

8 April 2024

Chrystal Hill
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Tēnā koe Chrystal,

Your request for official information, reference: HNZ00033151

Thank you for your email on 28 November 2024, asking for the following which has been considered under the Official Information Act 1982 (the Act). Please see outlined below a response to each part of your request.

Dates of Interest:

1/ For 2019: March 27, June 5, August 14, October 23 2/ For 2022: March 30, June 8, August 17, October 26 3/ For 2023: March 29, June 7, August 16, October 25

Part 1: Staffing Data

For each of these dates, across each department in all districts:

- 1/ House Officers: Total number employed.*
- 2/ Relieving House Officers: Number of relieving house officers.*
- 3/ Registrars: Total number of registrars employed.*
- 4/ Relieving Registrars: Number of relieving registrars.*
- 5/ Vacant Positions: Details of vacancies.*

Part 2: Leave and Cross-Cover Information On the same dates and for each department across all districts:

- 1/ Cross Covers: Instances of staff covering for colleagues.*
- 2/ Cross Cover Outside Regular Hours: Details of cross-covering shifts outside normal hours.*
- 3/ Additional Duties: Information about extra responsibilities.*
- 4/ Leave Records: Counts of staff on sick leave, annual leave, bereavement leave, or other types of leave.*

Part 3: Staff Movements

For each quarter of the specified years:

- 1/ New Employees: Number of new employees joining.*
- 2/ Resignations: Number of staff resignations.*
- 3/ Transfers: Number of staff transfers within or between departments.*

Please provide the requested information both as a direct reply to this email and additionally as an attachment in an electronic format, such as PDF or Excel. This will ensure clarity and ease of review.

Response

The RMO workforce undertakes a series of 'runs' during the training year which may involve moving hospitals, localities or districts. As this workforce moves regularly, it can be challenging to capture and reconcile data on this highly mobile workforce. The data provided in this response is the best information that we have available, and while care has been taken to prepare this material, we give no guarantee that it is free from errors or defects.

To support the navigation of several sets of data contained in this response, the response has been broken down by question and section below.

Tables 1-4 within Appendix 1 have been sourced from the Health Workforce Information Programme (HWIP) database. HWIP data is reported quarterly; we have provided the relevant quarters that contain the dates requested as we are unable to provide extracts for exact dates. There are caveats regarding data provided, we have provided overarching caveats at the start of Appendix 1 and added further notes where specific caveats are required for each table.

There are further sets of data in Appendices 2-5 which have been provided by the districts where this is information not held at the central level. As there are differences in the amount and types of information captured by Districts, we have provided responses in the format in which they were received in order to provide the most accurate and complete information.

Part 1: Staffing Data

*For each of these dates, across each department in all districts:
1/ House Officers: Total number employed.*

Please refer to Table 1, Appendix 1.

2/ Relieving House Officers: Number of relieving house officers.

**Please see;
Appendix 2 for Auckland District Data
Appendix 3 for Taranaki
Appendix 4 for Capital Coast
Appendix 5 for all other responses.**

3/ Registrars: Total number of registrars employed.

Please refer to Table 1, Appendix 1.

4/ Relieving Registrars: Number of relieving registrars.

Refer to response 1.2

5/ Vacant Positions: Details of vacancies.

Please refer to Table 2, Appendix 1.

Part 2: Leave and Cross-Cover Information On the same dates and for each department across all districts:

1/ Cross Covers: Instances of staff covering for colleagues.

2/ Cross Cover Outside Regular Hours: Details of cross-covering shifts outside normal hours.

3/ Additional Duties: Information about extra responsibilities.

4/ Leave Records: Counts of staff on sick leave, annual leave, bereavement leave, or other types of leave.

Due to the substantial collation and research that would be required to respond, we are refusing Part 2 of your request under section 18(f) of The Official Information Act 1982. I have considered whether changing or extending the timeframe for responding to your request would be appropriate, however, any response would divert resources from the administrative and operational tasks of the National and District Workforce Teams.

Part 3: Staff Movements

We have supplied new employees and resignation data as requested, however, it should be noted that RMOs transferring between districts to undertake runs will show as both an entry and an exit

as they leave one district to join another. Due to the anonymized nature of the HWIP data collection, we are unable to identify and exclude movement between districts.

For each quarter of the specified years:

1/ New Employees: Number of new employees joining.

Please refer to Table 3, Appendix 1.

2/ Resignations: Number of staff resignations.

Please refer to Table 4, Appendix 1.

3/ Transfers: Number of staff transfers within or between departments.

We are unable to supply a response for question 3.3 as this data is not tracked at the national and local level. This part of your request is therefore declined under section 18(e) of The Act as this information does not exist.

How to get in touch

If you have any questions, you can contact us at hnzOIA@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 <https://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 and Communications

Appendix 1: Health Workforce Information Programme (HWIP) data

Overarching caveats

The overarching caveats that relate to all the data provided are noted below, with further caveats provided for each table of data.

- Health New Zealand | Te Whatu Ora (Health NZ) District data was extracted from the HWIP database on 05 January 2024 and reflects people employed by the 18 Health NZ Districts as at 20 September 2023.
- HWIP collects data from the 18 districts as at the end of each quarter, and the data as 20 September 2023 is the most current data available.
- Data excludes casuals, contractors, and people on parental leave or leave without pay.
- Employee Count is a distinct count based on Employee number. There is the potential for individuals to be counted more than once if they hold roles with more than one district, or if they hold roles in more than one occupation group.
- All FTE values are contracted FTE (where FTE = 2086 hours per year)
- Key note: Resident Medical Officer vacancy numbers fluctuate these roles typically rotate within and between Districts during their training.

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.

Table 1. House Officers and Registrars: total number employed – broken down by their position

Position	2019				2020				2021				2022				2023		
	March	June	Sep	Dec	March	June	Sep												
House Officers	1701	1592	1638	1753	1733	1705	1683	1709	1760	1734	1695	1651	1825	1754	1757	1741	1882	1792	1743
Registrars	2566	2568	2599	2708	2713	2736	2778	2664	2902	2876	2919	2879	2965	2941	3002	2937	3027	2907	2959
Rest of RMO's	23	4	2	3	6	7	2	1	5	1	4	4	9	4	9	10	17	8	5
Total	4290	4164	4239	4464	4452	4448	4463	4374	4667	4611	4618	4534	4799	4699	4768	4688	4926	4707	4707

Notes:

- Resident Medical Officers count are those coded under the HWIP Resident Medical Officers (RMO) Occupation Group.
- Occupation Groups are based on the ANZSCO codes assigned to various roles. In a small number of cases Health NZ adjusts the ANZSCO from the originally submitted.
- House Officers and Registrars have been identified using the Common Chart of Accounts coding.

Table 2. Vacant Positions: details of vacancies

Position	2019				2020				2021				2022				2023		
	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep
House Officer	27.1	60.5	73.5	64.0	70.0	53.0	46.0	27.0	16.0	163.0	92.5	177.0	184.0	130.1	70.0	24.0	22.0	44.0	98.5
Registrar	94.5	148.6	165.3	168.5	117.1	157.0	261.0	94.0	39.0	282.5	157.2	226.6	216.0	286.4	242.2	49.0	47.0	159.4	180.6
Rest of RMO's	2.0	34.9	19.5	14.0	13.0	2.0	37.6	25.5	29.6	91.8	85.1	276.6	115.4	109.3	125.0	53.8	28.5	82.0	19.0
Total	123.6	244.0	258.3	246.5	200.1	212.0	344.6	146.5	84.6	537.3	334.8	680.2	515.4	525.7	437.2	126.8	97.5	285.4	298.1

Notes:

- The definition of a vacancy for the purposes of the HWIP collection is as follows:
- An unfilled position that has funding allocated and will be actively recruited for within the next six months.
- It is a permanent position that is part of the FTE allocation (if applicable).
- Where a vacancy exists, it remains a vacancy when temporarily filled.
- Vacancy data is reported from the District recruitment/HR/Payroll/Financial systems and are the roles as at a point in time – for the extract that is 30 September 2023
- Resident Medical Officer vacancy numbers fluctuate as their roles are typically managed differently as they rotate within and between Districts during their training.
- Vacancy data for Q1, Q2 and Q3 2023 is not available from the Canterbury and West Coast District, as they are undertaking data quality improvement processes.
- Vacancy data for Q3, Q4 2022 is not available from the Bay of Plenty
- Vacancy data for Q2, Q3, Q4 2022 is not available from Canterbury and West Coast District, as they are undertaking quality improvement processes.

Table 3. House Officers and Registrars: number of new employees joining – broken down by their position

Position	2019				2020				2021				2022				2023		
	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep
House Officers	278	298	325	843	307	305	285	200	709	262	387	296	892	276	401	255	881	234	345
Registrars	107	636	194	1042	148	259	468	115	1079	104	682	145	1192	117	705	175	1073	111	654
Rest of RMO's	1	3	0	1	2	2	1	0	2	0	0	0	3	1	1	1	2	0	1
Total	386	937	519	1886	457	566	754	315	1790	366	1069	441	2087	394	1107	431	1956	345	1000

Notes:

- Starters within this report are those employees whose reported employment start date was between 1 Jan 2019 to 30 September 2023.
- New starters will include people who have left one district and started work in another. Due to the anonymized nature of the HWIP data collection, we are unable to identify and exclude movement between districts.
- It should be noted that with the RMO intake and training rotation dates in January/February, fluctuation will be seen in the starter and leaver numbers in the March quarter.

Table 4. Number of staff resignations – broken down by their positions

Position	2019				2020				2021				2022				2023		
	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep	Dec	March	June	Sep
House Officer	252	334	227	533	303	278	260	122	458	242	338	287	503	280	322	216	520	251	305
Registrars	95	663	141	1028	129	257	421	210	945	125	661	176	1162	155	669	171	1093	150	635
Rest of RMO's	0	0	0	0	1	0	1	1	4	0	0	0	2	0	0	0	2	0	0
Total	347	997	368	1561	433	535	682	333	1407	367	999	463	1667	435	991	387	1615	401	940

Notes:

- Leavers are those employees whose leaving date was between 01 Jan 2019 to 30 September 2023.
- Leavers count will include people who leave one district to work in another, but due to the anonymized nature of the HWIP data collection, we are unable to identify and exclude movements between districts.
- Leavers includes both voluntary and involuntary leavers – involuntary leavers are those reported as leaving a district for reasons restructure, redundancy, dismissal, death, or for health reasons.
- It should be noted that with the RMO intake and training rotation dates in January/February, fluctuation will be seen in the starter and leaver numbers in the March quarter.