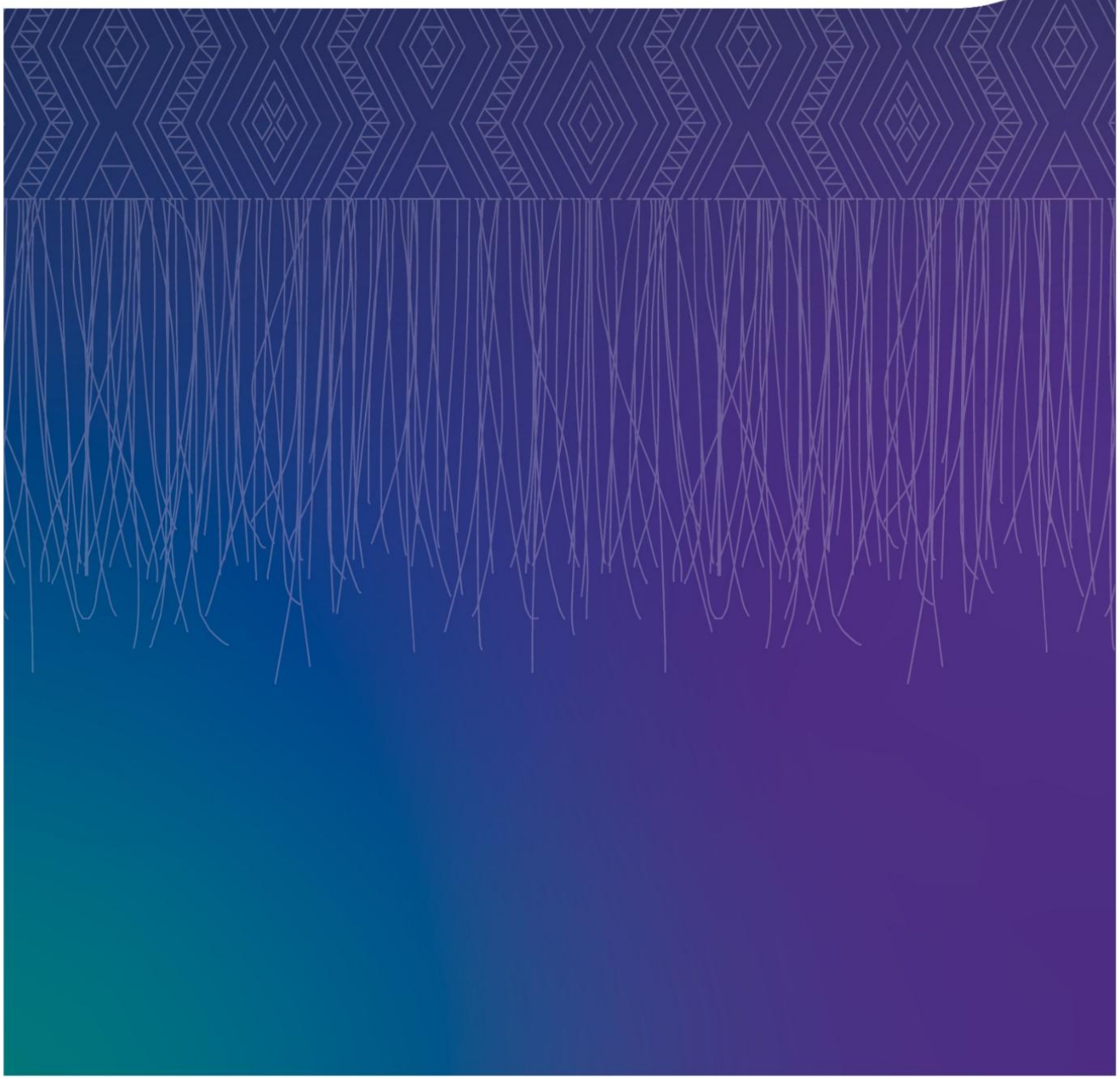
Health New Zealand
Te Whatu Ora

Health New Zealand Employed Workforce Quarterly Report

Quarter Four 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 (HNZ). 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 agencies:

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

In this report, data from the agencies above have been combined and are referred to as '**National Payrolls**' data. At this stage, National Payrolls employee data has been coded to the HWIP Occupation Group 'Corporate and Other'. As a result, some national clinical roles may be underrepresented in the current reporting. Work is ongoing to review and refine the classification of these roles in future reports to ensure the most accurate representation of the Health New Zealand workforce.

The National Payrolls workforce reflects both the addition of new employees and the transfer of employees from district payrolls onto the Health New Zealand National Office payroll.

Purpose of the Report

This report covers all HNZ employees for the period 01 April 2026 to 30 June 2026 and is a snapshot in time as at 30 June 2026. 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 previous District Quarterly reports, as data from Non-District agencies has been incorporated since September 2024.

Data Extraction

The data extract used for this report covers the period 01 April 2026 to 30 June 2026 inclusive and is a snapshot taken by the Districts on 30 June 2026.

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@tewhatuora.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 30 June 2026, 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 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.

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

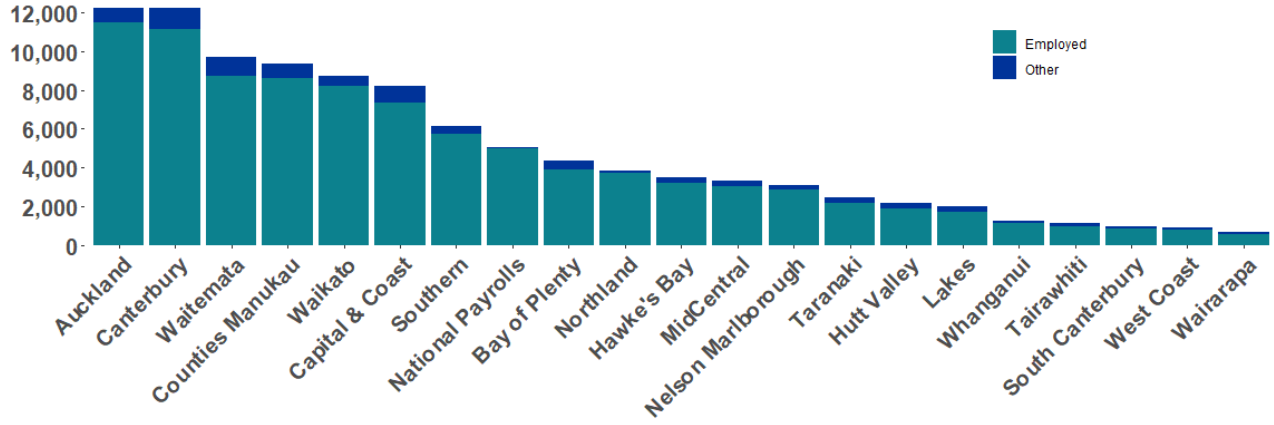


Table 1: Distribution of employment types

Health New Zealand (Health NZ)	Employed	Others	Total	Proportion of District Workforce
Auckland	11,454	781	12,235	12.1%
Canterbury	11,122	1,087	12,209	12.1%
Waitemata	8,741	939	9,680	9.6%
Counties Manukau	8,619	723	9,342	9.2%
Waikato	8,218	508	8,726	8.6%
Capital & Coast	7,352	840	8,192	8.1%
Southern	5,748	377	6,125	6.1%
National Payrolls	**4,987**	**62**	**5,049**	**5.0%**
Bay of Plenty	3,893	455	4,348	4.3%
Northland	3,693	125	3,818	3.8%
Hawke's Bay	3,181	315	3,496	3.5%
MidCentral	3,012	278	3,290	3.3%
Nelson Marlborough	2,840	269	3,109	3.1%
Taranaki	2,147	286	2,433	2.4%
Hutt Valley	1,895	294	2,189	2.2%
Lakes	1,693	275	1,968	1.9%
Whanganui	1,107	147	1,254	1.2%
Tairawhiti	987	131	1,118	1.1%
South Canterbury	834	121	955	0.9%
West Coast	771	146	917	0.9%
Wairarapa	568	77	645	0.6%
Total	**92,862**	**8,236**	**101,098**	**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 Payrolls data because there is no specific population associated with the National Payrolls 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 individua

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

	Nursing			Corporate and Other			Allied and Scientific			Care and Support			Senior Medical Officer (SMO)			Resident Medical Officer (RMO)			Midwifery		
Health New Zealand (Health NZ)	**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	4,346	3,830.6	0.88	1,976	1,831.9	0.93	2,149	1,943.1	0.90	811	761.9	0.94	1,262	1,061.4	0.84	720	710.3	0.99	204	161.5	0.79
Bay of Plenty	1,623	1,270.3	0.78	598	517.2	0.86	585	484.8	0.83	475	398.4	0.84	287	231.4	0.81	232	229.0	0.99	93	63.1	0.68
Canterbury	4,390	3,596.1	0.82	2,004	1,727.9	0.86	1,870	1,552.8	0.83	1,219	1,000.8	0.82	782	641.4	0.82	656	634.4	0.97	201	131.2	0.65
Capital & Coast	3,071	2,619.2	0.85	1,121	1,034.9	0.92	961	834.6	0.87	697	608.6	0.87	701	614.6	0.88	712	692.3	0.97	115	86.2	0.75
Counties Manukau	3,326	2,909.1	0.87	1,415	1,230.7	0.87	1,318	1,175.0	0.89	1,145	957.6	0.84	650	596.7	0.92	519	506.8	0.98	262	196.9	0.75
Hawke's Bay	1,248	982.1	0.79	577	499.9	0.87	518	443.0	0.86	396	330.0	0.83	204	166.1	0.81	194	191.9	0.99	51	37.8	0.74
Hutt Valley	893	738.3	0.83	387	342.7	0.89	301	253.2	0.84	254	218.6	0.86	0	0.0	0.00	0	0.0	0.00	61	42.1	0.69
Lakes	696	557.2	0.80	296	257.0	0.87	237	202.5	0.85	196	167.2	0.85	129	104.4	0.81	105	104.3	0.99	34	23.1	0.68
MidCentral	1,331	1,073.2	0.81	431	392.2	0.91	449	390.2	0.87	348	283.7	0.82	195	181.4	0.93	200	198.5	0.99	58	41.3	0.71
National Payrolls	**0**	**0.0**	**0.00**	**4,987**	**4,844.5**	**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	969	756.9	0.78	568	485.1	0.85	392	308.1	0.79	545	404.5	0.74	180	142.0	0.79	135	132.7	0.98	62	41.3	0.67
Northland	1,484	1,208.5	0.81	598	529.0	0.88	584	507.3	0.87	493	401.1	0.81	262	235.7	0.90	185	180.5	0.98	87	51.8	0.60
South Canterbury	380	306.8	0.81	128	105.1	0.82	122	100.6	0.82	91	70.7	0.78	61	49.5	0.81	37	36.2	0.98	19	14.0	0.74
Southern	2,539	2,054.7	0.81	881	786.9	0.89	842	722.6	0.86	595	490.1	0.82	386	329.1	0.85	388	379.5	0.98	117	80.9	0.69
Tairawhiti	403	333.5	0.83	208	185.9	0.89	137	118.4	0.86	110	98.4	0.89	70	65.9	0.94	44	43.3	0.98	18	14.0	0.78
Taranaki	846	665.0	0.79	408	356.9	0.87	327	269.1	0.82	258	215.3	0.83	159	131.7	0.83	118	115.0	0.97	37	26.3	0.71
Waikato	3,401	2,880.5	0.85	1,398	1,251.4	0.90	1,188	1,039.8	0.88	1,060	907.7	0.86	526	458.8	0.87	518	507.6	0.98	129	91.5	0.71
Wairarapa	282	209.9	0.74	99	85.3	0.86	69	54.8	0.79	70	46.2	0.66	31	27.8	0.90	0	0.0	0.00	19	14.2	0.75
Waitemata	3,320	2,841.6	0.86	1,369	1,177.4	0.86	1,470	1,277.0	0.87	1,291	1,159.0	0.90	640	583.1	0.91	428	412.1	0.96	223	133.1	0.60
West Coast	296	243.9	0.82	194	160.9	0.83	90	77.0	0.86	126	98.5	0.78	45	35.4	0.79	5	4.5	0.90	15	12.1	0.81
Whanganui	494	396.3	0.80	175	159.0	0.91	169	139.8	0.83	128	106.5	0.83	57	48.7	0.85	51	50.5	0.99	33	24.6	0.75
Total	**35,338**	**29,473.8**	**0.83**	**19,818**	**17,961.7**	**0.91**	**13,778**	**11,893.8**	**0.86**	**10,308**	**8,724.8**	**0.85**	**6,627**	**5,705.3**	**0.86**	**5,247**	**5,129.4**	**0.98**	**1,838**	**1,286.9**	**0.70**

Note: There is the potential for individuals to be counted more than once if they have roles in more than one Occupation Group, therefore the total employee figure shown on page 7 will be different.

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.

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

Tables and charts by occupation grouping

Employee count and FTE by occupation group 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

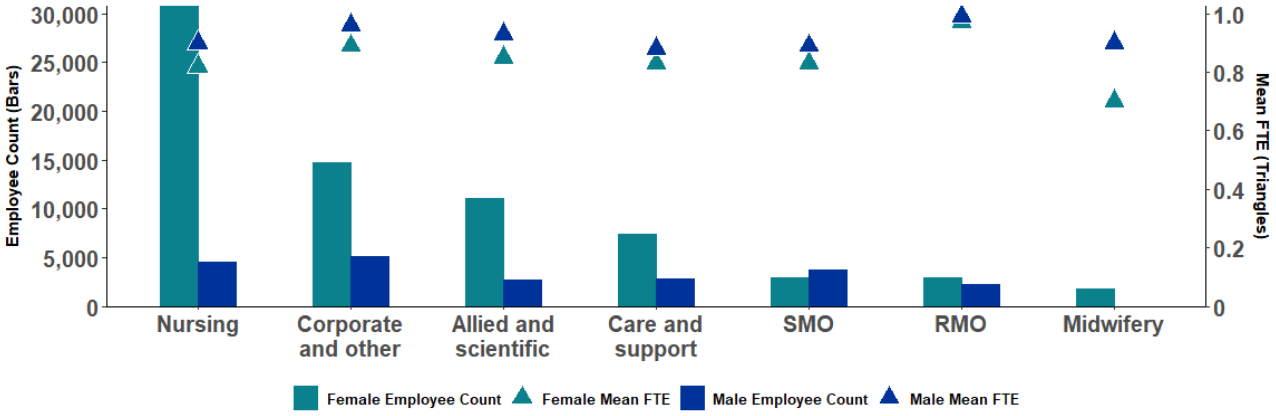


Table 3: Occupation group employee count and mean FTE by gender

	Female		Male		Another Gender		Total	
Occupation Group	**Employee Count**	**Mean FTE**	**Employee Count**	**Mean FTE**	**Employee Count**	**Mean FTE**	**Employee Count[1]**	**Mean FTE**
Nursing	30,780	0.82	4,524	0.90	21	0.83	35,338	0.83
Corporate and other	14,715	0.89	5,067	0.96	28	0.96	19,818	0.91
Allied and scientific	11,088	0.85	2,674	0.93	10	0.95	13,778	0.86
Care and support	<7,450	0.83	2,854	0.88	<10	0.75	10,308	0.85
SMO	<2,940	0.83	3,692	0.89	<10	1.00	6,627	0.86
RMO	<3,000	0.97	2,280	0.99	<10	0.90	5,247	0.98
Midwifery	<1,830	0.70	<10	0.90	<10	0.68	1,838	0.70
Total	**71,743**	**0.84**	**21,098**	**0.92**	**77**	**0.87**	**92,862**	**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

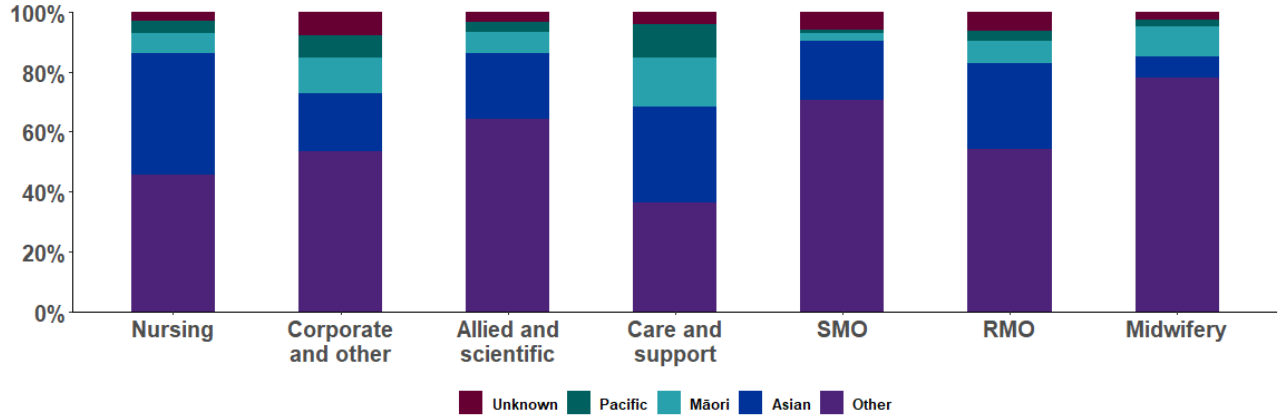


Table 4: Employee Count and proportion of ethnicities by occupation group

Occupation Group	Other[1]		Asian		Māori		Pacific		Unknown		Total
Nursing	16,164	45.7%	14,273	40.4%	2,430	6.9%	1,354	3.8%	1,117	3.2%	35,338
Corporate and other	10,608	53.5%	3,805	19.2%	2,362	11.9%	1,462	7.4%	1,581	8.0%	19,818
Allied and scientific	8,851	64.2%	2,998	21.8%	986	7.2%	464	3.4%	479	3.5%	13,778
Care and support	3,744	36.3%	3,301	32.0%	1,674	16.2%	1,171	11.4%	418	4.1%	10,308
SMO	4,672	70.5%	1,316	19.9%	163	2.5%	67	1.0%	409	6.2%	6,627
RMO	2,839	54.1%	1,504	28.7%	394	7.5%	178	3.4%	332	6.3%	5,247
Midwifery	1,433	78.0%	130	7.1%	185	10.1%	39	2.1%	51	2.8%	1,838
Total	**48,244**	**52.0%**	**27,313**	**29.4%**	**8,188**	**8.8%**	**4,733**	**5.1%**	**4,384**	**4.7%**	**92,862**

[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 88478 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 30 June 2026.

Figure 4: Proportion of identifiable ethnicities for all HNZ employees

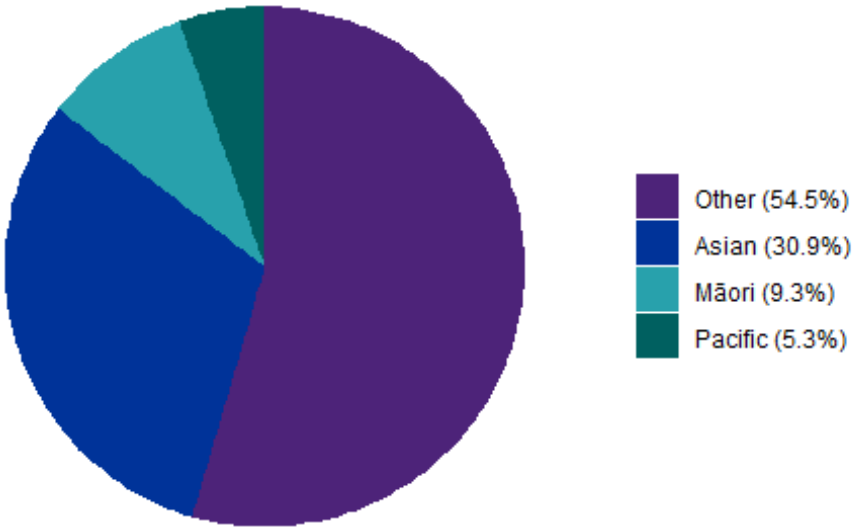
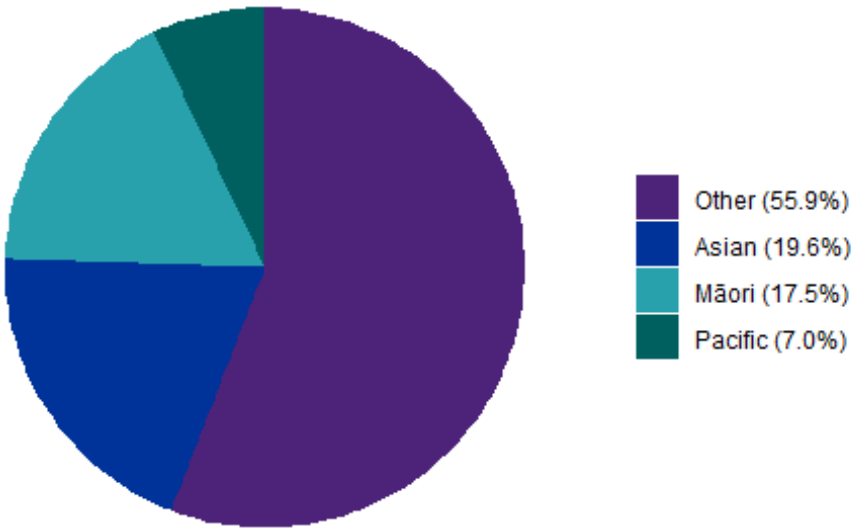


Figure 5: Proportion of identifiable ethnicities for projected population data at 30 June 2026



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

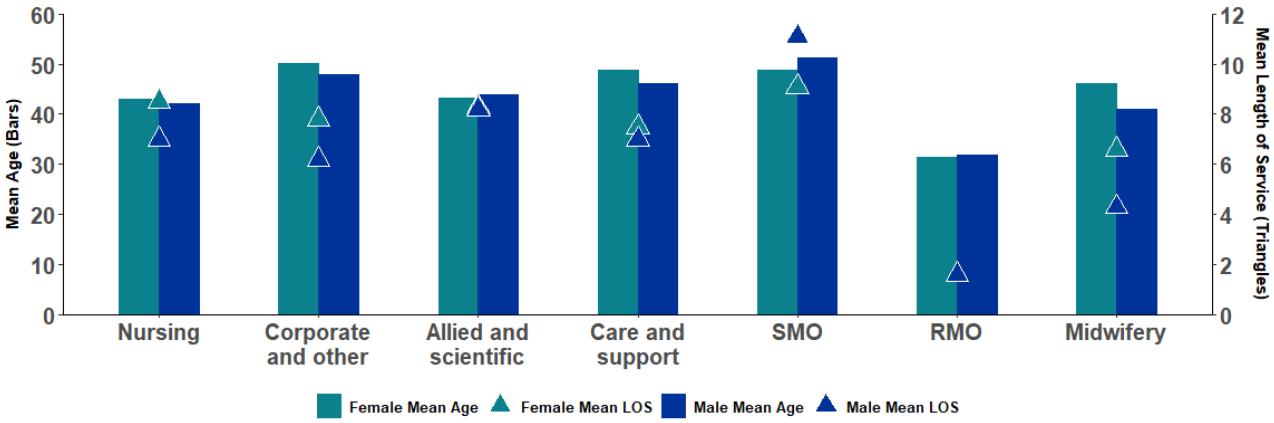


Table 5: Mean ages and length of service by occupation group and gender

	Female		Male		Total	
Occupation Group	**Mean Age**	**Mean Length of Service**	**Mean Age**	**Mean Length of Service**	**Mean Age**	**Mean Length of Service**
Nursing	43.0	8.5	42.1	7.0	42.9	8.3
Corporate and other	50.1	7.8	47.9	6.2	49.5	7.4
Allied and scientific	43.3	8.3	44.0	8.2	43.4	8.3
Care and support	48.7	7.5	46.2	7.0	48.0	7.4
SMO	48.7	9.1	51.3	11.1	50.2	10.2
RMO	31.4	1.6	31.9	1.6	31.6	1.6
Midwifery	46.1	6.6	41.1	4.3	46.1	6.6
Total	**44.9**	**7.9**	**44.8**	**7.1**	**44.9**	**7.7**

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

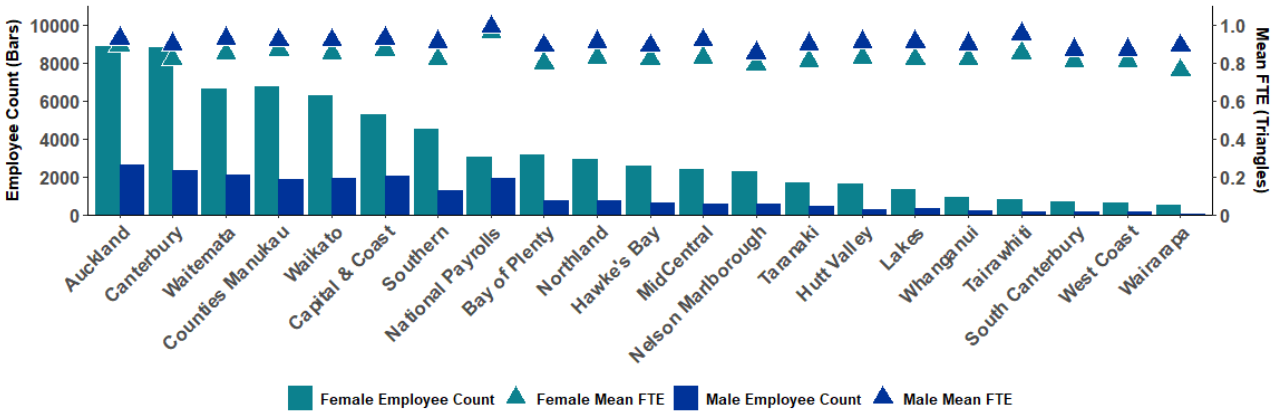


Table 6: Employee Count and mean FTE by gender and District

	Female		Male		Total	
Health New Zealand (Health NZ)	**Employee Count**	**Mean FTE**	**Employee Count**	**Mean FTE**	**Employee Count**	**Mean FTE**
Auckland	8,845	0.89	2,604	0.93	11,454	0.90
Canterbury	8,801	0.82	2,311	0.90	11,122	0.83
Waitemata	6,627	0.85	2,113	0.93	8,741	0.87
Counties Manukau	6,752	0.87	1,865	0.92	8,619	0.88
Waikato	6,298	0.85	1,920	0.92	8,218	0.87
Capital & Coast	5,300	0.87	2,039	0.93	7,352	0.88
Southern	4,491	0.82	1,247	0.91	5,748	0.84
National Payrolls	**3,023**	**0.96**	**1,942**	**0.99**	**4,987**	**0.97**
Bay of Plenty	3,151	0.80	740	0.89	3,893	0.82
Northland	2,919	0.83	772	0.91	3,693	0.84
Hawke's Bay	2,579	0.82	597	0.89	3,181	0.83
MidCentral	2,420	0.83	589	0.92	3,012	0.85
Nelson Marlborough	2,253	0.79	587	0.85	2,840	0.80
Taranaki	1,685	0.81	428	0.90	2,147	0.83
Hutt Valley	1,627	0.83	268	0.91	1,895	0.84
Lakes	1,337	0.82	354	0.91	1,693	0.84
Whanganui	918	0.82	187	0.90	1,107	0.84
Tairawhiti	807	0.85	180	0.95	987	0.87
South Canterbury	704	0.81	130	0.87	834	0.82
West Coast	631	0.81	140	0.87	771	0.82
Wairarapa	503	0.76	65	0.89	568	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

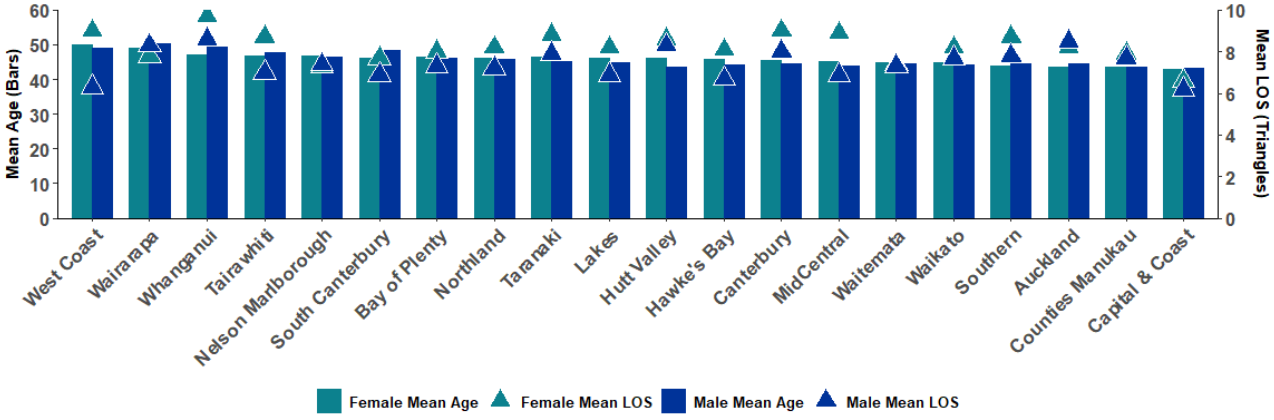


Table 7: Mean ages and mean length of service by District and gender

	Female		Male		Total	
Health New Zealand (Health NZ)	**Mean Age**	**Mean Length of Service**	**Mean Age**	**Mean Length of Service**	**Mean Age**	**Mean Length of Service**
West Coast	50.1	9.0	49.1	6.3	49.9	8.5
Wairarapa	49.0	7.8	50.2	8.3	49.1	7.9
Whanganui	47.1	9.7	49.2	8.6	47.4	9.5
Tairawhiti	46.7	8.7	47.6	7.0	46.9	8.4
Nelson Marlborough	46.9	7.3	46.4	7.4	46.8	7.3
South Canterbury	46.2	7.7	48.4	6.9	46.6	7.6
Bay of Plenty	46.4	8.0	46.2	7.3	46.3	7.8
Northland	46.2	8.2	45.8	7.2	46.1	8.0
Taranaki	46.3	8.8	45.2	7.9	46.0	8.5
Lakes	46.2	8.2	44.8	6.9	45.9	7.9
Hutt Valley	46.1	8.6	43.6	8.3	45.7	8.5
Hawke's Bay	45.8	8.1	44.3	6.7	45.5	7.8
Canterbury	45.4	9.0	44.4	8.0	45.2	8.8
MidCentral	45.2	8.9	43.8	6.9	45.0	8.5
Waitemata	44.7	7.4	44.6	7.3	44.7	7.4
Waikato	44.7	8.2	44.2	7.7	44.6	8.1
Southern	44.0	8.7	44.6	7.8	44.1	8.5
Auckland	43.4	8.2	44.4	8.5	43.6	8.3
Counties Manukau	43.6	7.9	43.5	7.7	43.6	7.9
Capital & Coast	42.9	6.6	43.3	6.2	43.0	6.5
Total	**44.9**	**7.9**	**44.8**	**7.1**	**44.9**	**7.7**

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

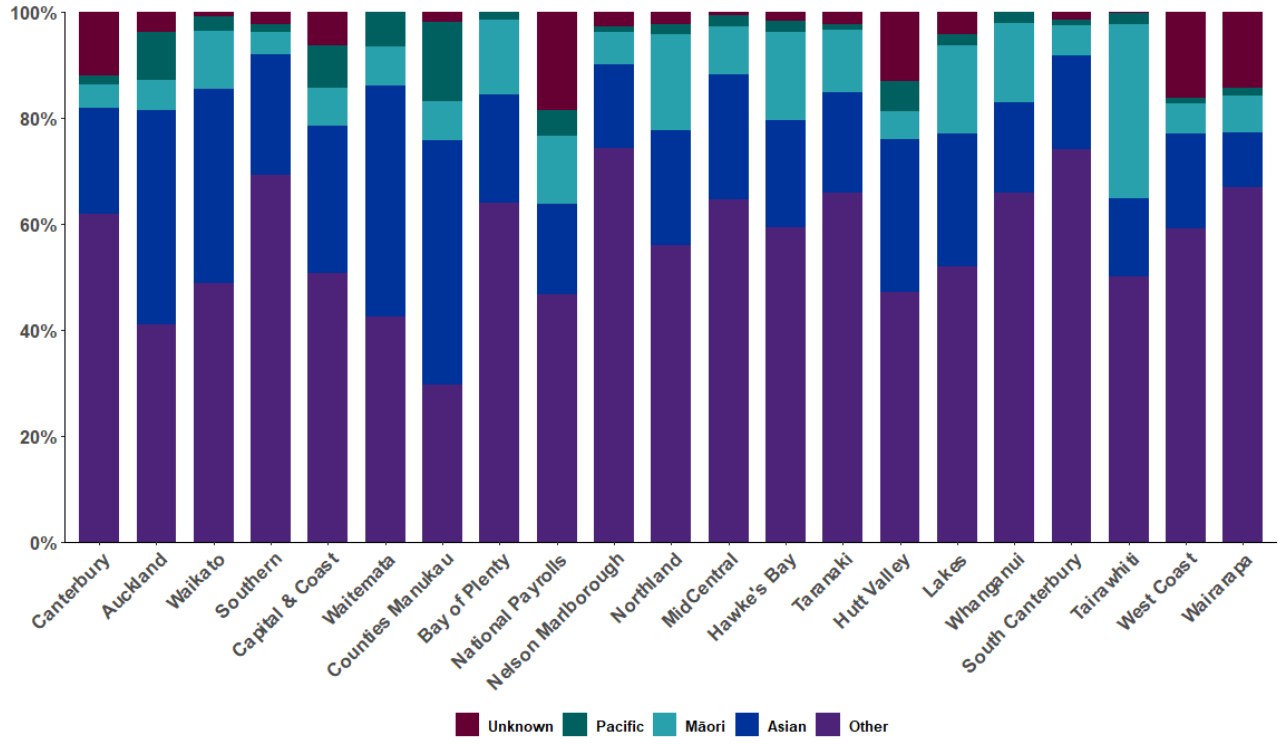


Table 8: Distribution of reported ethnicities by District and Employee Count

Health New Zealand (Health NZ)	Other[1]	Asian	Māori	Pacific	Unknown	Total[2]
Canterbury	6,880	2,223	495	184	1,340	11,122
Auckland	4,686	4,649	646	1,042	431	11,454
Waikato	4,012	3,003	912	211	80	8,218
Southern	3,973	1,315	234	92	134	5,748
Capital & Coast	3,731	2,042	523	584	472	7,352
Waitemata	3,714	3,816	637	574	0	8,741
Counties Manukau	2,558	3,964	648	1,284	165	8,619
Bay of Plenty	2,488	799	544	61	1	3,893
National Payrolls	**2,328**	**846**	**644**	**244**	**925**	**4,987**
Nelson Marlborough	2,111	447	176	26	80	2,840
Northland	2,067	803	667	70	86	3,693
MidCentral	1,943	713	275	60	21	3,012
Hawke's Bay	1,888	641	531	65	56	3,181
Taranaki	1,413	407	252	23	52	2,147
Hutt Valley	893	546	99	108	249	1,895
Lakes	881	423	282	36	71	1,693
Whanganui	730	187	167	23	0	1,107
South Canterbury	618	148	47	8	13	834
Tairawhiti	494	145	325	21	2	987
West Coast	456	137	45	8	125	771
Wairarapa	380	59	39	9	81	568
Total	**48,244**	**27,313**	**8,188**	**4,733**	**4,384**	**92,862**

*'Other' is a group amalgamation of all ethnicities that do not fall into the groups Asian, Māori or Pacific.
[2]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 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	10.4	9.5	10.2	9.1	9.3	1.0	7.5	9.5
Canterbury	9.3	8.5	9.6	8.4	11.2	2.4	7.3	8.8
Taranaki	9.4	9.7	8.3	8.1	9.0	1.5	7.8	8.7
Hutt Valley[1]	8.0	10.2	8.2	8.8	0.0	0.0	5.9	8.5
MidCentral	9.4	9.7	9.5	6.1	9.1	1.7	7.3	8.5
Southern	9.0	9.7	8.8	6.6	11.1	2.9	6.7	8.5
West Coast	8.4	8.5	8.6	9.8	6.9	2.8	8.0	8.5
Tairawhiti	10.3	7.9	8.3	7.1	6.5	1.1	5.5	8.4
Auckland	8.0	9.2	8.7	9.2	10.7	0.8	6.2	8.3
Waikato	8.3	9.4	8.2	6.9	11.2	2.1	6.9	8.1
Northland	8.6	9.5	7.6	6.2	9.2	1.7	7.3	8.0
Counties Manukau	7.8	9.6	7.4	7.6	11.7	0.9	6.9	7.9
Lakes	9.4	8.8	7.5	5.6	7.8	1.3	7.3	7.9
Bay of Plenty	8.5	8.7	8.2	6.7	8.8	1.6	7.5	7.8
Hawke's Bay	8.3	8.5	8.2	6.6	9.5	1.5	7.1	7.8
Wairarapa[1]	7.8	8.1	8.1	7.2	8.9	0.0	6.0	7.8
South Canterbury	8.3	8.5	7.3	6.0	7.6	1.1	4.3	7.5
Waitemata	7.2	8.0	8.2	7.1	10.9	0.7	5.9	7.4
Nelson Marlborough	7.4	8.0	7.3	6.8	10.8	1.3	5.4	7.3
Capital & Coast	6.8	7.6	6.3	6.6	7.7	1.8	6.1	6.4
Total	**8.3**	**7.4**	**8.3**	**7.4**	**10.2**	**1.6**	**6.6**	**7.7**

[1]Wairarapa and Hutt Valley are moving away from directly employing RMOs and will in future use RMOs that are employed by Capital and Coast.
[1]Hutt Valley are also moving away from directly employing SMOs and will in future use SMOs 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 green 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 blue 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 MidCentral shows that (if the June 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 140 hours or less of sick leave per FTE over the course of a year.

Table 10: Average medians and 75th percentiles of sick leave hours per FTE by District

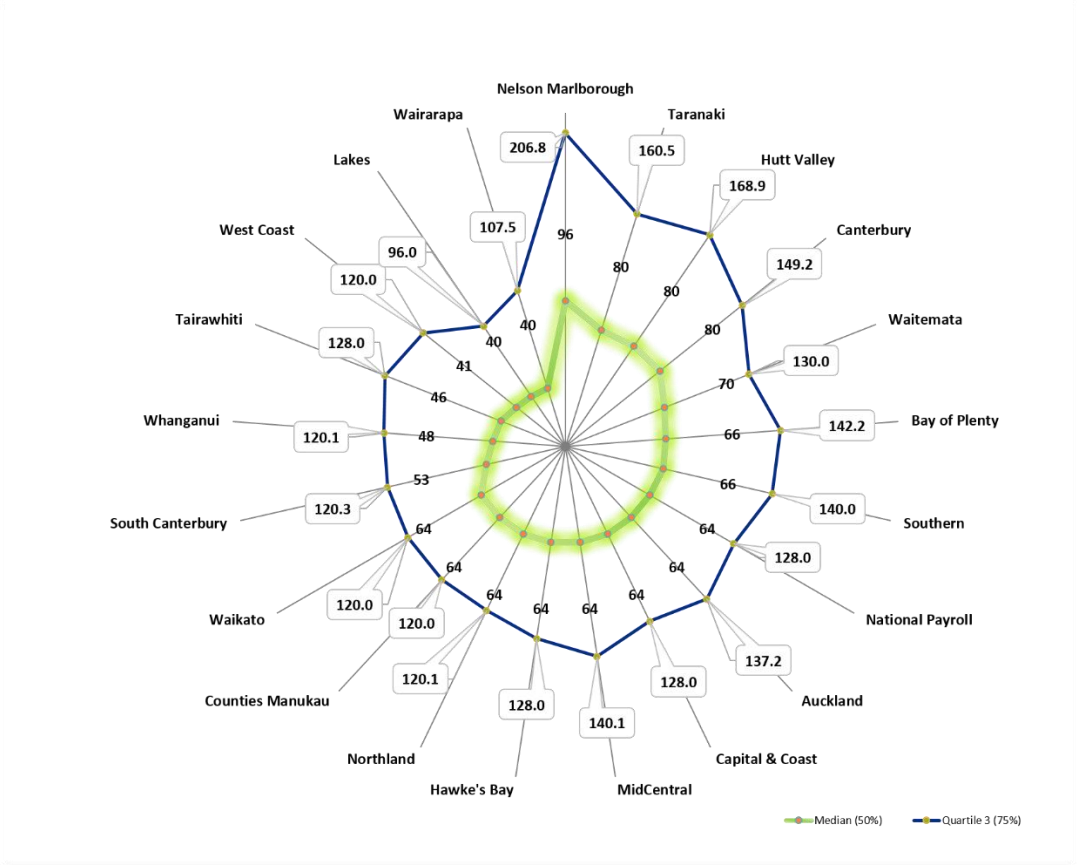


Figure 10: Average annual sick leave hours per FTE by occupational group

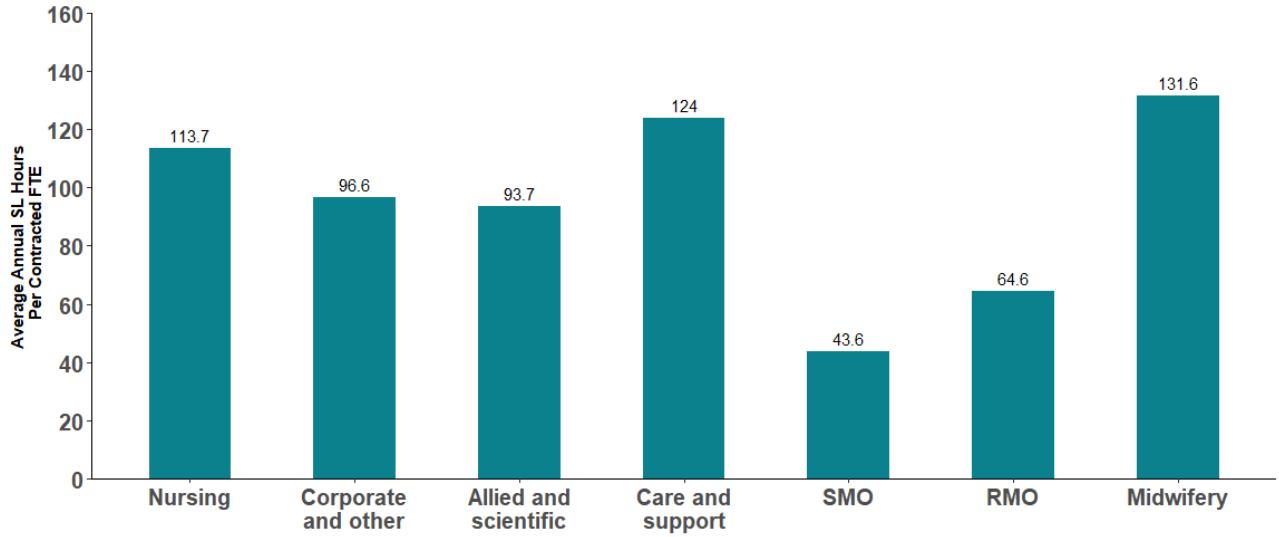


Figure 11: Average annual sick leave hours per FTE by age group by gender

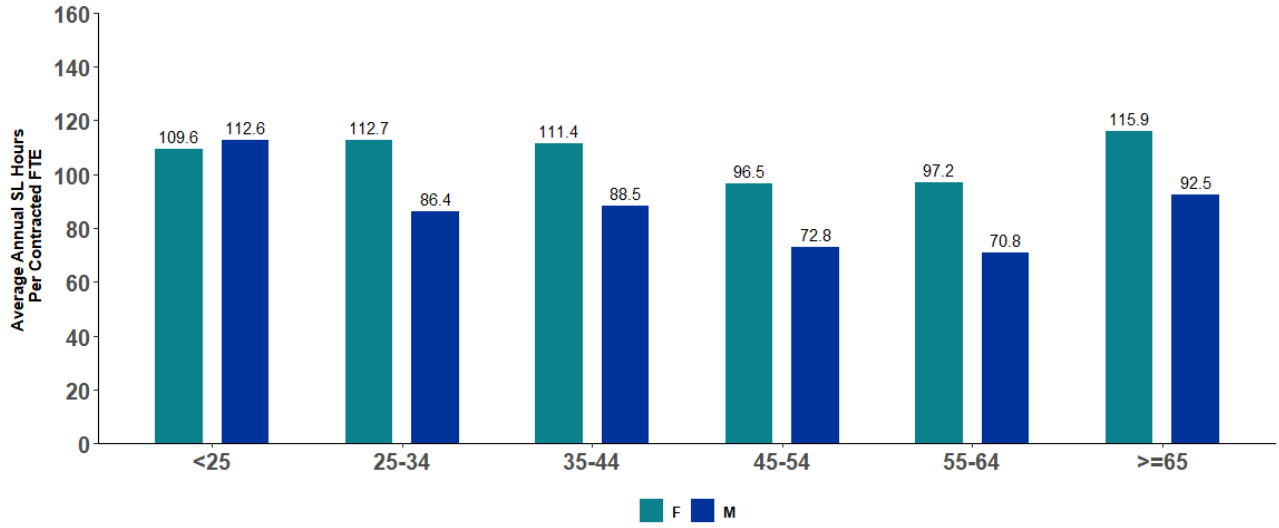
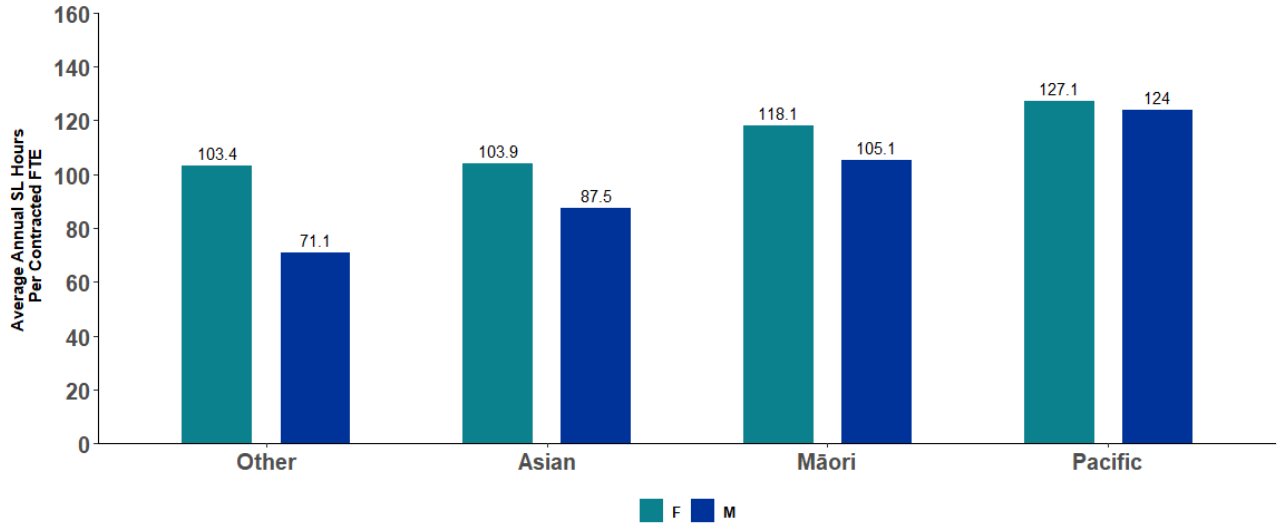


Figure 12: Average annual sick leave hours per FTE by ethnicity by gender



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

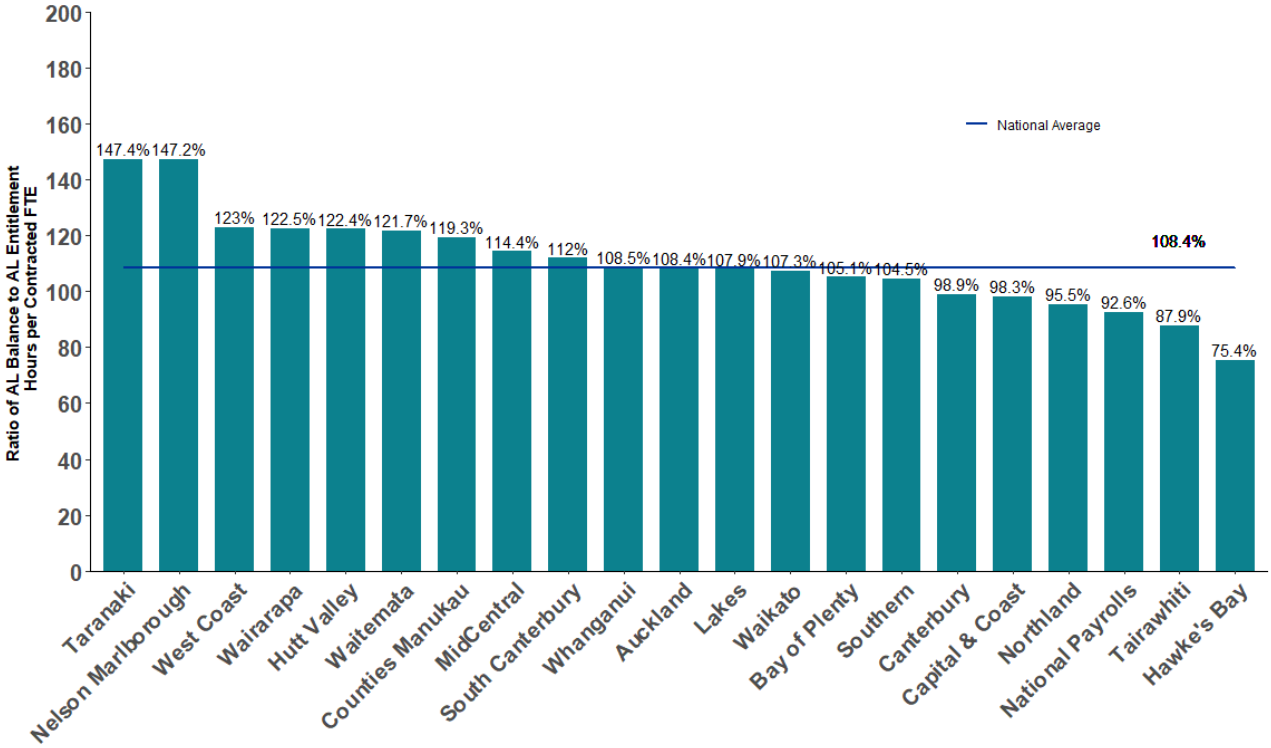


Figure 14: Ratio of annual leave balance to annual leave entitlement hours per FTE by occupational group

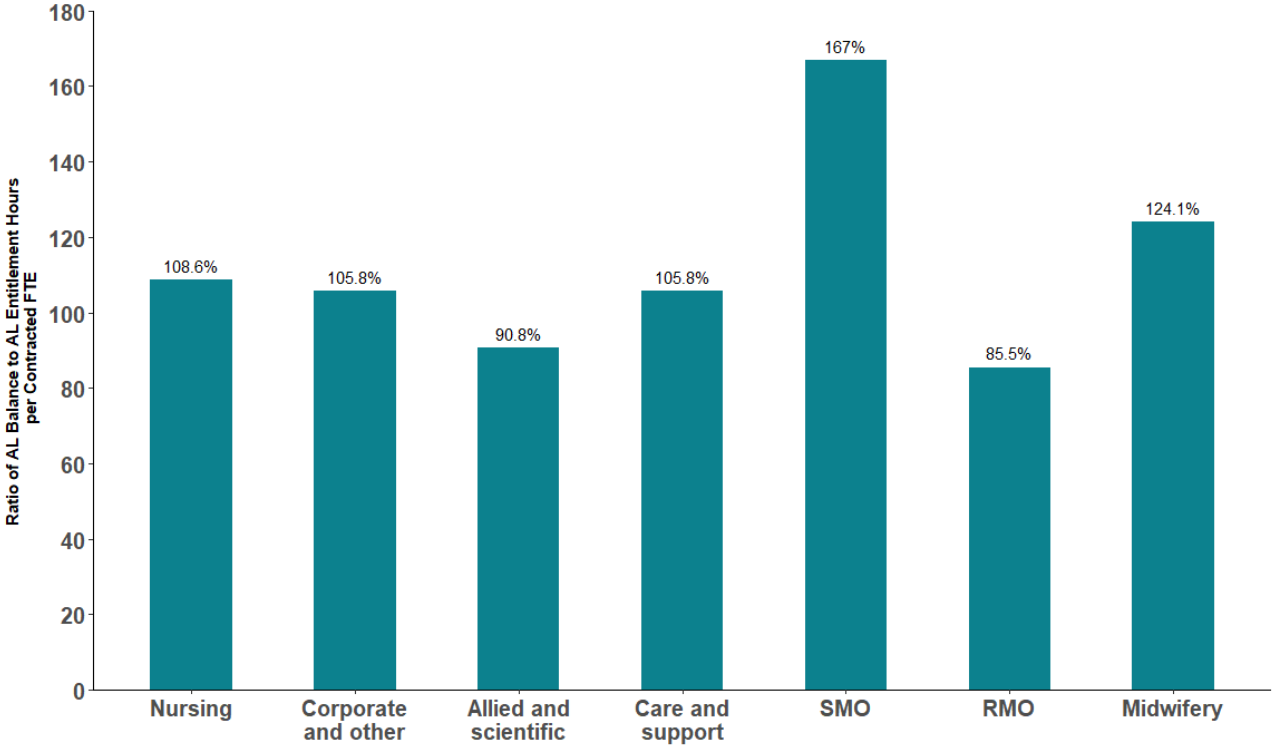
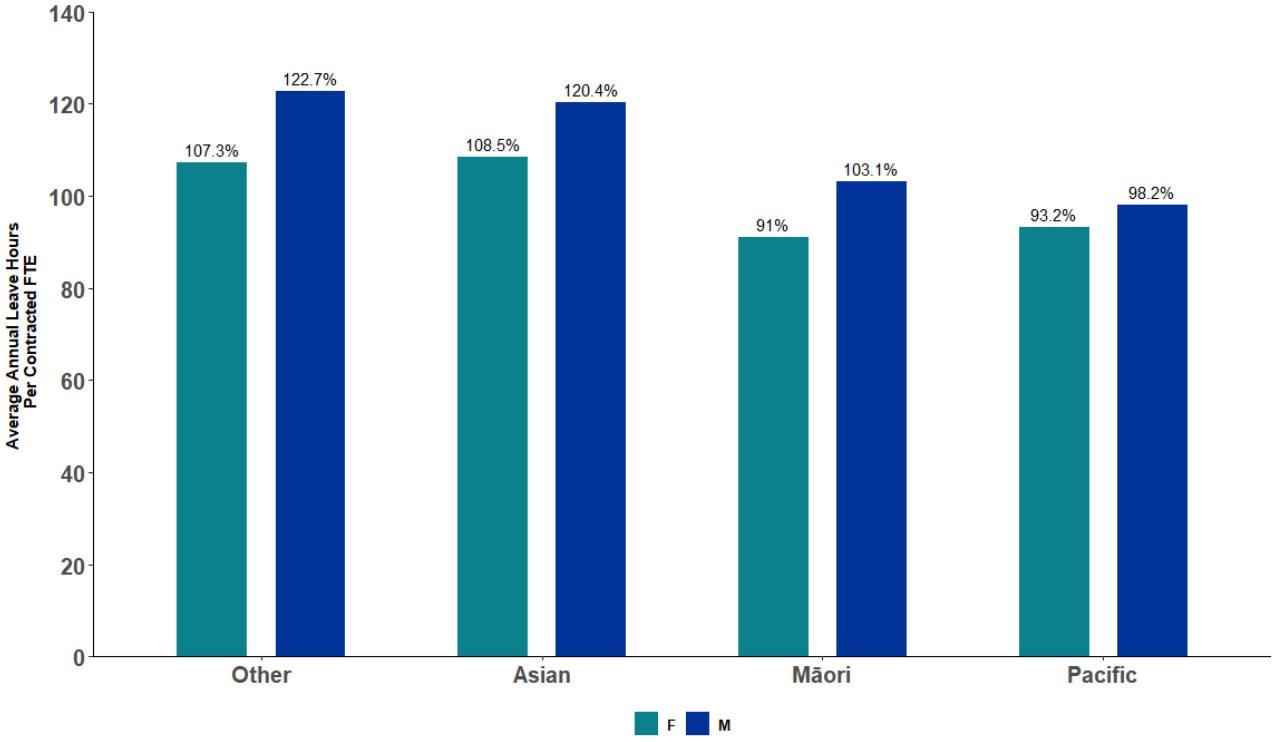


Figure 15: Ratio of annual leave balance to annual leave entitlement hours per FTE by ethnicity by gender



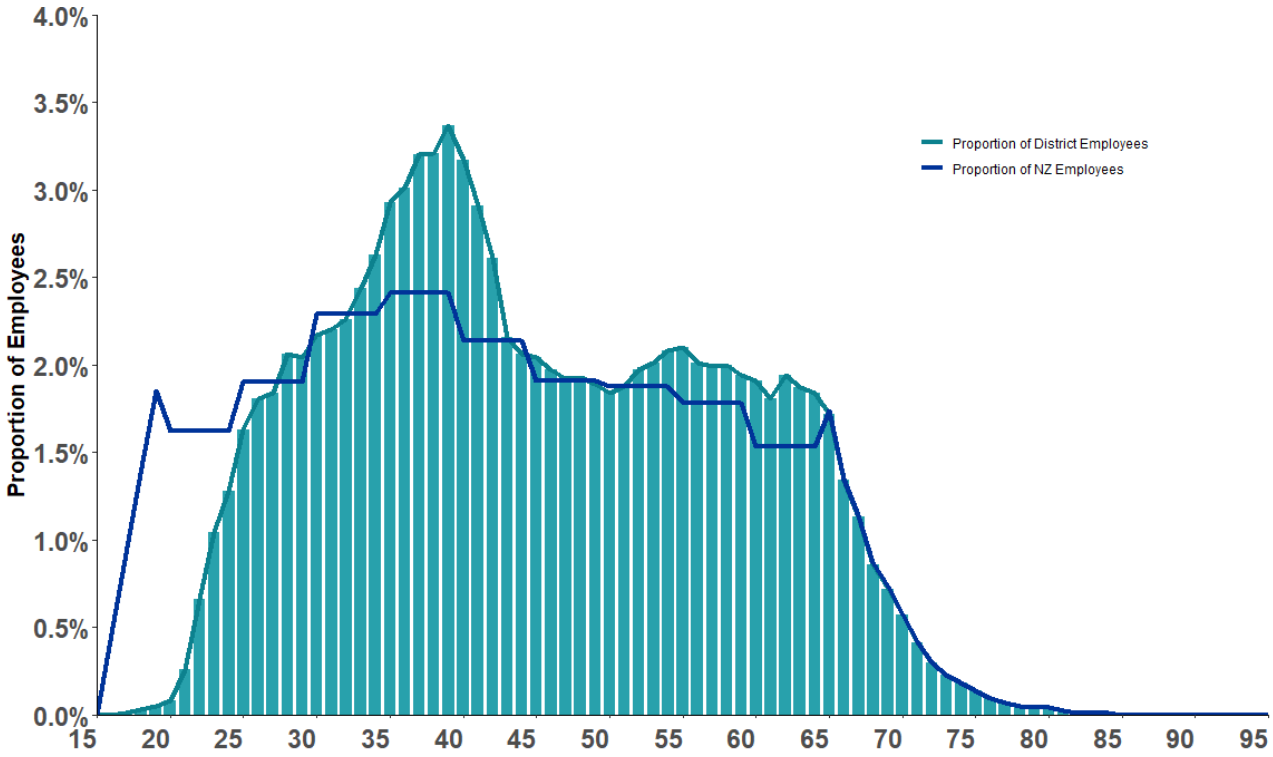
Analysis by population

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 June 2026 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.

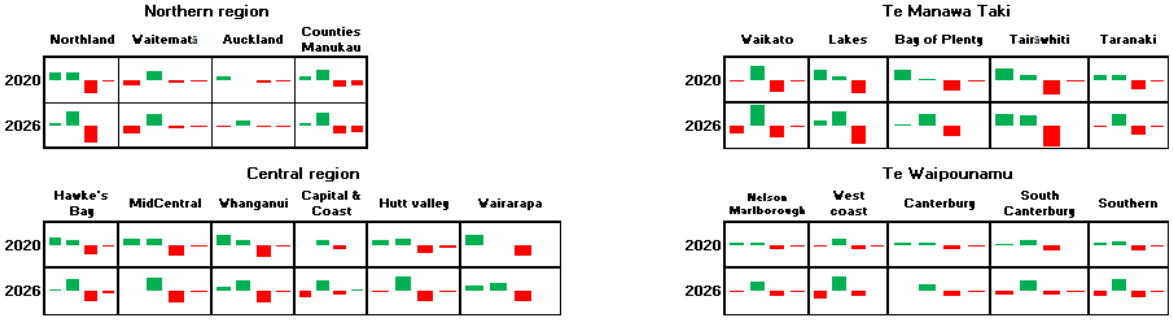
The four ethnicity groups used are: Other, Asian, Māori and Pacific – 'Other' is an amalgamation of all other ethnicities but is primarily European including the 'New Zealander' ethnicity. Throughout these charts this is the order of presentation.

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 2020 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 2020 and 2026; 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 occupation 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

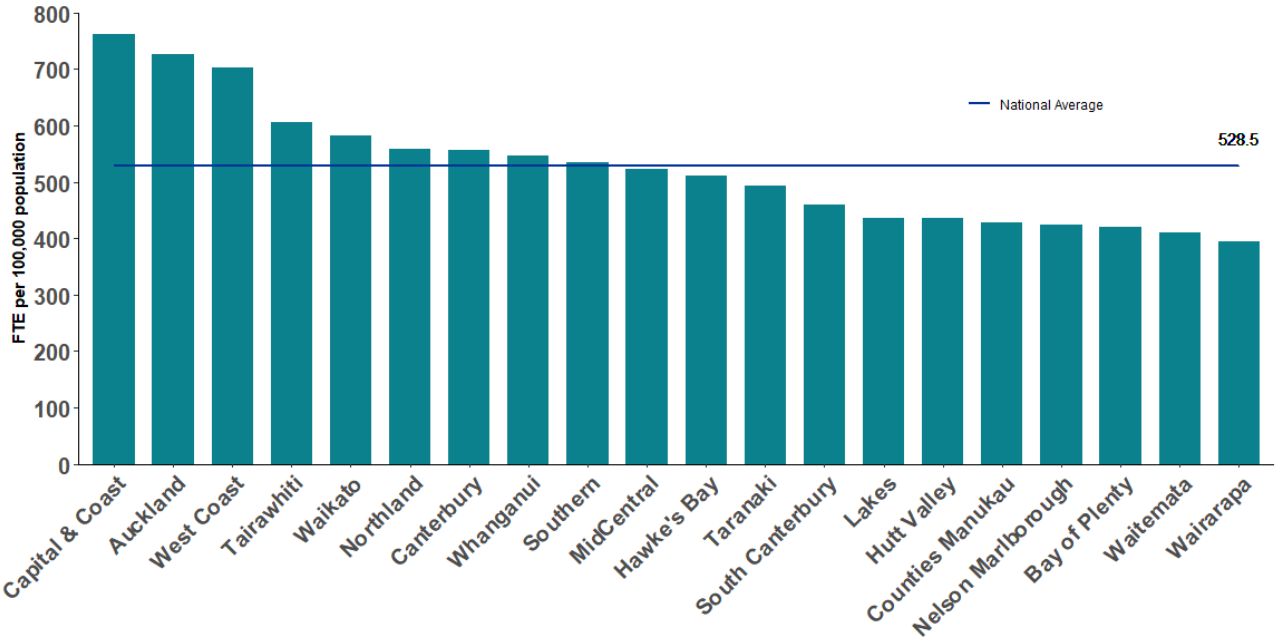


Figure 18: Population density of Corporate & Other by District

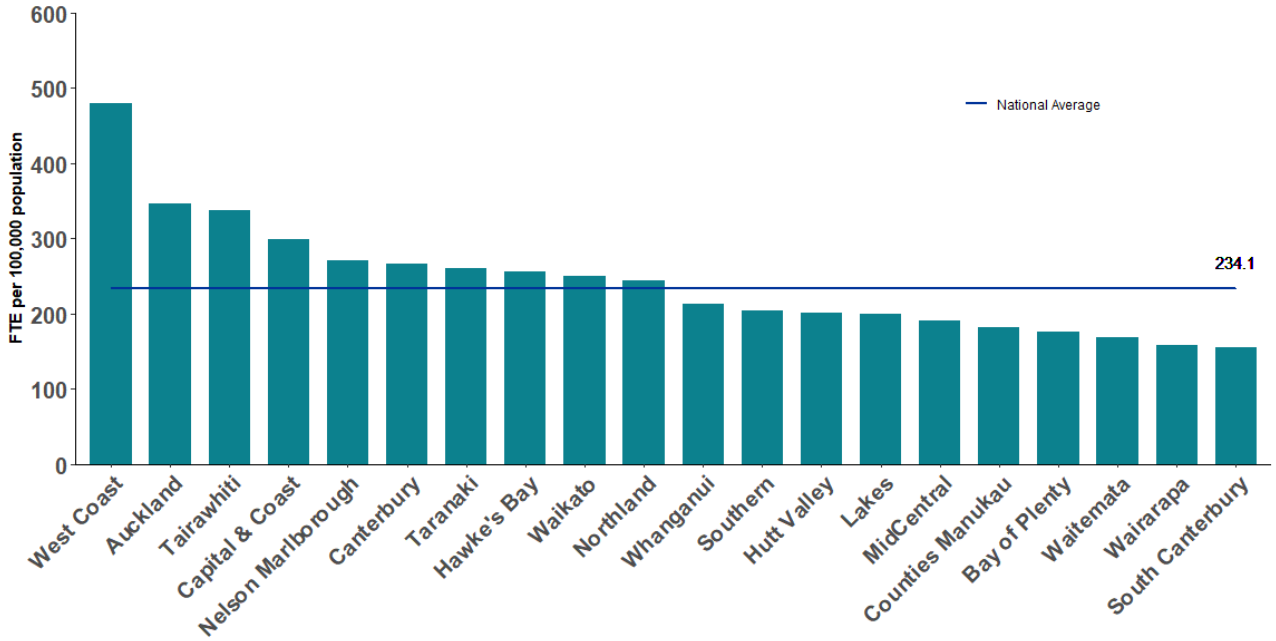


Figure 19: Population density of Allied & Scientific by District

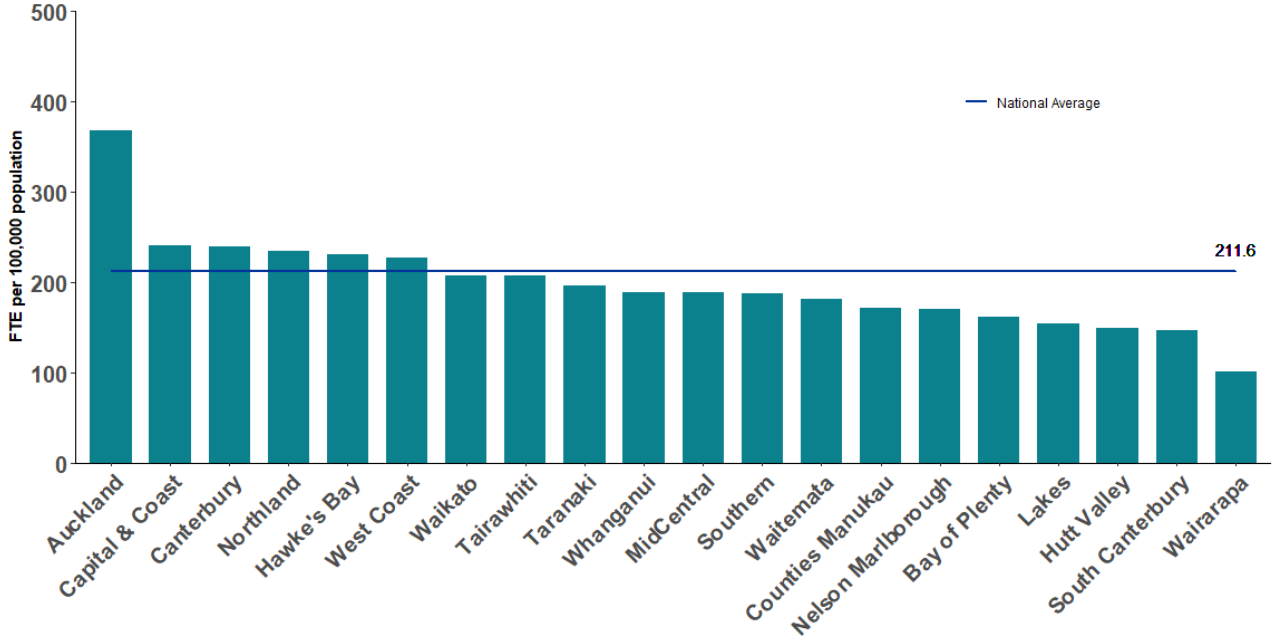


Figure 20: Population density of Care & Support by District

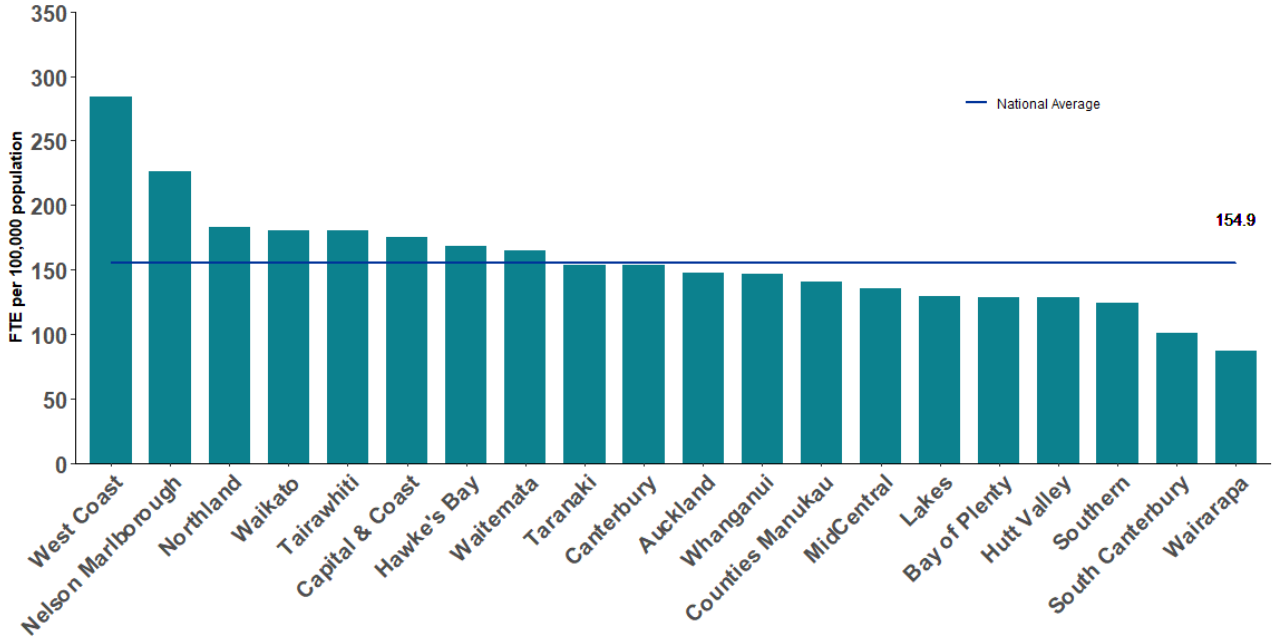


Figure 21: Population density of Senior Medical Officer (SMO) by District*

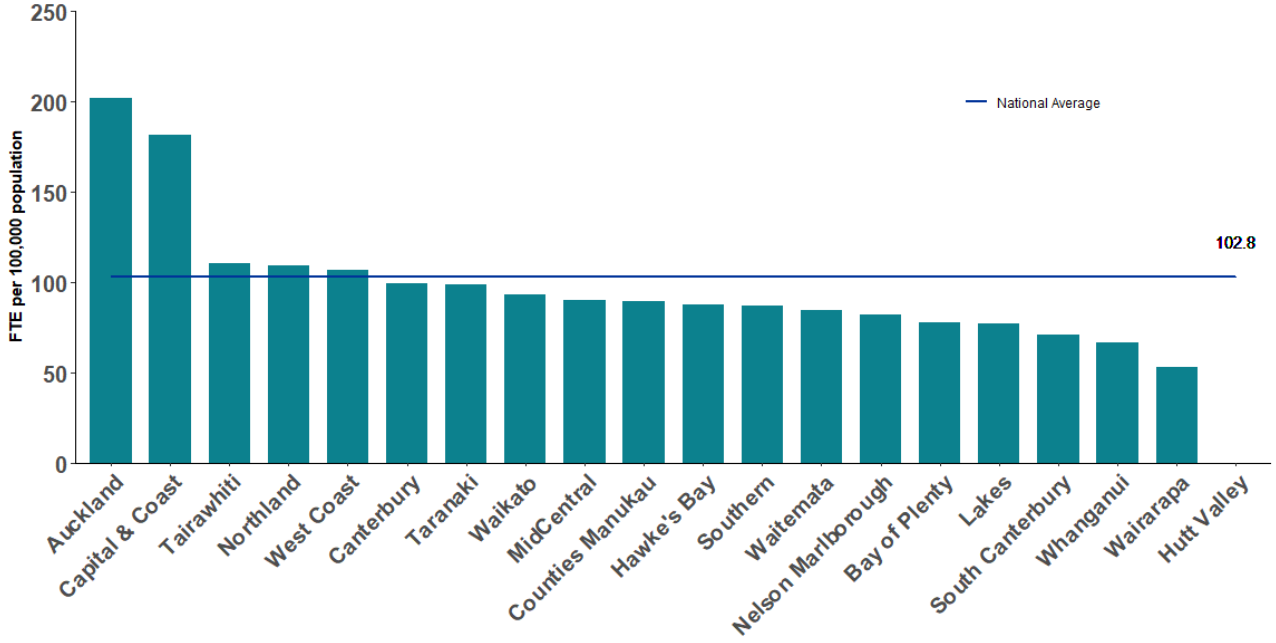
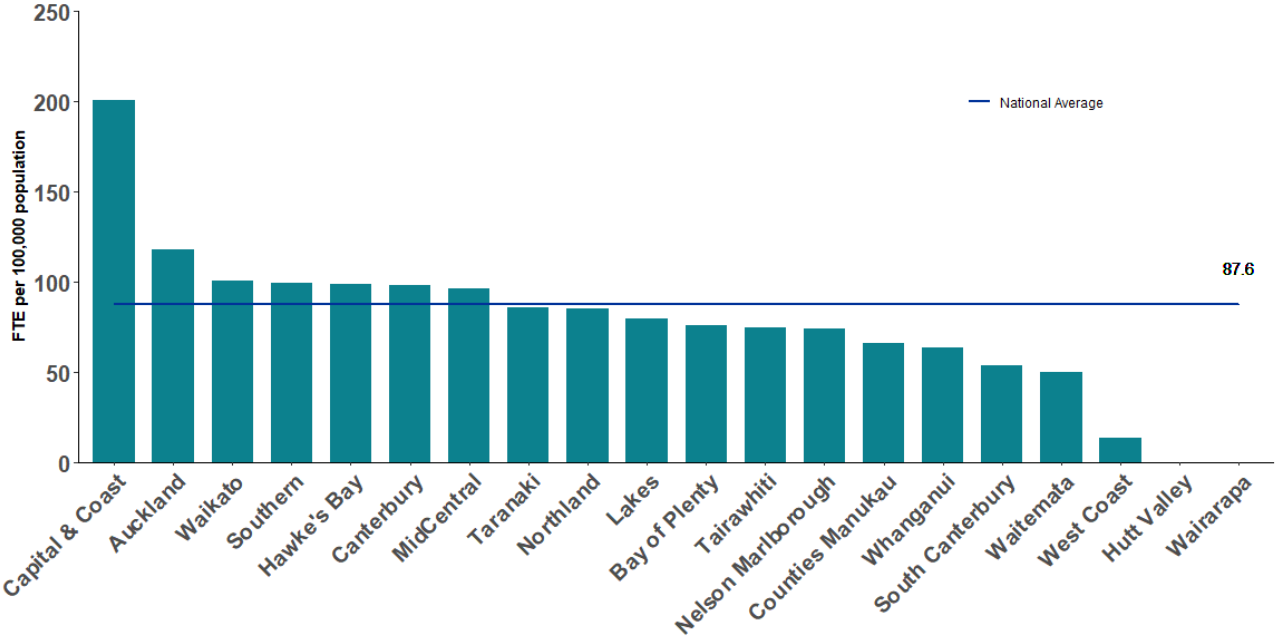


Figure 22: Population density of Resident Medical Officer (RMO) by District*



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

Figure 23: Population density of Midwives by District

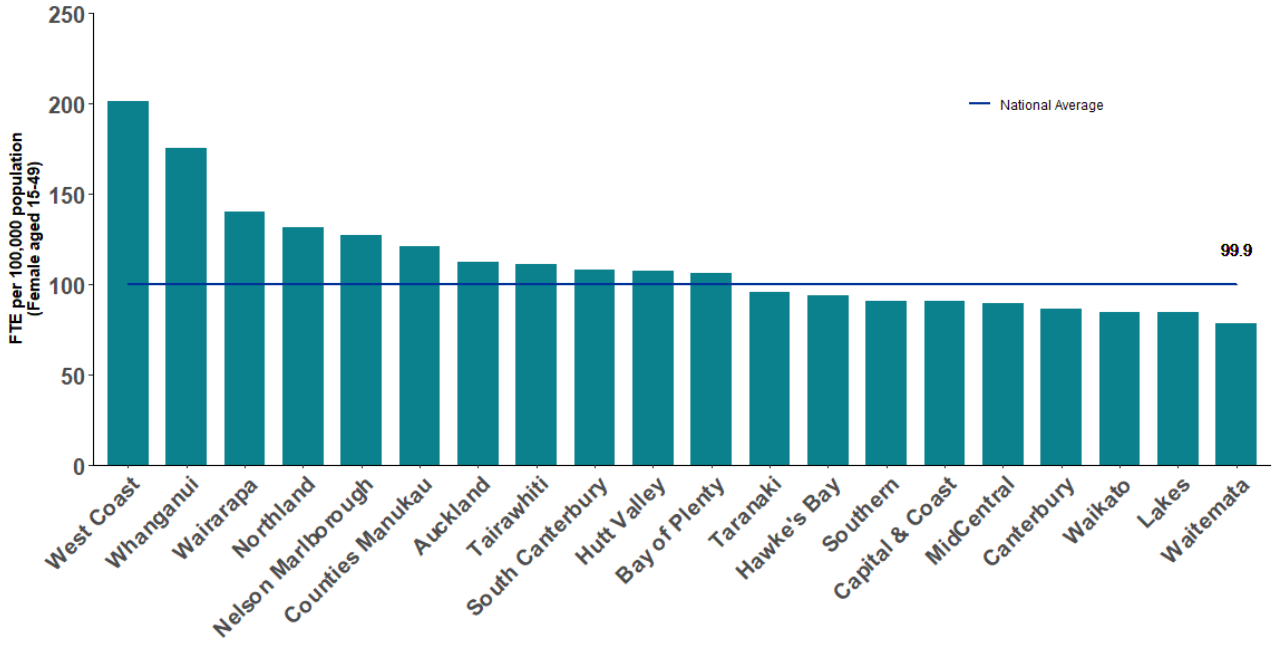
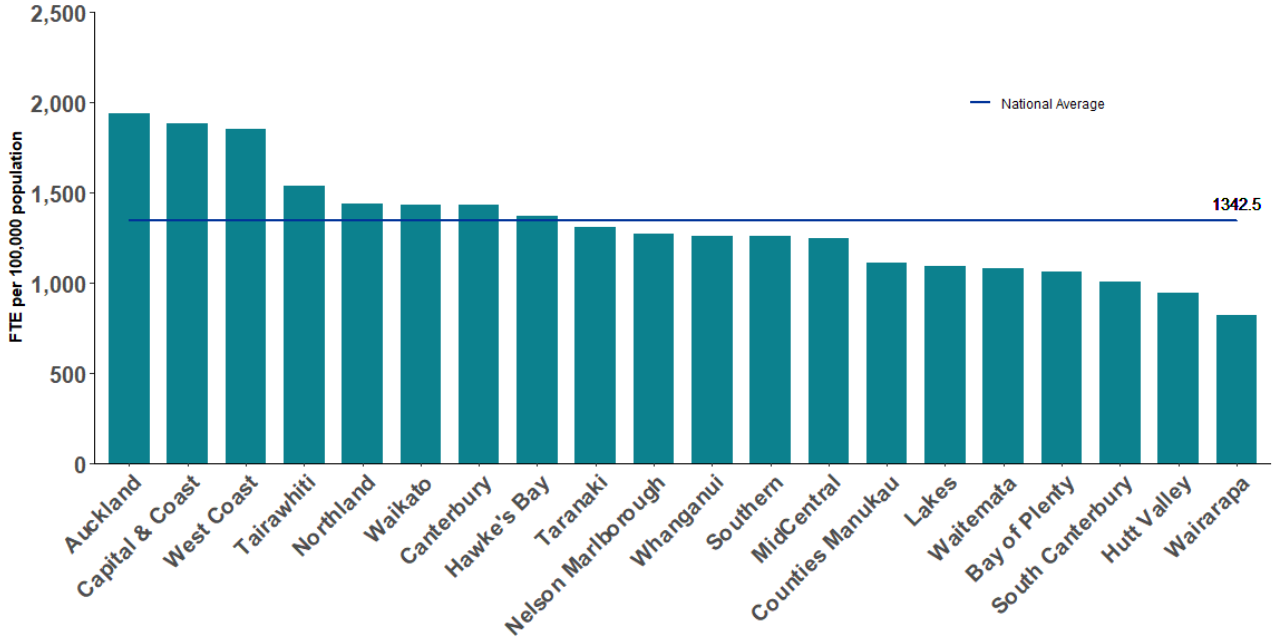
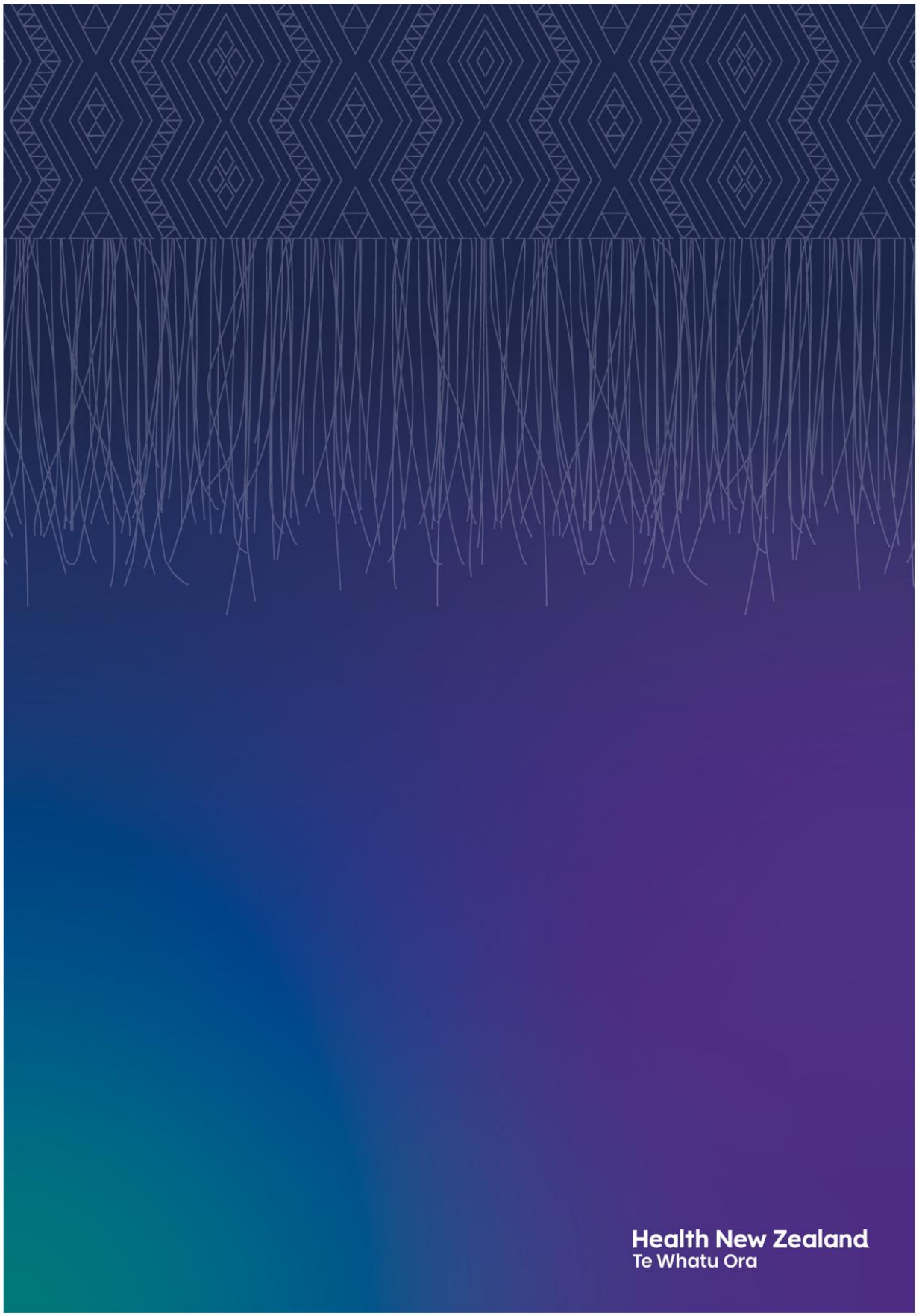


Figure 24: Population density of all District staff by District




Health New Zealand
Te Whatu Ora