

# **Senior Medical and Dental Officer Salary Survey**

**1 JULY 2008**

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This is the Association's 15<sup>th</sup> 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 2008. 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 shows where doctors covered by the DHB MECA negotiated by the ASMS are on the salary scales.

The information supplied by DHBs was on 3312<sup>1</sup> specialists (942 females and 2335 males) and 434 medical and dental officers (214 females and 220 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 fourth 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.

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<sup>1</sup> Figure corrected from previous version due to incorrect data as at June 2014.

## 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 2008 this had increased to \$159,863 (a raw increase of about 86.6% since 1993). This represents a 10.2% increase on the 2007 mean.

For medical and dental officers the equivalent salary movement to 1 July 2008 was from \$67,457 on 30 June 1993 to \$124,916 (a raw increase of about 85.4%). This represents a 9.3% increase on the 2007 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	
2001	120,942	3.6	91,931 <sup>2</sup>	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
2008	159,986	10.3	124,916	9.2

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 2004/2008**

	SPECIALISTS							MEDICAL AND DENTAL OFFICERS						
	Numbers 2008	Mean 2008	Mean 2007	Mean 2006	Mean 2005	Mean 2004	% change 04-08	Numbers 2008	Mean 2008	Mean 2007	Mean 2006	Mean 2005	Mean 2004	% change 04-08
FEMALES	977	153,303	139,741	137,942	136,160	127,290	20.2%	215	122,582	112,878	112,922	110,231	99,362	23.5%
MALES	2335	162,782	147,084	145,190	142,064	133,175	22.2%	216	127,240	115,702	116,101	111,650	103,213	23.4%
TOTAL	3312	159,986	145,044	143,310	140,583	131,740 <sup>3</sup>	21.3%	431	124,916	114,380	114,664	111,088	101,640 <sup>2</sup>	23.0%

<sup>2</sup> This figure has been amended from the 2001 salary survey.

<sup>3</sup> No gender breakdown was available for MidCentral and Otago DHBs in 2004.

## 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 2003 and 2004, 2004 and 2005, 2005 and 2006, 2006 and 2007, 2007 and 2008 and between 1993 and 2008.

**Table 2.1**  
**Mean Full Time Equivalent Base Salary for DHB Specialists**

DHB	NUMBERS	% C H A N G E												
		2008	2007	2006	2005	2004	2003	1993	07-08%	06-07%	05-06	04-05	03-04	93-08
Northland	95	158,067	142,546	140,833	133,198	132,909	126,225	87,087	10.9	1.2	5.7	0.2	5.3	63.7
Waitemata	345	151,715	140,278	138,264	135,809	125,975	125,544		8.2	1.5	1.8	7.8	0.3	
Auckland	654	162,620	147,008	145,761	142,524	132,623	131,593	87,415	10.6	0.9	2.3	7.5	0.8	68.2
Counties Manukau	284	154,625	140,794	138,134	135,241	126,388	124,181	84,151	9.8	1.9	2.1	7.0	1.8	67.3
Waikato	273	161,309	146,448	145,434	143,111	132,821	130,919	83,989	10.1	0.7	1.6	7.7	1.5	74.4
Bay of Plenty	121	170,664	152,557	150,076	149,655	140,963	138,676	84,663	11.9	1.7	0.3	6.2	1.6	80.2
Lakes	55	160,828	143,588	139,125	136,440	126,920	125,318	86,034	12.0	3.2	2.0	7.5	1.3	66.9
Tairāwhiti	44	167,850	148,532	144,344	139,950	129,672	125,479	84,471	13.0	2.9	3.1	7.9	3.3	75.8
Taranaki	47	159,206	145,987	139,787	138,408	131,186	130,450	84,119	9.1	4.4	1.0	5.5	0.6	73.5
Hawke's Bay	92	160,369	146,099	145,918	141,469	134,371	133,552		9.8	0.1	3.1	5.3	0.6	
Whanganui	36	169,723	150,826	150,378	150,951	139,917	140,147	86,152	12.5	0.3	-0.4	7.9	-0.2	75.1
MidCentral	109	163,809	147,463	147,711	143,519	134,251	129,883	86,744	11.1	-0.2	2.9	6.9	3.4	70.0
Wairarapa	26	173,199	155,979	154,237	152,600	139,553	138,690	87,493	11.0	1.1	1.1	9.3	0.6	78.3
Hutt Valley	106	158,336	143,375	140,644	139,963	132,696	130,529	87,561	10.4	1.9	0.5	5.5	1.7	63.7
Capital Coast	281	161,377	143,165	142,527	140,638	132,219	130,338	88,080	11.8	0.4	1.3	6.4	1.4	62.5
Nelson Marlborough	90	164,651	149,484	147,522	146,287	134,942	134,954	88,669	10.1	1.3	0.8	8.4	0.0	68.6
West Coast	18	177,421	155,938	154,521	154,346	145,357	144,371	85,492	13.8	0.9	0.1	6.2	0.7	82.4
Canterbury	415	156,250	143,009	140,934	137,853	130,453	126,518		9.3	1.5	2.2	5.7	3.1	
South Canterbury	28	158,849	140,700	137,967	134,980	125,143	123,222	81,283	12.9	2.0	2.2	7.9	1.6	73.1
Otago	143	160,167	143,792	141,594	140,232	128,564	126,257	85,026	11.4	1.6	1.0	9.1	1.8	69.1
Southland	50	165,727	144,988	148,296	147,929	140,012	138,849	85,790	14.3	-2.2	0.2	5.7	0.8	69.0
<b>NATIONAL AVERAGE</b>	<b>3,312</b>	<b>159,986</b>	<b>145,044</b>	<b>143,310</b>	<b>140,583</b>	<b>131,740</b>	<b>129,743</b>	<b>85,658</b>	<b>10.2</b>	<b>1.2</b>	<b>1.9</b>	<b>6.7</b>	<b>1.5</b>	<b>69.1</b>

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

DHB	NUMBERS	2008	2007	2006	2005	2004	2003	1993	07-08	06-07	05-06	04-05	03-04	93-08
Northland	28	123,954	106,259	121,100	116,300	101,655	98,497	65,152	16.7	-12.3	4.1	14.4	3.2	63.1
Waitemata	3	134,221	119,031	118,968	116,432	102,688	101,599		12.8	0.1	2.2	13.4	1.1	
Auckland	106	119,287	106,207	117,424	104,780	100,098	100,778	66,774	12.3	-9.6	12.1	4.7	-0.7	59.1
Counties Manukau	18	128,787	123,500	114,000	117,100	102,877	99,636	67,742	4.3	8.3	-2.6	13.8	3.3	82.3
Waikato	35	124,377	112,222	106,359	104,905	91,759	90,176	65,275	10.8	5.5	1.4	14.3	1.8	71.9
Bay of Plenty	26	132,967	118,304	116,975	115,575	108,042	107,439		12.4	1.1	1.2	7.0	0.6	
Lakes	7	136,084	121,000	119,944	115,950	102,800	97,444	69,446	12.5	0.9	3.4	12.8	5.5	74.2
Tairāwhiti	7	136,705	122,167	126,500	122,700	112,500	112,500	68,458	11.9	-3.4	3.1	9.1	0.0	78.5
Taranaki	20	124,521	110,652	108,158	105,222	99,353	99,474	67,130	12.5	2.3	2.8	5.9	-0.1	64.8
Hawke's Bay	13	137,397	121,292	116,750	120,955	105,813	104,700		13.3	3.9	-3.5	14.3	1.1	
Whanganui	1	142,915	124,300	118,000	119,625	112,000	114,286	65,997	15.0	5.3	-1.4	6.8	-2.0	88.3
MidCentral	20	131,694	118,781	117,594	114,425	102,322	101,141	68,788	10.9	1.0	2.8	11.8	1.2	72.7
Wairarapa	4	136,394	124,833	124,167	122,700	114,000	113,000	76,679	9.3	0.5	1.2	7.6	0.9	62.8
Hutt Valley	13	133,552	116,615	112,727	109,889	103,135	101,741	64,576	14.5	3.4	2.6	6.5	1.4	80.6
Capital Coast	11	125,477	123,500	119,250	114,947	104,310	105,775	68,613	5.1	3.6	3.7	10.2	-1.4	80.0
Nelson Marlborough	26	129,059	119,542	113,654	110,611	102,867	98,498	73,467	8.0	5.2	2.8	7.5	4.4	62.7
West Coast	11	132,344	124,000	122,833	119,500	107,722	107,722	62,160	6.7	0.9	2.8	10.9	0.0	99.5
Canterbury	57	117,099	110,527	109,193	105,217	100,167	98,543		5.9	1.2	3.8	5.0	1.6	
South Canterbury	3	142,915	126,500	122,500	122,167	103,250	105,500	65,218	13.0	3.3	0.3	18.3	-2.1	94.0
Otago	11	117,820	109,091	102,722	101,667	93,780	91,073	63,844	8.0	6.2	1.0	8.4	3.0	70.9
Southland	11	123,353	110,615	106,000	106,750	99,031	95,166	69,219	11.5	4.4	-0.7	7.8	4.1	59.8
<b>NATIONAL AVERAGE</b>	<b>431</b>	<b>124,916</b>	<b>114,380</b>	<b>114,664</b>	<b>111,088</b>	<b>101,640</b>	<b>100,002</b>	<b>67,457</b>	<b>9.3</b>	<b>-0.2</b>	<b>3.2</b>	<b>9.3</b>	<b>1.6</b>	<b>69.3</b>

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER  
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2008**

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**

<b>RANK</b>	<b>DHB</b>	<b>TOTAL</b>	<b>FEMALES</b>	<b>MALES</b>
1	West Coast	177,421	174,026	178,391
2	Wairarapa	173,199	149,708	175,157
3	Bay of Plenty	170,664	163,866	171,191
4	Whanganui	169,723	163,642	168,610
5	Tairāwhiti	167,850	164,893	168,610
6	Southland	165,727	159,877	168,002
7	Nelson- Marlborough	164,651	153,267	167,904
8	MidCentral	163,809	156,727	165,808
9	Auckland	162,620	155,580	166,837
10	Waikato	161,309	153,569	163,536
11	Lakes	160,828	158,620	161,319
12	Hawke's Bay	160,369	151,338	162,566
13	Otago	160,167	156,125	161,848
14	Capital Coast	161,377	154,859	164,707
15	Taranaki	159,206	153,734	160,878
16	South Canterbury	158,849	160,576	158,561
17	Hutt Valley	158,336	153,612	160,664
18	Northland	158,067	153,036	159,768
19	Canterbury	156,250	149,804	158,903
20	Counties Manukau	154,625	149,871	156,351
21	Waitemata	151,715	146,958	154,351

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

<b>RANK</b>	<b>DHB</b>	<b>TOTAL</b>	<b>FEMALES</b>	<b>MALES</b>
1=	South Canterbury	142,915	142,915	142,915
1=	Whanganui	142,915	0	142,915
3	Hawke's Bay	137,397	138,568	137,046
4	Tairāwhiti	136,705	136,394	137,119
5	Wairarapa	136,394	129,874	142,915
6	Lakes	136,084	131,323	139,655
7	Waitemata	134,221	121,179	140,742
8	Hutt Valley	133,552	132,047	134,409
9	Bay of Plenty	132,967	133,444	132,409
10	West Coast	132,344	132,482	132,228
11	MidCentral	131,694	133,632	128,787
12	Capital Coast	125,477	121,602	142,915
13	Nelson-Marlborough	129,059	128,289	129,718
14	Counties Manukau	128,787	119,440	132,382
15	Taranaki	124,521	120,713	126,571
16	Waikato	124,377	120,466	127,671
17	Northland	123,954	118,629	128,569
18	Southland	123,353	124,802	121,614
19	Auckland	119,287	119,447	119,086
20	Otago	117,820	113,843	128,425
21	Canterbury	117,099	113,934	120,616

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER  
PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2008**

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													
		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	7	11	4	11	5	4	6	2	7	5	3	2	4	0
	Females	2	2	0	2	1	3	3	2	1	1	4	2	0	1
Waitemata	Males	31	14	13	8	14	17	12	14	29	26	17	9	6	12
	Females	6	7	11	1	2	5	10	13	12	10	11	5	14	16
Auckland	Males	136	48	41	28	30	19	23	13	19	14	14	7	13	4
	Females	37	23	15	10	20	11	17	15	16	21	27	7	13	13
Counties Manukau	Males	10	10	33	14	15	28	11	17	18	12	4	6	12	4
	Females	2	4	15	3	3	8	7	6	5	7	3	10	12	5
Waikato	Males	56	36	10	8	15	7	16	12	14	12	13	7	3	3
	Females	8	6	4	4	4	0	3	4	5	4	7	3	4	5
Bay of Plenty	Males	55	16	4	5	0	3	2	4	2	6	0	2	3	1
	Females	3	4	1	1	2	2	0	2	1	0	1	0	1	0
Lakes	Males	1	5	7	2	6	13	2	3	4	1	0	1	0	0
	Females	0	2	0	0	1	4	0	1	1	1	0	0	0	0
Tairāwhiti	Males	4	12	2	2	5	5	1	4	0	0	0	0	0	0
	Females	1	1	1	1	2	2	0	0	0	1	0	0	0	0
Taranaki	Males	5	3	3	5	6	3	1	0	4	1	2	1	2	0
	Females	0	0	1	1	2	1	4	0	0	0	0	0	1	1
Hawke's Bay	Males	9	21	5	4	4	5	4	5	3	4	2	6	1	1
	Females	0	1	2	2	1	3	0	0	1	4	0	2	2	0
Whanganui	Males	16	0	2	1	1	2	2	4	1	0	0	0	0	0
	Females	0	3	0	1	1	0	0	0	1	0	1	0	0	0
MidCentral	Males	18	14	11	5	12	8	3	2	1	2	3	1	3	2
	Females	3	2	2	2	1	2	1	3	2	1	3	1	0	1
Wairarapa	Males	14	3	1	1	1	2	0	1	1	0	0	0	0	0
	Females	0	0	0	0	1	0	0	0	0	0	1	0	0	0
Hutt	Males	11	10	8	4	4	7	6	2	2	6	4	4	2	1
	Females	1	3	2	6	2	2	1	1	5	4	5	2	1	0
Capital & Coast	Males	52	24	8	17	13	12	9	16	15	4	5	5	6	0
	Females	12	4	8	8	8	4	5	5	12	9	7	6	3	4
Nelson Marlborough	Males	23	3	12	7	2	7	6	2	3	1	3	1	0	0
	Females	2	1	1	1	2	2	3	1	2	0	0	2	1	2
West Coast	Males	6	5	2	1	0	0	0	0	0	0	0	0	0	0
	Females	0	1	3	0	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	44	20	24	38	42	13	16	15	20	12	8	11	9	22
	Females	9	1	4	5	19	10	10	5	13	10	9	6	7	13
South Canterbury	Males	1	0	0	4	6	4	3	3	2	1	0	0	0	0
	Females	0	0	0	0	2	2	0	0	0	0	0	0	0	0
Otago	Males	18	14	5	13	8	5	7	6	4	10	4	7	0	0
	Females	4	4	1	4	6	0	5	2	6	3	3	3	1	0
Southland	Males	12	5	1	4	3	1	4	3	0	2	0	1	0	0
	Females	2	1	1	1	2	1	3	0	0	1	1	1	0	0
National Total	Males	529	274	196	182	192	165	134	128	149	119	82	71	64	50
	Females	92	70	72	53	82	62	72	60	83	77	83	50	60	61



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

DHB		STEP ON SALARY SCALE													
		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	5	1	2	1	0	1	2	1	0	2	0	0	0	0
	Females	2	0	0	2	1	1	1	2	0	2	1	1	0	0
Waitemata	Males	1	1	0	0	0	0	0	0	0	0	0	0	0	
	Females	0	0	0	0	0	1	0	0	0	0	0	0	0	
Auckland	Males	10	6	4	2	5	1	0	0	0	1	5	0	4	
	Females	15	3	2	2	4	5	5	5	1	1	1	3	6	
Counties Manukau	Males	4	3	2	1	0	1	1	0	0	0	0	1	0	
	Females	1	1	0	0	0	1	0	0	0	1	0	0	0	
Waikato	Males	0	5	4	1	3	2	2	0	1	1	0	0	0	
	Females	0	4	1	0	2	0	4	1	2	0	1	0	0	
Bay of Plenty	Males	3	2	1	2	2	1	1	0	0	0	0	0	0	
	Females	7	1	1	2	1	0	0	1	0	0	0	1	0	
Lakes	Males	1	3	0	0	0	0	0	0	0	0	0	0	0	
	Females	1	0	0	1	0	1	0	0	0	0	0	0	0	
Tairāwhiti	Males	1	1	0	1	0	0	0	0	0	0	0	0	0	
	Females	2	0	1	0	1	0	0	0	0	0	0	0	0	
Taranaki	Males	0	1	5	1	2	0	2	1	1	0	0	0	0	
	Females	0	0	2	0	1	0	2	0	2	0	0	0	0	
Hawke's Bay	Males	7	1	1	0	0	0	0	0	0	0	0	1	0	
	Females	1	1	1	0	0	0	0	0	0	0	0	0	0	
Whanganui	Males	1	0	0	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	2	1	1	0	0	2	1	0	0	0	0	0	
	Females	5	2	1	2	0	0	1	0	0	0	1	0	0	
Wairarapa	Males	2	0	0	0	0	0	0	0	0	0	0	0	0	
	Females	0	1	0	0	0	1	0	0	0	0	0	0	0	
Hutt	Males	2	3	1	1	0	2	0	0	0	0	0	0	0	
	Females	1	1	1	0	0	0	0	1	0	0	0	0	0	
Capital & Coast	Males	2	0	0	0	0	0	0	0	0	0	0	0	0	
	Females	2	0	1	1	0	1	0	1	2	0	0	0	0	
Nelson Marlborough	Males	4	2	2	1	1	1	0	1	0	2	0	0	0	
	Females	1	4	2	1	0	1	1	0	0	1	1	0	0	
West Coast	Males	0	4	1	0	0	0	0	0	0	1	0	0	0	
	Females	0	3	0	1	0	0	1	0	0	0	0	0	0	
Canterbury	Males	1	3	5	6	2	1	0	0	2	0	0	3	2	
	Females	2	2	3	1	2	2	4	1	1	1	3	2	0	
South Canterbury	Males	1	0	0	0	0	0	0	0	0	0	0	0	0	
	Females	2	0	0	0	0	0	0	0	0	0	0	0	0	
Otago	Males	1	0	0	1	0	0	0	1	0	0	0	0	0	
	Females	0	0	0	1	0	0	2	2	2	1	0	0	0	
Southland	Males	0	1	1	0	0	1	1	0	0	0	0	1	0	
	Females	0	0	0	2	2	1	1	0	0	0	0	0	0	
<b>National Total</b>	<b>Males</b>	<b>47</b>	<b>39</b>	<b>30</b>	<b>19</b>	<b>15</b>	<b>11</b>	<b>11</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>6</b>	
	<b>Females</b>	<b>42</b>	<b>23</b>	<b>16</b>	<b>16</b>	<b>14</b>	<b>15</b>	<b>22</b>	<b>14</b>	<b>10</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>14</b>	

## EMPLOYER SUPERANNUATION CONTRIBUTIONS

For some years 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. The NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated in the summary.

Table 5 sets out this information.

**Table 5:**  
**Senior Medical Staff Superannuation**

<b>DHB</b>	<b>GSF &amp; NPF</b>	<b>EMPLOYER CONTRIBUTION UNDER MECA CLAUSE</b>
Northland	22	44
Waitemata	21	296
Auckland	95	648
South Auckland	44	185
Waikato	48	203
Bay of Plenty	21	95
Lakes	4	39
Tairāwhiti	1	33
Taranaki	12	32
Hawke's Bay	15	84
Whanganui	7	30
Mid-Central	16	44
Wairarapa	5	19
Hutt Valley	11	84
Capital and Coast	29	176
Nelson-Marlborough	29	78
West Coast	2	21
Canterbury	90	262
South Canterbury	8	17
Otago	9	95
Southland	8	33
<b>Total - 2008</b>	<b>497</b>	<b>2518</b>
<i>Total - 2007</i>	<i>522</i>	<i>1926</i>
<i>Total - 2006</i>	<i>647</i>	<i>1569</i>
<i>Total - 2005</i>	<i>644</i>	<i>1477</i>
<i>Total - 2004</i>	<i>665</i>	<i>1381</i>
<i>Total - 2003</i>	<i>695</i>	<i>1042</i>