



SALARY SURVEY



Senior Medical and Dental Officers

AUGUST 2015

Tables:

Table 1: Numbers of specialists employed by DHBs 2010-2015	2
Table 2: Numbers of Medical and Dental Officers employed by DHBs 2010-2015.....	3
Table 3: Percentage change in average specialist and medical/dental officer salary per DHB 2014-2015	6
Table 4: Ranked average specialist salary according to DHB including numbers of specialists 2015	7
Table 5: Ranked average medical/dental officer salary per DHB including numbers of medical/ dental officers 2015	9
Table 6: Ranked average specialist salary by gender and DHB 2015	11
Table 7: Ranked average medical/dental officer salary by gender and DHB 2015	11
Table 8: Combined specialist and medical/dental officer superannuation arrangements per DHB 2015.....	15

Figures:

Figure 1: Total Numbers of Specialists and Medical/Dental Officers employed by DHBs 2010-2015	4
Figure 2: Percentage change in numbers of specialists and medical/dental officers employed by DHBs 2010-2015	4
Figure 3: Summary of national average full time equivalent salaries for specialists and medical/ dental officers 2010-2015.....	5
Figure 4: Percentage change in average specialist and medical/dental officers salary 2010-2015.....	5
Figure 5: Ranked average specialist salary per DHB 2015	8
Figure 6: Ranked average medical/dental officer salary per DHB 2015.....	10
Figure 7: Relative percentage of male and female specialists according to step on the salary scale 2015.....	14
Figure 8: Relative percentage of male and female medical and dental officers according to step on the salary scale 2015.....	14

Senior Medical and Dental Officer Salary Survey 2015

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 2015, whether they are ASMS members or not. The salary steps are those derived from the ASMS DHB Multi-Employer Collective Agreement (MECA). This survey reports on the most recent changes to the salary scales of the MECA which came into effect on 1 July 2015.

The figures represent the number of people on each salary step rather than full-time equivalents (FTE) and do not take into account any of the following:

- hours worked in excess of 40 hours per week
- availability allowances
- 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 according to DHB, as well as allowing us to track changes in this regard since the data became available 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 2015, there were a total of 4337 specialists and 498 medical and dental officers employed across New Zealand's DHBs (tables 1 and 2). These figures represent a 2.5% increase in specialist numbers and a 5.5% decrease in medical and dental officer numbers compared with the previous year (figure 2). Of these figures, 2800 of specialists were male and 1537 were female. For medical and dental officers, 260 were male and 238 were female.

The figures report an increase in the average specialist salary of 2.7% and an increase in the average medical and dental officer salary of 1.4% from the previous year. The highest average salary for specialists is at the Wairarapa DHB (\$208,692) and the lowest at Counties Manukau DHB (\$188,682). The highest average salary for medical and dental officers is shared between Tairāwhiti, Wairarapa and South Canterbury DHBs (\$166,000) with the lowest average salary to be found at Auckland DHB (\$137,923).

In terms of the gender distribution across salary steps, 56% of female specialists are on step one of the salary scale compared with 44% male specialists with 23% on step 13 (top step) compared with 77% male specialists. For medical and dental officers, 39% of females are on step one compared with 61% of males. 46% of females are on step 12 (top step) compared with 54% males. The majority of combined male and female specialists were on step 13 (1629 specialists in total) with the next highest number on step 4 (515 specialists in total; 49% female). For medical and dental officers, most were on step 12 (239) with the next highest number on step one (67).

For superannuation, 93.7% of senior medical and dental officers were receiving some form of superannuation with 278 enrolled under the NPF or GSH scheme, 4220 receiving the 6% employer contribution under the MECA and only 8 individuals receiving an employer contribution in some other way.

Results

Table 1 presents the changing number of specialists employed at each DHB over the past five years. Auckland DHB remains the largest employer of specialists followed by Canterbury and Counties Manukau DHBs. Wairarapa, West Coast and South Canterbury have the smallest number of specialists across the country.

Table 1: Numbers of specialists employed by DHBs 2010-2015

DHB	2015	2014	2013	2012	2011	2010
Northland	152	127	122	117	117	108
Waitemata	392	366	337	323	307	272
Auckland	846	818	806	782	755	726
Counties Manukau	434	447	421	385	370	367
Waikato	345	341	327	306	284	273
Bay of Plenty	170	171	155	149	139	128
Lakes	83	75	79	66	69	67
Tairāwhiti	53	44	51	43	47	47
Taranaki	83	75	77	64	59	52
Hawkes Bay	129	117	118	114	114	108
Wanganui	49	53	47	43	41	44
MidCentral	143	140	135	131	110	102
Wairarapa	26	27	24	23	24	26
Hutt Valley	144	130	124	124	123	117
Capital Coast	365	361	352	317	299	284
Nelson-Marlborough	87	129	117	112	106	104
West Coast	32	32	27	26	24	22
Canterbury	488	462	415	427	440	430
South Canterbury	41	43	37	38	37	35
Southern	275	272	251	236	220	221
Total	4337	4230	4022	3826	3685	3533

Table 2 presents the changing numbers of medical and dental officers according to DHB over the past five years. Auckland, Waitemata and Canterbury had the largest numbers of medical and dental officers with Lakes, Tairāwhiti and South Canterbury having equal smallest numbers.

Table 2: Numbers of Medical and Dental Officers employed by DHBs 2010-2015

DHB	2015	2014	2013	2012	2011	2010
Northland	10	30	31	31	35	29
Waitemata	83	84	82	78	87	74
Auckland	113	118	110	116	107	116
Counties Manukau	49	42	43	39	33	26
Waikato	27	28	30	31	35	35
Bay of Plenty	19	24	21	22	24	29
Lakes	3	3	2	7	8	7
Tairāwhiti	3	4	4	8	10	9
Taranaki	16	15	16	25	25	27
Hawkes Bay	11	10	9	12	11	13
Wanganui	4	5	3	3	4	8
MidCentral	18	18	18	17	13	17
Wairarapa	6	4	4	6	4	3
Hutt Valley	11	11	10	10	12	10
Capital Coast	16	16	15	13	9	9
Nelson-Marlborough	22	21	27	29	33	28
West Coast	5	8	10	12	11	9
Canterbury	64	64	60	52	65	62
South Canterbury	3	4	6	4	6	4
Southern	15	18	19	25	33	33
Total	498	527	520	540	565	548

Figure 1 presents how total numbers of both specialists and medical and dental officers have changed over the past five years with figure 2 displaying the year on year percentage change in these total numbers across all DHBs.

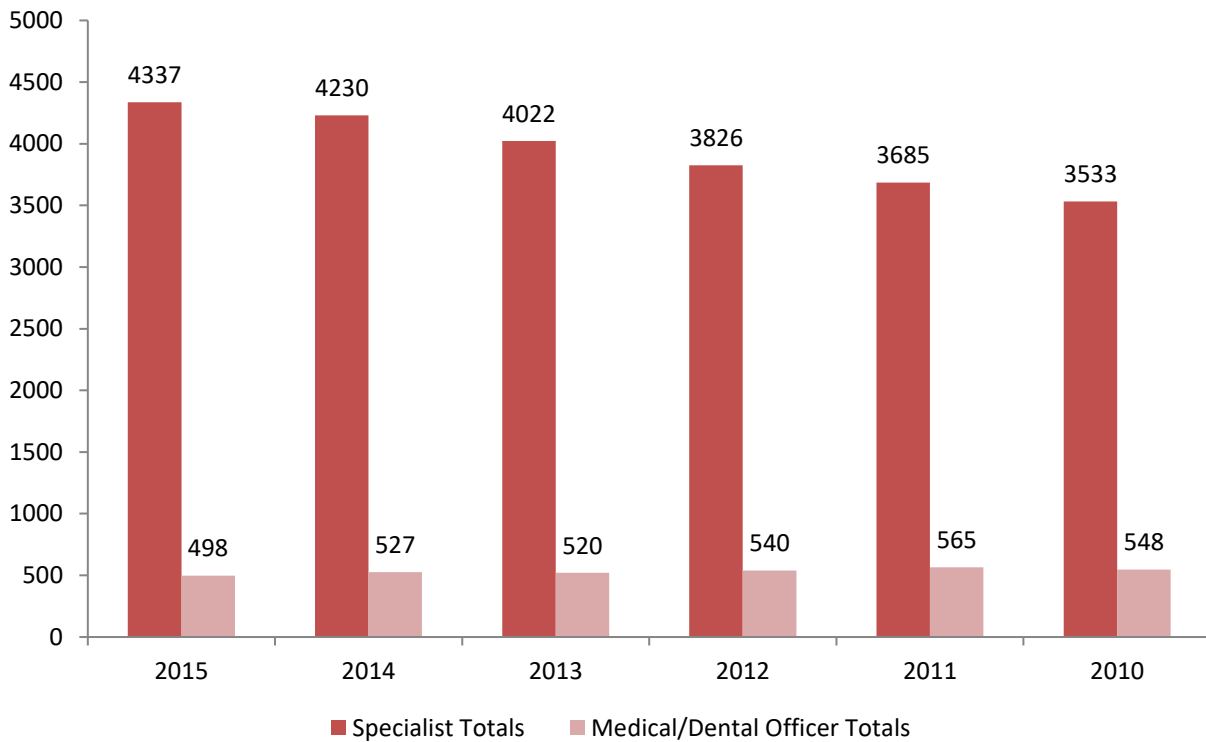


Figure 1: Total Numbers of Specialists and Medical/Dental Officers employed by DHBs 2010-2015

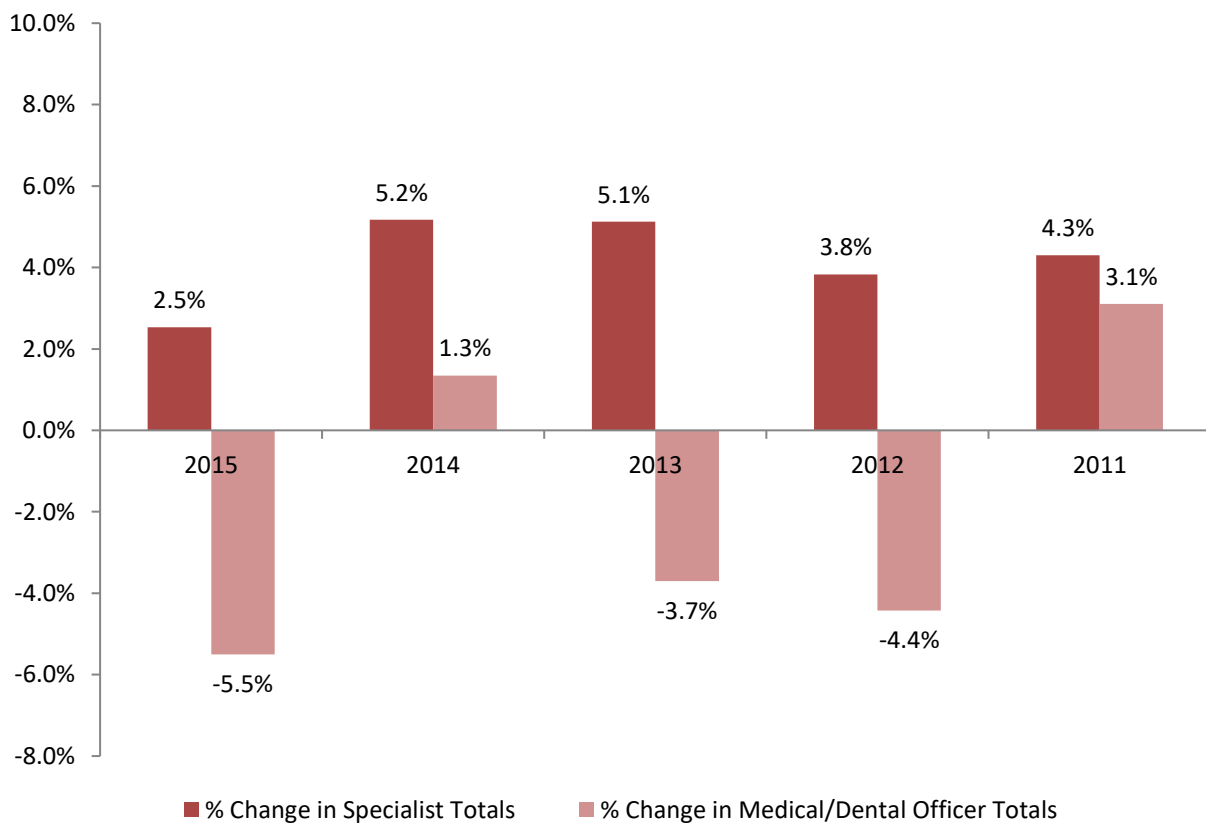


Figure 2: Percentage change in numbers of specialists and medical/dental officers employed by DHBs 2010-2015

Figure 3 describes trends in average specialist and medical and dental officer salaries across the same time period with Figure 4 exploring the percentage change in average salary.

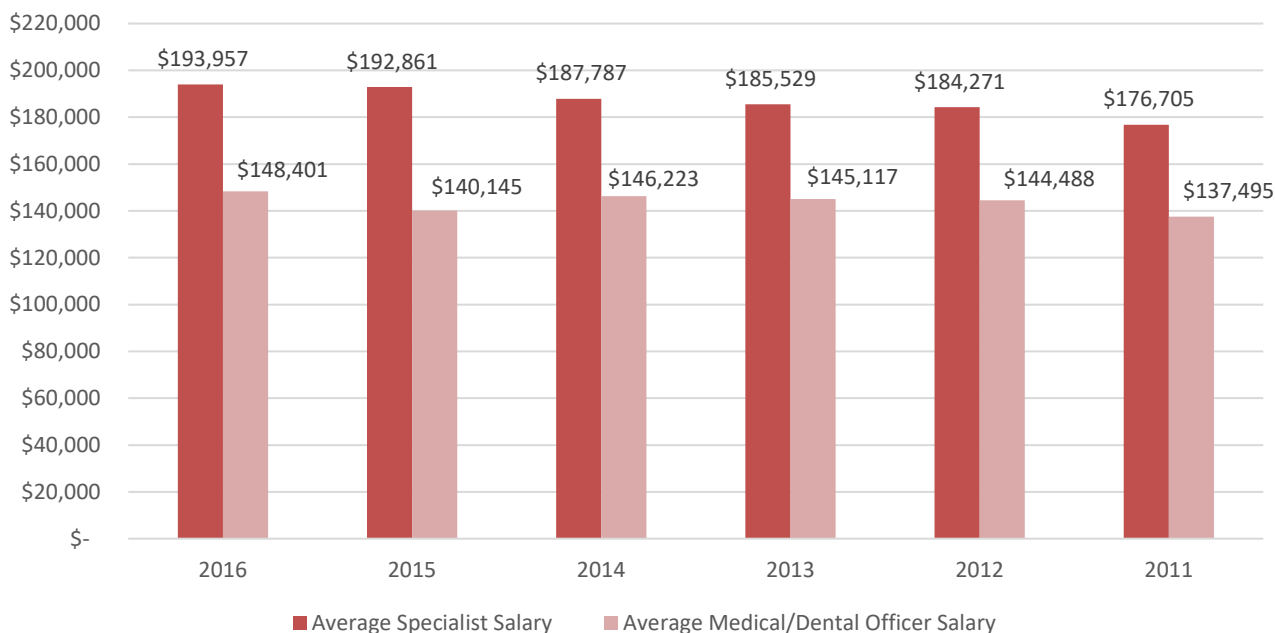


Figure 3: Summary of national average full time equivalent salaries for specialists and medical/dental officers 2010-2015

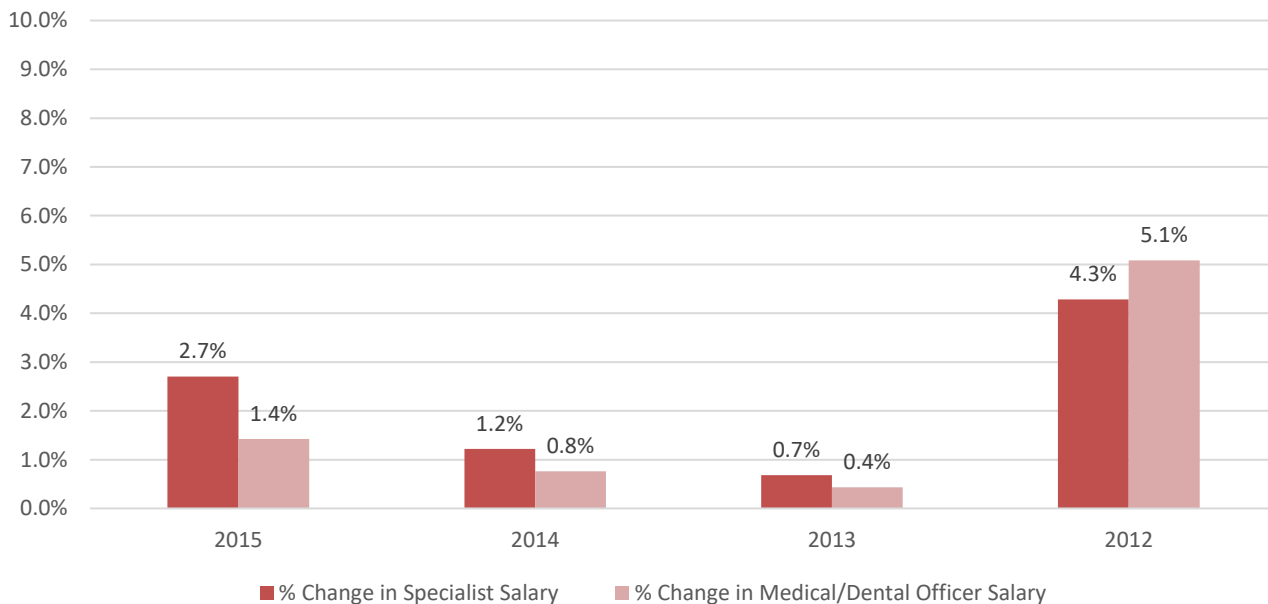


Figure 4: Percentage change in average specialist and medical/dental officers salary 2010-2015

Table 3 presents the percentage change in average salary according to DHB. Note Nelson-Marlborough has the only decrease in average specialist salary (-1.1%) with Whanganui having the largest percentage increase (4.8%). For medical and dental officer salaries, the picture was more mixed with Lakes having the largest percentage decrease (-12.3%) and South Canterbury the biggest percentage increase (8.1%).

Table 3: Percentage change in average specialist and medical/dental officer salary per DHB 2014-2015

DHB	% Change Average Specialist Salary	% Change Average Medical/Dental Officer Salary
Northland	0.5%	-7.5%
Waitemata	3.1%	1.8%
Auckland	3.1%	1.8%
Counties Manukau	3.8%	0.1%
Waikato	2.4%	2.4%
Bay of Plenty	2.1%	4.3%
Lakes	1.9%	-12.3%
Tairāwhiti	3.4%	1.8%
Taranaki	2.3%	4.1%
Hawke's Bay	2.5%	0.4%
Whanganui	4.8%	0.8%
MidCentral	1.3%	2.2%
Wairarapa	2.3%	3.6%
Hutt Valley	1.4%	3.1%
Capital Coast	3.6%	2.5%
Nelson-Marlborough	-1.1%	0.5%
West Coast	2.5%	2.4%
Canterbury	2.7%	1.8%
South Canterbury	1.8%	8.1%
Southern	3.1%	4.5%

Table 4 explores the ranked average salaries of specialists according to DHB and numbers employed. Wairarapa is once again the DHB with the highest average salary for specialists, a trend which is also displayed in Figure 5.

Table 4: Ranked average specialist salary according to DHB including numbers of specialists 2015

DHB	Average Specialist Salary	Numbers of Specialists per DHB
Wairarapa	\$208,692	26
Whanganui	\$202,571	49
Tairāwhiti	\$200,151	53
West Coast	\$198,781	32
South Canterbury	\$197,024	41
Southern	\$195,785	275
Auckland	\$195,381	846
MidCentral	\$195,283	143
Capital Coast	\$194,410	365
Bay of Plenty	\$193,803	170
Hawke's Bay	\$192,539	129
Hutt Valley	\$192,465	144
Lakes	\$192,355	83
Taranaki	\$192,030	83
Waikato	\$191,755	345
Canterbury	\$190,694	488
Northland	\$189,464	152
Nelson-Marlborough	\$189,391	87
Waitemata	\$189,384	392
Counties Manukau	\$188,682	434

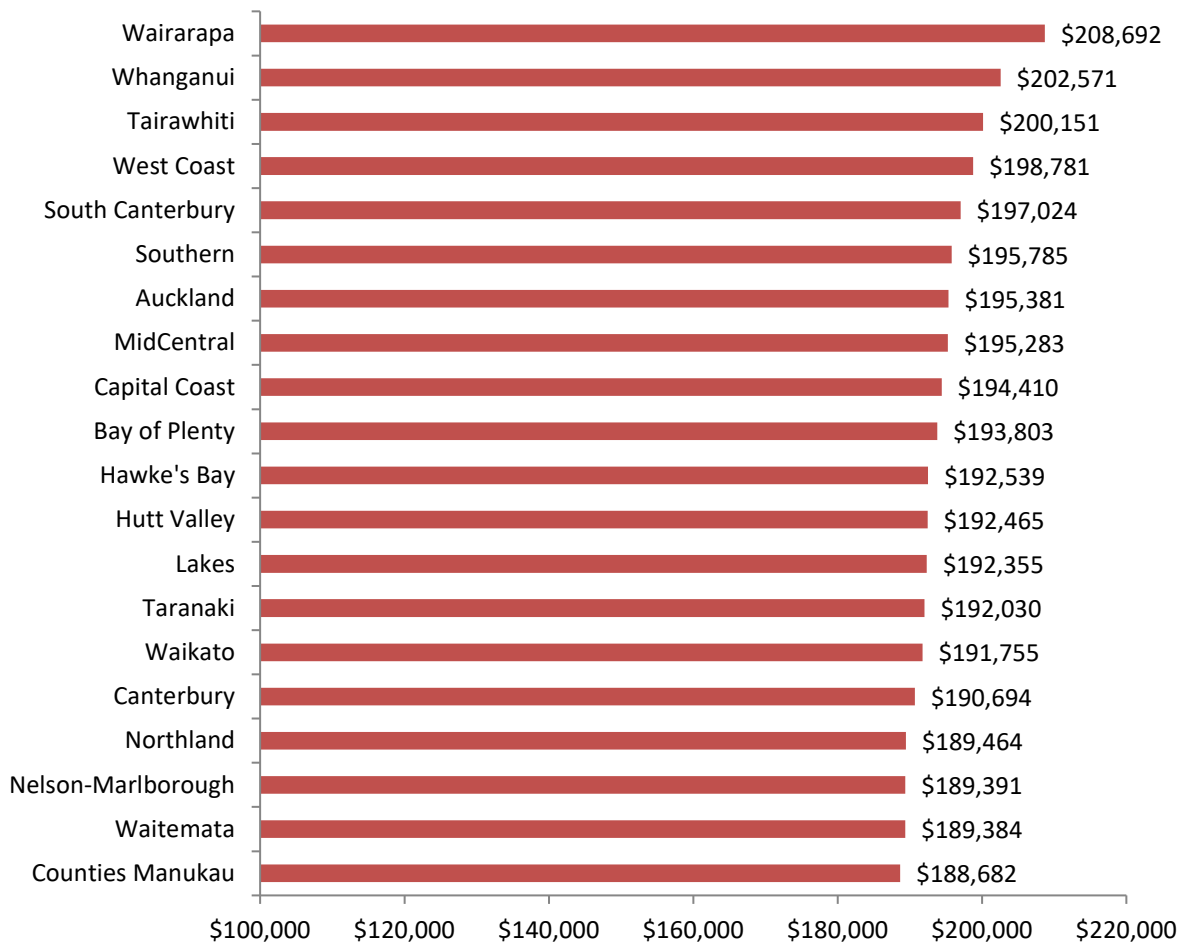


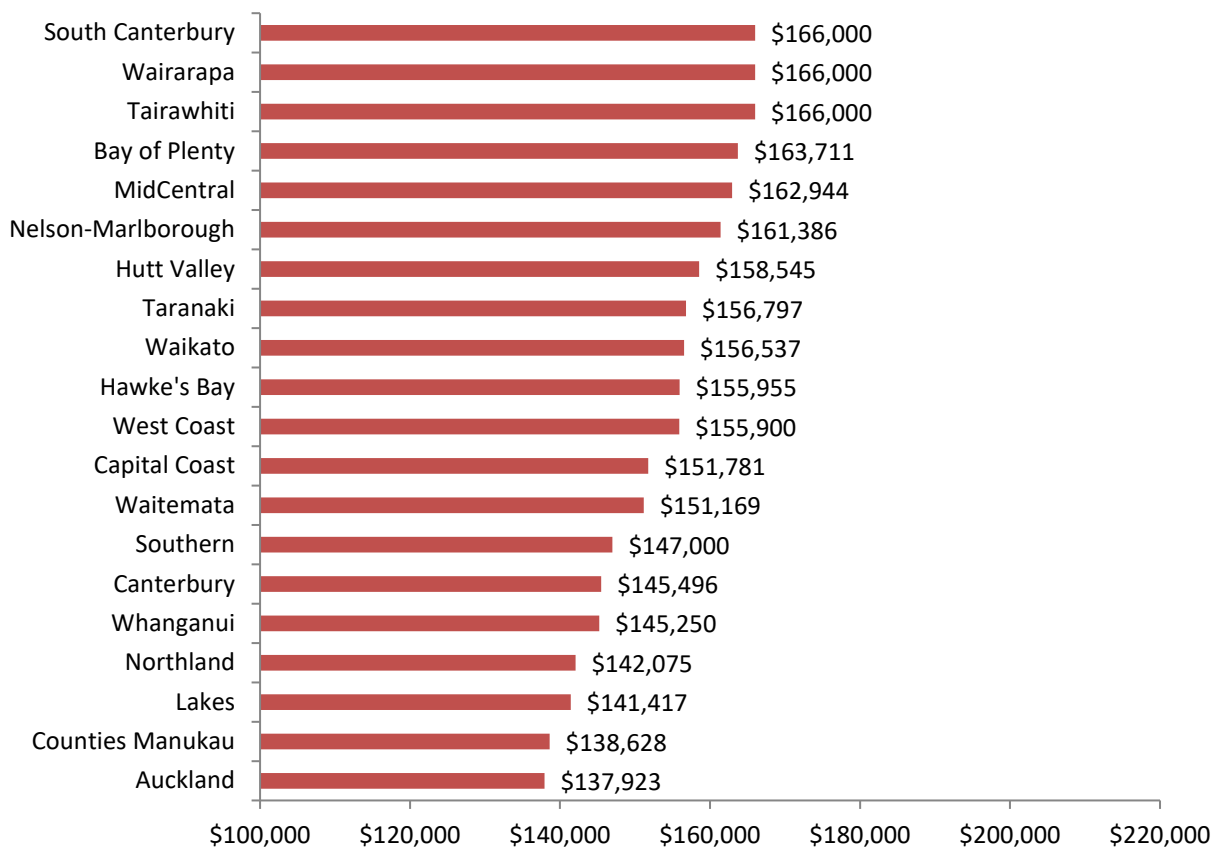
Figure 5: Ranked average specialist salary per DHB 2015

Table 5 presents the same figures for medical and dental officers. Three small DHBs provide the highest average salary but the numbers employed at these DHBs are very low. The ranked average salaries according to DHB are also displayed in Figure 6.

Table 5: Ranked average medical/dental officer salary per DHB including numbers of medical/dental officers 2015

DHB	Average Medical/Dental Officer Salary	Numbers of Medical/Dental Officers per DHB
Tairāwhiti	\$166,000	3
Wairarapa	\$166,000	6
South Canterbury	\$166,000	3
Bay of Plenty	\$163,711	19
MidCentral	\$162,944	18
Nelson-Marlborough	\$161,386	22
Hutt Valley	\$158,545	11
Taranaki	\$156,797	16
Waikato	\$156,537	27
Hawke's Bay	\$155,955	11
West Coast	\$155,900	5
Capital Coast	\$151,781	16
Waitemata	\$151,169	83
Southern	\$147,000	15
Canterbury	\$145,496	64
Whanganui	\$145,250	4
Northland	\$142,075	10
Lakes	\$141,417	3
Counties Manukau	\$138,628	49
Auckland	\$137,923	113

Figure 6: Ranked average medical/dental officer salary per DHB 2015



Tables 6 and 7 present a breakdown of average salaries by gender according to DHB. The national average salary for female specialists is \$186,068 and the national average salary for male specialists is \$196,589. For medical and dental officers the trend is different with female medical and dental officers earning a national average of \$141,373 and male medical and dental officers earning a national average \$139,045.

Table 6: Ranked average specialist salary by gender and DHB 2015

Rank	DHB	Female Average	Male Average	Total Average
1	Wairarapa	\$207,625	\$208,886	\$208,692
2	Whanganui	\$193,389	\$204,638	\$202,571
3	Tairāwhiti	\$195,179	\$201,936	\$200,151
4	West Coast	\$190,357	\$201,140	\$198,781
5	South Canterbury	\$198,813	\$196,591	\$197,024
6	Southern	\$189,050	\$199,062	\$195,785
7	Auckland	\$189,439	\$199,657	\$195,381
8	MidCentral	\$182,605	\$199,871	\$195,283
9	Capital Coast	\$190,453	\$196,787	\$194,410
10	Bay of Plenty	\$183,218	\$198,865	\$193,803
11	Hawke's Bay	\$181,875	\$196,057	\$192,539
12	Hutt Valley	\$188,330	\$194,874	\$192,465
13	Lakes	\$179,100	\$198,069	\$192,355
14	Taranaki	\$183,212	\$196,053	\$192,030
15	Waikato	\$183,566	\$195,004	\$191,755
16	Canterbury	\$182,368	\$195,025	\$190,694
17	Northland	\$185,321	\$191,682	\$189,464
18	Nelson-Marlborough	\$190,603	\$188,406	\$189,391
19	Waitemata	\$183,583	\$192,979	\$189,384
20	Counties Manukau	\$181,433	\$193,723	\$188,682

Table 7: Ranked average medical/dental officer salary by gender and DHB 2015

Rank	DHB	Female Average	Male Average	Total Average
1	Tairāwhiti	\$166,000	\$166,000	\$166,000
2	Wairarapa	\$166,000	\$166,000	\$166,000
3	South Canterbury	\$166,000	\$166,000	\$166,000
4	Bay of Plenty	\$162,938	\$165,036	\$163,711
5	MidCentral	\$159,969	\$165,325	\$162,944
6	Nelson-Marlborough	\$161,639	\$161,212	\$161,386
7	Hutt Valley	\$144,750	\$163,719	\$158,545
8	Taranaki	\$150,389	\$165,036	\$156,797
9	Waikato	\$159,481	\$153,804	\$156,537
10	Hawke's Bay	\$154,950	\$156,792	\$155,955
11	West Coast	\$166,000	\$153,375	\$155,900
12	Capital Coast	\$157,833	\$144,000	\$151,781
13	Waitemata	\$149,506	\$152,715	\$151,169
14	Southern	\$144,250	\$148,000	\$147,000
15	Canterbury	\$144,342	\$147,183	\$145,496
16	Whanganui	\$144,125	\$146,375	\$145,250
17	Northland	\$137,000	\$147,150	\$142,075
18	Lakes	\$129,125	\$166,000	\$141,417
19	Counties Manukau	\$138,357	\$138,736	\$138,628
20	Auckland	\$138,899	\$136,929	\$137,923

The following two tables present a detailed breakdown of where specialists (table 7) and medical and dental officers (table 8) are placed on their respective salary scales according to gender and how this is broken down at each DHB. The final rows present the gender totals, national totals and the percentage of females on each of the salary steps. Note the dominance of male specialists on the top salary step for specialists. This data is summarised across all DHBs in Figures 7 and 8. A detailed breakdown of gender and salary step for each DHB is presented in Appendix 1.

Table 7.1: Numbers of specialists on each salary step by gender and DHB 2015

DHB		STEP ON SALARY SCALE												
		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	35	4	5	7	4	3	7	4	3	16	4	5	2
	Females	12	1	3	5	2	3	2	1	3	15	4	1	1
	Total	47	5	8	12	6	6	9	5	6	31	8	6	3
Waitemata	Males	88	9	17	18	13	14	8	7	8	30	13	10	7
	Females	29	6	12	4	9	11	7	10	5	26	12	8	11
	Total	117	15	29	22	22	25	15	17	13	56	25	18	18
Auckland	Males	272	22	15	20	16	13	15	13	18	48	21	10	9
	Females	103	23	12	21	17	28	18	16	20	52	13	16	15
	Total	375	45	27	41	33	41	33	29	38	100	34	26	24
Counties Manukau	Males	98	12	17	13	12	13	8	17	11	28	12	6	9
	Females	32	8	8	4	7	12	9	15	9	38	10	16	10
	Total	130	20	25	17	19	25	17	32	20	66	22	22	19
Waikato	Males	102	12	12	11	13	12	12	14	10	27	12	6	4
	Females	19	2	5	6	4	9	5	7	8	16	8	6	3
	Total	121	14	17	17	17	21	17	21	18	43	20	12	7
Bay of Plenty	Males	61	6	2	6	3	5	2	4	7	10	3	4	2
	Females	16	0	0	2	2	2	1	2	10	11	2	3	4
	Total	77	6	2	8	5	7	3	6	17	21	5	7	6
Lakes	Males	22	8	6	3	4	1	1	1	3	5	1	0	3
	Females	3	5	1	0	1	0	0	1	2	2	2	2	6
	Total	25	13	7	3	5	1	1	2	5	7	3	2	9
Tairāwhiti	Males	19	1	4	2	3	3	2	3	1	1	0	0	0
	Females	7	0	0	0	0	1	2	2	0	0	1	1	0
	Total	26	1	4	2	3	4	4	5	1	1	1	1	0
Taranaki	Males	24	2	5	4	3	2	3	1	1	6	3	1	2
	Females	5	5	0	1	0	0	1	2	1	4	1	1	5
	Total	29	7	5	5	3	2	4	3	2	10	4	2	7
Hawke's Bay	Males	41	2	11	2	6	3	7	2	8	7	5	2	1
	Females	6	0	3	0	3	0	3	1	4	6	2	4	0
	Total	47	2	14	2	9	3	10	3	12	13	7	6	1
Whanganui	Males	21	5	2	2	4	1	2	0	1	0	2	0	0
	Females	3	0	0	2	0	1	0	2	0	0	1	0	0
	Total	24	5	2	4	4	2	2	2	1	0	3	0	0
MidCentral	Males	61	4	1	3	3	2	5	6	2	9	5	1	3
	Females	6	1	3	2	2	3	2	0	6	7	3	2	1
	Total	67	5	4	5	5	5	7	6	8	16	8	3	4
Wairarapa	Males	17	2	0	0	1	0	0	0	0	0	0	1	1
	Females	3	0	0	0	0	0	1	0	0	0	0	0	0
	Total	20	2	0	0	1	0	1	0	0	0	0	1	1
Hutt	Males	33	9	5	3	8	5	6	2	4	5	2	6	3
	Females	15	3	3	1	4	5	4	1	1	6	2	3	5
	Total	48	12	8	4	12	10	10	3	5	11	4	9	8
Capital Coast	Males	99	13	15	18	8	4	10	11	10	18	11	7	4
	Females	44	6	9	2	11	10	8	7	6	12	10	6	6
	Total	143	19	24	20	19	14	18	18	16	30	21	13	10
Nelson Marlborough	Males	5	6	7	5	0	3	7	4	1	5	4	0	1
	Females	11	1	5	4	0	1	2	5	0	7	1	0	2
	Total	16	7	12	9	0	4	9	9	1	12	5	0	3
West Coast	Males	11	4	1	1	1	2	1	0	3	0	1	0	0
	Females	1	2	0	1	1	0	0	0	0	0	1	0	1
	Total	12	6	1	2	2	2	1	0	3	0	2	0	1
Canterbury	Males	136	15	17	24	10	13	10	17	9	31	11	19	9
	Females	35	6	3	12	6	10	4	4	15	42	12	9	9
	Total	171	21	20	36	16	23	14	21	24	73	23	28	18
South Canterbury	Males	9	5	2	6	3	1	1	1	1	1	0	3	0
	Females	5	0	0	1	0	0	0	0	0	0	0	2	0
	Total	14	5	2	7	3	1	1	1	1	1	0	5	0
Southern	Males	93	15	6	5	11	4	12	2	5	14	10	3	5
	Females	27	6	3	7	5	4	4	3	3	10	6	8	4
	Total	120	21	9	12	16	8	16	5	8	24	16	11	9
Gender Totals	Males	1247	156	150	153	126	104	119	109	106	261	120	84	65
	Females	382	75	70	75	74	100	73	79	93	254	91	88	83
National Total		1629	231	220	228	200	204	192	188	199	515	211	172	148
Percentage Female		23%	32%	32%	33%	37%	49%	38%	42%	47%	49%	43%	51%	56%

Table 7.2: Numbers of medical and dental officers on each salary step by gender and DHB 2015

DHB		STEP ON SALARY SCALE											
		12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	0	1	2	0	1	0	0	0	0	1	0	0
	Females	0	1	0	0	0	1	1	0	1	1	0	0
	Total	0	2	2	0	1	1	1	0	1	2	0	0
Waitemata	Males	24	3	1	2	1	2	2	1	1	0	2	4
	Females	20	2	1	1	2	3	0	3	0	0	4	4
	Total	44	5	2	3	3	5	2	4	1	0	6	8
Auckland	Males	16	3	1	2	0	1	3	2	2	5	1	20
	Females	19	0	3	3	0	1	2	1	5	4	3	16
	Total	35	3	4	5	0	2	5	3	7	9	4	36
Counties Manukau	Males	10	1	0	3	2	3	0	1	1	0	4	10
	Females	4	0	0	1	0	2	0	1	1	1	1	3
	Total	14	1	0	4	2	5	0	2	2	1	5	13
Waikato	Males	8	0	1	0	1	0	2	0	2	0	0	0
	Females	8	0	1	3	0	1	0	0	0	0	0	0
	Total	16	0	2	3	1	1	2	0	2	0	0	0
Bay of Plenty	Males	6	1	0	0	0	0	0	0	0	0	0	0
	Females	10	0	1	0	0	1	0	0	0	0	0	0
	Total	16	1	1	0	0	1	0	0	0	0	0	0
Lakes	Males	1	0	0	0	0	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0	1	1	0	0	0
	Total	1	0	0	0	0	0	0	1	1	0	0	0
Tairāwhiti	Males	2	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	0	0	0	0	0	0	0	0	0	0
	Total	3	0	0	0	0	0	0	0	0	0	0	0
Taranaki	Males	6	1	0	0	0	0	0	0	0	0	0	0
	Females	4	0	1	0	1	0	1	1	0	1	0	0
	Total	10	1	1	0	1	0	1	1	0	1	0	0
Hawke's Bay	Males	4	0	0	0	0	1	1	0	0	0	0	0
	Females	3	0	1	0	0	0	0	0	0	1	0	0
	Total	7	0	1	0	0	1	1	0	0	1	0	0
Whanganui	Males	1	0	0	0	0	0	0	0	1	0	0	0
	Females	1	0	0	0	0	0	0	0	0	1	0	0
	Total	2	0	0	0	0	0	0	0	1	1	0	0
MidCentral	Males	9	1	0	0	0	0	0	0	0	0	0	0
	Females	5	0	1	1	1	0	0	0	0	0	0	0
	Total	14	1	1	1	1	0	0	0	0	0	0	0
Wairarapa	Males	2	0	0	0	0	0	0	0	0	0	0	0
	Females	4	0	0	0	0	0	0	0	0	0	0	0
	Total	6	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	6	1	1	0	0	0	0	0	0	0	0	0
	Females	1	0	0	1	0	0	0	0	0	0	1	0
	Total	7	1	1	1	0	0	0	0	0	0	1	0
Capital Coast	Males	3	1	0	0	0	0	0	0	0	1	0	2
	Females	5	0	1	1	1	1	0	0	0	0	0	0
	Total	8	1	1	1	1	1	0	0	0	1	0	2
Nelson Marlborough	Males	10	0	1	0	1	0	1	0	0	0	0	0
	Females	8	0	0	0	0	0	0	0	1	0	0	0
	Total	18	0	1	0	1	0	1	0	1	0	0	0
West Coast	Males	2	1	0	0	0	0	0	0	0	1	0	0
	Females	1	0	0	0	0	0	0	0	0	0	0	0
	Total	3	1	0	0	0	0	0	0	0	1	0	0
Canterbury	Males	13	0	2	0	1	1	0	0	3	1	0	5
	Females	12	2	1	3	3	2	1	3	3	2	3	3
	Total	25	2	3	3	4	3	1	3	6	3	3	8
South Canterbury	Males	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
	Total	3	0	0	0	0	0	0	0	0	0	0	0
Southern	Males	5	0	0	0	0	1	1	3	1	0	0	0
	Females	2	0	0	0	0	0	0	0	1	0	1	0
	Total	7	0	0	0	0	1	1	3	2	0	1	0
Gender Totals	Males	129	14	9	7	7	9	10	7	11	9	7	41
	Females	110	5	11	14	8	12	5	10	13	11	13	26
National Total		239	19	20	21	15	21	15	17	24	20	20	67
Percentage Female		46%	26%	55%	67%	53%	57%	33%	59%	54%	55%	65%	39%

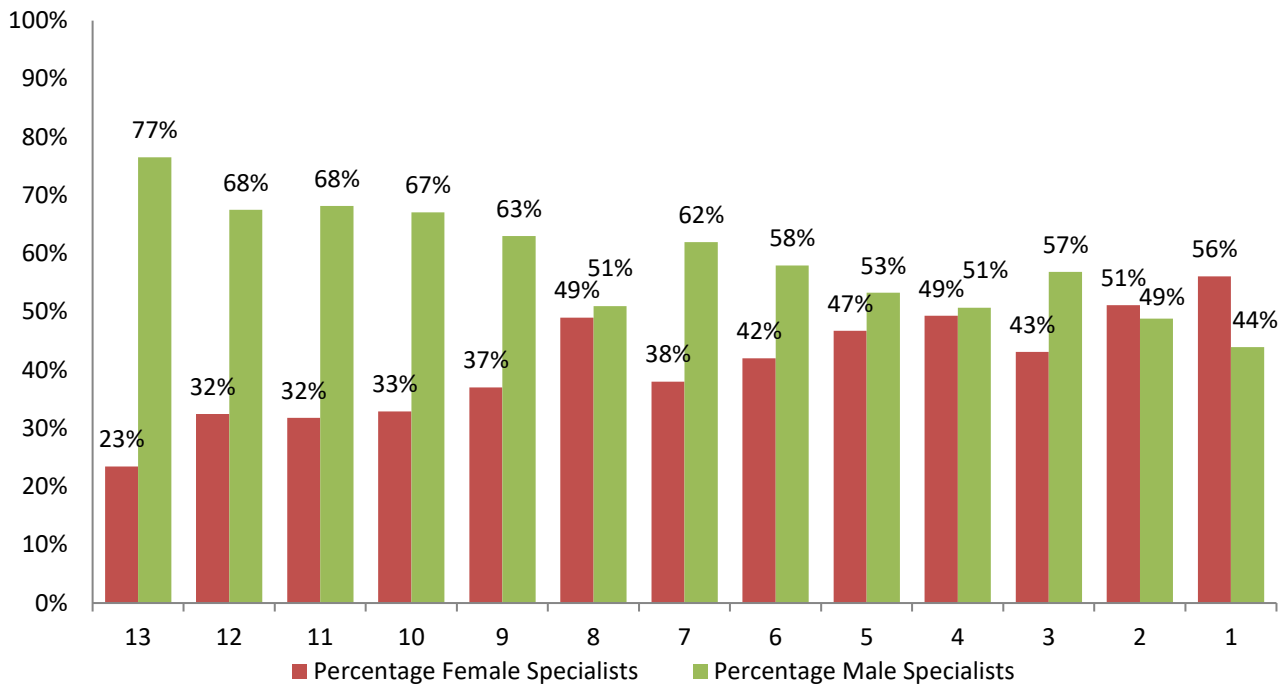


Figure 7: Relative percentage of male and female specialists according to step on the salary scale 2015

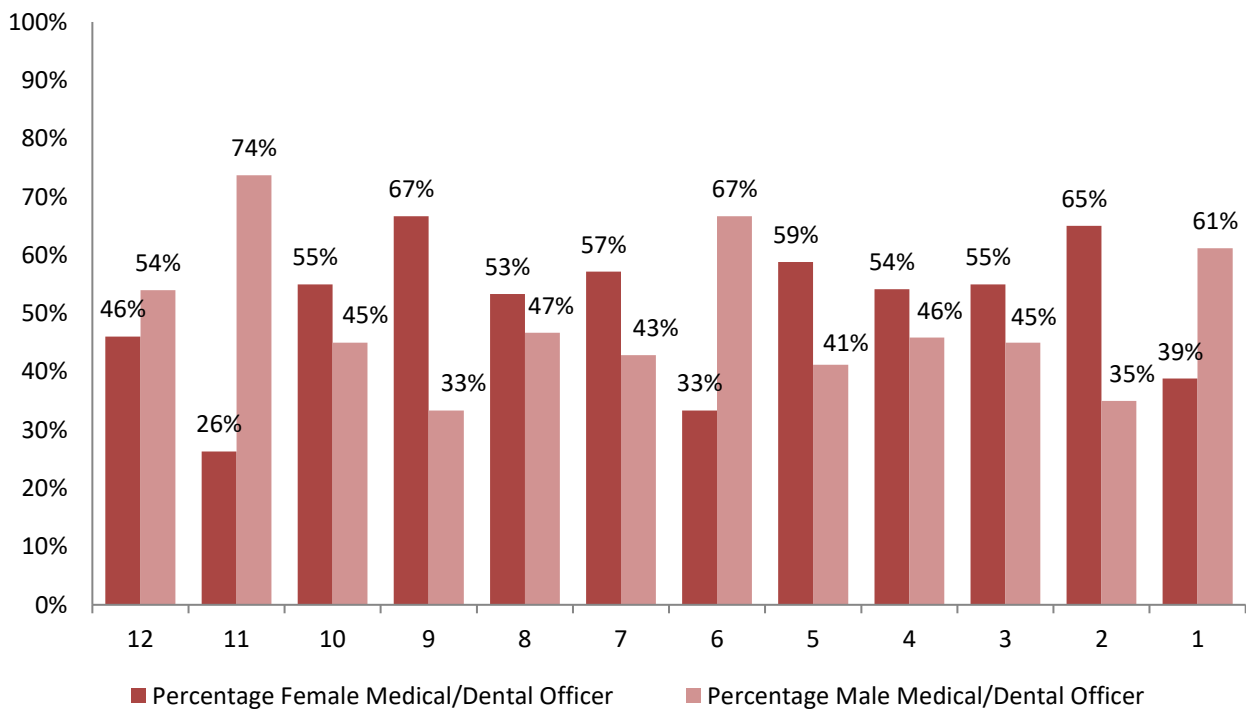


Figure 8: Relative percentage of male and female medical and dental officers according to step on the salary scale 2015

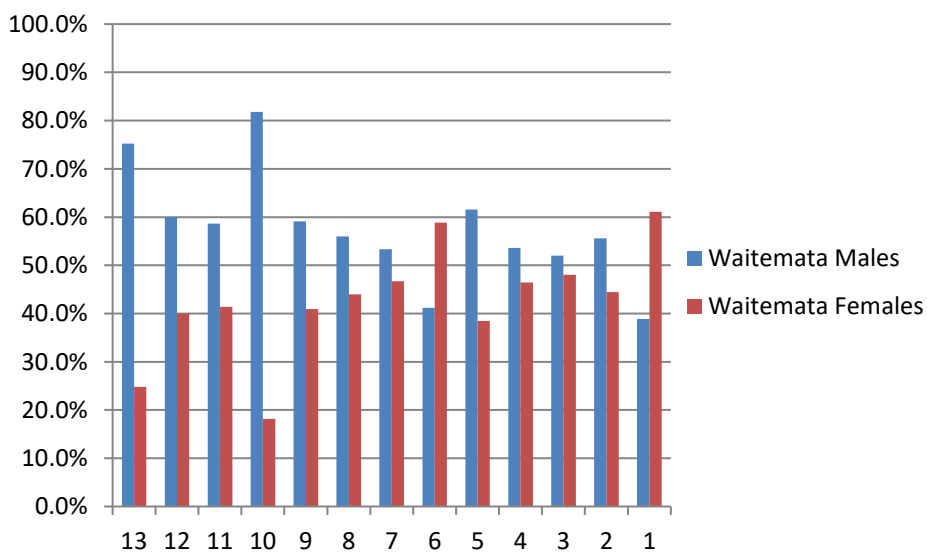
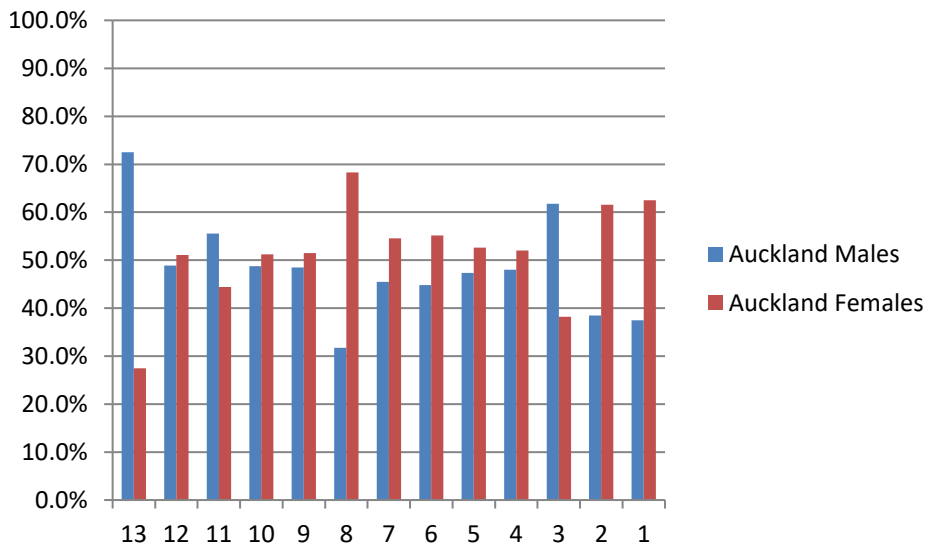
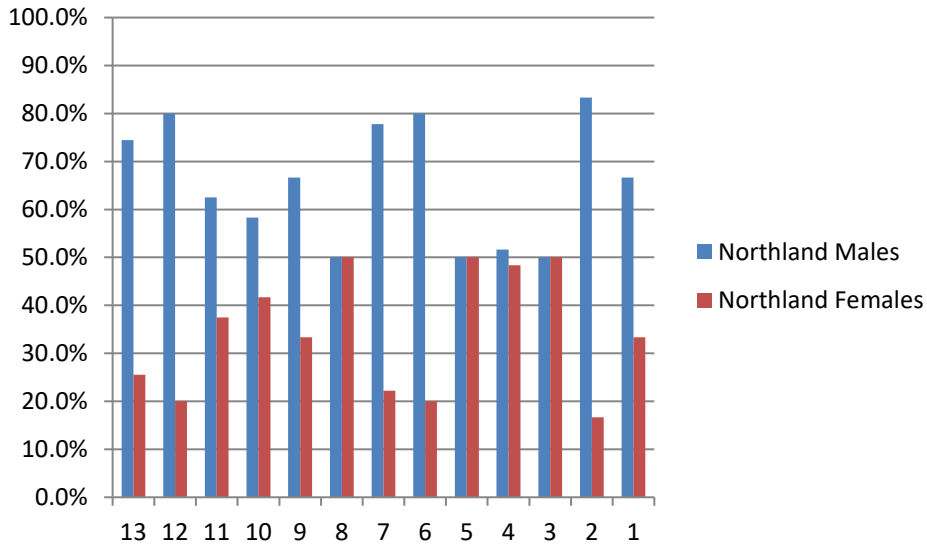
The final table presents the various superannuation arrangements according to DHB around the country. The NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated in the summary. Note only 75 individuals of the total number of specialist and senior medical and dental officers (4835) are not receiving an employer contribution to their superannuation.

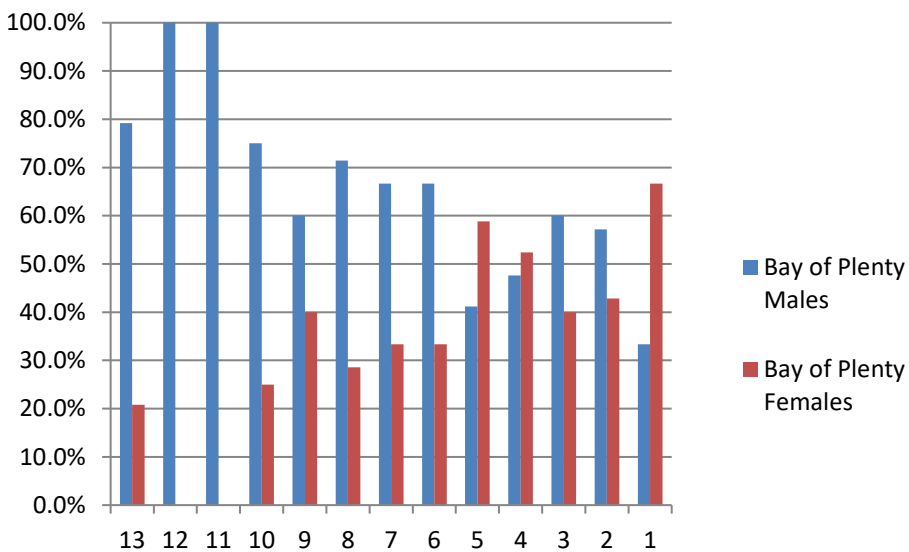
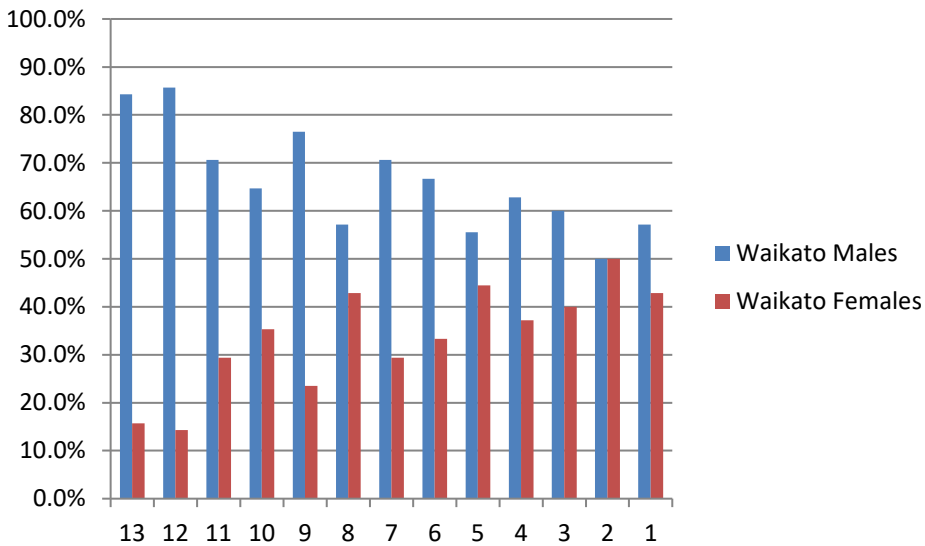
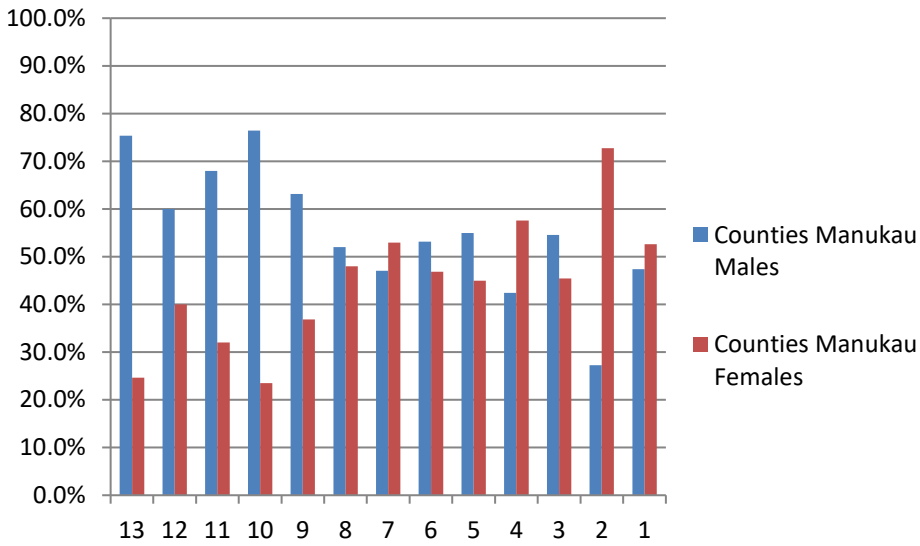
Table 8: Combined specialist and medical/dental officer superannuation arrangements per DHB 2015

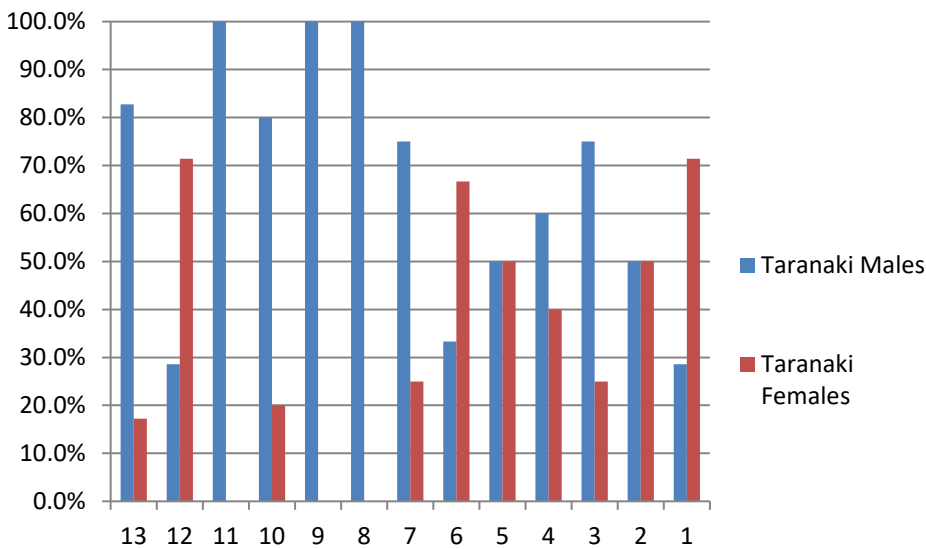
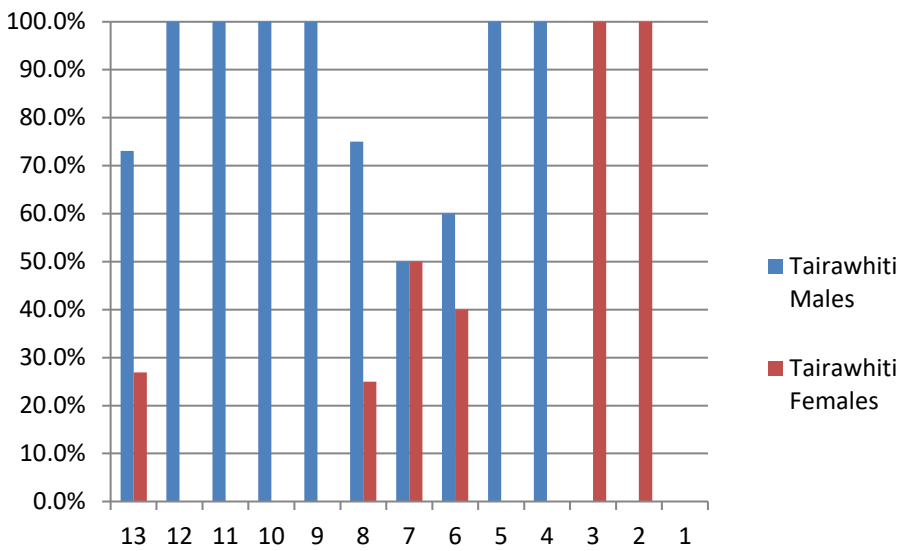
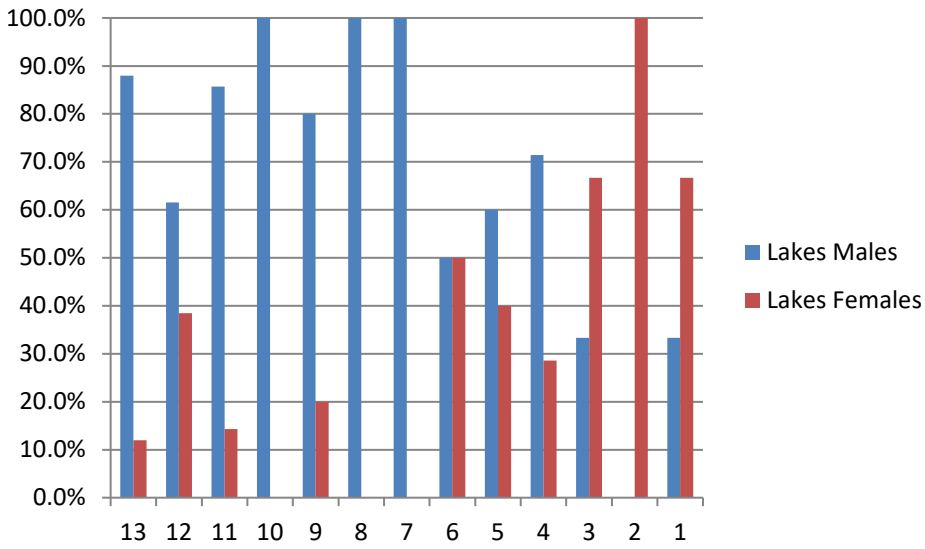
DHB	GSF and NPF	No. receiving Employer Contribution under MECA Clause 17.2	Other	Total
Northland	5	110	0	115
Waitemata	16	678	0	694
Auckland	51	678	0	729
Counties	16	467	0	483
Waikato	32	295	0	327
Bay of Plenty	11	149	4	164
Lakes	2	63	3	68
Tairāwhiti	1	52	0	53
Taranaki	7	68	0	75
Hawkes Bay	11	171		182
Whanganui	4	34		38
Mid-Central	18	110	0	128
Wairarapa	2	26	0	28
Hutt Valley	4	136	0	140
Capital & Coast	12	314		326
Nelson-Marlborough	11	121	1	133
West Coast	2	26		28
Canterbury	46	463		509
South Canterbury	9	26	0	35
Southern	18	233	0	251
Total - 2015	278	4220	8	4506
<i>Total - 2014</i>	<i>323</i>	<i>3749</i>	<i>2</i>	<i>4074</i>
<i>Total - 2013</i>	<i>334</i>	<i>3487</i>	<i>4</i>	<i>3825</i>
<i>Total - 2012</i>	<i>419</i>	<i>3374</i>	<i>5</i>	<i>3978</i>
<i>Total - 2011</i>	<i>430</i>	<i>3171</i>	<i>5</i>	<i>3606</i>
<i>Total - 2010</i>	<i>465</i>	<i>3020</i>	<i>8</i>	<i>3502</i>

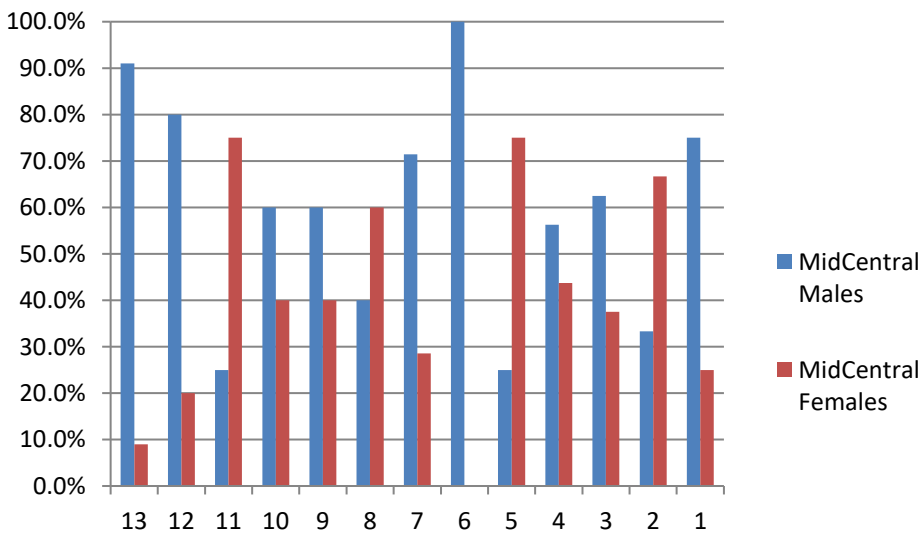
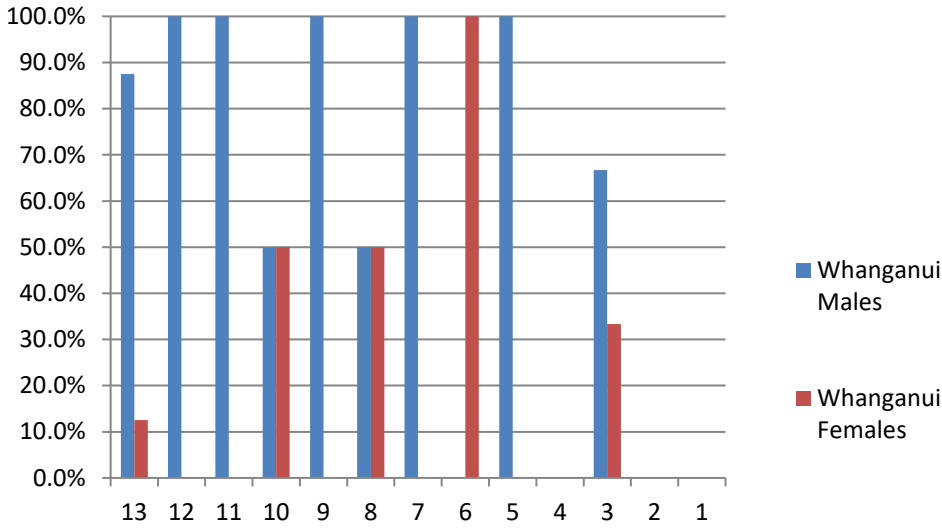
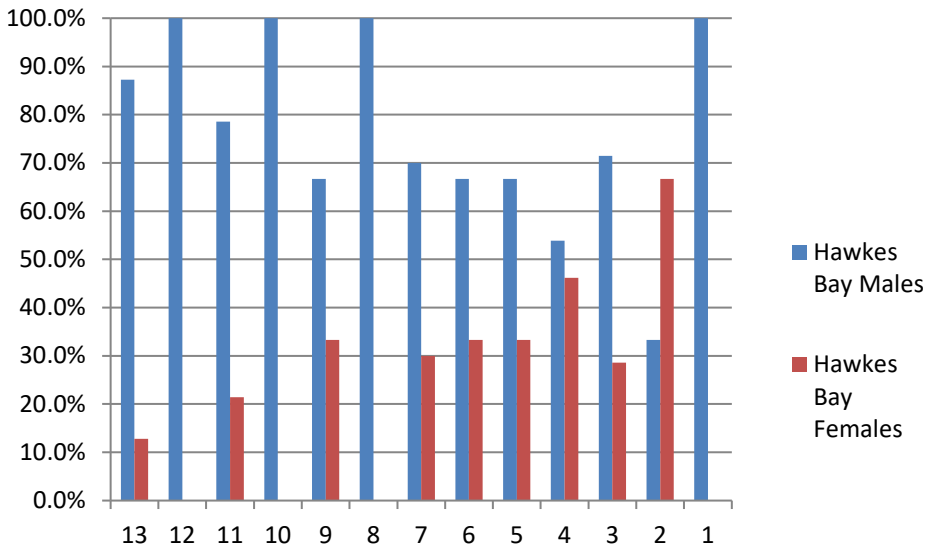
Note 1: some employees have 2 schemes, with a total subsidy of up to 6%, which permitted under the MECA.

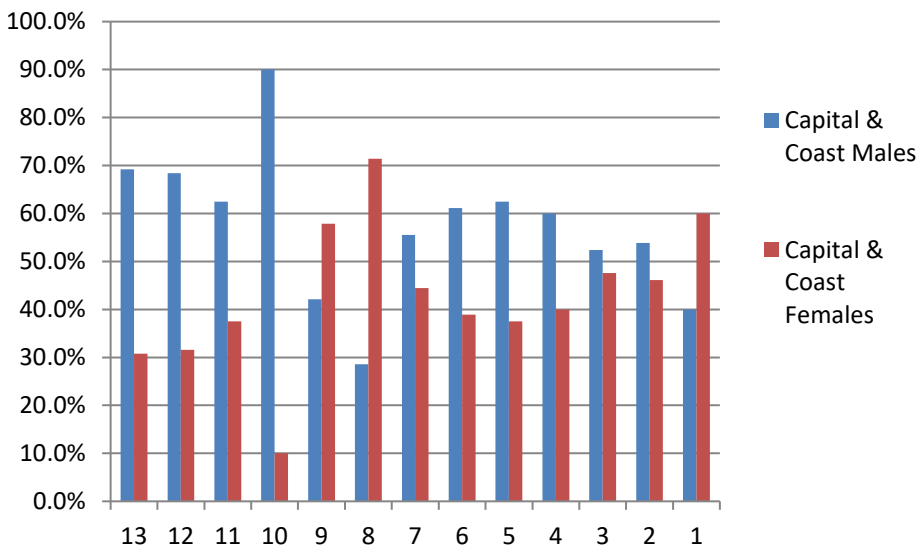
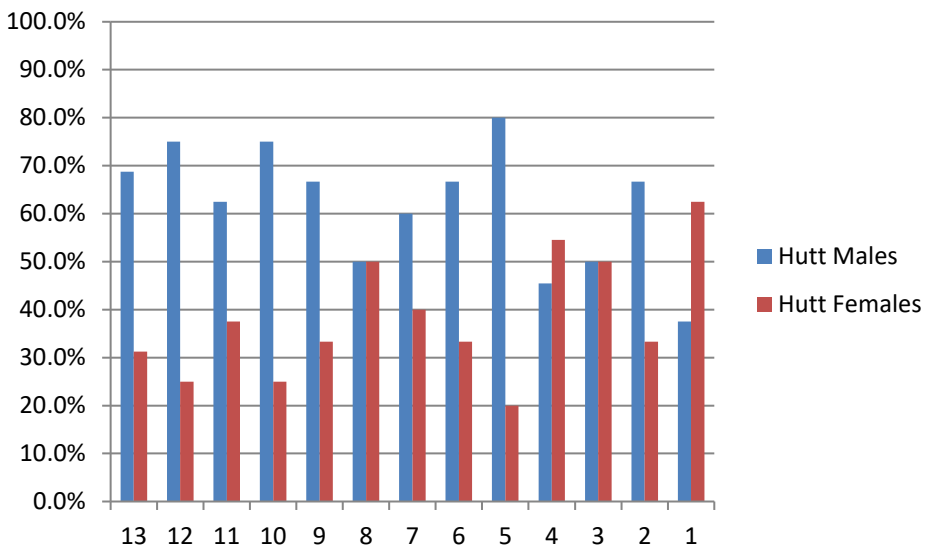
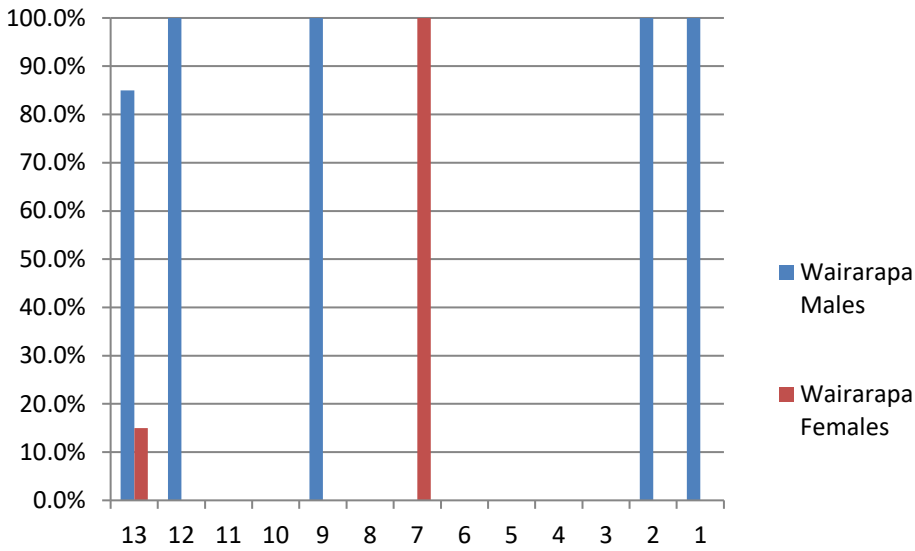
Appendix 1: Detailed breakdown of gender and salary step for Specialists per DHB

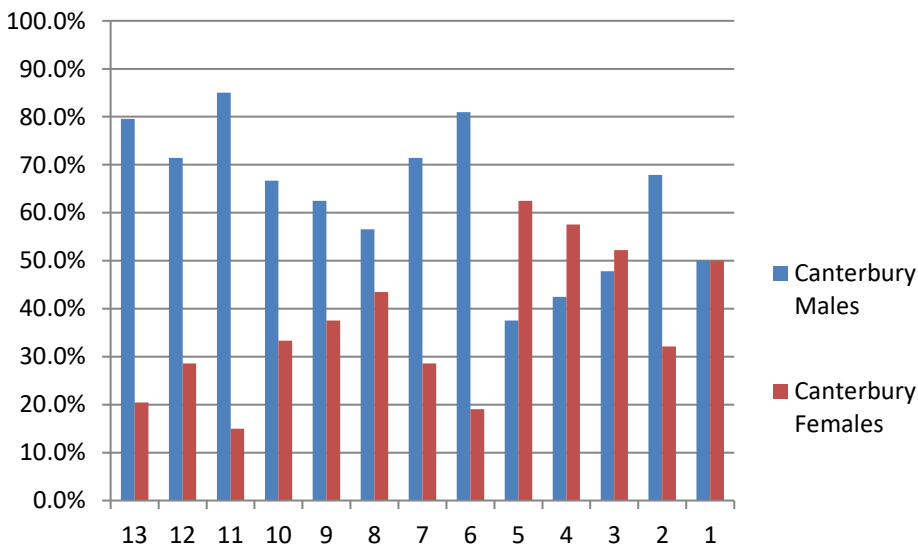
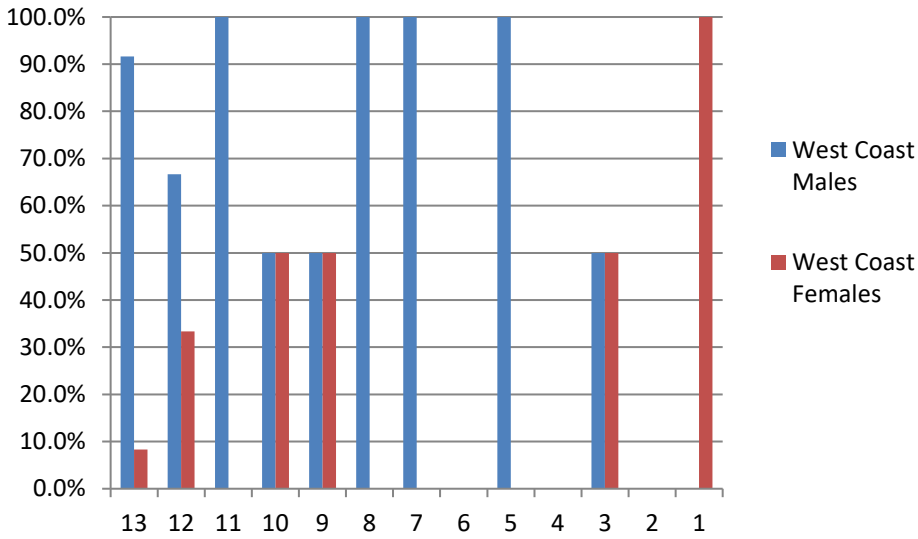
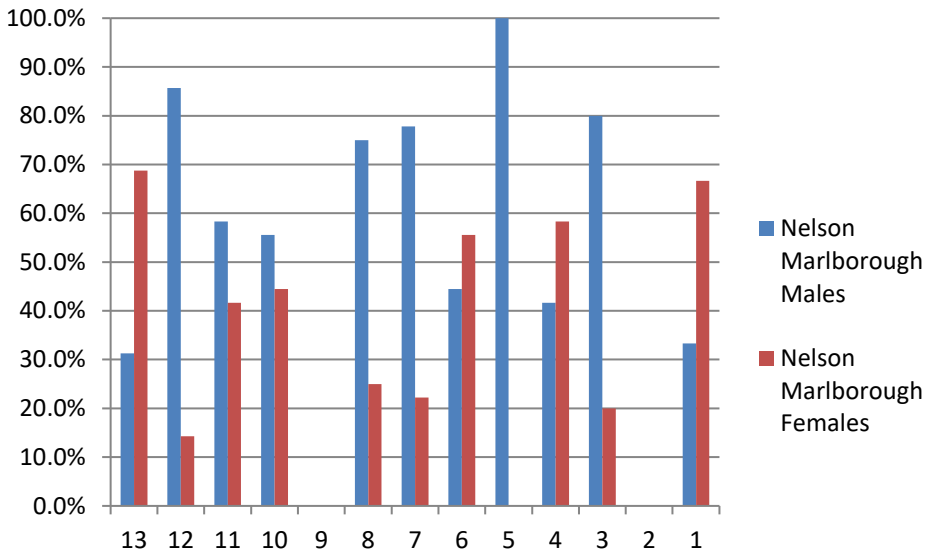


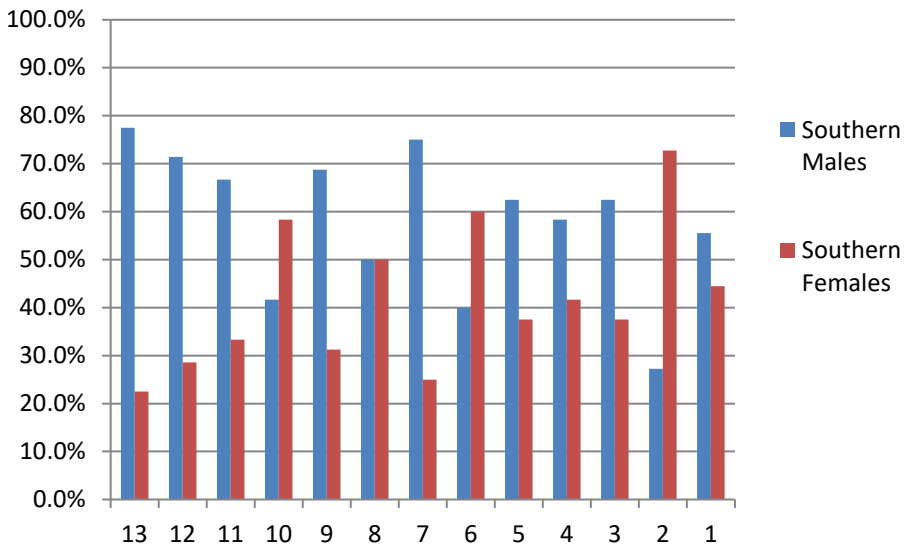
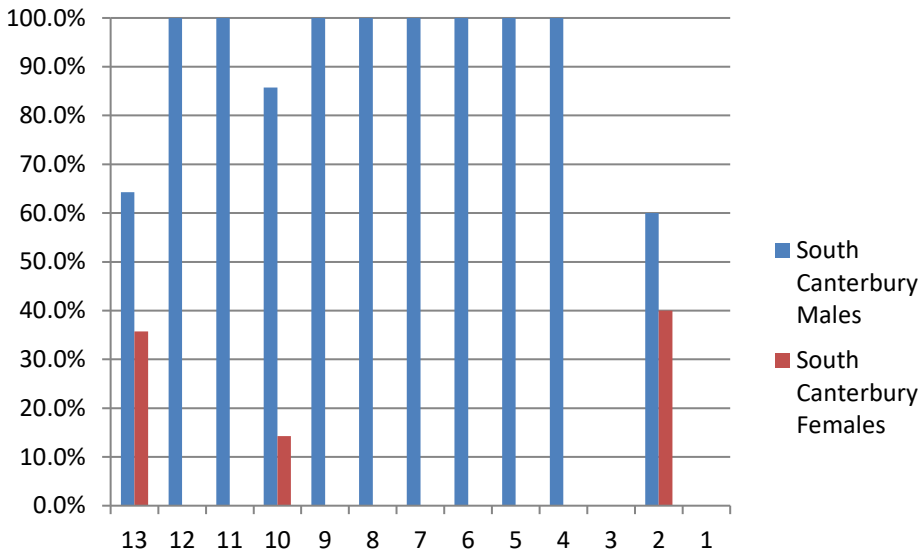












Appendix 2: Gender and Salary Step for Medical and Dental Officers per DHB 2015

