

Workforce stocktake 2014

MORE THAN
NUMBERS

Northern workforce for adult mental health and addiction services

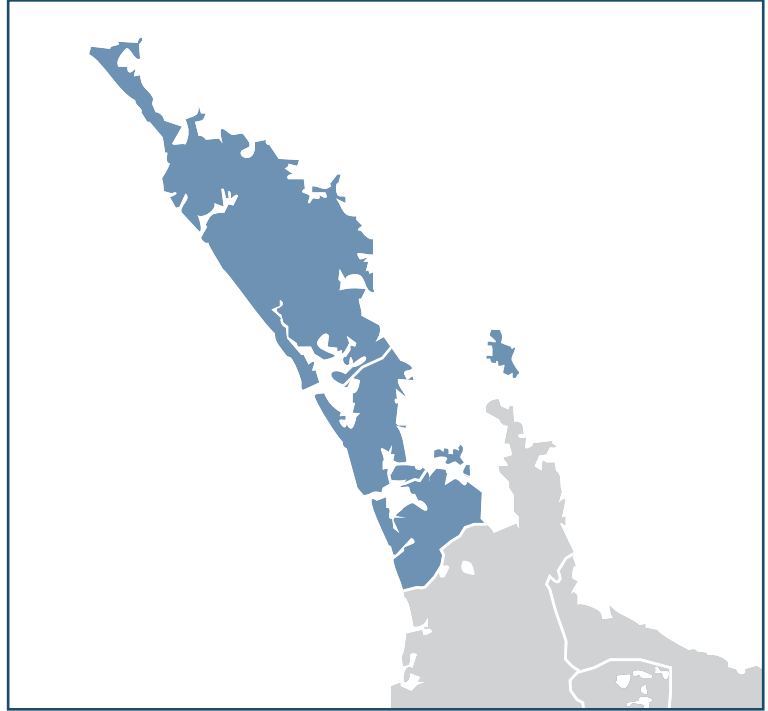
In 2014 adult mental health and addiction organisations were surveyed to build a profile of the workforce. The following summary presents results for the northern region for both adult mental health and addiction services.

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. Nationally all DHBs and 73 per cent of NGOs participated, with an overall response rate of 75 per cent. All northern DHBs participated, and 78 per cent of northern 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.

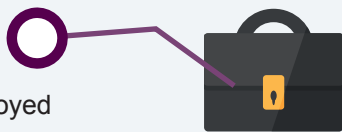


Workforce numbers in adult mental health and addiction services

Northern

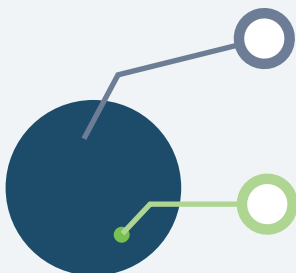
3,955

people employed



3,218

FTE* positions funded by Vote Health



190

FTE positions funded through other sources

National

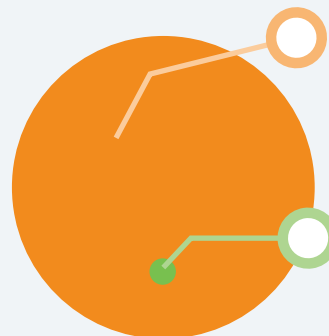
10,845

people employed



8,929

FTE positions funded by Ministry of Health



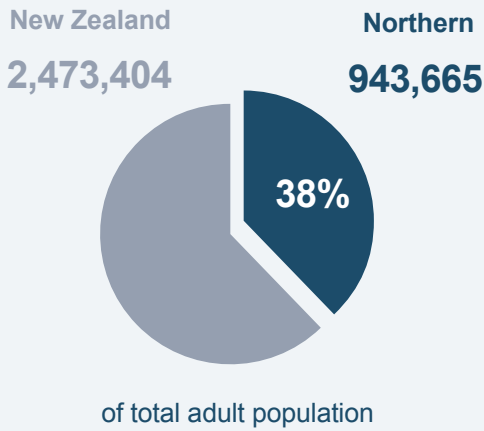
408

FTE positions funded through other sources

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

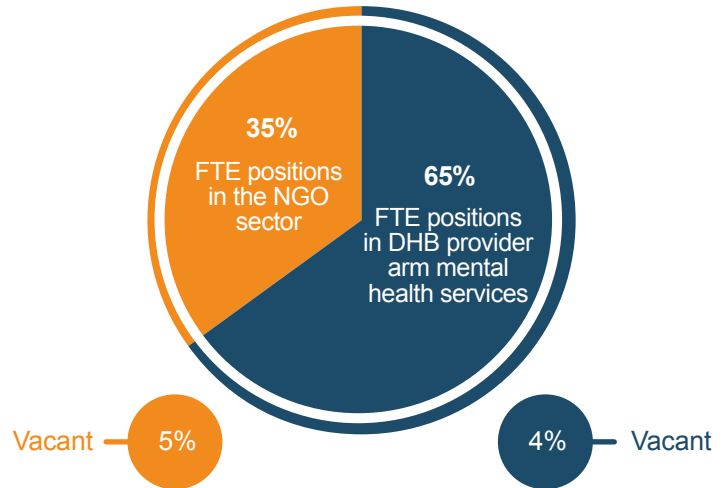
New Zealand adult population served

(2013 NZ census - people aged 20-64)



Northern DHB and NGO adult mental health and addiction workforce

Mental health (2,841 FTE positions)



People who access northern services

Mental health services



25,223
consumers seen by adult
mental health services
during 2012/13 (PRIMHD)
Access: 2.7%

AOD services



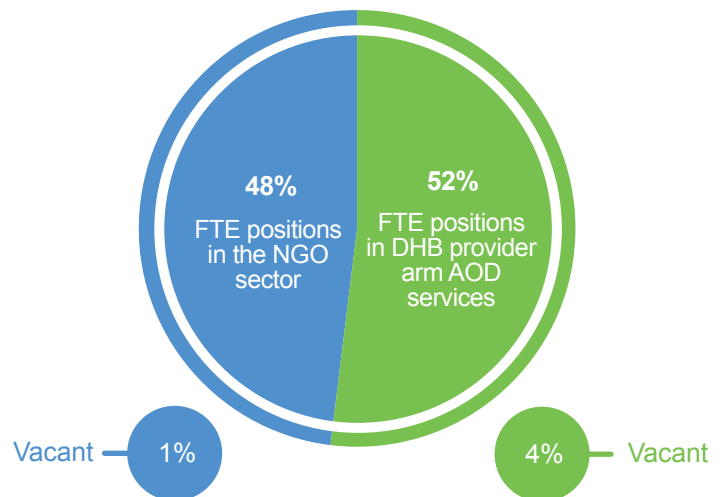
15,150
consumers seen by adult
AOD services during
2012/13¹
Access: 1.6%

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 (329 FTE positions)



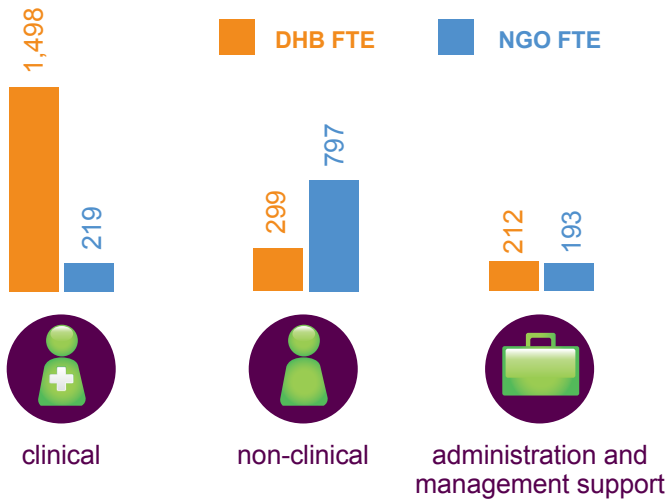
Problem gambling (48 FTE positions)



More about the northern workforce

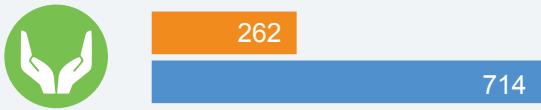
Clinical, non-clinical and other roles across DHB and NGO workforce

3,218 FTE = 36% of the total workforce



Northern key occupation groupings in the adult mental health workforce²

Support workers = 976 FTE positions (34%)



Nurses = 858 FTE positions (31%)



Allied health = 403 FTE positions (14%)



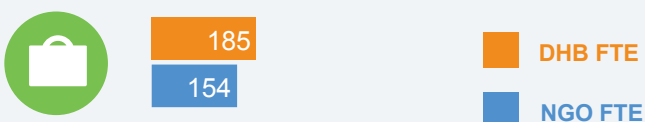
Medical and other professionals = 200 FTE positions (7%)



Cultural support = 50 FTE positions (2%)



Admin and management support roles = 339 FTE positions (12%)



Northern key occupation groupings in the addiction workforce²

Support workers = 64 FTE positions (19%)



Nurses = 30 FTE positions (8%)



Allied health = 187 FTE positions (50%)



Medical and other professionals = 11 FTE positions (3%)



Cultural support = 4 FTE positions (1%)



Admin and management support roles = 66 FTE positions (18%)

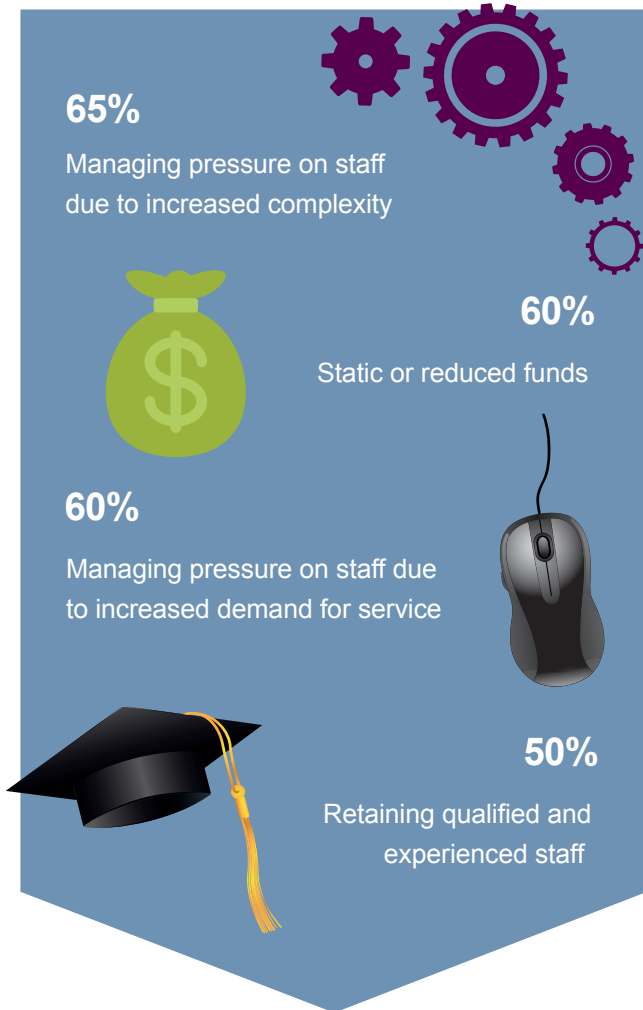


Māori, Pasifika and Asian workforce

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



Biggest workforce planning and development challenges for northern survey respondents



Cross-sector relationships

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

General hospitals/Emergency departments

33% 67%

Education

32% 68%

Disability sector

31% 69%

Mental health services of older persons

30% 70%

Housing New Zealand/accommodation providers

28% 72%

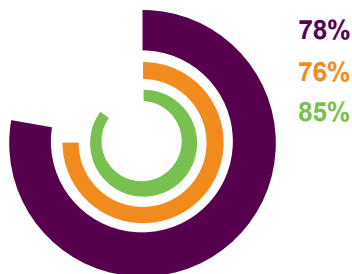
Primary health practices

28% 72%

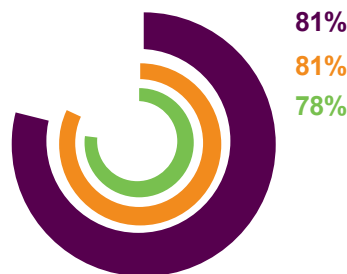
Needs improvement Working adequately/well

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:



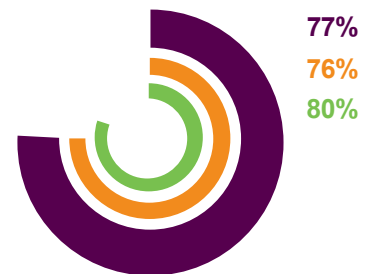
Knowledge of Pasifika family values, structures and concepts



Working with new technologies and IT



Psychological interventions, eg cognitive behavioural therapy, social network, mindfulness



CEP (co-existing problems) capability

All northern respondents

Mental health respondents

Addiction respondents

*FTE: Full time equivalent

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

²Missing 15 FTE from mental health and 15 FTE from addiction - these were reported as 'other'

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