

# Salary Survey

ASMS | TOI MATA HAUORA



# Senior Medical and Dental Officers

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1 July 2013



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# Senior Medical and Dental Officer Salary Survey

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## Introduction

This is the Association's 20<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 2013. 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 4,022 specialists (1,340 females and 2,682 males) and 520 medical and dental officers (242 females and 278 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 eighth 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 included for the second time a headcount of Specialists and Medical officers from the Salary Survey. 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 2013 this had increased to \$185,529 (a raw increase of about 116.6% since 1993). This represents a 0.7% increase on the 2012 mean.

For medical and dental officers the equivalent salary movement was from \$67,457 on 30 June 1993 to \$145,117 on 1 July 2013 (a raw increase of about 115.1%). This represents a 0.4% increase on the 2012 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                      |                   |
| 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               |
| 2013 | 185,529      | 0.7               | 145,117                     | 0.4               |

Table 1.2 shows the change in the mean salary by gender since 2009 and the numbers of employees.

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

|         | SPECIALISTS  |              |              |              |              |              |                | MEDICAL AND DENTAL OFFICERS |              |              |              |              |              |                |
|---------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|-----------------------------|--------------|--------------|--------------|--------------|--------------|----------------|
|         | Numbers 2013 | Mean 2013 \$ | Mean 2012 \$ | Mean 2011 \$ | Mean 2010 \$ | Mean 2009 \$ | % change 09-13 | Numbers 2013                | Mean 2013 \$ | Mean 2012 \$ | Mean 2011 \$ | Mean 2010 \$ | Mean 2009 \$ | % change 09-13 |
| FEMALES | 1,340        | 178,342      | 176,918      | 168,965      | 164,520      | 163,273      | 9.2%           | 242                         | 144,610      | 143,729      | 136,330      | 131,243      | 129,571      | 11.6%          |
| MALES   | 2,682        | 189,119      | 187,661      | 180,185      | 175,191      | 173,691      | 8.9%           | 278                         | 145,559      | 145,137      | 138,453      | 134,297      | 134,947      | 7.9%           |
| TOTAL   | 4,022        | 185,529      | 184,271      | 176,705      | 171,977      | 170,578      | 8.8%           | 520                         | 145,117      | 144,488      | 137,495      | 132,881      | 132,383      | 9.6%           |

## 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 2008 and including 1993 (when the survey began) and the percentage change between, 2008 and 2009, 2009 and 2010, 2010 and 2011, 2011 and 2012, 2012 and 2013 and between 1993 and 2013.

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

| DHB                         | NUMBERS      | % C H A N G E  |                |                |                |                |                |               |            |            |            |            |            |              |
|-----------------------------|--------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|------------|------------|------------|------------|------------|--------------|
|                             |              | 2013<br>\$     | 2012<br>\$     | 2011<br>\$     | 2010<br>\$     | 2009<br>\$     | 2008<br>\$     | 1993<br>\$    | 12-13      | 11-12      | 10-11      | 09-10      | 08-09      | 93-13        |
| Northland                   | 122          | 187,236        | 186,391        | 177,211        | 170,993        | 168,974        | 158,067        | 87,087        | 0.5        | 5.2        | 3.6        | 1.2        | 6.9        | 115.0        |
| Waitemata                   | 337          | 180,652        | 179,547        | 170,356        | 166,675        | 163,994        | 151,715        |               | 0.6        | 5.4        | 2.2        | 1.6        | 8.1        |              |
| Auckland                    | 806          | 186,411        | 184,776        | 178,344        | 173,351        | 172,434        | 162,620        | 87,415        | 0.9        | 3.6        | 2.9        | 0.5        | 6.0        | 113.2        |
| Counties<br>Manukau         | 421          | 179,896        | 179,130        | 171,731        | 167,685        | 164,009        | 154,625        | 84,151        | 0.4        | 4.3        | 2.4        | 2.2        | 6.1        | 113.8        |
| Waikato                     | 327          | 185,167        | 184,601        | 177,965        | 173,518        | 171,856        | 161,309        | 83,989        | 0.3        | 3.7        | 2.6        | 1.0        | 6.5        | 120.5        |
| Bay of Plenty               | 155          | 187,997        | 187,898        | 179,779        | 178,469        | 179,904        | 170,664        | 84,663        | 0.1        | 4.5        | 0.7        | -0.8       | 5.4        | 122.1        |
| Lakes                       | 79           | 186,965        | 186,640        | 179,956        | 174,126        | 172,887        | 160,828        | 86,034        | 0.2        | 3.7        | 3.3        | 0.7        | 7.5        | 117.3        |
| Tairāwhiti                  | 51           | 186,583        | 192,808        | 187,265        | 180,218        | 177,436        | 167,850        | 84,471        | -3.2       | 3.0        | 3.9        | 1.6        | 5.7        | 120.9        |
| Taranaki                    | 77           | 184,558        | 188,031        | 178,441        | 175,353        | 169,918        | 159,206        | 84,119        | -1.8       | 5.4        | 1.8        | 3.2        | 6.7        | 119.4        |
| Hawke's Bay                 | 118          | 184,331        | 180,829        | 175,528        | 171,350        | 168,609        | 160,369        |               | 1.9        | 3.0        | 2.4        | 1.6        | 5.1        |              |
| Whanganui                   | 47           | 191,734        | 191,047        | 182,735        | 181,292        | 177,954        | 169,723        | 86,152        | 0.4        | 4.5        | 0.8        | 1.9        | 4.8        | 122.6        |
| MidCentral                  | 135          | 189,911        | 187,580        | 182,573        | 177,714        | 174,707        | 163,809        | 86,744        | 1.2        | 2.7        | 2.7        | 1.7        | 6.7        | 118.9        |
| Wairarapa                   | 24           | 200,854        | 198,859        | 189,359        | 183,915        | 181,606        | 173,199        | 87,493        | 1.0        | 5.0        | 3.0        | 1.3        | 4.9        | 129.6        |
| Hutt Valley                 | 124          | 187,087        | 184,450        | 175,923        | 170,569        | 168,457        | 158,336        | 87,561        | 1.4        | 4.8        | 3.1        | 1.3        | 6.4        | 113.7        |
| Capital Coast               | 352          | 185,212        | 184,461        | 176,106        | 171,427        | 177,066        | 161,377        | 88,080        | 0.4        | 4.7        | 2.7        | -3.2       | 9.7        | 110.3        |
| Nelson<br>Marlborough       | 117          | 189,194        | 188,424        | 182,506        | 176,083        | 175,732        | 164,651        | 88,669        | 0.4        | 3.2        | 3.6        | 0.2        | 6.7        | 113.4        |
| West Coast                  | 27           | 195,056        | 191,913        | 182,546        | 179,528        | 182,659        | 177,421        | 85,492        | 1.6        | 5.1        | 1.7        | -1.7       | 3.0        | 128.2        |
| Canterbury                  | 415          | 185,483        | 181,637        | 173,082        | 167,358        | 163,981        | 156,250        |               | 2.1        | 4.9        | 3.4        | 2.1        | 4.9        |              |
| South<br>Canterbury         | 37           | 194,169        | 191,382        | 181,423        | 173,721        | 170,047        | 158,849        | 81,283        | 1.5        | 5.5        | 4.4        | 2.2        | 7.0        | 138.9        |
| Southern                    | 251          | 187,763        | 188,079        | 180,172        | 174,615        |                |                |               | -0.2       | 4.4        | 3.2        |            |            |              |
| Otago                       |              |                |                |                |                | 170,391        | 160,167        | 85,026        |            |            |            |            | 6.4        |              |
| Southland                   |              |                |                |                |                | 176,674        | 165,727        | 85,790        |            |            |            |            | 6.6        |              |
| <b>NATIONAL<br/>AVERAGE</b> | <b>4,022</b> | <b>185,529</b> | <b>184,271</b> | <b>176,705</b> | <b>171,977</b> | <b>170,578</b> | <b>159,986</b> | <b>85,658</b> | <b>0.7</b> | <b>4.3</b> | <b>2.7</b> | <b>0.8</b> | <b>6.6</b> | <b>116.6</b> |

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

| DHB                         | NUMBERS    |                |                |                |                |                |                |               | % C H A N G E |            |            |            |            |              |
|-----------------------------|------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|---------------|------------|------------|------------|------------|--------------|
|                             |            | 2013<br>\$     | 2012<br>\$     | 2011<br>\$     | 2010<br>\$     | 2009<br>\$     | 2008<br>\$     | 1993<br>\$    | 12-13         | 11-12      | 10-11      | 09-10      | 08-09      | 93-13        |
| Northland                   | 31         | 148,387        | 150,137        | 140,538        | 132,697        | 130,337        | 123,954        | 65,152        | -1.2          | 6.8        | 5.9        | 1.8        | 5.1        | 127.8        |
| Waitemata                   | 82         | 148,067        | 148,240        | 137,985        | 136,825        | 135,318        | 134,221        |               | -0.1          | 7.4        | 0.8        | 1.1        | 0.8        |              |
| Auckland                    | 110        | 133,864        | 132,476        | 126,225        | 121,035        | 122,364        | 119,287        | 66,774        | 1.0           | 5.0        | 4.3        | -1.1       | 2.6        | 100.5        |
| Counties<br>Manukau         | 43         | 140,035        | 135,955        | 129,304        | 131,449        | 121,425        | 128,787        | 67,742        | 3.0           | 5.1        | -1.6       | 8.3        | -5.7       | 106.7        |
| Waikato                     | 30         | 152,142        | 151,702        | 143,960        | 140,200        | 137,917        | 124,377        | 65,275        | 0.3           | 5.4        | 2.7        | 1.7        | 10.9       | 133.1        |
| Bay of Plenty               | 21         | 154,012        | 153,580        | 146,411        | 136,292        | 139,197        | 132,967        |               | 0.3           | 4.9        | 7.4        | -2.1       | 4.7        |              |
| Lakes                       | 2          | 162,250        | 153,929        | 148,924        | 150,931        | 148,989        | 136,084        | 69,446        | 5.4           | 3.4        | -1.3       | 1.3        | 9.5        | 133.6        |
| Tairāwhiti                  | 4          | 159,500        | 149,781        | 144,910        | 141,939        | 143,749        | 136,705        | 68,458        | 6.5           | 3.4        | 2.1        | -1.3       | 5.2        | 133.0        |
| Taranaki                    | 16         | 146,984        | 142,010        | 137,411        | 125,868        | 129,421        | 124,521        | 67,130        | 3.5           | 3.3        | 9.2        | -2.7       | 3.9        | 119.0        |
| Hawke's Bay                 | 9          | 154,639        | 150,917        | 150,352        | 146,636        | 147,168        | 137,397        |               | 2.5           | 0.4        | 2.5        | -0.4       | 7.1        |              |
| Whanganui                   | 3          | 145,417        | 162,250        | 152,313        | 145,307        | 148,989        | 142,915        | 65,997        | -10.4         | 6.5        | 4.8        | -2.5       | 4.3        | 120.3        |
| MidCentral                  | 18         | 155,125        | 152,191        | 149,134        | 142,924        | 141,416        | 131,694        | 68,788        | 1.9           | 2.0        | 4.3        | 1.1        | 6.9        | 125.5        |
| Wairarapa                   | 4          | 159,500        | 158,833        | 150,658        | 139,925        | 144,457        | 136,394        | 76,679        | 0.4           | 5.4        | 7.7        | -3.1       | 5.9        | 108.0        |
| Hutt Valley                 | 10         | 154,400        | 152,975        | 148,346        | 141,738        | 139,228        | 133,552        | 64,576        | 0.9           | 3.1        | 4.7        | 1.8        | 4.2        | 139.1        |
| Capital Coast               | 15         | 151,183        | 148,327        | 146,916        | 137,281        | 142,668        | 125,477        | 68,613        | 1.9           | 1.0        | 7.0        | -3.8       | 12.1       | 120.3        |
| Nelson<br>Marlborough       | 27         | 156,194        | 155,129        | 146,977        | 141,786        | 139,736        | 129,059        | 73,467        | 0.7           | 5.5        | 3.7        | 1.5        | 8.3        | 112.6        |
| West Coast                  | 10         | 153,325        | 159,333        | 147,863        | 145,464        | 139,307        | 132,344        | 62,160        | -3.8          | 7.8        | 1.6        | 4.4        | 5.3        | 146.7        |
| Canterbury                  | 60         | 140,563        | 142,317        | 132,602        | 129,564        | 128,214        | 117,099        |               | -1.2          | 7.3        | 2.3        | 1.1        | 9.5        |              |
| South<br>Canterbury         | 6          | 157,167        | 159,688        | 155,947        | 148,989        | 153,521        | 142,915        | 65,218        | -1.6          | 2.4        | 4.7        | -3.0       | 7.4        | 141.0        |
| Southern                    | 19         | 140,158        | 139,330        | 133,983        | 130,810        |                |                |               | 0.6           | 4.0        | 2.4        |            |            |              |
| Otago                       |            |                |                |                |                | 125,322        | 117,820        | 63,844        |               |            |            |            | 6.4        |              |
| Southland                   |            |                |                |                |                | 125,385        | 123,353        | 69,219        |               |            |            |            | 1.6        |              |
| <b>NATIONAL<br/>AVERAGE</b> | <b>520</b> | <b>145,117</b> | <b>144,488</b> | <b>137,495</b> | <b>132,881</b> | <b>132,383</b> | <b>124,916</b> | <b>67,457</b> | <b>0.4</b>    | <b>5.1</b> | <b>3.5</b> | <b>0.4</b> | <b>6.0</b> | <b>115.1</b> |



**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER -  
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2013**

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<br/>\$</b> | <b>FEMALES<br/>\$</b> | <b>MALES<br/>\$</b> |
|-------------|--------------------|---------------------|-----------------------|---------------------|
| 1           | Wairarapa          | 200,854             | 183,875               | 202,398             |
| 2           | West Coast         | 195,056             | 187,571               | 197,675             |
| 3           | South Canterbury   | 194,169             | 201,000               | 192,575             |
| 4           | Whanganui          | 191,734             | 184,708               | 192,762             |
| 5           | MidCentral         | 189,911             | 179,621               | 193,513             |
| 6           | Nelson-Marlborough | 189,194             | 180,325               | 192,253             |
| 7           | Bay of Plenty      | 187,997             | 177,301               | 191,593             |
| 8           | Southern           | 187,763             | 181,837               | 190,435             |
| 9           | Northland          | 187,236             | 182,858               | 189,141             |
| 10          | Hutt Valley        | 187,087             | 183,417               | 189,405             |
| 11          | Lakes              | 186,965             | 182,417               | 188,612             |
| 12          | Tairāwhiti         | 186,583             | 181,000               | 188,696             |
| 13          | Auckland           | 186,411             | 180,811               | 190,136             |
| 14          | Canterbury         | 185,483             | 175,093               | 191,243             |
| 15          | Capital Coast      | 185,212             | 178,502               | 189,189             |
| 16          | Waikato            | 185,167             | 177,143               | 187,941             |
| 17          | Taranaki           | 184,558             | 181,833               | 185,390             |
| 18          | Hawke's Bay        | 184,331             | 173,520               | 187,237             |
| 19          | Waitemata          | 180,652             | 175,426               | 183,733             |
| 20          | Counties Manukau   | 179,896             | 172,489               | 184,576             |

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

| RANK | DHB                | TOTAL<br>\$ | FEMALES<br>\$ | MALES<br>\$ |
|------|--------------------|-------------|---------------|-------------|
| 1    | Lakes              | 162,250     | 162,250       | 162,250     |
| 2    | Tairāwhiti         | 159,500     | 162,250       | 158,583     |
| 3    | Wairarapa          | 159,500     | 158,583       | 162,250     |
| 4    | South Canterbury   | 157,167     | 159,500       | 156,000     |
| 5    | Nelson-Marlborough | 156,194     | 156,518       | 155,846     |
| 6    | MidCentral         | 155,125     | 149,344       | 159,750     |
| 7    | Hawke's Bay        | 154,639     | 154,625       | 154,650     |
| 8    | Hutt Valley        | 154,400     | 150,250       | 155,438     |
| 9    | Bay of Plenty      | 154,012     | 153,423       | 154,969     |
| 10   | West Coast         | 153,325     | 120,375       | 161,563     |
| 11   | Waikato            | 152,142     | 150,809       | 153,885     |
| 12   | Capital Coast      | 151,183     | 151,250       | 151,050     |
| 13   | Northland          | 148,387     | 144,929       | 151,235     |
| 14   | Waitemata          | 148,067     | 149,221       | 147,207     |
| 15   | Taranaki           | 146,984     | 140,056       | 155,893     |
| 16   | Whanganui          | 145,417     | 111,750       | 162,250     |
| 17   | Canterbury         | 140,563     | 142,661       | 138,727     |
| 18   | Southern           | 140,158     | 137,278       | 142,750     |
| 19   | Counties Manukau   | 140,035     | 134,344       | 143,407     |
| 20   | Auckland           | 133,864     | 136,910       | 131,031     |

## PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2013

**Table 4.1**  
**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          | 41                   | 2          | 4          | 3          | 7          | 4          | 5          | 5          | 3          | 1          | 6          | 4          |
|                            | Females        | 7                    | 5          | 3          | 5          | 2          | 1          | 3          | 2          | 1          | 1          | 5          | 2          |
| Waitemata                  | Males          | 65                   | 18         | 8          | 16         | 17         | 13         | 11         | 9          | 7          | 6          | 27         | 15         |
|                            | Females        | 21                   | 4          | 4          | 15         | 6          | 8          | 8          | 7          | 8          | 5          | 31         | 8          |
| Auckland                   | Males          | 255                  | 23         | 23         | 17         | 20         | 16         | 14         | 17         | 10         | 19         | 54         | 16         |
|                            | Females        | 94                   | 14         | 18         | 12         | 21         | 16         | 22         | 16         | 21         | 24         | 48         | 16         |
| Counties Manukau           | Males          | 85                   | 24         | 14         | 19         | 12         | 16         | 10         | 8          | 11         | 6          | 36         | 17         |
|                            | Females        | 23                   | 9          | 7          | 11         | 7          | 6          | 10         | 6          | 11         | 13         | 39         | 21         |
| Waikato                    | Males          | 110                  | 7          | 14         | 14         | 11         | 11         | 12         | 15         | 8          | 9          | 25         | 7          |
|                            | Females        | 23                   | 0          | 1          | 5          | 5          | 5          | 5          | 4          | 9          | 6          | 16         | 5          |
| Bay of Plenty              | Males          | 70                   | 1          | 3          | 3          | 6          | 2          | 5          | 4          | 3          | 7          | 11         | 1          |
|                            | Females        | 11                   | 4          | 0          | 0          | 2          | 1          | 1          | 0          | 1          | 8          | 10         | 1          |
| Lakes                      | Males          | 21                   | 9          | 2          | 5          | 3          | 4          | 0          | 1          | 3          | 5          | 3          | 2          |
|                            | Females        | 4                    | 4          | 2          | 1          | 0          | 3          | 0          | 0          | 2          | 1          | 2          | 2          |
| Tairāwhiti                 | Males          | 15                   | 2          | 3          | 3          | 2          | 0          | 3          | 4          | 1          | 1          | 2          | 1          |
|                            | Females        | 4                    | 2          | 0          | 0          | 0          | 0          | 3          | 1          | 1          | 1          | 0          | 2          |
| Taranaki                   | Males          | 21                   | 5          | 5          | 3          | 1          | 3          | 3          | 2          | 4          | 2          | 6          | 4          |
|                            | Females        | 4                    | 0          | 5          | 2          | 0          | 0          | 0          | 0          | 2          | 1          | 3          | 1          |
| Hawkes Bay                 | Males          | 37                   | 4          | 2          | 12         | 3          | 6          | 5          | 8          | 1          | 7          | 5          | 3          |
|                            | Females        | 3                    | 2          | 0          | 2          | 1          | 3          | 1          | 2          | 1          | 3          | 5          | 2          |
| Whanganui                  | Males          | 20                   | 0          | 4          | 4          | 3          | 4          | 2          | 1          | 1          | 0          | 1          | 1          |
|                            | Females        | 2                    | 1          | 0          | 0          | 0          | 0          | 2          | 0          | 0          | 0          | 0          | 1          |
| MidCentral                 | Males          | 59                   | 9          | 5          | 1          | 2          | 3          | 2          | 1          | 4          | 3          | 9          | 2          |
|                            | Females        | 8                    | 2          | 1          | 3          | 2          | 3          | 3          | 2          | 0          | 5          | 5          | 1          |
| Wairarapa                  | Males          | 17                   | 1          | 2          | 0          | 1          | 1          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 0                    | 1          | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0          |
| Hutt                       | Males          | 31                   | 6          | 5          | 2          | 6          | 8          | 2          | 7          | 1          | 3          | 3          | 2          |
|                            | Females        | 15                   | 2          | 1          | 5          | 1          | 5          | 3          | 6          | 3          | 0          | 6          | 1          |
| Capital & Coast            | Males          | 100                  | 13         | 12         | 10         | 17         | 10         | 7          | 11         | 8          | 10         | 15         | 8          |
|                            | Females        | 32                   | 9          | 5          | 5          | 7          | 8          | 9          | 10         | 9          | 4          | 14         | 19         |
| Nelson Marlborough         | Males          | 45                   | 7          | 4          | 6          | 3          | 3          | 2          | 7          | 0          | 0          | 8          | 2          |
|                            | Females        | 7                    | 2          | 2          | 3          | 1          | 1          | 0          | 3          | 5          | 0          | 6          | 0          |
| West Coast                 | Males          | 12                   | 1          | 2          | 1          | 1          | 1          | 1          | 1          | 0          | 0          | 0          | 0          |
|                            | Females        | 2                    | 0          | 2          | 0          | 1          | 1          | 0          | 0          | 0          | 0          | 0          | 1          |
| Canterbury                 | Males          | 123                  | 18         | 15         | 17         | 23         | 8          | 17         | 10         | 15         | 12         | 0          | 9          |
|                            | Females        | 34                   | 3          | 5          | 3          | 14         | 5          | 10         | 6          | 3          | 14         | 43         | 8          |
| South Canterbury           | Males          | 10                   | 4          | 4          | 4          | 3          | 1          | 1          | 0          | 2          | 0          | 1          | 0          |
|                            | Females        | 4                    | 2          | 0          | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
| Southern                   | Males          | 82                   | 12         | 13         | 10         | 5          | 9          | 5          | 10         | 2          | 4          | 12         | 9          |
|                            | Females        | 22                   | 2          | 6          | 4          | 7          | 6          | 5          | 7          | 1          | 3          | 8          | 7          |
| <b>Gender Totals</b>       | <b>Males</b>   | <b>1,219</b>         | <b>166</b> | <b>144</b> | <b>150</b> | <b>146</b> | <b>123</b> | <b>107</b> | <b>121</b> | <b>84</b>  | <b>95</b>  | <b>224</b> | <b>103</b> |
|                            | <b>Females</b> | <b>320</b>           | <b>68</b>  | <b>62</b>  | <b>76</b>  | <b>78</b>  | <b>72</b>  | <b>85</b>  | <b>73</b>  | <b>78</b>  | <b>89</b>  | <b>241</b> | <b>98</b>  |
| <b>National Total</b>      |                | <b>1,539</b>         | <b>234</b> | <b>206</b> | <b>226</b> | <b>224</b> | <b>195</b> | <b>192</b> | <b>194</b> | <b>162</b> | <b>184</b> | <b>465</b> | <b>201</b> |
| <b>Ratio (Male/Female)</b> |                | <b>3.8</b>           | <b>2.4</b> | <b>2.3</b> | <b>2.0</b> | <b>1.9</b> | <b>1.7</b> | <b>1.3</b> | <b>1.7</b> | <b>1.1</b> | <b>1.1</b> | <b>0.9</b> | <b>1.1</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          | 9                    | 1          | 1          | 0          | 2          | 1          | 1          | 1          | 0          | 0          | 1          | 0          |
|                            | Females        | 4                    | 2          | 2          | 1          | 1          | 0          | 0          | 1          | 0          | 0          | 2          | 1          |
| Waitemata                  | Males          | 24                   | 3          | 2          | 3          | 2          | 0          | 0          | 1          | 1          | 4          | 2          | 5          |
|                            | Females        | 15                   | 4          | 3          | 3          | 0          | 2          | 2          | 0          | 3          | 1          | 1          | 1          |
| Auckland                   | Males          | 17                   | 0          | 0          | 3          | 0          | 3          | 0          | 1          | 1          | 1          | 4          | 27         |
|                            | Females        | 15                   | 3          | 3          | 0          | 2          | 5          | 1          | 2          | 3          | 2          | 4          | 13         |
| Counties Manukau           | Males          | 9                    | 1          | 2          | 2          | 0          | 3          | 2          | 3          | 1          | 2          | 0          | 2          |
|                            | Females        | 3                    | 1          | 0          | 2          | 0          | 1          | 0          | 2          | 1          | 1          | 3          | 2          |
| Waikato                    | Males          | 9                    | 1          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 2          | 0          |
|                            | Females        | 7                    | 1          | 2          | 0          | 4          | 1          | 0          | 2          | 0          | 0          | 0          | 0          |
| Bay of Plenty              | Males          | 5                    | 0          | 1          | 1          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0          |
|                            | Females        | 8                    | 2          | 0          | 0          | 0          | 1          | 0          | 1          | 0          | 0          | 1          | 0          |
| Lakes                      | Males          | 1                    | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 1                    | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
| Tairāwhiti                 | Males          | 1                    | 2          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 1                    | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
| Taranaki                   | Males          | 4                    | 0          | 1          | 1          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 2                    | 0          | 1          | 0          | 2          | 0          | 1          | 1          | 1          | 0          | 0          | 1          |
| Hawkes Bay                 | Males          | 4                    | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          |
|                            | Females        | 1                    | 2          | 0          | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
| Whanganui                  | Males          | 2                    | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 0                    | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          |
| MidCentral                 | Males          | 8                    | 0          | 1          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 5                    | 0          | 0          | 0          | 0          | 1          | 1          | 0          | 0          | 0          | 0          | 1          |
| Wairarapa                  | Males          | 1                    | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 1                    | 2          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
| Hutt                       | Males          | 4                    | 1          | 1          | 1          | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 1                    | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0          |
| Capital & Coast            | Males          | 3                    | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          |
|                            | Females        | 6                    | 0          | 0          | 0          | 1          | 1          | 0          | 2          | 0          | 0          | 0          | 0          |
| Nelson Marlborough         | Males          | 8                    | 1          | 0          | 1          | 2          | 1          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 7                    | 3          | 1          | 2          | 0          | 1          | 0          | 0          | 0          | 0          | 0          | 0          |
| West Coast                 | Males          | 7                    | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 0                    | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 1          |
| Canterbury                 | Males          | 12                   | 0          | 1          | 2          | 1          | 0          | 2          | 2          | 1          | 1          | 4          | 6          |
|                            | Females        | 8                    | 1          | 3          | 2          | 1          | 2          | 2          | 3          | 2          | 2          | 1          | 1          |
| South Canterbury           | Males          | 2                    | 0          | 1          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
|                            | Females        | 1                    | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
| Southern                   | Males          | 3                    | 0          | 2          | 0          | 0          | 1          | 1          | 1          | 1          | 0          | 0          | 1          |
|                            | Females        | 2                    | 0          | 2          | 0          | 1          | 0          | 0          | 1          | 0          | 0          | 0          | 3          |
| <b>Gender Total</b>        | <b>Males</b>   | <b>133</b>           | <b>12</b>  | <b>14</b>  | <b>16</b>  | <b>8</b>   | <b>10</b>  | <b>6</b>   | <b>10</b>  | <b>6</b>   | <b>8</b>   | <b>13</b>  | <b>42</b>  |
|                            | <b>Females</b> | <b>88</b>            | <b>22</b>  | <b>17</b>  | <b>10</b>  | <b>13</b>  | <b>16</b>  | <b>7</b>   | <b>16</b>  | <b>10</b>  | <b>6</b>   | <b>12</b>  | <b>25</b>  |
| <b>National Total</b>      |                | <b>221</b>           | <b>34</b>  | <b>31</b>  | <b>26</b>  | <b>21</b>  | <b>26</b>  | <b>13</b>  | <b>26</b>  | <b>16</b>  | <b>14</b>  | <b>25</b>  | <b>67</b>  |
| <b>Ratio (Male/Female)</b> |                | <b>1.5</b>           | <b>0.5</b> | <b>0.8</b> | <b>1.6</b> | <b>0.6</b> | <b>0.6</b> | <b>0.9</b> | <b>0.6</b> | <b>0.6</b> | <b>1.3</b> | <b>1.1</b> | <b>1.7</b> |

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

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

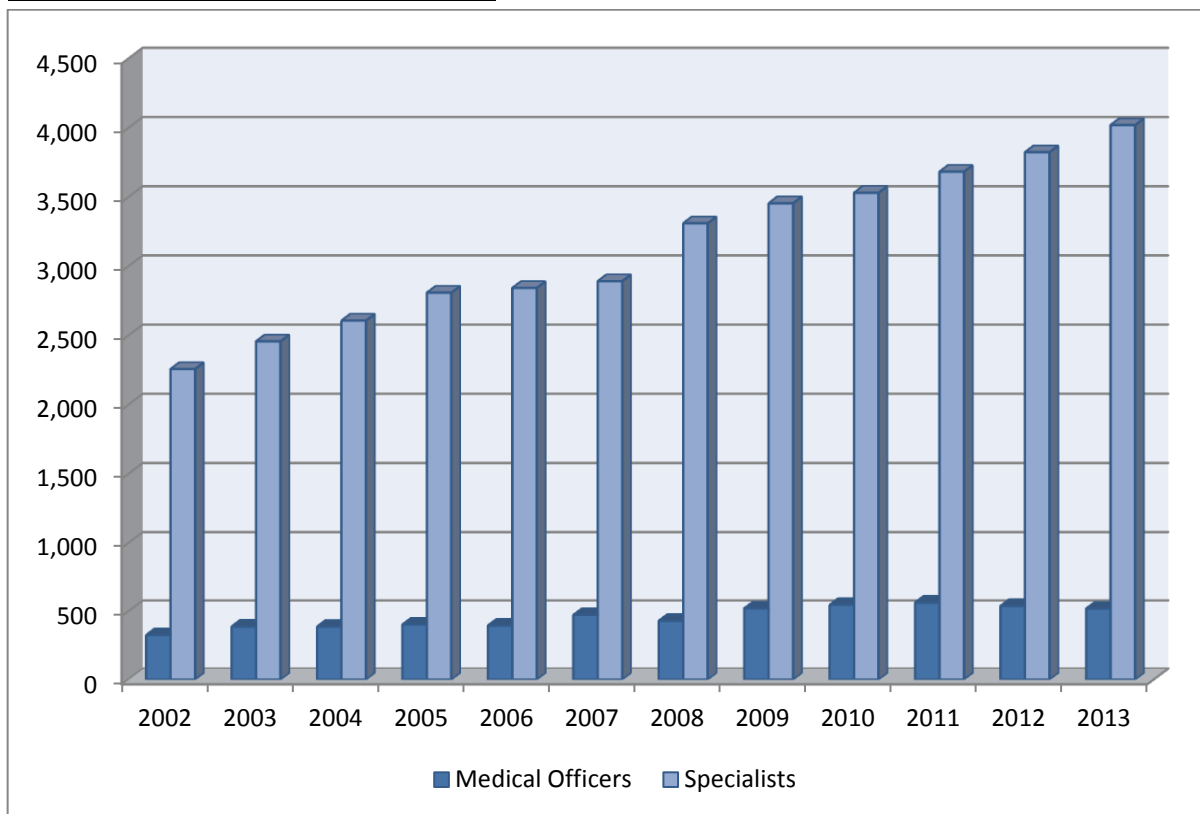
| <b>DHB</b>         | <b>2013</b>  | <b>2012</b>  | <b>2011</b>  | <b>2010</b>  | <b>2009</b>  | <b>2008</b>  | <b>2007</b>  | <b>2006</b>  | <b>2005</b>  | <b>2004</b>  | <b>2003</b>  |
|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Northland          | 122          | 117          | 117          | 108          | 101          | 95           | 87           | 105          | 106          | 63           | 64           |
| Waitemata          | 337          | 323          | 307          | 272          | 289          | 345          | 245          | 233          | 243          | 200          | 182          |
| Auckland           | 806          | 782          | 755          | 726          | 702          | 654          | 624          | 565          | 563          | 554          | 509          |
| Counties Manukau   | 421          | 385          | 370          | 367          | 335          | 284          | 269          | 257          | 259          | 240          | 216          |
| Waikato            | 327          | 306          | 284          | 273          | 268          | 273          | 261          | 249          | 235          | 234          | 221          |
| Bay of Plenty      | 155          | 149          | 139          | 128          | 136          | 121          | 105          | 99           | 110          | 111          | 96           |
| Lakes              | 79           | 66           | 69           | 67           | 59           | 55           | 57           | 48           | 50           | 50           | 44           |
| Tairāwhiti         | 51           | 43           | 47           | 47           | 51           | 44           | 31           | 32           | 30           | 29           | 24           |
| Taranaki           | 77           | 64           | 59           | 52           | 54           | 47           | 39           | 47           | 49           | 43           | 40           |
| Hawkes Bay         | 118          | 114          | 114          | 108          | 101          | 92           | 86           | 79           | 65           | 68           | 69           |
| Wanganui           | 47           | 43           | 41           | 44           | 46           | 36           | 43           | 45           | 41           | 36           | 34           |
| MidCentral         | 135          | 131          | 110          | 102          | 103          | 109          | 109          | 97           | 104          | 110          | 101          |
| Wairarapa          | 24           | 23           | 24           | 26           | 26           | 26           | 24           | 19           | 15           | 18           | 17           |
| Hutt Valley        | 124          | 124          | 123          | 117          | 115          | 106          | 100          | 101          | 94           | 88           | 76           |
| Capital Coast      | 352          | 317          | 299          | 284          | 295          | 281          | 139          | 226          | 232          | 196          | 204          |
| Nelson-Marlborough | 117          | 112          | 106          | 104          | 106          | 90           | 91           | 92           | 82           | 81           | 79           |
| West Coast         | 27           | 26           | 24           | 22           | 23           | 18           | 24           | 24           | 13           | 11           | 8            |
| Canterbury         | 415          | 427          | 440          | 430          | 414          | 415          | 350          | 305          | 299          | 274          | 276          |
| South Canterbury   | 37           | 38           | 37           | 35           | 29           | 28           | 30           | 30           | 25           | 28           | 27           |
| Southern           | 251          | 236          | 220          | 221          |              |              |              |              |              |              |              |
| Otago              |              |              |              |              | 150          | 143          | 137          | 138          | 140          | 128          | 126          |
| Southland          |              |              |              |              | 54           | 50           | 43           | 54           | 56           | 47           | 46           |
| <b>Total</b>       | <b>4,022</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> |

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

| <b>DHB</b>         | <b>2013</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> |
|--------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Northland          | 31          | 31          | 35          | 29          | 27          | 28          | 27          | 5           | 5           | 22          | 23          |
| Waitemata          | 82          | 78          | 87          | 74          | 68          | 3           | 65          | 62          | 66          | 25          | 25          |
| Auckland           | 110         | 116         | 107         | 116         | 100         | 106         | 87          | 46          | 75          | 61          | 54          |
| Counties Manukau   | 43          | 39          | 33          | 26          | 32          | 18          | 15          | 21          | 20          | 14          | 19          |
| Waikato            | 30          | 31          | 35          | 35          | 33          | 35          | 27          | 32          | 21          | 29          | 34          |
| Bay of Plenty      | 21          | 22          | 24          | 29          | 28          | 26          | 23          | 20          | 20          | 19          | 23          |
| Lakes              | 2           | 7           | 8           | 7           | 6           | 7           | 8           | 9           | 10          | 10          | 9           |
| Tairāwhiti         | 4           | 8           | 10          | 9           | 12          | 7           | 6           | 4           | 5           | 5           | 3           |
| Taranaki           | 16          | 25          | 25          | 27          | 24          | 20          | 23          | 19          | 18          | 17          | 19          |
| Hawkes Bay         | 9           | 12          | 11          | 13          | 14          | 13          | 12          | 16          | 11          | 23          | 20          |
| Wanganui           | 3           | 3           | 4           | 8           | 1           | 1           | 5           | 8           | 8           | 12          | 7           |
| MidCentral         | 18          | 17          | 13          | 17          | 19          | 20          | 16          | 16          | 20          | 19          | 19          |
| Wairarapa          | 4           | 6           | 4           | 3           | 3           | 4           | 3           | 6           | 5           | 4           | 4           |
| Hutt Valley        | 10          | 10          | 12          | 10          | 13          | 13          | 13          | 11          | 9           | 11          | 12          |
| Capital Coast      | 15          | 13          | 9           | 9           | 19          | 11          | 28          | 20          | 19          | 20          | 12          |
| Nelson-Marlborough | 27          | 29          | 33          | 28          | 30          | 26          | 24          | 26          | 18          | 20          | 31          |
| West Coast         | 10          | 12          | 11          | 9           | 11          | 11          | 8           | 6           | 5           | 2           | 2           |
| Canterbury         | 60          | 52          | 65          | 62          | 52          | 57          | 56          | 44          | 46          | 45          | 46          |
| South Canterbury   | 6           | 4           | 6           | 4           | 3           | 3           | 4           | 4           | 3           | 4           | 4           |
| Southern           | 19          | 25          | 33          | 33          |             |             |             |             |             |             |             |
| Otago              |             |             |             |             | 9           | 11          | 11          | 9           | 12          | 14          | 13          |
| Southland          |             |             |             |             | 18          | 11          | 13          | 12          | 8           | 12          | 10          |
| <b>Total</b>       | <b>517</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>  |

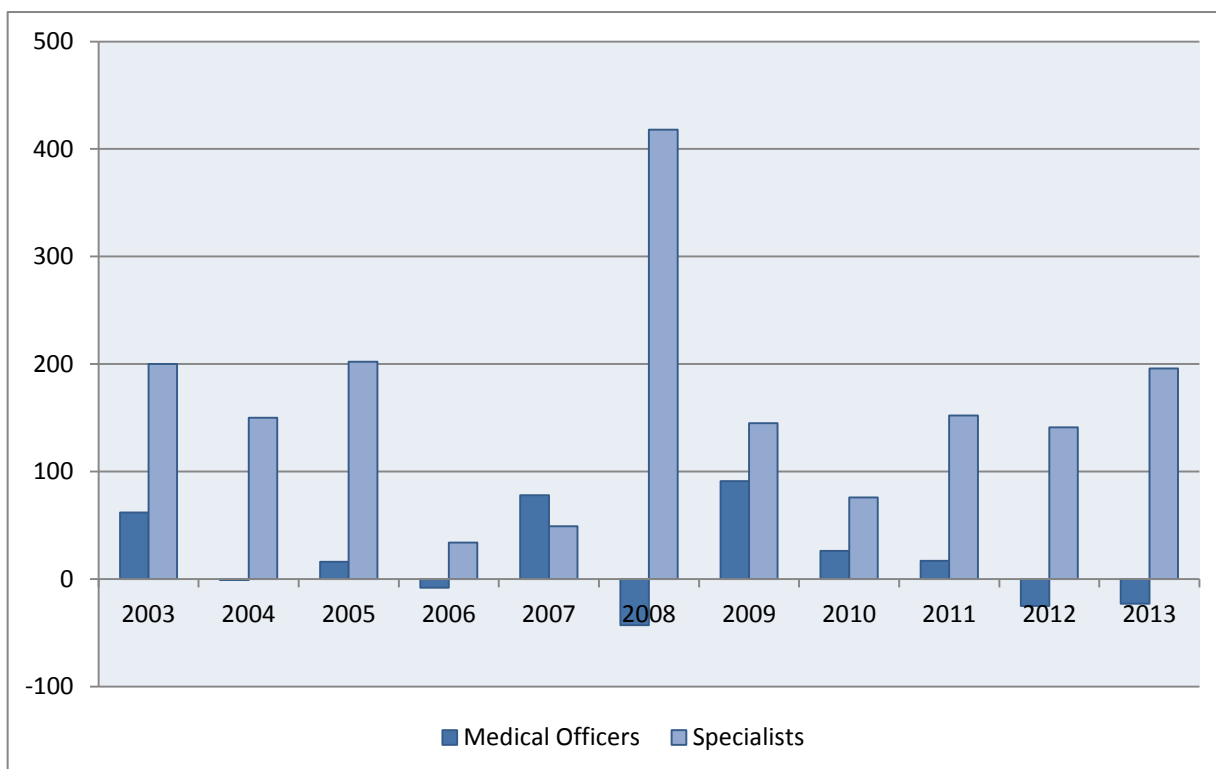
**Figure 1**

**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<br>&<br>NPF | EMPLOYER<br>CONTRIBUTION<br>UNDER MECA CLAUSE |
|---------------------|-----------------|---|
| Northland           | 8               | 103   |
| Waitemata           | 14              | 377   |
| Auckland            | 65              | 659   |
| Counties Manukau    | 27              | 382   |
| Waikato             | 34              | 250   |
| Bay of Plenty       | 14              | 128   |
| Lakes               | 2               | 53  |
| Tairāwhiti          | 1               | 41  |
| Taranaki            | 10              | 88  |
| Hawke's Bay         | 12              | 145   |
| Whanganui           | 4               | 37  |
| Mid-Central         | 22              | 110   |
| Wairarapa           | 6               | 19  |
| Hutt Valley         | 4               | 109   |
| Capital and Coast   | 12              | 198   |
| Nelson-Marlborough  | 13              | 114   |
| West Coast          | 2               | 29  |
| Canterbury          | 55              | 422   |
| South Canterbury    | 9               | 26  |
| Southern            | 20              | 197   |
| <b>Total - 2013</b> | <b>334</b>      | <b>3,487</b>                                  |
| <i>Total - 2012</i> | <i>419</i>      | <i>3,374</i>                                  |
| <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>                                  |

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.