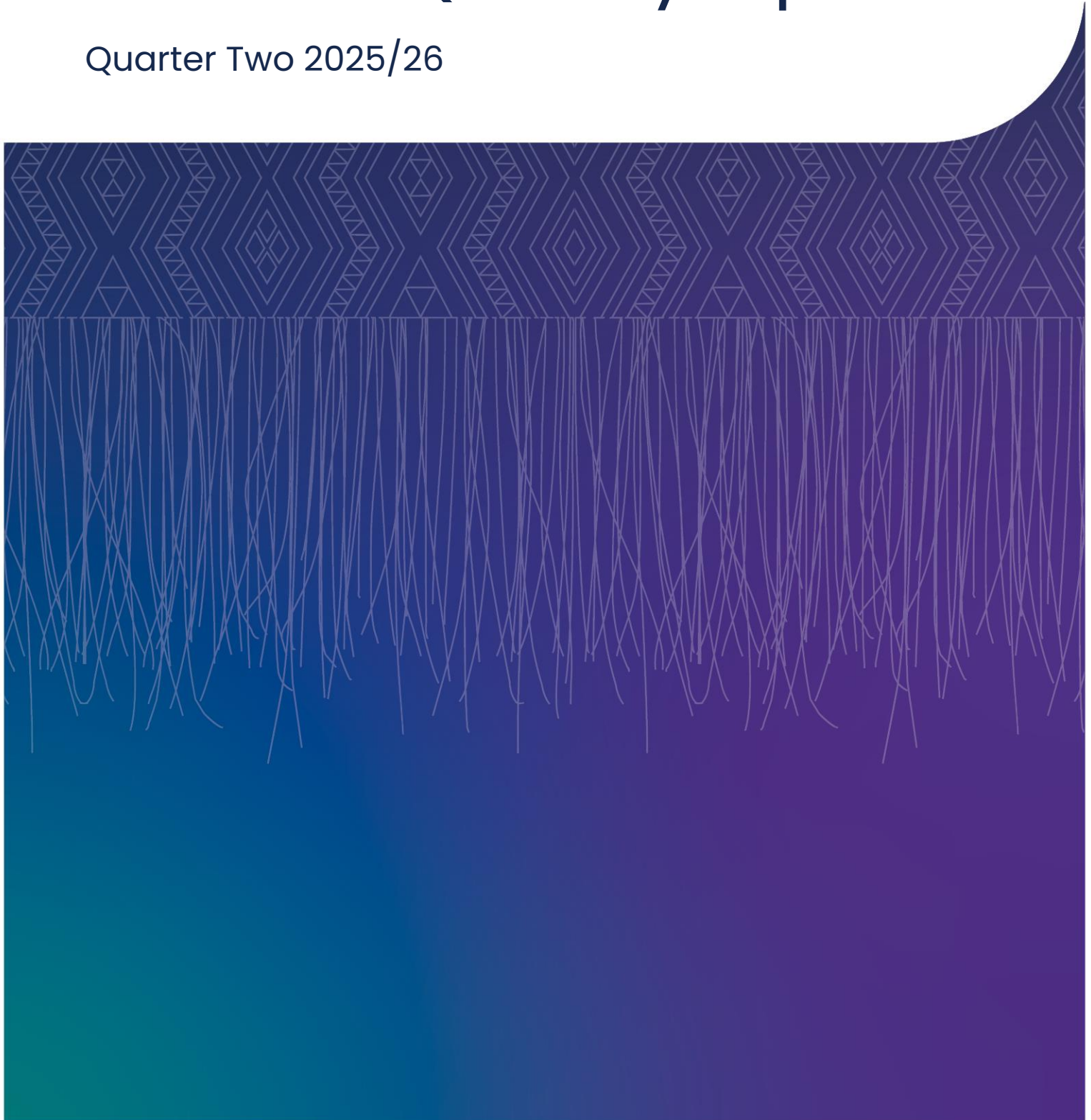


Health New Zealand Employed Workforce Quarterly Report

Quarter Two 2025/26



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Health Workforce Information

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

Changes to Reporting

This report includes employees from 20 Districts and the following former agencies:

- 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. At this stage National Payrolls employee data has been coded to HWIP Occupation Group 'Corporate and Other' in this report. This may undercount national clinical roles, and work is underway to review the treatment of these roles in future reports to provide the most accurate representation of the whole of the Health NZ workforce.

Purpose of the Report

This report covers all Health NZ employees for the period 01 October 2025 to 31 December 2025 and is a snapshot in time as at 31 December 2025. The report provides information on the general make up and characteristics of the Health NZ 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

It should be noted that the totals in this report are not directly comparable to those in the District Quarterly reports, as data from Non-District agencies has been incorporated since December 2024.

Data Extraction

The data extract used for this report covers the period 01 October 2025 to 31 December 2025 inclusive and is a snapshot taken by the Districts on 31 December 2025.

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.

Contact: WorkforceInformation@tewhatora.govt.nz

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

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Overview

Health NZ workforce at a glance

For data to 31 December 2025, 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.

<p>Total employees 90,913^{1,2} in 92,042 positions 70,365 Female 20,531 Male 66 Another/Not Stated Gender Other employees 8,658³</p>	<p>78,478 FTE⁴ 59,478 FTE⁴ Females 18,912 FTE⁴ Males 57 FTE Another/Not Stated Gender⁴</p>	<p>Largest HWIP occupation group: Nursing - 34,782 employees in 35,380 positions Smallest HWIP occupation group: Midwifery - 1,773 employees in 1,832 positions</p>
<p>District employee average age 45.0 years 45.0 years for females 44.9 years for males</p>	<p>Oldest male HWIP occupation group: SMO (mean age 51.4 years) Youngest male HWIP occupation group: RMO (mean age 32 years)</p>	<p>Oldest female HWIP occupation group: Corporate and other (mean age 50.1 years) Youngest female HWIP occupation group: RMO (mean age 31.5 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 10.3 years) Shortest Length of Service HWIP occupation group: RMO (mean 1.8 years)</p>	<p>Employee reported ethnicities:</p> <p>Other⁵ - 55.1% Asian - 30.4% Māori – 9.2% Pacific - 5.3%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.

Distribution of employees

This chart shows the number of Health NZ 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

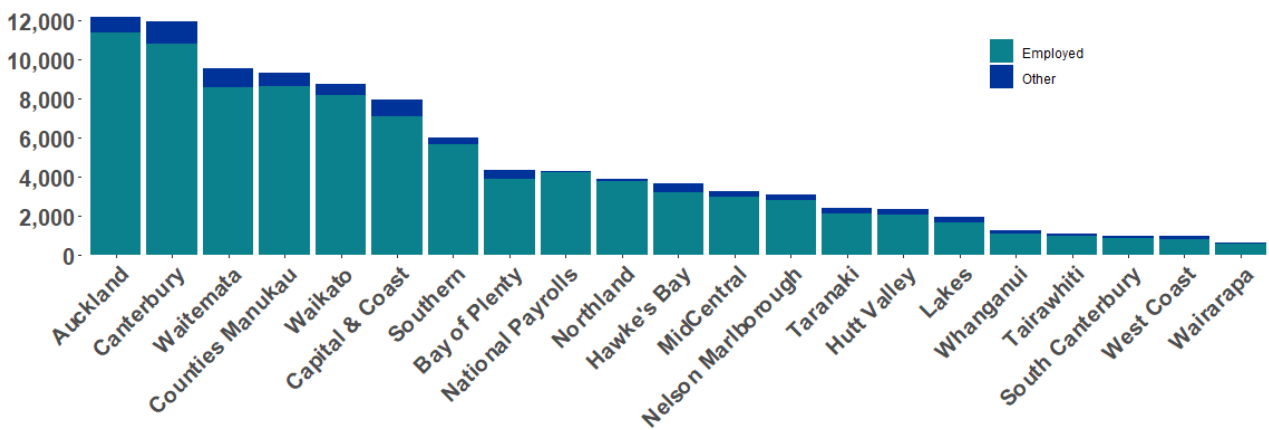


Table 1: Distribution of employment types

Health New Zealand (Health NZ)	Employed	Others	Total	Proportion of District Workforce
Auckland	11,363	814	12,177	12.2%
Canterbury	10,771	1,160	11,931	12.0%
Waitemata	8,569	994	9,563	9.6%
Counties Manukau	8,635	696	9,331	9.4%
Waikato	8,156	583	8,739	8.8%
Capital & Coast	7,097	855	7,952	8.0%
Southern	5,628	380	6,008	6.0%
Bay of Plenty	3,856	489	4,345	4.4%
National Payrolls	4,197	56	4,253	4.3%
Northland	3,769	111	3,880	3.9%
Hawke's Bay	3,167	475	3,642	3.7%
MidCentral	2,939	278	3,217	3.2%
Nelson Marlborough	2,786	298	3,084	3.1%
Taranaki	2,099	281	2,380	2.4%
Hutt Valley	2,023	308	2,331	2.3%
Lakes	1,633	280	1,913	1.9%
Whanganui	1,081	133	1,214	1.2%
Tairāwhiti	959	136	1,095	1.1%
South Canterbury	830	119	949	1.0%
West Coast	789	144	933	0.9%
Wairarapa	566	68	634	0.6%
Total	90,913	8,658	99,571	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 Payrolls Employees 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	4,310	3,808.1	0.88	2,011	1,864.6	0.93	2,134	1,927.5	0.90	833	784.0	0.94	1,225	1,032.3	0.84	668	663.0	0.99	196	155.7	0.79
Bay of Plenty	1,589	1,255.1	0.79	604	525.1	0.87	598	494.6	0.83	468	393.2	0.84	284	233.2	0.82	223	222.2	1.00	90	61.6	0.68
Canterbury	4,257	3,489.8	0.82	1,985	1,718.1	0.87	1,815	1,503.7	0.83	1,173	965.3	0.82	738	603.5	0.82	618	599.4	0.97	185	119.4	0.65
Capital & Coast	2,987	2,563.2	0.86	1,105	1,022.3	0.93	893	776.1	0.87	684	598.7	0.88	669	589.6	0.88	672	657.4	0.98	109	80.8	0.74
Counties Manukau	3,342	2,931.0	0.88	1,448	1,262.2	0.87	1,313	1,165.7	0.89	1,141	969.8	0.85	647	597.2	0.92	496	482.8	0.97	263	198.1	0.75
Hawke's Bay	1,247	978.4	0.78	567	492.3	0.87	510	434.1	0.85	401	335.5	0.84	203	165.6	0.82	196	192.6	0.98	49	36.5	0.74
Hutt Valley	883	729.5	0.83	394	346.4	0.88	303	253.7	0.84	264	225.9	0.86	111	85.8	0.77	8	7.6	0.95	61	42.1	0.69
Lakes	679	546.2	0.80	298	260.5	0.87	233	196.6	0.84	179	156.1	0.87	112	90.5	0.81	100	99.0	0.99	32	21.4	0.67
MidCentral	1,271	1,025.4	0.81	444	403.2	0.91	453	391.1	0.86	337	273.9	0.81	185	164.2	0.89	194	189.7	0.98	55	38.7	0.70
National Payrolls	0	0.0	0.00	4,197	4,083.6	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	944	730.8	0.77	570	482.2	0.85	385	304.2	0.79	541	407.5	0.75	169	133.0	0.79	128	126.6	0.99	60	43.8	0.73
Northland	1,509	1,221.6	0.81	619	545.4	0.88	586	507.7	0.87	510	405.6	0.80	260	237.3	0.91	192	185.1	0.96	93	52.4	0.56
South Canterbury	375	304.5	0.81	131	108.9	0.83	117	94.0	0.80	92	69.8	0.76	60	50.7	0.85	33	32.7	0.99	24	18.9	0.79
Southern	2,473	1,995.8	0.81	895	799.0	0.89	810	692.3	0.85	581	477.6	0.82	382	324.4	0.85	377	366.8	0.97	110	73.9	0.67
Tairāwhiti	400	328.8	0.82	203	182.7	0.90	133	117.3	0.88	119	105.6	0.89	65	57.7	0.89	24	23.5	0.98	17	12.0	0.71
Taranaki	832	652.7	0.78	408	357.3	0.88	317	259.0	0.82	248	205.7	0.83	158	132.6	0.84	108	106.5	0.99	34	24.2	0.71
Waikato	3,358	2,864.0	0.85	1,412	1,270.0	0.90	1,181	1,030.7	0.87	1,051	905.1	0.86	516	450.0	0.87	519	505.2	0.97	122	84.2	0.69
Wairarapa	279	207.4	0.74	106	90.4	0.85	63	49.1	0.78	73	48.4	0.66	28	25.2	0.90	0	0.0	0.00	20	14.2	0.71
Waitemata	3,258	2,799.7	0.86	1,384	1,187.7	0.86	1,431	1,241.2	0.87	1,277	1,141.7	0.89	626	569.4	0.91	392	379.8	0.97	201	120.7	0.60
West Coast	297	245.5	0.83	204	169.2	0.83	85	75.1	0.88	128	99.1	0.77	48	37.3	0.78	8	7.5	0.94	19	14.1	0.74
Whanganui	492	395.3	0.80	166	152.5	0.92	158	130.8	0.83	128	105.9	0.83	56	49.6	0.89	49	49.0	1.00	32	24.1	0.75
Total	34,782	29,072.8	0.84	19,151	17,323.6	0.90	13,518	11,644.5	0.86	10,228	8,674.4	0.85	6,542	5,629.1	0.86	5,005	4,896.4	0.98	1,772	1,236.8	0.70

Note: At this stage National Payrolls employee data has been coded to HWIP Occupation Group 'Corporate and Other' in this report. This may undercount national clinical roles, and work is underway to review the treatment of these roles in future reports to provide the most accurate representation of the whole of the Health NZ workforce. Hutt Valley and Wairarapa are moving away from directly employing RMOs and will in future use RMOs that are employed by Capital and Coast.

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*	Mean FTE
Nursing	30,317	0.83	4,433	0.90	21	0.79	34,782	0.84
Corporate and other	14,283	0.89	4,841	0.96	20	0.93	19,151	0.90
Allied and scientific	10,892	0.84	<2,615	0.93	<10	0.86	13,518	0.86
Care and support	<7,460	0.84	<2,765	0.88	<10	0.87	10,228	0.85
SMO	<2,880	0.83	3,659	0.88	<10	1.00	6,542	0.86
RMO	<2,785	0.97	<2,220	0.99	<10	0.93	5,005	0.98
Midwifery	<1,760	0.70	<10	0.79	<10	0.68	1,772	0.70
Total	70,365	0.84	20,531	0.90	66	0.87	90,913	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

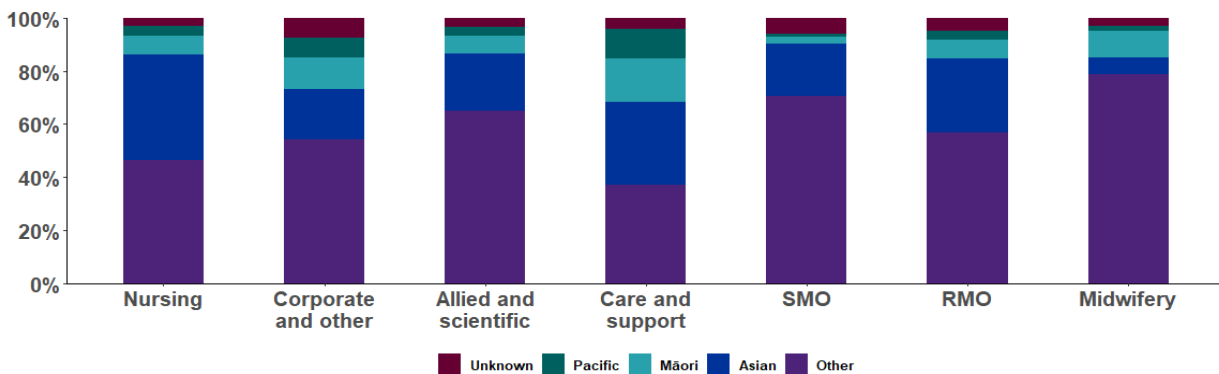


Table 4: Employee Count and proportion of ethnicities by occupation group

Occupation Group	Other ¹		Asian		Māori		Pacific		Unknown		Total
	Count	Proportion	Count	Proportion	Count	Proportion	Count	Proportion	Count	Proportion	
Nursing	16,104	46.3%	13,903	40.0%	2,365	6.8%	1,324	3.8%	1,087	3.1%	34,782
Corporate and other	10,388	54.2%	3,623	18.9%	2,294	12.0%	1,409	7.4%	1,437	7.5%	19,151
Allied and scientific	8,798	65.1%	2,883	21.3%	930	6.9%	446	3.3%	461	3.4%	13,518
Care and support	3,783	37.0%	3,192	31.2%	1,693	16.6%	1,153	11.3%	407	4.0%	10,228
SMO	4,615	70.5%	1,289	19.7%	169	2.6%	68	1.0%	401	6.1%	6,542
RMO	2,834	56.6%	1,396	27.9%	368	7.4%	165	3.3%	242	4.8%	5,005
Midwifery	1,397	78.8%	111	6.3%	177	10.0%	35	2.0%	52	2.9%	1,772
Total	47,863	52.6%	26,386	29.0%	7,984	8.8%	4,598	5.1%	4,083	4.5%	90,913

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 86,831 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 2025.

Figure 4: Proportion of identifiable ethnicities for all Health NZ employees

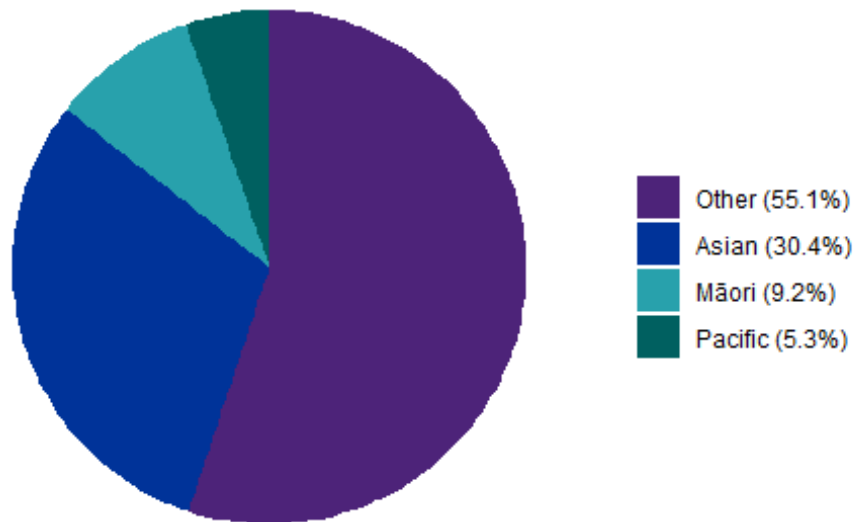
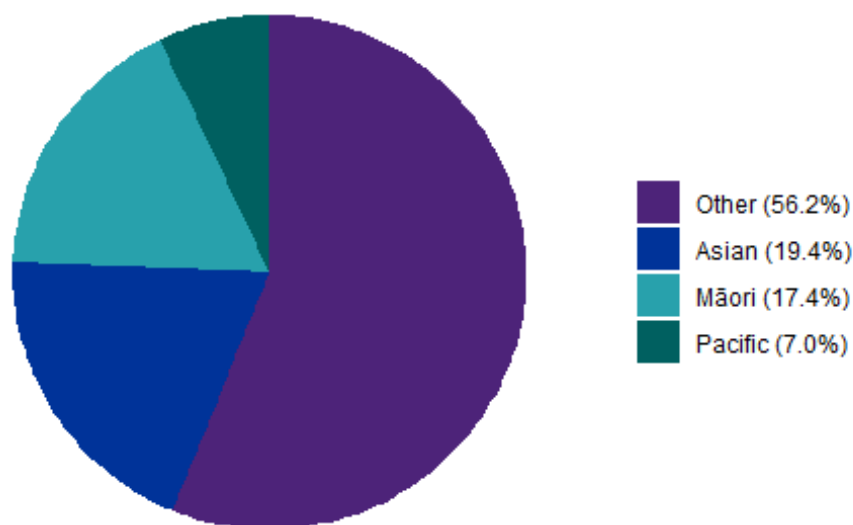


Figure 5: Proportion of identifiable ethnicities for projected population data at 31 December 2025



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

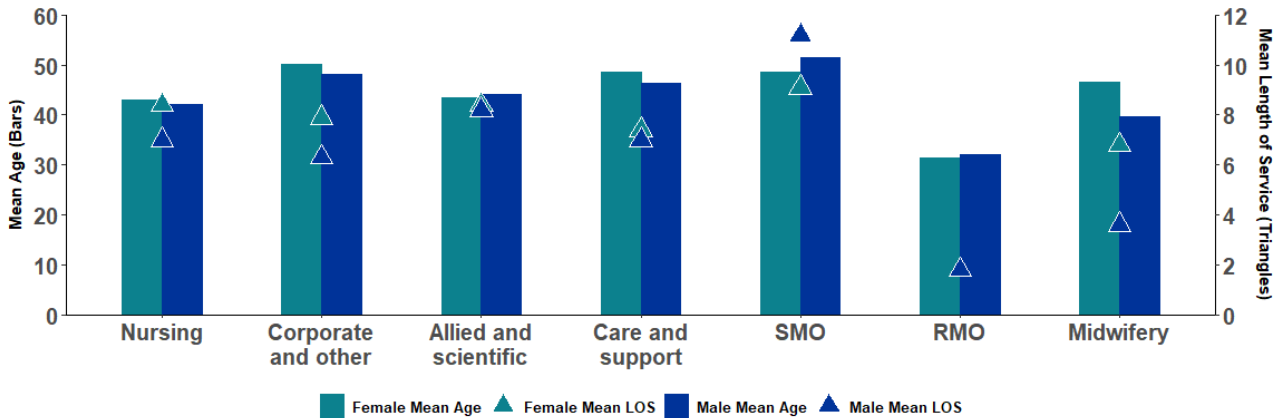


Table 5: Mean ages and length of service by occupation group and gender

Occupation Group	Female		Male		Total	
	Mean Age	Mean Length of Service	Mean Age	Mean Length of Service	Mean Age	Mean Length of Service
Nursing	43.1	8.4	42.1	7.0	43.0	8.2
Corporate and other	50.1	7.9	48.1	6.3	49.6	7.5
Allied and scientific	43.4	8.4	44.2	8.2	43.6	8.4
Care and support	48.6	7.4	46.3	7.0	47.9	7.3
SMO	48.6	9.1	51.4	11.2	50.2	10.3
RMO	31.5	1.8	32.0	1.8	31.7	1.8
Midwifery	46.6	6.8	39.6	3.6	46.5	6.7
Total	45.0	7.9	44.9	7.2	45.0	7.8

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

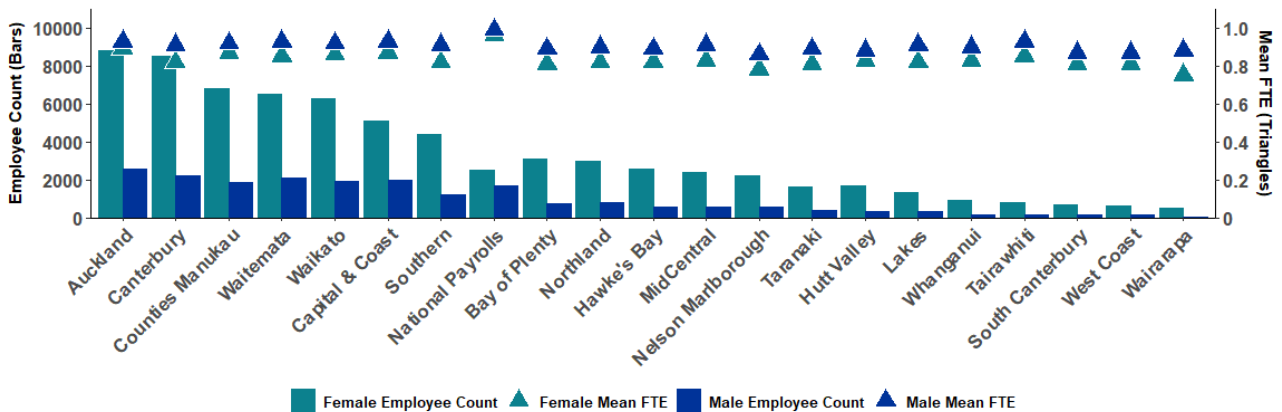


Table 6: Employee Count and mean FTE by gender and District

Health New Zealand (Health NZ)	Female		Male		Total	
	Employee Count	Mean FTE	Employee Count	Mean FTE	Employee Count	Mean FTE
Auckland	8,790	0.89	2,569	0.93	11,363	0.90
Canterbury	8,525	0.82	2,236	0.91	10,771	0.84
Counties Manukau	6,799	0.87	1,834	0.92	8,635	0.88
Waitemata	6,485	0.85	2,083	0.93	8,569	0.87
Waikato	6,261	0.86	1,895	0.92	8,156	0.87
Capital & Coast	5,126	0.87	1,959	0.93	7,097	0.89
Southern	4,378	0.82	1,240	0.91	5,628	0.84
National Payrolls	2,485	0.96	1,698	0.99	4,197	0.97
Bay of Plenty	3,118	0.81	735	0.89	3,856	0.83
Northland	2,970	0.82	798	0.90	3,769	0.84
Hawke's Bay	2,591	0.82	571	0.89	3,167	0.83
MidCentral	2,364	0.83	573	0.91	2,939	0.85
Nelson Marlborough	2,208	0.78	578	0.86	2,786	0.80
Taranaki	1,655	0.81	409	0.89	2,099	0.83
Hutt Valley	1,695	0.83	328	0.88	2,023	0.84
Lakes	1,308	0.82	324	0.91	1,633	0.84
Whanganui	900	0.83	179	0.90	1,081	0.84
Tairāwhiti	787	0.85	172	0.93	959	0.86
South Canterbury	704	0.81	126	0.87	830	0.82
West Coast	644	0.81	145	0.87	789	0.82
Wairarapa	501	0.75	65	0.88	566	0.77

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

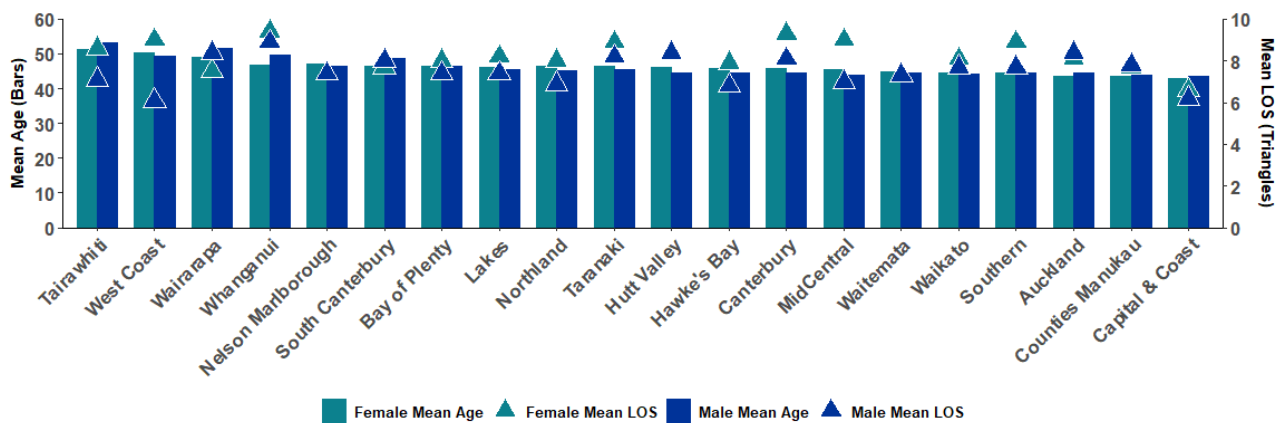


Table 7: Mean ages and mean length of service by District and gender

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
Tairāwhiti	51.3	8.6	53.3	7.1	51.6	8.3
West Coast	50.4	9.0	49.3	6.1	50.2	8.5
Wairarapa	48.9	7.5	51.5	8.4	49.2	7.6
Whanganui	46.8	9.4	49.6	8.9	47.3	9.3
Nelson Marlborough	47.2	7.4	46.3	7.4	47.0	7.4
South Canterbury	46.6	7.7	48.8	8.0	46.9	7.8
Bay of Plenty	46.5	8.0	46.6	7.4	46.5	7.9
Lakes	46.2	8.2	45.5	7.4	46.1	8.0
Northland	46.3	8.0	45.3	6.9	46.1	7.8
Taranaki	46.4	8.9	45.6	8.2	46.1	8.7
Hutt Valley	46.1	8.3	44.6	8.4	45.9	8.3
Hawke's Bay	45.8	7.9	44.5	6.8	45.6	7.7
Canterbury	45.7	9.3	44.5	8.1	45.4	9.0
MidCentral	45.5	9.0	44.0	7.0	45.2	8.6
Waitemata	44.7	7.3	44.6	7.3	44.7	7.3
Waikato	44.6	8.1	44.3	7.7	44.5	8.0
Southern	44.4	8.9	44.6	7.7	44.4	8.6
Auckland	43.4	8.1	44.4	8.4	43.6	8.1
Counties Manukau	43.4	7.7	44.0	7.8	43.5	7.7
Capital & Coast	43.0	6.6	43.5	6.2	43.1	6.5
Total	45.0	7.9	44.9	7.2	45.0	7.8

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

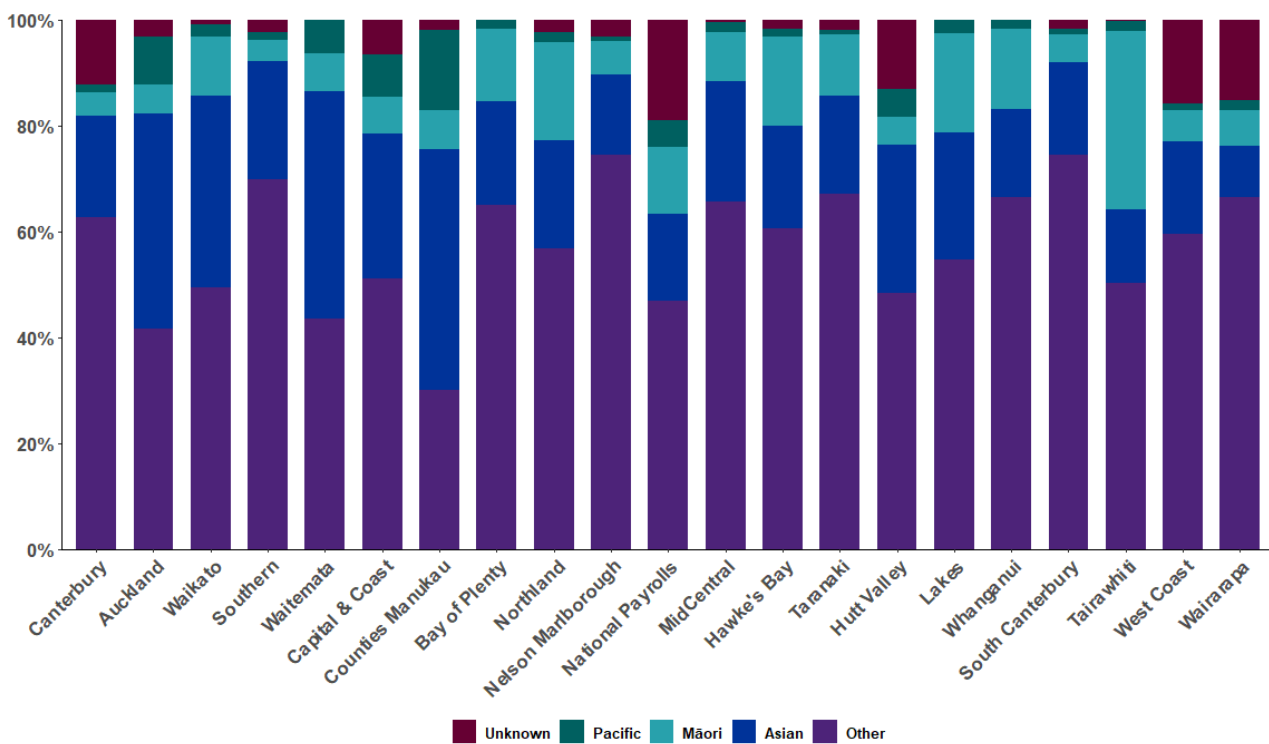


Table 8: Distribution of reported ethnicities by District and Employee Count

Health New Zealand (Health NZ)	Other ¹	Asian	Māori	Pacific	Unknown	Total ²
Canterbury	6,743	2,070	471	175	1,312	10,771
Auckland	4,730	4,626	627	1,023	358	11,363
Waikato	4,024	2,966	898	195	73	8,156
Southern	3,934	1,254	225	86	129	5,628
Waitemata	3,730	3,674	627	538	0	8,569
Capital & Coast	3,628	1,935	501	571	462	7,097
Counties Manukau	2,596	3,930	637	1,300	172	8,635
Bay of Plenty	2,508	756	527	64	1	3,856
Northland	2,138	776	698	66	91	3,769
Nelson Marlborough	2,072	425	174	24	91	2,786
National Payrolls	1,967	693	532	209	796	4,197
MidCentral	1,930	670	267	56	16	2,939
Hawke's Bay	1,920	613	530	52	52	3,167
Taranaki	1,407	389	243	21	39	2,099
Hutt Valley	979	565	107	109	263	2,023
Lakes	894	390	306	43	0	1,633
Whanganui	718	181	164	18	0	1,081
South Canterbury	618	146	43	9	14	830
Tairāwhiti	482	133	323	18	3	959
West Coast	469	139	46	10	125	789
Wairarapa	376	55	38	11	86	566
Total	47,863	26,386	7,984	4,598	4,083	90,913

¹'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Māori or Pacific.

²Totals may not add up 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 deeper blue colours represent a longer than national average length of service, the lighter blue colours are close to the national average (7.7 years), while the maroon 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	9.9	10.3	8.7	9.1	1.1	7.8	9.3
Canterbury	9.5	8.6	9.7	8.7	11.6	2.8	7.8	9.0
Taranaki	9.6	9.9	8.7	7.9	9.0	1.6	7.5	8.8
MidCentral	9.7	9.6	9.5	6.2	9.4	1.6	7.4	8.6
Southern	9.2	9.4	9.0	6.7	10.8	3.0	6.7	8.6
West Coast	8.5	8.3	8.8	9.7	6.5	2.0	7.3	8.5
Tairāwhiti ¹	10.2	7.8	8.1	6.3	6.6	1.2	5.5	8.4
Hutt Valley	7.8	9.8	8.1	8.2	9.7	1.3	5.8	8.3
Auckland	7.8	8.9	8.7	8.7	10.8	0.9	6.4	8.1
Lakes	9.2	8.9	7.4	5.7	9.0	1.6	7.3	8.0
Waikato	8.2	9.1	8.2	6.8	11.2	2.4	7.1	8.0
Bay of Plenty	8.6	8.6	7.9	6.7	8.8	1.8	7.4	7.9
Hawke's Bay	8.3	8.5	8.3	6.6	9.1	1.7	7.7	7.8
Northland	8.4	9.4	7.5	6.0	9.0	1.7	6.7	7.8
South Canterbury	8.4	8.8	7.7	6.9	8.1	1.1	3.5	7.8
Counties Manukau ¹	7.6	9.3	7.3	7.5	11.5	1.0	6.8	7.7
Wairarapa	7.4	8.0	8.9	6.5	9.3	0.0	5.6	7.5
Nelson Marlborough	7.7	8.1	7.5	6.8	11.2	1.3	5.1	7.4
Waitemata	7.0	7.9	8.2	6.9	10.8	0.9	6.2	7.3
Capital & Coast	6.8	7.5	6.5	6.6	7.7	1.9	6.5	6.5
Total	8.2	7.5	8.4	7.3	10.3	1.8	6.7	7.8

¹Wairarapa and ¹Hutt 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 and 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 green 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 Hutt Valley shows that (if the December quarter is indicative) 50% of staff would have taken 90 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 180 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

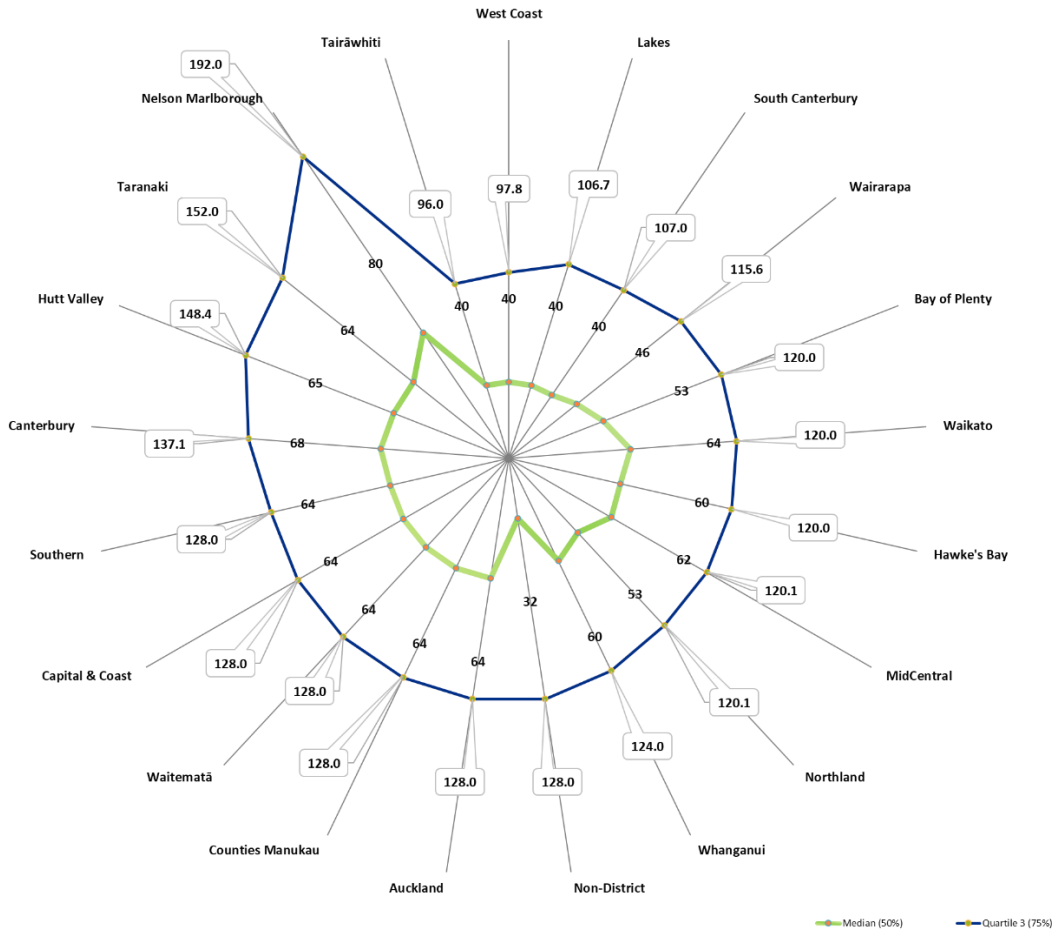


Figure 10: Average annual sick leave hours per FTE by occupational group

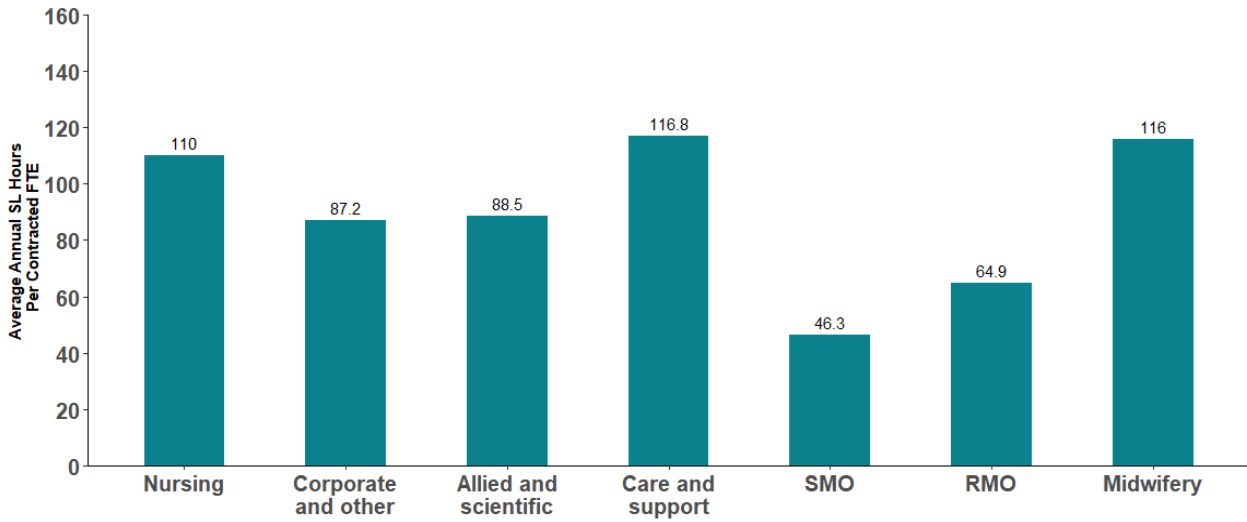


Figure 11: Average annual sick leave hours per FTE by age group by gender

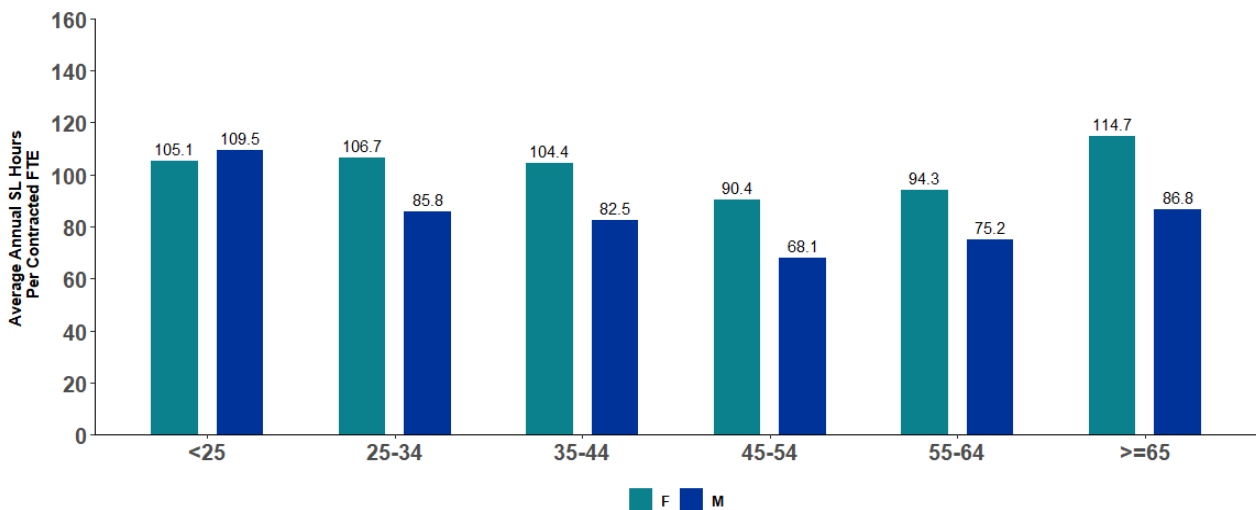
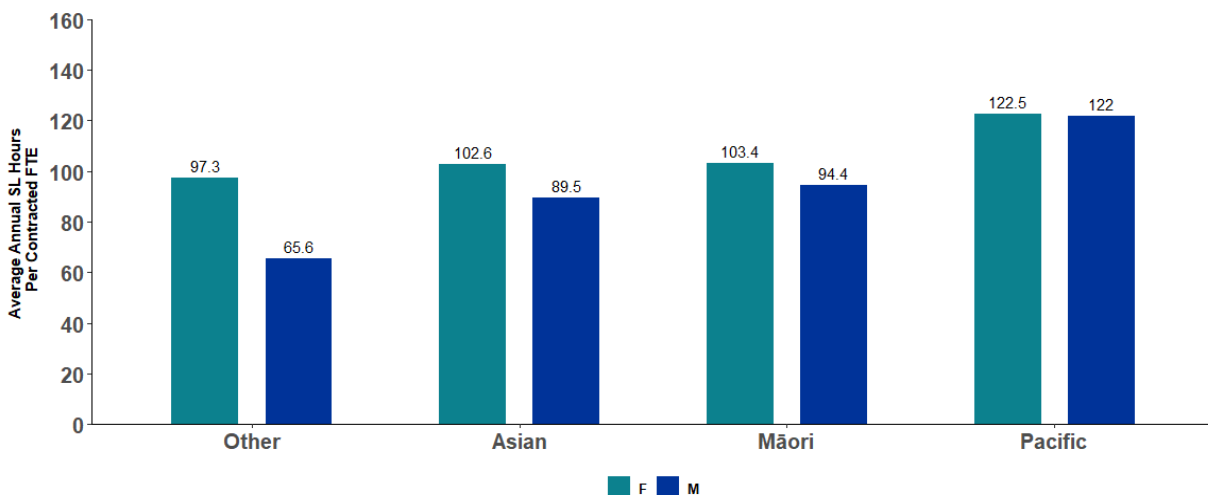


Figure 12: Average annual sick leave hours per FTE by ethnicity by gender



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 sixteen Districts, on average their employees have more annual leave balance than annual leave entitlement.

The other two charts on page 28 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

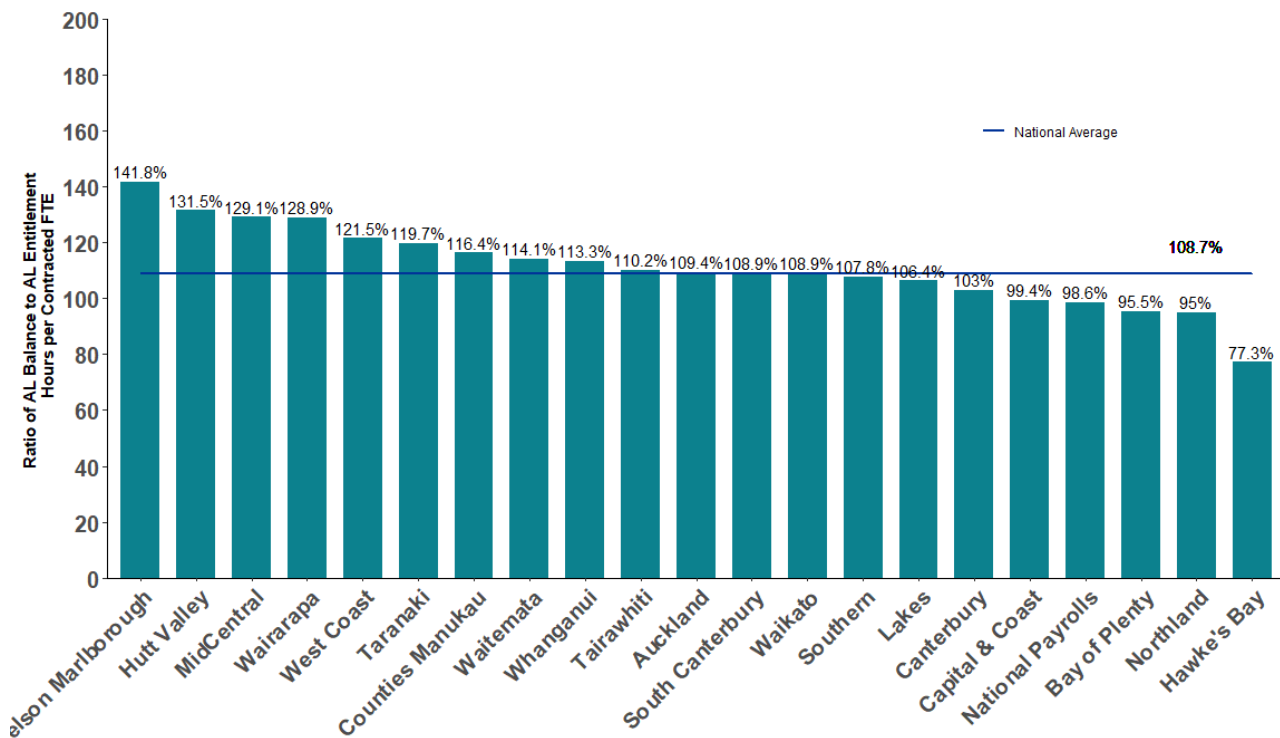


Figure 14: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

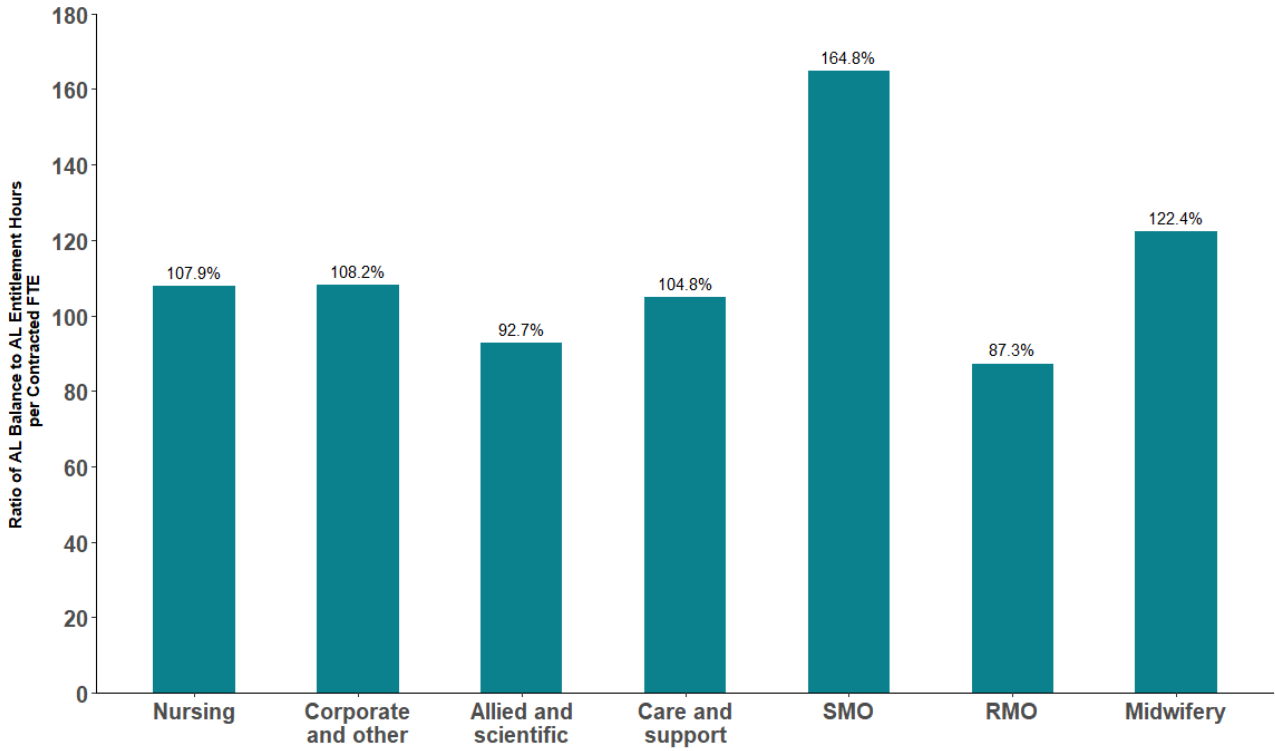
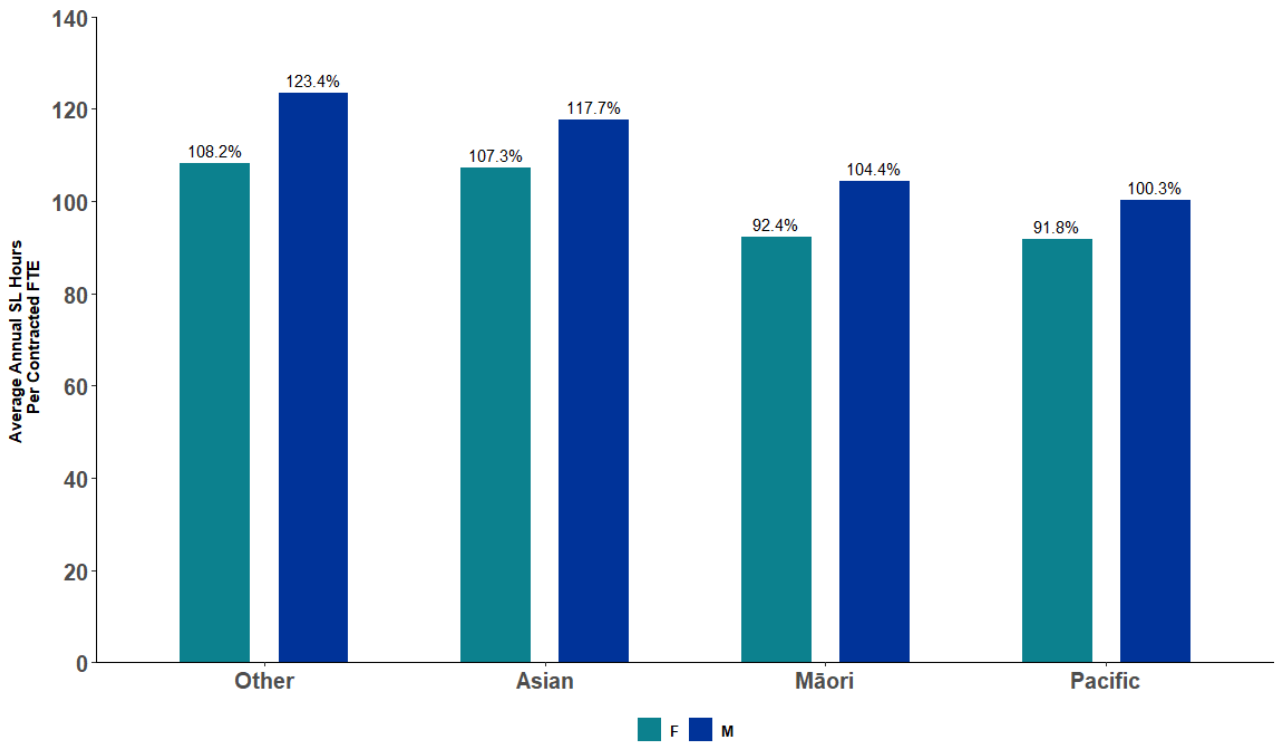


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender



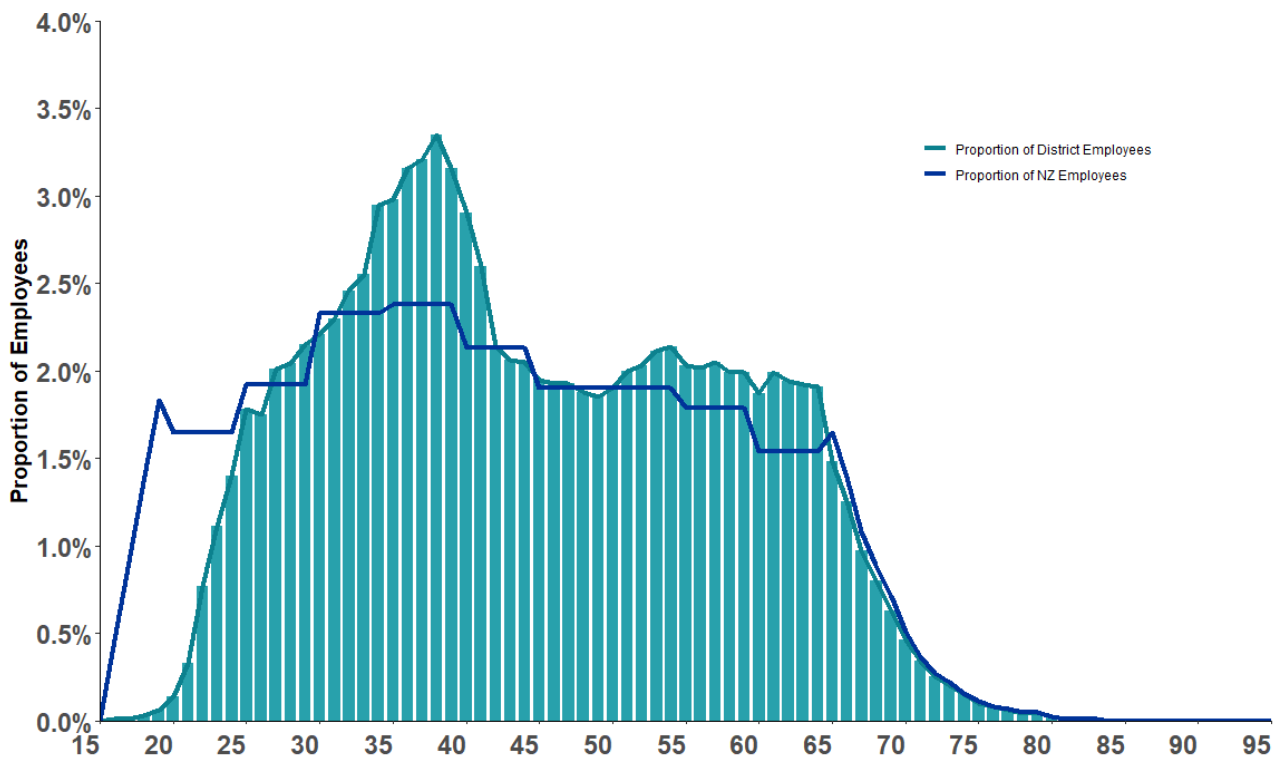
Analysis by population

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 2025 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 2018 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

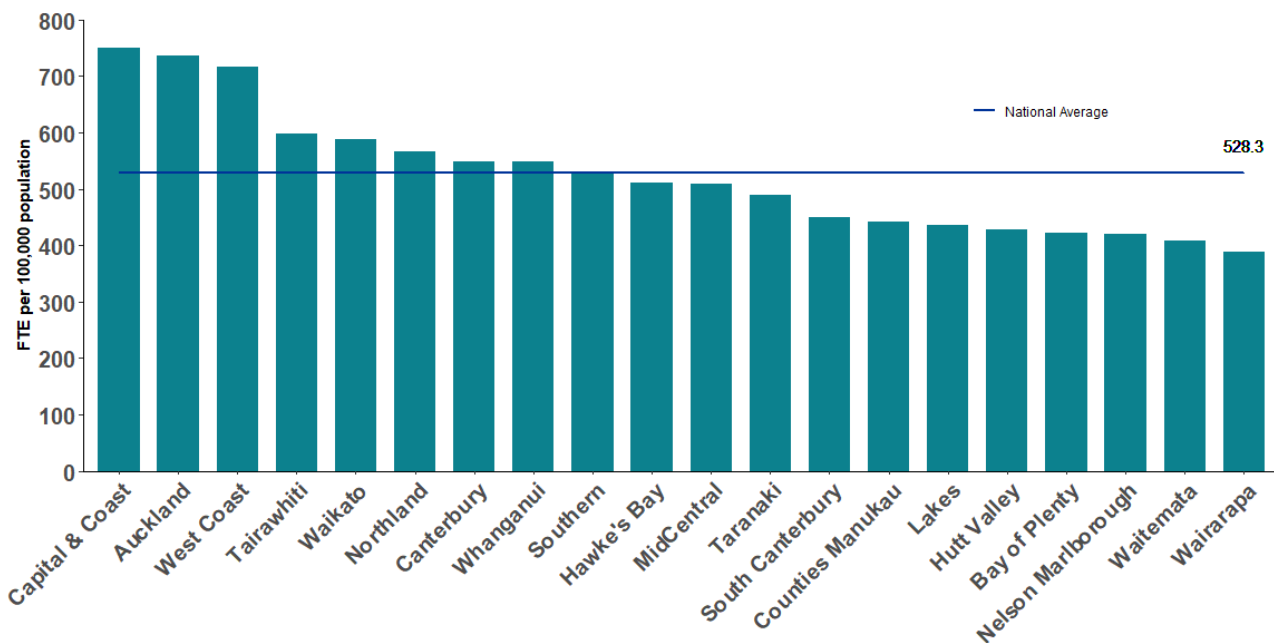


Figure 18: Population density of Corporate & Other by District

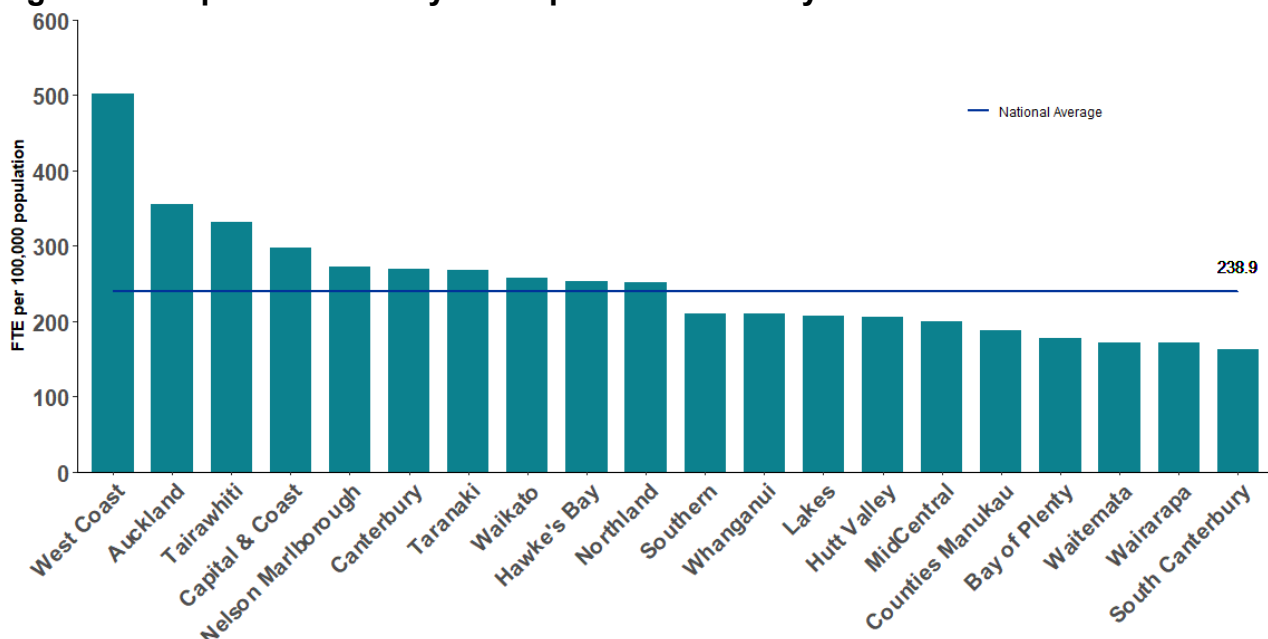


Figure 19: Population density of Allied & Scientific by District

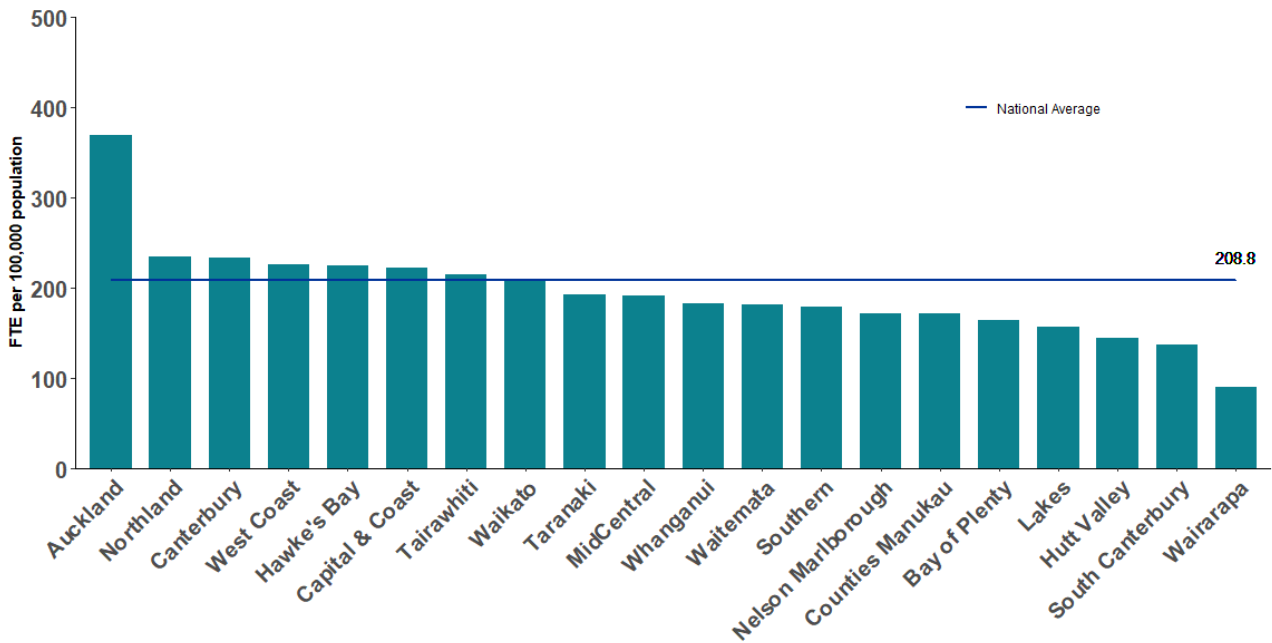


Figure 20: Population density of Care & Support by District

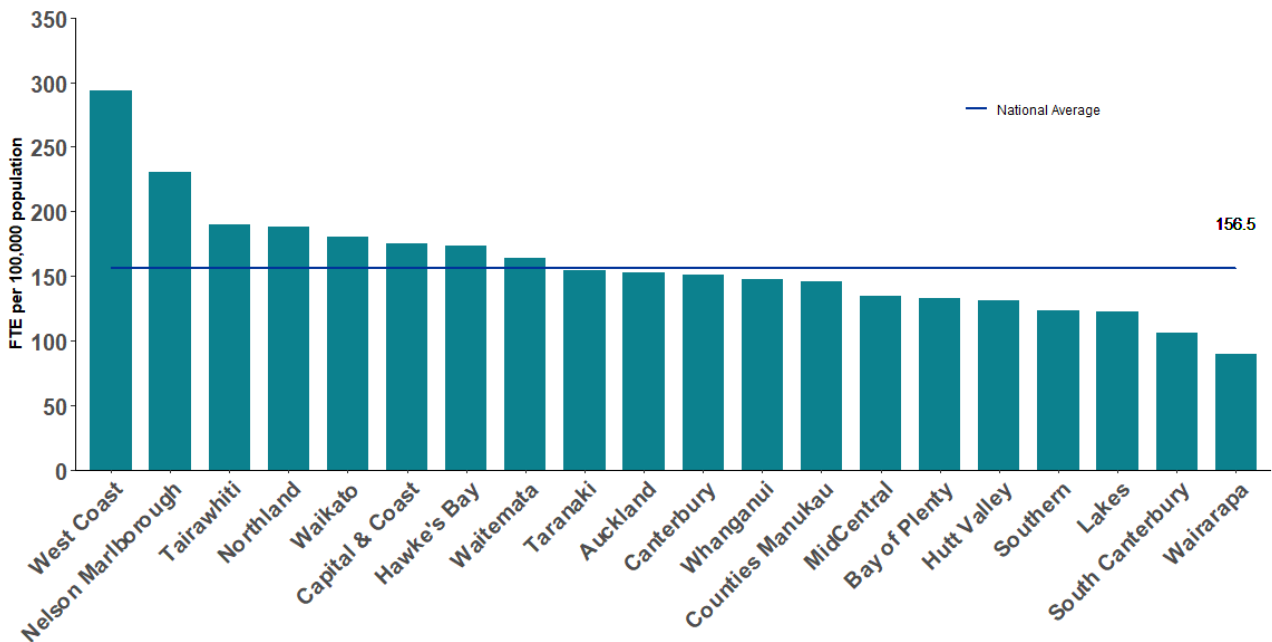


Figure 21: Population density of Senior Medical Officer (SMO) by District

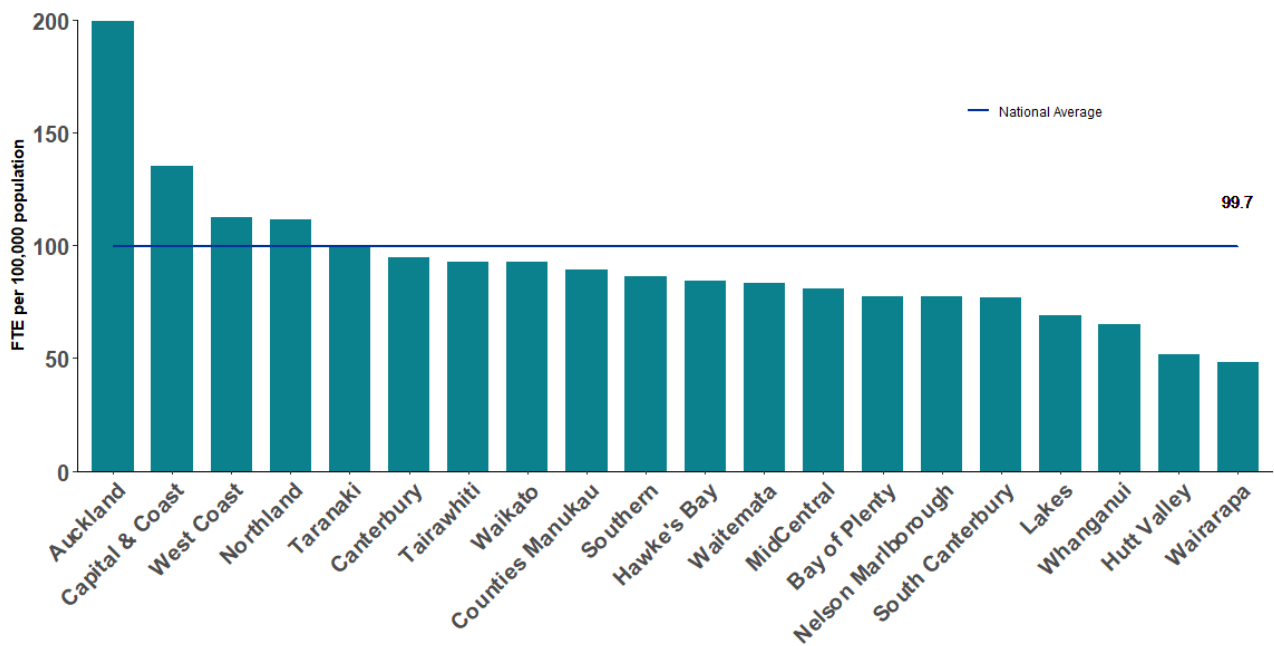
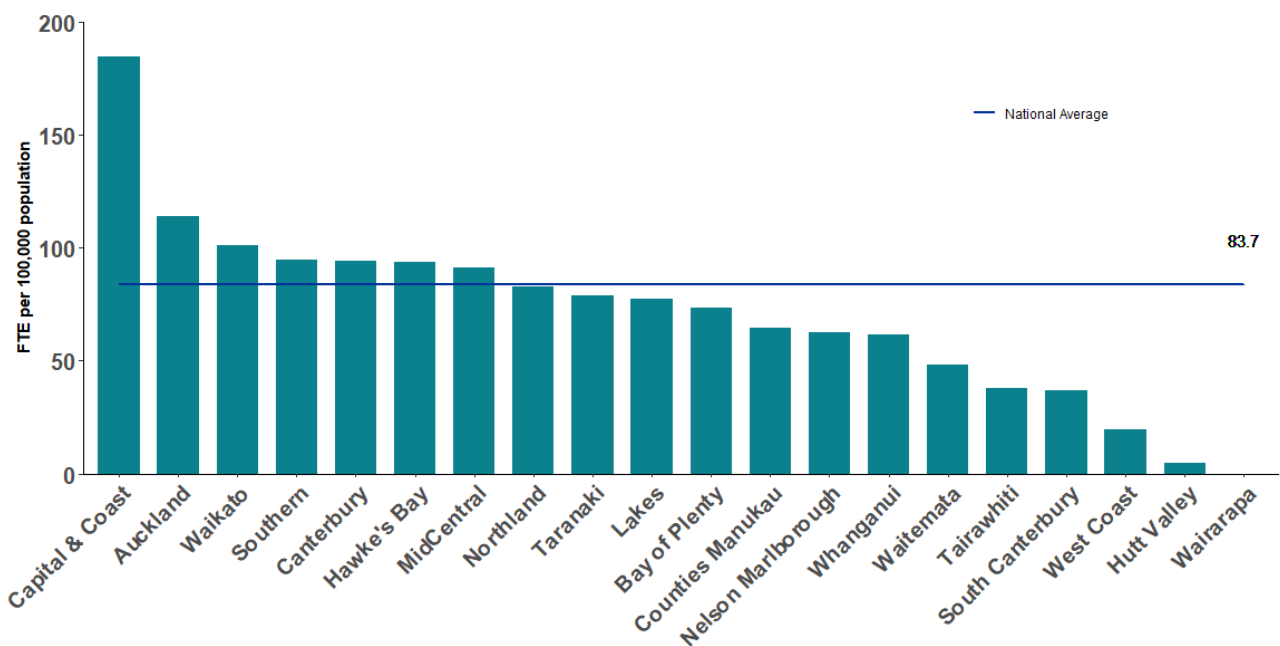


Figure 22: Population density of Resident Medical Officer (RMO) by District



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

Figure 23: Population density of Midwives by District

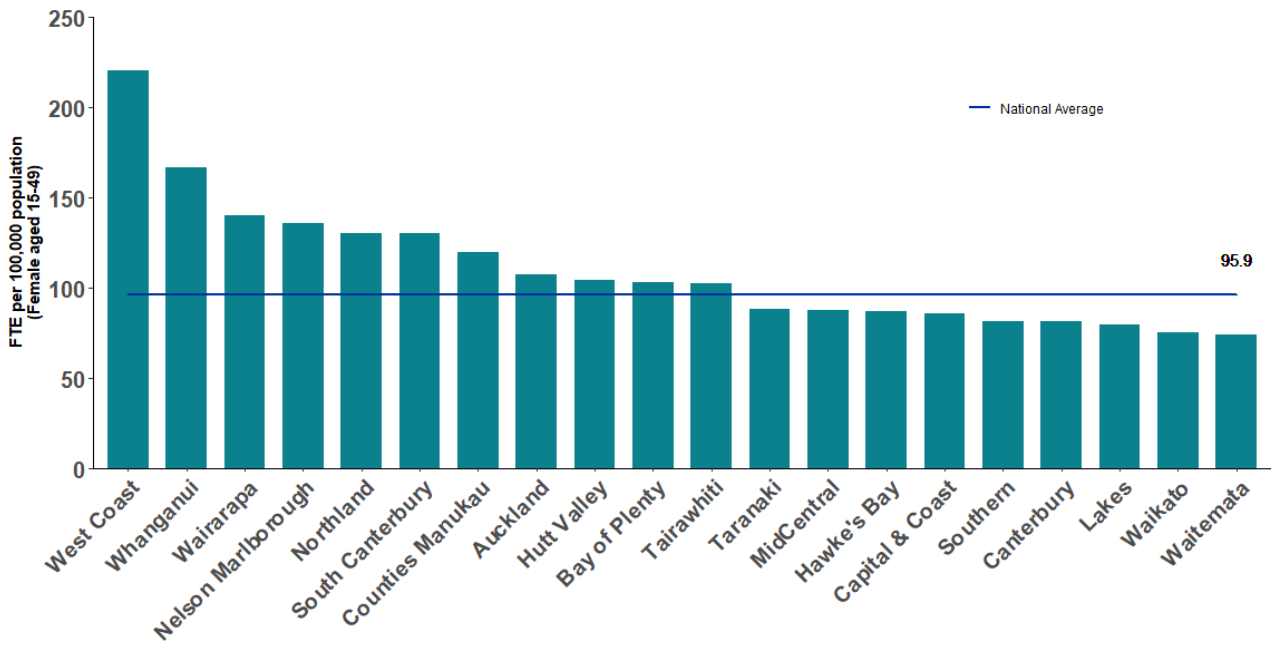


Figure 24: Population density of all District staff by District

