

Workforce stocktake 2014

MORE THAN
NUMBERS

The adult addiction service workforce a glance

In 2014 *More than numbers* surveyed adult mental health and addiction organisations to build a profile of the workforce.

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

All Vote Health funded DHB and NGO mental health and addiction organisations were invited to take part. All DHBs and 73 per cent of NGOs participated, with an overall response rate of 75 per cent.

The survey asked about roles, professions and vacancies; recruitment issues; and workforce and service development challenges.

This report presents key survey results as well as population, consumer service use and funding using PRIMHD, CLIC and Price Volume Schedule (2012/13) data.

This information intends to support effective workforce planning and service development.

New Zealand adult population

(2013 NZ census)

2,473,404

people aged 20-64



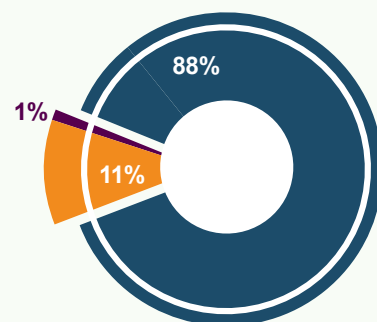
Vote Health funding

Funding of adult mental health and addiction services:

\$1.082 billion¹



- mental health
- problem gambling
- alcohol and other drug



People who access services

Mental health services

71,998

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



Access: 2.9%

AOD services

37,520

consumers seen by adult alcohol and other drug services during 2012/13 (PRIMHD)



Access: 1.5%

Problem gambling services

6,074

consumers seen by problem gambling services during 2012/13 (CLIC)



Addiction Vote Health funded FTEs by service type



Vote Health funded FTEs in adult mental health and addiction services

7,612

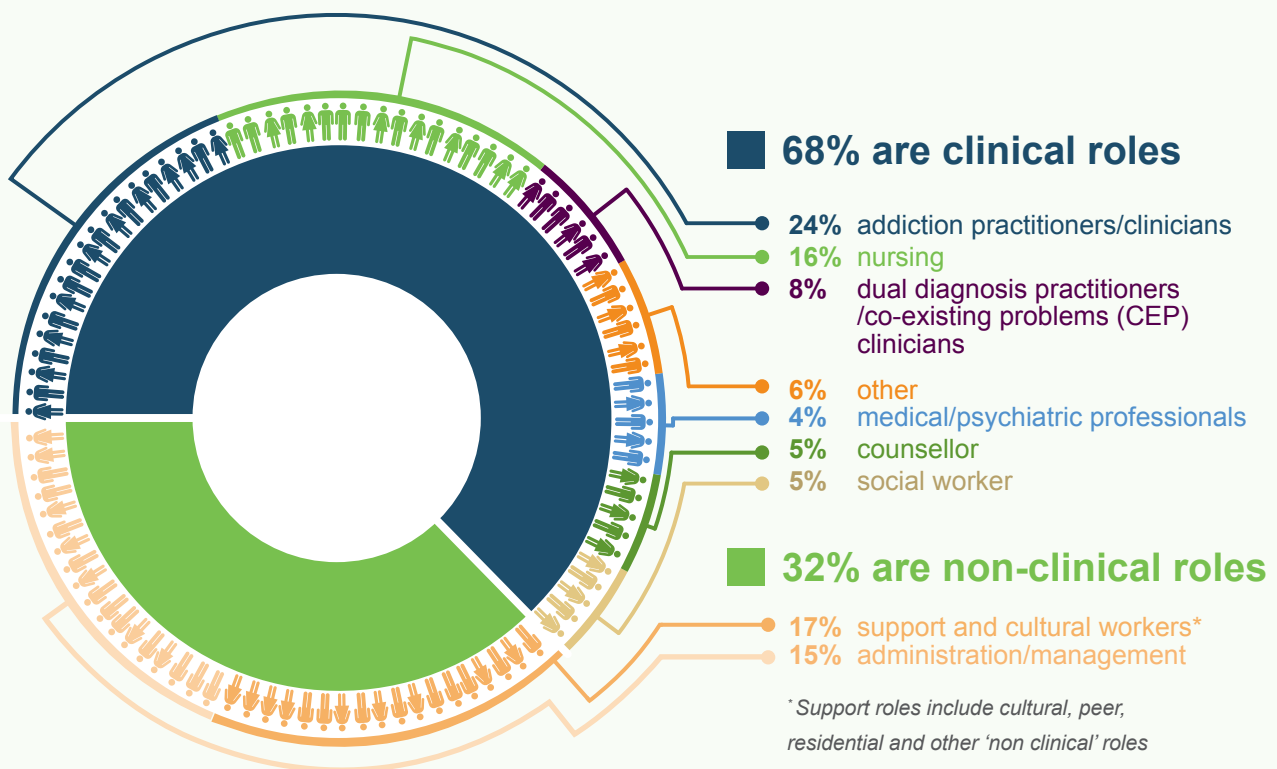
FTE positions in mental health services

1,317

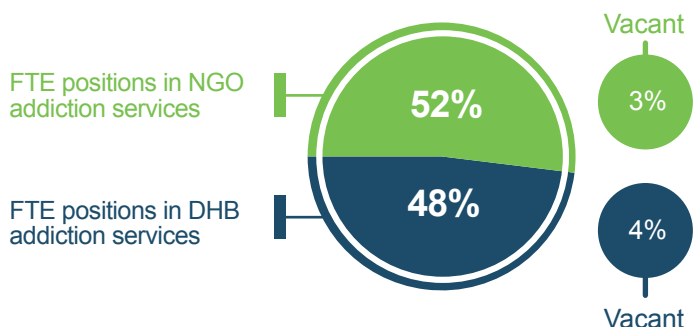
FTE positions in addiction services



Roles in addiction services



DHB and NGO workforce split



8% of the workforce provide problem gambling services, all of which were reported by NGOs.

Waitlist management

77% of respondents take actions to prevent or manage a wait list



These include:

- internal triage by service for appropriate treatment pathway
- provision of pamphlets and information
- referral to self-help groups or peer support workforce
- prioritisation in multi-disciplinary team meetings.

Ethnic distribution



Proportion of New Zealand population aged 20-64

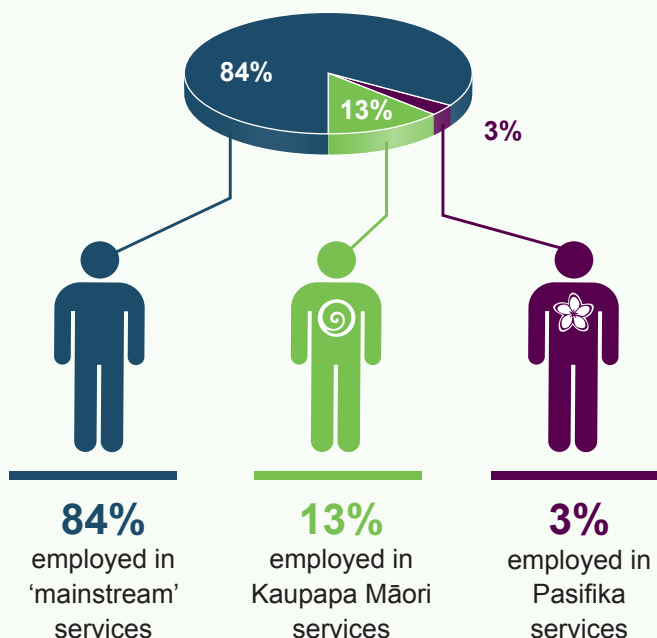


2,473,404 total adult population aged 20-64

Proportion of workforce in adult addiction services



Total addiction workforce (reporting on ethnicity) 925 FTE positions



Adult addiction service workforce by region

Northern region

Population 20-64: 943,665
AOD service consumers: 15,150
DHB workforce: 169 FTEs, 45%
NGO workforce: 208 FTEs, 55%
Vacancies: 13 FTEs, 3.5%

Midland region

Population 20-64: 454,809
AOD service consumers: 8,881
DHB workforce: 149 FTEs, 48%
NGO workforce: 163 FTEs, 52%
Vacancies: 15 FTEs, 4.7%

Central region

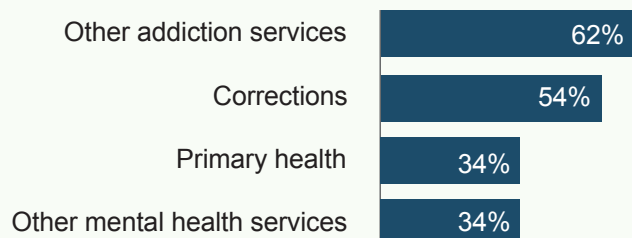
Population 20-64: 486,663
AOD service consumers: 6,707
DHB workforce: 145 FTEs, 56%
NGO workforce: 116 FTEs, 44%
Vacancies: 11 FTEs, 4.3%

South Island region

Population 20-64: 588,267
AOD service consumers: 7,764
DHB workforce: 170 FTEs, 46%
NGO workforce: 197 FTEs, 54%
Vacancies: 8 FTEs, 2.3%

Cross-sector relationships with other sectors and agencies

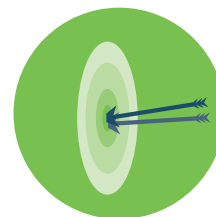
Addiction workforce reported strong cross sectoral relationships with these services:



Addiction workforce reported needing to improve cross sector relationships with these services:



Knowledge and skill development needs



KNOWLEDGE and SKILLS



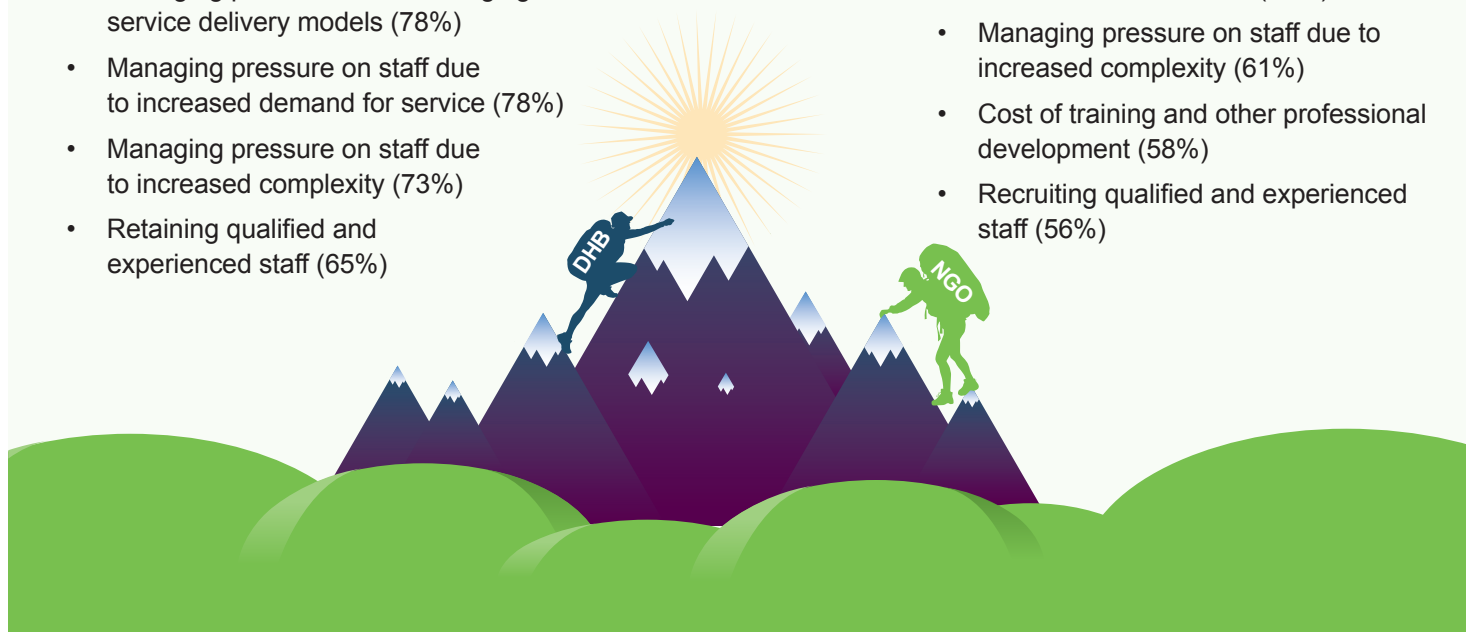
The biggest challenges facing services

DHB responses:

- Managing pressure due to changing service delivery models (78%)
- Managing pressure on staff due to increased demand for service (78%)
- Managing pressure on staff due to increased complexity (73%)
- Retaining qualified and experienced staff (65%)

NGO responses:

- Static or reduced funds (66%)
- Managing pressure on staff due to increased complexity (61%)
- Cost of training and other professional development (58%)
- Recruiting qualified and experienced staff (56%)



1 – Ministry of Health Price Volume Schedule (PVS) 12/13.

2 – Other comprises of all other ethnic groups including Pakeha/European.

Some numbers have been rounded to the nearest whole number.