

# **DISTRICTS EMPLOYED WORKFORCE QUARTERLY REPORT**

**1 October to 31 December 2022**

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## *Health Workforce Information*

The Health Workforce Information Programme (HWIP) is a well-established programme within Te Whatu Ora and supports the Districts formerly known as District Health Boards (Districts) through providing base information on District employee demographics, competencies and describing the current composition of the District workforce. Regular reports are based on a quarterly collection of data from the Districts. District employee data has been collected on a quarterly basis since mid-2006 with a continued focus on improving data quality.

### *Purpose of the Report*

This report covers all District employees for the period 1 October 2022 to 31 December 2022 and is a snapshot in time at 31 December 2022. The report provides information on the general make up and characteristics of the District health and disability workforce to help inform further data analysis and workforce planning. The format of the report is to provide tables and graphs on the demographics of the District workforce aligned to the seven occupational groupings. These groupings are:

- Senior Medical Officer (SMO)
- Resident Medical Officer (RMO)
- Nursing
- Midwifery
- Allied & scientific (the amalgamation of Allied Health and Technical and Scientific)
- Care and support
- Corporate and other

### *Data Extraction*

Important notes about the data extraction:

- The data extract used for this report covers the period October 2022 to December 2022 inclusive and is a snapshot taken by the Districts on 30 December 2022.
- The data quality continues to improve through working closely with the Districts to help manage and improve the data submitted.

### *Disclaimer*

While reasonable care has been taken to prepare this material, we give no guarantee that it is free from errors or defects. It is the best available data.

Contact: [HWIP@tas.health.nz](mailto:HWIP@tas.health.nz)  
Data source: District Workforce Information, held by Te Whatu Ora.

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# OVERVIEW

## DISTRICT WORKFORCE AT A GLANCE

For data to 31 December 2022, only those employed with contracted hours greater than zero are included in the analysis except for the tables and charts that explicitly report on 'Other' employees on page 5. 'Other' includes those on maternity / parental leave, and those who have not been reported with an employment status code.

<p><b>Total employees 82,270</b>  <b>in 83,566 positions*</b>  <b>64,084 female</b>  <b>18,147 male</b>  <b>27 Another Gender</b></p>	<p><b>70,770 FTE</b>  <b>54,010 FTE** females</b>  <b>16,726 FTE** males</b>  <b>27 FTE** Another Gender</b></p>	<p><b>Largest occupation group:</b>  <b>Nurses – 30,895 employees in</b>  <b>31,561 positions</b>  <b>Smallest occupation group:</b>  <b>Midwives – 1,327 employees in</b>  <b>1,402 positions</b></p>
<p><b>District employee average age 44.8</b>  <b>years</b>  <b>44.9 years for females</b>  <b>44.6 years for males</b></p>	<p><b>Oldest male occupation group:</b>  <b>SMO (mean age 51.3 years)</b>  <b>Youngest male occupation group:</b>  <b>RMO (mean age 31.6 years)</b></p>	<p><b>Oldest female occupation groups:</b>  <b>Corporate and Other (mean age 49.6</b>  <b>years)</b>  <b>Youngest female occupation group:</b>  <b>RMO (mean age 31.1 years)</b></p>
<p><b>Mean FTE rate 0.86 per employee</b>  <b>Mean FTE rate for females 0.84</b>  <b>Mean FTE rate for males 0.92</b></p>	<p><b>Longest Length of Service occupation</b>  <b>group</b>  <b>SMO (mean 10.2 years)</b>  <b>Shortest Length of Service occupation</b>  <b>group</b>  <b>RMO (mean 1.6 years)</b></p>	<p><b>Employee reported ethnicities:</b></p> <p><b>Other*** – 60.2%</b>  <b>Asian – 25.8%</b>  <b>Māori – 8.9%</b>  <b>Pacific – 5.1%</b></p>

\* The count of employees is a distinct count of individual employees. These employees may hold more than one role, so the Headcount quoted in this report (which is based on total number of positions) will often be larger.

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

N.B. local (District and / or occupation) interpretations of a 'full time equivalent' can vary. For example, a sonographer may be classed as 1.0 full time employee in one District where they are contracted to work 35 hours per week, whereas another sonographer in a different District may be classed as 1.0 full time employee where they are contracted to work 40 hours per week. The Contracted FTE definition used here allows a comparison to be made across Districts and occupations through a universal standard.

\*\*\* To allow direct comparisons with reported ethnicity data from Statistics New Zealand, we have amalgamated ethnicities not associated with Asian, Māori or Pacific into the group 'Other'.

## DISTRIBUTION OF EMPLOYEES

This chart shows the number of employees (a distinct count of employee numbers) within each District who are classed as either Employees (contracted hours greater than zero) or 'Other' (all others including those on maternity / parental leave, and those who have not been reported with an employment status code). If an individual has already been included in the Employed total but also holds a casual contract, they have not been counted again in the Others column. The chart has been ordered in descending order of District workforce size. The table below the chart gives the actual count of employees.

Figure 1: Count of individual employees

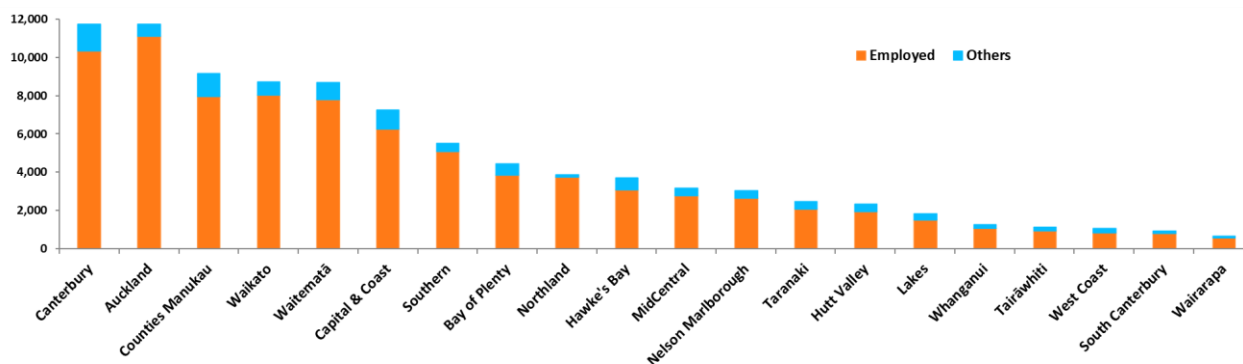


Table 1: Distribution of employment types

District	Employed	Others	Total	Proportion of District workforce
Canterbury	10,340	1,398	11,738	12.7%
Auckland	11,105	613	11,718	12.6%
Counties Manukau	7,941	1,200	9,141	9.9%
Waikato	8,011	702	8,713	9.4%
Waitematā	7,780	905	8,685	9.4%
Capital & Coast	6,241	1,012	7,253	7.8%
Southern	5,087	422	5,509	5.9%
Bay of Plenty	3,850	604	4,454	4.8%
Northland	3,754	120	3,874	4.2%
Hawke's Bay	3,076	641	3,717	4.0%
MidCentral	2,756	423	3,179	3.4%
Nelson Marlborough	2,631	396	3,027	3.3%
Taranaki	2,061	396	2,457	2.7%
Hutt Valley	1,944	385	2,329	2.5%
Lakes	1,502	336	1,838	2.0%
Whanganui	1,061	209	1,270	1.4%
Tairāwhiti	935	181	1,116	1.2%
West Coast	826	248	1,074	1.2%
South Canterbury	809	131	940	1.0%
Wairarapa	560	93	653	0.7%
<b>Grand Total</b>	<b>82,270</b>	<b>10,415</b>	<b>92,685</b>	<b>100.0%</b>

NOTE: Prior to June 2021, this table was based on a count of positions, which had the potential to count individual employees more than once if they held multiple positions with a District. Individuals may still be counted more than once if they hold positions with multiple Districts.

## INCLUSIONS AND EXCLUSIONS

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

### Inclusions:

- Only employees who have positive contract hours have been included; those with zero contract hours or are classified as on parental leave or leave without pay have been excluded.
- Charts containing 'Age' include all employees who have a calculated age between 15 and 99.

### Exclusions:

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

### Calculations:

- Percentage sick leave hours is calculated by dividing the number of sick leave hours taken by the contracted hours (excluding those with zero contracted hours). It excludes staff who started or terminated employment in the reporting quarter.
- Annual leave balance to entitlement calculations exclude staff who started or terminated employment in the reporting quarter and those staff who have no reported entitlement to annual leave.
- Because of the way start dates are reported the length of service is most likely to be based on the length of service within the District rather than the length of service of the reported position. When a person is reported under multiple positions for a single occupation group, the greatest length of service value is used for the individual.

## EMPLOYEE COUNT AND FTE BY DISTRICT AND OCCUPATION GROUP

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

**Table 1: Employee count and FTE by District and occupation group**

District	Nursing			Corporate and other			Allied & scientific			Care and support			SMO			RMO			Midwifery		
	Employee count	FTE	Mean FTE	Employee count	FTE	Mean FTE	Employee count	FTE	Mean FTE	Employee count	FTE	Mean FTE	Employee count	FTE	Mean FTE	Employee count	FTE	Mean FTE	Employee count	FTE	Mean FTE
Auckland	3,986	3,502.2	0.88	2,212	2,058.2	0.93	2,091	1,885.1	0.90	875	829.4	0.95	1,144	967.2	0.85	672	673.9	1.00	159	125.9	0.79
Bay of Plenty	1,451	1,136.2	0.78	811	715.8	0.88	594	499.1	0.84	424	360.4	0.85	275	229.4	0.83	230	228.4	0.99	65	43.8	0.67
Canterbury	3,927	3,267.5	0.83	2,245	1,974.2	0.88	1,744	1,446.9	0.83	1,064	862.0	0.81	682	573.8	0.84	561	551.8	0.98	117	76.1	0.65
Capital & Coast	2,446	2,079.6	0.85	1,307	1,217.5	0.93	793	691.7	0.87	564	501.7	0.89	483	399.7	0.83	586	567.3	0.97	88	65.9	0.75
Counties Manukau	2,923	2,556.0	0.87	1,577	1,393.9	0.88	1,160	1,040.0	0.90	1,042	924.0	0.89	600	511.9	0.85	460	443.8	0.96	194	150.9	0.78
Hawke's Bay	1,143	889.9	0.78	695	613.0	0.88	462	392.6	0.85	400	325.2	0.81	183	150.3	0.82	167	163.7	0.98	38	28.7	0.76
Hutt Valley	726	584.6	0.81	424	379.1	0.89	307	256.4	0.84	250	213.0	0.85	162	122.1	0.75	39	37.6	0.96	39	26.2	0.67
Lakes	587	462.8	0.79	348	307.9	0.88	196	167.6	0.86	153	133.1	0.87	107	92.4	0.86	90	90.0	1.00	21	15.4	0.73
MidCentral	1,171	956.1	0.82	549	502.5	0.92	395	342.8	0.87	239	198.2	0.83	174	156.6	0.90	178	174.7	0.98	50	34.3	0.69
Nelson Marlborough	816	628.0	0.77	649	545.0	0.84	368	290.1	0.79	489	368.5	0.75	165	131.9	0.80	105	102.9	0.98	50	36.1	0.72
Northland	1,429	1,106.5	0.77	724	632.8	0.87	524	453.0	0.86	583	413.9	0.71	244	232.2	0.95	164	156.9	0.96	86	47.1	0.55
South Canterbury	355	289.0	0.81	155	134.0	0.86	111	88.7	0.80	88	67.4	0.77	61	52.9	0.87	26	25.9	1.00	14	12.1	0.86
Southern	2,114	1,694.5	0.80	997	890.4	0.89	726	620.0	0.85	503	403.7	0.80	360	313.3	0.87	327	320.2	0.98	60	38.3	0.64
Tairāwhiti	343	272.5	0.79	245	222.4	0.91	121	100.0	0.83	116	98.9	0.85	64	57.2	0.89	33	32.8	0.99	13	9.6	0.74
Taranaki	755	567.1	0.75	486	424.3	0.87	285	229.5	0.81	241	195.7	0.81	159	135.5	0.85	110	109.5	1.00	25	18.4	0.74
Waikato	3,000	2,537.8	0.85	1,773	1,612.7	0.91	1,106	966.5	0.87	1,056	914.2	0.87	486	433.8	0.89	491	483.6	0.98	99	70.6	0.71
Wairarapa	261	197.7	0.76	129	107.5	0.83	63	49.5	0.79	66	44.6	0.68	26	22.6	0.87	-	-	-	18	13.6	0.76
Waitematā	2,739	2,395.6	0.87	1,508	1,316.3	0.87	1,327	1,150.0	0.87	1,117	975.9	0.87	574	489.1	0.85	388	379.5	0.98	153	100.8	0.66
West Coast	280	236.4	0.84	237	201.6	0.85	81	73.7	0.91	159	116.7	0.73	41	31.6	0.77	12	11.8	0.98	16	13.2	0.83
Whanganui	443	353.1	0.80	233	207.7	0.89	136	111.6	0.82	124	101.0	0.81	54	48.3	0.89	49	49.0	1.00	22	15.7	0.71
<b>Grand Total</b>	<b>30,895</b>	<b>25,713.2</b>	<b>0.83</b>	<b>17,304</b>	<b>15,456.8</b>	<b>0.89</b>	<b>12,590</b>	<b>10,854.8</b>	<b>0.86</b>	<b>9,553</b>	<b>8,047.3</b>	<b>0.84</b>	<b>6,044</b>	<b>5,151.9</b>	<b>0.85</b>	<b>4,688</b>	<b>4,603.4</b>	<b>0.98</b>	<b>1,327</b>	<b>942.8</b>	<b>0.71</b>

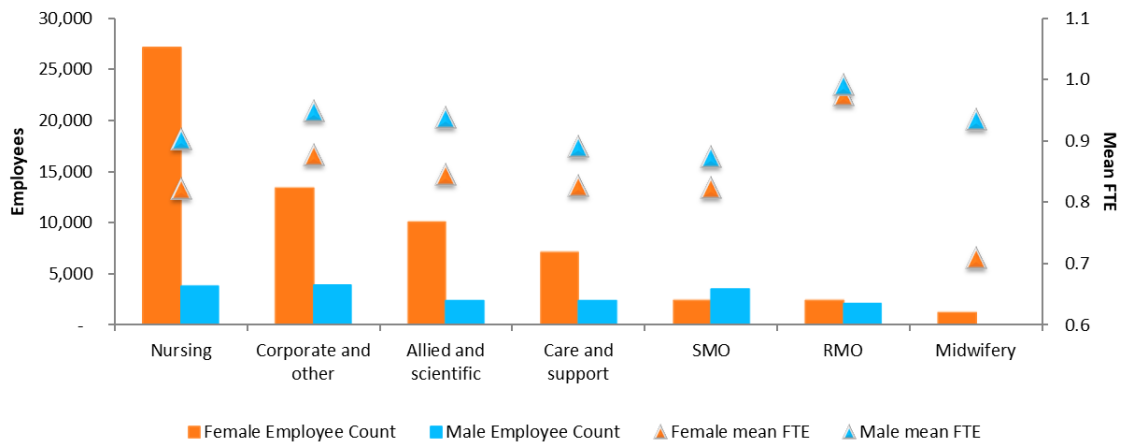
\*Wairarapa and Hutt Valley are moving away from directly employing RMOs and will in future use RMOs that are employed by Capital and Coast.

# TABLES AND CHARTS BY OCCUPATION GROUPING

## EMPLOYEE COUNT AND FTE BY OCCUPATION GROUPING AND GENDER

The bars represent the distinct count (left hand axis) of employees by gender and occupation grouping, and the triangles represent the average FTE for those employees (right hand axis), also by gender and occupation grouping. As some employees may have roles across multiple Occupation Groups, they may be counted more than once in the group totals, but only once in the Total Staff row in Table 3.

**Figure 2: Occupation group distinct employee count and mean FTE by gender**



**Table 2 : Occupation group employee count and mean FTE by gender**

Occupation group	Female		Male		Another Gender		Total	
	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count	Mean FTE
<b>Nursing</b>	27,077	0.82	3,808	0.90	<10	0.86	30,895	0.83
<b>Corporate and other</b>	13,409	0.88	3,883	0.95	<10	0.84	17,304	0.89
<b>Allied and scientific</b>	10,145	0.84	<2,450	0.94	<10	0.69	12,590	0.86
<b>Care and support</b>	<7,160	0.83	2,394	0.89	<10	1.00	9,553	0.84
<b>SMO</b>	<2,550	0.82	3,493	0.87	<10	1.00	6,044	0.85
<b>RMO</b>	2,535	0.97	2,152	0.99	-	-	4,688	0.98
<b>Midwifery</b>	<1,320	0.71	<10	0.93	<10	0.80	1,327	0.71
<b>Grand Total</b>	<b>64,084</b>	<b>0.84</b>	<b>18,147</b>	<b>0.92</b>	<b>27</b>	<b>0.82</b>	<b>82,270</b>	<b>0.86</b>

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

Values in the Total Staff line are slightly lower than the sum of the Occupation Groups, as some individuals may be represented in more than one Occupation Group.

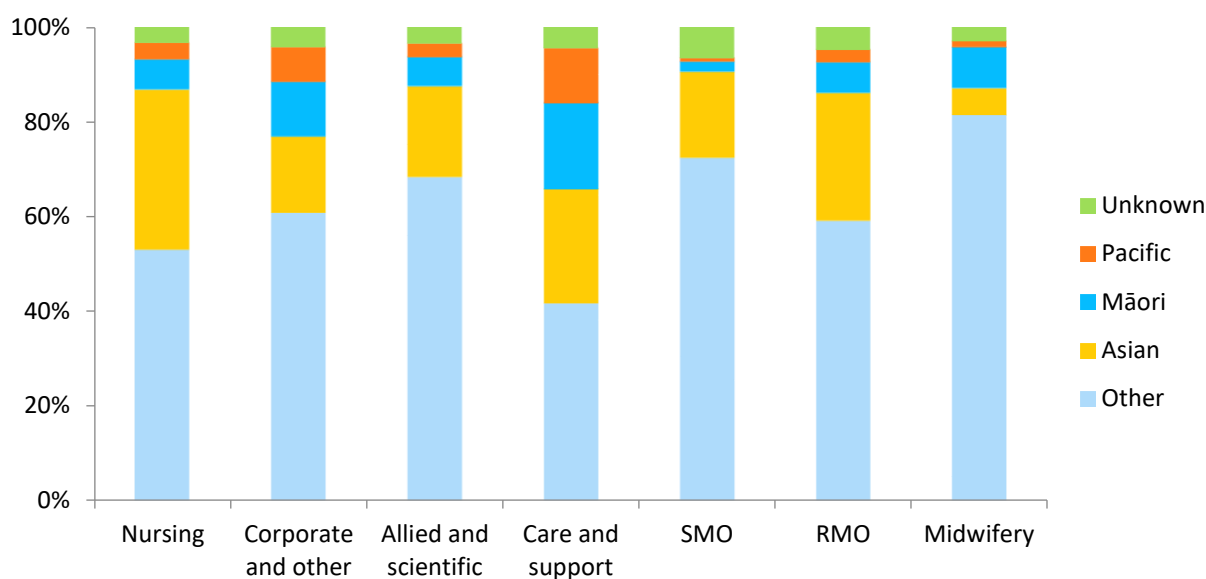


## EMPLOYEE COUNT BY OCCUPATION GROUP AND ETHNICITY

This chart shows the proportion (not the actual count of employees) of ethnicities reported within each occupation group. The table below details the distinct count of employees for whom an ethnicity was reported. As some employees may have roles across multiple Occupation Groups, they may be counted more than once in the group totals, but only once in the Grand Total row in Table 4.

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

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



**Table 3: Employee Count and proportion of ethnicities by occupation group**

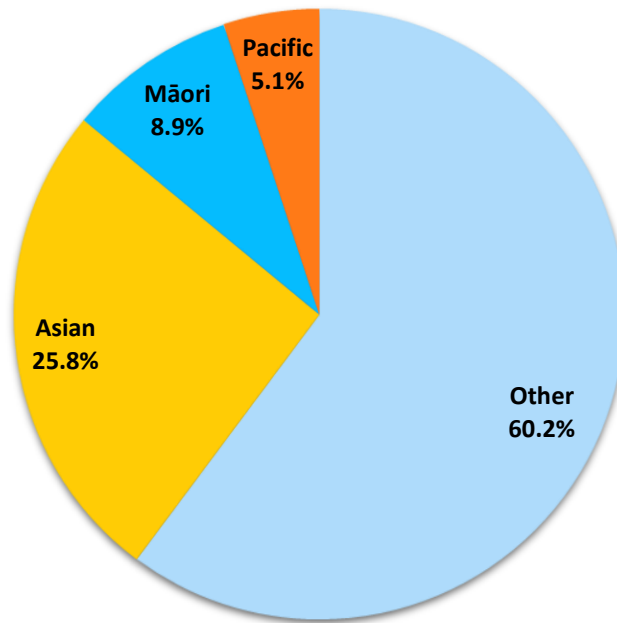
Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	16,370	53.0%	10,452	33.8%	1,986	6.4%	1,081	3.5%	1,006	3.3%	30,895
Corporate and other	10,512	60.7%	2,808	16.2%	2,003	11.6%	1,266	7.3%	715	4.1%	17,304
Allied and scientific	8,600	68.3%	2,415	19.2%	783	6.2%	370	2.9%	422	3.4%	12,590
Care and support	3,982	41.7%	2,315	24.2%	1,745	18.3%	1,097	11.5%	414	4.3%	9,553
SMO	4,375	72.4%	1,098	18.2%	133	2.2%	54	0.9%	384	6.4%	6,044
RMO	2,770	59.1%	1,268	27.0%	306	6.5%	126	2.7%	218	4.7%	4,688
Midwifery	1,080	81.4%	75	5.7%	116	8.7%	18	1.4%	38	2.9%	1,327
<b>Grand Total</b>	<b>47,606</b>	<b>57.9%</b>	<b>20,404</b>	<b>24.8%</b>	<b>7,062</b>	<b>8.6%</b>	<b>4,007</b>	<b>4.9%</b>	<b>3,191</b>	<b>3.9%</b>	<b>82,270</b>

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

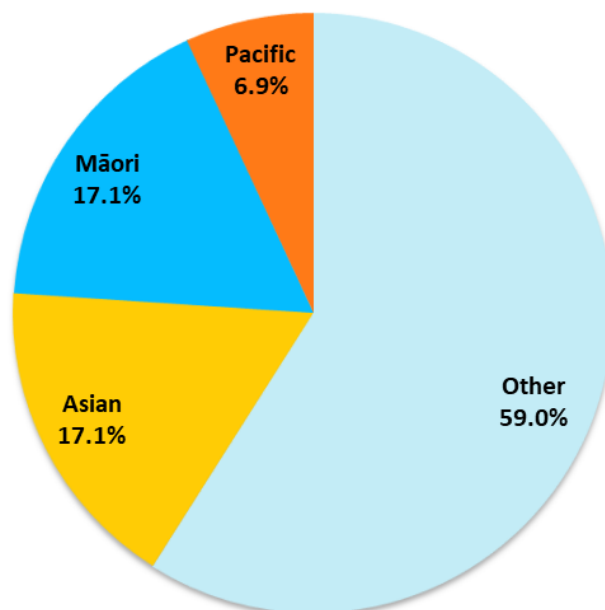
Employee counts in the Grand Total line are slightly lower than the sum of the Occupation Groups, as some individuals may be represented in more than one Occupation Group

This pie chart is based on the 79,079 permanent distinct employees who declared their ethnicity as Asian, Māori, Pacific or Other. Below this is a similar pie chart of ethnicity proportions in the New Zealand population based on projections of population data by Statistics New Zealand for 31 December 2022.

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



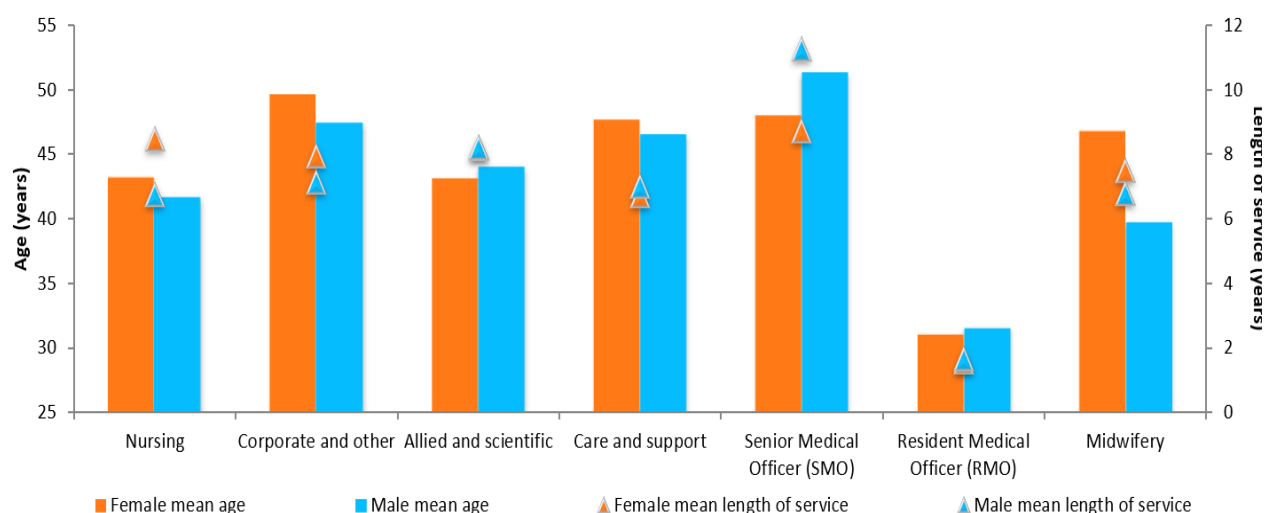
**Figure 5: Proportion of identifiable ethnicities for projected population data at 31 Dec 2022**



## AGES AND LENGTH OF SERVICE

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

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



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

**Table 4: Mean ages and length of service by occupation group and gender**

Occupation group	Female		Male		Total	
	Mean length of service	Mean age	Mean length of service	Mean age	Mean length of service	Mean age
<b>Nursing</b>	8.5	43.3	6.8	41.8	8.2	43.1
<b>Corporate and other</b>	7.9	49.6	7.1	47.5	7.8	49.1
<b>Allied and scientific</b>	8.2	43.2	8.2	44.0	8.2	43.3
<b>Care and support</b>	6.7	47.7	7.0	46.6	6.8	47.4
<b>SMO</b>	8.7	48.0	11.3	51.3	10.2	49.9
<b>RMO</b>	1.5	31.1	1.7	31.6	1.6	31.3
<b>Midwifery</b>	7.5	46.8	6.8	39.8	7.5	46.8
<b>Grand Total</b>	<b>7.8</b>	<b>44.9</b>	<b>7.3</b>	<b>44.6</b>	<b>7.7</b>	<b>44.8</b>

## TABLES AND CHARTS BY DISTRICT

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

### EMPLOYEE COUNT AND MEAN FTE BY GENDER AND DISTRICT

This chart examines the distinct count of employees by gender and District (left hand axis). The Districts have been ordered in descending size of total employee count. The right-hand axis refers to the mean FTE for all positions (by District and gender). The following table shows the employee count and mean FTE by gender for each District. Staff identified as Another Gender have not been included in these charts, due to the overall low numbers of people.

Figure 7: Employee Count and mean FTE by gender and District

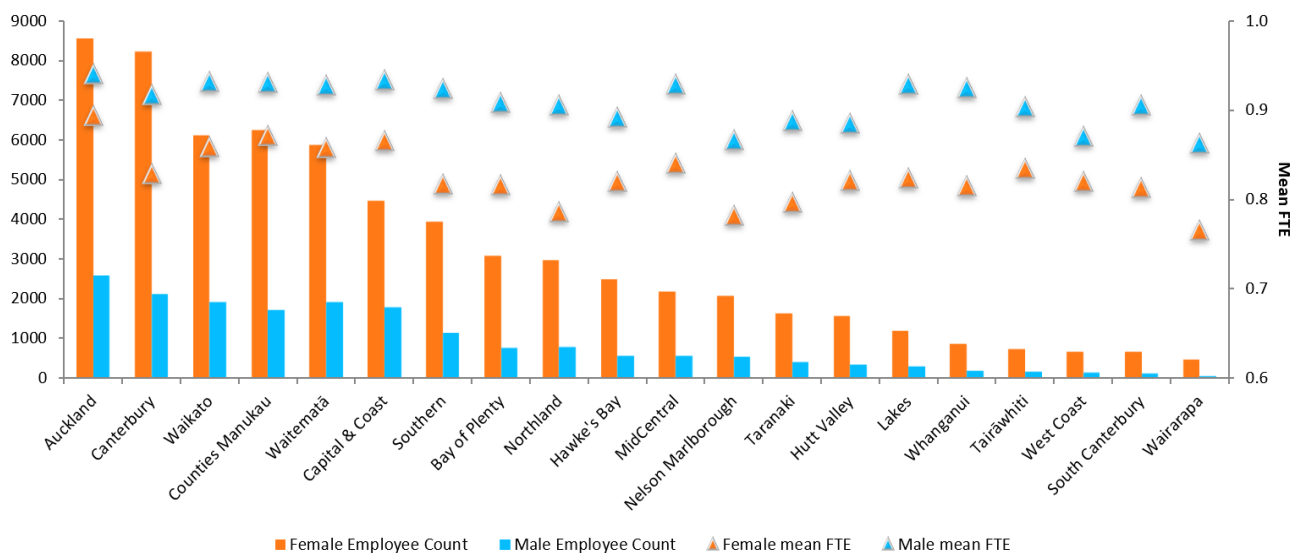


Table 5: Employee Count and mean FTE by gender and District

		Auckland	Canterbury	Waikato	Counties Manukau	Waitematā	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson Marlborough	Taranaki	Hutt Valley	Lakes	Whanganui	Tairāwhiti	West Coast	South Canterbury	Wairarapa
Female	Employees	8,537	8,209	6,114	6,233	5,875	4,471	3,947	3,080	2,974	2,499	2,187	2,086	1,638	1,584	1,197	869	747	674	674	489
	Mean FTE	0.89	0.83	0.86	0.87	0.86	0.87	0.82	0.82	0.79	0.82	0.84	0.78	0.80	0.82	0.82	0.82	0.83	0.82	0.81	0.77
Male	Employees	2,563	2,110	1,897	1,708	1,905	1,766	1,136	770	780	577	565	545	423	360	305	191	188	152	135	71
	Mean FTE	0.94	0.92	0.93	0.93	0.93	0.93	0.92	0.91	0.91	0.89	0.93	0.87	0.89	0.89	0.93	0.92	0.90	0.87	0.91	0.86
Total	Employees	11,105	10,340	8,011	7,941	7,780	6,241	5,087	3,850	3,754	3,076	2,756	2,631	2,061	1,944	1,502	1,061	935	826	809	560
	Mean FTE	0.90	0.85	0.88	0.88	0.87	0.89	0.84	0.83	0.81	0.83	0.86	0.80	0.82	0.83	0.85	0.84	0.85	0.83	0.83	0.78

## MEAN AGES AND MEAN LENGTH OF SERVICE BY DISTRICT AND GENDER

This chart shows the mean age of employees in each District by gender (left hand axis) and has been ordered by descending average age. The triangles represent the average length of service (right hand axis) by gender and District. This has been calculated on an employee count basis, using the maximum reported length of service for each individual staff member across all relevant roles.

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

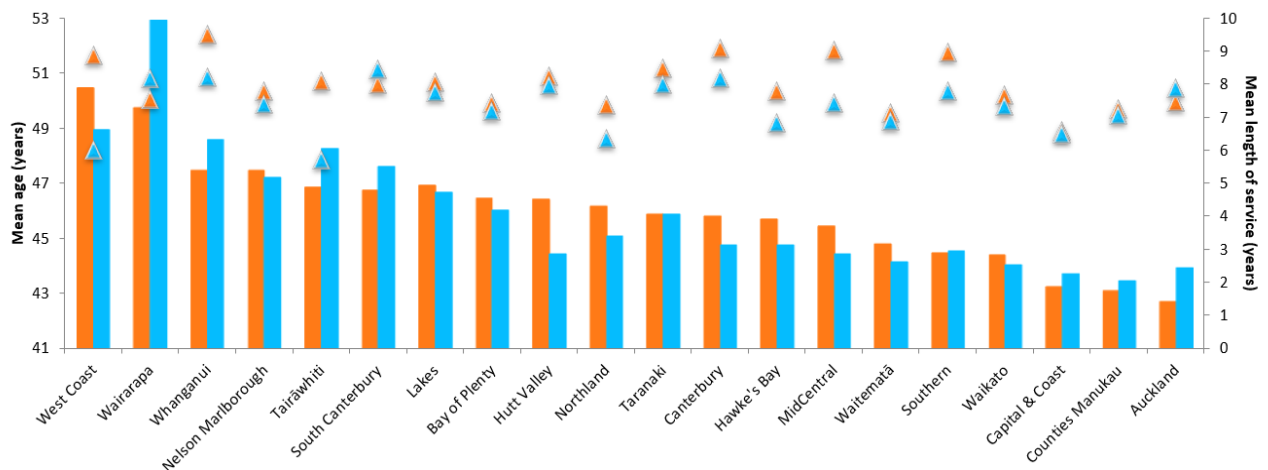


Table 7: Mean ages and mean length of service by District and gender

District	Female mean length of service	Female mean age	Male mean length of service	Male mean age	All staff mean length of service	All staff mean age
West Coast	8.9	50.4	6.0	48.9	8.3	50.2
Wairarapa	7.5	49.7	8.2	52.9	7.6	50.1
Whanganui	9.5	47.4	8.2	48.6	9.2	47.6
Nelson Marlborough	7.8	47.4	7.4	47.2	7.7	47.4
Tairāwhiti	8.1	46.8	5.7	48.2	7.6	47.1
South Canterbury	8.0	46.7	8.4	47.6	8.1	46.9
Lakes	8.1	46.9	7.7	46.6	8.0	46.8
Bay of Plenty	7.4	46.4	7.2	46.0	7.4	46.3
Hutt Valley	8.2	46.4	7.9	44.4	8.2	46.0
Northland	7.3	46.1	6.3	45.0	7.1	45.9
Taranaki	8.5	45.9	8.0	45.9	8.4	45.9
Canterbury	9.1	45.8	8.2	44.7	8.9	45.6
Hawke's Bay	7.8	45.7	6.8	44.7	7.6	45.5
MidCentral	9.0	45.4	7.4	44.4	8.7	45.2
Waitematā	7.1	44.8	6.9	44.1	7.1	44.6
Southern	8.9	44.5	7.8	44.5	8.7	44.5
Waikato	7.7	44.4	7.3	44.0	7.6	44.3
Capital & Coast	6.6	43.2	6.5	43.7	6.5	43.4
Counties Manukau	7.2	43.1	7.0	43.5	7.2	43.2
Auckland	7.4	42.7	7.9	43.9	7.5	43.0
<b>Grand Total</b>	<b>7.8</b>	<b>44.9</b>	<b>7.3</b>	<b>44.6</b>	<b>7.7</b>	<b>44.8</b>

## ETHNICITIES BY DISTRICT

The following chart shows the proportion of ethnicities within each District employee population (ordered by descending proportion of 'unknown' ethnicities). It does not represent the actual number of people by each ethnicity; this is detailed in the table further below.

Figure 9: Proportion of reported ethnicities by District

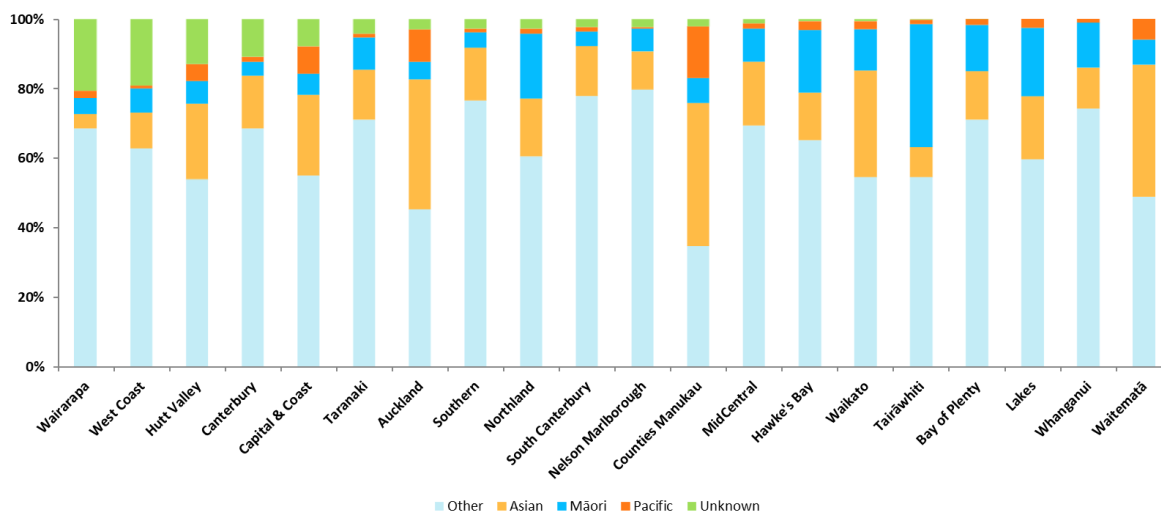


Table 6: Distribution of reported ethnicities by District and Employee Count

District	Other*	Asian	Māori	Pacific	Unknown	Total
Wairarapa	383	24	26	12	115	560
West Coast	518	86	57	7	158	826
Hutt Valley	1,048	422	127	95	252	1,944
Canterbury	7,075	1,578	421	147	1,119	10,340
Capital & Coast	3,437	1,445	382	484	493	6,241
Taranaki	1,462	295	195	21	88	2,061
Auckland	5,025	4,143	578	1,022	337	11,105
Southern	3,893	770	222	54	148	5,087
Northland	2,273	623	699	55	104	3,754
South Canterbury	629	116	35	<15	<25	809
Nelson Marlborough	2,095	290	169	<20	<65	2,631
Counties Manukau	2,753	3,266	577	1,172	173	7,941
MidCentral	1,911	507	257	46	35	2,756
Hawke's Bay	2,004	420	554	73	25	3,076
Waikato	4,372	2,447	945	189	58	8,011
Tairāwhiti	510	81	329	<15	<5	935
Bay of Plenty	2,735	538	505	<80	<5	3,850
Lakes	897	270	297	38	0	1,502
Whanganui	786	126	137	12	0	1,061
Waitematā	3,800	2,957	550	473	0	7,780
<b>Grand Total</b>	<b>47,606</b>	<b>20,404</b>	<b>7,062</b>	<b>4,007</b>	<b>3,191</b>	<b>82,270</b>

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

\*\* Data suppressed (headcounts less than 5)

\*\*\* Data anonymised as range to protect data suppression in other fields.

# ANALYSIS BY DISTRICT AND OCCUPATION GROUP

## LENGTH OF SERVICE BY OCCUPATION GROUP AND DISTRICT

The following table shows the mean length of service for each occupation group by District. To read this table, look at the occupation column. The green colours represent a longer than national average length of service, the yellow colours are close to the national average while red colours are lower than the national average. The final column (all staff) has ordered the Districts by longer to shorter lengths of service. Length of service is based on reported time employed in the current position, so if an employee is reported with multiple positions, this metric picks up the maximum length of service across their positions.

**Table 9: Mean length of service by occupation group and District**

District	Nursing	Corporate and other	Allied and scientific	Care and support	SMO	RMO	Midwifery	All staff
Whanganui	10.0	8.5	11.0	8.6	10.1	1.5	9.6	9.2
Canterbury	9.6	8.0	9.4	8.7	11.5	2.6	9.0	8.9
Southern	9.7	8.8	8.8	6.4	10.6	2.7	7.9	8.7
MidCentral	9.5	9.3	9.3	6.0	10.5	1.8	8.3	8.7
Taranaki	9.3	8.8	8.4	7.6	7.9	1.8	8.8	8.4
West Coast	9.6	6.4	9.3	9.9	5.9	1.8	6.0	8.3
Hutt Valley	8.1	8.6	8.1	8.1	9.5	1.1	7.0	8.2
South Canterbury	9.0	8.4	7.1	7.0	8.2	1.2	7.3	8.1
Lakes	9.5	8.1	7.9	5.5	8.6	1.3	8.4	8.0
Nelson	8.8	6.9	8.1	7.1	10.1	1.5	7.3	7.7
Marlborough								
Wairarapa	8.1	6.4	8.8	6.9	9.2	0.0	4.3	7.6
Hawke's Bay	8.2	7.8	8.3	6.2	9.0	2.0	10.0	7.6
Tairāwhiti	10.2	6.2	7.4	6.0	5.9	1.6	6.0	7.6
Waikato	8.1	7.9	8.1	6.1	10.3	2.2	7.5	7.6
Auckland	7.4	7.6	8.2	7.4	10.8	0.9	7.0	7.5
Bay of Plenty	8.5	7.5	7.0	5.8	8.9	1.6	7.5	7.4
Counties Manukau	7.2	8.0	7.2	6.6	10.9	0.9	7.2	7.2
Northland	7.8	8.4	7.6	4.6	8.2	1.6	6.6	7.1
Waitematā	7.0	7.0	8.1	6.6	10.3	0.9	6.7	7.1
Capital & Coast	7.0	6.5	6.8	6.5	10.0	1.3	7.8	6.5
<b>Grand Total</b>	<b>8.2</b>	<b>7.8</b>	<b>8.2</b>	<b>6.8</b>	<b>10.2</b>	<b>1.6</b>	<b>7.5</b>	<b>7.7</b>

# ANALYSIS BY SICK LEAVE & ANNUAL LEAVE

## SICK LEAVE BY DISTRICT, OCCUPATION GROUP, AGE GROUP AND ETHNICITY BY GENDER

The following radar chart shows the dispersion of sick leave by District by looking at the average annualised sick leave hours per contracted FTE. It is based on all contracted employees not on long term leave and excluding those who commenced employment during the reporting quarter, regardless of the amount of sick leave taken during this reporting quarter. The process of annualising the quarter's reported sick leave hours may amplify the impact of outlier events, whether these are negative values (reported to correct an over-statement in a previous quarter) or a potential over-reporting, where a person reportedly took more sick leave than we would expect them to have worked based on their contracted FTE.

To read this graph, the blue line indicates the median (50%) sick leave hours per FTE; i.e. 50% of staff took sick leave hours (per FTE) at or below this value. The yellow line indicates the 3rd quartile (75%) sick leave hours per FTE; i.e. 75% of staff took sick leave hours (per FTE) at or below this value. The order of least sick leave hours per FTE to the most sick leave hours per FTE taken runs clockwise from 12 o'clock.

For example, the data for Capital and Coast shows that (if the December quarter is indicative) 50% of staff would have taken 34 hours sick leave or less (note comments on negative sick leave values above) per FTE over the course of a year, and 75% of staff would have taken 103.2 hours or less of sick leave per FTE over the course of a year.

**Figure 10: Average annualized sick leave hours per FTE by District**

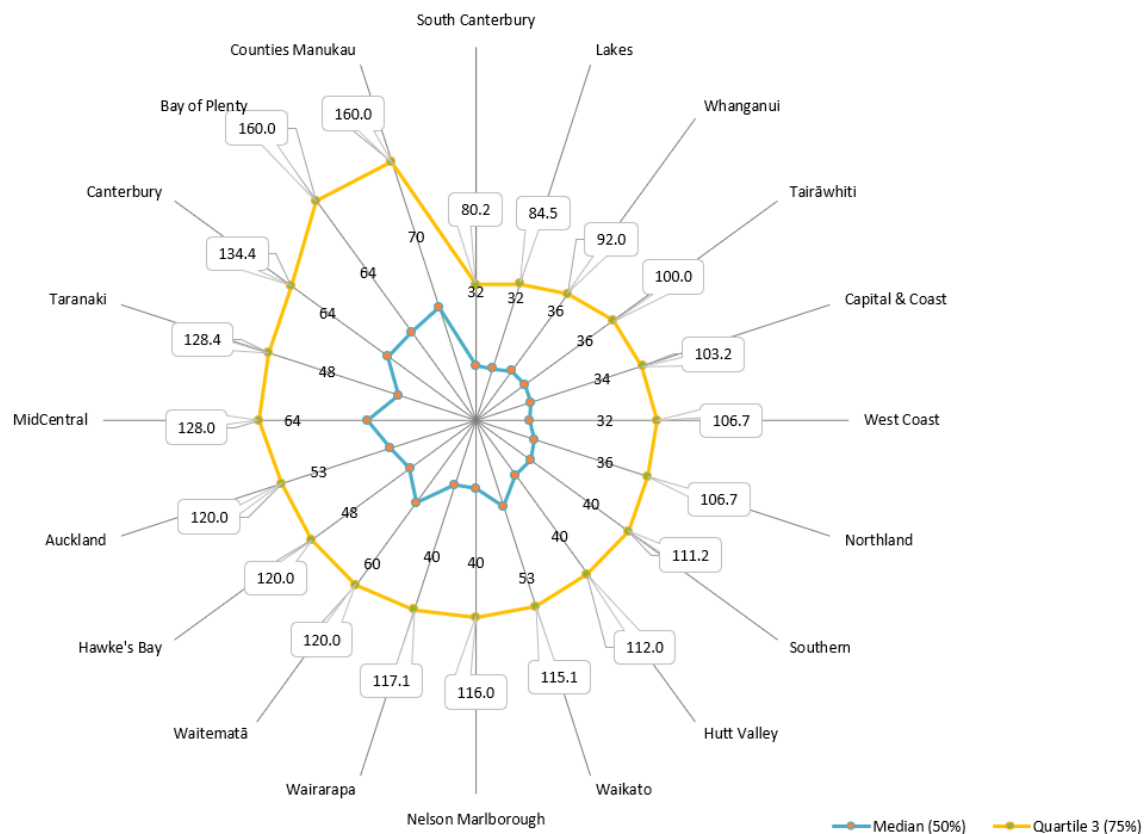




Figure 11: Average annual sick leave hours per FTE by occupational group

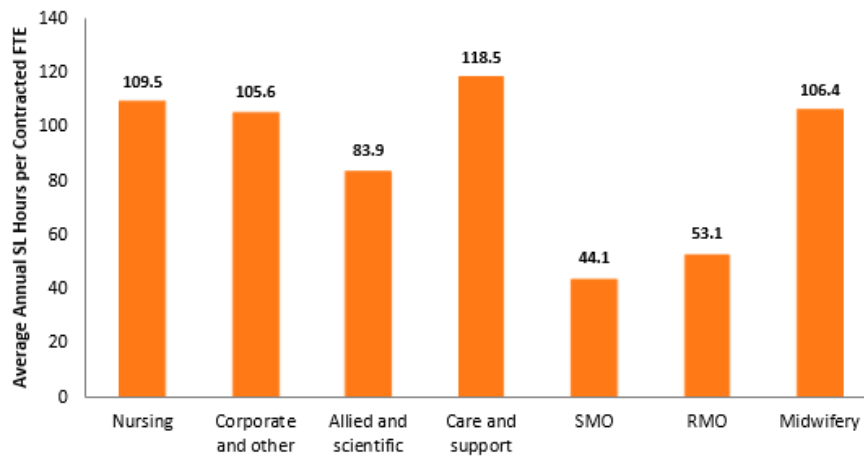


Figure 12: Average annual sick leave hours per FTE by age group by gender

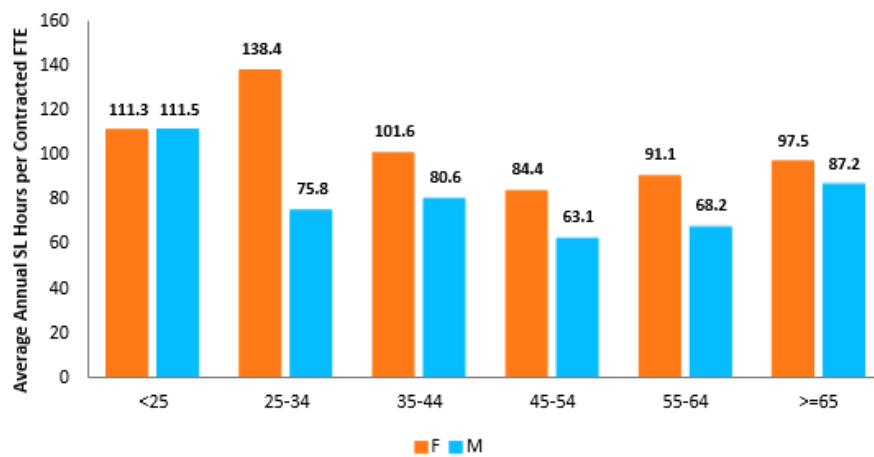
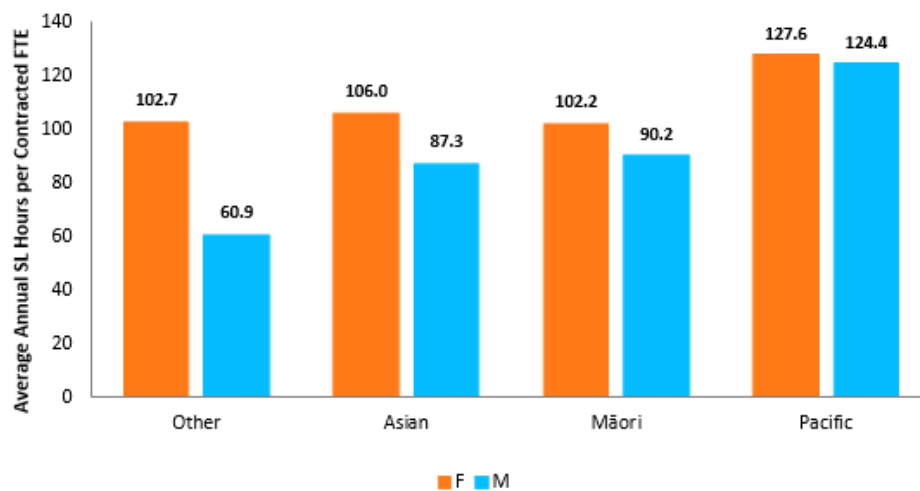


Figure 13: Average annual sick leave hours per FTE by ethnicity by gender



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

In the first chart, the bars represent the ratios of annual leave balance to annual leave entitlement and the blue dotted line represents the national average. For example, a value of 100% means that on average the District employees have an annual leave balance equal to their annual leave entitlement. The chart shows that for the first seventeen Districts, on average their employees have more annual leave balance than annual leave entitlement.

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

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

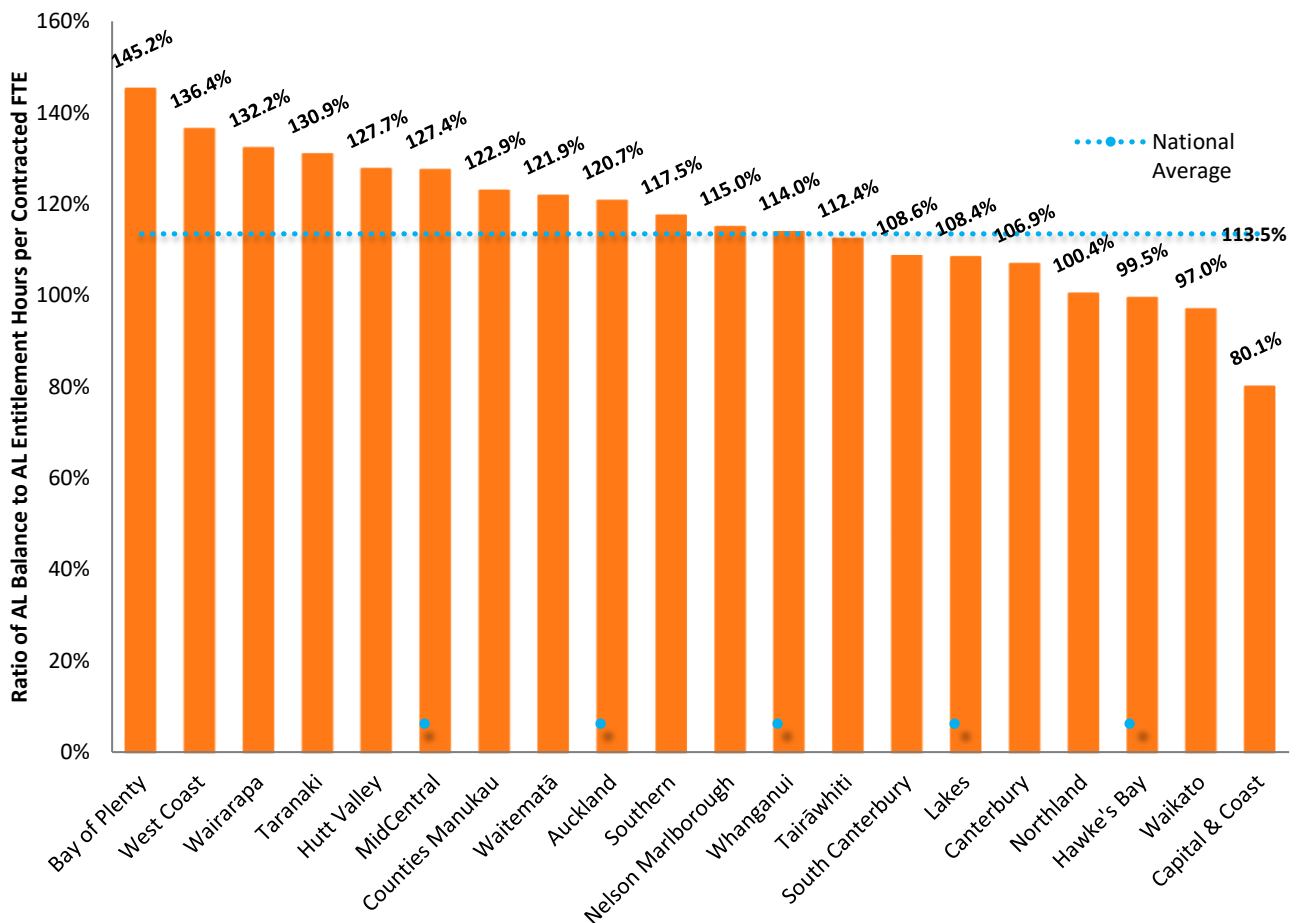


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

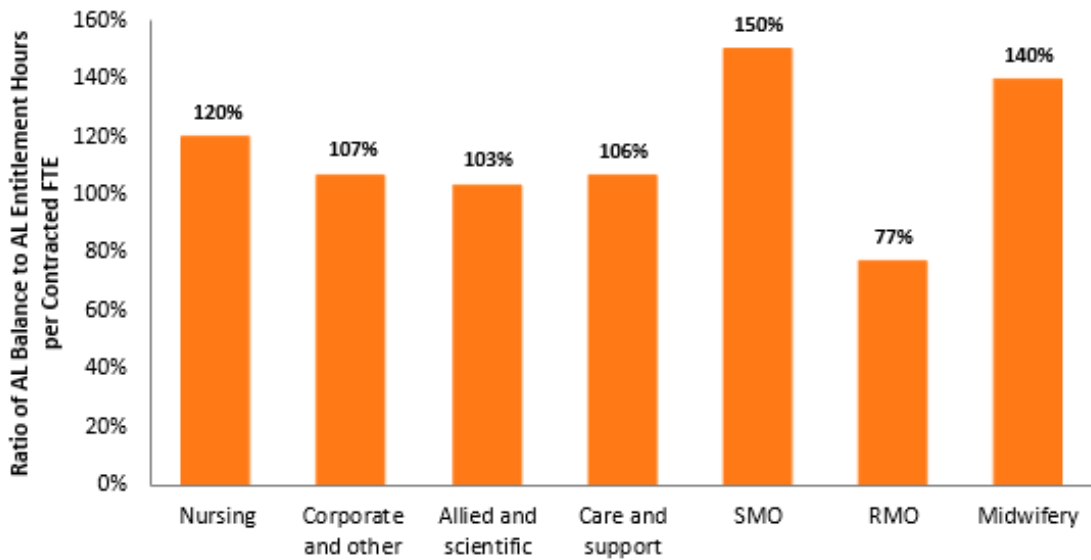
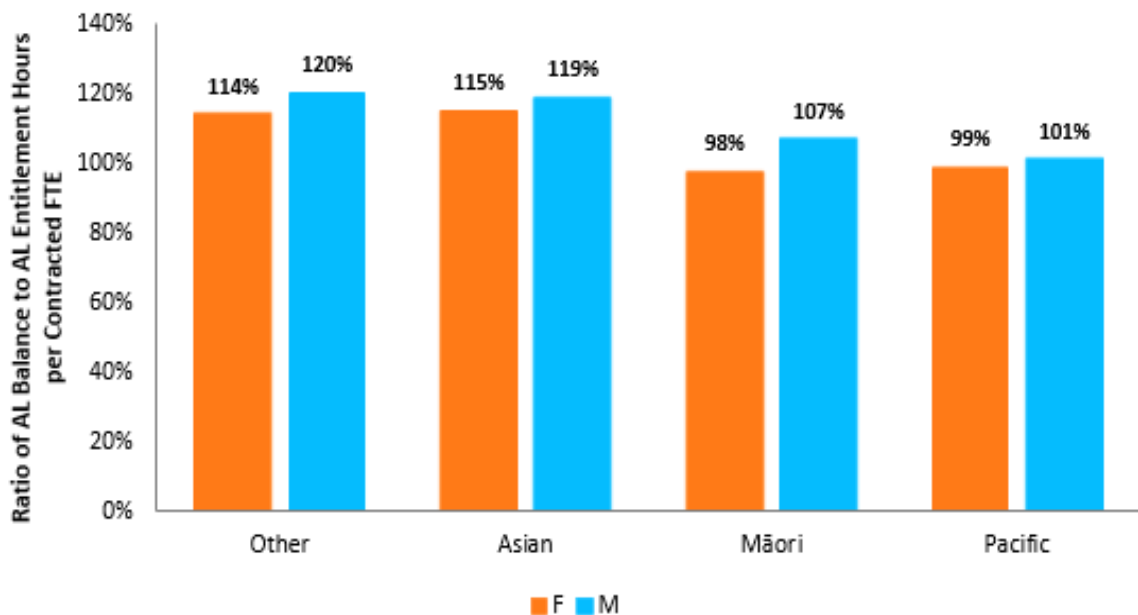


Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender

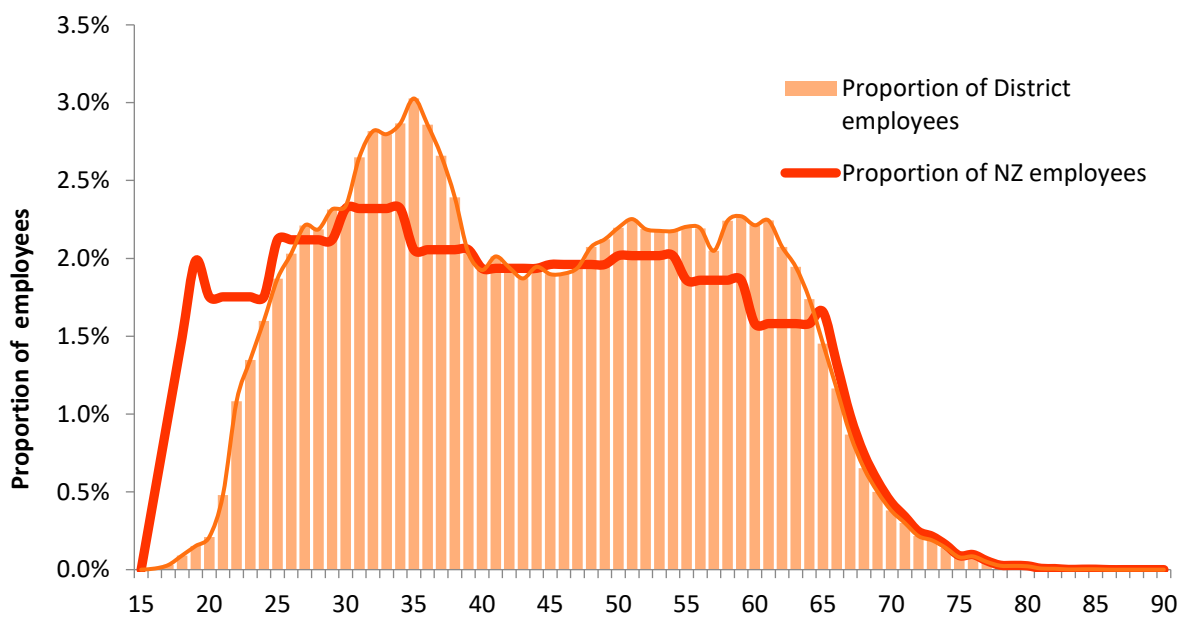


# ANALYSIS BY POPULATION

## DISTRIBUTION OF OVERALL DISTRICT EMPLOYEES BY AGE, WITH NATIONAL EMPLOYEE DATA

The following chart shows the distribution of ages of District employees (histogram with light orange outline). The District employee distribution is on a position basis. The staggered dark orange line is the distribution of all New Zealand employees for the December 2022 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand.

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



## ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION

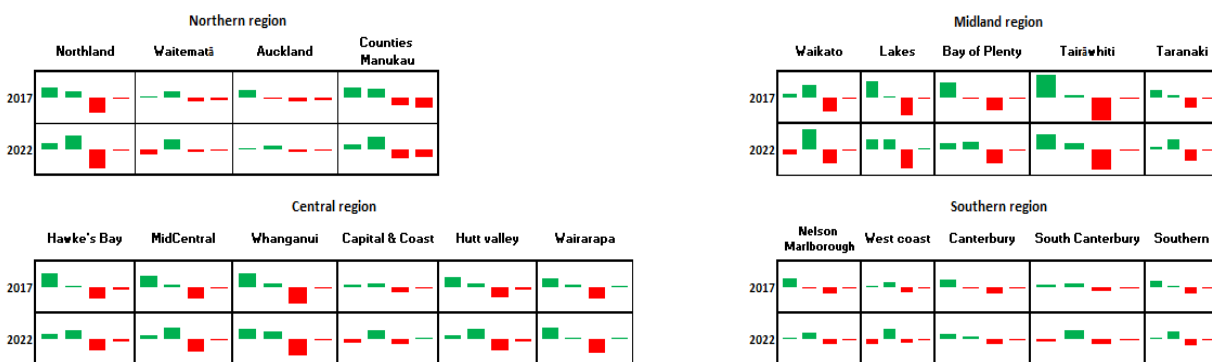
The following charts look at the ethnic representation of District staff to the resident population.

The calculations look at the percentage of staff with a known ethnicity and compare it to the percentage of District residents with a known ethnicity. This latter data has been interpolated from data produced by Statistics New Zealand and is representative for the quarter being reported on. The proportion of staff with a known ethnicity this quarter is 94.5 percent, compared to 92.4 percent in December 2017. This comparison is on a position count level, as we do not have comparable distinct employee counts for 2017.

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

When a bar on a chart is green it means the proportion of that ethnicity in the District workforce is greater than the population. If a bar is red then the proportion of the District workforce is less than that of the resident population. All charts use the same axis scale (as these are spark lines the numbers are not written against the axes), which range from -24% to +25% - so comparisons between Districts are possible. The data for 2017 has also been added to show any changes over the last five years.

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



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

For some Districts the ethnic distribution of their staff closely mirrors that of the resident population, such as Auckland. Nationally, the distributions have changed only slightly between 2017 and 2022; the ‘Other’ ethnicities have reduced closer to zero (from eight down to two percentage points difference), whereas Māori and Pacific have less under-representation (from negative nine to negative eight, and negative 2.5 to negative 1.9, percentage points difference, respectively).

## POPULATION DENSITY BY OCCUPATIONAL GROUP AND DISTRICT

This section looks at the number of staff per resident population. Staff numbers are contracted FTE figures and they are compared to every 100,000 resident population. Midwives has been compared to the fertile female population (aged 15-49). The important factor to consider in this section is that each District may have different models of care (the way services are delivered to the population). For example, only six Districts provide radiation therapy services, so they may appear to have more staff per head of population but they are actually serving the population from many other Districts.

Figure 18: Population density of Nurses by District

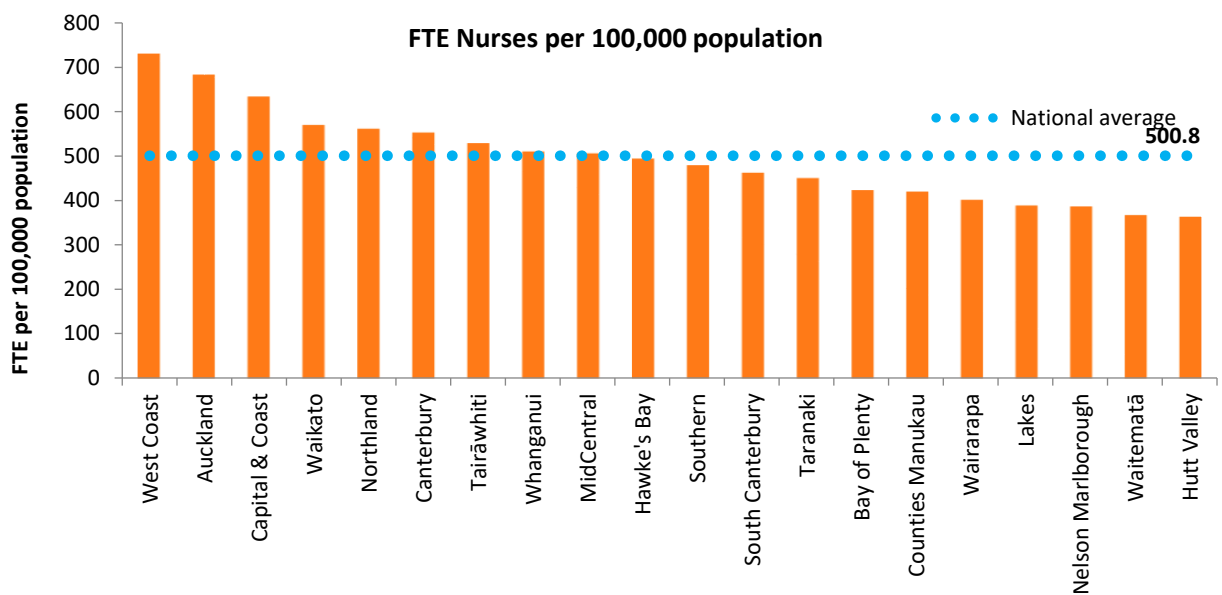


Figure 19: Population density of Corporate & Other by District

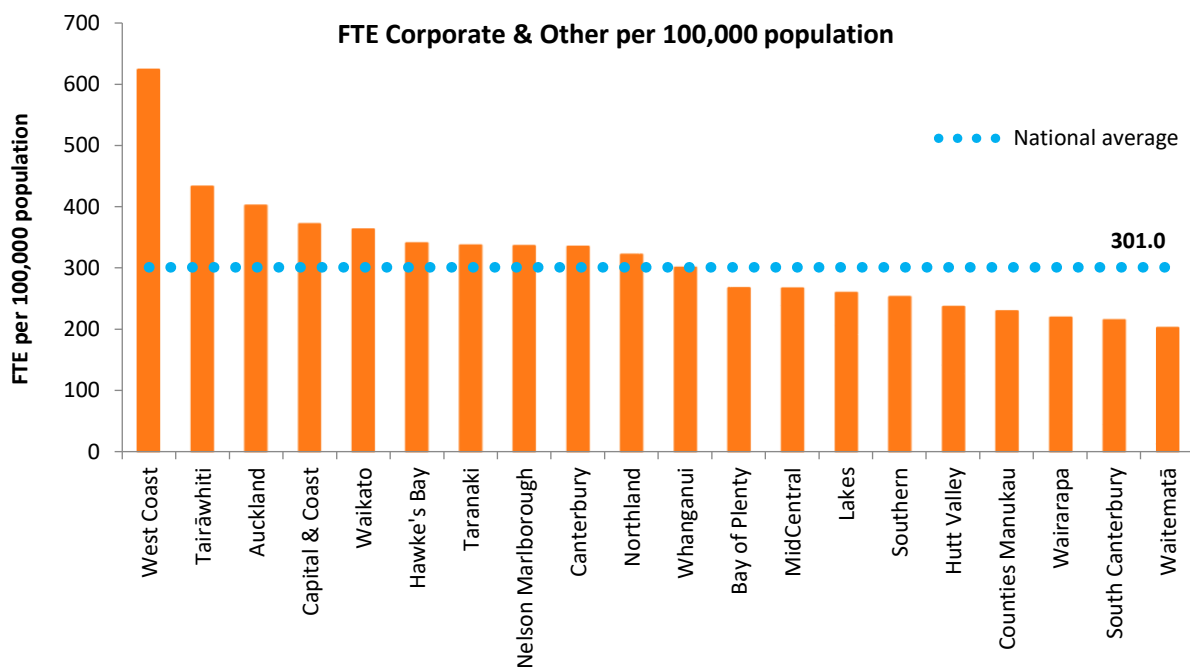


Figure 20: Population density of Allied & Scientific by District

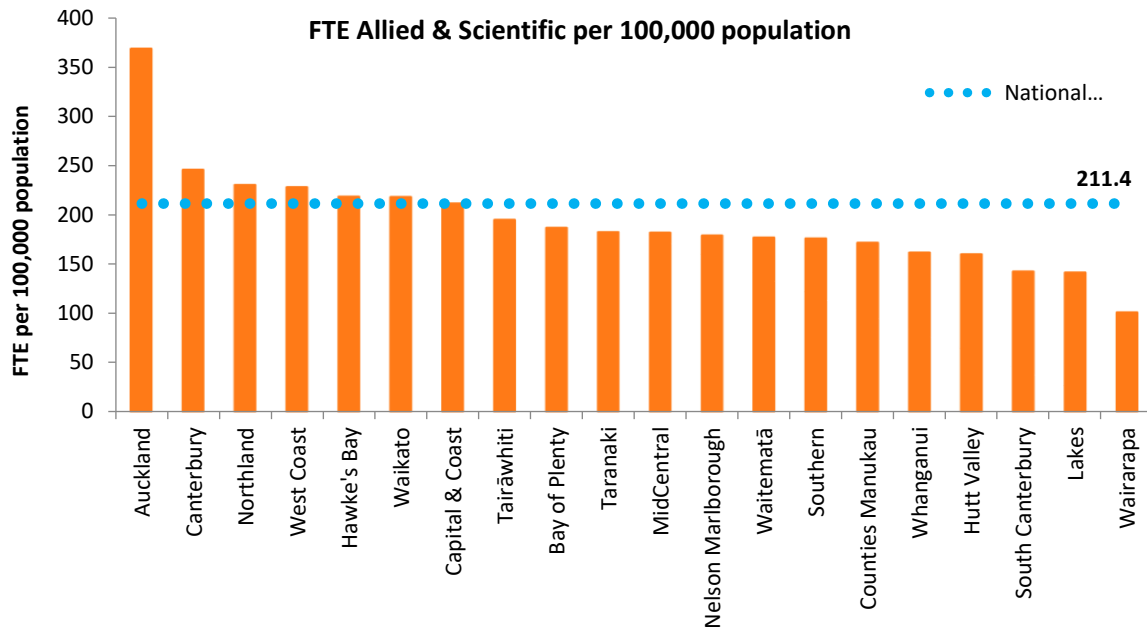


Figure 21: Population density of Care & Support by District

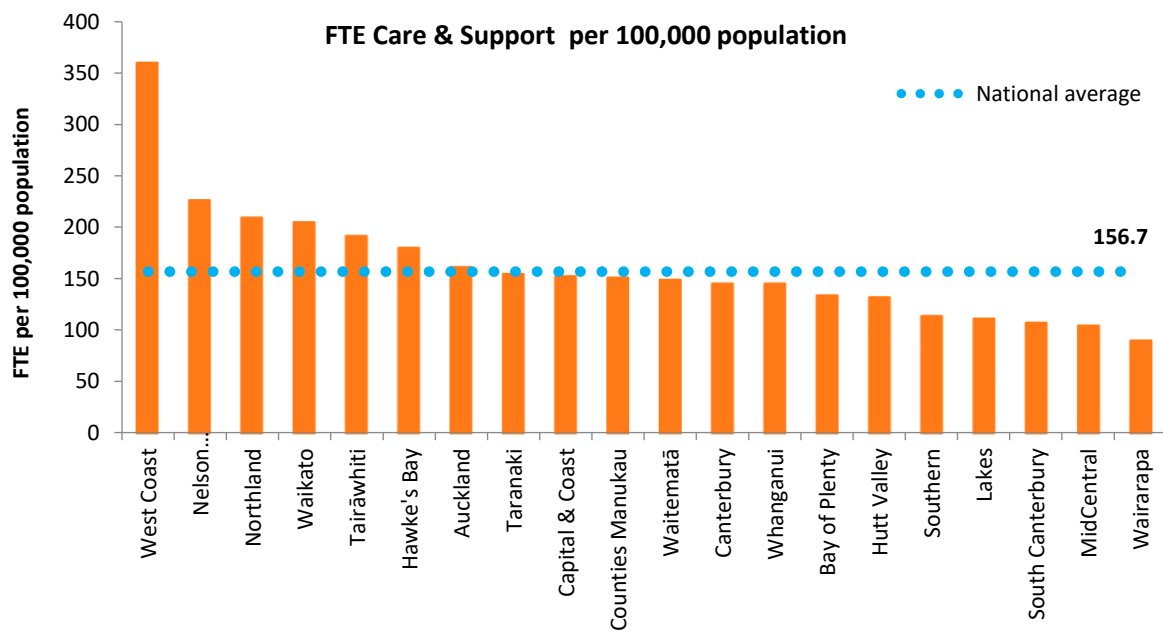


Figure 22: Population density of Senior Medical Officer (SMO) by District

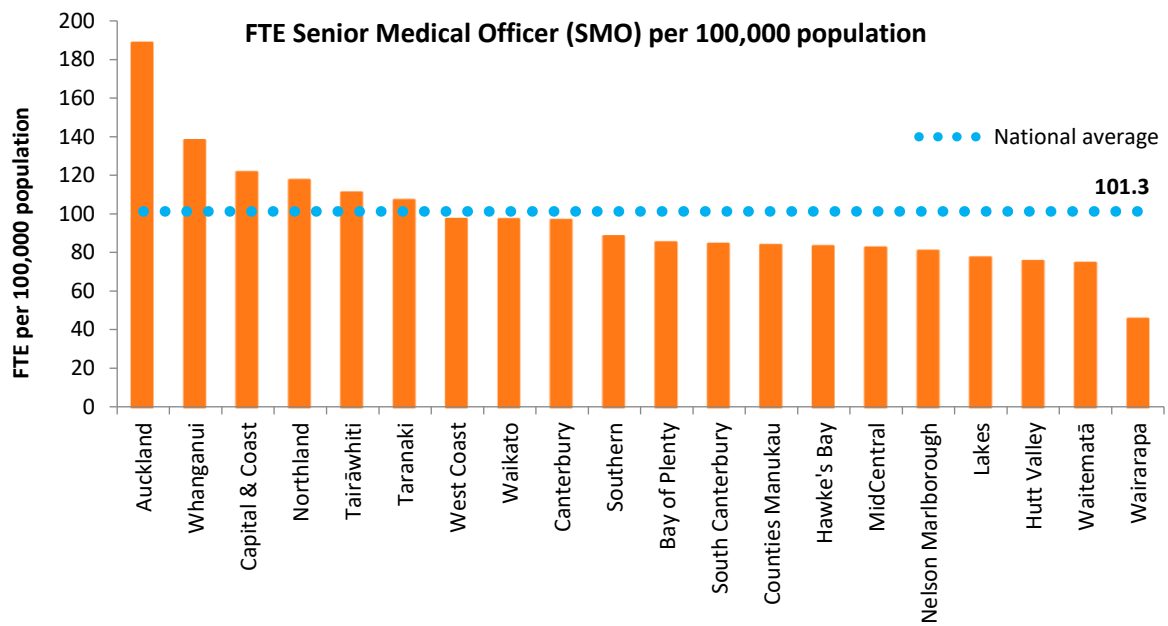


Figure 23: Population density of Resident Medical Officer (RMO) by District

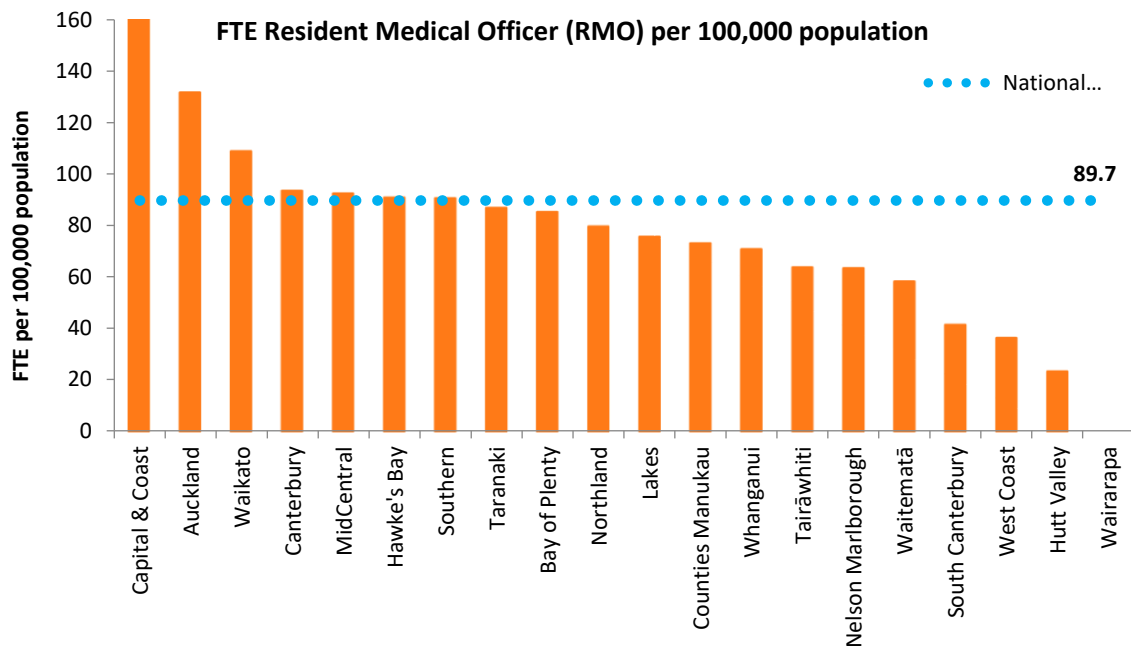




Figure 24: Population density of Midwives by District

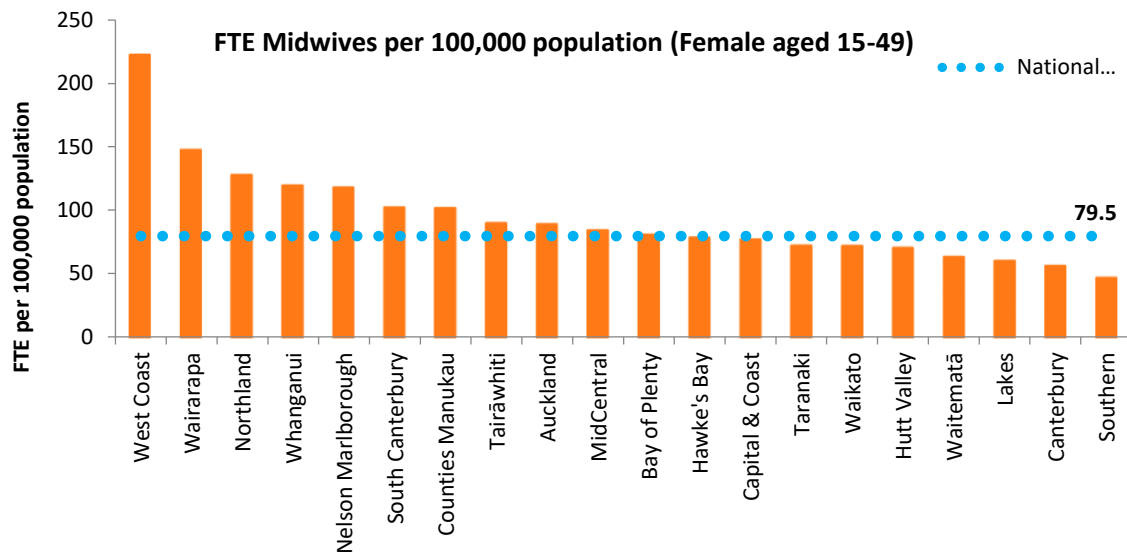


Figure 25: Population density of all District staff by District

