



## ADONZ Wage Survey 2019

There were 70 employed DO respondents (there are currently 206 holding APCs), and 12 students (there are 88 students enrolled in a recognised optical dispensing course) who completed the 2019 survey. We removed the section for business owners as feedback suggested that the results were not helpful.

The low response rates this year will have affected results.

### 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.

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](http://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

12 respondents

*\*The very 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	2
Trainee Dispensing Optician	2
Optical Assistant	7
Practice Manager	
Other: Store supervisor	1

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)

*Please note: The current minimum wage rate is \$17.70*

Answer choices	Responses	Answer choices	Responses
Less than \$15 per hour		\$23 per hour	2
\$15 per hour		\$24 per hour	1
\$16 per hour		\$25 per hour	
\$17 per hour	1	\$26 per hour	
\$18 per hour		\$27 per hour	
\$19 per hour	2	\$28 per hour	
\$20 per hour	2	\$29 per hour	1
\$21 per hour	1	\$30 per hour	
\$22 per hour	2		

Q3 What is your yearly wage?

44 200	48 880	40 000		
45 000	39 500	39 000		
38 000	40 000	41 600		
28 000	40 000	39 000		

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	
10 - 15		31 - 35	2
16 - 20		36 - 40	4
21 - 25	1	41 - 45	5

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	11	No	1

Q7 Where do you work?

Answer Choices	Responses	Answer Choices	Responses
Auckland	5	South Island	1
North Island (not including Auckland)	6		

## SECTION TWO – DO EMPLOYEES

*All respondents in this section should be employed DOs, and NOT practice owners/employers. If practice owners/employers completed this survey, this may have affected the results.*

### AUCKLAND

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

Q1 In what region of New Zealand are you based? **Auckland – 13 respondents**

Q2 How many years' experience do you have as a registered, practising, Dispensing Optician?

0 - 4 years' experience	3
5 - 8 years' experience	3
9+ years' experience	7

Q3 What title do you use in your work place?

Answer choices	0 – 4 years	5 - 8 years	9+ years
Dispensing Optician	3	3	4
Dispensing Optician / Practice Manager			2
Practice Manager			
Other: Dispensing Optician/Director			1

Q4 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). *Please note: The current minimum wage rate is \$17.70*

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		1	
\$25 per hour	1		
\$26 per hour			
\$27 per hour	1		1
\$28 per hour			
\$29 per hour			
\$30 per hour			
\$31 per hour			
\$32 per hour			1
\$33 per hour			
\$34 per hour	1		
\$35 per hour			
\$36 per hour		1	1
\$37 per hour			
\$38 per hour			
\$39 per hour		1	
\$40 per hour			
\$41+ per hour			4

Q5 What is your yearly wage?

	0 - 4 years	5 - 8 years	9+ years
unsure		\$37 000	\$93 000
\$53 000		\$80 000	\$90 000
\$55 000		\$67 000	\$41 000
			\$79 040
			\$82 000
			\$65 000
			\$100 000

Q6 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		1
36 - 40 hours per week	1	2	3
41 - 45 hours per week	1	1	1
46 - 50 hours per week			1
51+ hours per week			

Q7 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	3	3	7
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	3	3	7
No			

Q9 Does your employer pay for you to attend the ADONZ Annual Conference in order to gain your CPD requirements?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	3	3	7
No			

Q10 If you answered YES to question 9, please indicate what your employer will pay for so you can attend the conference. If you answered NO to question 9 please go to question 11

Answer choices	0 - 4 years	5 - 8 years	9+ years
Conference registration fees			1
Accommodation	1		
Travel			
Food allowance			
All of the above	1	2	5
A one-off payment of a set amount to cover the majority of expenses (please indicate the amount in the "other" box below)	1	1	1
Other	\$1250 pro rated to hours worked		50% of conference registration

Q11 Please indicate how satisfied you are with your current job as a Dispensing Optician

☆ = Not Satisfied / ☆☆☆☆☆ = Very Satisfied

Answer choices	0 - 4 years	5 - 8 years	9+ years
☆	1		
☆☆		2	
☆☆☆			
☆☆☆☆	2	1	1
☆☆☆☆☆			6

---

# NORTH ISLAND (not including Auckland)

## 40 respondents

Q1 In what region of New Zealand are you based? **North Island (not including Auckland)**

Q2 How many years' experience do you have as a registered, practising, Dispensing Optician?

0 - 4 years' experience 12

5 - 8 years' experience 7

9+ years' experience 21

Q3 What title do you use in your work place?

Answer choices	0 – 4 years	5 - 8 years	9+ years
Dispensing Optician	11	3	13
Dispensing Optician / Practice Manager		3	6
Practice Manager			
Other: Dispensing Optician/Optical Assistant	1		
Other: Dispensing Optician/Dispensing Partner		1	
Other: Dispensing Optician/Sales Representative			1
Other: Dispensing Optician/Practice Manager/Retail Director			1

Q4 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). *Please note: The current minimum wage rate is \$17.70*

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

\$40 per hour			
\$41+ per hour			4

Q5 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years	
\$54 080	\$75 000	\$75 000	\$40 000
\$42 000	\$80 000	\$120 000	\$50 000
\$39 000	\$58 000	\$58 240	\$42 120
\$52 000	\$60 000	\$65 000	\$70 000
\$49 900	\$37 440	\$55 900	\$65 000
\$48 000	\$26 000	\$44 000	\$62 000
\$52 000	\$44 000	\$65 000	\$33 880
\$48 000		\$78 000	\$49 140
\$25 000		\$84 000	\$26 000
\$58 240		\$90 000	\$63 000
\$55 120		\$75 000	
\$74 000			

Q6 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		1	2
21 - 25 hours per week	1	1	1
26 - 30 hours per week	1	1	4
31 - 35 hours per week			1
36 - 40 hours per week	7		6
41 - 45 hours per week	3	3	4
46 - 50 hours per week		1	3
51+ hours per week			

Q7 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	11	7	19
No	1		2

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	10	7	18
No			3
Not a current member	2		

Q9 Does your employer pay for you to attend the ADONZ Annual Conference in order to gain your CPD requirements?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	12	7	17
No			4

Q10 If you answered YES to question 9, please indicate what your employer will pay for so you can attend the conference. If you answered NO to question 9 please go to question 11

Answer choices	0 - 4 years	5 - 8 years	9+ years
Conference registration fees		2	1
Accommodation	1		
Travel			1
Food allowance			
All of the above	8	4	11
A one-off payment of a set amount to cover the majority of expenses (please indicate the amount in the "other" box below)	2	1	3
	\$1250	\$1250	\$1200
			Up to \$1200 inc GST per year
Other	Fees/travel/accommodation		All of the above except food allowance
			Conference, accommodation and travel

Q11 Please indicate how satisfied you are with your current job as a Dispensing Optician  
 ☆ = Not Satisfied / ☆☆☆☆☆ = Very Satisfied

Answer choices	0 - 4 years	5 - 8 years	9+ years
☆			2
☆☆	3	2	
☆☆☆	1	2	1
☆☆☆☆	2	2	12
☆☆☆☆☆	6	2	7

---

## SOUTH ISLAND

17 respondents

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

Q1 In what region of New Zealand are you based? **South Island**

Q2 How many years' experience do you have as a registered, practising, Dispensing Optician?

0 - 4 years' experience            5  
 5 - 8 years' experience        2  
 9+ years' experience            10



**Q3 What title do you use in your work place?**

<b>Answer choices</b>	<b>0 – 4 years</b>	<b>5 - 8 years</b>	<b>9+ years</b>
Dispensing Optician	4		9
Dispensing Optician / Practice Manager	1	2	
Practice Manager			
Other: Dispensing Optician/Optical Assistant			
Other: Dispensing Optician/Dispensing Partner			
Other: Dispensing Optician/Dispensing Support			1

**Q4 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). *Please note: The current minimum wage rate is \$17.70***

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

**Q5 What is your yearly wage?**

<b>0 - 4 years</b>	<b>5 - 8 years</b>	<b>9+ years</b>
\$65 000	\$39 540	\$48 000
\$51 000	\$78 200	\$72 000
\$50 000		\$60 000
\$52 000 (tax not included)		\$64 480
\$52 000		\$72 000
		\$40 267
		\$58 240
		\$56 000
		\$40 000 Part time
		\$60 000

Q6 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			2
31 - 35 hours per week	2	1	1
36 - 40 hours per week	2	1	6
41 - 45 hours per week	1		1
46 - 50 hours per week			
51+ hours per week			

Q7 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	5	2	10
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	5	2	10
No			
Not a current member			

Q9 Does your employer pay for you to attend the ADONZ Annual Conference in order to gain your CPD requirements?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	5	1	1
No		1	

Q10 If you answered YES to question 9, please indicate what your employer will pay for so you can attend the conference. If you answered NO to question 9 please go to question 11

Answer choices	0 - 4 years	5 - 8 years	9+ years
Conference registration fees			
Accommodation			
Travel			1
Food allowance			
All of the above	5	1	8
A one-off payment of a set amount to cover the majority of expenses (please indicate the amount in the "other" box below			1
			\$1000
Other	All of above other than food allowance		

Q11 Please indicate how satisfied you are with your current job as a Dispensing Optician

☆ = Not Satisfied / ☆ ☆ ☆ ☆ ☆ = Very Satisfied

Answer choices	0 - 4 years	5 - 8 years	9+ years
☆			1
☆ ☆	1		
☆ ☆ ☆			
☆ ☆ ☆ ☆	2		4
☆ ☆ ☆ ☆ ☆	2	2	4

---

*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.*

**ADONZ**  
**PO Box 134**  
**Morrinsville 3340**

[info@adonz.co.nz](mailto:info@adonz.co.nz)  
[www.adonz.co.nz](http://www.adonz.co.nz)