



# **Results of ASMS salary survey of Senior Medical and Dental Officers**

**November 2021**



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# Senior medical and dental officer salary survey 2021

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## 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 on 1 July 2021, whether they are ASMS members or not. The salary steps are those derived from the 2017-2020 ASMS DHB Multi-Employer Collective Agreement (MECA). This survey reports on the current salary scales of the MECA that came into effect on 6 April 2020. The figures represent the number of people on each salary step rather than full-time equivalents (FTE) and do not take account of hours worked in excess of 40 hours per week, availability allowances or 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 ASMS 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

On 1 July 2021, there were 5558 specialists and 543 medical and dental officers employed across New Zealand's DHBs, with a total senior medical workforce of 6101 people. These figures represent a 6.1% increase in specialist numbers and a 11% increase in medical and dental officer numbers compared with the previous year. This increase is not in line with previous years and is likely to be an overestimation, possibly capturing individuals who are employed by more than one DHB. Of these, 3278 (59%) specialists were male and 2280 (41%) were female. This represents an increase in the number of male specialists of 4.1% and an increase in the number of female specialists of 9% compared with 2020. For medical and dental officers, 287 (53%) were male and 256 (47%) were female. This represents an increase in the number of male medical and dental officers of 14.3% and an increase in the number of female medical and dental officers of 8% compared with 2020.

The figures report an increase in the average specialist salary of 1.1% to \$217,063 and a decrease in the average medical and dental officer salary of -1.1% to \$161,465 compared with the previous year. The highest average salary for specialists was recorded at Wairarapa DHB (\$230,909 n=25), and the lowest again at Hutt Valley DHB (\$212,612 n=167). The lowest average salary for medical officers was again at Auckland DHB (\$147,135 n=129).

In 2021, 37% (n=2049) of all specialists were on the top step of the salary scale compared with 35% (n=1852) in 2020. In terms of the gender composition of the top step, 28.5% (n=583) were female and 71.5% (n=1466) were male. For medical and dental officers, 38.1% (n=207) were on the top step, comprised of 44.4% (n=92)

females and 55.6% (n=115) 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 10 (570 individuals). The second largest grouping of medical and dental officers was on step 1 (82 individuals).

## RESULTS

Table 1 presents the distribution of specialists by DHB. Auckland DHB remains the largest employer of specialists, followed by Canterbury and Counties Manukau. This year Wairarapa and West Coast DHBs have the lowest number of specialists in the country both having fewer than 50 specialists.

**Table 1: Ranked numbers of specialists employed by DHBs 2020 on July 1 2021**

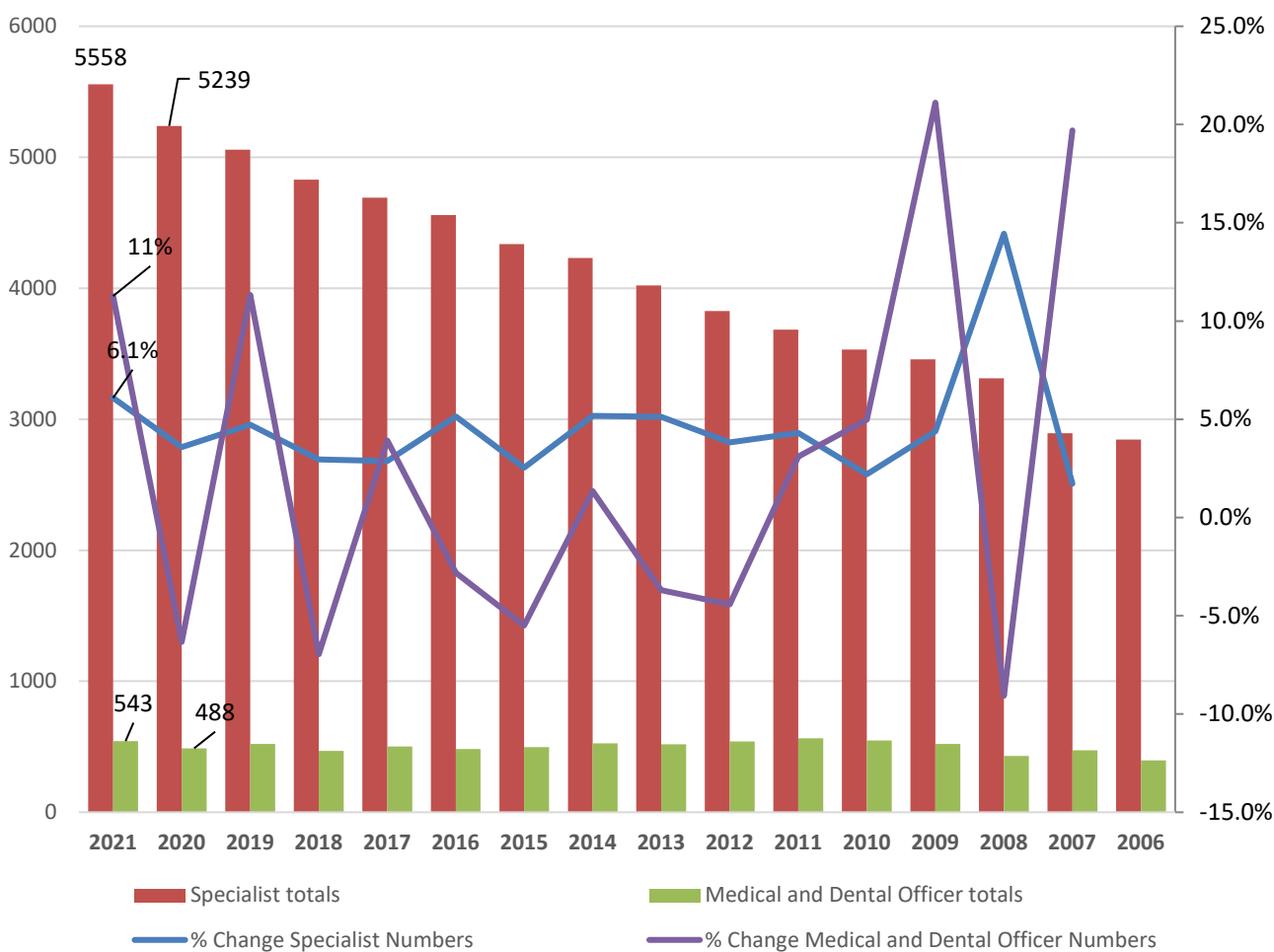
DHB	2021	% change in numbers cf 2020
Auckland	1024	0%
Canterbury	659	4%
Counties Manukau	565	-2%
Waitematā	510	5%
Capital & Coast	460	13%
Waikato	449	19%
Southern	340	7%
Bay of Plenty	241	10%
Northland	182	24%
MidCentral	171	8%
Hawke's Bay	170	13%
Hutt Valley	167	-1%
Nelson-Marlborough	144	6%
Taranaki	134	9%
Lakes	107	2%
South Canterbury	66	27%
Tairāwhiti	58	2%
Whanganui	52	11%
West Coast	34	3%
Wairarapa	25	25%
	<b>5558</b>	<b>6%</b>

Table 2 presents the distribution of medical and dental officers by DHB. Auckland, Waitematā and Counties Manukau have the largest numbers of medical and dental officers with Wairarapa and Tairāwhiti having the lowest number.

**Table 2: Ranked numbers of medical and dental officers employed by DHBs 2020 on July 1 2021**

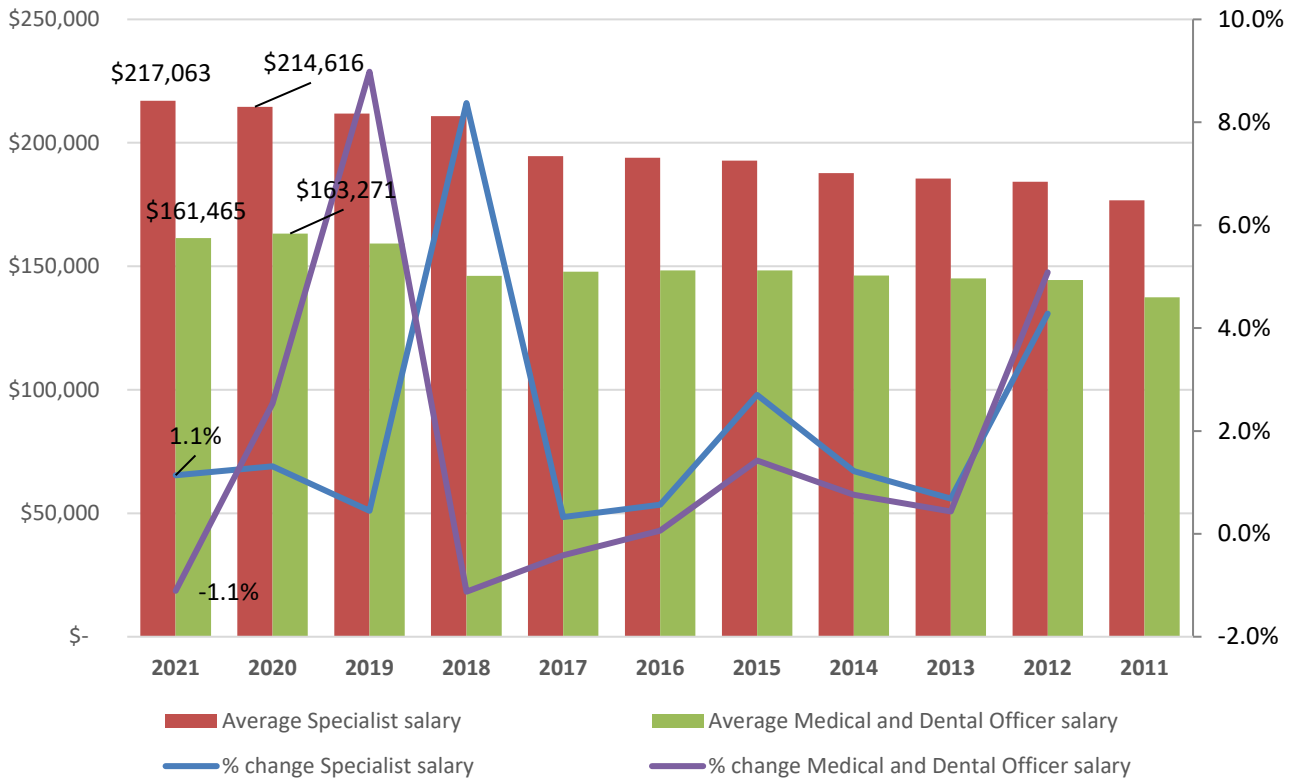
<b>DHB</b>	<b>2021</b>	<b>% change in numbers cf 2020</b>
Auckland	129	2%
Waitematā	74	-5%
Canterbury	44	118%
Waikato	69	57%
Counties Manukau	74	0%
Northland	33	6%
Nelson-Marlborough	13	-9%
Bay of Plenty	20	0%
Taranaki	12	8%
Southern	17	-29%
MidCentral	12	9%
Capital & Coast	12	50%
Hawkes Bay	9	-36%
West Coast	8	60%
Hutt Valley	4	-50%
Lakes	3	-50%
South Canterbury	3	-25%
Whanganui	3	-25%
Wairarapa	2	0%
Tairāwhiti	2	100%
<b>Total</b>	<b>543</b>	<b>11%</b>

Figure 1 shows how total numbers of both specialists and medical and dental officers have changed over the past 13 years, with the trend lines displaying the year-on-year percentage change in these total numbers across all DHBs. This year saw a 6% increase in the number of specialists which is not in line with other percentage increases in recent years. Discussions with industrial officers and comparisons with official Medical Council figures suggest that this 6% increase is excessive. It is possible that there may be double counting occurring, particularly if some doctors are employed at more than one DHB. It is important that these figures are treated with caution as there is no way of discerning whether this happens. Moreover, given the figures are headcount and not FTE, the purported 6% increase does not necessarily signal a sudden increase in the supply of doctors or an increased workforce in real terms.



**Figure 1: Total numbers of specialists and medical and dental officers employed by DHBs 2006-2021 and percentage change in numbers**

Figure 2 shows trends in average full-time equivalent specialist and medical and dental officer salaries over the past eleven years, with the percentage change in average salary from 2012.



**Figure 2: Summary of national average full time equivalent salaries for specialists and medical and dental officers and percentage change 2011-2021**



Table 3 presents the ranked average salaries of specialists by DHB. Table 4 presents the same figures for medical and dental officers.

**Table 3: Ranked average specialist salary by DHB 2021**

<b>DHB</b>	<b>Total average salary</b>	<b>Specialists per DHB</b>
Wairarapa	\$230,909	25
Tairāwhiti	\$228,169	58
Whanganui	\$228,107	52
Nelson-Marlborough	\$223,812	144
Auckland	\$218,992	1024
Southern	\$218,203	340
West Coast	\$217,997	34
Northland	\$217,841	182
South Canterbury	\$217,397	66
Lakes	\$217,384	107
Counties Manukau	\$217,014	565
MidCentral	\$216,987	171
Waitematā	\$216,878	510
Capital & Coast	\$216,834	460
Hawke's Bay	\$216,802	170
Waikato	\$215,171	449
Bay of Plenty	\$214,839	241
Taranaki	\$214,504	134
Canterbury	\$213,463	659
Hutt Valley	\$212,612	167

**Table 4: Ranked average medical and dental officer salary per DHB**

<b>DHB</b>	<b>Total average salary</b>	<b>Medical and dental officers per DHB</b>
Capital & Coast	\$187,500	12
MidCentral	\$184,367	12
Bay of Plenty	\$181,257	20
Hawke's Bay	\$180,879	9
Hutt Valley	\$177,900	4
Nelson-Marlborough	\$176,858	13
West Coast	\$175,400	8
South Canterbury	\$173,933	3
Wairarapa	\$171,002	2
Southern	\$170,599	17
Taranaki	\$170,348	12
Tairāwhiti	\$168,433	2
Lakes	\$166,357	3
Northland	\$165,303	33
Waitematā	\$164,334	74
Canterbury	\$163,045	44
Whanganui	\$160,140	3
Waikato	\$158,461	69
Counties Manukau	\$158,348	74
Auckland	\$147,135	129

Table 5 and 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 by DHB. The final rows present the gender totals, national totals and the percentage of females and males on each of the salary steps.

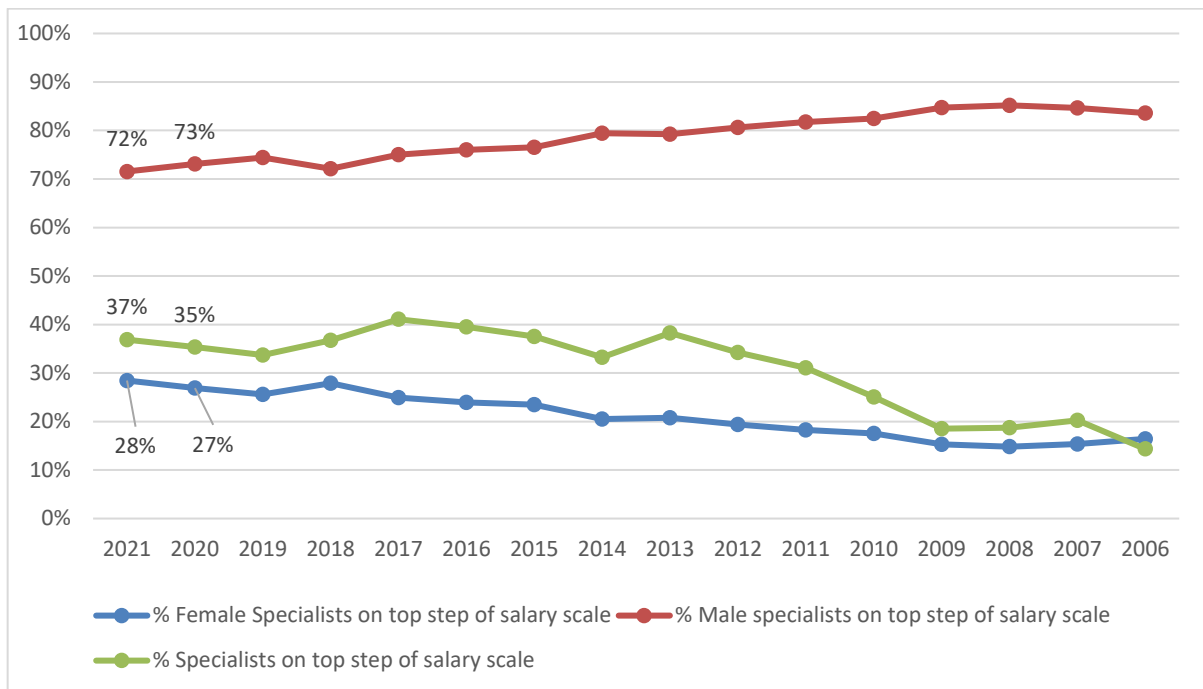
**Table 5: Numbers of specialists on each salary step by gender and DHB 2021**

DHB		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	44	7	4	4	4	7	7	6	5	7	5	3	0	2	1
	Females	26	1	4	1	2	7	4	1	6	2	4	7	4	4	3
	TOTAL	70	8	8	5	6	14	11	7	11	9	9	10	4	6	4
Waitematā	Males	134	13	8	8	6	30	8	13	13	23	11	6	8	11	5
	Females	54	11	8	10	8	28	12	8	12	10	11	11	12	12	6
	TOTAL	188	24	16	18	14	58	20	21	25	33	22	17	20	23	11
Auckland	Males	268	19	15	11	18	55	30	19	20	18	20	18	17	8	7
	Females	144	22	18	22	21	55	21	31	18	27	23	23	19	23	14
	TOTAL	412	41	33	33	39	110	51	50	38	45	43	41	36	31	21
Counties Manukau	Males	139	9	13	15	8	36	20	7	12	8	5	8	19	7	7
	Females	57	11	10	15	6	43	19	13	14	10	14	14	5	6	15
	TOTAL	196	20	23	30	14	79	39	20	26	18	19	22	24	13	22
Waikato	Males	112	13	16	13	10	28	12	15	11	14	13	17	10	13	4
	Females	32	6	6	10	7	17	10	6	5	9	10	10	7	8	5
	TOTAL	144	19	22	23	17	45	22	21	16	23	23	27	17	21	9
Bay of Plenty	Males	63	4	5	6	8	10	7	7	6	6	5	5	10	6	1
	Females	20	1	3	6	7	11	3	5	5	5	6	4	7	6	3
	TOTAL	83	5	8	12	15	21	10	12	11	11	11	9	17	12	4
Lakes	Males	35	0	3	1	3	7	2	3	3	0	2	0	3	3	0
	Females	11	0	0	1	2	2	3	3	3	2	5	4	4	2	0
	TOTAL	46	0	3	2	5	9	5	6	6	2	7	4	7	5	0
Tairāwhiti	Males	20	4	2	3	2	1	1	0	0	1	1	0	3	0	0
	Females	7	3	2	2	2	1	0	0	0	0	1	0	0	0	2
	TOTAL	27	7	4	5	4	2	1	0	0	1	2	0	3	0	2
Taranaki	Males	32	4	5	3	1	11	2	3	3	2	6	3	2	1	4
	Females	10	2	1	3	4	6	3	3	1	3	3	6	2	3	2
	TOTAL	42	6	6	6	5	17	5	6	4	5	9	9	4	4	6
Hawke's Bay	Males	50	4	4	3	6	10	5	1	2	5	6	3	6	3	2
	Females	11	0	3	3	5	8	3	4	5	5	8	2	1	1	1
	TOTAL	61	4	7	6	11	18	8	5	7	10	14	5	7	4	3
Whanganui	Males	25	0	2	0	2	3	1	1	1	1	0	0	0	1	0
	Females	6	0	0	0	0	1	2	3	1	1	0	0	0	1	0
	TOTAL	31	0	2	0	2	4	3	4	2	2	0	0	0	2	0
MidCentral	Males	50	2	2	6	5	11	10	3	7	5	6	6	2	3	3
	Females	11	3	2	0	5	9	3	3	2	3	1	4	3	1	0
	TOTAL	61	5	4	6	10	20	13	6	9	8	7	10	5	4	3
Wairarapa	Males	13	1	0	0	1	0	0	0	0	0	0	0	1	0	0
	Females	2	0	2	0	0	1	1	2	0	1	0	0	0	0	0
	TOTAL	15	1	2	0	1	1	1	2	0	1	0	0	1	0	0
Hutt	Males	36	6	4	2	2	4	4	4	6	7	6	4	6	4	2
	Females	18	5	5	1	0	4	2	4	4	4	6	4	3	5	5
	TOTAL	54	11	9	3	2	8	6	8	10	11	12	8	9	9	7
Capital & Coast	Males	117	9	11	11	11	19	24	12	5	15	7	3	12	5	3
	Females	52	10	11	5	7	13	12	8	11	7	12	13	10	12	13
	TOTAL	169	19	22	16	18	32	36	20	16	22	19	16	22	17	16
Nelson Marlborough	Males	48	2	9	2	1	12	5	2	2	1	2	0	2	1	0
	Females	15	1	3	5	1	9	1	5	1	5	3	3	1	1	1
	TOTAL	63	3	12	7	2	21	6	7	3	6	5	3	3	2	1
West Coast	Males	9	1	1	0	2	1	2	0	0	0	0	0	1	2	0
	Females	6	1	0	0	0	1	0	1	0	0	2	0	2	1	1
	TOTAL	15	2	1	0	2	2	2	1	0	0	2	0	3	3	1
Canterbury	Males	155	14	10	17	13	34	20	27	19	7	14	13	10	18	17
	Females	57	13	6	3	16	43	10	14	14	16	12	18	24	11	14
	TOTAL	212	27	16	20	29	77	30	41	33	23	26	31	34	29	31
South Canterbury	Males	23	2	1	2	0	5	1	3	0	0	1	1	2	2	0
	Females	6	0	0	0	0	1	0	4	3	0	2	2	2	1	2
	TOTAL	29	2	1	2	0	6	1	7	3	0	3	3	4	3	2
Southern	Males	93	7	10	4	9	14	14	5	7	7	14	7	5	2	2
	Females	38	3	7	6	9	12	8	11	5	8	8	7	10	3	5
	TOTAL	131	10	17	10	18	26	22	16	12	15	22	14	15	5	7
Gender Totals	Males n	1,466	121	125	111	112	298	175	131	122	127	124	97	119	92	58
	%	71.5	56.5	57.9	54.4	52.3	52.3	59.9	50.4	52.6	51.8	48.6	42.4	50.6	47.7	38.7
	Females n	583	93	91	93	102	272	117	129	110	118	131	132	116	101	92
	%	28.5	43.5	42.1	45.6	47.7	47.7	40.1	49.6	47.4	48.2	51.4	57.6	49.4	52.3	61.3
<b>National Total</b>		<b>2,049</b>	<b>214</b>	<b>216</b>	<b>204</b>	<b>214</b>	<b>570</b>	<b>292</b>	<b>260</b>	<b>232</b>	<b>245</b>	<b>255</b>	<b>229</b>	<b>235</b>	<b>193</b>	<b>150</b>

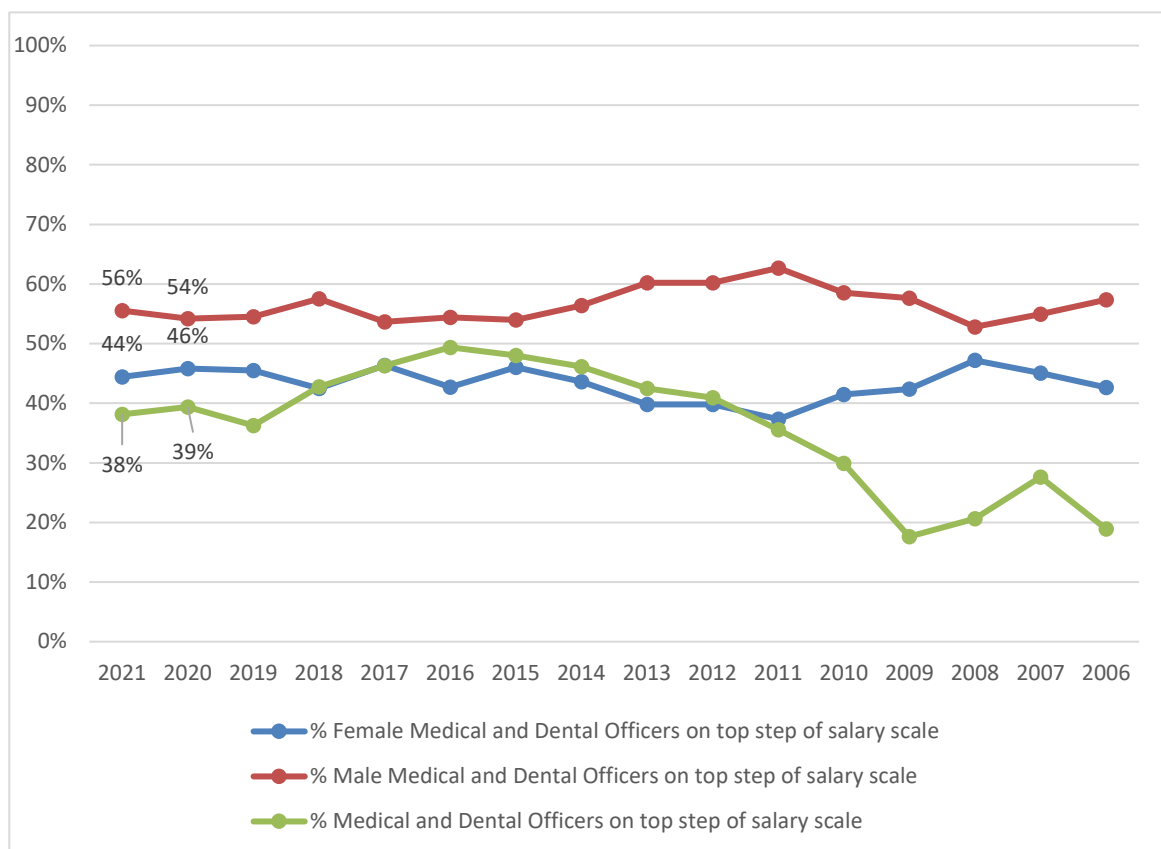
**Table 6: Numbers of medical and dental officers on each salary step by gender and DHB 2021**

DHB		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	8	0	0	0	0	1	1	2	0	0	2	0	1	1
	Females	7	0	0	0	0	2	1	2	0	2	1	0	1	1
	TOTAL	15	0	0	0	0	3	2	4	0	2	3	0	2	2
Waitematā	Males	18	0	1	2	2	2	2	1	0	2	0	3	4	7
	Females	15	1	0	2	0	1	1	1	2	1	0	1	1	4
	TOTAL	33	1	1	4	2	3	3	2	2	3	0	4	5	11
Auckland	Males	15	0	2	1	0	2	0	0	1	3	1	4	6	31
	Females	14	2	1	1	1	6	0	3	0	2	1	5	11	16
	TOTAL	29	2	3	2	1	8	0	3	1	5	2	9	17	47
Counties Manukau	Males	12	2	2	0	2	4	1	0	3	1	0	0	5	4
	Females	6	2	0	2	3	6	2	0	1	2	1	3	3	7
	TOTAL	18	4	2	2	5	10	3	0	4	3	1	3	8	11
Waikato	Males	10	3	3	3	3	2	2	0	0	2	1	10	3	3
	Females	7	1	0	1	0	2	0	1	1	3	0	7	1	0
	TOTAL	17	4	3	4	3	4	2	1	1	5	1	17	4	3
Bay of Plenty	Males	8	0	0	0	1	0	0	0	1	0	0	0	0	0
	Females	6	2	0	0	0	0	0	0	0	2	0	0	0	0
	TOTAL	14	2	0	0	1	0	0	0	1	2	0	0	0	0
Lakes	Males	1	0	0	0	0	0	0	0	1	0	0	0	0	0
	Females	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	TOTAL	1	0	0	0	0	1	0	0	1	0	0	0	0	0
Tairāwhiti	Males	1	0	0	0	0	0	0	0	1	0	0	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Taranaki	Males	2	0	0	0	0	0	0	0	0	1	1	0	0	0
	Females	4	0	1	0	0	1	0	1	0	0	0	1	0	0
	TOTAL	6	0	1	0	0	1	0	1	0	1	1	1	0	0
Hawke's Bay	Males	3	1	0	0	0	0	0	0	0	0	0	0	0	0
	Females	3	0	0	0	0	1	0	0	0	1	0	0	0	0
	TOTAL	6	1	0	0	0	1	0	0	0	1	0	0	0	0
Whanganui	Males	1	0	0	0	1	0	0	0	0	0	0	0	0	1
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	1	0	0	0	1	0	0	0	0	0	0	0	0	1
MidCentral	Males	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	7	0	0	0	0	1	0	1	0	0	0	0	0	0
	TOTAL	10	0	0	0	0	1	0	1	0	0	0	0	0	0
Wairarapa	Males	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	1	0	0	0	0	0	0	1	0	0	0	0	0	0
	TOTAL	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Hutt	Males	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	2	0	0	0	0	0	0	0	0	1	0	0	0	0
	TOTAL	3	0	0	0	0	0	0	0	0	1	0	0	0	0
Capital & Coast	Males	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	6	0	0	0	0	1	0	0	0	0	0	0	0	0
	TOTAL	11	0	0	0	0	1	0	0	0	0	0	0	0	0
Nelson Marlborough	Males	5	0	0	0	0	0	0	1	0	0	0	1	0	0
	Females	3	0	0	0	2	1	0	0	0	0	0	0	0	0
	TOTAL	8	0	0	0	2	1	0	1	0	0	0	1	0	0
West Coast	Males	6	0	0	0	0	0	0	0	0	0	0	2	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	6	0	0	0	0	0	0	0	0	0	0	2	0	0
Canterbury	Males	10	0	0	0	1	0	0	1	0	0	1	0	3	1
	Females	7	2	1	2	1	1	1	1	1	3	1	0	0	6
	TOTAL	17	2	1	2	2	1	1	2	1	3	2	0	3	7
South Canterbury	Males	2	0	0	0	0	0	0	0	0	1	0	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	2	0	0	0	0	0	0	0	0	1	0	0	0	0
Southern	Males	4	1	0	1	1	0	0	0	0	1	1	2	0	0
	Females	4	0	0	0	0	0	2	0	0	0	0	0	0	0
	TOTAL	8	1	0	1	1	0	2	0	0	1	1	2	0	0
Gender Totals	Males n	115	7	8	7	11	11	6	5	7	11	7	22	22	48
	%	55.6	41.2	72.7	46.7	61.1	31.4	46.2	31.3	58.3	39.3	63.6	56.4	56.4	58.5
	Females n	92	10	3	8	7	24	7	11	5	17	4	17	17	34
	%	44.4	58.8	27.3	53.3	38.9	68.6	53.8	68.8	41.7	60.7	36.4	43.6	43.6	41.5
	National Total	207	17	11	15	18	35	13	16	12	28	11	39	39	82

Figures 3 and 4 show the proportion of the workforce on the top step of the salary scale over the past 15 years including the proportion of women and men sitting on the top step over the same time frame.



**Figure 3: Proportion of specialists and by gender on the top step of the salary scale from 2006-2021**



**Figure 4: Proportion of medical and dental officers and by gender on the top step of the salary scale from 2006-2021**

Figures 5 and 6 show the total numbers of specialists and medical and dental officers over the past 15 years including how these numbers are split according to gender. Figure 5 suggests that the numbers of women specialists are growing and that the proportionate gender balance of the specialist workforce is gradually evening out. For medical and dental officers, the numbers are relatively static and the male/female ratios proportionately more even than in the specialist workforce (Figure 6).



Figure 5: Total number and proportion of specialists by gender 2006-2021

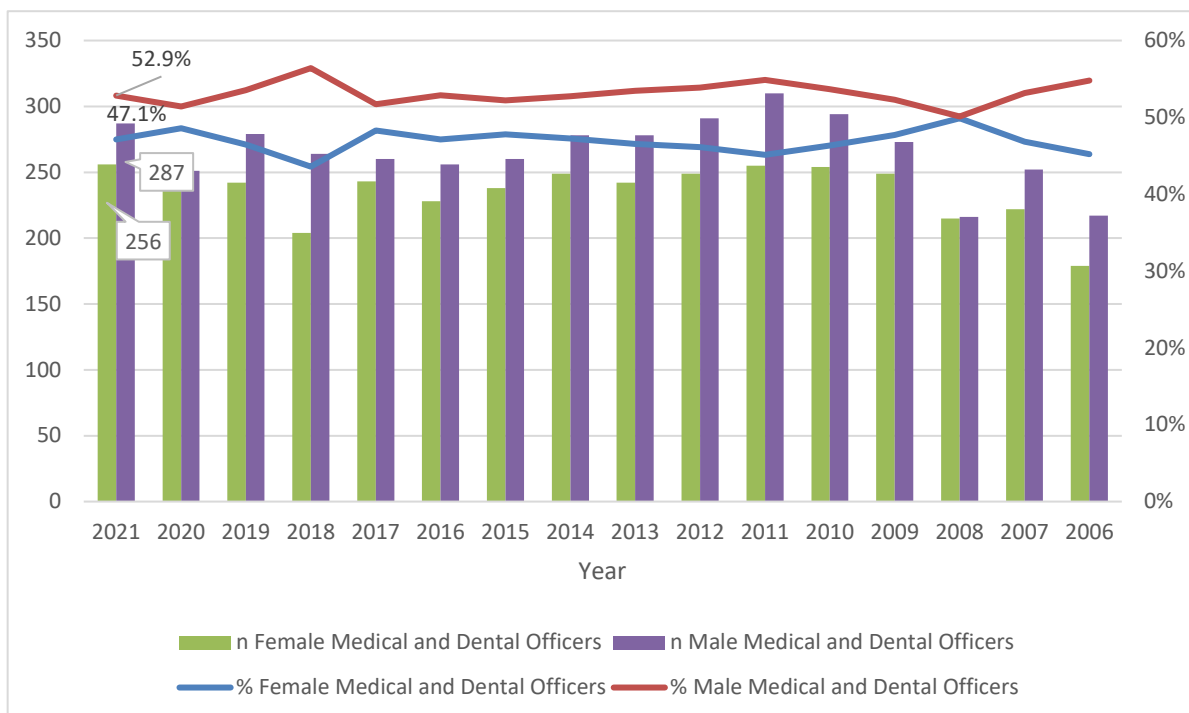


Figure 6: Total number and proportion of medical and dental officers by gender 2006-2021

The final table presents the various superannuation arrangements by DHB. The NPF Defined Benefit, NPF Defined Contribution and GSF schemes have been amalgamated in the summary. As with previous years there was confusion regarding how to allocate superannuation agreements. For example, Taranaki reported 68 individuals receiving 'other' in 2021 and reported a total number of superannuation schemes of 171, 25 more than the total number of employees at the DHB. This issue is being followed up at the time of writing. 544 of the total number of specialist and senior medical and dental officers (n=5727) do not appear to be receiving an employer contribution to their superannuation.

**Table 7: Combined specialist and medical/dental officer superannuation arrangements per DHB 2021**

DHB	GSF & NPF	No. receiving Employer Contribution under CEA	Other	Total	Total @DHB
Northland	1	174	0	175	215
Waitematā	10	543	2	555	584
Auckland	27	1064	0	1091	1153
Counties	23	588	0	611	639
Waikato	9	451	0	460	518
Bay of Plenty	2	239	0	241	261
Lakes	3	87	0	90	110
Tairāwhiti	0	44	0	44	60
Taranaki	1	102	68	171	146
Hawke's Bay	7	153	0	160	179
Whanganui	1	38	0	39	55
Mid-Central	7	162	0	169	183
Wairarapa	0	10	0	10	27
Hutt Valley	3	153	0	156	171
Capital & Coast	17	316	0	333	472
Nelson-Marlborough	6	148	0	154	157
West Coast	0	40	0	40	42
Canterbury	14	646	0	660	703
South Canterbury	2	47	0	49	69
Southern	7	342	0	349	357
	<b>140</b>	<b>5347</b>	<b>70</b>	<b>5557</b>	<b>6101</b>
Total - 2020	185	4245	34	4464	5727
Total - 2019	166	5424	30	5620	5579
Total - 2018	195	4613	265	5073	
Total - 2017	233	4296	5	4534	
Total - 2016	266	4336	4	4606	

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