

DISTRICTS EMPLOYED WORKFORCE QUARTERLY REPORT

1 January to 31 March 2023

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 January 2023 to 31 March 2023 and is a snapshot in time at 31 March 2023. 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 HWIP occupational groupings. These HWIP groupings are:

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

Data Extraction

Important notes about the data extraction:

- The data extract used for this report covers the period January to March 2023 inclusive and is a snapshot taken by the Districts on 31 March 2023.
- 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
Data source: District Workforce Information, held by Te Whatu Ora

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OVERVIEW

DISTRICT WORKFORCE AT A GLANCE

For data to 31 March 2023, only those employed with contracted hours greater than zero are included in the analysis except for the tables and charts that explicitly report on 'Other' employees on page 5. 'Other' includes those on maternity / parental leave, and those who have not been reported with an employment status code.

Total employees 83,726 in 85,209 positions* 65,258 female 18,394 male 29 Another Gender	72,195 FTE 55,172 FTE** females 16,958 FTE** males 29 FTE** Another Gender	Largest HWIP occupation group: Nurses – 31,739 employees in 32,463 positions Smallest HWIP Occupation group: Midwives – 1,396 employees in 1,490 positions
District employee average age 44.6 years 44.6 years for females 44.4 years for males	Oldest male HWIP occupation group: SMO (mean age 51.2 years) Youngest male HWIP occupation group: RMO (mean age 31.2 years)	Oldest female HWIP occupation groups: Corporate and Other (mean age 49.7 years) Youngest female HWIP occupation group: RMO (mean age 30.8 years)
Mean FTE rate 0.86 per employee Mean FTE rate for females 0.85 Mean FTE rate for males 0.92	Longest Length of Service HWIP occupation group SMO (mean 10.01 years) Shortest Length of Service HWIP occupation group RMO (mean 1.3 years)	Employee reported ethnicities: Other*** – 59.6% Asian – 26.4% Māori – 8.9% Pacific – 5.1%

* 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

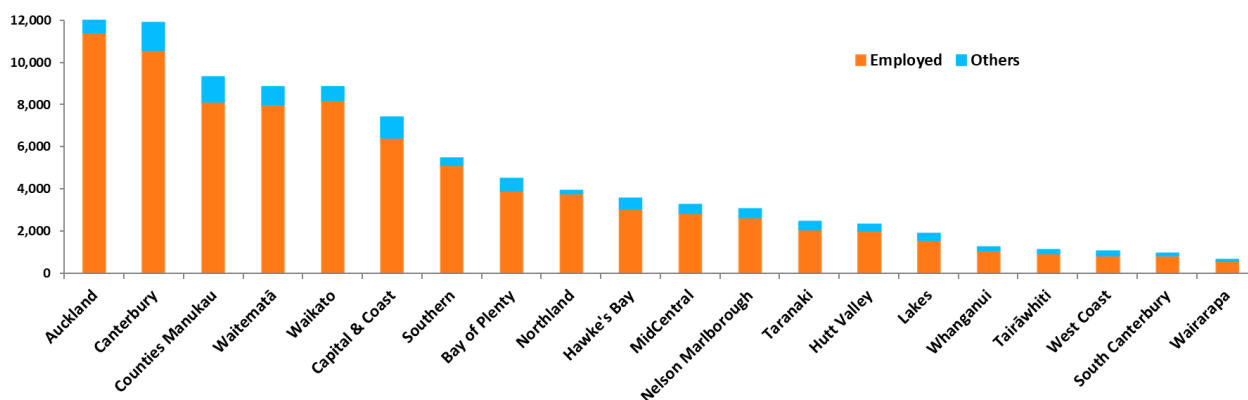


Table 1: Distribution of employment types

District	Employed	Others	Total	Proportion of District workforce
Auckland	11,376	674	12,050	12.8%
Canterbury	10,550	1,343	11,893	12.7%
Counties Manukau	8,123	1,189	9,312	9.9%
Waitematā	7,968	899	8,867	9.4%
Waikato	8,167	697	8,864	9.4%
Capital & Coast	6,409	991	7,400	7.9%
Southern	5,107	354	5,461	5.8%
Bay of Plenty	3,916	605	4,521	4.8%
Northland	3,766	157	3,923	4.2%
Hawke's Bay	3,029	541	3,570	3.8%
MidCentral	2,833	432	3,265	3.5%
Nelson Marlborough	2,632	424	3,056	3.3%
Taranaki	2,071	401	2,472	2.6%
Hutt Valley	1,991	331	2,322	2.5%
Lakes	1,555	329	1,884	2.0%
Whanganui	1,061	191	1,252	1.3%
Tairāwhiti	939	184	1,123	1.2%
West Coast	831	238	1,069	1.1%
South Canterbury	831	121	952	1.0%
Wairarapa	571	84	655	0.7%
Grand Total	83,726	10,185	93,911	100.0%

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 2: 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	4,153	3,643.8	0.88	2,221	2,061.5	0.93	2,124	1,920.1	0.90	887	839.7	0.95	1,176	992.8	0.84	686	687.6	1.00	162	127.3	0.79
Bay of Plenty	1,489	1,167.7	0.78	796	698.6	0.88	602	507.8	0.84	439	373.6	0.85	290	241.0	0.83	232	229.8	0.99	68	44.6	0.66
Canterbury	4,005	3,338.1	0.83	2,283	2,000.2	0.88	1,730	1,434.0	0.83	1,097	891.7	0.81	698	583.8	0.84	606	592.8	0.98	132	86.5	0.66
Capital & Coast	2,516	2,138.7	0.85	1,324	1,233.2	0.93	825	720.0	0.87	577	508.5	0.88	494	406.2	0.82	603	587.5	0.97	98	76.3	0.78
Counties Manukau	3,006	2,627.4	0.87	1,585	1,400.3	0.88	1,191	1,068.6	0.90	1,042	925.4	0.89	607	516.5	0.85	493	480.1	0.97	212	163.1	0.77
Hawke's Bay	1,149	896.6	0.78	668	590.8	0.88	463	396.6	0.86	381	314.5	0.83	181	150.9	0.83	162	157.7	0.97	37	37.8	1.02
Hutt Valley	778	632.1	0.81	424	374.8	0.88	303	253.0	0.84	246	209.2	0.85	167	125.6	0.75	34	33.0	0.97	41	26.8	0.65
Lakes	592	469.8	0.79	353	311.4	0.88	205	173.3	0.85	174	148.3	0.85	113	97.5	0.86	96	96.0	1.00	22	16.0	0.73
MidCentral	1,203	983.2	0.82	553	506.4	0.92	409	353.5	0.86	256	212.7	0.83	178	158.9	0.89	184	182.1	0.99	50	35.0	0.70
Nelson Marlborough	836	692.8	0.83	634	537.1	0.85	378	347.0	0.92	469	357.4	0.76	163	136.5	0.84	117	119.3	1.02	45	35.2	0.78
Northland	1,438	1,124.2	0.78	726	633.8	0.87	534	456.6	0.86	565	412.7	0.73	242	231.9	0.96	175	167.0	0.95	86	51.0	0.59
South Canterbury	368	298.1	0.81	159	136.6	0.86	111	87.9	0.79	86	65.8	0.77	61	52.4	0.86	33	32.9	1.00	14	11.2	0.80
Southern	2,144	1,728.0	0.81	981	888.4	0.91	750	646.2	0.86	468	383.6	0.82	361	315.4	0.87	343	340.8	0.99	60	39.7	0.66
Tairāwhiti	351	277.0	0.79	250	226.0	0.90	124	104.4	0.84	109	93.9	0.86	62	55.0	0.89	31	30.6	0.99	12	8.2	0.68
Taranaki	758	572.0	0.75	482	420.7	0.87	295	238.3	0.81	243	198.1	0.82	160	135.2	0.85	107	106.5	1.00	26	18.2	0.70
Waikato	3,104	2,634.6	0.85	1,744	1,583.4	0.91	1,144	1,001.2	0.88	1,017	870.5	0.86	503	447.1	0.89	542	531.0	0.98	113	78.3	0.69
Wairarapa	270	202.4	0.75	124	102.2	0.82	66	49.5	0.75	71	47.8	0.67	26	22.1	0.85				18	13.1	0.73
Waitematā	2,837	2,478.0	0.87	1,505	1,300.8	0.86	1,363	1,182.7	0.87	1,136	994.8	0.88	579	495.7	0.86	420	411.4	0.98	159	105.2	0.66
West Coast	295	245.9	0.83	225	189.5	0.84	85	78.0	0.92	155	115.5	0.75	45	35.7	0.79	9	8.8	0.98	17	13.7	0.81
Whanganui	447	354.8	0.79	220	195.5	0.89	141	117.2	0.83	125	102.0	0.82	52	46.6	0.90	52	52.0	1.00	24	17.3	0.72
Grand Total	31,739	26,504.9	0.84	17,257	15,391.2	0.89	12,843	11,135.7	0.87	9,543	8,065.7	0.85	6,158	5,246.8	0.85	4,925	4,846.7	0.98	1,396	1,004.7	0.72

*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

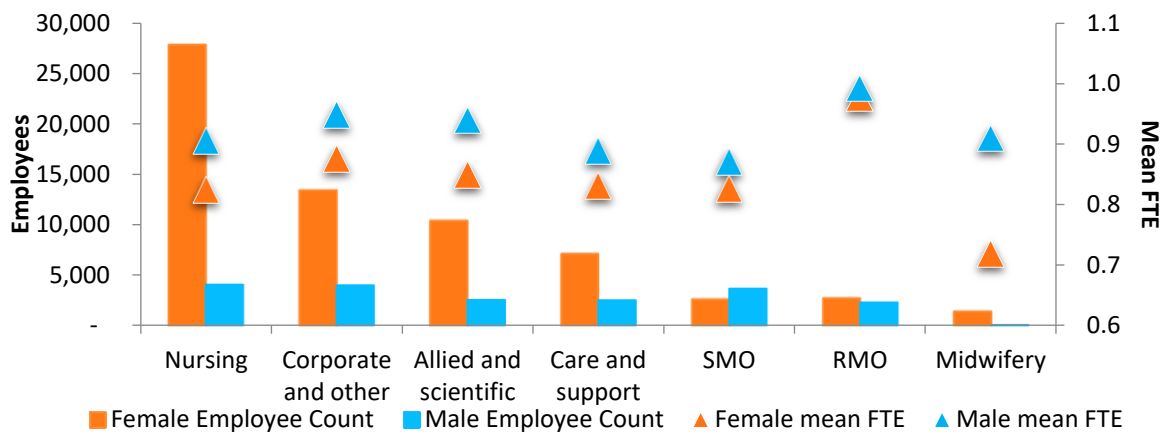


Table 3 : Occupation group employee count and mean FTE by gender

Occupation group	Female		Male		Another Gender		Total	
	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count	Mean FTE
Nursing	27,789	0.83	3,927	0.91	<15	1.74	31,739	0.84
Corporate and other	13,394	0.88	3,849	0.95	<10	1.49	17,257	0.89
Allied and scientific	10,374	0.85	<2,460	0.94	<10	1.88	12,843	0.87
Care and support	<7,120	0.83	2,424	0.89	<10	6.59	9,543	0.85
SMO	<2,610	0.83	3,5478	0.87	<10	5.09	6,158	0.85
RMO	<2,715	0.95	2,213	0.99	-	-	4,925	0.98
Midwifery	<1,390	0.72	<10	0.91	<10	2.79	1,396	0.72
Grand Total	65,258	0.85	18,394	0.92	29	0.81	83,726	0.86

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

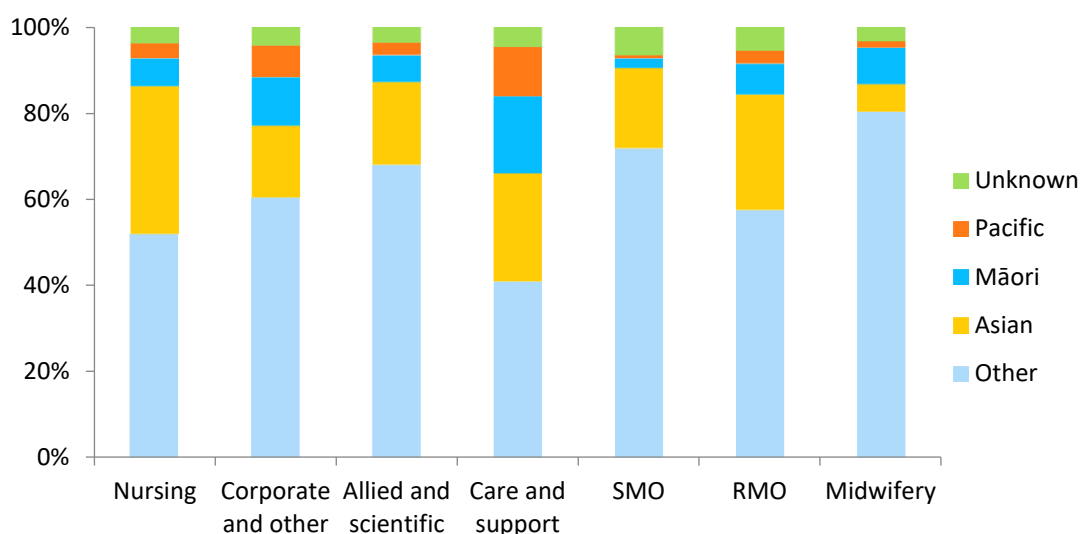


Table 4: Employee Count and proportion of ethnicities by occupation group

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	16,488	51.9%	10,915	34.4%	2,053	6.5%	1,122	3.5%	1,161	3.7%	31,739
Corporate and other	10,432	60.5%	2,892	16.8%	1,944	11.3%	1,265	7.3%	724	4.2%	17,257
Allied and scientific	8,734	68.0%	2,480	19.3%	800	6.2%	382	3.0%	447	3.5%	12,843
Care and support	3,907	40.9%	2,406	25.2%	1,708	17.9%	1,093	11.5%	429	4.5%	9,543
SMO	4,425	71.9%	1,149	18.7%	141	2.3%	55	0.9%	388	6.3%	6,158
RMO	2,832	57.5%	1,325	26.9%	355	7.2%	152	3.1%	261	5.3%	4,925
Midwifery	1,122	80.4%	90	6.4%	118	8.5%	21	1.5%	45	3.2%	1,396
Grand Total	47,850	57.2%	21,232	25.4%	7,109	8.5%	4,087	4.9%	3,448	4.1%	83,726

* '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 80,277 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 March 2023.

Figure 4: Proportion of identifiable ethnicities for all District employees

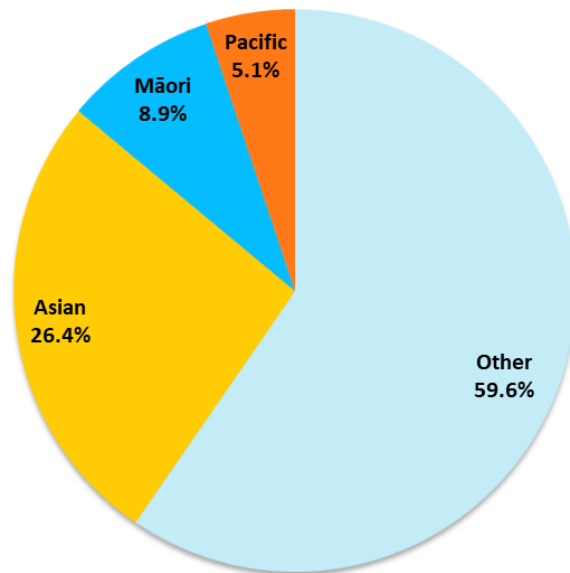
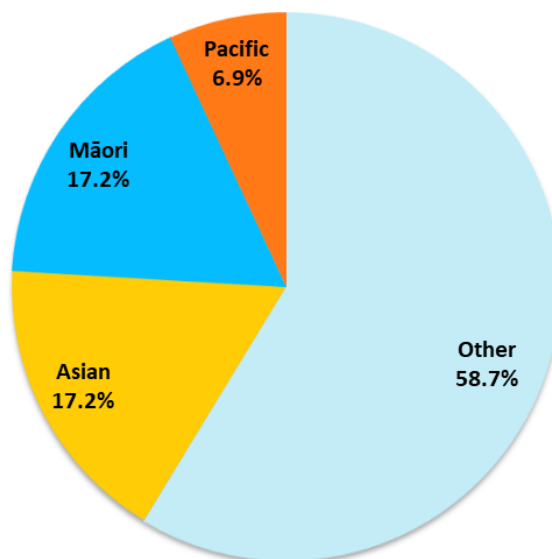


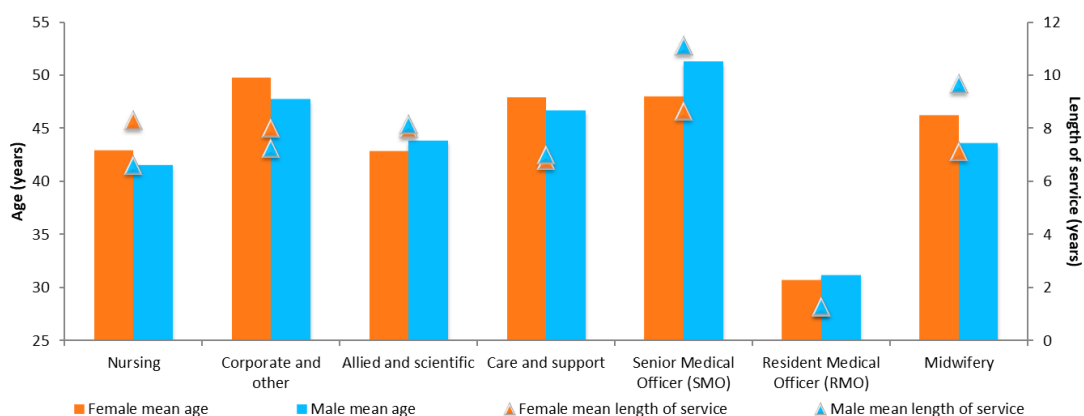
Figure 5: Proportion of identifiable ethnicities for projected population data at 31 Dec 2022



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

Occupation group	Female		Male		Total	
	Mean length of service	Mean age	Mean length of service	Mean age	Mean length of service	Mean age
Nursing	8.3	42.9	6.6	41.6	8.1	42.7
Corporate and other	8.0	49.7	7.2	47.7	7.8	49.3
Allied and scientific	8.0	42.8	8.1	43.8	8.0	43.0
Care and support	6.8	47.9	7.0	46.7	6.8	47.6
SMO	8.7	47.9	11.1	51.2	10.1	49.8
RMO	1.3	30.8	1.3	31.2	1.3	31.0
Midwifery	7.1	46.2	9.7	43.6	7.1	46.1
Grand Total	7.7	44.6	7.2	44.4	7.6	44.6

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

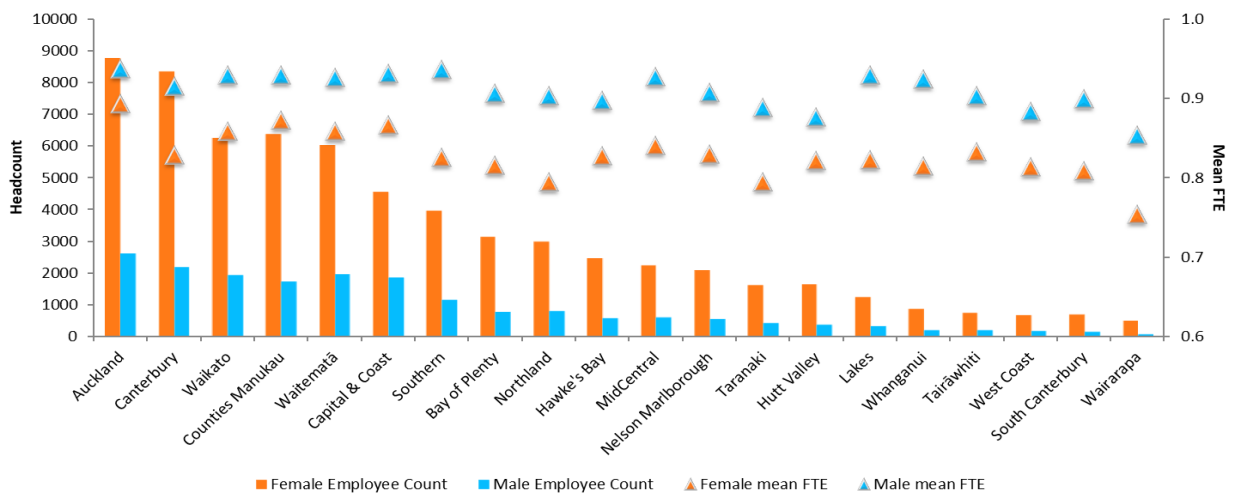


Table 6: Employee Count and mean FTE by gender and District

		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	8,774	8,365	6,250	6,394	6,039	4,573	3,958	3,140	2,980	2,468	2,242	2,089	1,618	1,635	1,247	866	751	675	690	504
	Mean FTE	0.89	0.83	0.86	0.87	0.86	0.87	0.83	0.82	0.79	0.83	0.84	0.83	0.79	0.82	0.82	0.81	0.83	0.81	0.81	0.75
Male	Employees	2,597	2,164	1,914	1,727	1,929	1,830	1,144	776	786	560	587	543	427	356	308	194	188	156	141	67
	Mean FTE	0.94	0.91	0.93	0.93	0.93	0.93	0.94	0.91	0.90	0.90	0.93	0.91	0.89	0.88	0.93	0.92	0.90	0.88	0.90	0.85
Total	Employees	11,376	10,550	8,167	8,123	7,968	6,409	5,107	3,916	3,766	3,029	2,833	2,632	2,071	1,991	1,555	1,061	939	831	831	571
	Mean FTE	0.90	0.85	0.87	0.88	0.87	0.88	0.85	0.83	0.82	0.84	0.86	0.85	0.82	0.83	0.84	0.83	0.85	0.83	0.82	0.77

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

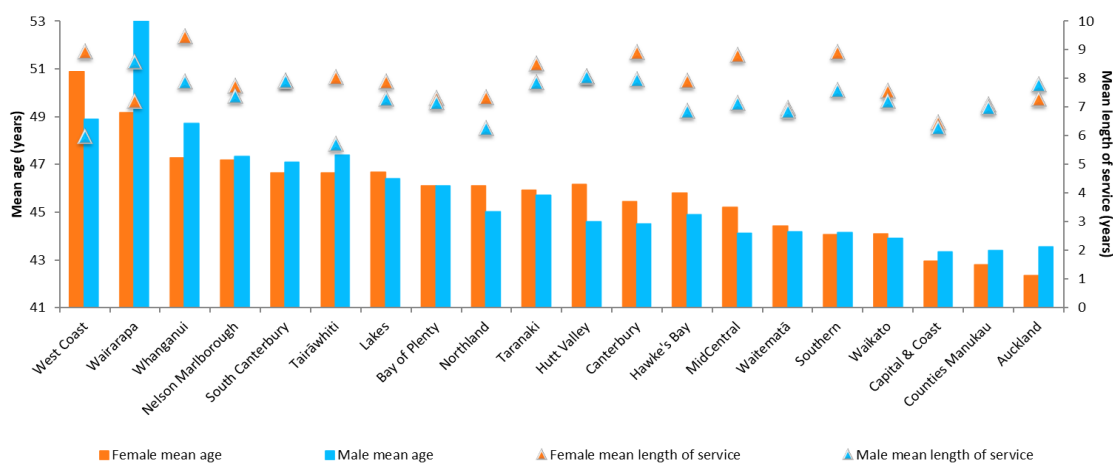


Table 7: Mean ages and mean length of service by District and gender

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	50.9	6.0	48.9	8.4	50.5
Wairarapa	7.2	49.2	8.6	53.4	7.4	49.7
Whanganui	9.5	47.3	7.9	48.7	9.2	47.5
Nelson Marlborough	7.7	47.2	7.4	47.3	7.7	47.2
South Canterbury	7.9	46.7	7.9	47.1	7.9	46.7
Tairāwhiti	8.0	46.7	5.7	47.4	7.6	46.8
Lakes	7.9	46.7	7.3	46.4	7.8	46.6
Bay of Plenty	7.3	46.1	7.2	46.1	7.3	46.1
Northland	7.3	46.1	6.2	45.0	7.1	45.9
Taranaki	8.5	45.9	7.9	45.7	8.3	45.8
Hutt Valley	8.1	46.2	8.1	44.6	8.1	45.9
Canterbury	8.9	45.5	8.0	44.5	8.7	45.3
Hawke's Bay	7.9	45.8	6.9	44.9	7.7	45.6
MidCentral	8.8	45.2	7.1	44.1	8.4	45.0
Waitematā	7.0	44.4	6.9	44.2	6.9	44.4
Southern	8.9	44.1	7.6	44.2	8.6	44.1
Waikato	7.6	44.1	7.2	43.9	7.5	44.0
Capital & Coast	6.5	42.9	6.3	43.3	6.4	43.0
Counties Manukau	7.1	42.8	7.0	43.4	7.1	42.9
Auckland	7.3	42.4	7.8	43.6	7.4	42.6
Grand Total	7.7	44.6	7.2	44.4	7.6	44.6

THNICITIES 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

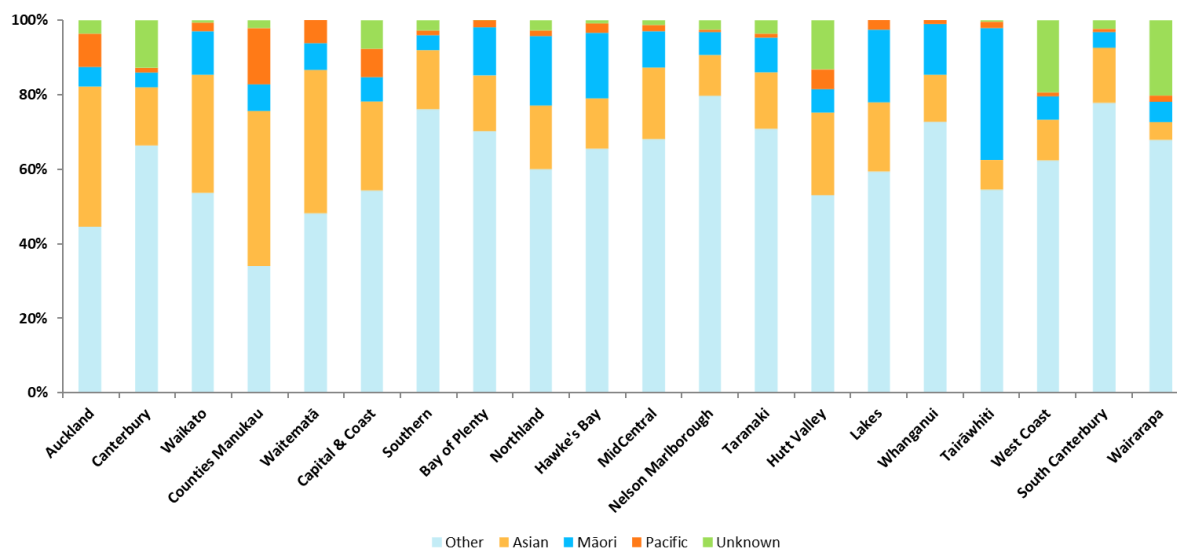


Table 8: Distribution of reported ethnicities by District and Employee Count

District	Other*	Asian	Māori	Pacific	Unknown	Total
Auckland	5,080	4,287	584	1,030	395	11,376
Canterbury	7,025	1,633	427	142	1,323	10,550
Waikato	4,404	2,574	943	187	59	8,167
Counties Manukau	2,777	3,369	587	1,212	178	8,123
Waitematā	3,847	3,070	564	487	0	7,968
Capital & Coast	3,491	1,526	413	494	485	6,409
Southern	3,895	808	205	55	144	5,107
Bay of Plenty	2,756	585	500	73	2	3,916
Northland	2,264	645	699	57	101	3,766
Hawke's Bay	1,986	408	536	73	26	3,029
MidCentral	1,931	543	275	48	36	2,833
Nelson Marlborough	2,102	286	161	15	68	2,632
Taranaki	1,470	313	192	21	75	2,071
Hutt Valley	1,058	444	126	104	259	1,991
Lakes	924	291	302	38	0	1,555
Whanganui	772	134	145	<15	0	1,061
Tairāwhiti	514	74	332	<20	4	939
West Coast	519	92	52	<10	160	831
South Canterbury	647	122	35	<10	<12	831
Wairarapa	388	28	31	10	114	571
Grand Total	47,850	21,232	7,109	4,087	3,448	83,726

* '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	8.9	10.2	8.4	10.2	1.1	9.1	9.2
Canterbury	9.5	7.9	9.4	8.5	11.5	2.1	8.1	8.7
Southern	9.6	8.9	8.6	6.8	10.6	2.2	7.1	8.6
MidCentral	9.2	9.2	9.0	5.7	10.5	1.3	8.4	8.4
West Coast	9.4	6.8	8.6	10.0	5.9	1.7	6.5	8.4
Taranaki	9.2	8.8	8.3	7.6	7.9	1.3	8.7	8.3
Hutt Valley	7.7	8.7	8.1	8.3	9.4	1.2	6.5	8.1
South Canterbury	8.6	8.2	7.3	7.4	8.4	1.1	7.4	7.9
Lakes	9.4	8.2	7.9	4.9	8.0	0.9	7.6	7.8
Hawke's Bay	8.1	8.1	8.4	6.6	8.9	1.7	10.4	7.7
Nelson Marlborough	8.6	7.1	7.7	7.5	10.4	1.1	7.4	7.7
Tairāwhiti	10.0	6.2	7.0	6.3	6.0	1.1	6.2	7.6
Waikato	8.0	8.1	7.9	6.2	10.0	1.7	6.8	7.5
Auckland	7.1	7.6	8.1	7.4	10.5	0.6	7.0	7.4
Wairarapa	7.7	6.4	8.6	6.3	9.3	0.0	4.3	7.4
Bay of Plenty	8.3	7.7	7.0	5.8	8.6	1.3	7.0	7.3
Northland	7.8	8.5	7.3	4.7	8.3	1.3	6.4	7.1
Counties Manukau	7.0	8.0	7.0	6.6	10.8	0.6	6.7	7.1
Waitematā	6.8	7.1	7.8	6.6	10.3	0.6	6.6	6.9
Capital & Coast	6.8	6.5	6.6	6.4	9.6	1.2	7.0	6.4
Grand Total	8.1	7.8	8.0	6.8	10.1	1.3	7.1	7.6

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

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 March quarter is indicative) 50% of staff would have taken 32 hours sick leave or less (note comments on negative sick leave values above) per FTE over the course of a year, and 75% of staff would have taken 96 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

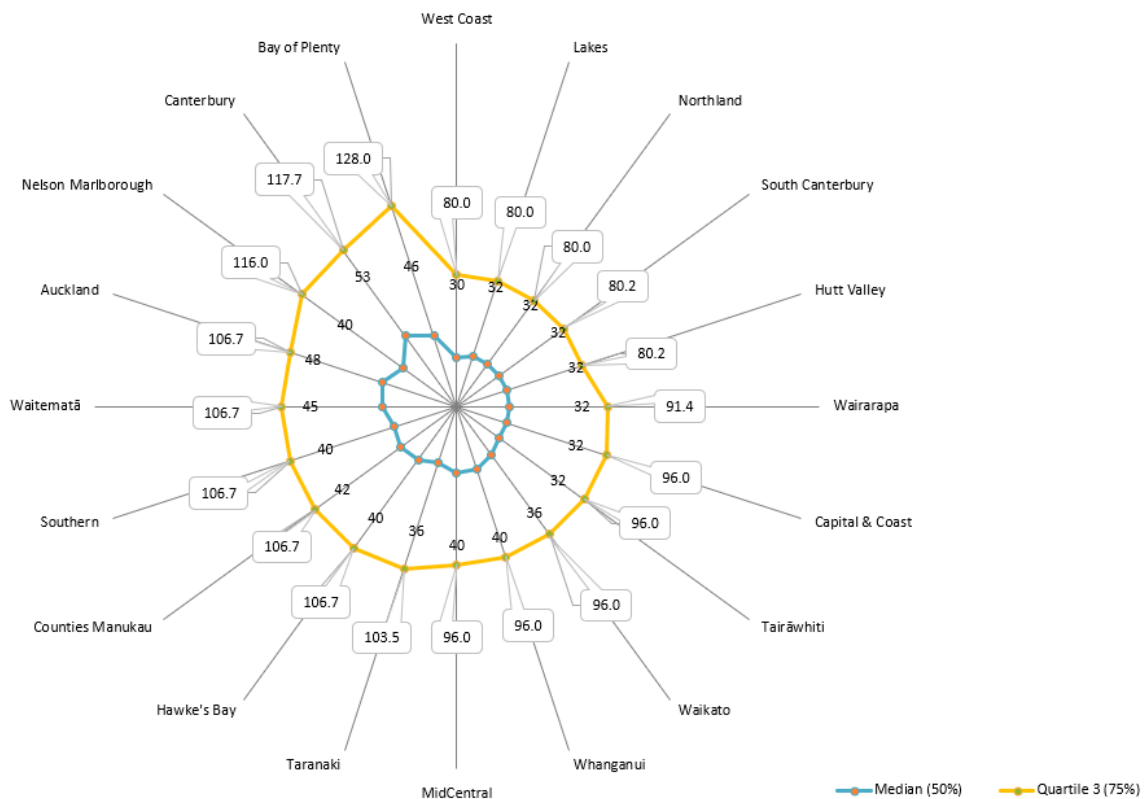


Figure 11: Average annual sick leave hours per FTE by occupational group

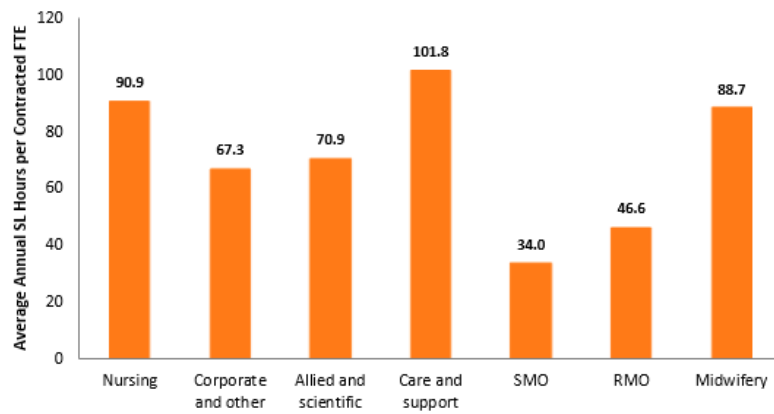


Figure 12: Average annual sick leave hours per FTE by age group by gender

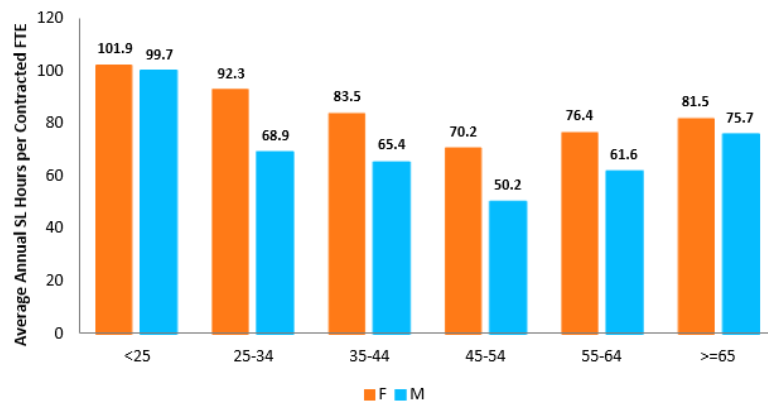
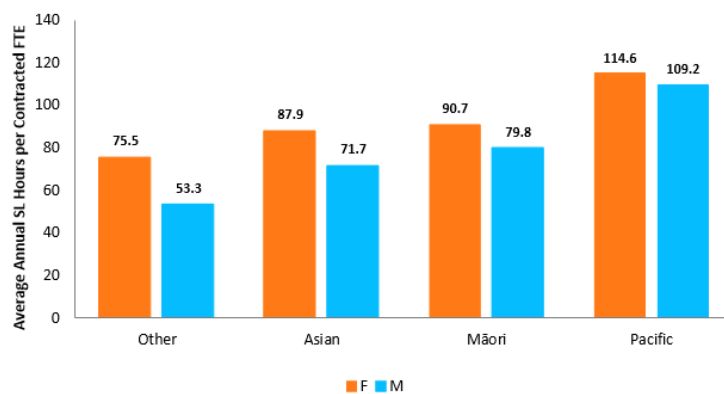


Figure 13: Average annual sick leave hours per FTE by ethnicity by gender



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 fourteen 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

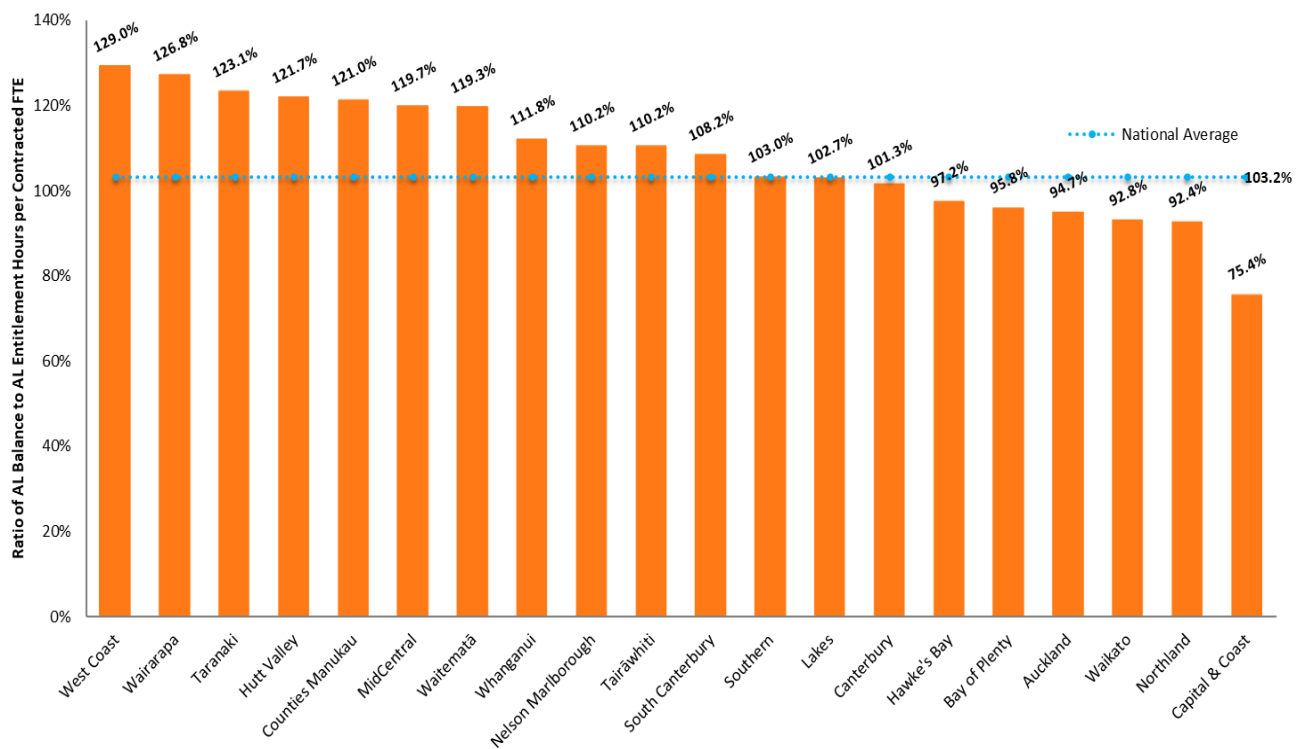


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

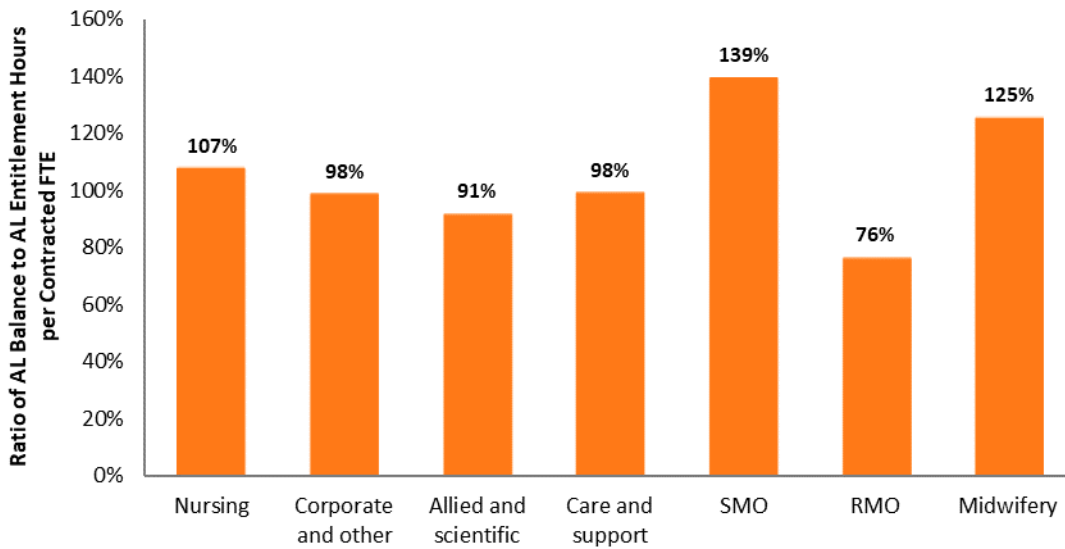
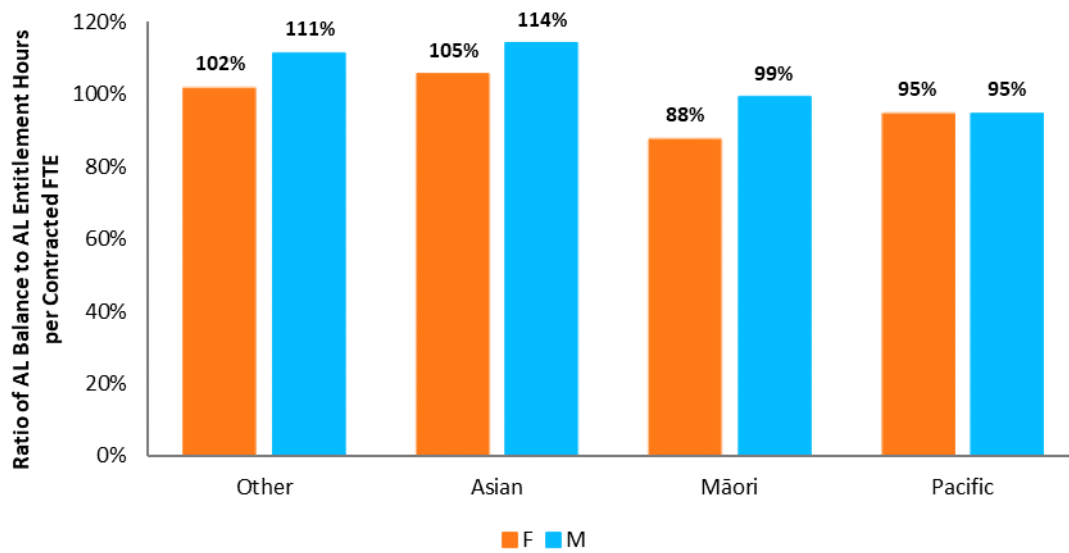


Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender

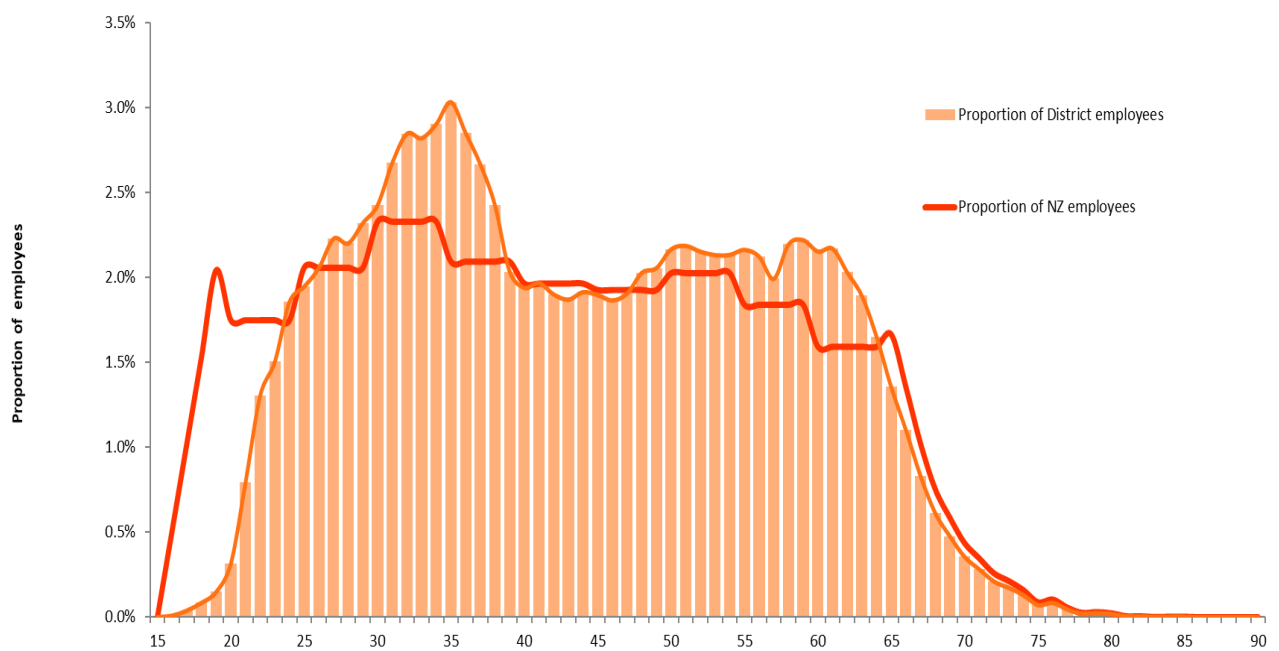


ANALYSIS BY POPULATION

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 March 2023 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 March 2018. This comparison is on a position count level, as we do not have comparable distinct employee counts for 2018.

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 2018 and 2023; 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

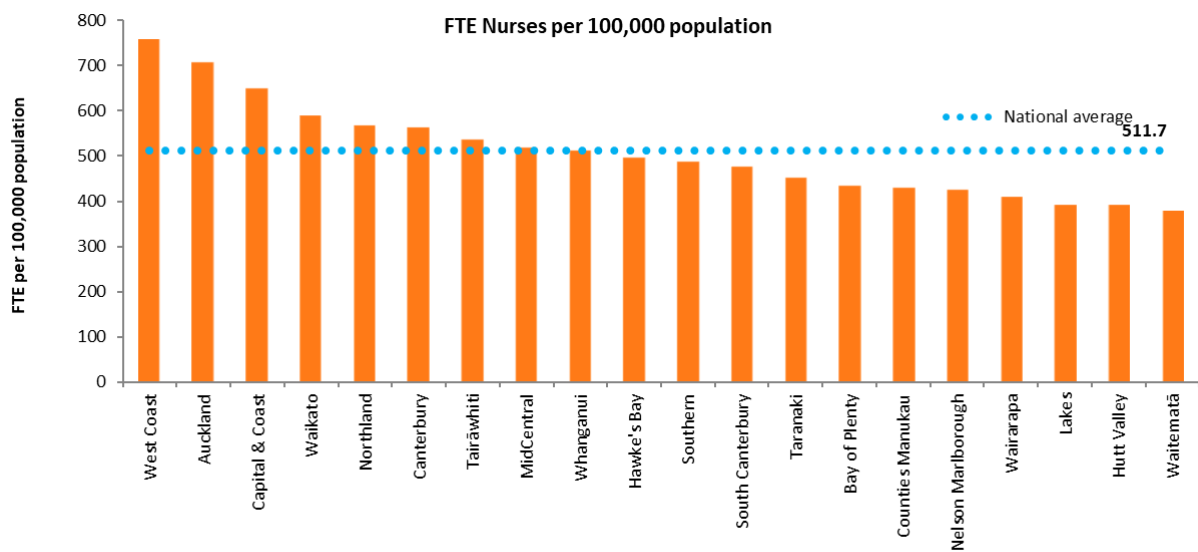


Figure 19: Population density of Corporate & Other by District

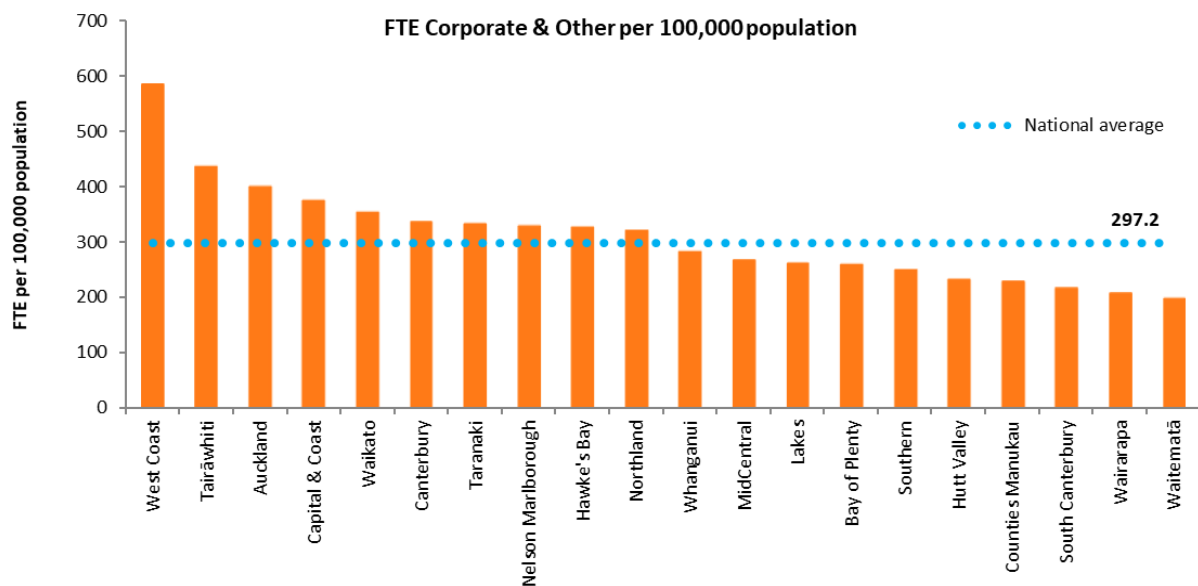


Figure 20: Population density of Allied & Scientific by District

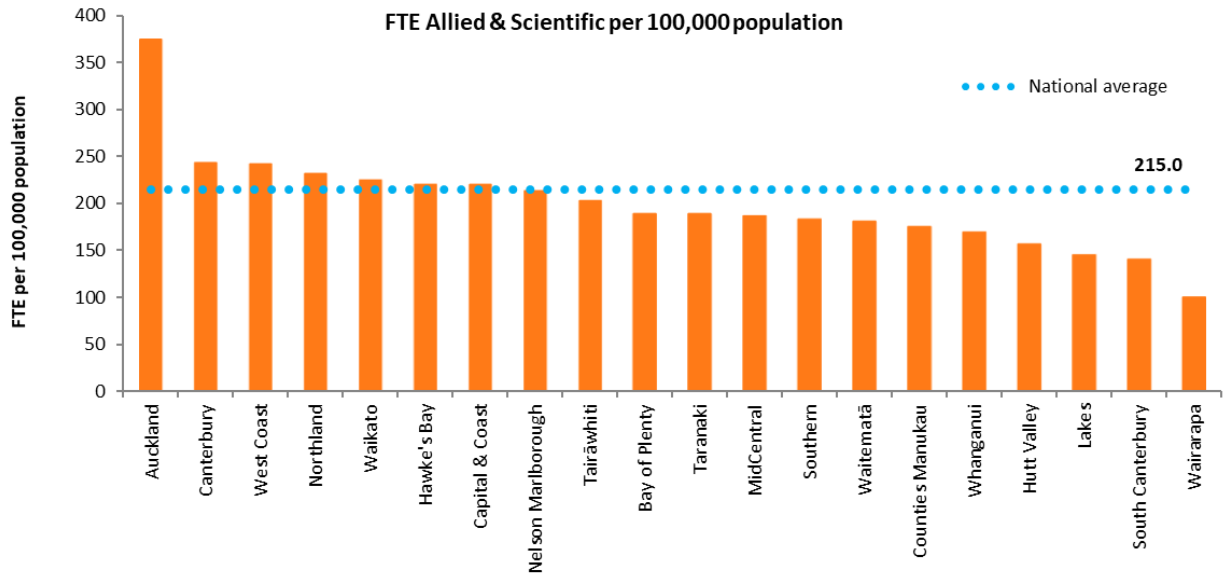


Figure 21: Population density of Care & Support by District

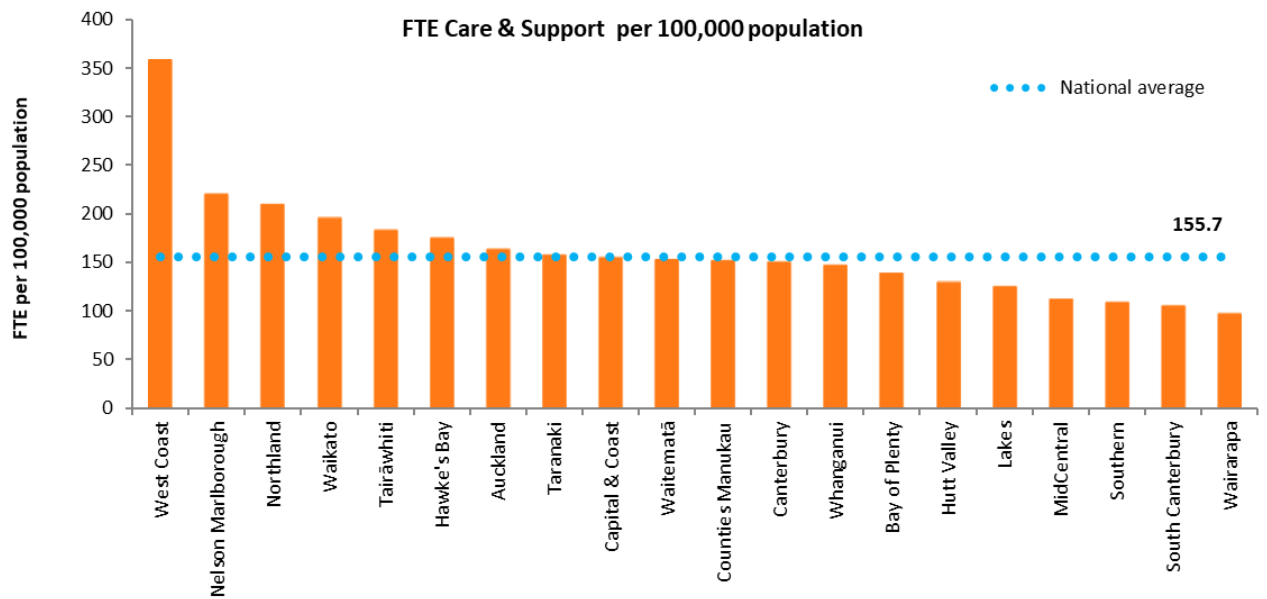


Figure 22: Population density of Senior Medical Officer (SMO) by District

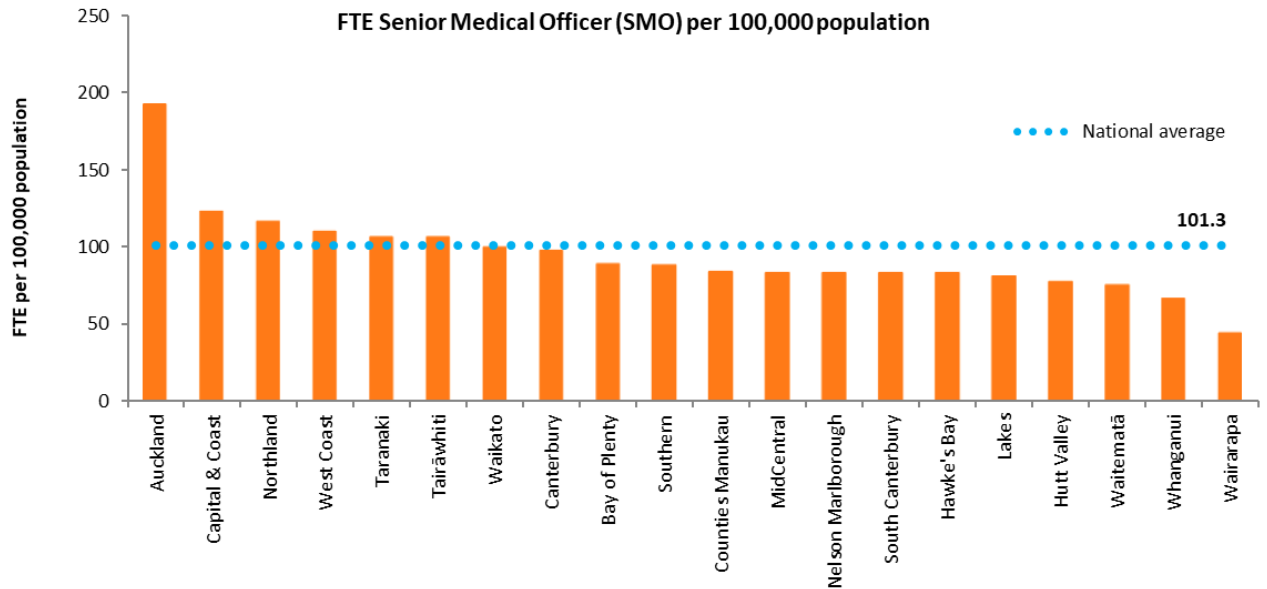


Figure 23: Population density of Resident Medical Officer (RMO) by District

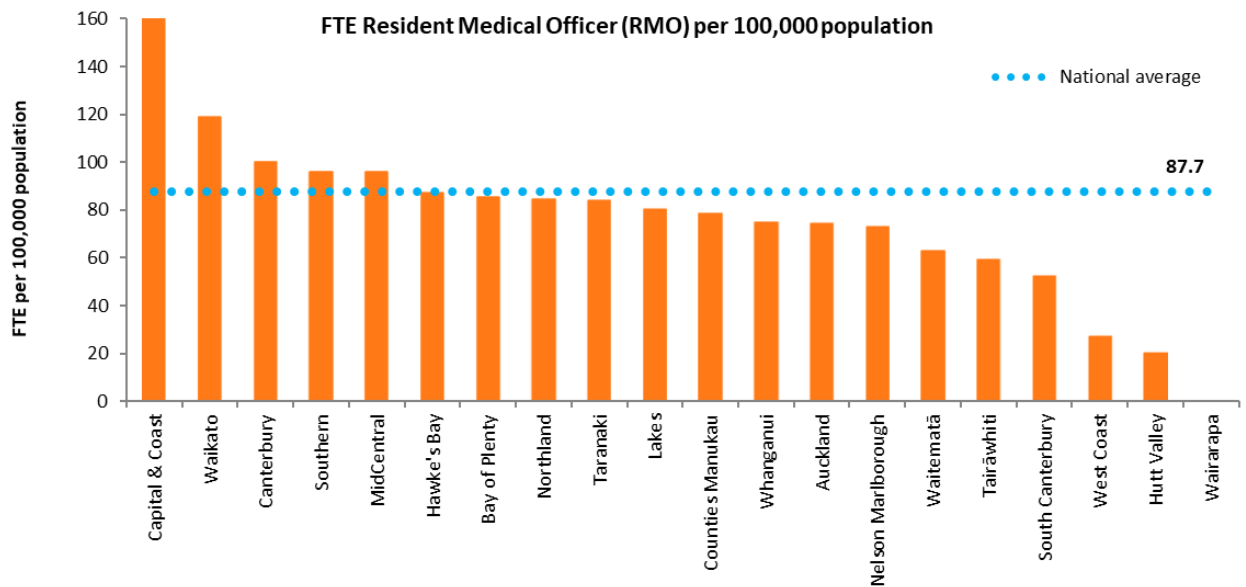


Figure 24: Population density of Midwives by District

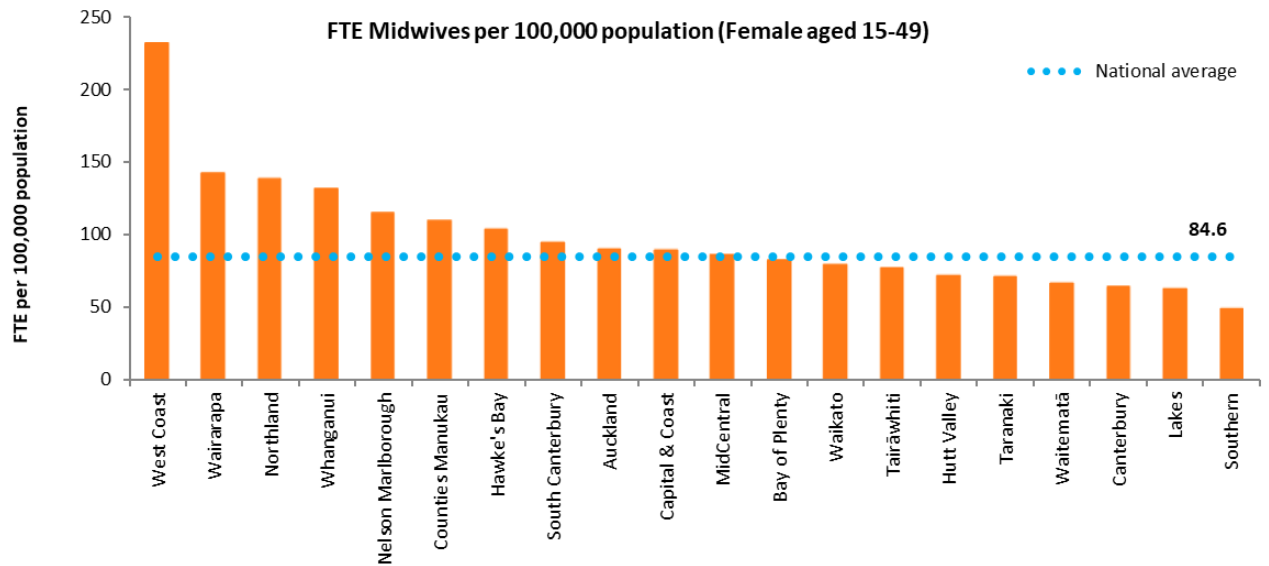


Figure 25: Population density of all District staff by District

