

Senior Medical and Dental Officer Salary Survey

1 JULY 2010

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This is the Association's 17th 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 2010. 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 3,533 specialists (1,064 females and 2,469 males) and 548 medical and dental officers (254 females and 294 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 fifth 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 2010 this had increased to \$171,977 (a raw increase of about 100.8% since 1993). This represents a 0.8% increase on the 2009 mean.

For medical and dental officers the equivalent salary movement to 1 July 2010 was from \$67,457 on 30 June 1993 to \$132,881 (a raw increase of about 97.0%). This represents a 0.4% increase on the 2009 mean.

Table 1.1
Summary of National Mean Full Time Equivalent Base Salary

YEAR	SPECIALISTS		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
2010	171,977	0.8	132,881	0.4

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 2010	Mean 2010 \$	Mean 2009 \$	Mean 2008 \$	Mean 2007 \$	Mean 2006 \$	% change 06-10	Numbers 2010	Mean 2010 \$	Mean 2009 \$	Mean 2008 \$	Mean 2007 \$	Mean 2006 \$	% change 06-10
FEMALES	1064	164,520	163,273	153,303	139,741	137,942	19.3%	254	131,243	129,571	122,582	112,878	112,922	16.2%
MALES	2469	175,191	173,691	162,782	147,084	145,190	20.8%	294	134,297	134,947	127,240	115,702	116,101	15.7%
TOTAL	3533	171,977	170,578	159,986	145,044	143,310	20.0%	548	132,881	132,383	124,916	114,380	114,664	15.9%

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, 2005 and 2006, 2006 and 2007, 2007 and 2008, 2008 and 2009, 2009 and 2010 and between 1993 and 2010.

Table 2.1
Mean Full Time Equivalent Base Salary for DHB Specialists

DHB	NUMBERS	% C H A N G E												
		2010 \$	2009 \$	2008 \$	2007 \$	2006 \$	2005 \$	1993 \$	09-10	08-09	07-08	06-07	05-06	93-10
Northland	108	170,993	168,974	158,067	142,546	140,833	133,198	87,087	1.2	6.9	10.9	1.2	5.7	96.3
Waitemata	272	166,675	163,994	151,715	140,278	138,264	135,809		1.6	8.1	8.2	1.5	1.8	
Auckland	726	173,351	172,434	162,620	147,008	145,761	142,524	87,415	0.5	6.0	10.6	0.9	2.3	98.3
Counties Manukau	367	167,685	164,009	154,625	140,794	138,134	135,241	84,151	2.2	6.1	9.8	1.9	2.1	99.3
Waikato	273	173,518	171,856	161,309	146,448	145,434	143,111	83,989	1.0	6.5	10.1	0.7	1.6	106.6
Bay of Plenty	128	178,469	179,904	170,664	152,557	150,076	149,655	84,663	-0.8	5.4	11.9	1.7	0.3	110.8
Lakes	67	174,126	172,887	160,828	143,588	139,125	136,440	86,034	0.7	7.5	12.0	3.2	2.0	102.4
Tairāwhiti	47	180,218	177,436	167,850	148,532	144,344	139,950	84,471	1.6	5.7	13.0	2.9	3.1	113.3
Taranaki	52	175,353	169,918	159,206	145,987	139,787	138,408	84,119	3.2	6.7	9.1	4.4	1.0	108.5
Hawke's Bay	108	171,350	168,609	160,369	146,099	145,918	141,469		1.6	5.1	9.8	0.1	3.1	
Whanganui	44	181,292	177,954	169,723	150,826	150,378	150,951	86,152	1.9	4.8	12.5	0.3	-0.4	110.4
MidCentral	102	177,714	174,707	163,809	147,463	147,711	143,519	86,744	1.7	6.7	11.1	-0.2	2.9	104.9
Wairarapa	26	183,915	181,606	173,199	155,979	154,237	152,600	87,493	1.3	4.9	11.0	1.1	1.1	110.2
Hutt Valley	117	170,569	168,457	158,336	143,375	140,644	139,963	87,561	1.3	6.4	10.4	1.9	0.5	94.8
Capital Coast	284	171,427	177,066	161,377	143,165	142,527	140,638	88,080	-3.2	9.7	11.8	0.4	1.3	94.6
Nelson Marlborough	104	176,083	175,732	164,651	149,484	147,522	146,287	88,669	0.2	6.7	10.1	1.3	0.8	98.6
West Coast	22	179,528	182,659	177,421	155,938	154,521	154,346	85,492	-1.7	3.0	13.8	0.9	0.1	110.0
Canterbury	430	167,358	163,981	156,250	143,009	140,934	137,853		2.1	4.9	9.3	1.5	2.2	
South Canterbury	35	173,721	170,047	158,849	140,700	137,967	134,980	81,283	2.2	7.0	12.9	2.0	2.2	113.7
Southern	221	174,615												
Otago			170,391	160,167	143,792	141,594	140,232	85,026		6.4	11.4	1.6	1.0	
Southland			176,674	165,727	144,988	148,296	147,929	85,790		6.6	14.3	-2.2	0.2	
NATIONAL AVERAGE	3,533	171,977	170,578	159,986	145,044	143,310	140,583	85,658	0.8	6.6	10.2	1.2	1.9	100.8

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

DHB	NUMBERS	% C H A N G E												
		2010 \$	2009 \$	2008 \$	2007 \$	2006 \$	2005 \$	1993 \$	09-10	08-09	07-08	06-07	05-06	93-10
Northland	29	132,697	130,337	123,954	106,259	121,100	116,300	65,152	1.8	5.1	16.7	-12.3	4.1	103.7
Waitemata	74	136,825	135,318	134,221	119,031	118,968	116,432		1.1	0.8	12.8	0.1	2.2	
Auckland	116	121,035	122,364	119,287	106,207	117,424	104,780	66,774	-1.1	2.6	12.3	-9.6	12.1	81.3
Counties Manukau	26	131,449	121,425	128,787	123,500	114,000	117,100	67,742	8.3	-5.7	4.3	8.3	-2.6	94.0
Waikato	35	140,200	137,917	124,377	112,222	106,359	104,905	65,275	1.7	10.9	10.8	5.5	1.4	114.8
Bay of Plenty	29	136,292	139,197	132,967	118,304	116,975	115,575		-2.1	4.7	12.4	1.1	1.2	
Lakes	7	150,931	148,989	136,084	121,000	119,944	115,950	69,446	1.3	9.5	12.5	0.9	3.4	117.3
Tairāwhiti	9	141,939	143,749	136,705	122,167	126,500	122,700	68,458	-1.3	5.2	11.9	-3.4	3.1	107.3
Taranaki	27	125,868	129,421	124,521	110,652	108,158	105,222	67,130	-2.7	3.9	12.5	2.3	2.8	87.5
Hawke's Bay	13	146,636	147,168	137,397	121,292	116,750	120,955		-0.4	7.1	13.3	3.9	-3.5	
Whanganui	8	145,307	148,989	142,915	124,300	118,000	119,625	65,997	-2.5	4.3	15.0	5.3	-1.4	120.2
MidCentral	17	142,924	141,416	131,694	118,781	117,594	114,425	68,788	1.1	6.9	10.9	1.0	2.8	107.8
Wairarapa	3	139,925	144,457	136,394	124,833	124,167	122,700	76,679	-3.1	5.9	9.3	0.5	1.2	82.5
Hutt Valley	10	141,738	139,228	133,552	116,615	112,727	109,889	64,576	1.8	4.2	14.5	3.4	2.6	119.5
Capital Coast	9	137,281	142,668	125,477	123,500	119,250	114,947	68,613	-3.8	12.1	5.1	3.6	3.7	100.1
Nelson Marlborough	28	141,786	139,736	129,059	119,542	113,654	110,611	73,467	1.5	8.3	8.0	5.2	2.8	93.0
West Coast	9	145,464	139,307	132,344	124,000	122,833	119,500	62,160	4.4	5.3	6.7	0.9	2.8	134.0
Canterbury	62	129,564	128,214	117,099	110,527	109,193	105,217		1.1	9.5	5.9	1.2	3.8	
South Canterbury	4	148,989	153,521	142,915	126,500	122,500	122,167	65,218	-3.0	7.4	13.0	3.3	0.3	128.4
Southern	33	130,810												
Otago			125,322	117,820	109,091	102,722	101,667	63,844		6.4	8.0	6.2	1.0	
Southland			125,385	123,353	110,615	106,000	106,750	69,219		1.6	11.5	4.4	-0.7	
NATIONAL AVERAGE	548	132,881	132,383	124,916	114,380	114,664	111,088	67,457	0.4	6.0	9.3	-0.2	3.2	97.0

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2010**

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	183,915	156,070	186,236
2	Whanganui	181,292	175,756	183,368
3	Tairāwhiti	180,218	176,133	181,619
4	West Coast	179,528	171,932	183,869
5	Bay of Plenty	178,469	166,324	181,416
6	MidCentral	177,714	172,012	179,565
7	Nelson-Marlborough	175,732	162,173	179,283
8	Taranaki	175,353	166,975	177,866
9	Southern	174,615	167,306	177,155
10	Lakes	174,126	166,071	176,065
11	South Canterbury	173,721	173,996	173,652
12	Waikato	173,518	166,768	175,420
13	Auckland	173,351	166,496	177,630
14	Capital Coast	171,427	166,699	173,155
15	Hawke's Bay	171,350	157,244	174,755
16	Northland	170,993	164,802	173,961
17	Hutt Valley	170,569	168,553	186,236
18	Counties Manukau	167,685	160,844	171,176
19	Canterbury	167,358	157,641	171,853
20	Waitemata	166,675	161,639	169,335

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

RANK	DHB	TOTAL \$	FEMALES \$	MALES \$
1	Lakes	150,931	147,478	153,521
2	South Canterbury	148,989	147,479	153,521
3	Hawke's Bay	146,636	147,856	146,094
4	Canterbury	145,968	127,198	131,782
5	Whanganui	145,307	0	145,307
6	MidCentral	142,924	144,619	141,738
7	Tairāwhiti	141,939	145,590	139,019
8	Nelson-Marlborough	141,786	141,719	141,837
9	Hutt Valley	141,738	136,526	145,213
10	Waikato	140,200	137,921	141,547
11	Wairarapa	139,925	139,925	0
12	West Coast	139,307	139,075	139,439
13	Capital Coast	137,281	135,204	141,436
14	Waitemata	136,825	130,432	141,970
15	Bay of Plenty	136,292	136,432	136,063
16	Northland	132,697	132,439	132,938
17	Counties Manukau	131,449	123,182	135,826
18	Southern	130,810	130,408	131,144
19	Taranaki	125,868	127,102	125,019
20	Auckland	121,035	123,597	118,094

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2010**

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	18	6	6	9	2	5	3	6	4	3	6	3	1	0	1
	Females	5	0	0	3	6	2	5	2	2	3	1	1	1	2	2
Waitemata	Males	35	11	10	9	18	9	16	15	14	12	8	5	6	4	6
	Females	13	9	2	0	4	8	9	3	5	9	6	9	3	7	7
Auckland	Males	176	43	24	30	19	21	22	21	14	16	15	13	15	11	7
	Females	57	17	9	17	15	18	16	18	16	24	13	20	22	11	6
Counties Manukau	Males	39	33	13	16	29	12	18	17	19	10	7	11	6	7	6
	Females	11	16	3	2	8	7	8	7	8	7	10	12	7	10	8
Waikato	Males	80	15	12	8	7	13	13	10	13	12	10	7	3	6	4
	Females	13	3	5	3	0	1	6	3	7	5	2	5	2	4	1
Bay of Plenty	Males	51	15	3	5	0	4	2	4	3	5	2	3	3	3	0
	Females	5	3	1	1	2	1	0	2	1	0	2	1	4	1	1
Lakes	Males	7	9	3	5	12	3	6	3	3	0	1	0	2	0	0
	Females	1	0	0	2	3	2	1	0	1	0	0	2	0	1	0
Tairāwhiti	Males	12	6	0	3	4	5	0	3	0	1	1	0	0	0	0
	Females	2	1	0	2	4	0	0	2	0	1	0	0	0	0	0
Taranaki	Males	9	4	7	5	4	2	1	1	3	0	2	1	0	0	1
	Females	1	1	1	0	1	4	0	0	1	0	1	0	2	0	0
Hawkes Bay	Males	29	4	5	6	6	5	7	3	5	3	7	3	3	1	0
	Females	1	1	1	1	2	0	1	2	2	1	3	1	2	2	1
Whanganui	Males	16	4	1	1	0	3	4	0	1	1	0	0	1	0	0
	Females	5	0	1	1	1	0	0	0	0	2	1	1	0	0	0
MidCentral	Males	24	11	6	10	8	3	2	1	2	2	1	3	3	0	1
	Females	3	2	4	1	2	1	4	2	2	3	1	0	0	0	0
Wairarapa	Males	14	2	2	0	1	2	1	1	0	0	0	1	0	0	0
	Females	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
Hutt	Males	15	11	5	2	5	7	1	6	5	4	5	2	3	1	2
	Females	5	3	5	2	4	2	3	5	5	2	4	1	0	2	0
Capital & Coast	Males	52	25	9	18	11	12	9	18	14	7	10	9	6	2	6
	Females	7	4	6	8	11	4	4	2	7	5	5	8	4	1	0
Nelson Marlborough	Males	27	10	9	5	6	6	5	3	1	4	1	1	0	3	0
	Females	2	2	1	2	2	1	1	2	0	0	2	6	1	1	0
West Coast	Males	1	5	5	1	0	0	1	0	1	0	0	0	0	0	0
	Females	1	1	2	0	0	1	1	0	1	0	0	0	0	0	1
Canterbury	Males	62	17	23	43	23	14	13	27	11	10	12	14	6	9	10
	Females	10	6	5	15	5	8	3	11	7	12	6	4	14	18	12
South Canterbury	Males	5	0	1	5	3	4	5	2	1	1	0	1	0	0	0
	Females	2	0	0	1	1	0	2	0	0	0	0	1	0	0	0
Southern	Males	58	8	16	13	9	13	12	3	6	6	7	5	2	4	2
	Females	11	0	3	8	2	5	3	5	5	4	2	3	0	4	2
National Total	Males	730	239	160	194	167	143	141	144	120	97	95	82	60	51	46
	Females	155	69	49	69	73	66	67	66	70	78	59	76	62	64	41

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	4	1	1	0	2	1	0	2	1	1	1	0	1	0	0
	Females	3	0	2	1	1	2	1	0	1	2	0	0	0	1	0
Waitemata	Males	24	3	4	1	1	0	1	0	0	1	1	0	1	3	1
	Females	12	1	1	1	4	2	0	1	1	1	2	0	0	0	7
Auckland	Males	8	7	2	1	0	0	2	1	2	2	0	3	3	18	5
	Females	14	1	2	3	4	5	1	3	3	1	3	6	1	10	5
Counties Manukau	Males	8	0	1	1	1	0	1	0	1	0	2	0	1	1	0
	Females	2	0	0	1	0	1	0	0	0	0	3	0	2	0	0
Waikato	Males	7	5	2	2	2	0	1	1	0	0	1	0	0	1	0
	Females	4	0	1	1	2	3	0	1	0	0	1	0	0	0	0
Bay of Plenty	Males	3	1	0	2	1	1	1	0	0	1	0	0	1	0	0
	Females	5	2	2	2	2	0	0	0	1	1	2	0	1	0	0
Lakes	Males	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Tairāwhiti	Males	1	1	0	1	1	0	0	0	1	0	0	0	0	0	0
	Females	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Taranaki	Males	2	2	1	0	0	1	1	3	1	2	0	0	0	1	2
	Females	0	2	0	1	0	3	0	2	0	1	0	2	0	0	0
Hawkes Bay	Males	7	0	0	0	0	1	0	0	0	0	1	0	0	0	0
	Females	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Whanganui	Males	4	3	0	0	0	0	0	0	0	0	0	0	1	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MidCentral	Males	4	1	1	0	0	1	3	0	0	0	0	0	0	0	0
	Females	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0
Wairarapa	Males	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
Hutt	Males	2	1	1	0	2	0	0	0	0	0	0	0	0	0	0
	Females	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0
Capital & Coast	Males	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	Females	2	1	0	1	0	0	0	1	0	0	0	0	0	0	1
Nelson Marlborough	Males	7	1	3	2	0	0	0	1	1	0	0	0	0	0	1
	Females	5	2	1	0	2	0	1	0	0	0	0	0	0	0	1
West Coast	Males	0	3	1	2	0	0	0	0	0	0	0	0	0	0	0
	Females	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	5	7	4	2	0	0	1	2	3	1	1	1	4	0	1
	Females	5	1	1	1	2	5	5	1	1	1	1	1	2	2	1
South Canterbury	Males	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Southern	Males	3	2	2	1	1	2	2	1	0	0	0	1	1	2	0
	Females	2	0	1	2	3	3	0	1	0	0	0	1	1	1	0
National Total	Males	96	38	23	15	11	7	13	11	11	8	7	5	13	26	10
	Females	68	13	17	14	23	25	9	11	8	7	13	10	7	14	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	9	93
Waitemata	23	300
Auckland	85	608
South Auckland	41	291
Waikato	47	212
Bay of Plenty	16	60
Lakes	2	54
Tairāwhiti	0	45
Taranaki	9	54
Hawke's Bay	17	121
Whanganui	6	34
Mid-Central	22	78
Wairarapa	5	17
Hutt Valley	10	93
Capital and Coast	41	240
Nelson-Marlborough	17	96
West Coast	1	27
Canterbury	82	429
South Canterbury	9	20
Southern	23	157
Total - 2010	465	3029
Total - 2009	474	2909
Total - 2008	497	2518
Total - 2007	522	1926
Total - 2006	647	1569
Total - 2005	644	1477
Total - 2004	665	1381
Total - 2003	695	1042

Note 1: some employees have 2 schemes, with a total subsidy of up to 6%, which is what is permitted under the MECA.

Note 2: The 2009 figure for GSF & NPF schemes has been revised up from 456 to 474 following queries of the DHBs as to why their 2010 figures showed an increase in these numbers from 2009 levels given that these schemes were closed to new members in 1992. Several DHBs responded that the 2009 figures had been reported at lower levels than they should have been and provided amended figures.