

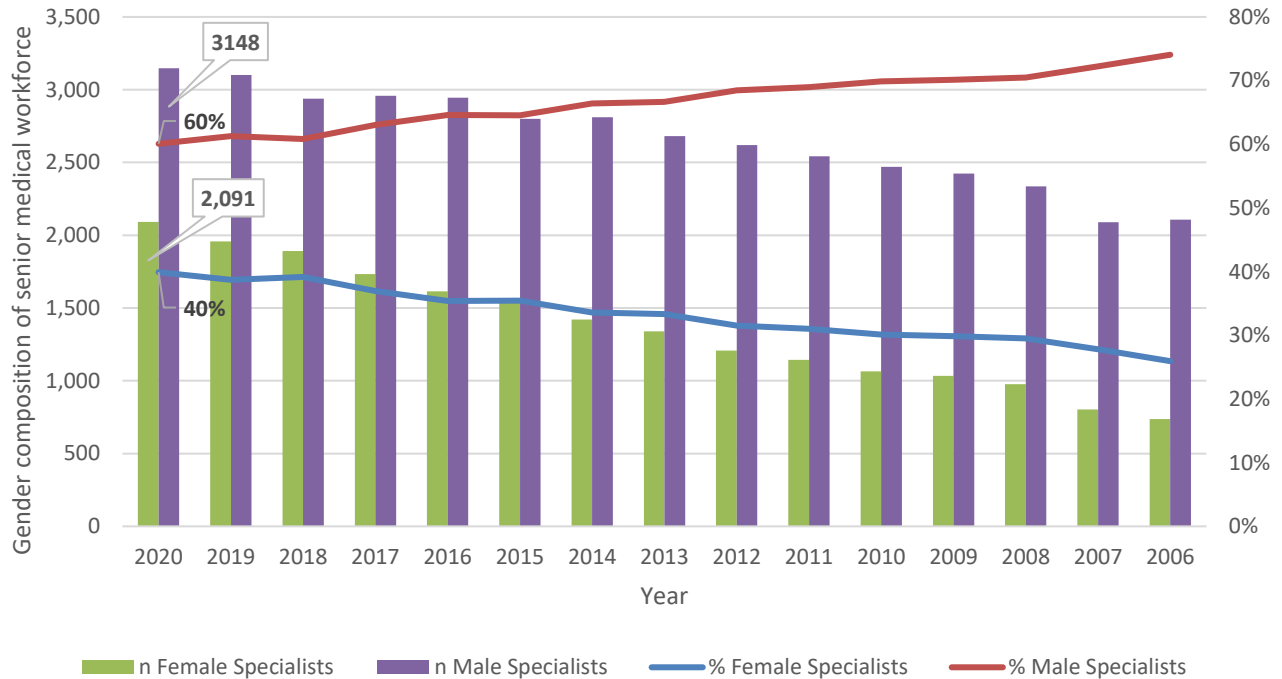


Results of ASMS salary survey of Senior Medical and Dental Officers

November 2020

TABLES

Table 1:	Ranked numbers of specialists employed by DHBs 2020.....	3
Table 2:	Ranked numbers of medical and dental officers employed by DHBs 2020	4
Table 3:	Ranked average specialist salary by DHB 2020	9
Table 4:	Ranked average medical and dental officer salary per DHB including numbers of medical and dental officers 2020.....	10
Table 5:	Numbers of specialists on each salary step by gender and DHB 2020.....	11
Table 6:	Numbers of medical and dental officers on each salary step by gender and DHB 2020	12



.....	14	
Table 7:	Combined specialist and medical/dental officer superannuation arrangements per DHB 2020	15

FIGURES

Figure 1:	Total numbers of specialists and medical and dental officers employed by DHBs 2006-2020	5
Figure 2:	Percentage change in numbers of specialists and medical and dental officers employed by DHBs 2007-2020.....	6
Figure 3:	Summary of national average full time equivalent salaries for specialists and medical and dental officers 2011-2020.....	7
Figure 4:	Percentage change in average specialist and medical and dental officer salary 2012-2020.....	8
Figure 5:	Proportion of specialists and by gender on the top step of the salary scale from 2006-2020	13
Figure 6:	Proportion of medical and dental officers and by gender on the top step of the salary scale from 2006-2020.....	13
Figure 7:	Total number and proportion of specialists by gender 2006-2020.....	14
Figure 8:	Total number and proportion of medical and dental officers by gender 2006-2020	14



Senior medical and dental officer salary survey 2020

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 2020, 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 6 April 2020. 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 ASMS 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 2020, there were 5239 specialists and 488 medical and dental officers employed across New Zealand's DHBs, with a total senior medical workforce of 5727 people. These figures represent a 3.6% increase in specialist numbers and a 6% decrease in medical and dental officer numbers compared with the previous year. Of these, 3148 (60.1%) of specialists were male and 2091 (39.9%) were female. This represents an increase in the number of male specialists of 1.5% and an increase in the number of female specialists of 6.85% compared with 2019. For medical and dental officers, 251 (51.4%) were male and 237 (48.6%) were female. This represents a decrease in the number of male medical and dental officers of 10% and a decrease in the number of females of 2.1% compared with 2019.

The figures report an increase in the average specialist salary of 1.3% to \$214,616 and an increase in the average medical and dental officer salary of 2.5% to \$163,271 compared with the previous year.

The highest average salary for specialists was recorded at Wairarapa DHB (\$236,171 n=20), and the lowest this year at Hutt Valley DHB (\$211,712 n=168). The lowest average salary for medical officers was in 2020 at Auckland DHB (\$145,022 n=126).

In 2020, 35.4% (n=1852) of all specialists were on the top step of the salary scale compared with 33.7% (n=1704) in 2019. In terms of the gender composition of the top step, 27% (n=498) were female and 73% (n=1354) male. For medical and dental officers, 39% (n=192) were on the top step, comprised of 46% (n=88) females and 54% (n=104) 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 9 (513 individuals). The second largest grouping of medical and dental officers was on step 1 (77 individuals).

RESULTS

Table 1 presents the distribution of specialists by DHB. Auckland DHB remains the largest employer of specialists, followed by Canterbury and Counties Manukau. This year Whanganui and West Coast DHBs have the lowest number of specialists in the country both having fewer than 50 specialists.

Table 1: Ranked numbers of specialists employed by DHBs 2020

DHB	2020
Auckland	1021
Canterbury	635
Counties Manukau	574
Waitemata	488
Capital Coast	408
Waikato	377
Southern	319
Bay of Plenty	220
Hutt Valley	168
MidCentral	159
Hawkes Bay	150
Northland	147
Nelson-Marlborough	136
Taranaki	123
Lakes	105
Tairāwhiti	57
South Canterbury	52
Wanganui	47
West Coast	33
Totals	5239

Table 2 presents the distribution of medical and dental officers according to DHB. Auckland, Waitemata and Waikato 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 2020

DHB	2020
Auckland	126
Waitemata	78
Waikato	44
Canterbury	44
Counties Manukau	34
Northland	31
Bay of Plenty	22
Taranaki	17
Southern	17
Hawkes Bay	14
Nelson-Marlborough	12
MidCentral	11
Hutt Valley	8
Capital Coast	8
Lakes	6
West Coast	5
Wanganui	4
South Canterbury	4
Tairāwhiti	2
Wairarapa	1
Total	488

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 3.6% increase in the number of specialists which is in line with other percentage increases in recent years.

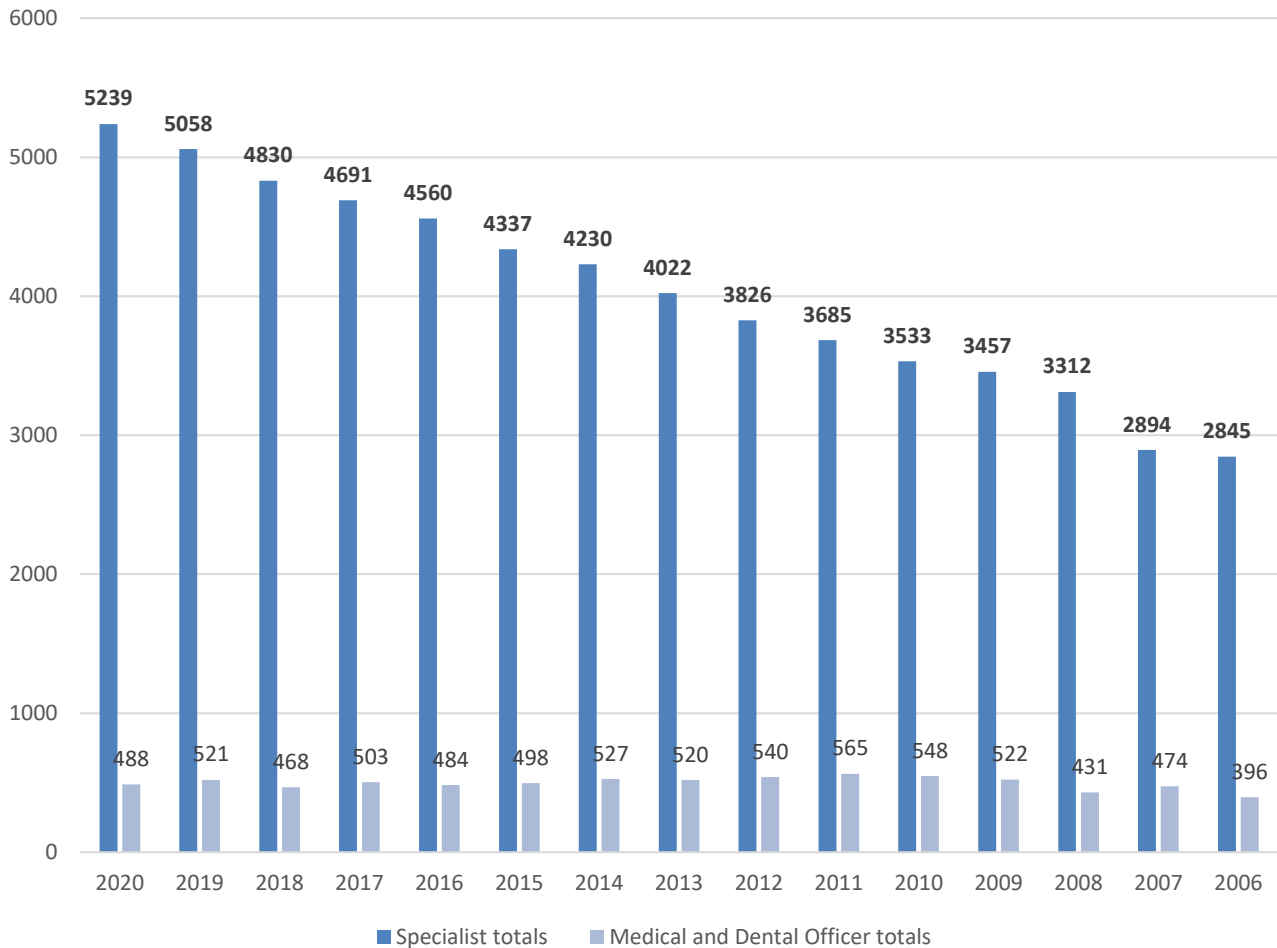


Figure 1: Total numbers of specialists and medical and dental officers employed by DHBs 2006-2020

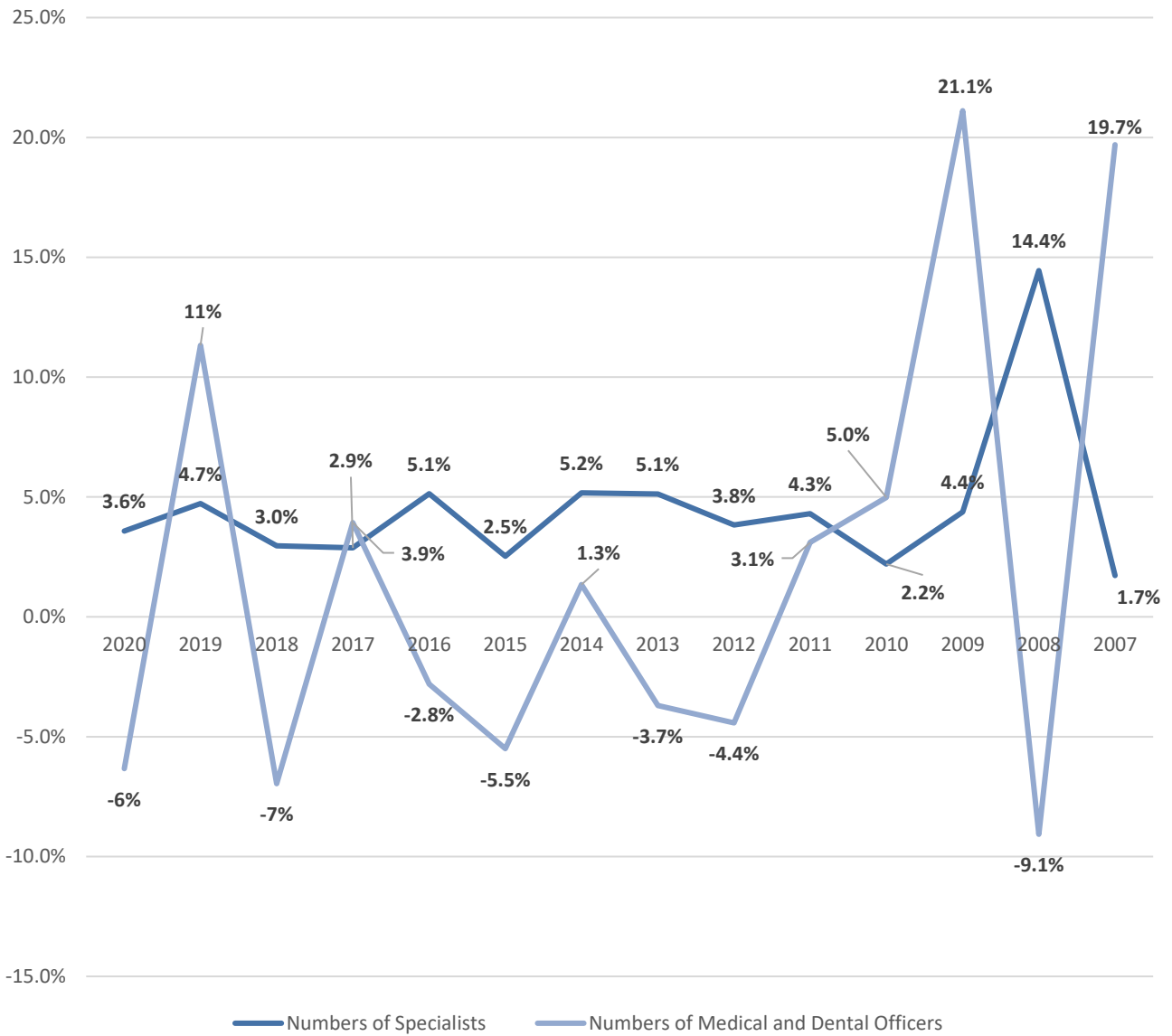


Figure 2: Percentage change in numbers of specialists and medical and dental officers employed by DHBs 2007-2020

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

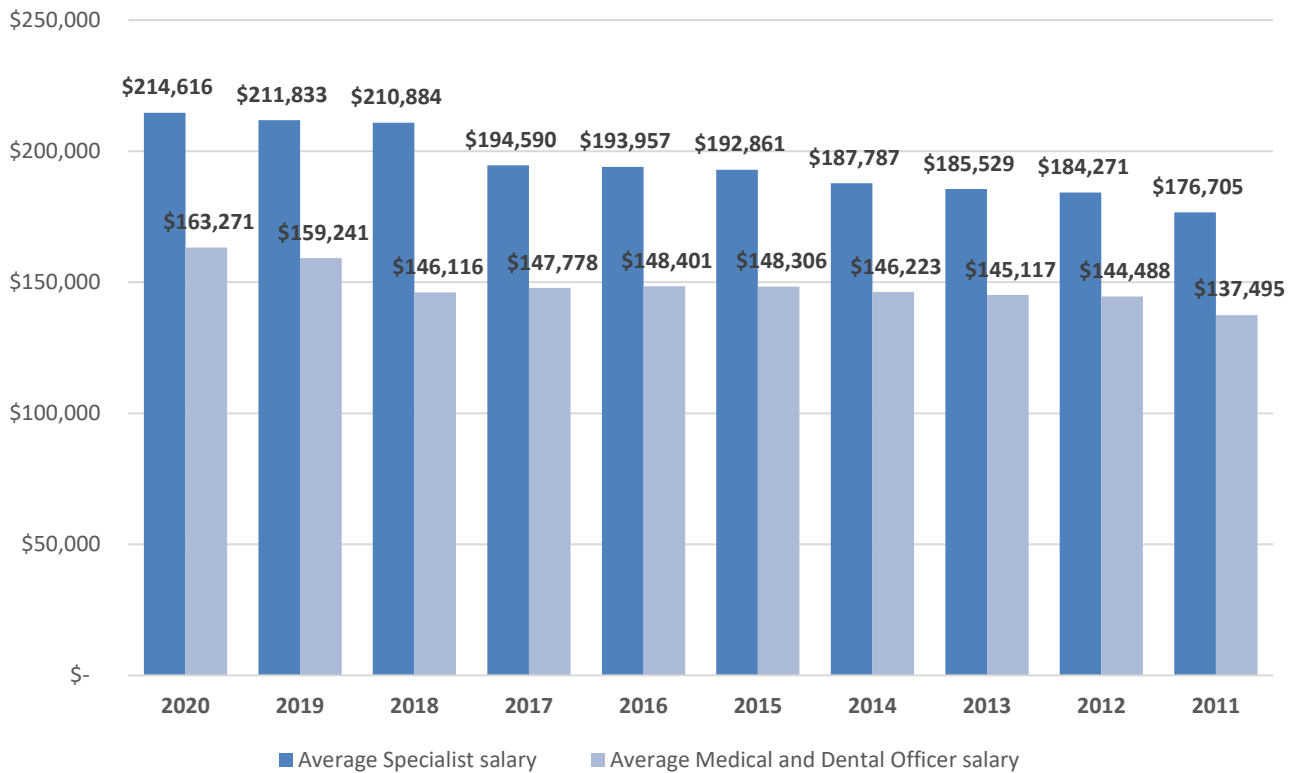


Figure 3: Summary of national average full time equivalent salaries for specialists and medical and dental officers 2011-2020

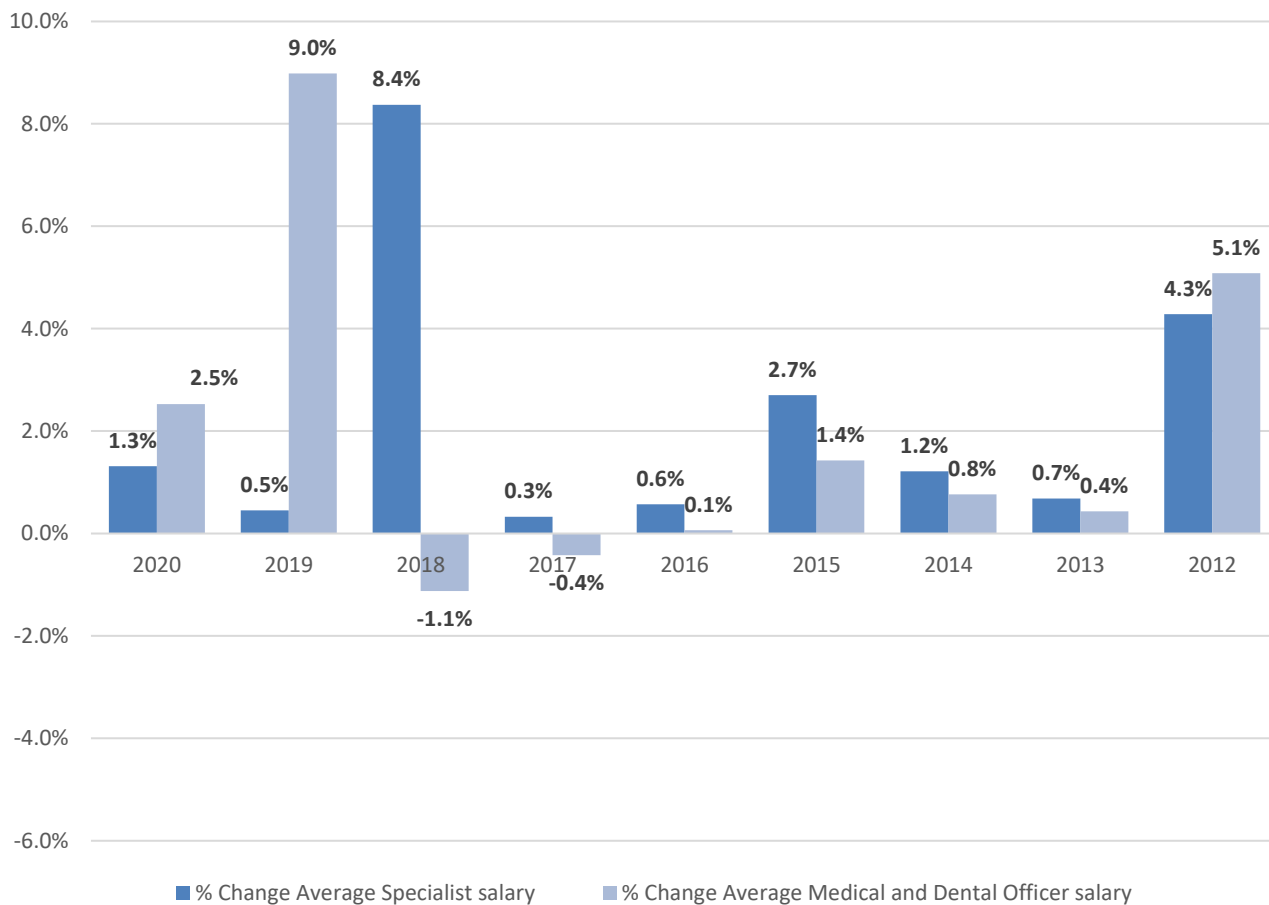


Figure 4: Percentage change in average specialist and medical and dental officer salary 2012-2020

Table 3 presents the ranked average salaries of specialists according to DHB. Table 4 presents the same figures for medical and dental officers.

Table 3: Ranked average specialist salary by DHB 2020

DHB	Total average salary	Specialists per DHB
Wairarapa	\$236,171	20
Whanganui	\$230,186	47
Tairāwhiti	\$228,875	57
Nelson-Marlborough	\$223,176	136
Northland	\$222,633	147
West Coast	\$220,738	33
Lakes	\$218,835	105
Auckland	\$218,188	1021
Taranaki	\$217,909	123
South Canterbury	\$217,269	52
Southern	\$217,157	319
MidCentral	\$216,876	159
Capital Coast	\$216,515	408
Hawke's Bay	\$216,022	150
Waitemata	\$215,879	488
Bay of Plenty	\$214,875	220
Counties Manukau	\$214,597	574
Canterbury	\$212,669	635
Waikato	\$212,570	377
Hutt Valley	\$211,712	168

Table 4: Ranked average medical and dental officer salary per DHB including numbers of medical and dental officers 2020

DHB	Total average salary	Medical and dental officers per DHB
Wairarapa	****	1
West Coast	\$189,800	5
Capital Coast	\$189,163	8
Nelson-Marlborough	\$187,500	12
MidCentral	\$182,940	11
Hawke's Bay	\$179,713	14
Bay of Plenty	\$177,604	22
Hutt Valley	\$176,621	8
Whanganui	\$176,003	4
South Canterbury	\$173,502	4
Waikato	\$171,486	44
Northland	\$168,059	31
Southern	\$166,095	17
Tairāwhiti	\$166,000	2
Waitemata	\$165,093	78
Canterbury	\$164,907	44
Counties Manukau	\$163,569	34
Lakes	\$159,824	6
Taranaki	\$158,253	17
Auckland	\$145,022	126

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 2020

DHB		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	38	6	6	4	4	3	7	6	4	3	5	0	0	0	38
	Females	24	3	1	3	1	2	7	3	2	6	2	0	3	3	24
	TOTAL	62	9	7	7	5	5	14	9	6	9	7	0	3	3	62
Waitemata	Males	122	15	14	9	9	7	28	9	12	10	23	5	7	5	122
	Females	48	5	13	10	12	7	24	13	9	10	9	8	10	12	48
	TOTAL	170	20	27	19	21	14	52	22	21	20	32	13	17	17	170
Auckland	Males	268	23	20	12	17	16	60	29	17	17	17	25	11	9	268
	Females	131	21	24	17	21	27	49	21	25	30	20	25	20	20	131
	TOTAL	399	44	44	29	38	43	109	50	42	47	37	50	31	29	399
Counties Manukau	Males	122	20	17	10	12	14	33	28	9	10	11	7	13	7	122
	Females	51	12	9	9	13	9	41	13	20	15	14	11	10	10	51
	TOTAL	173	32	26	19	25	23	74	41	29	25	25	18	23	17	173
Waikato	Males	90	14	11	9	13	11	8	25	9	13	10	15	10	12	90
	Females	17	7	6	7	5	9	7	15	10	5	3	6	8	9	17
	TOTAL	107	21	17	16	18	20	15	40	19	18	13	21	18	21	107
Bay of Plenty	Males	62	4	4	5	7	7	10	5	6	5	6	3	3	8	62
	Females	15	4	1	2	5	7	10	4	4	6	6	7	2	6	15
	TOTAL	77	8	5	7	12	14	20	9	10	11	12	10	5	14	77
Lakes	Males	37	2	1	3	1	3	6	4	1	3	1	1	1	1	37
	Females	12	0	1	0	1	2	2	2	2	2	3	4	1	4	12
	TOTAL	49	2	2	3	2	5	8	6	3	5	4	5	2	5	49
Tairāwhiti	Males	23	3	4	2	3	3	0	0	0	0	1	0	0	3	23
	Females	5	1	1	2	1	2	0	0	1	1	0	1	0	0	5
	TOTAL	28	4	5	4	4	5	0	0	1	1	1	1	0	3	28
Taranaki	Males	35	6	2	4	3	1	11	2	3	2	2	1	4	3	35
	Females	10	3	1	1	3	3	5	0	4	1	2	2	6	1	10
	TOTAL	45	9	3	5	6	4	16	2	7	3	3	6	9	3	45
Hawkes Bay	Males	41	7	4	4	2	7	10	5	1	1	7	6	2	4	41
	Females	7	3	0	3	2	4	6	4	4	4	4	5	1	0	7
	TOTAL	48	10	4	7	4	11	16	9	5	5	11	11	3	4	48
Whanganui	Males	20	5	2	2	0	1	2	2	1	0	1	0	0	0	20
	Females	3	1	1	0	1	0	1	2	1	1	0	0	0	0	3
	TOTAL	23	6	3	2	1	1	3	4	2	1	1	0	0	0	23
MidCentral	Males	51	3	3	1	4	6	9	9	5	6	6	5	6	1	51
	Females	9	2	3	2	0	3	8	3	2	2	2	1	3	2	9
	TOTAL	60	5	6	3	4	9	17	12	7	8	8	6	9	3	60
Wairarapa	Males	13	0	1	0	0	0	0	0	0	0	0	0	0	0	13
	Females	2	0	0	1	0	0	1	0	2	0	0	0	0	0	2
	TOTAL	15	0	1	1	0	0	1	0	2	0	0	0	0	0	15
Hutt	Males	36	4	6	6	0	5	4	7	3	6	8	6	4	3	36
	Females	14	3	5	5	1	0	4	2	5	4	5	6	4	2	14
	TOTAL	50	7	11	11	1	5	8	9	8	10	13	12	8	5	50
Capital & Coast	Males	99	12	5	12	6	9	18	20	12	5	16	4	5	6	99
	Females	45	7	13	10	6	7	12	12	9	8	6	12	15	6	45
	TOTAL	144	19	18	22	12	16	30	32	21	13	22	16	20	12	144
Nelson Marlborough	Males	46	3	2	9	2	1	12	3	2	3	0	1	0	2	46
	Females	16	0	0	3	5	0	8	1	5	2	4	3	3	0	16
	TOTAL	62	3	2	12	7	1	20	4	7	5	4	4	3	2	62
West Coast	Males	10	2	1	0	0	2	0	2	0	0	0	0	0	1	10
	Females	5	1	1	0	0	0	1	1	0	0	2	0	0	2	5
	TOTAL	15	3	2	0	0	2	1	3	0	0	2	0	0	3	15
Canterbury	Males	142	20	16	10	16	14	32	18	27	20	6	14	15	11	142
	Females	45	15	14	6	4	15	43	9	14	16	14	14	16	23	45
	TOTAL	187	35	30	16	20	29	75	27	41	36	20	28	31	34	187
South Canterbury	Males	16	4	2	1	2	0	2	1	2	0	0	1	1	1	16
	Females	5	0	0	0	0	0	1	0	4	1	1	1	2	2	5
	TOTAL	21	4	2	1	2	0	3	1	6	1	1	2	3	3	21
Southern	Males	83	9	5	9	8	5	18	12	5	7	7	14	7	4	83
	Females	34	5	5	7	7	4	13	7	12	2	7	7	7	5	34
	TOTAL	117	14	10	16	15	9	31	19	17	9	14	21	14	9	117
Gender Totals	Males n	1,354	162	126	112	109	115	270	187	119	111	126	111	88	80	78
	%	73.1	63.5	56.0	56.0	55.3	53.2	52.6	62.5	46.9	48.9	54.8	49.6	44.2	42.8	48.4
	Females n	498	93	99	88	88	101	243	112	135	116	104	113	111	107	83
	%	26.9	36.5	44.0	44.0	44.7	46.8	47.4	37.5	53.1	51.1	45.2	50.4	55.8	57.2	51.6
National Total		1,852	255	225	200	197	216	513	299	254	227	230	224	199	187	161

Table 6: Numbers of medical and dental officers on each salary step by gender and DHB 2020

DHB		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	5	1	3	0	0	0	2	1	1	0	0	2	0	2
	Females	5	1	3	0	0	0	2	1	0	0	2	0	0	0
	TOTAL	10	2	6	0	0	0	4	2	1	0	2	2	0	2
Waitemata	Males	21	1	0	1	3	1	4	3	0	2	0	1	2	5
	Females	14	2	0	0	1	1	1	1	3	0	1	0	4	6
	TOTAL	35	3	0	1	4	2	5	4	3	2	1	1	6	11
Auckland	Males	16	0	1	1	1	0	1	0	0	0	4	0	11	25
	Females	13	0	1	1	0	1	3	1	2	6	1	4	5	28
	TOTAL	29	0	2	2	1	1	4	1	2	6	5	4	16	53
Counties Manukau	Males	2	4	1	2	0	2	1	1	1	1	0	0	1	0
	Females	3	1	2	0	1	4	0	1	1	0	1	0	2	2
	TOTAL	5	5	3	2	1	6	1	2	2	1	1	0	3	2
Waikato	Males	10	1	3	4	2	3	2	2	1	2	0	0	0	1
	Females	6	0	1	0	1	0	2	1	1	1	0	0	0	0
	TOTAL	16	1	4	4	3	3	4	3	2	3	0	0	0	1
Bay of Plenty	Males	8	0	0	0	1	0	0	0	0	0	0	0	0	0
	Females	7	0	2	0	0	0	0	0	0	0	2	1	1	0
	TOTAL	15	0	2	0	1	0	0	0	0	0	2	1	1	0
Lakes	Males	1	0	0	0	0	1	0	0	0	0	1	0	0	0
	Females	1	0	0	0	0	0	0	1	0	0	0	0	1	0
	TOTAL	2	0	0	0	0	1	0	1	0	0	1	0	1	0
Tairāwhiti	Males	1	0	0	0	0	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	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Taranaki	Males	2	0	0	0	0	1	0	0	0	3	0	1	0	0
	Females	4	0	0	0	0	0	2	0	0	0	1	1	0	2
	TOTAL	6	0	0	0	0	1	2	0	0	3	1	2	0	2
Hawkes Bay	Males	4	0	1	0	1	0	0	0	0	0	0	0	0	0
	Females	5	0	0	0	1	0	1	0	0	0	1	0	0	0
	TOTAL	9	0	1	0	2	0	1	0	0	0	1	0	0	0
Whanganui	Males	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	Females	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	TOTAL	2	0	0	0	0	2	0	0	0	0	0	0	0	0
MidCentral	Males	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	6	0	0	0	0	0	1	0	1	0	0	0	0	0
	TOTAL	9	0	0	0	0	0	1	0	1	0	0	0	0	0
Wairarapa	Males	0	0	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	1	1	0	0	0	0	0	0	1	0	0	1	0	0
	TOTAL	5	1	0	0	0	0	0	0	1	0	0	1	0	0
Capital & Coast	Males	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	Females	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	7	1	0	0	0	0	0	0	0	0	0	0	0	0
Nelson Marlborough	Males	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	3	0	0	0	0	1	0	0	0	0	0	0	0	0
	TOTAL	11	0	0	0	0	1	0	0	0	0	0	0	0	0
West Coast	Males	4	0	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	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	8	1	1	0	0	2	0	0	0	0	0	0	2	4
	Females	9	1	3	0	2	1	3	0	0	0	1	1	3	2
	TOTAL	17	2	4	0	2	3	3	0	0	0	1	1	5	6
South Canterbury	Males	2	0	0	1	0	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	1	0	0	0	0	0	1	0	0	0	0
Southern	Males	3	1	1	0	1	1	0	1	0	1	0	0	2	0
	Females	2	0	1	0	0	0	1	1	0	1	0	0	0	0
	TOTAL	5	1	2	0	1	1	1	2	0	2	0	0	2	0
Gender Totals	Males n	104	10	11	9	9	12	10	8	3	11	5	4	18	37
	%	54.2	62.5	45.8	90.0	60.0	57.1	38.5	53.3	25.0	57.9	33.3	33.3	52.9	48.1
	Females n	88	6	13	1	6	9	16	7	9	8	10	8	16	40
	%	45.8	37.5	54.2	10.0	40.0	42.9	61.5	46.7	75.0	42.1	66.7	66.7	47.1	51.9
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 14 years including the proportion of women and men sitting on the top step over the same time frame.

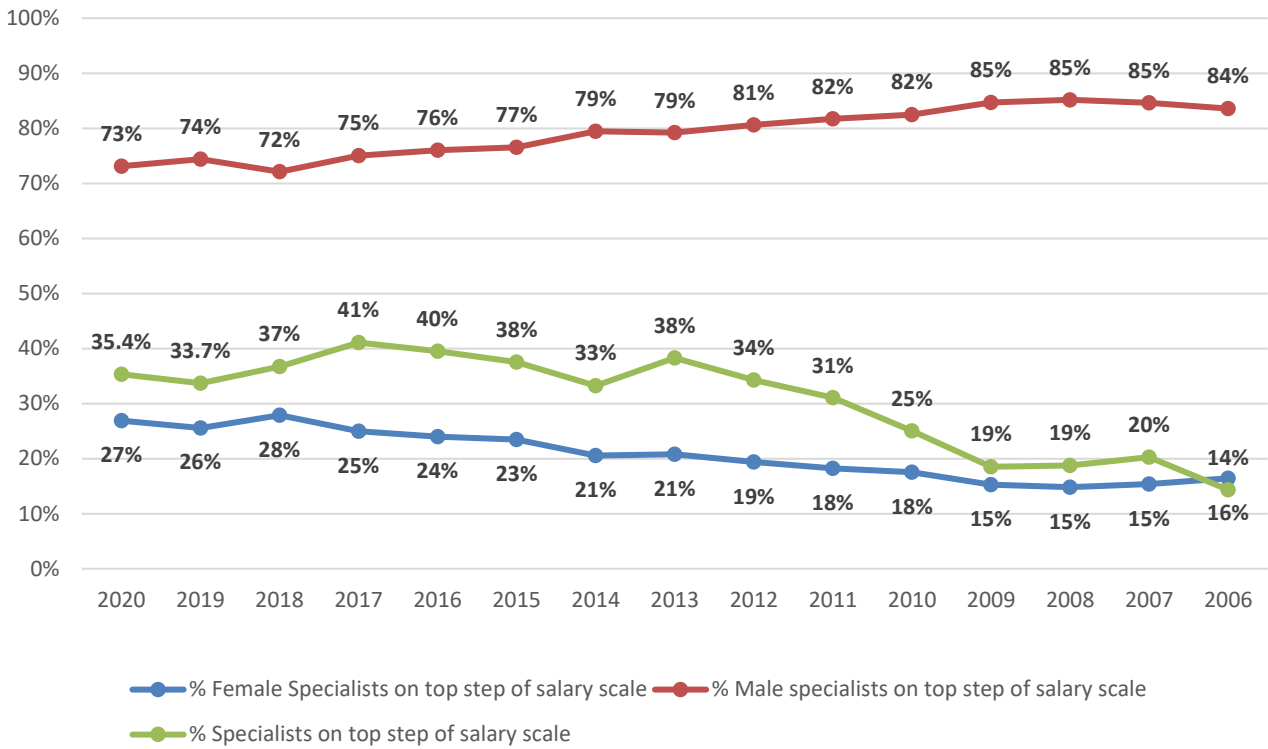


Figure 5: Proportion of specialists and by gender on the top step of the salary scale from 2006-2020

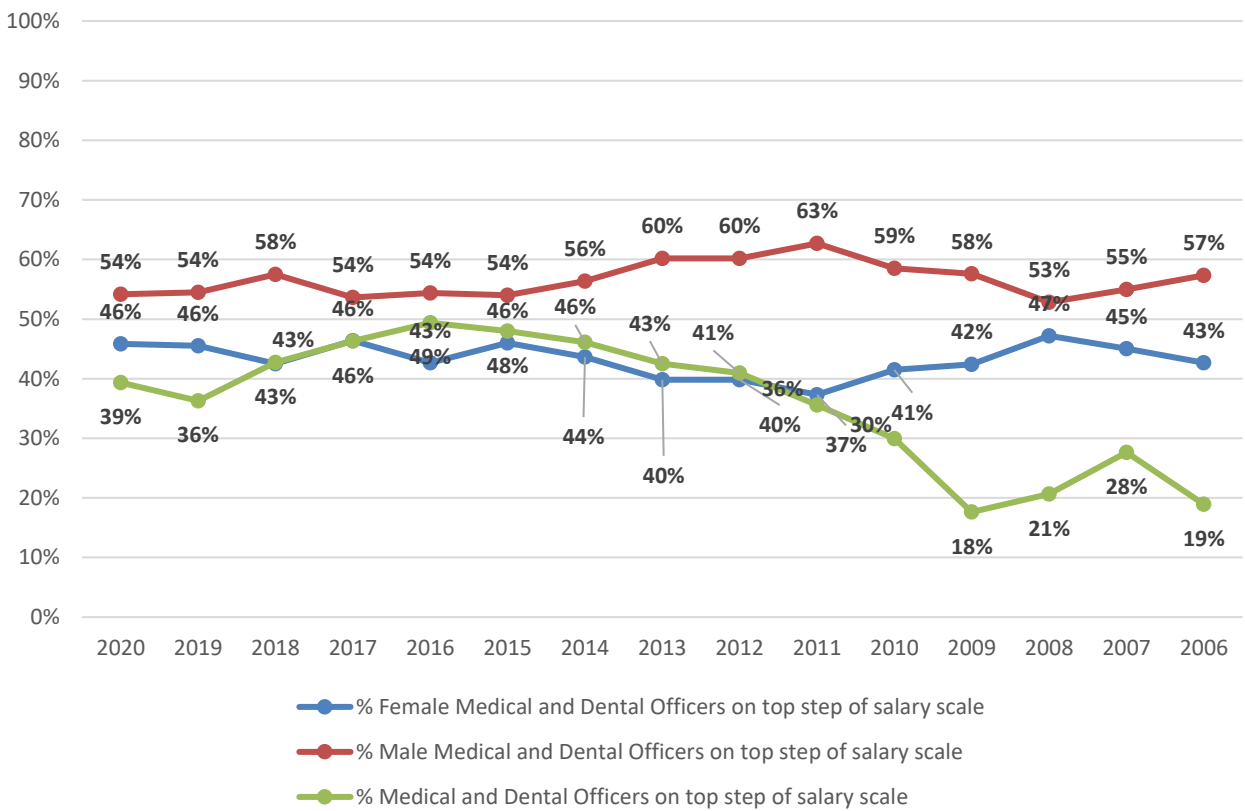


Figure 6: Proportion of medical and dental officers and by gender on the top step of the salary scale from 2006-2020

Figures 7 and 8 track the total numbers of specialists and medical and dental officers over the past 14 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).

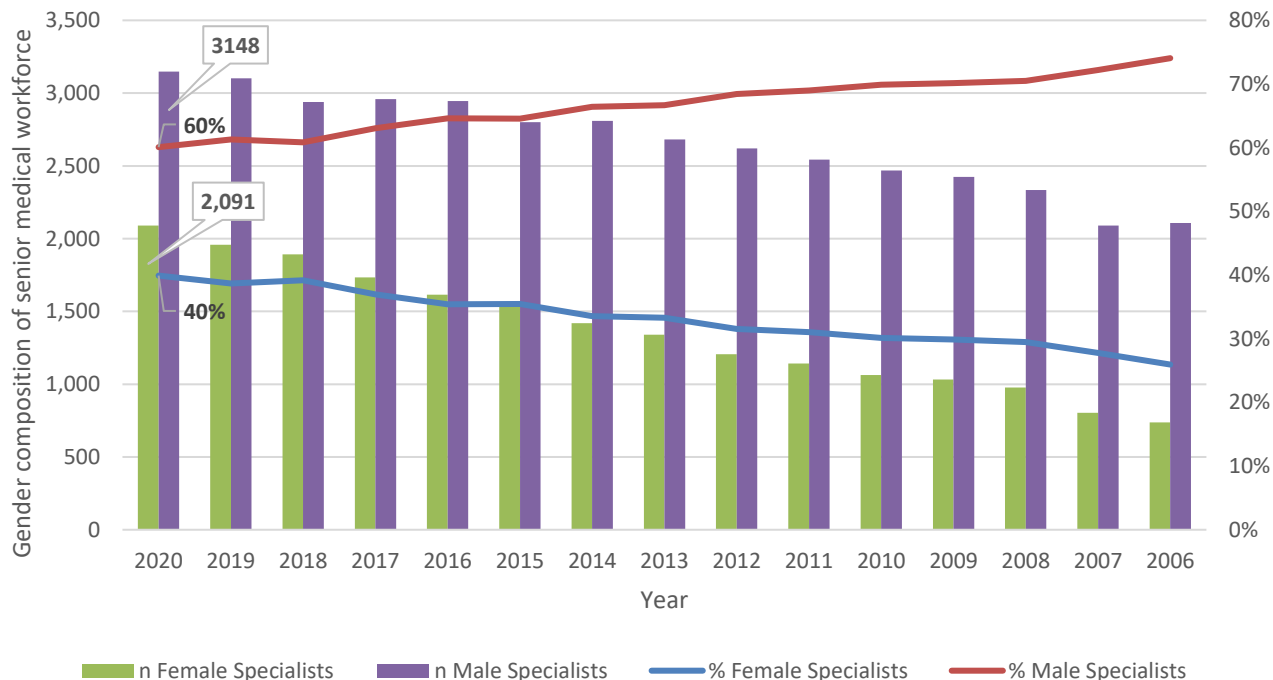


Figure 7: Total number and proportion of specialists by gender 2006-2020

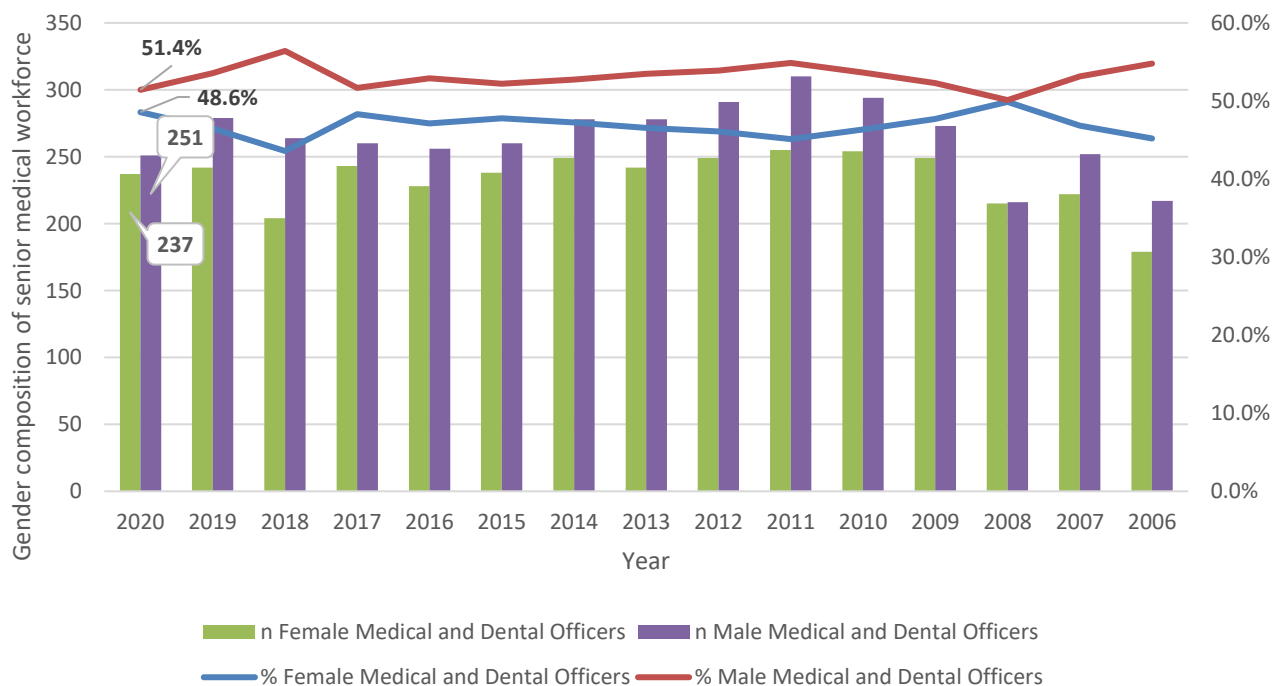


Figure 8: Total number and proportion of medical and dental officers by gender 2006-2020

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. 503 individuals of the total number of specialist and senior medical and dental officers (n=5727) do not appear to be receiving an employer contribution to their superannuation. Note at the time of writing Auckland have been questioned about the unusually large numbers of individuals receiving 'other' contributions.

Table 7: Combined specialist and medical/dental officer superannuation arrangements per DHB 2020

DHB	GSF & NPF	No. receiving Employer Contribution under CEA	Other	Total	Total @DHB
Northland	1	151	0	152	178
Waitemata	11	466	34	511	566
Auckland	36	347	760	1143	1147
Counties	29	509	0	538	608
Waikato	10	410	0	420	421
Bay of Plenty	4	221	0	225	242
Lakes	3	95	0	98	111
Tairāwhiti	0	49	0	49	59
Taranaki	4	117	0	121	140
Hawkes Bay	7	142	0	149	164
Whanganui	1	39	0	40	51
Mid-Central	9	147	0	156	170
Wairarapa	1	19	0	20	21
Hutt Valley	5	158	0	163	176
Capital & Coast	19	306	0	325	416
Nelson-Marlborough	4	144	0	148	148
West Coast	0	30	0	30	38
Canterbury	29	559	0	588	679
South Canterbury	2	48	0	50	56
Southern	10	288	0	298	336
	185	4245	794	5224	5727
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.