
Senior Medical and Dental Officer Salary Survey

1 JULY 2007

Senior Medical and Dental Officer Salary Survey

1 JULY 2007

This is the Association's 14th survey of full time equivalent (FTE) salaries for senior medical staff at district health boards and their predecessors. Employers were asked for the number of staff on the base salary steps of the scale in the collective agreement covering senior medical officers as at 1 July 2007. The survey reports on FTE base salaries. It does not take into account:

- hours worked in excess of 40 hours per week (i.e. those hours recognised through job sizing);
- the availability allowance; or
- any other special enhancements.

It is a count of where doctors covered by the DHB MECA negotiated by the ASMS are on the salary scales.

The information supplied by DHBs was on 2894 specialists (804 females and 2090males) and 474 medical and dental officers (222 females and 252 males).

In 2001 we asked for a breakdown by gender for the first time. In the past some DHBs have not been able to supply the information in that form. This is the third year where a gender breakdown has been universally available. The results are set out in Tables 3.1 and 3.2, and 4.1 and 4.2 which show the distribution of males and females in each DHB by salary step.

NATIONAL FTE MEAN BASE SALARY INCREASE

Table 1.1 summarises national trends. On 30 June 1993 the mean FTE specialist base rate was \$85,658. By 1 July 2007 this had increased to \$145,044 (a raw increase of about 69.3% since 1993). This represents a 1.2% increase on the 2006 mean.

For medical and dental officers the equivalent salary movement to 1 July 2007 was from \$67,457 on 30 June 1993 to \$114,380 (a raw increase of about 69.6%). This represents a 0.2% decrease on the 2006 mean.

Table 1.1
Summary of National Mean Full Time Equivalent Base Salary

YEAR	SPECIALIST		MEDICAL AND DENTAL OFFICERS	
	Mean Base	Annual % Increase	Mean Base	Annual % Increase
1993	85,658		67,457	
1998 ¹	108,438	2.7	84,541	4.6
1999	112,055	3.3	86,743	2.6
2000	116,755	4.2	89,812	3.5
2001	120,942	3.6	91,931 ²	2.4
2002	125,289	3.6	96,207	4.7
2003	129,743	3.6	100,002	3.9
2004	131,740	1.5	101,640	1.6
2005	140,583	6.7	111,088	9.3
2006	143,310	1.9	114,664	3.2
2007	145,044	1.2	114,380	-0.2

Table 1.2 shows the change in the mean salary by gender since 2003 and the numbers of employees.

Table 1.2
Change in Mean Salary by Gender 2003/2007

	SPECIALISTS							MEDICAL AND DENTAL OFFICERS						
	Numbers 2007	Mean 2007	Mean 2006	Mean 2005	Mean 2004	Mean 2003	% change 03-07	Numbers 2007	Mean 2007	Mean 2006	Mean 2005	Mean 2004	Mean 2003	% change 03-07
FEMALES	804	139,741	137,942	136,160	127,290	125,885	11.0%	252	112,878	112,922	110,231	99,362	97,150	16.2%
MALES	2090	147,084	145,190	142,064	133,175	130,594	12.6%	396	115,702	116,101	111,650	103,213	101,674	13.8%
TOTAL	2,894	145,044	143,310	140,583	131,740 ³	129,743 ⁴	11.8%	222	114,380	114,664	111,088	101,640 ³	100,002 ⁴	14.4%

¹ There was no return for Auckland Healthcare for 1 July 1998

² This figure has been amended from the 2001 salary survey.

³ No gender breakdown was available for MidCentral and Otago DHBs.

⁴ No gender breakdown was available MidCentral and Hawkes Bay DHBs.

DHB SPECIALIST AND MEDICAL OFFICER MEAN FTE BASE SALARY INCREASE

Tables 2.1 and 2.2 report on the mean FTE base salary for the specialists and medical officers in each DHB since 2002 and including 1993 (when the survey began) and the percentage change between 2002 and 2003, 2003 and 2004, 2004 and 2005, 2005 and 2006, 2006 and 2007 and between 1993 and 2007.

Table 2.1

Mean Full Time Equivalent Base Salary for DHB Specialists

DHB	NUMBERS	% C H A N G E												
		2007	2006	2005	2004	2003	2002	1993	06-07%	05-06	04-05	03-04	02-03	93-07
Northland	87	142546	140,833	133,198	132,909	126,225	125,746	87,087	1.2	5.7	0.2	5.3	0.4	63.7
Waitemata	245	140278	138,264	135,809	125,975	125,544	122,700		1.5	1.8	7.8	0.3	2.3	
Auckland	624	147008	145,761	142,524	132,623	131,593	126,500	87,415	0.9	2.3	7.5	0.8	4.0	68.2
Counties Manukau	269	140794	138,134	135,241	126,388	124,181	119,440	84,151	1.9	2.1	7.0	1.8	4.0	67.3
Waikato	261	146448	145,434	143,111	132,821	130,919	129,417	83,989	0.7	1.6	7.7	1.5	1.2	74.4
Bay of Plenty	105	152557	150,076	149,655	140,963	138,676	134,941	84,663	1.7	0.3	6.2	1.6	2.8	80.2
Lakes	57	143588	139,125	136,440	126,920	125,318	124,255	86,034	3.2	2.0	7.5	1.3	0.9	66.9
Tairāwhiti	31	148532	144,344	139,950	129,672	125,479	118,568	84,471	2.9	3.1	7.9	3.3	5.8	75.8
Taranaki	39	145987	139,787	138,408	131,186	130,450	127,487	84,119	4.4	1.0	5.5	0.6	2.3	73.5
Hawkes Bay	86	146099	145,918	141,469	134,371	133,552	129,476		0.1	3.1	5.3	0.6	3.1	
Whanganui	43	150826	150,378	150,951	139,917	140,147	142,976	86,152	0.3	-0.4	7.9	-0.2	-2.0	75.1
MidCentral	109	147463	147,711	143,519	134,251	129,883	124,256	86,744	-0.2	2.9	6.9	3.4	4.5	70.0
Wairarapa	24	155979	154,237	152,600	139,553	138,690	130,476	87,493	1.1	1.1	9.3	0.6	6.3	78.3
Hutt Valley	100	143375	140,644	139,963	132,696	130,529	124,259	87,561	1.9	0.5	5.5	1.7	5.0	63.7
Capital Coast	139	143165	142,527	140,638	132,219	130,338	126,956	88,080	0.4	1.3	6.4	1.4	2.7	62.5
Nelson Marlborough	91	149484	147,522	146,287	134,942	134,954	128,417	88,669	1.3	0.8	8.4	0.0	5.1	68.6
West Coast	24	155938	154,521	154,346	145,357	144,371	123,688	85,492	0.9	0.1	6.2	0.7	16.7	82.4
Canterbury ⁵	350	143009	140,934	137,853	130,453	126,518	121,093		1.5	2.2	5.7	3.1	4.5	
South Canterbury	30	140700	137,967	134,980	125,143	123,222	117,207	81,283	2.0	2.2	7.9	1.6	5.1	73.1
Otago	137	143792	141,594	140,232	128,564	126,257	119,482	85,026	1.6	1.0	9.1	1.8	5.7	69.1
Southland	43	144988	148,296	147,929	140,012	138,849	133,379	85,790	-2.2	0.2	5.7	0.8	4.1	69.0
NATIONAL AVERAGE⁶	2,894	145,044	143,310	140,583	131,740	129,743	125,289	85,658	1.2	1.9	6.7	1.5	3.6	69.1

⁵ Canterbury CEA covers the old Healthlink South and Canterbury CECs

⁶ National averages from 1998 to 2000 are the mean of the DHBs (or their predecessors' means). National Averages for other years are calculated by dividing the number of SMOs in the survey into the total FTE salary figure.

Table 2.2
Mean Full Time Equivalent Salary for Medical/Dental Officers

DHB	NUMBERS								% C H A N G E					
		2007	2006	2005	2004	2003	2002	1993	06-07	05-06	04-05	03-04	02-03	93-07
Northland	27	106,259	121,100	116,300	101,655	98,497	90,773	65,152	-12.3	4.1	14.4	3.2	8.5	63.1
Waitemata	65	119,031	118,968	116,432	102,688	101,599	96,186		0.1	2.2	13.4	1.1	5.6	
Auckland	87	106,207	117,424	104,780	100,098	100,778	96,595	66,774	-9.6	12.1	4.7	-0.7	4.3	59.1
Counties Manukau	15	123,500	114,000	117,100	102,877	99,636	98,167	67,742	8.3	-2.6	13.8	3.3	1.5	82.3
Waikato	27	112,222	106,359	104,905	91,759	90,176	88,531	65,275	5.5	1.4	14.3	1.8	1.9	71.9
Bay of Plenty	23	118,304	116,975	115,575	108,042	107,439	108,158		1.1	1.2	7.0	0.6	-0.7	
Lakes	8	121,000	119,944	115,950	102,800	97,444	96,500	69,446	0.9	3.4	12.8	5.5	1.0	74.2
Tairāwhiti	6	122,167	126,500	122,700	112,500	112,500	107,900	68,458	-3.4	3.1	9.1	0.0	4.3	78.5
Taranaki	23	110,652	108,158	105,222	99,353	99,474	94,467	67,130	2.3	2.8	5.9	-0.1	5.3	64.8
Hawkes Bay	12	121,292	116,750	120,955	105,813	104,700	100,400		3.9	-3.5	14.3	1.1	4.3	
Whanganui	5	124,300	118,000	119,625	112,000	114,286	113,000	65,997	5.3	-1.4	6.8	-2.0	1.1	88.3
MidCentral	16	118,781	117,594	114,425	102,322	101,141	94,719	68,788	1.0	2.8	11.8	1.2	6.8	72.7
Wairarapa	3	124,833	124,167	122,700	114,000	113,000	114,000	76,679	0.5	1.2	7.6	0.9	-0.9	62.8
Hutt Valley	13	116,615	112,727	109,889	103,135	101,741	97,231	64,576	3.4	2.6	6.5	1.4	4.6	80.6
Capital Coast	28	123,500	119,250	114,947	104,310	105,775	104,080	68,613	3.6	3.7	10.2	-1.4	1.6	80.0
Nelson Marlborough	24	119,542	113,654	110,611	102,867	98,498	94,423	73,467	5.2	2.8	7.5	4.4	4.3	62.7
West Coast	8	124,000	122,833	119,500	107,722	107,722	0	62,160	0.9	2.8	10.9	0.0		99.5
Canterbury ⁷	56	110,527	109,193	105,217	100,167	98,543	93,821		1.2	3.8	5.0	1.6	5.0	
South Canterbury	4	126,500	122,500	122,167	103,250	105,500	103,500	65,218	3.3	0.3	18.3	-2.1	1.9	94.0
Otago	11	109,091	102,722	101,667	93,780	91,073	86,839	63,844	6.2	1.0	8.4	3.0	4.9	70.9
Southland	13	110,615	106,000	106,750	99,031	95,166	97,653	69,219	4.4	-0.7	7.8	4.1	-2.5	59.8
NATIONAL AVERAGE⁸	474	114,380	114,664	111,088	101,640	100,002	96,207	67,457	-0.2	3.2	9.3	1.6	3.9	69.3

⁷ Canterbury CEA covers the old Healthlink South and Canterbury CECs

⁸ National averages from 1998 to 2000 are the mean of the DHBs (or their predecessors' means). National Averages for other years are calculated by dividing the number of SMOs in the survey into the total FTE salary figure.

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2007**

Tables 3.1 and 3.2 report on the average FTE base salary for DHB specialists and medical officers by gender. The information is ranked according to total mean FTE base salary in each DHB.

**Table 3.1
Mean Full Time Equivalent Salary for Specialists**

RANK	DHB	TOTAL	FEMALES	MALES
1	Wairarapa	155,979	142,167	157,952
2	West Coast	155,938	151,100	157,211
3	Bay of Plenty	152,557	145,300	153,767
4	Whanganui	150,826	143,000	152,897
5	Nelson-Marlborough	149,484	141,500	151,732
6	Tairāwhiti	148,532	150,096	140,400
7	MidCentral	147,463	138,957	149,738
8	Auckland	147,008	141,482	150,038
9	Waikato	146,448	140,791	147,959
10	Hawkes Bay	146,099	138,357	147,604
11	Taranaki	145,987	144,417	146,273
12	Southland	144,988	146,250	144,500
13	Otago	143,792	138,821	145,770
14	Lakes	143,588	140,833	144,322
15	Hutt Valley	143,375	136,467	146,336
16	Capital Coast	143,165	137,396	146,209
17	Canterbury	143,009	137,759	144,692
18	Northland	142,546	137,957	144,195
19	Counties Manukau	140,794	136,205	142,503
20	South Canterbury	140,700	141,500	140,643
21	Waitemata	140,278	136,193	142,370
	NATIONAL AVERAGE⁹	145,044	139,741	147,084

⁹ This figure has been calculated by dividing the number of Specialists in the survey into the total FTE salary figure.

Table 3.2
Mean Full Time Equivalent Salary for Medical and Dental Officers

RANK	DHB	TOTAL	FEMALES	MALES
1	South Canterbury	126,500	126,167	127,500
2	Wairarapa	124,833	123,500	125,500
3	Whanganui	124,300	0	124,300
4	West Coast	124,000	124,833	123,500
5	Capital Coast	123,500	122,500	124,833
6	Counties Manukau	123,500	126,167	122,833
7	Tairāwhiti	122,167	124,833	119,500
8	Hawkes Bay	121,292	117,625	123,125
9	Lakes	121,000	116,500	125,500
10	Nelson-Marlborough	119,542	120,227	118,962
11	Waitemata	119,031	118,000	119,763
12	MidCentral	118,781	120,955	114,000
13	Bay of Plenty	118,304	116,875	119,864
14	Hutt Valley	116,615	112,750	118,333
15	Waikato	112,222	108,455	114,813
16	Taranaki	110,652	108,667	111,929
17	Southland	110,615	110,063	111,500
18	Canterbury	110,527	109,963	111,052
19	Otago	109,091	99,750	120,300
20	Northland	106,259	99,143	113,923
21	Auckland	106,207	107,411	104,917
	NATIONAL AVERAGE¹⁰	114,380	112,878	115,702

¹⁰ This figure has been calculated by dividing the number of Specialists in the survey into the total FTE salary figure.

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2007**

Tables 4.1 and 4.2 report on the actual numbers of DHB specialists and medical/dental officers by gender on each step of the salary scale.

**Table 4.1
Actual DHB Specialists on each Step by Gender**

DHB		STEP ON SALARY SCALE												
		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	15	5	5	4	8	3	5	2	5	2	3	2	5
	Females	4	1	0	2	1	1	3	2	1	3	1	3	1
Waitemata	Males	28	9	15	9	9	21	12	16	14	12	5	8	4
	Females	5	4	10	3	3	4	10	12	6	4	11	3	8
Auckland	Males	151	36	40	26	32	21	21	15	15	11	16	8	11
	Females	39	20	18	12	15	15	16	11	11	18	25	13	8
Counties Manukau	Males	10	17	38	10	14	29	14	22	18	7	7	6	4
	Females	2	2	14	1	2	9	5	11	5	5	3	9	5
Waikato	Males	59	39	10	8	13	6	19	11	9	12	13	5	2
	Females	9	6	4	4	3	1	3	4	5	4	7	2	3
Bay of Plenty	Males	21	33	14	5	2	1	3	3	3	2	2	1	0
	Females	1	2	3	2	1	1	2	0	1	1	0	1	0
Lakes	Males	2	4	8	2	6	9	6	3	3	0	0	2	0
	Females	0	2	0	2	1	3	0	1	1	1	0	0	1
Tairāwhiti	Males	0	1	1	0	0	0	1	0	1	0	1	0	0
	Females	2	7	4	2	3	3	4	1	0	0	0	0	0
Taranaki	Males	5	3	4	6	4	3	1	0	3	1	2	0	1
	Females	0	0	1	1	1	1	2	0	0	0	0	0	0
Hawkes Bay	Males	13	20	5	5	2	5	3	5	3	3	4	4	0
	Females	0	1	2	1	2	2	0	0	1	4	0	0	1
Whanganui	Males	16	3	2	2	3	0	3	2	2	0	1	0	0
	Females	1	2	0	1	0	1	1	1	0	1	0	1	0
MidCentral	Males	23	8	12	5	11	10	7	2	3	1	3	1	0
	Females	3	0	2	3	0	1	1	5	3	2	2	1	0
Wairarapa	Males	12	1	3	2	2	1	0	0	0	0	0	0	0
	Females	1	0	0	0	0	1	0	0	0	0	1	0	0
Hutt	Males	15	10	7	5	4	4	9	2	3	3	4	3	1
	Females	1	2	2	4	2	2	1	2	4	3	3	3	1
Capital & Coast	Males	17	6	16	3	13	10	5	5	4	6	3	3	0
	Females	5	2	2	8	5	1	1	3	3	6	3	4	5
Nelson Marlborough	Males	26	3	15	6	0	7	4	3	4	1	2	0	0
	Females	3	0	1	2	4	1	2	3	1	0	1	2	0
West Coast	Males	9	2	5	1	1	0	0	0	1	0	0	0	0
	Females	0	0	4	0	0	0	1	0	0	0	0	0	0
Canterbury	Males	52	19	19	21	53	12	15	16	22	8	6	12	10
	Females	8	1	6	5	15	4	6	7	9	7	9	3	5
South Canterbury	Males	1	0	0	4	7	5	2	4	3	2	0	0	0
	Females	0	0	0	0	0	2	0	0	0	0	0	0	0
Otago	Males	17	13	6	14	11	3	7	8	4	8	4	2	1
	Females	3	4	2	3	3	2	4	2	6	4	3	2	1
Southland	Males	4	3	3	3	4	2	4	4	1	1	0	1	1
	Females	3	1	1	1	1	1	0	2	0	1	1	0	0
National Total	Males	496	235	228	141	199	152	141	123	121	80	76	58	40
	Females	90	57	76	57	62	56	62	67	57	64	70	47	39

DHB		STEP ON SALARY SCALE												
		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	15	5	5	4	8	3	5	2	5	2	3	2	5
	Females	4	1	0	2	1	1	3	2	1	3	1	3	1
Waitemata	Males	28	9	15	9	9	21	12	16	14	12	5	8	4
	Females	5	4	10	3	3	4	10	12	6	4	11	3	8
Auckland	Males	151	36	40	26	32	21	21	15	15	11	16	8	11
	Females	39	20	18	12	15	15	16	11	11	18	25	13	8
Counties Manukau	Males	10	17	38	10	14	29	14	22	18	7	7	6	4
	Females	2	2	14	1	2	9	5	11	5	5	3	9	5
Waikato	Males	59	39	10	8	13	6	19	11	9	12	13	5	2
	Females	9	6	4	4	3	1	3	4	5	4	7	2	3
Bay of Plenty	Males	21	33	14	5	2	1	3	3	3	2	2	1	0
	Females	1	2	3	2	1	1	2	0	1	1	0	1	0
Lakes	Males	2	4	8	2	6	9	6	3	3	0	0	2	0
	Females	0	2	0	2	1	3	0	1	1	1	0	0	1
Tairāwhiti	Males	0	1	1	0	0	0	1	0	1	0	1	0	0
	Females	2	7	4	2	3	3	4	1	0	0	0	0	0
Taranaki	Males	5	3	4	6	4	3	1	0	3	1	2	0	1
	Females	0	0	1	1	1	1	2	0	0	0	0	0	0
Hawkes Bay	Males	13	20	5	5	2	5	3	5	3	3	4	4	0
	Females	0	1	2	1	2	2	0	0	1	4	0	0	1
Whanganui	Males	16	3	2	2	3	0	3	2	2	0	1	0	0
	Females	1	2	0	1	0	1	1	1	0	1	0	1	0
MidCentral	Males	23	8	12	5	11	10	7	2	3	1	3	1	0
	Females	3	0	2	3	0	1	1	5	3	2	2	1	0
Wairarapa	Males	12	1	3	2	2	1	0	0	0	0	0	0	0
	Females	1	0	0	0	0	1	0	0	0	0	1	0	0
Hutt	Males	15	10	7	5	4	4	9	2	3	3	4	3	1
	Females	1	2	2	4	2	2	1	2	4	3	3	3	1
Capital & Coast	Males	17	6	16	3	13	10	5	5	4	6	3	3	0
	Females	5	2	2	8	5	1	1	3	3	6	3	4	5
Nelson Marlborough	Males	26	3	15	6	0	7	4	3	4	1	2	0	0
	Females	3	0	1	2	4	1	2	3	1	0	1	2	0
West Coast	Males	9	2	5	1	1	0	0	0	1	0	0	0	0
	Females	0	0	4	0	0	0	1	0	0	0	0	0	0
Canterbury	Males	52	19	19	21	53	12	15	16	22	8	6	12	10
	Females	8	1	6	5	15	4	6	7	9	7	9	3	5
South Canterbury	Males	1	0	0	4	7	5	2	4	3	2	0	0	0
	Females	0	0	0	0	0	2	0	0	0	0	0	0	0
Otago	Males	17	13	6	14	11	3	7	8	4	8	4	2	1
	Females	3	4	2	3	3	2	4	2	6	4	3	2	1
Southland	Males	4	3	3	3	4	2	4	4	1	1	0	1	1
	Females	3	1	1	1	1	1	0	2	0	1	1	0	0
National Total	Males	496	235	228	141	199	152	141	123	121	80	76	58	40
	Females	90	57	76	57	62	56	62	67	57	64	70	47	39

Table 4.2**Actual DHB Medical and Dental Officers on each Step by Gender**

DHB		STEP ON SALARY SCALE												
		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	5	1	1	0	0	1	2	1	0	2	0	0	0
	Females	1	0	0	1	1	0	2	2	0	4	1	0	2
Waitemata	Males	9	15	6	3	1	1	1	0	0	0	0	0	2
	Females	9	5	3	2	2	3	1	1	0	0	0	0	1
Auckland	Males	8	3	5	4	1	1	1	0	0	4	1	5	9
	Females	14	2	4	2	1	3	2	1	1	0	2	1	12
Counties Manukau	Males	5	2	3	2	0	0	0	0	0	0	0	0	0
	Females	2	1	0	0	0	0	0	0	0	0	0	0	0
Waikato	Males	0	4	4	2	2	1	2	0	1	0	0	0	0
	Females	0	2	1	0	2	0	3	1	2	0	0	0	0
Bay of Plenty	Males	5	1	1	1	1	1	1	0	0	0	0	0	0
	Females	4	1	0	2	2	2	0	1	0	0	0	0	0
Lakes	Males	3	0	1	0	0	0	0	0	0	0	0	0	0
	Females	1	0	0	2	0	1	0	0	0	0	0	0	0
Tairāwhiti	Males	1	0	1	0	1	0	0	0	0	0	0	0	0
	Females	2	0	1	0	0	0	0	0	0	0	0	0	0
Taranaki	Males	1	1	5	3	0	0	1	0	1	0	1	0	1
	Females	1	0	2	0	1	0	2	1	2	0	0	0	0
Hawkes Bay	Males	6	1	0	0	0	0	0	0	1	0	0	0	0
	Females	1	1	1	0	0	0	0	1	0	0	0	0	0
Whanganui	Males	3	0	2	0	0	0	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0
MidCentral	Males	1	1	0	1	0	0	1	1	0	0	0	0	0
	Females	5	1	1	3	0	0	1	0	0	0	0	0	0
Wairarapa	Males	1	1	0	0	0	0	0	0	0	0	0	0	0
	Females	0	1	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	3	1	3	0	0	1	0	0	0	1	0	0	0
	Females	0	1	1	0	1	0	0	0	1	0	0	0	0
Capital & Coast	Males	6	5	0	1	0	0	0	0	0	0	0	0	0
	Females	9	2	3	0	0	0	2	0	0	0	0	0	0
Nelson Marlborough	Males	5	1	3	1	0	2	0	0	1	0	0	0	0
	Females	4	1	3	1	0	2	0	0	0	0	0	0	0
West Coast	Males	2	1	2	0	0	0	0	0	0	0	0	0	0
	Females	2	0	1	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	5	2	8	2	1	1	1	2	1	0	5	0	1
	Females	2	2	3	5	1	4	4	2	2	1	1	0	0
South Canterbury	Males	1	0	0	0	0	0	0	0	0	0	0	0	0
	Females	2	1	0	0	0	0	0	0	0	0	0	0	0
Otago	Males	2	1	1	0	0	0	1	0	0	0	0	0	0
	Females	0	0	1	0	0	0	1	0	2	1	1	0	0
Southland	Males	0	0	2	0	1	0	2	0	0	0	0	0	0
	Females	0	0	0	3	2	1	1	1	0	0	0	0	0
National Total	Males	72	41	48	20	8	9	13	4	5	7	7	5	13
	Females	59	21	25	21	13	16	19	11	10	6	5	1	15

EMPLOYER SUPERANNUATION CONTRIBUTIONS

Since 2000 the Association has collected information on membership of superannuation schemes. Employees who have a contribution made by their employer to their superannuation were collated into groups. In this year's summary the NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated.

- The National Provident Fund (NPF) defined contribution schemes include the pension scheme and the lump sum scheme, and the NPF Defined Benefit Scheme provides a defined benefit to the member based on their last few years salary
- The Government Superannuation Fund (GSF)
- Employees who receive an employer contribution by virtue of a clause in the collective agreement requiring a matching contribution to a recognised scheme and;
- Any other superannuation schemes

Table 5 sets out this information.

Table 5:
Senior Medical Staff Superannuation

DHB	GSF & NPF	EMPLOYER CONTRIBUTION UNDER MECA CLAUSE	OTHER	TOTAL
Northland	14	75		89
Waitemata	22	209		231
Auckland	102	419		521
Counties Manukau	42	201		243
Waikato	53	183		236
Lakes	21	73	10	104
Tairāwhiti	4	1	25	30
Bay of Plenty	1	30		31
Hawkes Bay	8	24		32
Taranaki	12	34	61	107
Whanganui	8	34		42
MidCentral	29	67		96
Wairarapa	3	16		19
Hutt Valley	13	73		86
Capital and Coast	18	75		93
Nelson Marlborough	24	49	13	86
West Coast	2	21		23
Canterbury	110	221		331
South Canterbury	6	20		26
Otago	19	75		94
Southland	11	26		37
TOTAL – 2007	522	1926	109	2557
TOTAL – 2006	647	1569	34	2250
TOTAL – 2005	644	1477	93	2214
TOTAL – 2004	665	1381	61	2107
TOTAL – 2003	695	1042	84	1821