

Research New Zealand

2021/2022 Physiotherapy New Zealand Member Survey

January 2023



Confidential

2021/2022 Physiotherapy New Zealand Member Survey

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| PREPARED FOR | Sandra Kirby and Nick Thompson Physiotherapy New Zealand |
| PREPARED BY | Emanuel Kalafatelis and Annita Wood |
| CONTACT DETAILS | Emanuel Kalafatelis Research New Zealand Phone 04 499 3088 www.researchnz.com |
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1.0 EXECUTIVE SUMMARY

The infographic on this page summarises the key results of this year's Physiotherapy New Zealand Member Survey.

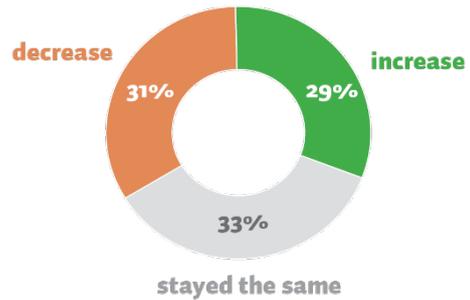
Av. gross earnings for YE 31 March 2022



\$83,210 for full-time
\$51,463 for part-time



In comparison to 2021...



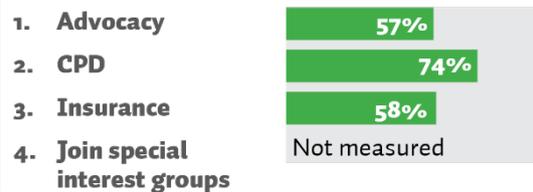
4 key reasons for membership of Physiotherapy New Zealand



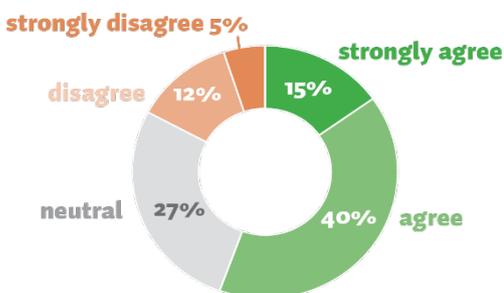
63% feel knowledgeable about Physiotherapy NZ

64% have used Physiotherapy NZ in the last 12 months

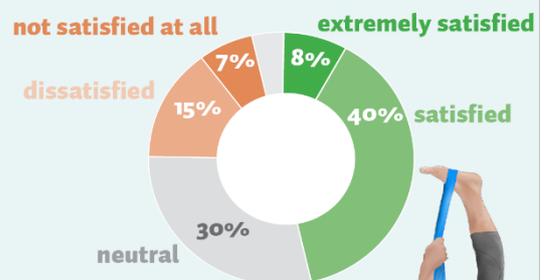
Satisfaction with Physiotherapy NZ performance in relation to...



55% agree that Physiotherapy NZ membership is good value



48% satisfied with Physiotherapy NZ's performance



In greater detail, the key results are as follows:

1. **Average gross earnings for YE 31 March 2022 is \$70,185.**

The average for respondents who work full-time is \$83,210, and the average for those who work part-time is \$51,463.

2. **Year-on-year increases in average gross earnings have stabilised.**

The average gross earnings for YE 31 March 2022 (\$70,185) increased by **only** 0.3% compared with the average gross earnings for YE 31 March 2021 (\$69,983).

In comparison, the average gross earnings for YE 31 March 2021 (\$69,983) increased by 5.8% compared with the average gross earnings for YE 31 March 2020 (\$66,133).

In turn, the average gross earnings for YE 31 March 2020 (\$66,133) increased by 4.5% compared with the average gross earnings for YE 31 March 2019 (\$63,258).

3. **Similar percentages of respondents reported their gross earnings had increased, decreased and stayed the same.**

The fact that the average gross earnings for YE 31 March 2022 had increased by only 0.3% on average is probably a function of the fact that, when asked to compare their earnings with the previous year, 29% stated they had increased, 31% had decreased and 33% had stayed the same.

4. **One-in-two respondents currently value being a member of PNZ.**

Fifty-five percent of respondents **agreed** that they value their PNZ membership (i.e. 'agreed' or 'strongly agreed'), with 15% giving the best possible answer of 'strongly agreed'.

In comparison, 17% **disagreed** that they value their membership (i.e. 'disagreed' or 'strongly disagreed'), with 5% giving the worst possible answer of 'strongly disagreed'.

A significant percentage of respondents (27%) gave a **neutral** response, saying they 'neither agreed nor disagreed' that they value their PNZ membership.

5. **Respondents have become increasingly indifferent about the value of being a member of PNZ.**

After peaking in 2020 (i.e. the first year of the COVID pandemic) at 70% agreement, respondents' agreement that they value their PNZ membership has decreased and stabilised at around 55% over the last two years.

As fewer respondents have agreed that they value their PNZ membership, the percentage giving a neutral response, neither valuing nor not valuing the value of membership, has **increased**. As noted, this is currently 27%.

This is an important point to note in that it is a much better situation than if the percentage disagreeing that they value their PNZ membership had increased.

In fact, this percentage has remained relatively stable over the last four years (with the exception of 2020, the first COVID pandemic year).

6. **Advocacy, Continuing Professional Development (CPD), competitive insurance and opportunities to join special interest groups are the 4 key reasons for membership of PNZ.**

Advocacy on behalf of members to key stakeholders and Government agencies (rated important by 84% of respondents), access to Continuing Professional Development (CPD) (76% important), competitive insurance (at a members' only group rate) (75% important) and opportunities to join special interest groups (70% important) were the **most** highly rated reasons for being member of PNZ.

These four reasons are the same Top 4 reasons for all three groups of respondents based on the value they place on their PNZ membership (Table 1 overleaf), but it is clear from this table that the reasons **decrease in importance relative to** the value placed on PNZ membership.

For example, even though advocacy is the most important reasons for being a member of PNZ for all three groups, this is identified as being important by a significantly higher percentage of respondents who agreed that they value their PNZ membership (i.e. 'agreed' or 'strongly agreed') (92%) compared with respondents who disagreed that they value their membership (i.e. 'disagreed' or 'strongly disagreed') (68%).

Table 1: Top 4 reasons for being a member of PNZ (% reflects importance of reason), by value placed on PNZ membership**

| | Base = | Total 831* % | Agree, value PNZ membership 458 % | Neither agree nor disagree 227 % | Disagree, do not value their PNZ membership 146 % |
|---|--------|--------------------|---|--|--|
| Advocacy on behalf of members to key stakeholders and Government agencies | | 84 | 92 | 78 | 68 |
| Access to Continuing Professional Development (CPD) | | 76 | 86 | 69 | 53 |
| Insurance (at a members' only group rate) | | 75 | 81 | 67 | 63 |
| Opportunity to join PNZ Special Interest Groups | | 70 | 83 | 62 | 45 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

** Percentages reflect the percentage of respondents who rated each reason a 4 or 5 on the 5-point Likert importance scale.

7. Opinions about performance correlates with the three member 'value' groups.

Overall, PNZ was rated **most** positively in terms of its performance in relation to the provision of Continuing Professional Development (CPD) (74%).

In relation to advocacy, we report here on the percentage of respondents who agreed that 'PNZ is a leading voice for physiotherapy'. Fifty-seven percent of all respondents rated PNZ's positively in terms of this statement, with similar percentages either disagreeing that the statement applied to PNZ (20%) or giving a neutral response, neither agreeing nor disagreeing (22%).

A similar percentage agreed that PNZ provides competitive insurance (58%) and while a small percentage disagreed (6%), 24% gave a neutral response and 13% stated they did not know.¹

Against this background, 70% of more respondents who value being a member of PNZ rated PNZ positively in terms of **all** three statements, with the best result recorded in relation to CPD (Table 2 overleaf). In comparison, no more than a little over one-third of respondents who do not value being a member of PNZ rated each statement positively.

¹ A statement measuring PNZ's performance in relation to giving members the opportunity to join special interest groups was not included in this year's survey.

Respondents who gave a neutral response in terms of the value they place on being a member of PNZ rated PNZ's performance in-between these two extremes. For example, their best rating was in terms of CPD (67%) and the least positive was in terms of advocacy (42%).

Table 2: Opinions about PNZ's performance relative to the reasons for being a member of PNZ, by value placed on PNZ membership

| | Base = | Total 831* % | Agree, value PNZ membership 458 % | Neither agree nor disagree 227 % | Disagree, do not value their PNZ membership 146 % |
|---|--------|--------------------|---|--|--|
| Is a leading voice for physiotherapy: | | | | | |
| Disagree | | 20 | 4 | 24 | 65 |
| Neither agree nor disagree | | 22 | 16 | 32 | 25 |
| Agree | | 57 | 79 | 42 | 9 |
| Don't know | | 1 | 1 | 3 | 1 |
| Total | | 100 | 100 | 100 | 100 |
| Provides access to useful Continuing Professional development: | | | | | |
| Disagree | | 7 | 2 | 6 | 26 |
| Neither agree nor disagree | | 18 | 10 | 24 | 34 |
| Agree | | 74 | 88 | 67 | 39 |
| Don't know | | 1 | 0 | 2 | 1 |
| Total | | 100 | 100 | 100 | 100 |
| Provides access to competitive insurance: | | | | | |
| Disagree | | 6 | 1 | 5 | 21 |
| Neither agree nor disagree | | 24 | 16 | 35 | 32 |
| Strongly agree | | 58 | 70 | 47 | 34 |
| Don't know | | 13 | 13 | 12 | 13 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

** Percentages reflect the percentage of respondents who rated each reason a 4 or 5 on the 5-point Likert importance scale.

^ This statement was only asked of business owners (n=194).

8. Overall satisfaction with PNZ's performance reflects the above.

Overall, 48% of respondents stated they were satisfied with PNZ's current performance; **twice** the percentage who were dis-satisfied (22%). Almost one-third (30%) responded **neutrally**, stating they were neither satisfied nor dis-satisfied.

As expected, respondents who value being a member of PNZ rated PNZ's performance the most positively (75%). In comparison, only 4% of those who do not value being a member of PNZ rated its performance positively.

Twenty percent of respondents who gave a neutral response in terms of the value they place on being a member of PNZ stated they were satisfied with PNZ's performance, but a similar percentage said they were dis-satisfied (22%). Over one-half (53%) rated their satisfaction with PNZ's performance neutrally.

This year's results are **similar** to those recorded in the three previous years, with the exception of 2020 (i.e. the first year of the COVID pandemic), when satisfaction significantly increased to 55%.

Table 3: Overall satisfaction with PNZ's performance, by value placed on PNZ membership

| | Base = | Total 831* % | Agree, value PNZ membership 458 % | Neither agree nor disagree 227 % | Disagree, do not value their PNZ membership 146 % |
|---------------|--------|--------------------|---|--|--|
| Dis-satisfied | | 22 | 2 | 25 | 77 |
| Neutral | | 30 | 21 | 53 | 19 |
| Satisfied | | 48 | 75 | 20 | 4 |
| Don't know | | 4 | 0 | 2 | 6 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

** Percentages reflect the percentage of respondents who rated each reason a 4 or 5 on the 5-point Likert importance scale.

^ This statement was only asked of business owners (n=194).

9. **Knowledge and use of PNZ's services also correlates with the three member 'value' groups.**

Almost two-thirds of all respondents (63%) stated they were **knowledgeable** of what PNZ does, while at the other extreme, 13% admitted that they did not know what PNZ does (by rating themselves 1 or 2). Twenty-three percent of respondents gave a neutral response, neither agreeing nor disagreeing that they know what PNZ does.

A significantly higher percentage of respondents who value being a member of PNZ (75%) stated they know what PNZ does compared with 43% of those who do not value being a member. One-third of the latter group (32%) actually said they did not know what PNZ does. Slightly less than one-half of those respondents who gave a neutral response in terms of the value they place on being a member of PNZ (47%) stated they know what PNZ does.

Similarly, almost two-thirds of all respondents (64%) stated they had **used** PNZ's services in the last 12 months, 20% stated they had not and 16% gave a neutral response.

A significantly higher percentage of respondents who value being a member of PNZ (79%) stated they had used PNZ's services in the last 12 months compared with 37% of those who do not value being a member. Almost one-half of the latter group (45%) categorically stated they had not.

Exactly one-half of those respondents who gave a neutral response in terms of the value they place on being a member of PNZ (50%) stated they had used PNZ's services in the last 12 months.

10. **The three groups of respondents, based on the value their PNZ membership, differ in terms of their key characteristics.**

Compared with the other 'value' groups, respondents who **value** being a member of PNZ (55% of all respondents) have been practising for a relatively longer period of time and, therefore, have a relatively older age profile. Most (86%) are female.

In comparison, respondents who do **not** value being a member of PNZ (17%) have been practising for a relatively shorter period of time and have a relatively younger age profile. Relatively more are male (40%).

Respondents who **neither** value nor not value being a member of PNZ (27%) are similar to the first group above (i.e. have been practising for a relatively reasonable period of time and are female), but are younger.

1.1 Conclusion

This year's survey has highlighted a number of important issues:

1. **Earnings not keeping pace with the cost of living and/or running a business, reflected also in the continuation of various (demographic and employer-based) inequities.**

This, in turn, contributes to the issues below, including a perception amongst some that the profession is not valued.

2. **One-in-two physiotherapists not satisfied with the overall performance of PNZ.**

This may be a function of the fact that are not aware of what PNZ does and/or have had relatively little direct contact/engagement with the organisation – and openly state this.

However, it might be more complicated than this and relate to the issues outlined above in Point 1, especially given the relatively low result for PNZ's performance in terms of advocacy, given by both those physiotherapists who rate their satisfaction with PNZ's overall performance negatively, as well as those who rate it neutrally.

With this in mind, we believe a key group to focus on are those physiotherapists who rate PNZ's overall performance neutrally. This is on the basis that they might be easier to turn around than the group who rate PNZ's performance negatively. The neutral group are also a much larger group.

However, at this stage, aside from knowing what they value about being a PNZ member and their opinions about PNZ's performance, as well as a high-level demographic description, we know little about this group. We therefore recommend PNZ's consider commissioning a qualitative study to better understand this group, with the emphasis placed on what PNZ would need to improve their level of satisfaction.

Other key issues highlighted by this year's survey include:

1. Stress and burnout and, therefore, wellbeing issues.
2. Workforce issues as a result of retirement intentions and career change aspirations, as well as more physiotherapists moving into part-time roles.
3. The likelihood to recommend a career in physiotherapy.

2.0 Introduction, objectives and method

This report presents the results of the 2021/2022 Member Survey for Physiotherapy New Zealand (PNZ). The survey has **three** key objectives:

1. Measure members' **remuneration** for the YE 31 March 2022.
2. Measure members' reasons for being a member of PNZ and the '**value**' they place on their membership.
3. Measure members' **satisfaction** with PNZ's performance.

A copy of the survey questionnaire can be found in Appendix A.

The survey was completed online, between 3 and 29 August 2022. All members (N=4,512) were invited to participate on a confidential basis and after two reminders, a total sample of n=903 had responded.

This is a response rate of 20% and reflects the rate of response to previous years' surveys. To the extent possible, we have examined the demographic profile of the achieved sample against the PNZ membership profile and have concluded that the sample is reasonably representative. Consequently, the achieved sample has not been weighted. A demographic profile of this sample may be found in Appendix B. Note that this profile is based on those respondents working full-time, part-time or on long-term leave.

The maximum margin of error for any result based on the total achieved sample is +/- 3.3% (at the 95% confidence level). This means that had the survey found 50% of respondents were satisfied with their PNZ membership, we could be 95% sure we would have got the same result had we interviewed all members, give or take 3.3%.

2.1 Report notes

The survey findings are presented in the following sections of this report:

1. **Section 3** – presents the **remuneration** results. These are presented in terms of:
 - a. A comparison between full-time and part-time physiotherapists. Fifty-seven percent (or n=472) of this year's respondents stated that they worked full-time (i.e. 30 hours or more), while 40% (or n=337) worked part-time. The remainder were retired or on long-term leave and have not been included in this analysis.
 - b. A comparison between this year's and previous years' results; specifically, 2018/2019, 2019/2020 and 2020/2021.

2. **Section 4** – presents the results based on members’ reasons for being a member of PNZ. These results are presented in terms of:
 - a. Three sub-samples of respondents based on the ‘value’ they place on PNZ’s membership; namely, those who stated they value their membership (55% or n=458), those who stated they did not value their membership (18% or n=146) and those who gave a neutral response, neither valuing nor not valuing their membership (27% or n=227).
 - b. A comparison between this years and previous years’ results; specifically, 2018/2019, 2019/2020 and 2020/2021.
3. **Section 5** – presents the results based on members’ satisfaction with PNZ’s **performance**. These results are presented in the same way as the results in Section 4.

Additional information is presented as follows:

1. **Section 6** – presents the results for questions on the likelihood of recommending a career in physiotherapy.
2. **Section 7** – presents the results for questions on respondents’ future intentions.
3. **Section 8** – presents the results for questions relating to the ownership of physiotherapy practices.

3.0 Remuneration

The results presented in this section are presented in terms of:

1. A comparison between full-time and part-time physiotherapists' remuneration for the YE 31 March 2022.
2. A comparison of the 2021/2022 results with previous years' results, including a breakdown by gender, ethnicity, experience and employer type.

3.1 Average gross earnings

3.1.1 Employment status, hours worked, main type of work, etc.

By way of background to their gross earnings for YE 31 March 2022, respondents were asked to indicate their current employment status and subject to this, the hours they worked per week and how they were paid. Note that full-time was defined as working 30 hours per week or more.

Table 4 shows that most respondents reported they work full-time (57%), while 40% said they work part-time. These percentages have remained relatively stable over the last 4 years.

Table 4: Employment status

| | Base = | Total 2022 903 % | Total 2021 944 % | Total 2020 640 % | Total 2019 825 % |
|-----------------|--------|------------------------|------------------------|------------------------|------------------------|
| Full-time | | 57 | 59 | 54 | 61 |
| Part-time | | 40 | 38 | 38 | 32 |
| Retired | | 1 | 1 | 1 | 0 |
| Long-term leave | | 3 | 2 | 2 | 3 |
| Other | | 0 | 0 | 5 | 4 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

Respondents working full-time or part-time were asked to indicate the number of hours they typically worked per week. Table 5 shows that an average of 33 hours per week was worked by respondents, with the mode falling in the 31-35 hour band.

The table also shows the average for respondents who work full-time is 40 hours per week, with the mode falling in the 36-40 hour band. In comparison, the average for respondents who work part-time is 22 hours per week for respondents who work part-time, with the mode falling in the 21-25 hour band.

Table 5: Hours worked per week, by full-time/part-time work hours

| | Base = | Total 2022 809* % | Full-time 472 % | Part-time 337 % |
|----------------------|--------|-------------------------|-----------------------|-----------------------|
| 1-5 hours per week | | 1 | 0 | 3 |
| 6-10 hours | | 3 | 0 | 6 |
| 11-15 hours | | 4 | 0 | 9 |
| 16-20 hours | | 8 | 0 | 19 |
| 21-25 hours | | 11 | 0 | 25 |
| 26-30 hours | | 12 | 2 | 27 |
| 31-35 hours | | 11 | 14 | 7 |
| 36-40 hours | | 23 | 39 | 2 |
| 41-45 hours | | 15 | 25 | 1 |
| 46-50 hours | | 6 | 10 | 1 |
| 51 hours+ | | 4 | 7 | 0 |
| Don't know | | 0 | 0 | 0 |
| Total | | 100 | 100 | 100 |
| Average hours | | 33 | 40 | 22 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

Table 6 shows that the area of physiotherapy that most respondents stated they worked in was musculoskeletal (39%). This was significantly more likely to be the case with respondents who work full-time (39%) compared with those who work part-time (34%). Physiotherapists who work part-time, were relatively more likely to state they worked in one of a range of specialist areas (e.g. older adults, paediatrics).

Table 6: Main type of work, by full-time/part-time work hours

| | Base = | Total 2022 809* % | Full-time 472 % | Part-time 337 % |
|---|--------|-------------------------|-----------------------|-----------------------|
| Manual Therapy/Musculoskeletal | | 39 | 42 | 34 |
| Private Practice Outpatients | | 12 | 13 | 10 |
| Hand Therapy | | 6 | 5 | 7 |
| Older Adults | | 5 | 3 | 9 |
| Paediatric | | 5 | 3 | 7 |
| Sports and Exercise | | 5 | 6 | 3 |
| Management | | 4 | 5 | 2 |
| Neurology | | 4 | 3 | 5 |
| Academic | | 3 | 3 | 1 |
| Pelvic, Women's and Men's Health | | 3 | 1 | 5 |
| Occupational Health | | 2 | 2 | 2 |
| Pain | | 2 | 2 | 2 |
| Cardio-Respiratory | | 1 | 2 | 1 |
| Hospital rotation | | 1 | 1 | 1 |
| Oncology, Palliative Care and Lymphoedema | | 1 | 0 | 2 |
| Acupuncture | | 0 | 0 | 1 |
| Mental Health | | 0 | 0 | 0 |
| Other | | 8 | 7 | 9 |
| Total | | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

Respondents were also asked to indicate whether they had volunteered for PNZ in the last 12 months and if they had, to provide an estimate of the hours in the last year.

Table 7 shows that one-in-every four had volunteered (24%) and this was the same for those who work full-time and part-time.

Table 7: Hours volunteered for PNZ in the last 12 months, by full-time/part-time work hours

| | Base = | Total 2022 809* % | Full-time 472 % | Part-time 337 % |
|------------|--------|-------------------------|-----------------------|-----------------------|
| No hours | | 76 | 75 | 77 |
| 1-30 hours | | 18 | 17 | 19 |
| 31 hours+ | | 6 | 8 | 4 |
| Total | | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

Respondents were also asked the basis on which they were paid. That is, whether they were paid a salary, an hourly rate, etc.

Table 8 overleaf shows that most respondents reported they were paid a salary (51%), compared with an amount per patient (21%), or an hourly rate (20%). Respondents working full-time were more likely to state they were paid a salary (60%) compared with those working part-time, who were more likely to state they were paid an hourly rate (32%) or a per patient rate (27%).

Table 8: How respondents are paid, by full-time/part-time work hours

| | Base = | Total 2022 809* % | Full-time 472 % | Part-time 337 % |
|---------------------------|--------|-------------------------|-----------------------|-----------------------|
| A salary | | 51 | 60 | 34 |
| An hourly rate | | 20 | 13 | 32 |
| A base rate/retainer | | 1 | 3 | 2 |
| A \$ amount per patient | | 21 | 17 | 27 |
| Share of business revenue | | 13 | 15 | 12 |
| A dividend | | 4 | 5 | 2 |
| Other | | 5 | 4 | 6 |
| Total | | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

3.1.2 Average gross earnings

Table 9 shows the average gross earnings for all respondents in the YE 31 March 2022 was \$70,185, with the mode sitting in the \$70,001-\$80,000 band. This is based on the average working week of 33 hours (refer to Section 3.1.1).

The table also shows the average for respondents who work full-time was \$83,210 (with a mode falling in the \$80,001-\$90,000 band) and the average for respondents who work part-time was \$51,463 (with a mode falling in the \$40,001-\$50,000 band).

Table 9: Gross earnings YE 31 March 2022, by full-time/part-time work hours

| | Base = | Total 2022 809* % | Full-time 472 % | Part-time 337 % |
|---------------------|--------|-------------------------|-----------------------|-----------------------|
| Up to \$10,000 | | 2 | 0 | 4 |
| \$10,001-\$20,000 | | 2 | 0 | 4 |
| \$20,001-\$30,000 | | 4 | 0 | 9 |
| \$30,001-\$40,000 | | 6 | 0 | 15 |
| \$40,001-\$50,000 | | 9 | 2 | 19 |
| \$50,001-\$60,000 | | 11 | 11 | 11 |
| \$60,001-\$70,000 | | 13 | 16 | 9 |
| \$70,001-\$80,000 | | 14 | 19 | 7 |
| \$80,001-\$90,000 | | 14 | 19 | 6 |
| \$90,001-\$100,000 | | 7 | 9 | 4 |
| \$100,001-\$110,000 | | 5 | 7 | 1 |
| \$110,001 or higher | | 8 | 11 | 3 |
| Prefer not to say | | 6 | 5 | 8 |
| Total | | 100 | 100 | 100 |
| Average \$ | | \$70,185 | \$83,210 | \$51,463 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

3.1.3 Year-on-year comparisons

Table 10 compares respondents' gross earnings for YE 31 March 2022 with their gross earnings in previous years. Based on the averages, this shows a modest 0.3% increase compared with YE 31 March 2021. In comparison, increases of around 5% were recorded for the two previous years.

Table 10: Year-on-year gross earning comparisons

| | Base = | Total 2022 809* % | Total 2021 924* % | Total 2020 950* % | Total 2019 1153* % |
|---|--------|-------------------------|-------------------------|-------------------------|--------------------------|
| Up to \$10,000 | | 2 | 1 | 1 | 1 |
| \$10,001-\$20,000 | | 2 | 3 | 3 | 3 |
| \$20,001-\$30,000 | | 4 | 4 | 5 | 7 |
| \$30,001-\$40,000 | | 6 | 6 | 7 | 7 |
| \$40,001-\$50,000 | | 9 | 9 | 10 | 11 |
| \$50,001-\$60,000 | | 11 | 13 | 12 | 14 |
| \$60,001-\$70,000 | | 13 | 13 | 14 | 17 |
| \$70,001-\$80,000 | | 14 | 14 | 15 | 15 |
| \$80,001-\$90,000 | | 14 | 13 | 9 | 10 |
| \$90,001-\$100,000 | | 7 | 7 | 8 | 5 |
| \$100,001-\$110,000 | | 5 | 4 | 4 | 3 |
| \$110,001 or higher | | 8 | 8 | 7 | 5 |
| Prefer not to say | | 6 | 4 | 3 | 2 |
| Total | | 100 | 100 | 100 | 100 |
| Average | | \$70,185 | \$69,983 | \$66,133 | \$63,258 |
| Percentage increase year-on-year | | 0.3% | 5.8% | 4.5% | |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

Respondents were asked to indicate whether their gross earnings for YE 31 March 2022 represented an increase or decrease in comparison with their earnings in the previous year. Table 11 shows that roughly one-third reported their earnings represented an increase (29%), a decrease (31%) or that their earnings had basically stayed at the same level as the previous year (33%).

Respondents who work full-time were more likely than those who work part-time to state their earnings had increase (33% and 23% respectively). In comparison, respondents who work part-time were more likely to state that their earnings had stayed the same or decreased.

Table 11: Gross earnings 31 March 2022 compared with previous year, by full-time/part-time work hours

| | Base = | Total 2022 809* % | Full-time 472 % | Part-time 337 % |
|---------------------------------------|--------|-------------------------|-----------------------|-----------------------|
| An increase | | 29 | 33 | 23 |
| A decrease | | 31 | 29 | 33 |
| Stayed the same | | 33 | 31 | 36 |
| Other (Don't know, prefer not to say) | | 7 | 7 | 8 |
| Total | | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

To help place these changes into perspective, Table 12 overleaf shows the extent to which these changes were reflected in previous years. This shows that in comparison to the situation in previous years, significantly fewer respondents have been reporting an increase in their gross earnings in comparison to the previous year.

For example, the percentage reporting an increase in 2019 and 2020 was 45% and 40% respectively, whereas the percentage reporting an increase in 2021 and this year was 32% and 29% respectively. As a result, the percentage reporting a decrease has almost tripled (from 13% in 2019 to 33% in 2022).

Table 12: Changes in gross earnings between years

| | Base = | Total 2022 809* % | Total 2021 924* % | Total 2020 950* % | Total 2019 1153* % |
|---------------------------------------|--------|-------------------------|-------------------------|-------------------------|--------------------------|
| An increase | | 29 | 32 | 40 | 45 |
| A decrease | | 31 | 28 | 18 | 13 |
| Stayed the same | | 33 | 32 | 34 | 36 |
| Other (Don't know, prefer not to say) | | 7 | 8 | 8 | 6 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

3.2 Differences by gender, ethnicity, experience and employer type

3.2.1 Differences by gender

Table 13 and Table 14 show the gross earnings results for 2019-2022, by gender, for respondents working full-time and part-time.

As has been the case every year, Table 13 shows the average gross earnings for **full-time** male respondents for 2022 was higher than that for full-time female respondents (\$86,840 and \$81,113 respectively). However, while the average for full-time male respondents is higher, note that it is lower than the average recorded in 2021.

Table 13: Gross financial earnings – By full-time physiotherapists and their gender

| | 2019 Female | 2020 Female | 2021 Female | 2022 Female | 2019 Male | 2020 Male | 2021 Male | 2022 Male |
|--------------------------------|----------------|----------------|----------------|----------------|--------------|--------------|--------------|--------------|
| Base = | 505 | 372 | 366 | 283 | 260 | 199 | 194 | 163 |
| Median | \$65,000 | \$75,000 | \$75,000 | \$75,000 | \$75,000 | \$85,000 | \$85,000 | \$85,000 |
| Mean Average | \$69,177 | \$74,833 | \$78,026 | \$81,113 | \$77,745 | \$83,629 | \$89,000 | \$86,840 |
| 20 th Percentile | \$55,000 | \$55,000 | \$65,000 | \$65,000 | \$55,000 | \$65,000 | \$65,000 | \$65,000 |
| 80 th Percentile | \$85,000 | \$95,000 | \$95,000 | \$95,000 | \$105,000 | \$115,000 | \$115,000 | \$105,000 |

* Based on respondents who provided a valid response.

As has also been the case every year, Table 14 overleaf shows the average gross earnings for **part-time** male respondents for 2022 was higher than that for full-time female respondents (\$59,091 and \$50,594 respectively). However, as is the case with the full-time results above, the average for part-time male respondents is lower than the average recorded in 2021.

Table 14: Gross financial earnings – By part-time physiotherapists and their gender

| | 2019 Female | 2020 Female | 2021 Female | 2022 Female | 2019 Male | 2020 Male | 2021 Male | 2022 Male |
|-----------------------------|----------------|----------------|----------------|----------------|--------------|--------------|--------------|--------------|
| Base = | 363 | 325 | 336 | 286 | 22* | 29* | 27* | 22** |
| Median | \$45,000 | \$45,000 | \$45,000 | \$45,000 | \$45,000 | \$55,000 | \$65,000 | \$55,000 |
| Mean Average | \$43,584 | \$46,845 | \$50,514 | \$50,594 | \$50,714 | \$58,448 | \$65,769 | \$59,091 |
| 20 th Percentile | \$25,000 | \$25,000 | \$25,000 | \$35,000 | \$35,000 | \$35,000 | \$45,000 | \$35,000 |
| 80 th Percentile | \$65,000 | \$65,000 | \$75,000 | \$75,000 | \$75,000 | \$85,000 | \$85,000 | \$85,000 |

* Based on respondents who provided a valid response.

3.2.2 Differences by ethnicity

Table 15 - Table 17 overleaf show the gross earnings results for 2019-2022, by ethnicity, for respondents working full-time. Care should be exercised when considering the results for Māori because of the relatively small sample size.

Whilst the average gross earnings for all ethnicities have generally increased year-on-year (with the exception of Asian respondents in 2022), the averages for European respondents have been higher than for Māori which have, in turn, been higher than for Asian respondents (e.g. \$85,240, \$83,438 and \$74,091 respectively for 2022).

Table 15: Gross financial earnings – By full-time physiotherapists who are of European ethnicity

| | 2019 European | 2020 European | 2021 European | 2022 European |
|-----------------------------|------------------|------------------|------------------|------------------|
| Base = | 577 | 422 | 428 | 333 |
| Median | \$75,000 | \$75,000 | \$75,000 | \$85,000 |
| Mean Average | \$72,679 | \$79,490 | \$83,430 | \$85,240 |
| 20 th Percentile | \$55,000 | \$65,000 | \$65,000 | \$65,000 |
| 80 th Percentile | \$95,000 | \$95,000 | \$95,000 | \$105,000 |

* Based on respondents who provided a valid response.

Table 16: Gross financial earnings – By full-time physiotherapists who identify as Māori

| | 2019 Māori | 2020 Māori | 2021 Māori | 2022 Māori |
|-----------------------------|---------------|---------------|---------------|---------------|
| Base = | 50 | 38 | 42 | 32 |
| Median | \$65,000 | \$75,000 | \$75,000 | \$85,000 |
| Mean Average | \$70,918 | \$77,895 | \$79,359 | \$83,438 |
| 20 th Percentile | \$55,000 | \$55,000 | \$55,000 | \$85,000 |
| 80 th Percentile | \$95,000 | \$105,000 | \$95,000 | \$95,000 |

* Based on respondents who provided a valid response.

Table 17: Gross financial earnings – By full-time physiotherapists who identify as Asian

| | 2019 Asian | 2020 Asian | 2021 Asian | 2022 Asian |
|-----------------------------|---------------|---------------|---------------|---------------|
| Base = | 49 | 38 | 36 | 33 |
| Median | \$65,000 | \$65,000 | \$75,000 | \$75,000 |
| Mean Average | \$63,696 | \$68,784 | \$76,290 | \$74,091 |
| 20 th Percentile | \$55,000 | \$55,000 | \$55,000 | \$55,000 |
| 80 th Percentile | \$75,000 | \$95,000 | \$95,000 | \$85,000 |

* Based on respondents who provided a valid response.

3.2.3 Differences by experience

Table 18 and Table 19 overleaf show the gross earnings results for 2021 and 2022, by experience level, for respondents working full-time and part-time. A positive correlation is evident between experience and average earnings, for both respondents working full-time and those working part-time.

Table 18: Gross financial earnings – By full-time physiotherapists and their experience

| | 2021 1-5 years | 2021 6-20 years | 2021 21+ years | 2022 1-5 years | 2022 6-20 years | 2022 21+ years |
|-----------------------------|-------------------|--------------------|-------------------|-------------------|--------------------|-------------------|
| Base = | 99 | 229 | 208 | 74 | 190 | 183 |
| Median | \$65,000 | \$85,000 | \$85,000 | \$65,000 | \$75,000 | \$85,000 |
| Mean Average | \$62,071 | \$82,205 | \$91,346 | \$62,297 | \$80,158 | \$94,836 |
| 20 th Percentile | \$55,000 | \$65,000 | \$65,000 | \$55,000 | \$65,000 | \$75,000 |
| 80 th Percentile | \$75,000 | \$95,000 | \$115,000 | \$65,000 | \$95,000 | \$115,000 |

* Based on respondents who provided a valid response.

Table 19: Gross financial earnings – By part-time physiotherapists and their experience

| | 2021 | 2021 | 2021 | 2022 | 2022 | 2022 |
|-----------------------------|-----------|------------|-----------|-----------|------------|-----------|
| | 1-5 years | 6-20 years | 21+ years | 1-5 years | 6-20 years | 21+ years |
| Base = | 7** | 156 | 184 | 4** | 124 | 183 |
| Median | \$45,000 | \$45,000 | \$45,000 | \$25,000 | \$45,000 | \$55,000 |
| Mean Average | \$43,571 | \$49,423 | \$53,967 | \$35,000 | \$46,290 | \$55,328 |
| 20 th Percentile | \$15,000 | \$25,000 | \$35,000 | \$25,000 | \$25,000 | \$35,000 |
| 80 th Percentile | \$55,000 | \$75,000 | \$75,000 | \$45,000 | \$65,000 | \$75,000 |

* Based on respondents who provided a valid response.

3.2.4 Differences by employer

Table 20 and Table 21 overleaf show the gross earnings results for 2021 and 2022, by employer, for respondents working full-time and part-time. Care should be exercised when considering the results for respondents working for Health NZ, in academia and ‘other’, as well as respondents working part-time because of the relatively small sample sizes.

Focusing on respondents working in private practice and Health NZ, the average gross earnings for 2022 are generally lower compared with 2021, for both respondents working full-time and part-time.

Table 20: Gross financial earnings – By full-time physiotherapists and their employer

| | 2021 | 2021 | 2021 | 2021 | 2022 | 2022 | 2022 | 2022 |
|-----------------------------|------------------|-----------|---------------|------------|------------------|-----------|---------------|------------|
| | Private Practice | Health NZ | 2021 Academic | 2021 Other | Private Practice | Health NZ | 2022 Academic | 2022 Other |
| Base = | 376 | 92 | 19** | 50 | 602 | 151 | 27** | 105 |
| Median | \$75,000 | \$85,000 | \$95,000 | \$95,000 | \$65,000 | \$75,000 | \$85,000 | \$65,000 |
| Mean Average | \$79,867 | \$81,087 | \$102,368 | \$91,000 | \$69,203 | \$69,305 | \$90,926 | \$70,048 |
| 20 th Percentile | \$55,000 | \$75,000 | \$85,000 | \$65,000 | \$45,000 | \$45,000 | \$65,000 | \$35,000 |
| 80 th Percentile | \$95,000 | \$95,000 | \$115,000 | \$105,000 | \$95,000 | \$85,000 | \$115,000 | \$95,000 |

* Based on respondents who provided a valid response.

Table 21: Gross financial earnings – By part-time physiotherapists and their employer

| | 2021 Private Practice Base = | 2021 Health NZ | 2021 Academic 8** | 2021 Other 55 | 2022 Private Practice 207 | 2022 Health NZ 49 | 2022 Academic 8** | 2022 Other 47 |
|-----------------------------|---------------------------------------|----------------------|-------------------------|---------------------|------------------------------------|----------------------------|-------------------------|---------------------|
| Median | \$45,000 | \$45,000 | \$55,000 | \$45,000 | \$45,000 | \$45,000 | \$45,000 | \$55,000 |
| Mean Average | \$51,460 | \$50,932 | \$63,750 | \$51,000 | \$51,280 | \$46,633 | \$56,250 | \$56,489 |
| 20 th Percentile | \$25,000 | \$45,000 | \$55,000 | \$25,000 | \$25,000 | \$35,000 | \$35,000 | \$35,000 |
| 80 th Percentile | \$75,000 | \$55,000 | \$75,000 | \$75,000 | \$75,000 | \$55,000 | \$65,000 | \$75,000 |

* Based on respondents who provided a valid response.

3.3 Differences by MECA status

3.3.1 MECA status

Table 22 shows that 18% of respondents this year reported they are under a ‘multi-employment collective agreement’ (MECA). This is the case for both respondents working full-time (19%) and those working part-time (17%).

The percentage under a MECA has remained unchanged for the last four years. In almost all cases (90%), respondents stated the MECA they were under was a Health New Zealand MECA

Table 22: MECA status

| | Base = | Total 2022 809* % | Total 2021 924* % | Total 2020 950* % | Total 2019 1153* % |
|-------------------------------|--------|-------------------------|-------------------------|-------------------------|--------------------------|
| Under a MECA: | | | | | |
| Yes | | 18 | 18 | 18 | 20 |
| No | | 66 | 63 | 62 | 58 |
| Don't know | | 15 | 18 | 20 | 21 |
| Prefer not to say | | 0 | 0 | 0 | 1 |
| Total | | 100 | 100 | 100 | 100 |
| Which MECA: | | | | | |
| | Base = | 149 | 172 | 170 | 232 |
| Health New Zealand (i.e. DHB) | | 90 | 85 | 91 | 90 |
| NZEI | | 5 | 6 | 4 | 5 |
| Other | | 5 | 9 | 5 | 6 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

3.3.2 Differences in gross earnings by MECA status

Table 23 shows that respondents **not** under a MECA had higher average gross earnings for YE 31 March 2022 compared with those under a MECA (\$87,633 compared with \$78,889). The modes for each fall within the same income band of \$70,001-\$80,000.

Table 23: Gross earning by MECA status, by MECA status

| | Base = Total 2022 809* % | Yes, under a MECA 148 % | No, not under a MECA 534 % | Don't know 123 % |
|---------------------|-----------------------------------|----------------------------------|--|------------------------|
| Up to \$10,000 | 2 | 1 | 2 | 2 |
| \$10,001-\$20,000 | 2 | 0 | 3 | 1 |
| \$20,001-\$30,000 | 4 | 2 | 4 | 4 |
| \$30,001-\$40,000 | 6 | 6 | 7 | 6 |
| \$40,001-\$50,000 | 9 | 12 | 9 | 7 |
| \$50,001-\$60,000 | 11 | 12 | 9 | 20 |
| \$60,001-\$70,000 | 13 | 13 | 12 | 20 |
| \$70,001-\$80,000 | 14 | 17 | 13 | 14 |
| \$80,001-\$90,000 | 14 | 22 | 12 | 13 |
| \$90,001-\$100,000 | 7 | 7 | 7 | 5 |
| \$100,001-\$110,000 | 5 | 5 | 5 | 2 |
| \$110,001 or higher | 8 | 0 | 12 | 1 |
| Prefer not to say | 6 | 4 | 6 | 8 |
| Total | 100 | 100 | 100 | 100 |
| Average \$ | \$70,185 | \$78,889 | \$87,633 | \$71,000 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

Despite their lower average gross earnings, Table 24 shows that respondents currently under a MECA were significantly more likely than those not under a MECA to report that their gross earnings for YE 31 March 2022 had increased in comparison to the previous year (41% and 26% respectively). In comparison, those not under a MECA were significantly more likely to report that their gross earnings had decreased (36% and 7% respectively).

Table 24: Changes in gross earnings, by MECA status

| | Base = | Total 2022 809* % | Yes, under a MECA 148 % | No, not under a MECA 534 % | Don't know 123 % |
|---------------------------------------|--------|-------------------------|----------------------------------|--|------------------------|
| An increase | | 29 | 41 | 26 | 26 |
| A decrease | | 31 | 7 | 36 | 35 |
| Stayed the same | | 33 | 46 | 31 | 25 |
| Other (Don't know, prefer not to say) | | 7 | 6 | 6 | 14 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

4.0 The 'value' placed on membership of PNZ and the reasons for being a member

The results presented in this section are presented in terms of:

1. A comparison between the three sub-samples of respondents based on the value they place on being a member of PNZ (refer to Section 4.1).
2. A comparison of the 2021/2022 results with previous years' results.

4.1 The 'value' placed on being a member of PNZ

Respondents were asked to rate the value of their membership using a 5-point Likert scale (1='strongly disagree' and 5='strongly agree').

Table 25 overleaf shows that, this year, 55% of respondents agreed that they value their PNZ membership (i.e. 'agreed' or 'strongly agreed'), with 15% giving the best possible answer of 'strongly agreed'.

In comparison, 17% disagreed that they value their membership (i.e. 'disagreed' or 'strongly disagreed'), with 5% giving the worst possible answer of 'strongly disagreed'.

A significant percentage of respondents (27%) gave a neutral response, saying they 'neither agreed nor disagreed' that they value their PNZ membership.

This table also shows that there are significant differences by hours worked per week, with part-time respondents more likely to agree that they value being a member of PNZ compared with full-time respondents (62% and 50% respectively).

Table 25: Value placed on being a member of PNZ, by full-time/part-time status

| | Base = | Total 2022 836* % | Full-time 472 % | Part-time 337 % |
|----------------------------|--------|-------------------------|-----------------------|-----------------------|
| Strongly disagree | | 5 | 7 | 3 |
| Disagree | | 12 | 14 | 9 |
| Neither agree nor disagree | | 27 | 28 | 26 |
| Agree | | 39 | 38 | 42 |
| Strongly agree | | 15 | 12 | 20 |
| Don't know | | 1 | 0 | 1 |
| Total | | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

4.1.1 Year-on-year comparisons

Comparing this year's results with those of previous years, the following conclusions can be drawn (Table 26):

1. After peaking in 2020 (i.e. the first year of the COVID pandemic) at 70% agreement, respondents' agreement that they value their PNZ membership has decreased and stabilised at around 55% over the last two years.
2. However, this is a level that is significantly lower than the 63% recorded in 2019 (i.e. pre-COVID).
3. Nevertheless, as fewer respondents have agreed that they value their PNZ membership, the percentage giving a **neutral response has increased**. This is currently 27%.
4. That is, the percentage disagreeing that they value their PNZ membership has **not** increased, but remained relatively stable over the last four years (with the exception of 2020, the first COVID pandemic year).

Table 26: Year-on-year comparison of value placed on being a member of PNZ, by year

| | Base = | Total 2022 831* % | Total 2021 944* % | Total 2020 646* % | Total 2019 825* % |
|----------------------------|--------|-------------------------|-------------------------|-------------------------|-------------------------|
| Strongly disagree | | 5 | 5 | 2 | 4 |
| Disagree | | 12 | 13 | 9 | 10 |
| Neither agree nor disagree | | 27 | 25 | 18 | 21 |
| Agree | | 40 | 42 | 48 | 45 |
| Strongly agree | | 15 | 15 | 22 | 18 |
| Don't know | | 0 | 0 | 1 | 1 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

4.2 Who values and who does not value being a member of PNZ?

As noted in the previous section, part-time respondents more likely to agree that they value being a member of PNZ compared with full-time respondents (62% and 50% respectively). Table 27 overleaf provides a profile of these respondents, as well as those who did not value it and those who valued it neutrally. The key differences between these three groups of respondents are as follows:

1. Respondents who **value** being a member of PNZ (55% of all respondents):
 - a. Have been practising for a relatively longer period of time (57% have been practising for 21 years or more (and, therefore, were more likely to have gained their physiotherapy qualifications pre-2000).
 - b. Have a relatively older age profile (54% are 46 years of age or more).
 - c. Are relatively more likely to be female (86%).
 - d. Are relatively less likely to be working in private practice.
2. Respondents who do **not** value being a member of PNZ (17% of all respondents):
 - a. Have been practising for a relatively shorter period of time (32% have practising for less than 10 years (and, therefore, were more likely to have gained their physiotherapy qualifications post-2000).
 - b. Have a relatively younger age profile (75% are less than 46 years of age).
 - c. Are relatively more likely to be male (40%).
 - d. Are relatively more likely to be studying for post-graduate qualifications (16%).
 - e. Are relatively more likely to be working in private practice.
3. Respondents who **neither** value nor not value being a member of PNZ (27% of all respondents):
 - a. Have been practising for a relatively reasonable period of time (46% have practised for 21 years or more (and, therefore, were more likely to have gained their physiotherapy qualifications pre-2000).
 - b. Have a relatively younger age profile (59% are less than 46 years of age).
 - c. Are relatively more likely to be female (71%).

d. Are relatively more likely to be working in private practice.

Table 27: A profile of those who agree they value their PNZ membership compared with those who do not or are neutral in terms of its value

| | Base = | Total 831* % | Disagree, do not value PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value their PNZ membership 458 % |
|---|--------|--------------------|--|--|---|
| Year completed undergraduate qualification in physiotherapy: | | | | | |
| Pre-1950 | | 0 | 0 | 0 | 0 |
| 1950-59 | | 0 | 0 | 0 | 0 |
| 1960-69 | | 0 | 1 | 0 | 0 |
| 1970-79 | | 4 | 1 | 3 | 6 |
| 1980-89 | | 18 | 8 | 11 | 25 |
| 1990-99 | | 21 | 14 | 22 | 24 |
| 2000-09 | | 30 | 38 | 31 | 27 |
| 2010-19 | | 23 | 37 | 28 | 16 |
| 2020-22 | | 2 | 1 | 4 | 2 |
| Not yet completed | | 0 | 0 | 0 | 0 |
| Total | | 100 | 100 | 100 | 100 |
| Highest qualification in physiotherapy: | | | | | |
| Bachelor | | 32 | 36 | 35 | 29 |
| Diploma in Physiotherapy | | 10 | 3 | 8 | 13 |
| Post-graduate certificate | | 19 | 21 | 18 | 19 |
| Post-graduate diploma | | 17 | 18 | 17 | 17 |
| Masters | | 18 | 20 | 19 | 17 |
| PhD/Doctorate | | 3 | 3 | 2 | 4 |
| Other | | 1 | 0 | 2 | 0 |
| Total | | 100 | 100 | 100 | 100 |
| Country gained undergraduate qualification in: | | | | | |
| New Zealand | | 75 | 79 | 75 | 74 |
| Other | | 25 | 21 | 25 | 26 |
| Total | | 100 | 100 | 100 | 100 |

Continued

Table 27 (Continued): A profile of those who agree they value their PNZ membership compared with those who do not or are neutral in terms of its value

| | Base = | Total 831* % | Disagree, do not value PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value their PNZ membership 458 % |
|---|--------|--------------------|--|--|---|
| Employment status: | | | | | |
| Owner | | 24 | 26 | 24 | 22 |
| Permanent employee | | 50 | 49 | 53 | 48 |
| Self-employed contractor | | 23 | 24 | 19 | 26 |
| Locum | | 2 | 1 | 2 | 2 |
| Undergraduate physiotherapy student | | 0 | 0 | 1 | 0 |
| Other | | 1 | 0 | 1 | 2 |
| Total | | 100 | 100 | 100 | 100 |
| Years' experience: | | | | | |
| 0 – still studying | | 0 | 0 | 0 | 0 |
| Less than 2 years | | 2 | 1 | 4 | 2 |
| 2-5 years | | 8 | 14 | 12 | 4 |
| 6-10 years | | 13 | 17 | 11 | 12 |
| 11-20 years | | 29 | 38 | 31 | 25 |
| 21 years or more | | 48 | 29 | 43 | 57 |
| Total | | 100 | 100 | 100 | 100 |
| Current study: | | | | | |
| Bachelor of Physiotherapy | | 0 | 0 | 0 | 0 |
| Post-graduate qualifications in physiotherapy | | 9 | 16 | 10 | 7 |
| Qualifications in management | | 1 | 1 | 1 | 2 |
| Other | | 7 | 5 | 9 | 6 |
| Not currently studying | | 83 | 79 | 80 | 86 |
| Total | | 100 | 100 | 100 | 100 |

Continued

Table 27 (Continued): A profile of those who agree they value their PNZ membership compared with those who do not or are neutral in terms of its value

| | Base = | Total 831* % | Disagree, do not value PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value their PNZ membership 458 % |
|---|--------|--------------------|--|--|---|
| Geographic location: | | | | | |
| Northland | | 3 | 1 | 4 | 4 |
| Auckland | | 26 | 27 | 30 | 24 |
| Waikato | | 8 | 7 | 7 | 10 |
| Gisborne | | 9 | 15 | 6 | 9 |
| Hawkes Bay | | 0 | 1 | 0 | 0 |
| Taranaki | | 3 | 4 | 1 | 3 |
| Whanganui | | 3 | 5 | 3 | 2 |
| Manawatu | | 2 | 1 | 3 | 2 |
| Wairarapa | | 1 | 0 | 0 | 1 |
| Wellington | | 0 | 0 | 0 | 1 |
| Tasman | | 12 | 14 | 9 | 12 |
| Nelson | | 1 | 1 | 1 | 1 |
| Marlborough | | 2 | 1 | 1 | 3 |
| West Coast | | 1 | 1 | 1 | 1 |
| Canterbury | | 0 | 0 | 1 | 0 |
| Otago | | 16 | 14 | 20 | 15 |
| Southland | | 9 | 8 | 8 | 10 |
| Don't know | | 2 | 1 | 2 | 3 |
| Total | | 100 | 100 | 100 | 100 |
| Location: | | | | | |
| Large town/city – in the inner city/town area | | 43 | 45 | 44 | 42 |
| Large town/city – in a suburban area | | 33 | 34 | 37 | 32 |
| Rural/small town | | 16 | 14 | 14 | 18 |
| In-between these two | | 8 | 8 | 5 | 9 |
| Total | | 100 | 100 | 100 | 100 |
| Practice type: | | | | | |
| A private practice | | 67 | 77 | 71 | 63 |
| Part of Health NZ (i.e. a DHB) | | 18 | 15 | 17 | 20 |
| An academic institution | | 4 | 2 | 4 | 4 |
| Other | | 11 | 6 | 9 | 14 |
| Total | | 100 | 100 | 100 | 100 |

Continued

Table 27 (Continued): A profile of those who agree they value their PNZ membership compared with those who do not or are neutral in terms of its value

| | Base = | Total 831* % | Disagree, do not value PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value their PNZ membership 458 % |
|-----------------------------|--------|--------------------|--|--|---|
| Age: | | | | | |
| Up to 25 | | 3 | 3 | 6 | 2 |
| 26-30 | | 10 | 19 | 14 | 6 |
| 31-35 | | 11 | 14 | 11 | 10 |
| 36-40 | | 13 | 18 | 13 | 12 |
| 41-45 | | 16 | 21 | 15 | 16 |
| 46-50 | | 13 | 10 | 14 | 14 |
| 51-55 | | 11 | 6 | 9 | 13 |
| 56-60 | | 11 | 4 | 9 | 14 |
| 61-65 | | 7 | 4 | 5 | 10 |
| 66-70 | | 2 | 1 | 2 | 2 |
| 71+ | | 1 | 1 | 1 | 1 |
| Total | | 100 | 100 | 100 | 100 |
| Average | | 42 | | | |
| Gender: | | | | | |
| Female | | 75 | 58 | 71 | 82 |
| Male | | 24 | 40 | 28 | 17 |
| Not listed | | 0 | 1 | 0 | 0 |
| Prefer not to say | | 1 | 1 | 1 | 0 |
| Total | | 100 | 100 | 100 | 100 |
| Ethnicity: | | | | | |
| New Zealand European/Pakeha | | 77 | 77 | 76 | 78 |
| Māori | | 6 | 10 | 4 | 6 |
| Pasifika | | 1 | 1 | 2 | 0 |
| Asian | | 5 | 8 | 7 | 4 |
| Other | | 18 | 18 | 18 | 19 |
| Total | | *** | *** | *** | *** |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

** Respondents who work 30 hours or more per week.

*** Multiple response possible.

4.3 Reasons for being a member of PNZ by those who value and those who do not value their PNZ membership

Table 28 overleaf shows that, overall, four specific reasons were rated highly in explanation for being a member of PNZ:

1. Advocacy on behalf of members to key stakeholders and Government agencies (84% rated this important by giving it a 4 or 5 on a 5-point Likert scale).
2. Access to Continuing Professional Development (CPD) (76%).
3. Insurance (at a members' only group rate (75%).
4. Opportunity to join PNZ Special Interest Groups (70%).

The table also shows the relative importance each of the three member 'value' groups place on the reasons for being a member of PNZ. The general conclusions that can be drawn from this are as follows:

1. Respondents who value being a member of PNZ (55% of all respondents):
 - a. With the exception of advertising in the online Find Physio database, 51% or more of these respondents rated all reasons as important.
 - b. Over 80% rated the advocacy, CPD, insurance and special interest groups as important.
2. Respondents who do **not** value being a member of PNZ (17% of all respondents):
 - a. Only two reasons were rated as important by 50% or more of these respondents (viz. insurance and advocacy) and then by only about two-thirds.
3. Respondents who **neither** value nor not value being a member of PNZ (27% of all respondents):
 - a. Advocacy, CPD, insurance and special interest groups were the only reasons rated as important by 50% or more of these respondents. With the exception of advocacy (which was rated important by 78%), the other reasons were rated important by only about two-thirds.

Table 28: Reasons for being a member of PNZ (% reflects importance of reason), by value placed on PNZ membership**

| | Base = | Total 831* % | Disagree, do not value their PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value PNZ membership 458 % |
|--|--------|--------------------|--|--|---|
| Advocacy on behalf of members to key stakeholders and Government agencies | | 84 | 68 | 78 | 92 |
| Access to Continuing Professional Development (CPD) | | 76 | 53 | 69 | 86 |
| Insurance (at a members' only group rate) | | 75 | 63 | 67 | 81 |
| Opportunity to join PNZ Special Interest Groups | | 70 | 45 | 62 | 83 |
| Research & resources on the member website | | 57 | 23 | 47 | 73 |
| Publications (Physio Matters & the NZ Journal of Physiotherapy) | | 53 | 23 | 43 | 69 |
| Marketing to promote the profession & drive people to seek out PNZ members | | 44 | 23 | 37 | 54 |
| Opportunity to join PNZ branches | | 41 | 15 | 30 | 54 |
| Employment support through online resources and expert advice | | 40 | 18 | 33 | 51 |
| Support for Māori with PNZ's Māori partner Tae Ora Tinana | | 39 | 20 | 27 | 51 |
| Advertising in the online Find Physio database | | 17 | 23 | 37 | 23 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

** Percentages reflect the percentage of respondents who rated each reason a 4 or 5 on the 5-point Likert importance scale.

5.0 Opinions about what PNZ does and PNZ's performance

The results presented in this section are presented in terms of a comparison between the three sub-samples of respondents based on the value they place on PNZ's membership (refer to Section 4.1).

A comparison of the 2021/2022 results with previous years' results is not possible because of changes in the questions between years.

5.1 Knowledge and use of PNZ's services

Knowledge

Table 29 overleaf shows that almost two-thirds of all respondents (63%) stated they were knowledgeable of what PNZ does (by rating themselves 4 or 5 on the 5-point Likert rating scale). At the other extreme, 13% admitted that they did not know what PNZ does (by rating themselves 1 or 2). Twenty-three percent of respondents gave a neutral response, neither agreeing nor disagreeing that they know what PNZ does.

The table also shows significant differences by the three member 'value' groups, with 78% of respondents who value being a member of PNZ stating they know what PNZ does compared with 43% of those who do not value being a member. One-third of the latter group (32%) disagreed when they were asked if they know what PNZ does.

Slightly less than one-half of those respondents who gave a neutral response in terms of the value they place on being a member of PNZ (47%) stated they know what PNZ does.

Use

Table 29 also shows that almost two-thirds of all respondents (64%) stated they had used PNZ's services in the last 12 months (by rating themselves 4 or 5 on the 5-point Likert rating scale). Twenty percent stated they had not (by rating themselves 1 or 2) and 16% gave a neutral response.

As above, the table also shows significant differences by the three member 'value' groups. Seventy-nine percent of respondents who value being a member of PNZ stated they had used PNZ's services in the last 12 months compared with 37% of those who do not value being a member. Almost one-half of the latter group (45%) categorically stated they had not.

Exactly one-half of those respondents who gave a neutral response in terms of the value they place on being a member of PNZ (50%) stated they had used PNZ's services in the last 12 months.

Table 29: Reasons for being a member of PNZ (% reflects importance of reason), by value placed on PNZ membership**

| | Base = | Total 831* % | Disagree, do not value their PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value PNZ membership 458 % |
|--|--------|--------------------|--|--|---|
| I feel knowledgeable about what PNZ does: | | | | | |
| Strongly disagree | | 2 | 9 | 2 | 0 |
| Disagree | | 11 | 23 | 16 | 5 |
| Neither agree nor disagree | | 23 | 24 | 35 | 17 |
| Agree | | 52 | 34 | 45 | 62 |
| Strongly agree | | 11 | 9 | 2 | 16 |
| Don't know | | 0 | 1 | 0 | 0 |
| Total | | 100 | 100 | 100 | 100 |
| I have used PNZ services over the last 12 months: | | | | | |
| Strongly disagree | | 5 | 20 | 5 | 1 |
| Disagree | | 15 | 25 | 21 | 8 |
| Neither agree nor disagree | | 16 | 16 | 22 | 12 |
| Agree | | 53 | 34 | 48 | 61 |
| Strongly agree | | 11 | 3 | 2 | 18 |
| Don't know | | 1 | 1 | 1 | 0 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

5.2 Opinions about PNZ's performance

5.2.1 Performance in relation to reasons for membership

Table 30 shows that PNZ was rated most positively in terms of its performance in relation to the provision of Continuing Professional Development (CPD). Seventy-four percent of all respondents rated the organisation's performance with a 4 or 5 on the 5-point Likert scale.

Earlier, this had been identified as one of four reasons that respondents valued as members of PNZ; the other three being advocacy, insurance and the opportunity to join special interest groups.

In terms of PNZ's performance relating to advocacy, we report here on the result for 'PNZ is a leading voice for physiotherapy'. Fifty-seven percent of all respondents rated PNZ's performance positively in terms of this statement, with similar percentages either disagreeing that the statement applied to PNZ (20%) or giving a neutral response, neither agreeing nor disagreeing (22%).

A similar percentage agreed that PNZ provides competitive insurance (58%) and while a small percentage disagreed (6%), 24% gave a neutral response and 13% stated they did not know.

The table also shows significant differences by the three member 'value' groups. In general, respondents who value being a member of PNZ rated PNZ positively on all of the following statements:

- Provides access to useful Continuing Professional Development – 88% compared with 39% for those who do not value being a member of PNZ. Sixty-seven percent of respondents who gave a neutral response in terms of the value they place on being a member of PNZ rated PNZ's performance on CPD positively.
- Is a leading voice for physiotherapy – 79% compared with 9% for those who do not value being a member of PNZ. Note that 65% of the latter group categorically disagreed with this statement. Less than one-half of respondents who gave a neutral response in terms of the value they place on being a member of PNZ rated PNZ's performance on CPD positively (42%).
- Provides access to competitive insurance – 70% compared with 34% for those who do not value being a member of PNZ. Note that 21% of the latter group categorically disagreed with this statement. Sixty-seven percent of respondents who gave a neutral response in terms of the value they place on being a member of PNZ rated PNZ's performance on CPD positively.

Table 30: Opinions about PNZ’s performance relative to the reasons for being a member of PNZ, by value placed on PNZ membership

| | Base = | Total 831* % | Disagree, do not value their PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value PNZ membership 458 % |
|---|--------|--------------------|--|--|---|
| Is a leading voice for physiotherapy: | | | | | |
| Strongly disagree | | 7 | 32 | 4 | 1 |
| Disagree | | 13 | 33 | 20 | 3 |
| Neither agree nor disagree | | 22 | 25 | 32 | 16 |
| Agree | | 39 | 8 | 38 | 48 |
| Strongly agree | | 18 | 1 | 4 | 31 |
| Don’t know | | 1 | 1 | 3 | 1 |
| Total | | 100 | 100 | 100 | 100 |
| Provides access to useful Continuing Professional development: | | | | | |
| Strongly disagree | | 2 | 10 | 1 | 0 |
| Disagree | | 5 | 16 | 5 | 2 |
| Neither agree nor disagree | | 18 | 34 | 24 | 10 |
| Agree | | 52 | 36 | 59 | 54 |
| Strongly agree | | 22 | 3 | 8 | 34 |
| Don’t know | | 1 | 1 | 2 | 0 |
| Total | | 100 | 100 | 100 | 100 |
| Provides access to competitive insurance: | | | | | |
| Strongly disagree | | 1 | 5 | 0 | 0 |
| Disagree | | 5 | 16 | 5 | 1 |
| Neither agree nor disagree | | 24 | 32 | 35 | 16 |
| Agree | | 44 | 29 | 41 | 49 |
| Strongly agree | | 14 | 5 | 6 | 21 |
| Don’t know | | 13 | 13 | 12 | 13 |
| Total | | 100 | 100 | 100 | 100 |

Continued

Table 30 (Continued): Opinions about PNZ’s performance relative to the reasons for being a member of PNZ, by value placed on PNZ membership

| | Base = | Total 831* % | Disagree, do not value their PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value PNZ membership 458 % |
|---|--------|--------------------|--|--|---|
| Helps raise the profile of physiotherapy: | | | | | |
| Strongly disagree | | 7 | 29 | 4 | 1 |
| Disagree | | 15 | 36 | 22 | 4 |
| Neither agree nor disagree | | 28 | 25 | 41 | 23 |
| Agree | | 34 | 7 | 27 | 47 |
| Strongly agree | | 14 | 1 | 2 | 24 |
| Don’t know | | 2 | 1 | 4 | 1 |
| Helps members with businesses[^]: | | | | | |
| Strongly disagree | | 9 | 29 | 11 | 1 |
| Disagree | | 21 | 29 | 31 | 13 |
| Neither agree nor disagree | | 38 | 32 | 49 | 34 |
| Agree | | 25 | 5 | 7 | 43 |
| Strongly agree | | 3 | 5 | 0 | 4 |
| Don’t know | | 4 | 0 | 2 | 6 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

** Percentages reflect the percentage of respondents who rated each reason a 4 or 5 on the 5-point Likert importance scale.

[^] This statement was only asked of business owners (n=194).

5.2.2 Overall satisfaction with PNZ’s current performance

Table 31 shows that not quite one-half of respondents (48%) stated they were satisfied with PNZ’s current performance in general, by rating their satisfaction with a 4 or 5 on the 5-point Likert scale. Eight percent gave the best possible answer (i.e. ‘extremely satisfied’).

In comparison, 22% said they were dis-satisfied (based on a rating of 1 or 2). Seven percent gave the worst possible answer (i.e. ‘not at all satisfied’).

Another 30% stated gave a neutral response, stating they were neither satisfied nor dis-satisfied.

Reflecting the results in previous sections, the table also shows significant differences by the three member ‘value’ groups. Three-quarters of respondents who value being a member of PNZ (75%) stated they were satisfied with the organisation’s performance in general, compared with 4% of those who did not value being a member of PNZ.

Twenty percent of respondents who neither value nor do not value being a member of PNZ expressed satisfaction with PNZ’s performance in general. Twice as many of these respondents (53%) gave a neutral rating for satisfaction as opposed to a negative one (25%).

Table 31: Overall satisfaction with PNZ’s performance, by value placed on PNZ membership

| | Base = | Total 831* % | Disagree, do not value their PNZ membership 146 % | Neither agree nor disagree 227 % | Agree, value PNZ membership 458 % |
|--------------------------|--------|--------------------|--|--|---|
| Not at all satisfied (1) | | 7 | 32 | 4 | 0 |
| 2 | | 15 | 45 | 21 | 2 |
| Neutral (3) | | 30 | 19 | 53 | 21 |
| 4 | | 40 | 4 | 20 | 61 |
| Extremely satisfied (5) | | 8 | 0 | 0 | 14 |
| Don’t know | | 4 | 6 | 2 | 0 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

Table 32 shows that, in general, similar results have been recorded terms of respondents' overall satisfaction with PNZ's performance across the last four years, with the exception of 2020 (i.e. the first year of the COVID pandemic), when satisfaction increased to 55%.

Although this is the case, note that the level of dissatisfaction has been steadily increasing (15% in 2019 and 22% in 2022).

Table 32: Year-on-year comparison of overall satisfaction of PNZ's performance

| | Base = | Total 2022 831* % | Total 2021 944* % | Total 2020 640* % | Total 2019 815* % |
|--------------------------|--------|-------------------------|-------------------------|-------------------------|-------------------------|
| Not at all satisfied (1) | | 7 | 6 | 4 | 4 |
| 2 | | 15 | 11 | 11 | 11 |
| Neutral (3) | | 30 | 31 | 30 | 35 |
| 4 | | 40 | 43 | 47 | 44 |
| Extremely satisfied (5) | | 8 | 8 | 8 | 6 |
| Don't know | | 4 | 1 | 0 | 0 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

6.0 Likelihood to recommend a career in physiotherapy

The results presented in this section are presented in terms of experience; that is:

1. Respondents who have been working in physiotherapy for up to and including 5 years (10% of all respondents).
2. Those who have been working in physiotherapy for between 6-10 years (13% of all respondents).
3. Those who have been working in physiotherapy for between 11-20 years (29% of all respondents).
4. Those who have been working in physiotherapy for 21 years+ (48% of all respondents).

The extent to which respondents were likely to recommend a career in physiotherapy was measured on a 11-point scale, where 0='not at all likely' and 10='extremely likely'. This is the convention when measuring recommendation.

This allows the calculation of a 'Net Promoter Score' (NPS)², based on subtracting respondents who rated their willingness to recommend with a 9 or 10 (called 'Promoters') from those who rated their willingness between 0 and 6 (called "Detractors").

Table 33 overleaf shows that 16% of all respondents can be called Promoters of a career in physiotherapy compared with 47% who can be called Detractors. This results in a NPS of -31.

Note that 36% of all respondents rated their willingness to recommend a career in physiotherapy with a 7 or 8. These respondents are referred to as 'Passives' and depending on their future opinions, could play a key role in rebalancing the NPS in favour of a career in physiotherapy.

The table also shows that, at this point in time, all groups of respondents based on their NPS would not recommend a career in physiotherapy. Furthermore, with an NPS of -46, respondents with the least experience (i.e. up to and including 5 years' experience) are the least likely to recommend a career in physiotherapy.

² Historically, Net Promoter Scores are used in the Fast Moving Consumer Goods sector to measure brand loyalty. In the last 5-10 years, the concept has been applied to other sectors.

Table 33: Likelihood to recommend a career in physiotherapy, by experience

| | Base = | Total 809* % | Up to & including 5 yrs 80 % | 6-10 yrs 96 % | 11-20 yrs 235 % | 21 yrs+ 398 % |
|---------------------------|--------|--------------------|--|---------------------|-----------------------|---------------------|
| Not at all likely (0) | | 3 | 5 | 1 | 4 | 4 |
| 1 | | 2 | 2 | 1 | 3 | 2 |
| 2 | | 5 | 4 | 9 | 3 | 5 |
| 3 | | 5 | 6 | 8 | 3 | 5 |
| 4 | | 6 | 6 | 6 | 7 | 5 |
| 5 | | 14 | 21 | 12 | 11 | 16 |
| 6 | | 12 | 18 | 10 | 15 | 10 |
| 7 | | 21 | 6 | 23 | 23 | 22 |
| 8 | | 15 | 15 | 16 | 17 | 15 |
| 9 | | 5 | 5 | 5 | 5 | 6 |
| Extremely likely (10) | | 11 | 9 | 7 | 9 | 13 |
| Don't know | | 1 | 2 | 0 | 1 | 1 |
| Total | | 100 | 100 | 100 | 100 | 100 |
| Net Promoter Score | | -31 | -46 | -35 | -32 | -28 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

7.0 Future intentions

The results presented in this section are presented in terms of whether respondents work full-time or part-time, and their experience.

7.1 12-month plans

Respondents were asked to think about the immediate future and reflect on what they would be doing with respect to their career in physiotherapy in 12 months' time. Table 34 shows that more or less equal percentages of respondents stated they would be working full-time (46%) or part-time (40%).

Fifteen percent also noted they would be doing or continuing with their studies, while 1% will have purchased or be in the process of purchasing a physiotherapy business.

However, 6% stated they would have changed careers and 4% gone overseas.

The table also shows that 9% of respondents who currently work full-time expect to be working **part-time** in 12 months' time.

Table 34: Future intentions 12 months' time, by full-time/part-time work hours

| | Base = | Total 809* % | Full-time 472 % | Part-time 337 % |
|---|--------|--------------------|-----------------------|-----------------------|
| I will be practising physiotherapy full-time | | 46 | 83 | 3 |
| I will be practising physiotherapy part-time | | 41 | 9 | 89 |
| I will be doing (further) training in physiotherapy | | 15 | 14 | 16 |
| I will have purchased or be in the process of purchasing a physiotherapy practice | | 1 | 2 | 1 |
| I will have changed careers | | 6 | 6 | 6 |
| I will be overseas | | 4 | 6 | 2 |
| Don't know | | 8 | 5 | 5 |
| Total | | ** | ** | ** |

Total may exceed 100% because of multiple responses.

* Respondents who work full-time or part-time.

Table 35 provides a breakdown of respondents' future intentions by their experience. This shows a number of important trends:

1. The likelihood that respondents will be working part-time increases with experience.
2. Perhaps reflecting the fact that the least experienced respondents (i.e. up to and including 5 years' experience) were the least likely to recommend a career in physiotherapy, 10% state they will have changed careers. This is also the case for those with 6-10 years' experience (11%).
3. However, most of the least experienced respondents envisage themselves still working full-time (70%), with 21% continuing their studies (21%).
4. However, many will also have gone overseas (22%).

Table 35: Future intentions 12 months' time, by experience

| | Base = | Total 882* | Up to & including 5 yrs 87 | 6-10 yrs 110 | 11-20 yrs 257 | 21 yrs+ 428 |
|---|-----------|---------------|-------------------------------------|-----------------|------------------|----------------|
| | | % | % | % | % | % |
| I will be practising physiotherapy full-time | 47 | 70 | 54 | 46 | 41 | |
| I will be practising physiotherapy part-time | 41 | 15 | 31 | 44 | 48 | |
| I will be doing (further) training in physiotherapy | 15 | 21 | 24 | 14 | 11 | |
| I will have purchased or be in the process of purchasing a physiotherapy practice | 1 | 2 | 3 | 2 | 0 | |
| I will have changed careers | 6 | 10 | 11 | 8 | 4 | |
| I will be overseas | 4 | 22 | 5 | 3 | 1 | |
| Don't know | 8 | 9 | 6 | 8 | 8 | |
| Total | ** | ** | ** | ** | ** | ** |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

7.2 Reasons for leaving the profession

The small percentage of respondents who stated they would have changed careers (6%) were specifically asked the reasons for this change. Most frequently, their reasons fell into four (often related) categories:

1. Workplace stress, burn out, poor conditions, poor pay, expressed as follows for example:

Too expensive to maintain physio standards, no options in regard to insurance, poor pay, burn out.

Poor working environments and conditions, demanding and unreasonable patients, remuneration caps early, poor positioning of the physiotherapy profession in the health system. Which leads to poor work-life balance to reach just the average income level in NZ.

Overworked and underpaid in job role. Too many PNZ volunteer hours that go unrecognised. Same people always volunteering their time. Few givers and lots of takers.

Cost and time required for compliance to maintain licensing etc is excessive compared to income from small practice. Plan to retire from physiotherapy after 34 years as a result of these obligations.

2. The dominance of ACC and larger organisations, expressed as follows for example:

Stress, poor pay, too much control by ACC and big companies like Habit. Not enough respect from the public, government or other health professionals. Just need a change, lost the love.

3. The 'value' placed on the profession, expressed as follows for example:

Poor salary options in private practice, being constantly undervalued by ACC, despite having high levels of responsibilities and accountability and delivering amazing outcomes. So disappointing to see ACC advertising roles at a much higher rate than I know the business I work in can even dream about competing with and offering 9% kiwi saver. Add to this recent advancement in the public sector and it feels like another kick in the guts. To me it feels like inequity and also anti-competitive behaviours by these govt departments, who then deliver a tone deaf 1.95% advancement to the physiotherapy contract. So disillusioned right now with it all, so frustrated. There is no consultation, no negotiation, no insight or understanding. Hence my decision to walk from the profession and the health field within the next 12 months.

Mainly for financial purposes, I am very experienced but don't wish to own my own practice so I will struggle to keep pace with inflation. I love physio but feel that being good at it only makes me a target to ACC as I often am questioned about why I am billing so much. There is a strong lack of leadership within our board and PNZ to advocate for the profession. I feel if it continues physiotherapy will become undesirable as a profession as you won't be able to afford to stay in NZ cities due to the cost of living in those cities.

4. The desire to seek better/any career progression pathways, expressed as follows for example:

There is no progression for me. Despite having two post graduate degrees, masters in management and acupuncture registration my earning capacity has peaked at \$70,000 qualifying me for the cost of living payment. Disappointing after 35 years. This is largely as all DHB roles are often capped at less than full time if advanced or expert and there is no career pathway beyond basic clinical roles without giving up the clinical. This makes no sense that managers are paid more than expert therapists. I am beyond demoralised. Am desperately seeking other jobs.

There are limited career options that allow me to practice in a way that aligns with what I feel is optimal for patient outcomes. This combined with the relatively poor remuneration for the emotional toll that comes with seeing a large number of patients per day does not feel all too worthwhile in my eyes.

To recover a high level of interest in work and grow/develop further, still applying my clinical knowledge and expertise. Interested in health promotion and early management of pain and injury. To achieve an increase in salary and maintain positive work conditions, plus prepare for if become less fit/healthy and ability to manage very active role.

7.3 Retirement plans

Respondents were also asked to indicate when they intended to retire. Although Table 36 shows that 23% of all respondents did not know when they would retire, 16% indicated they would be retiring in a relatively short timeframe of 5 years and another 10% within a medium timeframe of 6-10 years.

This was particularly the case for respondents who currently work part-time as opposed to those working full-time (who are the relatively more experienced). Over twice as many part-time physiotherapists indicated they would retire in 5 years' time (24%) compared with 10% of those working full-time.

Table 36: Retirement plans, by full-time/part-time work hours

| | Base = | Total 809* % | Full-time 472 % | Part-time 337 % |
|---------------------------|--------|--------------------|-----------------------|-----------------------|
| 1-2 years from now | | 6 | 3 | 9 |
| 3-5 years from now | | 10 | 7 | 15 |
| 6-10 years from now | | 13 | 12 | 16 |
| 11-15 years from now | | 13 | 13 | 15 |
| 16 years or more from now | | 36 | 40 | 29 |
| Don't know | | 23 | 24 | 16 |
| Total | | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

Table 37 overleaf confirms that respondents with greater career experience (i.e. 21+ years' experience) will be retiring in the immediate future.

Table 37: Retirement plans, by experience

| | Base = | Total 882* % | Up to & including 5 yrs 87 % | 6-10 yrs 110 % | 11-20 yrs 257 % | 21 yrs+ 428 % |
|---------------------------|--------|--------------------|--|----------------------|-----------------------|---------------------|
| 1-2 years from now | | 6 | 3 | 1 | 2 | 10 |
| 3-5 years from now | | 10 | 2 | 1 | 2 | 18 |
| 6-10 years from now | | 13 | 3 | 3 | 7 | 22 |
| 11-15 years from now | | 13 | 2 | 4 | 12 | 18 |
| 16 years or more from now | | 36 | 53 | 54 | 57 | 15 |
| Don't know | | 22 | 36 | 38 | 21 | 16 |
| Total | | 100 | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time or part-time.

8.0 Owning a physiotherapy practice

The results presented in this section are based on the 24% of all respondents (n=196) who identified themselves as the **owner** of a physiotherapy practice. Note that most are owners who employ staff (69%) as opposed to sole practitioners (31%).

Overall, two-thirds work full-time (66%), 61% are female and 63% are over 45 years of age.

8.1 About owners' physiotherapy practice

Most owners stated their practice is a standalone practice (76%) compared with part of a medical practice (7%) or multi-disciplinary practice (15%). Two percent stated they were part of a franchise.

Two-thirds of all respondents identified Gensolve (66%) as their current electronic management system. Twenty-four percent stated they used another system and 10% used no electronic system. Respondents who operate as a sole practitioner were more likely to use another system (34%) or use no system whatsoever (18%).

A little over one-half stated they are currently accredited (55%), with most of these respondents being owners who employ staff (i.e. less likely to be sole practitioners). These accredited respondents typically identified the ACC Allied Health Services contract as the contract they are working under (99%) (Table 38).

Table 38: Contracts working under, by employers/sole practitioners

| | Base = | Total 108* % | Owners employing staff 94 % | Sole practitioner 14** % |
|--|--------|--------------------|---|-----------------------------------|
| ACC Allied Health Services | | 99 | 100 | 93 |
| Stay At Work | | 28 | 31 | 7 |
| Training for Independence | | 27 | 31 | 0 |
| Vocational Rehabilitation Services | | 26 | 29 | 7 |
| Pain Management Service | | 22 | 26 | 0 |
| Concussion Service | | 14 | 16 | 0 |
| Social Rehabilitation Needs Assessment | | 1 | 1 | 0 |
| Other | | 11 | 12 | 7 |
| Total | | ** | ** | ** |

Total may exceed 100% because of multiple responses.

* Respondents who are owners and are accredited.

8.2 Charges and fees

Table 39 shows that most respondents (66%) who own a physiotherapy business stated they charged a fix fee for service. This was particularly the case for those owners who employ staff (73% compared with sole practitioners (48%). Sole practitioners were more likely to state they charge an hourly rate (62% and 41% compared with owners who employ staff).

Table 39: Charging methods used by practice, by employers/sole practitioners

| | Base = | Total 195* % | Practice employees staff 60 % | Sole practitioner 135 % |
|---|--------|--------------------|---|----------------------------------|
| A fixed fee for service (i.e. a fee paid regardless of the time spent with the patient) | | 66 | 73 | 48 |
| Hourly rate (or part thereof) | | 47 | 41 | 62 |
| Condition-based charging (i.e. charging a fixed fee to manage a condition, irrespective of the number and length of | | 4 | 4 | 3 |
| Modality based charging (i.e. charging based on the types and number of modalities used during treatment) | | 1 | 1 | 0 |
| Other | | 3 | 3 | 2 |
| Total | | ** | ** | ** |

Total may exceed 100% because of multiple responses.

* Respondents who are owners.

Table 40 shows that the average fee charged by owners for a standard musculoskeletal initial assessment is \$82. This is similar for those respondents who employ staff (\$79) and those who are sole practitioners (\$83), although the result for sole practitioners is because one-in-four (24%) charge between \$111 and \$209.

Table 40: Average fee for standard musculoskeletal Initial Assessment, by employers/sole practitioners

| | Base = | Total 187* % | Practice employees staff 132 % | Sole practitioner 55 % |
|-----------------------------|--------|--------------------|--|---------------------------------|
| Median | | \$86 | \$89 | \$80 |
| Median average | | \$82 | \$83 | \$79 |
| 20 th Percentile | | \$45 | \$50 | \$35 |
| 80 th Percentile | | \$105 | \$103 | \$125 |

Total may not sum to 100% due to rounding.

* Respondents who are owners and gave a valid response.

Table 41 shows the average fee charged by owners for a standard musculoskeletal follow-up is \$65. Again, similar results are recorded by respondents who employ staff (\$66) and those who are sole practitioners (\$63), with the result for sole practitioners largely being a function of the percentage charging over \$79 (42%).

Table 41: Average fee for standard musculoskeletal Follow Up, by employers/sole practitioners

| | Base = | Total 187* % | Practice employees staff 132 % | Sole practitioner 55 % |
|-----------------------------|--------|--------------------|--|---------------------------------|
| Median | | \$70 | \$70 | \$75 |
| Median average | | \$65 | \$66 | \$63 |
| 20 th Percentile | | \$40 | \$43 | \$30 |
| 80 th Percentile | | \$84 | \$82 | \$85 |

Total may not sum to 100% due to rounding.

* Respondents who are owners and gave a valid response.

Appendix A: Survey questionnaire

RESEARCH NEW ZEALAND

Physiotherapy New Zealand – Member + Remuneration Survey 2022

PN: 5293

DATE August 2022

CO-BRANDED WITH PNZ AND RESEARCH NEW ZEALAND LOGOS

WELCOME TO THE PHYSIOTHERAPY NEW ZEALAND MEMBER SURVEY FOR 2022

Why should you complete this survey?

This important survey allows Physiotherapy New Zealand to update members on remuneration across the profession and make decisions about the services that are of most help to members. It also provides PNZ with your direct feedback on how it's performing, with the results shaping where it focuses its work for members.

Participation is **completely voluntary**. However, as a thank you, everyone who completes the survey by 26 August 2022, will automatically go into a prize draw to win payment of their 2023 PNZ membership.

The survey should take **10 – 15 minutes** to complete (excluding any additional comments you make). As you move through the survey, please use the *Save and Continue* buttons - do not use your browser buttons. If you prefer, you can complete the survey in a number of sittings.

Confidentiality

Any information you provide will be **strictly confidential**. Research New Zealand will combine your answers to the survey questions with the answers provided by other members. This means that no individual member will be identifiable in any analysis or reporting. You can read more about our privacy policy [here](#).

If you are having trouble reading this text and would like the text to appear larger in the survey, please tick this button.

A few questions about you

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

Please select one option

- 1Pre-1950
- 21950-59
- 31960-69
- 41970-79
- 51980-89
- 61990-99
- 72000-09
- 82010-19
- 9.....2020-22

96 ...Not yet completed

Q2 **If Q1=1-9 ask, else skip to Q6** What is your **highest level of qualification** in physiotherapy?

Please select one option

- 1Bachelor
- 2Diploma in Physiotherapy
- 3Post-graduate certificate
- 4Post-graduate diploma
- 5Masters
- 6PhD/Doctorate
- 7Other **Specify**

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

Please select one option

- 1Yes, in New Zealand
- 2No

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

Please select one option

- 10 – still studying
- 2less than 2 years
- 32-5 years
- 46-10 years
- 511-20 years
- 621 years or more

Q5 For how many years in total have you been a member of PNZ since graduating?

Please select one option

- 1Less than two years
- 22-5 years
- 36-10 years
- 411-20 years
- 521 years or more

Q6 Are you currently studying towards any of the following?
Please select as many options as apply

- 1Bachelor of Physiotherapy
- 2Post-graduate qualifications in physiotherapy
- 3Qualifications in management

- 96 ...Other **Specify**
- 97 ...Not currently studying

Q7 Please enter your current age in full years here: _____ years.

Q8 What is **your gender**?
Please select one option

- 1Female
- 2Male
- 3Nonbinary (i.e. I do not identify as either male or female, but both, neither, or a combination)
- 96. Not listed

99 ...Prefer not to say

Q9 Which **ethnic groups** do you identify with?
Please select as many options as apply

- 1New Zealand European (or Pakeha)
- 2Māori
- 3Pacific Islands
- 4Asian

96 ...Other **Specify**

Your physiotherapy work

Q10 Which **one** of the following options **best** describes your **current employment situation**?
Please select one option

- 1I am working full-time in physiotherapy (i.e. more than 30 hours per week)
- 2I am working part-time in physiotherapy (i.e. up to 30 hours per week)
- 3I am retired
- 4I am on long-term leave (e.g. parental leave)

96 ...Other **Specify**

Q11 **If Q10=1-2 ask, else skip to Q14** Which one of the following best represents the **total hours per week you usually work** in physiotherapy?

Note: Please include the time spent on paperwork, teaching, management **and** on-call time that is actually worked. If you are unsure about your 'usual' hours, base your answer on your most recent week.

Please select one option

- 11-5 hours per week
- 26-10 hours
- 311-15 hours
- 416-20 hours
- 521-25 hours
- 626-30 hours
- 731-35 hours
- 836-40 hours
- 941-45 hours
- 10 ...46-50 hours
- 11 ...51 hours or more

98 ...Don't know

Q12 In which **one** of the following areas do you **mainly work**? If you have a number of roles, what is your **primary** role?

Please select one option

- 1Academic
- 2Acupuncture
- 3Cardio-Respiratory
- 4Pelvic, Women's and Men's Health
- 5Hand therapy
- 6Management
- 7Manual therapy/Musculoskeletal
- 8Mental health
- 9Neurology
- 10 ...Occupational health
- 11 ...Older adults
- 12 ...Paediatric
- 13 ...Private Practice outpatients
- 14 ...Sports & Exercise
- 15 ...Hospital rotation
- 16 ...Pain
- 17 ...Oncology, Palliative Care and Lymphoedema
- 96 ...Other **Specify**

Q13 And how likely is it that you would **recommend a career** in physiotherapy?
Please select one option

- 0.....Not at all likely
- 1.....
- 2.....
- 3.....
- 4.....
- 5.....
- 6.....
- 7.....
- 8.....
- 9.....
- 10...Extremely likely

- 98...Don't know

Where you work

If Q10=3 skip to Q36

If Q10=96 skip to Q42

Q14 Which **one** of the following best describes you?

Please select one option

- 1Owner
- 2Permanent employee
- 3Self-employed/contractor
- 4Fixed-term contractor
- 5Locum
- 6Undergraduate physiotherapy student
- 96 ...Other **Specify**

If Q14=6 skip to Q36

Q15 In which **DHB [remove] region** is the practice/organisation you currently (**mainly**) work in located?

If Q10=4 use this wording: Before you went on leave, in which DHB [remove] region was your place of work in?

Please select one option

- 1Northland
- 2Auckland
- 3Waikato
- 4Bay of Plenty
- 5Gisborne
- 6Hawkes Bay
- 7Taranaki
- 8Manawatu
- 9Whanganui
- 10 ...Wairarapa
- 11 ...Wellington
- 12 ...Tasman
- 13 ...Nelson
- 14 ...Marlborough
- 15 ...West Coast
- 16 ...Canterbury
- 17 ...Otago
- 18 ...Southland
- 98 ...Don't know

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

If Q10=4 use this wording: And was the practice/organisation you were working in located in a large town/city or in a rural/small town?

Please select one option

- 1Large town/city – in the inner city/town area
- 2Large town/city – in a suburban area
- 3Rural/small town
- 4In-between these two

Q17 In which type of organisation do you primarily work as a physiotherapist?

Please select one option

1A private practice

2Part of Health NZ (i.e. a DHB until the recent health and disability system changes)

3An academic institution (i.e. university)

96 ...Other **Specify**

If Q10=4 skip to Q36

Being an owner

Q18 **If Q14=1 ask, else skip to Q26** Is your practice/organisation...?

Please select one option

- 1Part of a large medical practice
- 2Part of a multi-disciplinary practice
- 3A stand alone practice
- 4None of the above

Q19 Are you...?

Please select one option

- 1A sole practitioner
- 2 Or do you have employees, including contractors

Q20 And is your practice/organisation...?

Please select as many options as apply

- 1Part of a franchise
- 2Currently accredited
- 3Neither of the above

Q21 **If Q20=2 ask, else skip to Q22** Under what type of contract are you currently working?

Please select as many options as apply

- 1ACC Allied Health Services
- 2Vocational Rehabilitation Services
- 3Pain Management Service
- 4Stay At Work
- 5Concussion Service
- 6Training for Independence
- 7Social Rehabilitation Needs Assessment
- 96 ...Other **Specify**
- 98 ...Don't know

Q22 Which electronic practice management system is used by your practice/organisation?

Please select one option

- 1Houston
- 2Gensolve
- 3Medtech
- 4A system supplied by the hospital or Health NZ (i.e. DHB)
- 96 ...Other **Specify**
- 97 We do **not** use an electronic practice management system

Q23 Which of these ways are physiotherapy services charged for by your practice/organisation?

Please select as many options as apply

- 1Hourly rate (or part thereof)
- 2A fixed fee for service (i.e. a fee paid regardless of the time spent with the patient)
- 3Modality based charging (i.e. charging based on the types and number of modalities used during treatment)
- 4Condition-based charging (i.e. charging a fixed fee to manage a condition, irrespective of the number and length of treatments given)
- 96 ...Other **Specify**
- 98 ...Don't know

Q24 What is the average fee charged for a standard musculoskeletal Initial Assessment? Please include ACC payments in this.
Please write in the fee here (for example, as follows: \$40.00): _____

Q25 What is the average fee charged for a standard musculoskeletal Follow Up? Please include ACC payments in this.
Please write in the fee here (for example, as follows: \$30.00): _____

Being an employee or contractor

Q26 **If Q14=2-5 ask, else skip to Q28** Is the practice/organisation you currently work in...?

Please select one option

- 1 Part of a large medical practice
- 2 Part of a multi-disciplinary practice
- 3 A stand alone practice
- 4 None of the above

Q27 And is it ...?

Please select as many options as apply

- 1 Part of a franchise
- 2 Currently accredited
- 3Neither of the above

Your remuneration

Please remember that the answers you provide to the questions in this section will be treated in **strictest confidence**. They will be combined together with the answers of other members and in accordance with our obligations under our Code of Practice, you will not be identifiable in any analysis or reporting.

This section includes questions about your remuneration for the most recent tax year; that is the year ending **31 March 2022**.

Q28 Thinking about the tax year ending 31 March 2022, were you under a MECA (i.e. a multi-employment collective agreement)?

Please select one option

- 1Yes
- 2No
- 98 ...Don't know
- 99 ...Prefer not to say

Q29 **If Q28=1 ask, else skip to Q30** Which MECA were you under?

Please select one option

- 1Health NZ (i.e. DHB)
- 2NZEI
- 96 ...Other **Specify**

Q30 On which of the following were your gross earnings for this tax year determined?

Please select as many as apply

- 1A salary
- 2An hourly rate
- 3A base rate/retainer
- 4A \$ amount per patient
- 5Share of business revenue
- 6A dividend
- 96 ...Other **Specify**

Q31 What were your gross earnings, as defined by Inland Revenue, for this tax year?

Please select one option in New Zealand dollars

- 1Up to and including \$10,000
- 2\$10,001 to \$20,000
- 3\$20,001 to \$30,000
- 4\$30,001 to \$40,000
- 5\$40,001 to \$50,000
- 6\$50,001 to \$60,000
- 7\$60,001 to \$70,000
- 8\$70,001 to \$80,000
- 9\$80,001 to \$90,000
- 10 ...\$90,001 to \$100,000
- 11 ...\$100,001 to \$110,000
- 11 ...\$110,001 to \$120,000
- 12 ...\$120,001 to \$130,000
- 13 ...\$130,001 to \$140,000
- 14 ...\$140,001 or higher
- 99 ...Prefer not to say

Q32 Did your gross earnings for this tax year (i.e. year ending **31 March 2022**) represent an increase or decrease on your earnings compared to the previous tax year (i.e. 2020/21), or have your earnings for both years stayed about the same?

Please select one option

- 1An increase
- 2A decrease
- 3Stayed the same
- 98 ...Don't know
- 99 ...Prefer not to say

Q33 **If Q30=3 ask, else skip to Q35** What was the base rate you earned this tax year?

Please write in the rate here (as follows: \$xxx): _____

Q34 And was this base rate calculated ...?

Please select one option

- 1Per hour
- 2Per day
- 3Per week
- 3Per month
- 4Per quarter
- 5Per 6 months
- 6Per annum
- 96 ...Other **Specify**
- 98 ...Don't know

Q35 Which of the following flexible work arrangements are available to you in your primary workplace as a physiotherapist?

Please select as many as apply

- 1Flexible working location (i.e. working from home)
- 2Flexible working hours, throughout each day
- 3Flexible working days, throughout each week
- 96 ...Other **Specify**
- 97 ...No flexible working arrangements
- 98 ...Don't know

Being a member of Physiotherapy New Zealand

Q36 How much do you agree or disagree that you value being a PNZ member?

Please select one option

- 1Strongly disagree
- 2Disagree
- 3Neither agree nor disagree
- 4Agree
- 5Strongly agree
- 98 ...Don't know

Q37 Thinking about your reasons for being a member of PNZ? **How important** are each of the following?

Please select one option for each statement

| | Not a reason at all | | Neutral | | A very important reason | Don't know |
|---|---------------------|---|---------|---|-------------------------|------------|
| a. Advocacy on behalf of members to key stakeholders and Government agencies | 1 | 2 | 3 | 4 | 5 | 98 |
| b. Insurance at a members only group rate | 1 | 2 | 3 | 4 | 5 | 98 |
| c. Opportunity to join PNZ Special Interest Groups | 1 | 2 | 3 | 4 | 5 | 98 |
| d. Opportunity to join PNZ Branches | 1 | 2 | 3 | 4 | 5 | 98 |
| e. Access to Continuing Professional Development (CPD) | 1 | 2 | 3 | 4 | 5 | 98 |
| f. Advertising in the online Find a Physio database | 1 | 2 | 3 | 4 | 5 | 98 |
| g. Marketing to promote the profession and drive people to seek out PNZ members | 1 | 2 | 3 | 4 | 5 | 98 |
| h. Research and resources on the member website | 1 | 2 | 3 | 4 | 5 | 98 |
| i. Publications – Physio Matters and the New Zealand Journal of Physiotherapy | 1 | 2 | 3 | 4 | 5 | 98 |
| j. Support for Māori with PNZ's Māori partner Tae Ora Tinana | 1 | 2 | 3 | 4 | 5 | 98 |
| k. Employment support through online resources and expert advice | 1 | 2 | 3 | 4 | 5 | 98 |

Your opinions about Physiotherapy New Zealand's current performance

Q38 Now thinking about PNZ's performance. Please indicate your level of agreement with the following statements about PNZ?

Please select one option for each statement

| | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree | Don't know |
|--|-------------------|----------|----------------------------|-------|----------------|------------|
| a. PNZ provides access to competitive insurance | 1 | 2 | 3 | 4 | 5 | 98 |
| b. PNZ provides access to useful Continuing Professional Development | 1 | 2 | 3 | 4 | 5 | 98 |
| c. PNZ is a leading voice for physiotherapy | 1 | 2 | 3 | 4 | 5 | 98 |
| d. PNZ helps raise the profile of physiotherapy | 1 | 2 | 3 | 4 | 5 | 98 |
| e. If Q14=1 ask: PNZ helps members with businesses | 1 | 2 | 3 | 4 | 5 | 98 |

Q39 In summary, how satisfied would you say you are with PNZ's **current** performance?

Please select one option

- 1 Not at all satisfied
- 2
- 3.....Neutral
- 4
- 5.....Extremely satisfied
- 98 Don't know

Q40 How much do you agree or disagree with each of the following statements?

Please select one option for each statement

| | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree | Don't know |
|--|-------------------|----------|----------------------------|-------|----------------|------------|
| I feel knowledgeable about what PNZ does | 1 | 2 | 3 | 4 | 5 | 98 |
| I've used PNZ services over the last 12 months | 1 | 2 | 3 | 4 | 5 | 98 |

Q41 Cultural safety involves acknowledgement of your own culture as different from those of your patients and their whānau, so as not to impose your own cultural beliefs and practices onto them. In Aotearoa cultural safety is of particular importance in the attainment of equitable health outcomes for Māori.

How much do you agree or disagree that you feel competent working in a way that is culturally safe for Māori?

Please select one option

- 1Strongly Disagree
- 2Disagree
- 3Neither Agree nor Disagree
- 4Agree
- 5Strongly Agree

- 96 ...Don't know

Q42 How many hours have you volunteered to PNZ over the last 12 months? Please provide your best estimate of the total hours volunteered to PNZ including on Branch, Special Interest Group, and other committees.

Please write the number of hours below

Your future intentions

If Q10=3 skip to Q46

Q43. Thinking ahead to the next 12 months. Which of the following are very likely or could probably apply to you?

Please select as many options as apply

- 1I will be practising physiotherapy full-time
- 2I will be practising physiotherapy part-time
- 3I'll be doing (further) training in physiotherapy
- 4I'll have purchased or be in the process of purchasing a physiotherapy practice
- 5I'll have changed careers
- 6I'll be overseas
- 98 ...Don't know

Q44. **If Q43=5 ask, else skip to Q45** For what particular reasons will you have changed careers?

- 1Comment
- 98 ...No comment

Q45. About when do you intend to retire?

Please select one option

- 11-2 years from now
- 23-5 years from now
- 36-10 years from now
- 411-15 years from now
- 516 years or more from now
- 98 ...Don't know

Final Comments

Q46. If you would like to provide any other feedback to PNZ, particularly in terms of their work for members, please do so here.

1Comment

98 ...No comment

Thank you for completing this survey.

Please remember this survey is completely confidential and the results will only be provided to PNZ on an aggregated summary basis.

You may now close this browser window.

Appendix B: A demographic profile of the achieved sample for the 2021/2022 survey

Table 42: Respondent profile

| | Base = | Total 903* % | Full-time 472** % | Part-time 337 % | Other 94 % |
|---|--------|--------------------|-------------------------|-----------------------|------------------|
| Year completed undergraduate qualification in physiotherapy: | | | | | |
| Pre-1950 | | 0 | 0 | 0 | 0 |
| 1950-59 | | 0 | 0 | 0 | 0 |
| 1960-69 | | 0 | 0 | 0 | 2 |
| 1970-79 | | 4 | 2 | 6 | 5 |
| 1980-89 | | 18 | 16 | 22 | 13 |
| 1990-99 | | 21 | 16 | 31 | 15 |
| 2000-09 | | 30 | 31 | 32 | 22 |
| 2010-19 | | 22 | 31 | 9 | 26 |
| 2020-22 | | 2 | 4 | 0 | 1 |
| Not yet completed | | 2 | 0 | 0 | 16 |
| Total | | 100 | 100 | 100 | 100 |
| Highest qualification in physiotherapy: | | | | | |
| Bachelor | | 32 | 35 | 26 | 37 |
| Diploma in Physiotherapy | | 9 | 6 | 15 | 5 |
| Post-graduate certificate | | 18 | 17 | 22 | 11 |
| Post-graduate diploma | | 18 | 18 | 17 | 16 |
| Masters | | 18 | 19 | 17 | 16 |
| PhD/Doctorate | | 4 | 4 | 3 | 9 |
| Other | | 1 | 1 | 0 | 5 |
| Total | | 100 | 100 | 100 | 100 |
| Country gained undergraduate qualification in: | | | | | |
| New Zealand | | 75 | 76 | 72 | 75 |
| Other | | 25 | 24 | 28 | 25 |
| Total | | 100 | 100 | 100 | 100 |

Continued

Table 44 (Continued): Respondent profile

| | Base = | Total 903* % | Full-time 472** % | Part-time 337 % | Other 94 % |
|---|--------|--------------------|-------------------------|-----------------------|------------------|
| Employment status: | | | | | |
| Owner | | 24 | 27 | 20 | 5 |
| Permanent employee | | 49 | 56 | 39 | 71 |
| Self-employed contractor | | 23 | 13 | 39 | 14 |
| Locum | | 2 | 3 | 2 | 0 |
| Undergraduate physiotherapy student | | 0 | 0 | 0 | 0 |
| Other | | 1 | 1 | 1 | 10 |
| Total | | 100 | 100 | 100 | 100 |
| Years' experience: | | | | | |
| 0 – still studying | | 0 | 0 | 0 | 0 |
| Less than 2 years | | 2 | 4 | 0 | 7 |
| 2-5 years | | 8 | 12 | 1 | 8 |
| 6-10 years | | 12 | 15 | 7 | 18 |
| 11-20 years | | 29 | 27 | 31 | 28 |
| 21 years or more | | 49 | 41 | 60 | 46 |
| Total | | | | | |
| Current study: | | | | | |
| Bachelor of Physiotherapy | | 2 | 0 | 1 | 15 |
| Post-graduate qualifications in physiotherapy | | 9 | 11 | 6 | 3 |
| Qualifications in management | | 1 | 1 | 1 | 0 |
| Other | | 7 | 6 | 8 | 12 |
| Not currently studying | | 82 | 82 | 85 | 71 |
| Total | | | | | |

Continued

Table 44 (Continued): Respondent profile

| | Base = | Total 903* % | Full-time 472** % | Part-time 337 % | Other 94 % |
|---|--------|--------------------|-------------------------|-----------------------|------------------|
| Geographic location: | | | | | |
| Northland | | 3 | 3 | 4 | 10 |
| Auckland | | 26 | 28 | 23 | 29 |
| Waikato | | 8 | 9 | 8 | 0 |
| Gisborne | | 9 | 10 | 9 | 0 |
| Hawkes Bay | | 0 | 0 | 1 | 0 |
| Taranaki | | 3 | 3 | 3 | 0 |
| Whanganui | | 3 | 2 | 4 | 5 |
| Manawatu | | 2 | 3 | 1 | 5 |
| Wairarapa | | 1 | 1 | 0 | 0 |
| Wellington | | 0 | 0 | 1 | 0 |
| Tasman | | 11 | 13 | 10 | 5 |
| Nelson | | 1 | 1 | 1 | 5 |
| Marlborough | | 2 | 1 | 3 | 5 |
| West Coast | | 1 | 0 | 1 | 0 |
| Canterbury | | 0 | 1 | 0 | 0 |
| Otago | | 16 | 14 | 19 | 24 |
| Southland | | 9 | 10 | 7 | 10 |
| Don't know | | 0 | 0 | 0 | 0 |
| Total | | 100 | 100 | 100 | 100 |
| Location: | | | | | |
| Large town/city – in the inner city/town area | | 43 | 49 | 36 | 24 |
| Large town/city – in a suburban area | | 33 | 31 | 36 | 52 |
| Rural/small town | | 16 | 13 | 20 | 19 |
| In-between these two | | 8 | 7 | 9 | 5 |
| Total | | 100 | 100 | 100 | 100 |
| Practice type: | | | | | |
| A private practice | | 67 | 68 | 66 | 71 |
| Part of Health NZ (i.e. a DHB) | | 18 | 19 | 16 | 29 |
| An academic institution | | 4 | 4 | 3 | 0 |
| Other | | 11 | 9 | 15 | 0 |
| Total | | 100 | 100 | 100 | 100 |

Continued

Table 44 (Continued): Respondent profile

| | Base = | Total 903* % | Full-time 472** % | Part-time 337 % | Other 94 % |
|-----------------------------|--------|--------------------|-------------------------|-----------------------|------------------|
| Age: | | | | | |
| Up to 25 | | 4 | 6 | 0 | 11 |
| 26-30 | | 10 | 15 | 2 | 12 |
| 31-35 | | 11 | 14 | 6 | 21 |
| 36-40 | | 13 | 13 | 15 | 10 |
| 41-45 | | 17 | 15 | 19 | 13 |
| 46-50 | | 13 | 10 | 19 | 6 |
| 51-55 | | 11 | 11 | 12 | 10 |
| 56-60 | | 10 | 10 | 12 | 6 |
| 61-65 | | 7 | 6 | 11 | 5 |
| 66-70 | | 2 | 1 | 3 | 2 |
| 71+ | | 1 | 0 | 1 | 4 |
| Total | | 100 | 100 | 100 | 100 |
| Average | | 42 | | | |
| Gender: | | | | | |
| Female | | 75 | 63 | 91 | 82 |
| Male | | 24 | 37 | 8 | 18 |
| Non-binary | | 0 | 0 | 0 | 0 |
| Prefer not to say | | 1 | 0 | 1 | 0 |
| Total | | *** | *** | *** | *** |
| Ethnicity: | | | | | |
| New Zealand European/Pakeha | | 76 | 74 | 82 | 70 |
| Māori | | 6 | 7 | 5 | 10 |
| Pasifika | | 1 | 1 | 1 | 1 |
| Asian | | 5 | 7 | 3 | 6 |
| Other | | 19 | 20 | 17 | 21 |
| Total | | 100 | 100 | 100 | 100 |

Total may not sum to 100% due to rounding.

* Respondents who work full-time, part-time or are on long-term leave.

** Respondents who work 30 hours or more per week.

*** Multiple response possible.