



Results of ASMS salary survey of Senior Medical and Dental Officers

October 2018

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Senior medical and dental officer salary survey 2018

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 2018, whether they are ASMS members or not. The salary steps are those derived from the 2017 ASMS DHB Multi-Employer Collective Agreement (MECA). This survey reports on the current salary scales of the MECA that came into effect on 5 March 2018. 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. Due to incomplete data received, the results for superannuation will be reported on separately later in the year.

KEY FINDINGS

As at 1 July 2018, there were 4830 specialists and 468 medical and dental officers employed across New Zealand's DHBs, with a total senior medical workforce of 5298 people. These figures represent a 3% increase in specialist numbers and a 7% decrease in medical and dental officer numbers compared with the previous year. Of these, 2939 (60.8%) of specialists were male and 1891 (39.2%) were female. This represents a decrease in the number of male specialists of 0.6% and an increase in the number of female specialists of 9.1% compared with 2017. For medical and dental officers, 264 (56.4%) were male and 204 (43.6%) were female. This represents an increase in the number of male medical and dental officers of 1.5% and a decrease in the number of females of 16% compared with 2017.

The figures report an increase in the average specialist salary of 8.4%, due in part to a catch-up on the previous year when the average salary increase fell below the inflation rate. It also reflects the pattern of salary spikes that tend to occur in the first year of a new MECA. The survey figures also show a decrease in the average medical and dental officer salary of 1.1% compared with the previous year. This decrease may be due to some medical and dental officers moving on to the specialist salary scale, although due to the limitations of the data collection process, we are unable to interrogate this further.

The highest average salary for specialists was again recorded at Tairāwhiti DHB (\$216,187 n=54), reflecting the high proportion of specialists on the top step (n=26) and the lowest at Waitemata DHB (\$202,391 n=437), reflecting the larger numbers of specialists at the DHB and their spread across the salary steps. The highest

average salary for medical and dental officers was at Wairarapa DHB (n=4) (\$177,706), with the lowest average salary at Auckland DHB (\$143,130 n=104).

In 2018, 36.7% (n=1775) of all specialists were on the top step of the salary scale compared with 41.1% (n=1927) in 2017. This decrease is likely due to the introduction of a new top step, for which eligibility was determined by being on the previous top step for a year or more as at 5 March 2018.

In terms of the gender composition of the top step, 27.9 % (n=495) were female and 72.1% (n=1280) male. For medical and dental officers, 42.7% (n=200) were on the top step with this comprised of 42.5% (n=85) females and 57.5% (n=115) 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 7 (500 individuals). The second largest grouping of medical and dental officers was on step 1 (62 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. South Canterbury, Wairarapa and the West Coast continue to have the lowest number of specialists across the country.

Table 1: Ranked numbers of specialists employed by DHBs 2011-2018

DHB	2018	2017	2016	2015	2014	2013	2012	2011
Auckland	942	917	886	846	818	806	782	755
Canterbury	540	540	510	488	462	415	427	440
Counties Manukau	470	466	487	434	447	421	385	370
Waitemata	437	422	412	392	366	337	323	307
Capital Coast	404	387	367	365	361	352	317	299
Waikato	381	365	356	345	341	327	306	284
Southern	301	286	282	275	272	251	236	220
Bay of Plenty	204	188	177	170	171	155	149	139
Northland	164	173	160	152	127	122	117	117
MidCentral	158	156	147	143	140	135	131	110
Hawkes Bay	142	128	129	129	117	118	114	114
Hutt Valley	142	136	135	144	130	124	124	123
Nelson-Marlborough	139	141	130	87	129	117	112	106
Taranaki	101	85	82	83	75	77	64	59
Lakes	92	85	78	83	75	79	66	69
Tairāwhiti	54	53	55	53	44	51	43	47
Whanganui	53	47	58	49	53	47	43	41
South Canterbury	47	50	43	41	43	37	38	37
Wairarapa	32	33	35	26	27	24	23	24
West Coast	27	33	31	32	32	27	26	24
Totals	4830	4691	4560	4337	4230	4022	3826	3685

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

Table 2: Ranked numbers of medical and dental officers employed by DHBs 2011-2018

DHB	2018	2017	2016	2015	2014	2013	2012	2011
Auckland	104	121	122	113	118	110	116	107
Waitemata	53	74	77	83	84	82	78	87
Counties Manukau	49	45	25	49	42	43	39	33
Canterbury	43	62	64	64	64	60	52	65
Waikato	37	38	35	27	28	30	31	35
Northland	25	13	11	10	30	31	31	35
Southern	23	19	14	15	18	19	25	33
Bay of Plenty	21	21	23	19	24	21	22	24
Taranaki	19	22	19	16	15	16	25	25
Nelson-Marlborough	17	18	18	22	21	27	29	33
Capital Coast	15	13	14	16	16	15	13	9
MidCentral	14	14	18	18	18	18	17	13
Hutt Valley	13	11	11	11	11	10	10	12
Hawkes Bay	10	10	11	11	10	9	12	11
Lakes	6	3	5	3	3	2	7	8
West Coast	6	5	6	5	8	10	12	11
South Canterbury	4	3	4	3	4	6	4	6
Wairarapa	4	3	0	6	4	4	6	4
Whanganui	3	6	5	4	5	3	3	4
Tairāwhiti	2	2	2	3	4	4	8	10
Totals	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 12 years, with Figure 2 displaying the year-on-year percentage change in these total numbers across all DHBs.

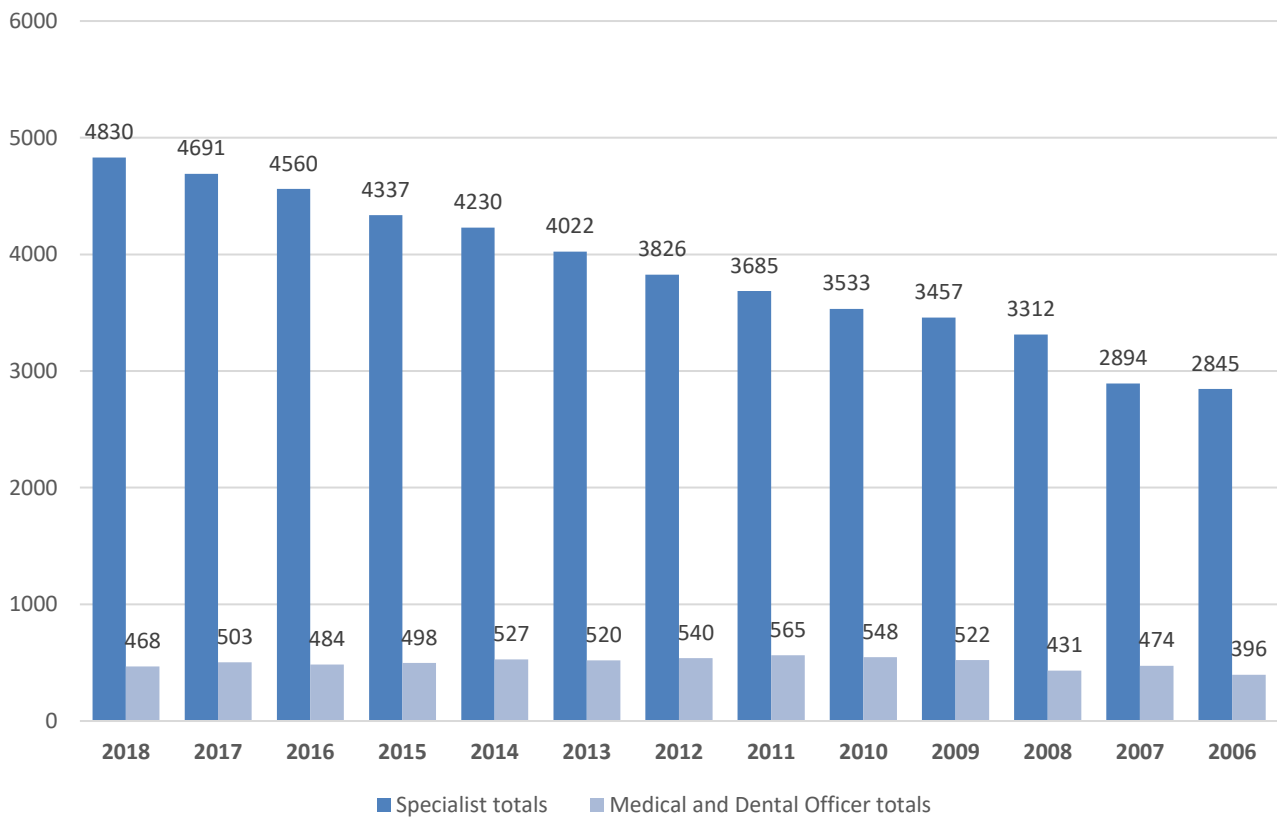


Figure 1: Total numbers of specialists and medical and dental officers employed by DHBs 2006-2018

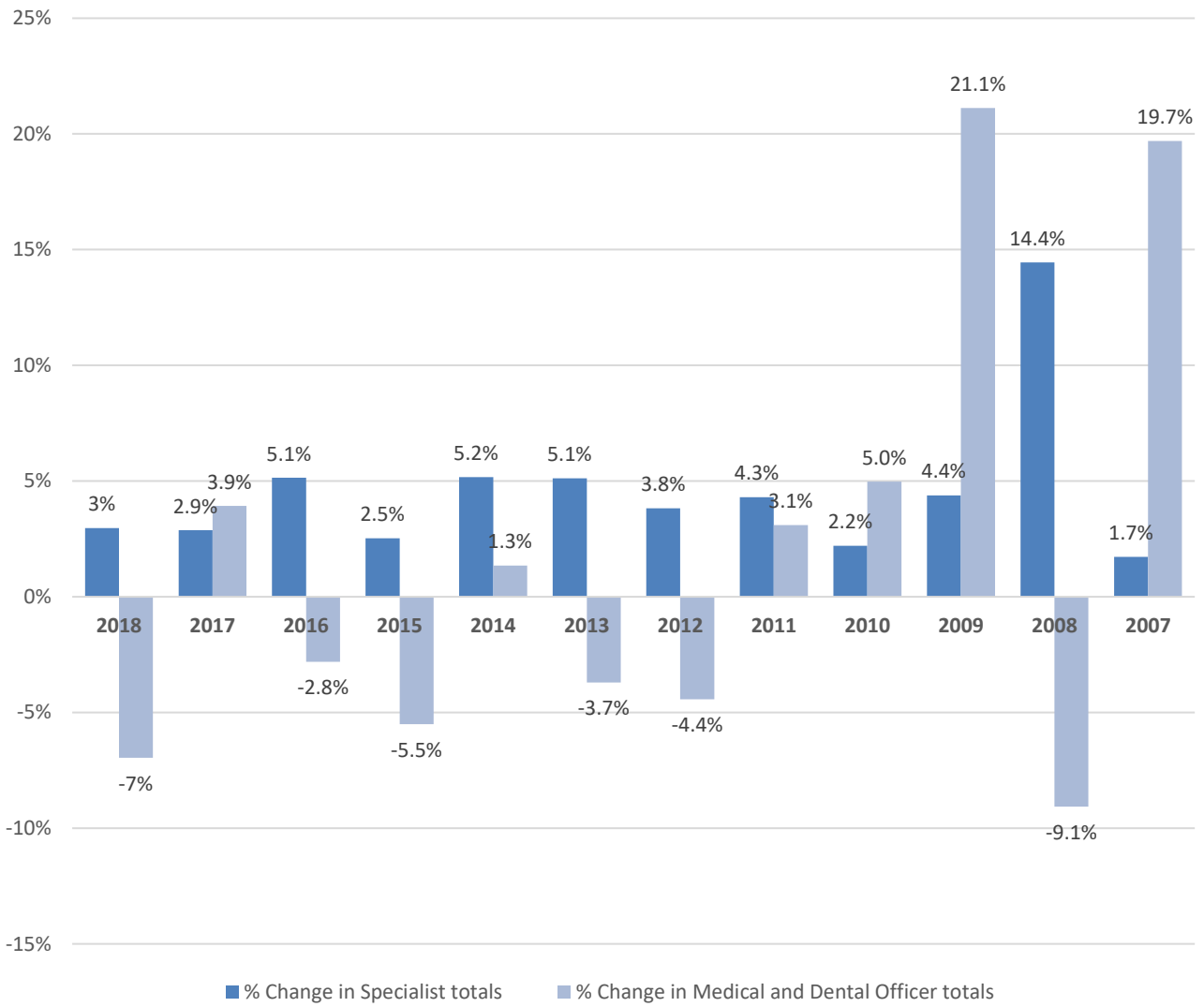


Figure 2: Percentage change in numbers of specialists and medical and dental officers employed by DHBs 2006-2018

Figure 3 describes trends in average full time equivalent specialist and medical and dental officer salaries over the past six years, with Figure 4 exploring the percentage change in average salary from 2011.

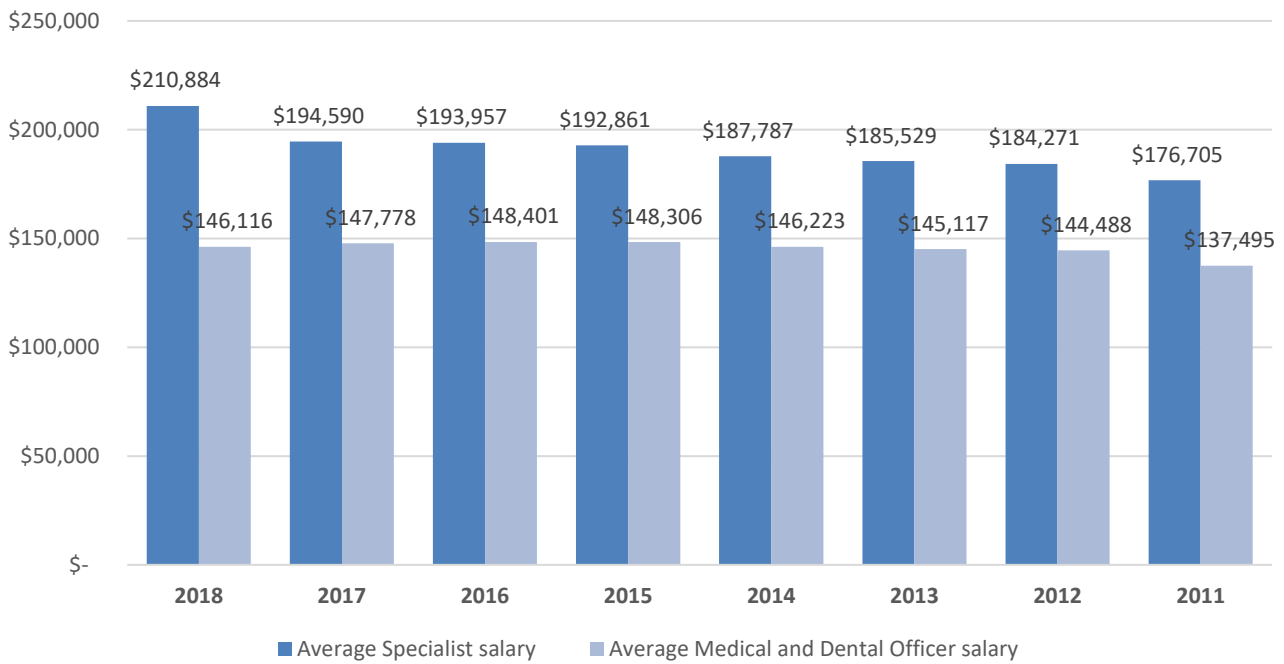


Figure 3: Summary of national average full time equivalent salaries for specialists and medical and dental officers 2011-2018

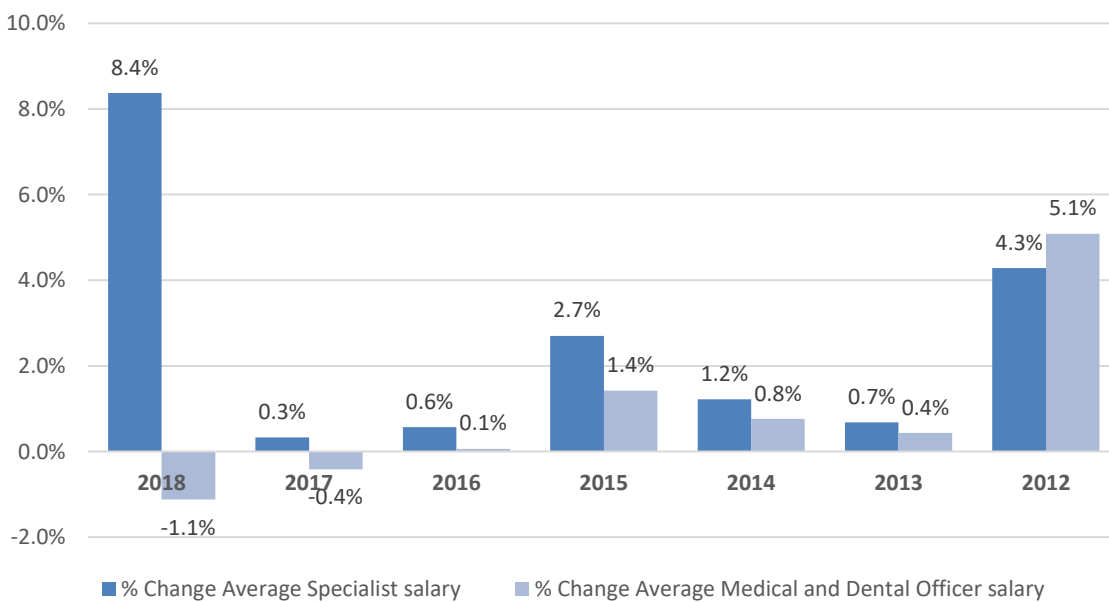


Figure 4: Percentage change in average specialist and medical and dental officer salary 2011-2018

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

Table 3: Ranked average specialist salary by DHB 2018

DHB	Total average salary	Specialists per DHB
Tairāwhiti	\$216,187	54
West Coast	\$215,770	27
Wairarapa	\$215,268	32
Whanganui	\$213,311	53
Nelson-Marlborough	\$209,342	139
South Canterbury	\$207,220	47
Southern	\$206,640	301
MidCentral	\$206,519	158
Taranaki	\$205,824	101
Lakes	\$205,702	92
Bay of Plenty	\$205,544	204
Capital Coast	\$205,501	404
Auckland	\$204,808	942
Northland	\$204,474	164
Waikato	\$204,114	381
Hutt Valley	\$203,345	142
Canterbury	\$203,014	540
Counties Manukau	\$202,760	470
Hawke's Bay	\$202,489	142
Waitemata	\$202,391	437

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 2018.

Table 4: Ranked average medical and dental officer salary per DHB including numbers of medical and dental officers 2018

DHB	Total average salary	Medical and dental officers per DHB
Wairarapa	\$177,706	4
Bay of Plenty	\$174,822	21
West Coast	\$172,441	6
Nelson-Marlborough	\$171,737	17
Hawke's Bay	\$169,420	10
South Canterbury	\$167,483	4
MidCentral	\$165,642	14
Whanganui	\$165,635	3
Capital Coast	\$165,562	15
Waikato	\$165,495	37
Hutt Valley	\$164,574	13
Taranaki	\$161,928	19
Northland	\$161,388	25
Southern	\$156,651	23
Canterbury	\$155,663	43
Counties Manukau	\$154,503	49
Waitemata	\$154,329	53
Tairāwhiti	\$152,448	2
Lakes	\$147,616	6
Auckland	\$143,130	104

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 2018

DHB		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	34	8	6	6	5	7	3	8	6	5	4	5	4	1
	Females	18	5	2	3	4	2	2	8	6	2	5	1	2	2
	TOTAL	52	13	8	9	9	9	5	16	12	7	9	6	6	3
Waitemata	Males	103	20	16	13	10	8	6	24	10	12	9	23	7	7
	Females	37	8	5	9	9	9	5	25	14	12	9	6	9	12
	TOTAL	140	28	21	22	19	17	11	49	24	24	18	29	16	19
Auckland	Males	249	26	15	15	13	11	18	54	29	18	13	13	15	14
	Females	113	22	23	25	15	23	22	56	17	30	26	23	23	21
	TOTAL	362	48	38	40	28	34	40	110	46	48	39	36	38	35
Counties Manukau	Males	109	14	13	4	11	12	11	34	15	9	11	2	7	4
	Females	46	4	8	7	12	13	6	43	19	20	7	12	8	9
	TOTAL	155	18	21	11	23	25	17	77	34	29	18	14	15	13
Waikato	Males	109	11	11	11	14	15	9	26	8	12	12	14	7	7
	Females	22	10	3	9	5	8	7	18	8	6	3	5	4	7
	TOTAL	131	21	14	20	19	23	16	44	16	18	15	19	11	14
Bay of Plenty	Males	69	7	2	4	3	8	6	9	5	6	4	3	4	1
	Females	14	4	2	1	1	6	8	11	2	5	7	2	8	2
	TOTAL	83	11	4	5	4	14	14	20	7	11	11	5	12	3
Lakes	Males	29	6	2	1	2	2	3	4	3	1	3	0	1	3
	Females	10	1	1	0	0	1	1	3	2	3	4	1	1	4
	TOTAL	39	7	3	1	2	3	4	7	5	4	7	1	2	7
Tairāwhiti	Males	20	3	0	4	3	5	3	0	1	0	0	0	0	0
	Females	6	1	0	2	2	2	1	0	0	1	0	0	0	0
	TOTAL	26	4	0	6	5	7	4	0	1	1	0	0	0	0
Taranaki	Males	27	6	4	3	3	2	5	7	2	1	2	1	2	1
	Females	10	0	2	0	1	3	3	4	0	4	2	3	2	1
	TOTAL	37	6	6	3	4	5	8	11	2	5	4	4	4	2
Hawkes Bay	Males	43	4	7	3	5	1	7	9	5	1	1	7	5	3
	Females	6	0	3	0	3	1	4	6	2	5	4	3	2	2
	TOTAL	49	4	10	3	8	2	11	15	7	6	5	10	7	5
Whanganui	Males	22	3	6	0	2	0	1	1	2	0	0	2	0	0
	Females	3	2	0	1	1	0	0	1	2	1	1	1	1	0
	TOTAL	25	5	6	1	3	0	1	2	4	1	1	3	1	0
MidCentral	Males	6	8	3	2	1	5	4	11	6	5	4	4	3	5
	Females	56	6	2	3	3	0	4	8	1	4	1	1	0	2
	TOTAL	62	14	5	5	4	5	8	19	7	9	5	5	3	7
Wairarapa	Males	16	2	0	0	0	1	0	1	0	2	0	1	1	0
	Females	4	0	0	0	1	1	0	1	0	1	0	0	0	0
	TOTAL	20	2	0	0	1	2	0	2	0	3	0	1	1	0
Hutt	Males	32	10	3	4	6	1	3	4	6	2	5	5	5	0
	Females	14	2	4	3	5	2	0	4	2	5	3	6	3	3
	TOTAL	46	12	7	7	11	3	3	8	8	7	8	11	8	3
Capital & Coast	Males	105	18	15	4	11	10	10	16	24	12	4	16	3	4
	Females	45	5	6	13	8	9	7	10	9	12	8	6	10	4
	TOTAL	150	23	21	17	19	19	17	26	33	24	12	22	13	8
Nelson Marlborough	Males	50	5	3	3	8	5	0	8	5	2	3	2	0	0
	Females	13	3	0	0	2	6	0	8	0	4	1	2	3	3
	TOTAL	63	8	3	3	10	11	0	16	5	6	4	4	3	3
West Coast	Males	11	1	2	1	0	0	2	1	2	0	0	0	0	0
	Females	3	1	0	1	0	0	0	1	0	1	0	0	0	0
	TOTAL	14	2	2	2	0	0	2	2	2	1	0	0	0	0
Canterbury	Males	141	27	8	11	9	15	13	32	19	25	19	5	11	5
	Females	38	15	6	10	4	3	15	43	10	12	13	11	10	10
	TOTAL	179	42	14	21	13	18	28	75	29	37	32	16	21	15
South Canterbury	Males	15	5	1	2	0	2	0	2	0	2	0	2	0	1
	Females	5	1	0	0	0	0	0	1	1	2	1	0	2	2
	TOTAL	20	6	1	2	0	2	0	3	1	4	1	2	2	3
Southern	Males	90	10	12	6	10	2	8	14	10	3	7	7	9	5
	Females	32	5	8	5	5	4	3	14	8	7	3	5	4	5
	TOTAL	122	15	20	11	15	6	11	28	18	10	10	12	13	10
Gender Totals	Males n	1,280	194	129	97	116	112	112	265	158	118	101	112	84	61
	%	72.1	67.1	63.2	51.3	58.9	54.6	56.0	50.0	60.5	46.3	50.8	56.0	47.7	40.7
	Females n	495	95	75	92	81	93	88	265	103	137	98	88	92	89
	%	27.9	32.9	36.8	48.7	41.1	45.4	44.0	50.0	39.5	53.7	49.2	44.0	52.3	59.3
National Total		1,775	289	204	189	197	205	200	530	261	255	199	200	176	150

Table 6: Numbers of medical and dental officers on each salary step by gender and DHB 2018

DHB		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	8	1	1	0	0	0	0	1	0	2	0	0	0
	Females	6	0	0	1	0	0	0	1	0	1	1	1	1
	TOTAL	14	1	1	1	0	0	0	2	0	3	1	1	1
Waitemata	Males	24	1	1	0	1	2	0	2	2	1	3	4	8
	Females	0	0	1	0	0	1	1	1	0	0	0	0	0
	TOTAL	24	1	2	0	1	3	1	3	2	1	3	4	8
Auckland	Males	17	1	0	0	2	1	2	0	0	2	3	2	20
	Females	15	1	1	0	2	1	1	3	0	1	3	6	20
	TOTAL	32	2	1	0	4	2	3	3	0	3	6	8	40
Counties Manukau	Males	7	3	3	1	3	0	3	3	8	1	2	0	1
	Females	5	1	0	2	1	1	1	0	1	0	1	0	1
	TOTAL	12	4	3	3	4	1	4	3	9	1	3	0	2
Waikato	Males	9	3	1	2	2	2	3	0	0	1	0	0	0
	Females	5	3	0	1	3	1	1	0	0	0	0	0	0
	TOTAL	14	6	1	3	5	3	4	0	0	1	0	0	0
Bay of Plenty	Males	7	0	0	0	1	0	0	0	0	0	0	0	0
	Females	10	1	0	2	0	0	0	0	0	0	0	0	0
	TOTAL	17	1	0	2	1	0	0	0	0	0	0	0	0
Lakes	Males	1	0	0	0	0	0	0	0	0	0	1	0	0
	Females	0	0	0	0	0	1	2	0	1	0	0	0	0
	TOTAL	1	0	0	0	0	1	2	0	1	0	1	0	0
Tairāwhiti	Males	1	0	0	0	0	0	0	0	0	0	1	0	0
	Females	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
Taranaki	Males	5	0	0	0	0	0	1	0	0	1	0	0	0
	Females	7	0	0	0	0	0	0	1	2	1	0	0	1
	TOTAL	12	0	0	0	0	0	1	1	2	2	0	0	1
Hawkes Bay	Males	2	2	0	1	0	0	0	0	0	0	0	0	0
	Females	1	3	0	0	0	0	0	0	1	0	0	0	0
	TOTAL	3	5	0	1	0	0	0	0	1	0	0	0	0
Whanganui	Males	1	0	0	0	0	0	0	1	0	0	0	0	0
	Females	1	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	2	0	0	0	0	0	0	1	0	0	0	0	0
MidCentral	Males	3	0	0	0	0	0	0	0	0	0	0	0	0
	Females	5	3	0	0	0	0	0	1	0	0	0	0	2
	TOTAL	8	3	0	0	0	0	0	1	0	0	0	0	2
Wairarapa	Males	1	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
	TOTAL	4	0	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	6	0	0	1	0	0	0	1	0	0	0	0	0
	Females	1	1	0	0	1	0	0	1	0	0	0	1	0
	TOTAL	7	1	0	1	1	0	0	2	0	0	0	1	0
Capital & Coast	Males	3	0	0	0	0	0	0	0	0	1	0	0	1
	Females	6	2	0	1	0	0	0	0	0	0	1	0	0
	TOTAL	9	2	0	1	0	0	0	0	0	1	1	0	1
Nelson Marlborough	Males	6	1	0	1	1	1	0	0	0	0	0	0	0
	Females	6	0	0	0	0	0	1	0	0	0	0	0	0
	TOTAL	12	1	0	1	1	1	1	0	0	0	0	0	0
West Coast	Males	3	1	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
	TOTAL	4	1	0	0	0	1	0	0	0	0	0	0	0
Canterbury	Males	8	0	1	0	0	0	1	0	0	1	1	4	1
	Females	12	1	1	2	1	1	0	1	0	0	0	4	3
	TOTAL	20	1	2	2	1	1	1	1	0	1	1	8	4
South Canterbury	Males	2	0	0	0	0	0	0	0	1	0	0	0	0
	Females	1	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	3	0	0	0	0	0	0	0	1	0	0	0	0
Southern	Males	1	6	1	1	1	3	0	0	0	0	0	0	3
	Females	0	2	1	1	1	0	0	0	1	1	0	0	0
	TOTAL	1	8	2	2	2	3	0	0	1	1	0	0	3
Gender Totals	Males n	115	19	8	7	11	10	10	8	11	10	11	10	34
	%	57.5	51.4	66.7	41.2	55.0	62.5	58.8	47.1	64.7	71.4	64.7	45.5	54.4
	Females n	85	18	4	10	9	6	7	9	6	4	6	12	28
%	42.5	48.6	33.3	58.8	45.0	37.5	41.2	52.9	35.3	28.6	35.3	54.5	45.2	
National Total		200	37	12	17	20	16	17	17	17	14	17	22	62

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 on the top step over the same time frame.

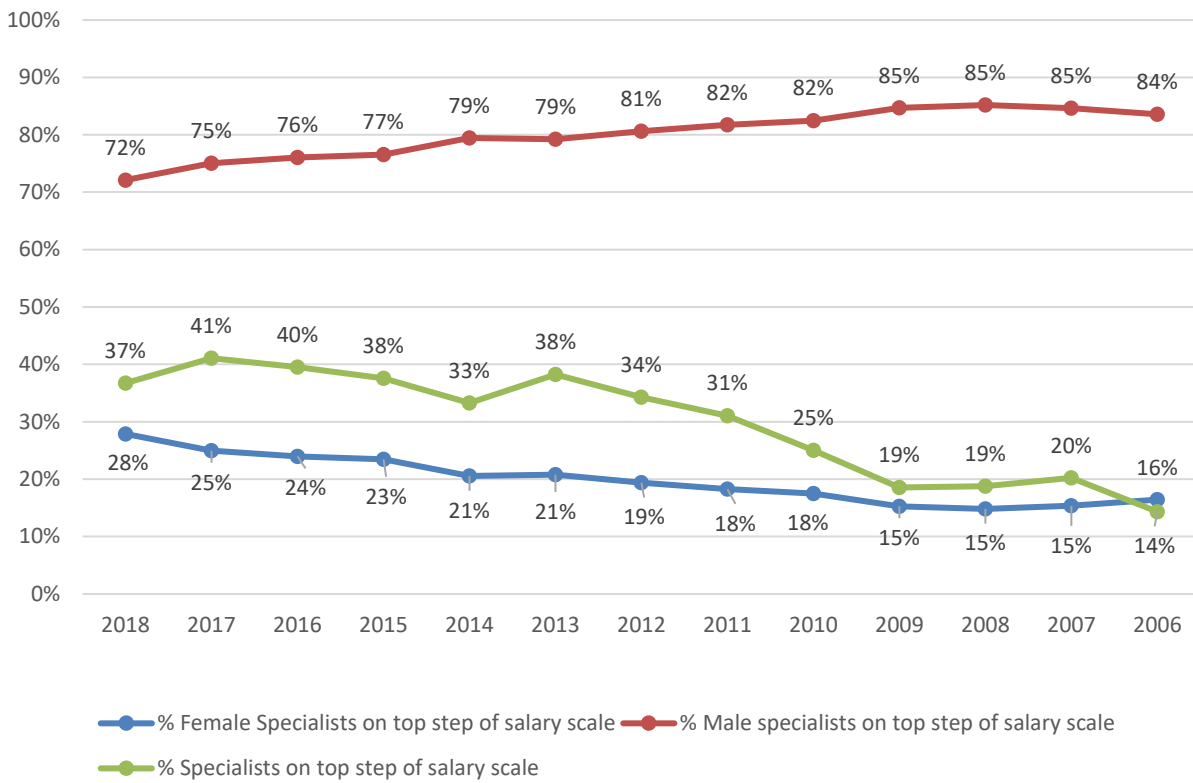


Figure 5: Proportion of specialists and by gender on the top step of the salary scale from 2006-2018

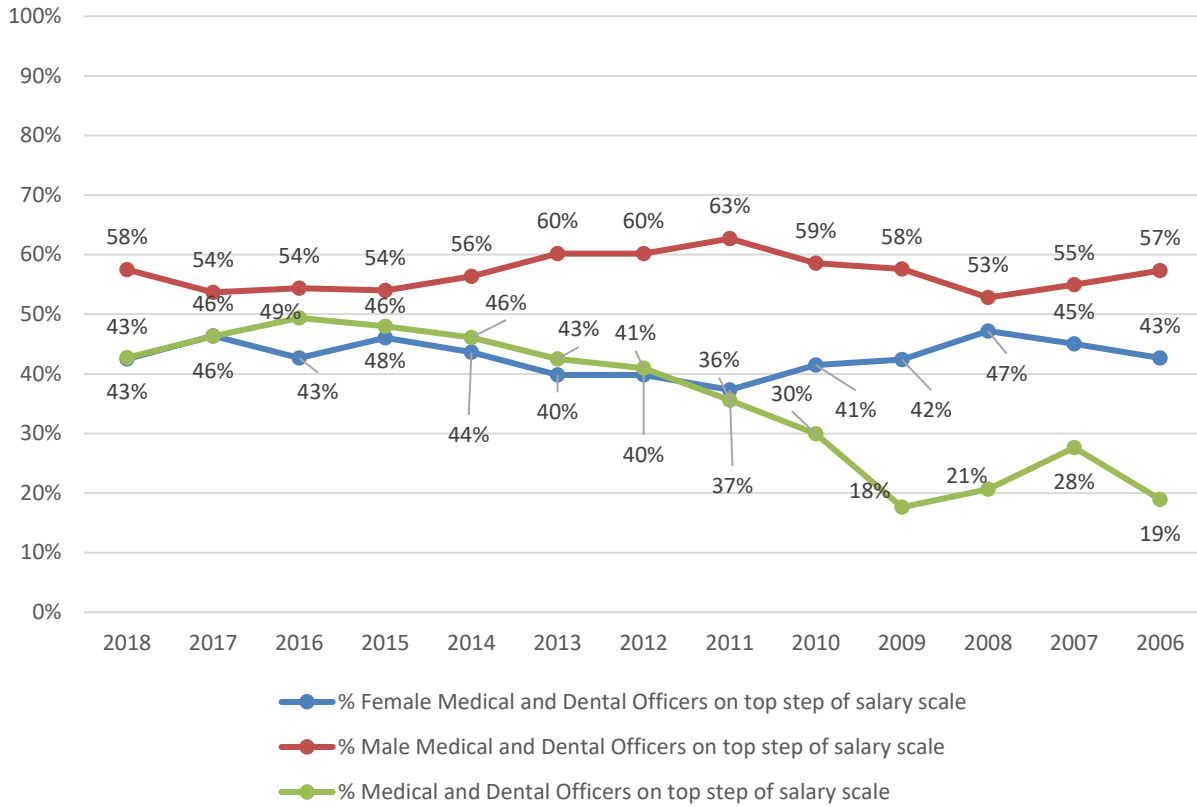


Figure 6: Proportion of medical and dental officers and by gender on the top step of the salary scale from 2006-2018

Figures 7 and 8 track the total numbers of specialists and medical and dental officers over the past 12 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 (60% male to 40% female). 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).

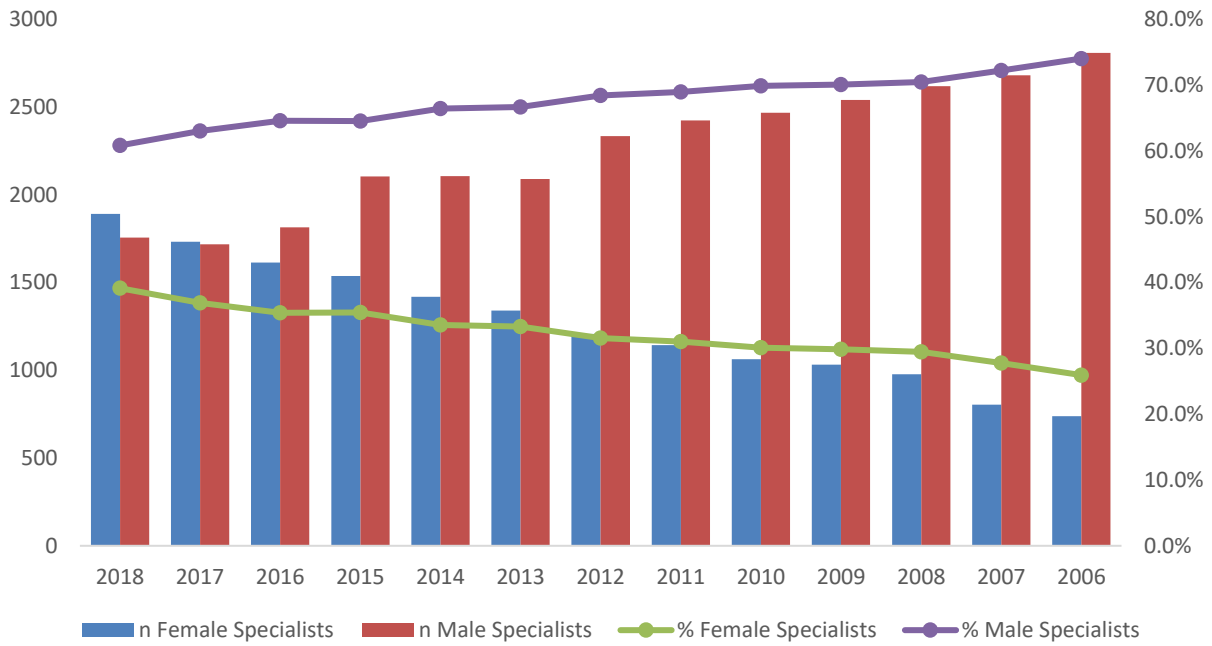


Figure 7: Total number and proportion of specialists by gender 2006-2018

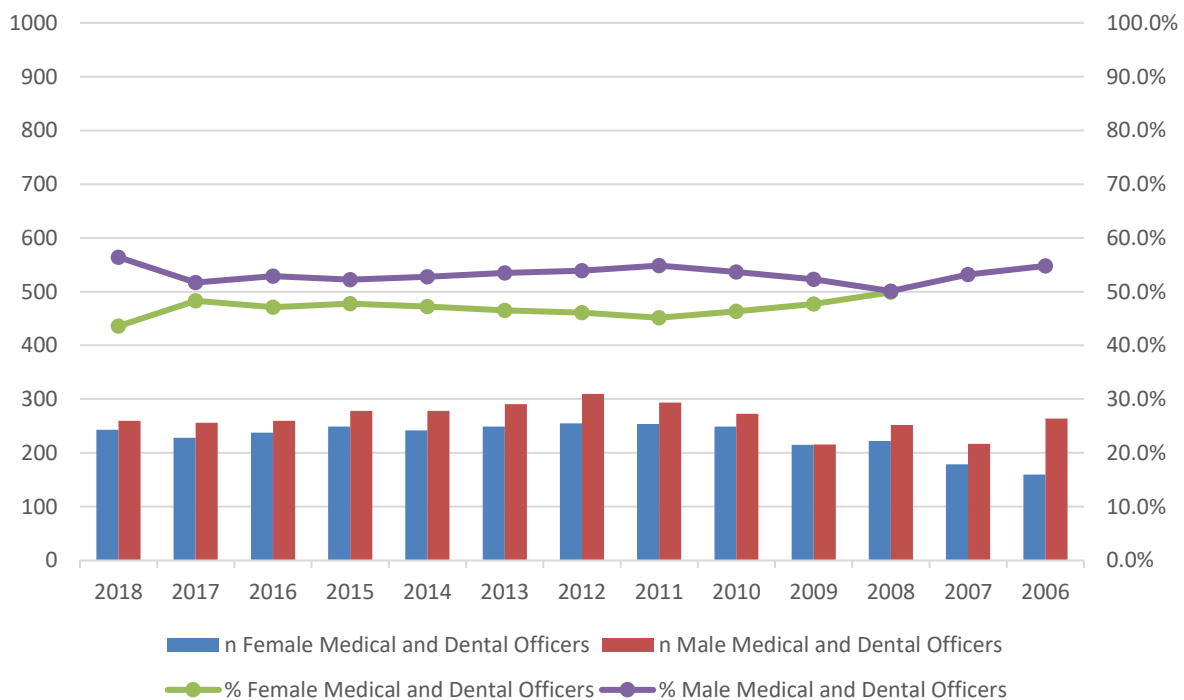


Figure 8: Total number and proportion of medical and dental officers by gender 2006-2018