

Senior Medical and Dental Officer Salary Survey

1 JULY 2007

Senior Medical and Dental Officer Salary Survey

1 JULY 2007

This is the Association's 14th 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 2007. 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 2894 specialists (804 females and 2090males) and 474 medical and dental officers (222 females and 252 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 third 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 which show 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 2007 this had increased to \$145,044 (a raw increase of about 69.3% since 1993). This represents a 1.2% increase on the 2006 mean.

For medical and dental officers the equivalent salary movement to 1 July 2007 was from \$67,457 on 30 June 1993 to \$114,380 (a raw increase of about 69.6%). This represents a 0.2% decrease on the 2006 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 | |
| 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 |
| 2007 | 145,044 | 1.2 | 114,380 | -0.2 |

Table 1.2 shows the change in the mean salary by gender since 2003 and the numbers of employees.

Table 1.2
Change in Mean Salary by Gender 2003/2007

| | SPECIALISTS | | | | | | | MEDICAL AND DENTAL OFFICERS | | | | | | |
|---------|--------------|-----------|-----------|-----------|----------------------|----------------------|----------------|-----------------------------|-----------|-----------|-----------|----------------------|----------------------|----------------|
| | Numbers 2007 | Mean 2007 | Mean 2006 | Mean 2005 | Mean 2004 | Mean 2003 | % change 03-07 | Numbers 2007 | Mean 2007 | Mean 2006 | Mean 2005 | Mean 2004 | Mean 2003 | % change 03-07 |
| FEMALES | 804 | 139,741 | 137,942 | 136,160 | 127,290 | 125,885 | 11.0% | 252 | 112,878 | 112,922 | 110,231 | 99,362 | 97,150 | 16.2% |
| MALES | 2090 | 147,084 | 145,190 | 142,064 | 133,175 | 130,594 | 12.6% | 396 | 115,702 | 116,101 | 111,650 | 103,213 | 101,674 | 13.8% |
| TOTAL | 2,894 | 145,044 | 143,310 | 140,583 | 131,740 ³ | 129,743 ⁴ | 11.8% | 222 | 114,380 | 114,664 | 111,088 | 101,640 ³ | 100,002 ⁴ | 14.4% |

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.

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 2002 and including 1993 (when the survey began) and the percentage change between 2002 and 2003, 2003 and 2004, 2004 and 2005, 2005 and 2006, 2006 and 2007 and between 1993 and 2007.

Table 2.1

Mean Full Time Equivalent Base Salary for DHB Specialists

| DHB | NUMBERS | % C H A N G E | | | | | | | | | | | | |
|-------------------------------------|--------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|------------|------------|------------|------------|------------|-------------|
| | | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 1993 | 06-07% | 05-06 | 04-05 | 03-04 | 02-03 | 93-07 |
| Northland | 87 | 142546 | 140,833 | 133,198 | 132,909 | 126,225 | 125,746 | 87,087 | 1.2 | 5.7 | 0.2 | 5.3 | 0.4 | 63.7 |
| Waitemata | 245 | 140278 | 138,264 | 135,809 | 125,975 | 125,544 | 122,700 | | 1.5 | 1.8 | 7.8 | 0.3 | 2.3 | |
| Auckland | 624 | 147008 | 145,761 | 142,524 | 132,623 | 131,593 | 126,500 | 87,415 | 0.9 | 2.3 | 7.5 | 0.8 | 4.0 | 68.2 |
| Counties Manukau | 269 | 140794 | 138,134 | 135,241 | 126,388 | 124,181 | 119,440 | 84,151 | 1.9 | 2.1 | 7.0 | 1.8 | 4.0 | 67.3 |
| Waikato | 261 | 146448 | 145,434 | 143,111 | 132,821 | 130,919 | 129,417 | 83,989 | 0.7 | 1.6 | 7.7 | 1.5 | 1.2 | 74.4 |
| Bay of Plenty | 105 | 152557 | 150,076 | 149,655 | 140,963 | 138,676 | 134,941 | 84,663 | 1.7 | 0.3 | 6.2 | 1.6 | 2.8 | 80.2 |
| Lakes | 57 | 143588 | 139,125 | 136,440 | 126,920 | 125,318 | 124,255 | 86,034 | 3.2 | 2.0 | 7.5 | 1.3 | 0.9 | 66.9 |
| Tairāwhiti | 31 | 148532 | 144,344 | 139,950 | 129,672 | 125,479 | 118,568 | 84,471 | 2.9 | 3.1 | 7.9 | 3.3 | 5.8 | 75.8 |
| Taranaki | 39 | 145987 | 139,787 | 138,408 | 131,186 | 130,450 | 127,487 | 84,119 | 4.4 | 1.0 | 5.5 | 0.6 | 2.3 | 73.5 |
| Hawkes Bay | 86 | 146099 | 145,918 | 141,469 | 134,371 | 133,552 | 129,476 | | 0.1 | 3.1 | 5.3 | 0.6 | 3.1 | |
| Whanganui | 43 | 150826 | 150,378 | 150,951 | 139,917 | 140,147 | 142,976 | 86,152 | 0.3 | -0.4 | 7.9 | -0.2 | -2.0 | 75.1 |
| MidCentral | 109 | 147463 | 147,711 | 143,519 | 134,251 | 129,883 | 124,256 | 86,744 | -0.2 | 2.9 | 6.9 | 3.4 | 4.5 | 70.0 |
| Wairarapa | 24 | 155979 | 154,237 | 152,600 | 139,553 | 138,690 | 130,476 | 87,493 | 1.1 | 1.1 | 9.3 | 0.6 | 6.3 | 78.3 |
| Hutt Valley | 100 | 143375 | 140,644 | 139,963 | 132,696 | 130,529 | 124,259 | 87,561 | 1.9 | 0.5 | 5.5 | 1.7 | 5.0 | 63.7 |
| Capital Coast | 139 | 143165 | 142,527 | 140,638 | 132,219 | 130,338 | 126,956 | 88,080 | 0.4 | 1.3 | 6.4 | 1.4 | 2.7 | 62.5 |
| Nelson Marlborough | 91 | 149484 | 147,522 | 146,287 | 134,942 | 134,954 | 128,417 | 88,669 | 1.3 | 0.8 | 8.4 | 0.0 | 5.1 | 68.6 |
| West Coast | 24 | 155938 | 154,521 | 154,346 | 145,357 | 144,371 | 123,688 | 85,492 | 0.9 | 0.1 | 6.2 | 0.7 | 16.7 | 82.4 |
| Canterbury ⁵ | 350 | 143009 | 140,934 | 137,853 | 130,453 | 126,518 | 121,093 | | 1.5 | 2.2 | 5.7 | 3.1 | 4.5 | |
| South Canterbury | 30 | 140700 | 137,967 | 134,980 | 125,143 | 123,222 | 117,207 | 81,283 | 2.0 | 2.2 | 7.9 | 1.6 | 5.1 | 73.1 |
| Otago | 137 | 143792 | 141,594 | 140,232 | 128,564 | 126,257 | 119,482 | 85,026 | 1.6 | 1.0 | 9.1 | 1.8 | 5.7 | 69.1 |
| Southland | 43 | 144988 | 148,296 | 147,929 | 140,012 | 138,849 | 133,379 | 85,790 | -2.2 | 0.2 | 5.7 | 0.8 | 4.1 | 69.0 |
| NATIONAL AVERAGE⁶ | 2,894 | 145,044 | 143,310 | 140,583 | 131,740 | 129,743 | 125,289 | 85,658 | 1.2 | 1.9 | 6.7 | 1.5 | 3.6 | 69.1 |

⁵ Canterbury CEA covers the old Healthlink South and Canterbury CECs

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 | | | | | | | | % C H A N G E | | | | | |
|-------------------------------------|------------|----------------|----------------|----------------|----------------|----------------|---------------|---------------|---------------|------------|------------|------------|------------|-------------|
| | | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 1993 | 06-07 | 05-06 | 04-05 | 03-04 | 02-03 | 93-07 |
| Northland | 27 | 106,259 | 121,100 | 116,300 | 101,655 | 98,497 | 90,773 | 65,152 | -12.3 | 4.1 | 14.4 | 3.2 | 8.5 | 63.1 |
| Waitemata | 65 | 119,031 | 118,968 | 116,432 | 102,688 | 101,599 | 96,186 | | 0.1 | 2.2 | 13.4 | 1.1 | 5.6 | |
| Auckland | 87 | 106,207 | 117,424 | 104,780 | 100,098 | 100,778 | 96,595 | 66,774 | -9.6 | 12.1 | 4.7 | -0.7 | 4.3 | 59.1 |
| Counties Manukau | 15 | 123,500 | 114,000 | 117,100 | 102,877 | 99,636 | 98,167 | 67,742 | 8.3 | -2.6 | 13.8 | 3.3 | 1.5 | 82.3 |
| Waikato | 27 | 112,222 | 106,359 | 104,905 | 91,759 | 90,176 | 88,531 | 65,275 | 5.5 | 1.4 | 14.3 | 1.8 | 1.9 | 71.9 |
| Bay of Plenty | 23 | 118,304 | 116,975 | 115,575 | 108,042 | 107,439 | 108,158 | | 1.1 | 1.2 | 7.0 | 0.6 | -0.7 | |
| Lakes | 8 | 121,000 | 119,944 | 115,950 | 102,800 | 97,444 | 96,500 | 69,446 | 0.9 | 3.4 | 12.8 | 5.5 | 1.0 | 74.2 |
| Tairāwhiti | 6 | 122,167 | 126,500 | 122,700 | 112,500 | 112,500 | 107,900 | 68,458 | -3.4 | 3.1 | 9.1 | 0.0 | 4.3 | 78.5 |
| Taranaki | 23 | 110,652 | 108,158 | 105,222 | 99,353 | 99,474 | 94,467 | 67,130 | 2.3 | 2.8 | 5.9 | -0.1 | 5.3 | 64.8 |
| Hawkes Bay | 12 | 121,292 | 116,750 | 120,955 | 105,813 | 104,700 | 100,400 | | 3.9 | -3.5 | 14.3 | 1.1 | 4.3 | |
| Whanganui | 5 | 124,300 | 118,000 | 119,625 | 112,000 | 114,286 | 113,000 | 65,997 | 5.3 | -1.4 | 6.8 | -2.0 | 1.1 | 88.3 |
| MidCentral | 16 | 118,781 | 117,594 | 114,425 | 102,322 | 101,141 | 94,719 | 68,788 | 1.0 | 2.8 | 11.8 | 1.2 | 6.8 | 72.7 |
| Wairarapa | 3 | 124,833 | 124,167 | 122,700 | 114,000 | 113,000 | 114,000 | 76,679 | 0.5 | 1.2 | 7.6 | 0.9 | -0.9 | 62.8 |
| Hutt Valley | 13 | 116,615 | 112,727 | 109,889 | 103,135 | 101,741 | 97,231 | 64,576 | 3.4 | 2.6 | 6.5 | 1.4 | 4.6 | 80.6 |
| Capital Coast | 28 | 123,500 | 119,250 | 114,947 | 104,310 | 105,775 | 104,080 | 68,613 | 3.6 | 3.7 | 10.2 | -1.4 | 1.6 | 80.0 |
| Nelson Marlborough | 24 | 119,542 | 113,654 | 110,611 | 102,867 | 98,498 | 94,423 | 73,467 | 5.2 | 2.8 | 7.5 | 4.4 | 4.3 | 62.7 |
| West Coast | 8 | 124,000 | 122,833 | 119,500 | 107,722 | 107,722 | 0 | 62,160 | 0.9 | 2.8 | 10.9 | 0.0 | | 99.5 |
| Canterbury ⁷ | 56 | 110,527 | 109,193 | 105,217 | 100,167 | 98,543 | 93,821 | | 1.2 | 3.8 | 5.0 | 1.6 | 5.0 | |
| South Canterbury | 4 | 126,500 | 122,500 | 122,167 | 103,250 | 105,500 | 103,500 | 65,218 | 3.3 | 0.3 | 18.3 | -2.1 | 1.9 | 94.0 |
| Otago | 11 | 109,091 | 102,722 | 101,667 | 93,780 | 91,073 | 86,839 | 63,844 | 6.2 | 1.0 | 8.4 | 3.0 | 4.9 | 70.9 |
| Southland | 13 | 110,615 | 106,000 | 106,750 | 99,031 | 95,166 | 97,653 | 69,219 | 4.4 | -0.7 | 7.8 | 4.1 | -2.5 | 59.8 |
| NATIONAL AVERAGE⁸ | 474 | 114,380 | 114,664 | 111,088 | 101,640 | 100,002 | 96,207 | 67,457 | -0.2 | 3.2 | 9.3 | 1.6 | 3.9 | 69.3 |

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 2007**

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 | 155,979 | 142,167 | 157,952 |
| 2 | West Coast | 155,938 | 151,100 | 157,211 |
| 3 | Bay of Plenty | 152,557 | 145,300 | 153,767 |
| 4 | Whanganui | 150,826 | 143,000 | 152,897 |
| 5 | Nelson-Marlborough | 149,484 | 141,500 | 151,732 |
| 6 | Tairāwhiti | 148,532 | 150,096 | 140,400 |
| 7 | MidCentral | 147,463 | 138,957 | 149,738 |
| 8 | Auckland | 147,008 | 141,482 | 150,038 |
| 9 | Waikato | 146,448 | 140,791 | 147,959 |
| 10 | Hawkes Bay | 146,099 | 138,357 | 147,604 |
| 11 | Taranaki | 145,987 | 144,417 | 146,273 |
| 12 | Southland | 144,988 | 146,250 | 144,500 |
| 13 | Otago | 143,792 | 138,821 | 145,770 |
| 14 | Lakes | 143,588 | 140,833 | 144,322 |
| 15 | Hutt Valley | 143,375 | 136,467 | 146,336 |
| 16 | Capital Coast | 143,165 | 137,396 | 146,209 |
| 17 | Canterbury | 143,009 | 137,759 | 144,692 |
| 18 | Northland | 142,546 | 137,957 | 144,195 |
| 19 | Counties Manukau | 140,794 | 136,205 | 142,503 |
| 20 | South Canterbury | 140,700 | 141,500 | 140,643 |
| 21 | Waitemata | 140,278 | 136,193 | 142,370 |
| | NATIONAL AVERAGE⁹ | 145,044 | 139,741 | 147,084 |

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 | South Canterbury | 126,500 | 126,167 | 127,500 |
| 2 | Wairarapa | 124,833 | 123,500 | 125,500 |
| 3 | Whanganui | 124,300 | 0 | 124,300 |
| 4 | West Coast | 124,000 | 124,833 | 123,500 |
| 5 | Capital Coast | 123,500 | 122,500 | 124,833 |
| 6 | Counties Manukau | 123,500 | 126,167 | 122,833 |
| 7 | Tairāwhiti | 122,167 | 124,833 | 119,500 |
| 8 | Hawkes Bay | 121,292 | 117,625 | 123,125 |
| 9 | Lakes | 121,000 | 116,500 | 125,500 |
| 10 | Nelson-Marlborough | 119,542 | 120,227 | 118,962 |
| 11 | Waitemata | 119,031 | 118,000 | 119,763 |
| 12 | MidCentral | 118,781 | 120,955 | 114,000 |
| 13 | Bay of Plenty | 118,304 | 116,875 | 119,864 |
| 14 | Hutt Valley | 116,615 | 112,750 | 118,333 |
| 15 | Waikato | 112,222 | 108,455 | 114,813 |
| 16 | Taranaki | 110,652 | 108,667 | 111,929 |
| 17 | Southland | 110,615 | 110,063 | 111,500 |
| 18 | Canterbury | 110,527 | 109,963 | 111,052 |
| 19 | Otago | 109,091 | 99,750 | 120,300 |
| 20 | Northland | 106,259 | 99,143 | 113,923 |
| 21 | Auckland | 106,207 | 107,411 | 104,917 |
| | NATIONAL AVERAGE¹⁰ | 114,380 | 112,878 | 115,702 |

¹⁰ This figure has been calculated by dividing the number of Specialists 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 2007**

Tables 4.1 and 4.2 report on the actual numbers of DHB specialists and medical/dental 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 | 15 | 5 | 5 | 4 | 8 | 3 | 5 | 2 | 5 | 2 | 3 | 2 | 5 |
| | Females | 4 | 1 | 0 | 2 | 1 | 1 | 3 | 2 | 1 | 3 | 1 | 3 | 1 |
| Waitemata | Males | 28 | 9 | 15 | 9 | 9 | 21 | 12 | 16 | 14 | 12 | 5 | 8 | 4 |
| | Females | 5 | 4 | 10 | 3 | 3 | 4 | 10 | 12 | 6 | 4 | 11 | 3 | 8 |
| Auckland | Males | 151 | 36 | 40 | 26 | 32 | 21 | 21 | 15 | 15 | 11 | 16 | 8 | 11 |
| | Females | 39 | 20 | 18 | 12 | 15 | 15 | 16 | 11 | 11 | 18 | 25 | 13 | 8 |
| Counties Manukau | Males | 10 | 17 | 38 | 10 | 14 | 29 | 14 | 22 | 18 | 7 | 7 | 6 | 4 |
| | Females | 2 | 2 | 14 | 1 | 2 | 9 | 5 | 11 | 5 | 5 | 3 | 9 | 5 |
| Waikato | Males | 59 | 39 | 10 | 8 | 13 | 6 | 19 | 11 | 9 | 12 | 13 | 5 | 2 |
| | Females | 9 | 6 | 4 | 4 | 3 | 1 | 3 | 4 | 5 | 4 | 7 | 2 | 3 |
| Bay of Plenty | Males | 21 | 33 | 14 | 5 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 1 | 0 |
| | Females | 1 | 2 | 3 | 2 | 1 | 1 | 2 | 0 | 1 | 1 | 0 | 1 | 0 |
| Lakes | Males | 2 | 4 | 8 | 2 | 6 | 9 | 6 | 3 | 3 | 0 | 0 | 2 | 0 |
| | Females | 0 | 2 | 0 | 2 | 1 | 3 | 0 | 1 | 1 | 1 | 0 | 0 | 1 |
| Tairāwhiti | Males | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 |
| | Females | 2 | 7 | 4 | 2 | 3 | 3 | 4 | 1 | 0 | 0 | 0 | 0 | 0 |
| Taranaki | Males | 5 | 3 | 4 | 6 | 4 | 3 | 1 | 0 | 3 | 1 | 2 | 0 | 1 |
| | Females | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hawkes Bay | Males | 13 | 20 | 5 | 5 | 2 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 0 |
| | Females | 0 | 1 | 2 | 1 | 2 | 2 | 0 | 0 | 1 | 4 | 0 | 0 | 1 |
| Whanganui | Males | 16 | 3 | 2 | 2 | 3 | 0 | 3 | 2 | 2 | 0 | 1 | 0 | 0 |
| | Females | 1 | 2 | 0 | 1 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 1 | 0 |
| MidCentral | Males | 23 | 8 | 12 | 5 | 11 | 10 | 7 | 2 | 3 | 1 | 3 | 1 | 0 |
| | Females | 3 | 0 | 2 | 3 | 0 | 1 | 1 | 5 | 3 | 2 | 2 | 1 | 0 |
| Wairarapa | Males | 12 | 1 | 3 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Hutt | Males | 15 | 10 | 7 | 5 | 4 | 4 | 9 | 2 | 3 | 3 | 4 | 3 | 1 |
| | Females | 1 | 2 | 2 | 4 | 2 | 2 | 1 | 2 | 4 | 3 | 3 | 3 | 1 |
| Capital & Coast | Males | 17 | 6 | 16 | 3 | 13 | 10 | 5 | 5 | 4 | 6 | 3 | 3 | 0 |
| | Females | 5 | 2 | 2 | 8 | 5 | 1 | 1 | 3 | 3 | 6 | 3 | 4 | 5 |
| Nelson Marlborough | Males | 26 | 3 | 15 | 6 | 0 | 7 | 4 | 3 | 4 | 1 | 2 | 0 | 0 |
| | Females | 3 | 0 | 1 | 2 | 4 | 1 | 2 | 3 | 1 | 0 | 1 | 2 | 0 |
| West Coast | Males | 9 | 2 | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | Females | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Canterbury | Males | 52 | 19 | 19 | 21 | 53 | 12 | 15 | 16 | 22 | 8 | 6 | 12 | 10 |
| | Females | 8 | 1 | 6 | 5 | 15 | 4 | 6 | 7 | 9 | 7 | 9 | 3 | 5 |
| South Canterbury | Males | 1 | 0 | 0 | 4 | 7 | 5 | 2 | 4 | 3 | 2 | 0 | 0 | 0 |
| | Females | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Otago | Males | 17 | 13 | 6 | 14 | 11 | 3 | 7 | 8 | 4 | 8 | 4 | 2 | 1 |
| | Females | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 2 | 6 | 4 | 3 | 2 | 1 |
| Southland | Males | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 1 | 1 | 0 | 1 | 1 |
| | Females | 3 | 1 | 1 | 1 | 1 | 1 | 0 | 2 | 0 | 1 | 1 | 0 | 0 |
| National Total | Males | 496 | 235 | 228 | 141 | 199 | 152 | 141 | 123 | 121 | 80 | 76 | 58 | 40 |
| | Females | 90 | 57 | 76 | 57 | 62 | 56 | 62 | 67 | 57 | 64 | 70 | 47 | 39 |

| DHB | | STEP ON SALARY SCALE | | | | | | | | | | | | |
|-----------------------|----------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|-----------|-----------|
| | | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| Northland | Males | 15 | 5 | 5 | 4 | 8 | 3 | 5 | 2 | 5 | 2 | 3 | 2 | 5 |
| | Females | 4 | 1 | 0 | 2 | 1 | 1 | 3 | 2 | 1 | 3 | 1 | 3 | 1 |
| Waitemata | Males | 28 | 9 | 15 | 9 | 9 | 21 | 12 | 16 | 14 | 12 | 5 | 8 | 4 |
| | Females | 5 | 4 | 10 | 3 | 3 | 4 | 10 | 12 | 6 | 4 | 11 | 3 | 8 |
| Auckland | Males | 151 | 36 | 40 | 26 | 32 | 21 | 21 | 15 | 15 | 11 | 16 | 8 | 11 |
| | Females | 39 | 20 | 18 | 12 | 15 | 15 | 16 | 11 | 11 | 18 | 25 | 13 | 8 |
| Counties Manukau | Males | 10 | 17 | 38 | 10 | 14 | 29 | 14 | 22 | 18 | 7 | 7 | 6 | 4 |
| | Females | 2 | 2 | 14 | 1 | 2 | 9 | 5 | 11 | 5 | 5 | 3 | 9 | 5 |
| Waikato | Males | 59 | 39 | 10 | 8 | 13 | 6 | 19 | 11 | 9 | 12 | 13 | 5 | 2 |
| | Females | 9 | 6 | 4 | 4 | 3 | 1 | 3 | 4 | 5 | 4 | 7 | 2 | 3 |
| Bay of Plenty | Males | 21 | 33 | 14 | 5 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 1 | 0 |
| | Females | 1 | 2 | 3 | 2 | 1 | 1 | 2 | 0 | 1 | 1 | 0 | 1 | 0 |
| Lakes | Males | 2 | 4 | 8 | 2 | 6 | 9 | 6 | 3 | 3 | 0 | 0 | 2 | 0 |
| | Females | 0 | 2 | 0 | 2 | 1 | 3 | 0 | 1 | 1 | 1 | 0 | 0 | 1 |
| Tairāwhiti | Males | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 |
| | Females | 2 | 7 | 4 | 2 | 3 | 3 | 4 | 1 | 0 | 0 | 0 | 0 | 0 |
| Taranaki | Males | 5 | 3 | 4 | 6 | 4 | 3 | 1 | 0 | 3 | 1 | 2 | 0 | 1 |
| | Females | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hawkes Bay | Males | 13 | 20 | 5 | 5 | 2 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 0 |
| | Females | 0 | 1 | 2 | 1 | 2 | 2 | 0 | 0 | 1 | 4 | 0 | 0 | 1 |
| Whanganui | Males | 16 | 3 | 2 | 2 | 3 | 0 | 3 | 2 | 2 | 0 | 1 | 0 | 0 |
| | Females | 1 | 2 | 0 | 1 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 1 | 0 |
| MidCentral | Males | 23 | 8 | 12 | 5 | 11 | 10 | 7 | 2 | 3 | 1 | 3 | 1 | 0 |
| | Females | 3 | 0 | 2 | 3 | 0 | 1 | 1 | 5 | 3 | 2 | 2 | 1 | 0 |
| Wairarapa | Males | 12 | 1 | 3 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Hutt | Males | 15 | 10 | 7 | 5 | 4 | 4 | 9 | 2 | 3 | 3 | 4 | 3 | 1 |
| | Females | 1 | 2 | 2 | 4 | 2 | 2 | 1 | 2 | 4 | 3 | 3 | 3 | 1 |
| Capital & Coast | Males | 17 | 6 | 16 | 3 | 13 | 10 | 5 | 5 | 4 | 6 | 3 | 3 | 0 |
| | Females | 5 | 2 | 2 | 8 | 5 | 1 | 1 | 3 | 3 | 6 | 3 | 4 | 5 |
| Nelson Marlborough | Males | 26 | 3 | 15 | 6 | 0 | 7 | 4 | 3 | 4 | 1 | 2 | 0 | 0 |
| | Females | 3 | 0 | 1 | 2 | 4 | 1 | 2 | 3 | 1 | 0 | 1 | 2 | 0 |
| West Coast | Males | 9 | 2 | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | Females | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Canterbury | Males | 52 | 19 | 19 | 21 | 53 | 12 | 15 | 16 | 22 | 8 | 6 | 12 | 10 |
| | Females | 8 | 1 | 6 | 5 | 15 | 4 | 6 | 7 | 9 | 7 | 9 | 3 | 5 |
| South Canterbury | Males | 1 | 0 | 0 | 4 | 7 | 5 | 2 | 4 | 3 | 2 | 0 | 0 | 0 |
| | Females | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Otago | Males | 17 | 13 | 6 | 14 | 11 | 3 | 7 | 8 | 4 | 8 | 4 | 2 | 1 |
| | Females | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 2 | 6 | 4 | 3 | 2 | 1 |
| Southland | Males | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 1 | 1 | 0 | 1 | 1 |
| | Females | 3 | 1 | 1 | 1 | 1 | 1 | 0 | 2 | 0 | 1 | 1 | 0 | 0 |
| National Total | Males | 496 | 235 | 228 | 141 | 199 | 152 | 141 | 123 | 121 | 80 | 76 | 58 | 40 |
| | Females | 90 | 57 | 76 | 57 | 62 | 56 | 62 | 67 | 57 | 64 | 70 | 47 | 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 | 5 | 1 | 1 | 0 | 0 | 1 | 2 | 1 | 0 | 2 | 0 | 0 | 0 |
| | Females | 1 | 0 | 0 | 1 | 1 | 0 | 2 | 2 | 0 | 4 | 1 | 0 | 2 |
| Waitemata | Males | 9 | 15 | 6 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| | Females | 9 | 5 | 3 | 2 | 2 | 3 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Auckland | Males | 8 | 3 | 5 | 4 | 1 | 1 | 1 | 0 | 0 | 4 | 1 | 5 | 9 |
| | Females | 14 | 2 | 4 | 2 | 1 | 3 | 2 | 1 | 1 | 0 | 2 | 1 | 12 |
| Counties Manukau | Males | 5 | 2 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Waikato | Males | 0 | 4 | 4 | 2 | 2 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| | Females | 0 | 2 | 1 | 0 | 2 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 0 |
| Bay of Plenty | Males | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 4 | 1 | 0 | 2 | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Lakes | Males | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tairāwhiti | Males | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Taranaki | Males | 1 | 1 | 5 | 3 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| | Females | 1 | 0 | 2 | 0 | 1 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 0 |
| Hawkes Bay | Males | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | Females | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Whanganui | Males | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MidCentral | Males | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| | Females | 5 | 1 | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wairarapa | Males | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hutt | Males | 3 | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | Females | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Capital & Coast | Males | 6 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 9 | 2 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nelson Marlborough | Males | 5 | 1 | 3 | 1 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | Females | 4 | 1 | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| West Coast | Males | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Canterbury | Males | 5 | 2 | 8 | 2 | 1 | 1 | 1 | 2 | 1 | 0 | 5 | 0 | 1 |
| | Females | 2 | 2 | 3 | 5 | 1 | 4 | 4 | 2 | 2 | 1 | 1 | 0 | 0 |
| South Canterbury | Males | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Otago | Males | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 1 | 1 | 0 | 0 |
| Southland | Males | 0 | 0 | 2 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Females | 0 | 0 | 0 | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| National Total | Males | 72 | 41 | 48 | 20 | 8 | 9 | 13 | 4 | 5 | 7 | 7 | 5 | 13 |
| | Females | 59 | 21 | 25 | 21 | 13 | 16 | 19 | 11 | 10 | 6 | 5 | 1 | 15 |

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 | 14 | 75 | | 89 |
| Waitemata | 22 | 209 | | 231 |
| Auckland | 102 | 419 | | 521 |
| Counties Manukau | 42 | 201 | | 243 |
| Waikato | 53 | 183 | | 236 |
| Lakes | 21 | 73 | 10 | 104 |
| Tairāwhiti | 4 | 1 | 25 | 30 |
| Bay of Plenty | 1 | 30 | | 31 |
| Hawkes Bay | 8 | 24 | | 32 |
| Taranaki | 12 | 34 | 61 | 107 |
| Whanganui | 8 | 34 | | 42 |
| MidCentral | 29 | 67 | | 96 |
| Wairarapa | 3 | 16 | | 19 |
| Hutt Valley | 13 | 73 | | 86 |
| Capital and Coast | 18 | 75 | | 93 |
| Nelson Marlborough | 24 | 49 | 13 | 86 |
| West Coast | 2 | 21 | | 23 |
| Canterbury | 110 | 221 | | 331 |
| South Canterbury | 6 | 20 | | 26 |
| Otago | 19 | 75 | | 94 |
| Southland | 11 | 26 | | 37 |
| TOTAL – 2007 | 522 | 1926 | 109 | 2557 |
| TOTAL – 2006 | 647 | 1569 | 34 | 2250 |
| TOTAL – 2005 | 644 | 1477 | 93 | 2214 |
| TOTAL – 2004 | 665 | 1381 | 61 | 2107 |
| TOTAL – 2003 | 695 | 1042 | 84 | 1821 |