



ASSOCIATION OF SALARIED MEDICAL SPECIALISTS

TOI MATA HAUORA

**Salary survey of Senior Medical Officers and Medical and Dental
Officers employed by Te Whatu Ora 2023**

Pēpuere 2024 | February 2024

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The 2023 Salary Survey was undertaken by the Toi Mata Hauora | ASMS Policy and Research Team. Special thanks to Vanessa Wratt, ASMS Finance and Technical Support, for receiving and compiling the 2023 results.

Senior medical and dental officer salary survey 2023

Toi Mata Hauora, The Association of Salaried Medical Specialists (ASMS) has been recording the salaries of specialists and medical and dental officers working at Te Whatu Ora (prior to 2022, District Health Boards (DHBs)) throughout the country since 1993. Information was requested from Te Whatu Ora Districts about the number of senior medical and dental staff on each step of the salary scale on 1 July 2023, whether they were ASMS members or not. The salary steps are those derived from the 2022-2023 ASMS DHB Multi-Employer Collective Agreement (MECA). This survey reports on the current salary scales of the MECA that came into effect on 1 July 2023. 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 District, 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.

Although a 100 per cent response rate was recorded for 2023, not all Districts returned the data requested in 2022. Where national comparisons are required, the report uses 2021 data. Where 2021 data is used, this is indicated in text, tables and graphs.

Key findings

On 1 July 2022, the national health agencies Te Whatu Ora Health New Zealand, and Te Aka Whai Ora, the Māori Health Authority were officially launched, replacing the 20 DHBs. This report will refer to Te Whatu Ora Districts, which follow the same boundaries as the DHBs.

On 1 July 2023, there were 5810 specialists and 539 medical and dental officers employed across the 20 Te Whatu Ora Districts, with a total senior medical and dental workforce of 6349. These figures represent a 4.3 per cent increase in specialist numbers and a 7.7 per cent increase in medical and dental officer numbers compared with 2021, and a 0.76 per cent increase from 2022. Three Districts recorded notable increases in the numbers of medical and dental officers compared to the Covid-affected years 2020-2022.

Given the incomplete data collection in 2022, this section of the report has used 2021 totals for comparison where necessary. Further, As noted in previous surveys, these figures are likely to be an overestimate, potentially capturing people who work across multiple Districts.

Of the total workforce, 3323 (57.2 per cent) specialists were male and 2487 (42.8 per cent) were female. This represents an increase in the number of male specialists of 1.4 per cent and an increase in the number of female specialists of 8.3 per cent compared with 2021.

For medical and dental officers, 273 (50.6 per cent) were male and 266 (49.4 per cent) were female. This shows a decrease in the proportion of male medical and dental officers of 2.6 per cent, and an increase in the proportion of female medical and dental officers of 1.9 per cent compared with 2021.

The figures report a decrease in the average specialist salary of 0.3 per cent to \$224,821, and a decrease in the average medical and dental officer salary of 3.4 per cent to \$169,238 compared with 2022.

Once again, the highest average salary for specialists was recorded at Wairarapa (\$237,818 n=28), and the lowest this year at West Coast (\$218,670 n=33) n=149). The lowest average salary for medical officers was again at Te Toka Tumai Auckland (\$150,089 n=121).

In 2023, 38.3 per cent (n=1786) of all specialists were on the top step of the salary scale compared with 36.9 per cent (n=2049) in 2021. In terms of the gender composition of the top step, 31 per cent (n=699) were female and 69 per cent (n=1524) were male.

For medical and dental officers, 36 per cent (n=193) were on the top step, comprised of 46 per cent (n=89) females and 54 per cent (n=104) 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 12 (550 individuals).

For Medical and Dental Officers, the second-largest grouping was on step 1 (93 individuals). This is comprised of 51.6 per cent males and 48.4 per cent females. In the SMO scale, there are 157 people on Step 1 (56.1 per cent female and 43.9 per cent male).

Results

Table 1 presents the distribution of specialists by Te Whatu Ora District. Te Toka Tumai Auckland remains the largest employer of specialists, followed by Waitaha Canterbury and Counties Manukau. Wairarapa and West Coast DHBs continue to have the lowest number of specialists in the country, both having fewer than 40 specialists.

Table 1: Ranked numbers of specialists employed by Te Whatu Ora Districts¹ on July 1, 2023

Te Whatu Ora District	2023	per cent change in numbers cf 2022 ¹
Te Toka Tumai Auckland	1042	2.9%
Waitaha Canterbury	746	11%
Counties Manukau	585	6%
Waitematā	515	0%
Capital and Coast	473	2.7%
Waikato	463	2%
Southern	356	4%
Hauora a Toi Bay of Plenty	277	13%
Te Tai Tokerau Northland	220	18%
Te Pai Hauora o Ruahine o Taranua MidCentral	174	1.7%
Te Matau a Māui Hawkes Bay	149	-10%
Hutt Valley	149	-7%
Nelson-Marlborough	144	4%
Taranaki	139	1%
Lakes	111	-2%
South Canterbury	59	-11%
Tairāwhiti	55	-3%
Whanganui	51	4%
Te Tai o Poutini West Coast	33	-11%
Wairarapa	28	4%
Total	5810	0.76%

1. Te Pai Hauora o Ruahine o Taranua MidCentral, Hauora a Toi Bay of Plenty, and Capital and Coast use 2021 as the comparator as these Districts did not supply data in 2022. As a result, the percentage increases can appear larger.

Table 2 presents the distribution of medical and dental officers by Te Whatu Ora District. Auckland, Waitaha Canterbury, and Waitematā have the largest numbers of medical and dental officers with Wairarapa and Tairāwhiti having the smallest.

Some Districts saw significant increases in the reporting period from 1 July 2022 to 1 July 2023. Waitaha Canterbury increased their numbers of Medical and Dental Officers by 63 per cent, from 48 to 78 individuals. This increase may signal an intent to build on pre-pandemic numbers – the years 2009-19 averaged 52 medical and dental officers in Canterbury before dropping to an average of 45 between 2020 and 2022. Te Tai Tokerau Northland and Te Tai o Poutini West Coast also increased their Medical Officer numbers by 63 and 60 per cent respectively – both exceeding the annual figure of medical and dental officers employed at either District since 2002.

Table 2: Ranked numbers of medical and dental officers employed by Te Whatu Ora Districts¹ on July 1 2023

Te Whatu Ora District	2022	change in numbers cf 2022 ¹ (%)
Te Toka Tumai Auckland	121	-4%
Waitaha Canterbury	78	63%
Waitematā	77	-6%
Counties Manukau	53	0%
Waikato	41	3%
Te Tai Tokerau Northland	39	63%
Capital and Coast	20	40%
Southern	19	12%
Te Tai o Poutini West Coast	16	60%
Nelson-Marlborough	15	-6%
Taranaki	14	-7%
Hauora a Toi Bay of Plenty	14	-30%
Hutt Valley	8	33%
Te Matau a Māui Hawkes Bay	7	-22%
Te Pai Hauora o Ruahine o Tararua MidCentral	6	-50%
Lakes	4	-20%
South Canterbury	4	0%
Whanganui	2	0%
Wairarapa	1	0%
Tairāwhiti	0	0%
Total	539	18%

1. Te Pai Hauora o Ruahine o Tararua MidCentral, Hauora a Toi Bay of Plenty, and Capital and Coast use 2021 as the comparator as these Districts did not supply data in 2022. As a result, the percentage increases can appear larger.

Figure 1 shows how total numbers of both specialists and medical and dental officers have changed over the past 16 years, with the trend lines displaying the year-on-year percentage change in these total numbers across all Districts.

Survey data from 2022 was incomplete, so is unable to be used to compare changes in the number of specialists. However, comparing 2021 and 2023 data shows a 4.3 per cent increase in the number of specialists over the two-year period.

Further, as noted in previous salary surveys, there is likely double counting of SMOs occurring, particularly if some doctors are employed at more than one District. 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 increases over recent years does not necessarily signal a sudden increase in the supply of doctors or an increased workforce in real terms.

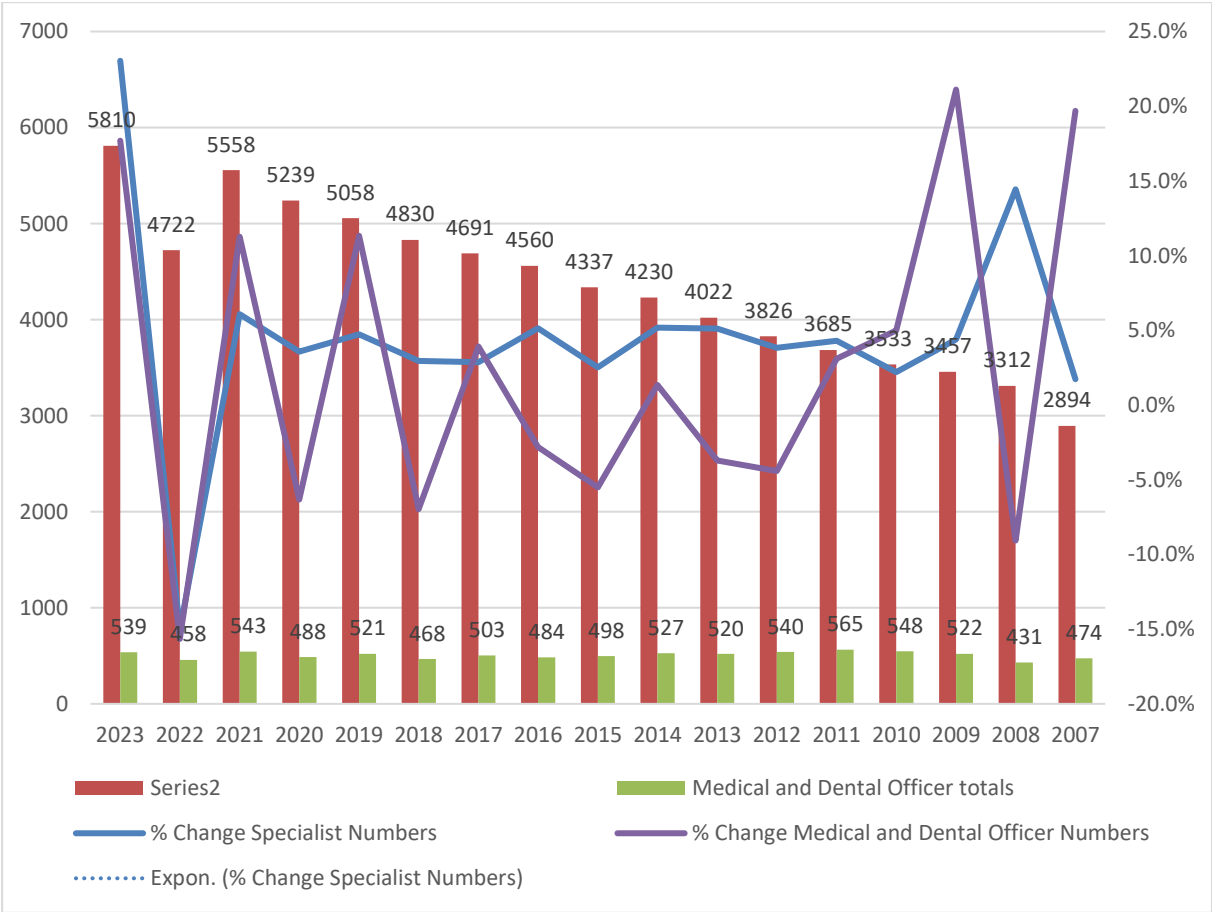


Figure 1: Total number of specialists and medical and dental officers employed by Te Whatu Ora Districts 2007 – 2023 and percentage change¹

¹ Te Pai Hauora o Ruahine o Taranaki MidCentral, Hauora a Toi Bay of Plenty, and Capital and Coast did not supply data for 2022. As such, the 2022 survey results were incomplete, and suggest a sharper increase in specialists than is likely.

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

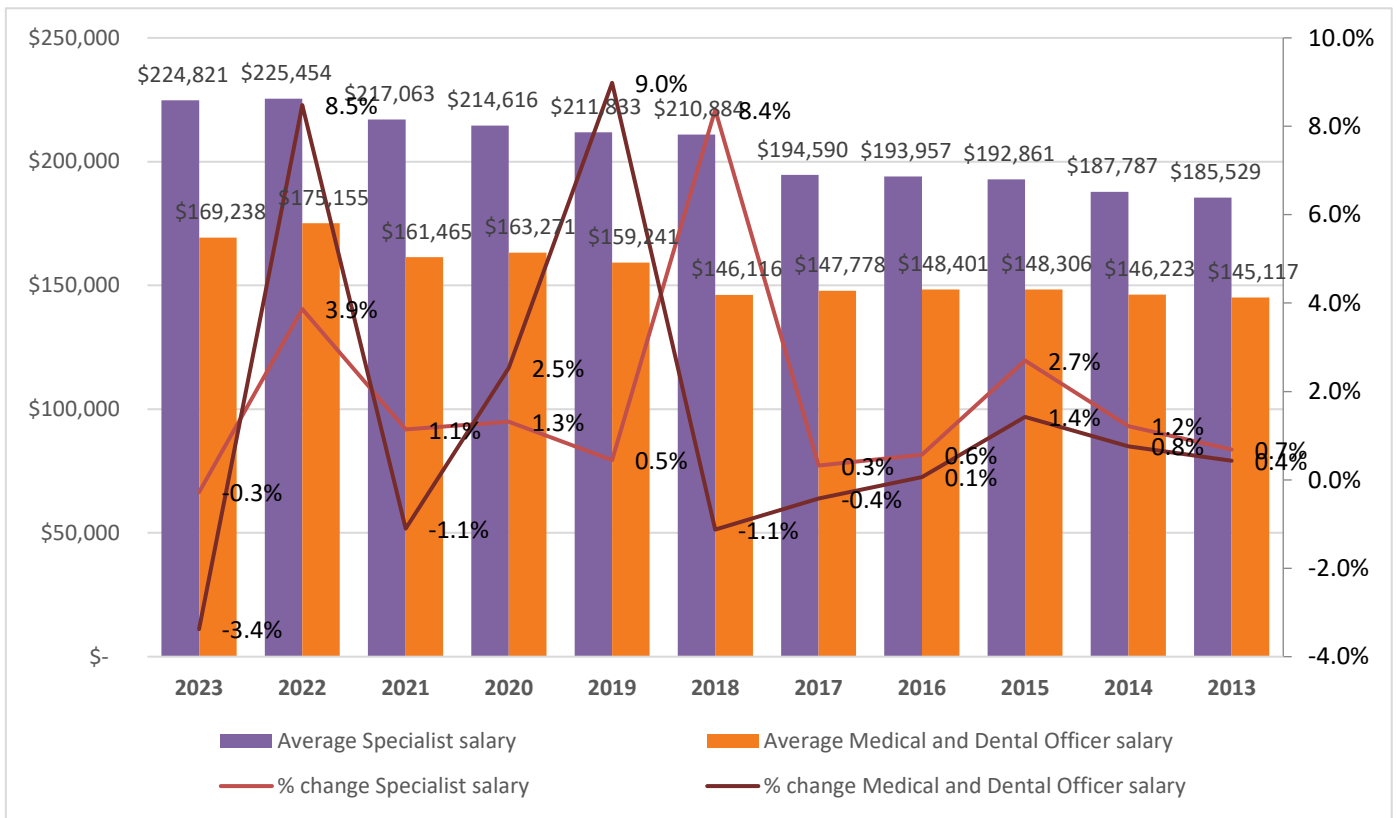


Figure 2: Summary of national average full time equivalent salaries for specialists and medical and dental officers and percentage change 2013-2023

Table 3 presents the ranked average salaries of specialists by Te Whatu Ora District. Table 4 presents the same figures for medical and dental officers.

Table 3: Average salary of specialists by Te Whatu Ora District on 1 July 2023

Te Whatu Ora District	Total average salary	Specialists per District
Wairarapa	\$237,818	28
Whanganui	\$236,949	55
Tairāwhiti	\$234,380	51
Nelson-Marlborough	\$232,749	144
Te Matau a Māui Hawkes Bay	\$229,769	160
Lakes	\$226,409	111
Southern	\$226,291	356
Te Toka Tumai Auckland	\$226,018	1072
Te Pai Hauora o Ruahine o Tararua MidCentral	\$225,181	174
Waitematā	\$224,690	515
Counties Manukau	\$224,630	585
Te Tai Tokerau Northland	\$224,394	220
South Canterbury	\$223,235	59
Canterbury	\$223,226	746
Hutt Valley	\$223,042	149
Capital and Coast	\$223,031	473
Waikato	\$222,655	463
Taranaki	\$220,167	139
Te Tai o Poutini West Coast	\$218,670	33

Table 4: Average salary of medical and dental officers at Te Whatu Ora Districts on 1 July 2023

Te Whatu Ora District	Total average salary	Medical/Dental Officers per District
Wairarapa	\$195,800	1
Te Pai Hauora o Ruahine o Tararua MidCentral	\$191,201	6
Whanganui	\$190,654	2
Nelson-Marlborough	\$188,566	15
Bay of Plenty	\$185,600	14
South Canterbury	\$180,719	4
Capital Coast	\$179,167	20
Hutt Valley	\$178,182	8
West Coast	\$177,218	16
Waikato	\$176,325	41
Canterbury	\$175,729	78
Lakes	\$175,717	4
Northland	\$173,683	39
Waitemata	\$171,360	77
Te Matau a Māui Hawke's Bay	\$170,106	7
Taranaki	\$169,912	14
Counties Manukau	\$168,919	53
Southern	\$168,980	19
Auckland	\$150,089	121

1. Tairāwhiti is excluded as it has no Medical or Dental Officers.

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 District. 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 male and female specialists on each salary scale step, by Te Whatu Ora District on 1 July 2023

District		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	54	5	1	9	7	8	5	9	6	4	4	4	2	4	2
	Females	33	4	2	7	4	3	6	3	6	6	6	2	6	7	1
	TOTAL	87	9	3	16	11	11	11	12	12	10	10	6	8	11	3
Waitemata	Males	136	10	6	25	10	12	14	24	4	8	10	13	10	3	9
	Females	61	12	10	23	15	9	11	9	9	10	11	17	6	8	10
	TOTAL	197	22	16	48	25	21	25	33	13	18	21	30	16	11	19
Auckland	Males	266	14	17	48	34	18	22	21	20	18	22	12	13	16	10
	Females	166	21	22	53	26	32	19	23	26	35	22	24	22	16	14
	TOTAL	432	35	39	101	60	50	41	44	46	53	44	36	35	32	24
Counties Manukau	Males	140	14	7	35	16	12	10	8	9	14	19	6	8	11	7
	Females	71	12	10	37	15	22	13	11	10	10	15	7	17	10	9
	TOTAL	211	26	17	72	31	34	23	19	19	24	34	13	25	21	16
Waikato	Males	124	11	9	33	11	13	11	13	14	14	15	12	10	4	9
	Females	33	11	7	19	6	7	5	8	11	12	4	12	10	7	8
	TOTAL	157	22	16	52	17	20	16	21	25	26	19	24	20	11	17
Bay of Plenty	Males	65	5	9	7	9	6	9	5	4	7	11	11	4	7	0
	Females	27	6	7	11	4	6	5	5	7	4	10	7	10	8	1
	TOTAL	92	11	16	18	13	12	14	10	11	11	21	18	14	15	1
Lakes	Males	36	1	4	7	2	3	2	0	3	1	2	3	4	0	0
	Females	11	1	1	2	2	2	3	4	4	4	3	4	1	1	0
	TOTAL	47	2	5	9	4	5	5	4	7	5	5	7	5	1	0
Tairāwhiti	Males	20	3	4	1	1	0	0	1	0	3	2	0	0	0	0
	Females	8	2	2	1	1	0	0	2	1	0	0	0	1	1	1
	TOTAL	28	5	6	2	2	0	0	3	1	3	2	0	1	1	1
Taranaki	Males	32	5	1	11	3	3	2	2	7	4	2	3	4	4	2
	Females	10	4	4	3	1	3	1	4	3	5	3	4	2	6	1
	TOTAL	42	9	5	14	4	6	3	6	10	9	5	7	6	10	3
Hawkes Bay	Males	48	7	3	12	4	2	2	6	3	2	1	2	1	0	1
	Females	16	4	4	6	3	5	5	6	7	4	0	1	0	2	3
	TOTAL	64	11	7	18	7	7	7	12	10	6	1	3	1	2	4
Whanganui	Males	24	0	2	2	3	1	0	1	0	0	1	1	1	0	0
	Females	5	3	0	1	2	1	1	0	1	0	0	1	0	0	0
	TOTAL	29	3	2	3	5	2	1	1	1	0	1	2	1	0	0
MidCentral	Males	48	7	6	15	5	2	7	2	7	4	5	2	3	4	3
	Females	15	0	3	8	2	3	2	3	4	3	2	0	4	1	4
	TOTAL	63	7	9	23	7	5	9	5	11	7	7	2	7	5	7
Wairarapa	Males	16	1	0	0	0	0	0	0	0	0	2	0	0	0	0
	Females	3	0	0	1	1	2	0	1	0	0	0	0	0	1	0
	TOTAL	19	1	0	1	1	2	0	1	0	0	2	0	0	1	0
Hutt Valley	Males	37	2	2	4	3	4	7	5	4	3	4	1	2	1	1
	Females	22	1	0	6	3	2	4	4	4	5	3	3	6	2	4
	TOTAL	59	3	2	10	6	6	11	9	8	8	7	4	8	3	5

District		15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Capital & Coast	Males	113	9	12	22	22	15	7	12	7	10	11	10	8	5	10
	Females	62	4	10	11	6	12	11	6	13	12	10	14	10	10	9
	TOTAL	175	13	22	33	28	27	18	18	20	22	21	24	18	15	19
Nelson Marlborough	Males	51	5	0	10	7	1	4	0	3	0	2	2	3	0	0
	Females	18	5	2	8	0	4	2	5	3	3	1	3	0	1	1
	TOTAL	69	10	2	18	7	5	6	5	6	3	3	5	3	1	1
West Coast	Males	6	0	1	0	3	0	0	0	1	1	2	2	0	1	1
	Females	6	0	0	0	1	2	0	1	0	0	3	1	1	0	0
	TOTAL	12	0	1	0	4	2	0	1	1	1	5	3	1	1	1
Canterbury	Males	185	17	15	35	21	28	20	8	16	10	5	18	19	10	10
	Females	85	3	18	45	15	12	14	14	10	22	21	15	17	19	19
	TOTAL	270	20	33	80	36	40	34	22	26	32	26	33	36	29	29
South Canterbury	Males	18	2	0	2	2	1	0	0	1	2	2	2	1	1	1
	Females	5	0	1	1	1	4	2	0	2	4	1	2	1	0	0
	TOTAL	23	2	1	3	3	5	2	0	3	6	3	4	2	1	1
Southern	Males	105	4	4	15	13	9	8	6	13	7	7	4	5	5	3
	Females	42	4	5	14	10	15	5	8	9	11	9	4	3	6	3
	TOTAL	147	8	9	29	23	24	13	14	22	18	16	8	8	11	6
Gender Totals	Males	1,524	122	103	293	176	138	130	123	122	112	129	108	98	76	69
	Females	699	97	108	257	118	146	109	117	130	150	124	121	117	106	88
	National Total	2,223	219	211	550	294	284	239	240	252	262	253	229	215	182	157
	Percentage Female	31.4%	44.3%	51.2%	46.7%	40.1%	51.4%	45.6%	48.8%	51.6%	57.3%	49.0%	52.8%	54.4%	58.2%	56.1%
	Percentage male	68.6%	55.7%	48.8%	53.3%	59.9%	48.6%	54.4%	51.3%	48.4%	42.7%	51.0%	47.2%	45.6%	41.8%	43.9%

Table 6: Numbers of male and female medical and dental officers on each salary scale step, by Te Whatu Ora District on 1 July 2023

District		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Northland	Males	9	0	0	1	1	1	0	1	0	0	0	0	2	0
	Females	8	0	0	3	2	1	0	2	2	2	1	0	0	3
	TOTAL	17	0	0	4	3	2	0	3	2	2	1	0	2	3
Waitematā	Males	17	2	1	3	2	3	0	1	1	2	0	0	1	11
	Females	17	2	0	1	1	0	2	1	0	0	2	0	2	5
	TOTAL	34	4	1	4	3	3	2	2	1	2	2	0	3	16
Auckland	Males	14	1	0	0	1	1	0	1	1	1	1	4	5	28
	Females	11	1	0	3	1	0	1	1	3	3	4	2	8	25
	TOTAL	25	2	0	3	2	1	1	2	4	4	5	6	13	53
Counties Manukau	Males	15	0	1	1	0	0	0	2	1	1	1	2	0	3
	Females	8	1	1	1	2	1	0	0	1	0	0	0	3	8
	TOTAL	23	1	2	2	2	1	0	2	2	1	1	2	3	11
Waikato	Males	11	1	2	1	3	0	1	0	0	3	0	0	1	0
	Females	6	0	1	1	0	1	2	0	2	4	1	0	0	0
	TOTAL	17	1	3	2	3	1	3	0	2	7	1	0	1	0
Bay of Plenty	Males	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	6	0	0	0	0	0	0	0	0	3	0	0	0	0
	TOTAL	11	0	0	0	0	0	0	0	0	3	0	0	0	0
Lakes	Males	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	Females	1	0	0	0	0	0	0	0	0	1	0	0	0	0
	TOTAL	2	0	0	0	0	0	1	0	0	1	0	0	0	0
Tairāwhiti	Males	0	0	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	0	0
	TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Taranaki	Males	1	0	0	0	1	0	0	0	1	0	0	1	1	0
	Females	4	0	0	1	0	1	1	1	0	0	0	0	1	0
	TOTAL	5	0	0	1	1	1	1	1	1	0	0	1	2	0
Hawkes Bay	Males	3	0	0	0	0	0	0	0	1	0	0	0	1	0
	Females	0	0	0	1	0	0	0	0	0	0	0	1	0	0
	TOTAL	3	0	0	1	0	0	0	0	1	0	0	1	1	0
Whanganui	Males	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	0	0
MidCentral	Males	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Females	2	0	0	0	0	1	0	0	0	0	0	0	0	0
	TOTAL	5	0	0	0	0	1	0	0	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	0	0	0	0	0	0	0
	TOTAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Hutt Valley	Males	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	Females	3	0	1	1	0	0	0	1	1	0	0	0	0	0
	TOTAL	3	0	1	1	0	0	1	1	1	0	0	0	0	0

District		14	13	12	11	10	9	8	7	6	5	4	3	2	1
Capital & Coast	Males	5	1	0	1	0	0	0	1	0	0	1	0	0	0
	Females	5	0	0	1	0	1	2	0	1	0	0	0	0	1
	TOTAL	10	1	0	2	0	1	2	1	1	0	1	0	0	1
Nelson Marlborough	Males	6	0	0	0	0	0	1	0	0	0	0	0	0	0
	Females	4	0	2	1	0	0	0	1	0	0	0	0	0	0
	TOTAL	10	0	2	1	0	0	1	1	0	0	0	0	0	0
West Coast	Males	3	0	2	0	1	0	2	1	2	0	0	0	0	0
	Females	2	0	1	1	0	0	0	1	0	0	0	0	0	0
	TOTAL	5	0	3	1	1	0	2	2	2	0	0	0	0	0
Canterbury	Males	7	0	18	0	0	1	2	2	2	0	1	0	1	6
	Females	11	1	15	3	0	1	1	0	1	1	1	0	0	3
	TOTAL	18	1	33	3	0	2	3	2	3	1	2	0	1	9
South Canterbury	Males	2	0	0	0	1	0	0	0	0	0	0	0	0	0
	Females	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	TOTAL	2	0	0	0	1	0	0	1	0	0	0	0	0	0
Southern	Males	1	4	1	0	1	0	1	1	0	2	1	0	1	0
	Females	0	2	0	1	0	0	0	0	1	0	2	0	0	0
	TOTAL	1	6	1	1	1	0	1	1	1	2	3	0	1	0
Gender Totals	Males	104	9	26	7	11	6	9	10	9	9	5	7	13	48
	Females	89	7	21	19	6	7	9	9	12	14	11	3	14	45
	National Total	193	16	47	26	17	13	18	19	21	23	16	10	27	93
	Percentage Female	46.1%	43.8%	44.7%	73.1%	35.3%	53.8%	50.0%	47.4%	57.1%	60.9%	68.8%	30.0%	51.9%	48.4%
	Percentage Male	53.9%	56.3%	55.3%	26.9%	64.7%	46.2%	50.0%	52.6%	42.9%	39.1%	31.3%	70.0%	48.1%	51.6%

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.

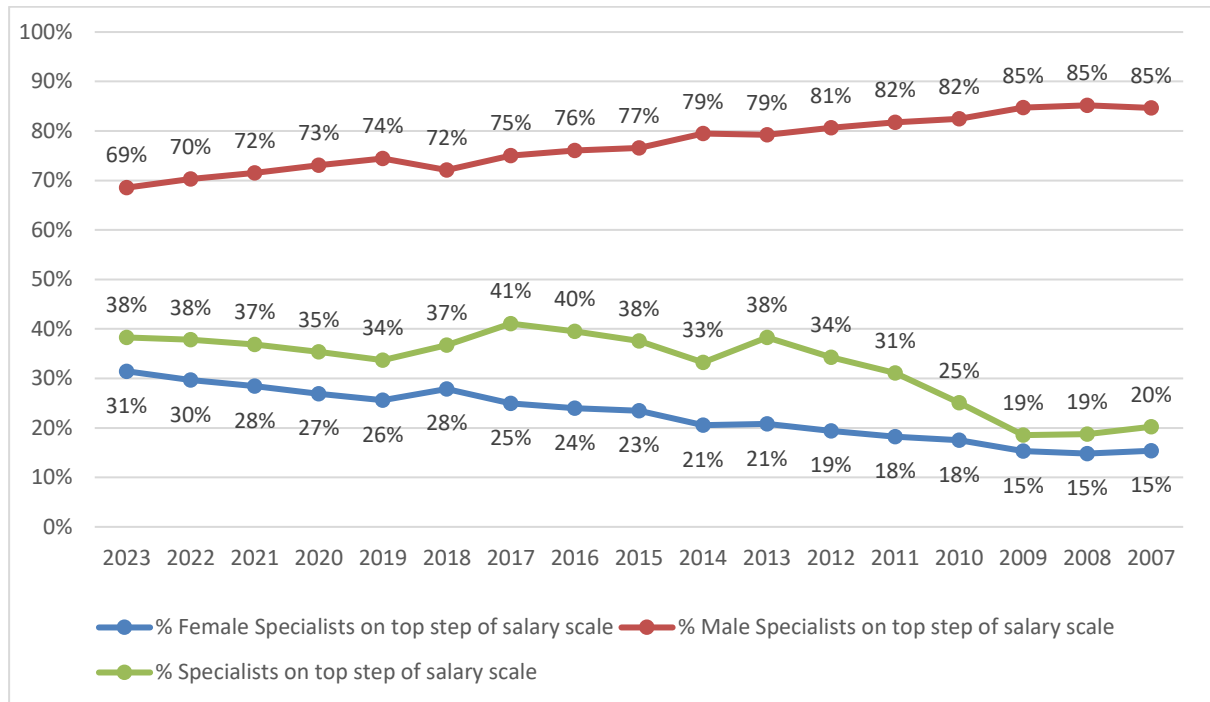


Figure 3: Proportion of specialists by gender on the top step of the salary scale from 2007-2023

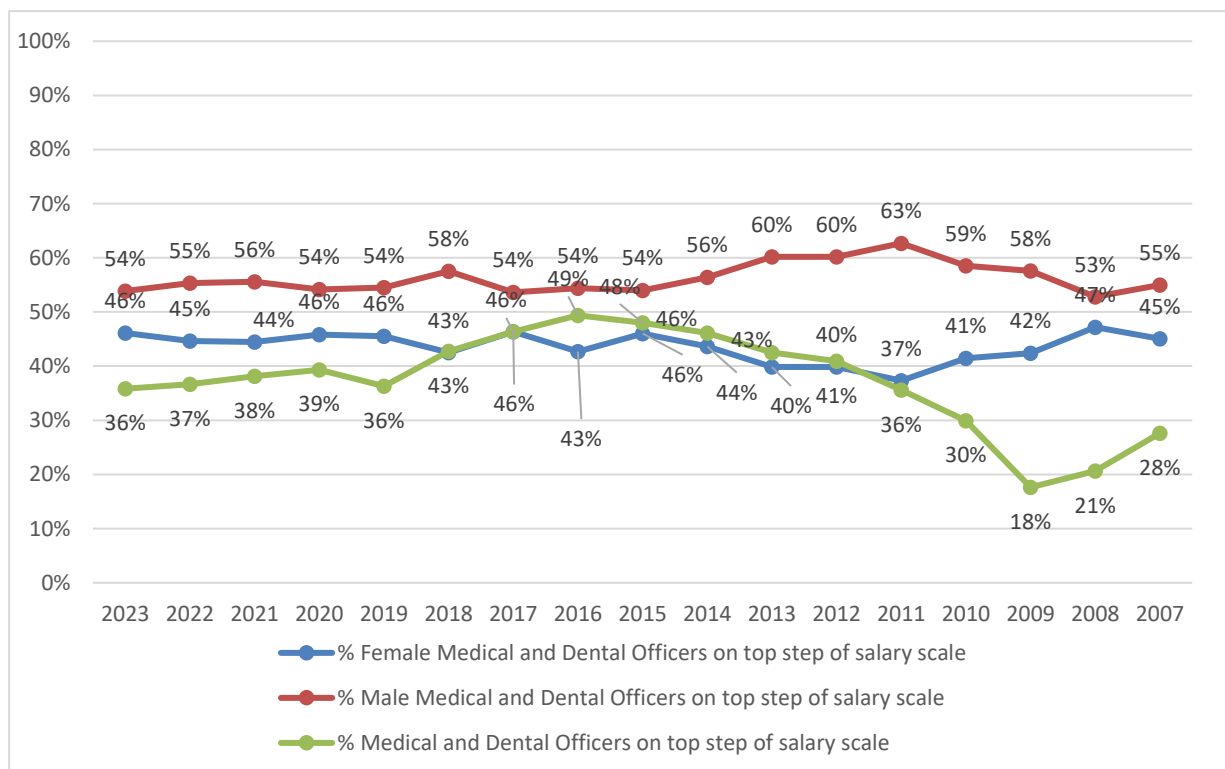


Figure 4: Proportion of medical and dental officers by gender on the top step of the salary scale 2007-2023

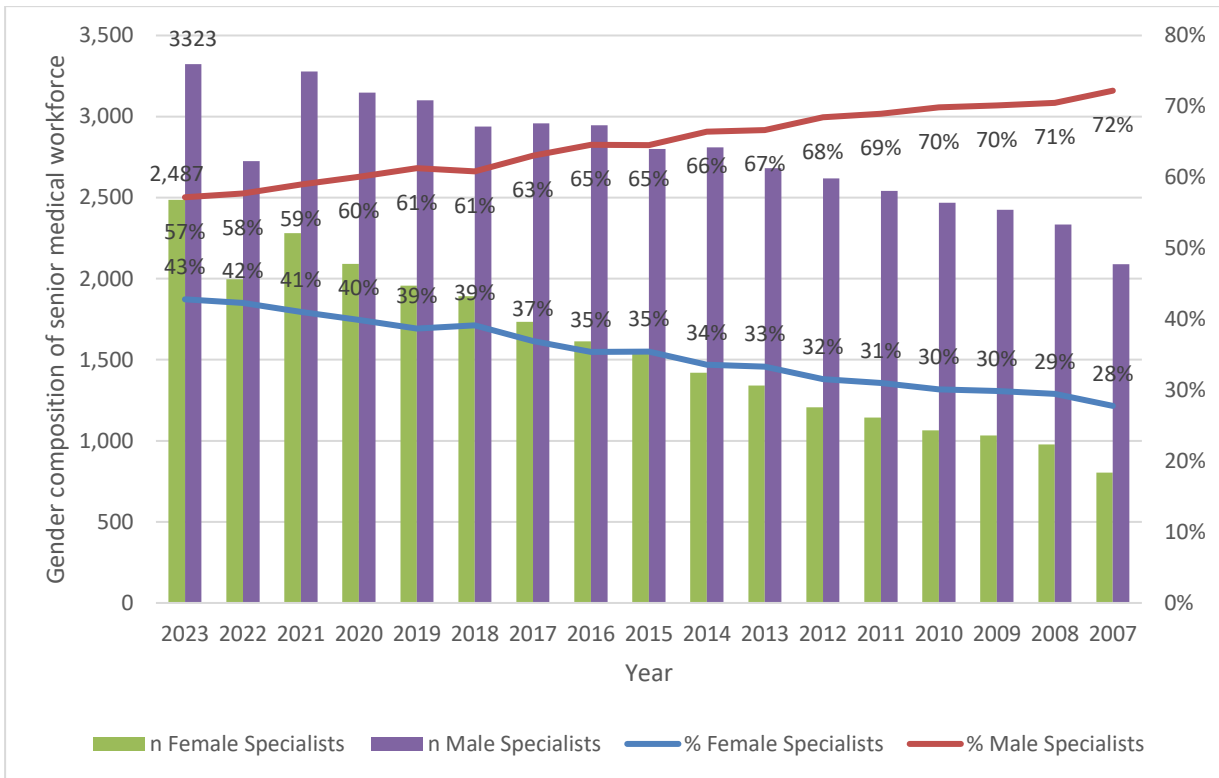


Figure 5: Total number and proportion of specialists by gender 2007-2023

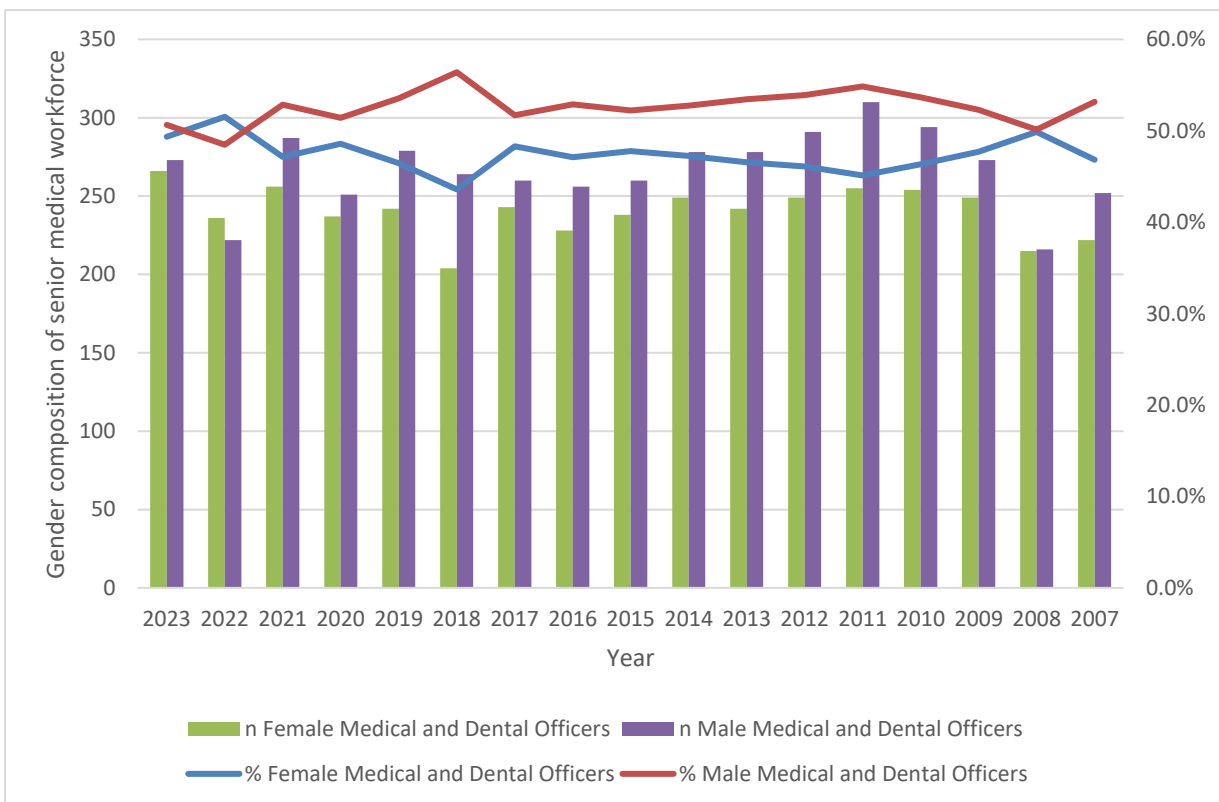


Figure 6: Total number and proportion of medical and dental officers by gender 2007-2023

Superannuation schemes

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.

From 2022, the survey asked Districts to differentiate individuals receiving Employer Contributions up to 5.99 per cent, and those receiving 6 per cent or higher. When separated out, the numbers receiving less than 5.99 per cent employer contribution is 45 per cent – an increase from 2022 (29 per cent), which is likely due to the incomplete data received that year.

The number and proportion of specialists with NPF and GSF schemes continues to trend downwards. 2023 has not seen the drops of previous years, with 2023 showing a 1 per cent decrease between 2022 and 2023, compared to 35 per cent between 2021 and 2022. These schemes now represent fewer than 2 per cent of all specialists.

Two Districts (Te Matau a Māui Hawkes Bay and South Canterbury) were the only respondents to record employees with “other” superannuation arrangements – 16 and 32 people respectively.

As with previous years there was confusion regarding how to allocate superannuation agreements, and there are a number of discrepancies (either over-estimates or under-estimates) of employee numbers when compared to headcount data from the same District. For example, Hutt Valley reported 163 individuals receiving employer contributions to superannuation schemes yet is recorded as having 156 specialists and medical/dental officers. This issue will be followed up with Districts.

9 per cent (n=575) of the total number of specialist and medical and dental officers do not appear to be receiving an employer contribution to their superannuation. While this is an increase on 2022 (n=398) and 2021 (n=554), the numbers of employees not receiving any employer contributions has increased 10-fold since 2019, where just 57 individuals appeared not to be enrolled in a superannuation scheme.

Table 7: Employees' superannuation contributions by Te Whatu Ora District on 1 July 2023

Te Whatu Ora District	GSF & NPF	Contribution between 0-5.99% under CEA	Contribution 6% and greater under CEA	Other	Total	Total employees	Total not receiving contributions
Northland	1	78	122	0	201	259	58
Waitemata	5	77	415	0	497	592	95
Auckland	19	825	288	0	1132	1193	61
Counties	16	355	181	0	552	638	86
Waikato	6	110	388	0	504	504	0
Bay of Plenty	1	64	210	0	275	291	16
Lakes	3	67	27	0	97	115	18
Tairāwhiti	0	15	42	0	57	55	-2
Taranaki	3	35	106		144	153	9
Hawkes Bay	0	101	41	16	158	167	9
Whanganui	0	10	37	0	47	53	6
Mid-Central	6	32	134	0	172	180	8
Wairarapa	0	6	23	0	29	29	0
Hutt Valley	0	25	138	0	163	157	-6
Capital & Coast	7	325	0	0	332	493	161
Nelson-Marlborough	3	0	150	0	153	159	6
West Coast	0	35	27	0	62	49	-13
Canterbury	11	545	199	0	755	824	69
South Canterbury	2	37	12	32	83	63	-20
Southern	7	95	259	0	361	375	14
Total - 2023	90	2837	2799	48	5774	6349	575