

# ADONZ

## 2017 Wage and Work Survey

We had a low response again to our 2017 survey (no results were published for 2016 as the response rate was low) and thank all DOs and students who took the time to complete it. Respondents were made up of:

- 18 students
- 58 employed DOs
- 13 DO Business owners
- As of the end of December 2017 there are 194 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 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 part of the country 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.

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](http://www.adonz.co.nz/resources)

*Please note that results were not published in 2013 and 2016 due to the disappointing 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: **Trainee Dispensing Optician** or **Student Dispensing Optician**. You must ensure that the public is not confused as to your status, or 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

18 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	2
Trainee Dispensing Optician	5
Optical Assistant	6
Practice Manager	2
Other: Receptionist / Optical technician / Assistant manager / Specialist Eyewear Consultant	

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	2
\$17 per hour	4	\$26 per hour	1
\$18 per hour	2	\$27 per hour	
\$19 per hour		\$28 per hour	
\$20 per hour	4	\$29 per hour	
\$21 per hour	1	\$30 per hour	1
\$22 per hour	3		

Q3 What is your yearly wage?

36 400	44 000	41 000	30 888	50 000	30 000
41 600	55 000	32 000	35 620	41 000	54 873
35 400	30 000	42 000	24 000	36 400	
Average yearly wage reported: \$					

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	1
10 - 15		31 - 35	1
16 - 20		36 - 40	6
21 - 25	1	41 - 45	6

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

Answer Choices	Responses	Answer Choices	Responses
ACOD	17	ABDO	1
RMIT		TAFE / OTEN	

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

Answer Choices	Responses	Answer Choices	Responses
One	16	Three	
Two	2	More than three years	

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

Less than 1 year		5 years	1	14 years	1
1 year	1	6 years	1	18+ years	2
2 years	7	8 years	1		

**Q8** Who pays for your course enrolment each year?

Answer choices	Responses
Employer	17
Student	
Employer and student both contribute	1
Other (please specify)	

**Q9** Who pays for your practical block courses each year?

Answer choices	Responses
Employer	17
Student	
Employer and student both contribute	1
Other (please specify)	

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

Answer Choices	Responses
Yes	4
No	14

**Q11** Does your employer track and monitor your progress?

Answer Choices	Responses
Yes	13
No	5

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

Answer Choices	Responses
Yes	
No	

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

Answer Choices	Responses
Yes	17
No	1

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	17
No	1

Q15 Where do you work?

Answer Choices	Responses	Answer Choices	Responses
Upper half of the North Island	7	Upper half of the South Island	3
Lower half of the North Island	5	Lower half of the South Island	3

## SECTION TWO – DO EMPLOYEES

### DO Employees - Upper half of North Island

24 respondents

<i>Less than 5 years' experience</i>	6
<i>5 to 10 years' experience</i>	6
<i>10+ years' experience</i>	12

Q1 What title do you use in your work place?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Dispensing Optician	4	4	8
Dispensing Optician / Practice Manager	2	1	4
Practice Manager		1	
Other			

Q2 In which city or town do you work?

Less than 5 years	5 - 10 years	10+ years
Auckland x2	Auckland	Tokoroa
Warkworth	Thames	Tauranga x2
Rural Auckland	Gisborne	Auckland x6
Cambridge	Auckland	Papamoa
Whangrei	Tauranga	Hamilton x2
	Whangerei	

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	Less than 5 years	5 - 10 years	10+ years
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\$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	1	
\$25 per hour			
\$26 per hour			1
\$27 per hour		1	2
\$28 per hour	1		1
\$29 per hour	2		2
\$30 per hour		1	
\$31 per hour	1	1	1
\$32 per hour		1	1
\$33 per hour			
\$34 per hour	1		
\$35 per hour			
\$36 per hour			1
\$37 per hour		1	
\$38 per hour			
\$39 per hour			
\$40 per hour			
\$41+ per hour			3

#### Q4 What is your yearly wage?

Less than 5 years	5 - 10 years	10+ years	
\$57 000	\$52 000	\$55 120	\$32 000
\$50 800	\$64 480	\$45 000	\$65 000
\$67 000	\$79 000	\$93 000	
\$60 000	\$64 700	\$29 000	
\$43 000	\$30 338	\$85 000	
\$59 000	\$58 000	\$60 000	
		\$85 000	
		\$63 000	
		\$57 000	
		\$39 000	

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

Answer choices	Less than 5 years	5 - 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	3
26 - 30 hours per week			2
31 - 35 hours per week	2		
36 - 40 hours per week	2	3	5
41 - 45 hours per week	2	1	2
46 - 50 hours per week		1	
51+ hours per week			

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

Less than 5 years	5 - 10 years	10+ years	
2	3	11	16

1	5	13	17
1	8	33	
4	5	15	
1	7	25+	
2	7	12	
		11	
		14	
		42	
		15+	

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

- Your current wage

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied		1	2
2 Moderately unsatisfied	1	2	1
3 Neutral	1	1	3
4 Moderately satisfied	4	2	4
5 Very satisfied			2

- Your ability to find CPD

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied		1	2
2 Moderately unsatisfied	1	1	
3 Neutral			2
4 Moderately satisfied	3	4	2
5 Very satisfied	2		6

- Job satisfaction in general

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied		1	1
2 Moderately unsatisfied	1	1	2
3 Neutral			2
4 Moderately satisfied	4	4	5
5 Very satisfied	1		2

Q8 Do you have a set benefit for CPD?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	4	4	5
No	2	2	7

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

Less than 5 years	5 - 10 years	10+ years
\$2000	5.5	\$12 00
APC and Conference	\$1000	\$1200
\$1000	\$500 / year	\$1000
\$1000	\$1000	Conference and travel expenses for conference
		\$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	Less than 5 years	5 - 10 years	10+ years
Only attending CPD events	2	3	2
Only completing CPD articles, online modules or DVDs	3		2
A combination of CPD events and articles, online modules or DVDs	1	3	8
Other			

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	6	6	11
No			1

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	6	6	12
No			

Q13 Do you do management work?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	4	5	8
No	2	1	4

Q14 Do you receive performance based bonuses?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	2	1	3
No	4	5	9

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	Less than 5 years	5 – 10 years	10+ years
RDONZ	6	6	9
FADO			1
FBDO			2
FBDACL			
FBDO O/S			
Other			

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	5	3	4
No	1	3	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	Less than 5 years	5 - 10 years	10+ years
Yes	5	6	11
No	1		1

## DO Employees - Lower half of North Island

### 23 respondents

\*Some respondents indicated that they were from cities not in the lower half of the North Island

Less than 5 years' experience	6
5 to 10 years' experience	1
10+ years' experience	16 (some respondents in this category indicated they have less than 10 years' experience)

Q1 What title do you use in your work place?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Dispensing Optician	6	1	13
Dispensing Optician / Practice Manager			3
Practice Manager			
Other			

Q2 In which city or town do you work?

Less than 5 years	5 - 10 years	10+ years
Palmerston North x2	Palmerston North	Hastings x2
Wanganui		Napier
Cambridge		Paraparaumu
Whanganui		Wellington x6
Hamilton		Auckland? X2
		Palmerston North
		New Plymouth x2
		Lower Hutt

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	Less than 5 years	5 - 10 years	10+ years
\$17 per hour			
\$18 per hour			
\$19 per hour			
\$20 per hour	2		1
\$21 per hour			
\$22 per hour		1	
\$23 per hour			
\$24 per hour			
\$25 per hour	2		1



\$26 per hour	1		
\$27 per hour			
\$28 per hour			2
\$29 per hour			2
\$30 per hour	1		3
\$31 per hours			
\$32 per hour			3
\$33 per hour			1
\$34 per hour			4
\$35 per hour			
\$36 per hour			
\$37 per hour			
\$38 per hour			
\$39 per hour			
\$40 per hour			
\$41+ per hour			2

**Q4 What is your yearly wage?**

Less than 5 years	5 - 10 years	10+ years	
\$52 000	\$22 176	\$48 000	\$30 000 approx
\$41 600		\$58 000	\$62 000
\$54 080		\$60 000	\$63 000
\$41 600		\$56 000	\$90 000
\$46 800		\$65 000	\$75 000
		\$64 000	unknown
		\$34 000	
		\$60 000	
		\$46 000	
		\$59 000	

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Less than 10 hours per week			
10 - 15 hours per week			1
16 - 20 hours per week			
21 - 25 hours per week		1	1
26 - 30 hours per week	1		2
31 - 35 hours per week	1		3
36 - 40 hours per week	2		6
41 - 45 hours per week	2		3
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?**

Less than 5 years	5 - 10 years	10+ years	
1.5	9	12	7
1		14	9
1		21	10+
2		10	15
1		17	20+
13?		26	30+
		16	
		10+	
		17	
		20+	

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

- Your current wage

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied	1		
2 Moderately unsatisfied	2	1	5
3 Neutral			2
4 Moderately satisfied	2		8
5 Very satisfied	1		

- Your ability to find CPD

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied			1
2 Moderately unsatisfied			
3 Neutral			1
4 Moderately satisfied		1	4
5 Very satisfied			9

- Job satisfaction in general

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied			
2 Moderately unsatisfied			3
3 Neutral	2		1
4 Moderately satisfied	3	1	4
5 Very satisfied	1		7

**Q8** Do you have a set benefit for CPD?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	1		7
No	5	1	9

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

Less than 5 years	5 - 10 years	10+ years
Enough to attend ADONZ conference		\$1500 p/a
		\$1000 per year
		12
		Conference and others
		\$2000
		Conference registration, accommodation and travel
		\$2000 for conference, ADONZ membership and CPD

**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	Less than 5 years	5 - 10 years	10+ years
Only attending CPD events	1		5
Only completing CPD articles, online modules or DVDs			3

A combination of CPD events and articles, online modules or DVDs	5	1	8
Other			CPD events and self study

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	6	1	14
No			2

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	6	1	15
No			1

Q13 Do you do management work?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	3		7
No	3	1	9

Q14 Do you receive performance based bonuses?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	3		4
No	3	1	12

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	Less than 5 years	5 – 10 years	10+ years
RDONZ	6	1	13
FADO			1
FBDO			1
FBDACL			
FBDO O/S			1
Other			

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	4		9
No	2	1	7

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	Less than 5 years	5 - 10 years	10+ years
Yes	6		14
No		1	2

# DO Employees - South Island

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

## 11 respondents

Less than 5 years' experience	2
5 to 10 years' experience	4
10+ years' experience	5

### Q1 What title do you use in your work place?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Dispensing Optician	2	3	4
Dispensing Optician / Practice Manager		1	1
Practice Manager			
Other			

### Q2 In which city or town do you work?

Less than 5 years	5 - 10 years	10+ years
Christchurch x2	Dunedin x2	Christchurch x2
	Palmerston North?	Nelson
	Christchurch	Taupo
		Top of South Island region

### 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	Less than 5 years	5 - 10 years	10+ 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			
\$25 per hour			1
\$26 per hour			
\$27 per hour	1		
\$28 per hour	1		
\$29 per hour			
\$30 per hour		1	3
\$31 per hours		1	
\$32 per hour		1	
\$33 per hour			
\$34 per hour			
\$35 per hour			1
\$36 per hour			



- Your ability to find CPD

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied			
2 Moderately unsatisfied			1
3 Neutral	1		
4 Moderately satisfied	1	3	4
5 Very satisfied		1	2

- Job satisfaction in general

Answer choices	Less than 5 years	5 - 10 years	10+ years
1 Very unsatisfied			
2 Moderately unsatisfied			
3 Neutral			1
4 Moderately satisfied	1	3	2
5 Very satisfied	1	1	2

Q8 Do you have a set benefit for CPD?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	2	1	4
No		3	1

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

Less than 5 years	5 - 10 years	10+ years
\$1500	\$1500	\$1500
Whatever is needed		\$1500
		Conference fees, flights accommodation
		Conference and all associated costs of attending

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	Less than 5 years	5 - 10 years	10+ years
Only attending CPD events		2	4
Only completing CPD articles, online modules or DVDs			1
A combination of CPD events and articles, online modules or DVDs	2	2	
Other			

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
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Yes	2	4	4
No			

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	2	4	5
No			

Q13 Do you do management work?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes		3	3
No	2	1	2

Q14 Do you receive performance based bonuses?

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes		3	1
No	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	Less than 5 years	5 – 10 years	10+ years
RDONZ	2	4	4
FADO			
FBDO			
FBDACL			1
FBDO O/S			
Other			

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

Answer choices	Less than 5 years	5 - 10 years	10+ years
Yes	2	2	2
No		2	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	Less than 5 years	5 - 10 years	10+ years
Yes	2	2	4
No		2	1

# SECTION THREE – DO BUSINESS OWNERS

## DO Business Owners

### 13 respondents

North Island 11

South Island 2

#### Q1 What title do you use in your work place?

North Island Answer choices	Responses
Dispensing Optician	7
Practice (or business) owner / Dispensing Optician	4
Practice (or business owner)	0
Practice Manager	0
Other	
South Island Answer Choices	
Dispensing Optician	0
Practice (or business) owner / Dispensing Optician	2
Practice (or business) owner	0
Practice Manager	0
Other:	

#### Q2 In which city or town do you work?

Orewa	New Plymouth		Christchurch
Wellington	Albany		NZ / AU
Whangarei x2	Cambridge		
Auckland x2	Tauranga		
Gisborne			

#### 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	
\$15 per hour		\$29 per hour	1
\$16 per hour		\$30 per hour	
\$17 per hour		\$31 per hours	
\$18 per hour		\$32 per hour	
\$19 per hour		\$33 per hour	
\$20 per hour		\$34 per hour	1
\$21 per hour		\$35 per hour	1
\$22 per hour		\$36 per hour	1
\$23 per hour		\$37 per hour	1
\$24 per hour	1	\$38 per hour	1



\$25 per hour		\$39 per hour	1
\$26 per hour		\$40 per hour	
\$27 per hour	1	\$41+ per hour	4

**Q4 What is your yearly wage?**

<b>North Island</b>		
\$105 000	\$80 000	\$75 000 + bonus
\$98 000	\$63 000	\$70 000
\$72 000	\$43 700	\$80 000
\$70 000	\$63 000	
<b>South Island</b>		
\$80 000		
\$75 000 approx		

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

North Island Answer choices	Responses
21 - 25 hours per week	
26 - 30 hours per week	2
31 - 35 hours per week	
36 – 40 hours per week	1
41 – 45 hours per week	6
46 – 50 hours per week	1
51+ hours per week	1
<b>South Island Answer Choices</b>	
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	1
46 – 50 hours per week	1
51+ hours per week	

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

<b>North Island</b>		
20	20	17
22	8	24
20+	16	29
42	19	
<b>South Island</b>		
21		
18		

**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
<b>North Island</b>					
Your ability to find CPD	1	1	0	4	4
Job satisfaction in general	1	0	1	2	7
<b>South Island</b>					
Your ability to find CPD			1	1	
Job satisfaction in general				1	1

**Q8 Do you employ other Dispensing Opticians?**

<b>North Island</b>		
<b>Answer choices</b>		
Yes	7	
No	4	
<b>South Island</b>		
<b>Answer choices</b>		
Yes	1	
No	1	

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

<b>North Island</b>		
2	1	1
1	3	
3	1	
<b>South Island</b>		
4		

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

<b>North Island</b>	
<b>Answer choices</b>	
Yes	2
No	7
<b>South Island</b>	
<b>Answer choices</b>	
Yes	
No	1

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

North Island		
Conference fees, travel, accommodation and related costs		
Reasonable CPD costs covered		
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)

North Island		
Answer choices		
Only attending CPD events		7
Only completing CPD articles, online modules or DVDs		1
A combination of CPD events and articles, online modules or DVDs		3
South Island		
Answer choices		
Only attending CPD events		1
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

North Island		
Answer choices		
Yes		6
No		2
N/A		3
South Island		
Answer choices		
Yes		1
No		0
N/A		1

**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

North Island		
Answer choices		
Yes		6
No		1
N/A		4

South Island	
Answer choices	
Yes	1
No	0
N/A	1

Q15 Do you do management work?

North Island	
Answer choices	
Yes	10
No	1
South Island	
Answer choices	
Yes	2
No	

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

North Island	
Answer choices	
RDONZ	7
FADO	2
FBDO	2
FBDO CL	0
FBDO O/S	1
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

North Island	
Answer choices	
Yes	6
No	3
N/A	2
South Island	
Answer choices	
Yes	0
No	1

N/A	1
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Q18 Do you currently employ a student DO?

North Island Answer choices	
Yes	3
No	8
South Island Answer choices	
Yes	1
No	1

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

North Island Answer choices	
Employer	3
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?

North Island Answer choices	
Employer	3
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?

North Island Answer choices	
Yes	11
No	

South Island	
Answer choices	
Yes	1
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?

North Island	
Answer choices	
Yes	6
No	1
Maybe	

South Island	
Answer choices	
Yes	0
No	1
Maybe	1

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*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 137 | Morrinsville 3340  
 Phone: 07 824 1044 | Email: [info@adonz.co.nz](mailto:info@adonz.co.nz) | Website: [www.adonz.co.nz](http://www.adonz.co.nz)