

ADONZ

2015 Wage and Work Survey

We had a very good response to our survey this year, and thank all DOs and students who took the time to complete it.

Respondents were made up of:

- 11 students
- 82 employed DOs
- 19 DO Business owners
- As of December 2015 there are 177 DOs registered and holding APCs

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.

The 2015 surveys were sent 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 region where they worked and the number of years they had been practising as a DO. Unfortunately a number of respondents chose the incorrect link which may have affected results. Where possible the responses were re-collated to the correct section.

Results for DOs have previously been collated by region, and respondent numbers have varied considerably each year between centres. This year the regions encompass a larger area in order to give a better spread of respondents for each area.

- STUDENT / TRAINEE DOs: see section one (page two)
- EMPLOYED DOs: see section two (page four)
- DO BUSINESS OWNERS: see section three (page sixteen)

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 due to the very low response rate.

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: **Student Dispensing Optician** or **Trainee Dispensing Optician**. You must ensure that the public is not confused as to your status.

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

11 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	1
Trainee Dispensing Optician	4
Optical Assistant	4
Practice Manager	1
Other: Receptionist	1

Q2 What is your approximate hourly wage rate? (If your hourly wage rate is between one of the rates listed, please round UP to the nearest rate)

Answer choices	Responses	Answer choices	Responses
Less than \$15 per hour		\$23 per hour	
\$15 per hour		\$24 per hour	
\$16 per hour		\$25 per hour	1
\$17 per hour	1	\$26 per hour	1
\$18 per hour	3	\$27 per hour	
\$19 per hour	2	\$28 per hour	
\$20 per hour		\$29 per hour	
\$21 per hour	2	\$30 per hour	
\$22 per hour	1		

Q3 What is your yearly wage?

\$36 000	\$50 000	\$43 919	unsure
\$25 000	\$39 000	\$34 580	unsure
\$40 000	\$42 640	\$33 000	
Average yearly wage reported: \$38 237			

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	1
16 - 20		36 - 40	7
21 - 25		41 - 45	3

Q5 What provider are you completing the Optical Dispensing course with?

Answer Choices	Responses	Answer Choices	Responses
OTEN	11	ABDO	0
RMIT	0		

Q6 How many years have you been enrolled in the optical dispensing course?

Answer Choices	Responses	Answer Choices	Responses
One	5	Three	0
Two	3	More than three years	3

Q7 How many years were you in the optical industry prior to starting the optical dispensing course?

Less than 1 year	3	3 years	2	20+ years	1
1 year	1	6 years	1		
2 years	2	7 years	1		

Q8 Who pays for your course enrolment each year?

Answer choices	Responses
Employer	10
Student	1
Employer and student both contribute	0
Other (please specify)	0

Q9 Who pays for your practical block courses each year?

Answer choices	Responses
Employer	9
Student	1
Employer and student both contribute	1
Other (please specify)	0

Q10 Do you have an incentive or bonus plan in place for academic achievements?

Answer Choices	Responses
Yes	2
No	9

Q11 Does your employer track and monitor your progress?

Answer Choices	Responses
Yes	7
No	4

Q12 Are you currently doing dispensing work (recommending lenses, interpreting prescriptions etc)?

Answer Choices	Responses
Yes	10
No	1

Q13 Do you intend to register with the O&DO Board and apply for an APC when you graduate?

Answer Choices	Responses
Yes	11
No	0

Q14 Do you do have a mentor at work? (ie someone you can go to for help or advice, either with work related queries or school work)

Answer Choices	Responses
Yes	8
No	3

Q15 Where do you work?

Answer Choices	Responses	Answer Choices	Responses
Upper half of the North Island	6	Upper half of the South Island	1
Lower half of the North Island	3	Lower half of the South Island	1

SECTION TWO – DO EMPLOYEES

**Incorrect surveys were completed by a number of DO respondents. This included incorrect regions within NZ when cross-referenced with question 2, and/or the incorrect survey for the years of experience when cross-referenced with question 6.*

- *Results have been re-collated where possible.*
- *There are a number of respondents who have indicated that they hold FBDO O/S. This is the qualification for NZ qualified DOs gained from the ABDO extension course. At this time there are only two graduates of this course in NZ, so some DOs must be using this in error.*
- *ADONZ is not a qualification and should not be used as one.*

DO Employees - Upper half of North Island

40 respondents

0 to 1 year experience	3
2 to 4 years' experience	0
5 to 7 years' experience	6
8 to 10 years' experience	4
10+ years' experience	27

Q1 What title do you use in your work place?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Dispensing Optician	2	3	7	4	18
Dispensing Optician / Practice Manager			1	1	5
Practice Manager					
Other	Dispenser	Optical Assistant		Senior DO	
	Retail Manager				

Q2 In which city or town do you work?

0 – 1 year	2 – 4 year	5 – 7 year	8 – 10 year	10+ year
Hamilton	Thames	Cambridge x2	Taupo	Auckland x11
Napier	Auckland	Auckland x2	Auckland	Hamilton x6
	Tauranga	North Shore City	Rotorua	Whangarei
		Tauranga	Auckland	Whakatane

		Tokoroa	Tauranga	Tauranga x2
		Hamilton		Taupo
				Rotorua

Q3 What is your approximate 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 – 1 year	2 – 4 years	5 – 7 years	8 –10 years	10+ years
Less than \$15 per hour					
\$15 per hour					
\$16 per hour					
\$17 per hour					
\$18 per hour					
\$19 per hour				1	
\$20 per hour					
\$21 per hour	1				
\$22 per hour	1				
\$23 per hour		1			
\$24 per hour			1		
\$25 per hour		2	2	2	2
\$26 per hour			1		1
\$27 per hour				1	
\$28 per hour			1	1	2
\$29 per hour					2
\$30 per hour					5
\$31 per hours			2		3
\$32 per hour			1		1
\$33 per hour					
\$34 per hour				1	
\$35 per hour					2
\$36 per hour					
\$37 per hour					
\$38 per hour					1
\$39 per hour					
\$40 per hour					
\$41+ per hour					4

Q4 What is your yearly wage?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years	
\$42 400	Varies	\$52 000	\$70 000	\$42 000	\$28 000
\$43 680	\$35 000 - \$45 000	\$55 000	\$52 000	\$34 000	\$59 500
	\$31 200	\$62 000	\$41 000	\$60 000	\$62 000
		\$29 744	\$65 000	\$64 500	\$125 000
		\$52 000	\$56 000	\$85 500	\$55 000
		\$52 000		\$83 000	\$62 000
		\$50 976		\$42 000	\$66 000
		\$50 000		\$65 000	\$23 712
				\$40 000	\$56 000
				\$72 000	\$35 000
				\$65 000	\$75 000
				?	

Q5 What is the average amount of hours that you work each week?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Less than 10 hours per week					
10 - 15 hours per week					2

16 - 20 hours per week					2
21 - 25 hours per week		2	1		
26 - 30 hours per week					3
31 - 35 hours per week	1	1	2		1
36 - 40 hours per week	1		4	1	8
41 - 45 hours per week			1	2	5
46 - 50 hours per week				1	2
51+ hours per week					

Q6 How many years' experience do you have working as a qualified and registered Dispensing Optician?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years	
1 month	4	5	8	15	12
1	4	5	8	12	15
	3	6	5	15	11
		5	?	10	30
		5	9	12	18
		5		15	20
		7		11	20+
		6		30	11
				14	10+
				13	10
				20+	12
				20+	

Q7 Please rate on a scale of 1 to 5 how satisfied you are with the following:

- Your current wage

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
1 Very unsatisfied				1	1
2 Moderately unsatisfied	1		4		6
3 Neutral	1	1	2	1	1
4 Moderately satisfied		2	2	2	9
5 Very satisfied				1	6

- Your ability to find CPD

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
1 Very unsatisfied				1	
2 Moderately unsatisfied				1	1
3 Neutral	2	1	1		2
4 Moderately satisfied		1	6	2	8
5 Very satisfied		1	1	1	11

- Job satisfaction in general

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
1 Very unsatisfied					1
2 Moderately unsatisfied			1	1	1
3 Neutral	1		3	1	2
4 Moderately satisfied	1	1	3	1	12
5 Very satisfied		2	1	2	7

Q8 Do you have a set benefit for CPD?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes		1	5	3	11

No	2	2	3	2	12
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Q9 If you answered YES to question 8, how much is allocated? If you answered NO please go to questions 10

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
	\$1000	\$1500	Conference, accommodation and transport provided every second year	Conference and travel once a year
		\$1000	All	Conference costs
		\$1000	Conference fees and accommodation	No limit
		Conference paid for		\$1100
		\$1200		\$1000
				\$1200
				\$1000
				Conference paid for
				\$1200
				\$1000

Q10 How did you gain your CPD requirement during this current CPD cycle? (If you have not already reached your requirement, please include how you will gain additional CPD before the end of the cycle).

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Only attending CPD events	2	1	3	4	8
Only completing CPD articles, online modules or DVDs			2		1
A combination of CPD events and articles, online modules or DVDs		2	3	1	14
Other	Graduation credit				

Q11 Does your employer pay for your registration to attend a CPD event or conference during each CPD cycle?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	2	2	7	4	17
No		1	1	1	6

Q12 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes		2	8	5	22
No		1			1

Q13 Do you do management work?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	2	3	6	4	16
No			2	1	7

Q14 Do you receive performance based bonuses?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	1	1	2	4	3
No	1	2	6	2	20

Q15 What optical qualification do you hold – ie what letters do you use after your name? (NOTE: If you completed Cert IV in optical dispensing, the letters you should use after your name are RDONZ).

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
RDONZ	1	2	8	5	17
FADO					1
FBDO					6
FBDACL					1
FBDO O/S					3
Other	Don't know	None at my workplace			SMC Tech

Q16 Have you ever referred to or used the ADONZ Wage and Work Survey to negotiate your salary?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	1	1	2	1	8
No	1	2	6	4	13

Q17 Did you know that the ADONZ Wage and Work Survey results for the past few years are available on the RESOURCES page of the ADONZ website?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	1	2	6	5	17
No	1	1	2		6

DO Employees - Lower half of North Island

26 respondents

0 to 1 year experience	3
2 to 4 years' experience	5
5 to 7 years' experience	2
8 to 10 years' experience	2
10+ years' experience	14

Q1 What title do you use in your work place?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Dispensing Optician	4	3	3	3	12
Dispensing Optician / Practice Manager					1
Practice Manager					
Other	Trainee DO				

Q2 In which city or town do you work?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years	
Wellington	New Plymouth	New Plymouth	Wellington	Wellington	Lower Hutt
Wellington	Palmerston North	Upper Hutt	Napier	New Plymouth	Wellington

Wellington	Lower Hutt	Wellington	Hastings	Wellington CBD	Napier
New Plymouth				Wellington	Hastings
				Wellington	Wellington
				Palmerston North	New Plymouth
				Wellington	

Q3 What is your approximate 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 – 1 year	2 – 4 years	5 – 7 years	8 –10 years	10+ years
Less than \$15 per hour					
\$15 per hour					
\$16 per hour					
\$17 per hour	2				
\$18 per hour					
\$19 per hour					
\$20 per hour					
\$21 per hour					
\$22 per hour	1		1		
\$23 per hour					
\$24 per hour					1
\$25 per hour					
\$26 per hour	1	1	1		
\$27 per hour		1			1
\$28 per hour		1	1		3
\$29 per hour				1	1
\$30 per hour				1	2
\$31 per hour					2
\$32 per hour					1
\$33 per hour				1	1
\$34 per hour					
\$35 per hour					
\$36 per hour					
\$37 per hour					
\$38 per hour					
\$39 per hour					
\$40 per hour					
\$41+ per hour					1

Q4 What is your yearly wage?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years	
\$55 000	\$55 000	\$30 000	\$62 000	\$34 000	\$43 680
\$32 000	\$26 400	\$53 000	\$62 400	\$70 000	\$68 500
\$48 000	\$55 000	\$60 000	\$64 895	\$95 000	\$51 000
\$33 000				\$46 800	\$63 000
				\$63 000	\$55 900
				\$37 400	\$47 756
				\$62 000	

Q5 What is the average amount of hours that you work each week?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Less than 10 hours per week					
10 - 15 hours per week					
16 - 20 hours per week					
21 - 25 hours per week		1	2		
26 - 30 hours per week					3

31 - 35 hours per week					3
36 - 40 hours per week	3	1	1	2	3
41 - 45 hours per week	1	1		2	1
46 - 50 hours per week					1
51+ hours per week					1

Q6 How many years' experience do you have working as a qualified and registered Dispensing Optician?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years	
-1 year	3	5	8	15	28
0	2	7	8	23	10
0	4	6	9	29	31
0				30	10
				17	10
				10	11
				30+	

Q7 Please rate on a scale of 1 to 5 how satisfied you are with the following:

- Your current wage

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 –10 years	10+ years
1 Very unsatisfied	1				1
2 Moderately unsatisfied			1	2	4
3 Neutral		1	1		3
4 Moderately satisfied	3	2	1	1	3
5 Very satisfied					2

- Your ability to find CPD

Answer choices	0 – 1 years	2 – 4 years	5 – 7 years	8 –10 years	10+ years
1 Very unsatisfied	1		1		
2 Moderately unsatisfied					1
3 Neutral	2			2	2
4 Moderately satisfied		2		1	
5 Very satisfied	1	1	2		10

- Job satisfaction in general

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 –10 years	10+ years
1 Very unsatisfied	1				
2 Moderately unsatisfied	1		1	1	
3 Neutral	1	1	1		3
4 Moderately satisfied	1	1		2	6
5 Very satisfied		1	1		4

Q8 Do you have a set benefit for CPD?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	1		2	1	3
No	3	3	1	2	10

Q9 If you answered YES to question 8, how much is allocated? If you answered NO please go to questions 10

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
\$700		\$2000	\$1500	Yearly CPD allowance

		\$2000 for conference		Funding to go to conference each year
				\$1500

Q10 How did you gain your CPD requirement during this current CPD cycle? (If you have not already reached your requirement, please include how you will gain additional CPD before the end of the cycle).

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Only attending CPD events	1	2	1	1	8
Only completing CPD articles, online modules or DVDs	1		1		
A combination of CPD events and articles, online modules or DVDs	2	1	1	2	5
Other					

Q11 Does your employer pay for your registration to attend a CPD event or conference during each CPD cycle?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	3	3	2	3	12
No	1		1		1

Q12 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	3	3	2	3	11
No	1				2

Q13 Do you do management work?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	3	2	1	2	8
No	1	1	2	1	5

Q14 Do you receive performance based bonuses?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	2		1	1	3
No	2	3	2	2	10

Q15 What optical qualification do you hold – ie what letters do you use after your name? (NOTE: If you completed Cert IV in optical dispensing, the letters you should use after your name are RDONZ).

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
RDONZ	4	3	3	3	10
FADO					1
FBDO					2
FBDOCL					
FBDO O/S			1		1
Other					ADONZ

Q16 Have you ever referred to or used the ADONZ Wage and Work Survey to negotiate your salary?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	3	1		1	5
No	1	2	3	2	8

Q17 Did you know that the ADONZ Wage and Work Survey results for the past few years are available on the RESOURCES page of the ADONZ website?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	3	1	3	3	11
No	1	1			2

DO Employees - South Island

Due to the lower response rate from the South Island, this has been reported as one region

16 respondents

0 to 1 year experience	4
2 to 4 years' experience	1
5 to 7 years' experience	3
8 to 10 years' experience	1
10+ years' experience	9

Q1 What title do you use in your work place?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Dispensing Optician	3		3	1	6
Dispensing Optician / Practice Manager	1				1
Practice Manager		1			
Other					

Q2 In which city or town do you work?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Christchurch	Christchurch	Christchurch	Christchurch	Christchurch
Invercargill		Christchurch		Richmond
Dunedin		Christchurch		Christchurch
Timaru				Blenheim
				Christchurch
				Nelson
				Christchurch

Q3 What is your approximate 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 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Less than \$15 per hour					
\$15 per hour					
\$16 per hour					

\$17 per hour					
\$18 per hour					
\$19 per hour					
\$20 per hour					
\$21 per hour	1				
\$22 per hour	1				
\$23 per hour					
\$24 per hour					
\$25 per hour	2				
\$26 per hour					1
\$27 per hour					
\$28 per hour			1		
\$29 per hour					
\$30 per hour			1		1
\$31 per hour			1		
\$32 per hour				1	2
\$33 per hour					1
\$34 per hour					2
\$35 per hour					
\$36 per hour					
\$37 per hour					
\$38 per hour		1			
\$39 per hour					
\$40 per hour					
\$41+ per hour					

Q4 What is your yearly wage?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years	
\$52 000	\$75 000	\$57 200	\$63 000	\$48 256	\$32 760
\$42 640		\$63 000		\$38 733	\$60 000
\$18 000		Variable		\$68 000	\$73 000
\$52 000				\$65 000	

Q5 What is the average amount of hours that you work each week?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Less than 10 hours per week					
10 - 15 hours per week					
16 - 20 hours per week	1				
21 - 25 hours per week			1		1
26 - 30 hours per week					1
31 - 35 hours per week					3
36 - 40 hours per week	1	1	2	1	2
41 - 45 hours per week	2				
46 - 50 hours per week					
51+ hours per week					

Q6 How many years' experience do you have working as a qualified and registered Dispensing Optician?

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years	
4 months	3	5	9	16	11
10 months		7		11	24
0		5		13	20
2 months				30	

Q7 Please rate on a scale of 1 to 5 how satisfied you are with the following:

- Your current wage

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
1 Very unsatisfied	1		1		
2 Moderately unsatisfied					
3 Neutral					1
4 Moderately satisfied	2				4
5 Very satisfied	1	1	2	1	2

- Your ability to find CPD

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
1 Very unsatisfied			1		
2 Moderately unsatisfied	1		1		
3 Neutral					
4 Moderately satisfied	1		1	1	3
5 Very satisfied	2	1			4

- Job satisfaction in general

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
1 Very unsatisfied	1		1		
2 Moderately unsatisfied					1
3 Neutral					1
4 Moderately satisfied	2		1		3
5 Very satisfied	1	1	1	1	2

Q8 Do you have a set benefit for CPD?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	1		3	1	6
No	3	1			1

Q9 If you answered YES to question 8, how much is allocated? If you answered NO please go to questions 10

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
\$1500		Skipped question	\$2700	\$1500
		\$2700		\$1500
				All education is covered
				Conference fees covered
				All fees for conference
				Skipped question

Q10 How did you gain your CPD requirement during this current CPD cycle? (If you have not already reached your requirement, please include how you will gain additional CPD before the end of the cycle).

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Only attending CPD events	2	1	1		6
Only completing CPD articles, online modules or DVDs					
A combination of CPD events and articles, online modules or DVDs	2		2	1	1
Other	Graduation credit				

Q11 Does your employer pay for your registration to attend a CPD event or conference during each CPD cycle?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	4	1	3	1	7
No					

Q12 Does your employer pay your APC (Annual Practising Certificate fee)?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	4	1	3	1	7
No					

Q13 Do you do management work?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	1	1	1		2
No	3		2	1	5

Q14 Do you receive performance based bonuses?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes			1		3
No	4	1	2	1	4

Q15 What optical qualification do you hold – ie what letters do you use after your name? (NOTE: If you completed Cert IV in optical dispensing, the letters you should use after your name are RDONZ).

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
RDONZ	3	1	3	1	5
FADO					
FBDO					
FBDACL			1		2
FBDO O/S					1
Other	French qualification				US qualification

Q16 Have you ever referred to or used the ADONZ Wage and Work Survey to negotiate your salary?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	1		3	1	4
No	3	1			3

Q17 Did you know that the ADONZ Wage and Work Survey results for the past few years are available on the RESOURCES page of the ADONZ website?

Answer choices	0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
Yes	2	1	2	1	5
No	2		1		2

Summary

National averages for employed Dispensing Opticians

Average yearly wages by region

Upper half of the North Island	\$51 855
Lower half of the North Island	\$52 874
South Island	\$50 536

Average yearly wages by years of experience

0 – 1 year	2 – 4 years	5 – 7 years	8 – 10 years	10+ years
\$41 872	\$46 266	\$48 996	\$59 588	\$57 714

SECTION THREE – DO BUSINESS OWNERS

**Due to a low response rate, the South Island is reported as one region.*

**A respondent completed an incorrect survey for their region, so these results have been re-collated into the correct category.*

DO Business Owners

19 respondents

Upper half of North Island	12
Lower half of North Island	4
South Island	3

Q1 What title do you use in your work place?

Upper Half of North Island	Responses
Answer choices	
Dispensing Optician	6
Practice (or business) owner / Dispensing Optician	6
Practice (or business) owner	
Practice Manager	
Other	
Lower half of North Island	
Answer choices	
Dispensing Optician	3
Practice (or business) owner / Dispensing Optician	1
Practice (or business) owner	
Practice Manager	
Other: Manager when appropriate	
South Island	
Answer Choices	

Dispensing Optician	3
Practice (or business) owner / Dispensing Optician	
Practice (or business) owner	
Practice Manager	
Other: DO/Practice manager/Director	

Q2 In which city or town do you work?

Auckland	Whangarei	Hastings	Nelson
Auckland	Nelson	Wellington	Gisborne
Gisborne	Whangarei	Wellington	Orewa
Auckland	Auckland	Hamilton	
Auckland	Auckland	Timaru	

Q3 What is your approximate 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 don't include business dividends.

Answer choices	Responses	Answer choices	Responses
Less than \$15 per hour		\$28 per hour	1
\$15 per hour		\$29 per hour	1
\$16 per hour		\$30 per hour	
\$17 per hour		\$31 per hours	2
\$18 per hour		\$32 per hour	1
\$19 per hour		\$33 per hour	3
\$20 per hour		\$34 per hour	2
\$21 per hour		\$35 per hour	2
\$22 per hour		\$36 per hour	1
\$23 per hour		\$37 per hour	
\$24 per hour		\$38 per hour	2
\$25 per hour		\$39 per hour	1
\$26 per hour		\$40 per hour	
\$27 per hour		\$41+ per hour	3

Q4 What is your yearly wage?

Upper Half of North Island		
\$75 500	\$75 000	\$70 000
\$55 000	\$87 000	\$43 680
\$70 000	\$71 000	\$65 000
\$65 000	\$70 000	\$70 000
Lower half of North Island		
\$80 000	\$98 000	
\$75 000	\$100 000+	
South Island		
\$60 000	\$75 000	
\$105 000		

Q5 What is the average amount of hours that you work each week?

Upper Half of North Island Answer choices	Responses
21 - 25 hours per week	
26 - 30 hours per week	1
31 - 35 hours per week	1
36 – 40 hours per week	3
41 – 45 hours per week	5
46 – 50 hours per week	2
51+ hours per week	
Lower half of North Island Answer choices	
21 - 25 hours per week	
26 - 30 hours per week	
31 - 35 hours per week	
36 – 40 hours per week	
41 – 45 hours per week	2
46 – 50 hours per week	2
51+ hours per week	
South Island Answer Choices	
21 - 25 hours per week	1
26 - 30 hours per week	
31 - 35 hours per week	
36 – 40 hours per week	
41 – 45 hours per week	1
46 – 50 hours per week	
51+ hours per week	1

Q6 How many years' experience do you have working as a qualified and registered Dispensing Optician?

Upper Half of North Island		
17	19	6
10	20	17
14	43	25
25	15	5+
Lower half of North Island		
7.5	19	
24	38	
South Island		
16	9	14

Q7 Please rate on a scale of 1 to 5 how satisfied you are with the following:

	Very unsatisfied	Moderately unsatisfied	Neutral	Moderately satisfied	Very satisfied
Upper half of North Island					
Your ability to find CPD	1	2	1	4	4
Job satisfaction in general	2	1	0	3	5
Lower half of North Island					
Your ability to find CPD	0	0	1	1	2
Job satisfaction in general	0	0	0	1	3
South Island					
Your ability to find CPD	0	0	0	2	1
Job satisfaction in general	0	0	0	2	1

Q8 Do you employ other Dispensing Opticians?

Upper Half of North Island		
Answer choices		
Yes	7	
No	5	
Lower half of North Island		
Answer choices		
Yes	4	
No	0	
South Island		
Answer choices		
Yes	0	
No	3	

Q9 If you answered YES to question 8, how many DOs do you employ? If you answered NO please go to question 12

Upper Half of North Island		
1	1	3
1	2	
1	1	
Lower half of North Island		
2	1	
1	1	
South Island		

Q10 Do you have a set benefit for CPD for your employed DOs?

Upper Half of North Island	
Answer choices	
Yes	5
No	4
Lower half of North Island	
Answer choices	
Yes	1
No	3
South Island	
Answer choices	
Yes	
No	

Q11 If you answered YES to question 10, how much is allocated? If you answered NO please go to question 12

Upper Half of North Island	
\$1000	Cover registration fees
\$1500	All costs associated with achieving required CPD points
\$1000	
Lower half of North Island	
\$2000	
South Island	

Q12 How did you gain your CPD requirement during this CPD cycle? (If you have not already gain your requirement, please include how you plan to gain additional CPD)

Upper Half of North Island	
Answer choices	
Only attending CPD events	8
Only completing CPD articles, online modules or DVDs	0
A combination of CPD events and articles, online modules or DVDs	4
Lower half of North Island	
Answer choices	
Only attending CPD events	3
Only completing CPD articles, online modules or DVDs	0
A combination of CPD events and articles, online modules or DVDs	1
South Island	
Answer choices	
Only attending CPD events	2
Only completing CPD articles, online modules or DVDs	
A combination of CPD events and articles, online modules or DVDs	1

Q13 Do you pay for your employed DOs registration to attend a CPD event or conference during each cycle? If you don't employ DOs please choose N/A

Upper Half of North Island	
Answer choices	
Yes	6
No	1
N/A	5
Lower half of North Island	
Answer choices	
Yes	3
No	1
N/A	
South Island	
Answer choices	
Yes	
No	
N/A	3

Q14 Do you pay the APC (Annual Practising Certificate) fee for employed DOs in your practice? If you don't employ DOs please choose N/A

Upper Half of North Island	
Answer choices	
Yes	7
No	
N/A	5
Lower half of North Island	
Answer choices	
Yes	3
No	1
N/A	
South Island	
Answer choices	
Yes	
No	
N/A	3

Q15 Do you do management work?

Upper Half of North Island	
Answer choices	
Yes	12
No	
Lower half of North Island	
Answer choices	
Yes	4
No	

South Island	
Answer choices	
Yes	3
No	

Q16 What optical qualification do you hold – ie what letters do you use after your name?

Upper Half of North Island	
Answer choices	
RDONZ	6
FADO	1
FBDO	1
FBDO CL	3
FBDO O/S	1
Other	

Lower half of North Island	
Answer choices	
RDONZ	3
FADO	
FBDO	1
FBDO CL	
FBDO O/S	
Other	

South Island	
Answer choices	
RDONZ	1
FADO	
FBDO	2
FBDO CL	
FBDO O/S	
Other	

Q17 Have you ever referred to or used the ADONZ Wage and Work survey to negotiate wages with your DO staff member(s) or students? If you don't employ DOs or students choose N/A

Upper Half of North Island	
Answer choices	
Yes	6
No	3
N/A	3

Lower half of North Island	
Answer choices	
Yes	2
No	2
N/A	

South Island	
Answer choices	
Yes	1
No	
N/A	2

Q18 Do you currently employ a student DO?

Upper Half of North Island Answer choices	
Yes	5
No	7
Lower half of North Island Answer choices	
Yes	1
No	3
South Island Answer choices	
Yes	1
No	2

Q19 If you answered YES to question 18, who pays for course enrolments each year?

Upper Half of North Island Answer choices	
Employer	5
Student	
Employer and student both contribute	
Lower half of North Island Answer choices	
Employer	1
Student	
Employer and student both contribute	
South Island Answer choices	
Employer	1
Student	
Employer and student both contribute	

Q20 If you answered YES to question 18, who pays for practical block courses?

Upper Half of North Island Answer choices	
Employer	5
Student	
Employer and student both contribute	
Lower half of North Island Answer choices	
Employer	1
Student	
Employer and student both contribute	
South Island Answer choices	

Employer	1
Student	
Employer and student both contribute	

Q21 Did you know that the ADONZ Wage and Work survey results for the past few years are available on the RESOURCES page of the ADONZ website?

Upper Half of North Island Answer choices	
Yes	9
No	3
Lower half of North Island Answer choices	
Yes	3
No	1
South Island Answer choices	
Yes	2
No	1

Q22 Are you likely to use the results from the ADONZ wage and Work surveys to negotiate wages for employees and/or student in the future?

Upper Half of North Island Answer choices	
Yes	10
No	1
Maybe	1
Lower half of North Island Answer choices	
Yes	1
No	
Maybe	3
South Island Answer choices	
Yes	2
No	
Maybe	1

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.

