



Results of ASMS salary survey of Senior Medical and Dental Officers

November 2019

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Senior medical and dental officer salary survey 2019

INTRODUCTION

The Association of Salaried Medical Specialists (ASMS) has been recording the salaries of specialists and medical and dental officers working at District Health Boards (DHBs) throughout the country since 1993. Information is requested from DHBs about the number of senior medical and dental staff on each step of the salary scale as at 1 July 2019, whether they are ASMS members or not. The salary steps are those derived from the 2017-2020 ASMS DHB Multi-Employer Collective Agreement (MECA). This survey reports on the current salary scales of the MECA that came into effect on 1 April 2019. The figures represent the number of people on each salary step rather than full-time equivalents (FTE) and do not take into account hours worked in excess of 40 hours per week, availability allowances and any other salary enhancements.

In addition to recording numbers of senior medical and dental staff per salary step, the survey requests a breakdown of these numbers by gender. This provides an insight into the gender composition of senior medical and dental staff by DHB, as well as allowing us to track changes in this regard since the data became available more than 10 years ago.

Finally, the survey requests information on the superannuation schemes currently used by senior medical and dental staff. There are three categories in this section; the number receiving an employer contribution under the Government Superannuation Fund (GSF) or the National Provident Fund (NPF) which closed to new members in 1992, the number receiving a contribution under the DHB MECA Clause 17.2 and those who receive an employer contribution in some other way.

KEY FINDINGS

As at 1 July 2019, there were 5058 specialists and 521 medical and dental officers employed across New Zealand's DHBs, with a total senior medical workforce of 5677 people. These figures represent a 4.7% increase in specialist numbers and an 11% increase in medical and dental officer numbers compared with the previous year. Of these, 3101 (61.3%) of specialists were male and 1957 (38.7%) were female. This represents an increase in the number of male specialists of 5.5% and an increase in the number of female specialists of 3.5% compared with 2018. For medical and dental officers, 270 (53.6%) were male and 242 (46.4%) were female. This represents an increase in the number of male medical and dental officers of 5.7% and an increase in the number of females of 18.6% compared with 2018.

The figures report an increase in the average specialist salary of 0.4% to \$211,833 and an increase in the average medical and dental officer salary of 9% to \$159,241 compared with the previous year.

The highest average salary for specialists was again recorded at Tairāwhiti DHB (\$227,543 n=46), and the lowest this year at Waikato DHB (\$208,606 n=377). The highest average salary for medical and dental officers was again at Wairarapa DHB (n=3) (\$186,261), with the lowest average salary again at Auckland DHB (\$142,509 n=128).

In 2019, 33.7% (n=1704) of all specialists were on the top step of the salary scale compared with 36.3% (n=1775) in 2018. In terms of the gender composition of the top step, 25.6% (n=436) were female and 74.4% (n=1268) male. For medical and dental officers, 36.3% (n=189) were on the top step with this comprised of

45.5% (n=86) females and 54.5% (n=103) males. For both specialists and medical and dental officers, the majority were on the top step, with the second largest grouping of specialists being on Step 8 (528 individuals). The second largest grouping of medical and dental officers was on step 1 (85 individuals).

RESULTS

Table 1 presents the changing number of specialists employed at each DHB since 2011. Auckland DHB remains the largest employer of specialists, followed by Canterbury and Counties Manukau. This year South Canterbury, Whanganui, Tairāwhiti and West Coast have the lowest number of specialists across the country with all having less than 50 specialists in their employ.

Table 1: Ranked numbers of specialists employed by DHBs 2011-2019

DHB	2019	2018	2017	2016	2015	2014	2013	2012	2011
Auckland	988	942	917	886	846	818	806	782	755
Canterbury	589	540	540	510	488	462	415	427	440
Counties Manukau	497	470	466	487	434	447	421	385	370
Waitemata	454	437	422	412	392	366	337	323	307
Capital Coast	420	404	387	367	365	361	352	317	299
Waikato	377	381	365	356	345	341	327	306	284
Southern	319	301	286	282	275	272	251	236	220
Bay of Plenty	203	204	188	177	170	171	155	149	139
Northland	175	164	173	160	152	127	122	117	117
MidCentral	162	158	156	147	143	140	135	131	110
Nelson-Marlborough	156	139	141	130	87	129	117	112	106
Hutt Valley	150	142	136	135	144	130	124	124	123
Hawkes Bay	144	142	128	129	129	117	118	114	114
Taranaki	120	101	85	82	83	75	77	64	59
Lakes	98	92	85	78	83	75	79	66	69
South Canterbury	48	47	50	43	41	43	37	38	37
Whanganui	47	53	47	58	49	53	47	43	41
Tairāwhiti	46	54	53	55	53	44	51	43	47
West Coast	35	27	33	31	32	32	27	26	24
Totals	5058	4830	4691	4560	4337	4230	4,022	3,826	3,685

Table 2 presents the changing numbers of medical and dental officers according to DHBs since 2011. Auckland, Waitemata and Canterbury have the largest numbers of medical and dental officers with Wairarapa and Tairāwhiti having the lowest numbers.

Table 2: Ranked numbers of medical and dental officers employed by DHBs 2011-2019

DHB	2019	2018	2017	2016	2015	2014	2013	2012	2011
Auckland	128	104	121	122	113	118	110	116	107
Waitemata	77	53	74	77	83	84	82	78	87
Canterbury	60	43	62	64	64	64	60	52	65
Waikato	41	37	38	35	27	28	30	31	35
Counties Manukau	39	49	45	25	49	42	43	39	33
Northland	28	25	13	11	10	30	31	31	35
Nelson-Marlborough	26	17	18	18	22	21	27	29	33
Bay of Plenty	20	21	21	23	19	24	21	22	24
Taranaki	20	19	22	19	16	15	16	25	25
Southern	18	23	19	14	15	18	19	25	33
MidCentral	12	14	14	18	18	18	18	17	13
Capital Coast	11	15	13	14	16	16	15	13	9
Hawkes Bay	10	10	10	11	11	10	9	12	11
Hutt Valley	10	13	11	11	11	11	10	10	12
West Coast	5	6	5	6	5	8	10	12	11
Lakes	4	6	3	5	3	3	2	7	8
South Canterbury	4	4	3	4	3	4	6	4	6
Whanganui	3	3	6	5	4	5	3	3	4
Wairarapa	3	4	3	0	6	4	4	6	4
Tairāwhiti	2	2	2	2	3	4	4	8	10
Total	521	468	503	484	498	527	520	540	565

Figure 1 shows how total numbers of both specialists and medical and dental officers have changed over the past 13 years, with Figure 2 displaying the year-on-year percentage change in these total numbers across all DHBs. This year saw a 4.7% increase in the number of specialists which is in line with other percentage increases in recent years.

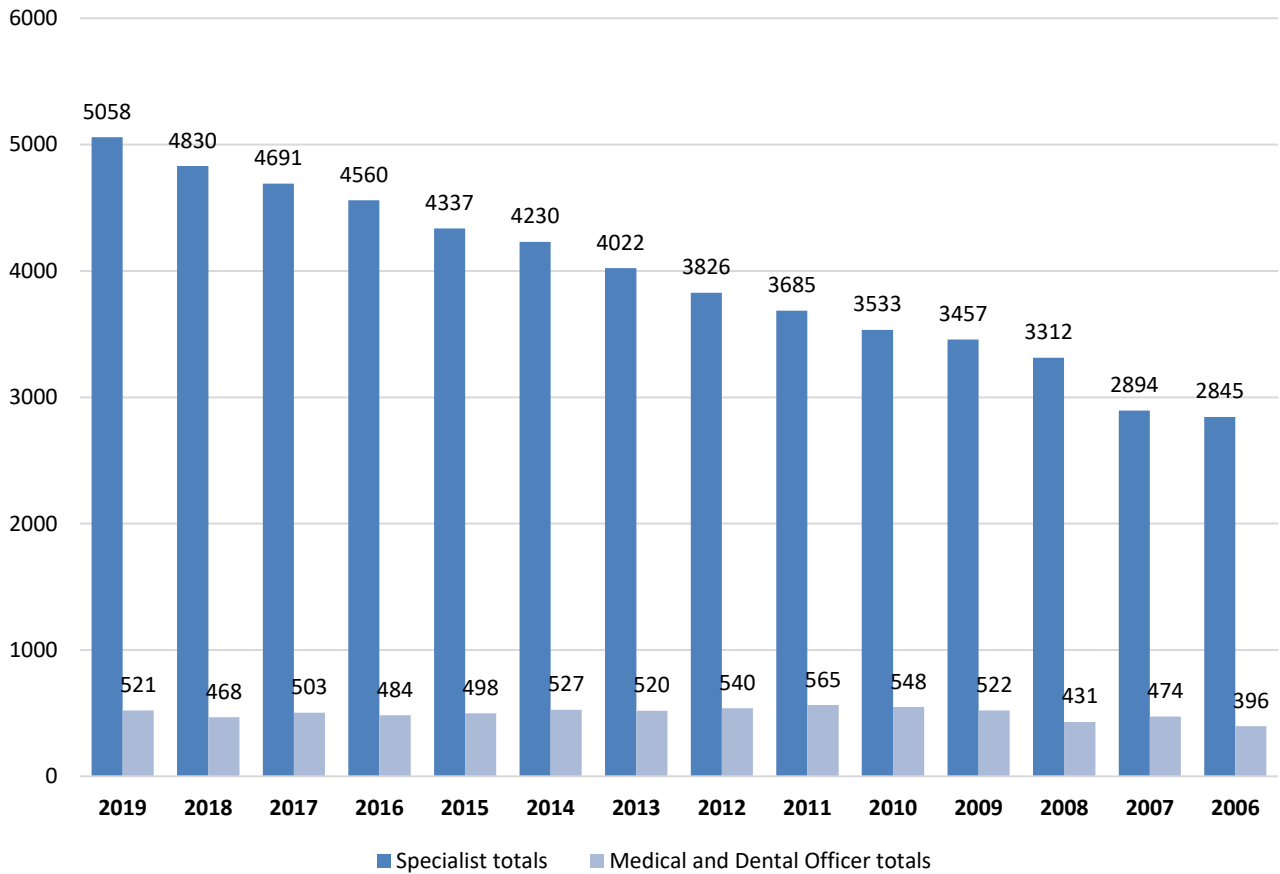


Figure 1: Total numbers of specialists and medical and dental officers employed by DHBs 2006-2019

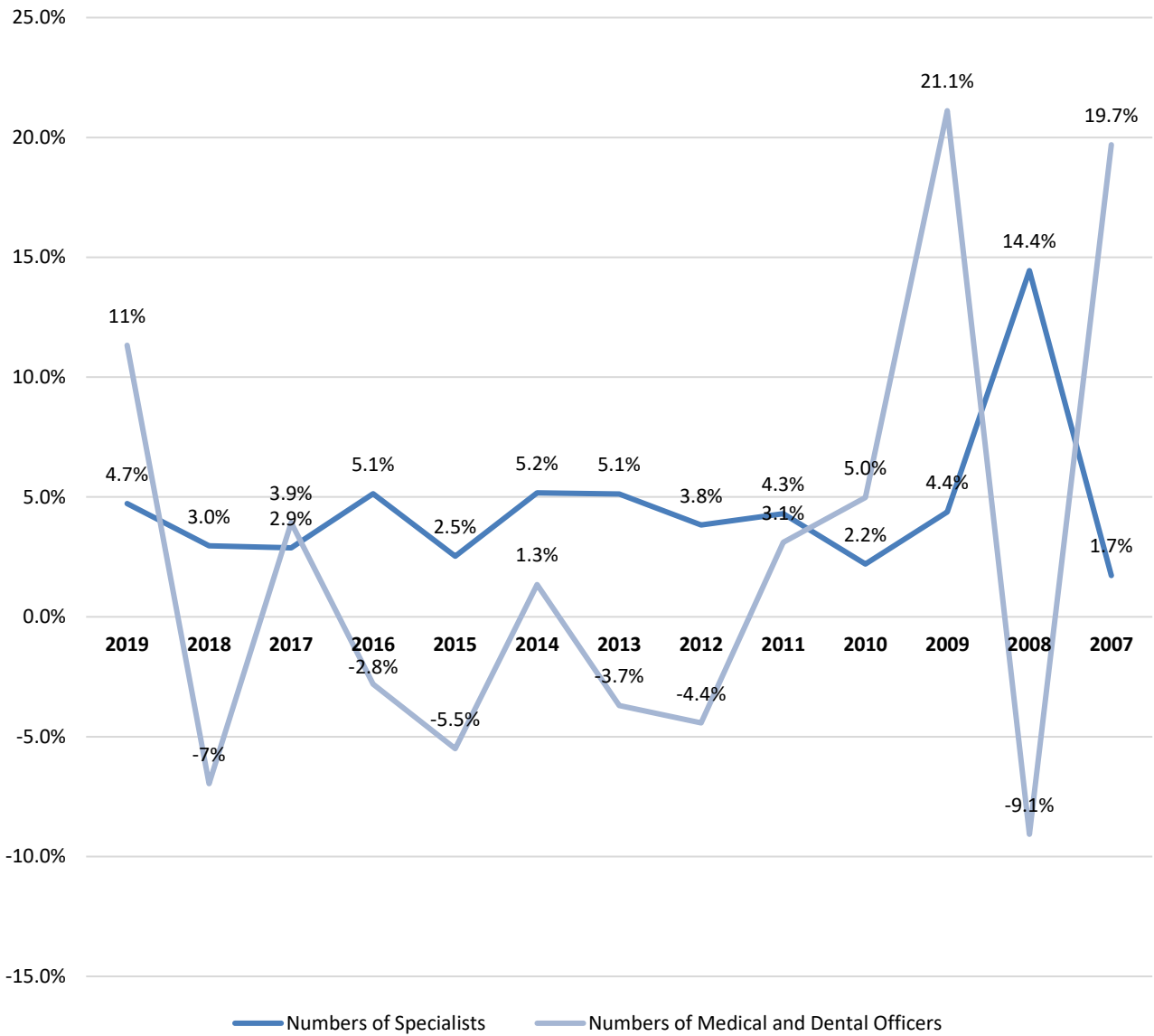


Figure 2: Percentage change in numbers of specialists and medical and dental officers employed by DHBs 2007-2019

Figure 3 describes trends in average full time equivalent specialist and medical and dental officer salaries over the past eight years, with Figure 4 exploring the percentage change in average salary from 2012.

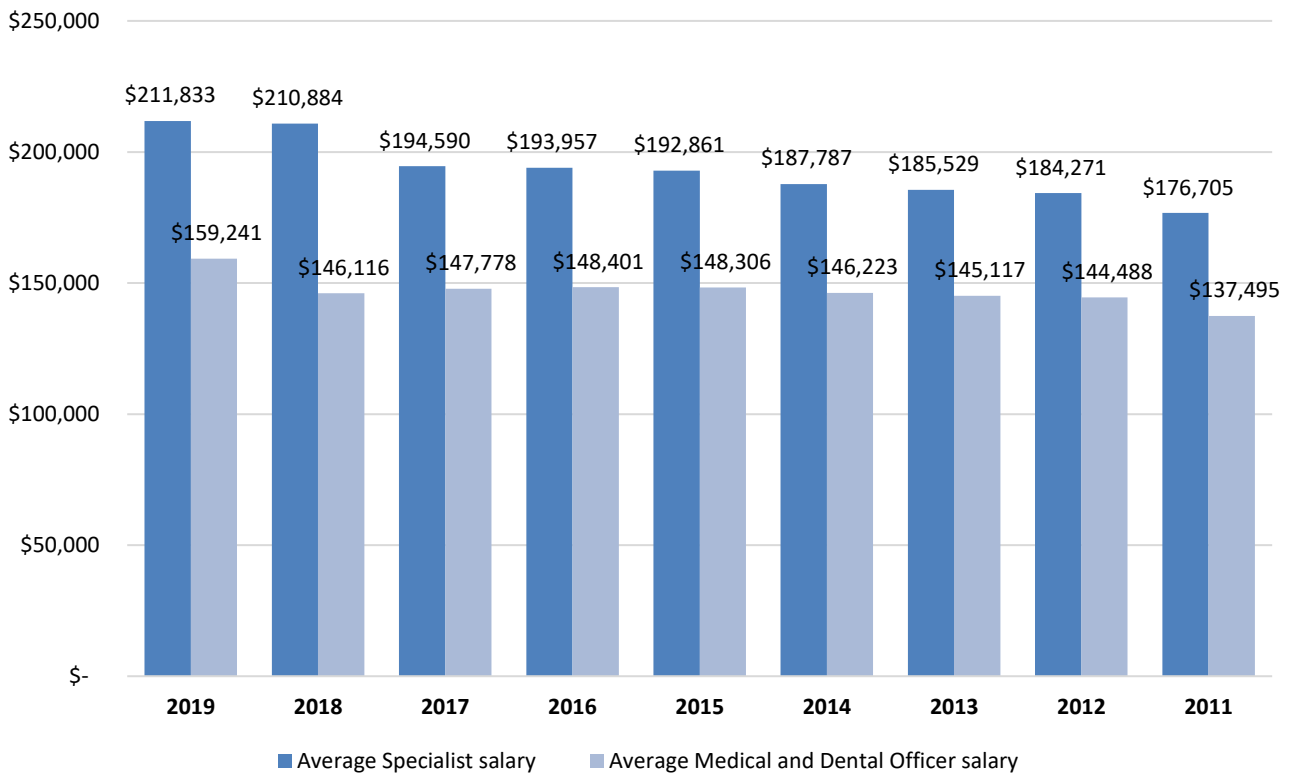


Figure 3: Summary of national average full time equivalent salaries for specialists and medical and dental officers 2011-2019

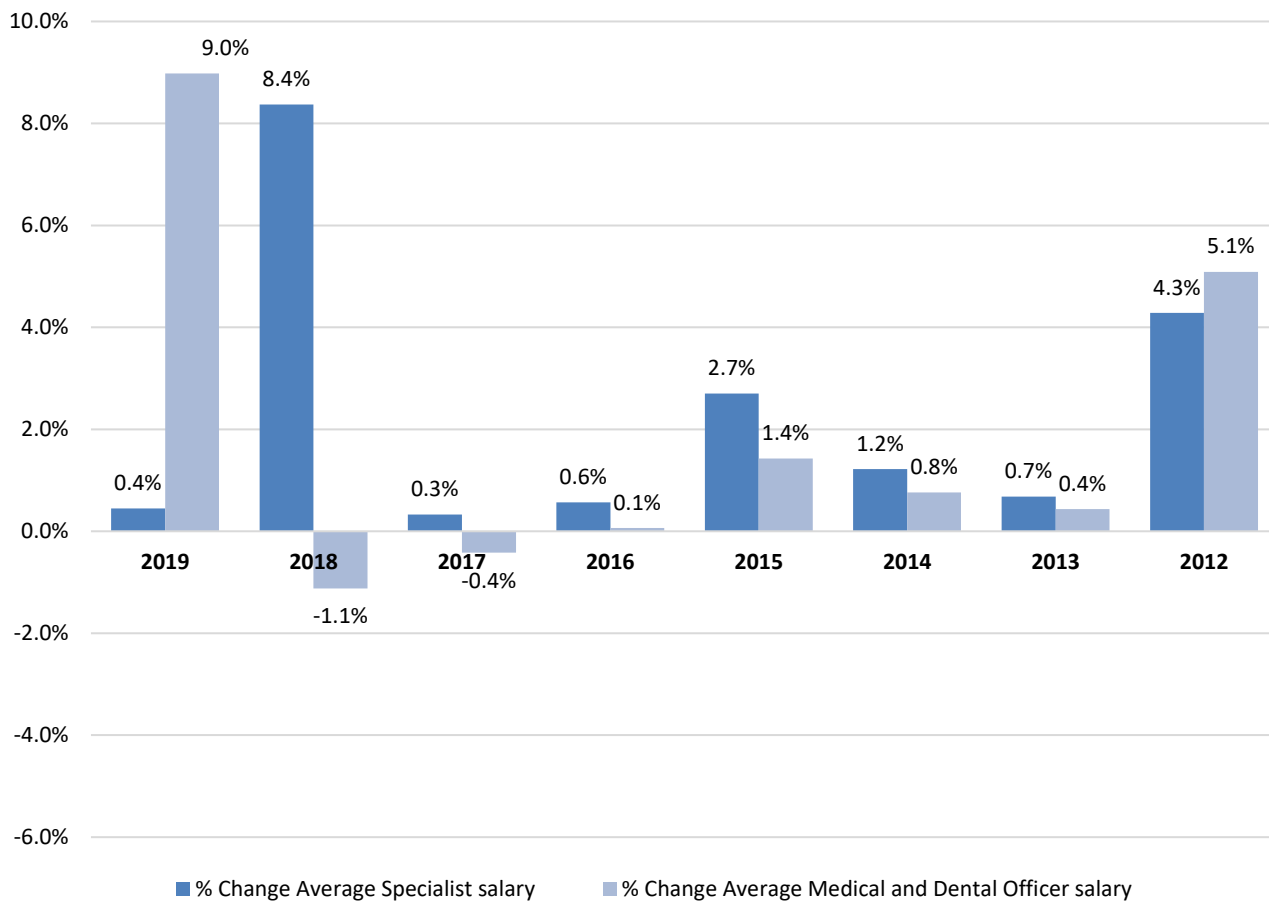


Figure 4: Percentage change in average specialist and medical and dental officer salary 2012-2019

Table 3 presents the ranked average salaries of specialists according to DHB. This year as with 2018, Tairāwhiti has the highest average salary for specialists.

Table 3: Ranked average specialist salary by DHB 2019

DHB	Total average salary	Specialists per DHB
Tairāwhiti	\$227,543	46
Wairarapa	\$225,238	30
West Coast	\$225,166	35
Whanganui	\$224,944	47
Nelson-Marlborough	\$217,057	156
South Canterbury	\$216,763	48
Lakes	\$213,356	98
Auckland	\$212,654	988
Northland	\$212,343	175
Bay of Plenty	\$212,074	203
Southern	\$211,903	319
Capital Coast	\$211,831	420
Waitemata	\$211,175	454
Taranaki	\$211,088	120
MidCentral	\$210,871	162
Hawke's Bay	\$210,701	144
Counties Manukau	\$210,052	497
Canterbury	\$209,926	589
Hutt Valley	\$208,847	150
Waikato	\$208,606	377

Table 4 presents the same figures for medical and dental officers. Wairarapa, Bay of Plenty and West Coast DHBs have the highest average salaries in 2019.

Table 4: Ranked average medical and dental officer salary per DHB including numbers of medical and dental officers 2019

DHB	Total average salary	Medical and dental officers per DHB
Wairarapa	\$186,261	3
West Coast	\$185,261	5
Capital Coast	\$180,183	11
MidCentral	\$178,044	12
Bay of Plenty	\$177,142	20
Whanganui	\$175,554	3
Nelson-Marlborough	\$173,435	26
Hutt Valley	\$173,207	10
Hawke's Bay	\$173,115	10
South Canterbury	\$169,007	4
Waikato	\$168,744	41
Northland	\$163,645	28
Waitemata	\$161,816	77
Southern	\$161,134	18
Tairāwhiti	\$160,385	2
Canterbury	\$156,514	60
Taranaki	\$156,258	20
Counties Manukau	\$156,143	39
Lakes	\$153,615	4
Auckland	\$142,509	128

Table 5 and 6 present a detailed breakdown of where specialists and medical and dental officers are placed on their respective salary scales according to gender and how this varies by DHB. The final rows present the gender totals, national totals and the percentage of females and males on each of the salary steps.

Table 5: Numbers of specialists on each salary step by gender and DHB 2019

DHB		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	32	11	6	6	5	6	4	7	6	7	5	7	3	0	1
	Females	19	6	3	1	5	2	2	7	4	3	7	4	2	3	1
	TOTAL	51	17	9	7	10	8	6	14	10	10	12	11	5	3	2
Waitemata	Males	104	21	17	12	9	8	4	28	6	11	11	23	6	6	4
	Females	41	7	5	12	10	9	6	24	14	9	10	8	12	9	8
	TOTAL	145	28	22	24	19	17	10	52	20	20	21	31	18	15	12
Auckland	Males	247	26	19	16	16	11	19	61	26	22	18	17	15	14	13
	Females	117	24	19	24	16	21	25	52	16	24	25	28	24	19	14
	TOTAL	364	50	38	40	32	32	44	113	42	46	43	45	39	33	27
Counties Manukau	Males	97	22	19	9	8	13	10	36	18	13	11	6	5	7	6
	Females	40	9	9	6	10	12	13	33	23	18	12	8	8	8	8
	TOTAL	137	31	28	15	18	25	23	69	41	31	23	14	13	15	14
Waikato	Males	90	14	11	9	13	11	8	25	9	13	10	15	10	12	9
	Females	17	7	6	7	5	9	7	15	10	5	3	6	8	9	4
	TOTAL	107	21	17	16	18	20	15	40	19	18	13	21	18	21	13
Bay of Plenty	Males	59	9	2	4	3	7	7	9	5	6	5	5	4	3	3
	Females	12	4	4	1	1	5	8	9	4	4	9	3	6	1	1
	TOTAL	71	13	6	5	4	12	15	18	9	10	14	8	10	4	4
Lakes	Males	28	8	1	1	3	1	3	6	3	1	3	1	1	3	0
	Females	10	2	1	0	0	1	2	2	2	2	3	2	3	1	4
	TOTAL	38	10	2	1	3	2	5	8	5	3	6	3	4	4	4
Tairāwhiti	Males	18	2	1	4	2	5	2	0	0	0	0	0	0	0	0
	Females	6	0	0	1	2	1	1	1	0	0	0	0	0	0	0
	TOTAL	24	2	1	5	4	6	3	1	0	0	0	0	0	0	0
Taranaki	Males	27	12	3	3	4	1	3	8	2	1	3	0	4	1	4
	Females	8	4	1	1	1	3	3	4	1	2	2	5	3	4	2
	TOTAL	35	16	4	4	5	4	6	12	3	3	5	5	7	5	6
Hawkes Bay	Males	42	2	7	4	5	1	7	10	4	1	1	6	5	2	2
	Females	6	0	3	0	3	1	4	6	4	6	3	4	3	2	0
	TOTAL	48	2	10	4	8	2	11	16	8	7	4	10	8	4	2
Whanganui	Males	20	3	5	1	2	0	1	2	1	0	0	2	0	0	0
	Females	2	2	0	1	1	0	0	1	2	0	1	0	0	0	0
	TOTAL	22	5	5	2	3	0	1	3	3	0	1	2	0	0	0
MidCentral	Males	52	6	2	2	1	4	6	9	8	4	6	7	3	8	1
	Females	7	2	2	2	3	0	4	8	3	3	2	2	0	2	3
	TOTAL	59	8	4	4	4	4	10	17	11	7	8	9	3	10	4
Wairarapa	Males	16	1	0	0	0	1	0	1	0	2	1	0	0	0	0
	Females	3	0	0	0	2	0	0	1	1	1	0	0	0	0	0
	TOTAL	19	1	0	0	2	1	0	2	1	3	1	0	0	0	0
Hutt	Males	32	6	6	4	6	1	4	3	6	2	4	8	6	2	1
	Females	11	1	6	3	4	2	0	4	2	5	5	6	6	3	1
	TOTAL	43	7	12	7	10	3	4	7	8	7	9	14	12	5	2
Capital & Coast	Males	100	18	16	4	12	11	8	18	21	12	2	16	3	3	10
	Females	41	4	7	14	10	6	8	10	14	7	13	4	8	11	9
	TOTAL	141	22	23	18	22	17	16	28	35	19	15	20	11	14	19
Nelson Marlborough	Males	52	4	6	2	12	6	1	10	6	2	4	0	3	0	1
	Females	13	3	0	0	2	6	0	8	0	4	3	2	3	3	0
	TOTAL	65	7	6	2	14	12	1	18	6	6	7	2	6	3	1
West Coast	Males	13	3	2	1	0	0	2	1	1	0	0	0	0	0	1
	Females	4	3	1	0	0	0	0	1	0	0	1	0	0	0	1
	TOTAL	17	6	3	1	0	0	2	2	1	0	1	0	0	0	2
Canterbury	Males	143	20	13	10	9	17	16	32	18	23	20	7	12	11	6
	Females	44	13	10	10	4	6	17	41	9	16	13	10	10	17	12
	TOTAL	187	33	23	20	13	23	33	73	27	39	33	17	22	28	18
South Canterbury	Males	17	4	1	2	0	2	0	1	1	2	0	0	1	1	0
	Females	5	1	0	0	0	0	0	1	0	2	2	0	2	3	0
	TOTAL	22	5	1	2	0	2	0	2	1	4	2	0	3	4	0
Southern	Males	79	11	12	6	12	2	6	18	14	5	7	7	9	4	6
	Females	30	6	7	5	6	6	2	15	5	12	1	7	7	7	5
	TOTAL	109	17	19	11	18	8	8	33	19	17	8	14	16	11	11
Gender Totals	Males n	1,268	203	149	100	122	108	111	285	155	127	111	127	90	77	68
	%	74.4	67.4	63.9	53.2	58.9	54.5	52.1	54.0	57.6	50.8	49.1	56.2	46.2	43.0	48.2
	Females n	436	98	84	88	85	90	102	243	114	123	115	99	105	102	73
	%	25.6	32.6	36.1	46.8	41.1	45.5	47.9	46.0	42.4	49.2	50.9	43.8	53.8	57.0	51.8
National Total		1,704	301	233	188	207	198	213	528	269	250	226	226	195	179	141

Table 6: Numbers of medical and dental officers on each salary step by gender and DHB 2019

DHB		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	8	0	0	0	0	0	0	1	3	1	0	0	2	0
	Females	7	0	0	0	0	0	0	1	1	2	0	0	0	2
	TOTAL	15	0	0	0	0	0	0	2	4	3	0	0	2	2
Waitemata	Males	23	0	1	0	1	2	4	3	2	3	0	1	0	6
	Females	13	1	1	0	0	1	0	1	1	3	0	2	2	6
	TOTAL	36	1	2	0	1	3	4	4	3	6	0	3	2	12
Auckland	Males	14	3	0	0	2	0	1	0	1	1	2	4	7	31
	Females	12	3	0	0	2	0	1	3	3	2	5	2	7	22
	TOTAL	26	6	0	0	4	0	2	3	4	3	7	6	14	53
Counties Manukau	Males	4	2	4	2	2	0	0	0	0	5	1	1	1	4
	Females	0	3	0	1	1	3	1	0	1	1	0	0	1	1
	TOTAL	4	5	4	3	3	3	1	0	1	6	1	1	2	5
Waikato	Males	9	2	0	2	3	3	3	1	3	0	1	0	0	0
	Females	5	2	0	1	1	2	1	1	1	0	0	0	0	0
	TOTAL	14	4	0	3	4	5	4	2	4	0	1	0	0	0
Bay of Plenty	Males	7	0	0	0	1	0	0	1	0	0	1	0	0	0
	Females	7	0	0	2	0	0	0	1	0	0	0	0	0	0
	TOTAL	14	0	0	2	1	0	0	2	0	0	1	0	0	0
Lakes	Males	1	0	0	0	0	0	1	0	0	0	0	1	0	0
	Females	0	0	0	0	0	0	0	0	1	0	0	0	0	0
	TOTAL	1	0	0	0	0	0	1	0	1	0	0	1	0	0
Tairāwhiti	Males	1	0	0	0	0	0	0	0	0	0	1	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Taranaki	Males	0	1	0	0	0	0	3	0	1	1	1	0	0	0
	Females	6	0	0	0	0	0	0	1	2	1	0	0	1	2
	TOTAL	6	1	0	0	0	0	3	1	3	2	1	0	1	2
Hawkes Bay	Males	2	0	2	1	0	0	0	0	0	0	0	0	0	0
	Females	1	0	2	0	0	0	0	2	0	0	0	0	0	0
	TOTAL	3	0	4	1	0	0	0	2	0	0	0	0	0	0
Whanganui	Males	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	Females	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	2	0	0	0	0	0	1	0	0	0	0	0	0	0
MidCentral	Males	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	4	3	0	0	0	0	0	1	0	1	0	0	0	0
	TOTAL	7	3	0	0	0	0	0	1	0	1	0	0	0	0
Wairarapa	Males	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	5	0	0	0	1	0	0	0	0	0	0	0	0	0
	Females	1	1	0	0	0	0	0	0	0	1	0	1	0	0
	TOTAL	6	1	0	0	1	0	0	0	0	1	0	1	0	0
Capital & Coast	Males	3	0	1	0	0	0	0	0	0	0	0	0	0	0
	Females	5	1	0	0	0	0	0	0	0	0	1	0	0	0
	TOTAL	8	1	1	0	0	0	0	0	0	0	1	0	0	0
Nelson Marlborough	Males	8	2	0	0	0	0	0	0	0	0	4	0	0	0
	Females	6	2	1	0	0	0	3	0	0	0	0	0	0	0
	TOTAL	14	4	1	0	0	0	3	0	0	0	4	0	0	0
West Coast	Males	3	1	0	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	4	1	0	0	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	7	1	2	0	0	0	1	1	0	0	0	3	3	5
	Females	12	1	5	1	1	0	3	1	0	0	1	3	5	4
	TOTAL	19	2	7	1	1	0	4	2	0	0	1	6	8	9
South Canterbury	Males	2	0	0	0	1	0	0	0	0	1	0	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	2	0	0	0	1	0	0	0	0	1	0	0	0	0
Southern	Males	2	1	0	2	2	2	0	0	0	0	0	0	1	2
	Females	2	0	0	1	0	1	0	1	1	0	0	0	0	0
	TOTAL	4	1	0	3	2	3	0	1	1	0	0	0	1	2
Gender Totals	Males n	103	13	10	7	13	7	14	7	10	12	11	10	14	48
	%	54.5	43.3	52.6	53.8	72.2	50.0	60.9	35.0	47.6	52.2	61.1	55.6	46.7	56.5
	Females n	86	17	9	6	5	7	9	13	11	11	7	8	16	37
	%	45.5	56.7	47.4	46.2	27.8	50.0	39.1	65.0	52.4	47.8	38.9	44.4	53.3	43.5
National Total		189	30	19	13	18	14	23	20	21	23	18	18	30	85

Figures 5 and 6 display the proportion of the workforce on the top step of the salary scale over the past 12 years including the proportion of women and men sitting on the top step over the same time frame.

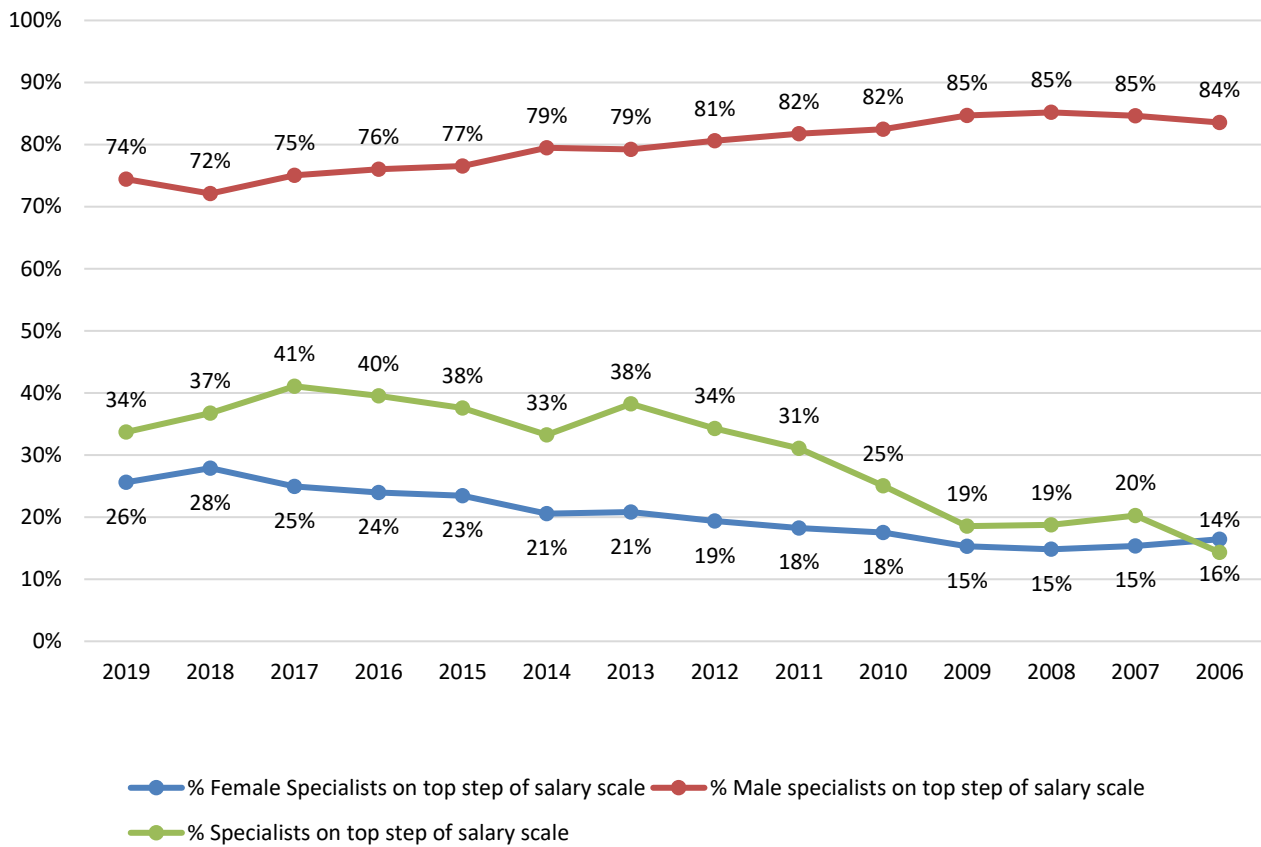


Figure 5: Proportion of specialists and by gender on the top step of the salary scale from 2006-2019

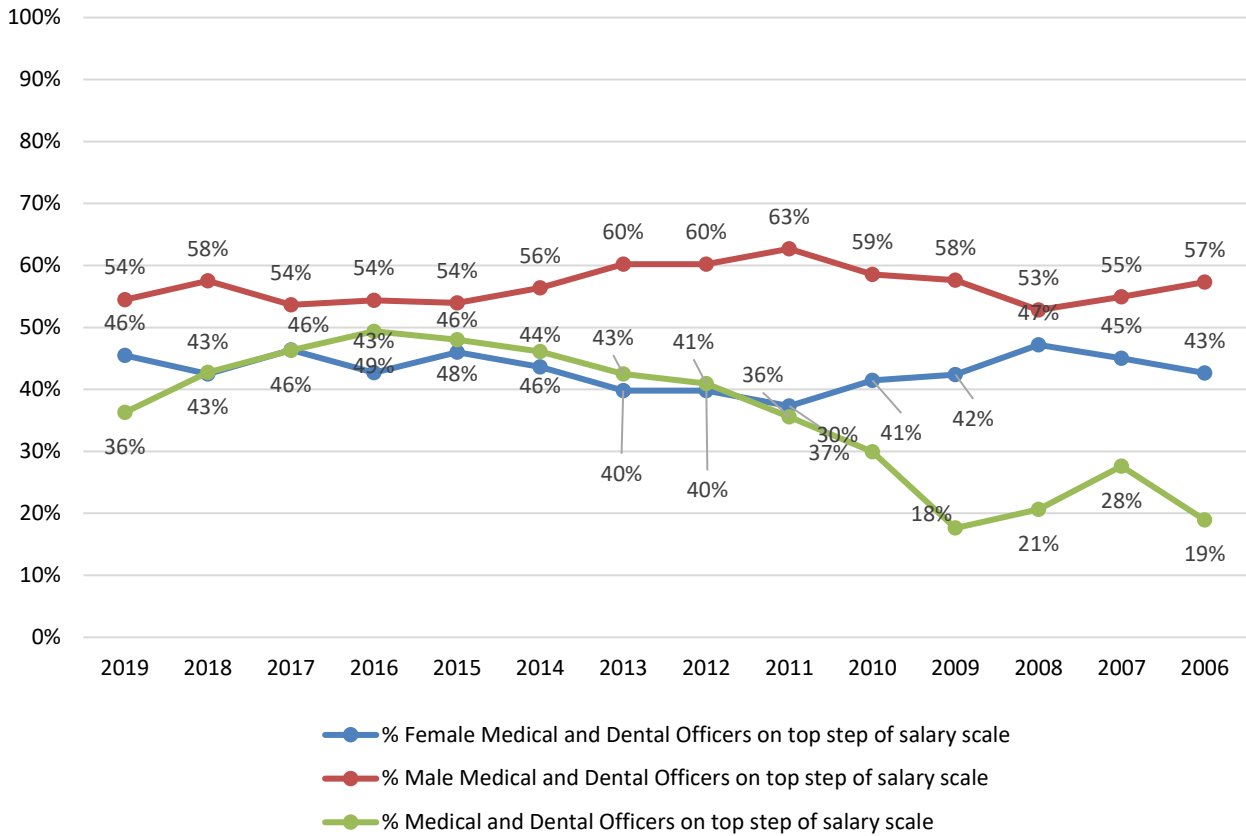


Figure 6: Proportion of medical and dental officers and by gender on the top step of the salary scale from 2006-2019

Figures 7 and 8 track the total numbers of specialists and medical and dental officers over the past 11 years including how these numbers are split according to gender. Figure 7 suggests that the numbers of women specialists are growing and that the proportionate gender balance of the specialist workforce is gradually evening out. For medical and dental officers, the numbers are relatively static and the male/female ratios proportionately more even than in the specialist workforce (Figure 8).

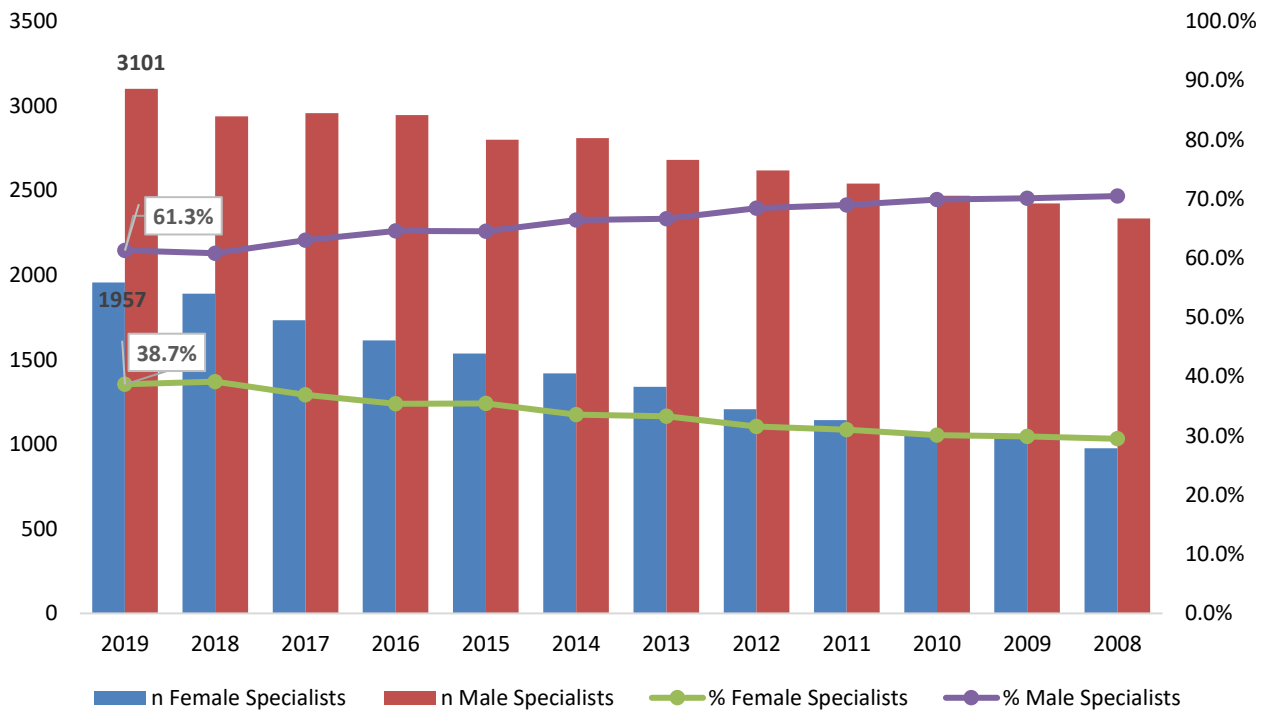


Figure 7: Total number and proportion of specialists by gender 2008-2019

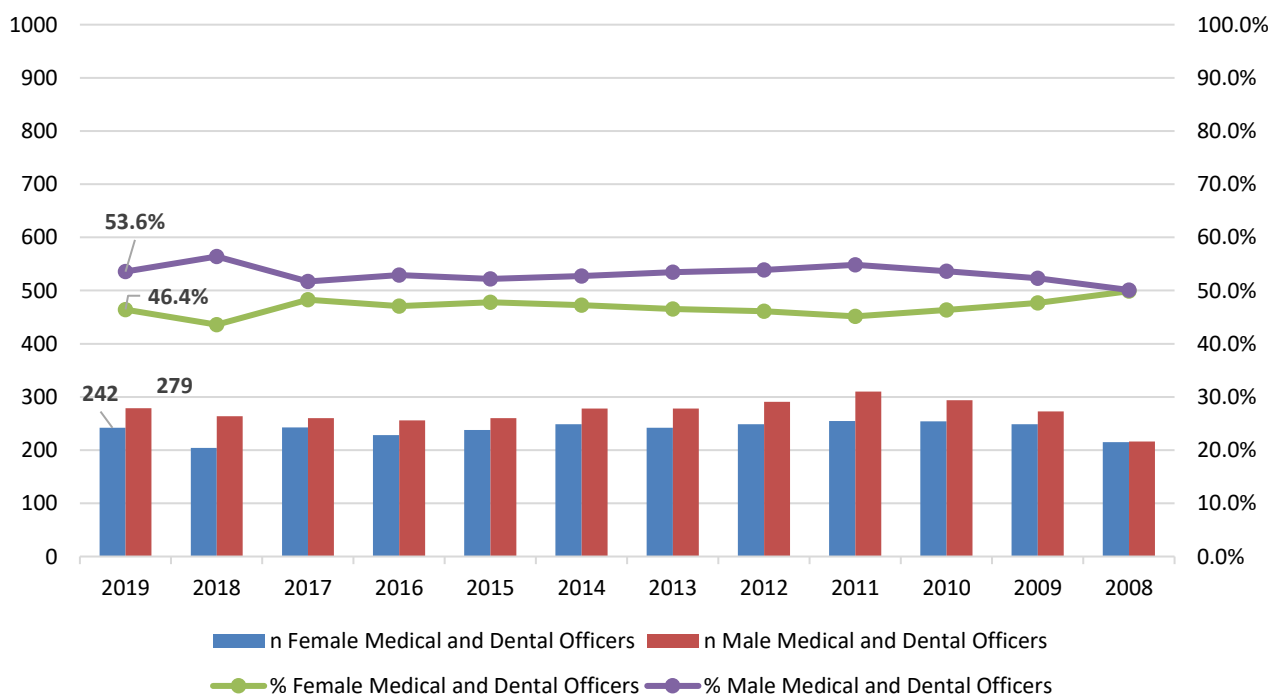


Figure 8: Total number and proportion of medical and dental officers by gender 2008-2019

The final table presents the various superannuation arrangements according to DHBs around the country. The NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated in the summary. 57 individuals of the total number of specialist and senior medical and dental officers (n=5620) do not appear to be receiving an employer contribution to their superannuation. It appears that there may be issues with interpretation of the question and quality of the data supplied (eg. Counties suggests there are far more employees receiving employer contribution under CEA than there are SMOs/MOSS at the DHB).

Table 7: Combined specialist and medical/dental officer superannuation arrangements per DHB 2019

DHB	GSF & NPF	No. receiving Employer Contribution under CEA	Other	Total	Total @DHB
Northland	1	146	0	147	203
Waitemata	11	477	1	489	531
Auckland	28	959	0	987	1116
Counties	16	887	2	905	536
Waikato	14	414	0	428	418
Bay of Plenty	4	202	0	206	223
Lakes	1	91	0	92	102
Tairāwhiti	0	44	0	44	48
Taranaki	5	131	0	136	140
Hawkes Bay	7	212	0	219	154
Whanganui	2	38	0	40	50
Mid-Central	6	148	0	154	174
Wairarapa	1	26	13	40	33
Hutt Valley	5	149	0	154	160
Capital & Coast	23	438	0	461	431
Nelson-Marlborough	9	240	0	249	182
West Coast	2	29	0	31	40
Canterbury	20	559	2	581	649
South Canterbury	5	30	12	47	52
Southern	6	204	0	210	337
Total - 2019	166	5424	30	5620	5579
Total - 2018	195	4613	265	5073	
Total - 2017	233	4296	5	4534	
Total - 2016	266	4336	4	4606	
Total - 2015	278	4220	8	4506	
Total - 2014	323	3749	2	4074	
Total - 2013	334	3487	4	3825	
Total - 2012	419	3374	5	3978	
Total - 2011	430	3171	5	3606	
Total - 2010	465	3020	8	3502	

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