DISTRICTS EMPLOYED WORKFORCE QUARTERLY REPORT

1 Oct to 31 December 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 October 2023 to 31 December 2023 and is a snapshot in time at 31 December 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 October to December 2023 inclusive and is a snapshot taken by the Districts on 31 December 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 December 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 86,231 in 87,663 positions* **67,342 female** **18,835 male** **55 Another/Not Stated Gender**	**74,186 FTE** **56,797 FTE** females** **17,339 FTE** males** **49 FTE** Another/ Not Stated Gender**	**Largest HWIP occupation group:** **Nurses – 33,654 employees in 34,534 positions** **Smallest HWIP Occupation group:** **Midwives – 1,491 employees in 1,563 positions**
District employee average age 44.6 years **44.7 years for females** **44.5 years for males**	**Oldest male HWIP occupation group:** **SMO (mean age 51.4 years)** **Youngest male HWIP occupation group:** **RMO (mean age 31.7 years)**	**Oldest female HWIP occupation groups:** **Corporate and Other (mean age 49.9 years)** **Youngest female HWIP occupation group: RMO (mean age 31.4 years)**
Mean FTE rate 0.86 per employee **Mean FTE rate for females 0.84** **Mean FTE rate for males 0.92**	**Longest Length of Service HWIP occupation group** **SMO (mean 10.3 years)** **Shortest Length of Service HWIP occupation group** **RMO (mean 1.6 years)**	**Employee reported ethnicities:** **Other*** – 57.2%** **Asian – 28.9%** **Māori – 8.7%** **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'. This total also includes 'Unknown'.

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
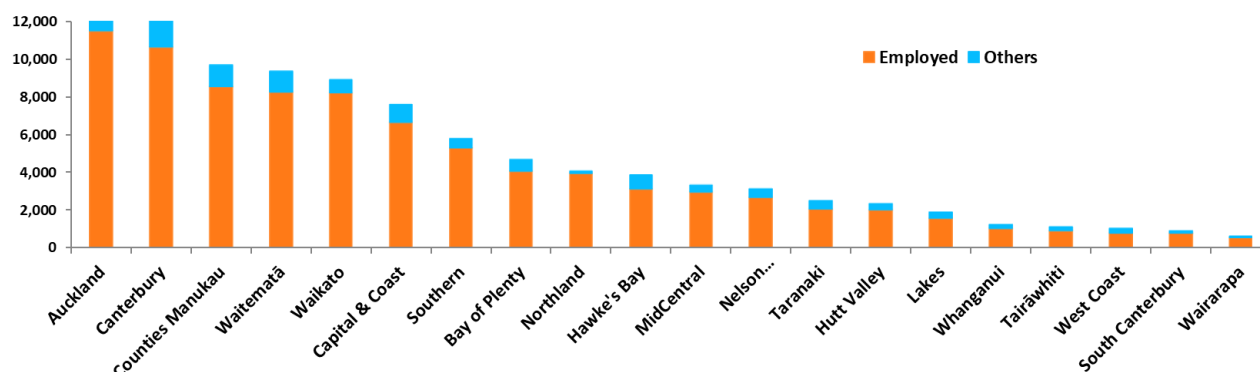
Table 1: Distribution of employment types

District	Employed	Others	Total	Proportion of District workforce
Auckland	11,502	1,015	12,517	12.9%
Canterbury	10,628	1,521	12,149	12.5%
Counties Manukau	8,576	1,117	9,693	10.0%
Waitematā	8,262	1,119	9,381	9.6%
Waikato	8,238	703	8,941	9.2%
Capital & Coast	6,691	945	7,636	7.8%
Southern	5,318	487	5,805	6.0%
Bay of Plenty	4,082	639	4,721	4.8%
Northland	3,983	115	4,098	4.2%
Hawke's Bay	3,174	717	3,891	4.0%
MidCentral	3,003	371	3,374	3.5%
Nelson Marlborough	2,720	422	3,142	3.2%
Taranaki	2,094	438	2,532	2.6%
Hutt Valley	2,043	338	2,381	2.4%
Lakes	1,592	339	1,931	2.0%
Whanganui	1,086	196	1,282	1.3%
Tairāwhiti	969	191	1,160	1.2%
West Coast	847	229	1,076	1.1%
South Canterbury	849	122	971	1.0%
Wairarapa	574	95	669	0.7%
Grand Total	**86,231**	**11,119**	**97,350**	**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.
- The National and Shared Service functions data is excluded from the report.

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	4,262	3,748.6	0.88	2,209	2,042.7	0.92	2,131	1,918.8	0.90	944	888.2	0.94	1,177	995.6	0.85	641	633.4	0.99	168	130.5	0.78
Bay of Plenty	1,596	1,263.1	0.79	780	673.4	0.86	591	499.9	0.85	524	438.0	0.84	288	238.0	0.83	227	224.8	0.99	76	51.8	0.68
Canterbury	4,072	3,382.1	0.83	2,218	1,944.5	0.88	1,751	1,451.2	0.83	1,145	930.4	0.81	699	579.8	0.83	606	587.3	0.97	137	88.7	0.65
Capital & Coast	2,735	2,347.3	0.86	1,319	1,230.7	0.93	796	695.7	0.87	652	572.6	0.88	506	416.3	0.82	610	593.4	0.97	100	74.7	0.75
Counties Manukau	3,328	2,913.2	0.88	1,574	1,393.4	0.89	1,240	1,098.8	0.89	1,118	983.0	0.88	628	594.4	0.95	470	459.4	0.98	230	173.2	0.75
Hawke's Bay	1,215	950.9	0.78	668	587.8	0.88	472	400.4	0.85	421	344.7	0.82	195	157.4	0.81	181	178.0	0.98	36	27.2	0.76
Hutt Valley	854	700.7	0.82	417	365.4	0.88	282	235.9	0.84	268	230.1	0.86	164	125.7	0.77	16	14.7	0.92	43	28.5	0.66
Lakes	654	531.4	0.81	340	299.5	0.88	202	169.3	0.84	169	148.8	0.88	110	94.4	0.86	88	87.1	0.99	29	19.8	0.68
MidCentral	1,285	1,050.2	0.82	559	506.4	0.91	405	348.4	0.86	345	279.4	0.81	173	149.7	0.87	183	180.2	0.98	53	36.1	0.68
Nelson Marlborough	880	732.4	0.83	621	526.0	0.85	379	339.6	0.90	534	406.5	0.76	165	140.3	0.85	107	114.8	1.07	46	36.7	0.80
Northland	1,594	1,256.2	0.79	709	619.4	0.87	521	449.1	0.86	640	458.2	0.72	253	238.1	0.94	171	163.4	0.96	95	54.6	0.58
South Canterbury	383	309.4	0.81	161	136.6	0.85	118	92.1	0.78	85	65.4	0.77	60	50.9	0.85	26	25.9	1.00	18	13.8	0.77
Southern	2,266	1,838.8	0.81	990	889.6	0.90	766	655.3	0.86	539	431.4	0.80	359	309.0	0.86	333	322.6	0.97	65	43.7	0.67
Tairāwhiti	392	314.0	0.80	248	223.0	0.90	122	100.6	0.82	107	92.3	0.86	55	49.1	0.89	29	28.6	0.99	16	10.3	0.64
Taranaki	805	635.6	0.79	463	406.2	0.88	289	237.9	0.82	244	200.1	0.82	150	127.2	0.85	122	117.1	0.96	27	20.7	0.77
Waikato	3,245	2,774.9	0.86	1,681	1,521.2	0.90	1,095	951.6	0.87	1,106	955.3	0.86	505	446.5	0.88	495	484.0	0.98	114	80.6	0.71
Wairarapa	266	198.8	0.75	119	98.8	0.83	66	50.4	0.76	77	52.1	0.68	27	23.1	0.86				21	14.9	0.71
Waitematā	3,033	2,614.7	0.86	1,473	1,255.7	0.85	1,410	1,192.5	0.85	1,197	1,058.6	0.88	596	541.1	0.91	378	366.0	0.97	175	103.7	0.59
West Coast	316	265.1	0.84	224	188.3	0.84	88	80.2	0.91	144	110.0	0.76	46	35.2	0.77	10	9.6	0.96	19	14.8	0.78
Whanganui	473	378.9	0.80	206	183.9	0.89	147	121.6	0.83	134	112.9	0.84	52	46.8	0.90	51	51.0	1.00	23	16.7	0.73
Grand Total	33,654	28,206.4	0.84	16,979	15,092.8	0.89	12,871	11,089.1	0.86	10,393	8,757.9	0.84	6,208	5,358.7	0.86	4,744	4,641.2	0.98	1,491	1,040.8	0.70

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.

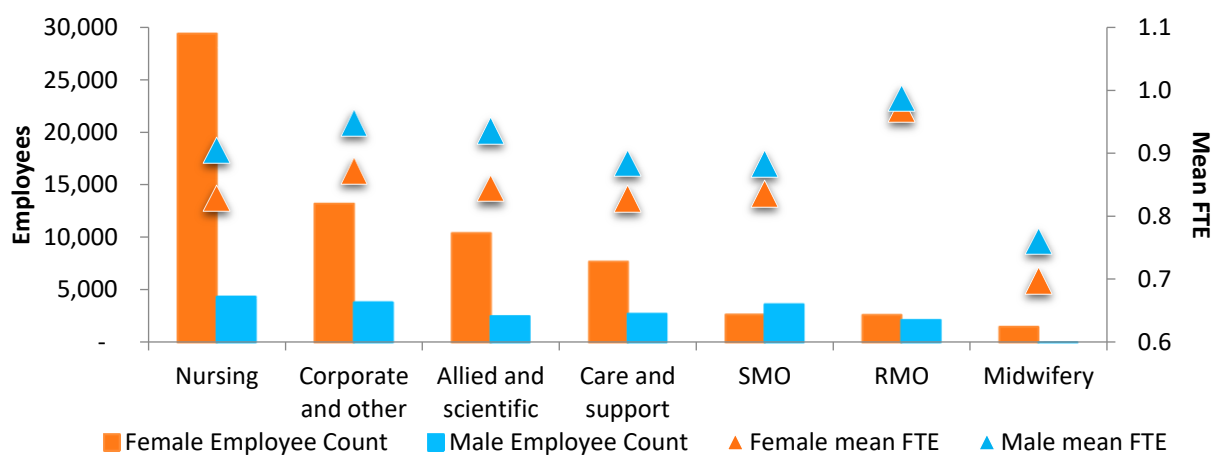**Figure 2: Occupation group distinct employee count and mean FTE by gender**

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	29,367	0.83	4,269	0.90	<10	2.09	33,654	0.84
Corporate and other	13,218	0.87	3,752	0.95	<10	1.97	16,979	0.89
Allied and scientific	10,406	0.84	<2,460	0.94	<8	2.00	12,871	0.86
Care and support	<7,700	0.83	2,694	0.88	<6	1.30	10,393	0.84
SMO	<2,650	0.84	3,562	0.88	<10	0.76	6,208	0.86
RMO	<2,630	0.97	2,113	0.99	<15	1.26	4,744	0.98
Midwifery	<1,490	0.70	<10	0.76	<10	1.30	1,491	0.70
Grand Total	**67,342**	**0.84**	**18,835**	**0.92**	**30**	**0.89**	**86,231**	**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. This excludes gender that are Not Stated.

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.

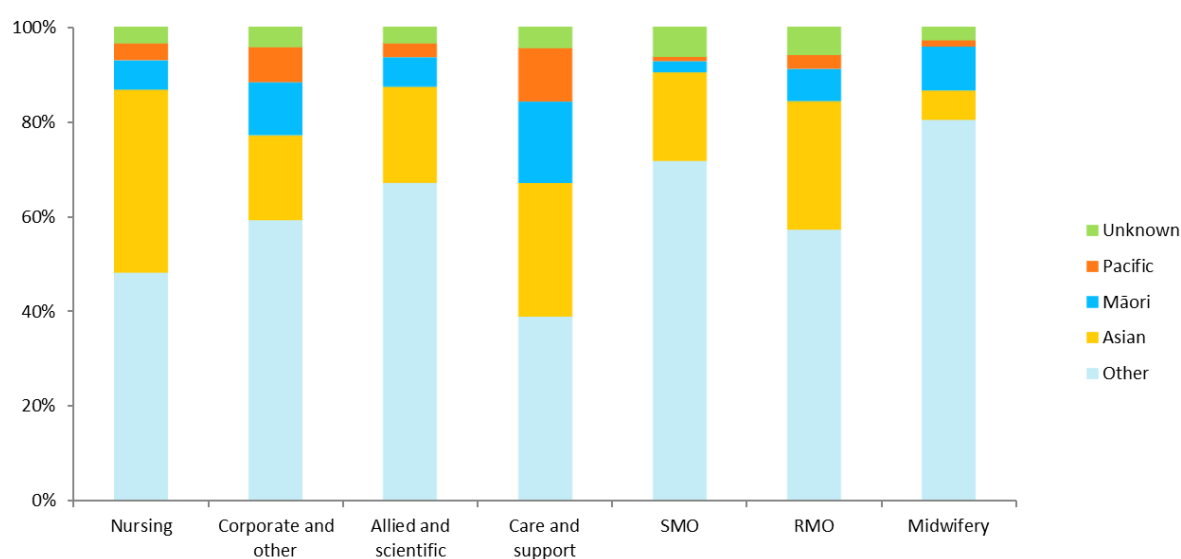**Figure 3: Proportion of ethnicities by occupation group**

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

Occupation group	Other*		Asian		Māori		Pacific		Unknown		Total
Nursing	16,264	48.3%	12,906	38.3%	2,107	6.3%	1,189	3.5%	1,188	3.5%	33,654
Corporate and other	10,066	59.3%	3,013	17.7%	1,904	11.2%	1,257	7.4%	739	4.4%	16,979
Allied and scientific	8,648	67.2%	2,587	20.1%	798	6.2%	392	3.0%	446	3.5%	12,871
Care and support	4,069	39.2%	2,899	27.9%	1,791	17.2%	1,175	11.3%	459	4.4%	10,393
Senior Medical Officer (SMO)	4,453	71.7%	1,160	18.7%	142	2.3%	59	1.0%	394	6.3%	6,208
Resident Medical Officer (RMO)	2,718	57.3%	1,280	27.0%	325	6.9%	144	3.0%	277	5.8%	4,744
Midwifery	1,197	80.3%	93	6.2%	136	9.1%	23	1.5%	42	2.8%	1,491
Grand Total	**47,333**	**54.9%**	**23,929**	**27.7%**	**7,193**	**8.3%**	**4,238**	**4.9%**	**3,538**	**4.1%**	**86,231**

* '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 82,165 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 2023.

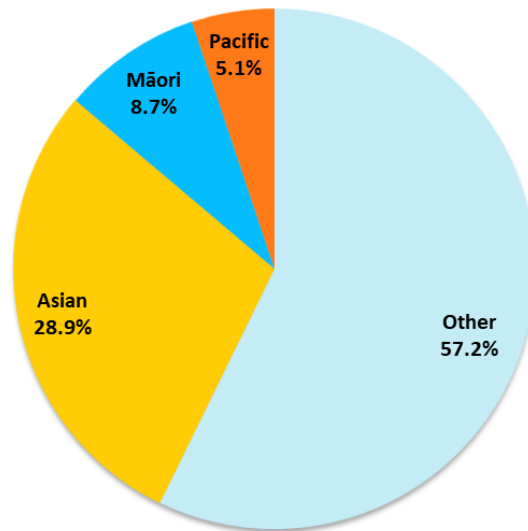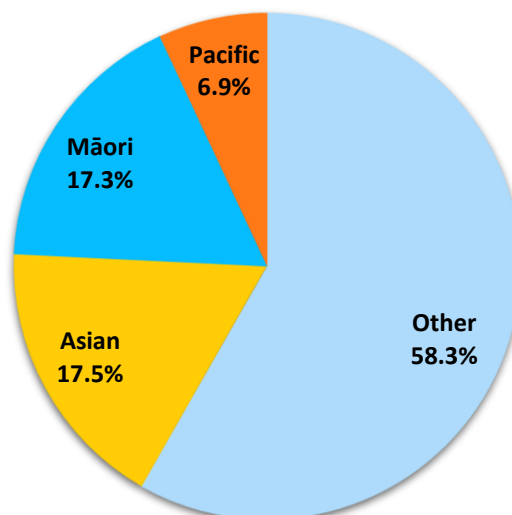**Figure 4: Proportion of identifiable ethnicities for all District employees**

Figure 5: Proportion of identifiable ethnicities for projected population data at 31 Dec 2023

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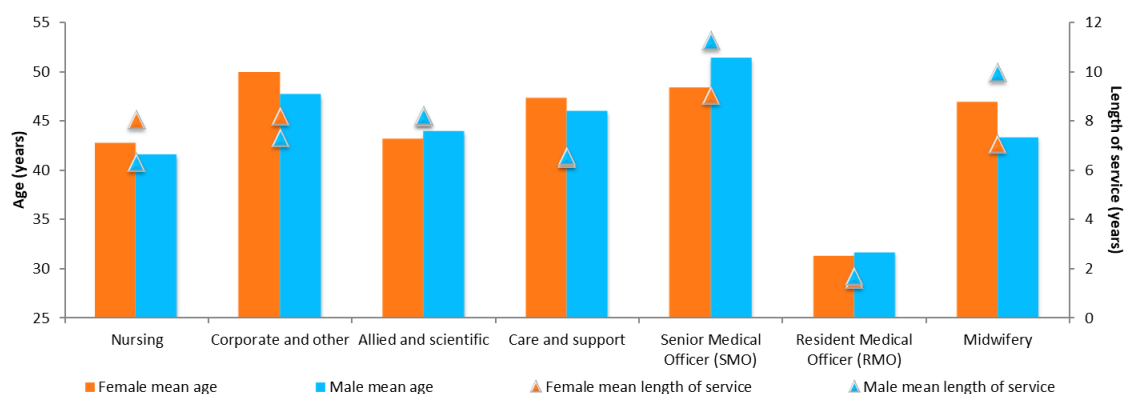
The following table gives the actual figures behind the chart above.

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	8.0	42.8	6.3	41.6	7.8	42.7
Corporate and other	8.2	49.9	7.3	47.7	8.0	49.4
Allied and scientific	8.2	43.2	8.2	43.9	8.2	43.3
Care and support	6.5	47.4	6.6	46.0	6.5	47.0
SMO	9.1	48.4	11.3	51.4	10.3	50.1
RMO	1.6	31.4	1.7	31.7	1.6	31.5
Midwifery	7.0	46.9	10.0	43.3	7.0	46.9
Grand Total	**7.7**	**44.7**	**7.2**	**44.5**	**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.

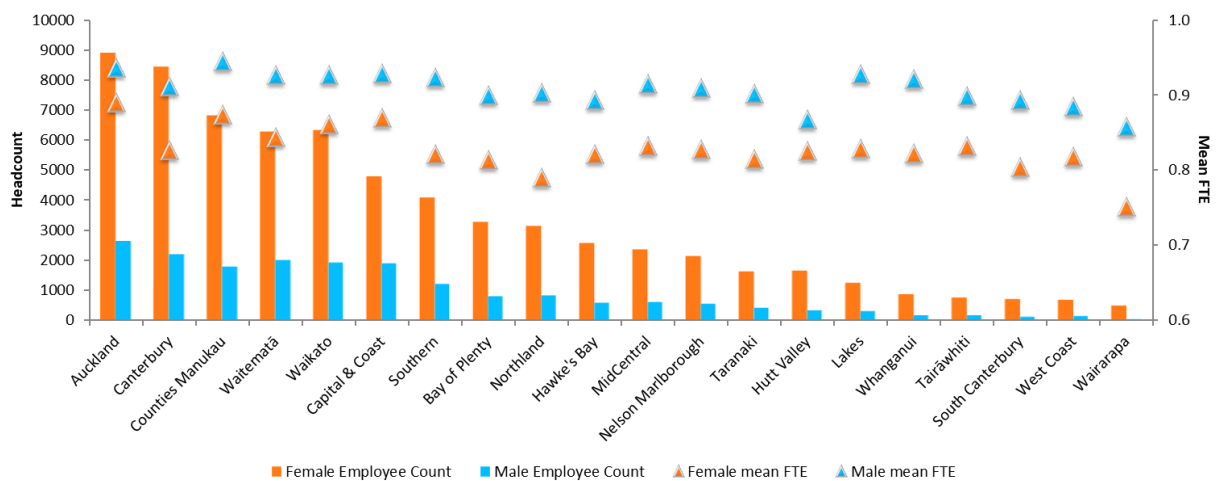**Figure 7: Employee Count and mean FTE by gender and District**

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

		Auckland	Canterbury	Counties Manukau	Waitematā	Waikato	Capital & Coast	Southern	Bay of Plenty	Northland	Hawke's Bay	MidCentral	Nelson Marlborough	Taranaki	Hutt Valley	Lakes	Whanganui	Tairāwhiti	South Canterbury	West Coast	Wairarapa
Female	Employees	8,880	8,432	6,800	6,278	6,319	4,788	4,104	3,274	3,159	2,581	2,378	2,154	1,648	1,682	1,278	887	787	715	690	508
	Mean FTE	0.89	0.83	0.87	0.84	0.86	0.87	0.82	0.81	0.79	0.82	0.83	0.83	0.81	0.83	0.83	0.82	0.83	0.80	0.82	0.75
Male	Employees	2,617	2,194	1,774	1,984	1,917	1,894	1,209	807	824	591	622	566	424	361	314	198	182	134	157	66
	Mean FTE	0.94	0.91	0.94	0.93	0.93	0.93	0.92	0.90	0.90	0.89	0.91	0.91	0.90	0.87	0.93	0.92	0.90	0.89	0.88	0.86
Total	Employees	11,502	10,628	8,576	8,262	8,238	6,691	5,318	4,082	3,983	3,174	3,003	2,720	2,094	2,043	1,592	1,086	969	849	847	574
	Mean FTE	0.90	0.84	0.89	0.86	0.88	0.89	0.84	0.83	0.81	0.83	0.85	0.84	0.83	0.83	0.85	0.84	0.84	0.82	0.83	0.76

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.

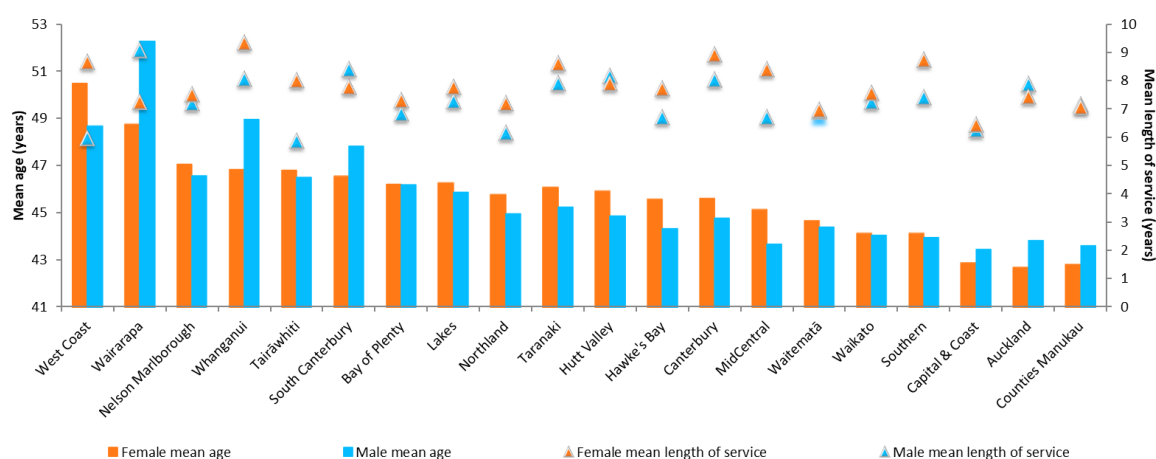**Figure 8: Mean ages and mean length of service by District and gender**

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	8.7	50.5	6.0	48.7	8.2	50.1
Wairarapa	7.2	48.8	9.1	52.2	7.4	49.2
Nelson Marlborough	7.5	47.1	7.2	46.6	7.4	47.0
Whanganui	9.3	46.8	8.1	49.0	9.1	47.2
Tairāwhiti	8.0	46.8	5.9	46.5	7.6	46.8
South Canterbury	7.8	46.5	8.4	47.8	7.9	46.7
Bay of Plenty	7.3	46.2	6.8	46.2	7.2	46.2
Lakes	7.8	46.3	7.3	45.9	7.7	46.2
Northland	7.2	45.8	6.1	45.0	7.0	45.6
Taranaki	8.6	46.1	7.9	45.2	8.4	45.8
Hutt Valley	7.9	45.9	8.2	44.9	7.9	45.7
Hawke's Bay	7.7	45.6	6.7	44.3	7.5	45.4
Canterbury	8.9	45.6	8.0	44.8	8.7	45.4
MidCentral	8.4	45.2	6.7	43.7	8.0	44.8
Waitematā	7.0	44.7	6.9	44.4	6.9	44.6
Waikato	7.6	44.2	7.2	44.1	7.5	44.1
Southern	8.7	44.2	7.4	44.0	8.4	44.1
Capital & Coast	6.4	42.9	6.3	43.4	6.4	43.0
Auckland	7.4	42.7	7.9	43.8	7.5	43.0
Counties Manukau	7.1	42.8	7.1	43.6	7.1	43.0
Grand Total	7.7	44.7	7.2	44.5	7.6	44.6

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.

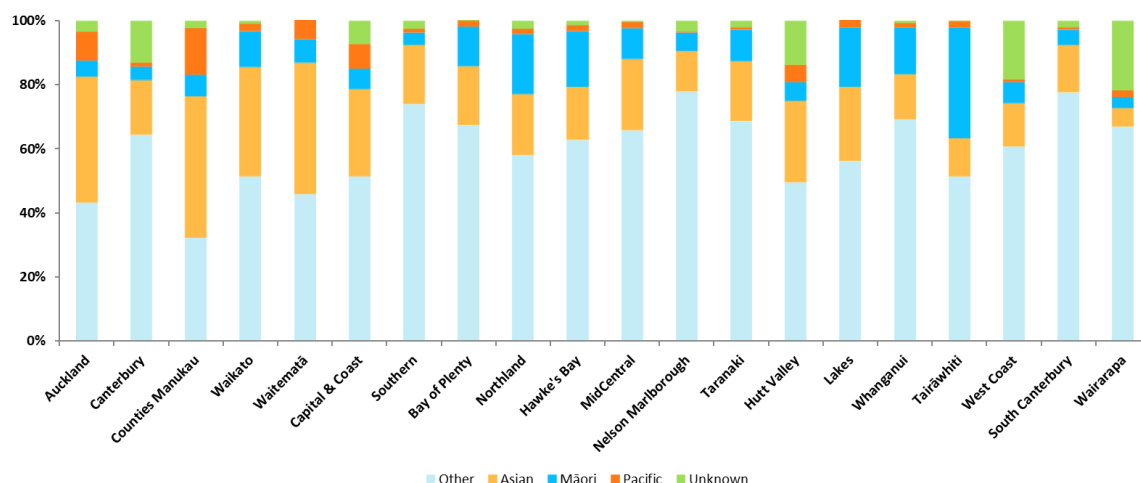**Figure 9: Proportion of reported ethnicities by District**

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

District	Other*	Asian	Māori	Pacific	Unknown	Total
Auckland	4,978	4,519	579	1,034	392	11,502
Canterbury	6,839	1,819	440	149	1,381	10,628
Counties Manukau	2,775	3,774	585	1,253	189	8,576
Waitematā	3,814	3,370	587	491	0	8,262
Waikato	4,251	2,790	918	202	77	8,238
Capital & Coast	3,444	1,824	415	523	485	6,691
Southern	3,926	977	214	65	136	5,318
Bay of Plenty	2,753	742	506	78	<5	4,082
Northland	2,316	755	743	67	102	3,983
Hawke's Bay	1,991	531	541	68	43	3,174
MidCentral	1,976	666	286	58	17	3,003
Nelson Marlborough	2,115	344	154	17	90	2,720
Taranaki	1,440	386	204	23	41	2,094
Hutt Valley	1,013	519	124	111	276	2,043
Lakes	897	366	292	37	0	1,592
Whanganui	750	155	157	<20	<15	1,086
Tairāwhiti	499	116	333	<20	<10	969
South Canterbury	658	126	39	<10	17	849
West Coast	514	116	55	<15	154	847
Wairarapa	384	34	21	11	124	574
Grand Total	**47,333**	**23,929**	**7,193**	**4,238**	**3,538**	**86,231**

   * '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	9.7	8.9	10.4	8.1	10.3	1.5	10.7	9.1
Canterbury	9.3	8.1	9.6	8.3	11.6	2.6	8.0	8.7
Southern	9.2	8.8	8.7	6.1	11.0	2.6	6.7	8.4
Taranaki	9.1	9.2	8.4	7.7	8.7	1.8	8.4	8.4
West Coast	8.6	7.2	8.1	9.9	6.4	1.9	6.6	8.2
MidCentral	8.8	9.0	9.1	4.8	10.3	1.7	8.1	8.0
Hutt Valley	7.3	8.7	8.2	7.9	9.8	1.1	6.3	7.9
South Canterbury	8.2	8.2	7.3	7.8	9.2	1.2	6.6	7.9
Nelson Marlborough	8.1	7.3	7.6	6.5	10.7	1.3	7.9	7.4
Wairarapa	8.0	6.8	8.3	5.8	9.4	0.0	4.6	7.4
Tairāwhiti	9.3	6.4	7.4	6.2	7.4	1.7	6.6	7.6
Lakes	8.7	8.2	7.8	5.0	8.9	1.3	6.6	7.7
Hawke's Bay	8.0	7.9	8.2	6.0	8.7	1.7	10.5	7.5
Auckland	7.1	7.9	8.3	7.1	10.8	0.9	7.1	7.5
Waikato	7.7	8.5	8.1	5.8	10.3	2.2	6.9	7.5
Bay of Plenty	7.9	7.7	7.3	5.6	9.0	1.6	6.8	7.2
Northland	7.5	8.7	7.4	4.6	8.3	1.6	5.8	7.0
Counties Manukau	6.7	8.4	7.2	6.6	11.0	0.9	6.7	7.1
Waitematā	6.6	7.3	7.9	6.4	10.6	0.8	6.3	6.9
Capital & Coast	6.5	6.6	6.8	6.1	9.6	1.6	7.5	6.4
Grand Total	7.8	8.0	8.2	6.5	10.3	1.6	7.0	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 Wairarapa shows that (if the December quarter is indicative) 50% of staff would have taken 43 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 120 hours or less of sick leave per FTE over the course of a year.

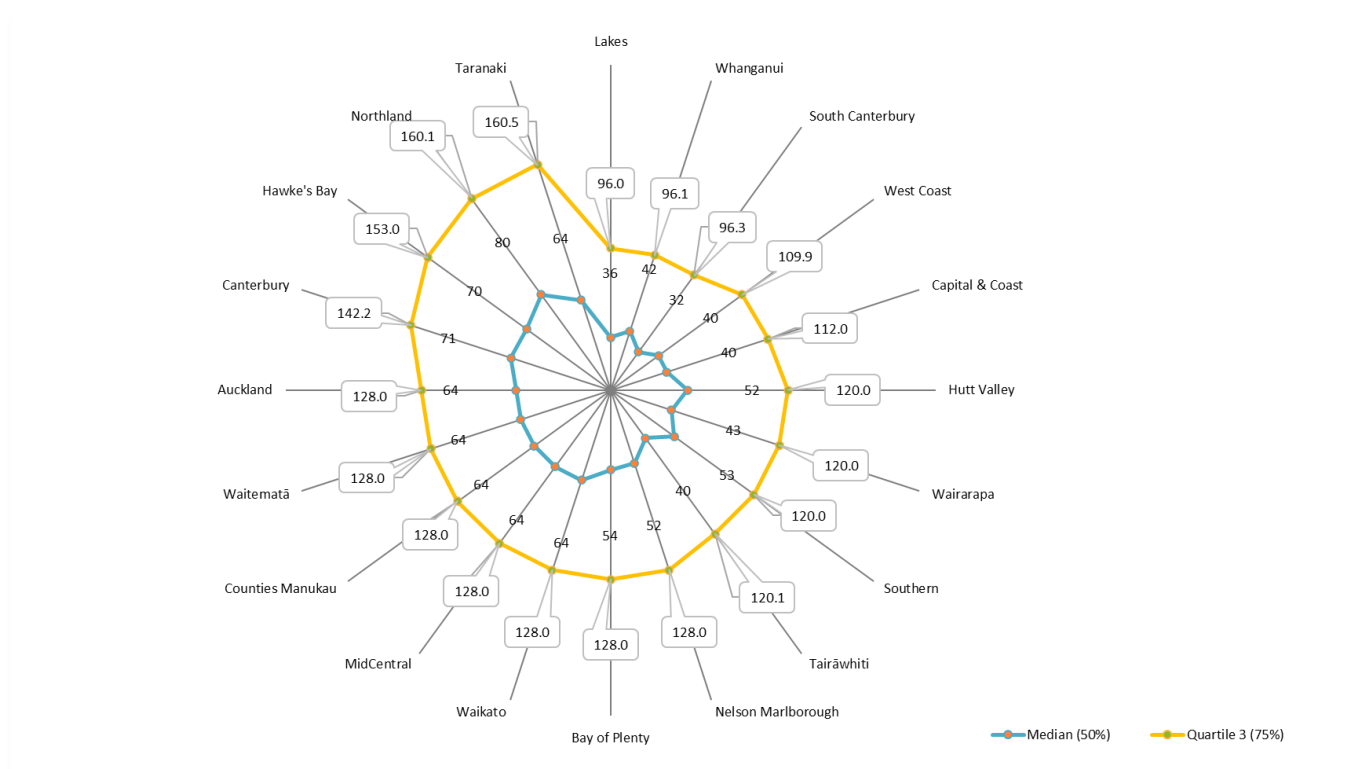### Figure 10: Average annualized sick leave hours per FTE by District

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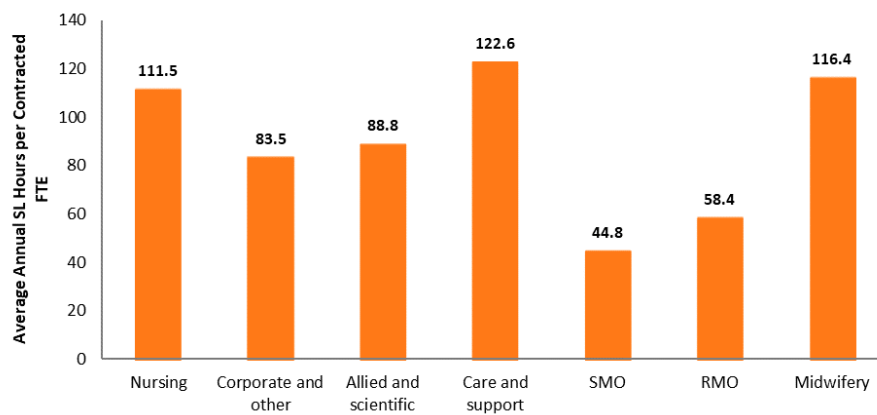

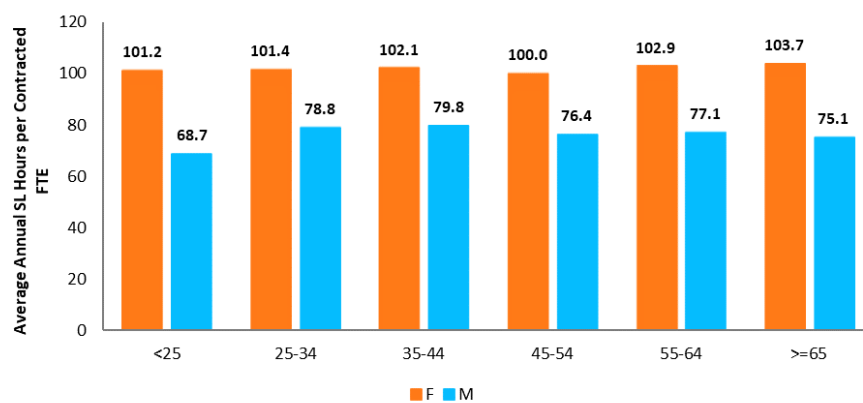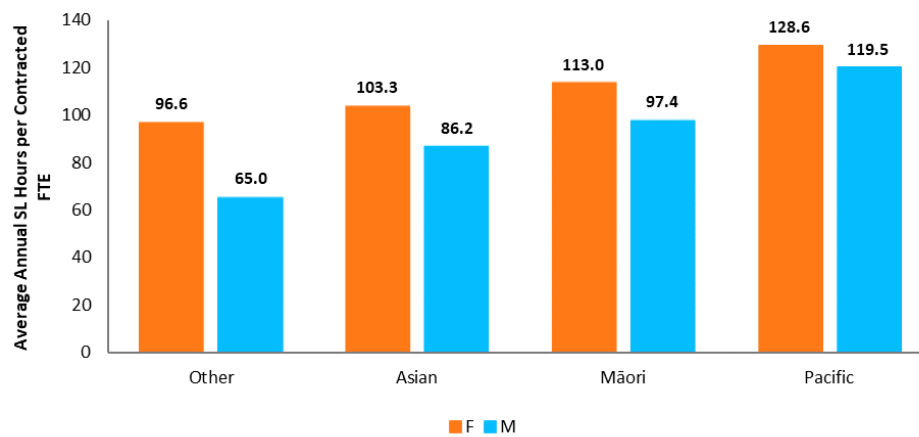**Figure 12: Average annual sick leave hours per FTE by age group by gender**

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 thirteen 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).

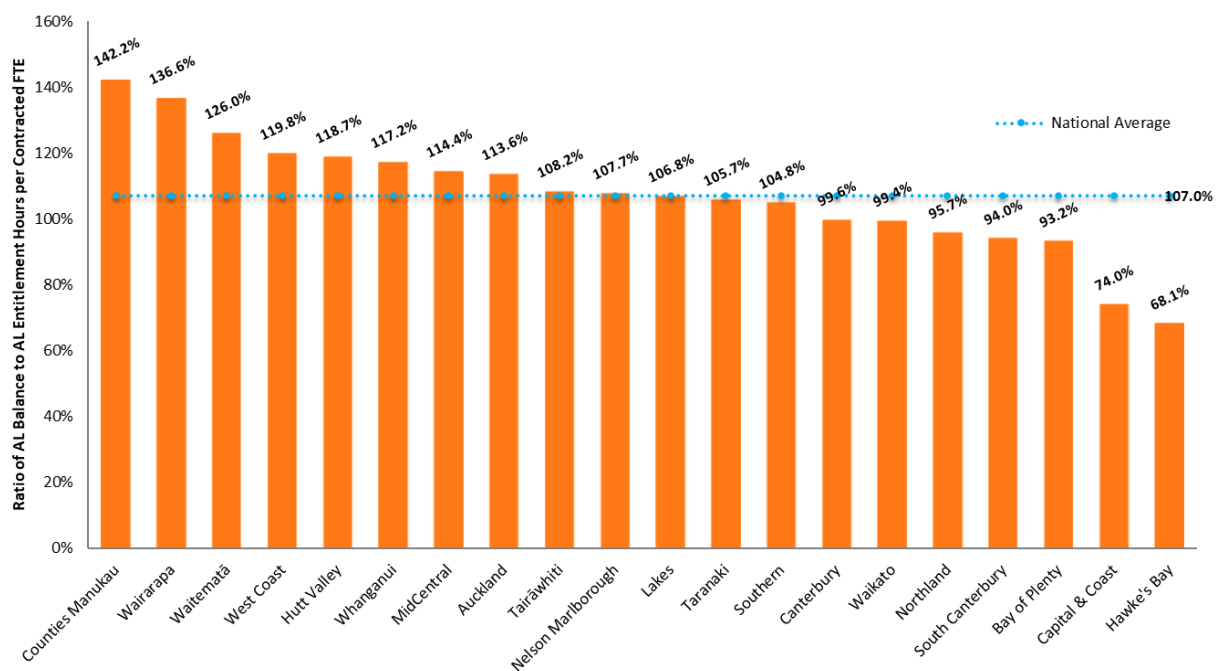**Figure 14: Ratio of annual leave balance to annual leave entitlement hours per FTE by District**

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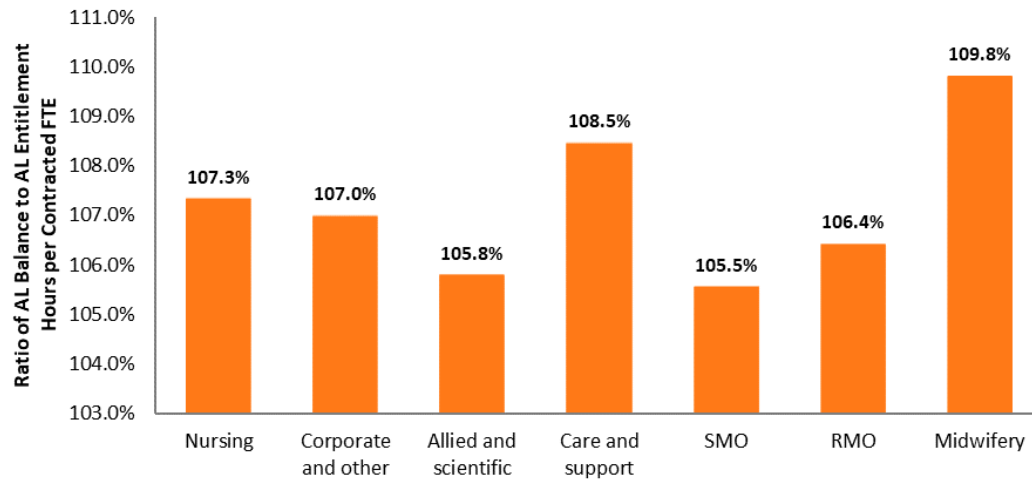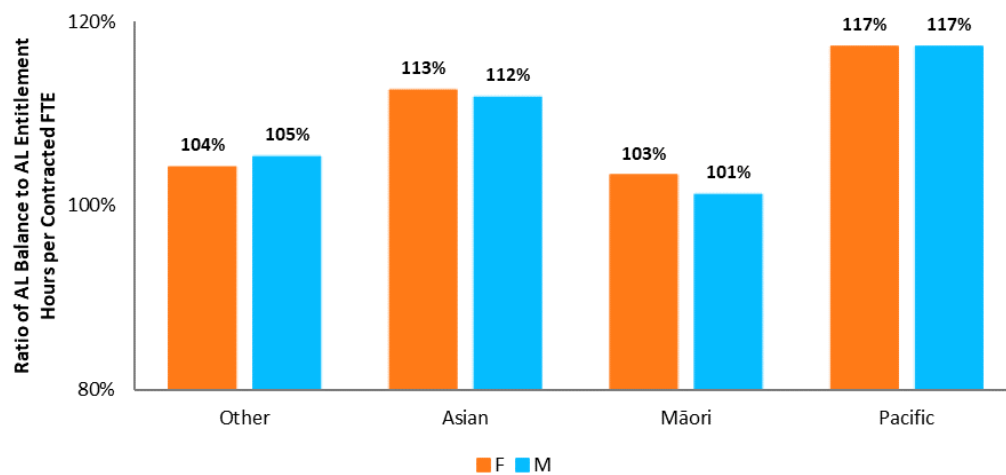

Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender

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 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
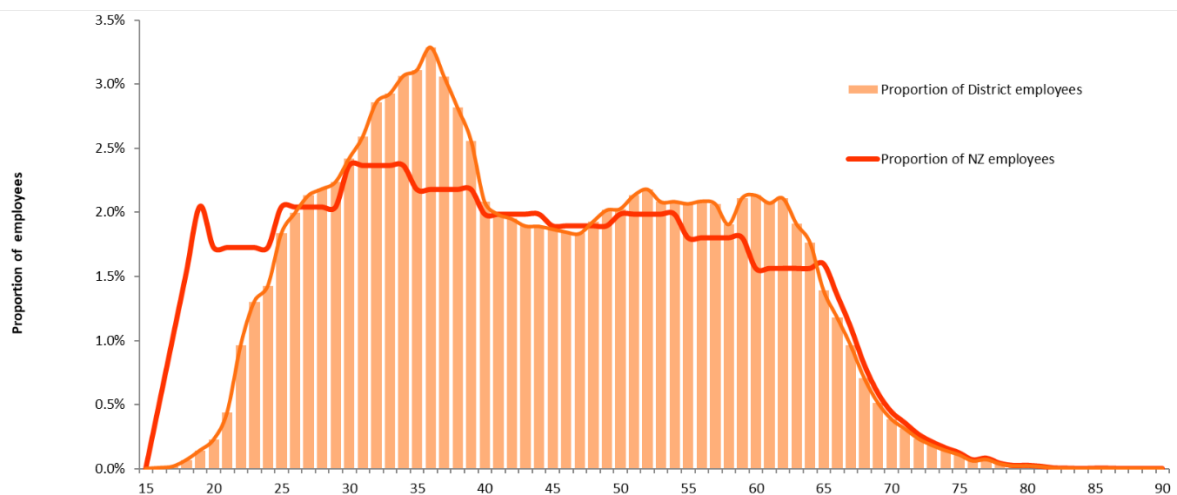
# ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION

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 95.9 percent, compared to 92.4 percent in June 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 2018 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.
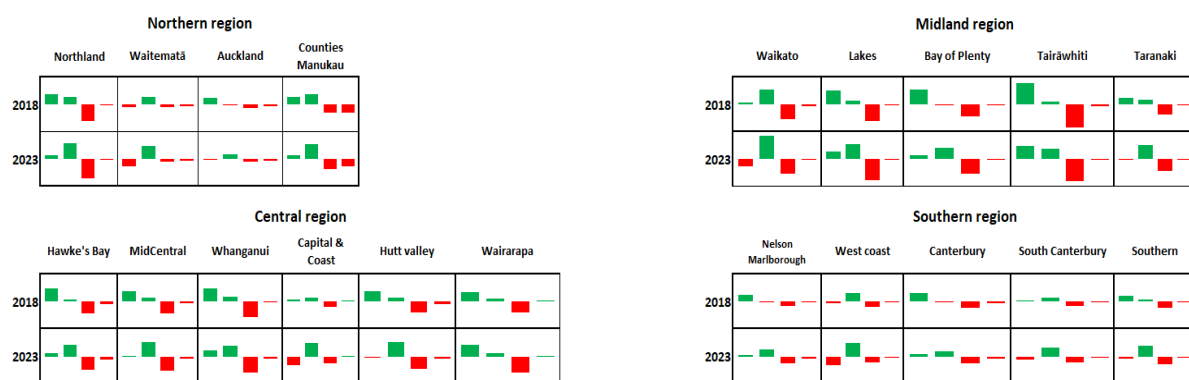
Note: The four bars are ordered as: Other, Asian, Māori and Pacific

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 1.2, 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.
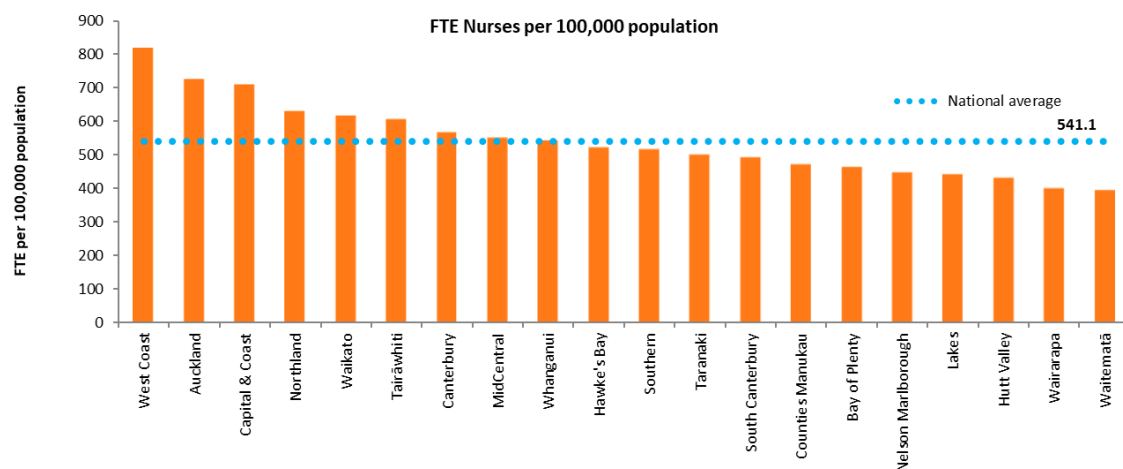
Figure 18: Population density of Nurses by District

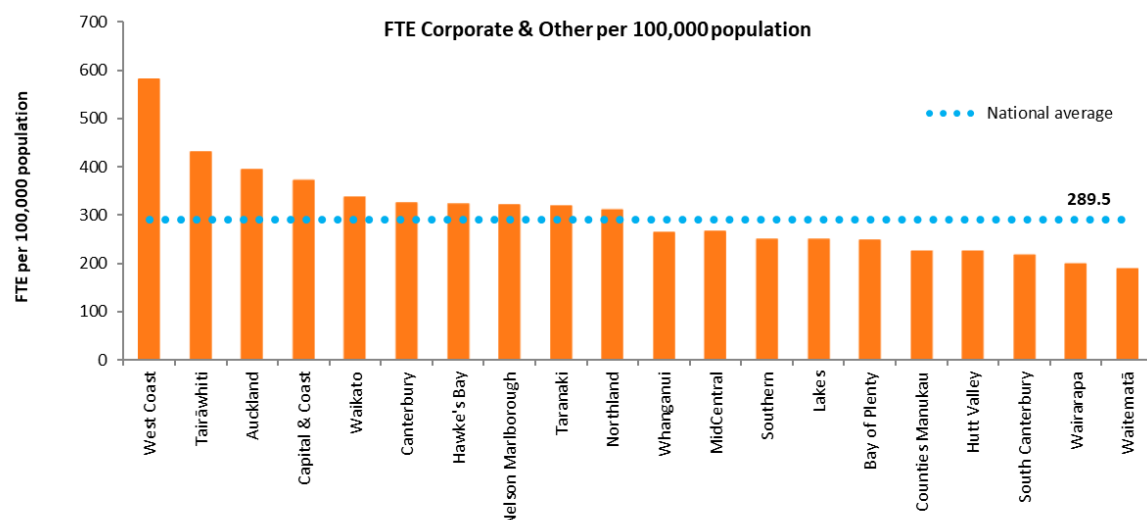## Figure 19: Population density of Corporate & Other by District

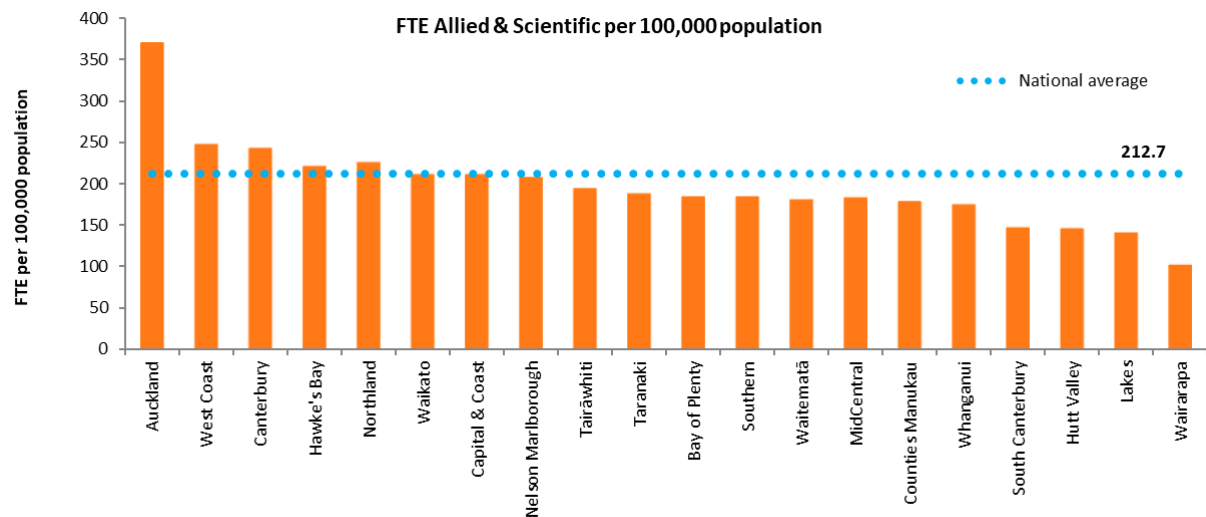## Figure 20: Population density of Allied & Scientific by District

FTE Allied & Scientific per 100,000 population

Figure 21: Population density of Care & Support by District

FTE Care & Support per 100,000 population
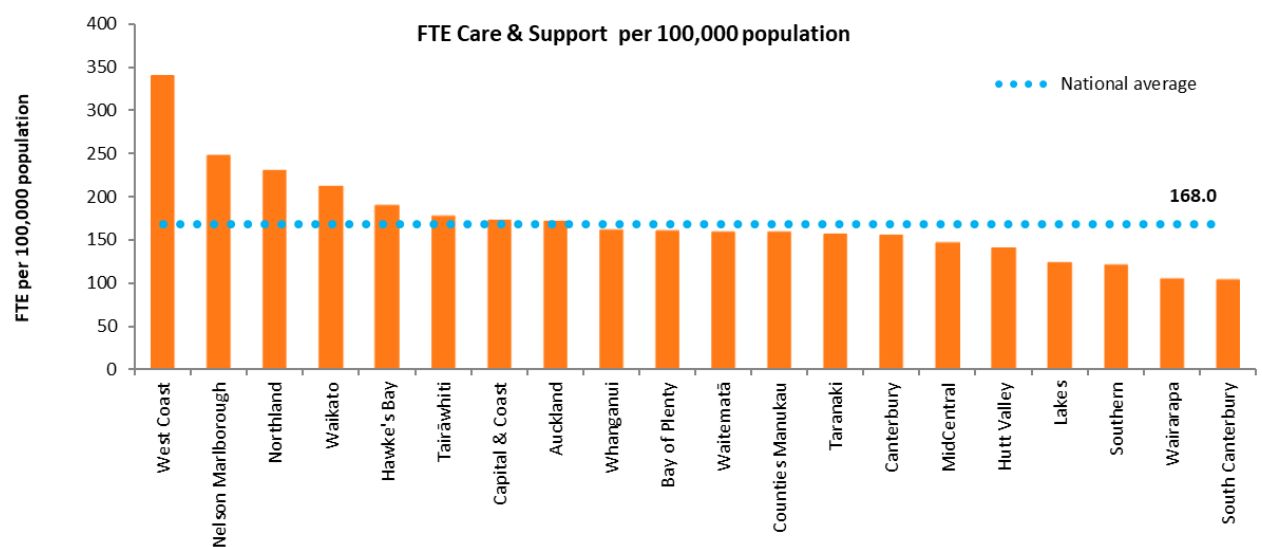
Figure 22: Population density of Senior Medical Officer (SMO) by District

FTE Senior Medical Officer (SMO) per 100,000 population
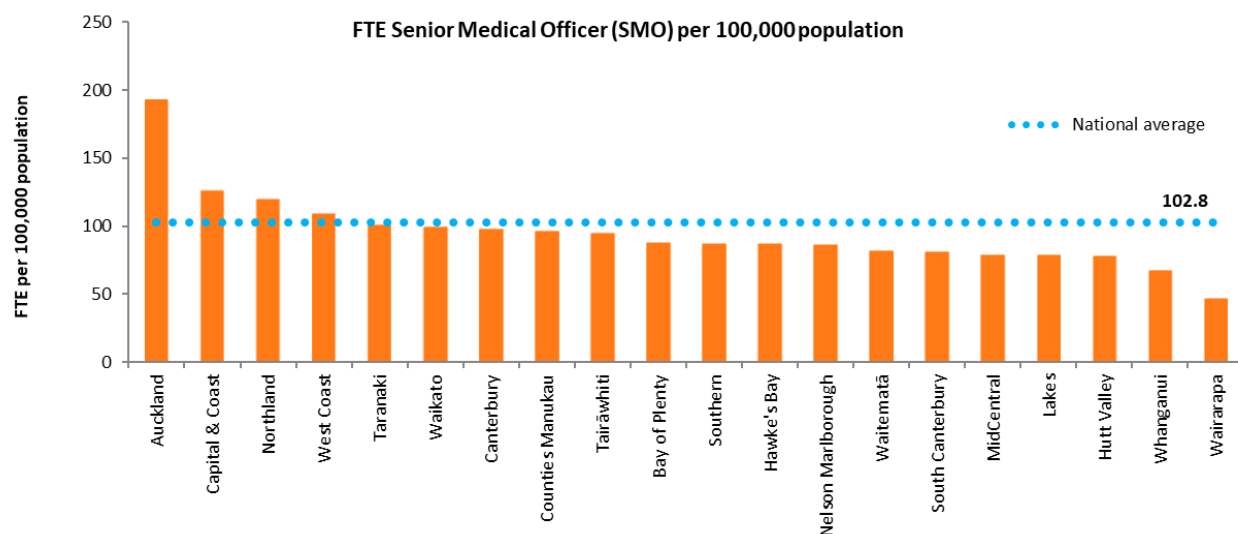
Figure 23: Population density of Resident Medical Officer (RMO) by District
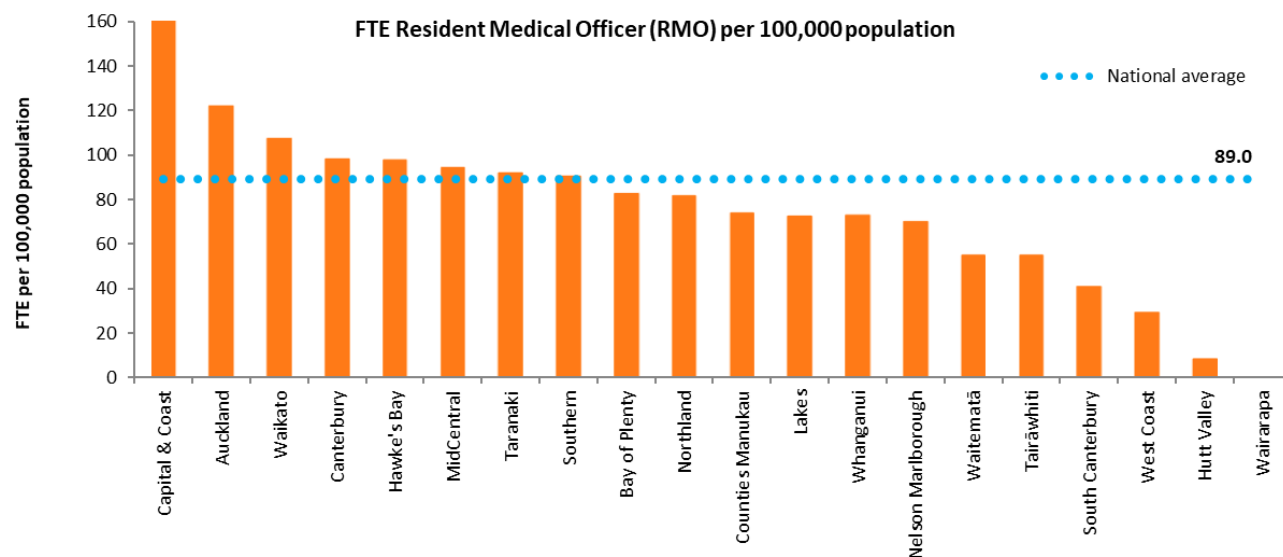
FTE Resident Medical Officer (RMO) per 100,000 population

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

Figure 24: Population density of Midwives by District

FTE Midwives per 100,000 population (Female aged 15-49)

- y-axis: FTE per 100,000 population (0 to 300)
- National average: 87.3
- Districts (x-axis): West Coast, Wairarapa, Northland, Whanganui, Nelson Marlborough, Counties Manukau, South Canterbury, Tairāwhiti, Bay of Plenty, Auckland, MidCentral, Waikato, Capital & Coast, Taranaki, Lakes, Hutt Valley, Hawke's Bay, Canterbury, Waitematā, Southern
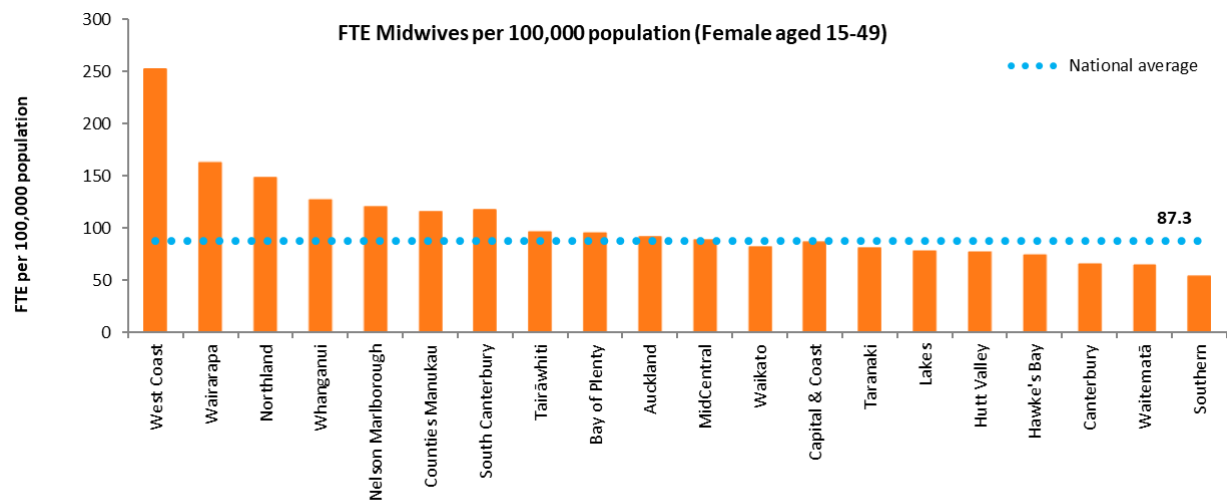
Figure 25: Population density of all District staff by District

FTE All Staff per 100,000 population

- y-axis: FTE per 100,000 population (0 to 2500)
- National average: 1423.1
- Districts (x-axis): West Coast, Auckland, Capital & Coast, Northland, Waikato, Tairāwhiti, Canterbury, Hawke's Bay, Nelson Marlborough, Taranaki, MidCentral, Whanganui, Southern, Bay of Plenty, Counties Manukau, Lakes, South Canterbury, Waitematā, Hutt Valley, Wairarapa