000 but with a maximum figure of \$100,000. This ensures privacy in the data collection but still allows the two types of salaries to be collected and analysed in one field.

16. Pay derived document

Salaries may be derived through a union bargaining document or independently (IEA). The pay derived document variable works with the annualized base salary (see variable 14) to create a detailed picture of salaries. This helps to inform employment relations in their preparations for bargaining while still preserving confidentiality for individuals on true IEA agreements.

Code table for Pay derived document

| Pay derived document code | Collective | Description | Effective from Date | Effective to Date |
|---------------------------|---|---|---------------------|-------------------|
| 1 | IEA | Pay not derived from any collective agreement | 1/01/2006 | |
| 2 | APEX | Pay derived from an APEX agreement | 1/01/2006 | 30/09/2018 |
| 3 | ASMS | Pay derived from an ASMS agreement | 1/01/2006 | |
| 4 | FIRST | Pay derived from a FIRST agreement | 1/01/2006 | |
| 5 | MERAS | Pay derived from a MERAS agreement | 1/01/2006 | |
| 6 | NZNO | Pay derived from an NZNO agreement | 1/01/2006 | |
| 7 | PSA | Pay derived from a PSA agreement | 1/01/2006 | 30/09/2018 |
| 8 | RDA | Pay derived from an NZRDA agreement | 1/01/2006 | |
| 9 | SFWU | Pay derived from an ETU agreement | 1/01/2006 | 30/09/2015 |
| 10 | NZMLW | Pay derived from an NZMLW agreement | 1/01/2006 | 5/07/2017 |
| 11 | AWUNZ | Pay derived from an AWUNZ agreement | 1/01/2006 | |
| 12 | EPMU | Pay derived from an EPMU agreement | 1/01/2006 | 30/09/2015 |
| 13 | Local Agreement | Pay derived from a local collective agreement | 1/01/2006 | |
| 14 | CAWU | Pay derived from a CAWU agreement | 1/01/2006 | |
| 15 | NUPE | Pay derived from a NUPE agreement | 1/01/2006 | |
| 16 | NDU | Pay derived from an NDU agreement | 1/01/2006 | |
| 17 | ETU | E TU INCORPORATED | 1/10/2015 | |
| 18 | CHICU | Combined Hospital Individual Contract Union | 1/01/2006 | |
| 19 | NAWU | Northern Amalgamated Workers Union Incorporated | 1/01/2006 | |
| 20 | NZBTU | New Zealand Building Trades Union Incorporated | 1/01/2006 | |
| 21 | UNITE | UNITE Incorporated | 1/01/2006 | |
| 22 | APEX Clinical Physiology | APEX Clinical Physiology | 1/10/2018 | |
| 23 | APEX Medical Physicists | APEX Medical Physicists | 1/10/2018 | |
| 24 | APEX Medical Radiation Technologists | APEX Medical Radiation Technologists | 1/10/2018 | |
| 25 | APEX Psychologists | APEX Psychologists | 1/10/2018 | |
| 26 | APEX Radiation Therapists | APEX Radiation Therapists | 1/10/2018 | |
| 27 | APEX Sonographers | APEX Sonographers | 1/10/2018 | |
| 28 | APEX Medical Laboratory Workers | APEX Medical Laboratory Workers | 6/07/2017 | |
| 29 | PSA Clerical | PSA Clerical | 1/10/2018 | |
| 30 | PSA Nurses | PSA Nurses | 1/10/2018 | |
| 31 | PSA Allied, Public Health and Technical | PSA Allied, Public Health and Technical | 1/10/2018 | |
| 32 | STONZ | Specialty Trainees of NZ | 1/10/2018 | |
| 33 | APEX Dietitians | APEX Dietitians | 1/01/2021 | |
| 34 | APEX Pharmacy | APEX Pharmacy | 1/01/2021 | |
| 35 | APEX Anaesthetic Technicians | APEX Anaesthetic Technicians | 1/04/2021 | |
| 36 | PSA Genetic Counsellors | PSA Genetic Counsellors | 1/07/2021 | |

