Aide-Mémoire

Health New Zealand
Te Whatu Ora

HWIP Quarterly June 2026 Workforce Data

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To:	Hon Simeon Brown, Minister of Health		
From:	Deborah Kent, Executive National Director, People, Culture, Health and Safety (acting)		
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Consulted	n/a		
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Contact for further discussion			
Name	**Position**	**Phone**	**1st contact**
Deborah Kent	Executive National Director, People, Culture, Health and Safety (acting)	[redacted]	x

Attachments	
Appendix 1:	Health NZ Employed Workforce Quarterly Report – 1 April to 30 June 2026
Appendix 2:	HWIP Occupational Group Trend Graphs
Appendix 3:	Health Workforce Insights (Prototype Report) – Nursing

Purpose

1. The attached papers provide: the latest HWIP workforce report for the quarter ending 30 June 2026; an update on the Workforce Data Stabilisation and Assurance Programme; and information on planned nursing workforce growth in 2026/27.

Executive Summary

2. The June 2026 HWIP data show year on year, Health NZ's workforce grew by 1,636 FTE (2.1%), with strongest growth in midwifery (5.8%), Resident Medical Officers (RMOs) (5.4%) and Senior Medical Officers (SMOs) (3.6%). Nursing also increased by 117 FTE. Quarter on quarter, the workforce grew by 463 FTE (0.6%). The reduction in RMO FTE since March 2026 reflects the annual intake cycle.

3. This report provides the most comprehensive picture of the Health NZ workforce to date, bringing all payrolls into a single dataset. Some clinical roles are temporarily reported in the Corporate and Other category while validation work is completed.

4. Health NZ is progressing a work programme to create a single, trusted reporting environment with consistent definitions, stronger quality assurance, and better workforce insights. The prototype nursing report in Appendix 3 illustrates the future state.

5. Health NZ expects continued growth in key clinical workforces during 2026/27. Nursing alone is forecast to grow by [redacted] FTE above turnover, supported by graduate recruitment, Care Capacity Demand Management (CCDM) investment, and service expansion.

Background

6. Health NZ collects and collates comprehensive workforce information, including full-time equivalent data, headcount, demographic information and profession-based segmentation. This is supported by key human resource metrics and vacancy information drawn from human resources, payroll, finance and recruitment systems.

7. Quarterly HWIP figures are currently the most comprehensive longitudinal workforce figures produced by Health NZ. As such, they are used as the basis for answering official requests for information, such as Written Parliamentary Questions, Official Information Act requests and media requests. HWIP does rely heavily on manual data collection, which presents some challenges. In the future, a modern Human Capital Management system (being implemented as a Health Digital Investment Plan priority) will provide Health NZ with real-time, accurate, and complete workforce information that can be relied on with confidence.

8. The quarterly report represents a snapshot in time of the Health NZ employed workforces. It does not contain vacancy or trend information.

9. 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.

10. HWIP predates the establishment of Health NZ and was originally designed to report on the former district health boards' workforce. In order to provide a complete and enduring picture of the Health NZ workforce, the report now includes the former shared service

agencies and the national office workforce, collectively referred to as National Payrolls. This inclusion is now a permanent component of HWIP reporting.

11. Data collection for HWIP is a detailed process and requires individual-level employment records to be provided by each payroll. These records are then reviewed, and relevant coding is quality checked. There are some limitations with the new data from the shared service agencies and Health NZ national payroll, but the data quality is continually improving.

12. HWIP continues to treat all National Payrolls workforce in the HWIP Occupational Grouping – Corporate and Other. This is under review to decide whether some roles that require clinical knowledge are appropriately coded to this HWIP Grouping. This is a comprehensive piece of work that will take time to complete, plus consideration needs to be made to ensure consistency with the longitudinal HWIP dataset and to also meet current organisational reporting needs.

13. While accounting for all National Payrolls roles as Corporate and Other will lead to small undercounts of roles in the other HWIP Occupation Groups, this is the most pragmatic solution to publishing this Report. Health NZ will continue to review how we code these National Payroll roles.

14. When data requests are made to the HWIP database, Health NZ will continue to provide the standard caveats covering both inclusions and exclusions within the data.

15. HWIP maintains the ability to exclude the National Payrolls in the calculation of any measures, as such, Health NZ can continue to report consistent workforce trends.

Key Workforce Summaries

16. For the quarter ending 30 June 2026, 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 2026 HWIP Report

Total employees 92,862[1,2] in 93,981 positions 71,743 Female 21,098 Male 77 Another/Not Stated Gender Other employees 8,236[3]	**80,176 FTE[4] 60,639 FTE[4] Females 19,437 FTE[4] Males 69 FTE Another/Not Stated Gender[4]**	**Largest HWIP occupation group: Nursing - 35,338 employees in 35,918 positions Smallest HWIP occupation group: Midwifery - 1,838 employees in 1,899 positions**
District employee average age 44.9 years 44.9 years for females 44.8 years for males	**Oldest male HWIP occupation group: SMO (mean age 51.3 years) Youngest male HWIP occupation group: RMO (mean age 31.9 years)**	**Oldest female HWIP occupation group: Corporate and other (mean age 50.1 years) Youngest female HWIP occupation group: RMO (mean age 31.4 years)**
Mean FTE rate 0.86 per employee Mean FTE rate for females 0.84 Mean FTE rate for males 0.92	**Longest Length of Service HWIP occupation group: SMO (mean 10.2 years) Shortest Length of Service HWIP occupation group: RMO (mean 1.6 years)**	**Employee reported ethnicities: Other[5] - 54.5% Asian - 30.9% Māori - 9.3% Pacific - 5.3%**

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

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

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

[4]Contracted 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.

[5]To 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.

17. Four of our workforce groups have experienced quarter-on-quarter (30 June 2026 compared to 30 March 2026) increases, plus year-on-year growth for all of the workforce groups (as shown in Appendix 2) in the table in the executive summary).

Health Workforce Data Stabilisation and Assurance Programme

18. Health NZ uses multiple workforce data sources with different definitions, business rules, methodologies and reporting timeframes. As a result, workforce figures may vary across internal and external reporting. The HWIP report also relies heavily on manual data collection, limiting publication to a quarterly cycle.

19. To address these issues, Health NZ established the Health Workforce Data Stabilisation and Assurance Programme to create a single governed workforce data and reporting

environment supported by consistent definitions, quality assurance and approval processes.

20. Appendix 3 contains a prototype report with nursing workforce information as its focus. This is to give you an indication of the direction we are heading towards. The dataset remains in a trial and validation phase. For example, definitions will require clinical peer review, particularly where workforce groups are defined differently across districts.

21. Prototype shows growth in contracted nursing FTE between 30 June and 30 August 2026 of approximately 170. HWIP and the Workforce Insights prototype are not directly comparable because they use different definitions, business rules and methodologies. The prototype is provided as an example of the future reporting approach.

	HWIP 30 June	Prototype 30 June	Prototype 30 August
Contracted nursing FTE	29,471	29,492	29,659

22. The future reporting model will reduce manual data capture and will attempt to provide richer information — such as segmentation by district and region, clinical and non-clinical roles and financial measures (such as ordinary hours and overtime) — and enable more frequent reporting.

23. We expect to develop the new reporting product iteratively by the end of March 2027. Once finalised, it will replace the quarterly HWIP reports.

Nursing Workforce in 2026/27

24. Health NZ currently forecasts to recruit [redacted] nursing FTE in 2026/27, over and above turnover. These roles include already announced new graduates, CCDM uplifts, and other positions associated with service expansion as new facilities come online.

25. This forecast uplift demonstrates Health NZ's plans to grow the workforce in critical areas, including nursing, subject to available budgets.

Next steps

26. Health NZ will publish the HWIP quarterly report for the period ending 30 June 2026 in early October.

27. Health NZ will continue producing quarterly HWIP reports until the new workforce dataset and report have been developed, tested and approved for use. The new report is expected to be ready for wider engagement by March 2027. Once the new reporting product is finalised, the plan is to retire the HWIP report.

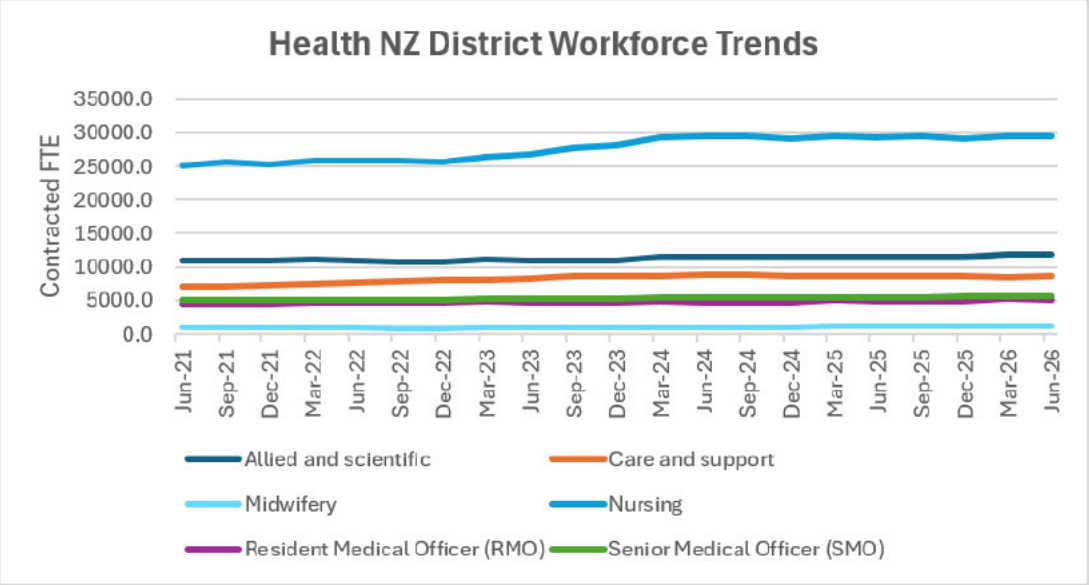
Appendix 1: Health NZ Employed Workforce Quarterly Report – 1 April to 30 June 2026

Attached as a separate document.

Appendix 2: HWIP Occupational Group Trend Graphs

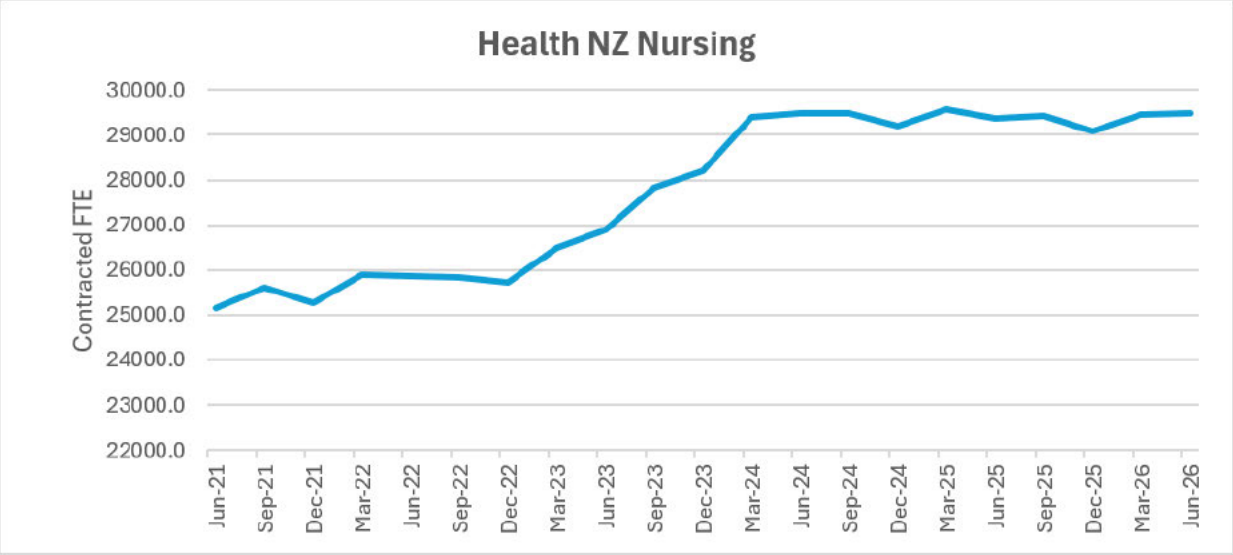
The graphs below provide the ongoing trend (contracted FTE) for each HWIP Occupational Group from 30 June 2021 to 30 June 2026. Compared with the March 2026 quarter, the June 2026 quarter shows modest growth across most occupational groups.

Clinical Workforces (excluding Corporate and Other)

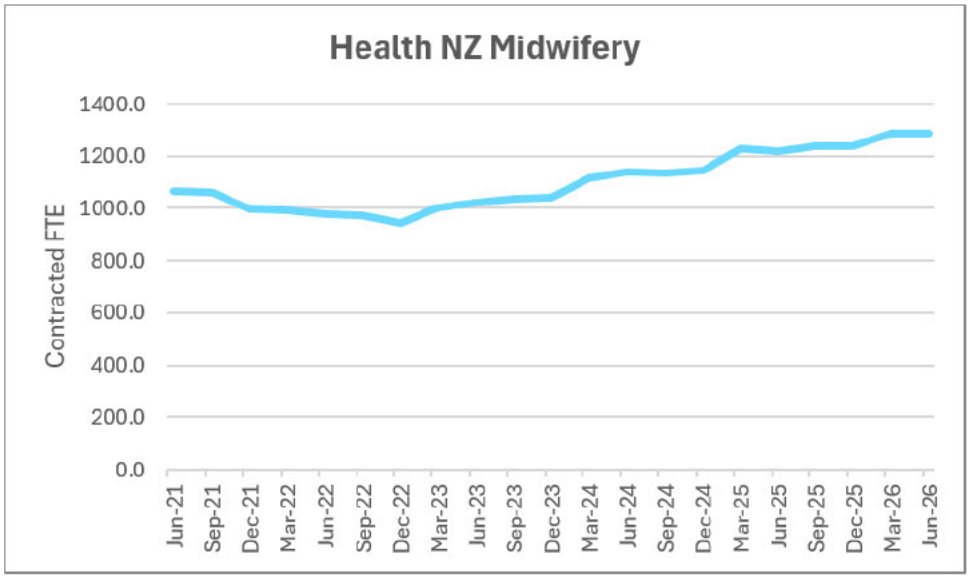


Nursing

HWIP Occupation Group	Quarterly Change - Contracted FTE (June 26 vs Mar 26)	Quarterly Change - Percentage (June 26 vs Mar 26)	Annual Change - Contracted FTE (June 26 vs June 25)	Annual Change - Percentage (June 26 vs June 25)
Nursing	15.5	0.1%	116.7	0.4%

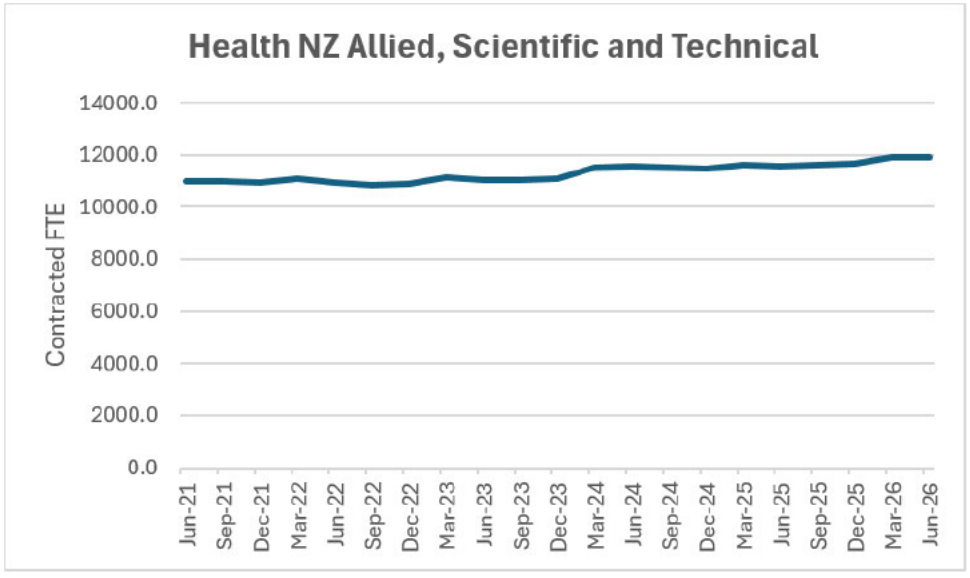


HWIP Occupation Group	Quarterly Change - Contracted FTE (June 26 vs Mar 26)	Quarterly Change - Percentage (June 26 vs Mar 26)	Annual Change - Contracted FTE (June 26 vs June 25)	Annual Change - Percentage (June 26 vs June 25)
Midwifery	-1.5	-0.1%	70.6	5.8%

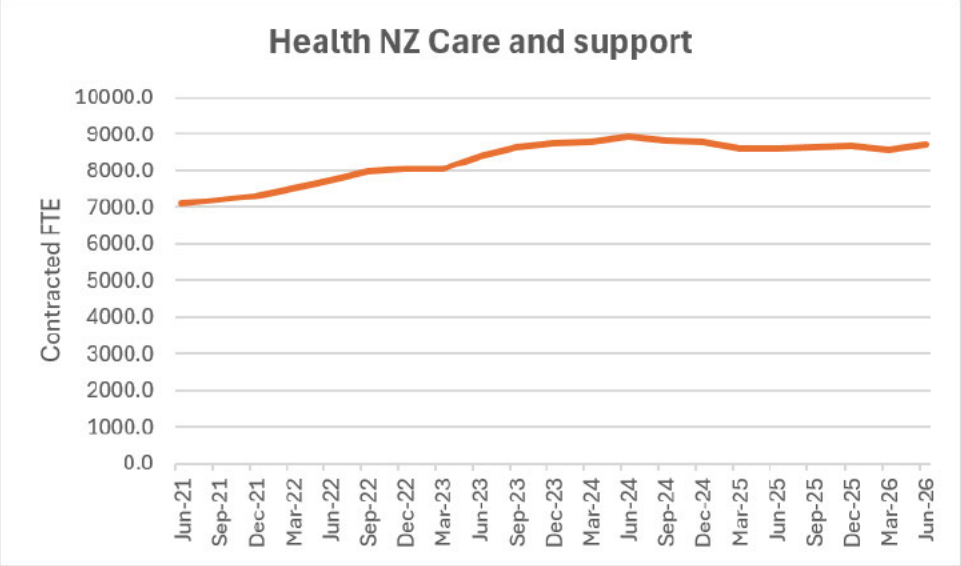


Allied Health, Scientific and Technical

HWIP Occupation Group	Quarterly Change - Contracted FTE (June 26 vs Mar 26)	Quarterly Change - Percentage (June 26 vs Mar 26)	Annual Change - Contracted FTE (June 26 vs June 25)	Annual Change - Percentage (June 26 vs June 25)
Allied and scientific	-10.7	-0.1%	327.5	2.8%

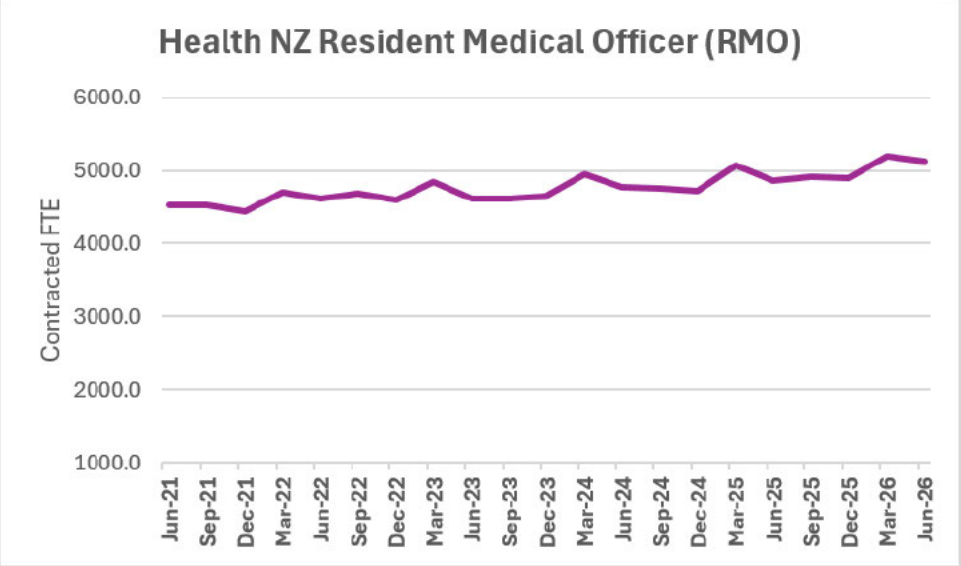


HWIP Occupation Group	Quarterly Change - Contracted FTE (June 26 vs Mar 26)	Quarterly Change - Percentage (June 26 vs Mar 26)	Annual Change - Contracted FTE (June 26 vs June 25)	Annual Change - Percentage (June 26 vs June 25)
Care and support	148.8	1.7%	99.3	1.2%



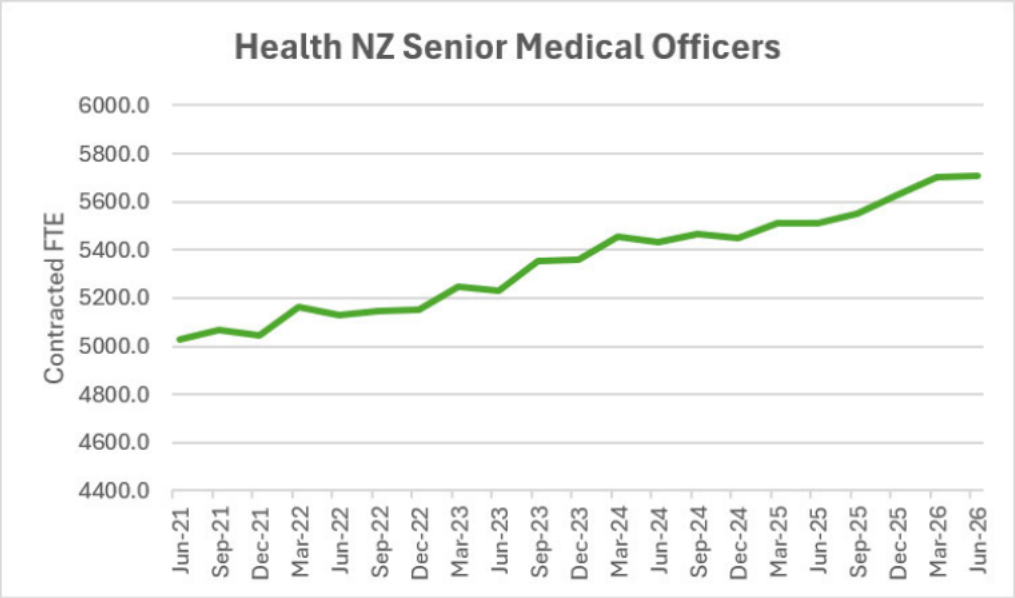
Resident Medical Officer (RMO)

HWIP Occupation Group	Quarterly Change - Contracted FTE (June 26 vs Mar 26)	Quarterly Change - Percentage (June 26 vs Mar 26)	Annual Change - Contracted FTE (June 26 vs June 25)	Annual Change - Percentage (June 26 vs June 25)
Resident Medical Officer (RMO)	-74.2	-1.4%	260.9	5.4%



Senior Medical Officer (SMO)

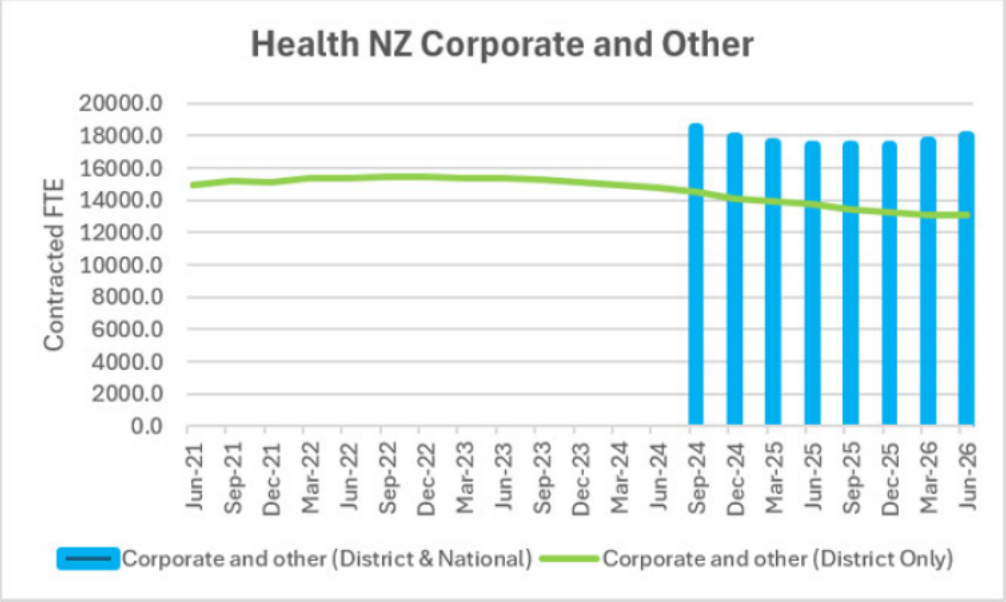
HWIP Occupation Group	Quarterly Change - Contracted FTE (June 26 vs Mar 26)	Quarterly Change - Percentage (June 26 vs Mar 26)	Annual Change - Contracted FTE (June 26 vs June 25)	Annual Change - Percentage (June 26 vs June 25)
Senior Medical Officer (SMO)	3.6	0.1%	195.8	3.6%



Corporate and 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 continue to plot the District Corporate and Other only data (line), plus provide the combined figure shown as bars.

HWIP Occupation Group	Quarterly Change - Contracted FTE (June 26 vs Mar 26)	Quarterly Change - Percentage (June 26 vs Mar 26)	Annual Change - Contracted FTE (June 26 vs June 25)	Annual Change - Percentage (June 26 vs June 25)
Corporate and Other	381.3	2.2%	564.8	3.2%



Appendix 3: Health Workforce Insights (Prototype Report) – Nursing

Attached as a separate document.