
Senior Medical and Dental Officer Salary Survey

1 JULY 2009

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This is the Association's 16th 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 2009. 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 3457 specialists (1033 females and 2424 males) and 522 medical and dental officers (249 females and 273 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.

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 2009 this had increased to \$170,578 (a raw increase of about 99.1% since 1993). This represents a 6.6% increase on the 2008 mean.

For medical and dental officers the equivalent salary movement to 1 July 2009 was from \$67,457 on 30 June 1993 to \$132,383 (a raw increase of about 96.2%). This represents a 6.0% increase on the 2008 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 ¹	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	10.2	124,916	9.3
2009	170,578	6.6	132,383	6.0

Table 1.2 shows the change in the mean salary by gender since 2005 and the numbers of employees.

Table 1.2
Change in Mean Salary by Gender 2004/2008

	SPECIALISTS							MEDICAL AND DENTAL OFFICERS						
	Numbers 2009	Mean 2009 \$	Mean 2008 \$	Mean 2007 \$	Mean 2006 \$	Mean 2005 \$	% change 05-09	Numbers 2009	Mean 2009 \$	Mean 2008 \$	Mean 2007 \$	Mean 2006 \$	Mean 2005 \$	% change 05-09
FEMALES	1033	163,273	153,303	139,741	137,942	136,160	28.3	249	129,571	122,582	112,878	112,922	110,231	30.4%
MALES	2424	173,691	162,782	147,084	145,190	142,064	30.4	273	134,947	127,240	115,702	116,101	111,650	30.7%
TOTAL	3457	170,578	159,986	145,044	143,310	140,583	29.5	522	132,383	124,916	114,380	114,664	111,088	30.2%

¹ This figure has been amended from the 2001 salary survey.

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, 2004 and 2005, 2005 and 2006, 2006 and 2007, 2007 and 2008; 2008 and 2009 and between 1993 and 2009.

Table 2.1
Mean Full Time Equivalent Base Salary for DHB Specialists

DHB	NUMBERS	% C H A N G E												
		2009 \$	2008 \$	2007 \$	2006 \$	2005 \$	2004 \$	1993 \$	08-09%	07-08%	06-07%	05-06%	04-05%	93-09%
Northland	101	168,974	158,067	142,546	140,833	133,198	132,909	87,087	6.9	10.9	1.2	5.7	0.2	94.0
Waitemata	289	163,994	151,715	140,278	138,264	135,809	125,975		8.1	8.2	1.5	1.8	7.8	
Auckland	702	172,434	162,620	147,008	145,761	142,524	132,623	87,415	6.0	10.6	0.9	2.3	7.5	97.3
Counties Manukau	335	164,009	154,625	140,794	138,134	135,241	126,388	84,151	6.1	9.8	1.9	2.1	7.0	94.9
Waikato	268	171,856	161,309	146,448	145,434	143,111	132,821	83,989	6.5	10.1	0.7	1.6	7.7	104.6
Bay of Plenty	136	179,904	170,664	152,557	150,076	149,655	140,963	84,663	5.4	11.9	1.7	0.3	6.2	112.5
Lakes	59	172,887	160,828	143,588	139,125	136,440	126,920	86,034	7.5	12.0	3.2	2.0	7.5	101.0
Tairāwhiti	51	177,436	167,850	148,532	144,344	139,950	129,672	84,471	5.7	13.0	2.9	3.1	7.9	110.1
Taranaki	54	169,918	159,206	145,987	139,787	138,408	131,186	84,119	6.7	9.1	4.4	1.0	5.5	102.0
Hawke's Bay	101	168,609	160,369	146,099	145,918	141,469	134,371		5.1	9.8	0.1	3.1	5.3	
Whanganui	46	177,954	169,723	150,826	150,378	150,951	139,917	86,152	4.8	12.5	0.3	-0.4	7.9	106.6
MidCentral	103	174,707	163,809	147,463	147,711	143,519	134,251	86,744	6.7	11.1	-0.2	2.9	6.9	101.4
Wairarapa	26	181,606	173,199	155,979	154,237	152,600	139,553	87,493	4.9	11.0	1.1	1.1	9.3	107.6
Hutt Valley	115	168,457	158,336	143,375	140,644	139,963	132,696	87,561	6.4	10.4	1.9	0.5	5.5	92.4
Capital Coast	295	177,066	161,377	143,165	142,527	140,638	132,219	88,080	9.7	11.8	0.4	1.3	6.4	101.0
Nelson Marlborough	106	175,732	164,651	149,484	147,522	146,287	134,942	88,669	6.7	10.1	1.3	0.8	8.4	98.2
West Coast	23	182,659	177,421	155,938	154,521	154,346	145,357	85,492	3.0	13.8	0.9	0.1	6.2	113.7
Canterbury	414	163,981	156,250	143,009	140,934	137,853	130,453		4.9	9.3	1.5	2.2	5.7	
South Canterbury	29	170,047	158,849	140,700	137,967	134,980	125,143	81,283	7.0	12.9	2.0	2.2	7.9	
Otago	150	170,391	160,167	143,792	141,594	140,232	128,564	85,026	6.4	11.4	1.6	1.0	9.1	109.2
Southland	54	176,674	165,727	144,988	148,296	147,929	140,012	85,790	6.6	14.3	-2.2	0.2	5.7	100.4
NATIONAL AVERAGE	3,457	170,578	159,986	145,044	143,310	140,583	131,740	85,658	6.6	10.2	1.2	1.9	6.7	105.9

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

DHB	NUMBERS	% C H A N G E												
		2009 \$	2008 \$	2007 \$	2006 \$	2005 \$	2004 \$	1993 \$	08-09%	07-08%	06-07%	05-06%	04-05%	93-09%
Northland	27	130,337	123,954	106,259	121,100	116,300	101,655	65,152	5.1	16.7	-12.3	4.1	14.4	100.1
Waitemata	68	135,318	134,221	119,031	118,968	116,432	102,688		0.8	12.8	0.1	2.2	13.4	
Auckland	100	122,364	119,287	106,207	117,424	104,780	100,098	66,774	2.6	12.3	-9.6	12.1	4.7	83.3
Counties Manukau	32	121,425	128,787	123,500	114,000	117,100	102,877	67,742	-5.7	4.3	8.3	-2.6	13.8	79.2
Waikato	33	137,917	124,377	112,222	106,359	104,905	91,759	65,275	10.9	10.8	5.5	1.4	14.3	111.3
Bay of Plenty	28	139,197	132,967	118,304	116,975	115,575	108,042		4.7	12.4	1.1	1.2	7.0	
Lakes	6	148,989	136,084	121,000	119,944	115,950	102,800	69,446	9.5	12.5	0.9	3.4	12.8	114.5
Tairāwhiti	12	143,749	136,705	122,167	126,500	122,700	112,500	68,458	5.2	11.9	-3.4	3.1	9.1	110.0
Taranaki	24	129,421	124,521	110,652	108,158	105,222	99,353	67,130	3.9	12.5	2.3	2.8	5.9	92.8
Hawke's Bay	14	147,168	137,397	121,292	116,750	120,955	105,813		7.1	13.3	3.9	-3.5	14.3	
Whanganui	1	148,989	142,915	124,300	118,000	119,625	112,000	65,997	4.3	15.0	5.3	-1.4	6.8	125.8
MidCentral	19	141,416	131,694	118,781	117,594	114,425	102,322	68,788	6.9	10.9	1.0	2.8	11.8	104.7
Wairarapa	3	144,457	136,394	124,833	124,167	122,700	114,000	76,679	5.9	9.3	0.5	1.2	7.6	88.4
Hutt Valley	13	139,228	133,552	116,615	112,727	109,889	103,135	64,576	4.2	14.5	3.4	2.6	6.5	115.6
Capital Coast	19	142,668	125,477	123,500	119,250	114,947	104,310	68,613	12.1	5.1	3.6	3.7	10.2	104.9
Nelson Marlborough	30	139,736	129,059	119,542	113,654	110,611	102,867	73,467	8.3	8.0	5.2	2.8	7.5	90.2
West Coast	11	139,307	132,344	124,000	122,833	119,500	107,722	62,160	5.3	6.7	0.9	2.8	10.9	124.1
Canterbury	52	128,214	117,099	110,527	109,193	105,217	100,167		9.5	5.9	1.2	3.8	5.0	
South Canterbury	3	153,521	142,915	126,500	122,500	122,167	103,250	65,218	7.4	13.0	3.3	0.3	18.3	
Otago	9	125,322	117,820	109,091	102,722	101,667	93,780	63,844	6.4	8.0	6.2	1.0	8.4	135.4
Southland	18	125,385	123,353	110,615	106,000	106,750	99,031	69,219	1.6	11.5	4.4	-0.7	7.8	96.3
NATIONAL AVERAGE	522	132,383	124,916	114,380	114,664	111,088	101,640	67,457	6.0	9.3	-0.2	3.2	9.3	81.1

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2009**

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	West Coast	182,659	179,297	183,845
2	Wairarapa	181,606	160,696	184,333
3	Bay of Plenty	179,904	173,037	181,089
4	Whanganui	177,954	178,022	177,940
5	Tairāwhiti	177,436	173,254	178,723
6	Capital Coast	177,066	167,628	182,129
7	Southland	176,674	173,386	177,938
8	Nelson-Marlborough	175,732	162,173	179,283
9	MidCentral	174,707	165,536	177,493
10	Lakes	172,887	166,975	174,397
11	Auckland	172,434	165,409	176,825
12	Waikato	171,856	165,076	173,729
13	Otago	170,391	163,789	172,792
14	South Canterbury	170,047	168,249	170,421
15	Taranaki	169,918	159,045	173,025
16	Northland	168,974	165,377	170,353
17	Hawkes Bay	168,609	157,546	171,172
18	Hutt Valley	168,457	165,998	169,819
19	Counties Manukau	164,009	159,378	166,242
20	Waitemata	163,994	159,012	166,671
21	Canterbury	163,981	154,641	168,020

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

RANK	DHB	TOTAL \$	FEMALES \$	MALES \$
1	South Canterbury	170,047	168,249	170,421
2	Whanganui	148,989	0	148,989
3	Lakes	148,989	146,723	150,122
4	Hawkes Bay	147,168	144,457	148,253
5	Wairarapa	144,457	139,925	153,521
6	Tairāwhiti	143,749	143,041	144,457
7	MidCentral	141,416	148,989	135,908
8	Capital Coast	142,668	134,775	153,521
9	Nelson-Marlborough	139,736	136,607	142,474
10	West Coast	139,307	139,075	139,439
11	Hutt Valley	139,228	136,149	141,867
12	Bay of Plenty	139,197	140,209	138,185
13	Waikato	137,917	134,435	140,180
14	Waitemata	135,318	131,144	138,613
15	Northland	130,337	125,981	134,381
16	Taranaki	129,421	127,109	130,578
17	Canterbury	128,214	122,890	134,425
18	Southland	125,385	131,051	119,720
19	Otago	125,322	122,704	128,595
20	Auckland	122,364	121,709	123,267
21	Counties Manukau	121,425	116,180	124,573

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2009**

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														
		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	8	9	8	10	4	2	6	1	7	5	4	4	4	1	0
	Females	2	3	0	2	2	5	3	2	1	2	2	1	1	1	1
Waitemata	Males	4	37	14	10	9	19	10	19	15	14	11	10	4	7	5
	Females	1	11	8	4	1	4	11	10	8	4	13	5	11	6	4
Auckland	Males	150	39	36	31	25	21	21	15	20	14	13	15	17	9	6
	Females	41	27	11	10	20	11	20	17	18	18	25	10	20	17	5
Counties Manukau	Males	9	14	29	18	17	27	16	17	19	19	16	7	12	1	5
	Females	3	5	14	7	2	7	7	8	9	10	5	9	11	4	8
Waikato	Males	54	30	15	8	11	7	16	11	14	11	15	4	6	3	5
	Females	8	5	5	4	3	0	3	5	4	4	5	3	4	2	3
Bay of Plenty	Males	57	16	4	6	1	3	1	5	4	6	1	6	4	2	0
	Females	5	3	1	1	2	1	0	2	1	0	0	1	2	1	0
Lakes	Males	1	6	9	4	4	12	3	2	4	1	0	1	0	0	0
	Females	0	1	0	0	2	4	1	1	1	2	0	0	0	0	0
Tairāwhiti	Males	2	13	5	1	5	5	3	3	1	0	0	1	0	0	0
	Females	1	1	1	1	3	2	0	1	1	0	1	0	0	0	0
Taranaki	Males	6	4	4	5	6	3	3	0	5	2	0	2	1	1	0
	Females	0	1	1	1	0	1	3	0	0	1	0	0	2	1	1
Hawkes Bay	Males	12	17	4	4	6	6	4	6	3	5	2	6	2	3	2
	Females	0	1	1	2	1	2	1	0	0	5	0	2	2	1	1
Whanganui	Males	12	6	5	0	2	0	2	4	0	3	2	1	1	0	0
	Females	1	3	0	1	1	0	0	0	1	0	1	0	0	0	0
MidCentral	Males	18	17	6	5	12	3	2	2	2	1	3	2	2	4	0
	Females	1	3	3	0	1	2	1	4	2	2	3	1	0	1	0
Wairarapa	Males	11	4	2	0	0	1	2	1	1	0	0	1	0	0	0
	Females	0	0	0	0	0	2	0	0	0	0	0	1	0	0	0
Hutt	Males	11	7	7	5	5	7	6	2	4	6	4	6	2	2	0
	Females	1	4	3	7	3	2	2	0	6	5	3	4	1	0	0
Capital & Coast	Males	82	22	14	11	11	15	10	7	4	6	4	2	1	2	1
	Females	17	8	8	8	8	3	5	6	5	10	7	6	9	1	2
Nelson Marlborough	Males	26	5	16	6	2	9	5	3	5	3	1	2	0	1	0
	Females	2	1	2	2	0	1	3	2	0	0	2	5	1	0	1
West Coast	Males	1	7	4	3	0	0	0	1	1	0	0	0	0	0	0
	Females	0	1	3	0	0	0	2	0	0	0	0	0	0	0	0
Canterbury	Males	44	19	18	22	46	20	12	15	22	11	2	17	13	4	24
	Females	8	1	5	4	18	2	8	4	13	7	8	3	9	12	23
South Canterbury	Males	1	1	0	4	5	3	3	4	2	1	0	0	0	0	0
	Females	0	0	0	0	2	2	0	0	0	1	0	0	0	0	0
Otago	Males	22	17	3	13	7	4	10	9	1	9	1	5	4	2	3
	Females	4	2	0	4	3	1	6	4	4	4	3	1	1	2	1
Southland	Males	12	4	1	3	4	4	3	4	0	1	3	0	0	0	0
	Females	3	1	1	1	1	2	3	0	0	2	1	0	0	0	0
National Total	Males	543	294	204	169	182	171	138	131	134	118	82	92	73	42	51
	Females	98	82	67	59	73	54	79	66	74	77	79	52	74	49	50

Table 4.2

Actual DHB Medical and Dental Officers on each Step by Gender

DHB		STEP ON SALARY SCALE														
		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	5	0	1	1	0	1	2	1	0	1	1	0	1	0	0
	Females	1	0	0	2	1	2	1	2	0	1	2	1	0	0	0
Waitemata	Males	0	20	6	2	0	1	0	4	1	1	0	0	1	1	1
	Females	0	11	1	1	2	4	1	2	2	1	1	1	0	1	2
Auckland	Males	8	2	5	2	2	1	0	1	1	2	1	2	3	9	3
	Females	13	2	1	3	2	4	4	1	2	0	1	3	3	10	9
Counties Manukau	Males	4	0	2	1	0	2	0	0	1	2	5	0	2	0	1
	Females	2	0	0	0	0	1	0	0	1	2	1	1	3	0	1
Waikato	Males	1	5	6	1	2	2	2	0	0	1	0	0	0	0	0
	Females	0	4	0	1	3	0	3	0	1	0	1	0	0	0	0
Bay of Plenty	Males	4	2	0	2	2	1	1	0	0	1	0	0	1	0	0
	Females	5	1	2	2	2	0	0	0	0	0	0	1	1	0	0
Lakes	Males	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Tairāwhiti	Males	1	2	1	0	2	0	0	0	0	0	0	0	0	0	0
	Females	2	2	0	1	0	0	0	0	0	1	0	0	0	0	0
Taranaki	Males	1	1	3	2	1	1	1	2	2	0	1	0	0	0	1
	Females	0	0	2	0	1	0	2	0	2	0	0	1	0	0	0
Hawkes Bay	Males	8	1	0	0	0	0	0	0	0	0	0	1	0	0	0
	Females	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Whanganui	Males	0	1	0	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	0	0
MidCentral	Males	2	2	1	1	0	0	2	2	0	0	1	0	0	0	0
	Females	4	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Wairarapa	Males	1	0	0	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	0	0
Hutt	Males	1	2	1	1	0	1	1	0	0	0	0	0	0	0	0
	Females	1	1	1	0	0	1	0	1	1	0	0	0	0	0	0
Capital & Coast	Males	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	2	3	0	0	1	0	2	1	0	1	0	1	0	0	0
Nelson Marlborough	Males	5	1	5	1	1	1	0	0	2	0	0	0	0	0	0
	Females	2	4	1	1	1	1	1	1	1	0	0	0	0	0	1
West Coast	Males	0	1	4	1	0	0	0	0	0	0	1	0	0	0	0
	Females	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Canterbury	Males	2	4	7	1	2	1	1	0	2	0	1	0	2	1	0
	Females	2	2	1	3	0	2	5	1	1	2	1	2	4	0	2
South Canterbury	Males	1	0	0	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	0	0
Otago	Males	0	0	0	1	0	1	1	0	1	0	0	0	0	0	0
	Females	0	0	0	0	0	1	1	1	2	0	0	0	0	0	0
Southland	Males	0	2	0	0	0	0	2	0	2	0	0	1	0	0	2
	Females	0	0	0	1	5	1	1	0	0	0	0	1	0	0	0
National Total	Males	53	49	42	17	12	13	13	10	12	8	11	4	10	11	8
	Females	39	35	11	18	18	19	21	10	13	8	8	12	11	11	15

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

DHB	GSF & NPF	EMPLOYER CONTRIBUTION UNDER MECA CLAUSE
Northland	10	78
Waitemata	22	340
Auckland	91	541
South Auckland	43	326
Waikato	48	203
Bay of Plenty	19	103
Lakes	1	37
Tairāwhiti	0	42
Taranaki	9	45
Hawke's Bay	15	95
Whanganui	6	25
Mid-Central	16	83
Wairarapa	5	16
Hutt Valley	10	89
Capital and Coast	29	173
Nelson-Marlborough	23	112
West Coast	2	26
Canterbury	85	328
South Canterbury	7	41
Otago	8	165
Southland	7	41
Total - 2009	456	2909
<i>Total - 2008</i>	<i>497</i>	<i>2518</i>
<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>

Note: some employees have 2 schemes, with a total subsidy of up to 6%, which is what is permitted under the MECA.