

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

**1 JULY 2012**

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## Introduction

This is the Association's 19<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 2012. 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 in the MECA.

The information supplied by DHBs was on 3,826 specialists (1,207 females and 2,619 males) and 540 medical and dental officers (249 females and 291 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 seventh year where a gender breakdown has been universally available. The results are set out in Tables 3.1 and 3.2 which show the mean FTE base salary by gender in each DHB, and 4.1 and 4.2 which show the distribution of males and females by salary step in each DHB.

This year we have added for the first time a headcount of Specialist and Medical officers. Debate over numbers of SMOs in the last two years has shown that figures derived from this survey provide the most accurate count of DHB employed SMOs available.

## 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 2012 this had increased to \$184,271 (a raw increase of about 115.1% since 1993). This represents a 4.3% increase on the 2011 mean.

For medical and dental officers the equivalent salary movement was from \$67,457 on 30 June 1993 to \$144,488 on 1 July 2012 (a raw increase of about 114.2%). This represents a 5.1% increase on the 2011 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 <sup>1</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	10.2	124,916	9.3
2009	170,578	6.6	132,383	6.0
2010	171,977	0.8	132,881	0.4
2011	176,705	2.7	137,495	3.5
2012	184,271	4.3	144,488	5.1

Table 1.2 shows the change in the mean salary by gender since 2008 and the numbers of employees.

**Table 1.2**  
**Change in Mean Salary by Gender 2008/2012**

	SPECIALISTS							MEDICAL AND DENTAL OFFICERS						
	Numbers 2012	Mean 2012 \$	Mean 2011 \$	Mean 2010 \$	Mean 2009 \$	Mean 2008 \$	% change 08-12	Numbers 2012	Mean 2012 \$	Mean 2011 \$	Mean 2010 \$	Mean 2009 \$	Mean 2008 \$	% change 08-12
FEMALES	1207	176,918	168,965	164,520	163,273	153,303	15.4%	249	143,729	136,330	131,243	129,571	122,582	17.3%
MALES	2619	187,661	180,185	175,191	173,691	162,782	15.3%	291	145,137	138,453	134,297	134,947	127,240	14.1%
TOTAL	3826	184,271	176,705	171,977	170,578	159,986	15.2%	540	144,488	137,495	132,881	132,383	124,916	15.7%

<sup>1</sup> 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 2007 and including 1993 (when the survey began) and the percentage change between, 2007 and 2008, 2008 and 2009, 2009 and 2010, 2010 and 2011, 2011 and 2012 and between 1993 and 2012.

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

DHB	NUMBERS								% C H A N G E					
		2012 \$	2011 \$	2010 \$	2009 \$	2008 \$	2007 \$	1993 \$	11-12	10-11	09-10	08-09	07-08	93-12
Northland	117	186,391	177,211	170,993	168,974	158,067	142,546	87,087	5.2	3.6	1.2	6.9	10.9	114.0
Waitemata	323	179,547	170,356	166,675	163,994	151,715	140,278		5.4	2.2	1.6	8.1	8.2	
Auckland	782	184,776	178,344	173,351	172,434	162,620	147,008	87,415	3.6	2.9	0.5	6.0	10.6	111.4
Counties Manukau	385	179,130	171,731	167,685	164,009	154,625	140,794	84,151	4.3	2.4	2.2	6.1	9.8	112.9
Waikato	305	184,601	177,965	173,518	171,856	161,309	146,448	83,989	3.7	2.6	1.0	6.5	10.1	119.8
Bay of Plenty	149	187,898	179,779	178,469	179,904	170,664	152,557	84,663	4.5	0.7	-0.8	5.4	11.9	121.9
Lakes	66	186,640	179,956	174,126	172,887	160,828	143,588	86,034	3.7	3.3	0.7	7.5	12.0	116.9
Tairāwhiti	43	192,808	187,265	180,218	177,436	167,850	148,532	84,471	3.0	3.9	1.6	5.7	13.0	128.3
Taranaki	64	188,031	178,441	175,353	169,918	159,206	145,987	84,119	5.4	1.8	3.2	6.7	9.1	123.5
Hawke's Bay	114	180,829	175,528	171,350	168,609	160,369	146,099		3.0	2.4	1.6	5.1	9.8	
Whanganui	43	191,047	182,735	181,292	177,954	169,723	150,826	86,152	4.5	0.8	1.9	4.8	12.5	121.8
MidCentral	131	187,580	182,573	177,714	174,707	163,809	147,463	86,744	2.7	2.7	1.7	6.7	11.1	116.2
Wairarapa	23	198,859	189,359	183,915	181,606	173,199	155,979	87,493	5.0	3.0	1.3	4.9	11.0	127.3
Hutt Valley	124	184,450	175,923	170,569	168,457	158,336	143,375	87,561	4.8	3.1	1.3	6.4	10.4	110.7
Capital Coast	317	184,461	176,106	171,427	177,066	161,377	143,165	88,080	4.7	2.7	-3.2	9.7	11.8	109.4
Nelson Marlborough	112	188,424	182,506	176,083	175,732	164,651	149,484	88,669	3.2	3.6	0.2	6.7	10.1	112.5
West Coast	26	191,913	182,546	179,528	182,659	177,421	155,938	85,492	5.1	1.7	-1.7	3.0	13.8	124.5
Canterbury	427	181,637	173,082	167,358	163,981	156,250	143,009		4.9	3.4	2.1	4.9	9.3	
South Canterbury	38	191,382	181,423	173,721	170,047	158,849	140,700	81,283	5.5	4.4	2.2	7.0	12.9	135.5
Southern	236	188,079	180,172	174,615					4.4	3.2				
Otago					170,391	160,167	143,792	85,026				6.4	11.4	
Southland					176,674	165,727	144,988	85,790				6.6	14.3	
<b>NATIONAL AVERAGE</b>	<b>3,826</b>	<b>184,271</b>	<b>176,705</b>	<b>171,977</b>	<b>170,578</b>	<b>159,986</b>	<b>145,044</b>	<b>85,658</b>	<b>4.3</b>	<b>2.7</b>	<b>0.8</b>	<b>6.6</b>	<b>10.2</b>	<b>115.1</b>

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

DHB	NUMBERS	2012 \$	2011 \$	2010 \$	2009 \$	2008 \$	2007 \$	1993 \$	% C H A N G E					
									10-12	10-11	09-10	08-09	07-08	93-12
Northland	31	150,137	140,538	132,697	130,337	123,954	106,259	65,152	6.8	5.9	1.8	5.1	16.7	130.4
Waitemata	78	148,240	137,985	136,825	135,318	134,221	119,031		7.4	0.8	1.1	0.8	12.8	
Auckland	116	132,476	126,225	121,035	122,364	119,287	106,207	66,774	5.0	4.3	-1.1	2.6	12.3	98.4
Counties Manukau	39	135,955	129,304	131,449	121,425	128,787	123,500	67,742	5.1	-1.6	8.3	-5.7	4.3	100.7
Waikato	31	151,702	143,960	140,200	137,917	124,377	112,222	65,275	5.4	2.7	1.7	10.9	10.8	132.4
Bay of Plenty	22	153,580	146,411	136,292	139,197	132,967	118,304		4.9	7.4	-2.1	4.7	12.4	
Lakes	7	153,929	148,924	150,931	148,989	136,084	121,000	69,446	3.4	-1.3	1.3	9.5	12.5	121.7
Tairāwhiti	8	149,781	144,910	141,939	143,749	136,705	122,167	68,458	3.4	2.1	-1.3	5.2	11.9	118.8
Taranaki	25	142,010	137,411	125,868	129,421	124,521	110,652	67,130	3.3	9.2	-2.7	3.9	12.5	111.5
Hawke's Bay	12	150,917	150,352	146,636	147,168	137,397	121,292		0.4	2.5	-0.4	7.1	13.3	
Whanganui	3	162,250	152,313	145,307	148,989	142,915	124,300	65,997	6.5	4.8	-2.5	4.3	15.0	145.8
MidCentral	17	152,191	149,134	142,924	141,416	131,694	118,781	68,788	2.0	4.3	1.1	6.9	10.9	121.2
Wairarapa	6	158,833	150,658	139,925	144,457	136,394	124,833	76,679	5.4	7.7	-3.1	5.9	9.3	107.1
Hutt Valley	10	152,975	148,346	141,738	139,228	133,552	116,615	64,576	3.1	4.7	1.8	4.2	14.5	136.9
Capital Coast	13	148,327	146,916	137,281	142,668	125,477	123,500	68,613	1.0	7.0	-3.8	12.1	5.1	116.2
Nelson Marlborough	29	155,129	146,977	141,786	139,736	129,059	119,542	73,467	5.5	3.7	1.5	8.3	8.0	111.2
West Coast	12	159,333	147,863	145,464	139,307	132,344	124,000	62,160	7.8	1.6	4.4	5.3	6.7	156.3
Canterbury	52	142,317	132,602	129,564	128,214	117,099	110,527		7.3	2.3	1.1	9.5	5.9	
South Canterbury	4	159,688	155,947	148,989	153,521	142,915	126,500	65,218	2.4	4.7	-3.0	7.4	13.0	144.9
Southern	25	139,330	133,983	130,810					4.0	2.4				
Otago					125,322	117,820	109,091	63,844				6.4	8.0	
Southland					125,385	123,353	110,615	69,219				1.6	11.5	
<b>NATIONAL AVERAGE</b>	<b>540</b>	<b>144,488</b>	<b>137,495</b>	<b>132,881</b>	<b>132,383</b>	<b>124,916</b>	<b>114,380</b>	<b>67,457</b>	<b>5.1</b>	<b>3.5</b>	<b>0.4</b>	<b>6.0</b>	<b>9.3</b>	<b>114.2</b>



**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER -  
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2012**

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	Wairarapa	198,859	176,625	200,976
2	Tairāwhiti	192,808	190,000	193,659
3	West Coast	191,913	183,844	195,500
4	South Canterbury	191,382	196,893	190,137
5	Whanganui	191,047	185,750	192,076
6	Nelson-Marlborough	188,424	177,450	192,439
7	Southern	188,079	182,500	190,068
8	Taranaki	188,031	183,981	189,064
9	Bay of Plenty	187,898	176,243	191,476
10	MidCentral	187,580	173,750	192,622
11	Lakes	186,640	179,603	189,082
12	Northland	186,391	183,596	187,536
13	Auckland	184,776	178,884	188,604
14	Waikato	184,601	177,320	186,801
15	Capital Coast	184,461	176,762	188,114
16	Hutt Valley	184,450	181,440	186,224
17	Canterbury	181,637	172,566	185,922
18	Hawke's Bay	180,829	172,250	183,239
19	Waitemata	179,547	173,578	182,893
20	Counties Manukau	179,130	171,949	183,326

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

RANK	DHB	TOTAL \$	FEMALES \$	MALES \$
1	Whanganui	162,250	0	162,250
2	South Canterbury	159,688	157,125	162,250
3	West Coast	159,333	162,250	158,750
4	Wairarapa	158,833	157,125	162,250
5	Nelson-Marlborough	155,129	153,417	156,964
6	Lakes	153,929	145,625	157,250
7	Bay of Plenty	153,580	155,769	150,417
8	Hutt Valley	152,975	146,167	155,893
9	MidCentral	152,191	152,714	151,825
10	Waikato	151,702	147,750	155,917
11	Hawke's Bay	150,917	149,500	151,929
12	Northland	150,137	148,625	151,092
13	Tairāwhiti	149,781	149,625	149,938
14	Capital Coast	148,327	150,225	142,000
15	Waitemata	148,240	147,715	148,690
16	Canterbury	142,317	143,870	140,880
17	Taranaki	142,010	142,159	141,893
18	Southern	139,330	141,425	137,933
19	Counties Manukau	135,955	127,192	140,337
20	Auckland	132,476	133,127	131,803

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER -  
PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2012**

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											
		12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	31	10	3	4	2	8	4	5	6	3	1	6
	Females	4	2	7	3	4	3	2	3	4	1	1	0
Waitemata	Males	54	13	20	10	19	18	11	13	10	6	5	28
	Females	21	1	3	8	12	7	5	9	6	9	4	31
Auckland	Males	222	33	26	22	17	20	15	18	15	13	18	55
	Females	80	15	14	19	14	18	17	22	17	22	22	48
Counties Manukau	Males	71	15	23	14	18	18	12	11	9	8	4	40
	Females	26	2	8	7	5	8	7	8	7	13	5	46
Waikato	Males	103	10	6	15	13	11	12	15	11	6	5	28
	Females	20	2	1	1	6	4	5	5	3	6	4	14
Bay of Plenty	Males	67	5	3	4	3	5	2	4	2	3	5	11
	Females	8	2	4	0	0	3	1	1	2	1	7	6
Lakes	Males	15	6	7	3	3	4	4	1	1	0	2	3
	Females	2	2	1	3	1	1	1	1	0	3	0	2
Tairāwhiti	Males	17	2	2	2	2	3	1	1	2	0	0	1
	Females	3	1	2	0	1	0	1	2	0	0	0	0
Taranaki	Males	21	6	5	1	3	1	3	0	2	3	1	5
	Females	4	0	1	4	0	0	0	0	0	2	0	2
Hawkes Bay	Males	31	2	3	4	6	10	4	5	9	1	6	8
	Females	2	1	0	2	4	2	2	1	3	1	2	5
Whanganui	Males	19	1	0	4	3	0	3	2	2	1	0	1
	Females	2	0	1	0	0	2	0	2	0	0	0	0
MidCentral	Males	48	12	9	4	1	2	3	1	2	4	3	7
	Females	6	1	1	2	3	2	3	3	2	0	3	9
Wairarapa	Males	16	0	1	2	0	1	1	0	0	0	0	0
	Females	0	0	1	0	0	0	0	0	0	1	0	0
Hutt	Males	27	4	6	7	2	5	9	3	4	3	4	4
	Females	13	0	4	1	4	1	8	3	4	4	1	3
Capital & Coast	Males	86	17	15	11	15	9	14	5	10	9	9	15
	Females	17	9	9	2	4	6	7	8	12	7	3	18
Nelson Marlborough	Males	42	3	6	6	7	4	1	3	3	1	0	6
	Females	5	2	2	1	4	3	1	0	2	5	0	5
West Coast	Males	12	0	0	0	1	2	1	1	1	0	0	0
	Females	2	0	0	2	1	1	0	1	0	0	0	1
Canterbury	Males	90	43	18	15	14	23	8	14	9	14	10	32
	Females	20	14	4	5	5	11	4	10	5	2	15	42
South Canterbury	Males	7	5	3	4	5	3	1	1	0	2	0	0
	Females	2	2	2	0	0	1	0	0	0	0	0	0
Southern	Males	78	12	8	14	12	6	11	6	9	3	3	12
	Females	17	5	1	6	4	6	4	4	2	2	4	7
<b>National Total</b>	<b>Males</b>	<b>1,057</b>	<b>199</b>	<b>164</b>	<b>146</b>	<b>146</b>	<b>153</b>	<b>120</b>	<b>109</b>	<b>107</b>	<b>80</b>	<b>76</b>	<b>262</b>
	<b>Females</b>	<b>254</b>	<b>61</b>	<b>66</b>	<b>66</b>	<b>72</b>	<b>79</b>	<b>68</b>	<b>83</b>	<b>69</b>	<b>79</b>	<b>71</b>	<b>239</b>

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

DHB		STEP ON SALARY SCALE											
		12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	10	1	1	0	1	2	2	1	1	0	0	0
	Females	4	1	2	1	2	0	0	1	0	0	0	1
Waitemata	Males	21	4	2	1	2	3	0	1	0	4	1	3
	Females	15	3	5	2	2	0	1	1	1	1	2	3
Auckland	Males	17	1	0	0	1	1	4	2	1	4	4	22
	Females	14	2	2	3	0	4	5	1	1	3	2	22
Counties Manukau	Males	8	2	1	2	0	0	2	4	2	0	0	5
	Females	2	0	1	0	0	0	1	1	1	1	0	6
Waikato	Males	11	1	1	0	0	0	1	0	0	0	0	1
	Females	5	2	0	2	1	3	1	1	1	0	0	0
Bay of Plenty	Males	4	1	0	1	1	0	1	0	1	0	0	0
	Females	7	2	2	1	0	0	0	0	1	0	0	0
Lakes	Males	3	1	0	0	1	0	0	0	0	0	0	0
	Females	1	0	0	0	0	0	0	1	0	0	0	0
Tairāwhiti	Males	1	0	2	0	0	0	1	0	0	0	0	0
	Females	3	0	0	0	0	0	0	0	0	0	0	1
Taranaki	Males	6	0	0	1	1	1	1	0	0	0	1	3
	Females	4	0	0	2	0	2	0	0	0	1	0	2
Hawkes Bay	Males	4	0	1	0	0	1	0	0	1	0	0	0
	Females	1	1	1	0	0	2	0	0	0	0	0	0
Whanganui	Males	3	0	0	0	0	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0
MidCentral	Males	6	0	0	1	2	0	0	0	0	0	0	1
	Females	5	0	0	0	0	0	1	0	1	0	0	0
Wairarapa	Males	2	0	0	0	0	0	0	0	0	0	0	0
	Females	2	0	2	0	0	0	0	0	0	0	0	0
Hutt	Males	4	0	1	1	1	0	0	0	0	0	0	0
	Females	1	0	0	0	1	0	1	0	0	0	0	0
Capital & Coast	Males	1	0	1	0	0	0	0	0	0	0	0	1
	Females	5	1	0	1	0	0	1	1	1	0	0	0
Nelson Marlborough	Males	9	3	0	0	0	0	2	0	0	0	0	0
	Females	7	1	3	1	1	0	1	1	0	0	0	0
West Coast	Males	7	1	0	2	0	0	0	0	0	0	0	0
	Females	2	0	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	11	1	0	0	2	2	0	2	1	3	0	5
	Females	7	1	2	3	2	2	2	1	2	2	0	1
South Canterbury	Males	2	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	1	0	0	0	0	0	0	0	0	0
Southern	Males	3	0	0	2	2	1	2	1	1	0	2	1
	Females	2	1	1	2	0	1	0	0	1	0	0	2
National Total	Males	133	16	10	11	14	11	16	11	8	11	8	42
	Females	88	15	22	18	9	14	14	9	10	8	4	38

## TOTAL SPECIALISTS AND MEDICAL/DENTAL OFFICERS EMPLOYED BY DHBS

**Table 5.1**  
**Number of Specialists Employed by DHBS**

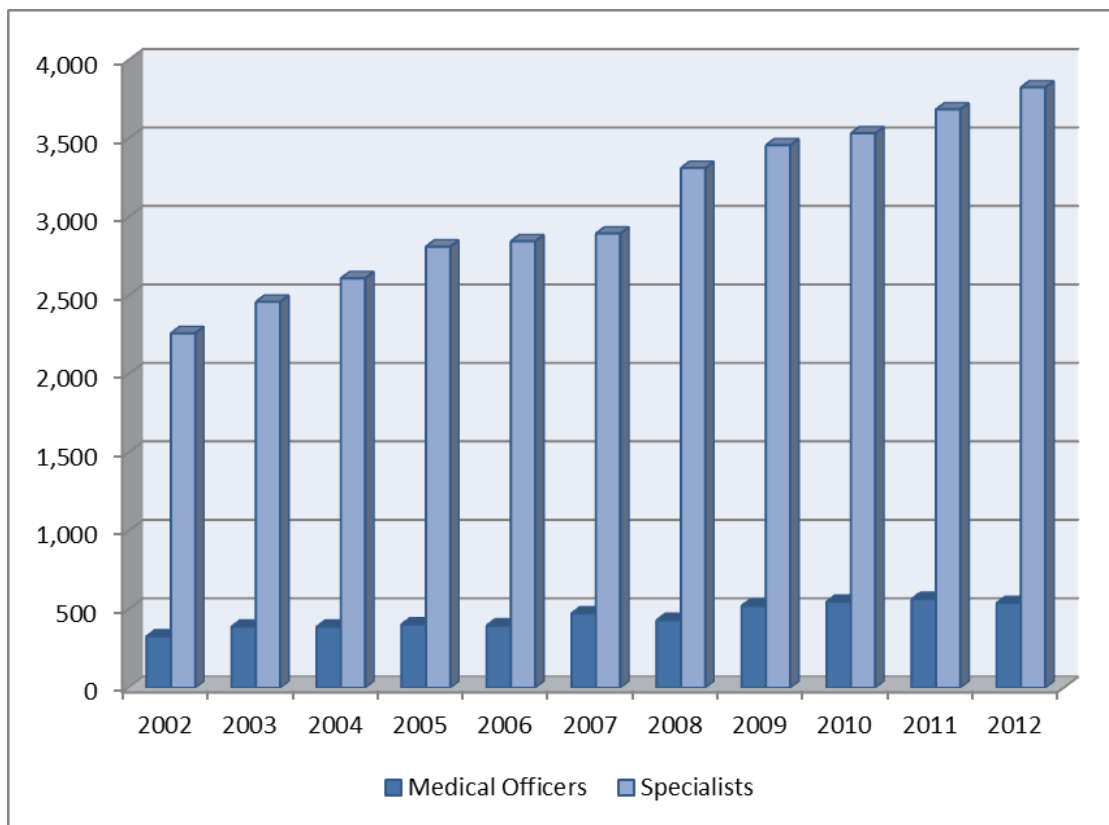
<b>DHB</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>
Northland	117	117	108	101	95	87	105	106	63	64	71
Waitemata	323	307	272	289	345	245	233	243	200	182	180
Auckland	782	755	726	702	654	624	565	563	554	509	480
Counties Manukau	385	370	367	335	284	269	257	259	240	216	201
Waikato	306	284	273	268	273	261	249	235	234	221	204
Bay of Plenty	149	139	128	136	121	105	99	110	111	96	73
Lakes	66	69	67	59	55	57	48	50	50	44	49
Tairāwhiti	43	47	47	51	44	31	32	30	29	24	22
Taranaki	64	59	52	54	47	39	47	49	43	40	39
Hawkes Bay	114	114	108	101	92	86	79	65	68	69	66
Wanganui	43	41	44	46	36	43	45	41	36	34	21
MidCentral	131	110	102	103	109	109	97	104	110	101	86
Wairarapa	23	24	26	26	26	24	19	15	18	17	21
Hutt Valley	124	123	117	115	106	100	101	94	88	76	84
Capital Coast	317	299	284	295	281	139	226	232	196	204	181
Nelson-Marlborough	112	106	104	106	90	91	92	82	81	79	72
West Coast	26	24	22	23	18	24	24	13	11	8	13
Canterbury	427	440	430	414	415	350	305	299	274	276	214
South Canterbury	38	37	35	29	28	30	30	25	28	27	29
Southern	236	220	221								
Otago				150	143	137	138	140	128	126	115
Southland				54	50	43	54	56	47	46	38
<b>Total</b>	<b>3,826</b>	<b>3,685</b>	<b>3,533</b>	<b>3,457</b>	<b>3,312</b>	<b>2,894</b>	<b>2,845</b>	<b>2,811</b>	<b>2,609</b>	<b>2,459</b>	<b>2,259</b>

**Table 5.2**  
**Number of Medical/Dental Officers Employed**

<b>DHB</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>
Northland	31	35	29	27	28	27	5	5	22	23	22
Waitemata	78	87	74	68	3	65	62	66	25	25	21
Auckland	116	107	116	100	106	87	46	75	61	54	37
Counties Manukau	39	33	26	32	18	15	21	20	14	19	17
Waikato	31	35	35	33	35	27	32	21	29	34	32
Bay of Plenty	22	24	29	28	26	23	20	20	19	23	12
Lakes	7	8	7	6	7	8	9	10	10	9	10
Tairāwhiti	8	10	9	12	7	6	4	5	5	3	5
Taranaki	25	25	27	24	20	23	19	18	17	19	15
Hawkes Bay	12	11	13	14	13	12	16	11	23	20	24
Wanganui	3	4	8	1	1	5	8	8	12	7	8
MidCentral	17	13	17	19	20	16	16	20	19	19	16
Wairarapa	6	4	3	3	4	3	6	5	4	4	4
Hutt Valley	10	12	10	13	13	13	11	9	11	12	12
Capital Coast	13	9	9	19	11	28	20	19	20	12	10
Nelson-Marlborough	29	33	28	30	26	24	26	18	20	31	26
West Coast	12	11	9	11	11	8	6	5	2	2	0
Canterbury	52	65	62	52	57	56	44	46	45	46	28
South Canterbury	4	6	4	3	3	4	4	3	4	4	2
Southern	25	33	33								
Otago				9	11	11	9	12	14	13	16
Southland				18	11	13	12	8	12	10	10
<b>Total</b>	<b>540</b>	<b>565</b>	<b>548</b>	<b>522</b>	<b>431</b>	<b>474</b>	<b>396</b>	<b>404</b>	<b>388</b>	<b>389</b>	<b>327</b>

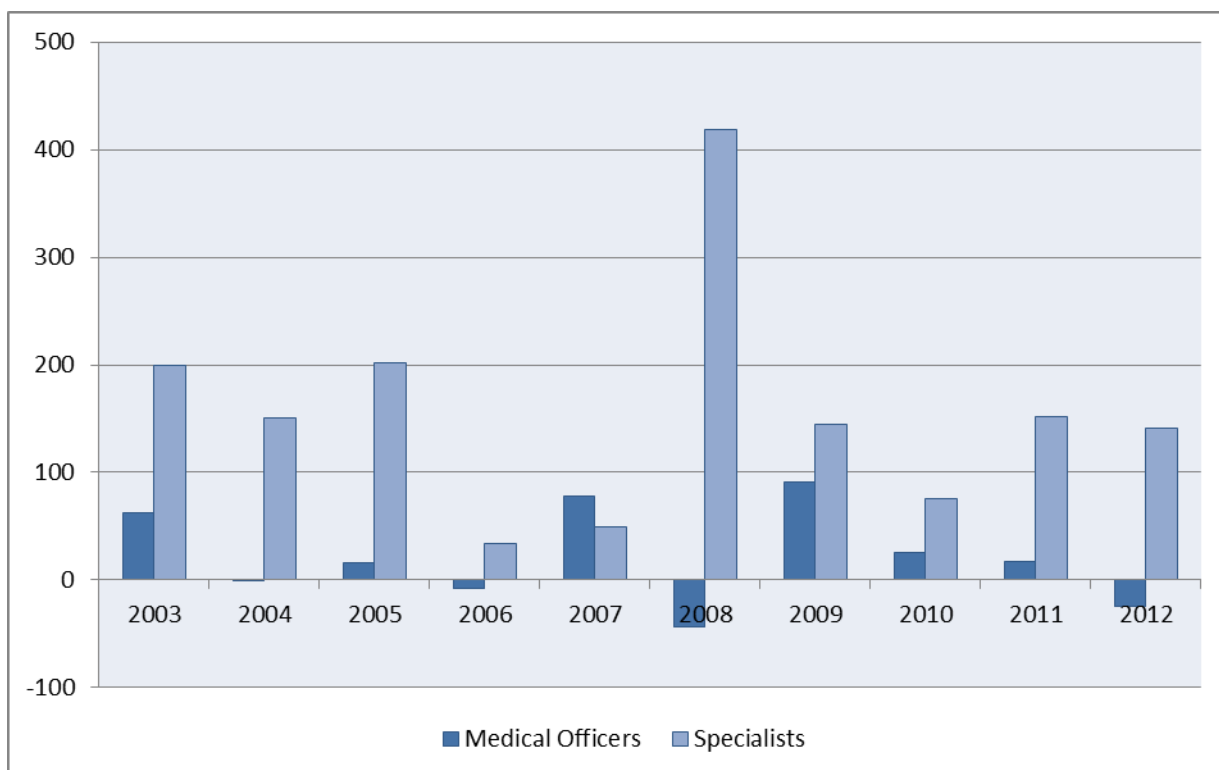
**Figure 1**

**Total Number of DHB Employed SMOs**



**Figure 2**

**Year-on-Year Change in SMOs Employed**



## 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	8	99
Waitemata	16	358
Auckland	65	674
South Auckland	38	354
Waikato	41	243
Bay of Plenty	15	132
Lakes	2	49
Tairāwhiti	1	34
Taranaki	9	54
Hawke's Bay	15	142
Whanganui	4	33
Mid-Central	21	106
Wairarapa	6	20
Hutt Valley	4	114
Capital and Coast	31	250
Nelson-Marlborough	15	109
West Coast	1	32
Canterbury	98	363
South Canterbury	9	24
Southern	20	184
<b>Total - 2012</b>	<b>419</b>	<b>3,374</b>
<i>Total - 2011</i>	<i>430</i>	<i>3,171</i>
<i>Total - 2010</i>	<i>465</i>	<i>3,029</i>
<i>Total - 2009</i>	<i>474</i>	<i>2,909</i>
<i>Total - 2008</i>	<i>497</i>	<i>2,518</i>
<i>Total - 2007</i>	<i>522</i>	<i>1,926</i>
<i>Total - 2006</i>	<i>647</i>	<i>1,569</i>
<i>Total - 2005</i>	<i>644</i>	<i>1,477</i>
<i>Total - 2004</i>	<i>665</i>	<i>1,381</i>

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.