



Results of ASMS salary survey of Senior Medical and Dental Officers

July 2023

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Senior medical and dental officer salary survey 2022

INTRODUCTION

The Association of Salaried Medical Specialists (ASMS) has been recording the salaries of specialists and medical and dental officers working at the former District Health Boards (DHBs) throughout the country since 1993. Information is requested from Te Whatu Ora Districts about the number of senior medical and dental staff on each step of the salary scale on 1 July 2022, 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 2022. The figures represent the number of people on each salary step rather than full-time equivalents (FTE) and do not take account of hours worked in excess of 40 hours per week, availability allowances or 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 District, 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.

Not all Districts returned the data requested in 2022. This has affected the overall results, and these Districts are excluded from the analysis. The Districts which did not return data for 2022 are Toi Te Hauora Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral and Capital and Coast.

KEY FINDINGS

On 1 July 2022, the national health agencies Te Whatu Ora Health New Zealand, and Te Aka Whai Ora, the Māori Health Authority were officially launched, replacing the 20 DHBs. This report will refer to Te Whatu Ora Districts, which follow the same boundaries as the DHBs.

On 1 July 2022, there were 4722 specialists and 458 medical and dental officers employed across the 17 Districts eligible for inclusion in the analysis, with a total senior medical and dental workforce of 5180 across these areas. These figures represent a 0.76 per cent increase in specialist numbers and an 8.2 per cent decrease in medical and dental officer numbers compared with the previous year. Compared with 2021, these results are affected by the incomplete data set. Furthermore, ASMS has noted in previous surveys that figures are likely to be an overestimation, possibly capturing individuals who are employed across multiple Districts.

Of the total workforce, 2725 (57.7 per cent) specialists were male and 1997 (42.3 per cent) were female. This represents an increase in the number of male specialists of 6.7 per cent and an increase in the number of female specialists of 14.7 per cent compared with 2021.

For medical and dental officers, 222 (48.5 per cent) were male and 236 (51.5 per cent) were female. This represents an increase in the number of male medical and dental officers of 5.9 per cent and an increase in the number of female medical and dental officers of 14.7 per cent compared with 2021.

The figures report an increase in the average specialist salary of 3.9 per cent to \$225,454, and an increase in the average medical and dental officer salary of 8.5 per cent to \$175,155 compared with the previous year. The highest average salary for specialists was recorded at Wairarapa (\$235,337 n=27), and the lowest this year at Waitaha Canterbury (\$219,992 n=674). The lowest average salary for medical officers was again at Te Toka Tumai Auckland (\$151,021 n=126).

In 2022, 37.8 per cent (n=1786) of all specialists were on the top step of the salary scale compared with 35 per cent (n=1852) in 2020. In terms of the gender composition of the top step, 29.7 per cent (n=530) were female and 70.3 per cent (n=1256) were male. For medical and dental officers, 36.7 per cent (n=168) were on the top step, comprised of 44.6 per cent (n=75) females and 55.6 per cent (n=93) 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 11 (474 individuals).

For Medical and Dental Officers, the second-largest grouping was on step 1 (103 individuals). This is comprised of 43.7 per cent males and 56.3 per cent females. In the SMO scale, there are 117 people on Step 1 (59 per cent female and 41 per cent male).

RESULTS

Table 1 presents the distribution of specialists by Te Whatu Ora District. Te Toka Tumai Auckland remains the largest employer of specialists, followed by Waitaha Canterbury and Counties Manukau. Wairarapa and West Coast DHBs continue to have the lowest number of specialists in the country, both having fewer than 40 specialists.

Table 1: Ranked numbers of specialists employed by Te Whatu Ora District¹ on July 1, 2022

| Te Whatu Ora District | per cent change in numbers of | |
|-----------------------------|-------------------------------|---------------------|
| | 2022 | 2021 |
| Te Toka Tumai Auckland | 1042 | 1.8per cent |
| Waitaha Canterbury | 674 | 2per cent |
| Counties Manukau | 551 | -2per cent |
| Waitematā | 517 | 1per cent |
| Waikato | 453 | 1per cent |
| Southern | 342 | 1per cent |
| Te Tai Tokerau Northland | 187 | 3per cent |
| Te Matau a Māui Hawkes Bay | 177 | 4per cent |
| Hutt Valley | 160 | -4per cent |
| Nelson-Marlborough | 150 | 4per cent |
| Taranaki | 136 | 1per cent |
| Lakes | 105 | -2per cent |
| South Canterbury | 59 | -11per cent |
| Tairāwhiti | 56 | -3per cent |
| Whanganui | 49 | -6per cent |
| Te Tai o Poutini West Coast | 37 | 9per cent |
| Wairarapa | 27 | 8per cent |
| | 4722 | 0.76per cent |

1. Excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast, who did not provide data for 2022.

Table 2 presents the distribution of medical and dental officers by Te Whatu Ora District. Auckland, Waitematā and Counties Manukau have the largest numbers of medical and dental officers with Wairarapa and Tairāwhiti having the lowest number.

Table 2: Ranked numbers of medical and dental officers employed by Te Whatu Ora Districts¹ on July 1 2022

| Te Whatu Ora District | 2022 | change in numbers cf 2021 (%) |
|-----------------------------|------------|-------------------------------|
| Te Toka Tumai Auckland | 126 | -2% |
| Waitematā | 82 | 11% |
| Counties Manukau | 53 | -28% |
| Waitaha Canterbury | 48 | 9% |
| Waikato | 40 | -42% |
| Te Tai Tokerau Northland | 24 | -27% |
| Southern | 17 | 0% |
| Nelson-Marlborough | 16 | 23% |
| Taranaki | 15 | 25% |
| Te Matau a Māui Hawkes Bay | 9 | -0% |
| Te Tai o Poutini West Coast | 10 | 25% |
| Hutt Valley | 6 | 50% |
| Lakes | 5 | 67% |
| South Canterbury | 4 | -33% |
| Whanganui | 2 | -33% |
| Wairarapa | 1 | -50% |
| Tairāwhiti | 0 | -100% |
| Total | 543 | -8.2% |

1. This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast, who did not provide data for 2022.

Figure 1 shows how total numbers of both specialists and medical and dental officers have changed over the past 16 years, with the trend lines displaying the year-on-year percentage change in these total numbers across all Districts.

2022 saw a 0.76 per cent increase in the number of specialists. While this is a much more modest increase than that reported in previous years (6 per cent was reported in 2021), there are several factors influencing this result.

The incomplete data provided for 2022 is likely to have had the greatest influence, though as noted in previous salary surveys, there is likely double counting of SMOs occurring, particularly if some doctors are employed at more than one District. It is important that these figures are treated with caution as there is no way of discerning whether this happens. Moreover, given the figures are headcount and not FTE, the purported increases over recent years does not necessarily signal a sudden increase in the supply of doctors or an increased workforce in real terms.

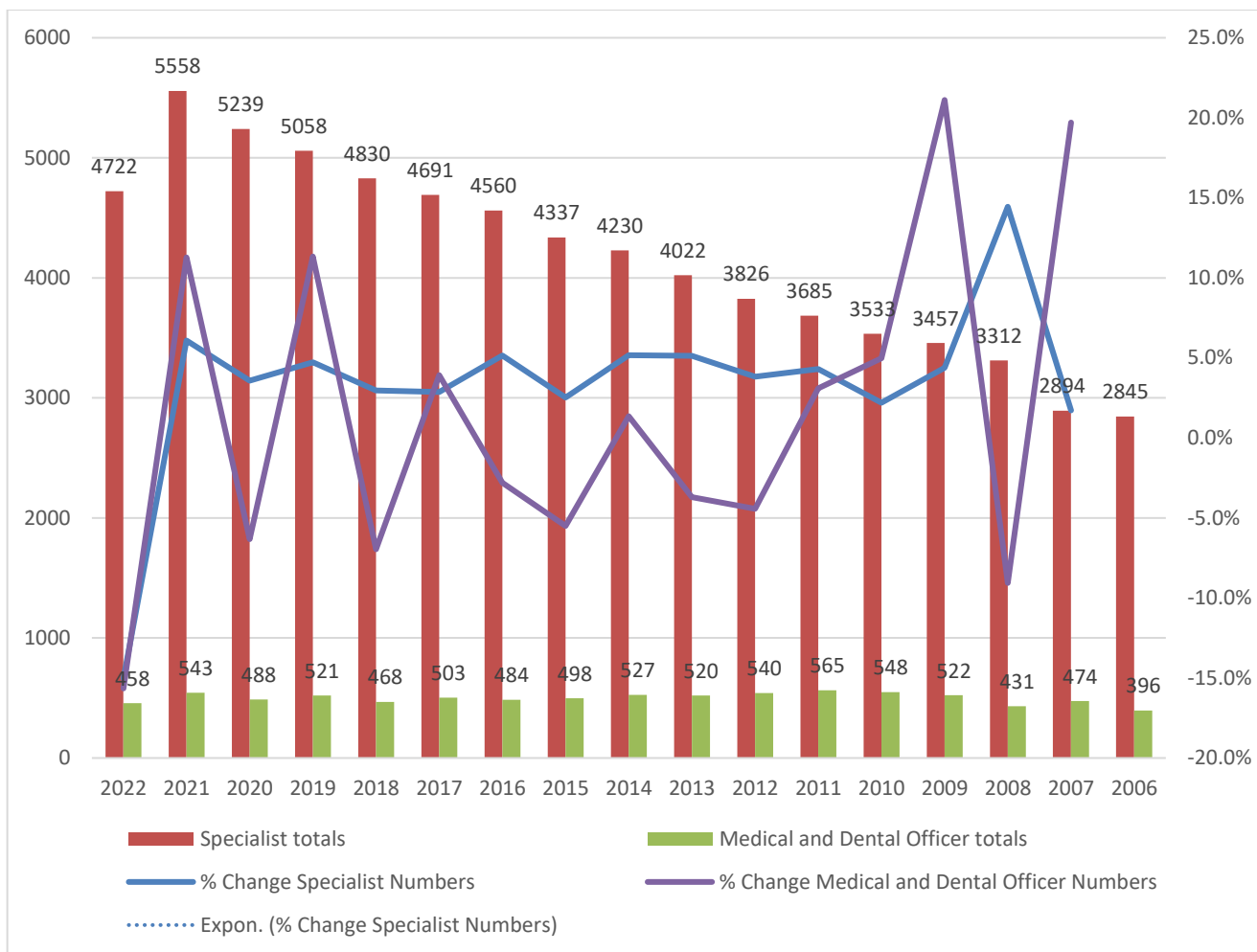


Figure 1: Total numbers of specialists and medical and dental officers employed by Te Whatu Ora Districts¹ 2006-2022 and percentage change in numbers

1. This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast

Figure 2 shows trends in average full-time equivalent specialist and medical and dental officer salaries over the past ten years, with the percentage change in average salary from 2012.

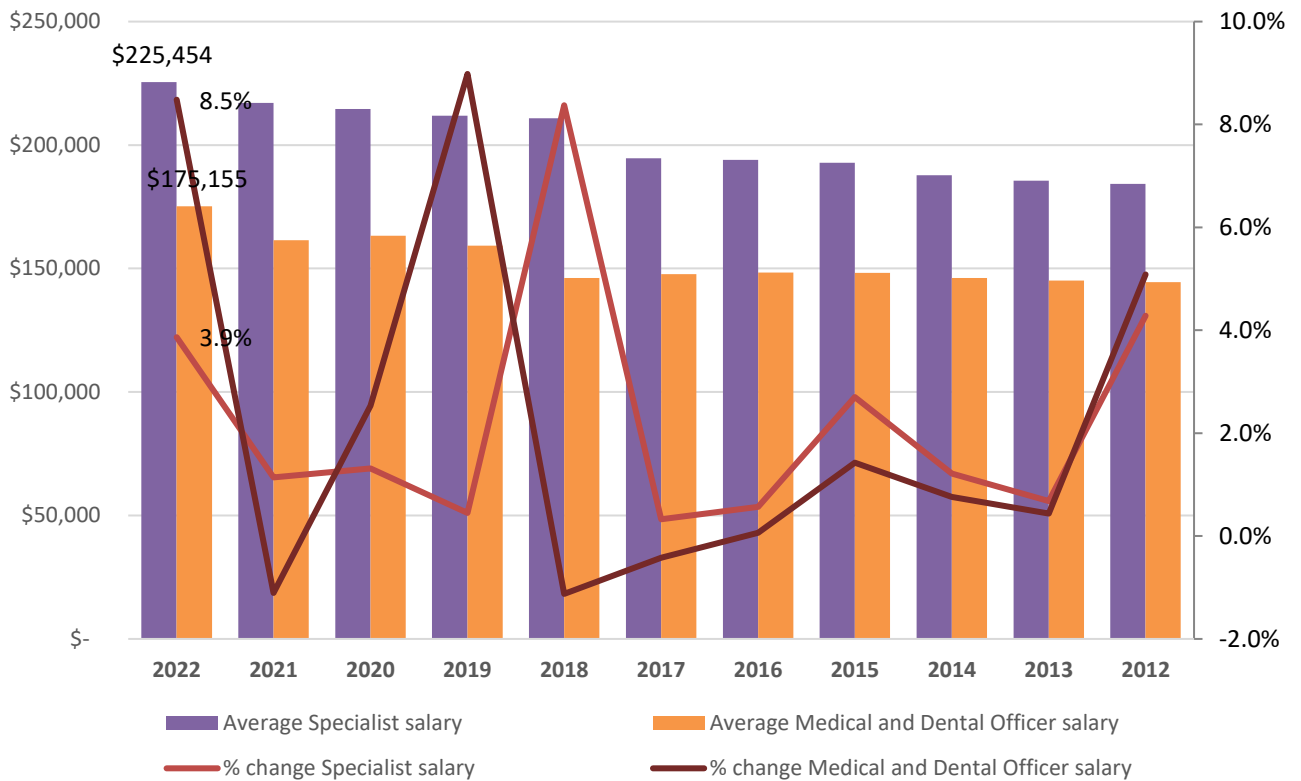


Figure 2: Summary of national average full time equivalent salaries for specialists and medical and dental officers and percentage change 2011-2022¹

This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast

Table 3 presents the ranked average salaries of specialists by Te Whatu Ora District. Table 4 presents the same figures for medical and dental officers. Both tables exclude Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast.

Table 3: Ranked average specialist salary by Te Whatu Ora District 2022

| Te Whatu Ora District | Total average salary | Specialists per DHB |
|-----------------------------|----------------------|---------------------|
| Wairarapa | \$235,337 | 25 |
| Whanganui | \$234,582 | 49 |
| Tairāwhiti | \$231,977 | 56 |
| Nelson-Marlborough | \$228,962 | 150 |
| Te Toka Tumai Auckland | \$226,175 | 1042 |
| Southern | \$225,172 | 342 |
| Te Tai o Poutini West Coast | \$224,595 | 37 |
| Waitematā | \$224,820 | 517 |
| Counties Manukau | \$224,325 | 551 |
| Lakes | \$224,252 | 105 |
| Te Matau a Māui Hawkes Bay | \$223,796 | 177 |
| Te Tai Tokerau Northland | \$223,733 | 187 |
| Waikato | \$222,536 | 453 |
| Taranaki | \$221,122 | 136 |
| South Canterbury | \$220,757 | 59 |
| Hutt Valley | \$220,558 | 160 |
| Canterbury | \$219,992 | 674 |

*This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast

Table 4: Ranked average medical and dental officer salary per Te Whatu Ora District 2022^{1 2}

| Te Whatu Ora District | Total average salary | Medical and dental officers per District |
|-----------------------------|----------------------|--|
| Wairarapa | \$195,800 | 1 |
| Whanganui | \$187,004 | 2 |
| Nelson-Marlborough | \$184,489 | 16 |
| Te Tai o Poutini West Coast | \$182,493 | 10 |
| Lakes | \$179,993 | 5 |
| South Canterbury | \$178,218 | 4 |
| Te Tai Tokerau Northland | \$178,027 | 24 |
| Southern | \$176,825 | 17 |
| Waikato | \$174,326 | 40 |
| Counties Manukau | \$171,158 | 53 |
| Taranaki | \$170,993 | 3 |
| Te Matua ā Maui Hawkes Bay | \$170,167 | 9 |
| Waitematā | \$168,726 | 82 |
| Canterbury | \$166,636 | 44 |
| Southern | \$166,606 | 3 |
| Te Toka Tumai Auckland | \$151,021 | 126 |

1. Tairāwhiti has no Medical or Dental Officers.
2. This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast

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 District. 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 Te Whatu Ora District¹ 2022

| <i>Te Whatu Ora District</i> | | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
|------------------------------------|-----------------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Te Tai Tokerau Northland | Males | 45 | 8 | 3 | 1 | 8 | 8 | 4 | 6 | 6 | 4 | 2 | 3 | 3 | 2 | 2 |
| | Females | 28 | 3 | 2 | 2 | 7 | 3 | 4 | 1 | 4 | 5 | 5 | 4 | 2 | 6 | 6 |
| | TOTAL | 73 | 11 | 5 | 3 | 15 | 11 | 8 | 7 | 10 | 9 | 7 | 7 | 5 | 8 | 8 |
| Waitemata | Males | 144 | 7 | 8 | 6 | 28 | 10 | 13 | 14 | 24 | 7 | 9 | 7 | 11 | 9 | 4 |
| | Females | 62 | 7 | 12 | 8 | 26 | 15 | 8 | 13 | 8 | 10 | 10 | 14 | 14 | 6 | 3 |
| | TOTAL | 206 | 14 | 20 | 14 | 54 | 25 | 21 | 27 | 32 | 17 | 19 | 21 | 25 | 15 | 7 |
| Te Toka Tumai Auckland | Males | 275 | 17 | 13 | 18 | 51 | 31 | 21 | 22 | 20 | 18 | 18 | 19 | 9 | 10 | 7 |
| | Females | 152 | 21 | 22 | 22 | 53 | 26 | 31 | 19 | 21 | 25 | 27 | 21 | 24 | 18 | 11 |
| | TOTAL | 427 | 38 | 35 | 40 | 104 | 57 | 52 | 41 | 41 | 43 | 45 | 40 | 33 | 28 | 18 |
| Counties Manukau | Males | 139 | 9 | 14 | 11 | 30 | 17 | 10 | 11 | 4 | 13 | 9 | 13 | 7 | 10 | 3 |
| | Females | 61 | 9 | 12 | 10 | 39 | 18 | 16 | 12 | 11 | 9 | 12 | 7 | 11 | 15 | 9 |
| | TOTAL | 200 | 18 | 26 | 21 | 69 | 35 | 26 | 23 | 15 | 22 | 21 | 20 | 18 | 25 | 12 |
| Waikato | Males | 114 | 17 | 11 | 11 | 31 | 10 | 12 | 13 | 17 | 12 | 16 | 11 | 12 | 6 | 3 |
| | Females | 31 | 10 | 12 | 8 | 19 | 7 | 6 | 4 | 9 | 9 | 11 | 8 | 8 | 8 | 7 |
| | TOTAL | 145 | 27 | 23 | 19 | 50 | 17 | 18 | 17 | 26 | 21 | 27 | 19 | 20 | 14 | 10 |
| Lakes | Males | 31 | 3 | 1 | 3 | 7 | 3 | 3 | 2 | 0 | 3 | 1 | 3 | 3 | 0 | 1 |
| | Females | 11 | 0 | 1 | 1 | 1 | 3 | 3 | 3 | 2 | 5 | 5 | 3 | 3 | 0 | 0 |
| | TOTAL | 42 | 3 | 2 | 4 | 8 | 6 | 6 | 5 | 2 | 8 | 6 | 6 | 6 | 0 | 1 |
| Tairāwhiti | Males | 19 | 4 | 2 | 4 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | 2 | 0 | 0 | 0 |
| | Females | 7 | 1 | 2 | 2 | 1 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 1 | 1 | 0 |
| | TOTAL | 26 | 5 | 4 | 6 | 1 | 0 | 0 | 0 | 5 | 1 | 4 | 2 | 1 | 1 | 0 |
| Taranaki | Males | 30 | 8 | 3 | 1 | 11 | 3 | 4 | 2 | 3 | 5 | 3 | 2 | 2 | 4 | 0 |
| | Females | 11 | 2 | 3 | 4 | 4 | 2 | 3 | 1 | 2 | 4 | 5 | 3 | 5 | 3 | 3 |
| | TOTAL | 41 | 10 | 6 | 5 | 15 | 5 | 7 | 3 | 5 | 9 | 8 | 5 | 7 | 7 | 3 |
| Te Matua ā Maui Hawkes Bay | Males | 48 | 5 | 3 | 6 | 10 | 5 | 2 | 3 | 6 | 4 | 2 | 5 | 5 | 3 | 2 |
| | Females | 13 | 5 | 4 | 3 | 7 | 3 | 4 | 7 | 3 | 8 | 5 | 1 | 1 | 1 | 3 |
| | TOTAL | 61 | 10 | 7 | 9 | 17 | 8 | 6 | 10 | 9 | 12 | 7 | 6 | 6 | 4 | 5 |
| Whanganui | Males | 23 | 1 | 0 | 2 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| | Females | 5 | 0 | 0 | 0 | 2 | 2 | 2 | 1 | 2 | 1 | 0 | 0 | 1 | 0 | 0 |
| | TOTAL | 28 | 1 | 0 | 2 | 4 | 4 | 3 | 1 | 3 | 1 | 0 | 0 | 2 | 0 | 0 |
| Wairarapa | Males | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| | Females | 0 | 2 | 1 | 0 | 1 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| | TOTAL | 16 | 2 | 1 | 0 | 1 | 1 | 2 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 0 |
| Hutt Valley | Males | 38 | 4 | 2 | 3 | 5 | 3 | 4 | 7 | 5 | 5 | 4 | 6 | 3 | 0 | 4 |
| | Females | 20 | 5 | 1 | 0 | 4 | 2 | 3 | 3 | 4 | 5 | 5 | 3 | 4 | 5 | 3 |
| | TOTAL | 58 | 9 | 3 | 3 | 9 | 5 | 7 | 10 | 9 | 10 | 9 | 9 | 7 | 5 | 7 |
| Nelson-Marlborough | Males | 47 | 6 | 6 | 0 | 10 | 7 | 1 | 4 | 0 | 3 | 0 | 2 | 2 | 3 | 0 |
| | Females | 15 | 2 | 6 | 2 | 9 | 0 | 4 | 2 | 6 | 3 | 2 | 3 | 3 | 0 | 2 |
| | TOTAL | 62 | 8 | 12 | 2 | 19 | 7 | 5 | 6 | 6 | 6 | 2 | 5 | 5 | 3 | 2 |
| Te Tai o Poutini West Coast | Males | 10 | 1 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 1 |
| | Females | 7 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 1 | 2 | 1 | 1 | 0 |
| | TOTAL | 17 | 1 | 0 | 2 | 1 | 3 | 2 | 0 | 1 | 1 | 2 | 3 | 2 | 1 | 1 |
| Waitaha Canterbury | Males | 161 | 9 | 15 | 14 | 35 | 20 | 25 | 18 | 9 | 15 | 12 | 7 | 16 | 15 | 18 |
| | Females | 65 | 6 | 3 | 16 | 40 | 8 | 14 | 14 | 14 | 14 | 20 | 23 | 18 | 13 | 17 |
| | TOTAL | 226 | 15 | 18 | 30 | 75 | 28 | 39 | 32 | 23 | 29 | 32 | 30 | 34 | 28 | 35 |
| South Canterbury | Males | 18 | 1 | 2 | 0 | 2 | 1 | 3 | 0 | 0 | 1 | 2 | 1 | 2 | 1 | 1 |
| | Females | 5 | 0 | 0 | 1 | 1 | 0 | 3 | 3 | 0 | 3 | 3 | 1 | 2 | 2 | 0 |
| | TOTAL | 23 | 1 | 2 | 1 | 3 | 1 | 6 | 3 | 0 | 4 | 5 | 2 | 4 | 3 | 1 |
| Southern | Males | 98 | 9 | 4 | 7 | 17 | 13 | 6 | 8 | 6 | 13 | 8 | 4 | 3 | 5 | 2 |
| | Females | 37 | 6 | 3 | 7 | 12 | 11 | 11 | 3 | 9 | 9 | 9 | 8 | 4 | 5 | 5 |
| | TOTAL | 135 | 15 | 7 | 14 | 29 | 24 | 17 | 11 | 15 | 22 | 17 | 12 | 7 | 10 | 7 |
| Gender Totals | Males | 1,256 | 109 | 87 | 89 | 248 | 135 | 109 | 110 | 103 | 105 | 91 | 87 | 80 | 68 | 48 |
| | Females | 530 | 79 | 84 | 86 | 226 | 102 | 116 | 86 | 100 | 110 | 121 | 101 | 102 | 85 | 69 |
| | National Total | 1,786 | 188 | 171 | 175 | 474 | 237 | 225 | 196 | 203 | 215 | 212 | 188 | 182 | 153 | 117 |

1. This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Taranaki MidCentral, and Capital and Coast

Table 6: Numbers of medical and dental officers on each salary step by gender and Te Whatu Ora District¹ 2022

| <i>Te Whatu Ora District</i> | | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | Totals |
|------------------------------------|-----------------------|------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|------------|------------|
| Te Tai Tokerau Northland | Males | 7 | 0 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 14 |
| | Females | 6 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 10 |
| | TOTAL | 13 | 0 | 0 | 0 | 3 | 2 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 2 | 24 |
| Waitemata | Males | 15 | 1 | 3 | 0 | 3 | 1 | 2 | 0 | 1 | 0 | 1 | 2 | 0 | 14 | 43 |
| | Females | 19 | 0 | 2 | 0 | 1 | 3 | 2 | 2 | 0 | 1 | 0 | 2 | 2 | 5 | 39 |
| | TOTAL | 34 | 1 | 5 | 0 | 4 | 4 | 4 | 2 | 1 | 1 | 1 | 4 | 2 | 19 | 82 |
| Te Toka Tumai Auckland | Males | 14 | 2 | 1 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 1 | 1 | 10 | 18 | 51 |
| | Females | 13 | 1 | 1 | 0 | 3 | 1 | 2 | 0 | 1 | 4 | 3 | 2 | 8 | 36 | 75 |
| | TOTAL | 27 | 3 | 2 | 0 | 4 | 2 | 2 | 0 | 3 | 4 | 4 | 3 | 18 | 54 | 126 |
| Counties Manukau | Males | 14 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 4 | 25 |
| | Females | 7 | 1 | 0 | 3 | 3 | 2 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 6 | 28 |
| | TOTAL | 21 | 1 | 1 | 5 | 3 | 2 | 0 | 3 | 6 | 1 | 0 | 0 | 0 | 10 | 53 |
| Waikato | Males | 10 | 3 | 2 | 2 | 2 | 2 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 1 | 26 |
| | Females | 3 | 0 | 1 | 0 | 0 | 2 | 1 | 1 | 3 | 2 | 0 | 0 | 0 | 1 | 14 |
| | TOTAL | 13 | 3 | 3 | 2 | 2 | 4 | 1 | 1 | 3 | 5 | 1 | 0 | 0 | 2 | 40 |
| Lakes | Males | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| | Females | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | TOTAL | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Tairāwhiti | Males | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Taranaki | Males | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 6 |
| | Females | 4 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 9 |
| | TOTAL | 6 | 1 | 0 | 0 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 3 | 15 |
| Te Matua ā Maui Hawkes Bay | Males | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 |
| | Females | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 5 |
| | TOTAL | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 9 |
| Whanganui | Males | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | TOTAL | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Wairarapa | Males | 0 | 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 | 1 |
| | TOTAL | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Hutt Valley | Males | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | Females | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 5 |
| | TOTAL | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 6 |
| Nelson-Marlborough | Males | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 9 |
| | Females | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 |
| | TOTAL | 10 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 16 |
| Te Tai o Poutini West Coast | Males | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 7 |
| | Females | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| | TOTAL | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 10 |
| Waitaha Canterbury | Males | 8 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 1 | 2 | 0 | 1 | 4 | 20 |
| | Females | 9 | 0 | 3 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 0 | 1 | 6 | 28 |
| | TOTAL | 17 | 0 | 3 | 2 | 1 | 3 | 2 | 1 | 2 | 2 | 3 | 0 | 2 | 10 | 48 |
| South Canterbury | Males | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| | Females | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| | TOTAL | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Southern | Males | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 10 |
| | Females | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 7 |
| | TOTAL | 6 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 4 | 1 | 1 | 0 | 17 |
| Gender Totals | Males | 93 | 6 | 8 | 5 | 8 | 11 | 3 | 5 | 7 | 8 | 9 | 3 | 11 | 45 | 222 |
| | Females | 75 | 3 | 7 | 7 | 14 | 10 | 7 | 6 | 18 | 10 | 4 | 5 | 12 | 58 | 236 |
| | National Total | 168 | 9 | 15 | 12 | 22 | 21 | 10 | 11 | 25 | 18 | 13 | 8 | 23 | 103 | 458 |

1. This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Tararua MidCentral, and Capital and Coast

Figures 3 and 4 show the proportion of the workforce on the top step of the salary scale over the past 15 years including the proportion of women and men sitting on the top step over the same time frame.



Figure 3: Proportion of specialists and by gender on the top step of the salary scale from 2006-2022

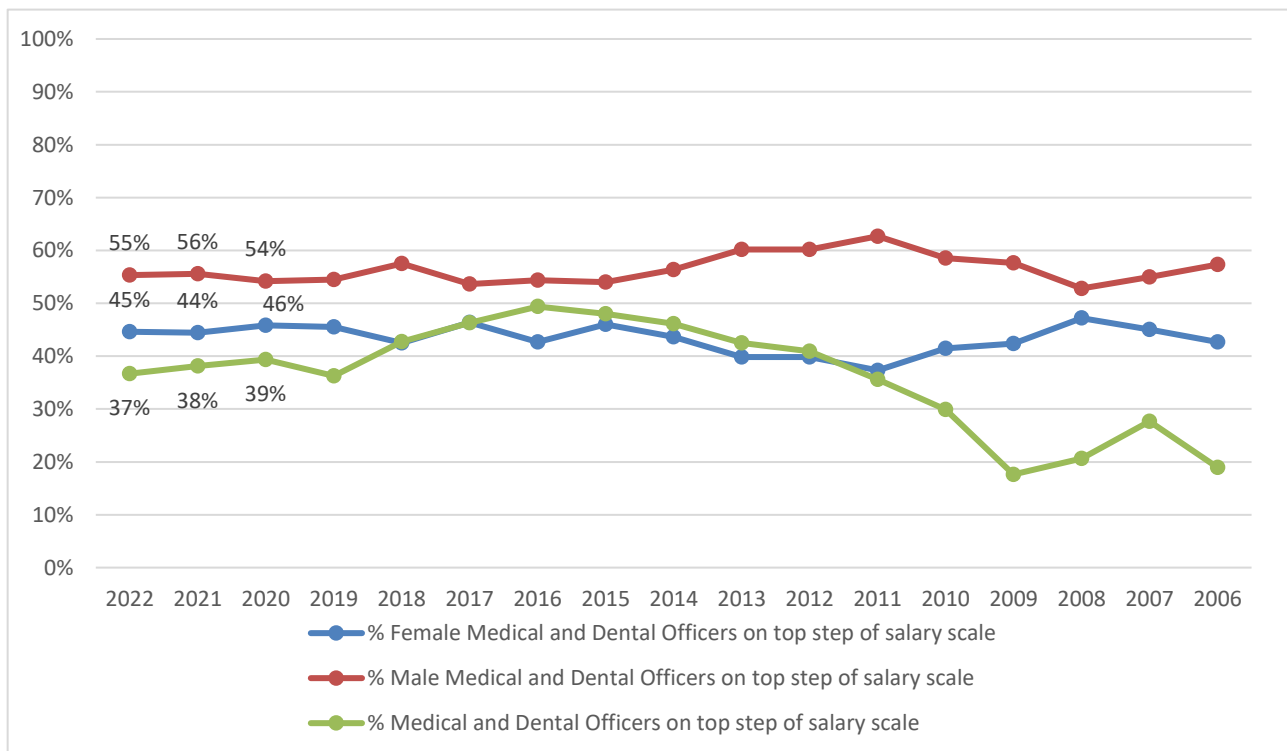


Figure 4: Proportion of medical and dental officers and by gender on the top step of the salary scale from 2006-2022

Figures 5 and 6 show the total numbers of specialists and medical and dental officers over the past 16 years including how these numbers are split according to gender. Figure 5 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 6).

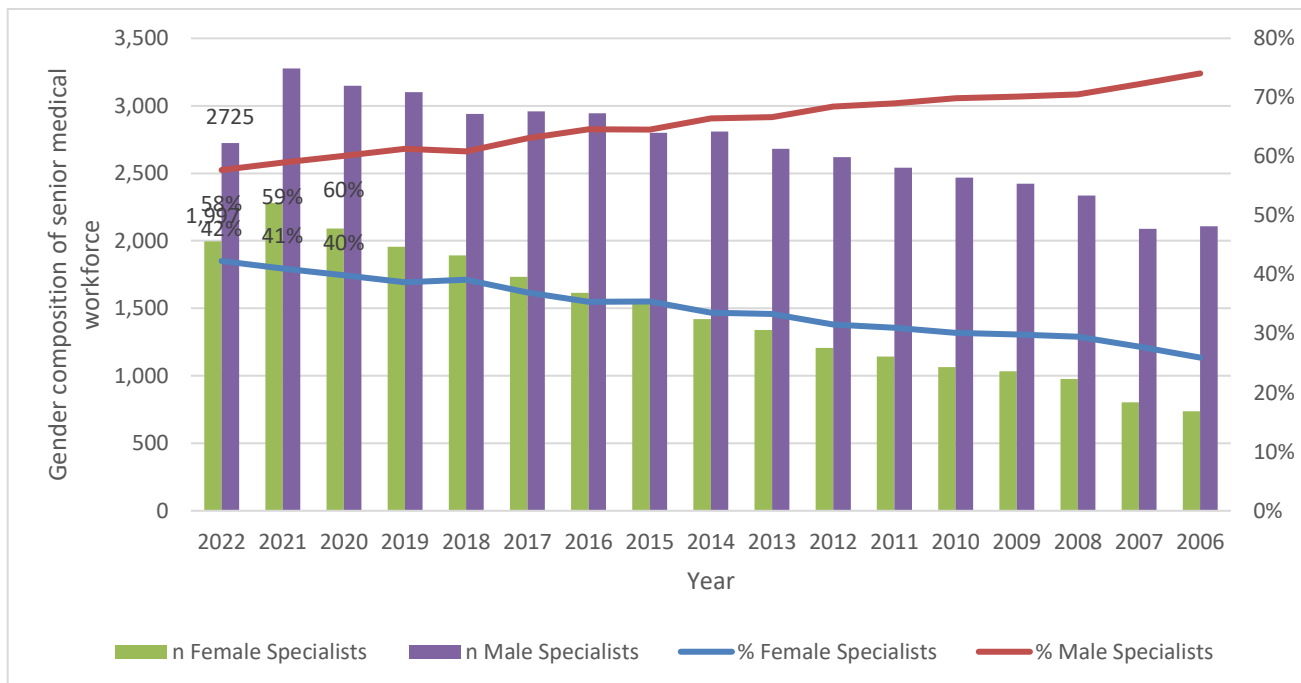


Figure 5: Total number and proportion of specialists by gender 2006-2022

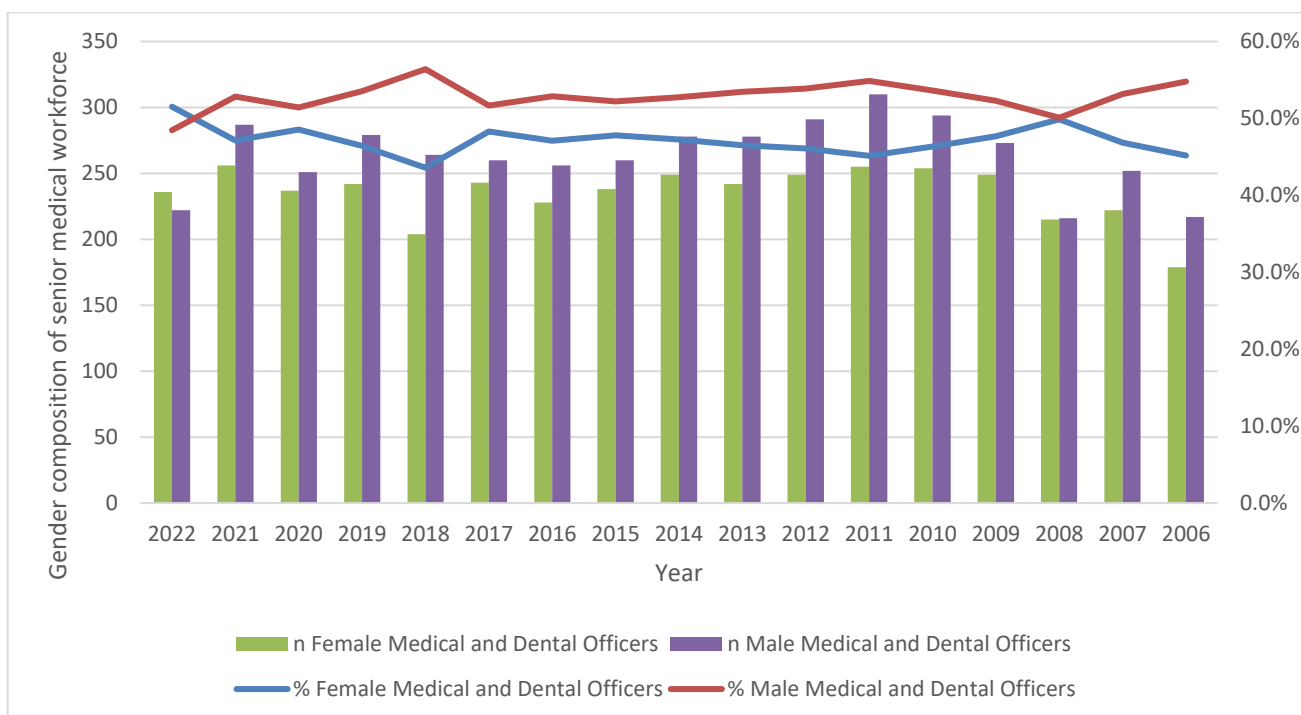


Figure 6: Total number and proportion of medical and dental officers by gender 2006-2022

The final table presents the various superannuation arrangements by DHB. The NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated in the summary.

In 2022, the survey asked Districts to differentiate individuals receiving Employer Contributions up to 5.99 per cent, and those receiving 6 per cent or higher. When separated out, the numbers receiving less than 5.99 per cent employer contribution is less than a third (28.8 per cent) of all specialists and medical/dental officers.

The number and proportion of specialists with NPF and GSF schemes continues to trend downwards, dropping 35 per cent between 2021 and 2022, and now representing fewer than 2 per cent of all specialists.

2022 marks the first survey year where no 'Other' superannuation arrangements were noted any of the Districts providing data, though as with previous years there was confusion regarding how to allocate superannuation agreements. For example, Te Tai Tokerau Northland reported 303 individuals receiving employer contributions to superannuation schemes, yet is recorded as having 211 specialists and medical/dental officers. This issue is being followed up at the time of writing. 8.3 per cent (n=398) of the total number of specialist and senior medical and dental officers do not appear to be receiving an employer contribution to their superannuation.

Table 7: Combined specialist and medical/dental officer superannuation arrangements per Te Whatu Ora District^{1,2} 2022

| Te Whatu Ora District | GSF & NPF | Receiving Employer Contribution under CEA (<5.9%) (n) | Receiving Employer Contribution under CEA (6.0%+) (n) | Other | Total | Total @ district | ?Not receiving |
|--------------------------|------------|---|---|-----------|-------------|------------------|----------------|
| Te Tai Tokerau Northland | 1 | 194 | 108 | 0 | 303 | 211 | -92 |
| Waitematā | 9 | 98 | 453 | 0 | 560 | 599 | 39 |
| Te Toka Tumai Auckland | 22 | 460 | 625 | 0 | 1077 | 1168 | 91 |
| Counties Manukau | 17 | 117 | 196 | 0 | 611 | 639 | 274 |
| Waikato | 7 | 98 | 388 | 0 | 493 | 493 | 0 |
| Lakes | 3 | 17 | 83 | 0 | 103 | 110 | 7 |
| Tairāwhiti | 0 | 4 | 45 | 0 | 49 | 56 | 7 |
| Taranaki | 2 | 29 | 109 | 0 | 140 | 151 | 11 |
| Hawke's Bay | 3 | 106 | 67 | 0 | 176 | 186 | 10 |
| Whanganui | 1 | 0 | 31 | 0 | 31 | 51 | 20 |
| Wairarapa | 0 | 4 | 21 | 0 | 25 | 27 | 2 |
| Hutt Valley | 2 | 34 | 131 | 0 | 167 | 166 | -1 |
| Nelson-Marlborough | 4 | 19 | 127 | 0 | 150 | 166 | 16 |
| West Coast | 0 | 16 | 31 | 0 | 47 | 47 | 0 |
| Canterbury | 12 | 150 | 560 | 0 | 722 | 722 | 0 |
| South Canterbury | 2 | 38 | 15 | 0 | 55 | 3663 | 7 |
| Southern | 7 | 25 | 322 | 0 | 354 | 359 | 5 |
| Total - 2022 | 91 | 1379 | 3312 | 0 | 4782 | 5180 | 398 |
| Total – 2021 | 140 | 5437 | | 70 | 5557 | 6101 | 554 |
| Total - 2020 | 185 | 4245 | | 34 | 4464 | 5727 | |
| Total - 2019 | 166 | 5424 | | 30 | 5620 | 5579 | |

1. Note: some employees have two schemes, with a total subsidy of up to 6 per cent, which is permitted under the MECA.
2. This excludes Hauora a Toi Bay of Plenty, Te Pai Hauora o Ruahine o Taranaki MidCentral, and Capital and Coast