



THE ASSOCIATION OF DISPENSING OPTICIANS  
OF NEW ZEALAND INCORPORATED



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# 2024 ADONZ Wage Survey

The 2024 ADONZ Wage Survey was completed by 59 employee Dispensing Optician respondents and 27 students. Although most DOs are based in the Auckland region, only 9 DOs and 6 students from this area responded to either survey. This may have affected the results this year.

**Dispensing Opticians:** As of 1 December 2024, there were 218 registered Dispensing Opticians with 179 holding a current Annual Practising Certificate.

**Students:** As of the end of November 2024, there are 117 students completing the Cert IV Optical Dispensing course. 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 until they become registered.

## Background

The ADONZ Annual Wage and Work survey has been undertaken since 2007. Results were not published in 2013 and 2016 due to the very low response rate.

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 Practising Certificate.

All the Dispensing Optician respondents to this survey noted that they used the title Dispensing Optician. The ADONZ encourages 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 ADONZ recommends you use one of the following titles in your workplace: STUDENT DISPENSING OPTICIAN or TRAINEE DISPENSING OPTICIAN.** Optical Assistant (or any other title) 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.

## Disclaimer

*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 completed this survey - your time is very much appreciated.*

# SECTION ONE

## EMPLOYEE DISPENSING OPTICIANS

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

### AUCKLAND

9 respondents

\*The low response from the Auckland region will have affected 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 3

5 - 8 years' experience 2

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	3
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			
\$28 per hour			
\$29 per hour			
\$30 per hour			

\$31 per hour			
\$32 per hour		1	1
\$33 per hour	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			
\$42 per hour			
\$43 per hour			
\$44 per hour			
\$45 per hour			1
\$46 per hour			1
\$47 per hour			1
\$48 per hour			
\$49 per hour			
\$50 per hour			
\$51 per hour			
More than \$51 per hour			

Q5 What is your yearly wage?

<b>0 - 4 years</b>	<b>5 - 8 years</b>	<b>9+ years</b>
\$45,000	\$11,388	\$93,000
\$70,000	\$80,000	\$45,000
\$74,000		\$77,500
		\$120,000

Q6 What is the average amount of hours that you work each week?

<b>Answer choices</b>	<b>0 - 4 years</b>	<b>5 - 8 years</b>	<b>9+ years</b>
Less than 10 hours per week		1	
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		1
41 - 45 hours per week	1		1
46 - 50 hours per week		1	
51+ hours per week			

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

<b>Answer choices</b>	<b>0 - 4 years</b>	<b>5 - 8 years</b>	<b>9+ years</b>
Yes	3	2	4
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	3	2	4
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	2	4
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	3
Accommodation	3	2	3
Travel	3	2	3
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			1
Other			\$2500 over 2 years

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
Satisfied	1		
Quite satisfied	2	1	3
Very satisfied		1	

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	1
Satisfied	1		
Quite satisfied	2		3
Very satisfied		1	

# NORTH ISLAND (not including Auckland)

## 30 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 8

9+ years' experience 15

Q3 What title do you use in your work place?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Dispensing Optician	6	3	11
Dispensing Optician / Practice Manager	1	4	4
Practice Manager			
Other:		Dispensing Optician/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			
\$27 per hour			
\$28 per hour	1	1	1
\$29 per hour		1	
\$30 per hour			1
\$31 per hour	3		1
\$32 per hour		2	2
\$33 per hour	1		3
\$34 per hour	1	1	
\$35 per hour			1
\$36 per hour			

\$37 per hour	1	1	1
\$38 per hour		1	
\$39 per hour			
\$40 per hour			
\$41 per hour			
\$42 per hour			1
\$43 per hour		1	
\$44 per hour			
\$45 per hour			
\$46 per hour			1
\$47 per hour			1
\$48 per hour			
\$49 per hour			
\$50 per hour			1
\$51 per hour			
More than \$51 per hour			1

Q5 What is your yearly wage?

0 - 4 years	5 - 8 years	9+ years	
\$63,000	\$52,000	\$87,000	\$57,460
\$40,000	\$66,560	\$110,000	\$50,000
\$47,600	\$72,200	\$96,000	\$68,500
\$64,480	\$65,000	\$41,184	\$73,000
\$70,000	\$76,960	\$108,000	\$60,000
\$51,584	Casual	\$66,560	\$72,500
\$58,240	\$60,000	\$95,000 + benefits	\$62,400
	\$81,169	\$52,000	

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		1	
10 - 15 hours per week			
16 - 20 hours per week			
21 - 25 hours per week	1		1
26 - 30 hours per week			1
31 - 35 hours per week	3	1	2
36 - 40 hours per week	3	5	5
41 - 45 hours per week		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	7	8	15
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	6	7	15
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	7	14
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	2	5	8
Accommodation	2	5	8
Travel	2	4	8
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	3	2	6
Other	\$1500 biannually	\$1000 per year	\$1500
	\$200	\$1250 every cycle	\$1250
	\$1500		\$1200
	\$1500		

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		1
Somewhat satisfied			1
Satisfied	3		3
Quite satisfied	1	6	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	1		1
Somewhat satisfied	2	2	
Satisfied	1	2	3
Quite satisfied	3	1	3
Very satisfied		3	8



# SOUTH ISLAND

## 20 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 2

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	3		9
Dispensing Optician / Practice Manager	3	2	3
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			
\$28 per hour			
\$29 per hour			1
\$30 per hour			
\$31 per hour	1		1
\$32 per hour	3		2
\$33 per hour	1		1
\$34 per hour			2
\$35 per hour			
\$36 per hour		1	1
\$37 per hour	1	1	
\$38 per hour			1
\$39 per hour			
\$40 per hour			

\$41 per hour			
\$42 per hour			
\$43 per hour			
\$44 per hour			1
\$45 per hour			2
\$46 per hour			
\$47 per hour			
\$48 per hour			
\$49 per hour			
\$50 per hour			
\$51 per hour			
More than \$51 per hour			

Q5 What is your yearly wage?

	0 - 4 years	5 - 8 years	9+ years	
\$60,000		\$68,000	\$95,000	\$92,000
\$45,000		\$60,000	\$70,720	\$75,000
\$35,000			\$94,500	\$70,000
\$66,560			\$66,000	\$55,552
\$66,000			\$63,000	\$40,000
\$64,480			\$70,000	\$48,500

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		1
26 - 30 hours per week	1		
31 - 35 hours per week	1	2	2
36 - 40 hours per week	1		7
41 - 45 hours per week	2		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	2	12
No			

Q8 Does your employer pay your ADONZ membership subs?

Answer choices	0 - 4 years	5 - 8 years	9+ years
Yes	6	2	12
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	6	2	10
No			2

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	1	9
Accommodation	4	1	9
Travel	4	1	9
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	1	1
Other	\$2000	\$1200 pro rata	All expenses 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			
Satisfied	3		5
Quite satisfied	2	1	3
Very satisfied	1	1	4

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	2		4
Quite satisfied	4	2	3
Very satisfied			4

# SECTION TWO

## STUDENT / TRAINEE DISPENSING OPTICIANS

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

### Student / Trainee DOs

#### 27 respondents

Q1 Where do you work?

Answer Choices	Responses
Auckland	6
North Island (not including Auckland)	13
South Island	8

Q2 What title do you use in your work place?

Answer choices	Responses
Student Dispensing Optician	9
Trainee Dispensing Optician	2
Optical Assistant	10
Practice Manager	1
<b>Other:</b> Assistant Manager Receptionist Dispensing Optician Supervisor Entry process technician In store trainer	

**Please note regarding the titles reported in this survey:** The ADONZ recommends that **all students** use the title “Student Dispensing Optician or “Trainee Dispensing Optician.” All other titles may be confusing to the public and not accurately convey your status; this includes the title Optical Assistant.

One respondent noted they used the title “Dispensing Optician Supervisor.” This title should not be used as it does not accurately convey your status as a student and implies that you are qualified. If you are unsure about titles in the work-place please contact the ADONZ.

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	3
\$22 per hour		\$30 per hour	6
\$23 per hour		\$31 per hour	
\$24 per hour	3	\$32 per hour	1
\$25 per hour	3	\$33 per hour	
\$26 per hour	2	\$34 per hour	1
\$27 per hour	4	\$35 per hour	
\$28 per hour	4	More than \$35 per hour	

**Q4 What is your yearly wage?**

\$58,240	\$54,080	\$52,000	Approx \$42,000 before tax
\$36,000	\$38,792	\$65,000	\$66,000
\$64,375	\$59,670	\$52,000 before tax	\$65,000
\$45,000	unsure	Approx \$58,000 before tax	\$52,000
\$58,240	\$58,000	\$60,000	
unsure	\$47,000	\$53,300	
\$57,200	\$18,000	\$60,400	

**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	2
10 - 15	1	31 - 35	1
16 - 20	1	36 - 40	17
21 - 25		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	23	No	4

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

1	I honestly haven't given it much thought yet. I'll make my decision closer to being registered.
2	Too expensive – employer will not fund, don't believe there are any real benefits to registering.
3	I am new in Auckland and I don't have any certifications right now.
4	Dispensing isn't my job right now but if I switch to dispensing then I would.

**Q8 Do you work with any other Dispensing Opticians?**

Answer Choices	Responses	Answer Choices	Responses
Yes	17	No	10

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

Answer Choices	Responses	Answer Choices	Responses
Dispensing Optician	16	Optometrist	11

**Q10 Do you currently feel supported in your workplace training?**

Answer Choices	Responses	Answer Choices	Responses
Yes	19	No	8

**Q11 Have you attended an ADONZ Conference while enrolled as a student in and optical dispensing course?**

Answer Choices	Responses	Answer Choices	Responses
Yes	8	No	19