

ADONZ Wage Survey - 2018

This year there were 81 DO respondents (there are currently 228 DOs on the register, with 197 holding APCs), and 19 students (there are 83 students enrolled in a recognised optical dispensing course) who completed the survey for 2018. This year we removed the section for business owners as feedback suggested that the results were not helpful.

Background

The ADONZ Annual Wage and Work survey has been undertaken since 2007. The results are used by many Dispensing Opticians, students, and employers (or prospective employers). Questions asked have remained similar, but have changed slightly over the years with new questions added and some questions removed. This year the survey was made considerably shorter, and we kept the questions related more to wages in an attempt to encourage more DOs and students to complete it.

The surveys were available to all DOs and students that ADONZ had contact details for. Each respondent had to choose a specific link for a survey which was for the part of the country where they worked and the number of years they had been practising as a DO.

Unfortunately a number of respondents chose an incorrect link for the number of years working as a DO which may have affected results. This survey was for DO employees only (NOT business owners), but a respondent reported being an owner.

Results for DOs have previously been collated by region, and respondent numbers have varied considerably each year between centres. Regions and years of experience have been moved to larger groupings this year.

To see wage trends we recommend that this be read in conjunction with results from previous years. Previous years' results are available on the ADONZ website: www.adonz.co.nz/resources Please note that results were not published in 2013 and 2016 due to the disappointing response rate.

IMPORTANT: Use of protected title "Dispensing Optician"

Dispensing Opticians

Most Dispensing Optician respondents to this survey noted that they used the title Dispensing Optician. The ADONZ would encourage all registered DOs to use the protected title "Dispensing Optician" along with any management title so that we can attempt to educate the public in the role of a Dispensing Optician.

Students

ADONZ recommends that all students currently enrolled and completing an optical dispensing course should use one of the following titles in the workplace: **Trainee Dispensing Optician** or **Student Dispensing Optician**. Other titles can be misleading, and you must ensure that the public is not confused as to your status. You must not use a title that infers you have more experience than what you have.

General

We would remind anyone working in the industry that use of the "Dispensing Optician" title is protected and only registered practitioners are allowed to use this. If you are not registered, or if you are studying to become a DO you are not allowed to use this title.

You may not be aware that the term "optical dispenser" should also not be used by persons that are unregistered. Section 7 of the HPCA Act 2003 states: **"A person may only use names, words, titles, initials, abbreviations or descriptions stating or implying that the person is a health practitioner of a particular kind if the person is registered, and is qualified to be registered, as a health practitioner of that kind"**.

The Ministry of Health's view is that the title "optical dispenser" is so similar to the title "Dispensing Optician" that there is a real risk of consumers being misled. The Ministry's approach in enforcing the Act is to first seek compliance. In cases where the persons are unwilling to comply with the Act, the Ministry will seek to prosecute. Prosecutions under Section 7 carry with them a fine of up to \$10,000. Please make sure that you and the people you work with comply with the Act.

SECTION ONE – STUDENT / TRAINEE DOs

Student / Trainee DOs

19 respondents

**The low response rate from students may have affected these results.*

Q1 What title do you use in your work place?

Answer choices	Responses
Student Dispensing Optician	4
Trainee Dispensing Optician	3
Optical Assistant	10
Practice Manager	
Other: Front of house supervisor / Receptionist / Optical Assistant	

Q2 What is your hourly wage rate? (Please choose a rate that is closest to yours ie if your hourly rate is between one of the options listed below, please round UP to the nearest figure)

Answer choices	Responses	Answer choices	Responses
Less than \$15 per hour		\$23 per hour	1
\$15 per hour		\$24 per hour	
\$16 per hour		\$25 per hour	1
\$17 per hour		\$26 per hour	
\$18 per hour	3	\$27 per hour	
\$19 per hour	5	\$28 per hour	
\$20 per hour	5	\$29 per hour	
\$21 per hour	1	\$30 per hour	
\$22 per hour	3		

Q3 What is your yearly wage?

45 000	41 000	45760	28 600	43 000
38 480	45 760	39 520	49 000	37 440
45 000	40 842	50 000	38 025	27 000
41 000	42 000	35 000	43 680	

Q4 What is the average amount of hours that you work each week?

Answer Choices	Responses	Answer Choices	Responses
Less than 10 hours		26 - 30	1
10 - 15		31 - 35	
16 - 20		36 - 40	11
21 - 25		41 - 45	7

Q5 Do you intend to register with the Optometrists & Dispensing Opticians Board (ODOB) and apply for an APC when you graduate?

Answer Choices	Responses	Answer Choices	Responses
Yes	19	No	

Q7 Where do you work?

Answer Choices	Responses	Answer Choices	Responses
Auckland	1	South Island	7
North Island (not including Auckland)	11		

SECTION TWO – DO EMPLOYEES

AUCKLAND

24 respondents

**The low response rate from this region may have affected these results.*

0 – 4 years' experience	3
5 - 8 years' experience	2
9+ years' experience	5

Q1 What title do you use in your work place?

Answer choices	0 – 4 years	5 - 8 years	9+ years
Dispensing Optician	3	2	2
Dispensing Optician / Practice Manager			3
Practice Manager			
Other			

Q2 What is your hourly wage rate? (Please choose a rate that is closest to yours – ie if your hourly rate is between one of the options listed below, please round UP to the nearest figure).

Answer choices	0 - 4 years	5 - 8 years	9+ years
\$17 per hour			
\$18 per hour			
\$19 per hour			
\$20 per hour			
\$21 per hour			
\$22 per hour			
\$23 per hour			
\$24 per hour	3		
\$25 per hour			
\$26 per hour			

\$27 per hour		1	
\$28 per hour			1
\$29 per hour			
\$30 per hour			
\$31 per hour			
\$32 per hour			
\$33 per hour		1	1
\$34 per hour			1
\$35 per hour			
\$36 per hour			1
\$37 per hour			
\$38 per hour			
\$39 per hour			
\$40 per hour			
\$41+ per hour			1

Q3 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years
\$53 000	\$54 000	\$43 680
\$51 000	\$67 600	\$93 000
\$53 000		\$66 300
		\$65 000
		\$75 000

Q4 What is the average amount of hours that you work each week?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Less than 10 hours per week			
10 - 15 hours per week			
16 - 20 hours per week			
21 - 25 hours per week			
26 - 30 hours per week			1
31 - 35 hours per week			1
36 - 40 hours per week	1	1	2
41 - 45 hours per week	2		1
46 - 50 hours per week			
51+ hours per week			

Q5 How many years' experience do you have working as a qualified and registered Dispensing Optician?

0 - 4 years	5 - 8 years	9+ years
2	4	22
1	6	18
3 months		33
		30+
		18

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Q6 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	3	2	5
No			

NORTH ISLAND (not including Auckland)

47 respondents

0 – 4 years' experience 15 (2 of these appear to have completed this survey in error as their years of experience indicate in question 5)

5 - 8 years' experience 7 (4 of these appear to have completed this survey in error as their years of experience indicate in question 5)

9+ years' experience 25 (3 of these appear to have completed this survey in error as their years of experience indicate in question 5)

Q1 What title do you use in your work place?

Answer choices	0 – 4 years	5 - 8 years	9+ years
Dispensing Optician	13	7	19
Dispensing Optician / Practice Manager	2		6
Practice Manager			
Other	Optical Technician		Owner

Q2 What is your hourly wage rate? (Please choose a rate that is closest to yours – ie if your hourly rate is between one of the options listed below, please round UP to the nearest figure).

Answer choices	0 – 4 years	5 - 8 years	9+ years
\$17 per hour			
\$18 per hour	1		
\$19 per hour	1		
\$20 per hour	1		
\$21 per hour	1		
\$22 per hour	3	1	1
\$23 per hour			
\$24 per hour		2	
\$25 per hour		1	2
\$26 per hour	2	2	1
\$27 per hour	1	1	1
\$28 per hour	2		1
\$29 per hour			5
\$30 per hour	3		6
\$31 per hour			1
\$32 per hour			
\$33 per hour			
\$34 per hour			2
\$35 per hour			1
\$36 per hour			
\$37 per hour			2
\$38 per hour			
\$39 per hour			

\$40 per hour			
\$41+ per hour			2

Q3 What is your yearly wage?

0 – 4 years		5 - 8 years	9+ years	
\$55 00	\$51 675	\$49 920	\$62 000	\$48 000
\$56 500	\$45 760	\$33 000	\$58 500	\$65 000
\$45 800	\$55 600	\$25 000	\$62 000	\$33 000
\$58 240	\$48 000	\$50 960	\$50 000	\$65 000
\$45 800	\$41 000	\$55 621	\$58 240	\$71 000
\$25 194		\$52 000	\$96 000	\$31 500
\$47 000		\$55 000	\$78 000	\$60 000
\$58 000			\$52 000	\$70 000
\$62 000			\$22 176	\$46 800
\$37 440			\$52 000	\$62 400
			\$40 000	\$55 000
			\$70 000	\$85 000
			\$63 000	

Q4 What is the average amount of hours that you work each week?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Less than 10 hours per week			
10 - 15 hours per week			
16 - 20 hours per week			
21 - 25 hours per week		1	3
26 - 30 hours per week	1	1	2
31 - 35 hours per week	1		4
36 - 40 hours per week	9	3	8
41 - 45 hours per week	4	2	6
46 - 50 hours per week			1
51+ hours per week			1

Q5 How many years' experience do you have working as a qualified and registered Dispensing Optician?

0 - 4 years		5 - 8 years	9+ years		
1	3	3	22	8	9
2	1	6	14	8	15
0	0	8	37	10	13
12	0	2	10+	20+	14
2	18	2	11	11	17
0		17	27	25	14
0		2	16	3	11
3			13	39	12
2			12		
3					

Q6 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	15	7	25
No			

SOUTH ISLAND

16 respondents

**The very low response rate for this region might have affected results*

0 – 4 years' experience	5
5 - 8 years' experience	0
9+ years' experience	11

Q1 What title do you use in your work place?

Answer choices	0 – 4 years	5 - 8 years	9+ years
Dispensing Optician	4		9
Dispensing Optician / Practice Manager	1		2
Practice Manager			
Other			Dispensing Director
			DO/Director

Q2 What is your hourly wage rate? (Please choose a rate that is closest to yours – ie if your hourly rate is between one of the options listed below, please round UP to the nearest figure).

Answer choices	0 - 4 years	5 - 8 years	9+ years
\$17 per hour			
\$18 per hour			
\$19 per hour			
\$20 per hour			1
\$21 per hour			
\$22 per hour			
\$23 per hour			
\$24 per hour	1		
\$25 per hour	1		1
\$26 per hour			1
\$27 per hour	2		
\$28 per hour			1
\$29 per hour			
\$30 per hour			2
\$31 per hour			2
\$32 per hour			
\$33 per hour	1		
\$34 per hour			
\$35 per hour			2
\$36 per hour			
\$37 per hour			
\$38 per hour			
\$39 per hour			1
\$40 per hour			
\$41+ per hour			

Q3 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years	
\$68 600		\$40 000	\$72 000
\$47 000		\$63 648	
\$52 000		\$72 000	
\$35 000		\$80 000	

\$45 000		\$63 000
		\$42 600
		\$70 000
		\$40 000 - \$45 000
		\$60 000
		No response

Q4 What is the average amount of hours that you work each week?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Less than 10 hours per week			
10 - 15 hours per week			
16 - 20 hours per week			
21 - 25 hours per week	1		
26 - 30 hours per week			1
31 - 35 hours per week	1		1
36 - 40 hours per week	2		7
41 - 45 hours per week	1		2
46 - 50 hours per week			
51+ hours per week			

Q5 How many years' experience do you have working as a qualified and registered Dispensing Optician?

	0 - 4 years	5 - 8 years	9+ years	
3			13	8
2			20	13
2 months			16	
3 years 5 months			10	
3 months			13	
			16	
			20	
			13	
			20	

Q6 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	5		11
No			

PLEASE NOTE: Every care has been taken in the collation of these figures and the survey is as accurate as possible, but compilation errors may have occurred.



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