Werry Workforce
WHĀRAURAU

Improving mental health and wellbeing for infants, children and young people through service improvement, workforce development and advocacy.

2018 STOCKTAKE of the ICAMH/AOD WORKFORCE

SECTOR DAY

DECEMBER 2019

uniservices⁺
IDEAS TO LIFE RANGAHAUA KIA WHAI HUA

THE UNIVERSITY OF AUCKLAND
Te Whare Wananga o Tamaki Makaurau
NEW ZEALAND

Content

- **POPULATION: Statistics NZ:**
  2018 & 10-year Projections: Potential Service Demand

- **0-19 YRS SERVICE USERS: PRIMHD:**
  2017 Service User Data: Actual Service Demand

- **ICAMH/AOD WORKFORCE: Werry Workforce Whāraurau Survey:**
  - **Current Capacity**
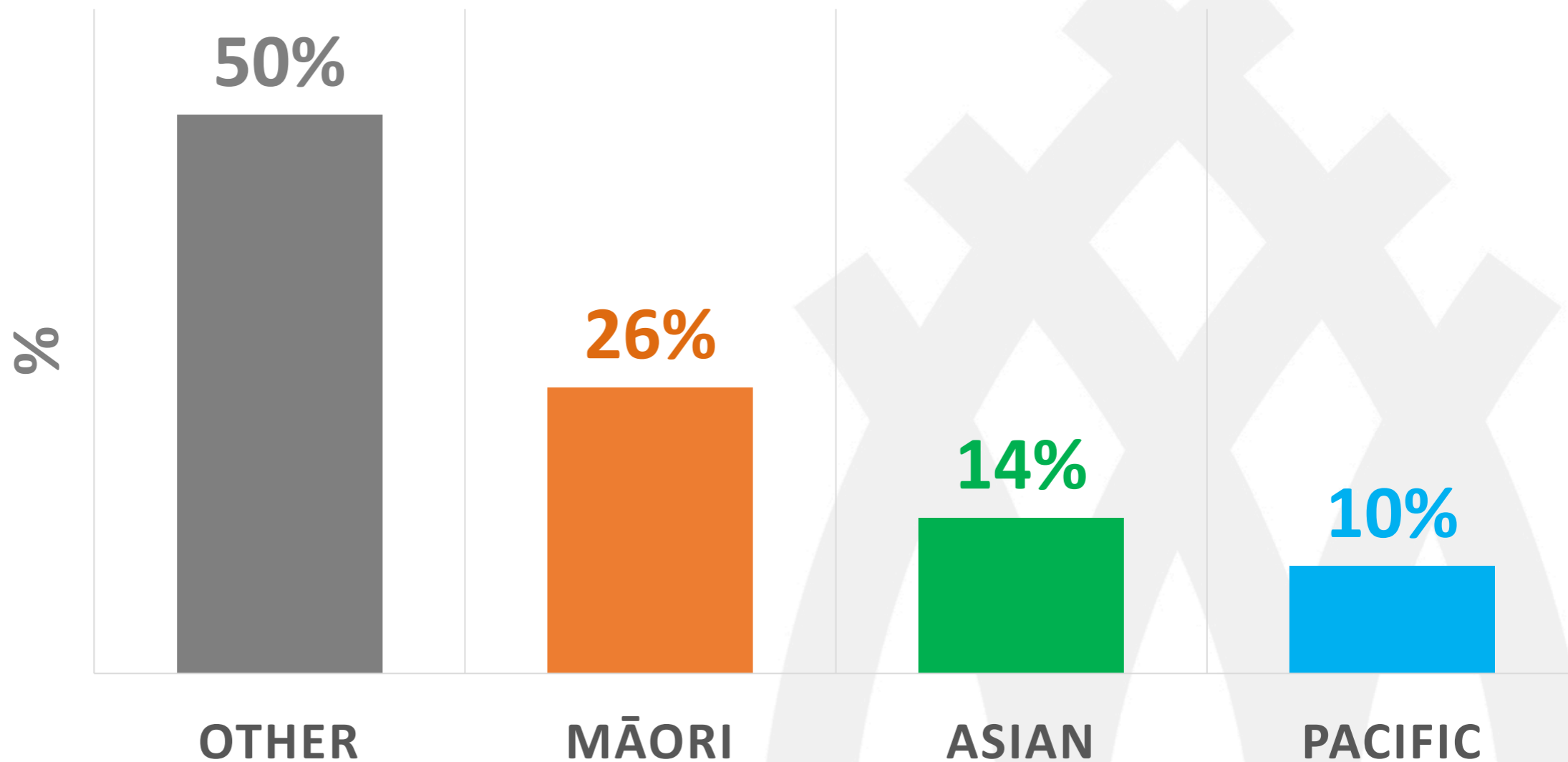 - **Challenges**

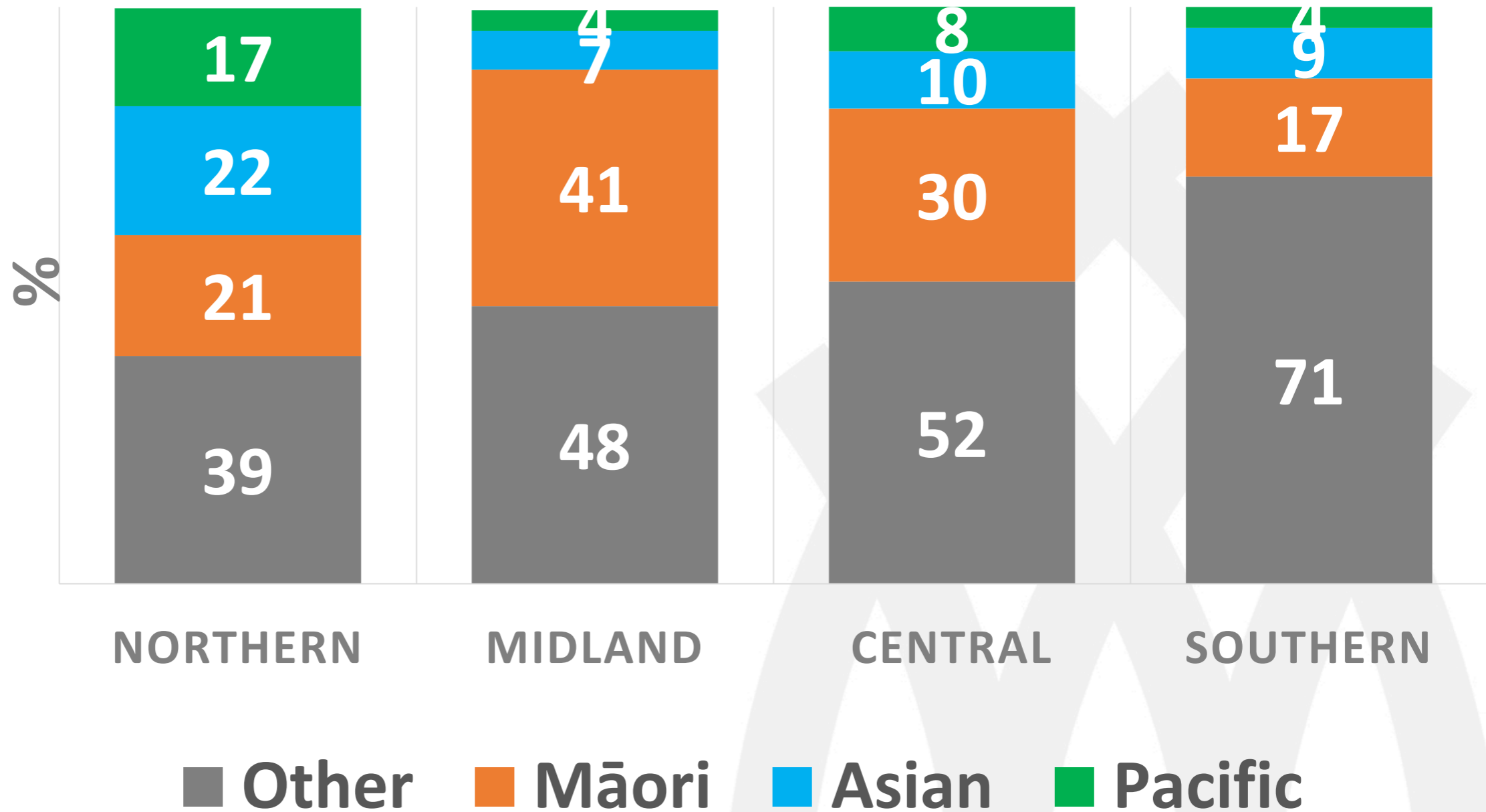- **WORKFORCE DEVELOPMENT**

Hahei, Coromandel

POPULATION

Cape Reinga
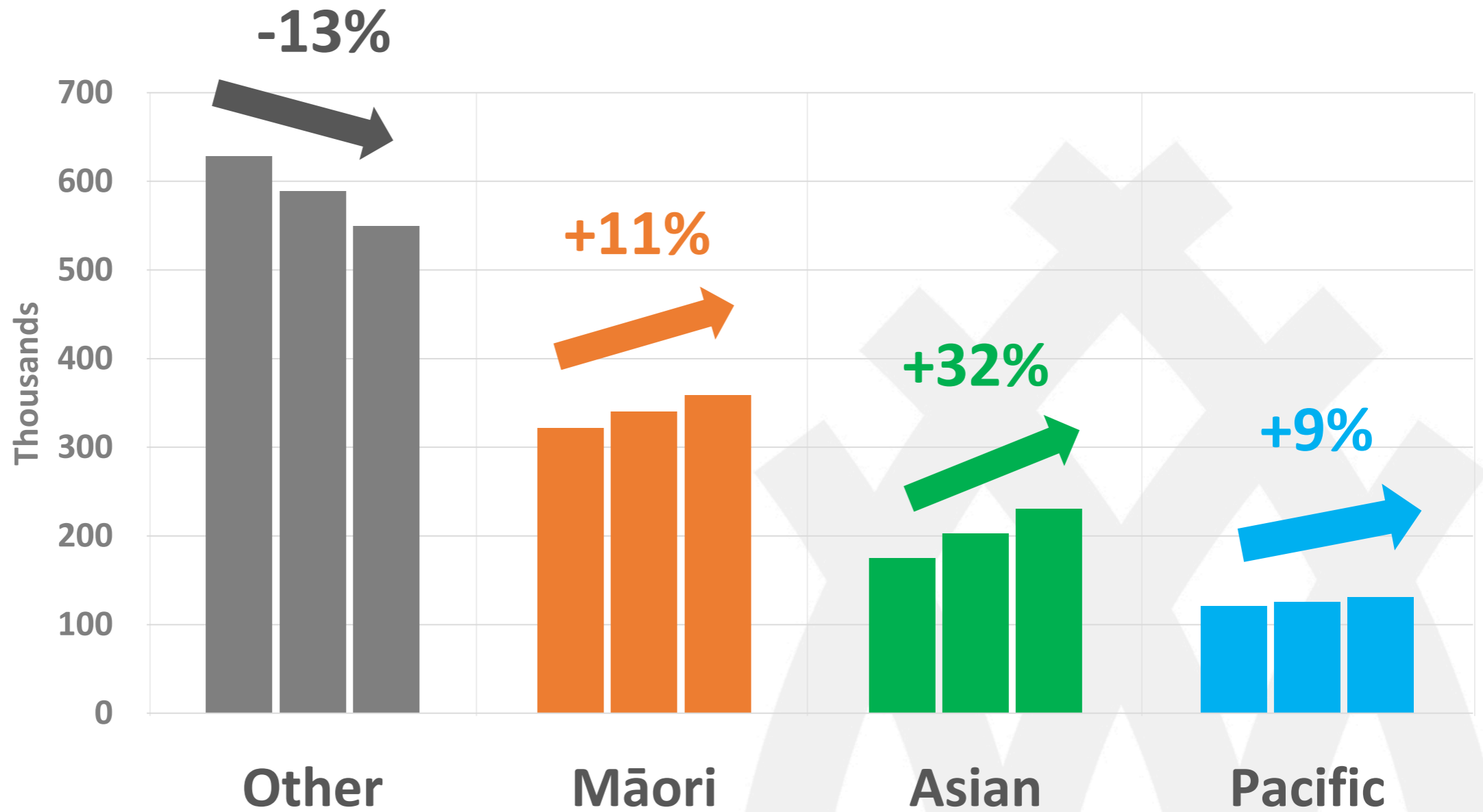
Māori and Pacific children and youth have:

- **High socioeconomic deprivation & disadvantage**

- **High levels of disengagement (NEET rates: Not in Education Employment or Training)**

- **High & complex mental health needs**

- **Continue to have high suicide rates**

Asian young people are also vulnerable

NZ SUICIDE RATES: 15–24 YRS

35.7

21.1

5.8

15.5

MĀORI   **PACIFIC**   **ASIAN**   **OTHER**
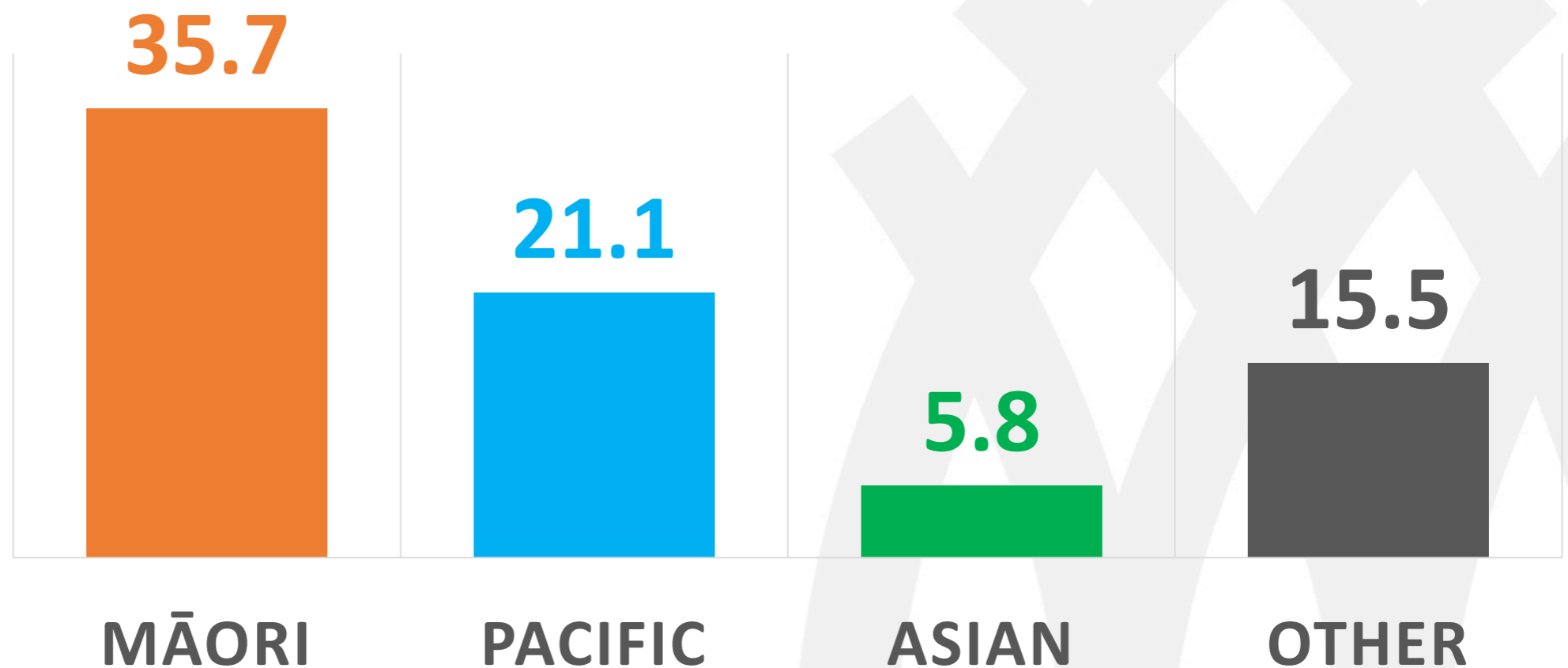
Rate per 100,000 (1996-2015, 2018)

ICAMH/AOD SERVICE USERS

Rangitoto Island, Auckland

Total 0-19 yrs Service Users

7% average increase

Year	Total	NGO	DHB
2010	24,200	2,854	21,346
2011	28,703	6,129	22,574
2012	30,472	7,085	23,387
2013	32,197	7,020	25,177
2014	34,337	8,104	26,233
2015	35,361	8,539	26,822
2016	36,210	8,991	27,219
2017	37,770	8,882	28,888
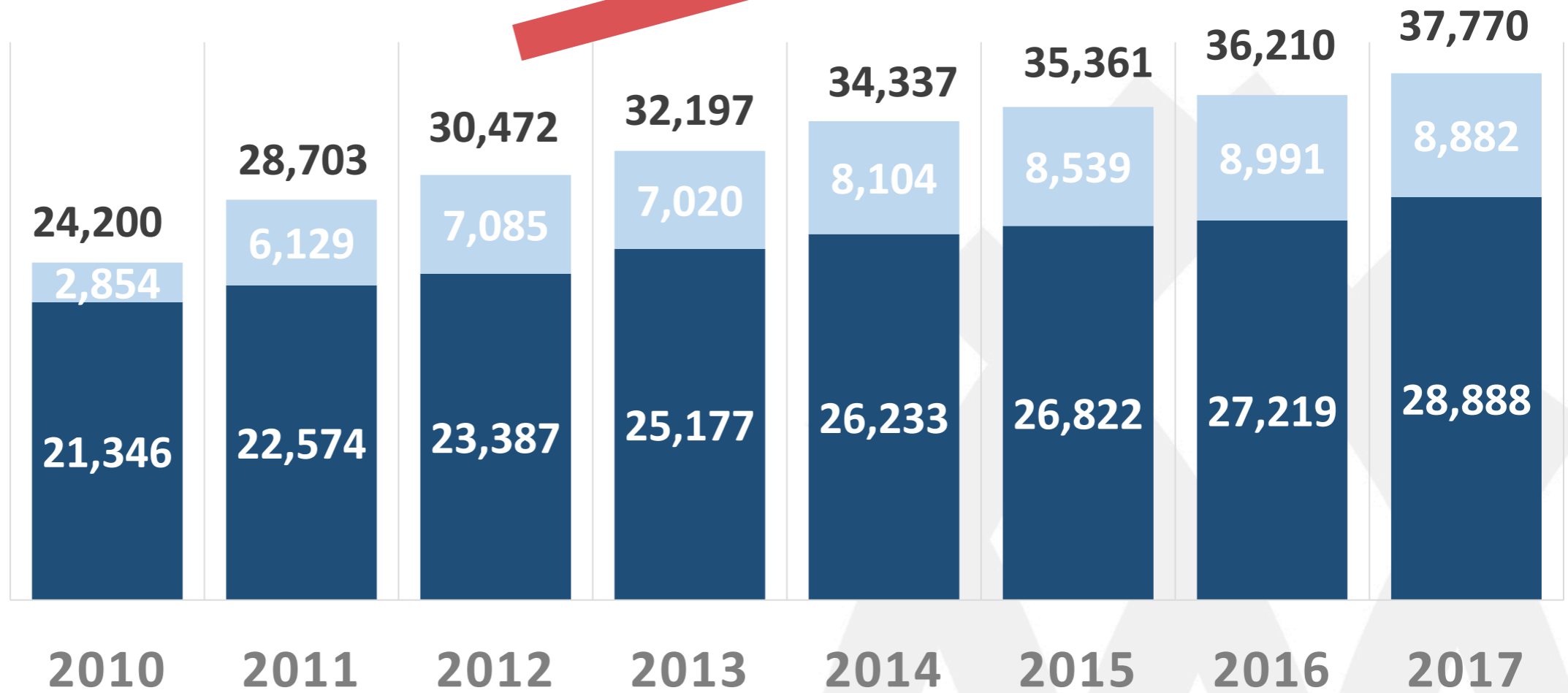
76% seen by DHB Services (2017)

DHB   NGO

SERVICE USERS

Source: PRIMHD July-December

Service Users by Ethnicity (2010-2017)

SERVICE USERS

+9%

Average increase per year

+9%

Māori

33%

+12%

Pacific

7%

Asian

4%

70% seen by DHB Services (2017)
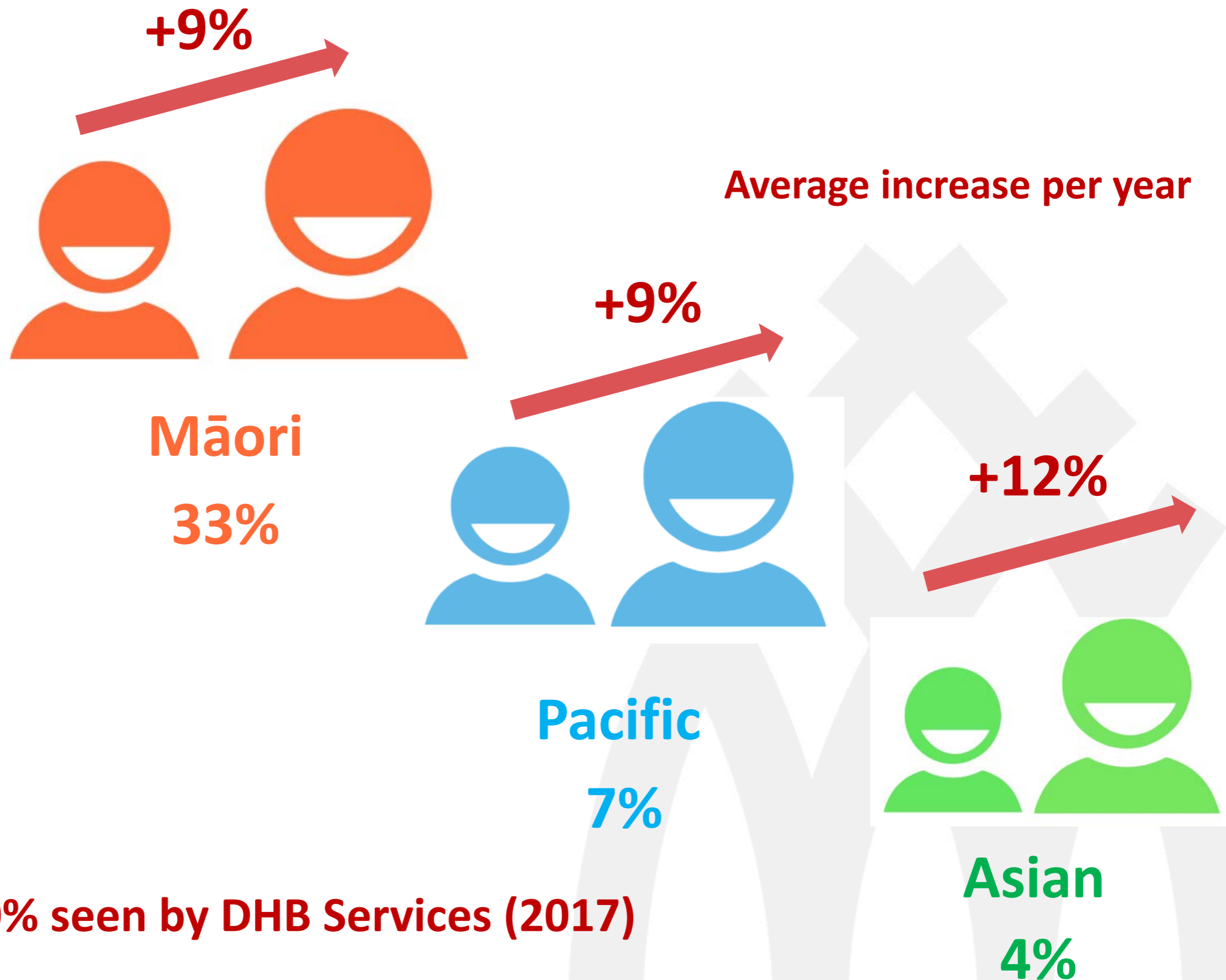
Source: PRIMHD July-December

Service Users by Ethnicity & Region (2017)
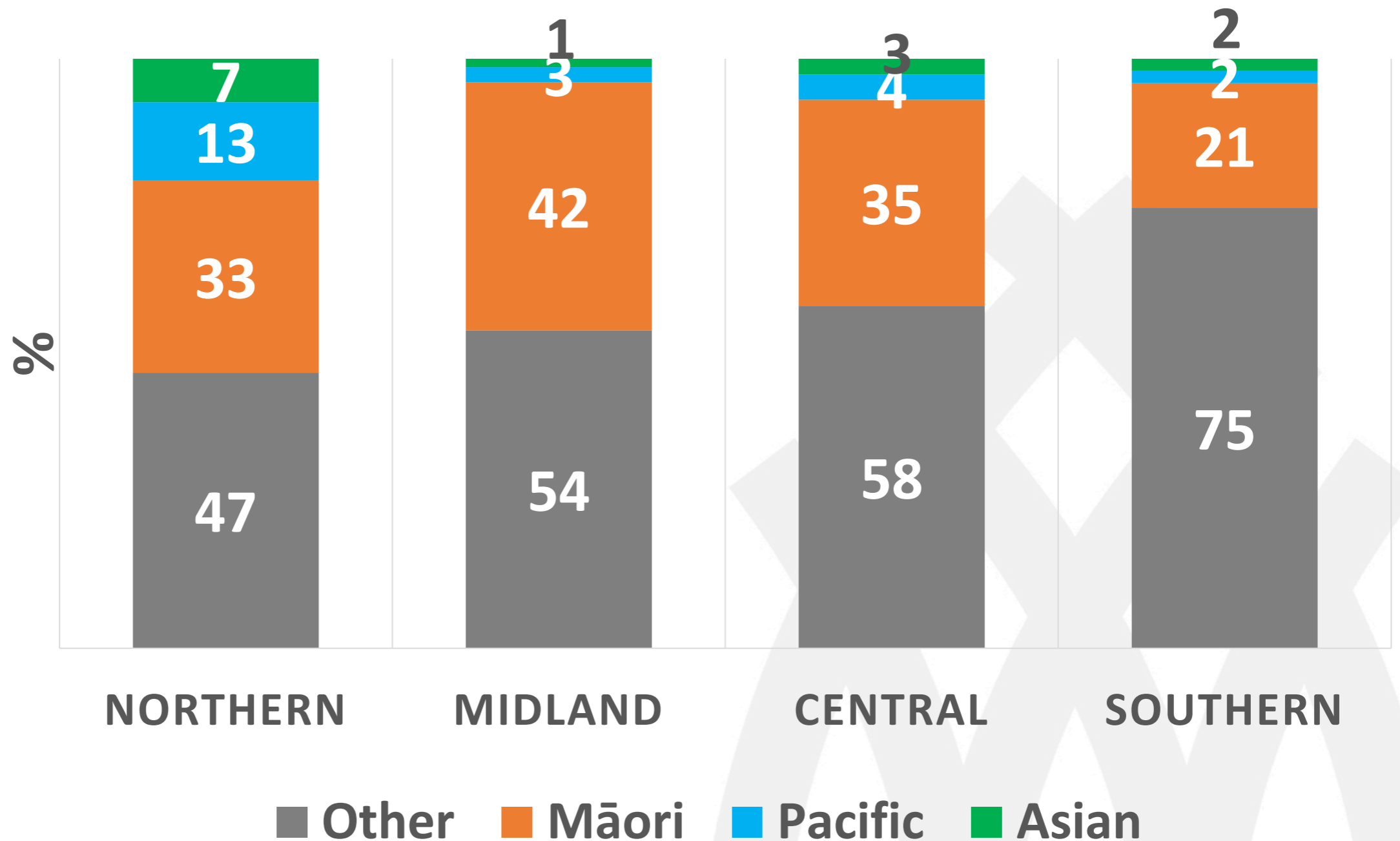
SERVICE USERS

	NORTHERN	MIDLAND	CENTRAL	SOUTHERN
Asian	7	1	3	2
Pacific	13	3	4	2
Māori	33	42	35	21
Other	47	54	58	75

■ Other ■ Māori ■ Pacific ■ Asian
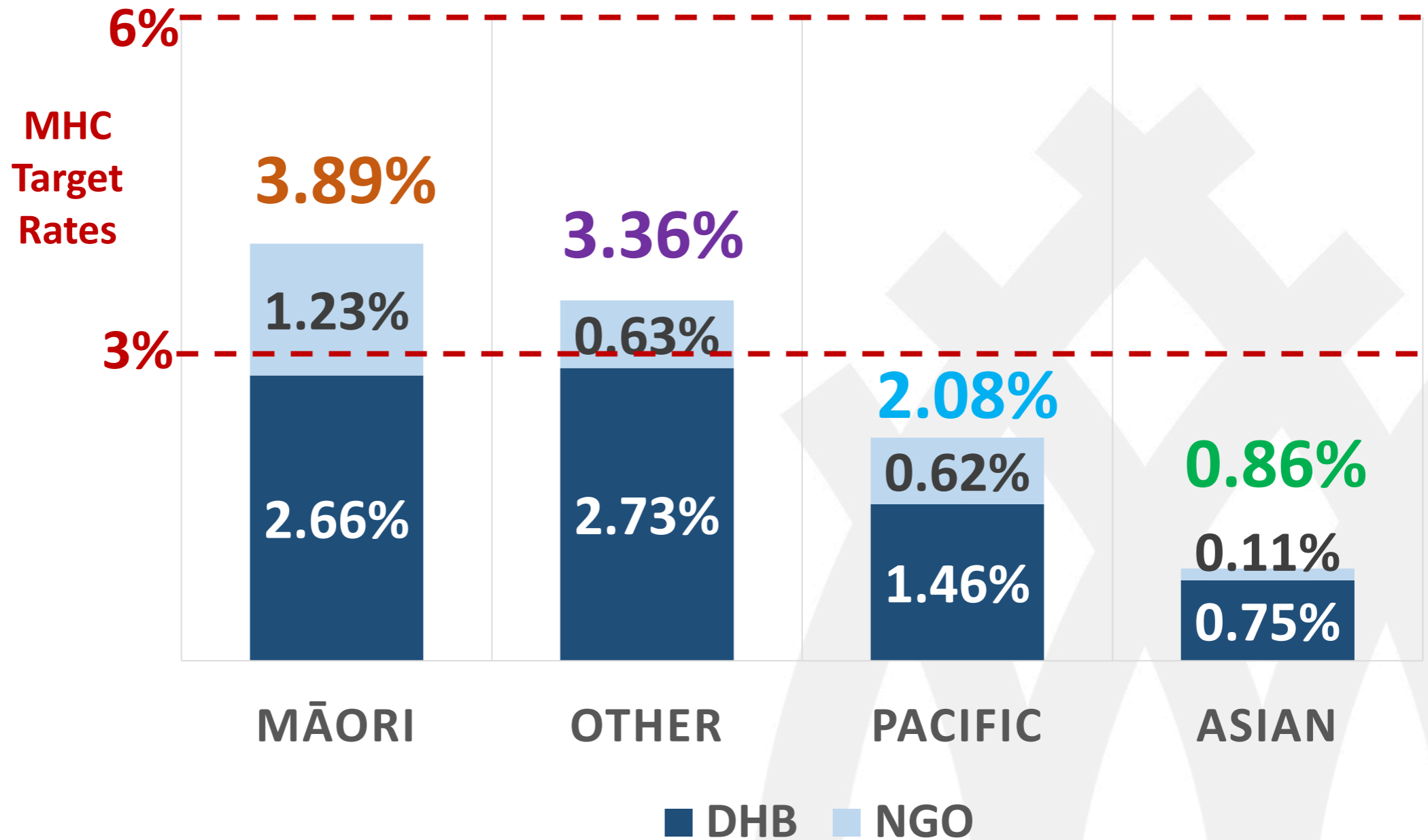
Source: PRIMHD July-December, 2017

Access Rates by Region & Ethnicity (2017)

SERVICE USERS

6%

MHC Target Rate

3%

NORTHERN
2.75%

Māori 4.21%
Other 3.23%
Pacific 2.15%
Asian 0.93%

MIDLAND
3.57%

Māori 3.75%
Other 3.92%
Pacific 2.63%
Asian 0.68%

CENTRAL
3.07%

Māori 3.66%
Other 3.35%
Pacific 1.67%
Asian 0.86%

SOUTHERN
3.00%

Māori 3.81%
Other 3.14%
Pacific 1.77%
Asian 0.72%

◼ Māori ◼ Other ◼ Pacific ◼ Asian
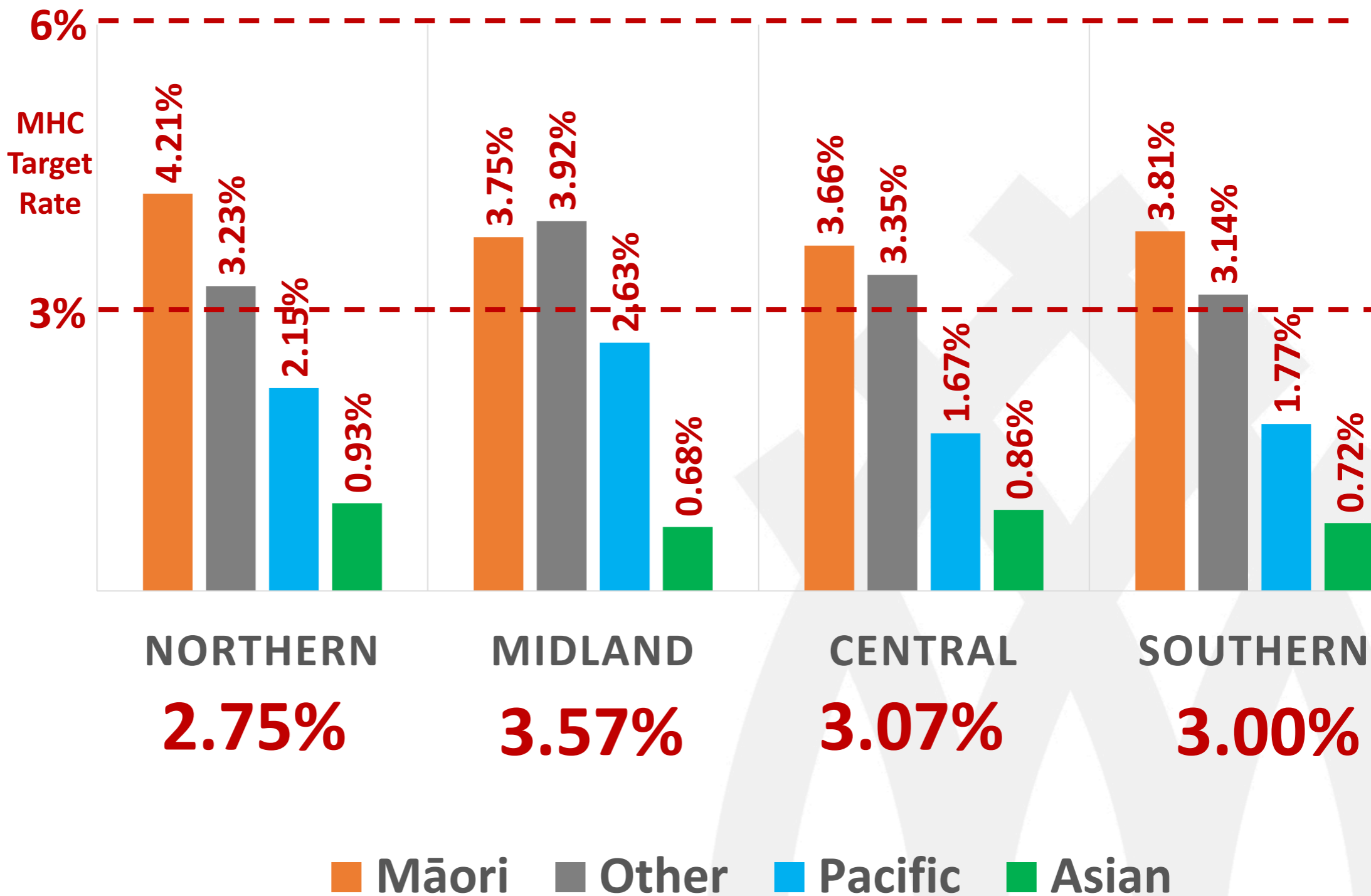
Source: PRIMHD July-December

FUNDING

Mt Ruapehu, Taupo

FUNDING

+4.5%
TOTAL

$183
$176
$164
$155
$142
$117
$104
$96

DHB +0.5%

$135
$134
$124
$120
$114
$94
$84
$78

+17.6%

$48
$41
$40
$35
$28
$22
$21
$18

NON-DHB

03/04 05/06 07/08 09/10 11/12 13/14 15/16 17/18

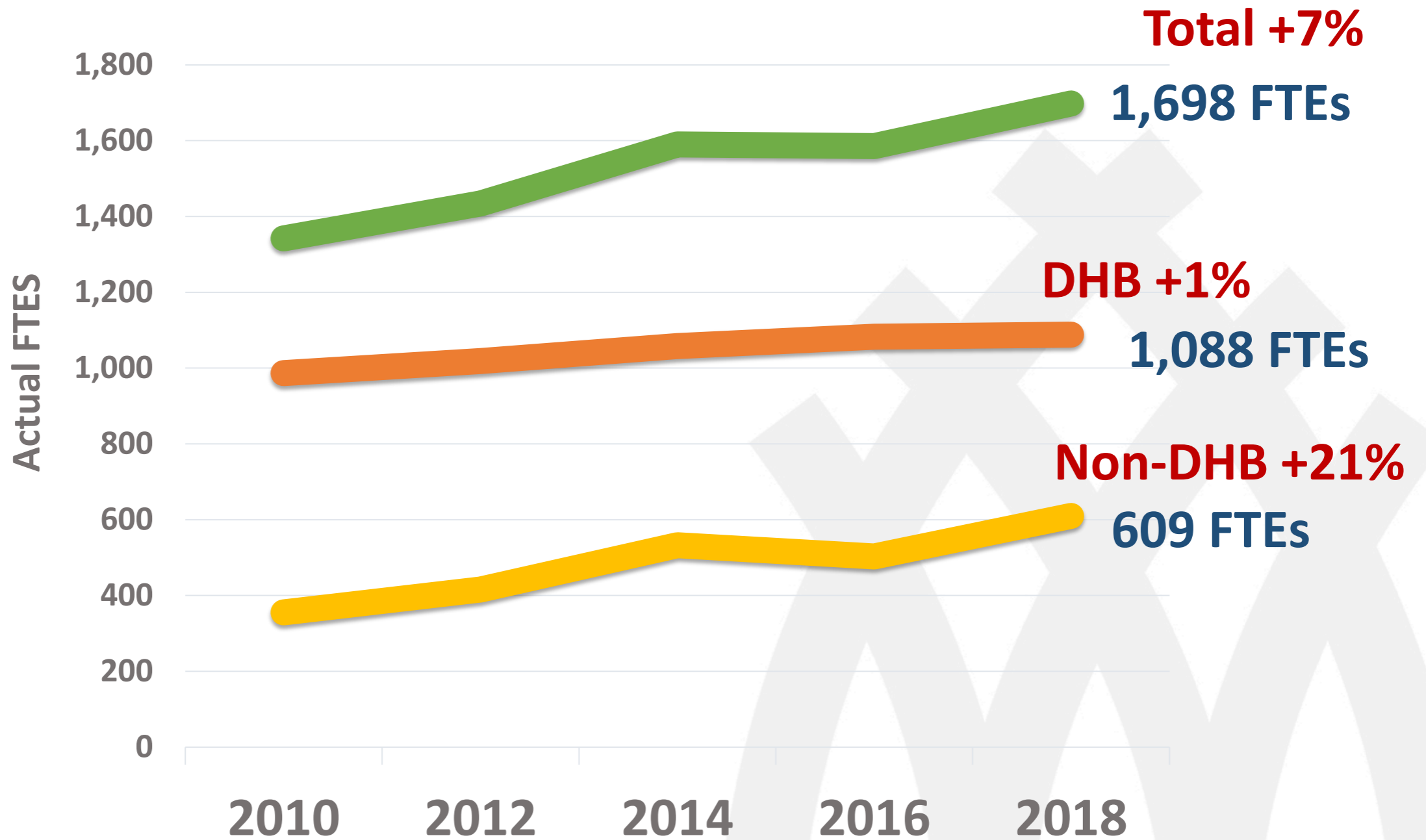**% Change: 2016 to 2018**

Source: MOH Price Volume Schedules
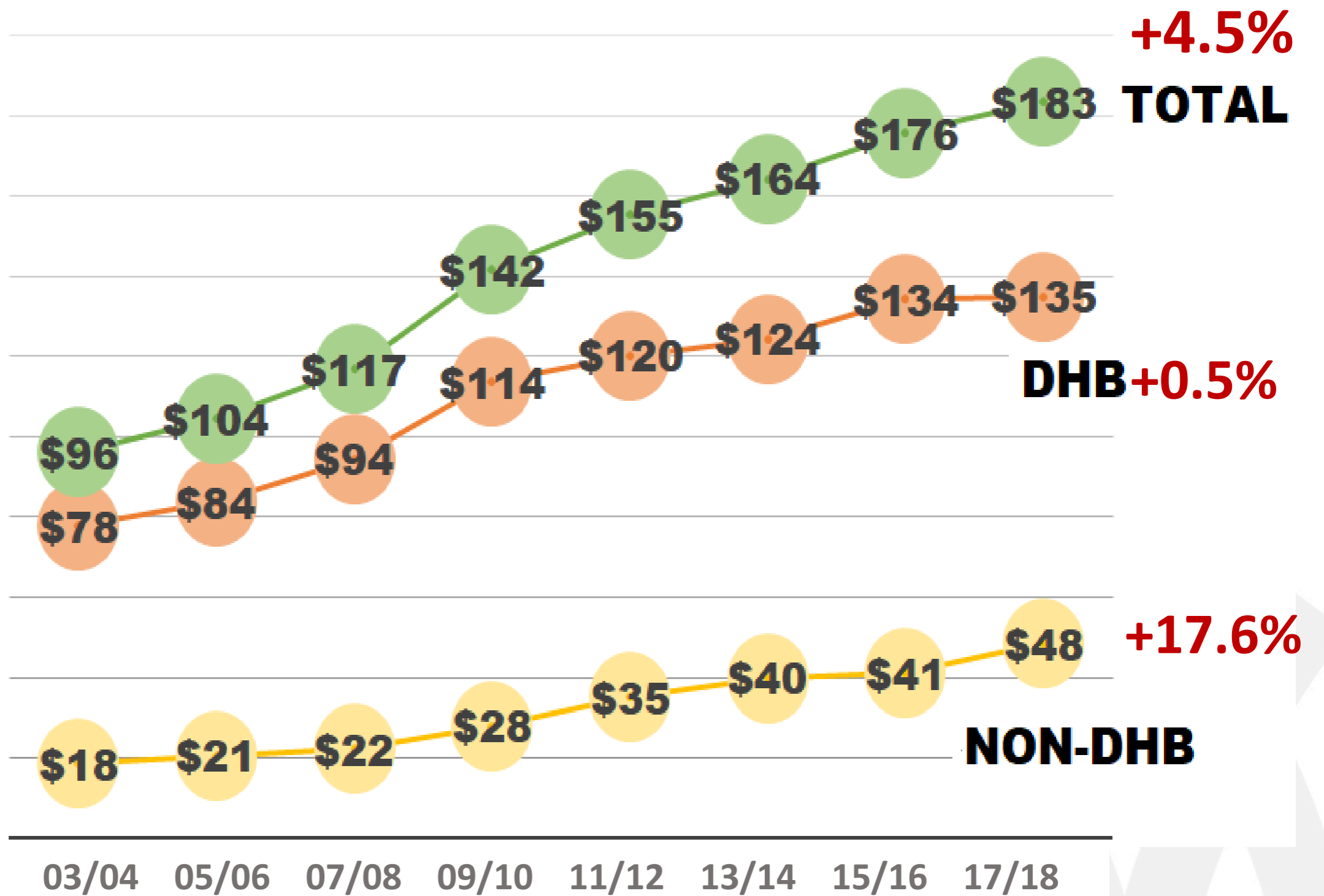
ICAMH/AOD WORKFORCE

Wellington

Total ICAMH/AOD Workforce (2010-2018)

3% average increase per year

WORKFORCE

Total +7%

1,698 FTEs

DHB +1%

1,088 FTEs

Non-DHB +21%

609 FTEs

Actual FTES

1,800
1,600
1,400
1,200
1,000
800
600
400
200
0

2010   2012   2014   2016   2018

Source: Werry Workforce Whāraurau Workforce Survey
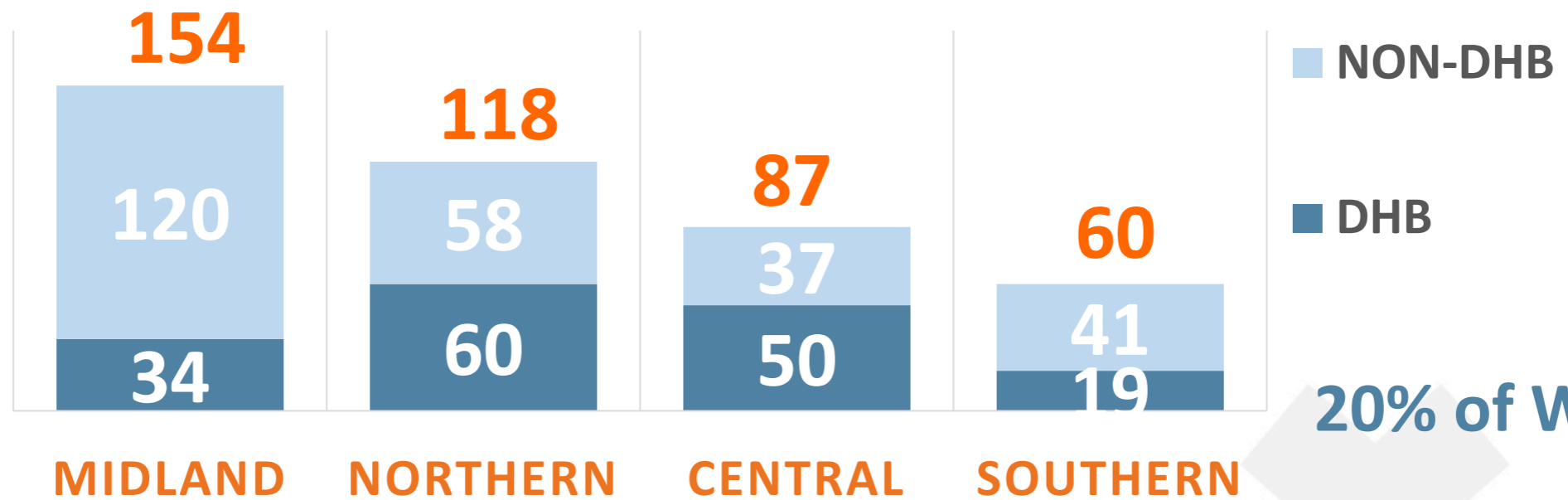
Workforce by Ethnicity (2018)
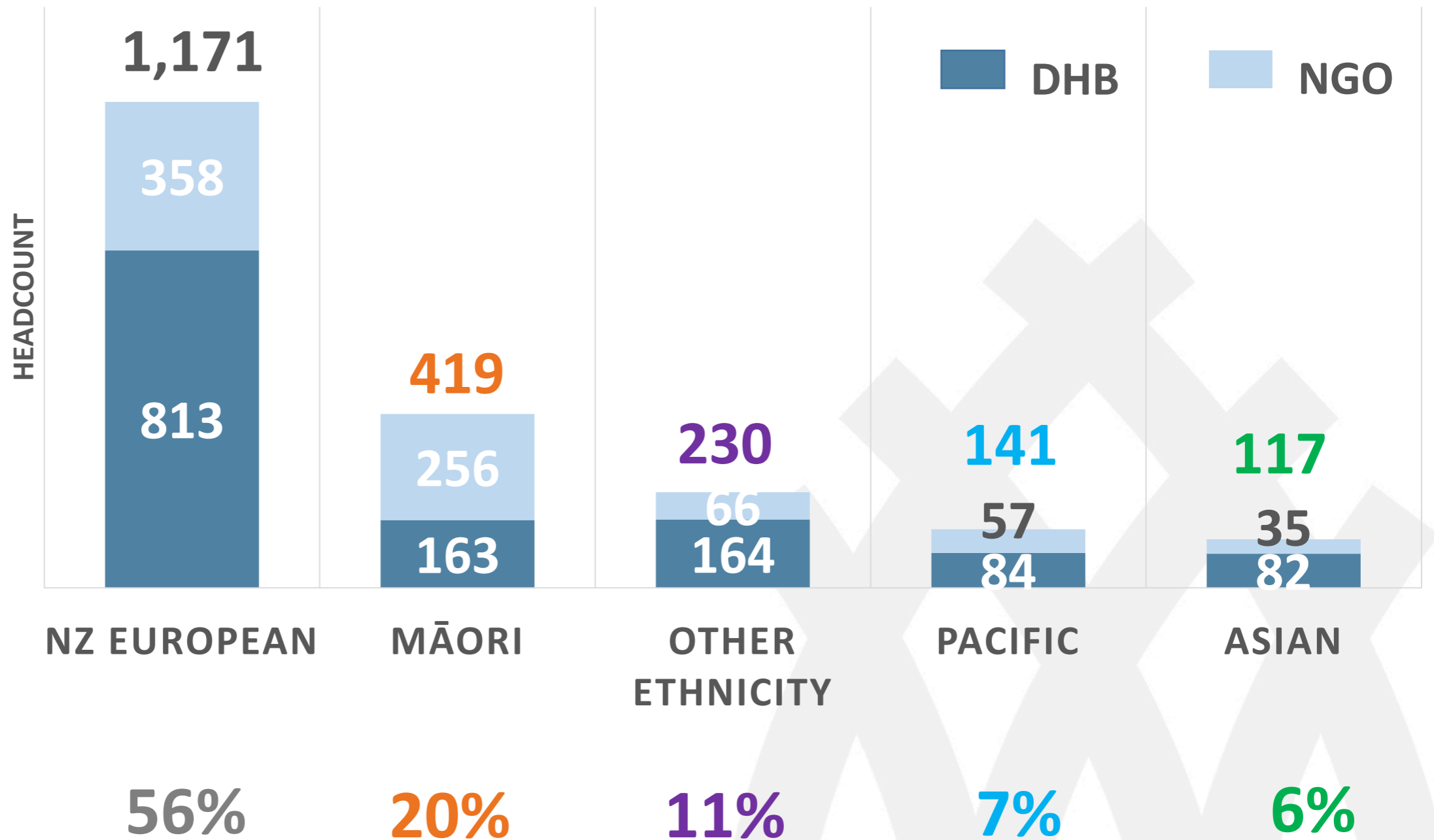
Source: Werry Workforce Whāraurau Stocktake Survey

Māori ICAMH/AOD Workforce (2018)

NON-DHB

DHB

154	118	87	60
120	58	37	41
34	60	50	19
MIDLAND	NORTHERN	CENTRAL	SOUTHERN

20% of Workforce

61% in Non-DHB Services

15% — Social Worker

14% — Nurse

10% — AOD Practitioner

9% — Support Worker / Cultural Worker

8% — Youth Worker
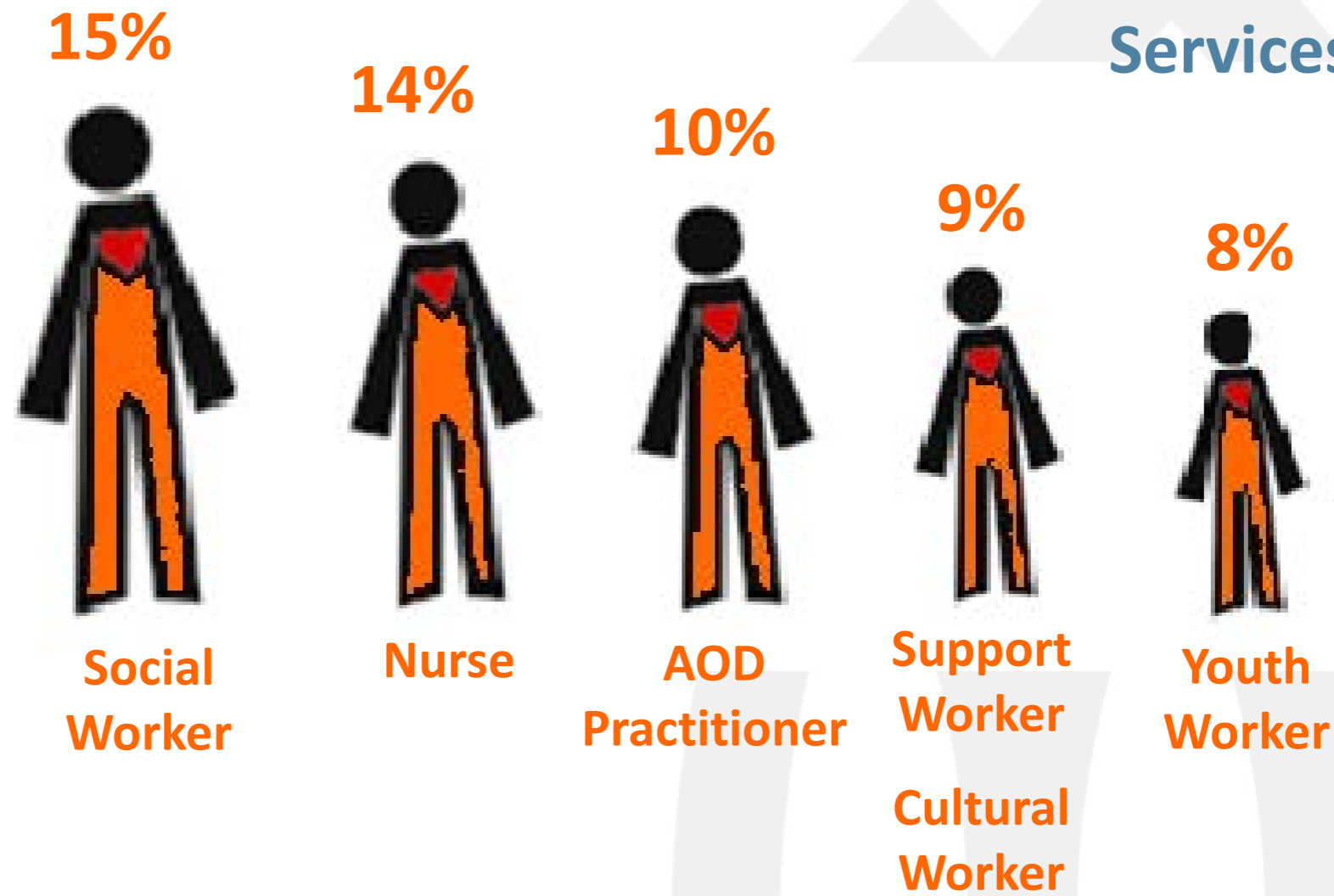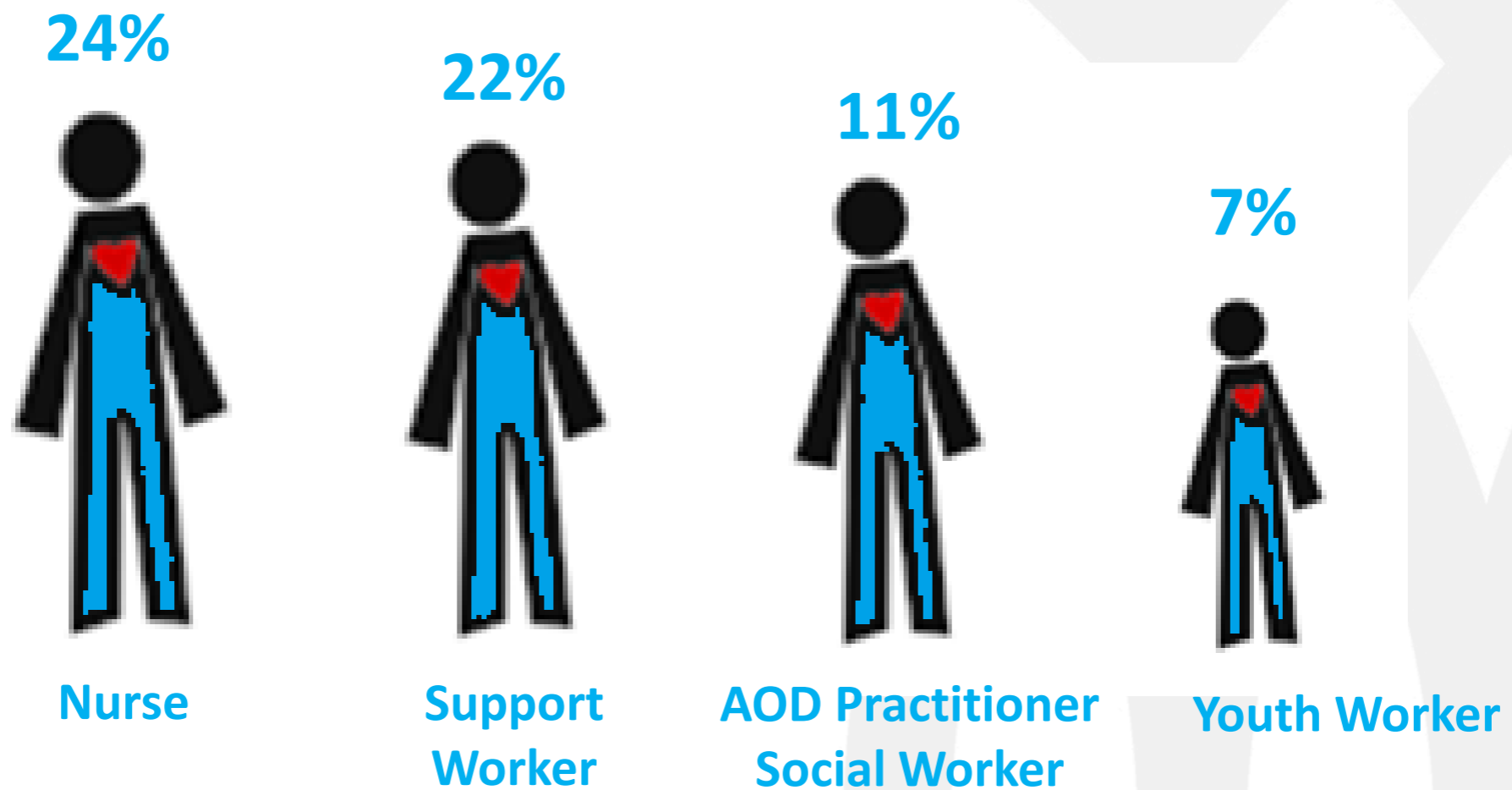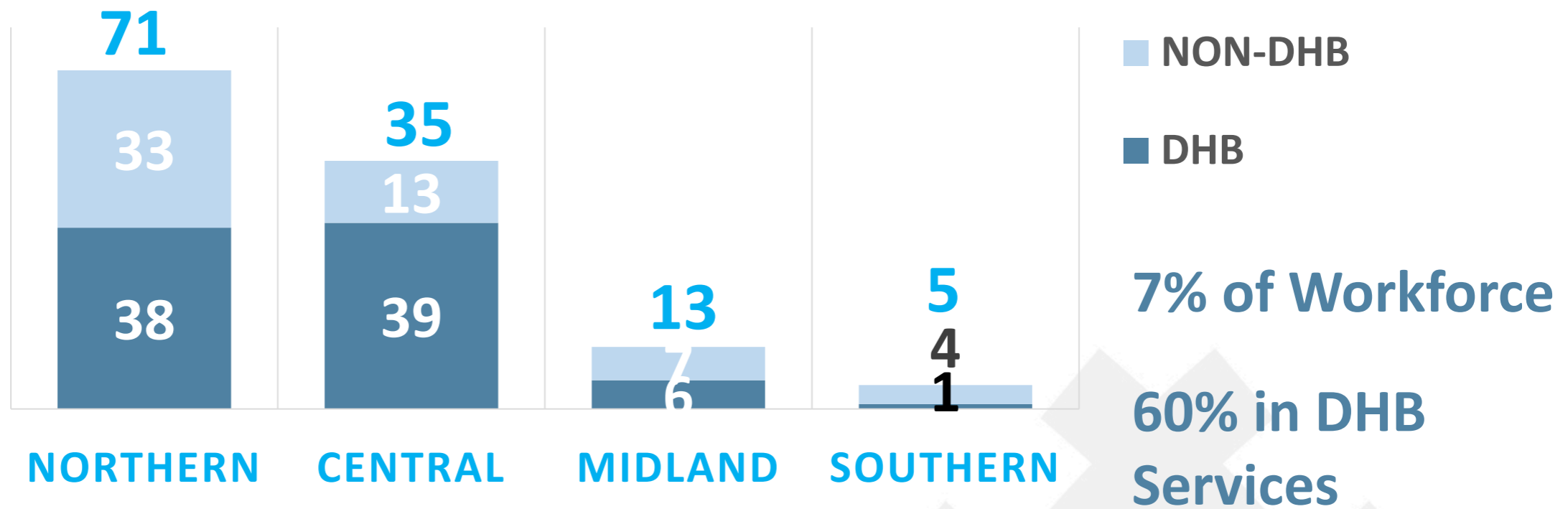
WORKFORCE

Pacific Sub-Ethnicity Population & Workforce

Population

49%	21%	20%	8%	5%	2%

Workforce

60%	8%	10%	7%	4%	10%	1%

■ Samoan ■ Cook Island Māori ■ Tongan ■ Niuean ■ Fijian ■ Tokelauan ■ Tuvaluan
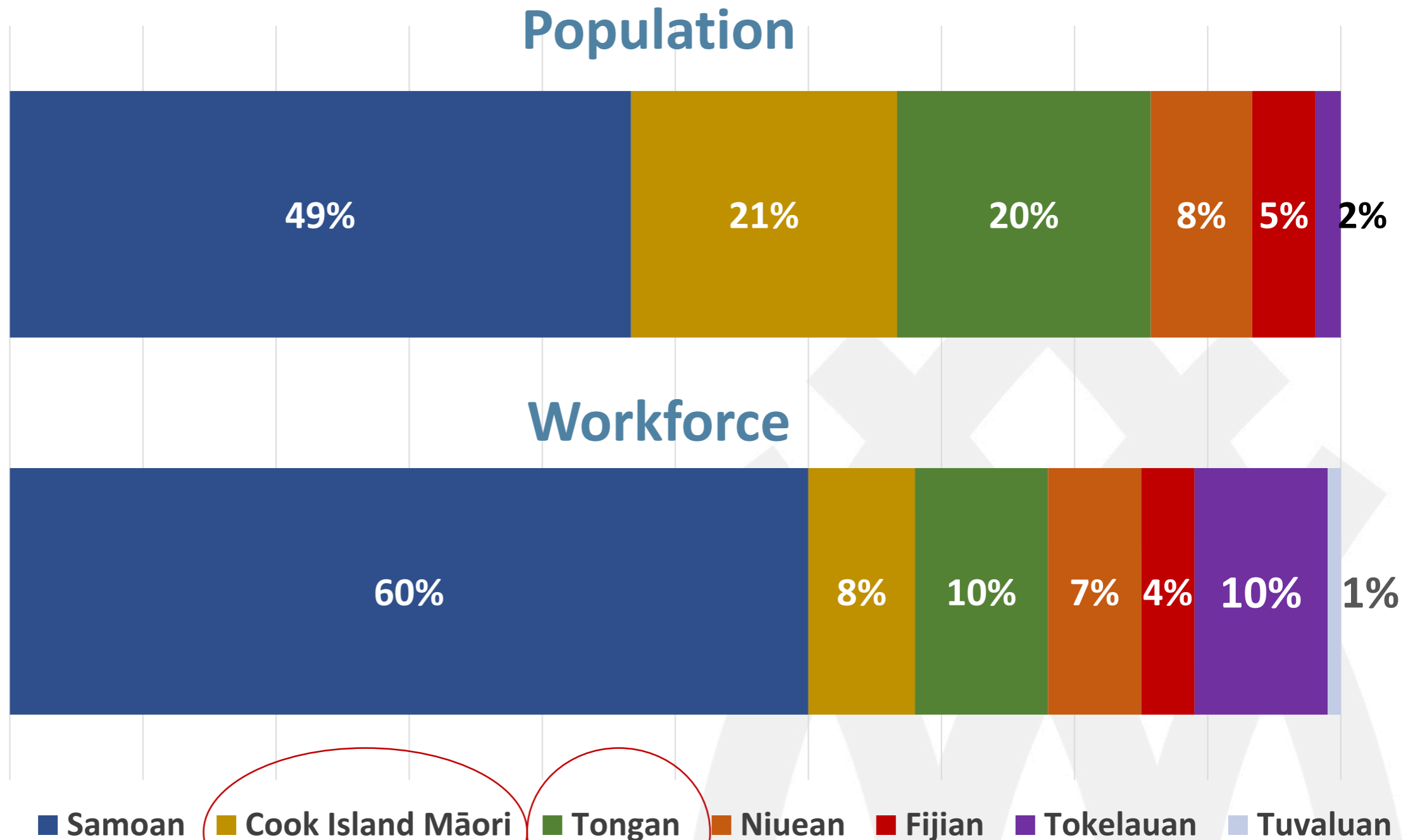
WORKFORCE

Asian ICAMH/AOD Workforce (2018)

WORKFORCE

Legend: NON-DHB, DHB

Region	NON-DHB	DHB	Total
NORTHERN	17	53	70
CENTRAL	6	11	17
SOUTHERN	3	13	16
MIDLAND	9	5	14

6% of Workforce

70% in DHB Services

- Nurse — 18%
- Social Worker — 14%
- Support Worker Psychiatrist — 11%
- OT — 10%

Asian Sub-Ethnicity Population & Workforce

Population

Chinese	Indian	Filipino	Korean	Sri Lankan
36%	33%	9%	6%	2%

Workforce

Chinese	Indian	Filipino		Sri Lankan
23%	44%	19%		2%
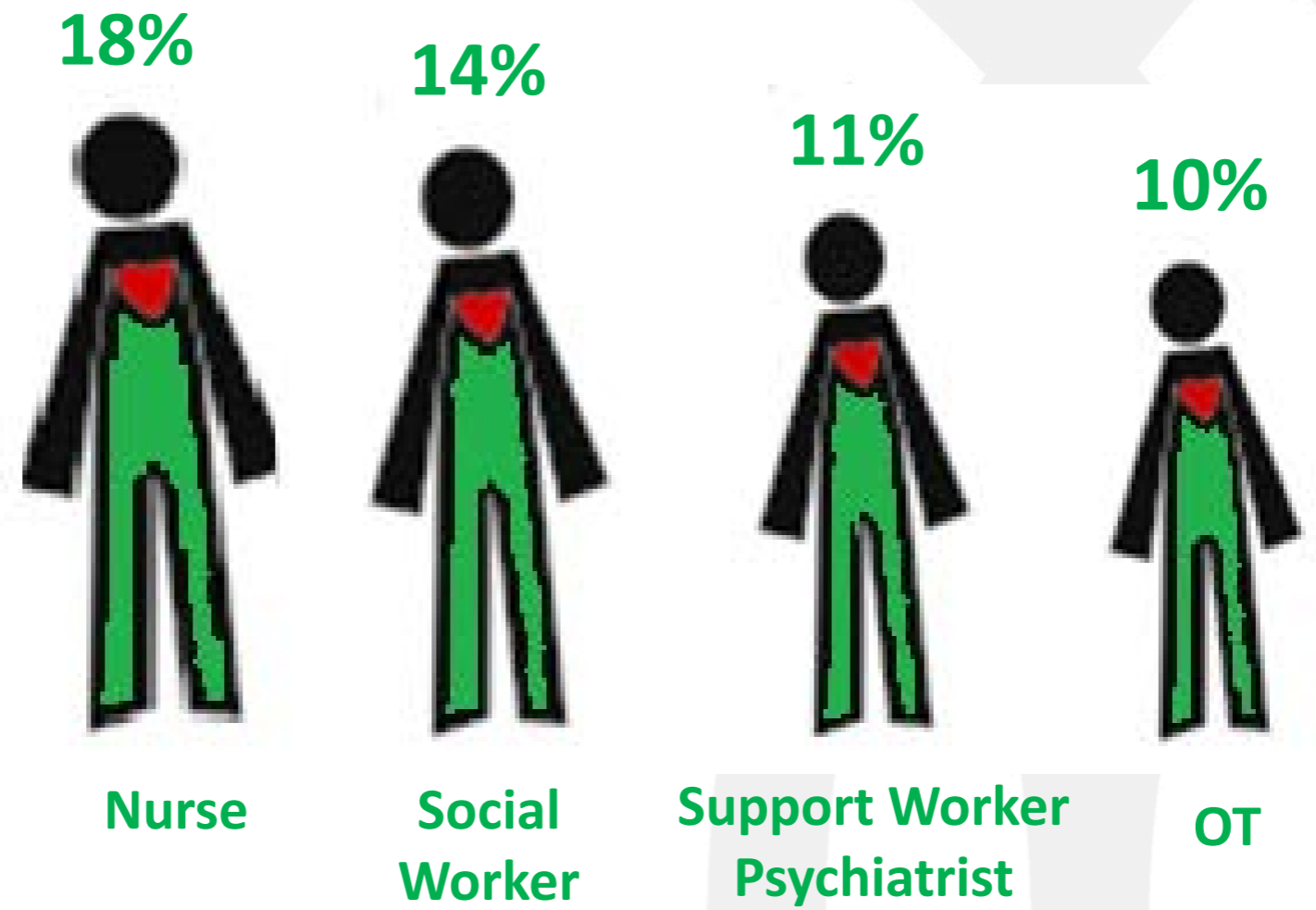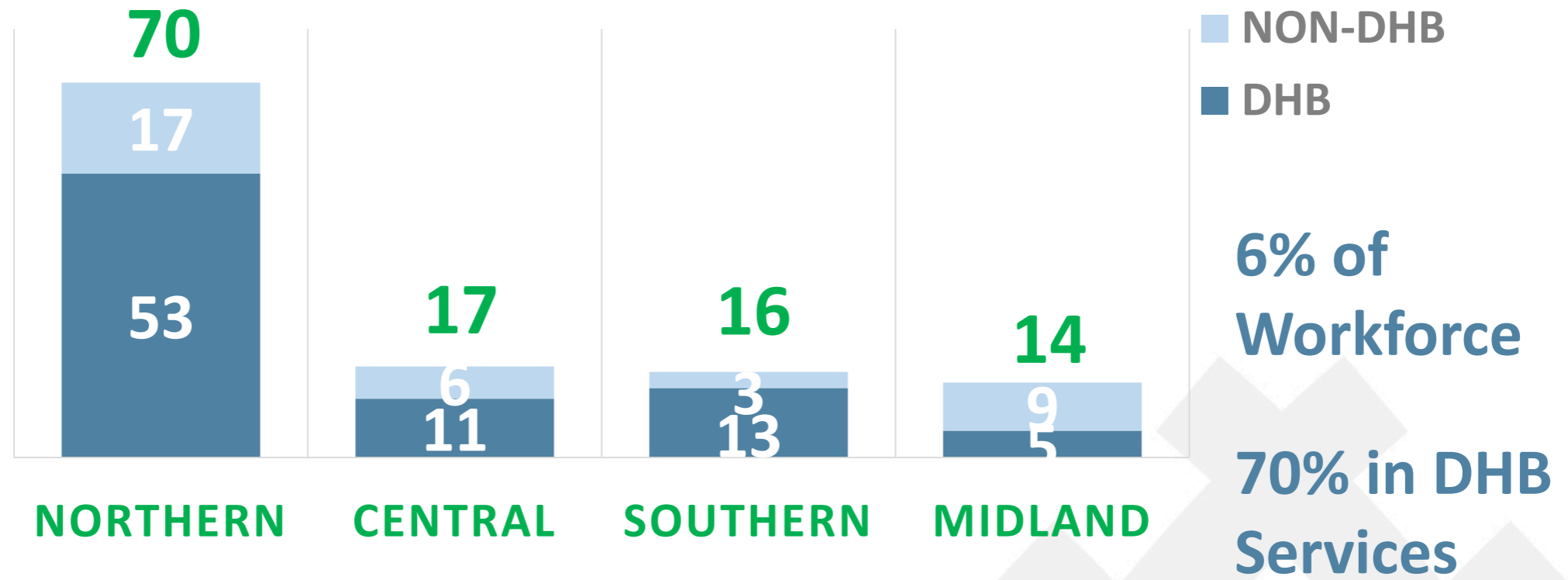
Chinese Indian **Filipino** Korean **Sri Lankan**
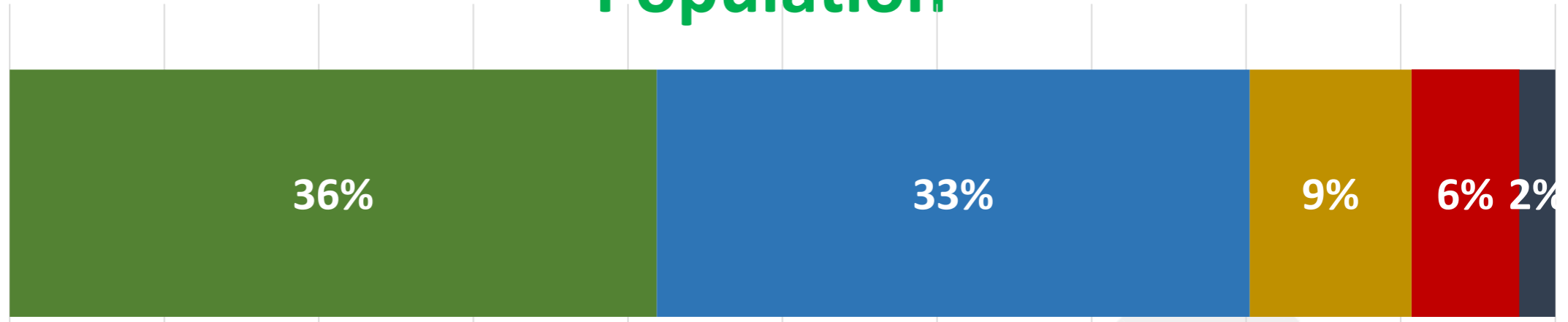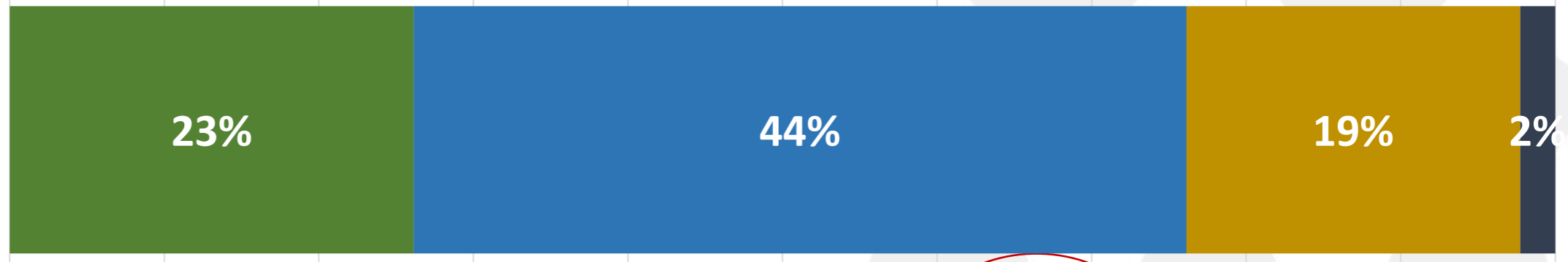
WORKFORCE

ICAMH/AOD Workforce Vacancies (2010-2018)

9% TOTAL Vacancy Rate (2018)

Total +15%

DHB +8%

Non-DHB +107%

FTES

| 180 | 160 | 140 | 120 | 100 | 80 | 60 | 40 | 20 | 0 |

2010   2012   2014   2016   2018
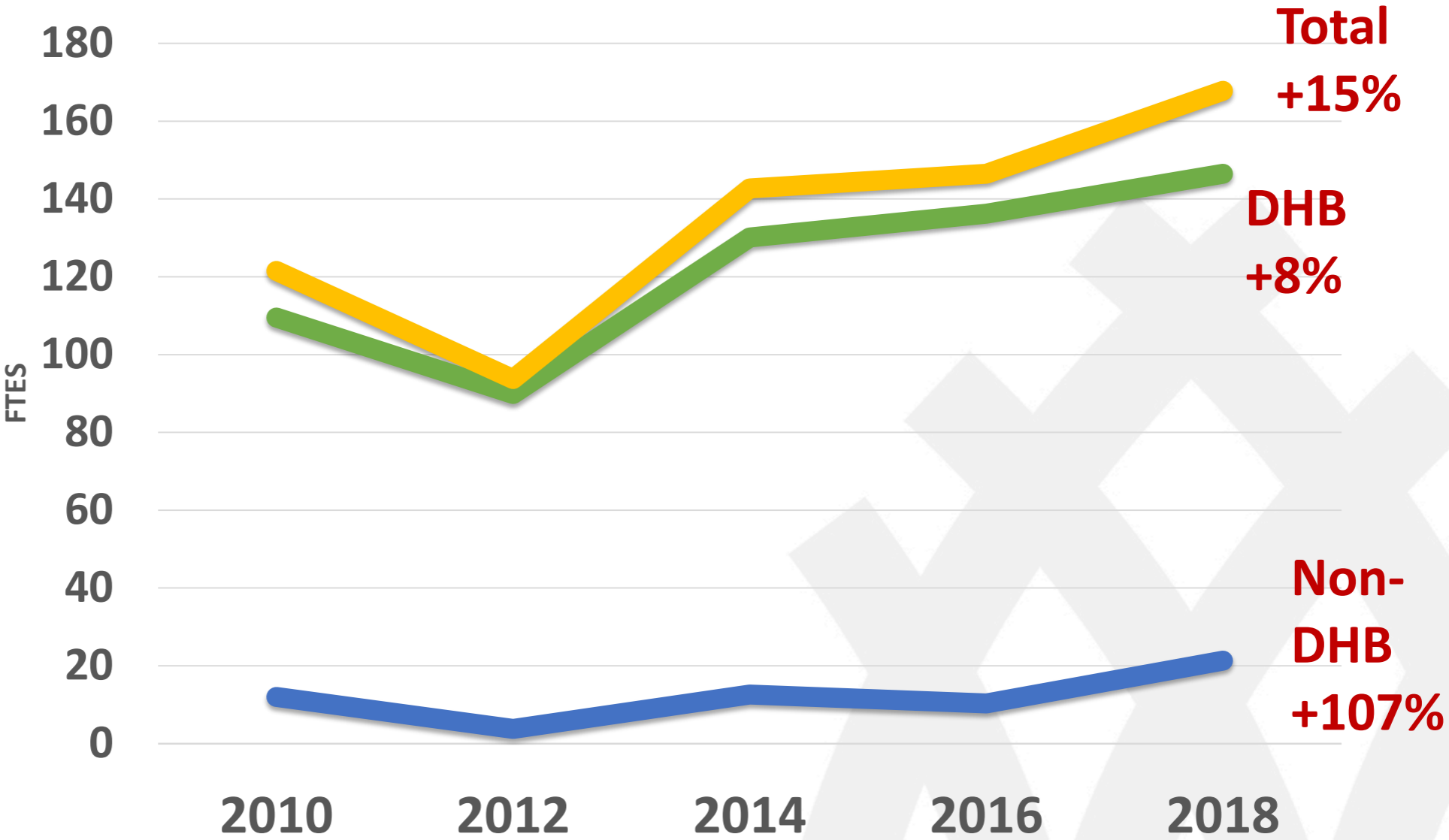
**Vacancy Rate: DHB=12%;
Non-DHB=3%
(Range = 0% - 27%)**

WORKFORCE

...orce Whāraurau Stocktake Survey

ICAMH/AOD Vacancies (2018)

29% Nurse

20% Psychologist

14% Social Worker

8% Psychiatrist
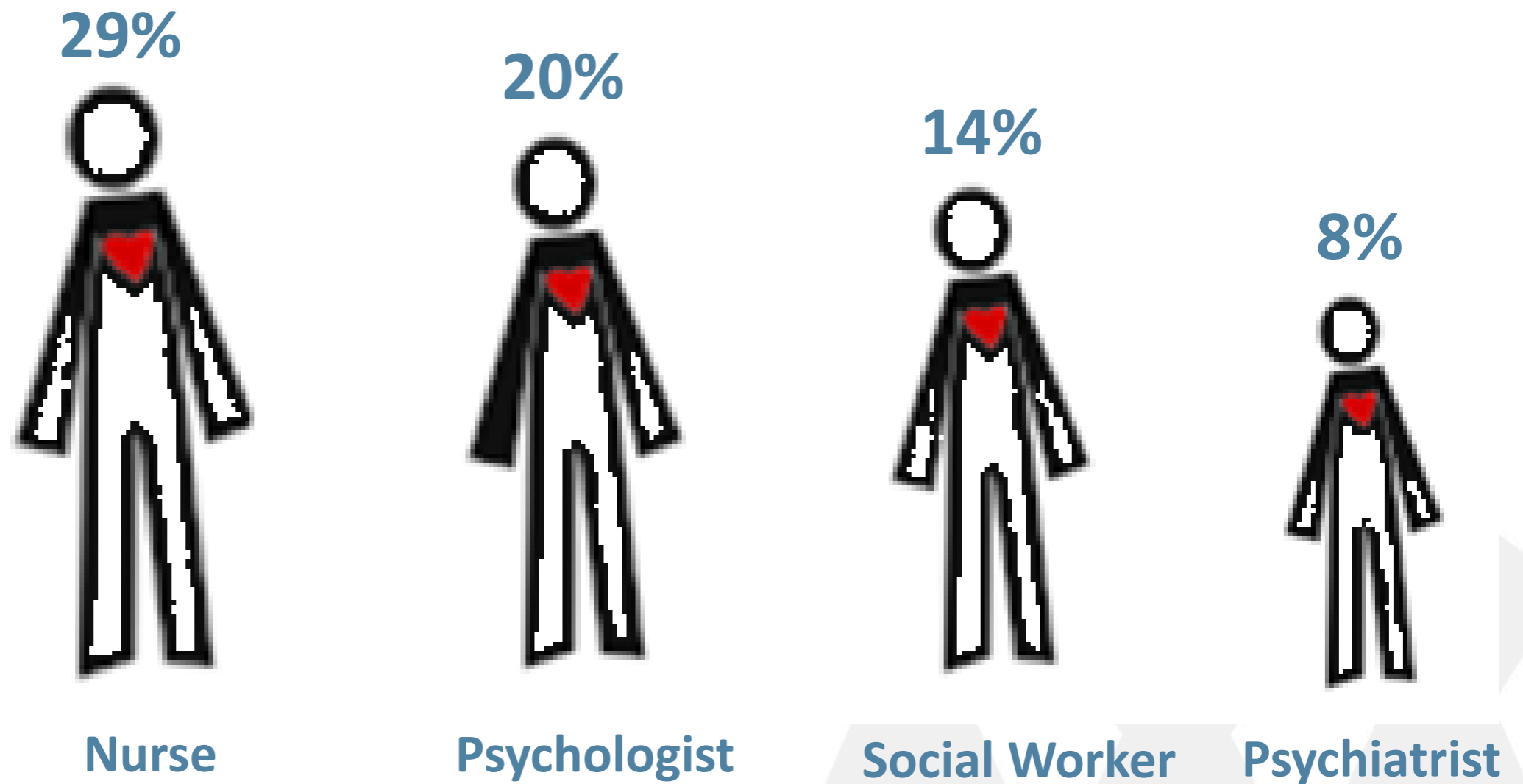
Staff Turnover Rate = 20%:   DHB = 17%   Non-DHB = 24%

Turnover Rate (Health, 2017) = 16%

WORKFORCE

Population / Service Users / Workforce

MĀORI: 26% % Population 2018, 33% % Service Users 2017, 21% % Workforce 2018

PACIFIC: 10% % Population 2018, 7% % Service Users 2017, 7% % Workforce 2018

ASIAN: 14% % Population 2018, 4% % Service Users 2017, 5% % Workforce 2018

Legend:
- % Population 2018 (green)
- % Service Users 2017 (blue)
- % Workforce 2018 (yellow)

WORKFORCE

Source: Statistics NZ, PRIMHD, Werry Workforce Whāraurau Stocktake Survey

Māori Population / Service Users / Workforce

NORTHERN
- % Population 2018: 21
- % Service User 2017: 33
- % Workforce 2018: 18

MIDLAND
- % Population 2018: 41
- % Service User 2017: 42
- % Workforce 2018: 40

CENTRAL
- % Population 2018: 30
- % Service User 2017: 35
- % Workforce 2018: 17

SOUTHERN
- % Population 2018: 17
- % Service User 2017: 21
- % Workforce 2018: 11

% Population 2018 **% Service User 2017** **% Workforce 2018**

WORKFORCE

Source: Statistics NZ, PRIMHD, Werry Workforce Whāraurau Stocktake Survey

WORKFORCE CHALLENGES

Lake Rotoroa, Nelson Lakes National Park

Workforce Challenges

1. Limited Funding:

- **For service development/provision, including investment in developing infrastructure to support the use of technology**

- **For recruitment & retention (especially problematic for non-DHBs)**

- **To access specialist training.**

2. Increase in Service Demand:

- **Service user numbers & complexity of needs outweigh workforce capacity & capabilities.**

Challenges (continued)

3. Recruitment:

- Shortage of appropriately qualified (child & youth MH) staff

- Difficulties in attracting staff to rural areas.
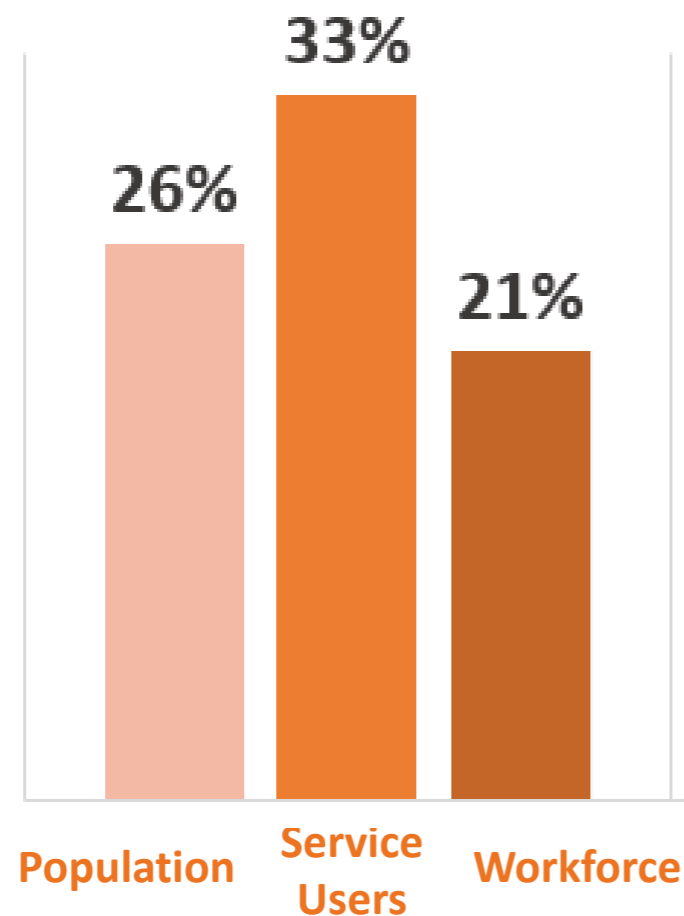
4. Retention:

- Issues with pay parity between DHBs, other agencies & Non-DHB services

- Stressful work conditions due to high turnover & persistent vacancies & increasing numbers of service users

# WORKFORCE DEVELOPMENT

Punakaiki, West Coast

Māori

Population | **Service Users** | **Workforce**

26% | 33% | 21%

- **Early intervention, suicide prevention**

- **Early access to services (primary & specialist)**

- **Increase the workforce - recruitment - long term goal**

- **Retain the current Māori workforce as high turn over rates indicate retention issues. Can be addressed by:**
  - **Increasing funding**
  - **Leadership development**
  - **Looking after the workforce**

- **Strengthen the Māori workforce (primary & specialist) with the right skills**

- **Provide cultural support for the non-Māori workforce**

Pacific

10% 7% 7%

Population **Service Users** **Workforce**
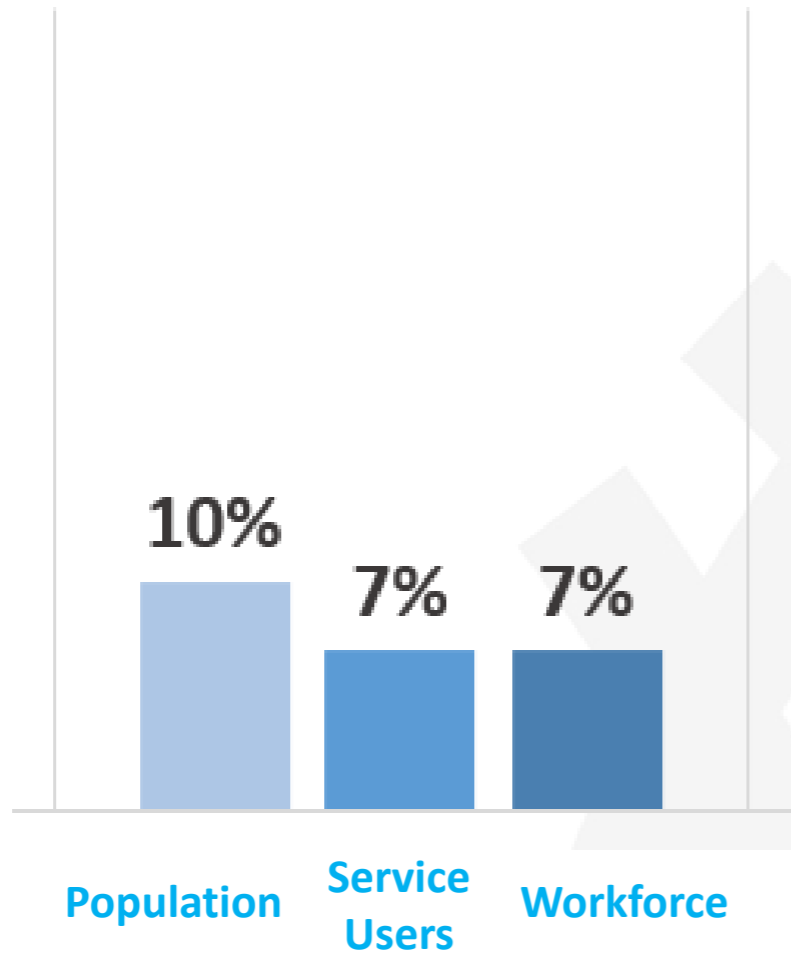
- **Early intervention, suicide prevention**

- **Early access & improve service user access (*promotion, community champions*)**

- **More Pacific services**

- **Increase workforce numbers & diversity- long term**

- **Retain the current workforce**

- **Strengthen the Pacific workforce with the right skills (clinical & cultural- esp language)**

- **Cultural support for the non-Pacific workforce**

Asian

14%

4%

5%

Population

Service Users
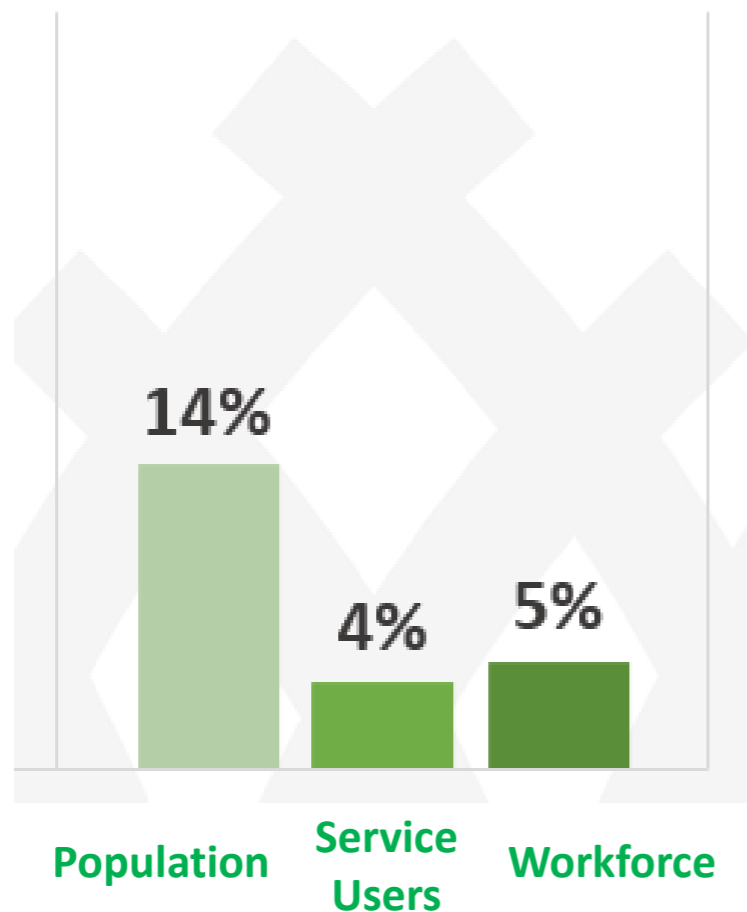
Workforce

- **Early intervention, suicide prevention**

- **Improve Asian service user access (*promotion, engaging parents, interpreter services*)**

- **Develop Asian services**

- **Increase diversity of the Asian workforce**

- **Retain the current Asian workforce.**

- **Provide cultural support for the non-Asian workforce**

- **Provide cultural support/competence for working with Māori & Pacific service users**

For more info:
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