

# Workforce stocktake 2014

MORE THAN  
NUMBERS

## South Island workforce for adult mental health and addiction services

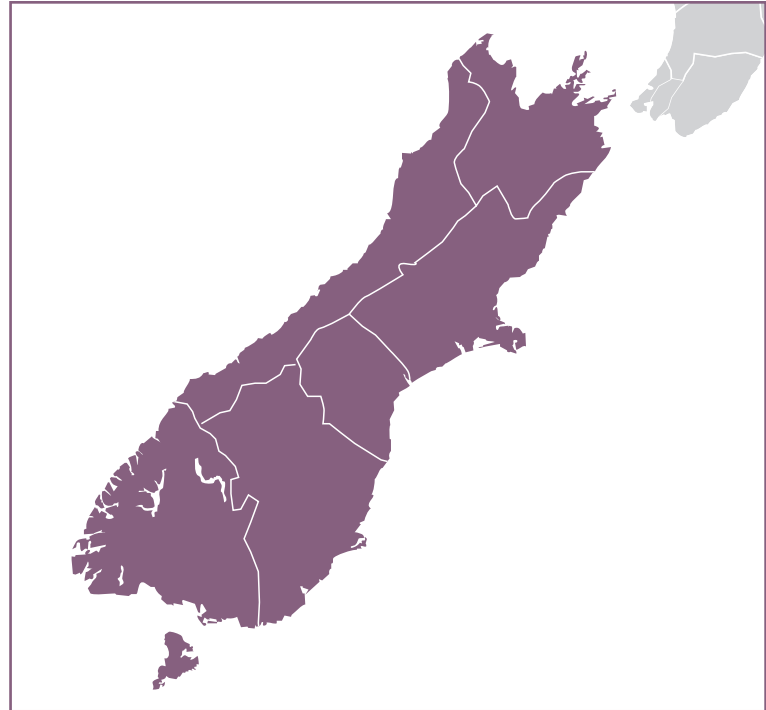
In 2014 adult mental health and addiction organisations were surveyed to build a profile of the workforce. The following summary presents results for the South Island region for both mental health and addiction services.

*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 South Island DHBs participated, and 62 per cent of South Island 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

### South Island

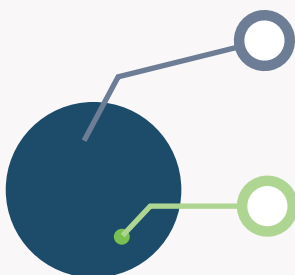
2,830

people employed



2,192

FTE\* positions funded by Vote Health



105

FTE positions funded through other sources

### National

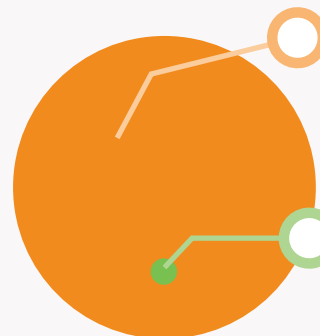
10,845

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

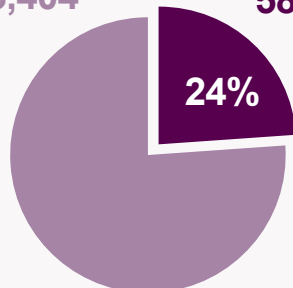
## New Zealand adult population served

(2013 NZ census - people aged 20-64)

New Zealand South Island

2,473,404

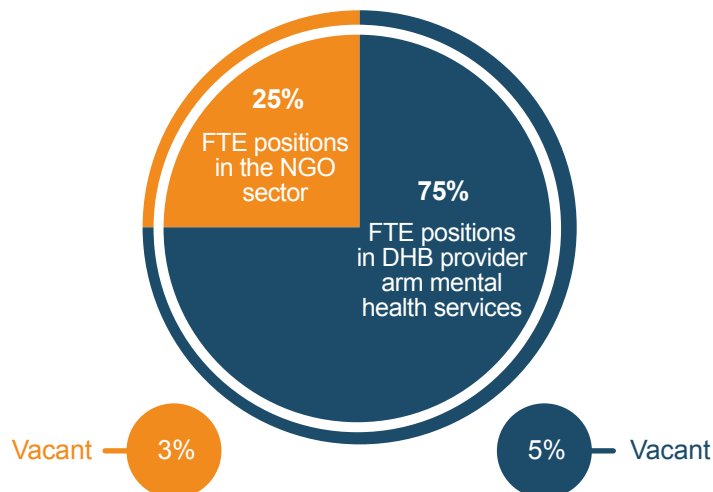
588,267



of total adult population

## South Island DHB and NGO adult mental health and addiction workforce

### Mental health (1,825 FTE positions)



## People who access South Island services

### Mental health services



**16,369**

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

Access: 2.8%

### AOD services



**7,764**

consumers seen by adult AOD services during 2012/13<sup>1</sup>

Access: 1.3%

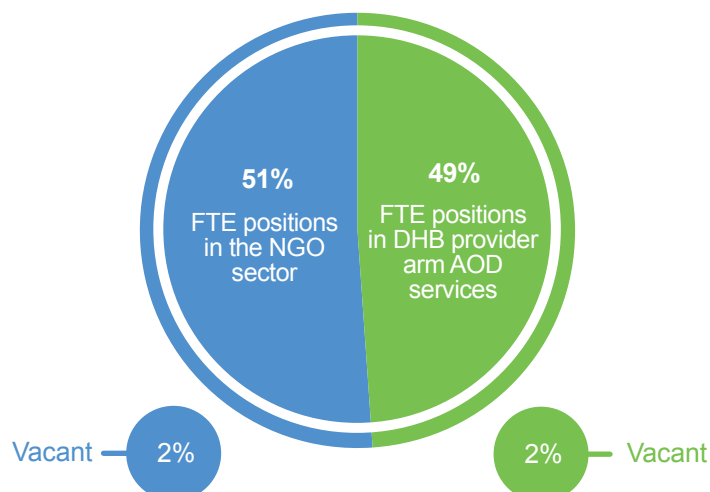
### Problem gambling services



**1,168**

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

### AOD (349 FTE positions)



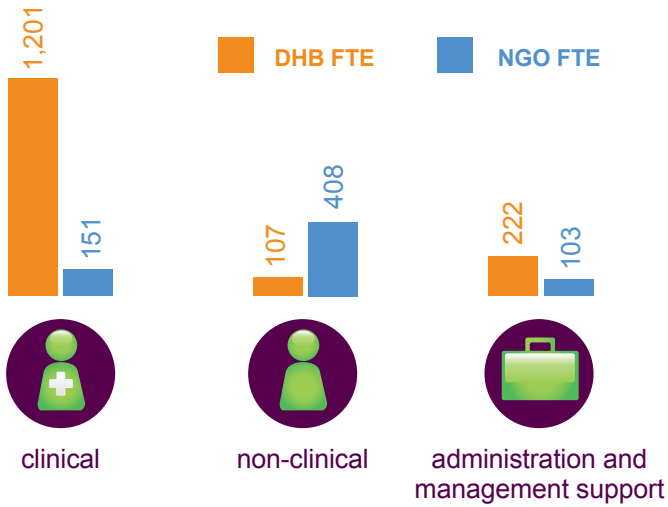
### Problem gambling (18 FTE positions)



## More about the South Island workforce

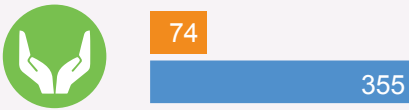
### Clinical, non-clinical and other roles across DHB and NGO workforce

2,192 FTE = 25% of the total workforce



### South Island key occupation groupings in the adult mental health workforce<sup>2</sup>

Support workers = 429 FTE positions (25%)



Nurses = 708 FTE positions (41%)



Allied health = 192 FTE positions (11%)



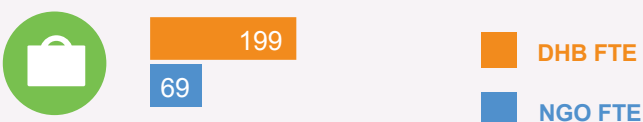
Medical and other professionals = 118 FTE positions (7%)



Cultural support = 27 FTE positions (1%)



Admin and management support roles = 268 FTE positions (15%)



### South Island key occupation groupings in the addiction workforce<sup>2</sup>

Support workers = 53 FTE positions (14%)



Nurses = 77 FTE positions (21%)



Allied health = 149 FTE positions (41%)



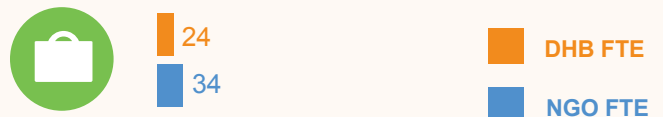
Medical and other professionals = 18 FTE positions (5%)



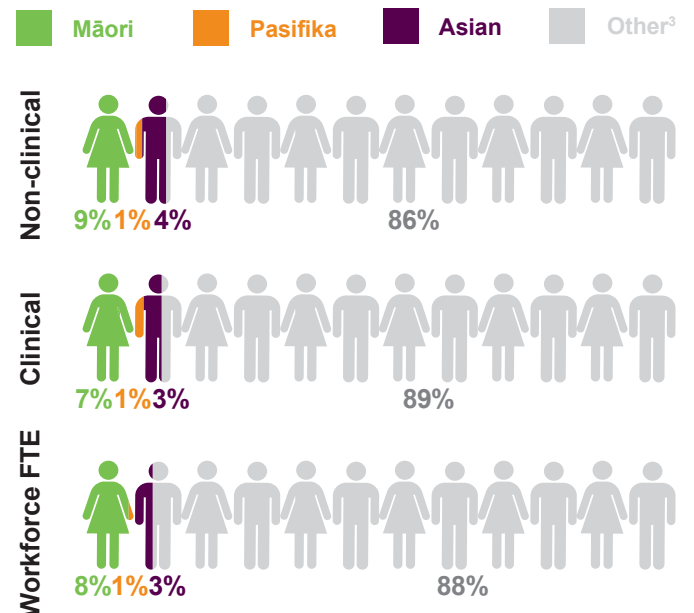
Cultural support = 6 FTE positions (2%)



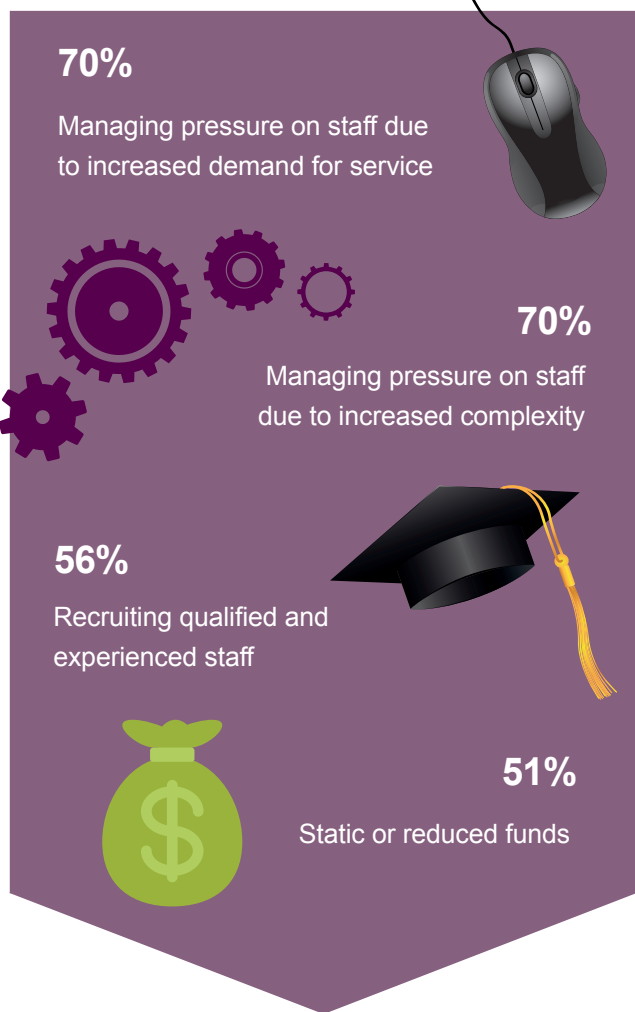
Admin and management support roles = 58 FTE positions (17%)



### Māori, Pasifika and Asian workforce



## Biggest workforce planning and development challenges for South Island survey respondents



## Cross-sector relationships

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

Housing New Zealand/accommodation providers

28% 72%

Mental health services of older persons

26% 74%

Primary health practices

19% 81%

Work & Income

19% 81%

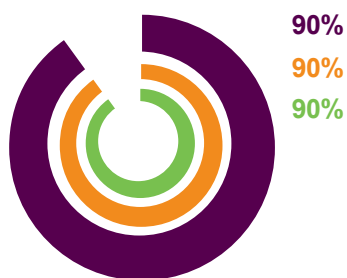
Child and adolescent mental health services

18% 82%

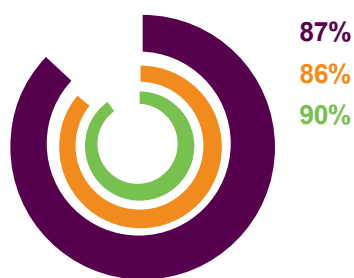
Needs improvement Working adequately/well

## Knowledge and skill development needs for the workforce

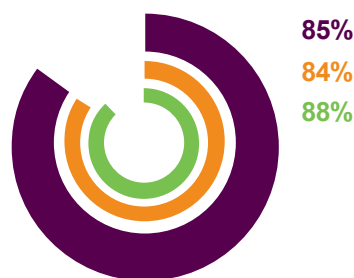
Survey respondents reported a need for improved staff knowledge and skills in a number of areas. Examples of key areas of need identified include:



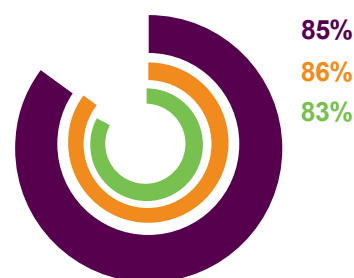
Cultural competence for working with Pasifika ethnic groups



Working with new technologies and IT



Knowledge and skills in the engagement process when working with Pasifika ethnic groups



Cultural competence for working with Asian ethnic groups

All South Island respondents

Mental health respondents

Addiction respondents

\*FTE: Full time equivalent

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

<sup>2</sup>Missing 83 FTE from mental health (78 FTE are case managers from one DHB) and 6 FTE from addiction - these were reported as 'other'

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