

Table 8426 (2026). What was the average cost per FTE of locum or contingent clinical staff at Te Whatu Ora compared to the average cost per FTE of permanently employed clinical staff in 2024/25, 2023/24, and 2022/23?

Medical Staff Average	2022/23	2023/24	2024/25
Internal Staff	268,804.61	282,966.24	290,075.06
Outsourced Staff	447,437.70	458,031.17	428,305.72
Total Clinical Staff Average	2022/23	2023/24	2024/25
Internal Staff	156,043.28	153,459.10	152,614.90
Outsourced Staff	292,717.37	293,654.42	282,803.27

Notes:

- Internal clinical staff calculations are based on total staff costs and include items such as Pay Equity and Holidays Act Remediation impacts.
- The average cost per FTE of outsourced clinical staff is based on a rate card approach.
- Please note that the respective mix of staffing between internal and outsourced staffing has an impact on the average costs. We have therefore shown the costs for medical staffing, as well as the average for all clinical staff.
- Data extracted 18 March 2026.