Māori Medical Workforce Factsheet - April 2018

A summary of New Zealand medical workforce data for the period 2005 - 2015

Te Rau Matatini acknowledges the Medical Council of New Zealand (https://www.mcnz.org.nz) who collected this workforce data from doctors as part of the renewal of practising certificates.

This data collection is additional to what is used to maintain doctors' registration and includes information on ethnicity and detailed employment information like employer type, work role, and work type down to sub-specialty level. This information can then be analysed to identify changes or trends in the medical workforce. This summary provides the most up to date data for the Māori Medical Workforce.
From 2005 to 2015 the percentage of doctors who identified as Māori increased slightly from 2.6% to 3.4%. In comparison Pākehā doctors decreased from 57.5% to 51.4%.

Māori doctors continue to be noticeably under represented compared to their proportion of population. However the proportion of Māori doctors is higher amongst newer doctors. In December 2016, Otago University reported that, for the first time, "Māori" representation within the total number of medical graduates equated to the proportion of Māori (14.7%) in the New Zealand population.
The highest proportion of doctors identifying as Māori are aged between 25-29 years compared to doctors identifying as Pākehā where the largest proportion of doctors are aged between 55-59.

The average age difference for Māori male doctors and Pākehā male doctors is approximately 10 years, and 5 years for Māori female doctors and Pākehā female doctors is 5 years.
Māori doctors made up 3.3% of all doctors but were more highly represented amongst house officers (6.1%) and registrars (4%). This suggests that although they are currently under-represented amongst specialists (2%), this is likely to change in the future as those house officers and registrars advance into more senior positions within the workforce.

Looking at those areas (Graph 6) with 20 or more doctors in training, Māori doctors are more highly represented in the Specialty areas of Palliative Medicine (10%), Obstetrics and Gynaecology (8%) and Orthopaedic Surgery (8%).
Māori doctors were more highly represented as house officers (20.5%) and registrars (21.%) compared to Pākehā doctors with lower representation as house officers (6.9%) and registrars (10.4%). However Pākehā doctors are more highly represented in general practice and as specialists. Although Māori doctors are currently under-represented amongst specialists, this is likely to change in the future as those house officers and registrars advance into more senior positions within the workforce.
Looking at graphs 8 (above) and 9 the distribution by work types at main work sites with more than 100 doctors, doctors identifying as Māori are more highly represented in public health medicine (7.5%) and house officer rotations (6.4%) compared to their overall representation.

Graph 9

**Distribution Of Māori Doctors By Work Type At Main Work Site**

- Sports medicine: 11.4%
- Public health medicine: 7.5%
- Musculoskeletal medicine: 7.1%
- Medical administration: 6.6%
- House officer rotations: 6.4%
- Obstetrics & gynaecology: 3.8%
- Family planning: 3.6%
- Emergency medicine: 3.5%
- Psychiatry: 3.4%
- Primary care: 3.3%
- General Practice: 3.3%
- Anaesthesia: 2.8%
- Paediatrics: 2.8%
- Rehabilitation medicine: 2.6%
- Radiation oncology: 2.5%
- Occupational medicine: 2.5%
- Internal medicine: 2.3%
- Ophthalmology: 1.7%
- Rural hospital medicine: 1.6%
- Basic Medicine Science: 1.5%
- Intensive care medicine: 1.3%
- Pathology: 0.9%
- Diagnostic & interventional radiology: 0.9%
SUMMARY

What does the data tell us?

Graph 1 - From 2005 to 2015 the percentage of doctors who identified as Māori increased slightly from 2.6% to 3.4%. In comparison Pākehā doctors decreased from 57.5% to 51.4%.

Graph 2 - Māori doctors continue to be noticeably under represented compared to their proportion of population. However the proportion of Māori doctors is higher amongst newer doctors. In December 2016, Otago University reported that, for the first time, "Māori" representation within the total number of medical graduates equated to the proportion of Māori (14.7%) in the New Zealand population.

Graph 3 - The highest proportion of doctors identifying as Māori are aged between 25-29 years compared to those doctors identifying as Pākehā where the largest proportion of doctors are aged between 55-59.

Graph 4 - The average age difference for Māori male doctors and Pākehā male doctors is approximately 10 years, and 5 years for Māori female doctors and Pākehā female doctors.

Graph 5 - Māori doctors made up 3.3% of all doctors but were more highly represented amongst house officers (6.1%) and registrars (4%). This suggests that although they are currently under-represented amongst specialists (2%), this is likely to change in the future as those house officers and registrars advance into more senior positions within the workforce.

Graph 6 - Looking at those areas (Graph 6) with 20 or more doctors in training, Māori doctors are more highly represented in the Specialty areas of Palliative Medicine (10%), Obstetrics and Gynaecology (8%) and Orthopaedic Surgery (8%).

Graph 7 - Māori doctors were more highly represented as house officers (20.5%) and registrars (21%) compared to Pākehā doctors with lower representation as house officers (6.9%) and registrars (10.4%). However Pākehā doctors are more highly represented in general practice and as specialists. Although Māori doctors are currently under-represented amongst specialists, this is likely to change in the future as those house officers and registrars advance into more senior positions within the workforce.

Graphs 8 & 9 - Looking at graphs 8 and 9 the distribution by work types at main work sites with more than 100 doctors, doctors identifying as Māori are more highly represented in public health medicine (7.5%) and house officer rotations (6.4%) compared to their overall representation.

Limitation
Ethnicity data was not displayed in Maps provided which would have been beneficial in identifying the Māori medical workforce alignment to the high Māori populated District Health Boards e.g. Waikato, Counties Manukau, Northland, Bay of Plenty, Taranaki, Lakes and Tairawhiti.