

## 6. Clinical workforce

This section presents data from the 2003 Medical Council of NZ workforce survey<sup>8</sup> and the 2004 nursing and midwifery workforce survey for the following:

- The number of medical practitioners by work group, according to DHB, and ethnicity.
- The number of GPs (general practitioners) per 100,000 population by DHB.
- The number of medical specialists per 100,000 population by DHB.
- The number and rate (per 100,000) of nurses and midwives by DHB.
- The number and rate (per 100,000) of dentists by DHB.

Definitions of the various work groups are those used by the NZ Health Information Service (NZHIS) and may be obtained from the following website: <http://www.nzhis.govt.nz/>.

### 6.1. Medical practitioners

Table 6.1.1 shows the number of active medical practitioners by primary employment according to DHB using results from the Medical Council Work force Survey (MCWS), 2003. An active medical practitioner is a person who holds an annual practising certificate and works four or more hours per week in NZ in medical or related work.

**Table 6.1.1: Number of active medical practitioners by primary employment and DHB (MCWS, 2003)**

DHB	GP	House Officer	MOSS	Registrar	Specialist	Other	Primary Care	Not stated	Total
CM	252	69	22	141	206	18	12	6	726
Auckland	400	178	39	355	670	77	51	15	1,785
Waitemata	313	38	26	64	201	19	15	*	679
Northland	116	21	14	20	62	*	*	*	239
<b>NZ</b>	<b>3,006</b>	<b>842</b>	<b>303</b>	<b>1,319</b>	<b>2873</b>	<b>244</b>	<b>138</b>	<b>65</b>	<b>8,790</b>

\* Represents a number less than four and greater than zero.

Table 6.1.2 shows the percentage of medical practitioners by ethnic group for NZ. Table 6.1.3 shows the percentage of the Maori Medical Practitioner workforce in each DHB. Although 12% of all NZ Maori live in CM, only 9.5% of all Maori Medical Practitioners work in CM.

**Table 6.1.2: Percentage of medical practitioners in NZ by ethnic group (MCWS, 2003)**

Ethnic group	Percentage
Maori	2.7
Pacific	1.1
Chinese	5.4
Indian	4.9
Other	9.1
NZ European	60.0
Other European	14.6
Not stated	2.1
<b>Total</b>	<b>100</b>

**Table 6.1.3: Percentage of the Maori medical practitioner workforce in each DHB (MCWS, 2003)**

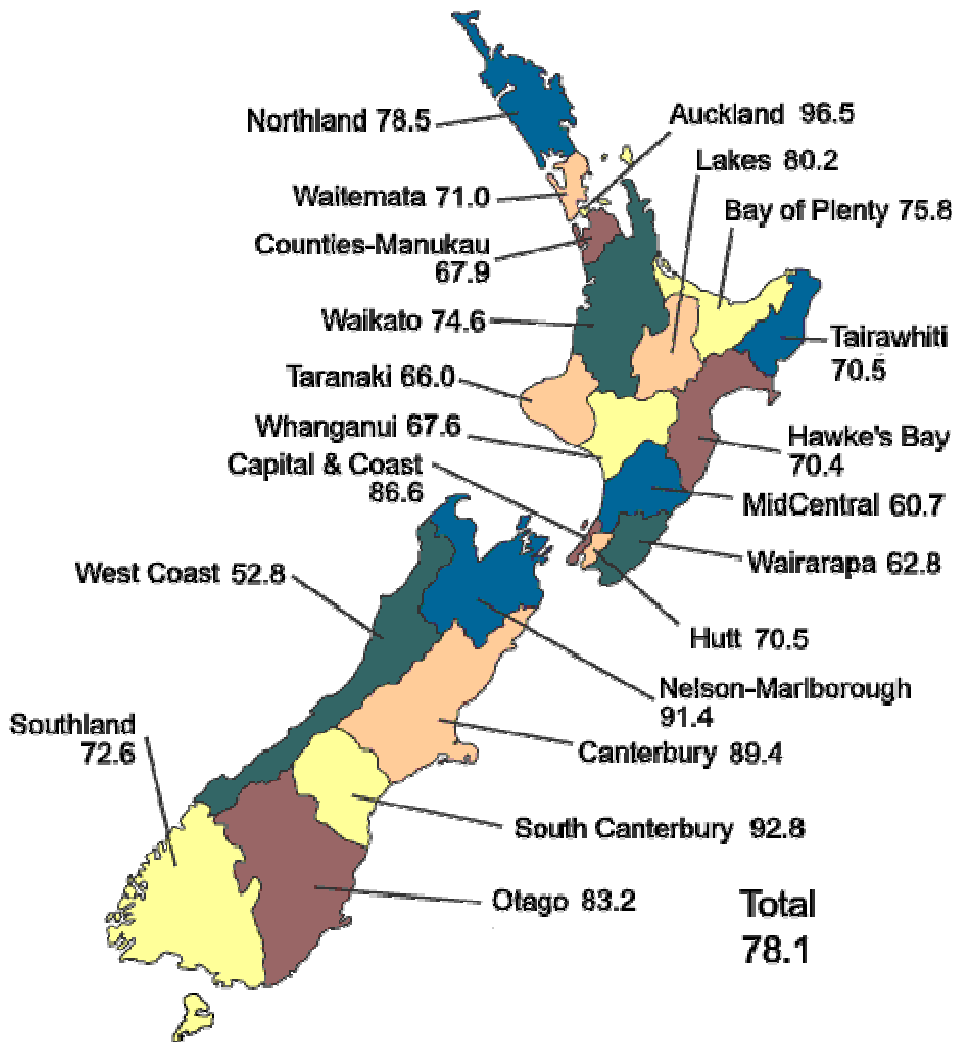
DHB	Percentage
Counties Manukau	9.5
Auckland	22.8
Waitemata	7.9
Northland	2.1
<b>New Zealand</b>	<b>100</b>

<sup>8</sup> [http://www.org.nz/portals/1/publications/workforce\\_2003.pdf](http://www.org.nz/portals/1/publications/workforce_2003.pdf)

## 6.2. General practitioners

General practitioners (GPs) make up the largest group of medical practitioners, accounting for 34.2% of the medical workforce responding to the workforce survey. There were 3006 active medical practitioners working mainly as GPs in NZ in 2003. Counties Manukau has a low rate of GPs (67.9 per 100,000) compared to the national rate (78.1 per 100,000). An additional 44 GPs would be needed to bring CM up to the national average.

Figure 6.2.1: Number of active GPs per 100,000 population, 2003 (MCWS, 2003)



### 6.3. Specialists

A specialist is a medical practitioner who is generally understood to require membership of the relevant specialist college, although self-reporting leads to broader usage in survey results. This section only includes medical practitioners who practise as specialists at their main employment location, and excludes those who practise as specialists in their second or third employment location.

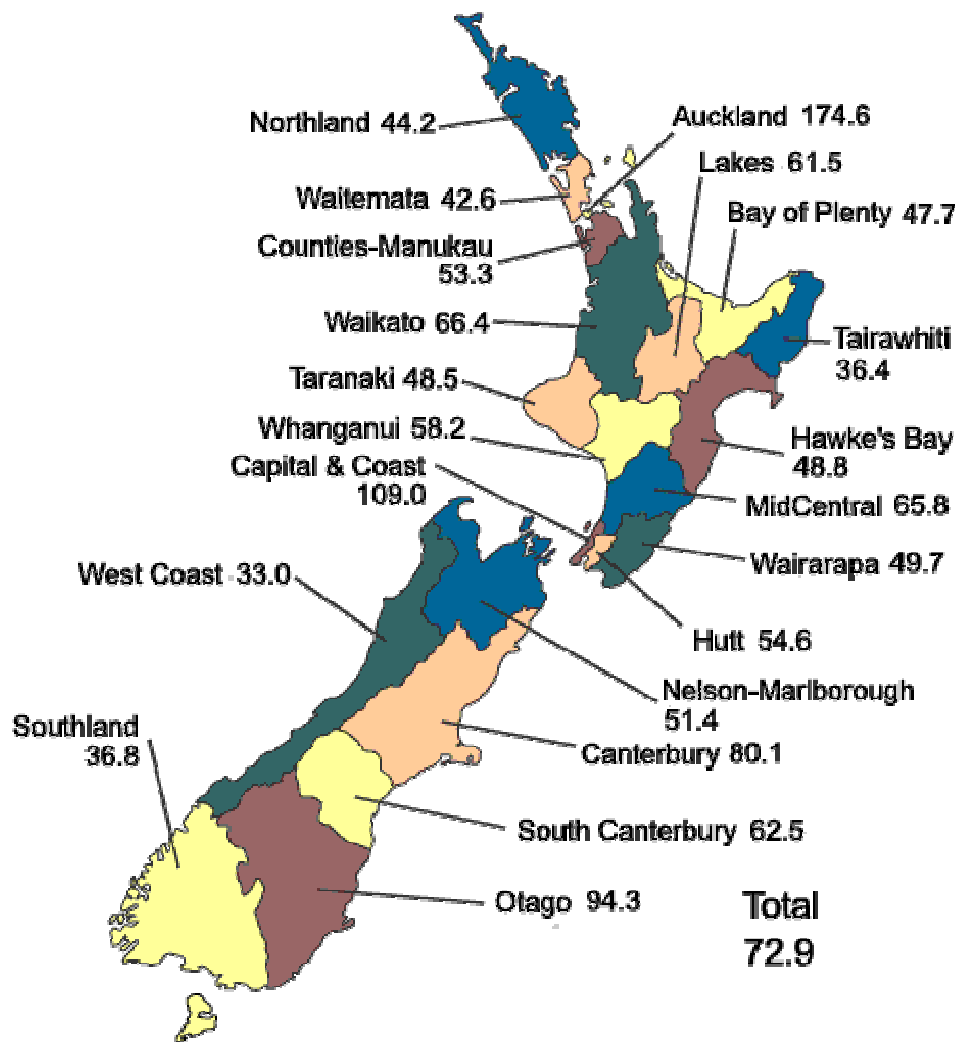
**Figure 6.3.1: Specialists by work type and DHB (Medical Workforce Survey, 2003)**

Specialist Work Type	Northland	Waitemata	Auckland	CMDHB	Total
Not Answered	0	*	9	*	42
Other	*	*	4	*	19
Accident and medical practice	0	0	*	0	*
Anaesthesia	8	25	83	34	373
Basic medical science	0	0	4	0	8
Breast medicine	0	*	5	0	6
Cardiothoracic surgery	0	0	8	0	18
Dermatology	0	5	12	*	43
Diagnostic and interventional radiology	6	27	48	17	208
Emergency medicine	*	4	6	10	41
General surgery	5	10	22	5	142
Intensive care medicine	*	*	5	*	18
Internal medicine	8	32	125	40	504
Medical administration	0	0	4	0	12
Musculoskeletal medicine	0	*	*	0	9
Neurosurgery	0	0	5	0	11
Obstetrics and gynaecology	5	18	42	9	170
Occupational medicine	0	4	10	*	36
Ophthalmology	*	*	20	*	85
Orthopaedic surgery	5	4	29	17	157
Otolaryngology head and neck surgery	*	5	15	*	63
Paediatric surgery	0	0	5	0	9
Paediatrics	7	*	47	12	157
Palliative medicine	0	*	5	*	19
Pathology	*	*	36	9	146
Plastic and reconstructive surgery	0	*	4	13	37
Primary Care	0	*	4	*	12
Psychiatry	4	38	44	14	288
Public health medicine	*	*	24	5	102
Radiation oncology	0	0	9	0	25
Rehabilitation medicine	0	0	*	0	7
Sexual health medicine	0	0	*	0	7
Sports medicine	0	0	*	*	8
Surgery: Other	0	*	12	*	34
Surgery: Urology	*	*	10	0	39
Vascular surgery	0	0	4	*	13
<b>Total number of specialists</b>	<b>62</b>	<b>201</b>	<b>670</b>	<b>206</b>	<b>2873</b>

\*Denotes a number less than four and greater than zero.

Specialists made up the second largest group of medical practitioners reported in the annual workforce survey, accounting for 32.7% of the medical workforce responding to the workforce survey. There were 2,873 active medical practitioners working as specialists in NZ in 2003. Counties Manukau has a low rate of specialists (53.3 per 100,000) compared to the national rate (72.9 per 100,000). An additional 84 specialists would be needed to bring CM up to the national average.

**Figure 6.3.2: Number of active specialists per 100,000 population, 2003 (MCWS, 2003)**

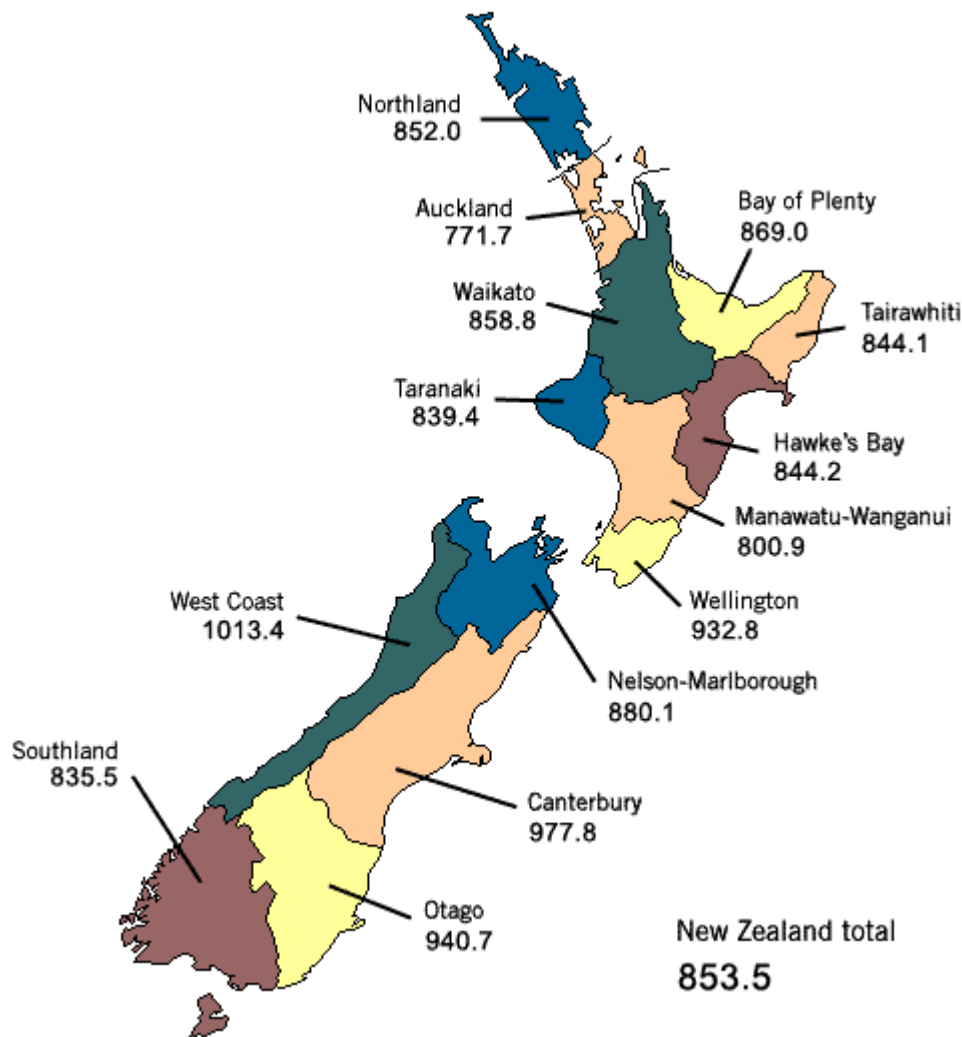


#### 6.4. Registered nurses and midwives

This data was obtained from the 2004 nursing and midwifery workforce survey (NMWS). A registered nurse is defined by the Nurses Act 1977 as a nurse whose name is recorded in on the Register of Nurses. A midwife may be a registered general and obstetric or comprehensive nurse who has undertaken further education to gain midwifery qualifications, or a graduate of a direct-entry midwifery course. Direct-entry midwives may have graduated in another country before 1995 and subsequently gained NZ registration.

In 2004 there were 34,660 active registered nurses and midwives working in nursing and midwifery in NZ. This included 196 midwives who gained a direct-entry midwifery qualification. Counties Manukau has a low rate of active registered nurses and midwives working in nursing and midwifery in NZ (772 per 100,000) compared to the national rate (854 per 100,000). An additional 349 nurses and midwives would be needed to bring CM up to the national average.

**Figure 6.4.1: Number of active nurses and midwives per 100,000 population, 2004. (NMWS, 2004)**

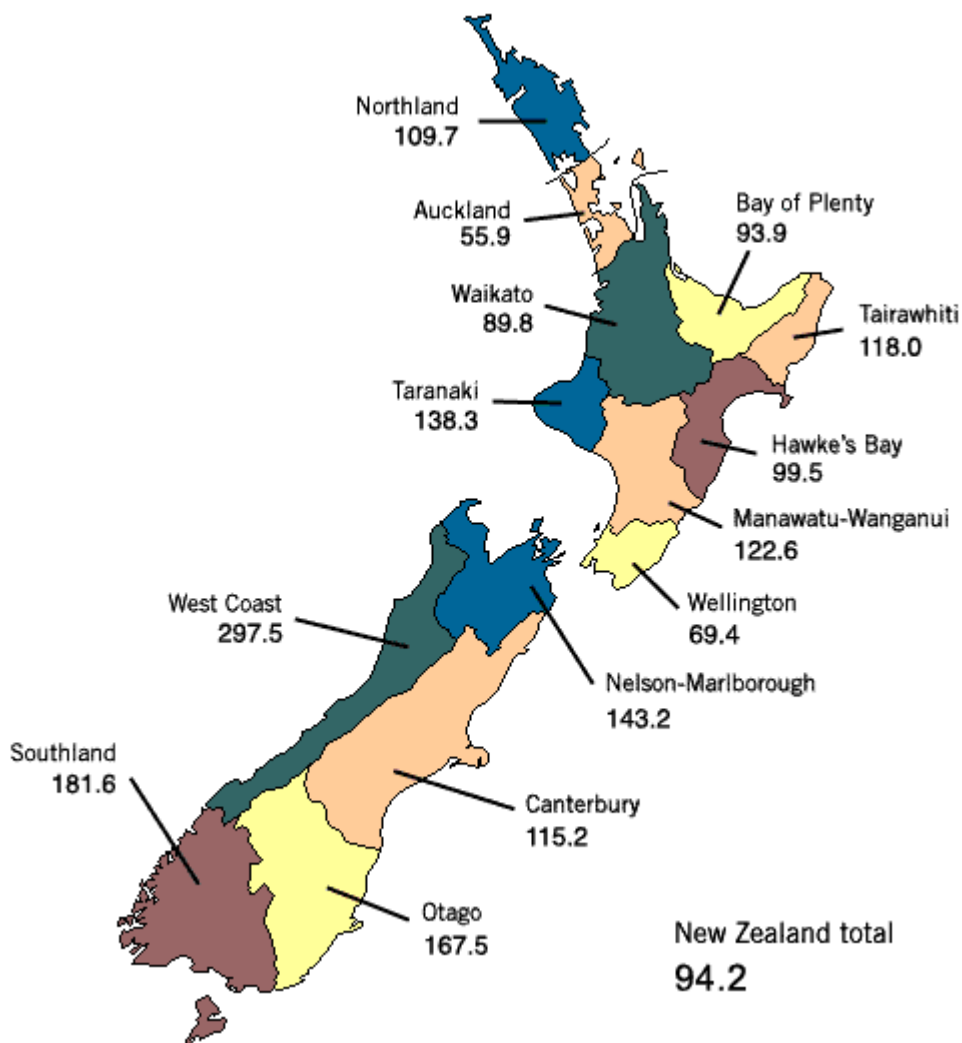


## 6.5. Enrolled nurses

An enrolled nurse is defined in the Nurses Act 1997 as a nurse whose name is recorded on the Roll of Nurses. Legislation restricts the scope of practice for enrolled nurses requiring them to practise under the supervision of a registered nurse or medical practitioner. Up until recently there had been no enrolled nursing education programmes offered in NZ since 1993.

In 2004 there were 3824 active enrolled nurses in NZ (94.1% female, 3.1% male and 2.7% unknown). The Auckland region has a low rate of active enrolled nurses in NZ (55.9 per 100,000) compared to the national rate (94.2 per 100,000). An additional 163 nurses would be needed to bring CM up to the national average.

Figure 6.5.1: Number of enrolled nurses per 100,000 population (NMWS, 2004)

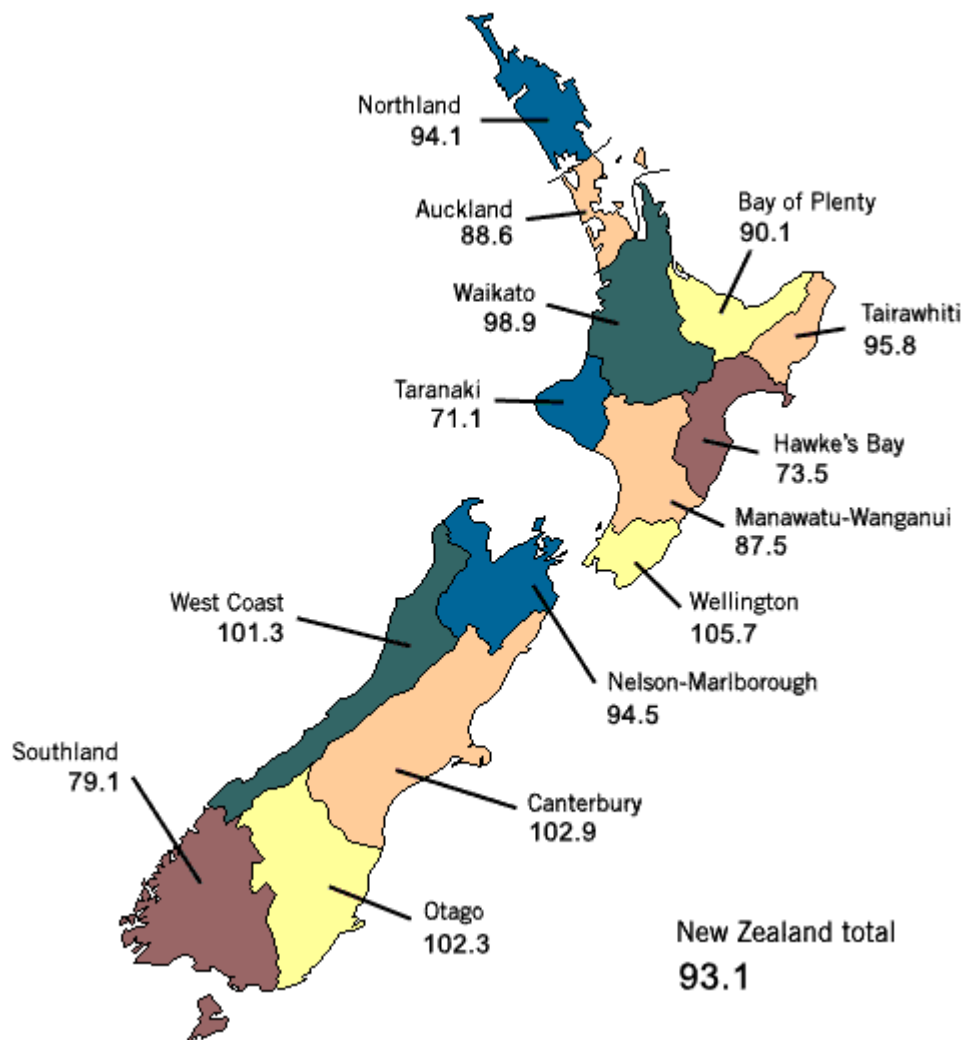


## 6.6. Midwives

Nurses in the workforce are classified as midwives because of their qualifications. They need not be working as a midwife to be included here. Nurses with midwifery qualifications were also included in Section 6.4 'registered nurses and midwives', but the data for them is analysed further in this section.

There were 3,780 nurses who held midwifery qualification in 2004 and met the criteria for an active nurse or midwife (97.4% female, 0.3% male and 2.3% unknown). Included in the 3,780 were 196 midwives who gained their midwifery qualifications from a direct-entry course. The Auckland region has a lower rate of active nurses with midwifery qualifications working in nursing and midwifery in NZ (88.6 per 100,000) than the national rate (93.1 per 100,000). An additional 19 active nurses with midwifery qualifications would be needed to bring Auckland up to the national average.

**Figure 6.6.1: Number of active nurses with midwifery qualifications working in nursing and midwifery in NZ per 100,000 population (NMWS, 2004)**

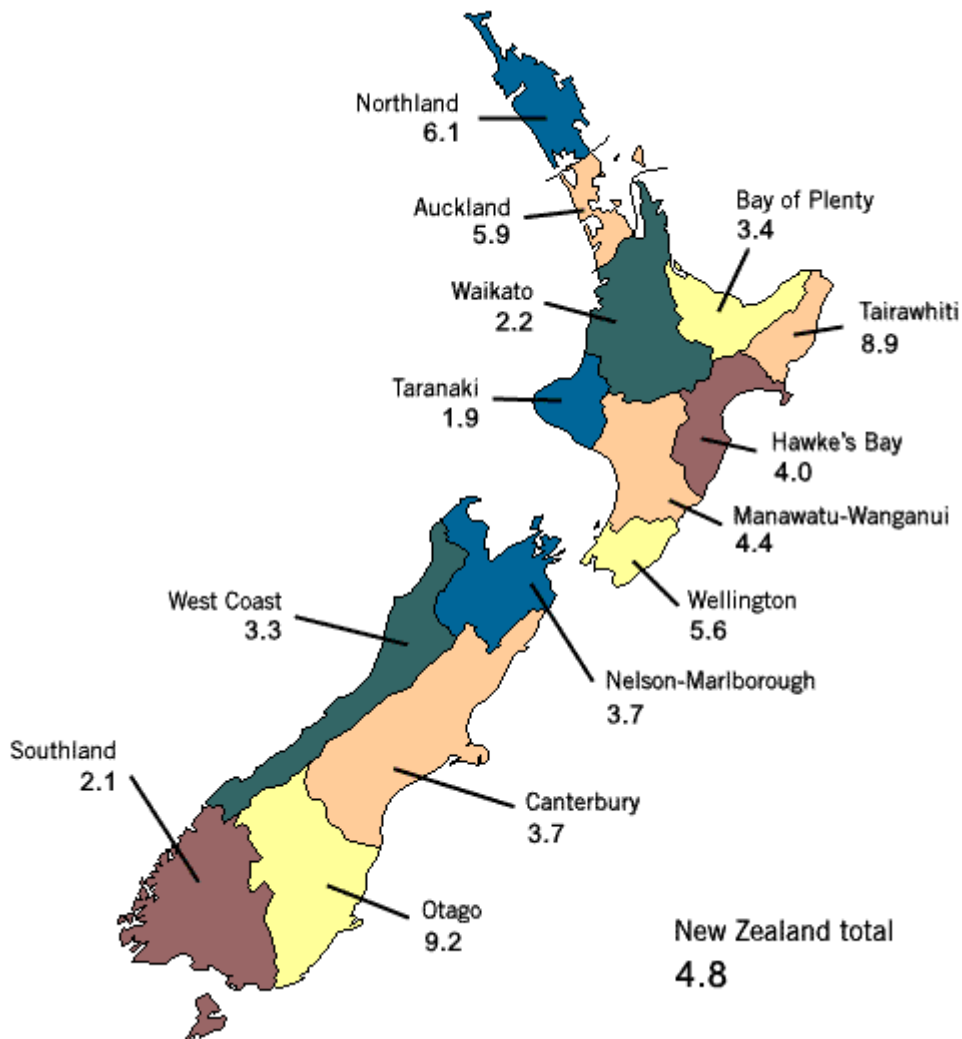


## 6.7. Direct-entry midwives

In 1995 direct-entry midwifery courses became available allowing NZ students to enter directly into midwifery. Prior to 1995 a registered general and obstetric or comprehensive nurse had to undertake further education to gain midwifery qualifications. The data for direct-entry midwives is included in Section 6.4 'registered nurses and midwives' as well as Section 6.6 'midwives', and is broken down further in this section to analyse direct-entry midwives only.

In 2004 there were 196 direct-entry midwives (97.4% female, 1% male and 1.5% unknown). The Auckland region has a higher rate of active nurses with direct-entry midwifery qualifications working in nursing and midwifery in NZ (5.9 per 100,000) than the national rate (4.8 per 100,000), equivalent to about 5 extra nurses.

**Figure 6.7.1: Number of active nurses with direct-entry midwifery qualifications working in nursing and midwifery in NZ per 100,000 population (NMWS, 2004)**



## 6.8. Dentists

The data presented in this section on the active dentist workforce in NZ was obtained from the Dental Council of New Zealand annual workforce survey 2003 and the Dental Register. The overall response rate for the survey was 95.2 percent. An active dentist is defined as a person who is on the Dental Register and holds an annual practising certificate (APC) in NZ.

In 2003 a total of 1,662 dentists were on the Dental Register and had a current APC, and the survey response rate was 95.2% i.e. 1582 dentists responded. Counties Manukau had a much lower rate of active dentists (23.6 per 100,000, down from 27.8 in 2001) than the national rate (54.8 per 100,000, up from 52.6 in 2001). Eighty-six more active dentists would be needed in CMDHB to equal the national average.

**Table 6.8.1: Number and rate (per 100,000 population aged 14+ years) of active dentists by DHB (Dental Council of New Zealand, 2004)**

DHB	Number of dentists	Rate (per 100,000)	NZ population 2003 (14+ years)
Counties Manukau	65	23.6	275,592
Auckland	328	111.1	295,314
Waitemata	133	40.0	332,517
Northland	53	50.5	104,946
<b>New Zealand</b>	<b>1582</b>	<b>54.8</b>	<b>2,889,135</b>

Note: Rates were calculated using the projected population aged 14+ years for 2003, based on the 2001 Census.

### [Summary Section 6 – clinical workforce](#)

CMDHB has had a strong primary care strategy over the past years, and has embraced the change to PHOs faster than any other DHB. The solution to many of the health problems of CMDHB residents covered in the past two sections require investment in health promotion and preventive care, and in primary care. In 2001 it was noted that CMDHB was around 40 general practitioners short of the national average (CMDHB Health Profile 2001). Despite the improvements seen in primary care the base workforce in proportion to the size of the population has changed little. When compared with the national average rate of workers per head of population CMDHB still has a shortage within its borders of around 40 GPs, as well as over 300 nurses, and 80 dentists.