

Workforce stocktake 2014

MORE THAN
NUMBERS

Central region workforce for adult mental health and addiction services

In 2014 adult mental health and addiction organisations were surveyed to build a profile of the workforce. The following summary presents results for the central region for both mental health and addiction services.

More than numbers is led by Te Pou and Matua Raki with support from Te Rau Matatini, the Werry Centre and Le Va.

All New Zealand DHB and NGO organisations delivering mental health and addiction specialist services were invited to take part. All DHBs and 73 per cent of NGOs participated, with an overall response rate of 75 per cent. All central DHBs participated, and 86 per cent of central NGOs.

The survey asked organisations about the current workforce; population, funding and service activities; recruitment issues; and workforce development challenges.

We now have a comprehensive picture of the DHB and NGO workforce for adult mental health and addiction services for each of the four New Zealand regions, which will support effective workforce planning and service development.

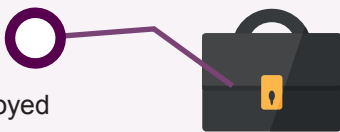


Workforce numbers in adult mental health and addiction services

Central region

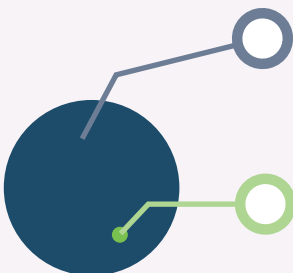
2,153

people employed



1,885

FTE* positions funded by Vote Health



47

FTE positions funded through other sources

National

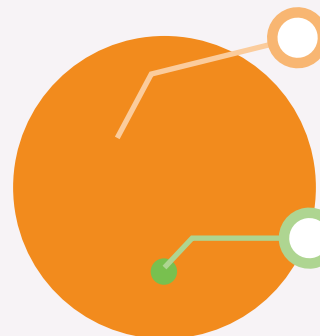
10,845

people employed



8,929

FTE positions funded by Ministry of Health



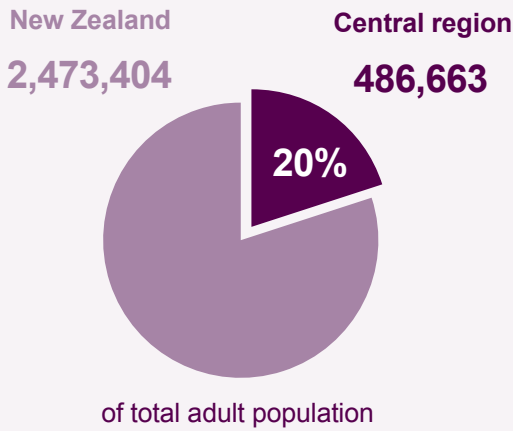
408

FTE positions funded through other sources

The results from here on only describe the Vote Health funded workforce

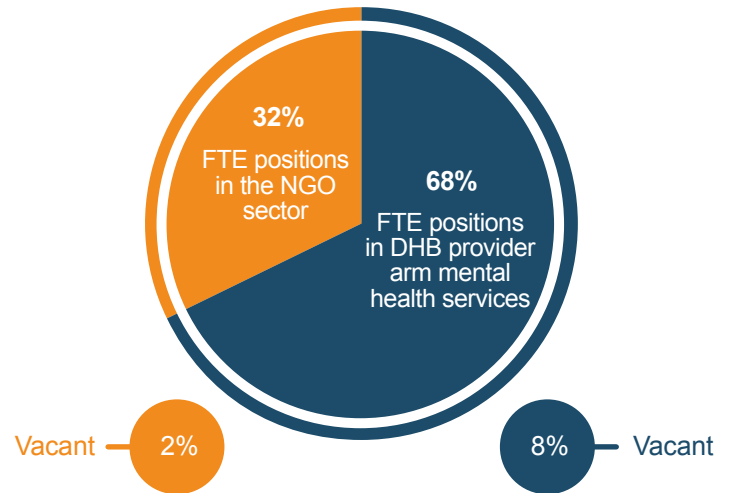
New Zealand adult population served

(2013 NZ census - people aged 20-64)



Central region DHB and NGO adult mental health and addiction workforce

Mental health (1,624 FTE positions)



People who access central region services

Mental health services



15,880
consumers seen by adult
mental health services
during 2012/13 (PRIMHD)
Access: 3.3%

AOD services



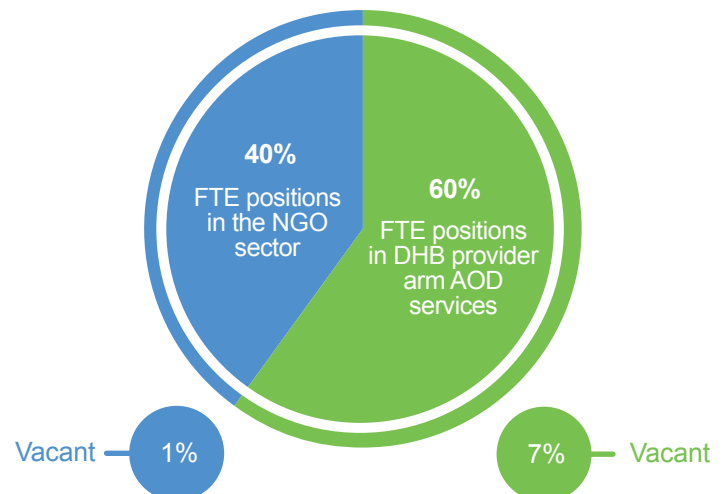
6,707
consumers seen by adult
AOD services during
2012/13¹
Access: 1.4%

Problem gambling services

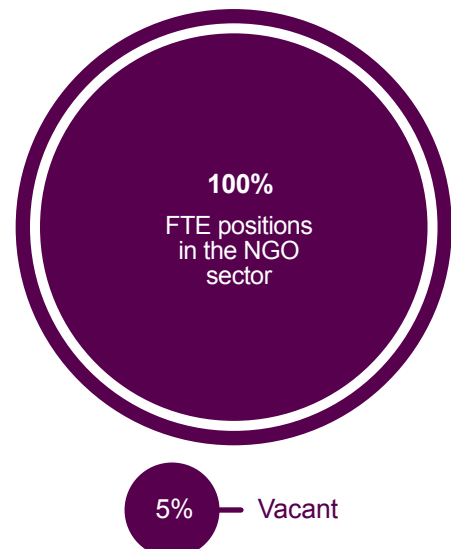


4,906
consumers and their family/
affected others seen by adult
problem gambling services
across the North Island
during 2012/13

AOD (242 FTE positions)



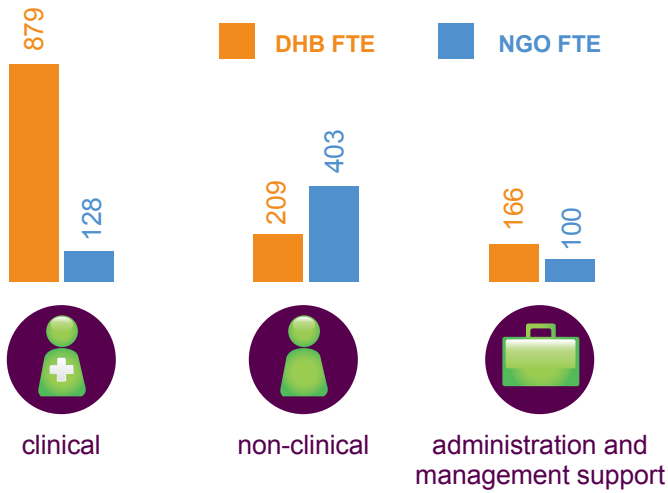
Problem gambling (19 FTE positions)



More about the central region workforce

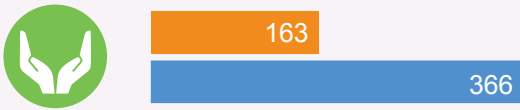
Clinical, non-clinical and other roles across DHB and NGO workforce

1,885 FTE = 21% of the total workforce

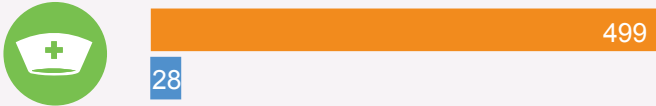


Central region key occupation groupings in the adult mental health workforce²

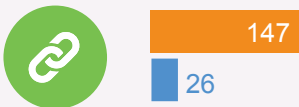
Support workers = 529 FTE positions (32%)



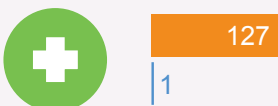
Nurses = 527 FTE positions (32%)



Allied health = 173 FTE positions (11%)



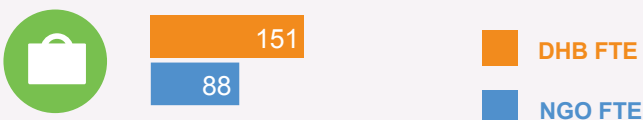
Medical and other professionals = 128 FTE positions (8%)



Cultural support = 25 FTE positions (2%)



Admin and management support roles = 239 FTE positions (15%)



Central region key occupation groupings in the addiction workforce²

Support workers = 56 FTE positions (22%)



Nurses = 43 FTE positions (17%)



Allied health = 118 FTE positions (46%)



Medical and other professionals = 11 FTE positions (4%)



Cultural support = 3 FTE positions (1%)



Admin and management support roles = 27 FTE positions (10%)

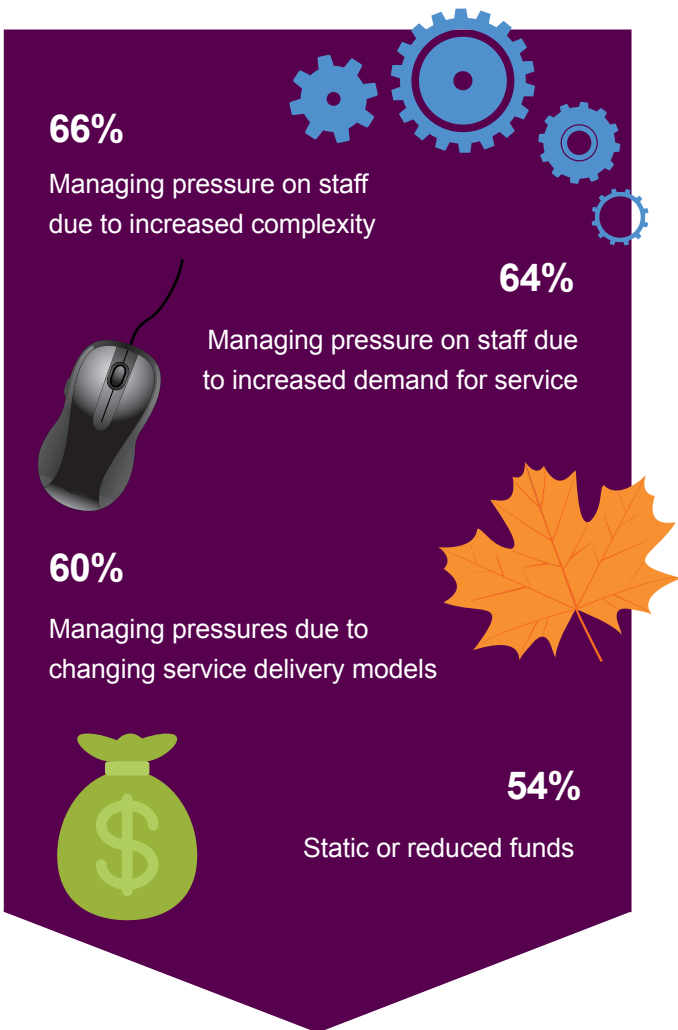


Māori, Pasifika and Asian workforce

Legend: Māori (green), Pasifika (orange), Asian (purple), Other³ (grey)



Biggest workforce planning and development challenges for central region survey respondents



Cross-sector relationships

Survey respondents were most likely to report the need for improved cross sector relationships with the following:

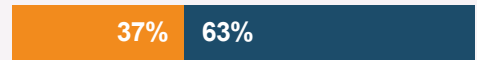
Mental health services of older persons



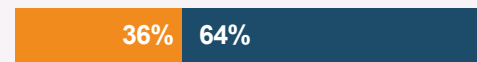
Family violence



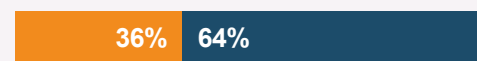
Disability sector



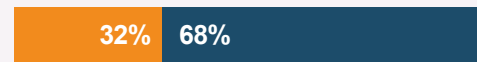
Housing New Zealand/accommodation providers



Education



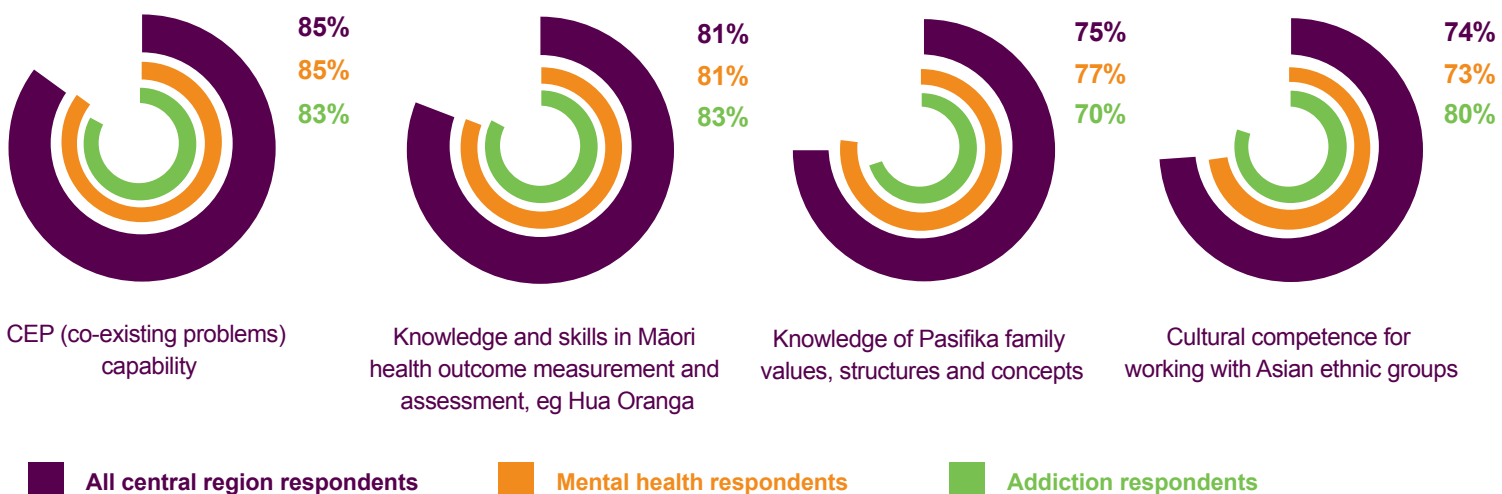
Corrections



Needs improvement Working adequately/well

Knowledge and skill development needs for the workforce

Survey respondents reported a need for improved staff knowledge and skills in a number of areas. Examples of key areas of need identified include:



*FTE: Full time equivalent

¹The AOD and mental health services consumer numbers will include people seen by both sectors

²Missing 3 FTE from mental health and 3 FTE from addiction - these were reported as 'other'

³Other comprises of all other ethnic groups including Pakeha/European