



THE ASSOCIATION OF DISPENSING OPTICIANS  
OF NEW ZEALAND INCORPORATED



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# 2023 ADONZ Wage Survey

The 2023 ADONZ Wage Survey was completed by 61 employee DO respondents and 12 students. The low response rate from students, may have affected the results in this category.

**Dispensing Opticians:** As of December 2023, there were 197 registered Dispensing Opticians with a current Annual Practising Certificate

**Students:** As of December 2023, there are 117 students, of which 28 enrolled in 2023. These students are enrolled with the Australasian College of Optical Dispensing (ACOD). We are not aware of students currently completing any other recognised course.

Student respondents reported that they used various titles in the workplace. All students should note that the title "Dispensing Optician" must NOT be used by students. The ODOB has specified that all students are required to use either **Trainee Dispensing Optician** or **Student Dispensing Optician**.

## Minimum Wage

The current minimum wage rate information is available at: <https://www.employment.govt.nz/hours-and-wages/pay/minimum-wage/different-types-of-minimum-wage-rates/>

## 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). In 2019 the survey was made considerably shorter, and the questions related primarily to wages to encourage more DOs and students to complete it.

The surveys are made available for all employed DOs and enrolled students to complete, with links available publicly on our website and Facebook page. The surveys are completely anonymous and results for DOs are collated into three regional 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](http://www.adonz.co.nz/resources). Results were not published in 2013 and 2016 due to the very low response rate which would have provided incorrect statistics.

# Additional information

## USE OF TITLES

### ■ Dispensing Opticians

At all times a qualified Dispensing Optician whose name is on the register with the ODOB and is performing any duties within the Scope of Practice (<https://gazette.govt.nz/notice/id/2020-gs5669>) must hold an Annual Practicing Certificate.

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 continue to educate the public in the role of a Dispensing Optician.

### ■ Students

The Optometrists and Dispensing Opticians Board (ODOB) requires all students currently enrolled and completing an optical dispensing course to use one of the following titles in the workplace: **Trainee Dispensing Optician or Student Dispensing Optician rather than Optical Assistant (or any other title)**. Other titles can be misleading, and you must ensure that the public is not confused as to your status. You also must not use a title that infers you have more experience than what you have.

## REMINDER TO ANYONE WORKING IN THE OPTICAL INDUSTRY

Use of the "**Dispensing Optician**" title is protected and **only registered practitioners are allowed to use this**. If you are not registered to practice, 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 like 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 the DOs and students who took the time to complete this survey - your time is appreciated.*

# SECTION ONE

## STUDENT / TRAINEE DISPENSING OPTICIANS

*The survey was completely anonymous and all respondents in this section should have been enrolled students.*

### Student / Trainee DOs

### 12 respondents

Note: There were no respondents from Auckland, and one respondent skipped this question.

#### Q1 Where do you work?

Answer Choices	Responses
Auckland	0
North Island (not including Auckland)	9
South Island	2

#### Q2 What title do you use in your work place?

Answer choices	Responses
Student Dispensing Optician	
Trainee Dispensing Optician	2
Optical Assistant	5
Practice Manager	
<b>Other:</b> Store manager / Dispensing Optician Student Dispensing Optician / Practice Manager Dispensing Assistant Trainee Dispensing Optician / Optical Assistant Dispensing Assistant	

**PLEASE NOTE:** The Optometrists and Dispensing Opticians Board requires all students currently enrolled and completing an optical dispensing course to use one of the following titles in the workplace: **Trainee Dispensing Optician or Student 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
\$21 per hour		\$29 per hour	2
\$22 per hour		\$30 per hour	3
\$23 per hour		\$31 per hour	
\$24 per hour	1	\$32 per hour	
\$25 per hour		\$33 per hour	
\$26 per hour	1	\$34 per hour	
\$27 per hour	3	\$35 per hour	
\$28 per hour	2	More than \$35 per hour	

Q4 What is your yearly wage?

\$64 000	\$50 000	\$54 000	
\$56 160	\$60 000	\$59 875	
\$60 000	\$62 000	\$34 944	
\$44 928	\$50 000	\$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	
10 - 15		31 - 35	1
16 - 20		36 - 40	5
21 - 25	1	41 - 45	5

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	12	No	

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

Q8 Do you work with any other Dispensing Opticians?

Answer Choices	Responses	Answer Choices	Responses
Yes	9	No	3

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

Answer Choices	Responses	Answer Choices	Responses
Dispensing Optician	7	Optometrist	5

Q10 Do you currently feel supported in your workplace training?

Answer Choices	Responses	Answer Choices	Responses
Yes	11	No	1

# SECTION TWO

## EMPLOYEE DISPENSING OPTICIANS

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

### AUCKLAND

### 13 RESPONDENTS

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 6

Q3 What title do you use in your work place?

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

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			
\$25 per hour			
\$26 per hour			
\$27 per hour		1	1
\$28 per hour			
\$29 per hour	1		
\$30 per hour	1		
\$31 per hour	1		

\$32 per hour		1	1
\$33 per hour			
\$34 per hour			
\$35 per hour			
\$36 per hour	1	1	
\$37 per hour			
\$38 per hour			1
\$39 per hour			1
\$40 per hour			1
\$41+ per hour			1

Q5 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years
\$55 555	\$75 000	\$41 000
\$62 000	\$35 000	\$50 000 about
\$35 772	\$18 954	\$52 000
\$70 000		\$78 000
		\$83 200
		\$90 000

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			
21 - 25 hours per week		1	
26 - 30 hours per week			3
31 - 35 hours per week	1		
36 - 40 hours per week	3	1	3
41 - 45 hours per week			
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	3	4	5
No			1

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	3	4	5
No			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	2	4	5
No	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	4	2	5
Accommodation	3	2	4
Travel	3	2	4
Food allowance			
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)			
Other			

**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	3	2
Quite satisfied	1		2
Very satisfied	1		2

**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		1	1
Satisfied	1		
Quite satisfied	2		3
Very satisfied	1		2

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## NORTH ISLAND (not including Auckland)

### 34 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    7  
 5 - 8 years' experience    9  
 9+ years' experience    18

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

Answer choices	0 – 4 years	5 - 8 years	9+ years
Dispensing Optician	3	6	14
Dispensing Optician / Practice Manager	2	2	4
Practice Manager	1		
Other:	Practice manager / Frame and lens specialist	Dispensing Optician or Supervisor	

**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			
\$25 per hour			
\$26 per hour		1	
\$27 per hour			
\$28 per hour			
\$29 per hour	2	1	
\$30 per hour	1		
\$31 per hour	1	1	4
\$32 per hour	1	1	2
\$33 per hour		1	2
\$34 per hour	1	1	
\$35 per hour	1	1	
\$36 per hour			1
\$37 per hour			
\$38 per hour		1	1
\$39 per hour			1
\$40 per hour		1	1
\$41+ per hour			6

**Q5 What is your yearly wage?**

0 - 4 years	5 - 8 years	9+ years	
\$65 000	\$51 000	\$80 000	\$23 000
\$70 000	\$74 100	\$93 600	\$100 000
\$60 000	\$65 000	\$110 000	\$66 560
\$59 500	\$45 136	\$82 000	\$70 000
\$49 920	\$53 040	\$65 000	\$93 000
\$46 872	\$48 000	\$80 000	\$66 500
\$64 000	\$40 950	\$48 000	Variable
	\$73 794	\$65 000	\$72 500
	\$59 000	\$83 000	



**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
21 - 25 hours per week		1	
26 - 30 hours per week	1	2	1
31 - 35 hours per week	2	2	1
36 - 40 hours per week	2	4	11
41 - 45 hours per week	2		4
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	7	9	18
No			

**Q8** Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	6	9	17
No	1		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	6	9	17
No	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	3	6	11
Accommodation	3	6	9
Travel	3	6	10
Food allowance			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	3	3	6
Other	\$1200	\$1500	\$1200
	\$1500	\$1000	\$1300
	\$1500	\$1250	\$1200
		Dinner and breakfast	\$2000

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			1
Somewhat satisfied	1	1	
Satisfied	3	3	2
Quite satisfied	2	4	9
Very satisfied	1	1	6

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	2	2	1
Satisfied	1	3	1
Quite satisfied	1	3	11
Very satisfied	2	1	5

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## SOUTH ISLAND

### 13 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 3

9+ years' experience 4

Q3 What title do you use in your work place?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Dispensing Optician	3	2	1
Dispensing Optician / Practice Manager	2	1	3
Practice Manager			
Other	Dispensing Optician / Assistant 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			
\$25 per hour			1
\$26 per hour			
\$27 per hour			
\$28 per hour			
\$29 per hour			
\$30 per hour	3		
\$31 per hour	1		
\$32 per hour	1		1
\$33 per hour	1	1	
\$34 per hour			
\$35 per hour		1	
\$36 per hour			
\$37 per hour			1
\$38 per hour			
\$39 per hour			
\$40 per hour			1
\$41+ per hour		1	

**Q5** What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years
\$62 400	\$67 600	\$52 000
\$61 250	\$58 000	\$78 000
\$68 640 before tax	\$87 000	\$89 500
?		\$64 000
\$49 990		
\$45 000		

**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	1		
26 - 30 hours per week	1		
31 - 35 hours per week	1	1	
36 - 40 hours per week	2	2	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	3	4
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	5	3	4
No	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	5	3	4
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	5	3	2
Accommodation	5	3	2
Travel	4	3	2
Food allowance			
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			2
Other			\$1000
			\$2000

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		
Quite satisfied	1	2	1
Very satisfied	3	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			
Somewhat satisfied	1		
Satisfied		1	1
Quite satisfied	3	2	
Very satisfied	2		3