



**PHYSIOTHERAPY  
NEW ZEALAND**  
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# 2020 Remuneration Survey

# IMPORTANT NOTICE

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- The purpose of the Remuneration Survey is to identify, track and monitor trends in the remuneration of the members of Physiotherapy New Zealand – and as a result, use this information to inform Physiotherapy New Zealand’s strategies to optimise the remuneration of its members.
- It is important to remember that the 2020 survey was completed in relation to the 2019/20 financial year and, therefore, the results do **not** account for the impact of COVID-19. The initial lockdown occurred at the end of March 2020, which was the end of the 2019/20 financial year.

# Main findings

# AVERAGE GROSS EARNINGS FOR 2019/20 IS \$66,133

1. The median gross earnings for all respondents for 2019/20 fell within the \$60,001 to \$70,000 income band, with the **average gross earnings was \$66,133**.
2. There are significant differences by employment hours; that is, whether respondents worked full-time or part-time. **Over half of respondents (56%) stated they worked full-time**, defined for the purposes of this research, as 30 hours or more per week. In comparison, approximately one-third of respondents (35%) stated they worked **part-time**.
  - The demographic profiles of respondents working full-time and those working part-time are different. In general, full-time respondents are younger, less experienced and more likely to be male. Part-time respondents are older, more experienced and more likely to be female.
3. The median gross earnings for respondents working **full-time** fell within the \$70,001 and \$80,000 income band, with **an average of \$77,916**. In comparison, the median gross earnings for respondents working **part-time** fell within the \$40,001 and \$50,000 income band, with **an average of \$47,840**.

# FOR MOST PHYSIOS THIS YEAR'S GROSS EARNINGS REPRESENT AN INCREASE ON PREVIOUS YEARS

4. Over 70% of respondents stated their gross earnings for their last financial year represented **an 'increase'** (40%) or had **'stayed the same'** (34%) compared with their earnings for the previous year. The remainder (18%) stated their earnings represented a 'decrease'.
  - Respondents working full-time were more likely than those working part-time to state their gross earnings had 'increased' (51% and 34% respectively), while those working part-time were more likely to state they had 'stayed the same' (45% compared with 32% for respondents working full-time).

# MOST PHYSIOS GROSS EARNINGS ARE BASED ON A SALARY

5. One-half of respondents (50%) stated their gross earnings for their last financial year were **based on a salary**. Given that multiple response was possible here, 24% also stated their earnings were based on an hourly rate and/or 21% on a \$ amount per patient.
  - There are significant differences by employment hours. For example, respondents working full-time were more likely than those working part-time to state their earnings were salaried-based (60% and 33% respectively). In comparison, part-time respondents' earnings were more likely to be based on an hourly rate (36% and 17% respectively) and/or a \$ amount per patient (25% and 19% respectively).

# MOST PHYSIOS RECEIVE ADDITIONAL BENEFITS

6. Many respondents also stated that they **received benefits**, with the three benefits most frequently mentioned by over one-half of respondents being KiwiSaver (61%), having their annual practising certificate paid (58%) and assistance with professional development (56%).
  - In general, respondents working full-time were more likely than those working part-time to mention that they received benefits.
  
7. Two-thirds of respondents commented that they received **an annual leave entitlement**, although one-third of respondents (33%) commented that this question was not applicable to them, with this being the case for almost one-half of part-time respondents (43%).
  - Notwithstanding this, most respondents (47%) stated they received 4 weeks annual leave (51% of respondents working full-time and 37% of respondents working part-time).

# PHYSIOS UNDER A MECA HAVE A LOWER GROSS EARNINGS ON AVERAGE

8. Eighteen percent of respondents stated they were under a **multi-employment collective agreement (MECA)**; mostly a DHB agreement (91%).
  - The median income for respondents under a MECA and those not under a MECA fell within the same \$60,001 to \$70,000 income band. However, the average income is different at \$65,592 for respondents under a MECA and \$68,657 for those not under a MECA.
  - Respondents under a MECA were more likely than those not under a MECA to report that their gross earnings for their last financial year had increased (64% and 34% respectively).

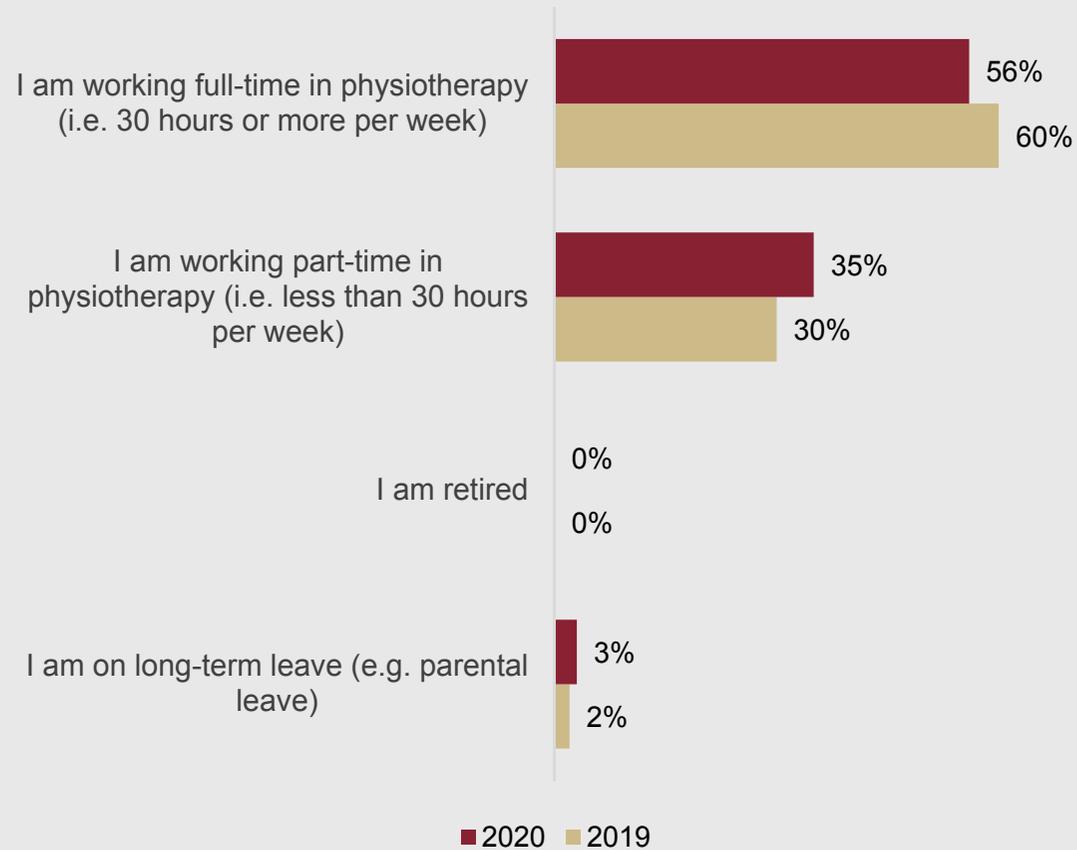
# Member profile

# OVER HALF WORK FULL-TIME

- One of the key factors determining members' remuneration is whether they work **full-time or part-time** in a physiotherapy practice. Therefore, we have used this as one of the main analysis variables in this report.
- Where appropriate, comparisons are made with the 2019 results throughout this report. These comparisons show that there are very few or no differences between the two years.
- Figure 1 overleaf shows that over half of respondents (56%) stated they worked **full-time**, defined for the purposes of this research, as 30 hours or more per week. In contrast, approximately one-third of respondents (35%) stated they worked **part-time**.
- Three percent stated they were on long-term leave, while another 6% stated they had some other employment status (e.g. studying, travelling, parental leave).

# OVER HALF WORK FULL-TIME

Figure 1: Full-time/part-time



Q9. Which one of the following options best describes your current employment situation? n=1033

# HOURS WORKED BY FULL-/PART-TIME PHYSIOTHERAPISTS

- Table 1 overleaf shows the distribution of weekly hours worked for members working full-time and part-time. This shows most full-time physiotherapists work 36-45 hours per week (64%), while most part-time physiotherapists work 16-30 hours per week (75%). The means for each of these groups are 41 hours per week and 23 hours per week respectively.
- It should be noted that some respondents working full-time reported working less than 30 hours per week and some respondents working part-time reported working 30 hours or more per week. This is because respondents self-defined whether they were working full-time and part-time and as a result, we have decided to make no post-interviewing adjustments to this question on hours worked.

# HOURS WORKED BY FULL-/PART-TIME PHYSIOTHERAPISTS

**Table 1: Employment hours by full-time/part-time status**

	2019	2020	Full-time	Part-time
	Total	Total		
Base =	1156*	947*	584	362
	%	%	%	%
1-5 hours per week	1	0	0	1
6-10 hours	3	2	0	5
11-15 hours	5	4	0	9
16-20 hours	9	9	1	23
21-25 hours	8	9	0	24
26-30 hours	9	12	1	28
31-35 hours	8	12	15	6
36-40 hours	25	23	36	1
41-45 hours	19	18	28	1
46-50 hours	6	6	10	0
51 hours or more	5	5	8	0
Don't know	0	0	0	1
Total	100	100	100	100
Average (Mean)	33	34	41	23

Q10. Which one of the following best represents the total hours per week you usually work in physiotherapy?

\*Sub-sample based on those respondents working full-time or part-time.

# MANY HAVE ENTERED THE PROFESSION RELATIVELY RECENTLY

- Table 2 overleaf shows that most respondents (55%) stated they completed their undergraduate qualification in physiotherapy in **2000 or more recently**.
- The table shows that this is more likely to be the case for those respondents working full-time (64%) compared with those working part-time (44%).
- Respondents working part-time are, in fact, more likely to have completed their undergraduate qualification in physiotherapy earlier than 2000. For example, almost twice the percentage stated they completed their qualification between 1990 and 1999 (30%) compared with respondents working full-time (16%).

# MOST ARE RELATIVELY RECENT GRADUATES

**Table 2: Year completed undergraduate qualification by full-time/part-time status**

	2019	2020			
	Total	Total	Full-time	Part-time	Other
Base =	1273	1033	585	365	83
	%	%	%	%	%
1960 – 69	0	1	1	0	2
1970 – 79	6	7	5	8	7
1980 – 89	14	15	14	18	8
1990 – 99	18	20	16	30	10
2000 – 09	29	31	29	35	28
2010 – 19	27	24	35	9	17
Not yet completed	5	3	1	0	28
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q1. When did you complete your undergraduate qualification in physiotherapy?

# MOST GAINED THEIR UNDERGRADUATE QUALIFICATION IN NEW ZEALAND

- Most respondents (77%) stated they gained their undergraduate qualification in physiotherapy **in New Zealand** (Table 3). A significantly greater percentage of respondents working full-time stated they gained their qualification in New Zealand (79%) compared with those working part-time (73%).

Table 3: Where completed undergraduate qualification by full-time/part-time status

	2019	2020	Full-time	Part-time	Other
	Total	Total			
Base =	1206*	1007*	582	365	60
	%	%	%	%	%
New Zealand	80	77	79	73	82
Overseas	20	23	21	27	18
Total	100	100	100	100	100

Q3. Did you gain your undergraduate qualification in physiotherapy in New Zealand?

\* Sub-sample based on those respondents who have completed their undergraduate qualification in physiotherapy.

# MOST HAVE 20 YEARS OR LESS EXPERIENCE

- Reflecting the earlier results, Table 4 overleaf shows that almost one-half of respondents (44%) stated they had **between six and 20 years' experience**.
- Another 41% of respondents stated they had 21 or more years' experience, while 14% had only between one and five years' experience.
- The table also shows that respondents working full-time were more likely to state they had one to five years' experience (21%), compared with those working part-time (five percent).
- Respondents working part-time were, in contrast, more likely to state they had 21 or more years' experience (53% compared with 35% of those working full-time).

# MOST HAVE 20 YEARS OR LESS EXPERIENCE

**Table 4: Number of years experience by full-time/part-time status**

	2019	2020			
	Total	Total	Full-time	Part-time	Other
Base =	1206*	1007*	582	365	60
	%	%	%	%	%
Still studying	0	0	0	0	2
1-5 years experience	18	14	21	5	12
6-20 years	46	44	45	43	53
21+ years	36	41	35	53	33
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q4. About how many years' experience do you have in physiotherapy since graduating?

\* Sub-sample based on those respondents who have completed their undergraduate qualification in physiotherapy.

# MOST HAVE A BACHELOR IN PHYSIOTHERAPY

- Table 5 overleaf shows that many respondents (35%) stated their **highest** physiotherapy qualification was a Bachelor of Physiotherapy, while another nine percent stated it was a Diploma in Physiotherapy.
- At the other extreme, over one-half of respondents (54%) stated their highest qualification was at a post-graduate level.
- The table shows that there are **no** significant differences by employment hours.

# MOST HAVE A BACHELOR IN PHYSIOTHERAPY

**Table 5: Highest physiotherapy qualification by full-time/part-time status**

	2019	2020	Full-time	Part-time	Other
	Total	Total			
Base =	1206*	1007*	582	365	60
	%	%	%	%	%
Bachelor in Physiotherapy	38	35	35	32	45
Diploma in Physiotherapy	9	9	8	13	7
Post-graduate certificate	18	18	18	17	22
Post-graduate diploma	16	17	17	20	8
Masters	15	16	17	16	8
PHD/Doctorate	2	3	3	2	8
Other	2	1	2	0	2
Total	100	100	100	100	100

Q2. What is your highest level of qualification in physiotherapy?

\* Sub-sample based on those respondents who have completed their undergraduate qualification in physiotherapy.

# OVERALL, ONE-FIFTH ARE CURRENTLY STUDYING

- Table 6 overleaf shows that one-fifth of all respondents were currently studying (20%).
- While this was the case for both those working full-time and part-time, respondents working full-time (who more recently gained their undergraduate qualification in physiotherapy), were more likely to state they were currently studying (21% compared with 16% for those working part-time). This is marginally significant.
- Nine percent of respondents stated they were currently studying for post-graduate qualifications in physiotherapy, four percent for a Bachelor of Physiotherapy.

# OVERALL, 20% ARE CURRENTLY STUDYING

**Table 6: Currently studying towards by full-time/part-time status**

	2019	2020	Full-time	Part-time	Other
	Total	Total			
Base =	1273	1033	585	365	83
	%	%	%	%	%
Bachelor of Physiotherapy	6	4	2	1	27
Post-graduate qualifications in physiotherapy	9	9	12	6	4
Qualifications in Management	1	1	1	1	1
Other	6	6	6	8	5
Not currently studying	78	80	79	84	64
Total	100	100	100	100	100

Q5. Are you currently studying towards any of the following?

# MOST PHYSIOTHERAPISTS ARE FEMALE AND RELATIVELY YOUNG

- Table 7 overleaf shows that three-quarters of respondents (76%) were female and one-quarter (24%) were male.
- However, the table also shows that respondents working full-time were more likely to be male (35% compared with eight percent of those working part-time). In fact, almost all respondents (92%) working part-time were female.
- In terms of age, the table also shows that the median age for all respondents fell within the 41-45 age band, with the average being 42 years. Given that respondents working full-time more recently graduated, the median age for these respondents fell within the 36-40 age band (average of 41 years). In comparison, the median age for part-time physiotherapists fell within the 41-45 age band (average of 46 years).

# MOST PHYSIOTHERAPISTS ARE FEMALE AND RELATIVELY YOUNG

**Table 7: Age and gender by full-time/part-time status**

	2019	2020			
	Total	Total	Full-time	Part-time	Other
Base =	1273	1033	585	365	83
	%	%	%	%	%
Female	76	76	65	92	84
Male	24	24	35	8	16
Nonbinary	0	0	0	0	0
Prefer not to say	0	0	0	0	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Up to 25	14	9	11	2	25
26-30	12	11	16	3	7
31-35	15	12	13	10	18
36-40	15	15	15	16	12
41-45	12	14	10	22	10
46-50	9	12	11	16	8
51-55	8	10	10	11	5
56-60	8	8	7	10	4
61-65	5	7	6	7	5
66-70	1	2	1	3	4
71+	0	1	1	1	2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Average (Mean)</b>	<b>40</b>	<b>42</b>	<b>41</b>	<b>46</b>	<b>38</b>

# MOST PHYSIOTHERAPISTS ARE NZ EUROPEAN

- Table 8 overleaf shows that most respondents (76%) identified themselves as New Zealand European.
- While this was the case for the majority of both those working full-time and part-time, respondents working part-time were more likely to identify themselves as New Zealand European (83% compared with 75% for those working full-time).
- Respondents working full-time were more likely to identify themselves as Māori, Asian and of another ethnicity (e.g. Australian, British, European, Indian).

# MOST PHYSIOTHERAPISTS ARE NZ EUROPEAN

**Table 8: Ethnicity by full-time/part-time status**

	2019	2020	Full-time	Part-time	Other
	Total	Total			
	%	%			
Base =	1273	1033	585	365	83
NZ European	78	76	75	83	79
Māori	6	6	6	3	7
Pacific Islands	1	1	1	1	0
Asian	5	5	6	2	7
Other	18	20	20	15	14
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q8. Which ethnic groups do you identify with?

# DHB REGION

Table 9: DHB region by full-time/part-time status

- Table 9 shows the DHB region in which respondents were currently working. As expected, this reflects the population distribution in general.

	2019	2020			
	Total	Total	Full-time	Part-time	Other
Base =	1184*	967*	579	362	26**
	%	%	%	%	%
Northland	3	3	4	3	4
Waitemata	7	8	8	9	8
Auckland	14	12	13	11	4
Counties Manukau	5	5	5	4	4
Bay of Plenty	8	9	7	11	8
Waikato	8	7	7	6	12
Lakes	2	1	2	1	4
Tairāwhiti	1	1	1	1	4
Hawkes Bay	2	3	3	4	0
Taranaki	2	3	3	3	4
Whanganui	1	1	1	0	0
MidCentral	3	2	3	2	4
Wairarapa	1	1	1	1	0
Hutt Valley	3	3	4	2	8
Capital and Coast	8	7	8	6	4
Nelson Marlborough	4	4	2	6	4
Canterbury	14	15	14	17	12
South Canterbury	1	2	2	2	0
West Coast	1	0	1	0	0
Southern	11	11	11	11	19
Don't know	1	1	1	0	0
Total	100	100	100	100	100

Q15. In which DHB region is the practice/organisation you currently (mainly) work in located?

\*Sub-sample based on those respondents who work full-time, part-time or are on long-term leave.

\*\*Caution: low base number of respondents – results are indicative only.

# MOST PHYSIOTHERAPISTS WORK IN URBAN AREAS

- Table 10 below shows where respondents were working, based on whether they were urban, rural based, or based in an area that was neither urban nor rural.
- This shows that most respondents (76%) work in an urban area, 16% in a rural area, and eight percent in a location that is neither completely urban nor rural. Last year these figures were 72%, 15% and 13% respectively.
- Urban-based respondents are equally working in inner city (39%) and suburban areas (37%).

Table 10: Geographic location by full-time/part-time status

	Total 2020	Full-time	Part-time	Other
Base =	967*	579	362	26**
	%	%	%	%
Large town/city – in the inner city	39	40	38	35
Large town/city - in a suburban area	37	38	36	31
Rural/small town	16	15	17	27
In-between these two	8	7	9	8
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q16. And is the practice/organisation located in a large town/city or in a rural/small town?

\*Sub-sample based on those respondents who work full-time, part-time or are on long term leave.

\*\*Caution: low base number of respondents – results are indicative only.

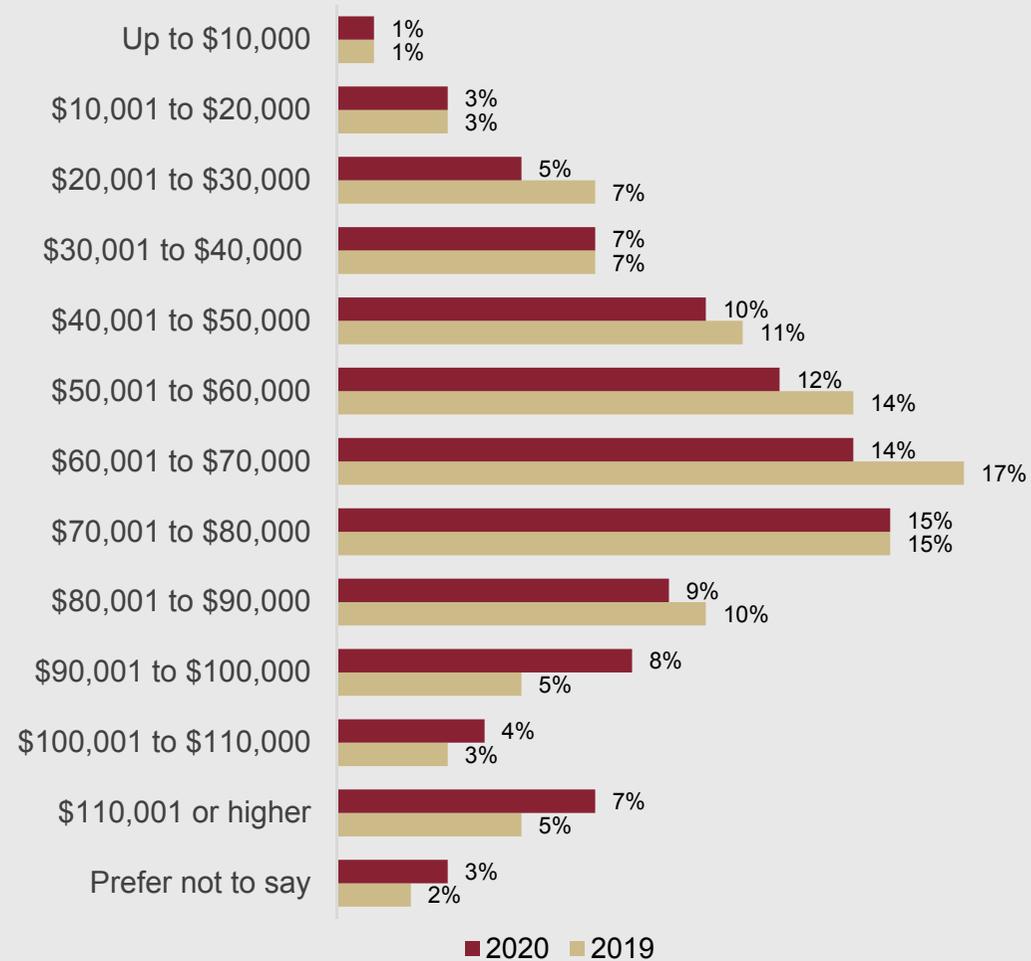
# Remuneration

# THE AVERAGE GROSS EARNINGS IS \$66,133

- As noted earlier, it is important to remember that the 2020 survey was completed in relation to the 2019/20 financial year and, therefore, the results do **not** account for the impact of COVID-19. The initial lockdown occurred at the end of March 2020, which was the end of the 2019/20 financial year.
- In terms of the 2019/2020 financial year, the average gross earnings reported by all respondents was **\$66,133**. Last year this was \$63,258.
- The median gross earnings for respondents falls within the **\$60,001 to \$70,000** income band. This was also the case last year.

# THE AVERAGE GROSS EARNINGS IS \$66,133

Figure 2: Gross earnings last financial year



Q41. What were your gross earnings, as defined by Inland Revenue, for this tax year? n=950\*  
 \*Sub sample based on those respondents who are employed full-time or part-time.

# AVERAGE GROSS EARNINGS VARY BETWEEN \$47,840 AND \$77,916 DEPENDING ON HOURS WORKED

- Table 11 overleaf shows that the median gross earnings for respondents working full-time fell within the \$70,001 and \$80,000 income band, with an average of \$77,916. Last year the mean was \$70,814.
  - Note, however, that almost one-third of respondents working full-time stated their gross earnings were \$80,001 or more (32%).
- In comparison, the median gross earnings for respondents working part-time fell within the \$40,001 and \$50,000 income band, with an average of \$47,840. Last year the mean was \$42,717.
  - Note, however, that almost one-third of respondents working part-time stated their gross earnings were less than \$30,001 (31%).

# AVERAGE GROSS EARNINGS VARY BETWEEN \$47,840 AND \$77,916 DEPENDING ON HOURS WORKED

**Table 11: Gross earnings last financial year by full-time/part-time status**

	Total 2019	Total 2020	Full-time	Part-time
Base =	1153*	950*	573	354
	%	%	%	%
Up to and including \$10,000	1	1	1	3
\$10,001 to \$20,000	3	3	1	8
\$20,001 to \$30,000	7	5	1	20
\$30,001 to \$40,000	7	7	2	17
\$40,001 to \$50,000	11	10	9	16
\$50,001 to \$60,000	14	12	15	11
\$60,001 to \$70,000	17	14	20	10
\$70,001 to \$80,000	15	15	19	7
\$80,001 to \$90,000	10	9	14	3
\$90,001 to \$100,000	5	8	7	2
\$100,001 to \$110,000	3	4	4	1
\$110,001 or higher	5	7	7	0
Prefer not to say	2	3	2	3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Average (Mean)</b>	<b>\$63,258</b>	<b>\$66,133</b>	<b>\$77,916</b>	<b>\$47,840</b>

Q41. What were your gross earnings, as defined by Inland Revenue, for this tax year?

\*Sub sample based on those respondents who are employed full-time or part-time.

# MOST GROSS EARNINGS ARE SALARIED-BASED

- Table 12 overleaf shows that one-half of respondents (50%) stated their gross earnings for their last financial year were based on a salary. Given that multiple response is possible here, 24% also stated their earnings were based on an hourly rate and/or 21% on a \$ amount per patient.
- Reflecting the fact that some respondents were owner/partners in a physiotherapy business, 11% stated their earnings were also based on a share of business revenue and three percent on a dividend.
- The table also shows that there are significant differences by employment hours. For example, respondents working full-time were more likely than those working part-time to state their earnings were salaried-based (60% and 33% respectively). In comparison, part-time respondents' earnings were more likely to be based on an hourly rate (36% and 17% respectively) and/or a \$ amount per patient (25% and 19% respectively).

# MOST GROSS EARNINGS ARE SALARIED-BASED

**Table 12: Basis of gross financial earnings last financial year by full-time/part-time status**

	Total	Total	Full-time	Part-time
	2019	2020		
Base =	1153*	951*	573	355
	%	%	%	%
A salary	48	50	60	33
An hourly rate	24	24	17	36
A base rate/retainer	1	3	5	1
A \$ amount per patient	22	21	19	25
Share of business revenue	9	11	11	11
A dividend	3	3	5	1
Other	4	5	4	6
Total	**	**	**	**

Q40. On which of the following were your gross earnings for this tax year determined?

\*Sub sample based on those respondents who are employed full-time or part-time.

# ALMOST ONE-HALF REPORTED AN INCREASE IN GROSS EARNINGS

- Table 13 overleaf shows that under one-half of respondents (40%) stated their gross earnings for their last financial year represented an 'increase' on their earnings for the previous year.
- A third (34%) stated their gross earnings had 'stayed the same', while the remainder (18%) stated their earnings represented a 'decrease'. Last year these results were 45%, 36% and 13% respectively.
- Respondents working full-time were more likely than those working part-time to state their gross earnings had 'increased' (51% and 34% respectively), while those working part-time were more likely to state they had 'stayed the same' (45% compared with 32% for respondents working full-time). Respondents working part-time were also more likely to state their earnings had decreased (16% compared to 11% of respondents working full-time).

# ALMOST ONE-HALF REPORTED AN INCREASE IN GROSS EARNINGS

**Table 13: Gross financial earnings last financial year represent increase/decrease by full-time/part-time status**

	2019	2020		
	Total	Total	Full-time	Part-time
Base =	1153*	950*	573	354
	%	%	%	%
An increase	45	40	51	34
A decrease	13	18	11	16
Stayed the same	36	34	32	45
Total	100	100	100	100

Q42. Did your gross earnings for this tax year (i.e. year ending 31 March 2020) represent an increase or decrease on your earnings compared to the previous tax year (i.e. 2018/19), or have your earnings for both years stayed about the same?

\* Sub sample based on those respondents who are employed full-time or part-time.

# GROSS EARNINGS DIFFER BY FULL-TIME AND PART-TIME STATUS AND GENDER

- Table 14 overleaf shows the mean gross earnings for 2019/20 by full-time and part-time status and gender, as well as in comparison to 2018/19. The table also shows the median and the earnings at the 20th and 80th percentile.
- The key results are as follows:
  - Both full-time and part-time **female** respondents earned less than their male counterparts.
  - However, all groups of respondents recorded **increases** in mean average earnings between the years.
  - On a relative basis, this was particularly the case for **part-time male** respondents in comparison to part-time female respondents and both full-time groups.
- Table 15 overleaf shows the mean gross earnings for 2019/20 by full-time status and ethnicity, as well as in comparison to 2018/19. The part-time results are not shown because they are based on small sub-samples. For the same reason, care should be taken with the results for Maori, Pasifika and Asian respondents.

# ALL GROUPS RECORDED INCREASES IN THEIR MEAN AVERAGES BETWEEN 2018/19 AND 2019/20

**Table 14: Gross financial earnings for 2018/19 and 2019/20 – By full-time and part-time gender**

	Full-time				Part-time			
	2019 Female	2020 Female	2019 Male	2020 Male	2019 Female	2020 Female	2019 Male	2020 Male
Base =	505	372	260	199	363	325	22*	29*
Median	\$65,000	\$75,000	\$75,000	\$85,000	\$45,000	\$45,000	\$45,000	\$55,000
Mean Average	\$69,177	\$74,833	\$77,745	\$83,629	\$43,584	\$46,845	\$50,714	\$58,448
20 <sup>th</sup> Percentile	\$55,000	\$55,000	\$55,000	\$65,000	\$25,000	\$25,000	\$35,000	\$35,000
80 <sup>th</sup> Percentile	\$85,000	\$95,000	\$105,000	\$115,000	\$65,000	\$65,000	\$75,000	\$85,000

\*\* Caution: low base number of respondents – results are indicative only.

# ALL GROUPS RECORDED INCREASES IN THEIR MEAN AVERAGES BETWEEN 2018/19 AND 2019/20

**Table 15: Gross financial earnings for 2018/19 and 2019/20 – By full-time ethnicity**

	2019		2020		2019		2020	
	European	European	Maori	Maori	Asian	Asian	Other	Other
Base =	577	422	50	38	49	38	161	123
Median	\$75,000	\$75,000	\$65,000	\$75,000	\$65,000	\$65,000	\$75,000	\$75,000
Mean Average	\$72,679	\$79,490	\$70,918	\$77,895	\$63,696	\$68,784	\$73,065	\$73,250
20 <sup>th</sup> Percentile	\$55,000	\$65,000	\$55,000	\$55,000	\$55,000	\$55,000	\$55,000	\$55,000
80 <sup>th</sup> Percentile	\$95,000	\$95,000	\$95,000	\$105,000	\$75,000	\$95,000	\$85,000	\$85,000

\*\* Note: due to low base number of respondents – results for part-time members have been excluded.

# KIWISAVER, PROFESSIONAL DEVELOPMENT & ANNUAL PRACTISING CERTIFICATE ARE KEY BENEFITS

- Respondents were also asked to identify the benefits they received, in addition to their gross earnings.
- Table 16 overleaf shows that the three benefits most frequently mentioned by over one-half of respondents were KiwiSaver (61%), having their annual practising certificate paid (58%), and assistance with professional development (56%). These are the same benefits mentioned most frequently as last year (65%, 58% and 60% respectively).
- In general, respondents working full-time were more likely than those working part-time to mention that they received additional benefits.

# KIWISAVER, PROFESSIONAL DEVELOPMENT & ANNUAL PRACTISING CERTIFICATE ARE KEY BENEFITS

**Table 16: Benefits received by full-time/part-time status**

	2019		2020	
	Total	Total	Full-time	Part-time
Base =	1153*	950*	573	354
	%	%	%	%
KiwiSaver	65	61	65	53
Other superannuation (i.e. not KiwiSaver)	4	4	5	4
Employer pays for annual practising certificate (Physiotherapy Board)	58	58	64	48
Employer pays for Professional body membership (i.e. Physiotherapy New Zealand)	46	46	52	36
Assistance with professional development	60	56	61	45
Insurance (e.g. health and/or life insurance)	12	12	16	6
Other	7	6	6	6
Don't know	22	1	0	1
<b>Total</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>

Q45. Which of the following benefits are you entitled to?

\*Sub sample based on those respondents who are employed full-time or part-time.

# ANNUAL LEAVE IS TYPICALLY FOR 4 WEEKS

- Respondents were also asked to comment on their annual leave entitlement.
- One-third of respondents (33%) commented that this question was not applicable to them (Table 17 overleaf). This was the case for almost one-half of part-time respondents (43%).
- Notwithstanding this, most respondents (47%) stated they received 4 weeks annual leave. This was the case for both full-time and part-time respondents at 51% and 37% respectively.

# ANNUAL LEAVE IS TYPICALLY FOR 4 WEEKS

**Table 17: Weeks holiday entitlement by full-time/part-time status**

	Total 2019	Total 2020	Full- time	Part-time
Base =	1153*	950*	573	354
	%	%	%	%
Not applicable	32	33	28	43
4 weeks	47	47	51	37
Between 4-5 weeks	5	5	5	5
5 weeks	12	11	12	9
Between 5-6 weeks	1	1	1	1
6 weeks or more	2	2	2	3
Don't know	1	2	1	2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q46. How many weeks of annual leave are you currently entitled to?

\* Sub sample based on those respondents who are employed full-time or part-time.

# ABOUT ONE-IN-FIVE ARE UNDER A MECA

- Table 18 overleaf shows that 18% of respondents stated they were under a multi-employment collective agreement (MECA), and that there was no difference in this regard between those working full-time and those working part-time.
- While over one-half of respondents (62%) categorically stated they were not under a MECA, note that 20% of respondents did not know whether or not they were under a MECA.
- The table also shows that most of respondents under a MECA were under a DHB MECA (91%).

# ONE-IN-FIVE ARE UNDER A MECA

**Table 18: Whether or not under a MECA by full-time/part-time status**

	2019	2020		
	Total	Total	Full-time	Part-time
Base =	1153*	951*	573	355
	%	%	%	%
<b>Under a MECA</b>				
Yes	20	18	18	16
No	58	62	59	66
Don't know	21	20	23	17
Prefer not to say	1	0	0	0
Total	100	100	100	100
Base=	232*	170*	104	58
<b>Which MECA Under</b>				
DHB	90	91	92	90
NZEI	5	4	4	5
Other	6	5	4	5
Total	100	100	100	100

Q38. Thinking about the tax year ending 31 March 2020, were you under a MECA (i.e. a multi-employment collective agreement)?

Q39. Which MECA were you under?

\* Sub sample based on those respondents who are employed full-time or part-time.

# REMUNERATION DIFFERS BY MECA STATUS

- Table 19 overleaf shows the distribution of gross earnings for respondents last financial year, based on whether or not they were under a MECA.
- This shows that the median income for respondents under a MECA and those not under a MECA fell within the same \$60,001 to \$70,000 income band.
- However, the average income is different at \$65,592 for respondents under a MECA and \$68,657 for those not under a MECA. Last year the average incomes were \$61,789 and \$63,765 respectively.

# REMUNERATION DIFFERS BY MECA STATUS

**Table 19: Gross earnings last financial year by whether or not under a MECA**

Base =	Total 950* %	Yes 170 %	No 584 %	Don't know 194 %	Prefer not to say 2** %
Up to and including \$10,000	1	0	2	1	0
\$10,001 to \$20,000	3	1	4	3	0
\$20,001 to \$30,000	5	3	5	7	0
\$30,001 to \$40,000	7	9	6	8	50
\$40,001 to \$50,000	10	9	9	15	0
\$50,001 to \$60,000	12	14	11	17	0
\$60,001 to \$70,000	14	14	14	12	0
\$70,001 to \$80,000	15	27	12	14	0
\$80,001 to \$90,000	9	15	8	7	0
\$90,001 to \$100,000	8	6	10	3	50
\$100,001 to \$110,000	4	1	6	3	0
\$110,001 or higher	7	1	10	3	0
Prefer not to say	3	1	3	7	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Average (Mean)</b>	<b>\$66,133</b>	<b>\$65,592</b>	<b>\$68,657</b>	<b>\$58,757</b>	<b>-</b>

Q41. What were your gross earnings, as defined by Inland Revenue, for this tax year?

\* Sub sample based on those respondents who are employed full-time or part-time.

# TWO-THIRDS UNDER A MECA REPORTED AN INCREASE

- Table 20 shows that respondents under a MECA were more likely than those not under a MECA to report that their gross earnings for their last financial year had increased (64% and 34% respectively). Last year these results were 62% and 39% respectively.

Table 20: Gross earnings represent an increase/decrease by whether or not under a MECA

	Total	Yes	No	Don't know	Prefer not to say
Base =	950*	170	584	194	2**
	%	%	%		
An increase	40	64	34	38	0
A decrease	18	8	22	17	0
Stayed the same	34	24	38	29	100
Don't know	6	4	4	13	0
Prefer not to say	1	1	1	3	0
Total	100	100	100	100	100

\* Sub sample based on those respondents who are employed full-time or part-time.

# EARNINGS EXPECTED TO DECREASE DUE TO COVID-19

- Table 21 overleaf shows that most respondents (61%) stated they expected their gross earnings for 2020/21 to decrease as a result of COVID-19.
- In fact, over one third (19%) expected them to decrease by 21% or more.
- In comparison, 29% expected no change.
- There are no significant differences by employment hours.

# EARNINGS EXPECTED TO DECREASE DUE TO COVID-19

**Table 21: Beliefs about impact of Covid-19 on 2021 earnings**

	Total	Full-time	Part-time
Base =	950*	573	354
	%	%	%
No effect	29	30	27
A reduction of up to 10%	18	17	20
A reduction of between 11-20%	24	25	23
A reduction of between 21-30%	12	13	11
A reduction of 31% or more	7	6	9
An increase	1	1	1
Don't know	9	8	9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q47. At this stage, what percentage effect do you believe the recent Covid-19 related lockdown situation will have on your gross earnings this current year (i.e. year ending 31 March 2021), compared with your gross earnings for the year ending 31 March 2020?

\* Sub sample based on those respondents who are employed full-time or part-time.

# Working in physiotherapy

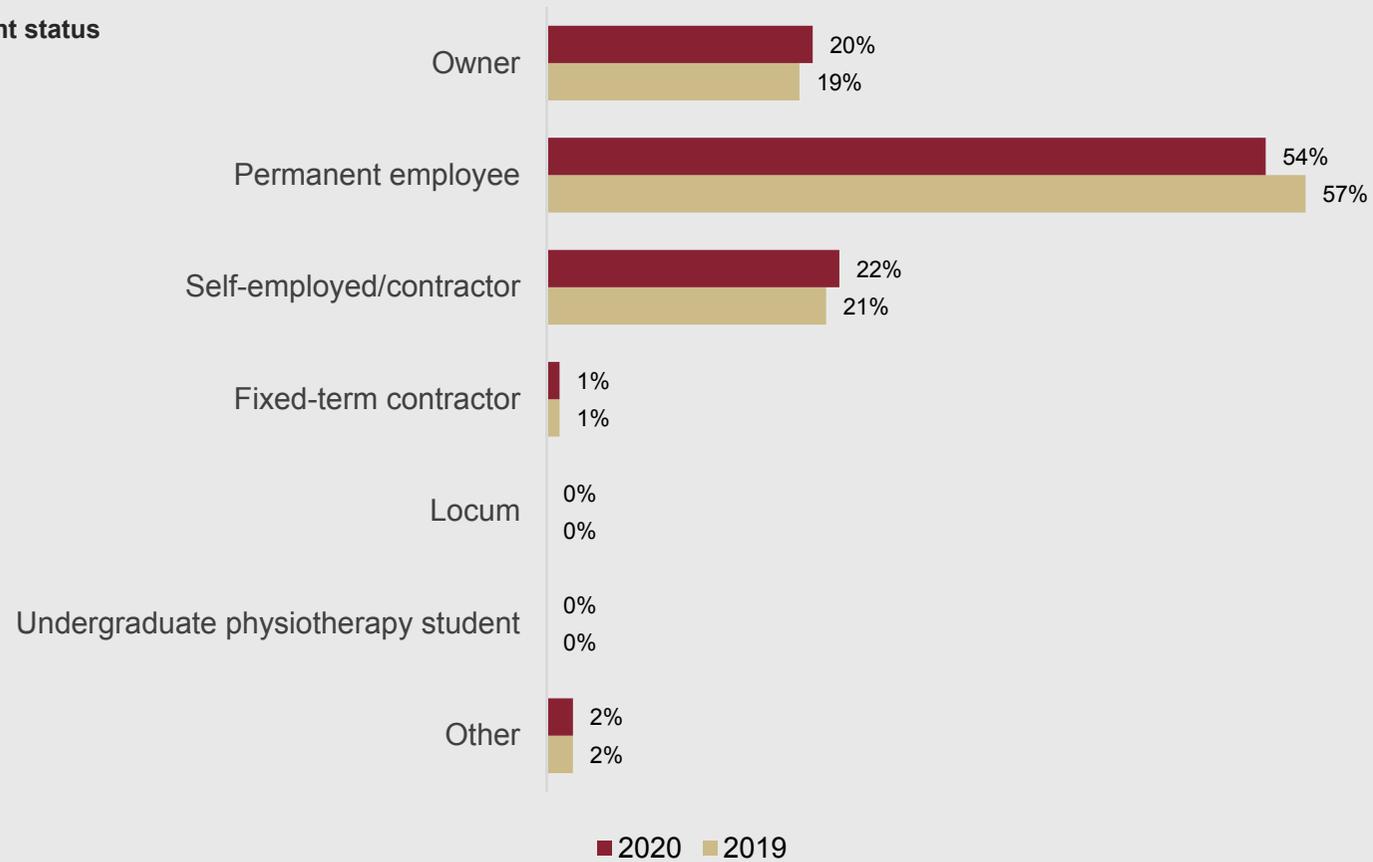
# MOST PHYSIOTHERAPISTS ARE PERMANENT EMPLOYEES

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- Figure 3 overleaf shows that over one-half of respondents (54%) were permanent employees.
- A further 22% defined themselves as self-employed/contractors.
- Twenty percent of respondents were owners.

# MOST PHYSIOTHERAPISTS ARE PERMANENT EMPLOYEES

Figure 3: Employment status



Q14. Which one of the following best describes you? n=971\*

\*Sub-sample based on respondents who work part-time, full-time or are on long term leave.

# MOST PHYSIOTHERAPISTS WORKING FULL-TIME ARE PERMANENT EMPLOYEES

- Table 22 overleaf shows that more or less the same percentage of respondents who worked full-time and those who worked part-time stated they were 'owners' (21% and 18% respectively).
- In contrast, respondents working full-time were significantly more likely to state they were 'permanent employees' (59% compared with 45% for respondents working part-time).
- On the other hand, respondents working part-time were significantly more likely to state they were 'self-employed' persons' or 'contractors' (33% compared with 16% for respondents working full-time).

# MOST PHYSIOTHERAPISTS ARE PERMANENT EMPLOYEES

**Table 22: Employment status by full-time/part-time status**

	2019	2020			
	Total	Total	Full-time	Part-time	Other
Base =	1187*	971*	583	362	26**
	%	%	%	%	%
Owner	19	20	21	18	12
Permanent employee	57	54	59	45	65
Self-employed/contractor	21	22	16	33	12
Fixed-term contractor	1	1	1	2	4
Locum	0	0	0	1	0
Undergraduate physiotherapy student	0	0	1	0	0
Other	2	2	1	2	8
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q14. Which one of the following best describes you?

\*Sub-sample based on respondents who work part-time, full-time or are on long term leave.

# MOST PHYSIOTHERAPISTS WORK IN THE MANUAL/ MUSCULOSKELETAL AREA

- Most frequently, respondents described their main area of work as being manual therapy/musculoskeletal (37%), followed by private practice outpatients (13%) (Table 23 overleaf).
- All other areas of work were mentioned by less than 10% of respondents (e.g. seven percent stated they mainly worked in hand therapy).
- However, as a general observation, respondents working part-time were more likely than those working full-time to identify one of these other areas of work.

# MOST PHYSIOTHERAPISTS WORK IN THE MANUAL/ MUSCULOSKELETAL AREA

**Table 23: Main physiotherapy work area by full-time/part-time status**

	2019		2020	
	Total	Total	Full-time	Part-time
Base =	1156*	945*	583	362
	%	%	%	%
Academic	2	2	2	1
Acupuncture	0	0	0	0
Cardio-Respiratory	1	2	2	2
Pelvic, women's and men's Health	2	2	1	6
Hand therapy	5	7	7	7
Management	4	6	7	4
Manual therapy/Musculoskeletal	40	37	40	31
Mental health	0	0	0	1
Neurology	5	4	3	4
Occupational health	3	3	3	3
Older adults	8	6	5	8
Paediatric	5	6	4	9
Private practice outpatients	13	13	14	11
Sports and exercise	4	3	4	2
Other	8	8	7	10
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q11. In which one of the following areas do you mainly work? If you have a number of roles, what is your primary role?

\* Sub-sample based on respondents who work full-time or part-time.

# OVER ONE-THIRD OF PHYSIOTHERAPISTS STATE THEY ARE BURNT-OUT

- Table 2 overleaf shows the results to a question which asked respondents to rate themselves as being either burnt out or not burnt out. This was measured on a relatively wide 11-point rating scale, with 0='not at all burnt out' and 10='extremely burnt out'.
- In reporting the results, the convention is to group together those respondents providing a rating of 0-3 and call them 'not burnt out'. At the other extreme, those respondents providing a rating of 7-10 are grouped together and are called 'burnt out'.
- The table shows that over one-third of respondents (38%) rated themselves as being burnt out, which is similar to last year's result (35%). Respondents working full-time were about twice as likely as those working part-time to rate themselves in this way (42% and 22% respectively).

# OVER ONE-THIRD OF PHYSIOTHERAPISTS STATE THEY ARE BURNT-OUT

**Table 24: Burn out by full-time/part-time status**

	2019	2020		
	Total	Total	Full-time	Part-time
Base =	1156*	945*	583	362
	%	%	%	%
Not burnt out	29	26	23	42
Neither	35	36	36	35
Burnt out	35	38	42	22
Don't know	0	1	0	1
Total	100	100	100	100

Q12. Considering the hours you work and other work-related responsibilities you have, how would you rate yourself on a 0 – 10 scale, where 0=“Not at all burnt out” and 10=“Extremely burnt out”?

\* Sub-sample based on respondents who work full-time or part-time.

# ONE-HALF STATE THEY WOULD RECOMMEND A CAREER IN PHYSIOTHERAPY

- Respondents were also asked to rate themselves in terms of whether or not they would recommend a career in physiotherapy. This was also measured on an 11-point scale, which ran from 0='not at all likely' out to 10='extremely likely'.
- As is the case with the burnt out question, the convention is to group those respondents giving a rating of 0-3 as **not** likely to recommend and those giving a rating if 7-10 as likely to recommend.
- On this basis, 53% of respondents can be categorised as being likely to recommend a career in physiotherapy compared with 14% who are unlikely to recommend a career in physiotherapy and another 32% who are in a neutral position (Table 25 overleaf). These results are similar to last year's results.
- There are no significant differences by full-time/part-time status.

# ONE-HALF STATE THEY WOULD RECOMMEND A CAREER IN PHYSIOTHERAPY

**Table 25: Likelihood to recommend a career in physiotherapy by full-time/part-time status**

	2019	2020	Full-time	Part-time	Other
	Total	Total			
Base =	1273	1033	585	365	83
	%	%	%	%	%
Unlikely to recommend	13	14	15	16	5
Neither	30	32	31	34	23
Likely to recommend	56	53	54	50	65
Don't know	1	1	1	1	7
Total	100	100	100	100	100

Q13. And how likely is it that you would recommend a career in physiotherapy?

# OVER ONE-HALF OF THOSE BURNT-OUT STATE THEY WOULD NOT RECOMMEND A CAREER IN PHYSIOTHERAPY

- Table 26 examines the relationship between respondents who would recommend/not recommend a career in physiotherapy and the extent to which they are burnt out. As expected, the table shows that these are negatively correlated.

Table 26: Burn out by likelihood to recommend a career in physiotherapy

	Total	Unlikely to recommend	Neither	Likely to recommend	Don't know
Base =	945*	142	306	492	5**
	%	%	%	%	
Not burnt out	26	15	22	32	40
Neither	36	25	39	37	0
Burnt out	38	60	40	31	40
Don't know	1	0	0	1	20
Total	100	100	100	100	100

Q12. Considering the hours you work and other work-related responsibilities you have, how would you rate yourself on a 0 – 10 scale, where 0=“Not at all burnt out” and 10=“Extremely burnt out”?

Q13. And how likely is it that you would recommend a career in physiotherapy?

\* Sub-sample based on respondents who work full-time or part-time.

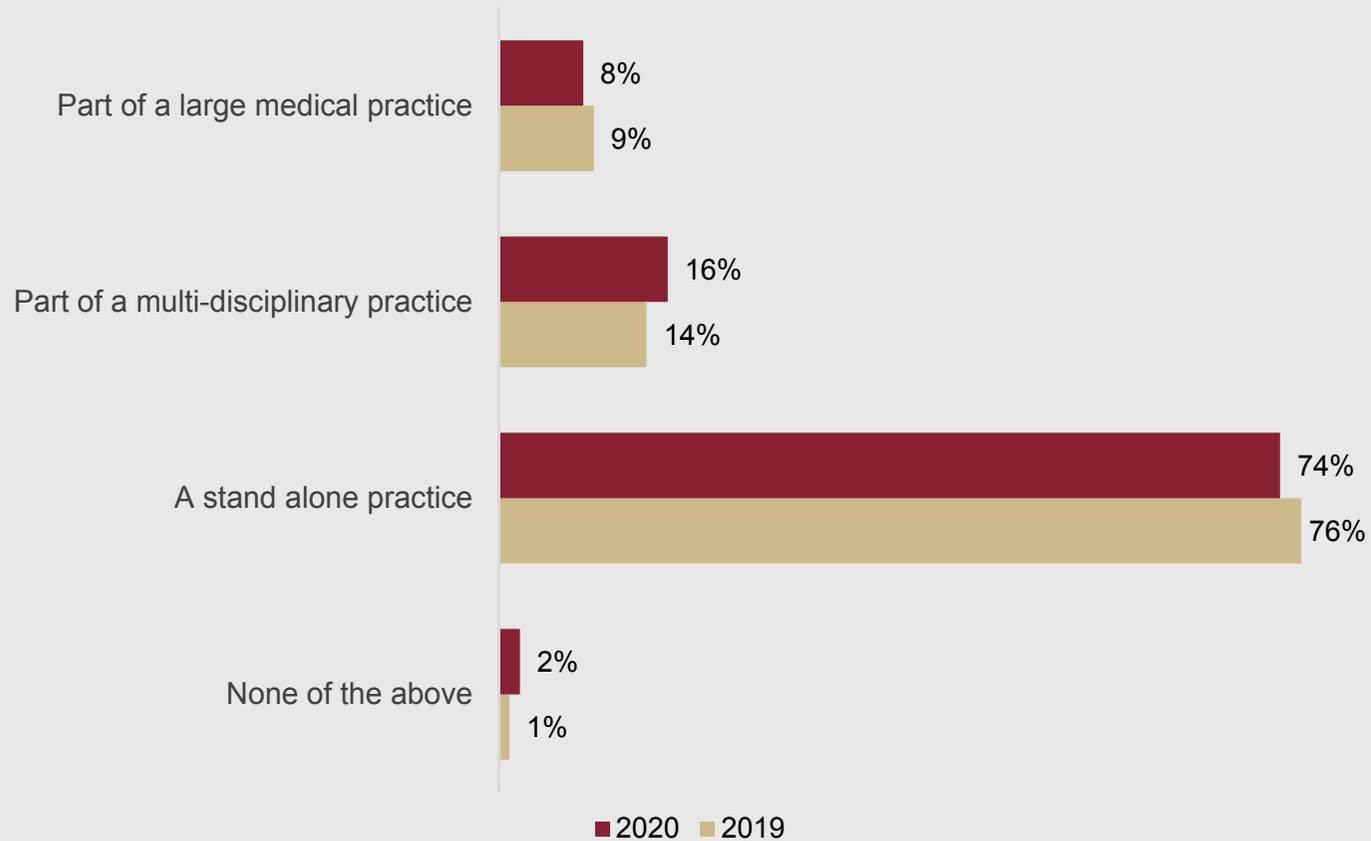
# Owning a physiotherapy practice

# MOST PHYSIOTHERAPY OWNERS OWN STANDALONE PRACTICES

- As noted earlier, 20% of respondents identified themselves as an owner/partner of a physiotherapy business. These n=189 respondents were asked a series of questions relevant to owners.
- Reflecting the earlier employment-related results, Figure 4 overleaf shows that most owners (74%) had a standalone practice and relatively few either had ownership of a practice that was part of a large medical practice (8%) or part of a multi-disciplinary practice (16%). Last year these results were 76%, nine percent and 14% respectively.

# MOST PHYSIOTHERAPY OWNERS OWN STANDALONE PRACTICES

Figure 4: Type of practice owned



Q17. Is your practice/organisation...? n=189

\* Sub sample based on those respondents who identified themselves as owners.

# ONE-HALF OF RESPONDENT-OWNED PRACTICES ARE ACCREDITED

- Table 27 overleaf shows that under one-half (44%) of respondent-owned practices were accredited and very few were part of a franchise (only four percent stated they were). The percentage accredited is significantly lower than last year (51%).
- All accredited practice owners stated they worked under the ACC Physiotherapy Services contract (100%). Over one-third also stated they worked under the Vocational Rehabilitation Services contract (37%), the Pain Management service contract (37%), and the Stay at Work contract (36%).

# ONE-HALF OF RESPONDENT-OWNED PRACTICES ARE ACCREDITED

**Table 27: Practice characteristics (part of franchise, accredited, contract type accredited)**

	2019	2020
	Total	Total
Base =	225*	189*
	%	%
Part of a franchise	2	4
Currently accredited	51	44
Neither of the above	49	54
<b>Total</b>	<b>**</b>	<b>**</b>
Base =	114*	84*
ACC Physiotherapy Services	97	100
ACC Hand Therapy Services	7	6
Vocational Rehabilitation Services	37	37
Pain Management Service	37	37
Stay at Work	36	36
Concussion Service	6	12
Training for Independence	25	29
Social Rehabilitation Needs		
Assessment	4	2
Other	9	12
<b>Total</b>	<b>**</b>	<b>**</b>

Q18. And is it?

\*Sub sample based on those respondents who identified themselves as owners.

Q19. Under what type of contract are you working?

\*Sub sample based on those respondents who identified themselves as owners and work in an accredited practice/organisation.

# GENSOLVE IS THE ELECTRONIC PRACTICE MANAGEMENT SYSTEM OF CHOICE

- Owners were also asked to identify the electronic practice management system used in their practice/organisation. Table 28 overleaf shows that, with the exception of 10% of owners, nearly all used a system.
- Most frequently, two-thirds (66%) stated this system was called Gensolve.
- In comparison, relatively few respondents stated their practice/organisation used Houston (seven percent) or Medtech (one percent).
- Sixteen percent of respondents stated they used some 'other' system, and this was mostly Cliniko and Peak.

# GENSOLVE IS THE ELECTRONIC PRACTICE MANAGEMENT SYSTEM OF CHOICE

**Table 28: Electronic practice management system**

	2019	2020
	Total	Total
Base =	225*	189*
	%	%
Houston	9	7
Gensolve	60	66
Medtech	2	1
A system supplied by the hospital or DHB	0	0
Other	18	16
Don't use one	10	10
<b>Total</b>	<b>100</b>	<b>100</b>

Q20. Which electronic practice management system is used by your practice/organisation

\* Sub sample based on those respondents who identified themselves as owners.

# Charging for services

# MOST CHARGE FOR SERVICES ON A FIXED FEE OR HOURLY RATE BASIS

- Owners were also asked a series of questions about the methods they used to charge for services in their practice.
- Even though multiple response is possible, Table 29 overleaf shows that most either charged a fixed fee (63%) or charged an hourly rate (51%). Last year these results were 55% and 53% respectively.
- In comparison, very few used modality-based charging or condition-based charging (both four percent).

# MOST CHARGE FOR SERVICES ON A FIXED FEE OR HOURLY RATE BASIS

**Table 29: Charging for services**

	2019	2020
	Total	Total
Base =	225*	189*
	%	%
Hourly rate (or part thereof)	53	51
A fixed fee	55	63
Modality-based charging	3	4
Condition-based charging	2	4
Other	4	2
<b>Total</b>	<b>**</b>	<b>**</b>

Q21. Which of these ways are physiotherapy services charged for by your practice/organisation?

\* Sub sample based on those respondents who identified themselves as owners.

# Future intentions

# FUTURE INTENTIONS (NEXT 12 MONTHS)

- All respondents (except for those who were retired from physiotherapy) were asked to comment on their future intentions in the context of the next 12 months.
- Overall, 53% stated they would be working full-time in physiotherapy, while 41% stated they would be working part-time (Figure 5 overleaf). Last year these results were 56% and 38% respectively.
- Fifteen percent stated they would be completing (further) training in physiotherapy.
- Smaller percentages stated they would have purchased or be in the process of purchasing a physiotherapy practice (two percent), have changed careers (four percent), or be overseas (two percent).

# FUTURE INTENTIONS (NEXT 12 MONTHS)

Figure 5: Future intentions next 12 months



Q48. Thinking ahead to the next 12 months. Which of the following are very likely or could probably apply to you? n=1187\*

\* Sub-sample excludes those respondents who were not retired.

## FUTURE INTENTIONS (NEXT 12 MONTHS)

- Table 30 examines respondents' future intentions by whether they worked full-time or part-time.
- Specifically, this shows that 87% of those currently working full-time stated they would still be working full-time in the next 12 months. Most of the others, stated they would be working part-time (nine percent).
- About one-in-five of this group (16%) also stated they would be completing (further) training.
- Similarly, 93% of respondents currently working part-time stated that they would still be working part-time in the next 12 months. Four percent of this group stated they would be working full-time.
- A slightly smaller percentage of this group would also be completing training (11%) compared with those working full-time.

# FUTURE INTENTIONS (NEXT 12 MONTHS)

**Table 30: Future intentions (next 12 months) by full-time/part-time status**

	2019		2020		
	Total	Total	Full-time	Part-time	Other
Base =	1187*	1029*	585	365	79
	%	%	%	%	%
I will be practising physiotherapy full-time	56	53	87	4	35
I will be practising physiotherapy part-time	38	41	9	93	39
I'll be doing (further) training in physiotherapy	17	15	16	11	25
I'll have purchased or be in the process of purchasing a physiotherapy practice	2	2	3	0	1
I'll have changed careers	3	4	4	4	6
I'll be overseas	4	2	3	1	5
Don't know	3	5	4	4	20
Total	**	**	**	**	**

Q48. Thinking ahead to the next 12 months. Which of the following are very likely or could probably apply to you?

\* Sub-sample excludes those respondents who were retired.

# THE 5-6 YEAR EXPERIENCE MARK IS A CRITICAL POINT IN PHYSIOTHERAPISTS' EMPLOYMENT

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- Table 31 overleaf examines respondents' future intentions by their years of experience since graduating. This shows that, at the 5-6 year experience mark, there is a significant drop-off between those respondents who stated they would work full-time and those who would work part-time.

# THE 5-6 YEAR EXPERIENCE MARK IS A CRITICAL POINT IN PHYSIOTHERAPISTS' EMPLOYMENT

**Table 31: Future intentions (next 12 months) by number of years experience since graduating**

	Total	Still Studying	1-5 years experience	6-20 years	21+ years
Base =	1029*	27**	146	446	410
	%	%	%	%	%
I will be practising physiotherapy full-time	53	78	79	51	45
I will be practising physiotherapy part-time	41	15	18	42	50
I'll be doing (further) training in physiotherapy	15	44	34	17	5
I'll have purchased or be in the process of purchasing a physiotherapy practice	2	0	3	2	1
I'll have changed careers	5	0	6	7	2
I'll be overseas	2	7	6	2	1
Don't know	5	7	5	6	4
<b>Total</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>

Q48. Thinking ahead to the next 12 months. Which of the following are very likely or could probably apply to you?

\* Sub-sample excludes those respondents who were retired.

# OVER ONE-IN-THREE INTEND TO RETIRE IN THE NEXT 15 YEARS

- All respondents were asked when from now they intended to retire from physiotherapy.
- Table 32 overleaf shows that 37% intend to retire in the next 15 years. This is significantly higher than last year (31%).
- Reflecting the age profile of physiotherapists working part-time, this group was more likely than those working full-time to state they intended to in a shorter timeframe (47% within the next 15 years compared with 33%).

# 10% INTEND TO RETIRE IN THE NEXT 5 YEARS AND ANOTHER 10% IN THE NEXT 6-10 YEARS

**Table 32: Timeframe in which intend to retire by full-time/part-time status**

	2019		2020		
	Total	Total	Full-time	Part-time	Other
Base =	1187*	1029*	585	365	79
	%	%	%	%	%
1-2 years from now	3	4	4	6	1
3-5 years from now	7	9	8	10	6
6-10 years from now	10	11	10	13	4
11-15 years from now	11	13	11	18	6
16 years or more from now	48	45	51	36	48
Don't know	20	18	17	18	34
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Q50. About when do you intend to retire?

\* Sub-sample excludes those respondents who were retired.

# COVID-19 - Owners

# TWO-THIRDS OF PRACTICES OPERATED DURING THE LOCKDOWN

- Table 33 overleaf shows most owners reported continuing to operate during the four weeks from 26<sup>th</sup> of March 2020 during which New Zealand was at Alert Level 4; either partially (53%), on an essential service basis (11%) or fully operational (two percent). At the other extreme, 34% were fully closed.
- By Alert Level 2, practices were either fully operational (56%) or providing partial services (41%). Just two percent were not operating and this had declined further to just one percent by Alert Level 1. Ninety-eight percent were fully back in business by this time.

# BUSINESS OPERATION DURING ALERT LEVELS

**Table 33: Practice operation during alert levels**

	Lockdown/Alert Level 4 %	Alert Level 3 %	Alert Level 2 %	Alert Level 1 %
Did not operate at all	34	26	2	1
Provided an essential service only	11	14	2	-
Provided a partial service	53	58	41	1
Fully operational	2	2	56	98
Total	**	**	**	**

Q24. Thinking about the recent situation with Covid-19. During each of these periods, which one of the following best describes your practice/organisation?

\* Based on respondents who identified as business owners. n=189

# OWNERS REDUCED PERSONAL WORK HOURS AND/OR SALARY/TAKINGS

- As a result of lockdown, most owners reported reducing their own personal work hours (87%) and/or their salary/takings (89%). Sixty-five percent reported reducing staff hours and 10% made staff redundant (Table 34).
- Eighty-seven percent of owners who reduced their hours of work, had them reinstated by Alert Level 1 and 67% of those whose salary/takings was reduced, had this reinstated (Table 35).
- Almost all owners (95%) obtained the **first** wage subsidy for themselves, while 68% received it for their staff. Significantly fewer owners obtained the **second** wage subsidy for either themselves (42%) or their staff (34%) (Table 36).

# IMPACT OF LOCKDOWN

**Table 34: Impact of lockdown**

	Base =	Total
		189*
		%
Reduced personal work hours		87
Reduced personal salary/takings		89
Reduced staff hours		65
Reduced staff numbers		10
Other		11
Prefer not to say		1
Total		**

Q27. Which of the following applied to your practice/organisation as a result of New Zealand going into lockdown on 26 March 2020?

\* Sub sample based on respondents who identified as business owners.

# IMPACT OF LOCKDOWN

**Table 35: Impact of lockdown compared to current situation**

	Reduced personal hours %	Reduced personal pay %	Reduced staff hours %	Reduced staff numbers %
Reinstated personal work hours	<b>87</b>	79	81	74
Reinstated personal pay	59	<b>67</b>	58	47
Reinstate staff hours	54	56	<b>79</b>	53
Re-employ staff	1	1	2	<b>11</b>
None of the above	10	9	10	11
Prefer not to say	1	1	0	0
Total	**	**	**	**

Q30. As of today, which of the following have been reinstated to what they were pre-lockdown?

\* Sub sample based on respondents who identified as business owners. n=189

# GOVERNMENT WAGE SUBSIDY

**Table 36: Obtained government wage subsidy**

	Initial Subsidy	Second Subsidy
Base =	189*	189*
	%	%
For yourself	95	42
For staff	68	34
Neither	1	54
Prefer not to say	1	1
Total	**	**

Q28. Did you apply for and obtain the government's initial wage subsidy, introduced on 17 March 2020, for...?

Q29. The government provided a second wage subsidy on 10 June 2020. Did you apply for and obtain this subsidy for...?

\* Sub sample based on respondents who identified as business owners.

# PATIENT NUMBERS DURING THE EXTREME COVID-19 PERIODS DROPPED AND THEN RETURNED

- Table 37 shows that in the 12 months before lockdown on 26 March 2020, an average of 139 patients per week were being seen by practices. This decreased to 62 patients per week during lockdown, when 34% of practices were not operating and 53% providing only partial services.
- The table also shows that the average number had almost returned to the pre-lockdown average (139) by the Alert Level 1 period which commenced on 9 June, when most practices were fully operational.

# ACC DATA REFLECTS THE DELIVERY OF SERVICES DURING THE EXTREME COVID-19 PERIODS

- Of note is the fact that these patient number results are reflected in ACC data, although this data shows more services being provided during the Alert Level 1 period (705,000) compared with pre-lockdown (639,000). This is also reflected in their value.
- Importantly, the table also shows a significant shift in the delivery of services via Telehealth during the extreme COVID-19 periods. This peaked during Alert Level 3 (115,791), with 87% of all services delivered by Telehealth.
- However, by Alert Level 1, Telehealth services had dropped away significantly and represented less than two percent of all services.
- By way of comparison, Table 38 shows the comparable ACC data for 2019. Hardly any Telehealth services were delivered in that year.

# PATIENT NUMBERS DURING THE EXTREME COVID-19 PERIODS FELL TO ABOUT ONE-THIRD OF NORMAL

Table 37: Patient numbers during COVID-19 periods (2020)

	2020 Total number services (face-to-face & Telehealth) No (000).	2020 Total value (face-to- face & Telehealth) \$(000)	2020 Number Telehealth services No	2020 Value Telehealth services \$	2020 Av. Per Week Patients No.
Pre-lockdown (01 Jan-25 March)	639	26,551	646	13,420	158
Lockdown (26 March-27 April)	115	4,734	3,503	88,348	63
Alert Level 3 (28 April-13 May)	134	4,896	115,791	416,3431	62
Alert Level 2 (14 May-8 June)	122	5,002	26,808	981,298	102
Alert Level 1 (9 June-12 August)	705	29,374	11,957	418,237	139

Source: ACC.

# ACC DATA FOR EQUIVALENT 2019 COVID-19 PERIODS

Table 38: Patient numbers during equivalent COVID-19 periods (2019)

	2019 Total number services (face-to-face & Telehealth) No (000).	2019 Total value (face-to- face & Telehealth) \$(000)	2019 Number Telehealth services No	2019 Value Telehealth services \$
Pre-lockdown (01 Jan- 25 March)	657	26,426	0	0
Lockdown (26 March-27 April)	218	8,702	0	0
Alert Level 3 (28 April- 13 May)	323	12,912	0	0
Alert Level 2 (14 May-8 June)	231	9,243	0	0
Alert Level 1 (9 June-12 August)	701	27,982	6	142

Source: ACC.

# COVID-19 – Employees/Contractors

# EMPLOYEES REMAIN EMPLOYED

- Table 39 overleaf shows most employees/contractors stated they worked at least some, but fewer pre-Covid-19 hours during the lockdown period (64%), while 18% stated they worked similar hours. Eighteen percent did not work.
- By Alert Level 2, most (58%) were working the same hours they worked pre-Covid-19, with this being the case for 86% by Alert Level 1.

# BUSINESS OPERATION DURING ALERT LEVELS

**Table 39: Employment hours during alert levels**

	Lockdown/ Alert Level 4 %	Alert Level 3 %	Alert Level 2 %	Alert Level 1 %
Did not work	18	12	4	1
Worked some hours, but less than pre-Covid-19	64	68	38	13
Worked similar hours to pre-Covid-19	18	20	58	86
Total	**	**	**	**

Q35. Thinking about the recent situation with Covid-19. During each of these periods, which one of the following best describes your work situation?

\* Based on respondents who identified as business owners. n=189

# EMPLOYEES REMAIN EMPLOYED

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- As a result of lockdown, most employees/contractors had their hours reduced (34%) and/or their pay reduced (35%). Relatively few resigned or were terminated (two percent), although some were asked to take leave (eight percent) (Table 38).
- Ninety percent of employees/contractors who reduced their hours of work, had them reinstated by Alert Level 1 and 86% of those whose pay was reduced, had this reinstated (Table 40).
- Eighty-seven percent of employees/contractors received the government's wage subsidy from their employer (Table 40).

# IMPACT OF LOCKDOWN

Table 40: Impact of lockdown

	Base =	Total
		739*
		%
Hours of work reduced		34
Pay reduced		35
Took leave		8
Resigned/terminated		2
None of the above		51
Prefer not to say		1
Total		**

Q33. Thinking now about the recent situation with COVID-19. When New Zealand went into lockdown, did your employer...?

\* Sub sample based on respondents who identified as employees/contractors.

# IMPACT OF LOCKDOWN

**Table 41: Impact of lockdown compared to current situation**

	Reduced hours %	Reduced pay %	Take leave %	Resigned %
Reinstated work hours	<b>90</b>	62	48	17
Reinstated pay	59	<b>86</b>	58	8
Return from leave	4	5	<b>37</b>	0
Re-employed	1	1	0	<b>50</b>
None of the above	7	5	7	42
Prefer not to say	0	0	7	0
Total	**	**	**	**

Q36. As of today, which of the following have been reinstated to what they were pre-lockdown?

\* Sub sample based on respondents who identified as employees/contractors. n=739

# GOVERNMENT WAGE SUBSIDY

Table 42: Obtained government wage subsidy

	Wage Subsidy
Base =	338*
	%
Yes	87
No	12
Prefer not to say	0
Don't know	1
Total	100

Q34. Did your employer apply for and get the government's wage subsidy for you? The initial wage subsidy was made available on 17 March 2020.

\* Sub sample based on respondents who identified as employees/contractors and were still employed during lockdown.

MOVEMENT  
FOR  
LIFE