## ASMS

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## Results of ASMS salary survey of Senior Medical and Dental Officers

November 2020

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# 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 ( $\$ 236,171 \mathrm{n}=20$ ), 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 | $\mathbf{2 0 2 0}$ |
| :--- | :--- |
| 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 |
| Tairawhiti | 57 |
| South Canterbury | 52 |
| Whanganui | 47 |
| West Coast | 33 |
| Wairarapa | 20 |
| 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 Tairawhiti having the lowest numbers.

Table 2: Ranked numbers of medical and dental officers employed by DHBs 2020

| DHB | $\mathbf{2 0 2 0}$ |
| :--- | :--- |
| 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 |
| Whanganui | 4 |
| South Canterbury | 4 |
| Tairawhiti | 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 |
| Tairawhiti | $\$ 228,875$ | 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 |
| :--- | :--- |
| Wairarapa | $* * * *$ |
| West Coast | $\$ 189,800$ |
| Capital Coast | $\$ 189,163$ |
| Nelson-Marlborough | $\$ 187,500$ |
| MidCentral | $\$ 182,940$ |
| Hawke's Bay | $\$ 179,713$ |
| Bay of Plenty | $\$ 177,604$ |
| Hutt Valley | $\$ 176,621$ |
| Whanganui | $\$ 176,003$ |
| South Canterbury | $\$ 173,502$ |
| Waikato | $\$ 171,486$ |
| Northland | $\$ 168,059$ |
| Southern | $\$ 166,095$ |
| Tairawhiti | $\$ 166,000$ |
| Waitemata | $\$ 165,093$ |
| Canterbury | $\$ 164,907$ |
| Counties Manukau | $\$ 163,569$ |
| Lakes | $\$ 159,824$ |
| Taranaki | $\$ 158,253$ |

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 | 0 |
|  | Females | 24 | 3 | 1 | 3 | 1 | 2 | 7 | 3 | 2 | 6 | 2 | 0 | 3 | 3 | 1 |
|  | TOTAL | 62 | 9 | 7 | 7 | 5 | 5 | 14 | 9 | 6 | 9 | 7 | 0 | 3 | 3 | 1 |
| Waitemata | Males | 122 | 15 | 14 | 9 | 9 | 7 | 28 | 9 | 12 | 10 | 23 | 5 | 7 | 5 | 10 |
|  | Females | 48 | 5 | 13 | 10 | 12 | 7 | 24 | 13 | 9 | 10 | 9 | 8 | 10 | 12 | 13 |
|  | TOTAL | 170 | 20 | 27 | 19 | 21 | 14 | 52 | 22 | 21 | 20 | 32 | 13 | 17 | 17 | 23 |
| Auckland | Males | 268 | 23 | 20 | 12 | 17 | 16 | 60 | 29 | 17 | 17 | 17 | 25 | 11 | 9 | 10 |
|  | Females | 131 | 21 | 24 | 17 | 21 | 27 | 49 | 21 | 25 | 30 | 20 | 25 | 20 | 20 | 19 |
|  | TOTAL | 399 | 44 | 44 | 29 | 38 | 43 | 109 | 50 | 42 | 47 | 37 | 50 | 31 | 29 | 29 |
| Counties Manukau | Males | 122 | 20 | 17 | 10 | 12 | 14 | 33 | 28 | 9 | 10 | 11 | 7 | 13 | 7 | 14 |
|  | Females | 51 | 12 | 9 | 9 | 13 | 9 | 41 | 13 | 20 | 15 | 14 | 11 | 10 | 10 | 10 |
|  | TOTAL | 173 | 32 | 26 | 19 | 25 | 23 | 74 | 41 | 29 | 25 | 25 | 18 | 23 | 17 | 24 |
| 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 | 62 | 4 | 4 | 5 | 7 | 7 | 10 | 5 | 6 | 5 | 6 | 3 | 3 | 8 | 4 |
|  | Females | 15 | 4 | 1 | 2 | 5 | 7 | 10 | 4 | 4 | 6 | 6 | 7 | 2 | 6 | 2 |
|  | TOTAL | 77 | 8 | 5 | 7 | 12 | 14 | 20 | 9 | 10 | 11 | 12 | 10 | 5 | 14 | 6 |
| Lakes | Males | 37 | 2 | 1 | 3 | 1 | 3 | 6 | 4 | 1 | 3 | 1 | 1 | 1 | 1 | 2 |
|  | Females | 12 | 0 | 1 | 0 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 1 | 4 | 2 |
|  | TOTAL | 49 | 2 | 2 | 3 | 2 | 5 | 8 | 6 | 3 | 5 | 4 | 5 | 2 | 5 | 4 |
| Tairawhiti | Males | 23 | 3 | 4 | 2 | 3 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 0 |
|  | Females | 5 | 1 | 1 | 2 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 |
|  | TOTAL | 28 | 4 | 5 | 4 | 4 | 5 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 3 | 0 |
| Taranaki | Males | 35 | 6 | 2 | 4 | 3 | 1 | 11 | 2 | 3 | 2 | 1 | 4 | 3 | 2 | 1 |
|  | Females | 10 | 3 | 1 | 1 | 3 | 3 | 5 | 0 | 4 | 1 | 2 | 2 | 6 | 1 | 1 |
|  | TOTAL | 45 | 9 | 3 | 5 | 6 | 4 | 16 | 2 | 7 | 3 | 3 | 6 | 9 | 3 | 2 |
| Hawkes Bay | Males | 41 | 7 | 4 | 4 | 2 | 7 | 10 | 5 | 1 | 1 | 7 | 6 | 2 | 4 | 2 |
|  | Females | 7 | 3 | 0 | 3 | 2 | 4 | 6 | 4 | 4 | 4 | 4 | 5 | 1 | 0 | 0 |
|  | TOTAL | 48 | 10 | 4 | 7 | 4 | 11 | 16 | 9 | 5 | 5 | 11 | 11 | 3 | 4 | 2 |
| Whanganui | Males | 20 | 5 | 2 | 2 | 0 | 1 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
|  | Females | 3 | 1 | 1 | 0 | 1 | 0 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
|  | TOTAL | 23 | 6 | 3 | 2 | 1 | 1 | 3 | 4 | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| MidCentral | Males | 51 | 3 | 3 | 1 | 4 | 6 | 9 | 9 | 5 | 6 | 6 | 5 | 6 | 1 | 1 |
|  | Females | 9 | 2 | 3 | 2 | 0 | 3 | 8 | 3 | 2 | 2 | 2 | 1 | 3 | 2 | 1 |
|  | TOTAL | 60 | 5 | 6 | 3 | 4 | 9 | 17 | 12 | 7 | 8 | 8 | 6 | 9 | 3 | 2 |
| Wairarapa | Males | 13 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | Females | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | TOTAL | 15 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hutt | Males | 36 | 4 | 6 | 6 | 0 | 5 | 4 | 7 | 3 | 6 | 8 | 6 | 4 | 3 | 5 |
|  | Females | 14 | 3 | 5 | 5 | 1 | 0 | 4 | 2 | 5 | 4 | 5 | 6 | 4 | 2 | 5 |
|  | TOTAL | 50 | 7 | 11 | 11 | 1 | 5 | 8 | 9 | 8 | 10 | 13 | 12 | 8 | 5 | 10 |
| Capital \& Coast | Males | 99 | 12 | 5 | 12 | 6 | 9 | 18 | 20 | 12 | 5 | 16 | 4 | 5 | 6 | 4 |
|  | Females | 45 | 7 | 13 | 10 | 6 | 7 | 12 | 12 | 9 | 8 | 6 | 12 | 15 | 6 | 7 |
|  | TOTAL | 144 | 19 | 18 | 22 | 12 | 16 | 30 | 32 | 21 | 13 | 22 | 16 | 20 | 12 | 11 |
| Nelson Marlborough | Males | 46 | 3 | 2 | 9 | 2 | 1 | 12 | 3 | 2 | 3 | 0 | 1 | 0 | 2 | 0 |
|  | Females | 16 | 0 | 0 | 3 | 5 | 0 | 8 | 1 | 5 | 2 | 4 | 3 | 3 | 0 | 0 |
|  | TOTAL | 62 | 3 | 2 | 12 | 7 | 1 | 20 | 4 | 7 | 5 | 4 | 4 | 3 | 2 | 0 |
| West Coast | Males | 10 | 2 | 1 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
|  | Females | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 2 | 1 |
|  | TOTAL | 15 | 3 | 2 | 0 | 0 | 2 | 1 | 3 | 0 | 0 | 2 | 0 | 0 | 3 | 2 |
| Canterbury | Males | 142 | 20 | 16 | 10 | 16 | 14 | 32 | 18 | 27 | 20 | 6 | 14 | 15 | 11 | 13 |
|  | Females | 45 | 15 | 14 | 6 | 4 | 15 | 43 | 9 | 14 | 16 | 14 | 14 | 16 | 23 | 13 |
|  | TOTAL | 187 | 35 | 30 | 16 | 20 | 29 | 75 | 27 | 41 | 36 | 20 | 28 | 31 | 34 | 26 |
| South Canterbury | Males | 16 | 4 | 2 | 1 | 2 | 0 | 2 | 1 | 2 | 0 | 0 | 1 | 1 | 1 | 2 |
|  | Females | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 1 | 1 | 1 | 2 | 2 | 0 |
|  | TOTAL | 21 | 4 | 2 | 1 | 2 | 0 | 3 | 1 | 6 | 1 | 1 | 2 | 3 | 3 | 2 |
| Southern | Males | 83 | 9 | 5 | 9 | 8 | 5 | 18 | 12 | 5 | 7 | 7 | 14 | 7 | 4 | 0 |
|  | Females | 34 | 5 | 5 | 7 | 7 | 4 | 13 | 7 | 12 | 2 | 7 | 7 | 7 | 5 | 4 |
|  | TOTAL | 117 | 14 | 10 | 16 | 15 | 9 | 31 | 19 | 17 | 9 | 14 | 21 | 14 | 9 | 4 |
| 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 |
| Tairawhiti | 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 ( $\mathrm{n}=5727$ ) 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 |
| Tairawhiti | 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.

