



ADONZ Wage Survey 2021

The 2021 survey was completed by 63 employed DO respondents (there are currently 200 holding APCs), and 16 students (there are currently 46 students enrolled in a recognised optical dispensing course). The survey is completely anonymous, and low response rate from students 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. In 2019 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 for all employed DOs and enrolled students to complete. Results for DOs have previously been collated by region, and respondent numbers have varied considerably each year between centres. Regions and years of experience are now in larger groupings.

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.

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 thanks all of the DOs and students who took the time to complete this survey - your time is appreciated.

For your information:

The minimum wage rate (before tax) as at 1 April 2021 and applies to employees aged 16 years or over:				
Type of minimum wage	Per hour	8 hour day	40 hour week	80 hour fortnight
Adult	\$20.00	\$160.00	\$800.00	\$1600.00
The new minimum wage of \$21.20 comes into effect 1 April 2022				

SECTION ONE

STUDENT / TRAINEE DISPENSING OPTICIANS

The survey was completely anonymous and all respondents in this section should have been enrolled students. Two respondents indicated that they used the title Dispensing Optician. **This title should not be used by anyone who is not qualified.** The respondents have either completed an incorrect survey or are using the title in error and should stop using it immediately.

Student / Trainee DOs

16 respondents

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

Q1 Where do you work?

Answer Choices	Responses	Answer Choices	Responses
Auckland	3	South Island	5
North Island (not including Auckland)	7		

Q2 What title do you use in your work place?

Answer choices	Responses
Student Dispensing Optician	1
Trainee Dispensing Optician	4
Optical Assistant	6
Practice Manager	1
Other: <ul style="list-style-type: none"> - Optical Assistant/Dispensing Optician/Technician/Patient Counsellor - Frame and Lens Specialist/Duty Manager - Practice manager / Trainee Dispensing Optician - Dispensing Optician 	

Q3 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	1	\$23 per hour	2
\$15 per hour		\$24 per hour	2
\$16 per hour		\$25 per hour	3
\$17 per hour		\$26 per hour	1
\$18 per hour		\$27 per hour	1
\$19 per hour		\$28 per hour	
\$20 per hour	1	\$29 per hour	2
\$21 per hour		\$30 per hour	1
\$22 per hour	2		

One person indicated that they received less than the current minimum wage.

Q4 What is your yearly wage?

?	\$60 000	\$35 000	\$52 000 before tax
\$49 000	\$62 000	\$26 000	\$35 000
\$55 600	\$44 842.90	\$45 760	\$49 920
\$12 000 FJ	\$55 000	\$47 000	\$56 160

Q5 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	2
16 - 20		36 - 40	8
21 - 25	1	41 - 45	4

Q6 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	15	No	1

Q7 If you answered NO to question 5, please tell us why not

Respondent skipped this question

Q8 Do you work with any other Dispensing Opticians?

Answer Choices	Responses	Answer Choices	Responses
Yes	10	No	6

Q9 Is your supervisor in your workplace a Dispensing Optician or an Optometrist?

Answer Choices	Responses	Answer Choices	Responses
Dispensing Optician	8	Optometrist	8

Q10 Do you currently feel supported in your workplace training?

Answer Choices	Responses	Answer Choices	Responses
Yes	9	No	7

SECTION TWO

EMPLOYEE DISPENSING OPTICIANS

The survey was completely anonymous and all respondents in this section should be employed DOs, NOT practice owners/employers.

AUCKLAND

10 RESPONDENTS

**This is a very low response rate for this region and it will have affected the results.*

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

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

0 - 4 years' experience 4

5 - 8 years' experience 3

9+ years' experience 3

Q3 What title do you use in your work place?

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

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).

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

Q5 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years
\$60 000	\$55 400	\$51 000
\$75 000	\$75 000	\$65 000
\$58 000	\$64 000	\$88 000
\$43 992		

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	2	1	
41 - 45 hours per week	1	2	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	4	3	3
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years

Yes	4	2	3
No			
Not a current member		1	

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	4	3	3
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	3	2	2
Accommodation	2	2	2
Travel	2	2	2
Food allowance		1	1
All of the above			
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	\$1500	Amount not indicated	Amount not indicated

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

Answer choices	0 - 4 years	5 - 8 years	9+ years
Not satisfied			
Somewhat satisfied			
Satisfied	2	1	
Quite satisfied	1	1	
Very satisfied	1	1	3

Q12 Please indicate how satisfied you are in your work environment

Answer choices	0 - 4 years	5 - 8 years	9+ years
Not satisfied	1		
Somewhat satisfied			
Satisfied	2	1	
Quite satisfied	1	1	1
Very satisfied		1	2

NORTH ISLAND (not including Auckland)

29 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 9

5 - 8 years' experience 4

9+ years' experience 16

Q3 What title do you use in your work place?

Answer choices	0 – 4 years	5 - 8 years	9+ years
Dispensing Optician	8	2	10
Dispensing Optician / Practice Manager	1	2	4
Practice Manager			
Other:			Frame and Lens Specialist
Other:			Dispensing Optician/Store Manager

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).

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	2		
\$24 per hour			
\$25 per hour	1		
\$26 per hour	1		1
\$27 per hour	1	1	
\$28 per hour	2	1	
\$29 per hour	1		2
\$30 per hour	1	1	1
\$31 per hour		1	1
\$32 per hour			2
\$33 per hour			2
\$34 per hour			
\$35 per hour			1
\$36 per hour			
\$37 per hour			1
\$38 per hour			
\$39 per hour			

\$40 per hour			2
\$41+ per hour			3

Q5 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years	
\$33 000	\$62 400	\$59 000	\$98 009.60
\$52 000	\$56 000	\$63 597	\$54 000
\$47 000 I choose to only work school hours	\$71 000	\$83 200 before tax	\$50 700
\$65 000	\$61 000	\$50 000	\$66 650
\$55 000		\$65 000	\$75 000
\$48 000		\$86 837	\$68 000
\$47 840		\$44 500	\$80 000
\$56 000		\$84 500	\$67 500
\$50 000			

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		2
31 - 35 hours per week	1		1
36 - 40 hours per week	4	3	7
41 - 45 hours per week	2	1	6
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	9	4	16
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	8	4	15
No	1		
Not a current member			1

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	9	3	16
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
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Conference registration fees	6	1	12
Accommodation	6	1	12
Travel	6	1	12
Food allowance	4		5
All of the above			
A one-off payment of a set amount to cover the majority of expenses (please indicate the amount in the "other" box below	3	2	3
Other	\$1000	\$1250 for 2 year cycle	An allowance to cover some of this
	\$600	\$1000 for training per year	Up to \$1200
	\$2000		\$600
			\$1250

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

Answer choices	0 - 4 years	5 - 8 years	9+ years
Not satisfied			
Somewhat satisfied	2		1
Satisfied	1	1	5
Quite satisfied	4	1	2
Very satisfied	2	2	8

Q12 Please indicate how satisfied you are in your work environment

Answer choices	0 - 4 years	5 - 8 years	9+ years
Not satisfied			2
Somewhat satisfied	4	1	2
Satisfied	3		2
Quite satisfied	2	1	4
Very satisfied		2	6

SOUTH ISLAND

23 respondents

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 6
5 - 8 years' experience 5
9+ years' experience 12

Q3 What title do you use in your work place?

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

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).

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			1
\$22 per hour			
\$23 per hour			
\$24 per hour	1		
\$25 per hour	1		
\$26 per hour	2		
\$27 per hour			
\$28 per hour	1		
\$29 per hour		3	2
\$30 per hour			2
\$31 per hour	1		
\$32 per hour			2
\$33 per hour			1
\$34 per hour		1	1
\$35 per hour			1
\$36 per hour		1	1
\$37 per hour			
\$38 per hour			
\$39 per hour			
\$40 per hour			
\$41+ per hour			1

Q5 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years	
\$38 000	\$32 500	\$100 000	\$26 000
\$37 440	\$42 224	\$76 000	\$62 000
\$48 000	\$62 400	\$44 000	\$54 000
\$54 000	\$60 000	\$67 000	\$36 600
\$38 000	\$75 000	\$42 500	
\$58 000		\$46 000	
		N/A casual hours	
		\$36 000	

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			1
16 - 20 hours per week		1	
21 - 25 hours per week			3
26 - 30 hours per week	4	1	4
31 - 35 hours per week	1	1	
36 - 40 hours per week	1	1	2
41 - 45 hours per week		1	2
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	6	5	12
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	6	5	12
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	4	11
No	1	1	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	5	3	11
Accommodation	5	2	11
Travel	5	2	11
Food allowance	3	1	6
All of the above			
A one-off payment of a set amount to cover the majority of expenses (please indicate the amount in the "other" box below		1	
Other		\$1200	Covered every other year

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

Answer choices	0 - 4 years	5 - 8 years	9+ years
Not satisfied			
Somewhat satisfied	1	1	1
Satisfied	3	1	1
Quite satisfied	1	3	3
Very satisfied	1		7

Q12 Please indicate how satisfied you are in your work environment

Answer choices	0 - 4 years	5 - 8 years	9+ years
Not satisfied			
Somewhat satisfied	3	1	1
Satisfied	2	4	1
Quite satisfied			3
Very satisfied	1		7

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