

**ASSOCIATION OF SALARIED MEDICAL
SPECIALISTS**

**Senior Medical and Dental Officer
Salary Survey**

1 JULY 2006

This is the Association's thirteenth 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 2006. 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 is a count of where doctors covered by the DHB MECA negotiated by the ASMS are on the salary scales.

The information supplied by DHBs was on 2845 specialists (738 females and 2,107 males) and 396 medical and dental officers (179 females and 217 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 second year where a gender breakdown has been universally available. The results are set out in Tables 3.1 and 3.2, and 4.1 and 4.2.

In view of the Pay and Employment Equity work presumably going on in DHBs, we have added tables 4.1 and 4.2 showing the distribution of males and females in each DHB by salary step.

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 2006 this had increased to \$143,310 (a raw increase of about 67.3% since 1993). This represents a 1.9% increase on the 2005 mean.

For medical and dental officers the equivalent salary movement to 1 July 2006 was from \$67,457 on 30 June 1993 to \$114,664 (a raw increase of about 70.0%). This represents a 3.2% increase on the 2005 mean.

Table 1.1
Summary of National Mean Full Time Equivalent Base Salary

YEAR	SPECIALIST		MEDICAL AND DENTAL OFFICERS	
	Mean Base	Annual % Increase	Mean Base	Annual % Increase
1993	85,658		67,457	
1997	105,560	5.0	80,812	7.8
1998 ¹	108,438	2.7	84,541	4.6
1999	112,055	3.3	86,743	2.6
2000	116,755	4.2	89,812	3.5
2001	120,942	3.6	91,931 ²	2.4
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

Table 1.2 shows the change in the mean salary by gender since last year and the numbers of employees.

Table 1.2
Change in Mean Salary by Gender 2005/2006

	SPECIALISTS							MEDICAL AND DENTAL OFFICERS						
	Numbers 2006	Mean 2006	Mean 2005	Mean 2004	Mean 2003	Mean 2002	% change 02-06	Numbers 2006	Mean 2006	Mean 2005	Mean 2004	Mean 2003	Mean 2002	% change 02-06
Females	738	137,942	136,160	127,290	127,290	121,820	13.2	179	112,922	110,231	127,290	127,290	94,619	19.3
Males	2,107	145,190	142,064	133,175	133,175	126,273	15.0	217	116,101	111,650	133,175	133,175	97,479	19.1
Total	2,845	143,310	140,583	131,740	131,740	125,289	14.4	396	114,664	111,088	131,740 ³	131,740 ⁴	96,207 ⁵	19.2

¹ There was no return for Auckland Healthcare for 1 July 1998

² This figure has been amended from the 2001 salary survey.

³ No gender breakdown was available for MidCentral and Otago DHBs

⁴ No gender breakdown was available MidCentral and Hawkes Bay DHBs, Canterbury provided only a partial breakdown

⁵ Total includes 56 medical officers from Hawkes Bay, MidCentral and Christchurch where no gender breakdown was provided.

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 2001 and including 1993 (when the survey began) and the percentage change between 2001 and 2002, 2002 and 2003, 2003 and 2004, 2004 and 2005, 2005 and 2006 and between 1993 and 2006.

Table 2.1
Mean Full Time Equivalent Base Salary for DHB Specialists

DHB	NUMBERS	2006	2005	2004	2003	2002	2001	1993	% C H A N G E					
									05-06	04-05	03-04	02-03	01-02	93-06
Northland	105	140,833	133,198	132,909	126,225	125,746	118,455	87,087	5.7	0.2	5.3	0.4	6.2	61.7
Waitemata	233	138,264	135,809	125,975	125,544	122,700	116,724		1.8	7.8	0.3	2.3	5.1	
Auckland	565	145,761	142,524	132,623	131,593	126,500	126,895	87,415	2.3	7.5	0.8	4.0	-0.3	66.7
Counties Manukau	257	138,134	135,241	126,388	124,181	119,440	113,824	84,151	2.1	7.0	1.8	4.0	4.9	64.2
Waikato	249	145,434	143,111	132,821	130,919	129,417	122,906	83,989	1.6	7.7	1.5	1.2	5.3	73.2
Bay of Plenty	99	150,076	149,655	140,963	138,676	134,941	131,980	84,663	0.3	6.2	1.6	2.8	2.2	77.3
Lakes	48	139,125	136,440	126,920	125,318	124,255	118,418	86,034	2.0	7.5	1.3	0.9	4.9	61.7
Tairāwhiti	32	144,344	139,950	129,672	125,479	118,568	115,182	84,471	3.1	7.9	3.3	5.8	2.9	70.9
Taranaki	47	139,787	138,408	131,186	130,450	127,487	123,711	84,119	1.0	5.5	0.6	2.3	3.1	66.2
Hawkes Bay	79	145,918	141,469	134,371	133,552	129,476	124,375		3.1	5.3	0.6	3.1	4.1	
Whanganui	45	150,378	150,951	139,917	140,147	142,976	135,140	86,152	-0.4	7.9	-0.2	-2.0	5.8	74.5
MidCentral	97	147,711	143,519	134,251	129,883	124,256	117,432	86,744	2.9	6.9	3.4	4.5	5.8	70.3
Wairarapa	19	154,237	152,600	139,553	138,690	130,476	129,750	87,493	1.1	9.3	0.6	6.3	0.6	76.3
Hutt Valley	101	140,644	139,963	132,696	130,529	124,259	122,297	87,561	0.5	5.5	1.7	5.0	1.6	60.6
Capital Coast	226	142,527	140,638	132,219	130,338	126,956	123,250	88,080	1.3	6.4	1.4	2.7	3.0	61.8
Nelson Marlborough	92	147,522	146,287	134,942	134,954	128,417	124,375	88,669	0.8	8.4	0.0	5.1	3.2	66.4
West Coast	24	154,521	154,346	145,357	144,371	123,688	121,361	85,492	0.1	6.2	0.7	16.7	1.9	80.7
Canterbury	305	140,934	137,853	130,453	126,518	121,093	113,824		2.2	5.7	3.1	4.5	6.4	
South Canterbury	30	137,967	134,980	125,143	123,222	117,207	112,125	81,283	2.2	7.9	1.6	5.1	4.5	69.7
Otago	138	141,594	140,232	128,564	126,257	119,482	110,477	85,026	1.0	9.1	1.8	5.7	8.2	66.5
Southland	54	148,296	147,929	140,012	138,849	133,379	127,709	85,790	0.2	5.7	0.8	4.1	4.4	72.9
NATIONAL AVERAGE	2845	143,310	140,583	131,740	129,743	125,289	120,942⁶	85,658	1.9	6.7	1.5	3.6	3.6	67.3

⁶ National averages from 1998 to 2000 are the mean of the DHBs (or their predecessors' means). National averages for other years are calculated by dividing the number of SMOs in the survey into the total FTE salary figure.

Table 2.2
Mean Full Time Equivalent Salary for Medical/Dental Officers

DHB	NUMBERS	2006	2005	2004	2003	2002	2001	1993	% C H A N G E					
									05-06	04-05	03-04	02-03	01-02	93-06
Northland	5	121,100	116,300	101,655	98,497	90,773	88,885	65,152	4.1	14.4	3.2	8.5	2.1	85.9
Waitemata	62	118,968	116,432	102,688	101,599	96,186	93,545		2.2	13.4	1.1	5.6	2.8	
Auckland	46	117,424	104,780	100,098	100,778	96,595	95,676	66,774	12.1	4.7	-0.7	4.3	1.0	75.9
Counties Manukau	21	114,000	117,100	102,877	99,636	98,167	93,249	67,742	-2.6	13.8	3.3	1.5	5.3	68.3
Waikato	32	106,359	104,905	91,759	90,176	88,531	82,594	65,275	1.4	14.3	1.8	1.9	7.2	62.9
Bay of Plenty	20	116,975	115,575	108,042	107,439	108,158	104,833		1.2	7.0	0.6	-0.7	3.2	
Lakes	9	119,944	115,950	102,800	97,444	96,500	90,625	69,446	3.4	12.8	5.5	1.0	6.5	72.7
Tairāwhiti	4	126,500	122,700	112,500	112,500	107,900	103,100	68,458	3.1	9.1	0.0	4.3	4.7	84.8
Taranaki	19	108,158	105,222	99,353	99,474	94,467	92,846	67,130	2.8	5.9	-0.1	5.3	1.7	61.1
Hawkes Bay	16	116,750	120,955	105,813	104,700	100,400	92,818		-3.5	14.3	1.1	4.3	8.2	
Whanganui	8	118,000	119,625	112,000	114,286	113,000	109,429	65,997	-1.4	6.8	-2.0	1.1	3.3	78.8
MidCentral	16	117,594	114,425	102,322	101,141	94,719	92,310	68,788	2.8	11.8	1.2	6.8	2.6	71.0
Wairarapa	6	124,167	122,700	114,000	113,000	114,000	108,000	76,679	1.2	7.6	0.9	-0.9	5.6	61.9
Hutt Valley	11	112,727	109,889	103,135	101,741	97,231	93,537	64,576	2.6	6.5	1.4	4.6	3.9	74.6
Capital Coast	20	119,250	114,947	104,310	105,775	104,080	100,700	68,613	3.7	10.2	-1.4	1.6	3.4	73.8
Nelson Marlborough	26	113,654	110,611	102,867	98,498	94,423	93,545	73,467	2.8	7.5	4.4	4.3	0.9	54.7
West Coast	6	122,833	119,500	107,722	107,722	0		62,160	2.8	10.9	0.0			97.6
Canterbury ⁷	44	109,193	105,217	100,167	98,543	93,821	88,328		3.8	5.0	1.6	5.0	6.2	
South Canterbury	4	122,500	122,167	103,250	105,500	103,500	94,500	65,218	0.3	18.3	-2.1	1.9	9.5	87.8
Otago	9	102,722	101,667	93,780	91,073	86,839	82,686	63,844	1.0	8.4	3.0	4.9	5.0	60.9
Southland	12	106,000	106,750	99,031	95,166	97,653	94,259	69,219	-0.7	7.8	4.1	-2.5	3.6	53.1
NATIONAL AVERAGE⁸	396	114,664	111,088	101,640	100,002	96,207	91,931	67,457	3.2	9.3	1.6	3.9	4.7	70.0

⁷ Canterbury CEA covers the old Healthlink South and Canterbury CECs

⁸ National averages from 1998 to 2000 are the mean of the DHBs (or their predecessors' means). National Averages for other years are calculated by dividing the number of SMOs in the survey into the total FTE salary figure.

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2006**

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	West Coast	154,521	147,800	156,289
2	Wairarapa	154,237	129,500	157,147
3	Whanganui	150,378	146,786	152,000
4	Bay of Plenty	150,076	149,000	150,224
5	Southland	148,296	143,321	150,038
6	MidCentral	147,711	140,341	149,873
7	Nelson Marlborough	147,522	143,611	148,473
8	Hawke's Bay	145,918	139,214	147,362
9	Auckland	145,761	139,495	149,012
10	Waikato	145,434	140,708	146,562
11	Tairāwhiti	144,344	138,400	145,444
12	Capital & Coast	142,527	138,650	143,928
13	Otago	141,594	135,441	143,606
14	Canterbury	140,934	134,950	142,717
15	Northland	140,833	133,345	143,691
16	Hutt Valley	140,644	135,554	142,596
17	Taranaki	139,787	133,550	141,473
18	Lakes	139,125	132,350	140,908
19	Waitemata	138,264	134,699	140,058
20	Counties Manukau	138,134	135,404	139,116
21	South Canterbury	137,967	139,500	137,731
	NATIONAL AVERAGE⁹	143,310	137,942	145,190

⁹ This figure has been calculated by dividing the number of Specialists in the survey into the total FTE salary figure.

Table 3.2
Mean Full Time Equivalent Salary for Medical and Dental Officers

RANK	DHB	TOTAL	FEMALES	MALES
1	Tairāwhiti	126,500	127,500	125,500
2	Wairarapa	124,167	119,500	125,100
3	West Coast	122,833	123,500	122,500
4	South Canterbury	122,500	122,167	123,500
5	Northland	121,100	115,500	124,833
6	Lakes	119,944	115,500	121,214
7	Capital Coast	119,250	120,636	117,556
8	Waitemata	118,968	114,846	121,944
9	Whanganui	118,000	0	118,000
10	MidCentral	117,594	120,300	113,083
11	Auckland	117,424	117,429	117,417
12	Bay of Plenty	116,975	118,300	115,650
13	Hawke's Bay	116,750	113,357	119,389
14	Counties Manukau	114,000	113,938	114,038
15	Nelson Marlborough	113,654	109,650	116,156
16	Hutt Valley	112,727	109,300	115,583
17	Canterbury	109,193	107,316	110,620
18	Taranaki	108,158	106,583	108,885
19	Waikato	106,359	101,063	111,656
20	Southland	106,000	107,571	103,800
21	Otago	102,722	94,875	109,000
	NATIONAL AVERAGE¹⁰	114,664	112,922	116,101

¹⁰ This figure has been calculated by dividing the number of Medical and Dental Officers in the survey into the total FTE salary figure.

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2006**

Tables 4.1 and 4.2 report on the actual numbers of DHB specialists and medical officers by gender on each step of the salary scale.

**Table 4.1
Actual DHB Specialists on each Step by Gender**

DHB	STEP ON SALARY SCALE													
		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	22	3	4	4	8	6	3	5	3	6	3	2	7
	Females	4	1	2	0	1	1	1	4	3	2	1	1	8
Waitemata	Males	19	9	13	8	13	10	18	16	14	12	12	5	6
	Females	5	2	6	5	2	5	4	11	13	5	8	8	4
Auckland	Males	115	29	40	42	18	35	24	18	9	18	10	9	5
	Females	27	8	17	20	7	16	13	17	16	10	12	20	10
Counties Manukau	Males	5	5	14	36	15	14	30	14	20	17	7	6	6
	Females	1	1	3	14	4	1	7	3	15	5	8	3	3
Waikato	Males	21	47	44	10	2	12	4	20	12	6	12	8	3
	Females	6	4	6	4	4	3	0	4	3	3	4	6	1
Bay of Plenty	Males	18	3	24	21	6	2	1	2	1	5	2	1	1
	Females	3	1	1	3	1	0	1	1	0	0	0	1	0
Lakes	Males	0	0	0	11	4	6	10	2	2	2	1	0	0
	Females	0	0	0	1	0	1	3	0	1	2	1	1	0
Tairāwhiti	Males	0	2	3	9	2	5	4	0	1	0	0	1	0
	Females	0	0	0	1	1	1	0	0	1	1	0	0	0
Taranaki	Males	2	5	1	5	4	7	2	2	1	2	4	0	2
	Females	0	0	0	1	1	1	2	1	1	1	1	0	1
Hawkes Bay	Males	4	8	22	6	4	3	4	4	5	2	3	0	0
	Females	0	0	3	2	0	2	2	1	1	0	3	0	0
Whanganui	Males	14	0	4	3	2	2	1	2	1	1	1	0	0
	Females	4	0	2	0	2	2	1	1	0	1	1	0	0
MidCentral	Males	18	4	14	8	6	14	4	3	1	2	0	0	1
	Females	3	0	2	5	0	1	1	1	5	1	0	3	0
Wairarapa	Males	8	2	1	4	2	0	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	1	0	0	0	1	0	0
Hutt	Males	8	8	7	10	5	4	5	7	4	5	4	5	1
	Females	0	2	1	3	4	3	2	1	0	6	3	0	3
Capital & Coast	Males	30	9	24	11	17	11	8	14	11	13	11	3	4
	Females	4	3	4	9	8	4	4	2	4	4	6	4	4
Nelson Marlborough	Males	24	4	3	14	6	2	7	3	3	3	1	1	3
	Females	4	1	0	1	3	2	0	3	3	0	0	0	1
West Coast	Males	7	5	2	3	1	0	0	0	0	1	0	0	0
	Females	0	0	3	1	0	0	0	0	0	1	0	0	0
Canterbury	Males	4	46	21	16	22	46	12	13	14	24	8	3	6
	Females	0	7	1	4	4	12	6	5	6	10	5	8	2
South Canterbury	Males	1	0	0	0	5	7	3	3	3	3	1	0	0
	Females	0	0	0	0	0	2	2	0	0	0	0	0	0
Otago	Males	7	15	14	9	13	10	4	7	8	6	7	2	2
	Females	2	2	2	2	1	3	1	6	5	2	3	3	2
Southland	Males	14	5	4	4	1	1	2	2	4	1	0	0	2
	Females	4	0	0	3	1	0	1	0	2	1	0	2	0
National Total	Males	341	209	259	234	156	197	146	137	117	129	87	46	49
	Females	67	32	53	79	44	60	52	61	79	55	57	60	39

Table 4.2**Actual DHB Medical and Dental Officers on each Step by Gender**

DHB	STEP ON SALARY SCALE													
		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	2	0	1	0	0	0	0	0	0	0	0	0	0
	Females	0	1	0	0	0	1	0	0	0	0	0	0	0
Waitemata	Males	7	17	6	3	3	0	0	0	0	0	0	0	0
	Females	3	9	2	4	1	1	1	2	0	2	0	0	1
Auckland	Males	3	5	2	4	2	0	1	0	0	0	0	1	0
	Females	9	5	5	2	0	3	1	0	0	1	1	1	0
Counties Manukau	Males	1	4	2	2	1	1	0	0	0	0	0	2	0
	Females	2	2	1	0	0	1	0	1	0	0	0	0	1
Waikato	Males	0	1	3	5	2	1	1	2	0	1	0	0	0
	Females	0	0	2	1	0	2	0	5	1	2	2	1	0
Bay of Plenty	Males	2	3	1	0	1	0	1	1	1	0	0	0	0
	Females	5	0	1	0	1	1	2	0	0	0	0	0	0
Lakes	Males	2	1	3	0	1	0	0	0	0	0	0	0	0
	Females	1	0	0	0	0	0	1	0	0	0	0	0	0
Tairāwhiti	Males	1	1	0	0	0	0	0	0	0	0	0	0	0
	Females	2	0	0	0	0	0	0	0	0	0	0	0	0
Taranaki	Males	0	0	1	3	3	2	2	0	2	0	0	0	0
	Females	0	1	0	1	0	1	0	2	0	1	0	0	0
Hawkes Bay	Males	6	0	1	0	0	1	0	0	0	0	0	0	1
	Females	1	0	1	1	3	0	0	0	1	0	0	0	0
Whanganui	Males	3	0	2	1	0	0	2	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0
MidCentral	Males	0	2	1	1	0	0	0	1	1	0	0	0	0
	Females	2	3	2	1	2	0	0	0	0	0	0	0	0
Wairarapa	Males	3	1	1	0	0	0	0	0	0	0	0	0	0
	Females	0	0	1	0	0	0	0	0	0	0	0	0	0
Hutt	Males	1	0	1	3	0	0	0	1	0	0	0	0	0
	Females	0	0	1	1	0	2	0	0	1	0	0	0	0
Capital & Coast	Males	4	1	1	1	0	0	0	1	0	0	1	0	0
	Females	4	4	0	1	0	1	0	1	0	0	0	0	0
Nelson Marlborough	Males	6	2	2	2	1	0	0	0	1	0	0	1	1
	Females	2	0	2	1	1	0	1	0	1	0	1	1	0
West Coast	Males	2	0	1	1	0	0	0	0	0	0	0	0	0
	Females	1	0	1	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	0	5	2	8	2	1	0	2	0	2	3	0	0
	Females	0	3	2	3	0	1	4	2	1	1	1	0	1
South Canterbury	Males	0	1	0	0	0	0	0	0	0	0	0	0	0
	Females	0	2	1	0	0	0	0	0	0	0	0	0	0
Otago	Males	0	1	2	0	0	0	0	0	0	1	1	0	0
	Females	0	0	0	0	0	1	0	1	0	0	0	2	0
Southland	Males	0	0	0	0	1	1	0	3	0	0	0	0	0
	Females	0	0	0	1	2	1	2	1	0	0	0	0	0
National Total	Males	43	45	33	34	17	7	7	11	5	4	5	4	2
	Females	32	30	22	17	10	16	12	15	5	7	5	5	3

EMPLOYER SUPERANNUATION CONTRIBUTIONS

Since 2000 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. In this year's summary the NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated.

- The National Provident Fund (NPF) defined contribution schemes include the pension scheme and the lump sum scheme, and the NPF Defined Benefit Scheme provides a defined benefit to the member based on their last few years salary
- The Government Superannuation Fund (GSF)
- Employees who receive an employer contribution by virtue of a clause in the collective agreement requiring a matching contribution to a recognised scheme and;
- Any other superannuation schemes

Table 5 sets out this information.

Table 5:
Senior Medical Staff Superannuation

DHB	GSF & NPF	EMPLOYER CONTRIBUTION UNDER MECA CLAUSE	OTHER	TOTAL
Northland	13	73		86
Waitemata	103	98		201
Auckland	99	387	11	497
Counties Manukau	45	45		90
Waikato	53	146	20	219
Lakes	21	69		90
Tairāwhiti	5	23		28
Bay of Plenty	3	20		23
Hawkes Bay	14	26		40
Taranaki	21	28		49
Whanganui	8	25		33
MidCentral	32	56		88
Wairarapa	4	14		18
Hutt Valley	17	60	3	80
Capital and Coast	50	122		172
Nelson Marlborough	25	63		88
West Coast	2	16		18
Canterbury	90	197		287
South Canterbury	9	15		24
Otago	21	58		79
Southland	12	28		40
TOTAL – 2006	647	1569	34	2250
<i>TOTAL - 2005</i>	<i>644</i>	<i>1477</i>	<i>93</i>	<i>2214</i>
<i>TOTAL - 2004</i>	<i>665</i>	<i>1381</i>	<i>61</i>	<i>2107</i>
<i>TOTAL - 2003</i>	<i>695</i>	<i>1042</i>	<i>84</i>	<i>1821</i>