



Results of ASMS salary survey of Senior Medical and Dental Officers

October 2017

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Senior medical and dental officer salary survey 2017

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 2017, whether they are ASMS members or not. The salary steps are those derived from the 2015 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 and not the salary scales of the new MECA which came into effect on 3 July 2017. 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.

KEY FINDINGS

As at 1 July 2017, there were 4691 specialists and 503 medical and dental officers employed across New Zealand's DHBs, with a total senior medical workforce of 5194 people. These figures represent a 2.9% increase in specialist numbers and a 3.9% increase in medical and dental officer numbers compared with the previous year. Of these, 2958 (63.1%) of specialists were male and 1733 (36.9%) were female. This represents an increase in the number of male specialists of 0.4% and an increase in the number of female specialists of 7.4% compared with 2016. For medical and dental officers, 260 (51.7%) were male and 243 (48.3%) were female. This represents an increase in the number of male medical and dental officers of 1.6% and an increase in the number of females of 6.6% compared with 2016.

The figures report an increase in the average specialist salary of 0.3% and a decrease in the average medical and dental officer salary of 0.4% compared with the previous year. The highest average salary for specialists was recorded at Tairāwhiti DHB (\$204,859 n=53) reflecting the high proportion of specialists on the top step (n=30) and the lowest at Canterbury DHB (\$191,881 n=540) reflecting the larger numbers of specialists at the DHB and their spread across the salary steps. The highest average salary for medical and dental officers was shared between West Coast (n=5), Wairarapa (n=3) and Tairāwhiti (n=2) DHBs (\$166,000) with the lowest average salary at Northland DHB (\$132,904 n=13).

In 2017, 41.1% (n=1927) of all specialists were on the top step of the salary scale compared with 39.5% (n=1802) in 2016. In terms of the gender composition of the top step, 25 % (n=481) were female and 75% (n=1446) male. For medical and dental officers, 46.3% (n=233) were on the top step with this comprised of 46.4% (n=102) females and 53.6% (n=125) males. For both specialists and medical and dental officers, the majority were on the top step, with the second largest grouping of specialists being on Step 6 (546 individuals). The second largest grouping of medical and dental officers was on step 1 (85 individuals).

For superannuation, 87.3% of all specialists and medical and dental officers were receiving some form of superannuation, with 233 enrolled under the NPF or GSF scheme (a decrease of 33 from 2016), 4296 receiving the 6% employer contribution under the MECA (a decrease of 40 from previous year) and only 5 individuals receiving an employer contribution in some other way (an increase of 1 from 2016).

RESULTS

Table 1 presents the changing number of specialists employed at each DHB since 2011. Auckland DHB remains the largest employer of specialists followed by Canterbury and Counties Manukau. South Canterbury, Wairarapa and the West Coast continue to have the fewest specialists across the country.

Table 1: Ranked numbers of specialists employed by DHBs 2011-2017

DHB	2017	2016	2015	2014	2013	2012	2011
Auckland	917	886	846	818	806	782	755
Canterbury	540	510	488	462	415	427	440
Counties Manukau	466	487	434	447	421	385	370
Waitemata	422	412	392	366	337	323	307
Capital Coast	387	367	365	361	352	317	299
Waikato	365	356	345	341	327	306	284
Southern	286	282	275	272	251	236	220
Bay of Plenty	188	177	170	171	155	149	139
Northland	173	160	152	127	122	117	117
MidCentral	156	147	143	140	135	131	110
Nelson-Marlborough	141	130	87	129	117	112	106
Hutt Valley	136	135	144	130	124	124	123
Hawkes Bay	128	129	129	117	118	114	114
Taranaki	85	82	83	75	77	64	59
Lakes	85	78	83	75	79	66	69
Tairāwhiti	53	55	53	44	51	43	47
South Canterbury	50	43	41	43	37	38	37
Wanganui	47	58	49	53	47	43	41
Wairarapa	33	35	26	27	24	23	24
West Coast	33	31	32	32	27	26	24
Total	4691	4560	4337	4230	4022	3826	3685

Table 2 presents the changing numbers of medical and dental officers according to DHBs since 2011. Auckland, Waitemata and Canterbury again have the largest numbers of medical and dental officers with Wairarapa and Tairāwhiti having the lowest numbers.

Table 2: Ranked numbers of medical and dental officers employed by DHBs 2011-2017

DHB	2017	2016	2015	2014	2013	2012	2011
Auckland	121	122	113	118	110	116	107
Waitemata	74	77	83	84	82	78	87
Canterbury	62	64	64	64	60	52	65
Counties Manukau	45	25	49	42	43	39	33
Waikato	38	35	27	28	30	31	35
Taranaki	22	19	16	15	16	25	25
Bay of Plenty	21	23	19	24	21	22	24
Southern	19	14	15	18	19	25	33
Nelson-Marlborough	18	18	22	21	27	29	33
MidCentral	14	18	18	18	18	17	13
Capital Coast	13	14	16	16	15	13	9
Northland	13	11	10	30	31	31	35
Hutt Valley	11	11	11	11	10	10	12
Hawkes Bay	10	11	11	10	9	12	11
Wanganui	6	5	4	5	3	3	4
West Coast	5	6	5	8	10	12	11
Lakes	3	5	3	3	2	7	8
South Canterbury	3	4	3	4	6	4	6
Wairarapa	3	0	6	4	4	6	4
Tairāwhiti	2	2	3	4	4	8	10
Total	503	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 11 years, with Figure 2 displaying the year-on-year percentage change in these total numbers across all DHBs.

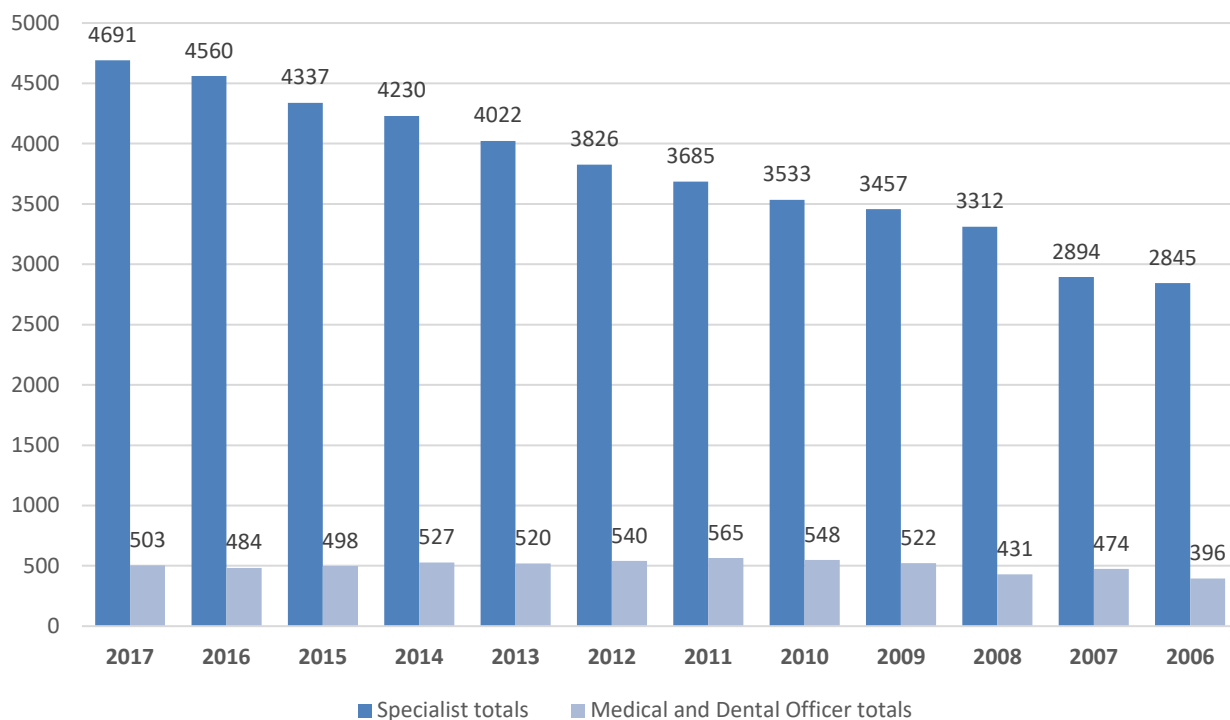


Figure 1: Total numbers of specialists and medical and dental officers employed by DHBs 2006-2017

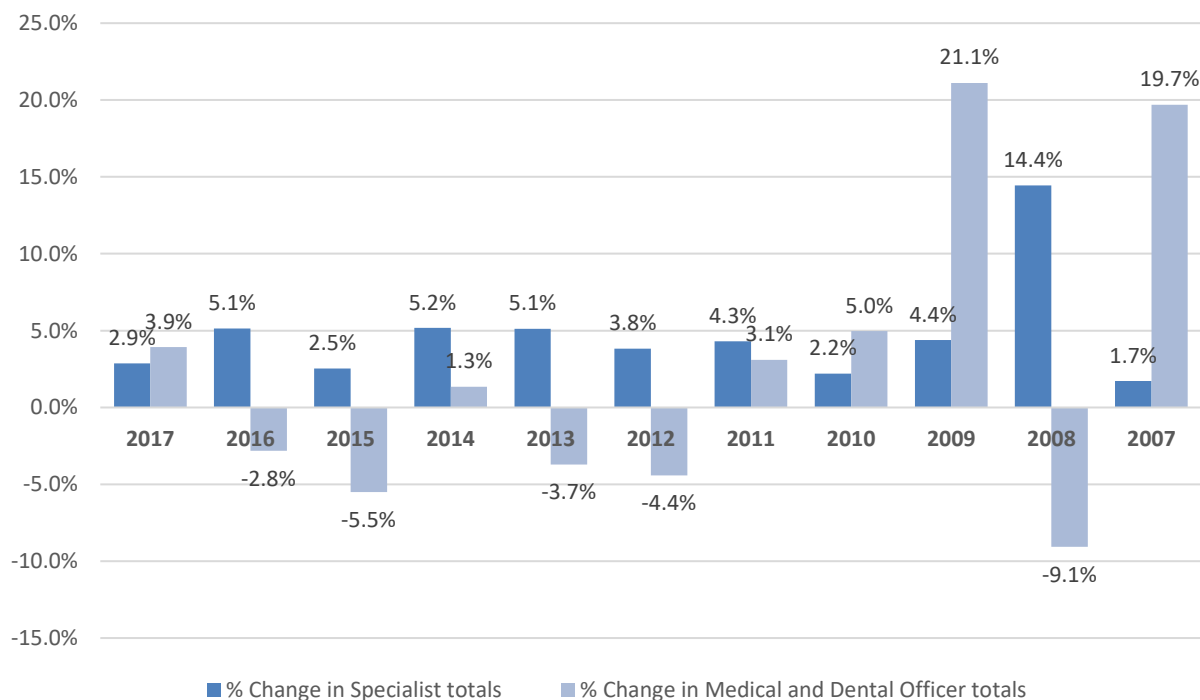


Figure 2: Percentage change in numbers of specialists and medical and dental officers employed by DHBs 2006-2017

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

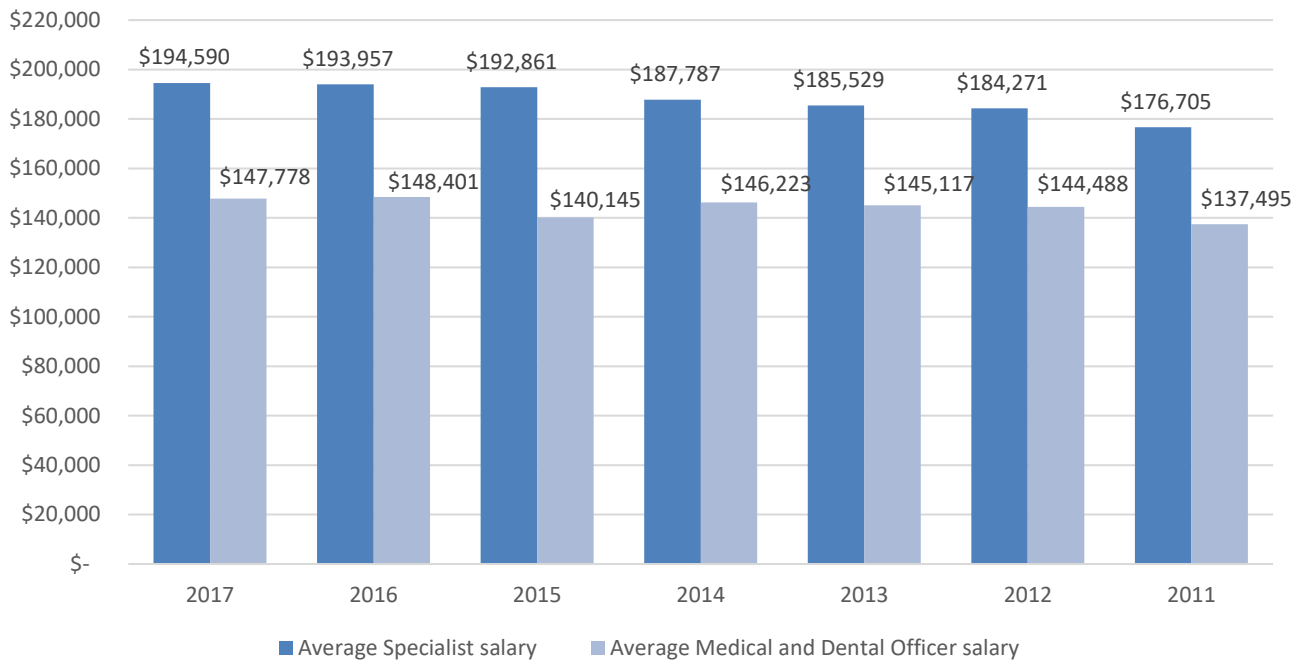


Figure 3: Summary of national average full time equivalent salaries for specialists and medical and dental officers 2011-2017

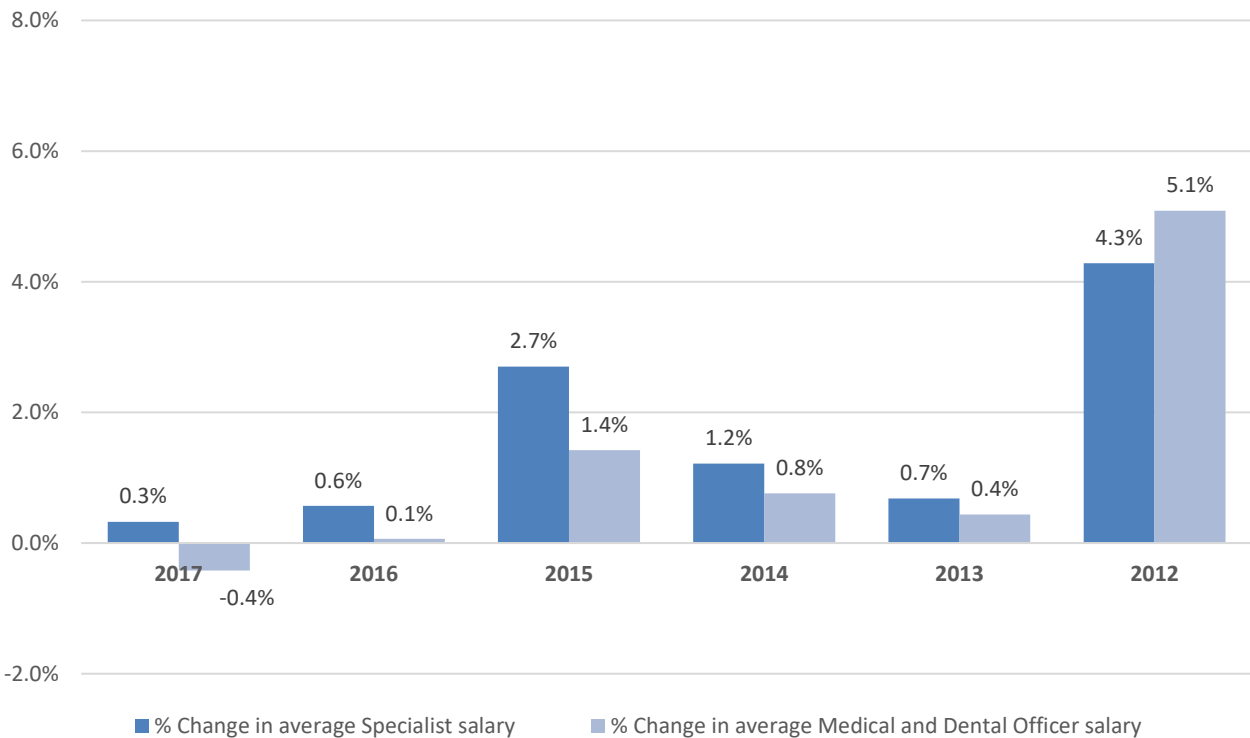


Figure 4: Percentage change in average specialist and medical and dental officer salary 2011-2017

Table 3 presents the ranked average salaries of specialists according to DHB. This year, Tairāwhiti has the highest average salary for specialists.

Table 3: Ranked average specialist salary by DHB

DHB	Total mean salary	Specialists per DHB
Tairāwhiti	\$204,849	53
Wairarapa	\$204,212	33
Whanganui	\$203,734	47
South Canterbury	\$202,420	50
West Coast	\$199,773	33
Nelson-Marlborough	\$197,624	141
Southern	\$196,654	286
Hawke's Bay	\$195,781	128
Lakes	\$195,771	85
MidCentral	\$195,673	156
Auckland	\$195,476	917
Taranaki	\$195,365	85
Capital Coast	\$194,853	387
Bay of Plenty	\$194,646	188
Waikato	\$194,521	365
Hutt Valley	\$192,537	136
Waitemata	\$192,423	422
Counties Manukau	\$192,085	466
Northland	\$192,084	173
Canterbury	\$191,881	540

Table 4 presents the same figures for medical and dental officers. Tairāwhiti, Wairarapa and West Coast DHBs have the highest average salary in 2017.

Table 4: Ranked average medical and dental officer salary per DHB including numbers of medical and dental officers 2017

DHB	Total mean salary	Medical and Dental Officers per DHB
Tairāwhiti	\$166,000	2
Wairarapa	\$166,000	3
West Coast	\$166,000	5
MidCentral	\$164,696	14
South Canterbury	\$163,750	3
Southern	\$163,750	19
Bay of Plenty	\$162,940	21
Nelson-Marlborough	\$161,653	18
Whanganui	\$161,000	6
Hutt Valley	\$159,318	11
Hawke's Bay	\$155,775	10
Capital Coast	\$155,269	13
Waikato	\$153,724	38
Lakes	\$150,667	3
Waitemata	\$150,122	74
Taranaki	\$149,057	22
Canterbury	\$145,585	62
Counties Manukau	\$144,694	45
Auckland	\$135,942	121
Northland	\$132,904	13

Table 5 and

Table 6 present a detailed breakdown of where specialists and medical and dental officers 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.

Table 5: Numbers of specialists on each salary step by gender and DHB 2017

DHB		13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	37	9	6	4	7	5	3	8	3	15	4	5	0
	Females	20	5	2	2	4	1	3	9	5	10	5	0	1
	TOTAL	57	14	8	6	11	6	6	17	8	25	9	5	1
Waitemata	Males	111	17	14	13	8	9	7	25	9	10	11	16	6
	Females	44	5	4	10	8	10	6	25	18	12	8	8	8
	TOTAL	155	22	18	23	16	19	13	50	27	22	19	24	14
Auckland	Males	276	19	16	13	15	11	18	62	27	16	11	13	8
	Females	125	19	21	24	18	20	29	55	21	26	23	16	15
	TOTAL	401	38	37	37	33	31	47	117	48	42	34	29	23
Counties Manukau	Males	113	16	12	10	7	14	10	36	18	4	9	6	5
	Females	50	6	7	9	9	16	6	46	11	17	13	6	10
	TOTAL	163	22	19	19	16	30	16	82	29	21	22	12	15
Waikato	Males	120	11	10	12	13	14	10	26	12	11	10	10	2
	Females	24	5	5	7	5	8	7	17	8	5	4	5	4
	TOTAL	144	16	15	19	18	22	17	43	20	16	14	15	6
Bay of Plenty	Males	69	6	2	4	2	7	7	9	4	6	4	1	3
	Females	14	2	2	1	2	5	7	10	2	4	8	2	5
	TOTAL	83	8	4	5	4	12	14	19	6	10	12	3	8
Lakes	Males	31	3	4	0	2	1	4	5	1	1	2	0	2
	Females	10	0	1	0	0	1	1	3	3	2	4	2	2
	TOTAL	41	3	5	0	2	2	5	8	4	3	6	2	4
Tairāwhiti	Males	23	2	1	4	2	4	1	0	0	1	0	0	0
	Females	7	0	1	2	1	2	0	0	0	2	0	0	0
	TOTAL	30	2	2	6	3	6	1	0	0	3	0	0	0
Taranaki	Males	28	2	3	2	2	2	3	7	2	1	1	0	1
	Females	10	0	1	0	1	3	2	4	0	4	2	2	2
	TOTAL	38	2	4	2	3	5	5	11	2	5	3	2	3
Hawkes Bay	Males	50	1	6	3	6	1	7	9	4	1	1	3	2
	Females	6	0	3	0	4	1	4	6	2	3	3	2	0
	TOTAL	56	1	9	3	10	2	11	15	6	4	4	5	2
Whanganui	Males	21	2	6	0	3	1	1	1	1	1	1	0	0
	Females	4	1	0	1	0	1	0	0	1	1	0	0	0
	TOTAL	25	3	6	1	3	2	1	1	2	2	1	0	0
MidCentral	Males	62	3	3	3	1	5	6	10	7	1	6	5	3
	Females	10	2	2	3	2	0	6	8	1	4	1	2	0
	TOTAL	72	5	5	6	3	5	12	18	8	5	7	7	3
Wairarapa	Males	19	2	0	0	0	2	0	1	0	2	1	0	1
	Females	3	0	0	0	1	0	0	1	0	0	0	0	0
	TOTAL	22	2	0	0	1	2	0	2	0	2	1	0	1
Hutt	Males	34	5	4	7	6	1	5	3	6	2	4	3	3
	Females	16	0	2	5	5	1	0	4	4	5	4	1	6
	TOTAL	50	5	6	12	11	2	5	7	10	7	8	4	9
Capital & Coast	Males	114	18	14	6	6	9	13	19	14	12	5	7	6
	Females	44	3	7	12	13	4	5	9	17	7	7	7	9
	TOTAL	158	21	21	18	19	13	18	28	31	19	12	14	15
Nelson Marlborough	Males	57	3	3	3	8	4	0	8	8	0	4	1	0
	Females	13	2	0	0	2	6	0	8	0	2	1	4	4
	TOTAL	70	5	3	3	10	10	0	16	8	2	5	5	4
West Coast	Males	12	2	4	0	0	0	1	1	2	0	0	1	0
	Females	3	1	1	0	1	0	1	0	1	1	0	0	1
	TOTAL	15	3	5	0	1	0	2	1	3	1	0	1	1
Canterbury	Males	149	26	9	14	10	16	13	32	18	26	18	7	11
	Females	42	13	7	9	4	4	13	46	9	13	11	9	11
	TOTAL	191	39	16	23	14	20	26	78	27	39	29	16	22
South Canterbury	Males	19	6	4	1	1	2	0	1	0	2	0	1	0
	Females	5	3	0	0	0	0	0	1	1	1	1	0	1
	TOTAL	24	9	4	1	1	2	0	2	1	3	1	1	1
Southern	Males	101	5	9	6	12	2	6	15	13	2	5	5	8
	Females	31	7	6	4	4	3	3	16	7	8	2	2	4
	TOTAL	132	12	15	10	16	5	9	31	20	10	7	7	12
Gender Totals	Males (%)	1,446 (75)	158 (68.1)	130 (64.4)	105 (54.1)	111 (56.9)	110 (56.1)	115 (55.3)	278 (50.9)	149 (57.3)	114 (47.3)	97 (50)	84 (55.3)	61 (42.4)
	Females (%)	481 (25)	74 (31.9)	72 (35.6)	89 (45.9)	84 (43.1)	86 (43.9)	93 (44.7)	268 (49.1)	111 (42.7)	127 (52.7)	97 (50)	68 (44.7)	83 (57.6)
	National Total	1,927	232	202	194	195	196	208	546	260	241	194	152	144

Table 6: Numbers of medical and dental officers on each salary step by gender and DHB 2017

DHB		12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	0	0	2	0	0	0	1	1	0	0	0	3
	Females	0	0	1	1	0	0	1	1	0	1	0	1
	TOTAL	0	0	3	1	0	0	2	2	0	1	0	4
Waitemata	Males	24	0	1	2	1	2	1	1	2	1	5	8
	Females	19	1	1	0	0	1	1	0	0	1	0	2
	TOTAL	43	1	2	2	1	3	2	1	2	2	5	10
Auckland	Males	18	2	0	0	3	2	3	0	2	1	4	20
	Females	19	2	1	1	3	0	1	2	1	2	4	30
	TOTAL	37	4	1	1	6	2	4	2	3	3	8	50
Counties Manukau	Males	8	3	3	3	0	0	1	6	0	1	0	3
	Females	3	1	0	3	1	1	1	4	0	0	1	2
	TOTAL	11	4	3	6	1	1	2	10	0	1	1	5
Waikato	Males	9	1	2	3	2	2	2	0	0	2	0	0
	Females	8	2	0	1	1	1	0	1	1	0	0	0
	TOTAL	17	3	2	4	3	3	2	1	1	2	0	0
Bay of Plenty	Males	7	0	1	0	1	0	0	0	0	0	0	0
	Females	10	0	0	2	0	0	0	0	0	0	0	0
	TOTAL	17	0	1	2	1	0	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	1	1	0	0	0	0	0	0
	TOTAL	1	0	0	0	1	1	0	0	0	0	0	0
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	6	0	1	0	0	0	1	0	0	0	1	1
	Females	0	7	0	1	0	0	0	2	0	0	1	1
	TOTAL	6	7	1	1	0	0	1	2	0	0	2	2
Hawkes Bay	Males	3	0	0	1	0	0	0	0	0	0	0	0
	Females	4	0	0	0	0	0	0	1	0	0	0	1
	TOTAL	7	0	0	1	0	0	0	1	0	0	0	1
Whanganui	Males	3	0	0	0	0	0	1	0	0	0	0	0
	Females	2	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	5	0	0	0	0	0	1	0	0	0	0	0
MidCentral	Males	6	0	0	0	0	0	0	0	0	0	0	0
	Females	6	1	1	0	0	0	0	0	0	0	0	0
	TOTAL	12	1	1	0	0	0	0	0	0	0	0	0
Wairarapa	Males	0	0	0	0	0	0	0	0	0	0	0	0
	Females	3	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	3	0	0	0	0	0	0	0	0	0	0	0
Hutt	Males	6	0	1	0	0	0	0	0	0	0	0	0
	Females	1	1	0	0	1	0	0	1	0	0	0	0
	TOTAL	7	1	1	0	1	0	0	1	0	0	0	0
Capital & Coast	Males	3	0	0	0	0	0	0	0	0	1	0	0
	Females	5	2	0	0	0	0	0	1	0	0	1	0
	TOTAL	8	2	0	0	0	0	0	1	0	1	1	0
Nelson Marlborough	Males	7	1	0	0	2	0	0	0	0	0	0	0
	Females	7	0	0	0	0	0	1	0	0	0	0	0
	TOTAL	14	1	0	0	2	0	1	0	0	0	0	0
West Coast	Males	4	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	5	0	0	0	0	0	0	0	0	0	0	0
Canterbury	Males	12	0	1	0	2	0	1	0	0	1	2	7
	Females	16	1	2	3	2	0	0	2	1	0	3	6
	TOTAL	28	1	3	3	4	0	1	2	1	1	5	13
South Canterbury	Males	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
	TOTAL	2	1	0	0	0	0	0	0	0	0	0	0
Southern	Males	6	0	0	1	1	2	1	0	0	0	1	0
	Females	2	1	0	0	1	0	1	1	0	1	0	0
	TOTAL	8	1	0	1	2	2	2	1	0	1	1	0
Gender Totals	Males	125	7	12	10	12	8	12	8	4	7	13	42
	Females	108	20	6	12	10	4	6	16	3	5	10	43
	National Total	233	27	18	22	22	12	18	24	7	12	23	85
	% Female	46.4%	74%	33%	55%	45%	33%	33%	67%	43%	42%	43%	51%
	% Male	53.6%	26%	67%	45%	55%	67%	67%	33%	57%	58%	57%	49%

Figure 5 displays the proportion of the specialist and medical and dental workforce on the top step of the salary scale over the past eleven years.

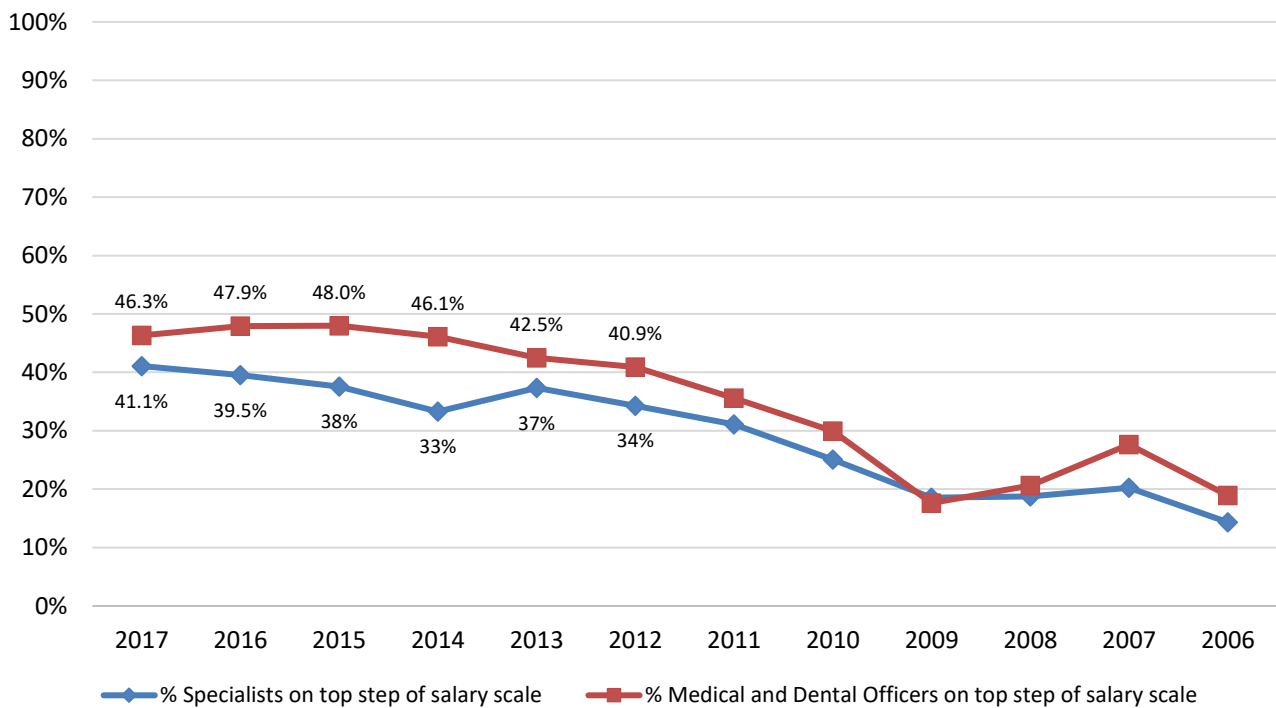


Figure 5: Proportion of specialists on the top step of the salary scale from 2006-2017

Figures 6, 7 and 8 and 9 track the total numbers of specialists and medical and dental officers over the past eleven years including how these numbers are split according to gender. Figure 6 suggests that the numbers of women specialists are growing and Figure 7 suggests that the proportionate gender balance of the specialist workforce is gradually evening out (63% male to 37% female).

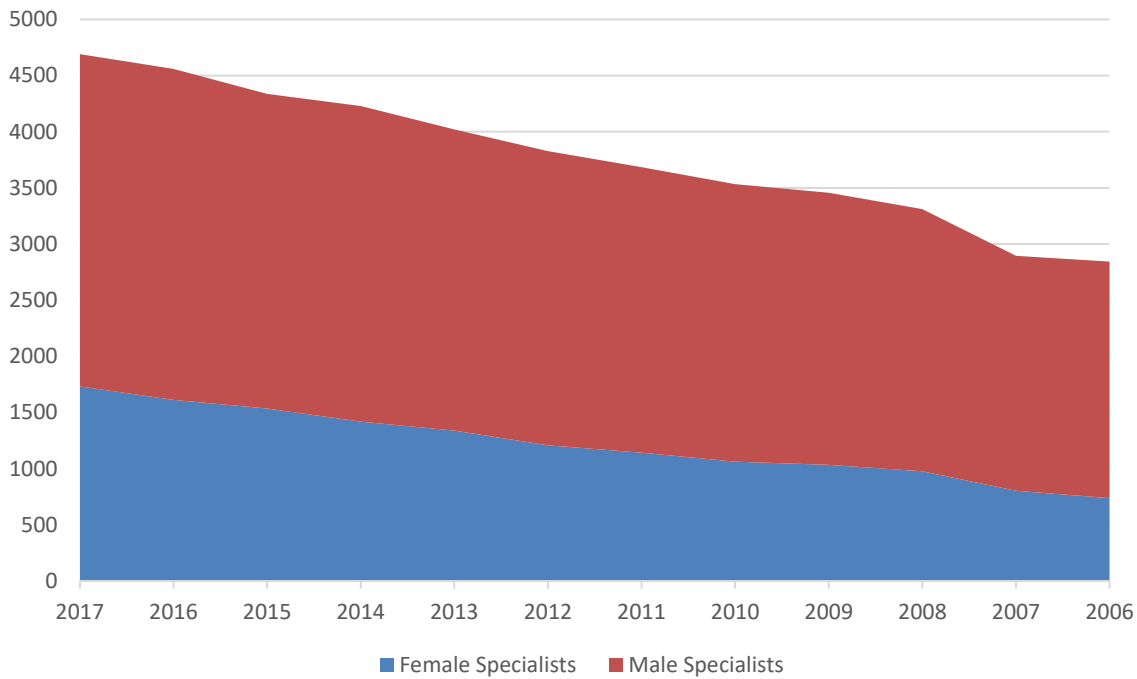


Figure 6: Total numbers of specialists by gender 2006-2017

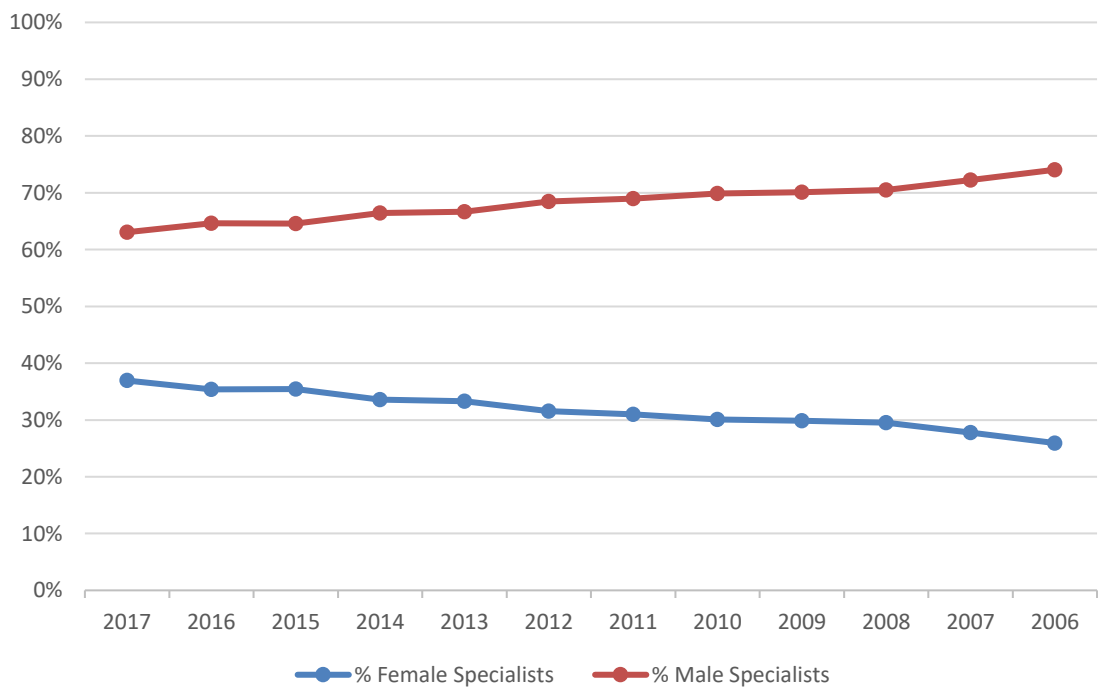


Figure 7: Proportions of male/female specialists 2006-2017

For medical and dental officers, the numbers are relatively static and the male/female ratios more even than in the specialist workforce (Figures 8 and 9).

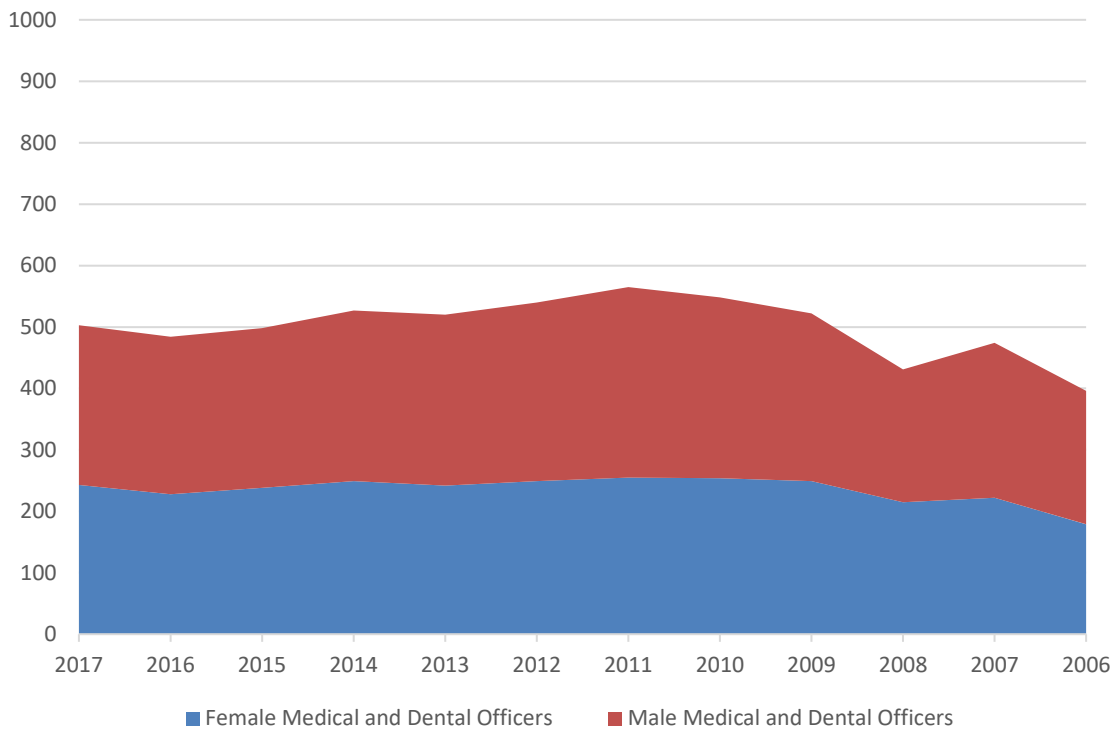


Figure 8: Total numbers of medical and dental officers by gender 2006-2017

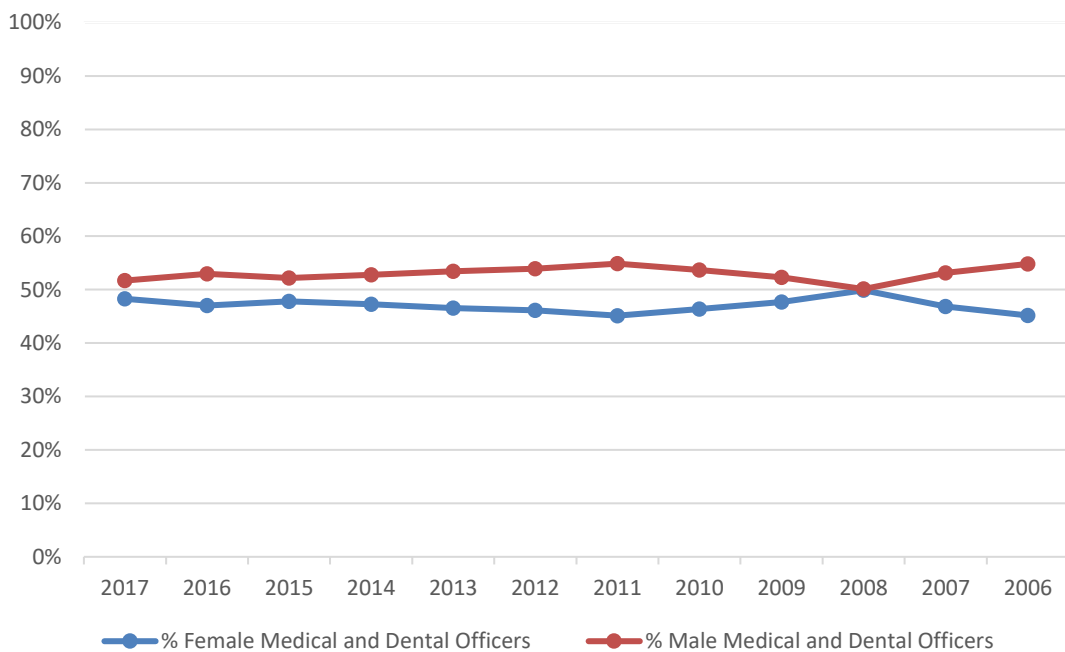


Figure 9: Proportions of male/female medical and dental officers 2006-2017

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. 660 individuals of the total number of specialist and senior medical and dental officers (n=5194) do not appear to be receiving an employer contribution to their superannuation.

Table 7: Combined specialist and medical/dental officer superannuation arrangements per DHB 2017

DHB	GSF & NPF	No. receiving employer contribution under MECA clause 17.2	Other	Total	No contribution?
Northland	4	137	0	141	45
Waitemata	14	472	0	486	10
Auckland	50	745	0	795	243
Counties	29	475	0	504	7
Waikato	21	330	0	351	52
Bay of Plenty	4	190	0	194	15
Lakes	2	68	3	73	15
Tairāwhiti	1	49	0	50	5
Taranaki	7	80	0	87	20
Hawkes Bay	9	125	0	134	4
Whanganui	4	40	0	44	9
Mid-Central	14	143	0	157	13
Wairarapa	2	29	0	31	5
Hutt Valley	5	134	0	139	8
Capital & Coast	9	275	2	286	114
Nelson-Marlborough	9	150	0	159	0
West Coast	2	31	0	33	5
Canterbury	31	528	0	559	43
South Canterbury	0	49	0	49	4
Southern	16	246	0	262	43
Total - 2017	233	4296	5	4534	660
<i>Total - 2016</i>	<i>266</i>	<i>4336</i>	<i>4</i>	<i>4606</i>	
<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.