

**HEALTH NEW ZEALAND
EMPLOYED
WORKFORCE
QUARTERLY REPORT**

01 October to 31 December 2024

Health Workforce Information

The Health Workforce Information Programme (HWIP) is a well-established programme within Health New Zealand | Te Whatu Ora (HNZ). The programme collects base information on employee demographics, competencies and describes the current composition of the HNZ workforce.

Changes to Reporting

This quarterly report is the first to include data for all HNZ employees. Previous reports included employees from the 20 Districts only. This quarter the following former agencies have been added to the collection:

- Hauora Māori (Te Aka Whai Ora)
- NZ Health Partnership
- Health Alliance
- HealthSource
- HealthShare
- Northern Regional Alliance (NRA)
- TAS Kāhui Tuitui Tāngata
- Te Whatu Ora | Health New Zealand National Office

In this report, the data from these former agencies is combined and referred to as 'National Payrolls' data. National Payrolls employee data has been coded to HWIP Occupation Group 'Corporate and Other' in this report. This may undercount national clinical leadership, and we will continue to review our treatment of these roles in future reports.

Purpose of the Report

This report covers all HNZ employees for the period 01 October 2024 to 31 December 2024 and is a snapshot in time as at 31 December 2024. The report provides information on the general make up and characteristics of the HNZ workforce to help inform further data analysis and workforce planning. The format of the report is to provide tables and graphs on the demographics of the workforce aligned to the seven HWIP occupational groupings. These HWIP groupings are:

- Senior Medical Officer (SMO)
- Resident Medical Officer (RMO)
- Nursing
- Midwifery
- Allied & scientific (the amalgamation of Allied Health and Technical and Scientific)
- Care and support
- Corporate and other

Note that totals in this report are not directly comparable to District Quarterly reports, due to the inclusion of the Non District agencies.

Data Extraction

Important notes about the data extraction:

- The data extract used for this report covers the period 01 October 2024 to 31 December 2024 inclusive and is a snapshot taken by the Districts on 31 December 2024.

Disclaimer

While reasonable care has been taken to prepare this material, we give no guarantee that it is free from errors or defects. It is the best available data.

This report is created as at a point in time. Minor revisions may be implemented in the underlying datasets, and subsequent data extracts, after publication.

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Data source: Workforce Information, held by Health New Zealand | Te Whatu Ora

TABLE OF CONTENTS

TABLE OF CONTENTS	3
TABLE OF FIGURES	3
TABLE OF TABLES	3
OVERVIEW	4
Health NZ WORKFORCE AT A GLANCE	4
DISTRIBUTION OF EMPLOYEES	5
INCLUSIONS AND EXCLUSIONS	6
EMPLOYEE COUNT AND FTE BY DISTRICT AND OCCUPATION GROUP	7
TABLES AND CHARTS BY OCCUPATION GROUPING	8
EMPLOYEE COUNT AND FTE BY OCCUPATION GROUPING AND GENDER	8
EMPLOYEE COUNT BY OCCUPATION GROUP AND ETHNICITY	9
AGES AND LENGTH OF SERVICE	11
TABLES AND CHARTS BY DISTRICT INCLUDING NATIONAL PAYROLLS	12
EMPLOYEE COUNT AND MEAN FTE BY GENDER	12
MEAN AGES AND MEAN LENGTH OF SERVICE BY DISTRICT AND GENDER	13
ETHNICITIES BY DISTRICT INCLUDING NATIONAL PAYROLLS	14
ANALYSIS BY DISTRICT AND OCCUPATION GROUP	15
LENGTH OF SERVICE BY OCCUPATION GROUP AND DISTRICT	16
ANALYSIS BY SICK LEAVE & ANNUAL LEAVE	16
SICK LEAVE BY DISTRICT INCLUDING NATIONAL PAYROLLS, OCCUPATION GROUP, AGE GROUP AND ETHNICITY BY GENDER	16
RATIO OF ANNUAL LEAVE BALANCE AND ANNUAL LEAVE ENTITLEMENT BY DISTRICT INCLUDING NATIONAL PAYROLLS, OCCUPATION GROUP AND ETHNICITY BY GENDER	18
ANALYSIS BY POPULATION	20
DISTRIBUTION OF OVERALL DISTRICT EMPLOYEES BY AGE, WITH NATIONAL EMPLOYEE DATA	20
ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION	21
POPULATION DENSITY BY OCCUPATIONAL GROUP AND DISTRICT	22

TABLE OF FIGURES

Figure 1: Count of individual employees	5
Figure 2: Occupation group distinct employee count and mean FTE by gender	8
Figure 3: Proportion of ethnicities by occupation group	9
Figure 4: Proportion of identifiable ethnicities for all HNZ employees	10
Figure 5: Proportion of identifiable ethnicities for projected population data at 31 December 2024	10
Figure 6: Mean ages and length of service by occupation group and gender	11
Figure 7: Employee Count and mean FTE by gender and District	12
Figure 8: Mean ages and mean length of service by District and gender	13
Figure 9: Proportion of reported ethnicities by District	14
Figure 10: Mean length of service by occupation group and District	15
Figure 11: Average annualized sick leave hours per FTE by District	16
Figure 12: Average annual sick leave hours per FTE by occupational group	17
Figure 13: Average annual sick leave hours per FTE by age group by gender	17
Figure 14: Average annual sick leave hours per FTE by ethnicity by gender	17
Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by District	18
Figure 16: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group	19
Figure 17: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender	19
Figure 18: Distribution of overall District employees by age, with national employee data	20
Figure 19: Population density of Nurses by District	22
Figure 20: Population density of Corporate & Other by District	22
Figure 21: Population density of Allied & Scientific by District	23
Figure 22: Population density of Care & Support by District	23
Figure 23: Population density of Senior Medical Officer (SMO) by District	24
Figure 24: Population density of Resident Medical Officer (RMO) by District	24
Figure 25: Population density of Midwives by District	25
Figure 26: Population density of all District staff by District	25

TABLE OF TABLES

Table 1: Distribution of employment types	5
Table 2: Employee count and FTE by District and occupation group	7
Table 3: Occupation group employee count and mean FTE by gender	8
Table 4: Employee Count and proportion of ethnicities by occupation group	9
Table 5: Mean ages and length of service by occupation group and gender	11
Table 6: Employee Count and mean FTE by gender and District	12
Table 7: Mean ages and mean length of service by District and gender	13
Table 8: Distribution of reported ethnicities by District and Employee Count	14

OVERVIEW

HEALTH NZ WORKFORCE AT A GLANCE

For data to 31 December 2024, only those employed with contracted hours greater than zero are included in the analysis except for the tables and charts that explicitly report on 'Other' employees on page 5. 'Other' includes those on maternity / parental leave, and those who have not been reported with an employment status code.

Total employees 90,980^{1,2} in 92,229 positions 70,402 Female 20,581 Male 49 Another/Not Stated Gender³	78,609 FTE⁴ 59,548 FTE⁴ Females 18,987 FTE⁴ Males 43 FTE⁴ Another/Not Stated Gender⁴	Largest HWIP occupation group: Nursing - 34,888 employees in 35,583 positions Smallest HWIP occupation group: Midwifery - 1,641 employees in 1,695 positions
District employee average age 44.8 years 44.8 years for females 44.7 years for males	Oldest male HWIP occupation group: SMO (mean age 51.4 years) Youngest male HWIP occupation group: RMO (mean age 31.9 years)	Oldest female HWIP occupation group: Corporate and other (mean age 49.7 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 0.90	Longest Length of Service HWIP occupation group: SMO (mean 10.4 years) Shortest Length of Service HWIP occupation group: RMO (mean 1.7 years)	Employee reported ethnicities: Other⁵ - 56% Asian - 29.7% Māori - 9% Pacific - 5.2%

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.

DISTRIBUTION OF EMPLOYEES

This chart shows the number of HNZ employees (a distinct count of employee numbers) who are classed as either Employees (contracted hours greater than zero) or 'Other' (all others including those on maternity / parental leave, and those who have not been reported with an employment status code). If an individual has already been included in the Employed total but also holds a casual contract, they have not been counted again in the Others column. The chart has been ordered in descending order of workforce size. The table below the chart gives the actual count of employees.

Figure 1: Count of individual employees

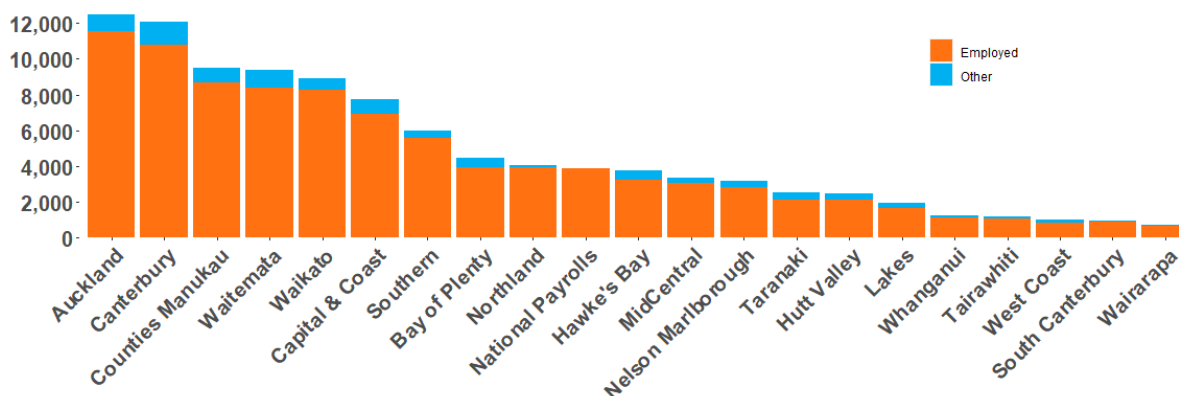


Table 1: Distribution of employment types

Health New Zealand (Health NZ)	Employed	Others	Total	Proportion of District Workforce
Auckland	11,581	924	12,505	12.4%
Canterbury	10,793	1,299	12,092	12.0%
Counties Manukau	8,647	852	9,499	9.4%
Waitemata	8,364	1,042	9,406	9.3%
Waikato	8,273	651	8,924	8.9%
Capital & Coast	6,889	875	7,764	7.7%
Southern	5,585	415	6,000	6.0%
Bay of Plenty	3,916	530	4,446	4.4%
Northland	3,920	128	4,048	4.0%
National Payrolls	3,846	42	3,888	3.9%
Hawke's Bay	3,209	532	3,741	3.7%
MidCentral	3,027	328	3,355	3.3%
Nelson Marlborough	2,774	364	3,138	3.1%
Taranaki	2,086	411	2,497	2.5%
Hutt Valley	2,098	334	2,432	2.4%
Lakes	1,621	297	1,918	1.9%
Whanganui	1,078	159	1,237	1.2%
Tairāwhiti	1,013	171	1,184	1.2%
West Coast	802	159	961	1.0%
South Canterbury	842	106	948	0.9%
Wairarapa	616	79	695	0.7%
Total	90,980	9,698	100,678	100.0%

NOTE: Prior to June 2021, this table was based on a count of positions, which had the potential to count individual employees more than once if they held multiple positions with a District. Individuals may still be counted more than once if they hold positions with multiple Districts.

INCLUSIONS AND EXCLUSIONS

Specific caveats and definitions relevant to charts and tables have been provided throughout the report and should be noted. Additionally, all charts and tables that follow in this document are derived from data using the following caveats:

Inclusions:

- Only employees who have positive contract hours have been included; those with zero contract hours or are classified as on parental leave or leave without pay have been excluded.
- Charts containing 'Age' include all employees who have a calculated age between 15 and 99.
- All Health NZ employees are included unless specifically stated otherwise.

Exclusions:

- Data has been excluded when it does not match the reporting variable standard format (i.e. if a gender code has not been assigned then the employee will be excluded from that chart or table).
- For privacy reasons some data has been suppressed for numbers less than ten.
- Any employee who has an employment end date entered (before or during the reporting quarter) has also been excluded since they left employment before the end of the reporting quarter.
- Charts containing 'ethnicity', exclude employees who do not have a valid ethnicity code.
- Analysis by population does not include National and Enabling data because there is no specific population associated with the National and Enabling data.
- National and Enabling length of service data is excluded due to low data quality.

Calculations:

- Percentage sick leave hours is calculated by dividing the number of sick leave hours taken by the contracted hours (excluding those with zero contracted hours). It excludes staff who started or terminated employment in the reporting quarter.
- Annual leave balance to entitlement calculations exclude staff who started or terminated employment in the reporting quarter and those staff who have no reported entitlement to annual leave.
- Because of the way start dates are reported the length of service is most likely to be based on the length of service within the District rather than the length of service of the reported position. When a person is reported under multiple positions for a single occupation group, the greatest length of service value is used for the individual.

EMPLOYEE COUNT AND FTE BY OCCUPATION GROUP

The following table shows the distinct count of employees by their occupation grouping and District. It also includes columns for full-time equivalent counts (Contracted FTE, using a 2086 hour annual contract) and mean FTE (the average FTE calculation for all employees). Employees who do not have a contract of more than zero hours are excluded.

Table 2: Employee count and FTE by District and occupation group

Health New Zealand (Health NZ)	Nursing			Corporate and Other			Allied and Scientific			Care and Support			Senior Medical Officer (SMO)			Resident Medical Officer (RMO)			Midwifery		
	Employee Count	FTE	Mean FTE	Employee Count	FTE	Mean FTE	Employee Count	FTE	Mean FTE	Employee Count	FTE	Mean FTE	Employee Count	FTE	Mean FTE	Employee Count	FTE	Mean FTE	Employee Count	FTE	Mean FTE
Auckland	4,364	3,848.8	0.88	2,079	1,926.0	0.93	2,217	1,998.5	0.90	909	855.3	0.94	1,213	1,025.4	0.85	636	627.2	0.99	185	147.5	0.80
Bay of Plenty	1,563	1,233.5	0.79	672	580.6	0.86	602	505.7	0.84	478	401.0	0.84	284	230.2	0.81	234	231.1	0.99	83	56.6	0.68
Canterbury	4,278	3,530.3	0.83	2,078	1,820.6	0.88	1,773	1,460.6	0.82	1,165	953.2	0.82	720	591.6	0.82	610	591.3	0.97	169	109.6	0.65
Capital & Coast	2,919	2,505.2	0.86	1,205	1,127.6	0.94	842	738.9	0.88	704	614.8	0.87	498	412.3	0.83	647	631.2	0.98	100	74.5	0.74
Counties Manukau	3,380	2,965.8	0.88	1,504	1,324.2	0.88	1,285	1,144.9	0.89	1,134	984.5	0.87	643	597.1	0.93	475	465.7	0.98	236	177.8	0.75
Hawke's Bay	1,255	986.1	0.79	620	546.8	0.88	487	414.0	0.85	436	360.5	0.83	187	150.2	0.80	188	186.8	0.99	42	32.0	0.76
Hutt Valley	888	733.6	0.83	399	352.9	0.88	304	257.4	0.85	265	228.9	0.86	177	137.7	0.78	10	9.6	0.96	56	39.4	0.70
Lakes	680	552.1	0.81	307	271.1	0.88	225	190.2	0.85	175	150.6	0.86	109	90.4	0.83	93	91.1	0.98	32	21.2	0.66
MidCentral	1,309	1,061.9	0.81	509	461.1	0.91	438	378.6	0.86	341	276.2	0.81	183	160.9	0.88	193	190.6	0.99	54	36.8	0.68
National Payrolls	0	0.0	0.00	3,846	3,748.7	0.97	0	0.0	0.00	0	0.0	0.00	0	0.0	0.00	0	0.0	0.00	0	0.0	0.00
Nelson Marlborough	953	786.3	0.83	584	499.5	0.86	370	325.0	0.88	540	410.0	0.76	176	144.9	0.82	111	113.6	1.02	53	41.1	0.78
Northland	1,570	1,249.0	0.80	658	579.5	0.88	545	467.4	0.86	611	455.1	0.74	260	241.4	0.93	178	170.1	0.96	98	55.4	0.57
South Canterbury	380	308.9	0.81	139	115.6	0.83	122	99.6	0.82	89	67.8	0.76	62	52.1	0.84	31	30.4	0.98	21	16.4	0.78
Southern	2,451	1,984.3	0.81	960	859.0	0.89	797	674.6	0.85	554	448.9	0.81	379	329.6	0.87	356	348.3	0.98	88	59.7	0.68
Tairāwhiti	417	334.8	0.80	229	205.6	0.90	133	110.2	0.83	127	111.5	0.88	56	51.3	0.92	31	30.8	0.99	20	13.3	0.66
Taranaki	829	646.9	0.78	427	377.9	0.89	306	249.0	0.81	240	194.7	0.81	155	131.1	0.85	102	100.4	0.98	33	24.7	0.75
Waikato	3,404	2,904.3	0.85	1,537	1,388.9	0.90	1,127	980.4	0.87	1,059	908.0	0.86	517	454.3	0.88	519	505.6	0.97	113	79.9	0.71
Wairarapa	311	212.5	0.68	111	90.4	0.81	69	52.3	0.76	75	49.9	0.67	29	22.9	0.79	0	0.0	0.00	21	13.0	0.62
Waitemata	3,147	2,706.7	0.86	1,392	1,199.4	0.86	1,435	1,241.5	0.87	1,233	1,098.4	0.89	600	541.1	0.90	365	357.0	0.98	192	111.9	0.58
West Coast	304	255.4	0.84	211	177.1	0.84	85	75.6	0.89	131	100.7	0.77	47	36.5	0.78	9	8.2	0.91	15	11.4	0.76
Whanganui	486	387.9	0.80	191	173.7	0.91	151	125.2	0.83	129	108.3	0.84	52	46.9	0.90	39	39.0	1.00	30	22.8	0.76
Total	34,888	29,194.3	0.84	19,658	17,826.2	0.91	13,313	11,489.6	0.86	10,395	8,778.3	0.84	6,347	5,447.9	0.86	4,827	4,728	0.98	1,641	1,145	0.70

TABLES AND CHARTS BY OCCUPATION GROUPING

EMPLOYEE COUNT AND FTE BY OCCUPATION GROUPING AND GENDER

The bars represent the distinct count (left hand axis) of employees by gender and occupation grouping, and the triangles represent the average FTE for those employees (right hand axis), also by gender and occupation grouping. As some employees may have roles across multiple Occupation Groups, they may be counted more than once in the group totals, but only once in the Grand Total row in Table 3.

Figure 2: Occupation group distinct employee count and mean FTE by gender



Table 3: Occupation group employee count and mean FTE by gender

Occupation Group	Female		Male		Another Gender		Total	
	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count ¹	Mean FTE
Nursing	30,400	0.83	4,460	0.90	12	0.82	34,888	0.84
Corporate and other	14,540	0.89	5,097	0.96	13	0.92	19,658	0.91
Allied and scientific	10,757	0.85	<2,550	0.93	<10	0.99	13,313	0.86
Care and support	<7,650	0.83	<2,750	0.88	<10	0.73	10,395	0.84
SMO	<2,750	0.83	3,597	0.88	<10	0.90	6,347	0.86
RMO	<2,700	0.97	<2,140	0.99	<10	0.90	4,827	0.98
Midwifery	<1,635	0.70	<10	0.77	<10	0.90	1,641	0.70
Total	70,402	0.84	20,581	0.90	49	0.88	90,980	0.86

*The sum of columns in the table do not add up to the total column because the gender breakdowns exclude employees with no data available and those reported as gender 'Not Stated'.

EMPLOYEE COUNT BY OCCUPATION GROUP AND ETHNICITY

This chart shows the proportion (not the actual count of employees) of ethnicities reported within each occupation group. The table below details the distinct count of employees for whom an ethnicity was reported. As some employees may have roles across multiple Occupation Groups, they may be counted more than once in the group totals, but only once in the Grand Total row in Table 4.

The pie chart, on the next page, shows the distribution of all reported ethnicities for all Districts.

Figure 3: Proportion of ethnicities by occupation group

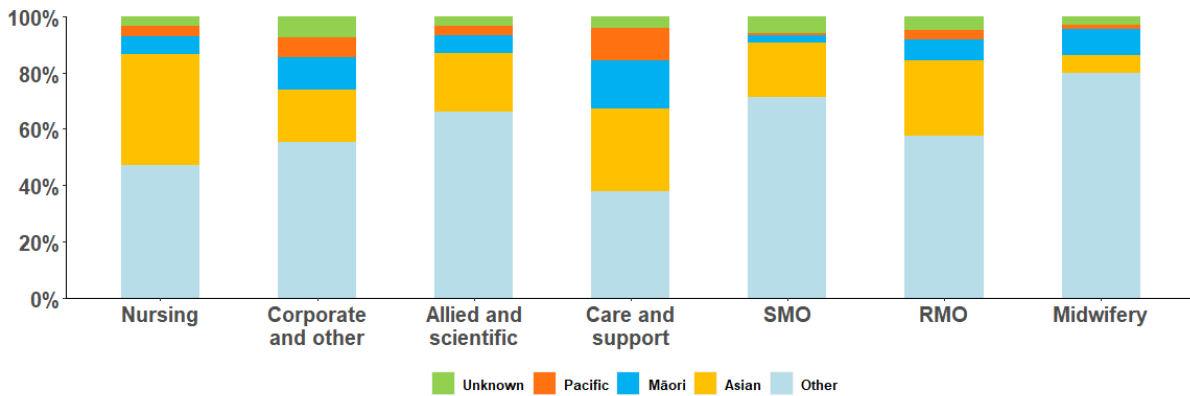


Table 4: Employee Count and proportion of ethnicities by occupation group

Occupation Group	Other ¹		Asian		Māori		Pacific		Unknown		Total
	Count	Proportion (%)	Count	Proportion (%)	Count	Proportion (%)	Count	Proportion (%)	Count	Proportion (%)	
Nursing	16,416	47.1%	13,744	39.4%	2,275	6.5%	1,287	3.7%	1,166	3.3%	34,888
Corporate and other	10,889	55.4%	3,608	18.4%	2,281	11.6%	1,387	7.1%	1,493	7.6%	19,658
Allied and scientific	8,781	66.0%	2,784	20.9%	854	6.4%	434	3.3%	460	3.5%	13,313
Care and support	3,941	37.9%	3,061	29.4%	1,765	17.0%	1,192	11.5%	436	4.2%	10,395
SMO	4,532	71.4%	1,213	19.1%	162	2.6%	57	0.9%	383	6.0%	6,347
RMO	2,775	57.5%	1,293	26.8%	362	7.5%	162	3.4%	235	4.9%	4,827
Midwifery	1,309	79.8%	103	6.3%	153	9.3%	27	1.6%	49	3.0%	1,641
Total	48,579	53.4%	25,796	28.4%	7,844	8.6%	4,544	5.0%	4,217	4.6%	90,980

¹'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Māori or Pacific. Employee counts in the Grand Total line are slightly lower than the sum of the Occupation Groups, as some individuals may be represented in more than one Occupation Group

This pie chart is based on the 86,763 permanent distinct employees who declared their ethnicity as Asian, Māori, Pacific or Other. Below this is a similar pie chart of ethnicity proportions in the New Zealand population based on projections of population data by Statistics New Zealand for 31 December 2024.

Figure 4: Proportion of identifiable ethnicities for all HNZ employees

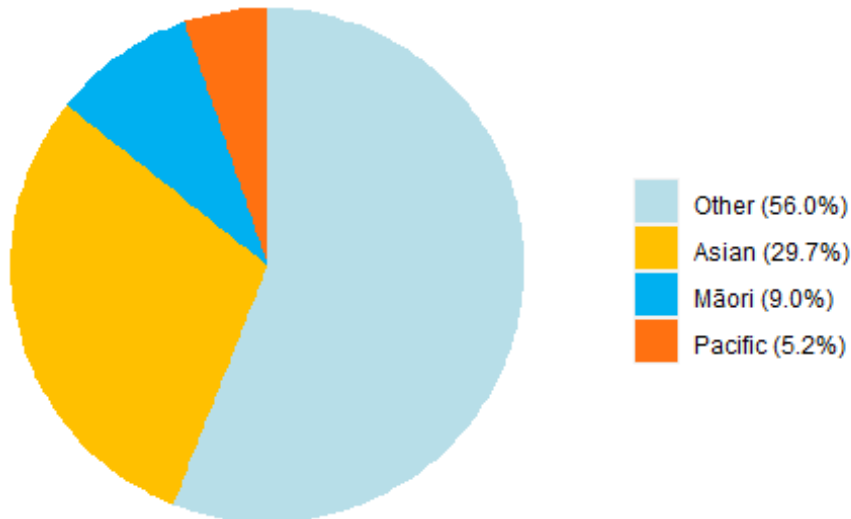
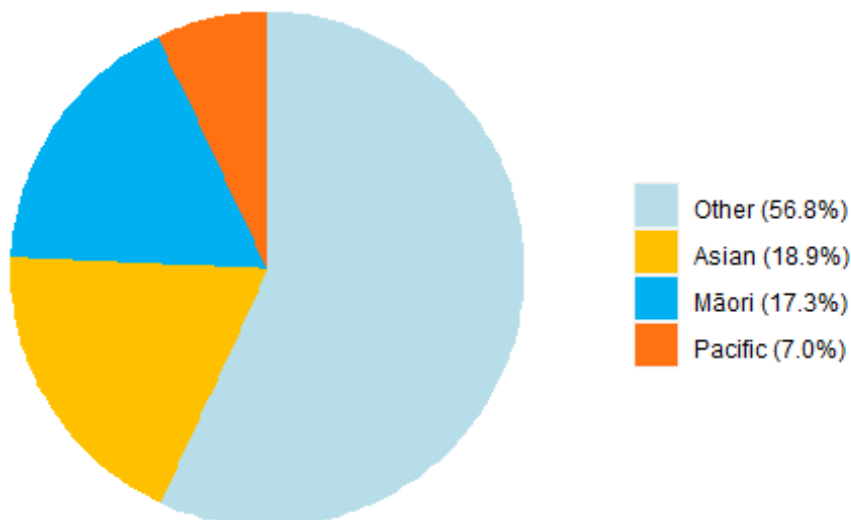


Figure 5: Proportion of identifiable ethnicities for projected population data at 31 December 2024



AGES AND LENGTH OF SERVICE

National Payrolls data is not included in the following figures and tables.

The bars in this chart show the average age (left hand axis) for each occupation group by gender. The triangles represent the average length of service (right hand axis), also by occupation group and gender. The following table gives the actual figures behind the chart.

Figure 6: Mean ages and length of service by occupation group and gender

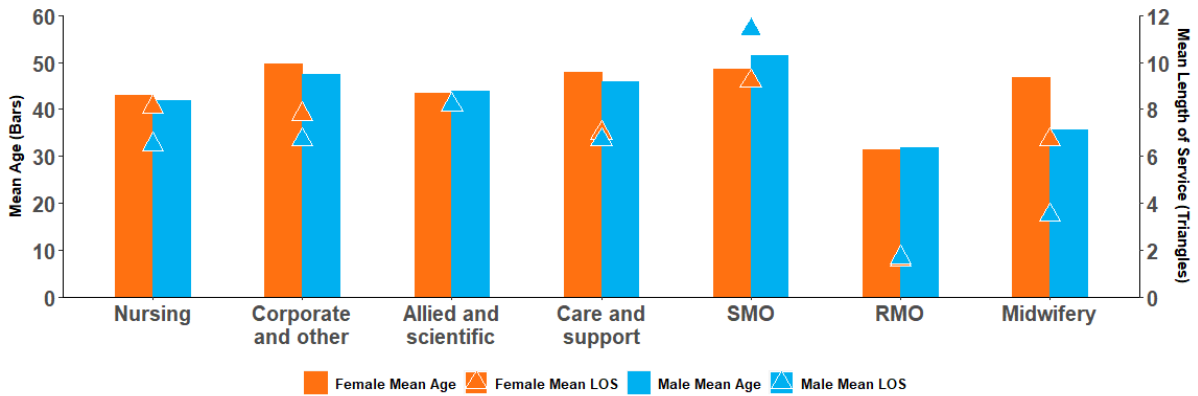


Table 5: Mean ages and length of service by occupation group and gender

Occupation Group	Female		Male		Total	
	Mean Age	Mean Length of Service	Mean Age	Mean Length of Service	Mean Age	Mean Length of Service
Nursing	42.9	8.1	41.8	6.5	42.7	7.9
Corporate and other	49.7	7.8	47.5	6.7	49.1	7.5
Allied and scientific	43.4	8.2	44.0	8.2	43.5	8.2
Care and support	47.9	7.0	46.0	6.7	47.4	6.9
SMO	48.5	9.2	51.4	11.4	50.2	10.4
RMO	31.4	1.6	31.9	1.7	31.6	1.7
Midwifery	46.7	6.7	35.6	3.5	46.6	6.7
Total	44.8	7.7	44.7	7.2	44.8	7.6

TABLES AND CHARTS BY DISTRICT INCLUDING NATIONAL PAYROLLS

This section looks at the same statistics given in the first section but broken down by District rather than occupation group. Page 7 has a table of figures for FTE and headcount which looks at both District and occupation grouping.

EMPLOYEE COUNT AND MEAN FTE BY GENDER

This chart examines the distinct count of employees by gender and District (left hand axis). The Districts have been ordered in descending size of total employee count. The right-hand axis refers to the mean FTE for all positions (by District and gender). The following table shows the employee count and mean FTE by gender for each District. Staff identified as Another Gender have not been included in these charts, due to the overall low numbers of people.

Figure 7: Employee Count and mean FTE by gender and District

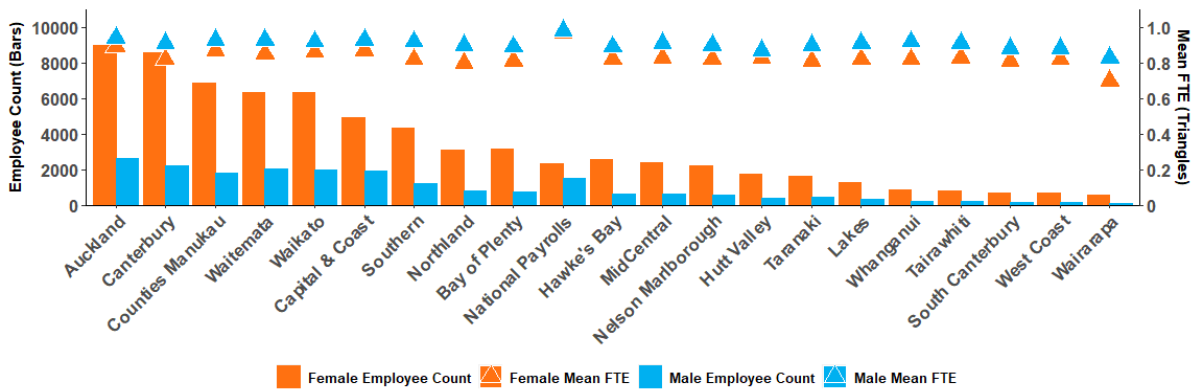


Table 6: Employee Count and mean FTE by gender and District

Health New Zealand (Health NZ)	Female		Male		Total	
	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count	Mean FTE
Auckland	8,965	0.89	2,612	0.94	11,581	0.90
Canterbury	8,546	0.82	2,240	0.91	10,793	0.84
Counties Manukau	6,846	0.87	1,798	0.93	8,647	0.89
Waitemata	6,325	0.85	2,037	0.93	8,364	0.87
Waikato	6,318	0.86	1,955	0.92	8,273	0.87
Capital & Coast	4,951	0.87	1,922	0.93	6,889	0.89
Southern	4,333	0.82	1,242	0.92	5,585	0.84
Northland	3,106	0.80	814	0.90	3,920	0.82
Bay of Plenty	3,143	0.81	772	0.89	3,916	0.83
National Payrolls	2,324	0.97	1,514	0.98	3,846	0.97
Hawke's Bay	2,597	0.82	608	0.89	3,209	0.83
MidCentral	2,399	0.83	626	0.91	3,027	0.85
Nelson Marlborough	2,209	0.82	565	0.90	2,774	0.84
Hutt Valley	1,722	0.83	376	0.87	2,098	0.84
Taranaki	1,632	0.81	427	0.90	2,086	0.83
Lakes	1,290	0.82	331	0.91	1,621	0.84
Whanganui	887	0.82	189	0.92	1,078	0.84
Tairāwhiti	822	0.83	191	0.91	1,013	0.85
South Canterbury	708	0.81	134	0.88	842	0.82
West Coast	658	0.82	144	0.88	802	0.83
Wairarapa	548	0.70	68	0.83	616	0.72

MEAN AGES AND MEAN LENGTH OF SERVICE BY DISTRICT AND GENDER

National Payrolls data is not included in the following figures and tables.

This chart shows the mean age of employees in each District by gender (left hand axis) and has been ordered by descending mean age. The triangles represent the mean length of service (right hand axis) by gender and District. This has been calculated on an employee count basis, using the maximum reported length of service for each individual staff member across all relevant roles.

Figure 8: Mean ages and mean length of service by District and gender

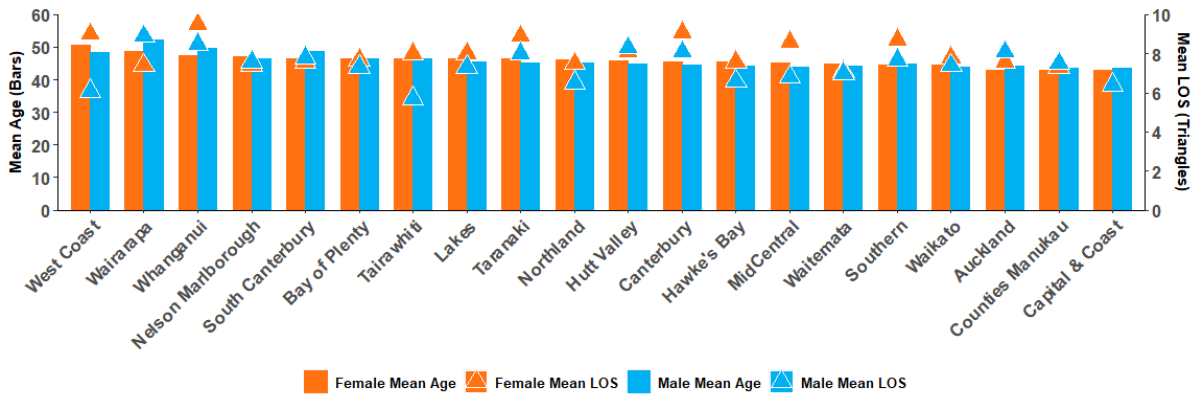


Table 7: Mean ages and mean length of service by District and gender

Health New Zealand (Health NZ)	Female		Male		Total	
	Mean Age	Mean Length of Service	Mean Age	Mean Length of Service	Mean Age	Mean Length of Service
West Coast	50.5	9.0	48.4	6.1	50.1	8.5
Wairarapa	48.8	7.4	52.1	8.9	49.2	7.5
Whanganui	47.4	9.5	49.5	8.5	47.7	9.3
Nelson Marlborough	47.2	7.4	46.5	7.6	47.0	7.4
South Canterbury	46.6	7.6	48.7	7.8	46.9	7.7
Bay of Plenty	46.4	7.7	46.5	7.3	46.4	7.6
Tairāwhiti	46.4	8.0	46.6	5.7	46.4	7.5
Lakes	46.4	8.0	45.4	7.3	46.2	7.8
Taranaki	46.4	8.9	45.3	8.0	46.0	8.6
Northland	46.0	7.5	45.1	6.5	45.8	7.3
Hutt Valley	45.8	8.1	44.8	8.3	45.6	8.1
Canterbury	45.6	9.1	44.6	8.1	45.4	8.9
Hawke's Bay	45.6	7.6	44.3	6.6	45.4	7.4
MidCentral	45.1	8.6	43.9	6.8	44.8	8.2
Waitemata	44.7	7.1	44.3	7.0	44.6	7.1
Southern	44.4	8.7	44.7	7.7	44.5	8.5
Waikato	44.4	7.8	44.0	7.4	44.3	7.7
Auckland	42.9	7.6	44.1	8.1	43.2	7.7
Counties Manukau	43.0	7.3	43.6	7.5	43.1	7.3
Capital & Coast	42.8	6.4	43.6	6.4	43.0	6.4
Total	44.8	7.7	44.7	7.2	44.8	7.6

ETHNICITIES BY DISTRICT INCLUDING NATIONAL PAYROLLS

The following chart shows the proportion of ethnicities within each District employee population (ordered by descending proportion of 'unknown' ethnicities). It does not represent the actual number of people by each ethnicity; this is detailed in the table further below.

Figure 9: Proportion of reported ethnicities by District

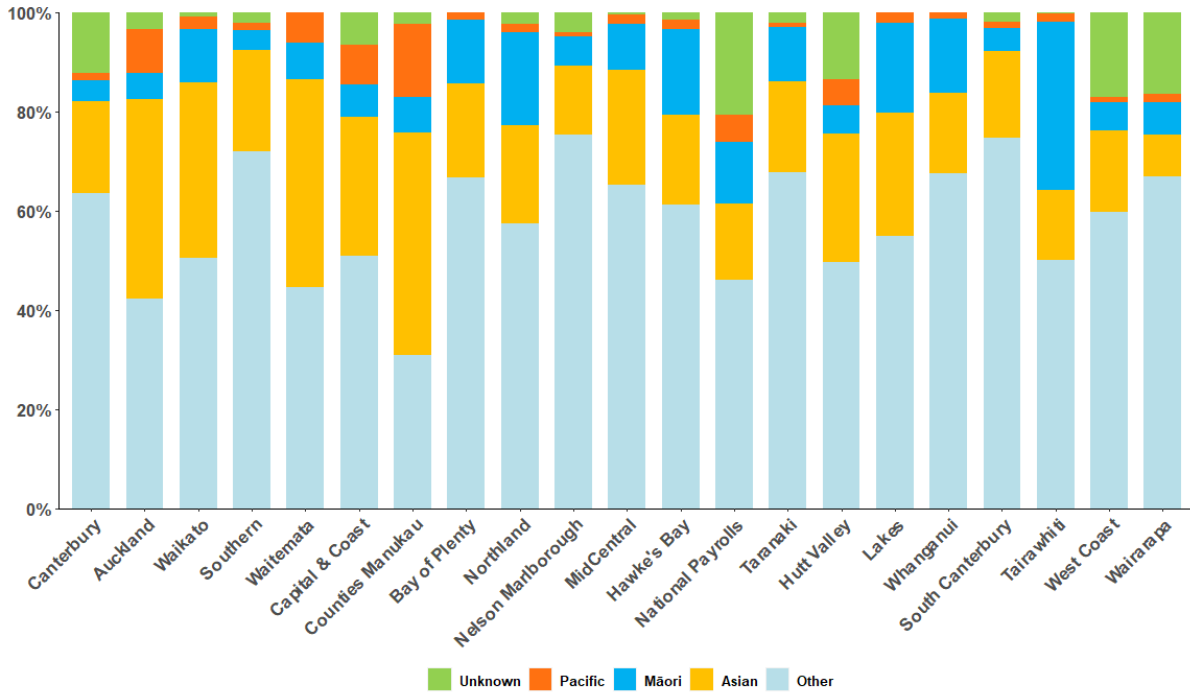


Table 8: Distribution of reported ethnicities by District and Employee Count

Health New Zealand (Health NZ)	Other*	Asian	Māori	Pacific	Unknown	Total ²
Canterbury	6,852	1,996	462	154	1,329	10,793
Auckland	4,884	4,663	608	1,040	386	11,581
Waikato	4,171	2,938	890	194	80	8,273
Southern	4,021	1,137	222	80	125	5,585
Waitemata	3,720	3,506	617	521	0	8,364
Capital & Coast	3,502	1,928	449	552	458	6,889
Counties Manukau	2,662	3,886	613	1,286	200	8,647
Bay of Plenty	2,615	737	502	61	1	3,916
Northland	2,250	775	734	69	92	3,920
Nelson Marlborough	2,092	384	164	23	111	2,774
MidCentral	1,975	699	280	60	13	3,027
Hawke's Bay	1,966	579	555	63	46	3,209
National Payrolls	1,769	594	480	211	792	3,846
Taranaki	1,415	381	226	20	44	2,086
Hutt Valley	1,040	545	118	113	282	2,098
Lakes	891	400	294	36	0	1,621
Whanganui	728	175	160	15	0	1,078
South Canterbury	629	147	39	10	17	842
Tairāwhiti	506	143	344	17	3	1,013
West Coast	479	131	47	8	137	802
Wairarapa	412	52	40	11	101	616
Total	48,579	25,796	7,844	4,544	4,217	90,980

*'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Māori or Pacific.

**Totals may not add as some individuals are associated with more than one ethnicity.

ANALYSIS BY DISTRICT AND OCCUPATION GROUP

LENGTH OF SERVICE BY OCCUPATION GROUP AND DISTRICT

National Payrolls data is not included in the following figures and tables.

The following table shows the mean length of service for each occupation group by District. To read this table, look at the occupation column. The green colours represent a longer than national average length of service, the yellow colours are close to the national average while red colours are lower than the national average. The final column (all staff) has ordered the Districts by longer to shorter lengths of service. Length of service is based on reported time employed in the current position, so if an employee is reported with multiple positions, this metric picks up the maximum length of service across their positions.

Table 9: Mean length of service by occupation group and District

Health New Zealand (Health NZ)	Nursing	Corporate and other	Allied and scientific	Care and support	SMO	RMO	Midwifery	Grand Total
Whanganui	9.9	9.1	10.2	8.3	10.6	1.5	9.0	9.3
Canterbury	9.3	8.3	9.8	8.5	11.7	2.6	7.5	8.9
Taranaki	9.7	9.3	8.7	8.3	8.7	1.7	7.7	8.8
Southern	9.1	9.0	8.9	6.9	11.1	2.8	6.3	8.5
West Coast	9.0	7.8	8.4	9.7	6.3	2.6	7.6	8.5
MidCentral	9.1	9.0	9.2	5.5	9.9	1.6	7.2	8.2
Hutt Valley ¹	7.5	9.4	8.0	8.0	9.8	1.2	5.4	8.1
Lakes	8.9	8.8	7.5	5.2	8.8	1.2	6.9	7.8
Auckland	7.3	8.5	8.3	7.8	10.7	0.9	6.3	7.7
South Canterbury	8.3	8.4	7.4	7.0	8.5	1.3	3.7	7.7
Waikato	7.9	8.9	8.1	6.3	10.8	2.2	7.0	7.7
Bay of Plenty	8.3	8.4	7.6	6.4	9.1	1.6	7.1	7.6
Hawke's Bay	7.8	8.0	8.2	6.2	9.4	1.6	8.9	7.5
Nelson	7.7	8.0	8.1	6.8	10.9	1.5	5.9	7.5
Tairāwhiti	9.1	6.9	7.2	5.9	6.2	1.3	7.9	7.5
Wairarapa ¹	7.6	7.2	8.9	6.6	8.9	0.0	5.3	7.5
Counties Manukau	7.0	8.9	7.1	7.1	11.2	0.9	6.6	7.3
Northland	7.9	9.0	7.5	5.1	8.6	1.8	6.2	7.3
Waitemata	6.8	7.5	8.0	6.6	10.7	0.8	6.0	7.1
Capital & Coast	6.4	7.2	6.6	6.0	9.9	1.8	6.8	6.4
Grand Total	7.9	7.5	8.2	6.9	10.4	1.7	6.7	7.6

¹Wairarapa and Hutt Valley are moving away from directly employing RMOs and will in future use RMOs that are employed by Capital and Coast.

ANALYSIS BY SICK LEAVE & ANNUAL LEAVE

SICK LEAVE BY DISTRICT INCLUDING NATIONAL PAYROLLS, OCCUPATION GROUP, AGE GROUP AND ETHNICITY BY GENDER

The following radar chart shows the dispersion of sick leave by District by looking at the average annualised sick leave hours per contracted FTE. It is based on all contracted employees not on long term leave and excluding those who commenced employment during the reporting quarter, regardless of the amount of sick leave taken during this reporting quarter. The process of annualising the quarter's reported sick leave hours may amplify the impact of outlier events, whether these are negative values (reported to correct an over-statement in a previous quarter) or a potential over-reporting, where a person reportedly took more sick leave than we would expect them to have worked based on their contracted FTE.

To read this graph, the blue line indicates the median (50%) sick leave hours per FTE; i.e. 50% of staff took sick leave hours (per FTE) at or below this value. The yellow line indicates the 3rd quartile (75%) sick leave hours per FTE; i.e. 75% of staff took sick leave hours (per FTE) at or below this value. The order of least sick leave hours per FTE to the most sick leave hours per FTE taken runs clockwise from 12 o'clock.

For example, the data for Auckland shows that (if the December quarter is indicative) 50% of staff would have taken 64 hours sick leave or less (note comments on negative sick leave values above) per FTE over the course of a year, and 75% of staff would have taken 144 hours or less of sick leave per FTE over the course of a year.

Table 10: Average annualized sick leave hours per FTE by District

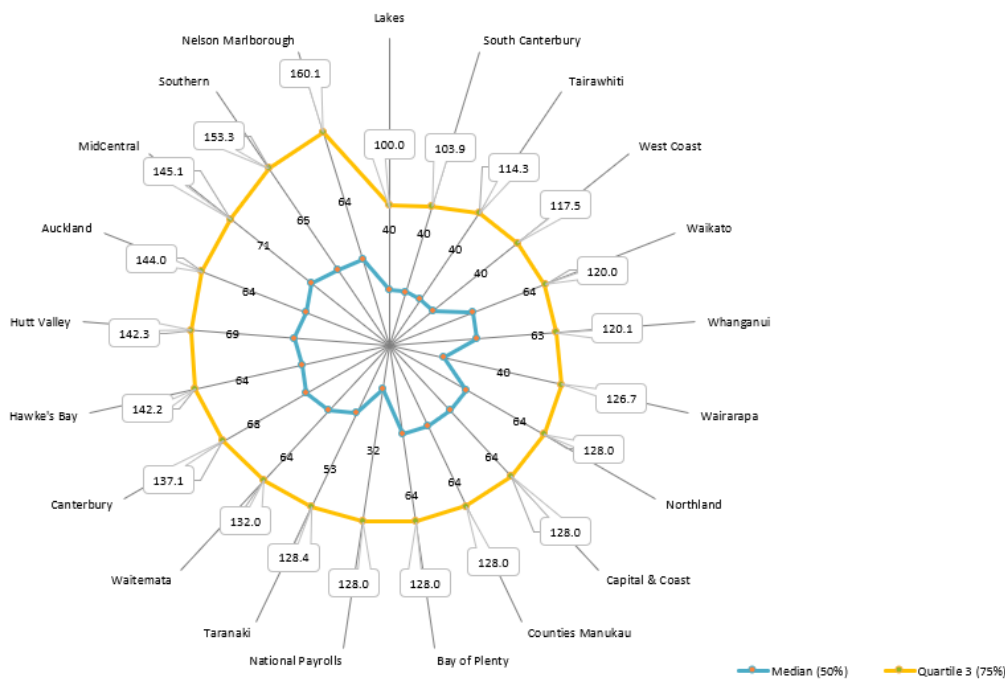


Figure 10: Average annual sick leave hours per FTE by occupational group

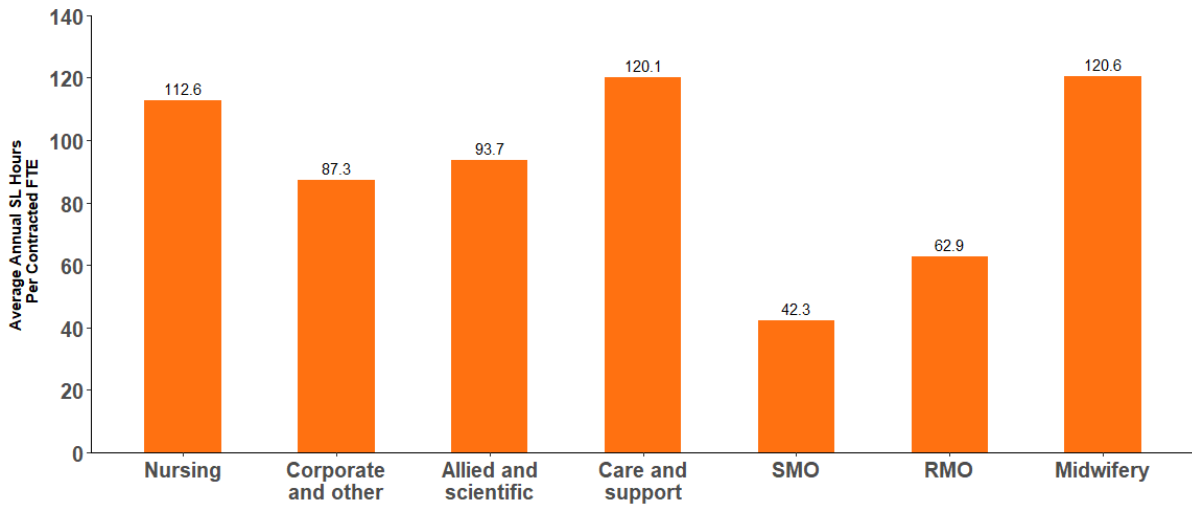


Figure 11: Average annual sick leave hours per FTE by age group by gender

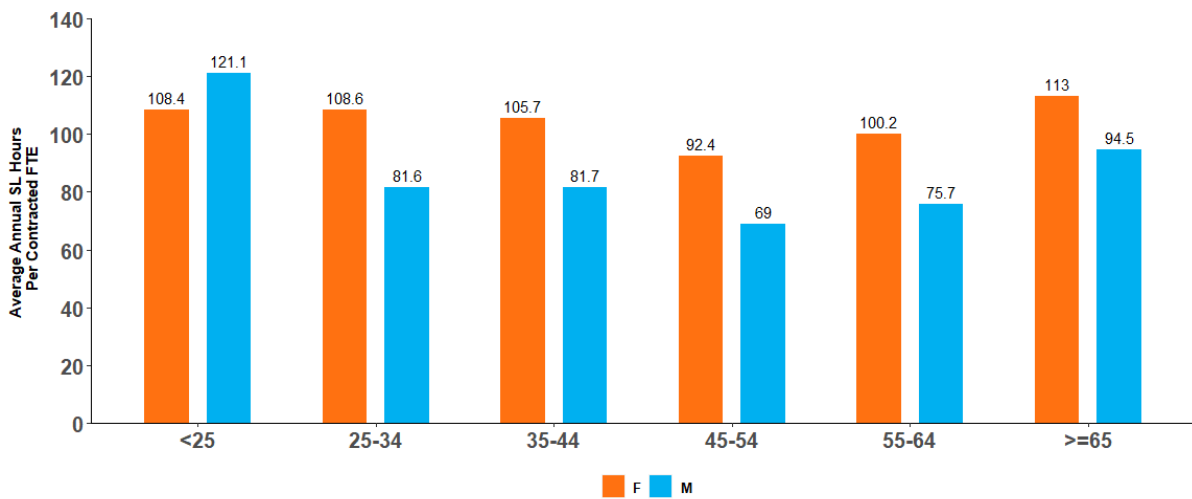
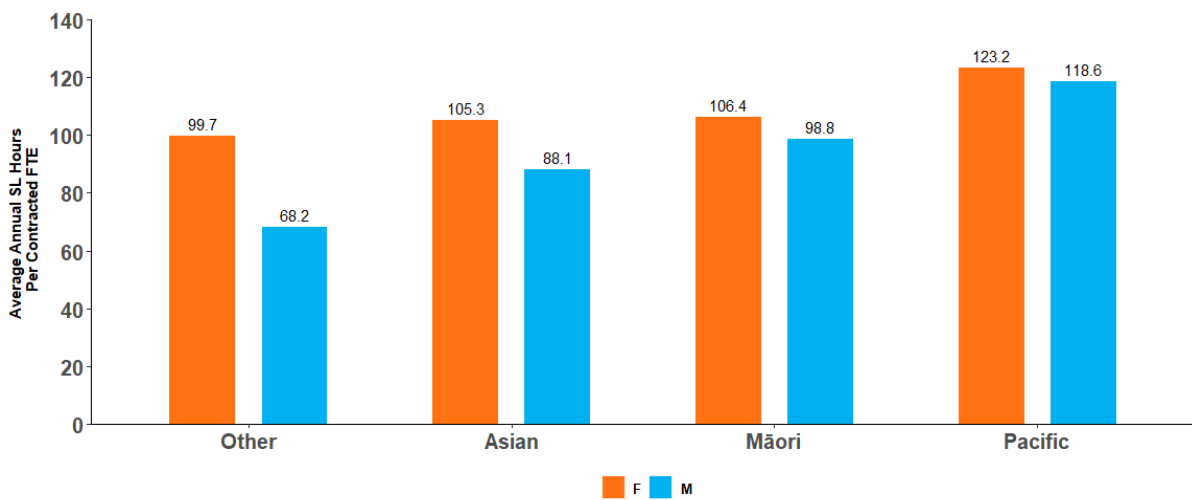


Figure 12: Average annual sick leave hours per FTE by ethnicity by gender



RATIO OF ANNUAL LEAVE BALANCE AND ANNUAL LEAVE ENTITLEMENT BY DISTRICT INCLUDING NATIONAL PAYROLLS, OCCUPATION GROUP AND ETHNICITY BY GENDER

In the first chart, the bars represent the ratios of annual leave balance to annual leave entitlement and the blue dotted line represents the national average. For example, a value of 100% means that on average the District employees have an annual leave balance equal to their annual leave entitlement. The chart shows that for the first fifteen Districts, on average their employees have more annual leave balance than annual leave entitlement.

The other two charts on page 19 display the ratio of annual leave balance to entitlement per FTE at the national level, grouped by both Occupation Group and Ethnicity (with gender split).

Figure 13: Ratio of annual leave balance to annual leave entitlement hours per FTE by District

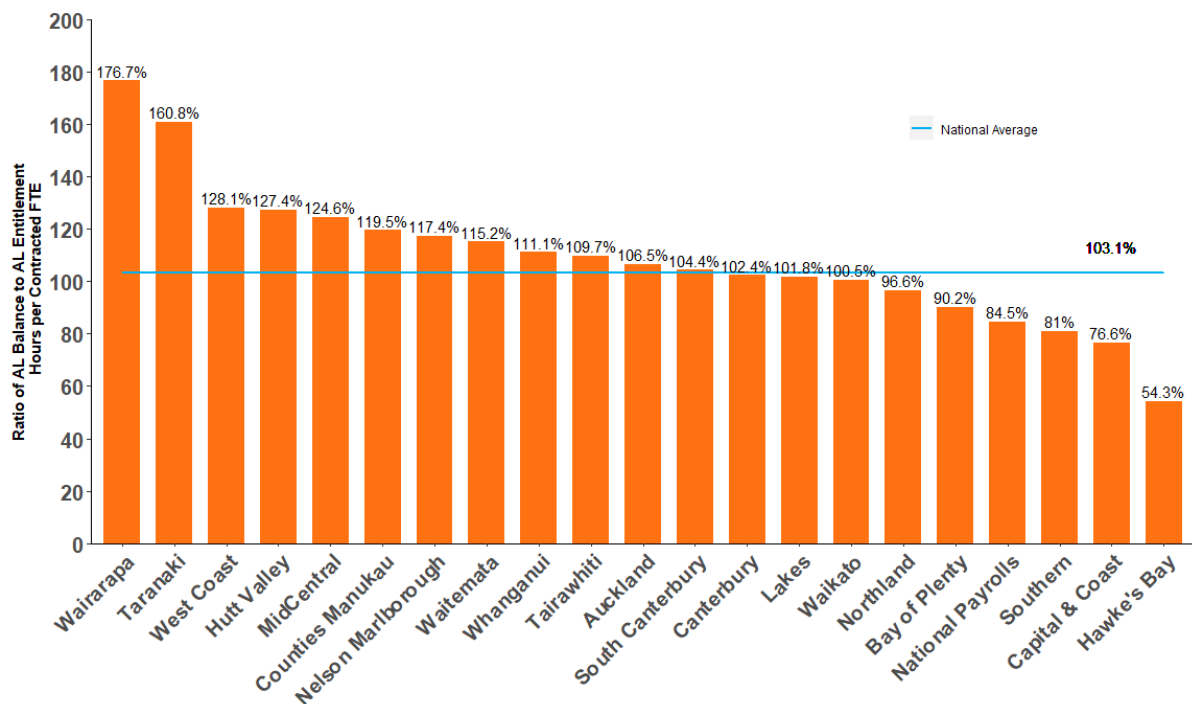


Figure 14: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

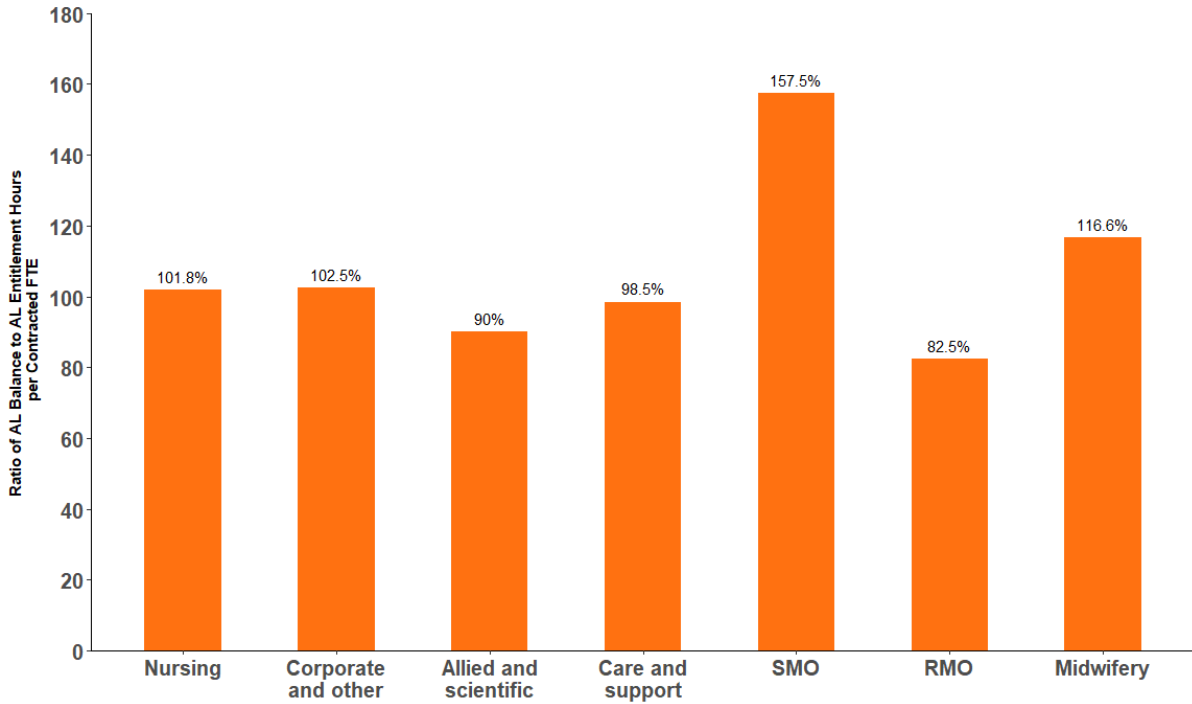
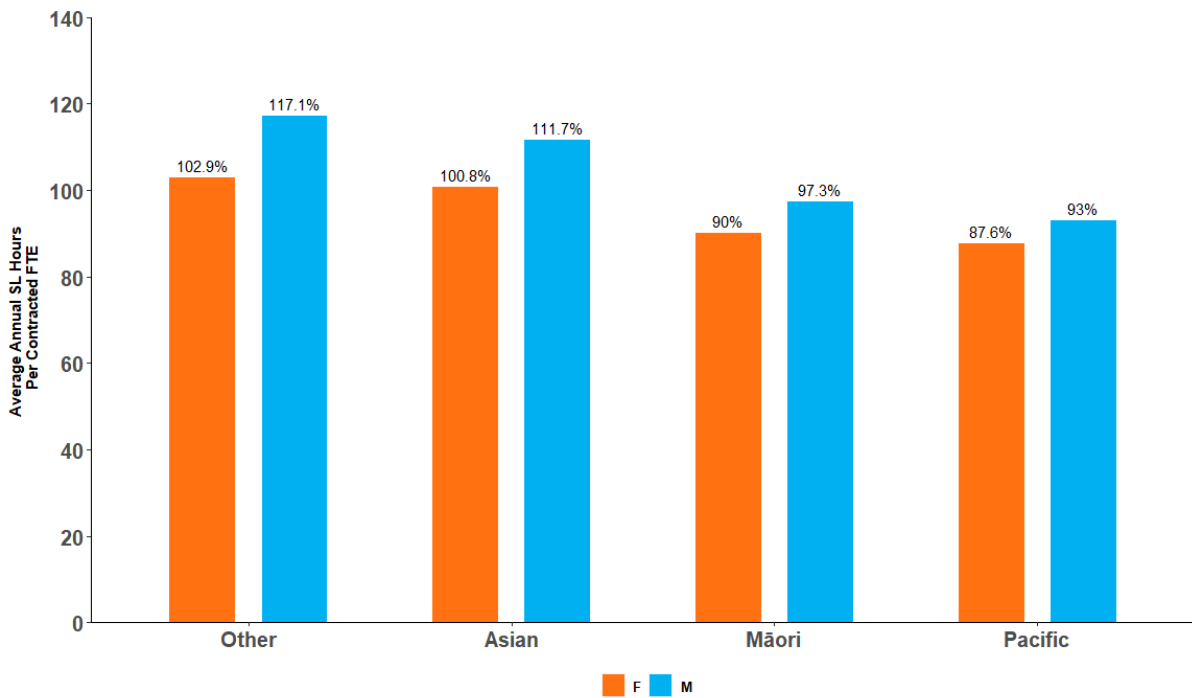


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender



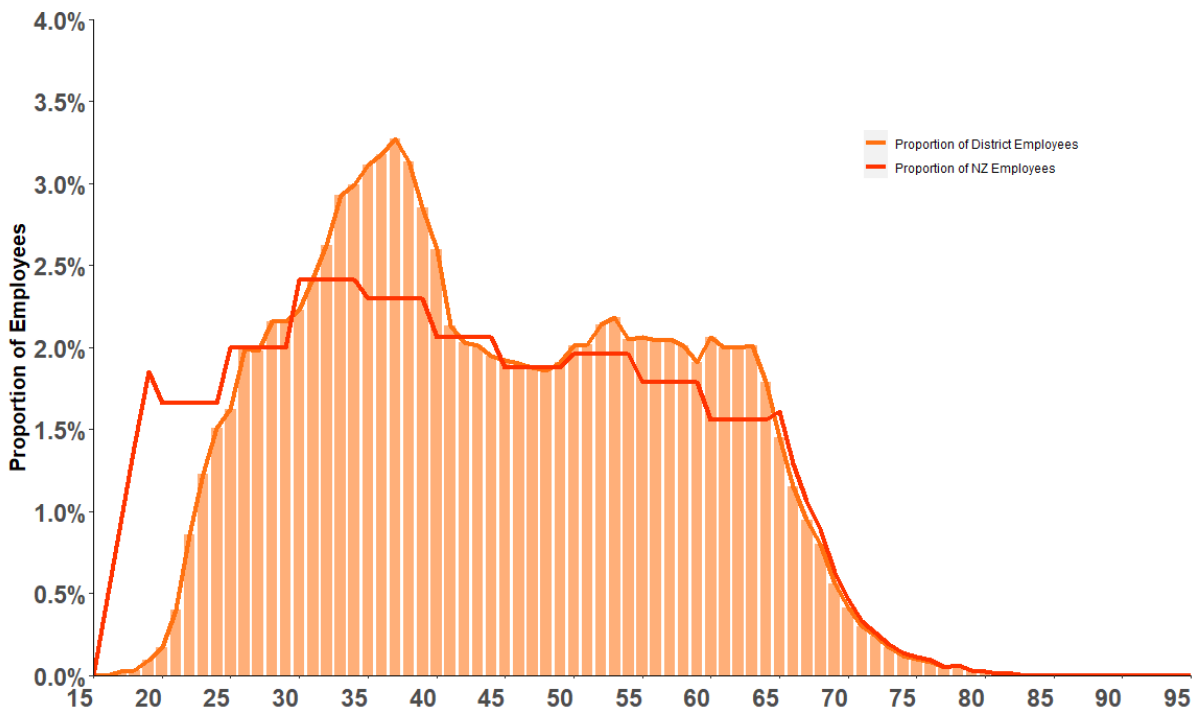
ANALYSIS BY POPULATION

DISTRIBUTION OF OVERALL DISTRICT EMPLOYEES BY AGE, WITH NATIONAL EMPLOYEE DATA

National Payrolls data is excluded from the analysis by population as there is no specific population associated with the National Payrolls.

The following chart shows the distribution of ages of District employees (histogram with light orange outline). The District employee distribution is on a position basis. The staggered dark orange line is the distribution of all New Zealand employees for the December 2024 quarter as reported in the Household Labour Force Survey (HLFS) by Statistics New Zealand.

Figure 16: Distribution of overall District employees by age, with national employee data



ETHNIC REPRESENTATION OF WORKFORCE TO RESIDENT POPULATION

The following charts look at the ethnic representation of District staff to the resident population.

The calculations look at the percentage of staff with a known ethnicity and compare it to the percentage of District residents with a known ethnicity. This latter data has been interpolated from data produced by Statistics New Zealand and is representative for the quarter being reported on. The proportion of staff with a known ethnicity this quarter is 99.1 percent, compared to 92.4 percent in June 2018. This comparison is on a position count level, as we do not have comparable distinct employee counts for 2018.

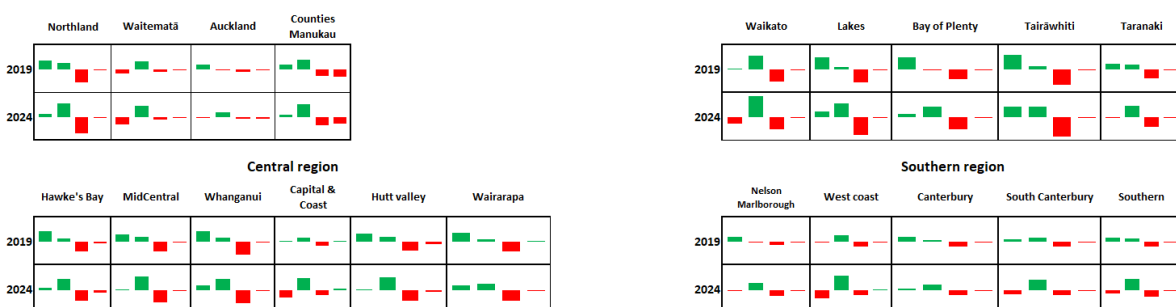
The four ethnicity groups used are: Other, Asian, Māori and Pacific – ‘Other’ is an amalgamation of all other ethnicities but is primarily European including the ‘New Zealander’ ethnicity. Throughout these charts this is the order of presentation.

When a bar on a chart is green it means the proportion of that ethnicity in the District workforce is greater than the population. If a bar is red then the proportion of the District workforce is less than that of the resident population. All charts use the same axis scale (as these are spark lines the numbers are not written against the axes), which range from -24% to +25% - so comparisons between Districts are possible. The data for 2019 has also been added to show any changes over the last six years.

It is important to note that some Districts have very small counts by ethnicity; for example, West Coast has a very low number of employees who have identified their ethnicity as Pacific. This means the data can be quite volatile. Also, those Districts that are heavily weighted towards a particular ethnicity in their population such as Pacific people in Counties Manukau or Māori in Waikato, will tend to show greater deviations between the District workforce ethnicities and the resident population.

For some Districts the ethnic distribution of their staff closely mirrors that of the resident population, such as Auckland. Nationally, the distributions have changed only slightly between 2018 and 2024; the ‘Other’ ethnicities have reduced closer to zero (from eight down to two percentage points difference), whereas Māori and Pacific have less under-representation (from negative nine to negative eight, and negative 2.5 to negative 1.2, percentage points difference, respectively).

Table 11: Ethnic representation of Workforce to Resident Population by District



Note: The four bars are ordered as: Other, Asian, Māori and Pacific.

POPULATION DENSITY BY OCCUPATIONAL GROUP AND DISTRICT

This section looks at the number of staff per resident population. Staff numbers are contracted FTE figures and they are compared to every 100,000 resident population. Midwives has been compared to the fertile female population (aged 15-49). The important factor to consider in this section is that each District may have different models of care (the way services are delivered to the population). For example, only six Districts provide radiation therapy services, so they may appear to have more staff per head of population but they are actually serving the population from many other Districts.

Figure 17: Population density of Nurses by District

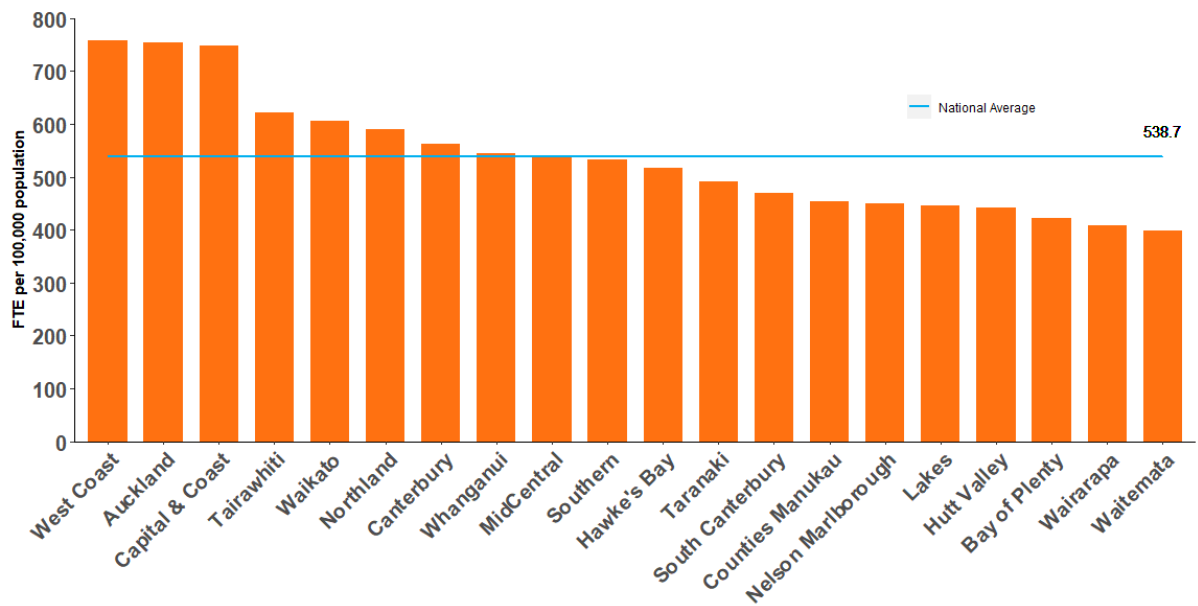


Figure 18: Population density of Corporate & Other by District

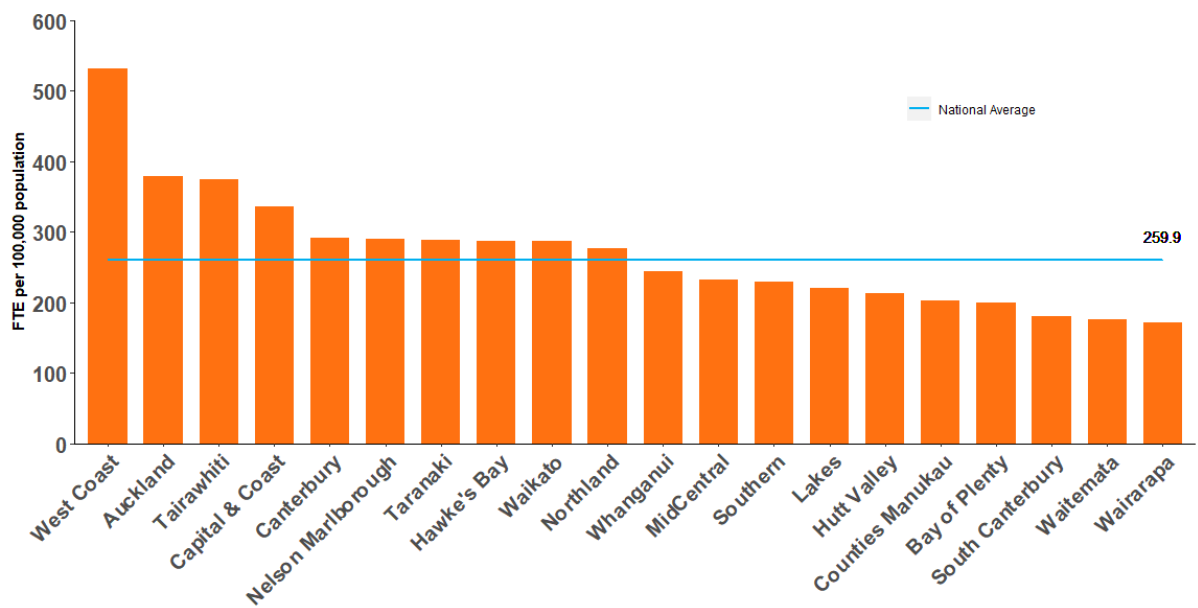


Figure 19: Population density of Allied & Scientific by District

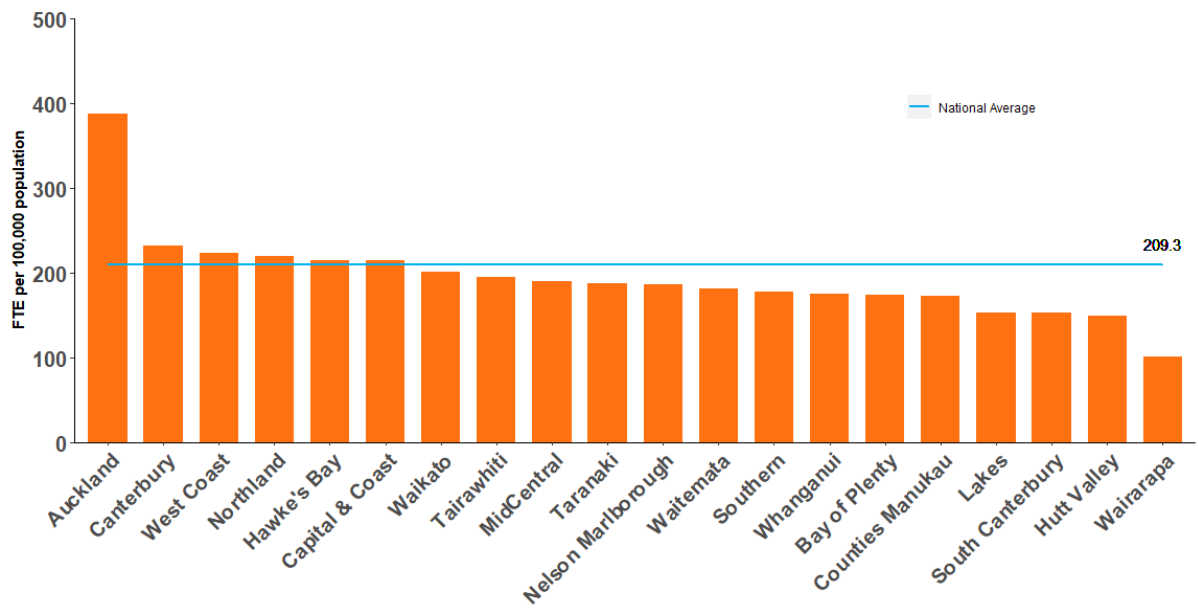


Figure 20: Population density of Care & Support by District

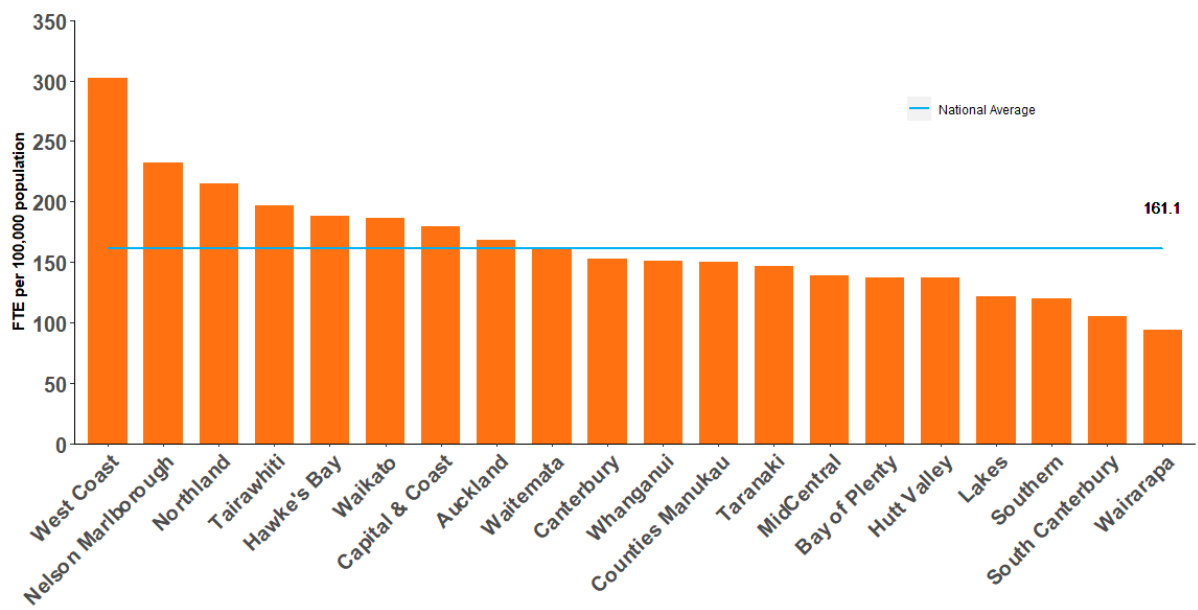


Figure 21: Population density of Senior Medical Officer (SMO) by District

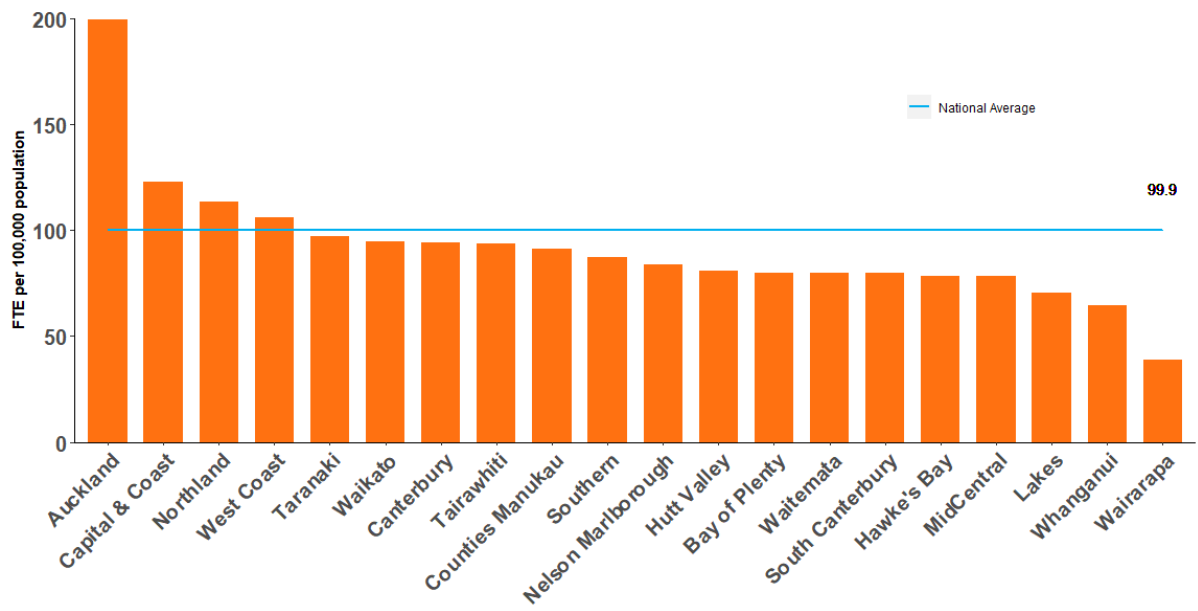


Figure 22: Population density of Resident Medical Officer (RMO) by District

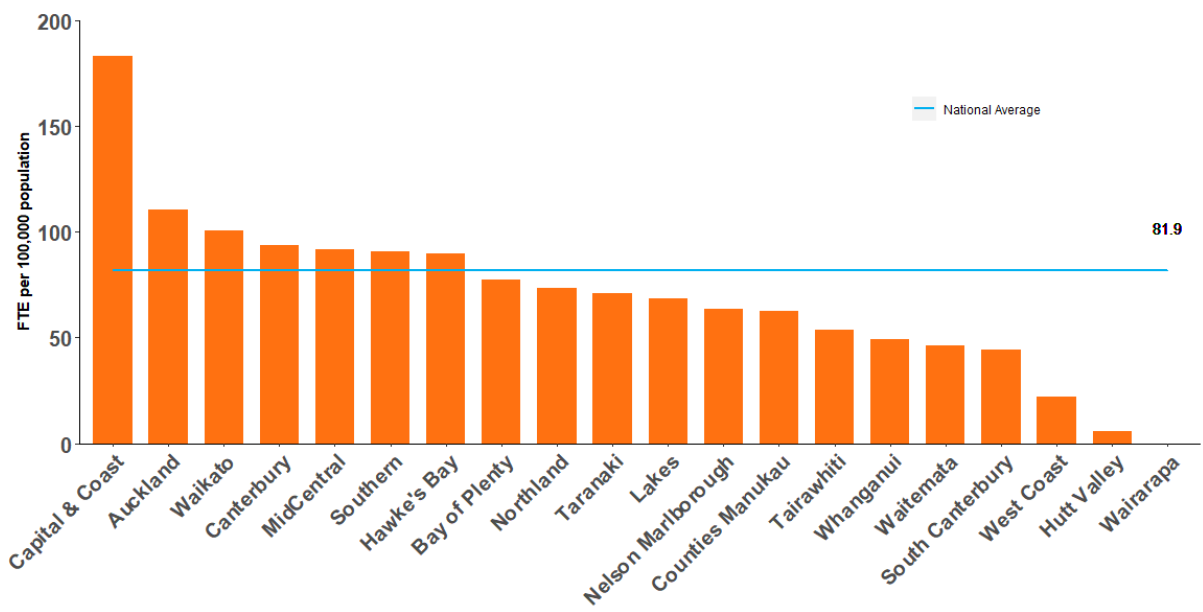


Figure 23: Population density of Midwives by District

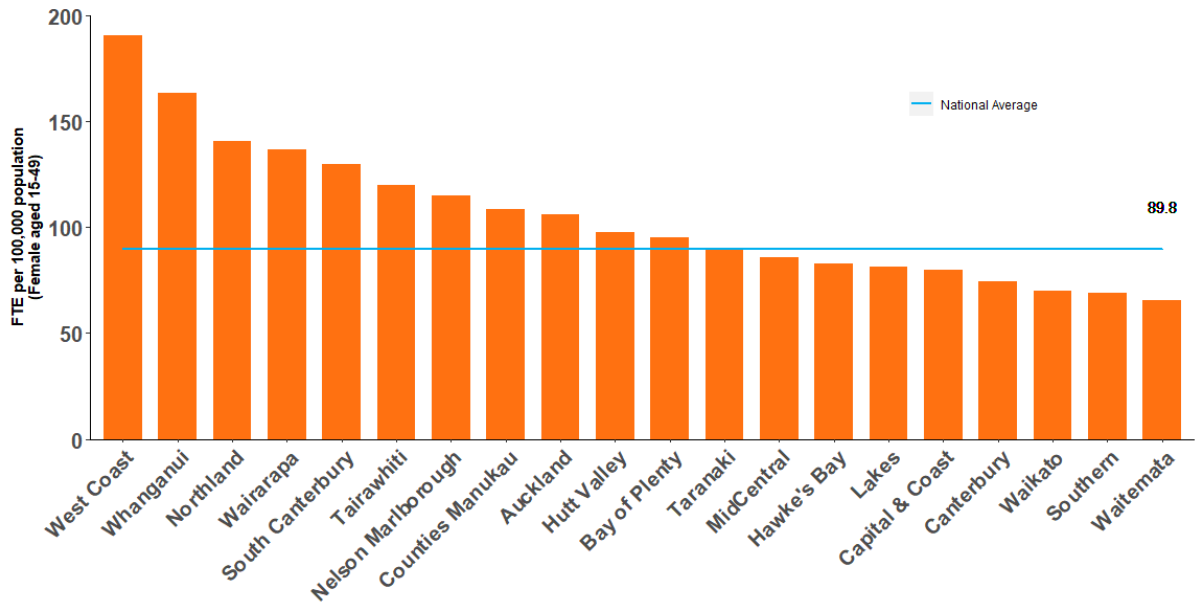


Figure 24: Population density of all District staff by District

