

Workforce stocktake 2014

MORE THAN
NUMBERS

Midland 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 midland region for the mental health and addiction services workforce.

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 services were invited to take part. Nationally all DHBs and 73 per cent of NGOs participated, with an overall response rate of 75 per cent. All midland DHBs and 68 per cent of midland NGOs participated.

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.

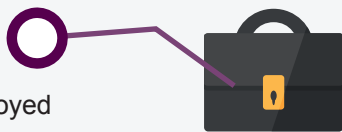


Workforce numbers in adult mental health and addiction services

Midland

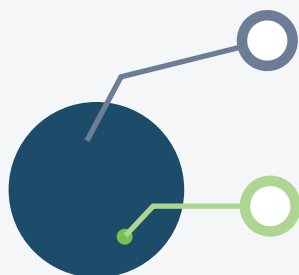
1,907

people employed



1,634

FTE* positions funded by Vote Health



66

FTE positions funded through other sources



National

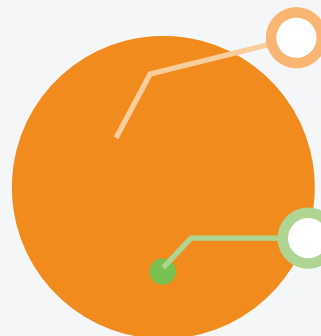
10,845

people employed



8,929

FTE positions funded by Ministry of Health



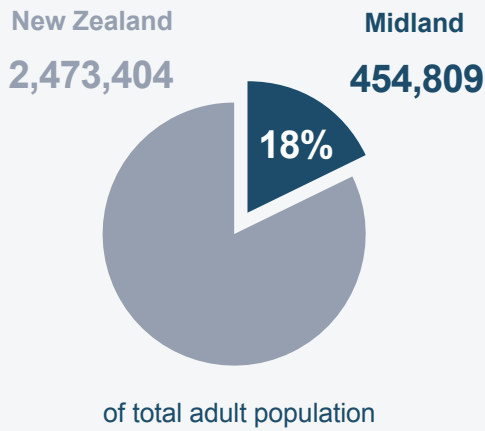
408

FTE positions funded through other sources

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

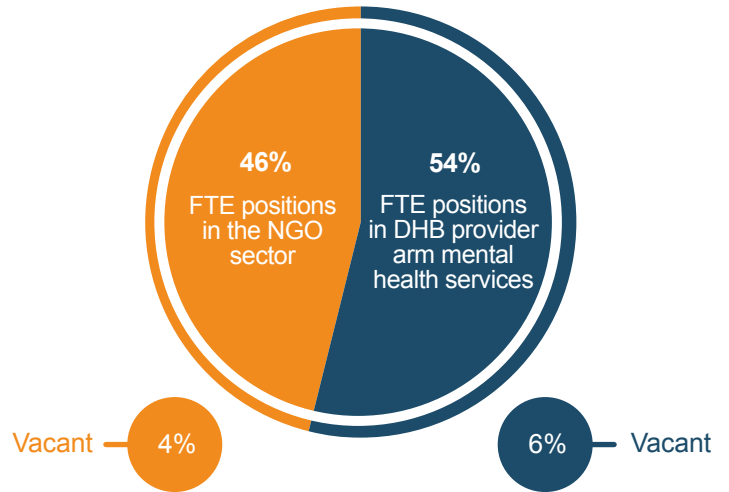
New Zealand adult population served

(2013 NZ census - people aged 20-64)



Midland DHB and NGO adult mental health and addiction workforce

Mental health (1,322 FTE positions)



People who access midland services

Mental health services



16,959

consumers seen by adult mental health services during 2012/13 (PRIMHD)

Access: 3.7%

AOD services



8,881

consumers seen by adult AOD services during 2012/13¹

Access: 2.0%

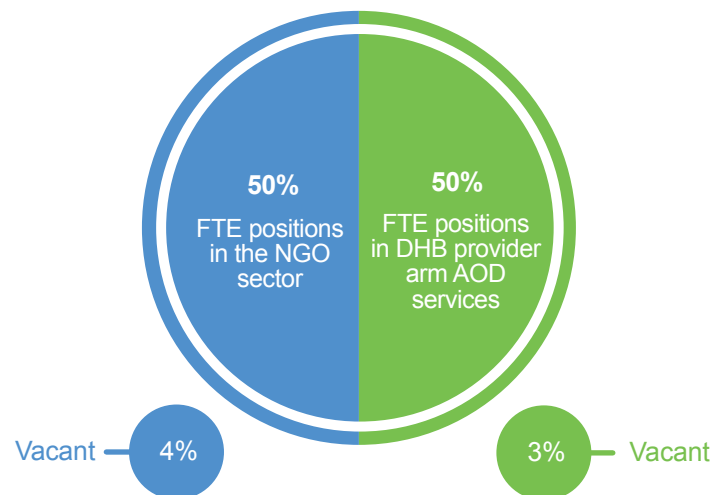
Problem gambling services



4,906

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

AOD (296 FTE positions)



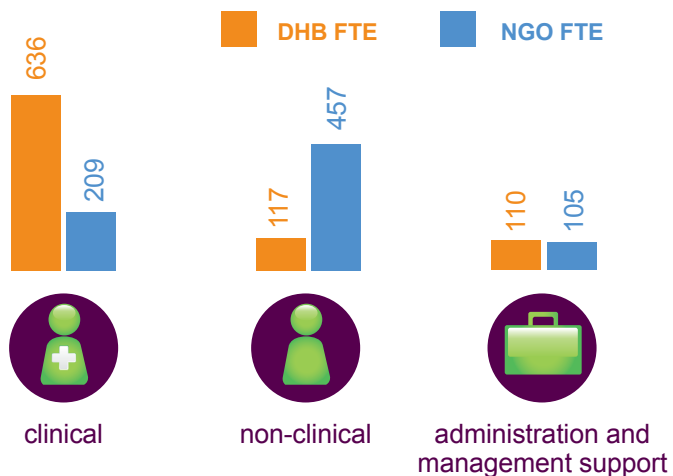
Problem gambling (16 FTE positions)



More about the midland workforce

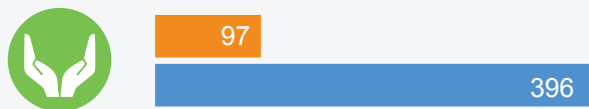
Clinical, non-clinical and other roles across DHB and NGO workforce

1,634 FTE = 18% of the total workforce



Midland key occupation groupings in the adult mental health workforce²

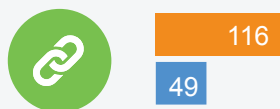
Support workers = 493 FTE positions (38%)



Nurses = 371 FTE positions (28%)



Allied health = 165 FTE positions (13%)



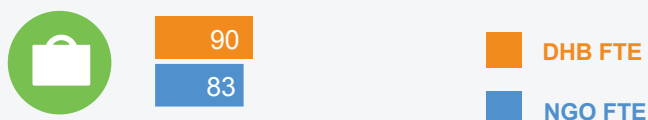
Medical and other professionals = 67 FTE positions (5%)



Cultural workforce = 42 FTE positions (3%)



Admin and management support roles = 173 FTE positions (13%)



Midland key occupation groupings in the addiction workforce²

Support workers = 32 FTE positions (11%)



Nurses = 62 FTE positions (20%)



Allied health = 152 FTE positions (49%)



Medical and other professionals = 15 FTE positions (5%)



Cultural support = 5 FTE positions (2%)



Admin and management support roles = 41 FTE positions (13%)



Māori, Pasifika and Asian workforce

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



Biggest workforce planning and development challenges for midland survey respondents



Cross-sector relationships

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

Child and adolescent mental health services

42% 58%

Housing NZ/accommodation providers

40% 60%

Primary health practices

39% 61%

Disability sector

38% 62%

Police

19% 81%

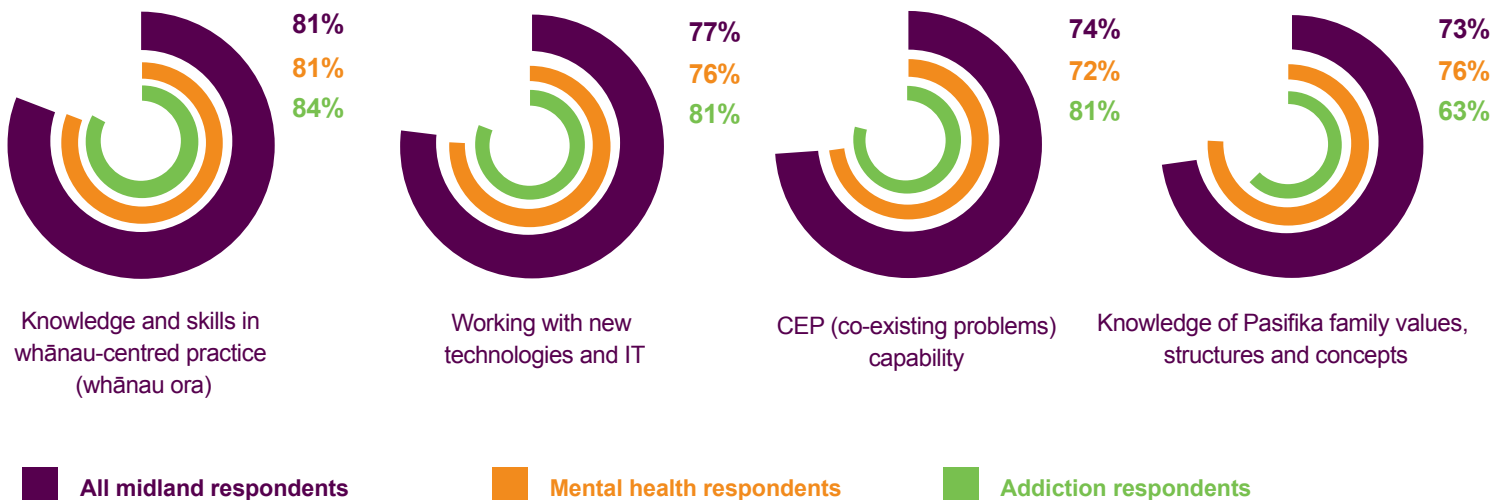
Other mental health services

13% 87%

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 11 FTE from mental health and 6 FTE from addiction - these were reported as 'other'

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