

# Workforce stocktake 2014

MORE THAN  
NUMBERS

## Adult mental health and addiction service workforce

In 2014 adult mental health and addiction service organisations were surveyed to build a profile of the workforce.

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

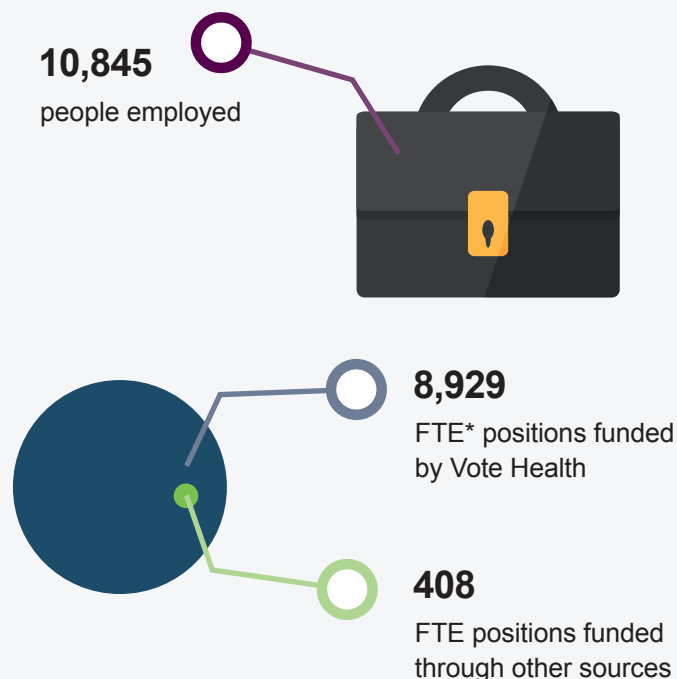
All DHB and NGO mental health and addiction organisations were invited to take part. All DHBs and 73% of NGOs participated, with an overall response rate of 75%.

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

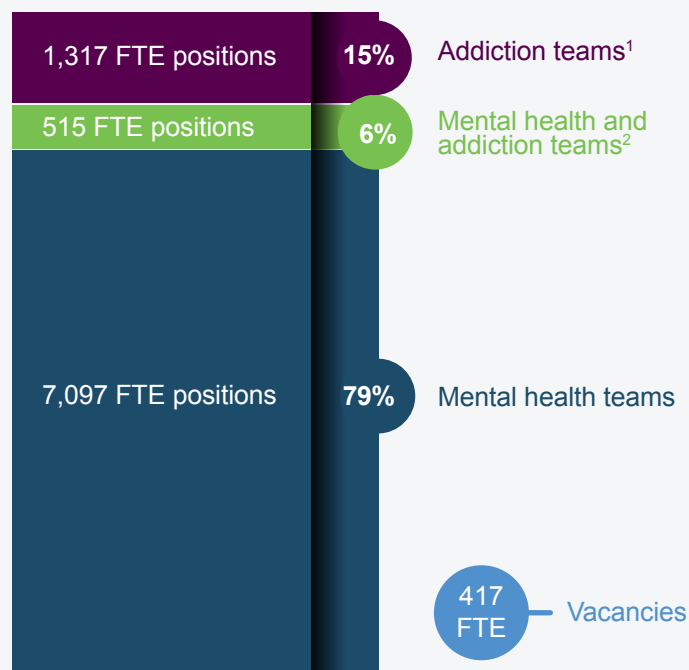
This summary presents key survey results as well as population, consumer service use and funding information, and information from the Price Volume Schedule (12/13) and PRIMHD.

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

### People working in adult mental health and addiction services



### Workforce by sector



<sup>1</sup>Addiction refers to all alcohol and other drug services plus problem gambling

<sup>2</sup>This refers to all those teams and/or services that deliver combined mental health and addiction services

## New Zealand adult population

(2013 NZ census)

**2,473,404**

people aged 20-64



## 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%

### Addiction services



**37,520**

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

Access: 1.5%

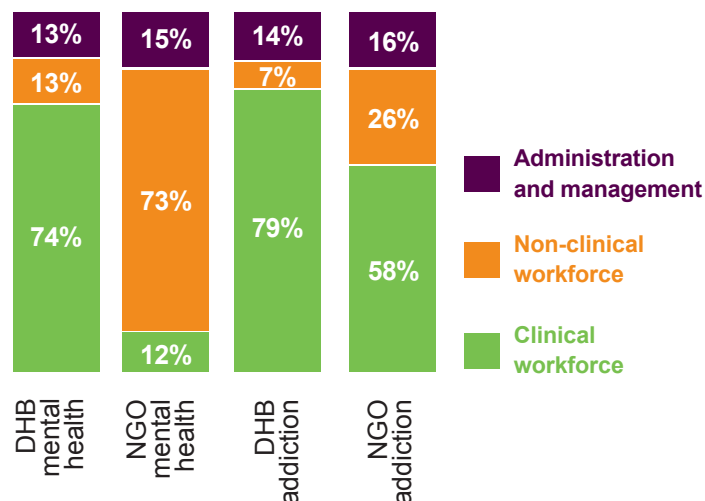
### Problem gambling services



**6,074**

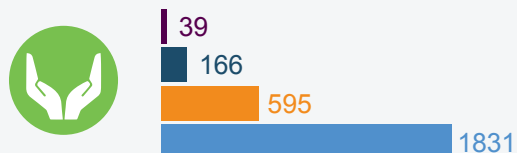
consumers seen by problem gambling services during 2012/13

## Clinical, non-clinical and other roles

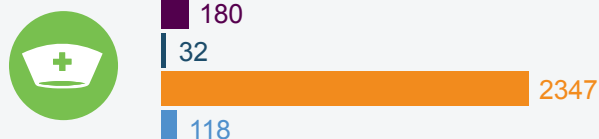


## Key occupation groupings

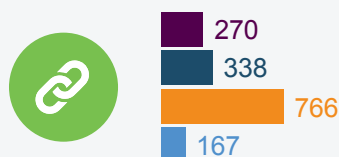
Support workers FTE positions = 2631 (30%)



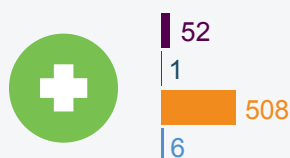
Nurses FTE positions = 2677 (30%)



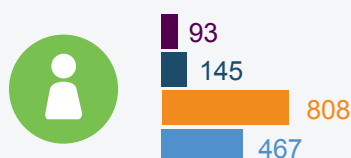
Allied health FTE positions = 1541 (17%)



Medical FTE positions = 567 (6%)



Other FTE positions<sup>4</sup> = 1513 (17%)



■ DHB addiction
 ■ NGO addiction
 ■ DHB mental health
 ■ NGO mental health

## Vote Health funding

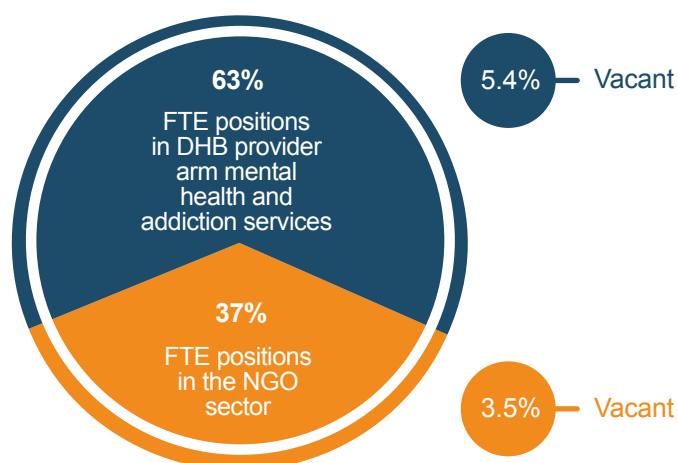
Funding of direct care adult mental health and addiction services:

**\$1.082 billion<sup>3</sup>**



<sup>3</sup>Ministry of Health Price Volume Schedule (PVS) 12/13

## DHB and NGO workforce split



## Ethnic distribution



### Proportion of New Zealand population aged 20-64



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

### Proportion of workforce in adult mental health services



Total mental health workforce 5405 FTE positions

### Proportion of workforce in adult addiction services



Total addiction workforce 925 FTE positions

87% of responses by organisations provided information about the ethnicity of their workforce

## Adult mental health and addiction services workforce by region<sup>6</sup>

### Northern region

Population 20-64: 943,665  
 Mental health consumers: 25,223  
 AOD consumers: 15,150  
 DHB workforce: 2,009 FTEs, 62%  
 NGO workforce: 1,209 FTEs, 38%  
 Vacancies: 137 FTEs, 4.3%

### Midland region

Population 20-64: 454,809  
 Mental health consumers: 16,959  
 AOD consumers: 8,881  
 DHB workforce: 863 FTEs, 53%  
 NGO workforce: 771 FTEs, 47%  
 Vacancies: 80 FTEs, 4.9%

### Central region

Population 20-64: 486,663  
 Mental health consumers: 15,880  
 AOD consumers: 6,706  
 DHB workforce: 1,255 FTEs, 67%  
 NGO workforce: 630 FTEs, 33%  
 Vacancies: 111 FTEs, 5.9%

### South Island region

Population 20-64: 588,267  
 Mental health consumers: 16,369  
 AOD consumers: 7,764  
 DHB workforce: 1,530 FTEs, 70%  
 NGO workforce: 662 FTEs, 30%  
 Vacancies: 90 FTEs, 4.1%

\*FTE: Full time equivalent

<sup>4</sup>Other includes cultural, management, administration and other roles

<sup>5</sup>Other comprises of all other ethnic groups including Pakeha/European

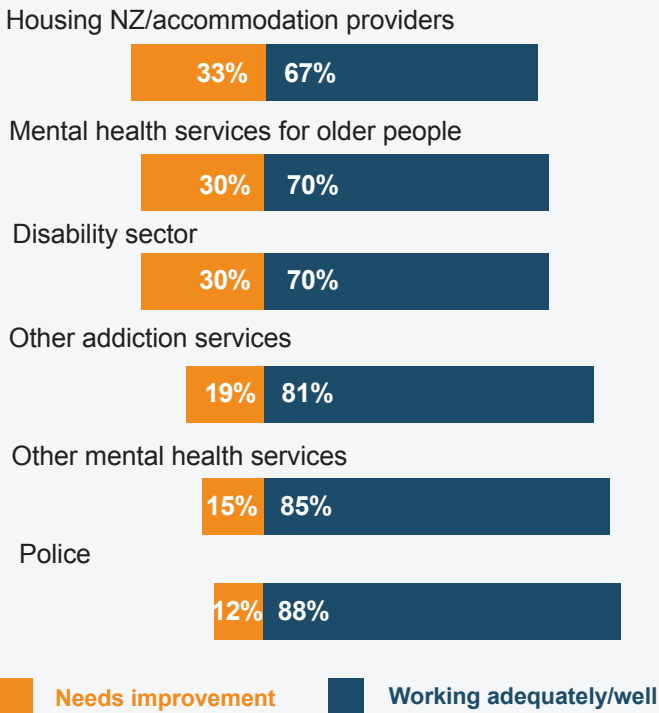
<sup>6</sup>1,168 problem gambling consumers seen in South Island and 4,906 in North Island. The total number of consumers identified for each region is higher than the national total as some consumers are included in more than one region

Biggest workforce development challenges for all survey respondents



Cross-sector relationships

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



Knowledge and skill development needs for the workforce

Survey respondents reported increased knowledge and skill needs for adult mental health and addictions across a range of areas

