Te Marae Ora Workforce Snapshot

As of September

Source: TMO Kopu Tangata database

TE MARAE ORA COOK ISLANDS Ministry of Health

Total TMO Employees

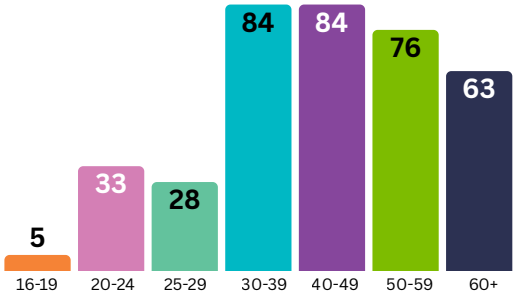
373

Over **300** health professionals covering a **range** of **clinical** and **non-clinical** services are **employed** with **TMO**.



Age of Workforce

The largest age groups are **30-39 and 40 -49 years**, each comprising 84 employees **(22%).** Employees aged **50 year and above** account for **37%** of the workforce, including 63 employees **(17%) aged 60 and above.**



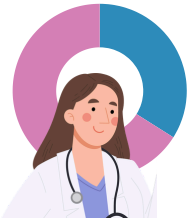


Estimated average age of TMO employees

44yrs

(TMO has a relatively mature workforce)

Workforce Gender Profile



66%

of **women** make up the majority of **TMO workforce**

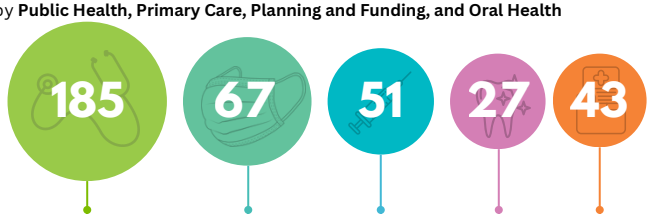


34%

of **men** make up the remaining proportion of **TMO workforce**

Workforce Directorates

Hospital Health Services holds the largest share of TMO employees, followed by **Public Health, Primary Care, Planning and Funding, and Oral Health**



Workforce Category

Non-clinical: Includes administrative support, human resources,finance, ICT, policy, infection prevention and control, receptionists, prep cooks, coordinators, security, maintenance and facilities, healthcare assistant,health information,health intern

30% — 111

Nursing: Includes enrolled nurses, registered nurses, snr registered nurse, charge nurses, NP(12),midwife(6),NP&Midwife(2)

28% — 106

Allied health: Includes dieticians, pharmacy, laboratory, radiology, rehabilitative care, EMT paramedics, biomedical, health protection, health promotion

21% — 79

Dental: Includes dentists, dental technicians, dental therapists, dental paediatric, public health dental specialists, senior dentist, Oral health director

6% — 24

Medical : Includes house officers, senior house officers,registrars

3.4% — 13

Specialists: Include medical officer with specialist skills, paediatrician, gynaecologist, anaesthetist, surgeon,public health

3.7% — 14

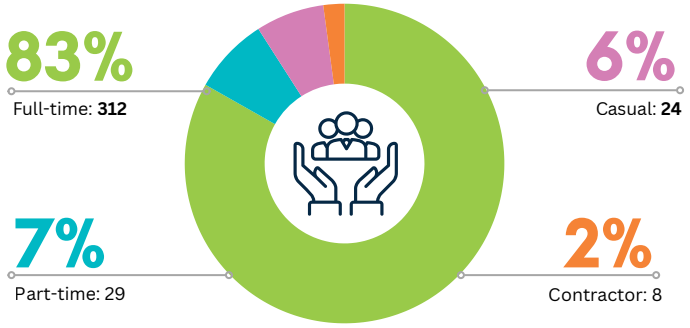
Management: SOH,Directors,Managers,CNO,CMO

6.9% — 26

Workforce Status

The **TMO workforce** is predominantly made up of **full-time staff (83%)**, with the remaining **17%** comprising **part-time**, **casual**, or **contracted** workers.





Workforce Location

78% of **TMO employees** are based on **Rarotonga**, while the remaining **22%** is **distributed** amongst the **Pa Enua**.

