



Results of ASMS salary survey of Senior Medical and Dental Officers

October 2016

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Senior medical and dental officer salary survey 2016

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 2016, 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 current 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 hours worked in excess of 40 hours per week, availability allowances and 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 DHB, as well as allowing us 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.

FINDINGS

As at 1 July 2016, there were 4560 specialists and 484 medical and dental officers employed across New Zealand's DHBs (tables 1 and 2), giving a total senior medical workforce of 5044 people. These figures represent a 5.1% increase in specialist numbers and a 2.8% decrease in medical and dental officer numbers compared with the previous year (figure 2). Of these figures, 2946 (64.6%) of specialists were male and 1614 (35.4%) were female. This represents a growth in the number of male specialists of 5.2% and a growth in the number of female specialists of 5%. Proportionately, this 65:35% gender balance has not changed from the previous year. For medical and dental officers, 256 (52.9%) were male and 228 (47.1%) were female. This represents a decrease in the number of male medical and dental officers of 1.5% (4 fewer) and a decrease in the number of females of 4.4% (11 fewer) from 2015.

The figures report an increase in the average specialist salary of 0.6% and an increase in the average medical and dental officer salary of 0.1% compared with the previous year. The highest average salary for specialists was recorded at Whanganui DHB (\$203,164) and the lowest at Counties Manukau DHB (\$190,462). The highest average salary for medical and dental officers was shared between Tairāwhiti, South Canterbury and Southern DHBs (\$166,000) with the lowest average salary again to be found at Auckland DHB (\$137,350). This year there were no medical or dental officers recorded at Wairarapa DHB, representing a decrease of 6 individuals from 2015.

In 2016, 1802 (40%) of all specialists were on the top step of the salary scale compared with 1629 (38%) in 2015. In terms of the gender distribution on this top step, 432 (24%) were female and 1370 (76%) male. For medical and dental officers, 232 (48%) were on the top step, with this comprised of 102 (44%) females and 130 (56%) males. For both specialists and medical and dental officers, the overwhelming majority were on the top step, with the next largest grouping of specialists being on step 5 (499 individuals). The next largest grouping of medical and dental officers was on step 1 (64 individuals).

For superannuation, 91.3% of all specialists and medical and dental officers combined were receiving some form of superannuation, with 266 enrolled under the NPF or GSF scheme (a decrease of 12 from 2015), 4336 receiving the 6% employer contribution under the MECA (an increase of 116 from previous year) and only 4 individuals receiving an employer contribution in some other way (a decrease of 4 from 2015).

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. South Canterbury, Wairarapa and the West Coast have the fewest specialists across the country.

Table 1: Ranked numbers of specialists employed by DHBs 2011-2016

DHB	2016	2015	2014	2013	2012	2011
Auckland	886	846	818	806	782	755
Canterbury	510	488	462	415	427	440
Counties Manukau	487	434	447	421	385	370
Waitemata	412	392	366	337	323	307
Capital Coast	367	365	361	352	317	299
Waikato	356	345	341	327	306	284
Southern	282	275	272	251	236	220
Bay of Plenty	177	170	171	155	149	139
Northland	160	152	127	122	117	117
MidCentral	147	143	140	135	131	110
Hutt Valley	135	144	130	124	124	123
Nelson Marlborough	130	87	129	117	112	106
Hawkes Bay	129	129	117	118	114	114
Taranaki	82	83	75	77	64	59
Lakes	78	83	75	79	66	69
Wanganui	58	49	53	47	43	41
Tairāwhiti	55	53	44	51	43	47
South Canterbury	43	41	43	37	38	37
Wairarapa	35	26	27	24	23	24
West Coast	31	32	32	27	26	24
Total	4560	4337	4230	4022	3826	3685

Table 2 presents the changing numbers of medical and dental officers according to DHBs over the past five years. Auckland, Waitemata and Canterbury again have the largest numbers of medical and dental officers with South Canterbury and Tairāwhiti having the fewest. This year, Wairarapa DHB has no medical or dental officers employed.

Table 2: Ranked numbers of medical and dental officers employed by DHBs 2011-2016

DHB	2016	2015	2014	2013	2012	2011
Auckland	122	113	118	110	116	107
Waitemata	77	83	84	82	78	87
Canterbury	64	64	64	60	52	65
Waikato	35	27	28	30	31	35
Counties Manukau	25	49	42	43	39	33
Bay of Plenty	23	19	24	21	22	24
Taranaki	19	16	15	16	25	25
MidCentral	18	18	18	18	17	13
Nelson-Marlborough	18	22	21	27	29	33
Capital Coast	14	16	16	15	13	9
Southern	14	15	18	19	25	33
Northland	11	10	30	31	31	35
Hawkes Bay	11	11	10	9	12	11
Hutt Valley	11	11	11	10	10	12
West Coast	6	5	8	10	12	11
Lakes	5	3	3	2	7	8
Wanganui	5	4	5	3	3	4
South Canterbury	4	3	4	6	4	6
Tairāwhiti	2	3	4	4	8	10
Wairarapa	0	6	4	4	6	4
Total	484	498	527	520	540	565

Figure 1 shows how total numbers of both specialists and medical and dental officers have changed over the past 10 years, with Figure 2 displaying the year-on-year percentage change in these total numbers across all DHBs. Prior to the formation of the Southern DHB, specialists were employed by either the Otago DHB or Southern DHB.

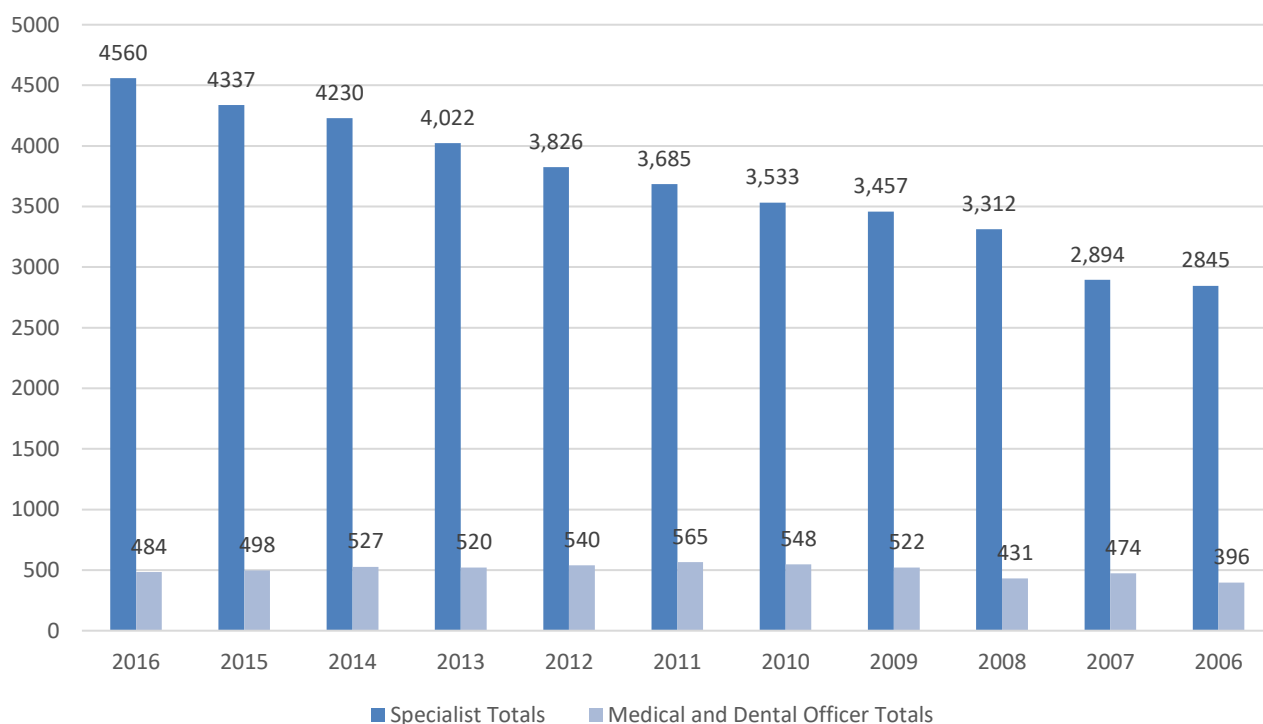


Figure 1: Total numbers of specialists and medical/dental officers employed by DHBs 2006-2016

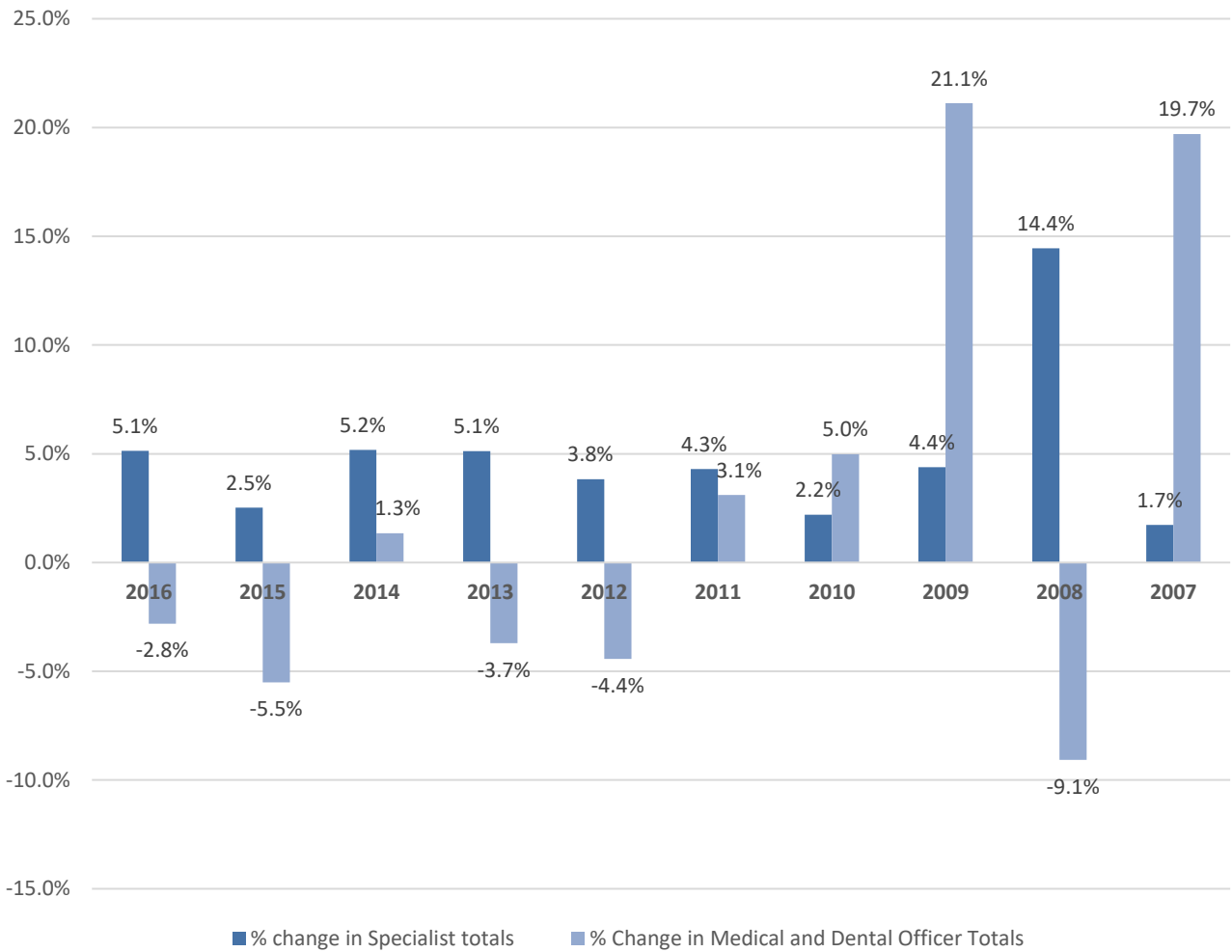


Figure 2: Percentage change in numbers of specialists and medical/dental officers employed by DHBs 2006-2016

Figure 3 describes trends in average specialist and medical and dental officer salaries over the past five years with Figure 4 exploring the percentage change in average salary from 2011.

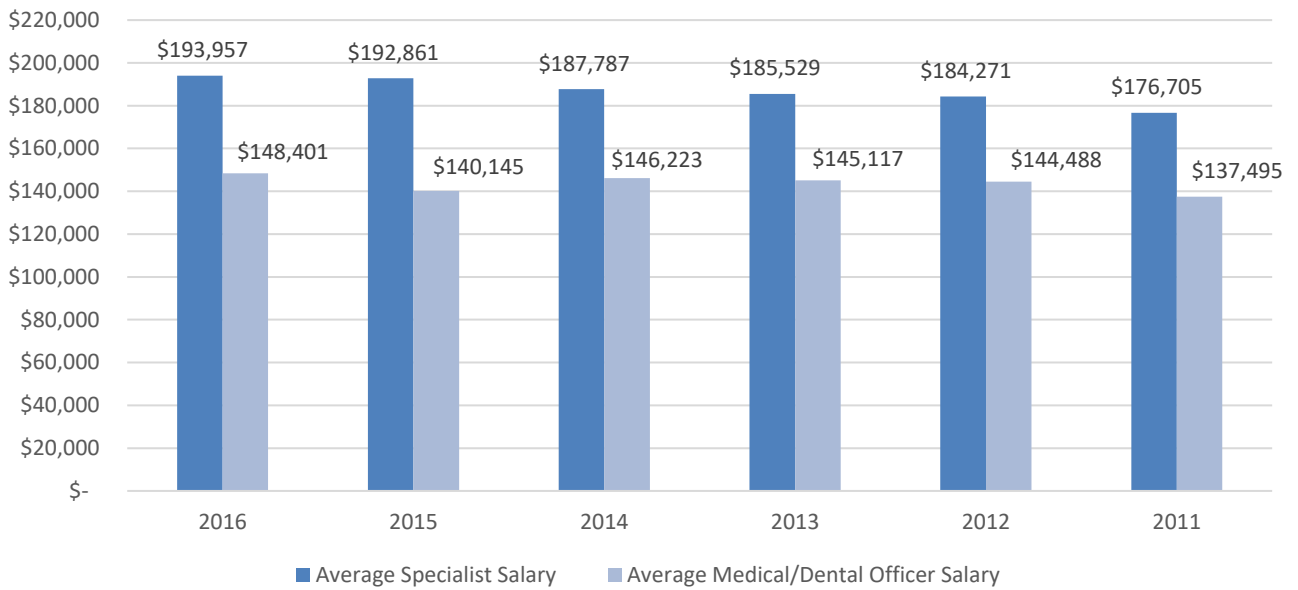


Figure 3: Summary of national average full time equivalent salaries for specialists and medical/dental officers 2011-2016

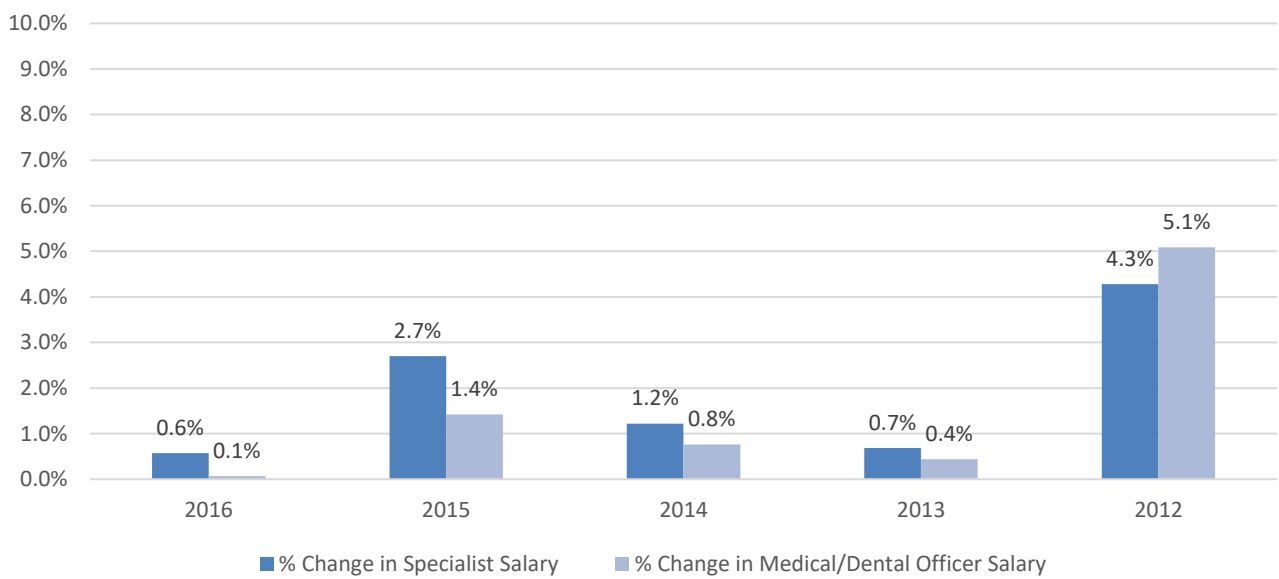


Figure 4: Percentage change in average specialist and medical/dental officers salary 2011-2016

Table 3 explores the ranked average salaries of specialists according to DHB and numbers employed. This year, Whanganui is the DHB with the highest average salary for specialists, a trend which is also displayed in Figure 5.

Table 3: Ranked average specialist salary according to DHB including numbers of specialists 2016

DHB	Average specialist salary	Numbers of specialists per DHB
Whanganui	\$203,164	58
Tairāwhiti	\$202,127	55
South Canterbury	\$201,826	43
West Coast	\$200,903	31
Wairarapa	\$200,500	35
Nelson Marlborough	\$199,042	130
MidCentral	\$197,721	147
Taranaki	\$195,933	82
Southern	\$195,755	282
Auckland	\$195,269	886
Lakes	\$194,756	78
Capital Coast	\$194,097	367
Waikato	\$193,712	356
Bay of Plenty	\$193,582	177
Hawke's Bay	\$193,403	129
Hutt Valley	\$192,752	135
Northland	\$191,803	160
Canterbury	\$191,468	510
Waitemata	\$190,990	412
Counties Manukau	\$190,462	487

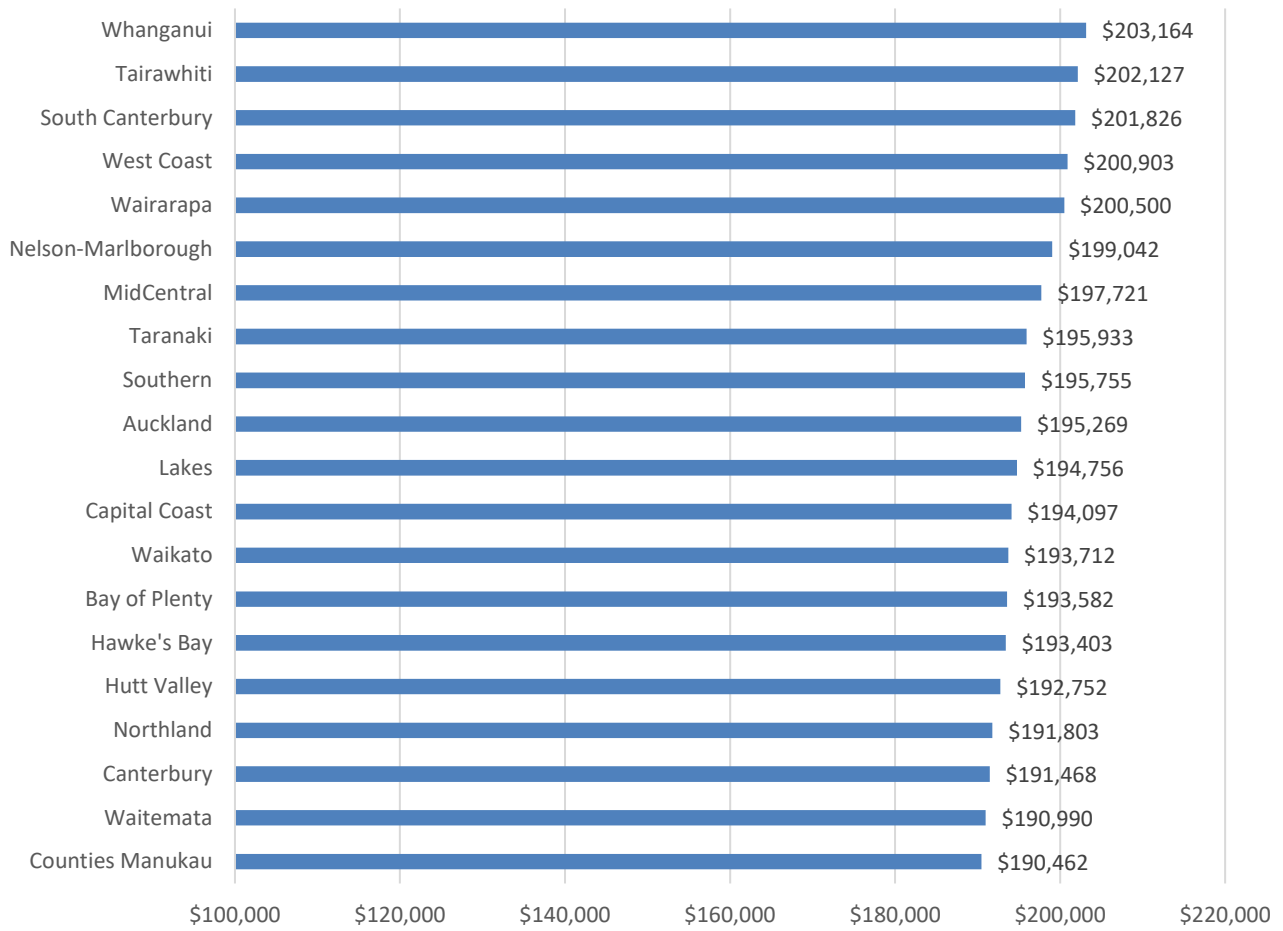


Figure 5: Ranked average specialist salary per DHB 2016

Table 4 presents the same figures for medical and dental officers. Tairāwhiti, South Canterbury and Southern DHBs provide the highest average salary. Note that in 2016, Wairarapa DHB has no medical or dental officers. The ranked average salaries according to DHB are also displayed in Figure 6.

Table 4: Ranked average medical/dental officer salary per DHB including numbers of medical/dental officers 2016

DHB	Average medical/dental officer salary	Numbers of medical/dental officers per DHB
Tairāwhiti	\$166,000	2
South Canterbury	\$166,000	4
Southern	\$166,000	14
Nelson Marlborough	\$161,667	18
Bay of Plenty	\$161,011	23
MidCentral	\$160,694	18
Hutt Valley	\$159,932	11
Whanganui	\$159,100	5
Hawke's Bay	\$157,636	11
West Coast	\$156,792	6
Waikato	\$155,143	35
Capital Coast	\$154,964	14
Waitemata	\$150,097	77
Taranaki	\$148,697	19
Counties Manukau	\$148,600	25
Canterbury	\$145,262	64
Lakes	\$144,600	5
Northland	\$137,386	11
Auckland	\$137,350	122
Wairarapa	-	0

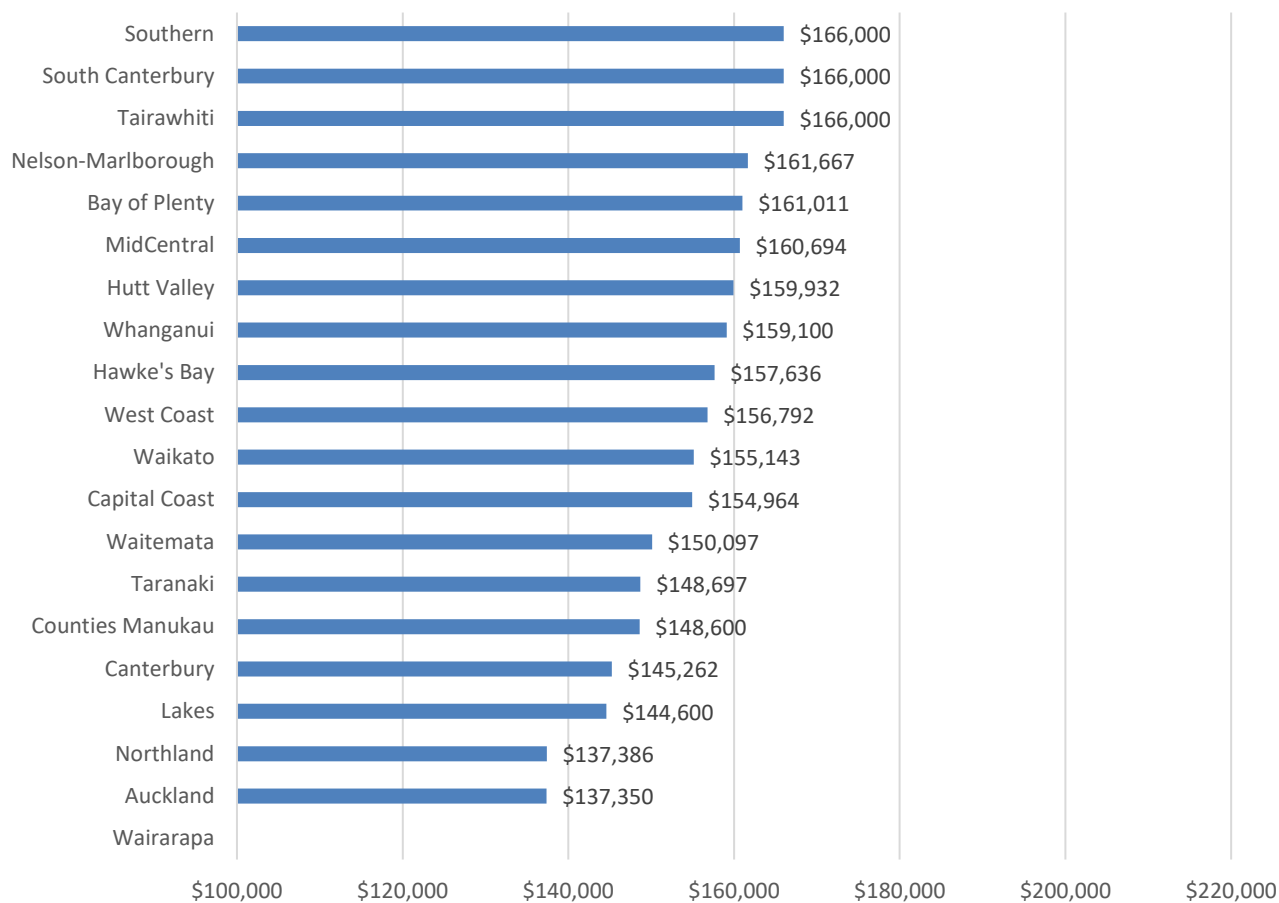


Figure 6: Ranked average medical/dental officer salary per DHB 2016

The following two tables present a detailed breakdown of where specialists (table 5) and medical and dental officers (table 6) are placed on their respective salary scales according to gender and how this varies at each DHB. The final rows present the gender totals, national totals and the percentage of females and males on each of the salary steps. In 2016 Wairarapa recorded no medical or dental officers although there were 6 on the top step in 2015. This data is summarised across all DHBs in Figures 7 and 8.

Table 5.1: Numbers of specialists on each salary step by gender and DHB 2016

DHB		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	37	4	9	5	5	5	5	3	8	11	5	2	2
	Females	14	4	5	2	4	4	1	4	6	10	1	4	0
	TOTAL	51	8	14	7	9	9	6	7	14	21	6	6	2
Waitemata	Males	97	17	16	15	13	7	9	7	27	13	10	8	14
	Females	37	12	4	6	11	7	10	6	26	13	9	11	7
	TOTAL	134	29	20	21	24	14	19	13	53	26	19	19	21
Auckland	Males	278	23	19	15	15	15	12	17	57	26	14	10	15
	Females	112	17	18	23	23	17	17	21	55	18	19	13	17
	TOTAL	390	40	37	38	38	32	29	38	112	44	33	23	32
Counties Manukau	Males	100	37	10	18	10	12	15	19	26	15	4	7	16
	Females	46	13	5	6	9	10	15	13	26	11	16	9	19
	TOTAL	146	50	15	24	19	22	30	32	52	26	20	16	35
Waikato	Males	113	13	12	13	11	12	16	9	28	10	10	5	6
	Females	20	4	6	5	7	6	8	7	16	8	5	2	4
	TOTAL	133	17	18	18	18	18	24	16	44	18	15	7	10
Bay of Plenty	Males	63	2	6	2	6	3	6	6	9	3	5	3	2
	Females	15	0	2	2	2	1	5	7	11	1	5	8	2
	TOTAL	78	2	8	4	8	4	11	13	20	4	10	11	4
Lakes	Males	26	5	3	4	0	1	2	3	4	1	1	2	1
	Females	8	1	0	1	0	0	1	1	3	2	2	3	3
	TOTAL	34	6	3	5	0	1	3	4	7	3	3	5	4
Tairāwhiti	Males	21	4	3	0	4	2	4	1	1	0	0	0	0
	Females	7	0	0	0	1	2	2	0	0	1	2	0	0
	TOTAL	28	4	3	0	5	4	6	1	1	1	2	0	0
Taranaki	Males	25	5	2	3	2	3	2	2	6	3	1	1	0
	Females	10	1	0	1	0	1	3	2	4	0	3	2	0
	TOTAL	35	6	2	4	2	4	5	4	10	3	4	3	0
Hawkes Bay	Males	39	10	2	6	3	7	1	8	8	5	1	1	0
	Females	5	2	2	3	0	3	1	4	7	2	4	1	4
	TOTAL	44	12	4	9	3	10	2	12	15	7	5	2	4
Whanganui	Males	22	11	1	5	1	2	1	1	1	1	0	2	0
	Females	5	0	1	0	1	0	0	1	0	2	0	0	0
	TOTAL	27	11	2	5	2	2	1	2	1	3	0	2	0
MidCentral	Males	69	2	3	3	2	2	5	4	6	8	1	3	3
	Females	7	3	2	2	3	2	0	3	8	1	1	2	2
	TOTAL	76	5	5	5	5	4	5	7	14	9	2	5	5
Wairarapa	Males	20	0	0	1	0	0	1	0	0	3	1	0	1
	Females	3	0	0	0	0	0	1	0	1	3	0	0	0
	TOTAL	23	0	0	1	0	0	2	0	1	6	1	0	1
Hutt	Males	36	2	8	5	5	6	1	4	4	5	2	4	4
	Females	13	3	0	4	5	4	1	0	7	2	4	3	3
	TOTAL	49	5	8	9	10	10	2	4	11	7	6	7	7
Capital & Coast	Males	97	17	16	11	7	10	8	13	16	15	10	4	7
	Females	42	8	2	10	10	9	7	4	13	12	7	7	5
	TOTAL	139	25	18	21	17	19	15	17	29	27	17	11	12
Nelson Marlborough	Males	54	5	4	2	3	6	5	0	6	7	0	2	0
	Females	11	3	2	0	1	2	5	0	7	0	2	1	2
	TOTAL	65	8	6	2	4	8	10	0	13	7	2	3	2
West Coast	Males	13	2	1	1	2	0	0	2	1	2	0	1	0
	Females	3	0	1	0	1	0	0	0	0	1	0	0	0
	TOTAL	16	2	2	1	3	0	0	2	1	3	0	1	0
Canterbury	Males	143	17	24	9	14	10	15	12	27	18	22	13	7
	Females	40	4	13	5	10	4	4	14	43	10	13	11	8
	TOTAL	183	21	37	14	24	14	19	26	70	28	35	24	15
South Canterbury	Males	16	5	4	1	2	0	2	0	1	0	2	0	0
	Females	5	0	1	0	0	0	0	0	1	0	3	0	0
	TOTAL	21	5	5	1	2	0	2	0	2	0	5	0	0
Southern	Males	101	4	7	7	7	10	5	7	14	14	3	5	4
	Females	29	3	6	6	4	4	4	2	15	7	7	4	3
	TOTAL	130	7	13	13	11	14	9	9	29	21	10	9	7
Gender Totals	Males	1,370	185	150	126	112	113	115	118	250	160	92	73	82
	Females	432	78	70	76	92	76	85	89	249	104	103	81	79
National Total		1,802	263	220	202	204	189	200	207	499	264	195	154	161
Percentage Female		24%	30%	32%	38%	45%	40%	43%	50%	39%	53%	53%	53%	49%
Percentage Male		76%	70%	68%	62%	55%	60%	58%	57%	50%	61%	47%	47%	51%

Table 5.2: Numbers of medical and dental officers on each salary step by gender and DHB 2016

DHB		12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	0	2	0	1	1	0	0	0	1	1	0	0
	Females	0	0	0	0	1	0	0	1	2	0	1	0
	TOTAL	0	2	0	1	2	0	0	1	3	1	1	0
Waitemata	Males	26	1	0	1	0	3	1	2	1	2	2	7
	Females	19	0	1	1	0	1	2	0	1	2	1	3
	TOTAL	45	1	1	2	0	4	3	2	2	4	3	10
Auckland	Males	17	1	2	2	1	2	1	5	1	1	6	19
	Females	18	2	3	3	1	2	2	2	3	3	8	17
	TOTAL	35	3	5	5	2	4	3	7	4	4	14	36
Counties Manukau	Males	3	1	2	2	2	0	0	3	0	0	1	1
	Females	4	0	1	1	2	1	0	1	0	0	0	0
	TOTAL	7	1	3	3	4	1	0	4	0	0	1	1
Waikato	Males	11	1	0	2	2	1	1	2	0	0	2	0
	Females	6	3	2	1	1	0	0	0	0	0	0	0
	TOTAL	17	4	2	3	3	1	1	2	0	0	2	0
Bay of Plenty	Males	7	0	0	1	0	1	0	0	0	0	0	0
	Females	10	1	0	0	2	1	0	0	0	0	0	0
	TOTAL	17	1	0	1	2	2	0	0	0	0	0	0
Lakes	Males	2	0	0	0	0	0	0	0	0	0	0	1
	Females	0	0	0	0	0	1	1	0	0	0	0	0
	TOTAL	2	0	0	0	0	1	1	0	0	0	0	1
Tairāwhiti	Males	1	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	2	0	0	0	0	0	0	0	0	0	0	0
Taranaki	Males	5	0	0	0	0	0	0	1	0	0	0	3
	Females	5	1	0	1	0	1	0	0	1	0	0	1
	TOTAL	10	1	0	1	0	1	0	1	1	0	0	4
Hawkes Bay	Males	4	0	0	0	1	1	0	0	0	0	0	0
	Females	3	1	0	0	0	0	0	0	1	0	0	0
	TOTAL	7	1	0	0	1	1	0	0	1	0	0	0
Whanganui	Males	2	0	0	0	0	0	0	1	0	0	0	0
	Females	2	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	4	0	0	0	0	0	0	1	0	0	0	0
MidCentral	Males	9	0	0	0	1	0	0	0	0	0	0	1
	Females	5	0	2	0	0	0	0	0	0	0	0	0
	TOTAL	14	0	2	0	1	0	0	0	0	0	0	1
Wairarapa	Males	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
	TOTAL	0	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	7	0	1	0	0	0	0	0	0	0	0	0
	Females	1	0	1	0	0	0	0	0	0	1	0	0
	TOTAL	8	0	2	0	0	0	0	0	0	1	0	0
Capital & Coast	Males	3	0	0	0	0	0	0	0	0	0	1	1
	Females	5	1	1	1	1	0	0	0	0	0	0	0
	TOTAL	8	1	1	1	1	0	0	0	0	0	1	1
Nelson Marlborough	Males	9	1	1	0	0	1	0	0	0	0	0	0
	Females	5	0	0	0	0	0	0	1	0	0	0	0
	TOTAL	14	1	1	0	0	1	0	1	0	0	0	0
West Coast	Males	4	0	0	0	0	0	0	0	0	0	0	0
	Females	0	0	0	0	1	0	0	1	0	0	0	0
	TOTAL	4	0	0	0	1	0	0	1	0	0	0	0
Canterbury	Males	12	1	0	1	0	2	0	2	0	0	2	6
	Females	15	0	1	3	3	1	2	3	2	2	2	4
	TOTAL	27	1	1	4	3	3	2	5	2	2	4	10
South Canterbury	Males	3	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	4	0	0	0	0	0	0	0	0	0	0	0
Southern	Males	5	0	0	0	1	1	2	0	0	0	0	0
	Females	2	0	0	0	0	0	1	1	0	1	0	0
	TOTAL	7	0	0	0	1	1	3	1	0	1	0	0
Gender Totals	Males	130	8	6	10	9	12	5	16	3	4	14	39
	Females	102	9	12	11	12	8	8	10	10	9	12	25
National Total		232	17	18	21	21	20	13	26	13	13	26	64
Percentage Female		44%	53%	67%	52%	57%	40%	62%	38%	77%	69%	46%	39%
Percentage Male		56%	47%	33%	48%	43%	60%	38%	62%	23%	31%	54%	61%

The following charts (Figure 7 and Figure 8) display the proportion of the specialist and medical and dental workforce on the top step of the salary scale over the past decade.

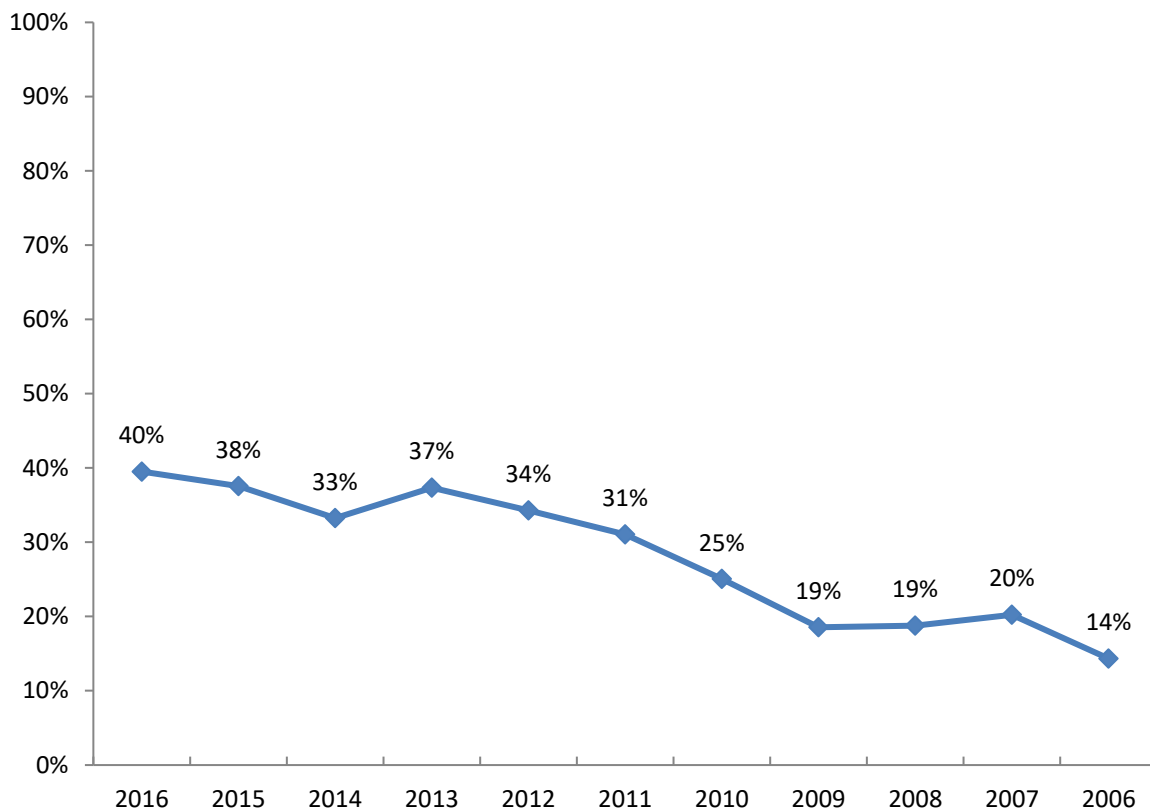


Figure 7: Proportion of specialists on the top step of the salary scale from 2006-2016

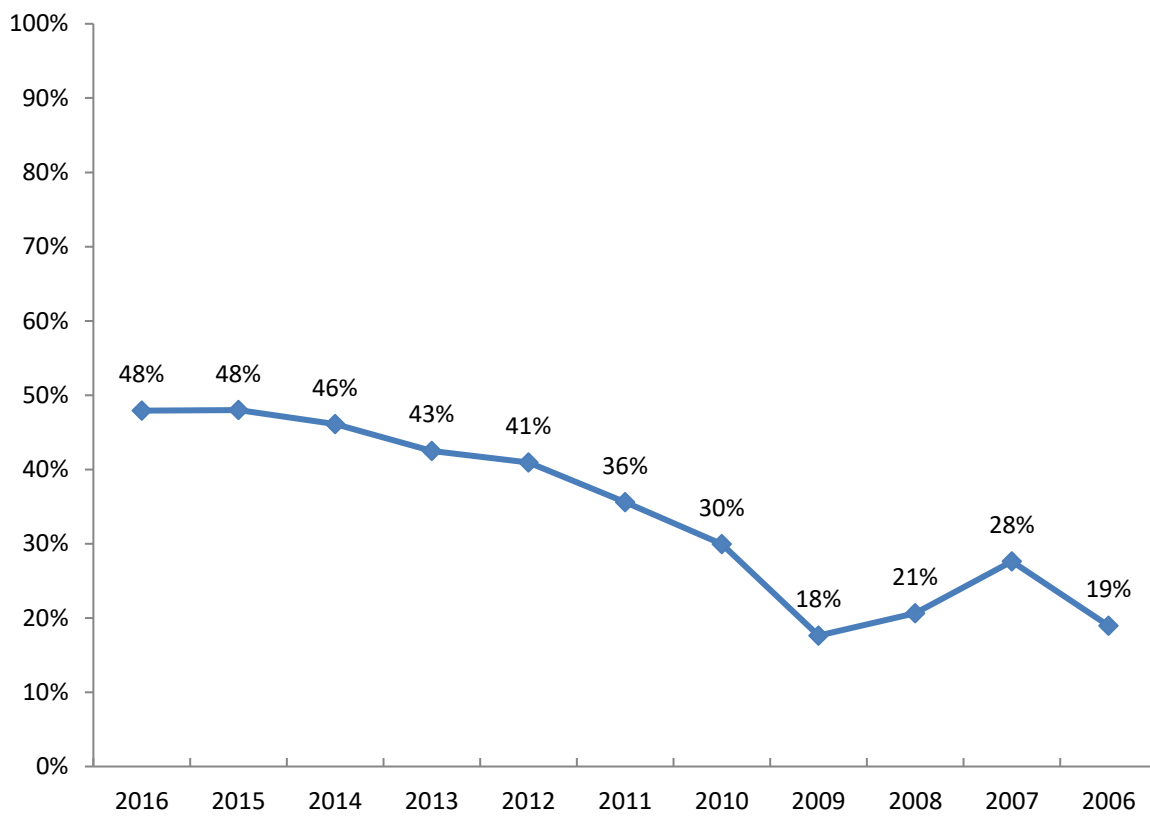


Figure 8: Proportion of medical and dental officers on the top step of the salary scale 2006-2016

The following charts track the total numbers of specialists and medical and dental officers over the past decade including how these numbers are split according to gender. Figure 9 suggests that the numbers of women specialists are growing and Figure 9 suggests that the proportionate gender balance of the specialist workforce is gradually evening out although the proportion of male to female specialists has not changed since last year (65% male to 35% female).

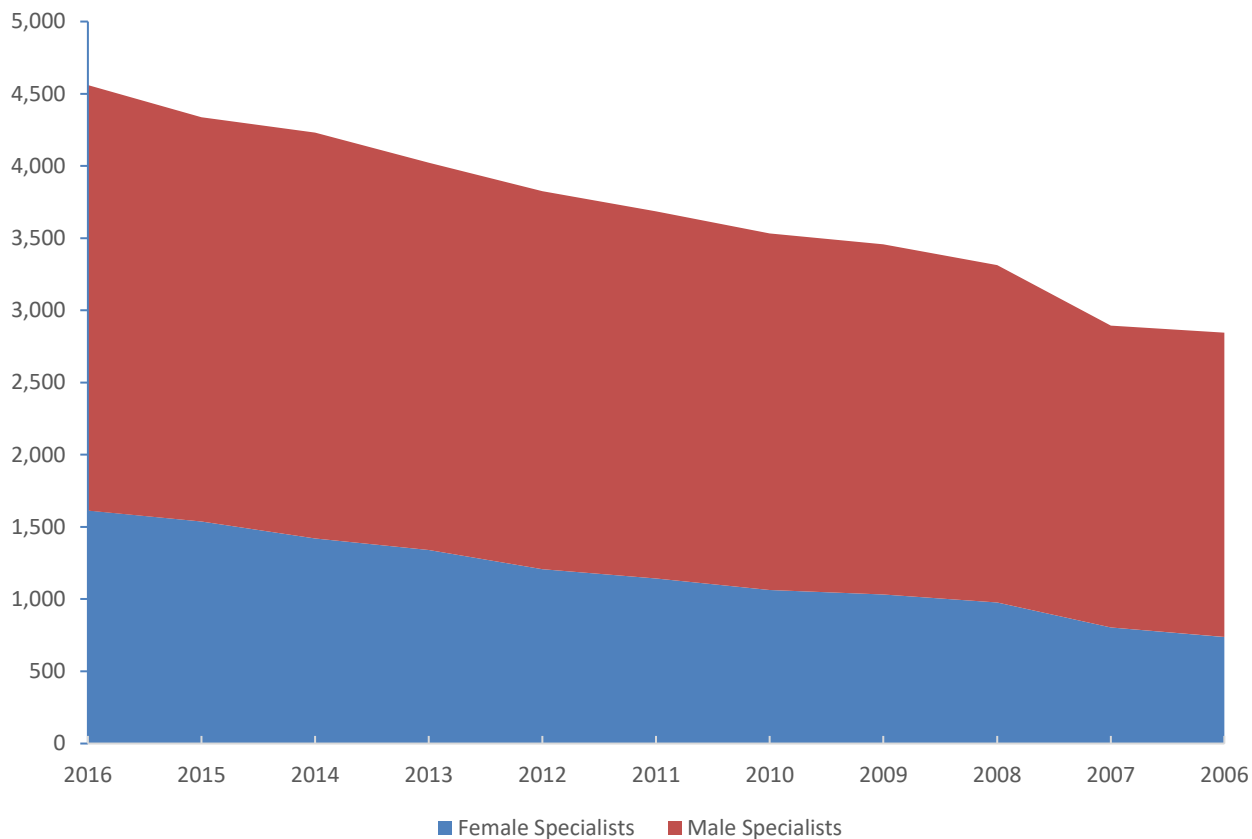


Figure 9: Total numbers of specialists by gender 2006-2016

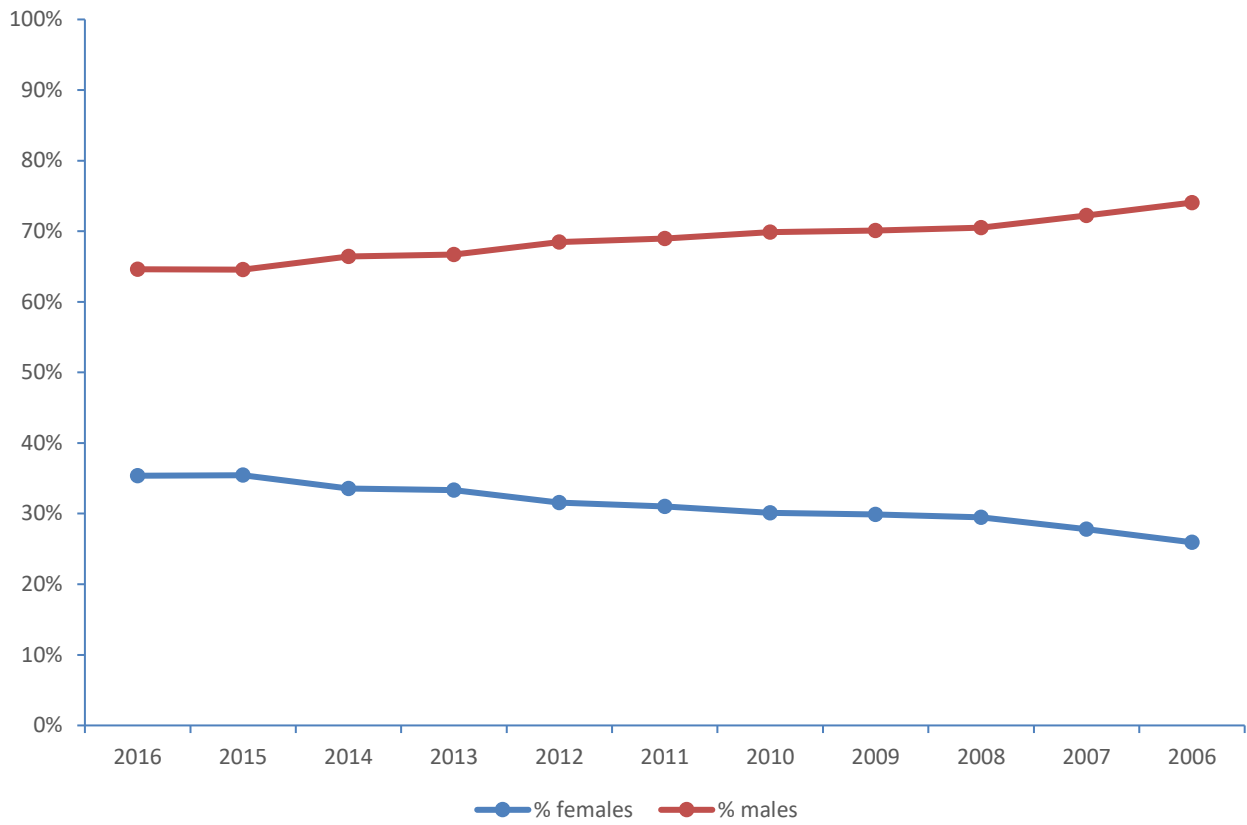


Figure 10: Proportions of male/female specialists 2006-2016

For medical and dental officers, the numbers are relatively static and the male/female ratios more even than in the specialist workforce. (Figure 11 and 12).

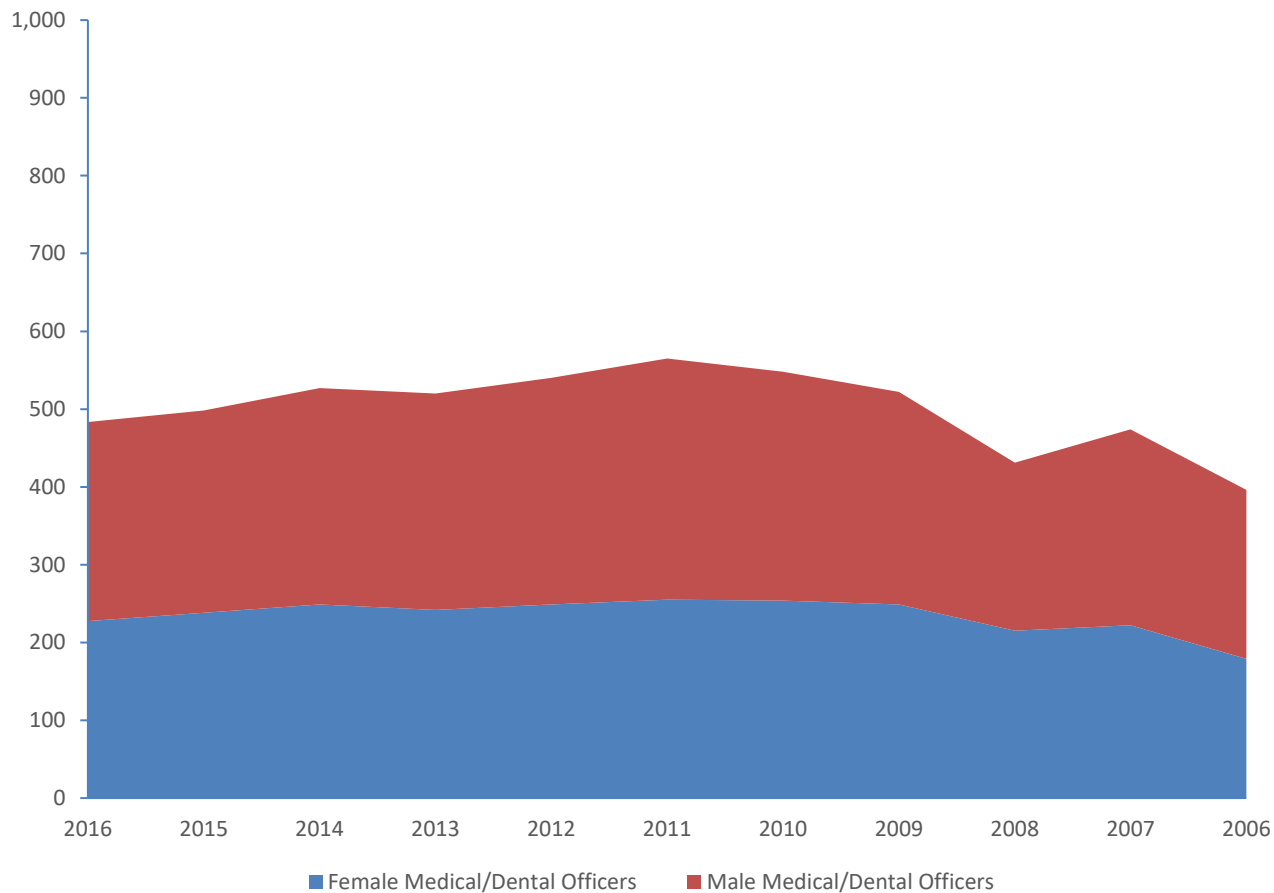


Figure 11: Total numbers of medical and dental officers by gender 2006-2016

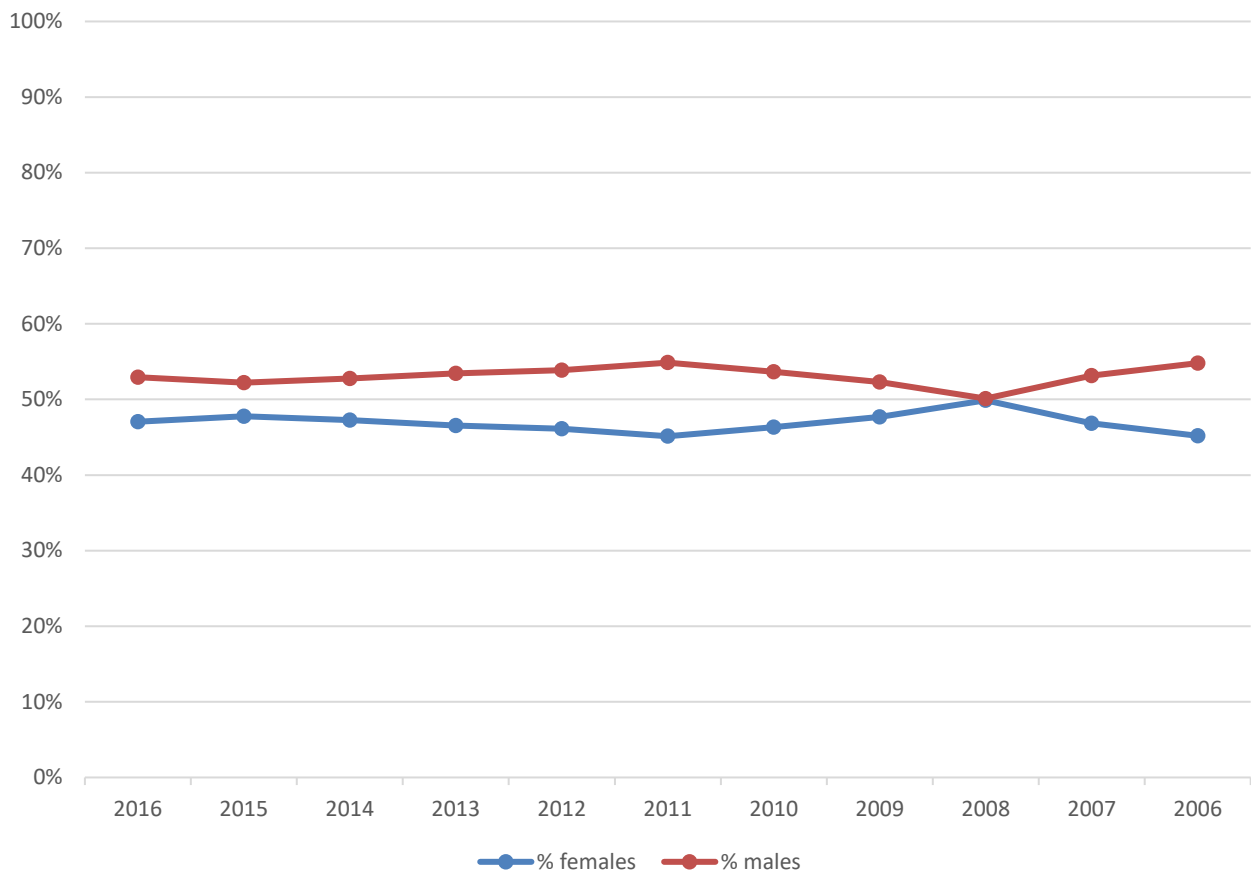


Figure 12: Proportionate of male/female medical and dental officers 2006-2016

The final table presents the various superannuation arrangements according to DHBs around the country. The NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated in the summary. 438 individuals of the total number of specialist and senior medical and dental officers (5044) do not appear to be receiving an employer contribution to their superannuation.

Table 6: Combined specialist and medical/dental officer superannuation arrangements per DHB 2016

DHB	GSF and NPF	No. receiving employer contribution under MECA clause 17.2	Other	Total
Northland	5	122	0	127
Waitemata	14	456	0	470
Auckland	45	813	0	858
Counties	32	459	0	491
Waikato	24	324	0	348
Bay of Plenty	11	221	4	236
Lakes	2	61	0	63
Tairāwhiti	1	52	0	53
Taranaki	7	84	0	91
Hawkes Bay	10	178	0	188
Whanganui	5	39	0	44
Mid-Central	17	139	0	156
Wairarapa	2	29	0	31
Hutt Valley	3	136	0	139
Capital & Coast	11	315	0	326
Nelson Marlborough	12	125	0	137
West Coast	2	29	0	31
Canterbury	41	482	0	523
South Canterbury	7	36	0	43
Southern	15	236	0	251
Total - 2016	266	4336	4	4606
<i>Total - 2015</i>	<i>278</i>	<i>4220</i>	<i>8</i>	<i>4506</i>
<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 two schemes, with a total subsidy of up to 6%, which permitted under the MECA.