
Senior Medical and Dental Officer Salary Survey

1 JULY 2011

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This is the Association's 18th 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 2011. 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 shows where doctors covered by the DHB MECA negotiated by the ASMS are on the salary scales.

The information supplied by DHBs was on 3,685 specialists (1,143 females and 2,542 males) and 565 medical and dental officers (255 females and 310 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 sixth 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 2011 this had increased to \$176,705 (a raw increase of about 106.3% since 1993). This represents a 2.7% increase on the 2010 mean.

For medical and dental officers the equivalent salary movement to 1 July 2011 was from \$67,457 on 30 June 1993 to \$137,495 (a raw increase of about 103.8%). This represents a 3.5% increase on the 2010 mean.

Table 1.1
Summary of National Mean Full Time Equivalent Base Salary

YEAR	SPECIALISTS		MEDICAL AND DENTAL OFFICERS	
	Mean Base \$	Annual % Increase	Mean Base \$	Annual % Increase
1993	85,658		67,457	
2001	120,942	3.6	91,931 ¹	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
2008	159,986	10.2	124,916	9.3
2009	170,578	6.6	132,383	6.0
2010	171,977	0.8	132,881	0.4
2011	176,705	2.7	137,495	3.5

Table 1.2 shows the change in the mean salary by gender since 2007 and the numbers of employees.

Table 1.2
Change in Mean Salary by Gender 2004/2008

	SPECIALISTS							MEDICAL AND DENTAL OFFICERS						
	Numbers 2011	Mean 2011 \$	Mean 2010 \$	Mean 2009 \$	Mean 2008 \$	Mean 2007 \$	% change 07-11	Numbers 2011	Mean 2011 \$	Mean 2010 \$	Mean 2009 \$	Mean 2008 \$	Mean 2007 \$	% change 07-11
FEMALES	1143	168,965	164,520	163,273	153,303	139,741	20.9%	255	136,330	131,243	129,571	122,582	112,878	20.8%
MALES	2542	180,185	175,191	173,691	162,782	147,084	22.5%	310	138,453	134,297	134,947	127,240	115,702	19.7%
TOTAL	3685	176,705	171,977	170,578	159,986	145,044	21.8%	565	137,495	132,881	132,383	124,916	114,380	20.2%

¹ This figure has been amended from the 2001 salary survey.

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 2006 and including 1993 (when the survey began) and the percentage change between, 2006 and 2007, 2007 and 2008, 2008 and 2009, 2009 and 2010, 2010 and 2011 and between 1993 and 2011.

Table 2.1
Mean Full Time Equivalent Base Salary for DHB Specialists

DHB	NUMBERS	% C H A N G E												
		2011 \$	2010 \$	2009 \$	2008 \$	2007 \$	2006 \$	1993 \$	10-11	09-10	08-09	07-08	06-07	93-11
Northland	117	177,211	170,993	168,974	158,067	142,546	140,833	87,087	3.6	1.2	6.9	10.9	1.2	103.5
Waitemata	307	170,356	166,675	163,994	151,715	140,278	138,264		2.2	1.6	8.1	8.2	1.5	
Auckland	755	178,344	173,351	172,434	162,620	147,008	145,761	87,415	2.9	0.5	6.0	10.6	0.9	104.0
Counties Manukau	370	171,731	167,685	164,009	154,625	140,794	138,134	84,151	2.4	2.2	6.1	9.8	1.9	104.1
Waikato	284	177,965	173,518	171,856	161,309	146,448	145,434	83,989	2.6	1.0	6.5	10.1	0.7	111.9
Bay of Plenty	139	179,779	178,469	179,904	170,664	152,557	150,076	84,663	0.7	-0.8	5.4	11.9	1.7	112.3
Lakes	69	179,956	174,126	172,887	160,828	143,588	139,125	86,034	3.3	0.7	7.5	12.0	3.2	109.2
Tairāwhiti	47	187,265	180,218	177,436	167,850	148,532	144,344	84,471	3.9	1.6	5.7	13.0	2.9	121.7
Taranaki	59	178,441	175,353	169,918	159,206	145,987	139,787	84,119	1.8	3.2	6.7	9.1	4.4	112.1
Hawke's Bay	114	175,528	171,350	168,609	160,369	146,099	145,918		2.4	1.6	5.1	9.8	0.1	
Whanganui	41	182,735	181,292	177,954	169,723	150,826	150,378	86,152	0.8	1.9	4.8	12.5	0.3	112.1
MidCentral	110	182,573	177,714	174,707	163,809	147,463	147,711	86,744	2.7	1.7	6.7	11.1	-0.2	110.5
Wairarapa	24	189,359	183,915	181,606	173,199	155,979	154,237	87,493	3.0	1.3	4.9	11.0	1.1	116.4
Hutt Valley	123	175,923	170,569	168,457	158,336	143,375	140,644	87,561	3.1	1.3	6.4	10.4	1.9	100.9
Capital Coast	299	176,106	171,427	177,066	161,377	143,165	142,527	88,080	2.7	-3.2	9.7	11.8	0.4	99.9
Nelson Marlborough	106	182,506	176,083	175,732	164,651	149,484	147,522	88,669	3.6	0.2	6.7	10.1	1.3	105.8
West Coast	24	182,546	179,528	182,659	177,421	155,938	154,521	85,492	1.7	-1.7	3.0	13.8	0.9	113.5
Canterbury	440	173,082	167,358	163,981	156,250	143,009	140,934		3.4	2.1	4.9	9.3	1.5	
South Canterbury	37	181,423	173,721	170,047	158,849	140,700	137,967	81,283	4.4	2.2	7.0	12.9	2.0	123.2
Southern	220	180,172	174,615						3.2					
Otago				170,391	160,167	143,792	141,594	85,026			6.4	11.4	1.6	
Southland				176,674	165,727	144,988	148,296	85,790			6.6	14.3	-2.2	
NATIONAL AVERAGE	3,685	176,705	171,977	170,578	159,986	145,044	143,310	85,658	2.7	0.8	6.6	10.2	1.2	106.3

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

DHB	NUMBERS	% C H A N G E												
		2011 \$	2010 \$	2009 \$	2008 \$	2007 \$	2006 \$	1993 \$	10-11	09-10	08-09	07-08	06-07	93-11
Northland	35	140,538	132,697	130,337	123,954	106,259	121,100	65,152	5.9	1.8	5.1	16.7	-12.3	115.7
Waitemata	87	137,985	136,825	135,318	134,221	119,031	118,968		0.8	1.1	0.8	12.8	0.1	
Auckland	107	126,225	121,035	122,364	119,287	106,207	117,424	66,774	4.3	-1.1	2.6	12.3	-9.6	89.0
Counties Manukau	33	129,304	131,449	121,425	128,787	123,500	114,000	67,742	-1.6	8.3	-5.7	4.3	8.3	90.9
Waikato	35	143,960	140,200	137,917	124,377	112,222	106,359	65,275	2.7	1.7	10.9	10.8	5.5	120.5
Bay of Plenty	24	146,411	136,292	139,197	132,967	118,304	116,975		7.4	-2.1	4.7	12.4	1.1	
Lakes	8	148,924	150,931	148,989	136,084	121,000	119,944	69,446	-1.3	1.3	9.5	12.5	0.9	114.4
Tairāwhiti	10	144,910	141,939	143,749	136,705	122,167	126,500	68,458	2.1	-1.3	5.2	11.9	-3.4	111.7
Taranaki	25	137,411	125,868	129,421	124,521	110,652	108,158	67,130	9.2	-2.7	3.9	12.5	2.3	104.7
Hawke's Bay	11	150,352	146,636	147,168	137,397	121,292	116,750		2.5	-0.4	7.1	13.3	3.9	
Whanganui	4	152,313	145,307	148,989	142,915	124,300	118,000	65,997	4.8	-2.5	4.3	15.0	5.3	130.8
MidCentral	13	149,134	142,924	141,416	131,694	118,781	117,594	68,788	4.3	1.1	6.9	10.9	1.0	116.8
Wairarapa	4	150,658	139,925	144,457	136,394	124,833	124,167	76,679	7.7	-3.1	5.9	9.3	0.5	96.5
Hutt Valley	12	148,346	141,738	139,228	133,552	116,615	112,727	64,576	4.7	1.8	4.2	14.5	3.4	129.7
Capital Coast	9	146,916	137,281	142,668	125,477	123,500	119,250	68,613	7.0	-3.8	12.1	5.1	3.6	114.1
Nelson Marlborough	33	146,977	141,786	139,736	129,059	119,542	113,654	73,467	3.7	1.5	8.3	8.0	5.2	100.1
West Coast	11	147,863	145,464	139,307	132,344	124,000	122,833	62,160	1.6	4.4	5.3	6.7	0.9	137.9
Canterbury	65	132,602	129,564	128,214	117,099	110,527	109,193		2.3	1.1	9.5	5.9	1.2	
South Canterbury	6	155,947	148,989	153,521	142,915	126,500	122,500	65,218	4.7	-3.0	7.4	13.0	3.3	139.1
Southern	33	133,983	130,810						2.4					
Otago				125,322	117,820	109,091	102,722	63,844			6.4	8.0	6.2	
Southland				125,385	123,353	110,615	106,000	69,219			1.6	11.5	4.4	
NATIONAL AVERAGE	565	137,495	132,881	132,383	124,916	114,380	114,664	67,457	3.5	0.4	6.0	9.3	-0.2	103.8

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
AVERAGE FTE BASE SALARY INCREASE FOR 1 JULY 2011**

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	189,359	170,460	192,059
2	Tairāwhiti	187,265	185,425	187,763
3	Whanganui	182,735	174,119	184,212
4	MidCentral	182,573	171,709	186,836
5	West Coast	182,546	173,349	187,144
6	Nelson-Marlborough	182,506	170,644	186,168
7	South Canterbury	181,423	182,594	181,149
8	Southern	180,172	173,897	182,419
9	Lakes	179,956	175,124	181,186
10	Bay of Plenty	179,779	167,736	182,817
11	Taranaki	178,441	167,653	181,798
12	Auckland	178,344	172,114	182,317
13	Waikato	177,965	169,528	180,570
14	Northland	177,211	171,066	180,526
15	Capital Coast	176,106	169,980	178,915
16	Hutt Valley	175,923	174,119	176,964
17	Hawke's Bay	175,528	159,757	179,514
18	Canterbury	173,082	162,735	177,962
19	Counties Manukau	171,731	164,240	175,646
20	Waitemata	170,356	164,633	173,418

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

RANK	DHB	TOTAL \$	FEMALES \$	MALES \$
1	South Canterbury	155,947	154,624	158,591
2	Whanganui	152,313	0	152,313
3	Wairarapa	150,658	148,013	158,591
4	Hawke's Bay	150,352	154,624	147,911
5	MidCentral	149,134	147,191	149,998
6	Lakes	148,924	154,176	145,773
7	Hutt Valley	148,346	143,724	150,658
8	Canterbury	147,863	137,997	151,563
9	West Coast	147,863	137,997	151,563
10	Nelson-Marlborough	146,977	142,736	150,102
11	Capital Coast	146,916	143,581	158,591
12	Bay of Plenty	146,411	146,451	146,355
13	Tairāwhiti	144,910	150,002	141,516
14	Waikato	143,960	141,025	145,917
15	Northland	140,538	140,643	140,450
16	Waitemata	137,985	141,436	135,876
17	Taranaki	137,411	138,752	136,358
18	Southern	133,983	132,764	135,000
19	Counties Manukau	129,304	119,751	134,763
20	Auckland	126,225	127,102	125,226

**DHB SPECIALIST AND MEDICAL/DENTAL OFFICER
PLACEMENT ON SALARY SCALE BY GENDER AS AT 1 JULY 2011**

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														
		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	25	8	6	3	6	1	8	4	3	5	4	0	0	3	0
	Females	6	2	1	6	3	5	2	2	3	3	1	3	1	3	0
Waitemata	Males	47	8	9	16	16	18	16	14	10	11	5	9	6	3	12
	Females	17	4	2	3	7	12	5	8	6	6	7	4	8	11	7
Auckland	Males	214	27	29	23	22	16	21	14	18	14	16	12	14	9	12
	Females	73	12	19	12	19	18	18	14	26	13	16	24	12	8	10
Counties Manukau	Males	65	14	12	26	13	21	14	14	11	9	11	7	13	6	7
	Females	22	3	1	8	5	12	8	7	5	7	12	8	10	9	10
Waikato	Males	91	11	12	5	14	13	11	11	15	9	5	7	7	3	3
	Females	16	4	3	0	2	4	4	6	7	3	5	4	3	2	4
Bay of Plenty	Males	62	3	5	1	3	2	6	3	6	3	3	5	7	1	1
	Females	7	1	1	3	0	0	2	1	1	2	1	3	2	2	2
Lakes	Males	13	6	5	10	3	5	5	2	0	1	0	1	3	1	0
	Females	1	1	2	3	2	1	0	1	0	0	2	0	0	1	0
Tairāwhiti	Males	19	0	3	3	3	3	4	0	1	1	0	0	0	0	0
	Females	3	1	2	1	0	1	1	0	1	0	0	0	0	0	0
Taranaki	Males	13	6	6	4	2	3	1	2	0	4	2	0	0	1	1
	Females	2	1	0	1	4	0	0	0	0	0	2	1	1	2	0
Hawkes Bay	Males	33	4	4	4	6	12	2	6	3	8	3	4	2	0	0
	Females	2	1	0	2	1	1	1	2	0	3	1	3	3	1	2
Whanganui	Males	17	1	1	0	5	4	0	1	3	0	3	0	0	0	0
	Females	1	1	0	1	0	0	0	1	1	0	0	1	0	0	0
MidCentral	Males	35	6	13	8	3	1	2	2	1	1	3	2	0	1	1
	Females	5	3	1	3	1	3	2	3	3	1	0	3	1	2	0
Wairarapa	Males	16	0	0	1	1	0	1	1	0	0	1	0	0	0	0
	Females	0	0	0	1	0	1	0	0	0	1	0	0	0	0	0
Hutt	Males	24	5	4	6	5	1	5	8	4	5	2	4	2	3	0
	Females	8	5	3	2	1	4	4	6	3	4	2	0	2	1	0
Capital & Coast	Males	74	8	13	16	11	14	9	15	6	10	10	8	1	3	7
	Females	12	8	7	9	4	3	5	8	11	6	6	7	3	2	3
Nelson Marlborough	Males	34	10	4	6	8	6	4	0	4	1	1	0	3	0	0
	Females	4	2	2	2	1	2	2	0	0	2	5	1	1	0	1
West Coast	Males	7	2	2	0	0	2	0	2	1	0	0	0	0	0	0
	Females	2	0	0	0	1	2	0	2	0	0	0	0	0	1	0
Canterbury	Males	80	18	45	19	15	17	26	9	14	10	12	10	12	7	5
	Females	15	5	14	4	10	4	11	5	12	5	2	14	16	12	12
South Canterbury	Males	6	2	4	3	4	4	3	1	2	0	1	0	0	0	0
	Females	2	0	2	1	0	0	1	0	0	0	1	0	0	0	0
Southern	Males	61	17	8	11	11	15	3	9	6	6	3	4	6	1	1
	Females	11	5	4	3	5	3	6	7	2	3	1	2	4	1	1
National Total	Males	936	156	185	165	151	158	141	118	108	98	85	73	76	42	50
	Females	209	59	64	65	66	76	72	73	81	59	64	78	67	58	52

Table 4.2

Actual DHB Medical and Dental Officers on each Step by Gender

DHB		STEP ON SALARY SCALE														
		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	7	1	1	1	1	2	1	1	2	0	1	1	0	0	0
	Females	3	2	1	2	3	3	0	0	1	0	0	0	1	0	0
Waitemata	Males	24	1	3	1	2	2	2	0	2	4	1	2	1	1	8
	Females	14	2	2	3	2	2	1	0	2	0	1	1	0	1	2
Auckland	Males	15	3	1	0	1	0	1	1	2	1	3	4	2	9	7
	Females	13	4	1	3	2	4	1	1	2	3	4	1	6	8	4
Counties Manukau	Males	8	0	1	1	1	0	0	3	1	1	2	0	2	0	1
	Females	2	0	1	0	0	0	0	2	1	0	1	1	0	1	3
Waikato	Males	11	3	2	1	0	0	0	1	0	0	0	0	2	0	1
	Females	4	1	0	1	4	0	2	0	1	1	0	0	0	0	0
Bay of Plenty	Males	4	1	1	1	1	1	0	0	0	1	0	0	0	0	0
	Females	5	2	2	2	0	1	0	1	0	1	0	0	0	0	0
Lakes	Males	3	0	0	0	0	1	0	0	1	0	0	0	0	0	0
	Females	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Tairāwhiti	Males	1	1	1	1	0	0	0	2	0	0	0	0	0	0	0
	Females	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Taranaki	Males	6	1	0	0	1	1	0	1	0	1	0	0	1	0	2
	Females	3	0	1	0	3	0	2	0	1	0	1	0	0	0	0
Hawkes Bay	Males	4	0	1	0	1	0	0	0	0	1	0	0	0	0	0
	Females	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Whanganui	Males	3	0	0	0	0	1	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
MidCentral	Males	5	1	0	0	1	2	0	0	0	0	0	0	0	0	0
	Females	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Wairarapa	Males	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	4	1	0	2	0	1	0	0	0	0	0	0	0	0	0
	Females	2	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Capital & Coast	Males	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	3	0	1	0	0	1	0	2	0	0	0	0	0	0	0
Nelson Marlborough	Males	10	2	4	0	0	0	1	1	1	0	0	0	0	0	0
	Females	5	1	2	2	1	0	0	1	0	0	1	0	0	1	0
West Coast	Males	3	1	3	1	0	0	0	0	0	0	0	0	0	0	0
	Females	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0
Canterbury	Males	10	3	2	0	1	1	1	5	0	3	0	0	5	1	0
	Females	6	1	1	2	4	3	3	1	1	2	3	2	2	0	2
South Canterbury	Males	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Southern	Males	3	3	1	1	2	0	2	2	0	1	0	1	1	1	0
	Females	1	1	4	2	1	1	1	0	0	1	0	0	0	1	2
National Total	Males	126	22	21	10	12	12	8	17	9	13	7	8	14	12	19
	Females	75	18	16	21	20	16	10	10	10	8	11	5	10	12	13

EMPLOYER SUPERANNUATION CONTRIBUTIONS

For some years 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. The NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated in the summary.

Table 5 sets out this information.

Table 5:
Senior Medical Staff Superannuation

DHB	GSF & NPF	EMPLOYER CONTRIBUTION UNDER MECA CLAUSE
Northland	8	95
Waitemata	21	341
Auckland	81	624
South Auckland	39	324
Waikato	42	234
Bay of Plenty	15	109
Lakes	2	51
Tairāwhiti	1	31
Taranaki	10	60
Hawke's Bay	17	121
Whanganui	5	30
Mid-Central	22	84
Wairarapa	5	16
Hutt Valley	5	113
Capital and Coast	33	241
Nelson-Marlborough	16	104
West Coast	3	24
Canterbury	74	363
South Canterbury	9	22
Southern	22	184
Total - 2011	430	3171
<i>Total - 2010</i>	<i>465</i>	<i>3029</i>
<i>Total - 2009</i>	<i>474</i>	<i>2909</i>
<i>Total - 2008</i>	<i>497</i>	<i>2518</i>
<i>Total - 2007</i>	<i>522</i>	<i>1926</i>
<i>Total - 2006</i>	<i>647</i>	<i>1569</i>
<i>Total - 2005</i>	<i>644</i>	<i>1477</i>
<i>Total - 2004</i>	<i>665</i>	<i>1381</i>
<i>Total - 2003</i>	<i>695</i>	<i>1042</i>

Note 1: some employees have 2 schemes, with a total subsidy of up to 6%, which is what is permitted under the MECA.

Note 2: The 2009 figure for GSF & NPF schemes has been revised up from 456 to 474 following queries of the DHBs as to why their 2010 figures showed an increase in these numbers from 2009 levels given that these schemes were closed to new members in 1992. Several DHBs responded that the 2009 figures had been reported at lower levels than they should have been and provided amended figures.