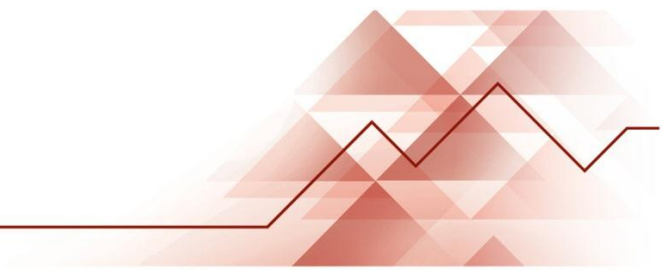


# Salary Survey

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

1 JULY 2013

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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 \$	2012 \$	2011 \$	2010 \$	2009 \$	2008 \$	1993 \$	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 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 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 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 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 \$	2012 \$	2011 \$	2010 \$	2009 \$	2008 \$	1993 \$	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 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 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 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 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**

RANK	DHB	TOTAL \$	FEMALES \$	MALES \$
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 \$	FEMALES \$	MALES \$
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
Gender Total	Males	133	12	14	16	8	10	6	10	6	8	13	42
	Females	88	22	17	10	13	16	7	16	10	6	12	25
National Total		221	34	31	26	21	26	13	26	16	14	25	67
Ratio (Male/Female)		1.5	0.5	0.8	1.6	0.6	0.6	0.9	0.6	0.6	1.3	1.1	1.7

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

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

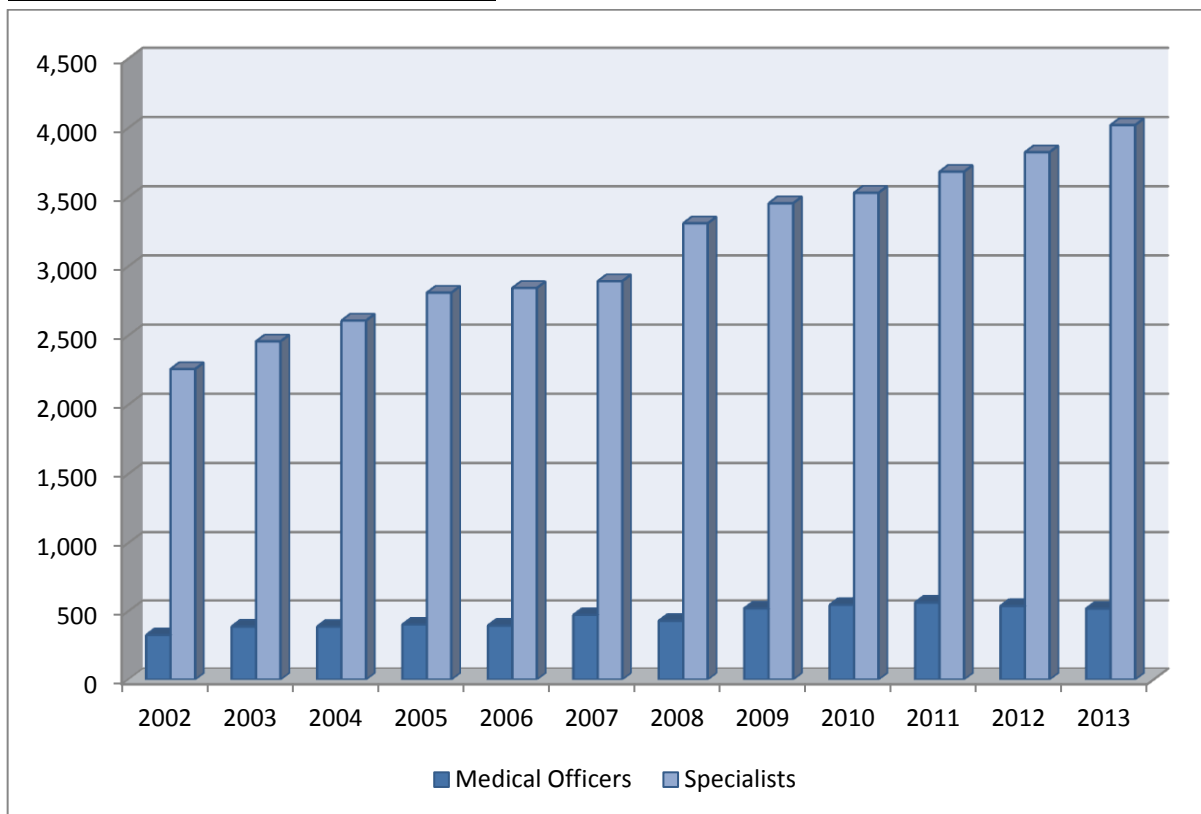
<b>DHB</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>
Northland	122	117	117	108	101	95	87	105	106	63	64
Waitemata	337	323	307	272	289	345	245	233	243	200	182
Auckland	806	782	755	726	702	654	624	565	563	554	509
Counties 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>

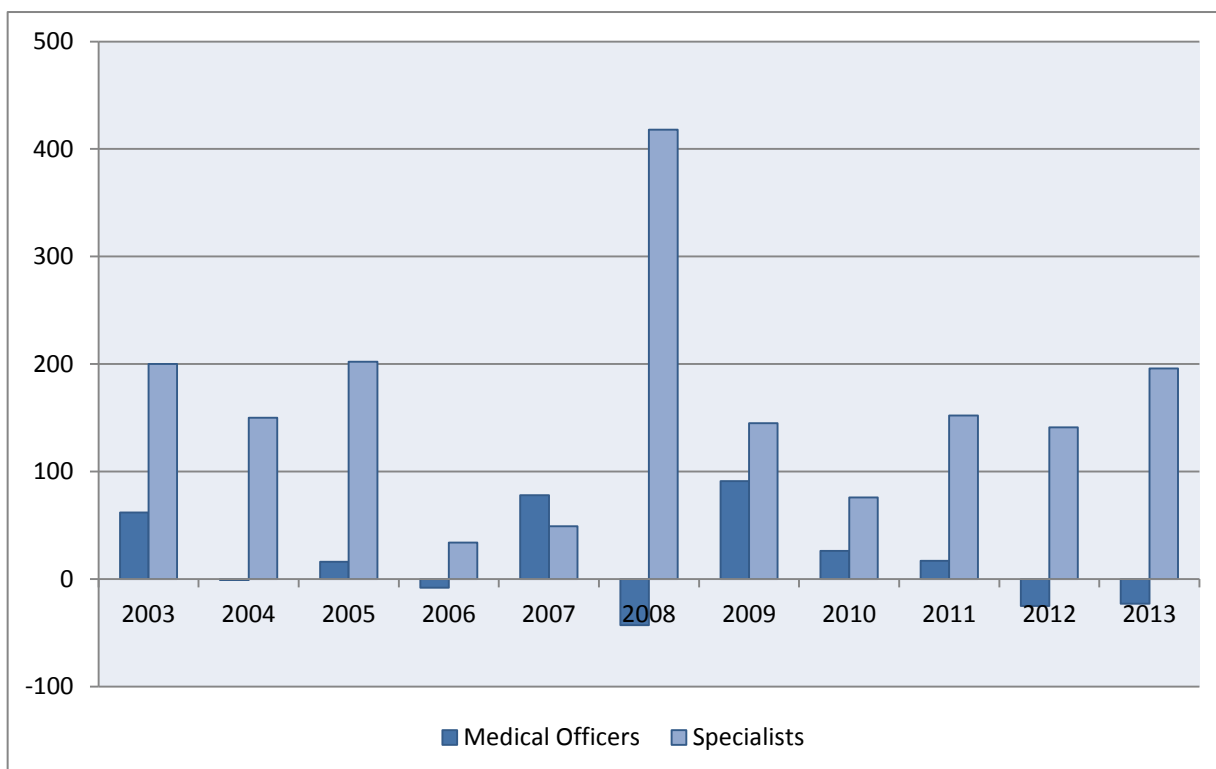
**Figure 1**

**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 & NPF	EMPLOYER CONTRIBUTION 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.