

24 October 2023

GR Shah

fyi-request-24029-d437978d@requests.fyi.org.nz

Tēnā koe GR

Your request for Official information, reference: HN200029441

Thank you for your email on 4 September 2023, asking for the following under the Official Information Act 1982 (the Act):

Could you please give me figures in relation to “Medical Specialists” (MS) currently employed by Te Whatu Ora.

- 1. What percentage of MS are under the ASMS contract?*
- 2. What is the average salary of all MS?*
- 3. What is the median salary of all MS?*
- 4. Percent difference between MS under ASMS and those not under ASMS.*
- 5. Percentage of MS that earn under 300k per year.*

Please give me figures that do not include KiwiSaver contributions or CME entitlements.

If your salary calculations include any other benefits, please let me know what they are.”

For the sake of clarity, I will respond to each of your questions individually. Please note that our answers reference the ASMS Collective Agreement which is publicly available and can be found here: [ASMS-DHB-MECA-1-April-2022-31-March-2023.pdf](#)

- 1. What percentage of MS are under the ASMS contract?*

All Medical Specialists are paid under the conditions of the ASMS contract. Non-union members are a party to Employment Agreements which are derived from the ASMS contract.

The definition of “Medical Specialist” for this purpose is “Medical and Dental Specialists (including principal dental officers)” as defined in the ASMS Collective Agreement and paid under clause 12.4 a). It does not include “Medical and Dental Officers” as defined in the ASMS Collective Agreement, paid under clause 12.4 b).

- 2. What is the average salary of all MS?*

The average base salary for all medical specialists as defined above is \$238,500 (rounded to nearest \$500). This base salary excludes:

- KiwiSaver and other superannuation schemes
- any payments and allowances in addition to base salary
- any reimbursements for continuing education costs, travel, etc.

- 3. What is the median salary of all MS?*

The median base salary for medical specialists as defined in question one is \$231,299 – Step 12 on the salary scale. This base salary excludes:

- KiwiSaver and other superannuation schemes
- any payments and allowances in addition to base salary

- any reimbursements for continuing education costs, travel, etc.

4. Percent difference between MS under ASMS and those not under ASMS.

As mentioned in question one, all medical specialists are paid under the conditions of the ASMS contract.

5. Percentage of MS that earn under 300k per year.

71.6% of Senior Medical Officers have a total remuneration of less than \$300,000, if KiwiSaver and superannuation contributions are not included. Total remuneration includes base salary payments and additional payments and allowances, but excludes any reimbursement for continuing education costs, travel, etc.

The mean (average) total remuneration per full-time equivalent (FTE) of Senior Medical Officers, including Kiwisaver and Superannuation, is \$318,000.

Not all Senior Medical Officers work full-time (1 FTE), and it is commonplace for Senior Medical Officers to work part-time – including because they work both for Te Whatu Ora and in private practice.

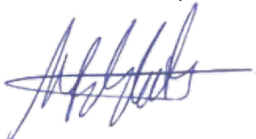
How to get in touch

If you have any questions, you can contact us at h.nzOIA@health.govt.nz.

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

As this information may be of interest to other members of the public, Te Whatu Ora may proactively release a copy of this response on our website. All requester data, including your name and contact details, will be removed prior to release.

Nāku iti noa, nā



Andrew Slater
Chief People Officer
People & Communications