

HWIP Quarterly June 2025 Workforce Data

Due to MO:	11 September 2025	Reference	HNZ00097836
To:	Hon Simeon Brown, Minister of Health		
From:	Robyn Shearer, Interim Chief Human Resources Officer		
Copy to:	n/a		
Security level:	In Confidence	Priority	Routine
Consulted	n/a		

Contact for further discussion (if required)

Name	Position	Phone	1st contact
Robyn Shearer	Interim Chief Human Resources Officer	[REDACTED]	x

Attachments

Appendix 1: Health Workforce Information Programme June 2025 report

Appendix 2: HWIP Occupational Group Trend Graphs

[REDACTED] [REDACTED]

Appendix 1 information can be found at the following link:

<https://www.tewhatauora.govt.nz/for-health-professionals/health-workforce-development/health-workforce-initiatives/health-workforce-information-programme>

Purpose

1. This Aide Memoire provides you with a copy of the latest Health Workforce Information Programme (HWIP) quarterly report for the period ending 30 June 2025 (Appendix 1), prior to its publication and use in official responses or communications.

Executive Summary

2. The June HWIP data shows quarter on quarter a decrease across most occupational groups, with Care and Support and Senior Medical Officers (SMOs) being the exceptions. However, year on year, we continue to see modest growth across most workforces, with a 6.8% increase in midwives.

Summary of Workforce Changes – 30 June 2025				
HWIP Occupation Group	Quarterly change – Contracted FTE (June 25 vs March 25)	Quarterly change –Percentage (June 25 vs March 25)	Annual change – Contracted FTE (June 25 vs June 24)	Annual change – Percentage (June 25 vs June 24)
Allied and scientific	-53.1	-0.5%	14.8	0.1%
Care and support	11.4	0.1%	-289.4	-3.2%
Midwifery	-12.0	-1.0%	78.0	6.8%
Nursing	-221.7	-0.7%	-131.1	-0.4%
Resident Medical Officer (RMO)	-210.1	-4.1%	101.2	2.1%
Senior Medical Officer (SMO)	0.9	0.0%	75.0	1.3%
Corporate & Other (District & National)	-119.5	-0.7%	*Unavailable	*Unavailable
Total Health New Zealand	-604.0	-0.8%	*Unavailable	*Unavailable

*Unavailable – year on year data for corporate & Other and Total HNZ are not available as the National Payroll data has only been included since September 2024.

3. This is the fourth quarter where all Health NZ payrolls have been included in the report. We have included these as a single line called 'National Payrolls'. All full-time equivalent (FTE) in National Payrolls has been included in the Corporate & Other HWIP occupation group while we continue to undertake further validation on how to more accurately reflect clinical roles.

Background

4. The HWIP team within Health New Zealand | Te Whatu Ora (Health NZ) collects and collates aggregated workforce data (including FTE, headcount, demographic, by profession cuts), key human resource (HR) metrics and vacancy data which is sourced from HR and payroll systems, finance systems and recruitment systems.
5. Quarterly HWIP figures are the most accurate longitudinal workforce figures produced by Health NZ, and as such, are used as the basis for answering official requests for information, such as Written Parliamentary Questions (WPQs), Official Information Act requests (OIAs) and media requests.
6. The quarterly report represents a snapshot in time of employed workforces. It does not

contain vacancy or trend information.

7. Enquiries made to Health NZ that cannot be answered by the public report may be answered from the HWIP database, which allows for more detailed and bespoke analysis.
8. The HWIP predates the existence of Health NZ and was designed to report on New Zealand's (former) DHB workforce. As there is increased interest in the total Health NZ workforce we have, for the fourth time, included the former shared service agencies and Health NZ's national office workforce (referred to as National Payrolls in the report).
9. Data collection for the HWIP is a very manual process and requires individual level employment records to be provided by each payroll. These records are then reviewed, and relevant coding is quality checked by the national HWIP team. With the new data from the shared service agencies and Health NZ national payroll there are some limitations, but the data quality is continually improving.
10. We continue to treat all National Payrolls workforce as being in the HWIP Occupational Grouping – Corporate and Other, at this point. This is under review to decide whether some roles that require clinical knowledge are appropriately coded to this HWIP Grouping. Consideration needs to be made to ensure consistency with the longitudinal HWIP dataset and to also meet current organisational reporting needs.
11. While accounting for all National Payrolls roles as Corporate & Other will lead to small undercounts of roles in the other HWIP Occupation Groups, this is the most pragmatic solution to publishing this Report. We will continue to review how we code these National Payroll roles.
12. When data requests are made to the HWIP database, we will continue to provide the standard caveats covering both inclusions and exclusions within the data.
13. We maintain the ability to exclude the National Payrolls in the calculation of any measures, as such, we can continue to report consistent workforce trends.

Key Workforce Summaries

14. For the quarter ending 30 June 2025, the following is an overview of Health NZ's workforce. Graphs of workforce trends can be found in Appendix 2.

Figure 1: 'HNZ Workforce at a Glance' 30 June 2025 HWIP Report

<p>Total employees 91,071^{1,2} in 92,183 positions 70,563 Female 20,514 Male 45 Another/Not Stated Gender Other employees 8,827³</p>	<p>78,540 FTE⁴ 59,590 FTE⁴ Females 18,880 FTE⁴ Males 39 FTE Another/Not Stated Gender⁴</p>	<p>Largest HWIP occupation group: Nursing - 35,137 employees in 35,755 positions Smallest HWIP occupation group: Midwifery - 1,743 employees in 1,796 positions</p>
<p>District employee average age 44.8 years 44.8 years for females 44.7 years for males</p>	<p>Oldest male HWIP occupation group: SMO (mean age 51.3 years) Youngest male HWIP occupation group: RMO (mean age 31.6 years)</p>	<p>Oldest female HWIP occupation group: Corporate and other (mean age 50.1 years) Youngest female HWIP occupation group: RMO (mean age 31.2 years)</p>
<p>Mean FTE rate 0.86 per employee Mean FTE rate for females 0.84 Mean FTE rate for males 0.90</p>	<p>Longest Length of Service HWIP occupation group: SMO (mean 10.4 years) Shortest Length of Service HWIP occupation group: RMO (mean 1.6 years)</p>	<p>Employee reported ethnicities: Other⁵ - 55.7% Asian - 30.1% Māori - 9% Pacific - 5.2%⁵</p>

¹The count of employees is a distinct count of individual employees.

²Total employees are those with contracted hours greater than 0.

³Other employees are those without contracted hours and includes employees on maternity / parental leave and Leave without Pay.

⁴Contracted FTE is using a 2086-hour annual contract:

N.B. Interpretations of a 'full time equivalent' can vary. For example, a sonographer may be classed as 1.0 full time employee in one District where they are contracted to work 35 hours per week, whereas another sonographer in a different District may be classed as 1.0 full time employee where they are contracted to work 40 hours per week. The Contracted FTE definition used here allows a comparison to be made across Districts and occupations through a universal standard.

⁵To allow direct comparisons with reported ethnicity data from Statistics New Zealand, we have amalgamated ethnicities not associated with Asian, Māori or Pacific into the group 'Other'. This total also includes 'Unknown' / Not Stated.

15. A number of our workforce groups have experienced quarter-on-quarter decreases (30 June 2025 compared to March 2025) increases, but year-on-year modest growth continues (as shown in the table in the executive summary).

16. High-level talking points have been included in Appendix 3.

Next steps

17. As outlined in the discussion, we continue to undertake validation of HWIP occupational coding of National Payrolls to ensure we are accounting for roles requiring clinical knowledge appropriately.

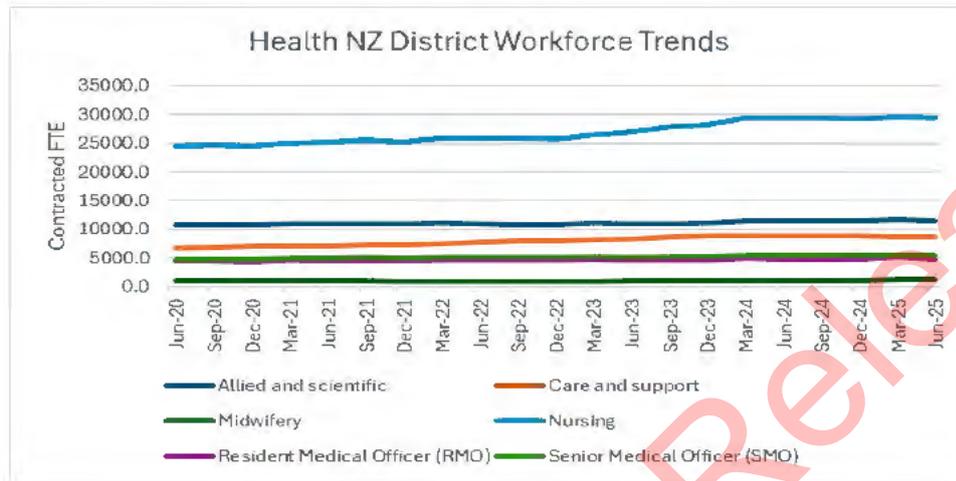
18. We will continue to produce quarterly reporting and aim to reduce the time it takes to compile and release these reports.

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Appendix 2: HWIP Occupational Group Trend Graphs

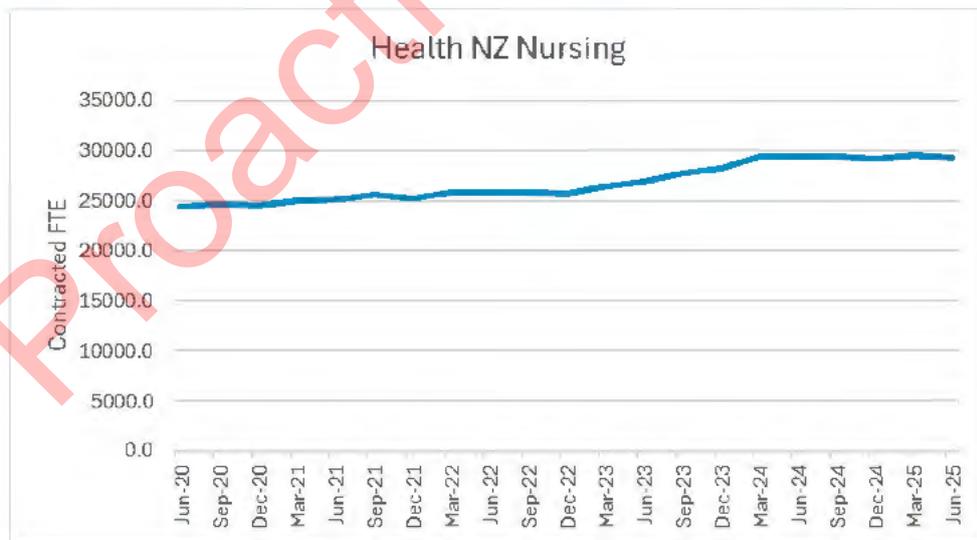
The graphs below provide the ongoing trend (contracted FTE) for each HWIP Occupational Group since 30 June 2020 to 30 June 2025. A consistent modest growth can be seen in four of the workforce groupings, with a small decrease seen in the Care and Support and Corporate and Other groupings.

Clinical Workforces (excluding Corporate and Other)



Nursing

HWIP Occupation Group	Quarterly Change - Contracted FTE	Quarterly Change - Percentage	Annual Change - Contracted FTE	Annual Change - Percentage
	(June 25 vs March 25)	(June 25 vs March 25)	(June 25 vs June 24)	(June 25 vs June 24)
Nursing	-221.66	-0.70%	-131.1	-0.4%



Midwifery

HWIP Occupation Group	Quarterly Change - Contracted FTE	Quarterly Change - Percentage	Annual Change - Contracted FTE	Annual Change - Percentage
	(June 25 vs March 25)	(June 25 vs March 25)	(June 25 vs June 24)	(June 25 vs June 24)
Midwifery	-12.0	-1.0%	78.0	6.9%



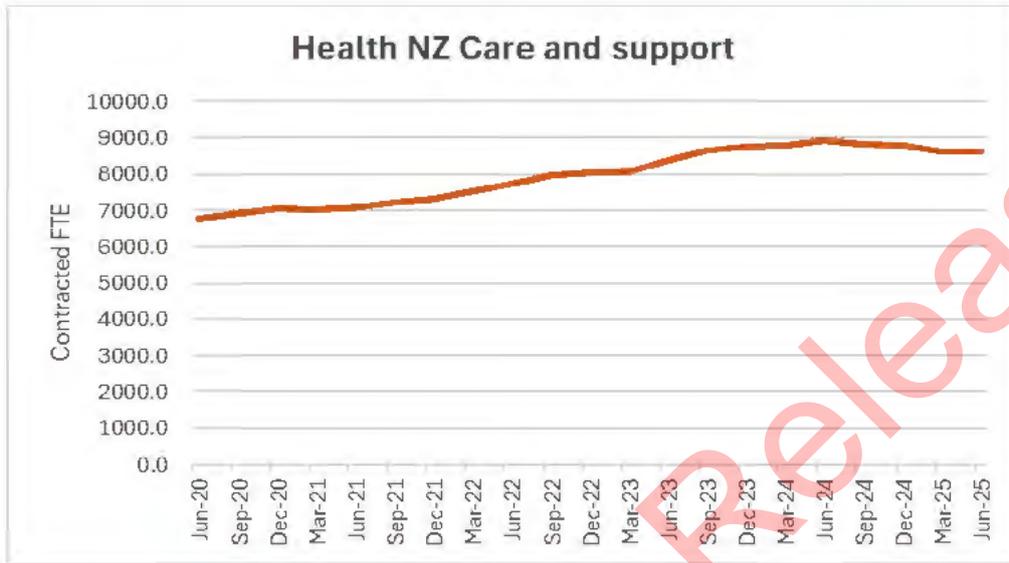
Allied Health, Scientific and Technical

HWIP Occupation Group	Quarterly Change - Contracted FTE	Quarterly Change - Percentage	Annual Change - Contracted FTE	Annual Change - Percentage
	(June 25 vs March 25)	(June 25 vs March 25)	(June 25 vs June 24)	(June 25 vs June 24)
Allied and scientific	-53.1	-0.5%	14.8	0.1%



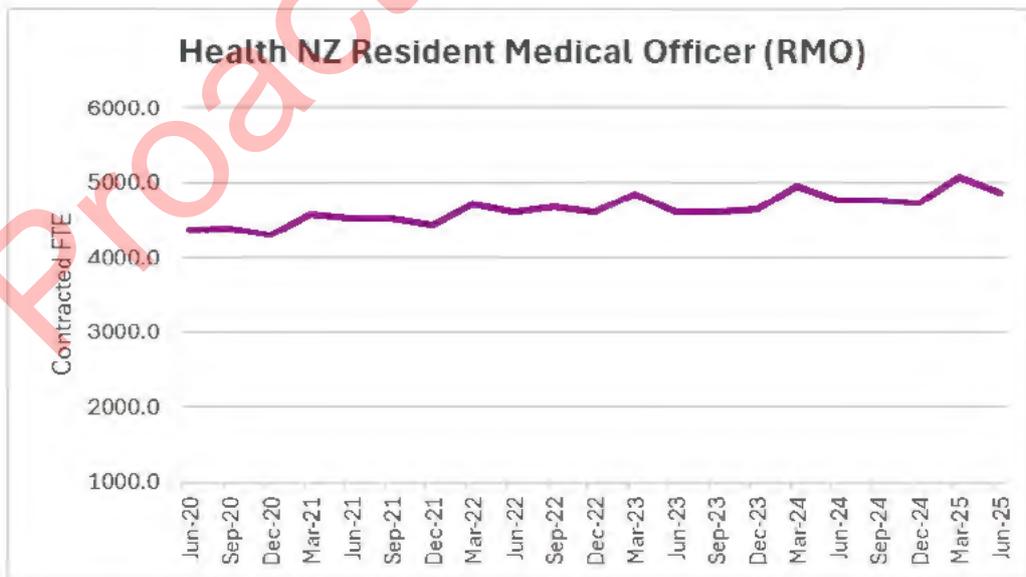
Care and support

HWIP Occupation Group	Quarterly Change - Contracted FTE	Quarterly Change - Percentage	Annual Change - Contracted FTE	Annual Change - Percentage
	(June 25 vs March 25)	(June 25 vs March 25)	(June 25 vs June 24)	(June 25 vs June 24)
Care and support	11.4	0.1%	-289.5	-3.2%



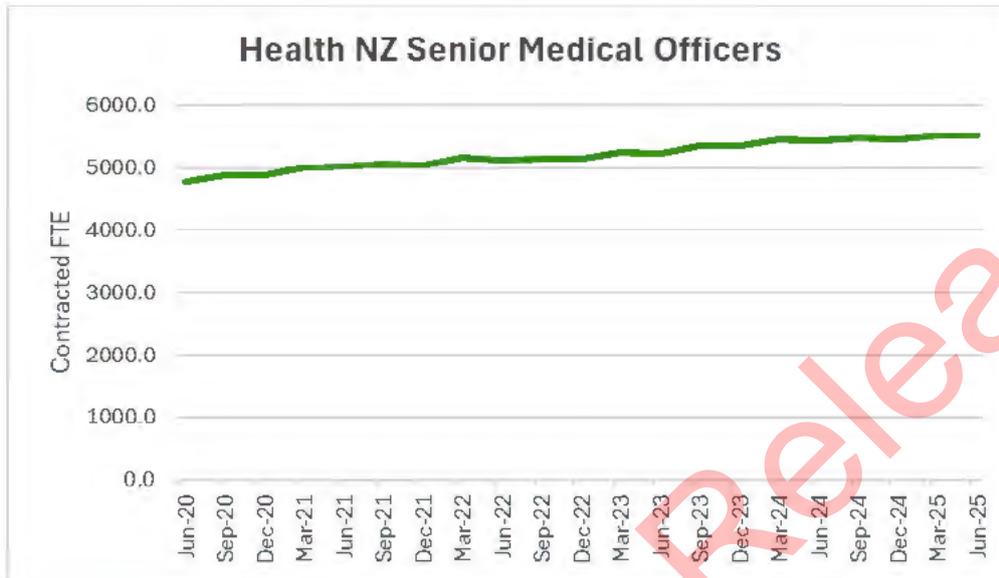
Resident Medical Officer (RMO)

HWIP Occupation Group	Quarterly Change - Contracted FTE	Quarterly Change - Percentage	Annual Change - Contracted FTE	Annual Change - Percentage
	(June 25 vs March 25)	(June 25 vs March 25)	(June 25 vs June 24)	(June 25 vs June 24)
Resident Medical Officer (RMO)	-210.1	-4.1%	101.3	2.1%



Senior Medical Officer (SMO)

HWIP Occupation Group	Quarterly Change - Contracted FTE	Quarterly Change - Percentage	Annual Change - Contracted FTE	Annual Change - Percentage
	(June 25 vs March 25)	(June 25 vs March 25)	(June 25 vs June 24)	(June 25 vs June 24)
Senior Medical Officer (SMO)	0.9	0.0%	75.0	1.3%



Corporate & Other

Please note, as discussed in the paper, we have included all National Payrolls as Corporate and Other for the purposes of this report. As we do not have historic data available for these payrolls, we have and continue to plot District only (line), as well as our first combined figure (bars).

HWIP Occupation Group	Quarterly Change - Contracted FTE	Quarterly Change - Percentage	Annual Change - Contracted FTE	Annual Change - Percentage
	(June 25 vs March 25)	(June 25 vs March 25)	(June 25 vs June 24)	(June 25 vs June 24)
Corporate and other	-119.5	-0.7%	Unavailable	Unavailable

