

Using PRIMHD to inform workforce planning

Information collected in the PRIMHD¹ dataset is useful for workforce planning

Workforce planning questions

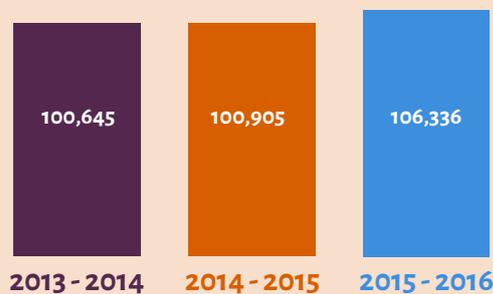
- What size does the workforce need to be in the future?
- What does the workforce need to do?
- What workforce skills and capabilities are needed?

PRIMHD information categories

- Number of people seen
- HoNOS items in the clinical range
- ADOM lifestyle and wellbeing scores
- Demographics of people accessing services

Examples based on adults accessing mental health and addiction services 2013-2017

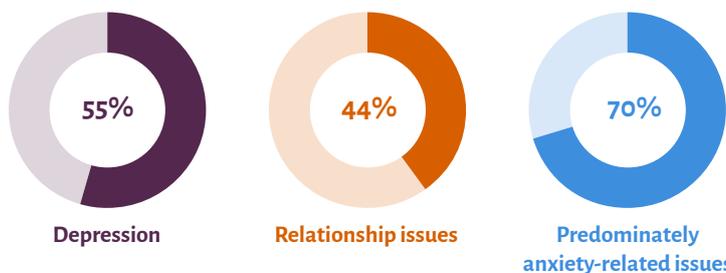
The number of people 20-64 years old seen by services



Source: Ministry of Health PP6 data set (2017)

- What workforce changes are required to meet current & future demand?
- Does the workforce reflect the demographics of the people accessing services?
- What does the future workforce need to look like?
- Are people returning to the service?

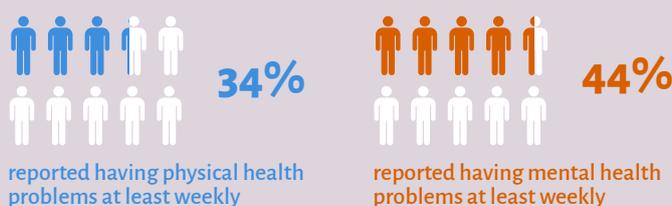
Significant issues for people accessing community mental health services (18-64)



Three HoNOS items most commonly reported with symptoms in the clinical range on entry.
Source: PRIMHD summary report – HoNOS (Te Pou, 2017)

- Is workforce knowledge and skills matched to people's needs?
- What workforce capability needs to be developed?
- Do workforce roles and activities reflect people's needs?

Significant issues for people accessing community alcohol and drug services



Source: Alcohol and other drug outcome measure (ADOM): Report two (Te Pou, 2017)

- What roles might be needed to address the social determinants of health?
- What capabilities are needed to meet a range of health needs?
- What workforce relationships are needed to support other health needs?

Contact your local PRIMHD coordinator for more information about PRIMHD, and see *Informing your planning: Using data sources and metrics for workforce planning* (Te Pou, 2017).

¹PRIMHD is the Programme for the Integration of Mental Health Data, collected by the Ministry of Health from organisations delivering mental health and addiction services. Note: Other sources of information include population health surveys of need.