

**2016 Stocktake of Infant,  
Child and Adolescent  
Mental Health and Alcohol  
& Other Drug Services  
in New Zealand**



**Werry Workforce**  
**WHĀRAURAU**



**Northern Region**  
**2017**

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# 2016 STOCKTAKE

OF

INFANT, CHILD AND ADOLESCENT MENTAL HEALTH AND  
ALCOHOL AND OTHER DRUG SERVICES IN NEW ZEALAND

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## NORTHERN REGION

WERRY WORKFORCE- WHĀRAURAU  
FOR INFANT, CHILD AND ADOLESCENT  
MENTAL HEALTH  
WORKFORCE DEVELOPMENT  
(UPDATED AUGUST 2017)



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Special thanks to all staff within DHB services and NGOs who have contributed to this *Stocktake*.

## FOREWORD

The latest edition of our Werry Workforce-Whāraurau *Stocktake* of the infant, child and adolescent mental health workforce and access to service comes at a time when mental health and the importance of timely access to appropriate advice and care is very topical.

This report does illustrate some positive movement in the sector and also outlines some concerns and priority areas for work.

In general, the access rates continue to grow, with target access rates for teenagers sometimes exceeded, and access rates highest overall for Māori. While the Blueprint access rates give priority to access for adolescents, the importance of intervening in the pre-school age group is increasingly being recognised. Evidence suggests that intervening in the 0-4 years age group is most cost effective and has the potential to prevent mental health problems in the long term. In this report, we identify an increase in services provided for the very young, and it is to be hoped that these services continue to develop. The economic advantage of doing this is undoubted. The encouraging response to efforts to increase access for Māori young people should be heartening and there are positive lessons to be learned as we also undertake to tackle the persistently low access rates for Pacific and Asian young people.

Unlike the improving access since 2014, we have seen too little change in funding or in the ICAMH/AOD workforce capacity. The Government has also acknowledged the importance of early intervention and we are encouraged by the Budget 2017 announcement of more funding for mental health. This is a significant step forward, so we hope a proportionate amount of this funding is channelled to infant, child and adolescent services. The report shows that children and young people continue to get a disproportionately low share of mental health funding (12% for 27% of the population). Thus, there remain persistent gaps in funding compared to *Blueprint* guidelines (Mental Health Commission, 1998) and significant disparities in comparison with the levels of funding and services available to the adult population. Many of our services indicate significant workforce stress and families are concerned about access to services and appropriate therapy for their children.

The evidence linking poverty and the risk of developing mental health issues is well established. With recent reports indicating around 150,000 New Zealand children live in significant poverty, Budget 2017 also promises progress towards lifting some families out of income and housing stress; however, the Minister of Finance admits that around 90,000 children will remain below the OECD measure. Continued efforts to address the root causes of family/whānau distress and hopelessness are required before we can expect to see sustainable improvements in child mental health or the child and youth suicide rates.

The need to focus on the workforce continues. The overall vacancy rate is higher than in 2014 (6% versus 8% now) with a 16% annual turnover rate, mainly for clinicians. Retention should be a key area of focus, as should recruitment. Further initiatives to recruit and train new graduate health professionals specifically for the infant, child and adolescent sector could be considered.

Services provided at the secondary and tertiary levels must, out of necessity, be complemented by primary level services, as they remain an essential part of the system of services needed in this country. Our persistently high youth suicide rates are a timely reminder of the need to continue to improve the availability and quality of our mental health services. We are improving, but there is still work to be done to ensure improvements continue and are sustainable.

**Sue Dashfield**  
**General Manager**

## EXECUTIVE SUMMARY

This is the seventh *Stocktake* of the Infant, Child and Adolescent Mental Health/Alcohol and Other Drugs (ICAMH/AOD) workforce and client access rates conducted by Werry Workforce-Whāraurau. The information collected is intended to assist the Ministry of Health (MOH), District Health Boards (DHBs), non-DHB service providers/non-government organisations (NGOs), national, regional and local planners and funders, and service leaders to assess current capacity and accurately plan for future service and workforce development.

This report provides a snapshot of activity undertaken during 2016 by DHB and non-DHB service providers. As this is the seventh such study, we can continue to identify trends and make predictions regarding capacity and demand that will help policy makers, planners, funders and services better meet the needs of their populations.

In order to effectively deliver the right service at the right time to the right people, policy makers, funders, planners and clinicians need up to date information about their workforce and who is accessing services. The information provided in this stocktake can assist services to be even more targeted in the delivery of ICAMH/AOD services and support the provision of better, sooner and more convenient services.

### NATIONAL FINDINGS

#### *INFANT, CHILD AND ADOLESCENT (0-19 YEARS) POPULATION*

The population data include the 2016 infant, child and adolescent population projections (Base 2013 Census, prioritised ethnicity by DHB area) provided by Statistics NZ:

- Population projections indicated a 2% growth in the overall 0-19 year population from Census 2013 to 2016. The child and youth population will continue to grow, with a 2% growth projected for 2026.
- Infants, children and adolescents (0-19 years) make up 27% of New Zealand's total population.
  - Māori infants, children and adolescents make up 25% of New Zealand's 0-19 years population and the Māori population continues to have a young age structure, with nearly half (43%) aged between 0 and 19 years. The Māori 0-19 year population showed a projected growth of 4% from Census 2013 to 2016 and a 12% projected growth by 2026. Māori continue to experience lower socioeconomic status and have double the prevalence rates of mental health disorders compared to the general population. Therefore, Māori tamariki and rangatahi continue to be a population of high need for mental health services.
  - Pacific infants, children and adolescents make up 10% of New Zealand's 0-19 years population. The Pacific population also continue to have a young age structure with 39% of the population aged between 0 and 19 years. A 3% growth in the Pacific 0-19 year population was projected from Census 2013 to 2016, and a 9% growth is projected for 2026. Pacific peoples in New Zealand continue to experience lower socioeconomic status and experience mental health disorders at higher levels than the general population. Therefore, Pacific infants, children and adolescents continue to be a population of high need for mental health services.
  - Asian infants, children and adolescents make up 13% of New Zealand's 0-19 years population and the Asian population is now the third largest ethnic group in New Zealand. Projections continue to show large growth in the 0-19 year population with a projected growth of 19% from Census 2013 to 2016 and a 35% projected growth (the largest out of the ethnic groups) by 2026. The Asian population in New Zealand is largely an immigrant population. Consequences of the immigration process can increase the risk of developing mental health problems for the Asian population and need for mental health services.

## CLIENT ACCESS TO ICAMH/AOD SERVICES

The client access to service data (number of clients seen by DHB & NGO ICAMH/AOD services) have been extracted from the *Programme for the Integration of Mental Health Data* (PRIMHD). Access data are based on the *Clients by DHB of Domicile* (residence) for the second six months of each year (July to December).

Access rates are calculated by dividing the number of clients for a six month period by their corresponding population to determine the six monthly access rates. Access rates are compared against the Mental Health Commission's (MHC) access target rates for the infant, child and adolescent population (Mental Health Commission, 1998). The *Blueprint Access Benchmark Rate* for the 0-19 year age group has been set at 3% of the population over a six month period (3% of the population should be able to access appropriate services). Due to different prevalence rates for mental illness in different age groups, the MHC has set appropriate access rates for each age group: 1% for the 0-9 year age group; 3.9% for the 10-14 year age group and 5.5% for the 15-19 year age group.

- Access to services from 2013 to 2015:
  - The majority (76%) of clients aged 0-19 years accessing ICAMH/AOD services continued to be seen by DHBs and 24% were seen by NGOs.
  - Nationally, there continues to be progress toward the benchmarked access target rates of 3% for the 0-19 year population (Mental Health Commission, 1998), from 2.64% to a national average of 2.87%.
  - Access rates by age group showed an increasing trend in all three age groups:
    - 0-9 years: from 0.81% to 0.96%; close to the 1.0% target rate.
    - 10-14 years: from 3.04% to 3.34%; also close to the 3.9% target rate.
    - 15-19 years: from 5.84% to 6.17%; exceeding access target rate of 5.5%.
  - Access rates by ethnicity also showed an increasing trend:
    - Māori clients made up 32% of clients accessing services. Access rates had improved from 3.28% to 3.66%. Māori had the highest access rate out of four ethnic groups (Māori, Pacific, Asian and Other Ethnicity), exceeding the target rate for the overall 0-19 year population of 3% but remaining below the 6% rate recommended for Māori.
    - Pacific clients made up 6% of clients accessing services. The overall access rate had improved from 1.57% to 1.82% but continued to remain below the target rate of 3%.
    - Asian clients made up 3% of clients accessing services. While the overall access rate had improved from 0.67% to 0.75%, it remains the lowest out of three ethnic groups and well below target rates.
  - Access rates by region also showed improvements in all four regions:
    - Northern: from 2.19% to 2.60%; the lowest access rate in the country and remaining below the 3.0% target rate.
    - Midland: from 2.96% to 3.18%; reporting the highest access rate and exceeding the 3.0% target rate.
    - Central: from 2.94% to 2.95%; very close to reaching the 3.0% target rate.
    - Southern: from 2.86% to 2.97%; also very close to reaching the 3.0% target rate.

## **CLIENT OUTCOMES**

- To assess whether clients accessing mental health services experience improvements in their mental health and wellbeing, children and youth health outcomes are rated by the *HoNOSCA* (Health of the Nation Outcome Scales for Children and Adolescents) at admission and discharge from community child and adolescent mental health services. Client outcome data for the 2015/2016 period showed significant improvements in emotional related symptoms by time of discharge.

## **FUNDING FOR ICAMH/AOD SERVICES**

Funding data for DHB and NGO services for the 2015/2016 financial year were extracted from Price Volume Schedules (PVS) supplied by the MOH.

From 2014 to 2016:

- There was an overall 7% increase in funding for ICAMH/AOD services (including Youth Primary Mental Health funding).
- Youth Forensic services showed the largest increase in funding by 79%, followed by AOD by 11%.
- There was a 6% increase in funding per head for the 0-19 year population, from \$122.82 to \$129.93 (excluding inpatient funding).

## **ICAMH/AOD WORKFORCE**

The following information is derived from workforce data, comprising actual and vacant full time equivalents (FTEs) and ethnicity by occupational group, submitted by all 20 DHB (Inpatient & Community) ICAMH/AOD services and 106 NGOs, as at 30 June 2016.

Workforce changes from 2014 to 2016:

- A 1% decrease in the overall ICAMH/AOD workforce:
  - 3% increase in the DHB workforce
  - 8% decrease in the NGO workforce
  - 1% increase in the Clinical workforce
  - 10% decrease in the Non-Clinical workforce (excluding Admin/Management staff).
- A 3% increase in vacancies, with a vacancy rate of 8% overall. Vacancies were mainly in DHB services for clinical roles.
- The 16% annual staff turnover rate (DHB = 13%; NGO = 28%) was mainly for Psychologists, Mental Health Support Workers, Social Workers and Nurses. The main reasons for leaving were other job opportunities, personal/family reasons and relocating to another city/town within New Zealand.
- A 1% decrease in the overall Māori workforce was seen only in the non-clinical workforce (by 8%, excluding Admin/Management). There was a 2% increase in the clinical workforce.
- A 7% increase in the overall Pacific workforce was seen only in the clinical workforce (by 21%).
- A 36% increase in the overall Asian workforce, from 75 to 102, mainly in clinical roles.

## ***CURRENT AND FUTURE WORKFORCE CHALLENGES***

Services were asked to identify their current and future workforce challenges and gaps. All DHB provider services and 41 NGOs responded to these questions. The responses for both DHB providers and non-DHB providers were grouped under the following themes, with the lack of funding recurring across all of the themes identified.

### **Current Workforce Challenges/Gaps:**

- Recruitment/retention of specialist staff: High turnover and shortage of specialist staff with youth mental health experience.
- Access to specialist training: Lack of specific training and lack of funding and time to access training.
- High service demand: Increasing demand for complex needs.
- Working with diverse cultures: Lack of cultural services and lack of cultural competency training.
- Lack of funding/limited resources.

### **Future Workforce Challenges/Gaps:**

- Recruiting/retaining specialist staff: The need to attract and recruit specialist staff due to an ageing workforce.
- Meeting high service demand: The need to provide more specialist services in innovative ways to meet growing demand.
- Accessing specialist training: The need for more specialised training to cater for complex cases.
- Lack of funding/limited resources: The need to access specialist training; recruit and retain staff; and develop technology and new ways of working to meet high and complex demand.
- Working with diverse cultures: The need for services to cater for the increasing ethnic diversity in New Zealand.
- Keeping up with technology: The need to keep up with rapidly changing technology and the need to develop new ways of delivering services, e.g. e-therapies.
- Working collaboratively: The need to work across agencies.

## CONCLUSION

The seven Werry Workforce stocktakes of the infant, child and adolescent mental health workforce and access to services show that there continues to be progress towards key strategic priorities of *Te Tahu* (Minister of Health, 2005), *Te Raukura* (Ministry of Health, 2007), *Mental Health and Addiction Action Plan* (Ministry of Health, 2010a) and *Rising to the Challenge* (Ministry of Health, 2012c).

Between 2013/2014 and 2016, there was a 2% projected growth in the 0-19 year population; a 10% increase in the total number of clients accessing ICAMH/AOD services; a 2% increase in funding to ICAMH/AOD services; and a 1% decrease in the workforce. While many gains have been made, there remain persistent gaps in funding compared to recommended Blueprint guidelines (Mental Health Commission, 1998). There are significant disparities in comparison with the levels of funding and services available to the adult population, and persistent low access rates for clients under 15 years of age, especially for Māori, Pacific and Asian infants, children and adolescents.

It is widely recognised that early intervention frequently leads to improved outcomes (Aos, Lieb, Mayfield, Miller, & Pennucci, 2004; Ministry of Health, 2007, 2010a). These include reduced social, emotional and economic burdens on individuals, whānau and society. At times such as these, when there are significant constraints on public health funding, it is prudent to target funding to the most effective and efficient interventions. Improving access to services for children to prevent long-term negative outcomes is highly cost effective (Aos et al., 2004).

## RECOMMENDATIONS:

In light of these 2016 *Stocktake* findings, and to ensure alignment with current government priorities and progress toward workforce strategic goals, the following recommendations, which span the primary to the secondary sector, are made:

- **Improving client access to services, especially for Māori, Pacific and Asian populations.**
- **Funding and planning services to meet local needs and allocating resources accordingly.**
- **Developing and providing early intervention services** such as parenting programmes, school and community based services and online e-therapy tools; and strengthening primary mental health services for early intervention and to reduce demand for specialist services.
- **Developing the workforce in specialist services:** A high turnover and an ageing workforce require continued investment in succession planning and targeted recruitment strategies for specialist roles to cater for an increase of complexity in needs and demand for services. While increasing the ICAMH/AOD workforce is a long-term solution to current workforce shortages, the retention and development of the existing ICAMH/AOD workforce is pertinent. Additionally, a quarter of all clients are accessing NGO services; therefore, addressing the workforce development needs of the NGO sector also needs to be considered. Strategies for recruiting, retaining and developing the ICAMH/AOD workforce should include:
  - **Active recruitment and retention strategies for specialist staff.**
  - **Training and professional development:**
    - *Identifying key training gaps at individual and service levels and providing access and support for specialist training.*
    - *Providing career pathways for the unregulated workforce to support the specialist workforce.*
    - *Developing clinical/cultural competencies to cater for the growing ethnic diversity of clients.*
  - **Exploring new ways of working:**
    - *Developing the Youth Consumer workforce to keep services current to client needs.*
    - *Service re-design to use limited resources more efficiently.*
    - *Working collaboratively so resources can be shared between services.*
- **Engaging in ongoing data collection** to monitor trends and to ensure that progress in services and staffing is keeping pace with client demand and moving toward improved outcomes for infants, children and adolescents and their families.





# INTRODUCTION

This is the seventh *Stocktake* of the Infant, Child and Adolescent Mental Health and Alcohol and Other Drug (ICAMH/AOD) workforce and client access rates conducted by Werry Workforce-Whāraurau (formerly the Werry Centre). It provides a snapshot of activity undertaken during 2016 by District Health Board (DHB) providers and non-DHB service providers/non-government organisations (NGOs). Information collected is intended to assist the Ministry of Health, national, regional and local planners and funders, and service leaders to assess current capacity and accurately plan for future service and workforce development.

In 2004, the Werry Centre for Child and Adolescent Mental Health, Workforce Development Programme, at the request of the Ministry of Health, undertook the first national *Stocktake of Child and Adolescent Mental Health Services in New Zealand* (Ramage et al., 2005). The data indicated some progress towards the Mental Health Commission's (MHC) benchmarks, yet deficiencies in access rates and workforce numbers were evident. It was however acknowledged that the information needed to be interpreted with caution as the DHB and NGO access data may have been incomplete.

As recommended in the Werry Centre's strategic framework for the infant, child and adolescent mental health services, *Whakamārama te Huarahi* (Wille, 2006), further national *Stocktakes* were conducted in 2006, 2008, 2012 and 2014. These *Stocktakes* showed increases in funding to both DHB and NGO ICAMH/AOD services and increased focus on inter-sectoral collaborative programmes. They also highlighted ongoing deficiencies in workforce numbers and access rates against MHC's benchmarks (Mental Health Commission, 1998). The data showed that there continued to be low numbers of Māori, Pacific and Asian workers in relation to the composition of the population aged 0 to 19 years.

The Werry Workforce-Whāraurau has now completed this seventh *Stocktake*. The accumulated data provide a unique opportunity to identify trends over time in both workforce and access rates, and to consider the interactions of funding, staffing and access. While the 2004 *Stocktake* included a comprehensive report and literature summary, this report, like the 2006 to 2014 *Stocktakes*, presents data in key areas. Of particular note is the high response rate of DHB providers and NGOs returning survey data. DHB returns were 100% and NGO returns were 99%. This may well be an indication of how useful planners, funders and service leaders have found the previous stocktakes.

## BACKGROUND

There are a number of strategic documents that have identified key priorities for the child and adolescent mental health/AOD sector and have informed and shaped the infant, child and adolescent mental health workforce to date:

- *Blueprint for Mental Health Services in New Zealand: How Things Need to Be* (Mental Health Commission, 1998) identified workforce requirements, resource guidelines for services for children and adolescents, and benchmarks for access by children and young people to specialist mental health services.
- *Te Tahuu—Improving Mental Health 2005-2015: The Second New Zealand Mental Health and Addiction Plan* (Minister of Health, 2005) identified the mental health and wellbeing of children and youth as a key government priority.
- *Te Kokiri: The Mental Health and Addiction Plan 2006–2015* (Minister of Health, 2006) subsequently set the future direction for child and youth mental health and AOD services.
- *Te Raukura—Mental Health and Alcohol and Other Drugs: Improving Outcomes for Children and Youth* (Ministry of Health, 2007) emphasised the need to continue to build and broaden the range and choice of services and support for children severely affected by mental health issues.

While previous government priorities for the mental health and addiction sector have set the scene for service delivery, from 2008, the Government set new priorities which focused on delivering services of higher quality that provided better value for money. As of 2012, an extra \$512 million has been allocated to health and an additional \$174 million for mental health was planned over the next four years (Minister of Health, 2010).

*The Mental Health and Addiction Action Plan* (Ministry of Health, 2010a) accentuated the need for “*mental health and addiction services that help to divert children and young people away from negative pathways and increase their life chances*” (p. 3). The new priorities outlined in the action plan that pertain to infants, children, adolescents and their families include:

- Greater collaboration and new ways of delivering well connected and coordinated services involving primary care, DHBs and NGOs.
- Greater use of clinical leadership.
- Increasing the frontline workforce.
- Increasing funding for primary care and additional primary care services (early intervention, \$144 million allocation), including family health centres.
- Increasing primary mental health services for mild to moderate mental health problems (\$5.3 million allocation) and improving access to these services.
- Enhancing eating disorder services (\$26 million allocation over four years) with funding to be invested for training and increasing the specialist workforce in this area.
- Providing additional alcohol and drug treatment programmes for young offenders.
- Implementing *Whānau Ora* which is an inter-agency, family-centred and family-driven approach to providing services for the overall wellbeing of whānau and families (\$134 million has been allocated over four years for the implementation of *Whānau Ora* across New Zealand).
- Improving information about publicly funded mental health and addiction services.

## ***FUTURE STRATEGIC DIRECTIONS FOR THE SECTOR***

An increased focus on improving the wellbeing of all young people in New Zealand came as a result of information regarding high morbidity rates of young people in New Zealand relative to other developed countries. Consequently, in 2009, Prime Minister John Key requested a report on ways to improve the outcomes for young people in their transition from childhood to adulthood. The so-called “*Gluckman report*”, *Improving the Transition: Reducing Social and Psychological Morbidity during Adolescence* (Office of the Prime Minister's Science Advisory Committee, 2011) was released in May 2011. This report was produced by a taskforce which included relevant academics and clinical practitioners who summarised the evidence-based information from peer-reviewed literature on ways to improve outcomes for young people in New Zealand. The essence of this report highlighted the significance of prevention and early-intervention, evidence-based strategies implemented in childhood. Furthermore, the targeting of higher risk communities was also recommended because of the likely benefits socially and economically. The report also suggested that improvements in outcomes for young people can be enhanced by collaborations between many agencies and integrated actions across ministries.

The *Youth Forensic Services Development* report (Ministry of Health, 2011) outlines the need to provide a nationally consistent service for the youth forensic population and offers guidance for DHBs on how to improve the range of services available.

*Healthy Beginnings: Developing Perinatal and Infant Mental Health Services in New Zealand* (Ministry of Health, 2012b) advocates for the need for DHBs, and other health planners, funders and providers of perinatal and infant mental health and AOD services, to address the mental health and AOD needs of mothers and infants.

*Towards the Next Wave of Mental Health & Addiction Services and Capability: Workforce Service Review Report* (Mental Health and Addiction Service Workforce Review Working Group, 2011) is a report that proposes service configurations, models of care and workforce requirements for future effective and efficient services. These proposals led to the release of *Blueprint II: Improving Mental Health and Wellbeing for all New Zealanders. How things need to be* (Mental Health Commission, 2012) and *Rising to the Challenge: The Mental Health & Addiction Service Development Plan 2012-2017* (Ministry of Health, 2012c). All of these recent documents echo the need for prevention and early intervention and are

guided by new information that “*will help the broader health and government sectors build on their current strengths to address future challenges*” within a financially constrained environment (Mental Health Commission, 2012, p. 8).

*Blueprint II* (Mental Health Commission, 2012) is an extension of the first Blueprint document (Mental Health Commission, 1998) and outlines five key future directions for the wider health and social service sector (p. 13):

1. Respond earlier and more effectively to mental health, addiction and behavioural issues (a life-course approach which involves intervening early and at critical life stages).
2. Improve equity of outcomes for different populations.
3. Increase access to mental health and addiction responses.
4. Increase system performance and our effective use of resources.
5. Improve partnerships across the whole of government.

*Rising to the Challenge* (Ministry of Health, 2012b) offers a more targeted action plan for the health sector. A life-course approach also underpins the goals outlined in the document. A key goal that directly pertains to infants, children and adolescents is “*delivering increased access for infants, children and youth while building resilience and averting future adverse outcomes*” (p.39). The document provides detailed priority actions, accountabilities and services for the next five years. The actions focus on intervening early to strengthen resilience and avert future adverse outcomes (includes infants and families/whānau with children); providing evidence-based services that are more flexible and responsive across the spectrum of service providers (DHB, NGO, primary care, maternal, child and youth health service providers); and developing greater cross-agency collaborations. The document outlines a number of priority services to be provided by DHBs (p. 45):

- Specialist mental health services for high needs families and whānau with infants (perinatal and infant mental health services for children 0-4 years)
- Programmes for children of parents with mental health and addiction issues (COPMIA).

*The Children’s Action Plan* (New Zealand Government, 2012), which formed out of the *White Paper for Vulnerable Children*, recognises the need for prevention and early intervention. It outlines key actions to identify and protect the most vulnerable children that ensure they receive services that provide the protection and support they need. The key actions are:

- Ensuring services for children and families are child-centred.
- Acting early to protect children.
- Finding, assessing and connecting the most vulnerable children to services earlier and better.
- Ensuring Chief Executives of the Ministry of Social Development, Ministry of Health, Ministry of Education, Ministry of Justice, NZ Police, the Ministry of Business, Innovation, and Employment (Housing), and Te Puni Kōkiri are jointly accountable for achieving results for vulnerable children.
- Funding only those programmes and services that make a difference, based on evidence.
- Achieving better results for children in care.
- Delivering high quality care services.
- Providing a safe and competent children’s workforce that takes a child-centred approach.
- Establishing mechanisms to stop abusers working with children, and provide safe care for children who have been removed from their parents.
- Encouraging individuals, corporates and other groups to step up and help vulnerable children.
- Ensuring a robust and fair Child, Youth and Family complaints system.

*Prime Minister's Youth Mental Health Project* (2012) provided additional and targeted initiatives that aim to provide a whole-of-government approach to improving youth mental health in New Zealand. Funding and resources are dedicated to the following initiatives for young people experiencing mild to moderate mental health issues.

- **Health sector initiatives:**

- Making primary health care more youth friendly (\$11.3 million over four years for GPs, school-based health services and Youth One Stop Shops).
- Improving wait-times in CAMHS and follow-up primary care especially for young people with AOD concerns.
- Reviewing referral pathways actioned by the Ministry of Social Development.
- Reviewing alcohol and drug education programmes.

- **Family and community initiatives:**

- Providing mental health information for parents, families and friends (NGO sector).
- Providing a whānau ora approach to youth mental health.
- Training for providers working with truants and disengaged young people (Ministries of Education and Social Development).
- Ensuring young people have a say on the types of services they need (Ministry of Youth Development).

- **School-based initiatives:**

- Encouraging nurses in decile 3 secondary schools to use the HEEADSSS (Home, Education/Employment, peer group Activities, Drugs, Sexuality, Suicide/depression, Self Image and Safety) screening tool to increase access to health services, and improve access to primary care services and referrals to mental health services.
- Training youth workers in mental health in low decile schools to work alongside existing health workers in schools with linkages to community-based services (NGOs funded by Child, Youth and Family).
- Trialling of the *Check and Connect* mentoring and monitoring programme for disengaged youth.
- Making schools more responsible for student wellbeing (Education Review Office, Ministry of Education).
- Encouraging a positive culture in secondary schools with the implementation of *Positive Behaviour School Wide* (Ministry of Education).

- **Online initiatives:**

- Providing accessible, interactive, computer-based e-therapy for mild mental health issues that can help reduce a variety of barriers to accessing services.
- Improving youth-friendliness of mental health resources.
- Funding youth providers to keep their services technologically up to date via the *Social Media Innovations Funds* to enhance youth engagement.

## WORKFORCE DEVELOPMENT

In order to meet the mental health/AOD needs of infants, children, adolescents and their families/whānau, effective services, delivered by a highly skilled, well supported mental health and addiction workforce, are required. However, workforce shortages in the sector are a constraint on improved service provision for infants, children, young people and their families. Therefore, increasing and improving the mental health/AOD workforce remains a key government priority.

The four mental health and addiction workforce development centres (The Werry Centre, Te Pou, Te Rau Matatini and Matua Raḡi) have embraced the following five strategic imperatives (Ministry of Health, 2002):

- Workforce development infrastructure
- Organisational development
- Recruitment and retention
- Training and development
- Research and evaluation.

Workforce development in the child and adolescent mental health and addiction sector was guided by the strategies outlined for the broader mental health and addiction sector, *Tauawhitia te Wero: Embracing the Challenge: National Mental Health and Addiction Workforce Development Plan 2006-2009* (Ministry of Health, 2005). To specifically address the needs of the infant, child and adolescent mental health and addiction sector, the Werry Centre produced *Whakamārama te Huarahi—To Light the Pathways: A Strategic Framework for Child and Adolescent Mental Health Workforce Development 2006-2016* (Wille, 2006). This document outlines a long-term national approach to systemic enhancements to support the capacity and capability of the infant, child and adolescent mental health and addiction workforce. Recommendations were made to support regional, inter-district and local planning processes, informed by ongoing research and evaluation, and data collection (p.7):

1. Retain and develop the existing child and adolescent mental health workforce.
2. Increase the numbers of the child and adolescent mental health workforce through training and enhanced career pathways.
3. Increase the diversity of the child and adolescent mental health workforce through the development of core competencies, new roles and new ways of working.
4. Increase Māori workforce numbers across all roles and parts of the sector.
5. Increase Pacific workforce numbers across all roles and parts of the sector.
6. Increase clinical/cultural competencies throughout the child and adolescent mental health workforce.
7. Increase capacity of related sector workforces to provide mental health screening and, where appropriate, assessment and therapeutic intervention.
8. Increase organisational capacity and sector leadership to develop and plan future workforce needs for the child and adolescent mental health sector.

*Whakapakari Ake Te Tipu—Māori Child and Adolescent Mental Health and Addiction Workforce Strategy* (Te Rau Matatini, 2007) also identified priorities and actions for developing the Māori child and adolescent mental health and addiction workforce. A key focus is to reduce inequalities and improve access to services for Māori and Pacific peoples.

## FUTURE WORKFORCE

*Blueprint II* (Mental Health Commission, 2012) also addressed the future direction and development of the workforce to ensure alignment with the key priorities outlined in the document. The workforce would need to adapt and evolve to new methods of working effectively and efficiently (such as the *Stepped Care* approach, whereby the least intrusive care to meet presenting needs is used to enable people to move to a different level of care according to their changing

needs). The workforce would therefore require essential capabilities to appropriately respond to service users and their families/whānau.

The priorities outlined in *Rising to the Challenge: The Mental Health and Addiction Service Development Plan 2014–2017* (Ministry of Health, 2012c) and in *The Children's Action Plan* (New Zealand Government, 2012) also have implications for the infant, child and adolescent mental health/addiction workforce. The need for greater integration between primary and specialist services would require enhancing the mental health and addiction capabilities of the primary care workforce. A continued investment in developing new roles and building the capacity of the existing workforce, in the face of shortages, is also needed.

The most recent *Mental Health and Addiction Workforce Action Plan 2017-2021* (Ministry of Health, 2017) outlines the priority areas and actions required for workforce development for the next five years, reiterating the need to focus on early intervention. The following four priority areas for workforce development have been identified (p. viii):

1. A workforce that is focused on people and improved outcomes
2. A workforce that is integrated and connected across the continuum
3. A workforce that is competent and capable
4. A workforce that is the right size and skill mix.

## **THE STOCKTAKE**

Effective workforce development requires accurate information concerning demand, service configuration and access to service data. Due to the comparatively small size and low profile of the sector, there was, until the last decade, very little information detailing the infant, child and adolescent mental health/addiction workforce.

To fill this gap, in 2004, the Werry Centre for Child and Adolescent Mental Health Workforce Development Programme conducted the first national *Stocktake* of the infant, child and adolescent mental health/AOD workforce at the request of the Ministry of Health (Ramage et al., 2005).

Data from the first *Stocktake* highlighted deficiencies in funding, access rates and workforce numbers compared with strategic guidelines (Mental Health Commission, 1998). It was also noted that comprehensive data collection was problematic, with incomplete returns to Mental Health Information National Collection (MHINC) and lack of data from NGOs on client access to services.

A need for centralised, regular, standardised data collection of workforce composition and access rates that is available for regional planning was identified in *Whakamārama te Huarahi* (Wille, 2006). This led to a biennial stocktake of data on the workforce and access to service. This dataset now covers the 2004 to 2016 period.

This report presents the 2016 infant, child and adolescent mental health/AOD workforce data. Like the previous reports, it aims to provide a snapshot of the workforce providing infant, child and adolescent mental health services. It also describes the population the workforce serves, the number of clients who are accessing services and how the current workforce and client numbers compare with Blueprint targets (Mental Health Commission, 1998).

While the current data reflect the strategies and actions described in *Whakamārama Te Huarahi* (Wille, 2006), *Te Raukura* (Ministry of Health, 2007) and *The Mental Health and Addiction Action Plans* (Ministry of Health, 2010a, 2017), future stocktake data (service provision and workforce) will consider current developments (*Blueprint II, Rising to the Challenge, the Prime Minister's Youth Health Projects and the Children's Action Plan, Mental Health and Addiction Workforce Action Plan 2017-2021*) in the mental health/addiction sector.

## METHOD

The data collection for each successive *Stocktake* has been informed by brief utility surveys which follow the publication of each *Stocktake* report. While the 2004 document reported data from a national perspective, subsequent reports have included regional datasets. Based on feedback since 2004, data are now presented nationally and regionally.

The 2016 *Stocktake* includes:

- Infant, child and adolescent population data: Statistics NZ Census data (prioritised ethnicity) and projections by ethnicity and DHB.
- Infant, child and adolescent funding data from the Ministry of Health's Price Volume Schedules.
- Workforce data: Provided by 20 DHB (Inpatient & Community) Infant, Child and Adolescent Mental Health /Alcohol and Other Drug (ICAMH/AOD) Services workforce data, comprising actual and vacant full time equivalents (FTEs) and ethnicity by occupational group, and 106 non-DHB service providers, as at 30 June 2016.
- Client access to service data extracted from the Programme for the Integration of Mental Health Data (PRIMHD), which includes access to service data from the 2006 to 2015 period.
- Comparisons of access to service data against Mental Health Commission's access target rates for the infant, child and adolescent population (Mental Health Commission, 1998).

### **INFANT, CHILD AND ADOLESCENT POPULATION STATISTICS**

Four sets of infant, child and adolescent (0-19 years) population statistics have been used in this *Stocktake*:

- The 2016, 2021 and 2026 population projections for 0-19 years (Base 2013 Census; prioritised ethnicity) used in this report were provided by Statistics NZ.
- While the 2014 population projections were available, the 2013 Census population (prioritised ethnicity) data were deemed to more accurately reflect the 2014 population aged 0 to 19 years. Therefore, the 2013 Census was used for the analysis of the 0-19 year population data and the infant, child and adolescent mental health workforce data. The 2013 Census data were provided by Statistics NZ.
- The 2008 to 2012 population projections were derived from the resident population 30 June 2006 Census (total response). The projections are based on assumptions about fertility, mortality and migration, and provide an indication of possible changes in the size of each population. These data were provided by the Ministry of Health.
- The 2006 Census (prioritised ethnicity population statistics, Māori, Pacific, Asian and Other for the 0-19 year age group) was used in the analysis of the 2006 infant, child and adolescent mental health workforce data. These data were provided by Statistics NZ. The projections were also based on prioritised ethnicity, which is defined as:

*Where a service user reports more than one ethnicity, they are reported as Māori first, Pacific second and other ethnicity third. This means that all Māori are reported and Pacific Peoples are reported if they do not also record Māori. All those who record neither Māori, Pacific, nor Asian are reported as Other (Statistics New Zealand, 2004a, p. 16).*

- The 2005 population projections for the 0-19 year age group (based on the 2001 Census) were used to calculate the population-based access rates for the MHINC section of the 2005 data. These population data were provided by the Ministry of Health.

Prioritised ethnicity population statistics are the most frequently used by the Ministry of Health. Prioritised data are widely used in the health and disability sector for funding calculations and to monitor changes in the ethnic composition of service utilisation. The advantage of using prioritised ethnicity statistics is that they are easy to work with as each individual appears only once, hence the sum of the ethnic group populations will add up to the total New Zealand population.

## **2015/2016 DHB AND NGO ICAMH/AOD HEALTH FUNDING DATA**

The 2016 funding data were extracted from the 2015/2016 Price Volume Schedule (PVS) supplied by the Ministry of Health. Funding information for previous *Stocktake* periods are also presented for comparison. Funding data are presented by region and DHB area.

## **2016 DHB & NGO ICAMH/AOD WORKFORCE DATA**

The stocktake workforce surveys (see Appendix E) were sent to all DHB Chief Executive Officers (CEOs) and Mental Health Managers in early July 2016 and had a 100% response rate.

The list of DHB funded NGOs providing ICAMH/AOD services as at June 2016 was extracted from the 2015/2016 PVS supplied by the Ministry of Health. A total of 106 DHB funded, non-DHB providers (includes NGOs and Iwi Providers) were identified and surveyed by telephone in November 2016. Contracted FTE volume data from the Ministry of Health's Price Volume Schedule (PVS) were used as an estimate for the one large NGO provider in the Midland region who did not provide data.

The data gathered on the infant, child and adolescent mental health workforce have been split into two categories: "clinical" and "non-clinical".

The clinical workforce in this report includes alcohol and drug workers, counsellors, mental health nurses, occupational therapists, psychiatrists, psychotherapists, clinical or registered psychologists, and social workers.

The non-clinical workforce includes the workforce that provides direct support or care for clients and in this report includes cultural workers (kaumātua, kuia or other cultural appointments), specific liaison appointments, mental health support workers, mental health consumers, and family workers.

Although workforce data are collected and presented on the basis of the above categories, FTEs are not necessarily funded or allocated to the occupational groups. DHBs recruit staff from various disciplines based on relevant skills and competencies to fill a certain number of funded clinical FTEs. Recruitment is not necessarily conducted according to occupational groups.

## **PROGRAMME FOR THE INTEGRATION OF MENTAL HEALTH DATA (PRIMHD) - CLIENT ACCESS TO MENTAL HEALTH SERVICES DATA**

In July 2008, the Ministry of Health conducted an integration of mental health data that incorporated both MHINC and the Mental Health Standard Measures of Assessment and Recovery (MH-SMART) to form a single national database for mental health and addiction, called PRIMHD.

The PRIMHD database contains both service activity data as well as information on outcomes at local, regional and national levels. The database also contains information on the provision of secondary mental health and alcohol and drug services purchased by the Mental Health Group (Ministry of Health). This includes secondary, inpatient, outpatient and community care provided by DHBs and NGOs. DHBs and NGOs send their previous month's mental health and addiction services data electronically, i.e. referral, activity and outcomes data, to the PRIMHD system. However, PRIMHD *does not* include data on NGO client diagnosis, classifications or legal status; nor NGO client outcome data. PRIMHD also does not include information from primary health organisations (PHOs) or general practitioners (GPs) who may be delivering mental health or addiction services.

With the implementation of PRIMHD in the NGO sector over the past few years, a significant number of NGOs are now providing client data. Therefore, NGO client data for the 2010 to 2015 period are included in this stocktake.

Access to service data for the 2004 to 2008 period was extracted from the Mental Health Information National Collection (MHINC) database. Client data from July 2008 to 2013 were extracted from PRIMHD. Client access data presented in this report are based on the *Clients by DHB of Domicile* (residence) for the second half of each year (July to December). Access rates in the Stocktake reports have been calculated by dividing users in each age band and *each six month period* by the corresponding population and will therefore differ from the Ministry of Health's one year period analyses.



The PRIMHD client access data presented in this report includes the most recent data available at the time of reporting which included data from the 2012 and 2015 periods.

## LIMITATIONS

### **POPULATION DATA**

While the use of projected population statistics tends to be less accurate than actual census data, the use of outdated projections would carry further inaccuracies especially in the Canterbury area. Furthermore, any comparisons with census data which was based on prioritised ethnicity will carry that inaccuracy.

### **WORKFORCE DATA**

Both DHB and non-DHB provider workforce data presented in this report are subject to the quality of the data supplied by the service providers.

The 2004 to 2016 workforce data are also presented in this report and serve as a comparison. However, due to the possible inclusion of adult workforce FTEs in the NGO data, not just ICAMH workforce numbers, and the lower response rate in 2004, the 2004 data may not be directly comparable. This may largely explain some of the significant changes in the 2006 and 2008 NGO infant, child and adolescent mental health workforce. With subsequent improvements in data collection processes, the data are likely to reflect more accurately the infant, child and adolescent mental health/AOD workforce.

The workforce information is derived from workforce data (Actual & Vacant Full Time Equivalents (FTEs) & Ethnicity by Occupational Group) submitted by all 20 DHB (Inpatient & Community) ICAMH/AOD services and 105/106 NGOs as at 30 June 2016. Consistently missing data from one large NGO in the Midland region continues to impact on the accuracy of NGO workforce data. While, contracted FTE data from the MOH's Price Volume Schedule (PVS) were used to estimate this NGO's workforce, these data do not include information by ethnicity and occupational group, therefore the NGO workforce, especially for the Midland region remains underestimated.

All services that were surveyed were asked to provide the number of Māori, Pacific and Asian staff (FTE and headcount) by occupational group. Ethnicity information about staff was provided by managers and not by the individuals themselves. Additionally, FTE data by occupational group and ethnicity were also requested but were not provided in a consistent manner. Therefore, staff ethnicity data presented in this *Stocktake* should be interpreted with caution.

Although the limitations mentioned above apply to both DHB and non-DHB providers, there were a number of factors that impinged on the provision of accurate data that were specific to the NGO sector.

As identified from the first *Stocktake*, obtaining workforce data from the NGO sector via post was not a successful method; however, the majority of providers supplied data willingly when contacted by telephone. Despite an increased response rate via telephone, there are some concerns about the accuracy of some of the information about the NGO sector for the following reasons.

- Contract information from the PVS, which was used as a benchmark for this data collection, was found to be inaccurate or out of date in some instances.
- As well as Ministry of Health funding, many non-DHB providers are funded from a number of different sources (such as Ministry of Social Development, Accident Compensation Corporation, and Youth Justice). Because of their unique blending of services, it can be difficult to clearly identify which portion of funding sits with each FTE.
- A number of providers with infant, child and adolescent mental health contracts provide a seamless service spanning all ages through to adulthood. In many services, the focus may be on mental health issues within the whole family. Identifying which portion of the FTE fits within the DHB funded infant, child and adolescent contract is often difficult for providers to ascertain.

- NGO contracts may be devolved to a number of different providers. NGOs also receive a variable number of contracts over time.
- Rural and isolated areas have issues with recruiting and retaining staff who have an interest or skills in the infant, child and adolescent area. If the organisation has unfilled FTE positions, it may be required to return funds to the DHB, which can therefore lead to caution around reporting on unfilled vacancies.
- Some organisations had concerns that the *Stocktake* was a form of audit and were reluctant to participate fully.

## **PRIMHD ACCESS DATA**

The presentation of the client access information is subject to the following limitations and therefore must be interpreted with these in mind.

- Previous MHINC and the current PRIMHD databases contain the raw data sent in by providers and are therefore subject to the variable quality of information captured by the client management systems of each DHB and NGO.
- Improvements in client access to services could be partly a result of more services over time submitting client data to PRIMHD. Alternatively, decreases seen in the number of clients could also be a result of fewer numbers of NGOs submitting to PRIMHD.
- Client access rates are calculated using the best available population data at the time of reporting. The 2006 and 2013 client access rates were calculated using census data and therefore are more accurate than the access rates (2008-2016) calculated using population projections (projected population statistics tend to be less accurate than actual census data).

## **USING THE STOCKTAKE**

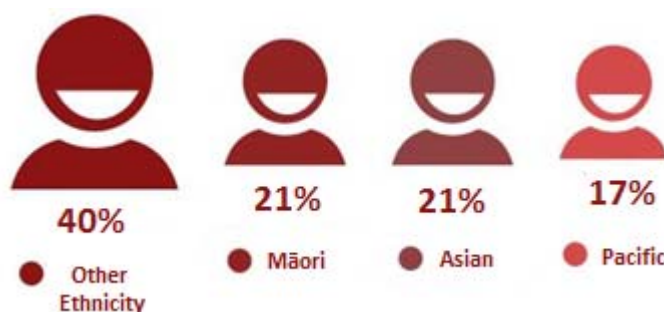
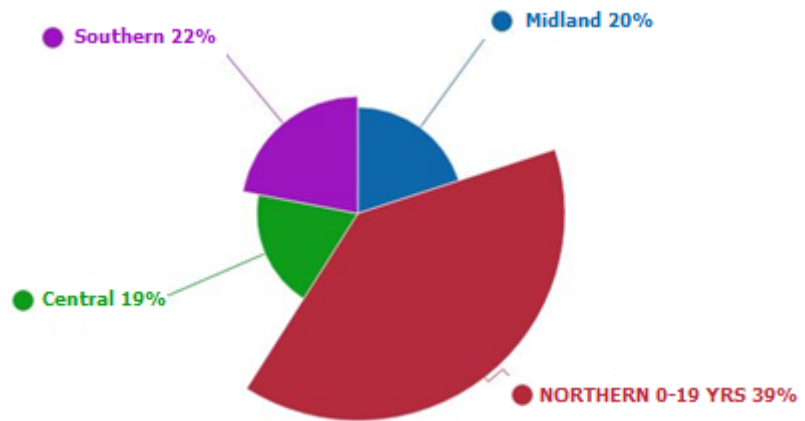
The data are made available for each DHB and NGO to assess their position. More detailed data and the previous *Stocktakes* are available on the Werry Workforce-Whāraurau website ([www.werryworkforce.org](http://www.werryworkforce.org)).



# NORTHERN REGION INFANT, CHILD AND ADOLESCENT POPULATION PROFILE

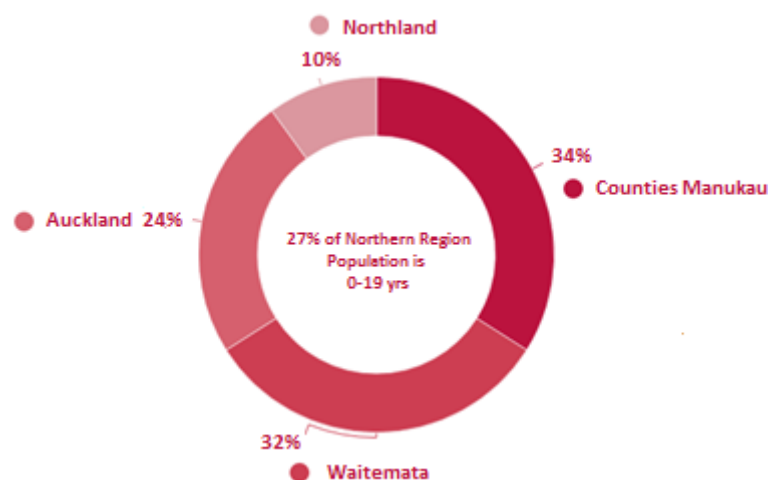
The population data include the 2016 infant, child and adolescent population projections (prioritised ethnicity) provided by Statistics NZ.

- The 2016 population projections indicated a 2.4% growth in the regional 0-19 year population since the 2013 Census (see Table 1, Appendix A).
- The Northern region had experienced one of the largest increases in the 0-19 year population in the country.
- Projected growth was seen in only three out of the four DHB areas in the region (Waitemata, Auckland and Counties Manukau), with the largest projected growth in the Counties Manukau DHB area by 3.1%. Very little change in the 0-19 year population was projected for the Northland DHB area.
- The projections also showed that the Northern region continued to have New Zealand's largest infant, child and adolescent (0-19 years) population (39%) in the country. About half (51%) of the 0-19 population are male.



- Almost half (40%) of the 0-19 year population were in the Other Ethnicity group, followed by Māori (21%), Asian (21%) and Pacific (17%).

- They resided mainly in Counties Manukau (34%) and Waitemata (32%) DHB areas.
- The 10-year regional projections indicate an overall 6% projected population growth by 2026 in the greater Auckland area, especially in Waitemata (by 9%) and Counties Manukau (by 6%) DHB areas (see Appendix A, Table 2).
- 10 year projections by ethnicity show the largest projected growth for Asian 0-19 year olds (by 32%), followed by Māori (by 11%) and Pacific (by 3%) 0-19 year olds.



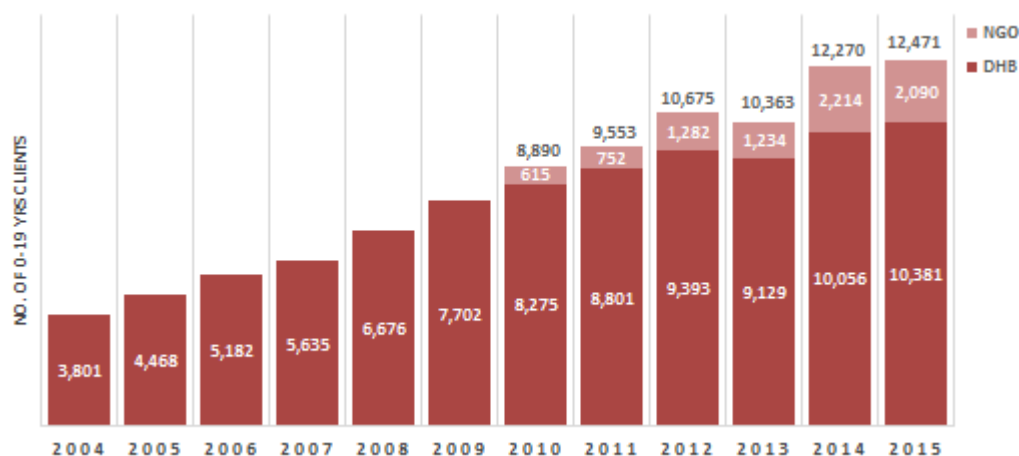
## NORTHERN REGION CLIENT ACCESS TO ICAMH/AOD SERVICES

The client access to service data (number of clients seen by DHB & NGO ICAMH/AOD services) have been extracted from the *Programme for the Integration of Mental Health Data (PRIMHD)*. Access data are based on the *Clients by DHB of Domicile* (residence) for the second six months of each year (July to December). NGO client data have been included since 2010. Data from 142 NGOs were included in the 2014 client access information, while 139 NGOs were included in the 2015 client data. While this reduces some of the effects of data variation simply due to a larger number of services submitting client information, it may still explain the increases in client numbers as data submission improves from year to year.

From 2013 to 2015:

- While there was a slight decrease in the number of clients accessing services in the Northern region from 2012 to 2013, client numbers showed an increase by 20% from 2013 to 2015 (see Figure 1).
- This increase was seen in both male and female client groups, by 20%.
- The largest increase in clients was seen in the 0-9 year age group, by 43% overall.
- Three out of the four DHB areas in the region reported overall increases in the number of clients accessing services, with the largest increase seen in the Counties Manukau DHB by 35%, Waitemata by 19% and Auckland by 21%. The Northland DHB area reported a 3% decrease.

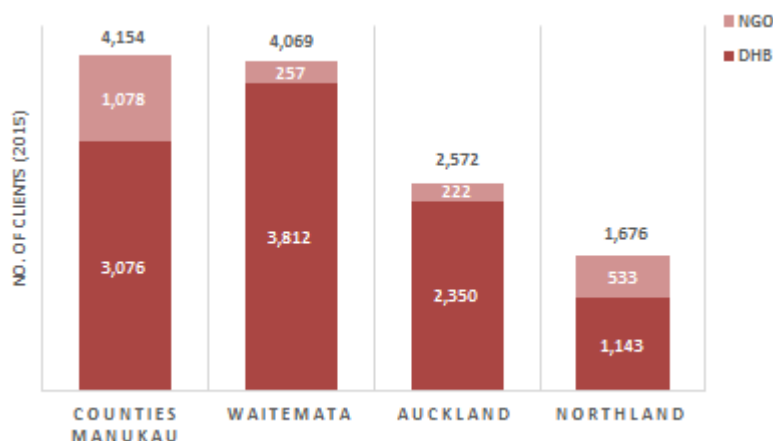
Figure 1. Northern Region Total 0-19 yrs Clients (2004-2015)



In the second six months of 2015:

- The largest client group accessing services in the Northern region continued to be 15-19 year olds (55%).
- The majority of the clients in the Northern region (83%) were seen by DHB services, while 17% of the clients were seen by NGOs (see Figure 1).

Figure 2. Northern Region 0-19 yrs Clients by DHB Area (2015)



- Services in the Counties Manukau and Waitemata DHB areas had the largest number of clients (33%), followed by Auckland (21%) and Northland (13%) DHB areas (see Figure 2).

## NORTHERN REGION CLIENT ACCESS RATES

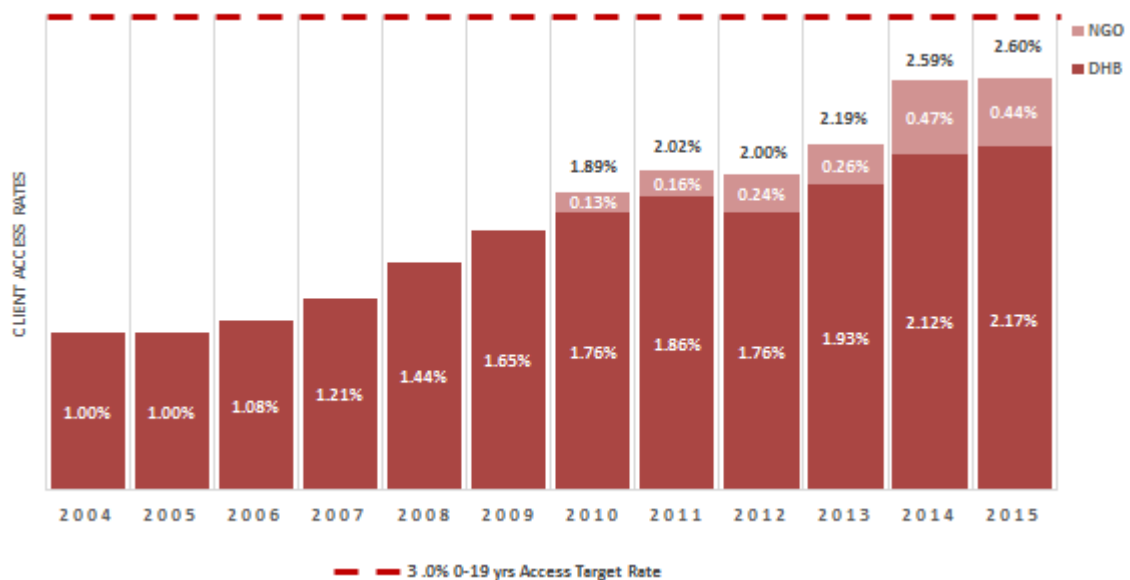
The *Blueprint Access Benchmark Rate* for the 0-19 year age group has been set at 3% of the population over a six month period (Mental Health Commission, 1998). Due to different prevalence rates for mental illness in different age groups, the MHC has set appropriate access rates for each age group: 1% for the 0-9 year age group; 3.9% for the 10-14 year age group and 5.5% for the 15-19 year age group.

The 2004 to 2015 MHINC/PRIMHD access data were analysed by six months to determine the six monthly benchmark access rates for each region and DHB area. The access rates presented in this section were calculated by dividing the clients in each age band per six month period by the corresponding population. Access rates are not affected by referral to regional services as they are based on the DHB where the client lives (DHB of Domicile). However, access rates are affected by the type of population data used. Client access rates are calculated using the best available population data at the time of reporting. The 2006 and 2013 client access rates were calculated using census data (prioritised ethnicity) and are therefore more accurate than the access rates calculated using population projections (projected population statistics tend to be less accurate than actual census data).

From 2013 to 2015:

- There was an overall increase in the total 0-19 year access rate for the Northern region from 2.19% to 2.60% (see Figure 3).
- This increase was seen in all three age groups, with the largest increase seen in the 15-19 year age group.
- Access rates by DHB area indicated increases in client access rates in three out of the four DHB areas (Waitemata, Auckland and Counties Manukau), with the largest increase seen in the Counties Manukau DHB area, from 1.95% to 2.57% (see Appendix B, Table 7).

Figure 3. Northern Region 0-19 yrs Client Access Rates (2004-2015)



In the second six months of 2015:

- While access rates have improved for all three age groups, the only age group to exceed their target rate was the 15-19 year old age group.
- While access rates by ethnicity showed that Māori clients had the highest access rate in the region (4.05%), this rate remains below the recommended rate for Māori, which is double that of the overall rate of 3%. Access rates for all ethnicities also remain below the recommended target rates.

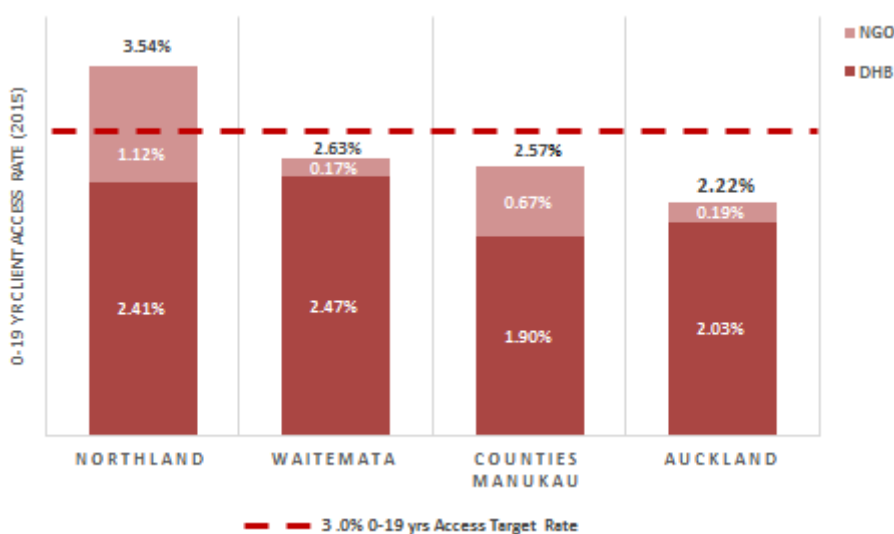


- The Northland DHB area reported the highest client access rate of 3.54% and was the only DHB area in the region to exceed the MHC's target access level of 3.0%, while the Auckland DHB area continued to report the lowest access rate in the region of 2.22%, followed by Counties Manukau (2.57%) (see Figure 4).



- While overall improvements in access rates were seen in the Northern region, the regional access rate remained below the national average of 2.87%. Therefore, access rates need to improve for Māori, Pacific and Asian clients across the region, especially for the 0-9 year and 10-14 year age groups.

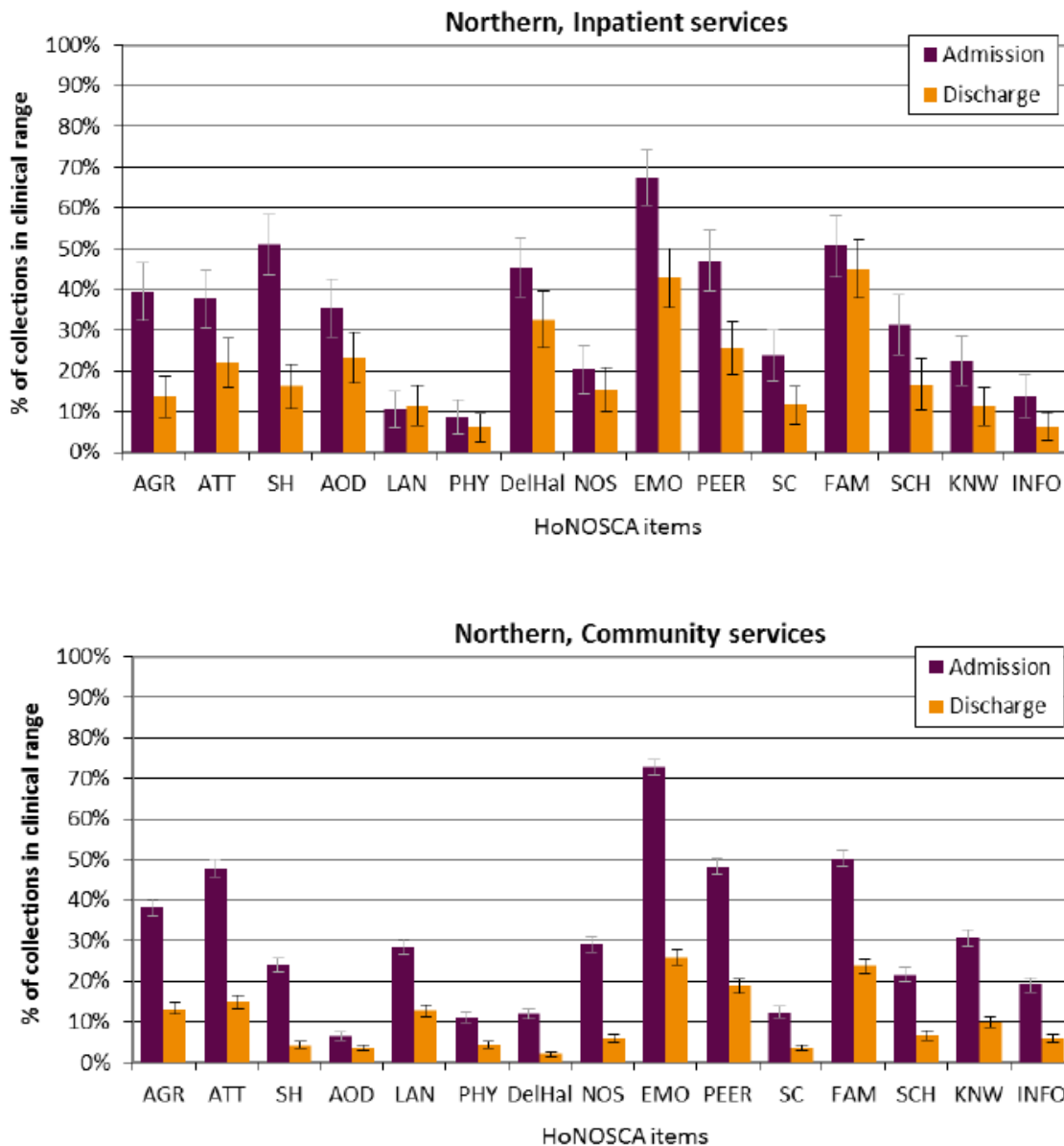
Figure 4. Northern Region 0-19yrs Client Access Rates by DHB Area (2015)



## CLIENT OUTCOMES

To assess whether clients accessing mental health services experience improvements in their mental health and wellbeing, children and youth health outcomes are rated by the *HoNOSCA* (Health of the Nation Outcome Scales for Children and Adolescents) for children and adolescents 4-17 years at admission and discharge from inpatient and community child and adolescent mental health services. Client outcome data for the 2015/2016 period showed significant improvements in emotional related symptoms by time of discharge from both inpatient and community mental health services for clients (see EMO scores in Figure 5).

Figure 5. Northern Region Client Outcomes by Service (2015/2016)



Source: Ministry of Health, PRIMHD extract 16 January 2017, extracted & formatted by Te Pou.



## NORTHERN REGION FUNDING OF ICAMH/AOD SERVICES

Funding data for DHB and NGO services for the 2015/2016 financial year were extracted from Price Volume Schedules (PVS) supplied by the MOH.

From 2013/2014 to 2015/2016 financial year:

- There was a 10% increase in total funding for infant, child and adolescent mental health/AOD (including youth primary mental health) services in the Northern region (see Table 1 & Figure 6). This increase was largely seen in DHB funding (11%), and NGO funding had increased by 3% (see Appendix C, Table 1 & Figure 6).
- This increase was seen in all of the DHB areas in the Northern region (see Appendix C, Table 1).
- Funding by service showed that Youth Forensic services had received the largest increase in funding by 75% followed by AOD by 13% (see Table 1).

Figure 6. Northern Region ICAMH/AOD Funding by Provider Services (2004-2016)

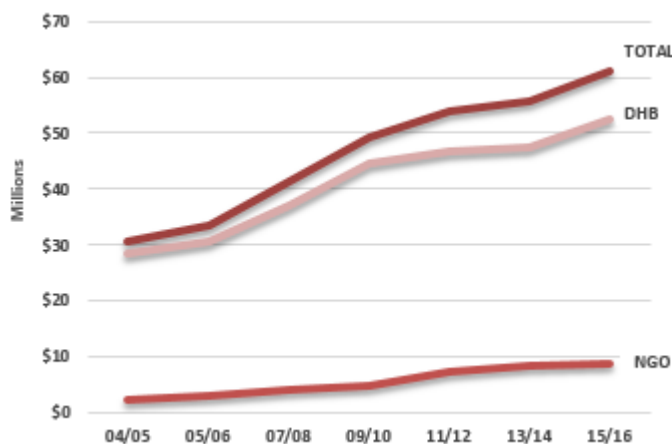


Table 1. Northern Region ICAMH/AOD Funding by Services

SERVICES	NORTHERN REGION FUNDING BY SERVICE (2007-2016)					
	07/08	09/10	11/12	13/14	15/16	% Change (2016-2014)
INPATIENT	\$6,775,017	\$5,792,472	\$5,159,883	\$5,442,953	\$5,068,869	-7
ALCOHOL & OTHER DRUG	\$1,800,888	\$2,051,802	\$3,637,894	\$5,312,142	\$6,028,813	13
CHILD & YOUTH MENTAL HEALTH	\$32,876,930	\$39,943,113	\$43,605,084	\$42,717,261	\$45,264,766	6
FORENSIC	-	-	\$1,226,286	\$2,377,140	\$4,157,213	75
KAUPAPA MĀORI	-	\$1,522,347	\$279,300	-	-	-
YOUTH PRIMARY MENTAL HEALTH	-	-	-	-	\$681,414	-
TOTAL	\$41,452,834	\$49,309,735	\$53,908,447	\$55,849,495	\$61,201,075	10

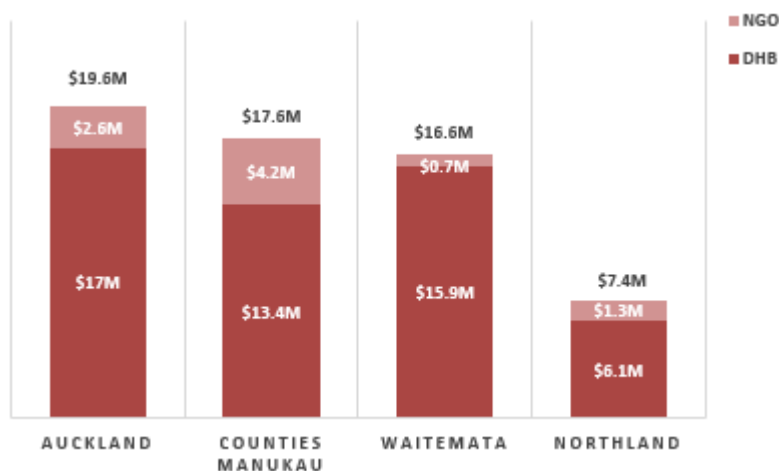
1. Includes Residential Services

Source: Ministry of Health Price Volume Schedule 2007-2016-Updated July 2017.

For the June 2015 to July 2016 financial year:

- The Northern region provider services received \$61.2 million (35% of total national funding) for infant, child and adolescent mental health/AOD services (see Appendix C, Table 1).
- The Auckland DHB area had the largest proportion (32%) of funding in the region, followed by Counties Manukau (29%) and Waitemata DHB areas (27%) (see Figure 7).

Figure 7. Northern Region ICAMH/AOD Funding by DHB Area (2016)



### FUNDING PER HEAD OF INFANT, CHILD AND ADOLESCENT POPULATION

Funding per head of population is a method by which we can look at the equity of funding across the regions and DHBs. Clearly, this is not the actual amount spent per head of the 0-19 year population, as only a small proportion of this population accesses services. When looking at individual DHBs, the calculation does not reflect inter-DHB referrals, including referrals to regional services (see Appendix C, Table 2).

From 2014 to 2016:

- There was an increase in the spend per 0-19 year population (excluding Inpatient costs) by 9%; from \$106.62 to \$115.94 (see Appendix C, Table 2 & Figure 8).
- All four DHB areas showed an increase in spend per child with the largest increase seen in the Northland DHB area by 18%, from \$109.18 to \$128.92 (see Figure 8).

For the 2015/2016 financial year:

- Waitemata DHB continues to have the lowest funding per 0-19 years in the region at \$105.81 (see Figure 8); however, a large number of the DHB's clients are seen in regional services provided by Auckland and Counties Manukau DHBs. In the second half of 2015, 295 Waitemata DHB clients were referred to Auckland DHB and 158 clients were referred to Counties Manukau DHB (see Appendix B, Table 6).

Figure 8. Funding per Head Infant, Child & Adolescent Population by DHB Area (2004-2016)



## NORTHERN REGION PROVISION OF ICAMH/AOD SERVICES

There are four DHBs that provide a range of specialist Inpatient and Community based infant, child and adolescent mental health and alcohol and other drug (ICAMH/AOD) services in the Northern region: Northland, Waitemata, Auckland and Counties Manukau DHBs.

Regional Inpatient mental health services are provided by Auckland DHB (*Starship Child and Family Inpatient Service*).

ICAMH/AOD services are also provided by DHB funded NGOs. For the June 2015 to July 2016 period, 19 NGOs (21 in 2014) were identified as providing DHB funded infant, child and adolescent mental health/AOD services.

From 2014 to 2016, progress can be seen in the number and types of services that were available for infants, children and adolescents in the Northern region. All services are now inclusive of infants (0-4 year age group) with either dedicated services or teams for the infant population.

The increases in the development and provision of services for infants, children and adolescents are aligned with the priorities of *Te Raukura* (Ministry of Health, 2007).

Services in each Northern region DHB area are listed in the following tables.

**Table 2. Northland ICAMH/AOD Services (2015/2016)**

<b>NORTHLAND DHB</b>
Te Roopu Kimiora: Child & Youth Mental Health & Alcohol & Other Drug Service
<i>Also provides services for Youth Forensics, Eating Disorders, COPMIA &amp; Gateway Assessments</i>
<b>NORTHLAND DHB FUNDED NGOS</b>
<b>EMERGE AOTEAROA</b>
Infant, Child, Adolescent & Youth Community Support Services
<b>RUBICON CHARITABLE TRUST BOARD</b>
Children & Youth Alcohol & Drug Community Services
Community Child, Adolescent & Youth Service for Co-existing Problems
<b>TE RUNANGA O TE RARAWA INC.</b>
Infant, Child, Adolescent & Youth Community Support Service

*Note: Italicised services are Kaupapa Māori services*

Table 3. Waitemata ICAMH/AOD Services (2015/2016)

<b>WAITEMATA DHB</b>
Marinoto North Child & Adolescent Mental Health Services
Marinoto West (Child & Adolescent Teams)
Early Psychosis Intervention
Eating Disorders Liaison Service
<b>MĀORI SERVICES</b>
Moko Māori Mental Health Service
<b>PACIFIC SERVICES</b>
Isa Lei: Pacific Mental Health Service
<b>REGIONAL SERVICES</b>
Altered High Youth Alcohol & Drug Services (Waitemata, Auckland & Counties Manukau DHBs)
Intensive Clinical Support Services (Waitemata, Auckland & Counties Manukau DHBs)
<b>PACIFIC REGIONAL SERVICES</b>
Tupu-Pacific Alcohol & Drug Service
<b>MĀORI REGIONAL SERVICES</b>
Te Atea Marino-Regional Māori Alcohol & Drug Service (Waitemata, Auckland, Counties Manukau)

<b>WAITEMATA DHB FUNDED NGOS</b>
<b>EMERGE AOTEAROA</b>
Infant, Child, Adolescent & Youth Crisis Respite & Day Services
<b>TE WHANAU O WAIPAREIRA TRUST</b>
Family Whānau Support Education, Information & Advocacy Service

Table 4. Auckland Infant, Child &amp; Adolescent Mental Health Services (2015/2016)

<b>AUCKLAND DHB</b>
CAMHS Community Team – East
CAMHS Community Team – West
Infant Mental Health
Tu Tangata Tonu: Children of Parents with Mental Illness
Youth Transitional Programme
Youth Early Intervention Services
Intensive Clinical Support Services
CAMHS Dialectical Behaviour Therapy (DBT) Team
CAMHS Intake Team
Parent Child Interaction Therapy (PCIT)
Neural Developmental Pathway
Eating Disorders Liaison
<b>REGIONAL SERVICES</b>
Youth Forensic Service & Child & Adolescent Liaison Service (Northland, Waitemata & Auckland DHBs)
Eating Disorders Service-Child & Adolescent Team
Child & Family Unit (Inpatient Service) (Northern & Midland Region)
Consult Liaison Starship Hospital

<b>AUCKLAND DHB FUNDED NGOS</b>
<b>AFFINITY SERVICES LTD</b>
Infant, Child, Adolescent & Youth Crisis Respite & Day Services
<b>CONNECT SUPPORTING RECOVERY</b>
Child, Adolescent & Youth & Families with a Mental Health Disorder
<b>EMERGE AOTEAROA</b>
Infant, Child, Adolescent & Youth Package of Care
<b>MAHITAHĪ TRUST</b>
Community Child, Adolescent & Youth Service for Co-Existing Problems
<b>ODYSSEY HOUSE TRUST</b>
Child, Adolescent & Youth Community Alcohol & Drug Services with Accommodation
Children & Youth Alcohol & Drug Community Services: Amplify School Programme

Table 5. Counties Manukau ICAMH/AOD Services (2015/2016)

<b>COUNTIES MANUKAU DHB</b>
Whirinaki: Child & Adolescent Mental Health Services: Te Rito (Child Team), Kohia (Youth Assertive Outreach), Parent, Child Interaction Therapy (PCIT) Team, Mauri Oho Team, Punui (Youth Team), Pohutukawa (Youth Team)
Kidz First Child Development Service
Kidz First Centre for Youth Health
Infant Mental Health Service
Eating Disorders Liaison Team (12-65yrs +)
<i>Also receives funding for Eating Disorders Services &amp; AOD Community Services</i>
<b>MĀORI SERVICES</b>
He Kākano: Kaupapa Māori Child & Adolescent Mental Health Service
<b>PACIFIC SERVICES</b>
Vaka Toa Pacific Adolescent Service

*Note: Italicised services are Kaupapa Māori services*

<b>COUNTIES MANUKAU DHB FUNDED NGOS</b>
<b>ANGLICAN TRUST FOR WOMEN &amp; CHILDREN</b>
Infant, Child, Adolescent & Youth Package of Care (Wrap Around): Mellow Parenting Groups
<b>EMERGE AOTEAROA</b>
Infant, Child, Adolescent & Youth Package of Care
<b>MAHITAHU TRUST</b>
Infant, Child, Adolescent & Youth Package of Care
<b>ODYSSEY HOUSE TRUST</b>
Child, Adolescent & Youth & Families with a Mental Health Disorder
Child, Adolescent & Youth Alcohol & Drug Community Services: Schools Programme: Stand Up
<b>OHOMAIRANGI TRUST</b>
Infant, Child, Adolescent & Youth Package of Care (Wrap Around): Mellow Parenting Groups
<b>PATHWAYS HEALTH LTD</b>
Infant, Child, Adolescent & Youth Crisis Respite
<b>PENINA TRUST</b>
Child & Youth Package of Care
<b>RAUKURA HAUORA O TAINUI TRUST</b>
Child, Adolescent & Youth Alcohol & Drug Community Services - Kaupapa Māori: Te Oho Ake Rangatahi Services
Peer Support Service for Children, Adolescents & Youth of Parents with a Mental Health Disorder or Addiction
<b>YOUTHLINE AUCKLAND CHARITABLE TRUST</b>
Child, Adolescent & Youth Alcohol & Drug Community Services: Stand Up Alcohol & Drug Team

*Note: Italicised services are Kaupapa Māori services*

## NORTHERN REGION ICAMH/AOD WORKFORCE

The following information is derived from workforce data (Actual & Vacant Full Time Equivalents (FTEs) & Ethnicity by Occupational Group) submitted by all four DHB (Inpatient & Community) ICAMH/AOD services and from all 19 contracted NGOs as at 30 June 2016.

From 2014 to 2016:

- There was a 1% increase in the total Northern region workforce, from 559.4 to 564.1 actual FTEs (see Table 6 & Figure 9).
- The DHB workforce (Inpatient & Community Services) had increased by 6%, from 420.7 to 445.5 actual FTEs.
- NGO workforce had decreased by 14%, from 138.7 to 119.2 actual FTEs. This decrease was due largely to the decrease in the number of services contracted for the 2015/2016 financial year from 21 to 19.
- A slight increase was seen in the Clinical workforce by 4%, from 416.15 to 431.81 actual FTEs.
- The total vacancy rate had decreased from 10% to 9% (from 63.9 to 58.7 FTEs) and this decrease was largely seen in the DHB Inpatient workforce from 15.93 to 9.72 FTEs.

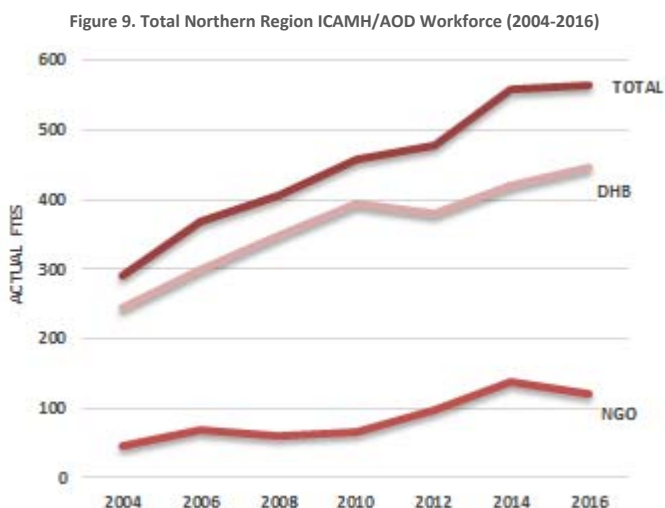


Table 6. Total Northern Region ICAMH/AOD Workforce

YEAR	NORTHERN REGION WORKFORCE BY SERVICE PROVIDER (2004-2016)								
	DHB <sup>1</sup>			NGOS			TOTAL		
	ACTUAL	VACANT	% VACANCY	ACTUAL	VACANT	% VACANCY	ACTUAL	VACANT	% VACANCY
2004	245.7	64.4	21	44.4	9.0	17	290.1	73.4	20
2006	298.9	54.5	15	69.3	5.0	7	368.1	59.5	14
2008	347.5	41.8	11	58.7	6.9	11	406.2	48.7	11
2010	392.9	52.4	12	64.9	2.0	3	457.9	54.4	11
2012	380.2	35.5	9	98.5	1.0	1	478.7	36.5	7
2014	420.7	57.9	12	138.7	6.0	4	559.4	63.9	10
2016	445.5	51.9	5	119.2	6.8	5	564.7	58.7	9

1. Includes Inpatient Service

As at 30 June 2016:

- Auckland DHB area had the largest ICAMH/AOD workforce (197.8 FTEs) in the region (see Figure 10).
- ICAMH/AOD services are predominately provided by the DHB services in the region, with the NGO sector making up 21% of the region's workforce.
- The Northern region ICAMH/AOD workforce was largely NZ European (49%), followed by Māori (16%), Pacific (14%), Other Ethnicity (12%), and Asian (9%) (see Appendix D, Table 18).
- Seventy-seven percent of the total Northern region ICAMH/AOD workforce was Clinical staff with the majority (88%) employed in DHB provider services (see Table 7).
- The Clinical workforce consisted largely of Mental Health Nurses (85.15 FTEs), Psychologists (72.61 FTEs), AOD Practitioners (68.9 FTEs) and Social Workers (58.93 FTEs) (see Table 7).

Figure 10. Northern Region ICAMH/AOD Workforce by DHB Area (2016)

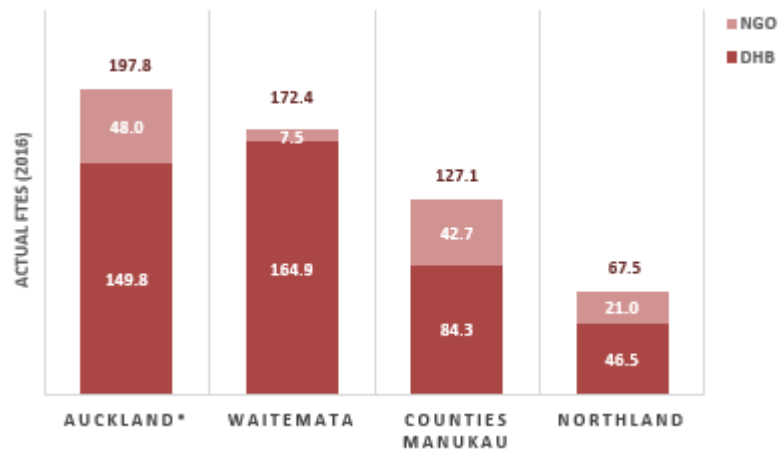
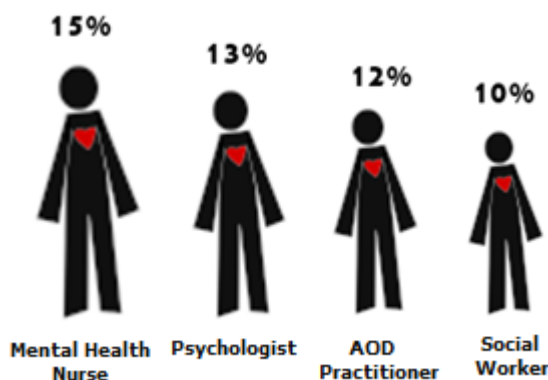


Figure 11. Top 4 Northern Region ICAMH/AOD Workforce (2016)



- The remainder of the total workforce (15%) was in Non-Clinical roles (excluding the Administration/Management workforce) and was mainly employed in NGOs (73%).
- Vacancies were mainly in Clinical roles largely for Mental Health Nurses (22.42 FTEs) and Psychologists (11.2 FTEs), mainly in DHB provider services (see Table 8).
- The regional annual staff turnover rate was 12% (DHB = 9% and NGO = 29%) mainly for Nurses, Mental Health Support Workers and Psychologists. The main reasons for leaving were other job opportunities; relocation to another city/town within the country; moved overseas; retirement; and Psychologists left for private practice.



**Table 7. Northern Region Total ICAMH/AOD Workforce by Occupational Group (2016)**

OCCUPATIONAL GROUP (ACTUAL FTES, 2016)	DHB		DHB TOTAL	NGOS	TOTAL
	INPATIENT	COMMUNITY			
ALCOHOL & DRUG PRACTITIONER	-	32.8	32.8	36.1	68.9
CEP CLINICIAN	-	7.8	7.8	2.0	9.8
MENTAL HEALTH NURSE	24.9	57.25	82.15	3.0	85.15
OCCUPATIONAL THERAPIST	3.4	39.05	42.45	0.5	42.95
PSYCHIATRIST	5.62	28.75	34.37	-	34.37
PSYCHOTHERAPIST	1.1	12.75	13.85	-	13.85
PSYCHOLOGIST	8.3	62.71	71.01	1.60	72.61
SOCIAL WORKER	1.4	56.23	57.63	1.30	58.93
OTHER CLINICAL <sup>1</sup>	8.2	31.65	39.85	5.40	45.25
<b>CLINICAL SUB-TOTAL</b>	<b>52.92</b>	<b>328.99</b>	<b>381.91</b>	<b>49.9</b>	<b>431.81</b>
CULTURAL APPOINTMENT	1.0	11.9	12.9	1.5	14.4
MENTAL HEALTH CONSUMER ADVISOR	-	1.0	1.0	0.6	1.6
MENTAL HEALTH SUPPORT WORKER	7.0	-	7.0	28.9	35.9
YOUTH WORKER	-	2.0	2.0	26.32	28.32
OTHER NON-CLINICAL SUPPORT FOR CLIENTS <sup>2</sup>	-	-	-	2.5	2.5
<b>NON-CLINICAL SUPPORT FOR CLIENTS SUB-TOTAL</b>	<b>8.0</b>	<b>14.9</b>	<b>22.9</b>	<b>59.82</b>	<b>82.72</b>
ADMINISTRATION/MANAGEMENT	3.0	37.68	40.68	9.5	50.18
<b>REGIONAL TOTAL</b>	<b>63.92</b>	<b>381.57</b>	<b>445.49</b>	<b>119.22</b>	<b>564.71</b>

1 Other Clinical Occupational Group = Inpatient = Head Officer; C&A MOSS; Registrars; Supervisor; Counsellors. Clinical Interns (Psychology; Occupation Therapy; Social Work; Nursing); Nurses (RN; Clinical Nurse Specialists); Counsellors; Family Therapists; Clinical Coordinators; Youth Forensic; Child Therapist; Adolescent Physicians; Clinical Head; Clinical Supervisor; Dietician; Paediatrician; Eating Disorder Liaison; NESP Social Worker; Māori Mental Health Professional; Music Therapist; COPMIA; Child & Youth Liaison; Allied Health.

2 Other Non-Clinical Support for Clients = Family/ Whānau Advisors; Community Workers; Early Childhood Teachers; Cook; Needs Assessors/Service Co-ordinators.

**Table 8. Northern Region Total ICAMH/AOD Workforce Vacancy by Occupational Group (2016)**

OCCUPATIONAL GROUP (VACANT FTES, 2016)	DHB		DHB TOTAL	NGOS	TOTAL
	INPATIENT	COMMUNITY			
ALCOHOL & DRUG PRACTITIONER	-	1.0	1.0	-	1.0
CEP CLINICIAN	-	0.8	0.8	-	0.8
MENTAL HEALTH NURSE	8.4	13.02	21.42	1.0	22.42
OCCUPATIONAL THERAPIST	-	2.0	2.0	-	2.0
PSYCHIATRIST	-	4.6	4.6	-	4.6
PSYCHOTHERAPIST	-	0.5	0.5	-	0.5
PSYCHOLOGIST	1.0	10.2	11.2	-	11.2
SOCIAL WORKER	0.32	3.35	3.67	-	3.67
OTHER CLINICAL <sup>1</sup>	-	4.7	4.7	-	4.7
<b>CLINICAL SUB-TOTAL</b>	<b>9.72</b>	<b>40.17</b>	<b>49.89</b>	<b>1.0</b>	<b>50.89</b>
CULTURAL APPOINTMENT	-	1.0	1.0	-	1.0
YOUTH WORKER	-	-	-	5.78	5.78
<b>NON-CLINICAL SUPPORT FOR CLIENTS SUB-TOTAL</b>	<b>-</b>	<b>1.0</b>	<b>1.0</b>	<b>5.78</b>	<b>6.78</b>
ADMINISTRATION/MANAGEMENT	-	1.0	1.0	-	1.0
<b>REGIONAL TOTAL</b>	<b>9.72</b>	<b>42.17</b>	<b>51.89</b>	<b>6.78</b>	<b>58.67</b>

1. Other Clinical = Eating Disorder Liaison Clinician; Nurse.

## DHB INPATIENT INFANT, CHILD AND ADOLESCENT MENTAL HEALTH WORKFORCE

From 2014 to 2016:

- There was an 8% increase in the Northern region Inpatient workforce, from 58.98 to 63.92 actual FTEs (see Table 9).
- The regional vacancy rate had also decreased from 21% to 13%, from 15.9 to 9.7 vacant FTEs.

As at 30 June 2016:

- The Inpatient Clinical workforce consisted mainly of Mental Health Nurses (24.9 FTEs) (see Table 7).
- The Inpatient Non-Clinical workforce consisted mainly of Mental Health Support Workers (7.0 FTEs).
- Vacancies were mainly for Clinical roles (Mental Health Nurses: 8.4 FTEs) (see Table 9).

Figure 12. Northern Region DHB Inpatient Workforce (2016)



Table 9. Northern Region DHB Inpatient ICAMH Workforce (2005-2016)

YEAR	ACTUAL FTEs			VACANT FTEs			% VACANCY
	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	
2005	23.8	15.8	39.6	21.2	0.6	21.8	36
2006	39.3	12.4	51.7	13.6	0.6	14.8	22
2008	62.05	11.2	73.3	11.0	0.3	11.3	13
2010	61.8	16.1	77.9	8.1	-	8.1	9
2012	41.6	8.90	54.5	8.9	-	8.9	14
2014	47.18	11.8	58.98	13.9	2.0	15.9	21
2016	52.92	11.0	63.92	9.7	-	9.7	13

Note: From July 2016 number of beds had decreased as well as staffing numbers.

## DHB COMMUNITY ICAMH/AOD WORKFORCE

From 2014 to 2016:

- There was a 5% overall increase in the total DHB Community workforce, from 361.7 to 381.57 actual FTEs (see Table 10).
- This increase was seen in the Community Clinical workforce by 4%, from 316.2 to 328.99 FTEs; in the following roles: Psychotherapists, Mental Health Nurses, Occupational Therapists and Psychiatrists.
- Northland DHB reported the largest increase in the Community workforce by 40% (from 33.3 to 46.5 actual FTEs), followed by Waitemata, up 12% (from 146.6 to 164.3 FTEs).
- There was no change in the regional vacancy rate in the DHB Community workforce (which therefore remained at 10%); however, Waitemata DHB reported the only increase in vacancies (from 11.7 to 17.15 FTEs).

Figure 13. Northern Region DHB Community Workforce (2016)



As at 30 June 2016:

- The Clinical workforce (328.99 FTEs) made up 86% of the total Community workforce (380.97 FTEs) and was largely comprised of Psychologists (62.71 FTEs), Mental Health Nurses (57.25 FTEs), Social Workers (56.23 FTEs) and Occupational Therapists (39.05 FTEs) (see Table 7).
- The Non-Clinical workforce (14% of the total Community workforce) made up the remainder of the region's DHB Community workforce mainly in Administration/Management roles (37.68 FTEs), followed by Cultural roles (11.9 FTEs) (see Table 7).
- Waitemata DHB reported the largest Community workforce (164.9 actual FTEs), followed by Auckland (85.9 actual FTEs), Counties Manukau (84.3 actual FTEs) and Northland (46.5 actual FTEs) (see Table 10).
- Waitemata DHB also reported the largest Community Clinical workforce (147.25 FTEs) in the region, followed by Counties Manukau (70.26 FTEs) Auckland (69.98 FTEs), and Northland (41.5 FTEs) (see Appendix D, Table 4).
- Overall vacancies were largely in the following Clinical roles: Mental Health Nurses (13.02 FTEs), Psychologists (10.2 FTEs) and Psychiatrists (4.6 FTEs) (see Table 8).
- The regional annual staff turnover rate was at 9%, mainly for Nurses (29%), Psychologists (21%), Senior Medical Officers (14%) and Social Workers (12%). The reasons for leaving were employment opportunities in other DHBs; relocating to another city due to high cost of living and congestion in Auckland; retirement; moving overseas; and Psychologists were leaving for private practice.

Table 10. Northern Region DHB Community ICAMH/AOD Workforce (2008-2016)

NORTHERN REGION DHB AREA	ACTUAL FTEs					VACANT FTEs					VACANCY RATE (%)				
	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016
NORTHLAND	21.4	33.6	34.4	33.3	46.5	3.2	-	1.6	2.0	1.0	13	-	4	6	2
WAIITEMATA	107.1	124.7	130.7	146.6	164.9	12.9	22.1	11.5	11.7	17.2	11	15	8	7	9
AUCKLAND	72.4	74.1	77.9	79.1	85.9	8.9	7.7	7.8	10.5	9.9	11	9	9	12	10
COUNTIES MANUKAU	73.4	82.6	82.8	102.8	84.3	5.5	14.5	5.8	17.4	-	7	15	7	14	-
REGIONAL TOTAL	274.3	315.1	325.7	361.7	381.6	30.5	44.3	26.7	41.9	28.1	10	12	8	10	7

## NGO ICAMH/AOD WORKFORCE

Please note that although every attempt is made to ensure data accuracy, the quality of data is dependent on the source. Variations in data over time could also be due to the reporting of data by different staff members from the same agencies at each data collection point and contractual changes may also account for some of the variances seen.

From 2014 to 2016:

- There was a 14% decrease in the Northern region NGO workforce, from 138.7 to 119.22 actual FTEs (see Table 11). This decrease was due to a decrease in the number of contracted services for the 2015/2016 financial year, from 21 in 2013/2014 to 19.
- This decrease in the number of services resulted in a decrease mainly in the Non-Clinical workforce by 25%, while a 5% decrease was seen in the Clinical workforce, from 52.8 to 49.9 FTEs.
- There was an increase in the regional vacancy rate from 4% to 5%.

As at 30 June 2016:

Figure 14. Northern Region NGO Community Workforce (2016)

- A total of 19 NGOs were contracted to provide DHB funded Infant, Child and Adolescent Mental Health/AOD services in the Northern region.
- AOD Practitioners (36.1 FTEs) were the largest Clinical workforce in the Northern region NGO sector (see Table 7).
- The Non-Clinical workforce was mainly Mental Health Support Workers (28.9 FTEs) and Youth Workers (26.3 FTEs; see Table 7).
- Auckland (48 FTEs) and Counties Manukau (42.7 FTEs) DHB areas reported the largest NGO workforces in the region (see Table 11).
- The regional annual turnover rate was at 29% mainly for Mental Health Support Workers, AOD Practitioners and Youth Workers. The main reasons for leaving were career development and further study; other employment opportunities; and unspecified personal/family reasons.



Table 11. Northern Region NGO ICAMH/AOD Workforce (2008-2016)

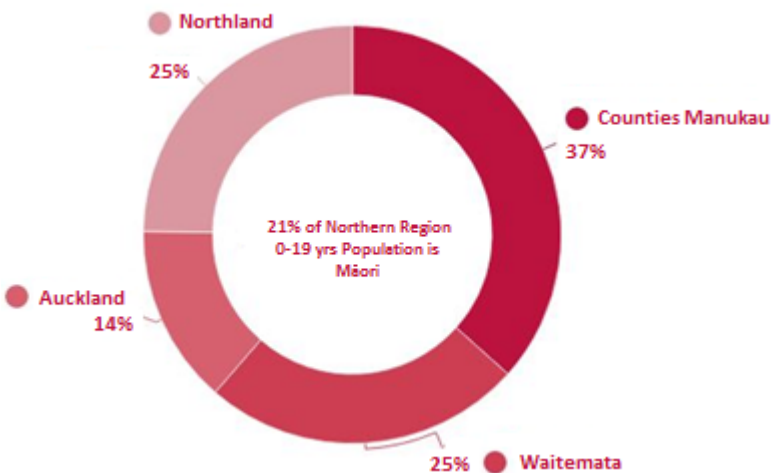
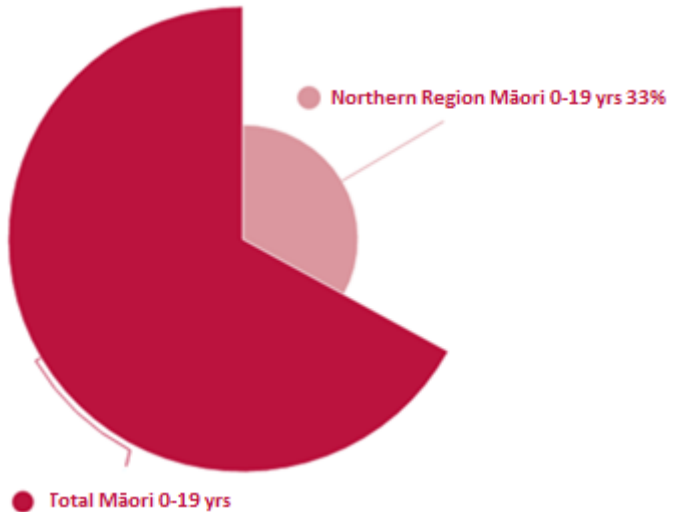
NORTHERN REGION DHB AREA	ACTUAL FTEs					VACANT FTEs					VACANCY RATE (%)				
	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016
NORTHLAND	15.7	15.0	14.0	18.8	21.0	-	-	-	2.0	0.9	-	-	-	10	4
WAITEMATA	8.5	-	5.0	22.3	7.5	1.0	-	1.0	-	1.0	10.5	-	17	-	12
AUCKLAND	21.3	26.6	39.9	51.0	48.0	4.9	0.5	-	3.5	-	18.7	1.9	-	6	-
COUNTIES MANUKAU	13.2	23.3	39.6	46.6	42.72	1.2	1.5	-	0.5	4.9	8.3	6.1	-	1	10
REGIONAL TOTAL	58.7	64.9	98.5	138.7	119.2	7.1	2.0	1.0	6.0	6.8	10.8	2.9	1.0	4	5

# NORTHERN REGION MĀORI OVERVIEW

## NORTHERN MĀORI INFANT, CHILD AND ADOLESCENT POPULATION

The population data include the 2016 infant, child and adolescent population projections (prioritised ethnicity) provided by Statistics NZ.

- The 2016 population projections indicated a 3% growth in the regional Māori 0-19 year population since the 2013 Census (see Table 1, Appendix A).
- The projected growth was only seen in three out of the four DHB areas: Waitemata (by 5%), Northland (by 4%), and Counties Manukau (by 3%).
- The Northern region continued to have one of the largest Māori infant, child and adolescent populations (a third of New Zealand's Māori infant, child and adolescent population).
- Māori infants, children and adolescents made up 21% of the Northern region's total 0-19 years population. About half (52%) of the 0-19 Māori population are male.
- The largest Māori infant, child and adolescent population in the Northern region resided in Counties Manukau (37%), Waitemata (25%) and Northland (25%) DHB areas.
- Proportionally, Māori 0-19 year olds made up over half (53%) of Northland's total 0-19 year population.



- 10 year projections (2026) by ethnicity showed an 11% regional projected population growth for Māori 0-19 year olds (see Appendix A, Table 2).
- Projections by DHB area indicated the largest projected growth in Waitemata (by 16%), Northland (by 10%) and Counties Manukau (by 10%). A 5% growth is projected for Auckland.

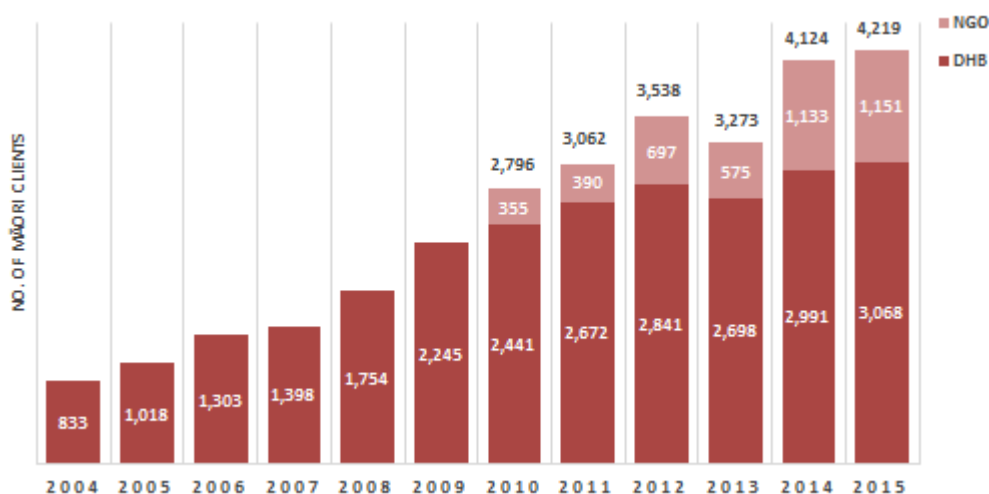
## NORTHERN REGION MĀORI CLIENT ACCESS TO ICAMH/AOD SERVICES

The client access to service data (number of clients seen by DHB & NGO ICAMH/AOD services) have been extracted from the *Programme for the Integration of Mental Health Data* (PRIMHD). Access data are based on the *Clients by DHB of Domicile* (residence) for the second six months of each year (July to December). NGO client data have been included since 2010. Data from 142 NGOs were included in the 2014 client access information, while 139 NGOs were included in the 2015 client data. While this reduces some of the effects of data variation simply due to a larger number of services submitting client information, it may still explain the increases in client numbers as data submission improves from year to year.

From 2013 to 2015:

- While there was a 7% decrease in the number of Māori clients from 2012 to 2013, a 29% increase was seen in the overall numbers of Māori clients accessing services from 2013 to 2015 (Figure 15).
- This increase was equally seen in Māori male and female client groups (see Appendix B, Table 1).
- Māori clients by DHB area showed the largest increase in the Counties Manukau DHB area (by 52%), followed by Auckland (by 35%), Waitemata (by 30%) and Northland (by 3%).

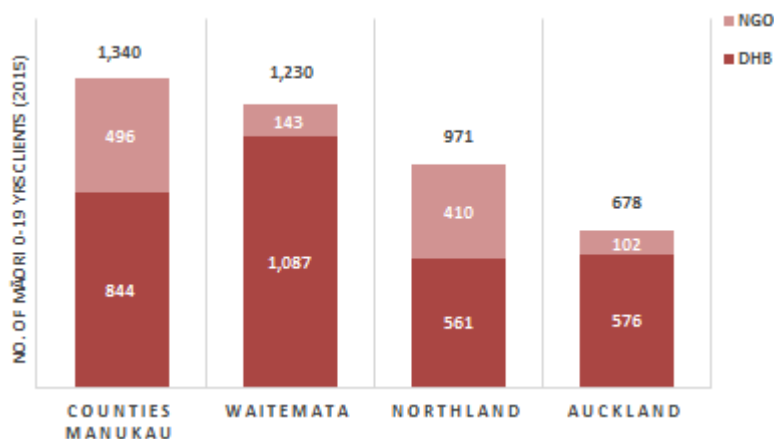
Figure 15. Northern Region Māori 0-19 yrs Clients (2004-2015)



In the second half of 2015:

- The Northern region reported the largest number of Māori clients in the country (see Appendix B, Table 9).
- Māori clients made up 34% of the total number of clients accessing services in the Northern region, with Māori male clients making up the majority (58%) of all Māori clients accessing services.
- Māori clients in the greater Auckland area were largely seen by DHB services (59%), while almost half of all Māori clients were seen by NGOs (42%) in the Northland DHB area (see Figure 16).

Figure 16. Northern Region Māori 0-19 yrs Clients by DHB Area (2015)



- Māori clients also made up the largest proportion of all clients (58%) accessing services in the Northland DHB area, followed by Counties Manukau DHB area (32%).

## MĀORI CLIENT ACCESS RATES

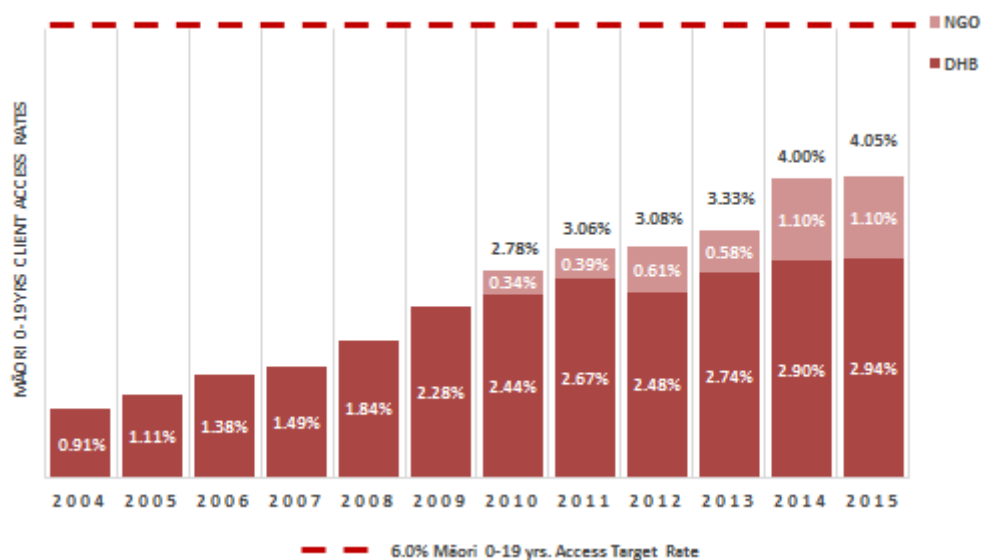
The *Blueprint Access Benchmark Rate* for the 0-19 year age group has been set at 3% of the population over a six month period (Mental Health Commission, 1998). Due to different prevalence rates for mental illness in different age groups, the MHC has set appropriate access rates for each age group: 1% for the 0-9 year age group; 3.9% for the 10-14 year age group and 5.5% for the 15-19 year age group. However, due to the lack of epidemiological data for the Māori tamariki and rangatahi population, Blueprint access benchmarks for Māori were set at 6.0% over a six month period, 3.0% higher than the general population due to a higher need for mental health services (Mental Health Commission, 1998).

The 2004 to 2015 MHINC/PRIMHD access data were analysed by six months to determine the six monthly benchmark access rates for each region and DHB. The access rates presented in this section were calculated by dividing the clients in each age band per six month period by the corresponding population. Access rates are not affected by referral to regional services as they are based on the DHB where the client lives (DHB of domicile). However, access rates are affected by the population data used. Client access rates are calculated using the best available population data at the time of reporting. The 2006 and 2013 client access rates were calculated using census data and are therefore more accurate than the access rates calculated using population projections (projected population statistics tend to be less accurate than actual census data).

From 2013 to 2015:

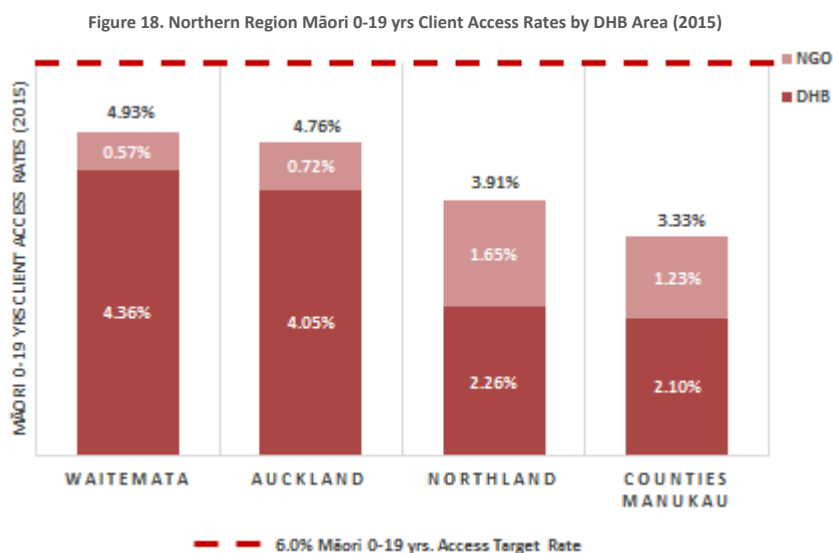
- There continues to be improvements in the regional Māori access rates, especially with the inclusion of the NGO client data (see Figure 17).
- The 0-19 year Māori access rate had increased from 3.33% to 4.05%. However, this rate remains below the recommended rate of 6.0% for Māori.
- Māori access rates also showed an increasing trend for each DHB area in the Northern region.

Figure 17. Northern Region Māori 0-19 yrs Client Access Rates (2004-2015)



In the second half of 2015:

- The Northern region Māori access rate of 4.05% was higher than the overall regional access rate (including all ethnicities) of 2.60%, and the national Māori access rate of 3.66% (see Appendix B, Table 9).
- While the Māori access rates were also higher than the overall rates for all three age groups, they have continued to remain below recommended access target rates for Māori.
- Access rates by DHB areas showed that Waitemata DHB area continued to report the highest Māori access rate (4.93%), while the Counties Manukau DHB area access rate (3.33%) remain the lowest in the region (see Figure 18).
- When compared to the recommended Blueprint access benchmarks for Māori, which is 6%, the Northern region Māori 0-19 years access rate for 2015, even with the inclusion of NGO data, remains well below the recommended rate.





## NORTHERN REGION MĀORI ICAMH/AOD WORKFORCE

The following information is derived from workforce data (Actual & Vacant Full Time Equivalents (FTEs) & Ethnicity by Occupational Group) submitted by all four DHB (Inpatient & Community) ICAMH/AOD services and from all 19 contracted NGOs as at 30 June 2016.

From 2014 to 2016:

- There was a 16% decrease in the total Māori workforce, from 134 (108.21 FTEs) to 112 (79.94 FTEs) (see Table 12).
- This decrease was seen in NGO services only, due largely to the fewer contracted services for the 2015/2016 financial year.
- The decrease in the regional Māori workforce was in both Clinical (14%) and Non-Clinical (19%) roles (see Table 13).

As at 30 June 2016:

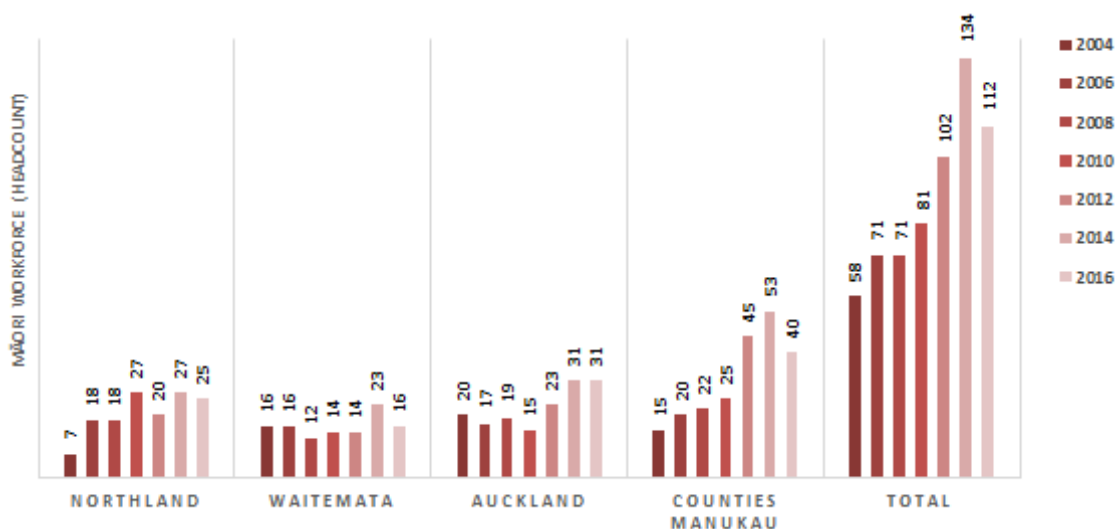
- Counties Manukau DHB area reported the largest Māori workforce (40) in the region, followed by Auckland (31) and Northland (25) (see Table 12 & Figure 19).
- Over half (53%) of the region's Māori workforce was employed in DHBs; however, the Māori workforce in the NGO sector (53) made up a greater proportion (35%) of the regional NGO workforce (153).

**Table 12. Total Northern Region Māori ICAMH/AOD Workforce**

DHB AREA	NORTHERN REGION MĀORI WORKFORCE BY SERVICE PROVIDER (HEADCOUNT, 2008-2016)														
	DHB					NGO					TOTAL				
	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016
NORTHLAND	5	15	12	11	17	13	12	8	16	8	18	27	20	27	25
WAIKATO	12	14	14	15	13	-	-	-	8	3	12	14	14	23	16
AUCKLAND <sup>1</sup>	14	12	12	13	16	5	3	11	18	15	19	15	23	31	31
COUNTIES MANUKAU	17	12	19	20	13	5	13	26	33	27	22	25	45	53	40
TOTAL	48	53	57	59	59	23	28	45	75	53	71	81	102	134	112

1. Includes Inpatient Workforce

**Figure 19. Total Northern Region Māori ICAMH/AOD Workforce by DHB Area (2004-2016)**



- Almost half (49%) of the regional Māori workforce was in Non-Clinical roles largely as Cultural workers (15), Mental Health Support Workers (12) and Youth Workers (10) (see Table 14).
- The remainder (51%) were in Clinical roles as Social Workers (13) and Alcohol and Drug Practitioners (11) (see Table 14).

Figure 20. Top 4 Northern Region Māori ICAMH/AOD Workforce (2016)



Table 13. Northern Region Māori Clinical & Non-Clinical ICAMH/AOD Workforce (Headcount)

YEAR	DHB INPATIENT			DHB COMMUNITY			NGO			TOTAL		TOTAL
	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	
2008	5	3	8	29	11	40	9	14	23	43	28	71
2010	3	3	6	28	16	44	11	17	28	42	39	81
2012	3	3	6	37	14	51	14	31	45	54	48	102
2014	4	3	7	39	13	52	22	53	75	65	69	134
2016	3	2	5	36	18	54	17	36	53	56	53	112

Note: Non-Clinical Group includes Administration/Management Workforce

### DHB INPATIENT MĀORI ICAMH WORKFORCE

From 2014 to 2016:

- There was a slight decrease in the Auckland DHB Māori Inpatient workforce (from 7 to 5, headcount) (see Table 13).

As at 30 June 2016:

- The Māori Inpatient Clinical workforce was made up of a Mental Health Nurse, Psychiatrist and Counsellor (see Table 14).
- The Māori Inpatient Non-Clinical workforce was made up of a Cultural Worker and Mental Health Support Worker.

### DHB COMMUNITY MĀORI ICAMH/AOD WORKFORCE

From 2014 to 2016:

- There was a 4% increase in the Māori DHB Community workforce, from 52 to 54 (headcount) (see Table 13).
- This increase was seen in the Non-Clinical workforce, from 13 to 18.

As at 30 June 2016:

- The Māori DHB Community workforce was largely in Clinical roles (67%) as Social Workers (11), Mental Health Nurses (6), Co-Existing Problems Clinicians (5), Alcohol & Drug Practitioners (3), and Psychologists (3) (see Table 14).
- The Māori Non-Clinical workforce was mainly Cultural Workers (11) and six were in Admin/Management roles.
- Northland (17), Waitemata (13) and Counties Manukau DHB (13) Community ICAMHS reported the largest Māori workforces in the region (see Appendix D, Table 8).

## NGO MĀORI ICAMH/AOD WORKFORCE

From 2014 to 2016:

- A reduction in the number of contracted services for the 2015/2016 financial year from 21 to 19 has largely contributed to a decrease in the regional Māori NGO workforce, from 75 to 53 (see Table 12).
- This decrease was seen in both Non-Clinical (by 26%) and Clinical (by 14%) roles.

As at 30 June 2016:

- The majority of the NGO Māori workforce was employed in the Counties Manukau DHB area (27) (see Table 12).
- Māori in NGOs were mainly in Other Non-Clinical roles as Mental Health Support Workers (14) and Youth Workers (9) (see Table 20).
- The NGO Māori Clinical workforce was largely AOD Practitioners (8).

**Table 14. Northern Region Māori ICAMH/AOD Workforce by Occupational Group (Headcount, 2016)**

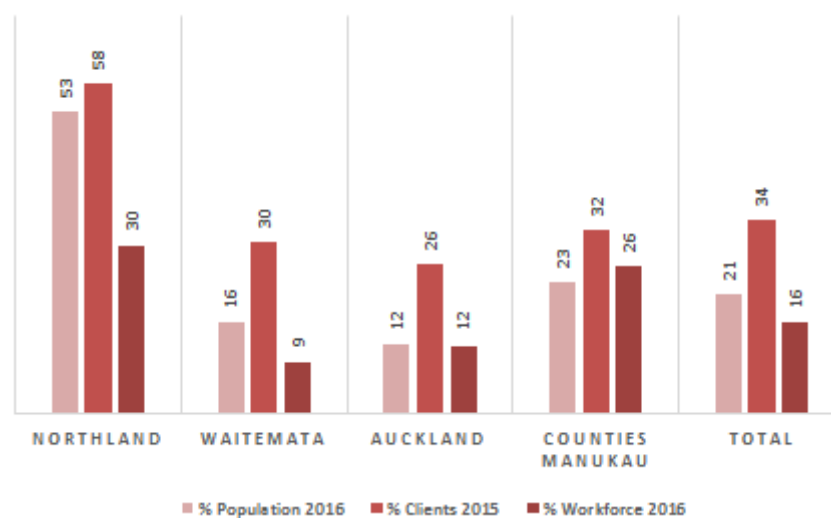
OCCUPATIONAL GROUP (HEADCOUNT, 2016)	DHB		DHB TOTAL	NGOS	TOTAL
	INPATIENT	COMMUNITY			
ALCOHOL & DRUG PRACTITIONER	-	3	3	8	11
CEP CLINICIAN	-	5	5	1	6
MENTAL HEALTH NURSE	1	6	7	1	8
OCCUPATIONAL THERAPIST	-	3	3	-	3
PSYCHIATRIST	1	2	3	-	3
PSYCHOLOGIST	-	3	3	1	4
SOCIAL WORKER	-	11	11	2	13
OTHER CLINICAL <sup>1</sup>	1	3	4	4	8
CLINICAL SUB-TOTAL	3	36	39	17	56
CULTURAL APPOINTMENT	1	11	12	3	15
MENTAL HEALTH CONSUMER ADVISOR	-	-	-	2	2
MENTAL HEALTH SUPPORT WORKER	1	-	1	14	15
YOUTH WORKER	-	1	1	9	10
OTHER NON-CLINICAL SUPPORT FOR CLIENTS <sup>2</sup>	-	-	-	4	4
NON-CLINICAL SUPPORT FOR CLIENTS SUB-TOTAL	2	12	14	32	46
ADMINISTRATION/MANAGEMENT	-	6	6	4	10
REGIONAL TOTAL	5	54	59	53	112

1. Other Clinical = Counsellor; Child Therapist; Nurse; Early Intervention.
2. Other Non-Clinical = Family/Whānau Advisors; Early Childhood Educators.

## NORTHERN REGION MĀORI POPULATION, CLIENT AND WORKFORCE COMPARISONS

- Based on the 2016 population projections, Māori infants, children and adolescents made up 21% of the region's population and Māori clients made up 34% of all clients accessing services in the region. The Māori workforce (102, excluding the Administration/Management workforce) made up 16% of the total Northern region workforce (625) (see Figure 21).
- With the increasing trend in the number of Māori clients accessing services in the Northern region and a decreasing workforce, there is a need to focus on increasing the Māori workforce especially in the Northland, Waitemata and Auckland DHB areas, not only in Clinical roles but across all occupational groups, to adequately cater for the current and future needs of the region's Māori infant, child and adolescent population.

Figure 21. Proportion of Māori 0-19 yrs Population Clients & Workforce Comparisons by DHB Area

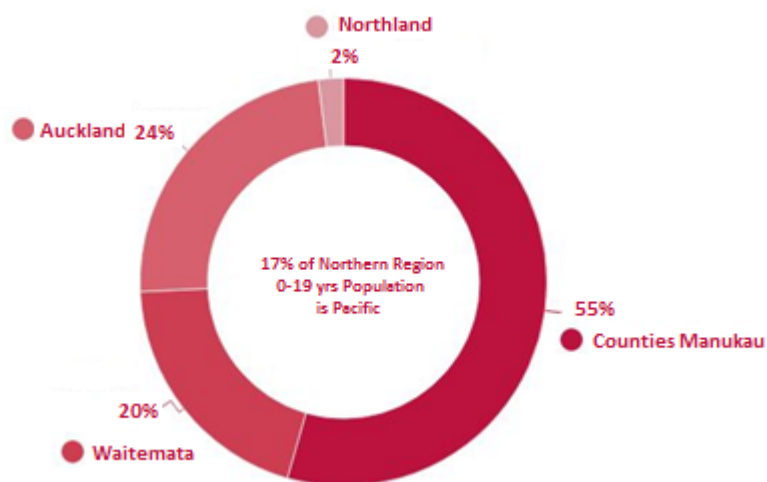
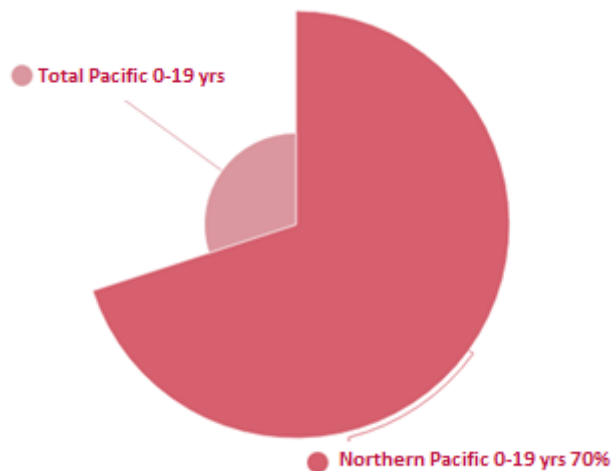


## NORTHERN REGION PACIFIC OVERVIEW

### NORTHERN REGION PACIFIC INFANT, CHILD AND ADOLESCENT POPULATION

The population data include the 2016 infant, child and adolescent population projections (prioritised ethnicity and DHB area) provided by Statistics NZ.

- The 2016 population projections indicated a 1% growth in the regional Pacific 0-19 year population (see Table 1, Appendix A).
- This projected growth was seen in only three out of the four DHB areas with the largest growth seen in the Northland DHB area by 12%. Waitemata and Counties Manukau DHB areas also showed projected growth by 3% and 1% respectively. A 3% decline in the Pacific population was seen for the Auckland DHB area.
- The Northern region continues to have the country's largest Pacific infant, child and adolescent population (70%).
- Pacific infants, children and adolescents made up 17% of the region's total 0-19 year population. Over half (51%) of the Pacific 0-19 year population are male.
- Over half of the region's Pacific infant, child and adolescent population resided in the Counties Manukau DHB area (55%). 10 year projections (2026) by ethnicity showed a 6% regional projected population growth for Māori 0-19 year olds.



- Projections by DHB area indicated the largest projected growth in Northland (by 11%), Waitemata (by 16%) and Counties Manukau (by 10%). A 5% growth is projected for Auckland.
- 10 year projections (2026) by ethnicity showed a 3% regional projected population growth for Pacific 0-19 year olds (see Appendix A, Table 2).
- Projections by DHB area indicated the largest projected growth in Northland (by 37%) and Waitemata (by 10%). A 4% growth is projected for Counties Manukau while a 7% decrease is projected in Auckland.

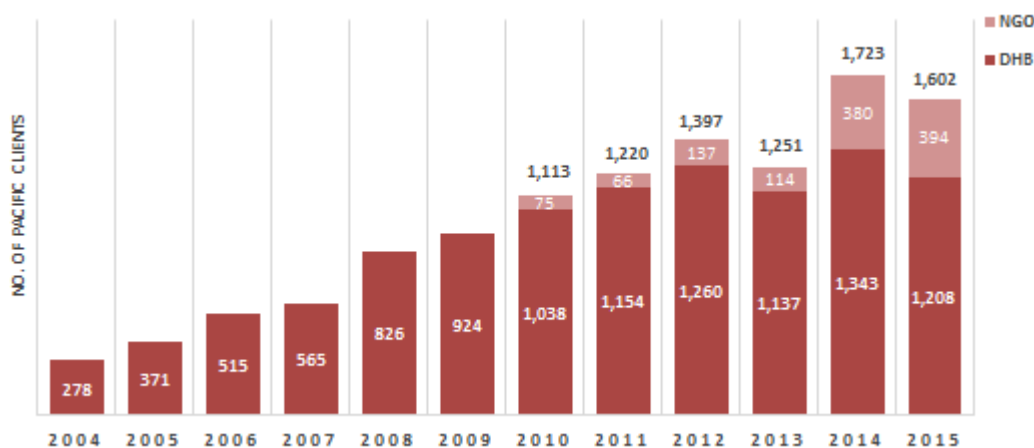
## NORTHERN REGION PACIFIC CLIENT ACCESS TO ICAMH/AOD SERVICES

The client access to service data (number of clients seen by DHB & NGO ICAMH/AOD services) have been extracted from the *Programme for the Integration of Mental Health Data* (PRIMHD). Access data are based on the *Clients by DHB of Domicile* (residence) for the second six months of each year (July to December). NGO client data have been included since 2010. Data from 142 NGOs were included in the 2014 client access information, while 139 NGOs were included in the 2015 client data. While this reduces some of the effects of data variation simply due to a larger number of services submitting client information, it may still explain the increases in client numbers as data submission improves from year to year.

From 2013 to 2015:

- Client data showed some variability in the number of Pacific clients accessing services in the Northern region from 2012 to 2015 (see Figure 22).

Figure 22. Northern Region Pacific 0-19 yrs Clients by Service Provider (2004-2015)

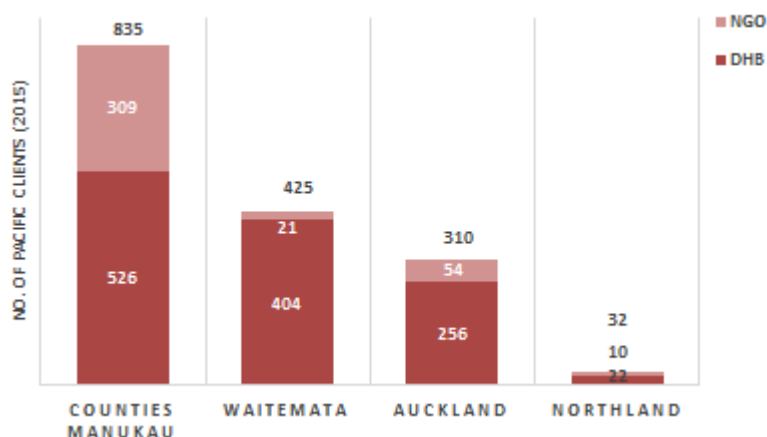


- Client data from 2014 to 2015 showed an overall decrease by 7% in the number of Pacific clients accessing services and this decrease was seen in DHB services only, by 10%.
- However, data from 2013 to 2015 showed a 28% increase in Pacific clients especially in the NGO services.

In the second half of 2015:

- Pacific clients made up 13% of the total number of clients accessing services in the Northern region.
- Pacific male clients made up the majority (58%) of all Pacific clients accessing services.
- More Pacific clients were being seen by NGO services at the end of 2015 than in previous periods, with a quarter of all Pacific clients in the region seen by NGOs compared to only 9% in 2013.

Figure 23. Northern Region Pacific 0-19 yrs Clients by DHB Area (2015)



- Counties Manukau DHB area continued to report the largest number of Pacific clients (52%) followed by Waitemata (27%) (see Figure 23).

## PACIFIC CLIENT ACCESS RATES

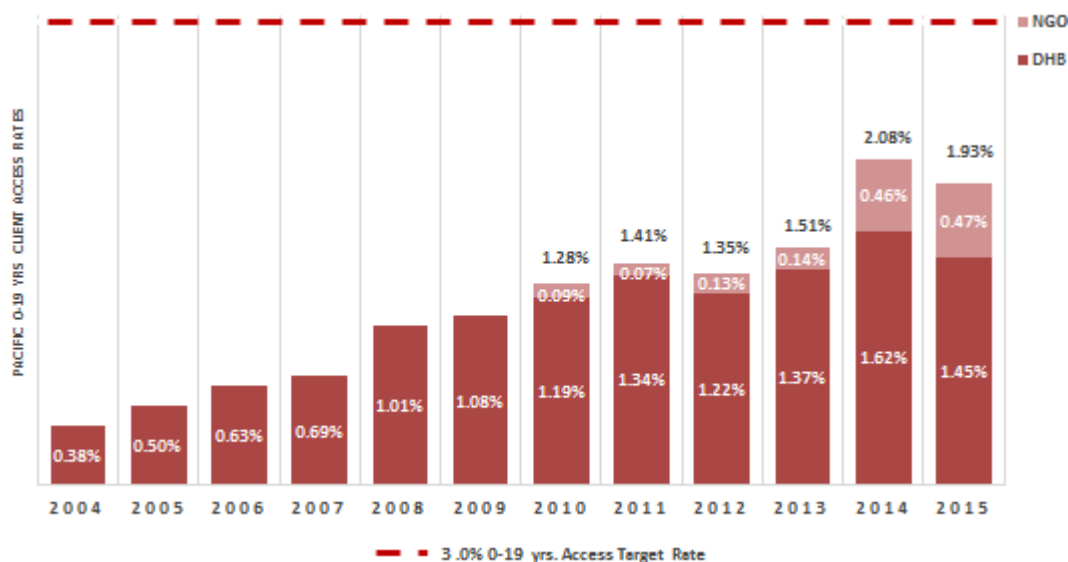
The *Blueprint Access Benchmark Rate* for the 0-19 year age group has been set at 3% of the population over a six month period (Mental Health Commission, 1998). Due to different prevalence rates for mental illness in different age groups, the MHC has set appropriate access rates for each age group: 1% for the 0-9 year age group; 3.9% for the 10-14 year age group and 5.5% for the 15-19 year age group. Due to the lack of epidemiological data for the Pacific 0-19 year population, there are no specific Blueprint access benchmarks for Pacific, therefore the Pacific access rates have been compared to the rates for the general 0-19 years population. However, the Pacific population experiences higher levels of mental health disorder than the general population (Ministry of Health, 2006) and therefore, the general recommended target access rates may be a conservative estimate of actual need for the Pacific population.

The 2004 to 2015 MHINC/PRIMHD access data were analysed by six months to determine the six monthly benchmark access rates for each region and DHB. The access rates presented in this section were calculated by dividing the clients in each age band per six month period by the corresponding population. Access rates are not affected by referral to regional services as they are based on the DHB where the client lives (DHB of domicile). However, access rates are affected by the population data used. Client access rates are calculated using the best available population data at the time of reporting. The 2006 and 2013 client access rates were calculated using census data and are therefore more accurate than the access rates calculated using population projections (projected population statistics tend to be less accurate than actual census data).

From 2013 to 2015:

- There was an increase in the overall Pacific 0-19 year access rate, from 1.51% to 1.93% (see Figure 24).
- Access rates by age group showed that this increase was seen in all three age groups, especially in the 15-19 year age group.
- Access rates by DHB showed an increase in only two of the four DHB areas (Auckland and Counties Manukau DHB areas).

Figure 24. Northern Region Pacific 0-19 yrs Access Rates (2004-2015)

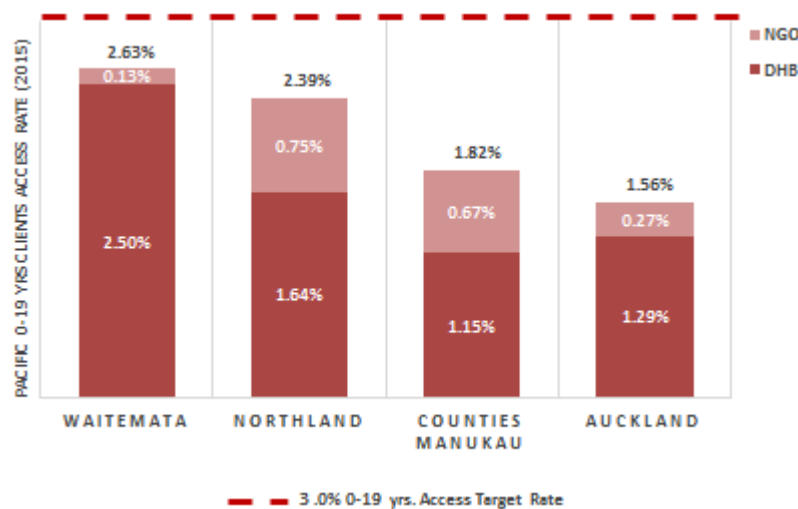


In the second half of 2015:

- The Northern region Pacific 0-19 year access rate (1.93%) was higher than the national Pacific access rate of 1.82%.
- Access rates for all three age groups also continue to remain well below the target rates for these age groups, especially for the 10-14 year age group.
- The Waitemata DHB area had the highest Pacific access rate (2.63%) in the region; followed by the Northland DHB area with an access rate of 2.39% (see Figure 25).
- Pacific access rates have continued to be low in the two remaining DHB areas, Counties Manukau (1.82%) and Auckland (1.56%).
- Despite improvements in the regional Pacific client access rates, Pacific access rates for the Northern region continue to remain well below target rates for all three age groups and four DHB areas, especially in Counties Manukau where the largest Pacific population in the region resides and the area with the greatest need for services for the Pacific population.



Figure 25. Northern Region Pacific 0-19 yrs Client Access Rates by DHB Area (2015)





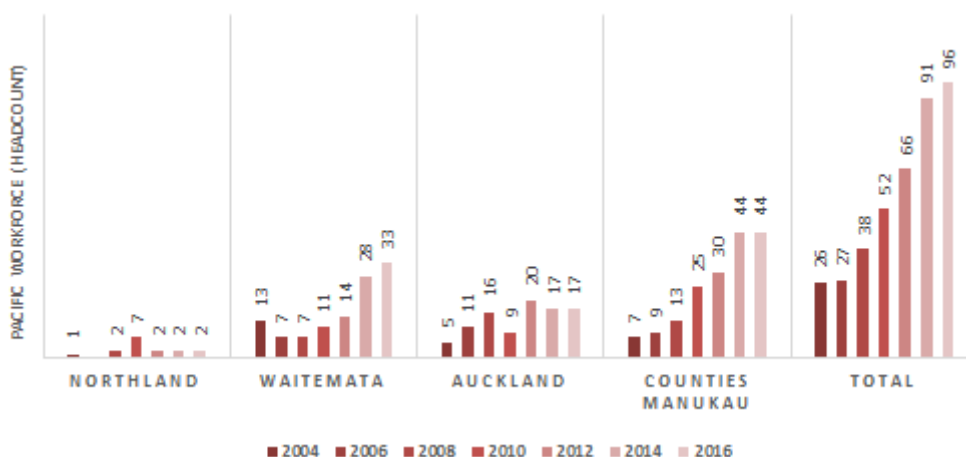
## NORTHERN REGION PACIFIC ICAMH/AOD WORKFORCE

The following information is derived from workforce data (Actual & Vacant Full Time Equivalents (FTEs) & Ethnicity by Occupational Group) submitted by all four DHB (Inpatient & Community) ICAMH/AOD services and from all 19 contracted NGOs as at 30 June 2016.

From 2014 to 2016:

- The Northern region DHB (Inpatient & Community) ICAMH/AOD services and NGOs reported a 5% increase in the Pacific workforce (headcount), from 91 (75.88 FTEs) to 96 (85.13 FTEs) (see Table 15 & Figure 26).
- This increase was only seen in the DHB Pacific workforce, from 55 to 66.
- Waitemata DHB area had the largest increases in the Pacific workforce.
- While the increase in the Pacific workforce was seen in both Clinical and Non-Clinical roles, there was a larger increase in the Pacific Non-Clinical workforce, from 24 to 44 (see Table 16).

Figure 26. Northern Region Pacific ICAMH/AOD Workforce by DHB Area (2004-2016, Headcount)



As at 30 June 2016:

- The majority (69%) of Pacific staff in the Northern region worked in DHB services (see Table 15).
- Services in the Counties Manukau DHB area continued to report the largest Pacific workforce in the Northern region (44 headcount), followed by the Waitemata DHB area (33).

Table 15. Northern Region Pacific ICAMH/AOD Workforce (2008-2016)

DHB AREA	NORTHERN REGION PACIFIC WORKFORCE BY SERVICE (HEADCOUNT, 2008-2016)														
	DHB					NGO					TOTAL				
	2008	2012	2014	2014	2016	2008	2012	2014	2014	2016	2008	2012	2014	2014	2016
NORTHLAND	-	6	1	1	-	2	1	1	1	2	2	7	2	2	2
WAITEMATA	7	11	13	26	33	-	-	1	2	-	7	11	14	28	33
AUCKLAND <sup>1</sup>	12	6	11	7	13	4	3	9	10	4	16	9	20	17	17
COUNTIES MANUKAU	10	12	14	21	20	3	13	16	23	24	13	25	30	44	44
TOTAL	29	35	39	55	66	9	17	27	36	30	38	52	66	91	96

1. Includes Inpatient Workforce

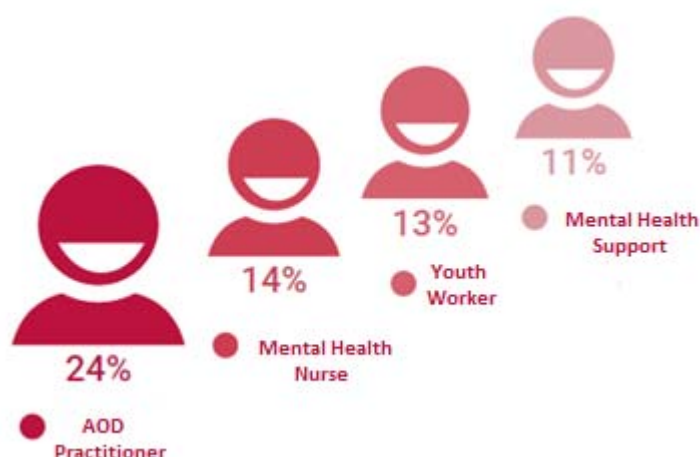
**Table 16. Northern Region Pacific Clinical & Non-Clinical ICAMH/AOD Workforce (2008-2016)**

Year	NORTHERN REGION PACIFIC WORKFORCE BY SERVICE PROVIDER (HEADCOUNT, 2004-2016)											
	DHB INPATIENT			DHB COMMUNITY			NGOS			TOTAL		
	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL
2008	3	2	5	17	7	24	2	7	9	22	16	38
2010	1	4	5	21	9	30	8	9	17	30	22	52
2012	4	3	7	25	7	32	13	14	27	42	24	66
2014	3	2	5	36	14	50	8	28	36	47	44	91
2016	4	4	8	46	12	58	7	23	30	57	39	96

Note: Non-Clinical Workforce includes Administration/Management Staff

- The Pacific Clinical workforce was largely Alcohol and Drug Practitioners (23), Mental Health Nurses (13) and Social Workers (7) (see Table 17 & Figure 27).
- The Pacific Non-Clinical workforce was largely Youth Workers (12), Mental Health Support Workers (12) and Cultural workers (7).
- The Pacific sub-ethnicity groups included: Samoan 59%, Tongan 21%, Niuean 11%, Fijian 4% and Cook Island 3%. Only half could speak their respective languages fluently.

Figure 27. Top 4 Northern Region Pacific ICAMH/AOD Workforce (Headcount, 2016)



### **DHB INPATIENT PACIFIC ICAMH WORKFORCE**

From 2014 to 2016:

- The Northern region DHB Inpatient ICAMH/AOD services reported a slight increase of 3 in the Pacific workforce, from 5 to 8 (see Table 16).

As at 30 June 2016:

- Clinical Pacific staff in the Inpatient service were Mental Health Nurses (4) and Non-Clinical Pacific staff were Mental Health Support Workers (4) (see Table 17).

### **DHB COMMUNITY PACIFIC ICAMH/AOD WORKFORCE**

From 2014 to 2016:

- The Northern region DHB Community ICAMH/AOD services reported a 16% increase in the Pacific workforce, from 50 to 58 (see Table 16).
- This increase was largely seen in the Clinical workforce, from 36 to 46 Pacific staff.

As at 30 June 2016:

- The Pacific workforce in the DHB Community services was mainly Alcohol and Drug Practitioners (17), Mental Health Nurses (9) and Social Workers (7) (see Table 17).
- Pacific in Non-Clinical roles held mainly Cultural roles (6).
- Waitemata and Counties Manukau DHB Community services reported the largest Pacific workforces in the region (33 and 20 respectively) (see Table 15 & Figure 26).

### **NGO PACIFIC ICAMH/AOD WORKFORCE**

From 2014 to 2016:

- The NGO Pacific workforce had decreased by 6, from 36 to 30.
- This decrease was seen mainly in the Non-Clinical roles, with a decrease by 5 from 28 to 23 (see Table 15).

As at 30 June 2016:

- NGOs in the Counties Manukau DHB area had the largest Pacific workforce (24), followed by Auckland DHB area (4) (see Table 15).
- The NGO Pacific Clinical workforce was mainly Alcohol and Drug Practitioners (6), while the Non-Clinical workforce was mainly Youth Workers (11) and Mental Health Support Workers (7) (see Table 17).

**Table 17. Northern Region Pacific ICAMH/AOD Workforce by Occupational Group (2016)**

OCCUPATIONAL GROUP (HEADCOUNT, 2016)	DHB		DHB TOTAL	NGOS	TOTAL
	INPATIENT	COMMUNITY			
ALCOHOL & DRUG PRACTITIONER	-	17	17	6	23
CEP CLINICIAN	-	1	1	-	1
MENTAL HEALTH NURSE	4	9	13	-	13
OCCUPATIONAL THERAPIST	-	2	2	-	2
PSYCHIATRIST	-	2	2	-	2
PSYCHOLOGIST	-	5	5	-	5
SOCIAL WORKER	-	7	7	-	7
OTHER CLINICAL <sup>1</sup>	-	3	3	1	4
CLINICAL SUB-TOTAL	4	46	50	7	57
CULTURAL APPOINTMENT	-	6	6	1	7
MENTAL HEALTH SUPPORT WORKER	4	-	4	7	12
YOUTH WORKER	-	1	1	11	12
OTHER NON-CLINICAL SUPPORT FOR CLIENTS <sup>2</sup>	-	-	-	4	3
NON-CLINICAL SUPPORT FOR CLIENTS SUB-TOTAL	4	7	11	23	34
ADMINISTRATION/MANAGEMENT	-	5	5	-	5
REGIONAL TOTAL	8	58	66	30	96

1. Other Clinical = Counsellor; Clinical Placement.

2. Other Non-Clinical = Early Childhood Educator.

## NORTHERN REGION PACIFIC POPULATION, CLIENT AND WORKFORCE COMPARISONS

- Based on the 2016 population projections, Pacific infants, children and adolescents made up 17% of the region's population, Pacific clients made up 13% of all clients accessing services in the region and the Pacific workforce (91, excluding Administration/Management staff) made up 15% of the total Northern region workforce (625) (see Figure 28).
- Due to low numbers of Pacific clients accessing services, the total regional Pacific workforce appears to be proportional to Pacific service demand (see Figure 33). However, the lack of a Pacific workforce to meet the needs of the population becomes evident when the Pacific *clinical* workforce is benchmarked against the actual population and clients (see Figure 34).
- Given the increasing trend in the Pacific 0-19 year population and the number of Pacific clients accessing services in the Northern region, there is a need to focus on increasing the Pacific workforce, not only in Clinical roles but across all occupational groups, to adequately cater for the future needs of the region's Pacific infant, child and adolescent population.

Figure 28. Proportion of Pacific 0-19 yrs Population Clients & Workforce Comparisons by DHB Area

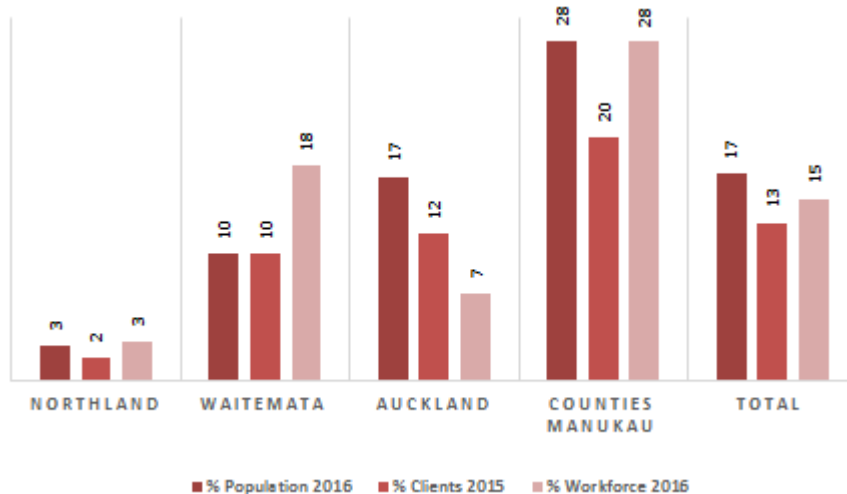
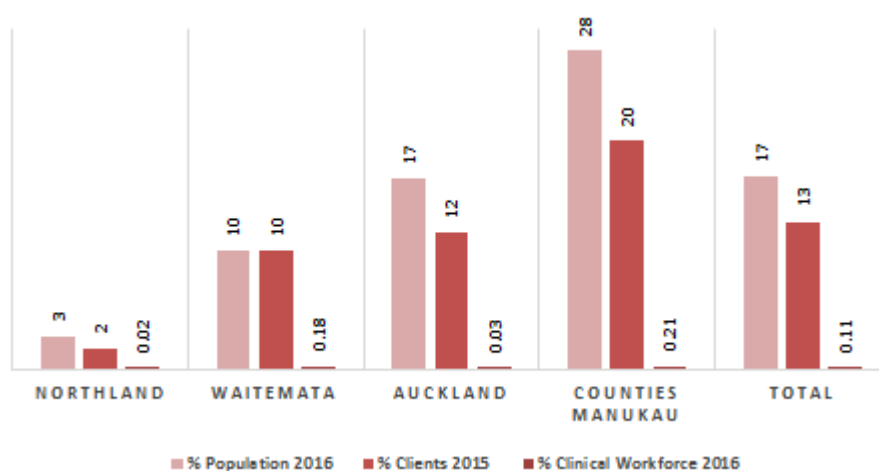


Figure 29. Proportion of Pacific 0-19 yrs Population, Clients & Clinical Workforce Comparisons by DHB Area

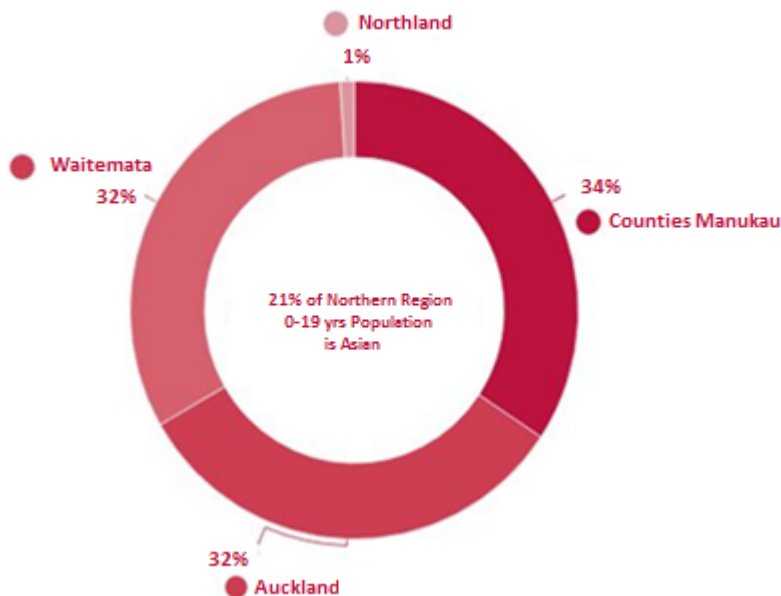
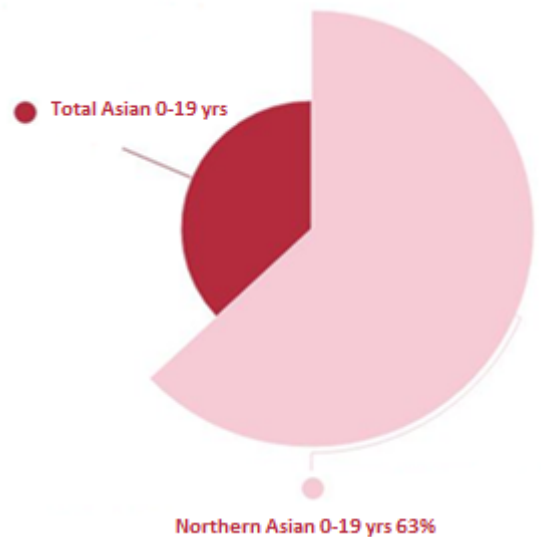


# NORTHERN REGION ASIAN OVERVIEW

## NORTHERN REGION ASIAN INFANT, CHILD AND ADOLESCENT POPULATION

The population data include the 2016 infant, child and adolescent population projections (prioritised ethnicity) provided by Statistics NZ.

- The 2016 population projections indicated a 15% growth in the regional Asian 0-19 year population since the 2013 Census, the largest increase out of the four main ethnic groups (Māori, Pacific, Asian and Other Ethnicity) (see Table 1, Appendix A).
- This regional growth was seen in all four DHB areas: Northland and Waitemata by 21%, followed by Counties Manukau (by 15%) and Auckland (by 10%).
- The Northern region continued to have the country's largest Asian infant, child and adolescent population (63%) (see Appendix A, Table 1). Over half (52%) of the Asian 0-19 year population are male.
- Asian infants, children and adolescents made up 21% of the region's total 0-19 year population and the majority (99%) of the region's Asian infant, child and adolescent population resided in the greater Auckland area.



- 10 year projections (2026) by ethnicity showed a 32% regional projected population growth for Asian 0-19 year olds.
- Projections by DHB area indicated the largest projected growth in Waitemata (by 47%), Northland (by 41%), and both Counties Manukau and Auckland (by 25%) (see Appendix A, Table 2).

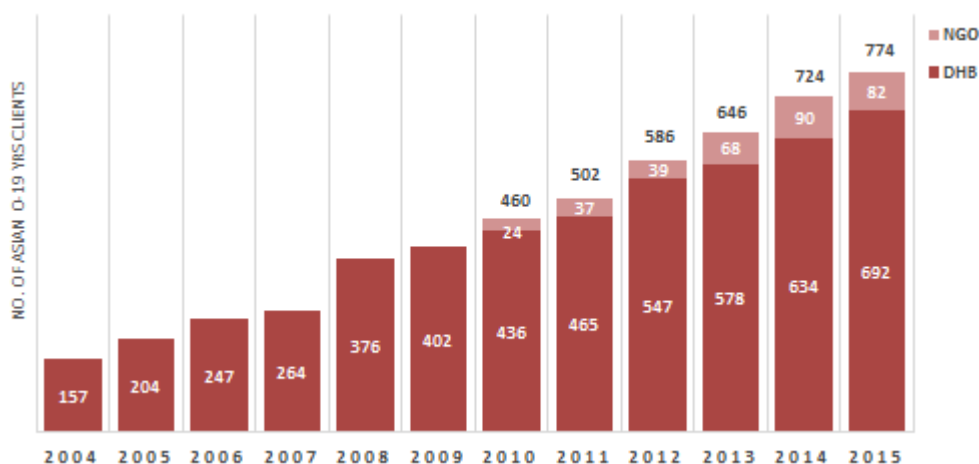
## NORTHERN REGION ASIAN CLIENT ACCESS TO ICAMH/AOD SERVICES

The client access to service data (number of clients seen by DHB & NGO ICAMH/AOD services) have been extracted from the *Programme for the Integration of Mental Health Data* (PRIMHD). Access data are based on the *Clients by DHB of Domicile* (residence) for the second six months of each year (July to December). NGO client data have been included since 2010. Data from 139 NGOs were included in the 2014 client access information and 142 NGOs were included in the 2015 client data. While this reduces some of the effects of data variation simply due to a larger number of services submitting client information, it may still explain the increases in client numbers as data submission improves from year to year.

From 2013 to 2015:

- A steadily increasing trend in the number of Asian clients accessing services in the region has continued from 2004 to 2015 (see Figure 30).

Figure 30. Northern Region Asian 0-19 yrs Clients by Service Provider (2004-2015)



- There was a 20% increase in overall numbers of Asian clients accessing services in the Northern region from 2013 to 2015.

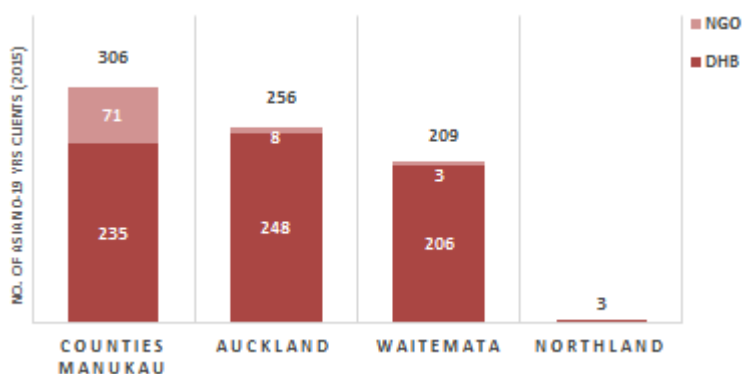
- While this increase was seen in both male and female client groups, the largest increase was seen in the Asian male client group, by 26%.

- Increases in the number of Asian clients was seen in all three DHB areas in the greater Auckland region, while client numbers in the Northland DHB area remain variable due to a smaller Asian population (Appendix B, Table 5).

In the second half of 2015:

- Asian infants, children and adolescents made up 6% of the total number of clients accessing services in the Northern region (Appendix B, Table 5).
- The majority of Asian clients (89%) continue to be seen by DHB services, with only 11% accessing NGOs in the region.
- There was equal proportions of Asian male and female clients accessing services.

Figure 31. Northern Region Asian Clients by DHB Area (2015)



- Counties Manukau had the largest number of Asian clients (40%), followed by Auckland (33%) and Waitemata (27%) DHB areas.
- Northland continued to have the lowest number of Asian clients in the region (see Figure 31).
- Despite an overall increase, the number of Asian clients (774) has remained relatively low, compared to Māori (4,219) and Pacific (1,602) clients.

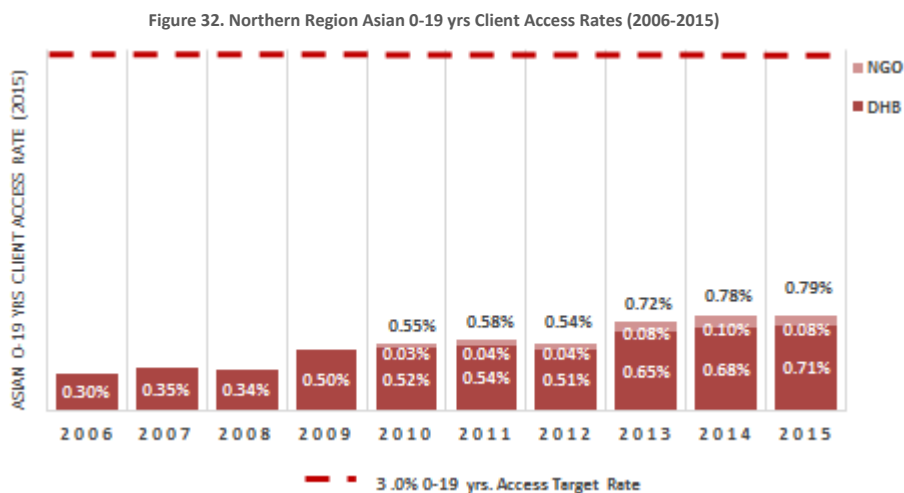
## ASIAN CLIENT ACCESS RATES

The *Blueprint Access Benchmark Rate* for the 0-19 year age group has been set at 3% of the population over a six month period (Mental Health Commission, 1998). Due to different prevalence rates for mental illness in different age groups, the MHC has set appropriate access rates for each age group: 1% for the 0-9 year age group; 3.9% for the 10-14 year age group and 5.5% for the 15-19 year age group. Due to the lack of epidemiological data for the Asian 0-19 year population, there are no specific Blueprint access benchmarks for Asian, therefore the Asian access rates have been compared to the rates for the general 0-19 years population.

The 2004 to 2015 MHINC/PRIMHD access data were analysed by six months to determine the six monthly benchmark access rates for each region and DHB. The access rates presented in this section were calculated by dividing the clients in each age band per six month period by the corresponding population. Access rates are not affected by referral to regional services as they are based on the DHB where the client lives (DHB of domicile). However, access rates are affected by the population data used. Client access rates are calculated using the best available population data at the time of reporting. The 2006 and 2013 client access rates were calculated using census data and are therefore more accurate than the access rates calculated using population projections (projected population statistics tend to be less accurate than actual census data).

From 2013 to 2015:

- The total regional Asian access rate had increased from 0.72% to 0.79% (see Figure 32).
- This increase was seen in all three age groups, especially in the 10-14 year age group.
- An increase in Asian client access rates were only seen in DHB areas within the greater Auckland region (see Appendix B, Table 14).



In the second half of 2015:

- The Northern region Asian access rate of 0.79% for the 0-19 year age group was higher than the national Asian access rate of 0.75% (see Appendix B, Table 14).
- However, the Northern region Asian access rate continues to remain the lowest out of four ethnic groups (Māori: 4.05%, Other Ethnicity: 2.98%, Pacific: 1.93%).
- Asian access rates appear to be consistently low and significantly below target access rates for all three age groups in all four DHB areas (see Figure 33).

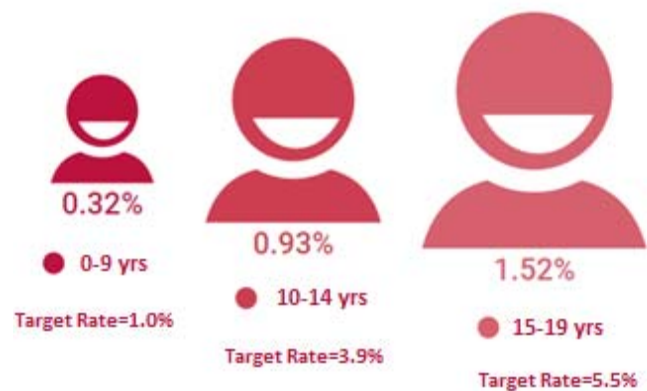
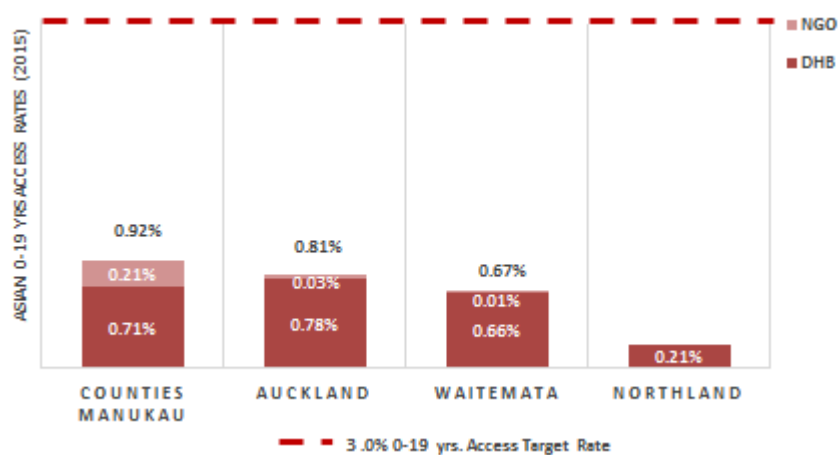


Figure 33. Northern Region Asian 0-19 yrs Client Access Rates by DHB Area (2015)





## NORTHERN REGION ASIAN ICAMH/AOD WORKFORCE

The following information is derived from workforce data (Actual & Vacant Full Time Equivalents (FTEs) & Ethnicity by Occupational Group) submitted by all four DHB (Inpatient & Community) ICAMH/AOD services and from all 19 contracted NGOs as at 30 June 2016.

From 2014 to 2016:

- The Northern region DHB Community ICAMH/AOD services and NGOs reported an increase in the Asian workforce, from 44 to 62 (see Table 18).
- While this increase was seen in both DHB and NGO provider services, there was a larger increase seen in the DHB provider services, from 32 to 43.

As at 30 June 2016:

- The Northern region continues to have the largest Asian workforce in the country who are employed largely in DHB Community services and hold mainly clinical roles (79%) (see Tables 19 & 20).
- Services in the Auckland (28) and Counties Manukau (18) DHB areas had the largest Asian workforces in the region (see Table 18).
- The Asian workforce was in the following Clinical roles: Mental Health Nurses (11), Occupational Therapists (8), Psychiatrists (8) and AOD Practitioners (5) (see Table 20).
- The small Asian workforce in NGOs was mainly Mental Health Support Workers and Alcohol and Drug Practitioners (see Table 18).
- The Asian sub-ethnicity groups were mainly: Indian 46%, Chinese 21%; Korean 10% and Sri Lankan 8%.

Figure 34. Top 4 Northern Region Asian ICAMH/AOD Workforce (Headcount, 2016)



Table 18. Northern Region Asian ICAMH/AOD Workforce (2008-2016)

DHB AREA	NORTHERN REGION ASIAN WORKFORCE BY SERVICE PROVIDER (HEADCOUNT, 2008-2016)														
	DHB					NGO					TOTAL				
	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016	2008	2010	2012	2014	2016
NORTHLAND	-	-	-	2	1	-	-	-	-	-	-	-	-	2	1
WAIITEMATA	7	7	5	6	14	3	-	-	-	1	10	7	5	6	15
AUCKLAND <sup>1</sup>	8	14	10	12	16	-	1	4	4	12	8	15	14	16	28
COUNTIES MANUKAU	3	12	3	12	13	-	2	3	8	5	3	14	6	20	18
TOTAL	18	33	18	32	44	3	3	7	12	18	21	36	25	44	62

1. Includes Inpatient Workforce Data

**Table 19. Northern Region Asian Clinical & Non-Clinical ICAMH/AOD Workforce**

YEAR	NORTHERN REGION ASIAN WOKFORCE BY SERVICE PROVIDER (HEADCOUNT, 2004-2016)											
	INPATIENT			COMMUNITY			NGOS			TOTAL		
	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL
2008	5	2	7	11	-	11	2	1	3	18	3	21
2010	5	1	6	25	2	27	1	2	3	31	5	36
2012	2	-	2	16	-	16	4	3	7	23	3	25
2014	5	1	6	26	-	26	5	6	12	36	8	44
2016	9	1	10	31	3	34	8	10	18	48	14	62

Note: Non-Clinical Workforce includes Administration/Management Staff

**Table 20. Northern Region Asian ICAMH/AOD Workforce by Occupational Group (Headcount, 2016)**

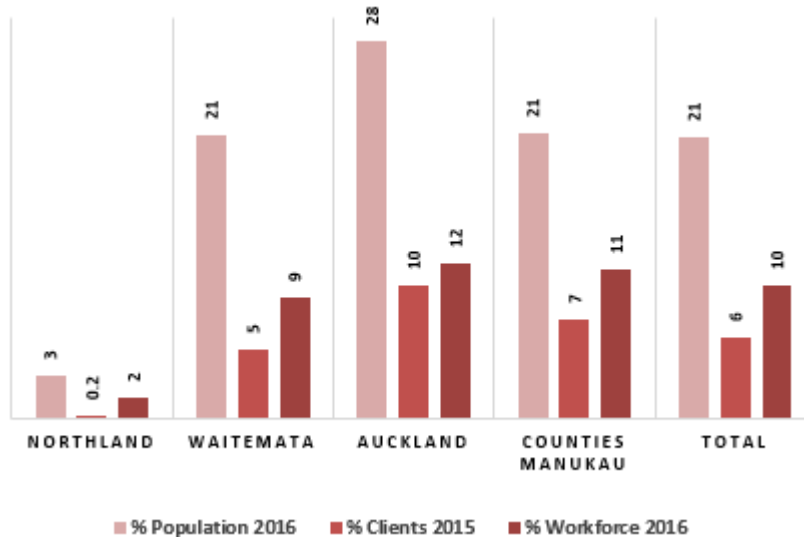
OCCUPATIONAL GROUP (HEADCOUNT, 2016)	DHB		DHB TOTAL	NGOS	TOTAL
	INPATIENT	COMMUNITY			
ALCOHOL & DRUG PRACTITIONER	-	-	-	5	5
MENTAL HEALTH NURSE	4	5	9	2	11
OCCUPATIONAL THERAPIST	-	8	8	-	8
PSYCHIATRIST	1	7	8	-	8
PSYCHOTHERAPIST	-	1	1	-	1
PSYCHOLOGIST	-	5	5	-	5
SOCIAL WORKER	1	3	4	-	4
OTHER CLINICAL <sup>1</sup>	3	2	5	1	6
<b>CLINICAL SUB-TOTAL</b>	<b>9</b>	<b>31</b>	<b>40</b>	<b>8</b>	<b>48</b>
MENTAL HEALTH SUPPORT WORKER	1	-	1	7	8
MENTAL HEALTH CONSUMER	-	1	1	-	1
YOUTH WORKER	-	-	-	2	2
OTHER NON-CLINICAL SUPPORT FOR CLIENTS	-	-	-	1	1
<b>NON-CLINICAL SUPPORT FOR CLIENTS SUB-TOTAL</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>10</b>	<b>12</b>
ADMINISTRATION/MANAGEMENT	-	2	2	-	2
<b>REGIONAL TOTAL</b>	<b>10</b>	<b>34</b>	<b>44</b>	<b>18</b>	<b>62</b>

1. Other Clinical = Registrar; Clinical Placement.

## NORTHERN REGION ASIAN POPULATION, CLIENT AND WORKFORCE COMPARISONS

- Based on the 2016 projections, the Asian infant, children and adolescent population made up 21% of the region's population, Asian clients made up 6% of all clients accessing services and the Asian workforce (60, excluding Administration/Management staff) made up 10% of the region's total workforce (625) (see Figure 35).
- With the low numbers of Asian clients accessing services in the region, it appears that the Asian workforce is currently in proportion to service demand. However, such low access rates for Asian clients may not indicate actual need for services.
- Additionally, an increasing trend in the Asian population indicates potential future demand for services which will need to be met by a representative workforce. Therefore, there continues to be a need to focus on increasing the Asian workforce, not only in Clinical roles but across all occupational groups, to adequately cater for the future needs of the region's growing Asian infant, child and adolescent population.

Figure 35. Proportion of Asian 0-19 yrs Population Clients & Workforce Comparisons by DHB Area





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## APPENDICES

# APPENDIX A: POPULATION DATA

Table 1. Child & Adolescent (0-19 yrs) Population by Ethnicity/Region/DHB Area (2006-2016)

DHB REGION/AREA	0-19 YEAR POPULATION BY ETHNICITY (2006-2016)																		
	TOTAL				OTHER			MĀORI				PACIFIC				ASIAN			
	2006 <sup>1</sup>	2013 <sup>2</sup>	2016 <sup>3</sup>	% Change (2016-2013)	2013	2016	% Change (2016-2013)	2006 <sup>1</sup>	2013 <sup>2</sup>	2016 <sup>3</sup>	% Change (2016-2013)	2006 <sup>1</sup>	2013 <sup>2</sup>	2016 <sup>3</sup>	% Change (2016-2013)	2006 <sup>1</sup>	2013 <sup>2</sup>	2016 <sup>3</sup>	% Change (2016-2013)
NORTHERN	436,344	472,780	484,140	2.4	201,380	195,720	-3	83,568	99,410	102,680	3.3	70,584	82,750	83,190	0.5	74,760	89,210	102,520	14.9
Northland	45,267	47,500	47,290	-0.4	20,890	19,200	-8	19,722	24,110	25,170	4.4	822	1,220	1,370	12.3	870	1,270	1,530	20.5
Waitemata	139,758	152,230	156,560	2.8	84,780	81,670	-4	19,809	24,230	25,370	4.7	13,176	15,820	16,320	3.2	22,350	27,410	33,180	21.1
Auckland	104,139	114,410	116,700	2.0	49,870	49,950	0	11,778	14,340	14,240	-0.7	18,846	20,170	19,620	-2.7	26,840	30,020	32,890	9.6
Counties Manukau	147,180	158,640	163,590	3.1	45,880	44,900	-2	32,259	36,730	37,900	3.2	37,740	45,540	45,880	0.7	24,700	30,510	34,920	14.5
MIDLAND	237,273	246,040	249,780	1.5	129,800	124,620	-4	81,954	95,040	99,330	4.5	5,733	7,480	8,330	11.4	9,180	13,685	17,470	27.7
Waikato	104,574	109,510	112,040	2.3	60,100	58,120	-3	31,341	37,570	39,480	5.1	3,219	4,100	4,630	12.9	5,550	7,730	9,830	27.2
Lakes	30,990	30,510	30,230	-0.9	12,790	11,840	-7	14,190	15,320	15,770	2.9	879	970	940	-3.1	1,020	1,420	1,660	16.9
Bay of Plenty	56,700	59,490	60,670	2.0	31,600	30,420	-4	20,475	23,340	24,510	5.0	957	1,480	1,700	14.9	1,750	3,060	4,010	31.0
Tairāwhiti	14,724	15,140	15,000	-0.9	4,710	4,350	-8	8,571	9,710	9,840	1.3	297	415	480	15.7	200	295	330	11.9
Taranaki	30,285	31,390	31,840	1.4	20,590	19,890	-3	7,377	9,100	9,730	6.9	381	515	580	12.6	660	1,180	1,640	39.0
CENTRAL	234,093	236,110	235,250	-0.4	134,580	127,200	-5	58,299	65,750	68,290	3.9	15,633	17,520	18,095	3.3	14,150	18,220	21,675	19.0
Hawke's Bay	45,327	45,440	45,150	-0.6	23,880	22,030	-8	15,024	17,600	18,490	5.1	1,764	2,380	2,610	9.7	1,090	1,570	2,020	28.7
MidCentral	46,716	46,800	46,930	0.3	27,330	25,850	-5	12,738	14,520	15,210	4.8	1,551	2,010	2,260	12.4	2,090	2,920	3,630	24.3
Whanganui	18,939	17,210	16,780	-2.5	9,410	8,630	-8	6,729	6,780	6,960	2.7	405	570	650	14.0	415	455	540	18.7
Capital & Coast	71,070	75,750	76,360	0.8	45,200	44,240	-2	11,280	13,440	13,620	1.3	7,602	7,900	7,830	-0.9	7,350	9,210	10,670	15.9
Hutt	40,785	39,760	38,940	-2.1	21,430	19,410	-9	9,810	10,220	10,690	4.6	4,017	4,290	4,350	1.4	3,030	3,820	4,500	17.8
Wairarapa	11,256	11,150	11,090	-0.5	7,350	7,040	-4	2,718	3,190	3,320	4.1	294	370	395	6.8	175	245	315	28.6
SOUTHERN	260,010	266,310	272,630	2.4	199,930	196,720	-2	33,807	41,630	44,730	7.4	6,345	8,165	9,275	13.6	12,660	16,655	21,930	31.7
Nelson Marlborough	34,806	35,550	35,410	-0.4	27,120	26,070	-4	5,079	6,150	6,520	6.0	576	870	1010	16.1	780	1,380	1,810	31.2
West Coast	8,151	8,250	7,980	-3.3	6,380	5,940	-7	1,356	1,520	1,590	4.6	33	125	155	24.0	90	220	290	31.8
Canterbury	125,832	129,110	134,770	4.4	95,010	94,670	0	15,420	18,960	20,540	8.3	3,918	4,710	5,310	12.7	8,750	10,430	14,250	36.6
South Canterbury	14,046	14,230	14,130	-0.7	11,500	11,040	-4	1,536	2,030	2,240	10.3	147	230	280	21.7	300	455	590	29.7
Southern	77,175	79,170	80,340	1.5	59,820	59,000	-1	10,416	12,970	13,840	6.7	1,671	2,230	2,520	13.0	2,740	4,170	4,990	19.7
TOTAL	1,167,720	1,221,250	1,241,810	1.7	665,690	644,290	-3	257,628	301,860	315,040	4.4	98,295	115,920	118,890	2.6	110,750	137,780	163,590	18.7

1. 2006 Census (Prioritised Ethnicity) Source Statistics NZ; Ref No: KID1617  
2. 2013 Census (Prioritised Ethnicity) Source: Statistics NZ; Ref No: JOB-05958  
3. 2016 Population Projections (Base 2013 Census, Prioritised Ethnicity), Ref No: JOB-07144

**Table 2. Child & Adolescent (0-19 yrs) Population Projections by Ethnicity/Region/DHB Area (2013-2021)**

DHB/REGION	0-19 YEAR POPULATION BY ETHNICITY (2006-2016)																			
	TOTAL				OTHER				MĀORI				PACIFIC				ASIAN			
	2013 <sup>1</sup>	2016 <sup>2</sup>	2021 <sup>2</sup>	2026 <sup>2</sup>	2013 <sup>1</sup>	2016 <sup>2</sup>	2021 <sup>2</sup>	2026 <sup>2</sup>	2013 <sup>1</sup>	2016 <sup>2</sup>	2021 <sup>2</sup>	2026 <sup>2</sup>	2013 <sup>1</sup>	2016 <sup>2</sup>	2021 <sup>2</sup>	2026 <sup>2</sup>	2013 <sup>1</sup>	2016 <sup>2</sup>	2021 <sup>2</sup>	2026 <sup>2</sup>
<b>NORTHERN</b>	472,780	484,140	494,840	514,150	201,380	195,720	187,340	179,420	99,410	102,680	107,140	113,680	82,750	83,190	83,350	85,750	89,210	102,520	116,980	135,280
Northland	47,500	47,290	46,820	47,090	20,890	19,200	17,180	15,390	24,110	25,170	26,160	27,670	1,220	1,370	1,620	1,880	1,270	1,530	1,850	2,160
Waitemata	152,230	156,560	162,620	171,330	84,780	81,670	77,950	75,150	24,230	25,370	27,250	29,500	15,820	16,320	17,070	18,030	27,410	33,180	40,350	48,650
Auckland	114,410	116,700	117,160	121,550	49,870	49,950	48,720	47,300	14,340	14,240	14,360	14,990	20,170	19,620	18,600	18,260	30,020	32,890	35,480	40,990
Counties Manukau	158,640	163,590	168,240	174,180	45,880	44,900	43,490	41,580	36,730	37,900	39,370	41,520	45,540	45,880	46,060	47,580	30,510	34,920	39,300	43,480
<b>MIDLAND</b>	246,040	249,780	248,710	250,430	129,800	124,620	113,690	104,970	95,040	99,330	103,890	109,380	7,480	8,330	9,715	11,015	13,685	17,470	21,455	25,060
Waikato	109,510	112,040	112,620	114,120	60,100	58,120	53,220	49,210	37,570	39,480	41,950	44,730	4,100	4,630	5,510	6,340	7,730	9,830	11,940	13,850
Lakes	30,510	30,230	28,870	27,980	12,790	11,840	10,280	8,960	15,320	15,770	15,760	15,890	970	940	930	900	1,420	1,660	1,920	2,220
Bay of Plenty	59,490	60,670	60,620	61,530	31,600	30,420	27,570	25,590	23,340	24,510	25,960	27,540	1,480	1,700	2,040	2,390	3,060	4,010	5,070	6,020
Tairāwhiti	15,140	15,000	14,600	14,270	4,710	4,350	3,900	3,500	9,710	9,840	9,750	9,710	415	480	575	655	295	330	375	400
Taranaki	31,390	31,840	32,000	32,530	20,590	19,890	18,720	17,710	9,100	9,730	10,470	11,510	515	580	660	730	1,180	1,640	2,150	2,570
<b>CENTRAL</b>	236,110	235,250	230,870	229,330	134,580	127,200	114,820	104,080	65,750	68,290	71,680	76,000	17,520	18,095	18,960	19,830	18,220	21,675	25,400	29,415
Hawke's Bay	45,440	45,150	44,110	43,700	23,880	22,030	19,310	16,920	17,600	18,490	19,410	20,610	2,380	2,610	2,930	3,290	1,570	2,020	2,470	2,870
MidCentral	46,800	46,930	46,100	46,070	27,330	25,850	23,260	21,140	14,520	15,210	15,960	17,150	2,010	2,260	2,590	2,950	2,920	3,630	4,290	4,850
Whanganui	17,210	16,780	16,050	15,730	9,410	8,630	7,460	6,590	6,780	6,960	7,190	7,480	570	650	755	830	455	540	620	820
Capital & Coast	75,750	76,360	76,150	76,420	45,200	44,240	41,740	39,240	13,440	13,620	14,280	15,150	7,900	7,830	7,800	7,870	9,210	10,670	12,330	14,180
Hutt	39,760	38,940	37,620	36,790	21,430	19,410	16,530	14,240	10,220	10,690	11,330	11,820	4,290	4,350	4,460	4,450	3,820	4,500	5,320	6,270
Wairarapa	11,150	11,090	10,840	10,620	7,350	7,040	6,520	5,950	3,190	3,320	3,510	3,790	370	395	425	440	245	315	370	425
<b>SOUTHERN</b>	266,310	272,630	274,150	276,440	199,930	196,720	187,670	179,130	41,630	44,730	48,960	53,810	8,165	9,275	11,090	12,750	16,655	21,930	26,370	30,710
Nelson Marlborough	35,550	35,410	34,800	34,220	27,120	26,070	24,350	22,510	6,150	6,520	7,010	7,720	870	1010	1210	1360	1,380	1,810	2,190	2,610
West Coast	8,250	7,980	8,000	8,000	6,380	5,940	5,750	5,490	1,520	1,590	1,700	1,850	125	155	190	235	220	290	360	410
Canterbury	129,110	134,770	137,400	140,080	95,010	94,670	90,700	87,030	18,960	20,540	22,820	25,190	4,710	5,310	6,300	7,240	10,430	14,250	17,590	20,620
South Canterbury	14,230	14,130	13,980	14,190	11,500	11,040	10,490	10,210	2,030	2,240	2,410	2,690	230	280	360	445	455	590	710	830
Southern	79,170	80,340	79,970	79,950	59,820	59,000	56,380	53,890	12,970	13,840	15,020	16,360	2,230	2,520	3,030	3,470	4,170	4,990	5,520	6,240
<b>TOTAL</b>	1,221,250	1,241,810	1,248,580	1,270,360	665,690	644,290	603,490	567,660	301,860	315,040	331,720	352,910	115,920	118,890	123,140	129,310	137,780	163,590	190,220	220,480

1. Census (Prioritised Ethnicity); Source: NZ Statistics: Ref No: JOB-05958.
2. Population Projections (Base 2013 Census, Prioritised Ethnicity), Source: NZ Statistics: Ref No: JOB-07144.

## APPENDIX B: PROGRAMME FOR THE INTEGRATION OF MENTAL HEALTH DATA (PRIMHD)

Table 1. Total 0-19 yrs Clients by Region & DHB Area (2012-2015)

REGION/DHB	TOTAL 0-19 YRS CLIENTS BY REGION & DHB AREA (2012-2015)											
	2012			2013			2014			2015		
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL
<b>NORTHERN</b>	9,393	1,282	10,675	9,129	1,234	10,363	10,056	2,214	12,270	10,380	2,090	12,470
NORTHLAND	1,235	464	1,699	1,238	496	1,734	1,151	563	1,714	1,143	533	1,676
WAIKATO	3,396	154	3,550	3,280	146	3,426	3,722	310	4,032	3,812	257	4,069
AUCKLAND	1,988	156	2,144	1,923	194	2,117	2,048	286	2,334	2,349	222	2,571
COUNTIES MANUKAU	2,774	508	3,282	2,688	398	3,086	3,135	1,055	4,190	3,076	1,078	4,154
<b>MIDLAND</b>	4,744	2,771	7,515	4,958	2,329	7,287	4,851	2,212	7,063	4,838	3,057	7,895
WAIKATO	1,310	1,558	2,868	1,406	843	2,249	1,522	854	2,376	1,688	1,656	3,344
LAKES	671	295	966	721	292	1,013	626	274	900	606	299	905
BAY OF PLENTY	1,462	728	2,190	1,493	925	2,418	1,502	778	2,280	1,460	819	2,279
TAIRAWHITI	588	99	687	593	118	711	531	123	654	460	111	571
TARANAKI	713	91	804	745	151	896	670	183	853	624	172	796
<b>CENTRAL</b>	4,881	1,559	6,440	5,328	1,603	6,931	5,388	1,516	6,904	5,796	1,143	6,939
HAWKE'S BAY	891	220	1,111	1,021	233	1,254	994	192	1,186	1,102	212	1,314
MIDCENTRAL	832	352	1,184	860	383	1,243	911	384	1,295	969	403	1,372
WHANGANUI	330	50	380	391	54	445	403	50	453	421	52	473
CAPITAL & COAST	1,670	465	2,135	1,804	465	2,269	1,884	443	2,327	2,060	216	2,276
HUTT VALLEY	908	376	1,284	1,000	310	1,310	983	301	1,284	1,014	115	1,129
WAIKATO	250	96	346	252	158	410	213	146	359	230	145	375
<b>SOUTHERN</b>	4,369	1,473	5,842	5,762	1,854	7,616	5,937	2,135	8,072	5,807	2,214	8,021
NELSON MARLBOROUGH	965	157	1,122	1,137	179	1,316	1,002	80	1,082	917	63	980
WEST COAST	359	73	432	329	93	422	357	89	446	291	5	296
CANTERBURY	2,126	357	2,483	2,277	598	2,875	2,486	870	3,356	2,539	935	3,474
SOUTH CANTERBURY	272	244	516	475	237	712	458	174	632	427	164	591
SOUTHERN	647	642	1,289	1,544	747	2,291	1,634	922	2,556	1,633	1,047	2,680
<b>TOTAL</b>	23,387	7,085	30,472	25,177	7,020	32,197	26,232	8,077	34,309	26,821	8,504	35,325

Source: PRIMHD - Data are for the second six months of each year

**Table 2. Total Clients by DHB Area, Gender & Age Group (2015)**

REGION/ DHB AREA	CLIENTS BY GENDER & AGE GROUP (YRS) 2015														
	MALE						FEMALE						TOTAL		TOTAL
	0-9		10-14		15-19		0-9		10-14		15-19				
	DHB	NGO	DHB	NGO	DHB	NGO	DHB	NGO	DHB	NGO	DHB	NGO	DHB	NGO	
NORTHERN	1,526	33	1,532	271	2,523	856	658	23	1,314	195	2,827	712	10,380	2,090	12,470
NORTHLAND	165	4	215	97	251	217	51	0	166	61	295	154	1,143	533	1,676
WAIITEMATA	541	5	461	25	1,201	94	220	5	404	17	985	111	3,812	257	4,069
AUCKLAND	292	6	306	14	529	104	179	3	315	19	728	76	2,349	222	2,571
COUNTIES MANUKAU	528	18	550	135	542	441	208	15	429	98	819	371	3,076	1,078	4,154
MIDLAND	633	271	794	472	1,131	872	255	123	565	439	1,460	880	4,838	3,057	7,895
WAIKATO	225	192	242	252	396	452	88	81	192	212	545	467	1,688	1,656	3,344
LAKES	113	1	110	34	104	105	38	1	70	50	171	108	606	299	905
BAY OF PLENTY	169	66	237	144	372	229	82	37	182	130	418	213	1,460	819	2,279
TAIRAWHITI	89	7	91	26	96	26	27	3	55	24	102	25	460	111	571
TARANAKI	37	5	114	16	163	60	20	1	66	23	224	67	624	172	796
CENTRAL	685	34	879	239	1,278	422	388	17	713	129	1,853	302	5,796	1,143	6,939
HAWKE'S BAY	90	8	163	28	284	98	52	1	145	12	368	65	1,102	212	1,314
MIDCENTRAL	132	4	155	58	157	164	73	3	125	34	327	140	969	403	1,372
WHANGANUI	57	0	61	11	99	19	19	1	57	5	128	16	421	52	473
CAPITAL & COAST	222	14	282	77	552	46	131	6	220	42	653	31	2,060	216	2,276
HUTT VALLEY	161	4	181	35	146	41	103	1	129	8	294	26	1,014	115	1,129
WAIRARAPA	23	4	37	30	40	54	10	5	37	28	83	24	230	145	375
SOUTHERN	807	152	943	292	1,233	616	311	76	757	298	1,756	780	5,807	2,214	8,021
NELSON MARLBOROUGH	75	0	143	2	247	23	44	2	120	6	288	30	917	63	980
WEST COAST	58	1	59	1	51	1	31	0	33	1	59	1	291	5	296
CANTERBURY	367	37	427	105	522	268	131	10	348	135	744	380	2,539	935	3,474
SOUTH CANTERBURY	89	1	72	19	72	42	28	0	43	27	123	75	427	164	591
SOUTHERN	218	113	242	165	341	282	77	64	213	129	542	294	1,633	1,047	2,680
TOTAL CLIENTS	3,651	490	4,148	1,274	6,165	2,766	1,612	239	3,349	1,061	7,896	2,674	26,821	8,504	35,325

Source: MHINC/PRIMHD: second six months of 2015

**Table 3. Total Māori 0-19 yrs Clients by DHB Area (2012-2015)**

REGION/DHB AREA	MĀORI 0-19 YRS CLIENTS BY DHB AREA (2012-2015)											
	2012			2013			2014			2015		
	DHB	NGO	Total	DHB	NGO	Total	DHB	NGO	Total	DHB	NGO	Total
<b>NORTHERN</b>	2,841	697	3,538	2,698	575	3,273	2,991	1,133	4,124	3,068	1,151	4,219
NORTHLAND	605	316	921	621	320	941	568	402	970	561	410	971
WAIITEMATA	907	67	974	903	44	947	976	131	1,107	1,087	143	1,230
AUCKLAND	526	62	588	438	64	502	493	97	590	576	102	678
COUNTIES MANUKAU	803	252	1,055	736	147	883	954	503	1,457	844	496	1,340
<b>MIDLAND</b>	1,641	1,407	3,048	1,662	1,324	2,986	1,628	1,218	2,846	1,669	1,523	3,192
WAIKATO	353	566	919	338	356	694	379	388	767	448	659	1,107
LAKES	227	182	409	248	168	416	221	118	339	238	148	386
BAY OF PLENTY	524	509	1,033	557	599	1,156	517	494	1,011	549	520	1,069
TAIRAWHITI	369	88	457	352	110	462	352	112	464	288	104	392
TARANAKI	168	62	230	167	91	258	159	106	265	146	92	238
<b>CENTRAL</b>	1,345	780	2,125	1,531	726	2,257	1,572	719	2,291	1,787	620	2,407
HAWKE'S BAY	344	173	517	418	164	582	396	132	528	480	157	637
MIDCENTRAL	177	128	305	223	123	346	227	156	383	263	173	436
WHANGANUI	100	30	130	124	27	151	140	25	165	141	24	165
CAPITAL & COAST	419	198	617	450	186	636	510	186	696	554	186	740
HUTT VALLEY	241	199	440	253	160	413	250	160	410	274	160	434
WAIRARAPA	64	52	116	63	66	129	49	54	103	75	79	154
<b>SOUTHERN</b>	704	328	1,032	972	398	1,370	1,038	420	1,458	1,113	411	1,524
NELSON MARLBOROUGH	156	63	219	196	63	259	180	13	193	181	11	192
WEST COAST	85	20	105	85	25	110	99	13	112	65	4	69
CANTERBURY	356	90	446	390	135	525	461	188	649	528	177	705
SOUTH CANTERBURY	28	16	44	57	31	88	66	29	95	70	24	94
SOUTHERN	79	139	218	244	144	388	232	177	409	269	195	464
<b>TOTAL</b>	6,531	3,212	9,743	6,863	3,023	9,886	7,229	3,503*	10,732*	7,637	3,720*	11,357*

Source: PRIMHD: Data are for the second six months of each year.

\*2014: Includes 13 Overseas Clients; 2015: Includes 15 Overseas Clients.

**Table 4. Total Pacific Clients by DHB Area (2012-2015)**

REGION/DHB AREA	PACIFIC 0-19 YRS CLIENTS BY DHB AREA (2012-2015)											
	2012			2013			2014			2015		
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL
<b>NORTHERN</b>	1,260	137	1,397	1,137	114	1,251	1,343	380	1,723	1,208	394	1,602
NORTHLAND	22	3	25	27	11	38	25	4	29	22	10	32
WAIKATO	511	9	520	451	8	459	493	28	521	404	21	425
AUCKLAND	267	21	288	216	28	244	267	61	328	256	54	310
COUNTIES MANUKAU	460	104	564	443	67	510	558	287	845	526	309	835
<b>MIDLAND</b>	60	49	109	60	63	123	56	40	96	55	80	135
WAIKATO	19	30	49	17	30	47	14	23	37	27	64	91
LAKES	20	9	29	11	9	20	12	6	18	6	4	10
BAY OF PLENTY	13	6	19	17	21	38	20	8	28	16	10	26
TAIRAWHITI	4	2	6	8	1	9	6	1	7	2	-	2
TARANAKI	4	2	6	7	2	9	4	2	6	4	2	6
<b>CENTRAL</b>	155	134	289	199	146	345	201	160	361	199	86	285
HAWKE'S BAY	20	5	25	22	8	30	28	14	42	26	11	37
MIDCENTRAL	11	4	15	19	8	27	15	8	23	16	10	26
WHANGANUI	3	1	4	6	-	6	5	-	5	6	3	9
CAPITAL & COAST	75	92	167	112	108	220	99	109	208	99	49	148
HUTT VALLEY	40	30	70	35	19	54	51	26	77	51	9	60
WAIKATO	6	2	8	5	3	8	3	3	6	1	4	5
<b>SOUTHERN</b>	53	20	73	80	23	103	83	36	119	94	41	135
NELSON MARLBOROUGH	8	1	9	10	4	14	7	-	7	12	-	12
WEST COAST	2	-	2	3	-	3	1	-	1	-	-	-
CANTERBURY	35	7	42	34	7	41	44	16	60	50	17	67
SOUTH CANTERBURY	2	3	5	8	4	12	5	2	7	2	-	2
SOUTHERN	6	9	15	25	8	33	26	18	44	30	24	54
<b>TOTAL</b>	1,528	340	1,868	1,476	346	1,822	1,683	616	2,299	1,556	604*	2,160*

Source: PRIMHD - Data are for the second six months of each year.

\* Includes 3 Overseas Clients

**Table 5. Total Asian Clients by DHB Area (2012-2015)**

REGION/DHB AREA	ASIAN 0-19 YRS CLIENTS BY DHB AREA (2012-2015)											
	2012			2013			2014			2015		
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL
<b>NORTHERN</b>	<b>547</b>	<b>39</b>	<b>586</b>	<b>578</b>	<b>68</b>	<b>646</b>	<b>634</b>	<b>90</b>	<b>724</b>	<b>692</b>	<b>82</b>	<b>774</b>
NORTHLAND	7	-	7	14	3	17	5	1	6	3	-	3
WAIKATO	147	5	152	164	8	172	197	9	206	206	3	209
AUCKLAND	182	16	198	200	14	214	197	21	218	248	8	256
COUNTIES MANUKAU	211	18	229	200	43	243	235	59	294	235	71	306
<b>MIDLAND</b>	<b>51</b>	<b>16</b>	<b>67</b>	<b>62</b>	<b>13</b>	<b>75</b>	<b>58</b>	<b>12</b>	<b>70</b>	<b>72</b>	<b>34</b>	<b>106</b>
WAIKATO	12	12	24	17	3	20	23	2	25	28	22	50
LAKES	9	1	10	8	1	9	6	2	8	10	2	12
BAY OF PLENTY	18	2	20	22	8	30	20	8	28	21	10	31
TAIRAWHITI	7	1	8	3	1	4	4	-	4	3	-	3
TARANAKI	5	-	5	12	-	12	5	-	5	10	-	10
<b>CENTRAL</b>	<b>82</b>	<b>19</b>	<b>101</b>	<b>100</b>	<b>18</b>	<b>118</b>	<b>126</b>	<b>14</b>	<b>140</b>	<b>143</b>	<b>10</b>	<b>153</b>
HAWKE'S BAY	8	1	9	6	-	6	10	-	10	6	2	8
MIDCENTRAL	9	2	11	11	3	14	8	3	11	16	3	19
WHANGANUI	4	-	4	-	-	-	4	1	5	2	-	2
CAPITAL & COAST	41	13	54	58	8	66	70	3	73	86	3	89
HUTT VALLEY	18	2	20	23	7	30	33	6	39	32	2	34
WAIRARAPA	2	1	3	2	-	2	1	1	2	1	-	1
<b>SOUTHERN</b>	<b>58</b>	<b>17</b>	<b>75</b>	<b>61</b>	<b>20</b>	<b>81</b>	<b>81</b>	<b>33</b>	<b>114</b>	<b>103</b>	<b>28</b>	<b>131</b>
NELSON MARLBOROUGH	6	2	8	10	-	10	7	1	8	10	1	11
WEST COAST	2	1	3	1	-	1	4	1	5	2	0	2
CANTERBURY	41	6	47	36	5	41	40	18	58	57	13	70
SOUTH CANTERBURY	3	1	4	4	2	6	5	3	8	7	1	8
SOUTHERN	6	7	13	10	13	23	25	10	35	27	13	40
<b>TOTAL</b>	<b>738</b>	<b>91</b>	<b>829</b>	<b>801</b>	<b>119</b>	<b>920</b>	<b>899</b>	<b>149</b>	<b>1,048</b>	<b>1,010</b>	<b>154</b>	<b>1,164</b>

Source: PRIMHD - Data are for the second six months of each year



Table 6. DHB of Domicile vs. DHB of Service (second six months 2015)

DHB WHERE CLIENTS ACCESSED SERVICES	DHB OF DOMICILE (DHB WHERE THE CLIENT LIVES)																			
	Auckland	Bay of Plenty	Canterbury	Capital & Coast	Counties Manukau	Hawke's Bay	Hutt Valley	Lakes	MidCentral	Nelson Marlborough	Northland	South Canterbury	Southern	Tairāwhiti	Taranaki	Waikato	Wairarapa	Waitemata	West Coast	Whanganui
Auckland*	2,350	35	8	22	142	7	4	7	7	5	37	-	3	4	7	56	-	295	-	1
Bay of Plenty	38	1,460	2	9	6	2	2	16	3	1	7	-	1	1	-	21	-	12	-	-
Canterbury*	9	3	2,539	26	5	8	3	1	2	16	-	16	43	1	-	6	-	2	3	1
Capital & Coast*	23	9	23	2,060	6	68	174	4	46	19	7	-	6	11	6	18	20	25	-	24
Counties Manukau	145	4	4	8	3,076	5	1	5	2	-	17	-	2	-	-	18	-	158	3	1
Hawke's Bay	6	3	7	64	6	1,102	6	5	4	1	1	-	2	-	2	10	3	5	-	1
Hutt Valley	4	2	2	182	1	7	1,014	-	11	7	2	-	1	-	-	5	3	2	-	1
Lakes	8	19	1	5	5	5	-	606	4	-	-	-	2	1	1	21	-	2	-	1
MidCentral	12	3	3	46	2	2	10	5	969	-	2	2	3	1	4	11	3	3	-	7
Nelson Marlborough	4	1	13	17	-	1	4	-	-	917	-	1	6	-	2	2	-	2	5	2
Northland	42	8	-	5	18	1	2	-	3	-	1,143	-	1	-	3	4	1	42	-	-
South Canterbury	-	-	19	-	-	-	-	-	1	1	-	427	5	-	1	-	-	-	-	-
Southern	2	2	41	7	4	2	1	3	2	7	1	5	1,633	-	-	5	-	4	2	-
Tairāwhiti	4	1	1	11	-	-	-	1	1	-	-	-	-	460	-	2	-	1	-	-
Taranaki	6	-	-	5	-	1	-	1	3	1	3	1	-	-	624	5	-	4	1	1
Waikato	55	24	5	16	19	9	4	18	10	3	4	-	4	2	5	1,688	1	19	-	2
Wairarapa	-	-	-	18	-	3	4	-	3	-	2	-	-	-	-	2	230	-	-	1
Waitemata	288	12	2	24	152	6	1	2	3	3	38	-	4	1	3	15	-	3,812	1	-
West Coast	-	-	3	-	2	-	-	-	-	6	-	-	2	-	1	-	-	2	291	-
Whanganui	1	-	1	25	1	1	1	1	8	1	-	-	-	-	1	1	1	-	-	421
TOTAL	2,997	1,586	2,674	2,550	3,445	1,230	1,231	675	1,082	988	1,264	452	1,718	482	660	1,890	262	4,390	306	464

Note: Waitemata DHB: 295 Clients were referred to Auckland DHB Services; 142 Referred to Counties Manukau DHB.

Source: PRIMHD second six months of 2015

Table 7. Client Access Rates by Age Group &amp; Region (2006-2015)

YEAR		TOTAL CLIENTS ACCESS RATES BY AGE GROUP (YRS)			
		0-9	10-14	15-19	0-19
MHC ACCESS TARGET RATES		1.00%	3.90%	5.50%	3.00%
NORTHERN	2006	0.33%	1.32%	2.27%	1.08%
	2007	0.37%	1.48%	2.50%	1.21%
	2008	0.47%	1.67%	3.02%	1.44%
	2009	0.47%	1.83%	3.68%	1.65%
	2010*	0.52%	2.03%	4.32%	1.89%
	2011*	0.58%	2.16%	4.67%	2.02%
	2012*	0.51%	2.41%	5.36%	2.00%
	2013*	0.65%	2.42%	5.01%	2.19%
	2014*	0.82%	2.80%	5.89%	2.59%
	2015*	0.92%	2.93%	5.64%	2.60%
MIDLAND	2006	0.50%	1.65%	2.37%	1.27%
	2007	0.48%	1.81%	2.51%	1.34%
	2008	0.52%	1.81%	2.70%	1.41%
	2009	0.49%	1.87%	2.89%	1.45%
	2010*	0.57%	1.99%	3.44%	1.65%
	2011*	0.62%	2.06%	3.08%	1.59%
	2012*	0.59%	3.62%	6.34%	2.24%
	2013*	0.92%	3.61%	6.60%	2.96%
	2014*	0.91%	3.43%	6.41%	2.87%
	2016*	1.01%	3.73%	7.20%	3.18%
CENTRAL	2006	0.42%	1.38%	2.30%	1.16%
	2007	0.45%	1.56%	2.64%	1.31%
	2008	0.52%	1.71%	2.85%	1.43%
	2009	0.63%	1.88%	3.10%	1.60%
	2010*	0.78%	2.22%	3.44%	1.84%
	2011*	0.79%	2.16%	3.15%	1.73%
	2012*	0.50%	3.39%	6.37%	2.04%
	2013*	0.92%	3.38%	6.41%	2.94%
	2014*	0.95%	3.36%	6.36%	2.93%
	2016*	0.95%	3.48%	6.33%	2.95%
SOUTHERN	2006	0.52%	1.91%	3.03%	1.57%
	2007	0.55%	1.91%	2.99%	1.58%
	2008	0.63%	2.02%	3.16%	1.69%
	2009	0.61%	2.12%	3.35%	1.75%
	2010*	0.73%	2.55%	4.27%	2.16%
	2011*	0.82%	2.91%	5.18%	2.52%
	2012*	0.30%	2.69%	4.64%	1.64%
	2013*	0.87%	3.26%	6.13%	2.86%
	2014*	1.10%	3.56%	6.01%	3.01%
	2016*	1.01%	3.54%	6.05%	2.97%

Source: PRIMHD - Data are for the second six months of each year. \*Includes NGO Client Data.

**Table 8. Total 0-19 years Client Access Rates by DHB Area (2006-2015)**

REGION/DHB AREA	TOTAL 0-19 YRS ACCESS RATES BY REGION & DHB AREA									
	2006	2007	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*
<b>NORTHERN</b>	<b>1.08%</b>	<b>1.21%</b>	<b>1.44%</b>	<b>1.65%</b>	<b>1.89%</b>	<b>2.02%</b>	<b>2.00%</b>	<b>2.19%</b>	<b>2.59%</b>	<b>2.60%</b>
NORTHLAND	1.26%	1.22%	1.37%	1.68%	2.43%	2.84%	2.78%	3.65%	<b>3.62%</b>	<b>3.54%</b>
WAIKATO	1.18%	1.22%	1.46%	2.04%	2.29%	2.30%	2.10%	2.25%	<b>2.64%</b>	<b>2.63%</b>
AUCKLAND	0.86%	0.89%	1.25%	1.28%	1.36%	1.69%	1.72%	1.85%	<b>2.05%</b>	<b>2.22%</b>
COUNTIES MANUKAU	1.15%	1.37%	1.57%	1.52%	1.71%	1.75%	1.84%	1.95%	<b>2.61%</b>	<b>2.57%</b>
<b>MIDLAND</b>	<b>1.27%</b>	<b>1.34%</b>	<b>1.41%</b>	<b>1.45%</b>	<b>2.01%</b>	<b>2.75%</b>	<b>2.24%</b>	<b>2.96%</b>	<b>2.87%</b>	<b>3.18%</b>
WAIKATO	0.88%	0.83%	1.00%	1.00%	1.40%	2.43%	0.65%	2.05%	<b>2.16%</b>	<b>3.01%</b>
LAKES	1.24%	1.38%	1.20%	1.49%	2.10%	2.46%	2.08%	3.32%	<b>2.97%</b>	<b>2.97%</b>
BAY OF PLENTY	1.53%	1.70%	1.74%	1.78%	2.43%	3.29%	2.94%	4.06%	<b>3.83%</b>	<b>3.79%</b>
TAIRAWHITI	1.79%	2.14%	2.67%	2.64%	3.72%	4.23%	2.22%	4.70%	<b>4.33%</b>	<b>3.79%</b>
TARANAKI	1.91%	2.00%	1.77%	1.79%	2.40%	2.40%	1.32%	2.85%	<b>2.71%</b>	<b>2.52%</b>
<b>CENTRAL</b>	<b>1.16%</b>	<b>1.31%</b>	<b>1.43%</b>	<b>1.60%</b>	<b>2.12%</b>	<b>2.45%</b>	<b>2.04%</b>	<b>2.94%</b>	<b>2.93%</b>	<b>2.95%</b>
HAWKE'S BAY	0.97%	0.99%	1.35%	1.73%	2.13%	2.24%	2.42%	2.76%	<b>2.62%</b>	<b>2.90%</b>
MIDCENTRAL	1.05%	1.35%	1.52%	1.72%	2.02%	2.25%	3.56%	2.66%	<b>2.77%</b>	<b>2.93%</b>
WHANGANUI	1.81%	2.07%	2.16%	2.23%	2.48%	2.40%	0.60%	2.58%	<b>2.66%</b>	<b>2.78%</b>
CAPITAL & COAST	1.15%	1.31%	1.31%	1.52%	1.95%	2.57%	3.72%	3.00%	<b>3.08%</b>	<b>3.00%</b>
HUTT VALLEY	1.09%	1.10%	1.25%	1.17%	2.18%	2.55%	1.43%	3.29%	<b>3.25%</b>	<b>2.88%</b>
WAIKATO	1.72%	2.06%	1.71%	1.65%	2.87%	3.03%	1.31%	3.68%	<b>3.23%</b>	<b>3.38%</b>
<b>SOUTHERN</b>	<b>0.89%</b>	<b>1.37%</b>	<b>1.34%</b>	<b>0.83%</b>	<b>2.02%</b>	<b>2.36%</b>	<b>1.64%</b>	<b>2.86%</b>	<b>3.01%</b>	<b>2.97%</b>
NELSON MARLBOROUGH	2.00%	2.22%	2.67%	2.53%	2.56%	3.34%	2.20%	3.70%	<b>3.06%</b>	<b>2.77%</b>
WEST COAST	2.41%	2.82%	2.99%	3.23%	4.01%	4.25%	1.78%	5.12%	<b>5.51%</b>	<b>3.71%</b>
CANTERBURY	1.16%	1.10%	1.13%	1.30%	1.50%	1.83%	1.75%	2.23%	<b>2.56%</b>	<b>2.61%</b>
SOUTH CANTERBURY	1.28%	1.18%	1.87%	1.77%	2.18%	3.32%	1.73%	5.00%	<b>4.43%</b>	<b>4.15%</b>
SOUTHERN	1.98%	1.97%	1.97%	1.93%	2.92%	2.96%	1.18%	2.89%	<b>3.22%</b>	<b>3.36%</b>
<b>TOTAL</b>	<b>1.24%</b>	<b>1.34%</b>	<b>1.43%</b>	<b>1.49%</b>	<b>2.02%</b>	<b>2.36%</b>	<b>1.98%</b>	<b>2.64%</b>	<b>2.80%</b>	<b>2.87%</b>

Source: MHINC/PRIMHD - Data are for the second six months of each year. \* Includes NGO Client Data.

Table 9. Māori Client Access Rates by Age Group &amp; Region (2006-2015)

YEAR		MĀORI ACCESS RATES BY AGE GROUP & REGION			
		0-9	10-14	15-19	0-19
MHC ACCESS TARGET RATES		1.00%	3.90%	5.50%	3.00%
NORTHERN	2006	0.33%	1.80%	3.27%	1.38%
	2007	0.42%	1.79%	3.53%	1.49%
	2008	0.47%	2.21%	4.50%	1.84%
	2009	0.45%	2.64%	6.24%	2.28%
	2010*	0.58%	3.24%	7.65%	2.78%
	2011*	0.66%	3.42%	8.61%	3.06%
	2012*	0.55%	4.32%	10.23%	3.08%
	2013*	0.80%	4.05%	8.45%	3.33%
	2014*	0.91%	4.53%	10.54%	4.00%
	2015*	1.04%	4.64%	10.27%	4.05%
MIDLAND	2006	0.41%	1.30%	2.22%	1.06%
	2007	0.37%	1.51%	2.43%	1.15%
	2008	0.38%	1.59%	2.92%	1.29%
	2009	0.38%	1.72%	2.92%	1.30%
	2010*	0.47%	2.57%	4.76%	1.96%
	2011*	0.71%	4.07%	6.72%	2.88%
	2012*	0.60%	3.97%	7.24%	2.52%
	2013*	0.85%	4.09%	7.58%	3.14%
	2014*	0.84%	3.69%	7.22%	2.95%
	2015*	0.83%	4.12%	7.94%	3.26%
CENTRAL	2006	0.30%	1.41%	2.56%	1.11%
	2007	0.34%	1.34%	2.82%	1.17%
	2008	0.38%	1.58%	3.12%	1.32%
	2009	0.52%	1.84%	3.39%	1.50%
	2010*	0.60%	2.54%	5.52%	2.17%
	2011*	0.86%	3.60%	6.64%	2.81%
	2012*	0.48%	4.75%	9.89%	2.64%
	2013*	0.96%	4.09%	8.37%	3.43%
	2014*	0.90%	4.11%	8.54%	3.44%
	2015*	0.96%	4.41%	8.66%	3.57%
SOUTHERN	2006	0.45%	1.73%	3.68%	1.56%
	2007	0.55%	1.83%	3.54%	1.59%
	2008	0.67%	2.17%	4.42%	1.93%
	2009	0.62%	2.15%	4.87%	1.97%
	2010*	0.72%	2.64%	5.73%	2.30%
	2011*	0.73%	3.38%	7.22%	2.80%
	2012*	0.35%	3.35%	6.69%	1.63%
	2013*	0.89%	4.22%	7.79%	3.29%
	2014*	1.10%	4.41%	7.69%	3.43%
	2015*	1.06%	4.62%	7.89%	3.49%

Source: PRIMHD - Data are for the second six months of each year. \* Includes NGO Client Data.

**Table 10. Māori 0-19 years Client Access Rates by DHB Area (2006-2015)**

REGION/DHB AREA	MĀORI 0-19 YRS ACCESS RATES BY REGION & DHB AREA									
	2006	2007	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*
<b>NORTHERN</b>	<b>1.38%</b>	<b>1.49%</b>	<b>1.84%</b>	<b>2.28%</b>	<b>2.78%</b>	<b>3.06%</b>	<b>3.08%</b>	<b>3.33%</b>	<b>4.00%</b>	<b>4.05%</b>
NORTHLAND	1.19%	1.11%	1.27%	1.63%	2.39%	2.89%	3.52%	3.90%	<b>3.96%</b>	<b>3.91%</b>
WAITEMATA	1.49%	1.45%	1.91%	3.46%	4.04%	4.10%	3.48%	4.08%	<b>3.41%</b>	<b>4.93%</b>
AUCKLAND	1.37%	1.53%	2.14%	2.35%	2.56%	3.45%	3.38%	3.50%	<b>4.13%</b>	<b>4.76%</b>
COUNTIES MANUKAU	1.40%	1.72%	2.04%	1.90%	2.30%	2.37%	2.45%	2.40%	<b>3.66%</b>	<b>3.33%</b>
<b>MIDLAND</b>	<b>1.06%</b>	<b>1.15%</b>	<b>1.29%</b>	<b>1.30%</b>	<b>1.96%</b>	<b>2.88%</b>	<b>2.52%</b>	<b>3.14%</b>	<b>2.95%</b>	<b>3.26%</b>
WAIKATO	0.67%	0.56%	0.79%	0.74%	1.23%	2.42%	2.34%	1.85%	<b>2.01%</b>	<b>2.85%</b>
LAKES	0.89%	1.03%	1.00%	1.19%	1.86%	2.34%	2.10%	2.72%	<b>2.19%</b>	<b>2.46%</b>
BAY OF PLENTY	1.34%	1.62%	1.72%	1.78%	2.36%	<b>3.60%</b>	3.78%	4.95%	<b>2.18%</b>	<b>4.43%</b>
TAIRAWHITI	1.79%	2.04%	2.51%	2.42%	3.60%	<b>4.23%</b>	3.38%	4.76%	<b>4.74%</b>	<b>3.99%</b>
TARANAKI	1.36%	1.46%	1.29%	1.18%	2.23%	2.26%	1.07%	2.84%	<b>2.85%</b>	<b>2.50%</b>
<b>CENTRAL</b>	<b>1.11%</b>	<b>1.17%</b>	<b>1.32%</b>	<b>1.50%</b>	<b>2.17%</b>	<b>2.81%</b>	<b>2.64%</b>	<b>3.43%</b>	<b>3.44%</b>	<b>3.57%</b>
HAWKE'S BAY	0.98%	1.03%	1.38%	1.58%	2.16%	2.64%	4.15%	3.31%	<b>2.94%</b>	<b>3.49%</b>
MIDCENTRAL	0.93%	0.92%	1.14%	1.21%	1.67%	1.90%	2.80%	2.38%	<b>2.59%</b>	<b>2.90%</b>
WHANGANUI	1.41%	1.54%	1.63%	1.52%	1.91%	2.00%	0.71%	2.23%	<b>2.40%</b>	<b>2.38%</b>
CAPITAL & COAST	1.27%	1.25%	1.34%	1.92%	3.00%	4.47%	4.10%	4.73%	<b>5.32%</b>	<b>4.98%</b>
HUTT VALLEY	1.00%	1.16%	1.22%	1.21%	1.86%	2.74%	2.59%	4.04%	<b>3.84%</b>	<b>3.28%</b>
WAIRARAPA	1.64%	2.07%	1.46%	1.51%	2.82%	3.16%	1.69%	4.04%	<b>3.18%</b>	<b>4.68%</b>
<b>SOUTHERN</b>	<b>1.31%</b>	<b>0.99%</b>	<b>1.35%</b>	<b>2.07%</b>	<b>2.30%</b>	<b>2.80%</b>	<b>1.63%</b>	<b>3.29%</b>	<b>3.43%</b>	<b>3.49%</b>
NELSON MARLBOROUGH	1.79%	1.75%	2.58%	2.31%	2.65%	4.12%	2.27%	4.21%	<b>3.07%</b>	<b>2.99%</b>
WEST COAST	2.93%	3.11%	3.92%	5.13%	4.73%	5.27%	1.92%	7.24%	<b>7.32%</b>	<b>4.42%</b>
CANTERBURY	1.16%	1.22%	1.29%	1.56%	1.95%	2.15%	2.00%	2.64%	<b>3.34%</b>	<b>3.53%</b>
SOUTH CANTERBURY	1.10%	0.60%	2.01%	1.51%	2.20%	2.74%	0.76%	4.33%	<b>4.55%</b>	<b>4.31%</b>
SOUTHERN	0.62%	0.67%	0.72%	0.75%	2.36%	2.87%	1.09%	2.99%	<b>3.09%</b>	<b>3.44%</b>
<b>TOTAL</b>	<b>1.24%</b>	<b>1.32%</b>	<b>1.56%</b>	<b>1.76%</b>	<b>2.32%</b>	<b>2.91%</b>	<b>2.57%</b>	<b>3.28%</b>	<b>3.51%</b>	<b>3.66%</b>

Source: PRIMHD - Data are for the second six months of each year. \* Includes NGO Client Data.

Table 11. Pacific Client Access Rates by Age Group &amp; Region (2006-2015)

YEAR		PACIFIC ACCESS RATES BY AGE GROUP (YRS) & REGION			
		0-9	10-14	15-19	0-19
MHC ACCESS RATES		1.00%	3.90%	5.50%	3.00%
NORTHERN	2006	0.16%	0.68%	1.69%	0.65%
	2007	0.14%	0.82%	1.81%	0.70%
	2008	0.23%	1.05%	2.64%	1.01%
	2009	0.15%	1.12%	3.17%	1.08%
	2010*	0.18%	1.13%	4.04%	1.28%
	2011*	0.18%	1.35%	4.29%	1.41%
	2012*	0.21%	1.33%	4.92%	1.35%
	2013*	0.31%	1.30%	4.25%	1.51%
	2014*	0.45%	1.71%	5.77%	2.08%
	2015*	0.42%	1.77%	5.07%	1.93%
MIDLAND	2006	0.03%	0.73%	0.39%	0.30%
	2007	0.28%	0.67%	1.19%	0.61%
	2008	0.16%	0.84%	1.16%	0.58%
	2009	0.18%	0.79%	0.61%	0.43%
	2010*	0.35%	1.11%	2.04%	0.94%
	2011*	0.67%	1.87%	3.32%	1.60%
	2012*	0.07%	1.80%	2.78%	0.38%
	2013*	0.60%	2.09%	3.42%	1.64%
	2014*	0.44%	1.37%	2.91%	1.24%
	2015*	0.79%	2.10%	3.38%	1.69%
CENTRAL	2006	0.26%	0.67%	1.23%	0.60%
	2007	0.13%	0.84%	1.05%	0.53%
	2008	0.23%	0.71%	1.26%	0.60%
	2009	0.30%	0.82%	1.66%	0.74%
	2010*	0.40%	0.92%	2.42%	0.99%
	2011*	0.40%	2.23%	3.25%	1.52%
	2012*	0.10%	2.30%	4.47%	0.72%
	2013*	0.44%	2.40%	4.56%	1.97%
	2014*	0.52%	3.09%	4.05%	2.03%
	2015*	0.44%	2.57%	3.03%	1.59%
SOUTHERN	2006	0.12%	0.91%	1.75%	0.73%
	2007	0.42%	0.74%	2.37%	0.99%
	2008	0.36%	0.56%	2.54%	0.95%
	2009	0.35%	0.79%	2.44%	0.94%
	2010*	0.17%	0.79%	3.99%	1.19%
	2011*	0.24%	1.02%	4.03%	1.30%
	2012*	0.02%	1.07%	2.72%	0.23%
	2013*	0.35%	1.45%	3.06%	1.26%
	2014*	0.54%	1.38%	3.33%	1.39%
	2015*	0.37%	1.58%	4.21%	1.52%

Source: PRIMHD - Data are for the second six months of each year. \* Includes NGO Client Data.

**Table 12. Pacific 0-19 years Client Access Rates by DHB Area (2006-2015)**

REGION/ DHB AREA	PACIFIC 0-19 YRS ACCESS RATES BY REGION & DHB AREA									
	2006	2007	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*
<b>NORTHERN</b>	<b>0.63%</b>	<b>0.69%</b>	<b>1.01%</b>	<b>1.08%</b>	<b>1.28%</b>	<b>1.41%</b>	<b>1.35%</b>	<b>1.51%</b>	<b>2.08%</b>	<b>1.93%</b>
NORTHLAND	1.01%	0.61%	1.04%	0.88%	1.29%	2.45%	0.50%	3.11%	<b>2.27%</b>	<b>2.39%</b>
WAITEMATA	0.74%	0.70%	0.99%	1.96%	2.57%	2.58%	2.47%	3.00%	<b>3.25%</b>	<b>2.63%</b>
AUCKLAND	0.73%	0.70%	1.02%	0.77%	0.86%	1.13%	1.16%	1.21%	<b>1.64%</b>	<b>1.56%</b>
COUNTIES MANUKAU	0.57%	0.71%	1.00%	0.92%	1.01%	1.11%	1.07%	1.12%	<b>1.85%</b>	<b>1.82%</b>
<b>MIDLAND</b>	<b>0.30%</b>	<b>0.61%</b>	<b>0.58%</b>	<b>0.43%</b>	<b>0.94%</b>	<b>1.60%</b>	<b>0.38%</b>	<b>1.64%</b>	<b>1.24%</b>	<b>1.69%</b>
WAIKATO	0.20%	0.32%	0.46%	0.33%	0.93%	1.50%	0.64%	1.15%	<b>0.87%</b>	<b>2.05%</b>
LAKES	0.19%	0.48%	0.20%	0.60%	1.02%	1.58%	0.58%	2.06%	<b>1.89%</b>	<b>1.06%</b>
BAY OF PLENTY	0.75%	1.17%	1.27%	0.67%	0.91%	<b>2.24%</b>	0.36%	2.57%	<b>1.79%</b>	<b>1.60%</b>
TAIRAWHITI	0.29%	1.35%	0.51%	0.51%	1.50%	<b>2.05%</b>	0.14%	2.17%	<b>1.57%</b>	<b>0.43%</b>
TARANAKI	0.24%	1.18%	0.69%	0.23%	0.45%	0.23%	0.09%	1.75%	<b>1.12%</b>	<b>1.07%</b>
<b>CENTRAL</b>	<b>0.70%</b>	<b>0.71%</b>	<b>0.61%</b>	<b>0.32%</b>	<b>0.99%</b>	<b>1.52%</b>	<b>0.72%</b>	<b>1.97%</b>	<b>2.03%</b>	<b>1.59%</b>
HAWKE'S BAY	0.35%	0.34%	0.51%	0.73%	0.90%	1.04%	0.56%	1.26%	<b>1.70%</b>	<b>1.46%</b>
MIDCENTRAL	0.36%	0.48%	0.66%	0.58%	0.74%	1.05%	0.34%	1.34%	<b>1.10%</b>	<b>1.20%</b>
WHANGANUI	1.63%	0.72%	1.77%	2.89%	0.73%	1.19%	0.07%	1.05%	<b>0.83%</b>	<b>1.42%</b>
CAPITAL & COAST	0.72%	0.64%	0.58%	0.80%	1.08%	1.83%	1.92%	2.78%	<b>2.65%</b>	<b>1.89%</b>
HUTT VALLEY	0.49%	0.43%	0.52%	0.54%	0.98%	1.42%	0.58%	1.26%	<b>1.78%</b>	<b>1.39%</b>
WAIRARAPA	0.71%	0.36%	1.07%	1.32%	0.95%	1.27%	0.18%	2.16%	<b>1.56%</b>	<b>1.30%</b>
<b>SOUTHERN</b>	<b>0.71%</b>	<b>0.34%</b>	<b>0.48%</b>	<b>0.72%</b>	<b>1.19%</b>	<b>1.30%</b>	<b>0.23%</b>	<b>1.26%</b>	<b>1.39%</b>	<b>1.52%</b>
NELSON MARLBOROUGH	2.00%	1.60%	1.65%	1.70%	1.48%	2.95%	0.19%	1.61%	<b>0.76%</b>	<b>1.25%</b>
WEST COAST	1.00%	4.00%	1.54%	3.53%	4.44%	3.33%	0.05%	2.40%	<b>0.74%</b>	<b>0.00%</b>
CANTERBURY	0.47%	0.72%	0.57%	0.65%	0.86%	0.63%	0.47%	0.87%	<b>1.22%</b>	<b>1.31%</b>
SOUTH CANTERBURY	1.71%	1.62%	1.76%	0.53%	1.05%	3.24%	0.12%	5.22%	<b>2.80%</b>	<b>0.77%</b>
SOUTHERN	0.74%	1.30%	1.61%	1.28%	1.75%	2.05%	0.15%	1.48%	<b>1.89%</b>	<b>2.23%</b>
<b>TOTAL</b>	<b>0.63%</b>	<b>0.69%</b>	<b>0.92%</b>	<b>0.99%</b>	<b>1.21%</b>	<b>1.43%</b>	<b>0.92%</b>	<b>1.57%</b>	<b>1.96%</b>	<b>1.82%</b>

Source: PRIMHD - Data are for the second six months of each year. \* Includes NGO Client Data.

Table 13. Asian Client Access Rates by Age Group &amp; Region (2006-2015)

YEAR		ASIAN ACCESS RATES BY AGE GROUP (YRS) & REGION			
		0-9	10-14	15-19	0-19
MHC ACCESS RATES		1.00%	3.90%	5.50%	3.00%
NORTHERN	2006	0.10%	0.25%	0.65%	0.30%
	2007	0.12%	0.33%	0.69%	0.35%
	2008	0.18%	0.41%	0.97%	0.34%
	2009	0.16%	0.53%	1.01%	0.50%
	2010*	0.14%	0.57%	1.22%	0.55%
	2011*	0.21%	0.67%	1.17%	0.58%
	2012*	0.18%	0.69%	1.34%	0.54%
	2013*	0.28%	0.79%	1.43%	0.72%
	2014*	0.29%	0.78%	1.61%	0.78%
	2015*	0.32%	0.93%	1.52%	0.79%
MIDLAND	2006	0.16%	0.21%	0.46%	0.26%
	2007	0.11%	0.30%	0.53%	0.28%
	2008	0.11%	0.25%	0.54%	0.27%
	2009	0.08%	0.21%	0.77%	0.31%
	2010*	0.11%	0.42%	0.85%	0.39%
	2011*	0.13%	0.29%	1.59%	0.56%
	2012*	0.04%	0.48%	1.46%	0.21%
	2013*	0.17%	0.53%	1.38%	0.55%
	2014*	0.14%	0.47%	1.19%	0.47%
	2015*	0.14%	0.72%	1.74%	0.65%
CENTRAL	2006	0.13%	0.38%	0.60%	0.32%
	2007	0.17%	0.26%	0.56%	0.30%
	2008	0.11%	0.29%	0.42%	0.24%
	2009	0.17%	0.39%	0.83%	0.40%
	2010*	0.19%	0.36%	1.18%	0.49%
	2011*	0.17%	0.65%	1.41%	0.59%
	2012*	0.05%	0.81%	1.48%	0.25%
	2013*	0.31%	0.70%	1.26%	0.65%
	2014*	0.31%	0.73%	1.56%	0.73%
	2015*	0.18%	0.94%	1.76%	0.75%
SOUTHERN	2006	0.11%	0.44%	1.01%	0.53%
	2007	0.18%	0.48%	0.75%	0.47%
	2008	0.13%	0.46%	0.58%	0.38%
	2009	0.10%	0.41%	0.69%	0.39%
	2010*	0.13%	0.69%	0.80%	0.49%
	2011*	0.25%	0.67%	1.14%	0.65%
	2012*	0.03%	0.58%	0.91%	0.19%
	2013*	0.20%	0.38%	1.00%	0.49%
	2014*	0.15%	0.82%	1.23%	0.62%
	2015*	0.16%	1.15%	1.11%	0.65%

Source: PRIMHD - Data are for the second six months of each year. \* Includes NGO Client Data.



**Table 14. Asian 0-19 years Client Access Rates by DHB Area (2006-2015)**

REGION/ DHB AREA	ASIAN 0-19 YRS ACCESS RATES BY DHB AREA									
	2006	2007	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*
<b>NORTHERN</b>	0.30%	0.35%	0.34%	0.50%	0.55%	0.58%	0.54%	0.72%	<b>0.78%</b>	<b>0.79%</b>
NORTHLAND	0.14%	0.11%	0.33%	0.53%	0.40%	0.48%	0.14%	1.34%	<b>0.44%</b>	<b>0.21%</b>
WAITEMATA	0.30%	0.26%	0.38%	0.56%	0.56%	0.52%	0.47%	0.63%	<b>0.71%</b>	<b>0.67%</b>
AUCKLAND	0.31%	0.33%	0.52%	0.41%	0.50%	0.60%	0.57%	0.71%	<b>0.71%</b>	<b>0.81%</b>
COUNTIES MANUKAU	0.52%	0.45%	0.52%	0.52%	0.61%	0.63%	0.65%	0.80%	<b>0.93%</b>	<b>0.92%</b>
<b>MIDLAND</b>	<b>0.26%</b>	<b>0.26%</b>	<b>0.27%</b>	<b>0.31%</b>	<b>0.39%</b>	<b>0.56%</b>	<b>0.21%</b>	<b>0.55%</b>	<b>0.47%</b>	<b>0.65%</b>
WAIKATO	0.11%	0.15%	0.16%	0.21%	0.14%	0.46%	0.22%	0.26%	<b>0.30%</b>	<b>0.55%</b>
LAKES	0.22%	0.20%	0.37%	0.64%	0.63%	0.80%	0.19%	0.63%	<b>0.53%</b>	<b>0.76%</b>
BAY OF PLENTY	0.61%	0.50%	0.53%	0.36%	0.80%	0.67%	0.32%	0.98%	<b>0.84%</b>	<b>0.84%</b>
TAIRAWHITI	0.65%	0.00%	0.91%	0.43%	1.30%	0.83%	0.19%	1.36%	<b>1.27%</b>	<b>0.92%</b>
TARANAKI	0.48%	0.85%	0.14%	0.53%	0.74%	0.63%	0.09%	1.02%	<b>0.38%</b>	<b>0.68%</b>
<b>CENTRAL</b>	<b>0.52%</b>	<b>0.30%</b>	<b>0.21%</b>	<b>0.64%</b>	<b>0.49%</b>	<b>0.59%</b>	<b>0.25%</b>	<b>0.65%</b>	<b>0.73%</b>	<b>0.75%</b>
HAWKE'S BAY	0.51%	0.18%	0.35%	0.26%	0.34%	0.42%	0.18%	0.38%	<b>0.59%</b>	<b>0.43%</b>
MIDCENTRAL	0.11%	0.14%	0.05%	0.50%	0.35%	0.52%	0.25%	0.48%	<b>0.35%</b>	<b>0.56%</b>
WHANGANUI	1.26%	0.94%	0.24%	0.98%	0.99%	1.35%	0.06%	-	<b>1.03%</b>	<b>0.38%</b>
CAPITAL & COAST	0.33%	0.37%	0.26%	0.37%	0.44%	0.56%	0.71%	0.72%	<b>0.76%</b>	<b>0.88%</b>
HUTT VALLEY	0.25%	0.16%	0.25%	0.30%	0.62%	0.67%	0.16%	0.79%	<b>0.93%</b>	<b>0.80%</b>
WAIRARAPA	0.62%	1.11%	0.56%	1.62%	1.62%	0.57%	0.07%	0.82%	<b>0.37%</b>	<b>0.34%</b>
<b>SOUTHERN</b>	<b>0.53%</b>	<b>0.47%</b>	<b>0.38%</b>	<b>0.39%</b>	<b>0.49%</b>	<b>0.65%</b>	<b>0.19%</b>	<b>0.49%</b>	<b>0.62%</b>	<b>0.65%</b>
NELSON MARLBOROUGH	1.09%	2.07%	1.48%	0.88%	0.43%	1.21%	0.16%	0.72%	<b>0.52%</b>	<b>0.65%</b>
WEST COAST	4.44%	-	-	2.50%	1.60%	3.20%	0.07%	0.45%	<b>2.04%</b>	<b>0.74%</b>
CANTERBURY	0.26%	0.27%	0.24%	0.27%	0.36%	0.43%	0.32%	0.39%	<b>0.50%</b>	<b>0.54%</b>
SOUTH CANTERBURY	1.50%	0.63%	0.97%	1.00%	1.00%	2.03%	0.09%	1.32%	<b>1.58%</b>	<b>1.45%</b>
SOUTHERN	1.14%	0.58%	0.40%	0.43%	0.86%	0.98%	0.12%	0.55%	<b>0.79%</b>	<b>0.85%</b>
<b>TOTAL</b>	<b>0.38%</b>	<b>0.35%</b>	<b>0.42%</b>	<b>0.46%</b>	<b>0.52%</b>	<b>0.59%</b>	<b>0.38%</b>	<b>0.67%</b>	<b>0.72%</b>	<b>0.75%</b>

Source: PRIMHD - Data are for the second six months of each year. \* Includes NGO Client Data.

APPENDIX C: FUNDING DATA

Table 1. Infant, Child & Adolescent Mental Health/AOD Funding (2008-2016)

REGION/ DHB AREA	2009/2010			2011/2012			2013/2014*			2015/2016*			
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB		NGO	TOTAL
										C&Y MENTAL HEALTH¹	PRIMARY MENTAL HEALTH		
NORTHERN	\$44,515,971	\$4,793,764	\$49,309,735	\$46,644,982	\$7,263,465	\$53,908,447	\$47,331,741	\$8,517,755	\$55,849,495	\$51,730,412	\$681,414	\$8,789,249	\$61,201,075
Northland	\$3,449,696	\$1,278,685	\$4,728,381	\$5,691,041	\$1,165,900	\$6,856,941	\$5,243,077	\$1,230,893	\$6,473,970	\$6,033,576	\$85,415	\$1,273,595	\$7,392,586
Waitemata	\$13,611,574	\$111,648	\$13,723,222	\$14,070,738	\$489,492	\$14,560,230	\$14,325,541	\$690,177	\$15,015,718	\$15,648,936	\$213,658	\$702,631	\$16,565,225
Auckland	\$17,048,568	\$1,884,662	\$18,933,230	\$14,053,468	\$2,756,784	\$16,810,252	\$15,154,442	\$2,691,784	\$17,846,226	\$16,829,924	\$176,959	\$2,598,834	\$19,605,717
Counties Manukau	\$10,406,133	\$1,518,769	\$11,924,902	\$12,829,734	\$2,851,289	\$15,681,023	\$12,608,681	\$3,904,901	\$16,513,582	\$13,217,976	\$205,382	\$4,214,189	\$17,637,547
MIDLAND	\$15,494,260	\$10,668,323	\$26,162,583	\$19,632,325	\$13,341,162	\$32,973,487	\$19,394,360	\$16,006,020	\$35,400,380	\$19,852,928	\$398,725	\$16,272,187	\$36,523,840
Waikato	\$4,218,807	\$6,741,419	\$10,960,226	\$6,056,183	\$7,972,422	\$14,028,605	\$5,527,629	\$9,770,700	\$15,298,329	\$5,626,421	\$169,198	\$10,239,947	\$16,035,566
Lakes	\$2,368,250	\$628,470	\$2,996,720	\$2,856,181	\$1,628,738	\$4,484,919	\$3,335,983	\$1,859,143	\$5,195,126	\$3,228,013	\$47,047	\$1,545,288	\$4,820,348
Bay of Plenty	\$4,608,357	\$2,624,434	\$7,232,791	\$5,807,253	\$2,823,774	\$8,631,027	\$5,797,329	\$3,465,570	\$9,262,899	\$6,128,769	\$105,491	\$3,446,180	\$9,680,440
Tairāwhiti	\$1,769,619	\$277,380	\$2,046,999	\$2,323,382	\$457,294	\$2,780,676	\$2,063,599	\$288,899	\$2,352,498	\$2,244,851	\$24,011	\$310,176	\$2,579,038
Taranaki	\$2,529,227	396620	\$2,925,847	\$2,589,327	\$458,934	\$3,048,261	\$2,669,820	\$621,708	\$3,291,528	\$2,624,874	\$52,978	\$730,596	\$3,408,448
CENTRAL	\$26,325,647	\$4,497,738	\$30,823,385	\$27,016,084	\$5,877,421	\$32,893,505	\$27,248,993	\$5,582,425	\$32,831,418	\$30,240,497	\$373,622	\$5,062,877	\$35,676,996
Hawke’s Bay	\$2,951,849	\$1,334,099	\$4,285,948	\$3,399,861	\$1,352,616	\$4,752,477	\$3,337,010	\$839,700	\$4,176,710	\$3,337,010	\$75,241	\$410,217	\$3,822,468
MidCentral	\$4,089,315	\$1,128,338	\$5,217,653	\$4,542,160	\$871,601	\$5,413,761	\$4,188,141	\$1,007,965	\$5,196,106	\$4,083,183	\$76,915	\$1,020,716	\$5,180,814
Whanganui	\$2,146,068	\$109,940	\$2,256,008	\$1,918,303	\$225,612	\$2,143,915	\$2,175,310	\$283,612	\$2,458,922	\$2,535,041	\$32,061	\$224,064	\$2,791,166
Capital & Coast	\$11,954,563	\$457,116	\$12,411,679	\$11,448,851	\$837,708	\$12,286,559	\$12,416,440	\$837,840	\$13,254,280	\$14,927,009	\$109,408	\$776,604	\$15,813,021
Hutt Valley	\$3,937,188	\$1,304,109	\$5,241,297	\$4,487,788	\$2,462,508	\$6,950,296	\$3,984,793	\$2,504,312	\$6,489,105	\$3,998,954	\$58,776	\$2,531,352	\$6,589,082
Wairarapa	\$1,246,665	\$164,136	\$1,410,801	\$1,219,121	\$127,376	\$1,346,497	\$1,147,300	\$108,996	\$1,256,296	\$1,359,300	\$21,221	\$99,924	\$1,480,445
SOUTHERN	\$27,189,330	\$7,970,696	\$35,160,026	\$26,890,659	\$8,331,706	\$35,222,365	\$30,463,061	\$9,774,212	\$40,237,273	\$30,674,340	\$446,239	\$11,023,133	\$42,143,712
Nelson Marlborough	\$3,829,949	\$619,131	\$4,449,080	\$4,014,175	\$571,908	\$4,586,083	\$4,130,029	\$575,674	\$4,705,703	\$3,811,412	\$65,042	\$919,203	\$4,795,657
West Coast	\$888,682	-	\$888,682	\$1,020,967	\$24,120	\$1,045,087	\$1,048,179	\$284,000	\$1,332,179	\$1,048,179	\$16,890	\$240,000	\$1,305,069
Canterbury	\$14,624,289	\$3,474,948	\$18,099,237	\$14,403,651	\$3,430,135	\$17,833,786	\$16,448,505	\$3,751,388	\$20,199,893	\$16,642,285	\$207,771	\$4,446,390	\$21,296,446
South Canterbury	\$962,631	\$569,942	\$1,532,573	\$941,869	\$589,824	\$1,531,693	\$1,113,038	\$725,050	\$1,838,088	\$1,061,849	\$27,688	\$702,204	\$1,791,741
Southern	\$6,883,778	\$3,306,675	\$10,190,453	\$6,509,997	\$3,715,719	\$10,225,716	\$7,723,311	\$4,438,100	\$12,161,411	\$8,110,617	\$128,848	\$4,715,336	\$12,954,801
MINISTRY OF HEALTH	-	\$136,117	\$136,117	-	\$378,551	\$378,551	-	-	-	-	-	-	-
TOTAL	\$113,525,208	\$28,066,638	\$141,591,846	\$120,184,050	\$35,192,305	\$155,376,355	\$124,438,155	\$39,880,412	\$164,318,566	\$132,498,178	\$1,900,000	\$41,147,446	\$175,545,624

Source: Ministry of Health Price Volume Schedules 2009-2016. \*Updated July 2017

1. Includes Inpatient

Table 2. National Funding per Head Infant, Child &amp; Adolescent Population (2006-2016)

REGION/DHB AREA	2007/2008			2009/2010			2011/2012			2013/2014			2015/2016		
	Total DHB & NGO \$	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$	Total DHB & NGO \$	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$	Total DHB & NGO \$	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$	Total DHB & NGO \$	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$	Total DHB & NGO \$	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$
<b>NORTHERN</b>	<b>\$41,452,834</b>	<b>\$74.47</b>	<b>\$89.02</b>	<b>\$49,309,735</b>	<b>\$92.92</b>	<b>\$105.29</b>	<b>\$53,908,447</b>	<b>\$103.47</b>	<b>\$114.42</b>	<b>\$55,849,495</b>	<b>\$106.62</b>	<b>\$118.13</b>	<b>\$61,201,075</b>	<b>\$115.94</b>	<b>\$126.41</b>
Northland	\$3,783,199	\$78.49	\$78.49	\$4,728,381	\$103.76	\$103.76	\$6,856,941	\$130.41	\$152.78	\$6,473,970	\$109.18	\$136.29	\$7,392,586	\$128.92	\$156.32
Waitemata	\$11,991,703	\$79.06	\$80.47	\$13,723,222	\$90.21	\$90.95	\$14,560,230	\$96.00	\$96.00	\$15,015,718	\$98.64	\$98.64	\$16,565,225	\$105.81	\$105.81
Auckland	\$18,106,608	\$104.29	\$163.62	\$18,933,230	\$119.04	\$170.06	\$16,810,252	\$113.28	\$150.48	\$17,846,226	\$119.67	\$155.98	\$19,605,717	\$135.67	\$168.00
Counties Manukau	\$7,571,325	\$48.00	\$48.00	\$11,924,902	\$74.28	\$74.28	\$15,681,023	\$96.27	\$96.27	\$16,513,582	\$104.09	\$104.09	\$17,637,547	\$107.82	\$107.82
<b>MIDLAND</b>	<b>\$19,109,645</b>	<b>\$77.86</b>	<b>\$78.43</b>	<b>\$26,162,583</b>	<b>\$107.51</b>	<b>\$108.19</b>	<b>\$32,973,487</b>	<b>\$137.94</b>	<b>\$138.00</b>	<b>\$35,400,380</b>	<b>\$143.82</b>	<b>\$143.88</b>	<b>\$36,523,840</b>	<b>\$145.61</b>	<b>\$146.22</b>
Waikato	\$7,384,161	\$69.19	\$69.19	\$10,960,226	\$102.95	\$102.95	\$14,028,605	\$133.05	\$133.05	\$15,298,329	\$139.70	\$139.70	\$16,035,566	\$143.12	\$143.12
Lakes	\$3,481,829	\$109.73	\$109.73	\$2,996,720	\$95.83	\$95.83	\$4,484,919	\$145.95	\$145.95	\$5,195,126	\$170.28	\$170.28	\$4,820,348	\$159.46	\$159.46
Bay of Plenty	\$4,754,377	\$78.38	\$80.12	\$7,232,791	\$119.23	\$121.76	\$8,631,027	\$145.72	\$145.72	\$9,262,899	\$155.71	\$155.71	\$9,680,440	\$159.56	\$159.56
Tairāwhiti	\$1,220,872	\$77.62	\$79.95	\$2,046,999	\$136.09	\$137.01	\$2,780,676	\$189.01	\$190.07	\$2,352,498	\$154.33	\$155.38	\$2,579,038	\$161.63	\$171.94
Taranaki	\$2,268,405	\$74.16	\$74.16	\$2,925,847	\$98.35	\$98.35	\$3,048,261	\$105.48	\$105.48	\$3,291,528	\$104.86	\$104.86	\$3,408,448	\$107.05	\$107.05
<b>CENTRAL</b>	<b>\$24,869,869</b>	<b>\$88.75</b>	<b>\$104.32</b>	<b>\$30,823,385</b>	<b>\$112.04</b>	<b>\$130.69</b>	<b>\$32,893,505</b>	<b>\$125.86</b>	<b>\$141.42</b>	<b>\$32,831,418</b>	<b>\$124.22</b>	<b>\$139.05</b>	<b>\$35,676,996</b>	<b>\$136.61</b>	<b>\$151.66</b>
Hawke's Bay	\$4,079,353	\$88.91	\$88.91	\$4,285,948	\$94.61	\$94.61	\$4,752,477	\$106.56	\$106.56	\$4,176,710	\$91.92	\$91.92	\$3,822,468	\$84.66	\$84.66
MidCentral	\$4,336,484	\$90.63	\$90.63	\$5,217,653	\$110.31	\$110.31	\$5,413,761	\$116.08	\$116.08	\$5,196,106	\$111.03	\$111.03	\$5,180,814	\$110.39	\$110.39
Whanganui	\$1,940,068	\$96.52	\$105.90	\$2,256,008	\$117.23	\$128.55	\$2,143,915	\$127.24	\$127.24	\$2,458,922	\$142.88	\$142.88	\$2,791,166	\$166.34	\$166.34
Capital & Coast	\$9,330,052	\$80.35	\$127.25	\$12,411,679	\$112.96	\$168.43	\$12,286,559	\$119.31	\$167.07	\$13,254,280	\$128.74	\$174.97	\$15,813,021	\$160.72	\$207.09
Hutt Valley	\$4,179,428	\$96.65	\$99.04	\$5,241,297	\$123.45	\$126.14	\$6,950,296	\$167.68	\$170.31	\$6,489,105	\$163.21	\$163.21	\$6,589,082	\$169.21	\$169.21
Wairarapa	\$1,004,483	\$92.66	\$92.66	\$1,410,801	\$134.75	\$134.75	\$1,346,497	\$132.53	\$132.53	\$1,256,296	\$112.67	\$112.67	\$1,480,445	\$133.49	\$133.49
<b>SOUTHERN</b>	<b>\$31,275,320</b>	<b>\$96.89</b>	<b>\$117.53</b>	<b>\$35,160,026</b>	<b>\$110.75</b>	<b>\$132.99</b>	<b>\$35,222,365</b>	<b>\$113.80</b>	<b>\$134.83</b>	<b>\$40,237,273</b>	<b>\$130.97</b>	<b>\$151.09</b>	<b>\$42,143,712</b>	<b>\$134.67</b>	<b>\$154.58</b>
Nelson Marlborough	\$3,958,764	\$98.27	\$112.46	\$4,449,080	\$111.53	\$127.88	\$4,586,083	\$113.72	\$134.17	\$4,705,703	\$123.99	\$132.37	\$4,795,657	\$126.76	\$126.76
West Coast	\$869,141	\$103.22	\$103.22	\$888,682	\$108.64	\$108.64	\$1,045,087	\$133.47	\$133.47	\$1,332,179	\$161.48	\$161.48	\$1,305,069	\$163.54	\$202.03
Canterbury	\$15,718,621	\$85.78	\$119.88	\$18,099,237	\$101.19	\$137.32	\$17,833,786	\$103.07	\$135.55	\$20,199,893	\$121.40	\$156.45	\$21,296,446	\$124.03	\$158.02
South Canterbury	\$926,945	\$65.46	\$65.46	\$1,532,573	\$110.90	\$110.90	\$1,531,693	\$114.82	\$114.82	\$1,838,088	\$129.17	\$129.17	\$1,791,741	\$126.80	\$126.80
Southern	\$9,801,849	\$120.20	\$126.95	\$10,190,453	\$127.23	\$134.44	\$10,225,716	\$130.56	\$137.61	\$12,161,411	\$146.84	\$153.61	\$12,954,801	\$154.51	\$161.25
MINISTRY OF HEALTH	\$14,168	-	-	\$136,117	-	-	\$378,551	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>\$116,721,836</b>	<b>\$82.88</b>	<b>\$96.16</b>	<b>\$141,591,846</b>	<b>\$103.57</b>	<b>\$116.98</b>	<b>\$155,754,906</b>	<b>\$110.67</b>	<b>\$121.85</b>	<b>\$164,318,566</b>	<b>\$122.82</b>	<b>\$134.55</b>	<b>\$175,545,624</b>	<b>\$129.93</b>	<b>\$141.36</b>

Source: Ministry of Health Price Volume Schedules 2005-2016. Includes Youth Primary Mental Health Funding. Updated July 2017.

## APPENDIX D: ICAMH/AOD WORKFORCE DATA

Table 1. DHB Inpatient ICAMHS Workforce (Actual FTEs, 2016)

INPATIENT WORKFORCE 30 JUNE 2016 (ACTUAL FTES)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
AUCKLAND <sup>1</sup>	-	-	24.9	3.4	5.62	1.10	8.3	1.4	8.2	52.92	1.0	-	-	7.0	-	8.0	3.0	63.92
CAPITAL & COAST	-	-	16.0	2.0	1.0	-	1.0	2.0	-	22.0	0.8	-	-	8.0	-	8.8	2.0	32.8
CANTERBURY <sup>2</sup>	-	-	31.34	2.0	2.5	-	2.1	2.8	6	46.74	0.4	-	-	-	1.0	1.4	3.0	51.14
TOTAL	-	-	72.24	7.4	9.12	1.1	11.4	6.2	14.2	121.66	2.2	-	-	15.0	1.0	18.2	8.0	147.86

1. Includes Consult Liaison Service

2. Includes Child Day Programme

Table 2. DHB Inpatient ICAMHS Vacant FTEs (2016)

INPATIENT VACANT FTES 30 JUNE 2016	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT WORKER	OTHER NON- CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
AUCKLAND	-	-	8.4	-	-	-	1.0	0.32	-	9.72	-	-	-	-	-	-	-	9.72
CAPITAL & COAST	-	-	1.0	-	2.0	-	-	2.0	-	5.0	-	-	-	1.0	-	1.0	-	6.0
CANTERBURY	-	-	-	0.5	-	-	-	-	-	0.5	-	-	-	-	-	-	-	0.5
TOTAL	-	-	9.4	0.5	2.0	-	1.0	2.32	-	15.22	-	-	-	1.0	-	1.0	-	16.22

**Table 3. DHB Inpatient Māori, Pacific & Asian ICAMH Workforce (Headcount, 2016)**

INPAIENT WORKFORCE 30 JUNE 2016 (ETHNICITY, HEADCOUNT)		ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
MĀORI	AUCKLAND	-	-	1	-	1	-	-	-	1	3	1	-	-	1	-	2	-	5
	CAPITAL & COAST	-	-	2	-	-	-	-	-	-	2	2	-	-	2	-	4	-	6
	CANTERBURY	-	-	3	-	-	-	-	-	-	3	1	-	-		-	1	-	4
	TOTAL	-	-	6	-	1	-	-	-	1	8	4	-	-	3	-	7	-	15
PACIFIC	AUCKLAND	-	-	4	-	-	-	-	-	-	4	-	-	-	4	-	4	-	8
	CAPITAL & COAST	-	-	1	-	-	-	-	-	-	1	-	-	-	4	-	4	-	5
	CANTERBURY	-	-	2	-	-	-	-	-	-	2	-	-	-		-	-	-	2
	TOTAL	-	-	7	-	-	-	-	-	-	7	-	-	-	8	-	8	-	15
ASIAN	AUCKLAND	-	-	4	-	1	-	-	1	3	9	-	-	-	1	-	1	-	10
	CAPITAL & COAST	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
	CANTERBURY	-	-	3	-	1	-	-	-	-	4	-	-	-	-	-	-	-	4
	TOTAL	-	-	8	-	2	-	-	1	-	14	-	-	-	1	-	1	-	15
NZ EUROPEAN	AUCKLAND	-	-	19	4	6	2	10	-	6	47	-	-	-	1	-	1	3	51
	CAPITAL & COAST	-	-	12	2	2	-	1	2	-	19	-	-	-	2	-	2	2	23
	CANTERBURY	-	-	32	3	2	-	2	4	3	46	-	-	-	-	-	-	4	50
	TOTAL	-	-	63	9	10	2	13	6	9	112	-	-	-	3	-	3	9	124
OTHER	AUCKLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CAPITAL & COAST	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CANTERBURY	-	-	1	-	-	-	1	-	1	3	-	-	-	-	1	1	-	4
	TOTAL	-	-	1	-	-	-	1	-	1	3	-	-	-	-	1	1	-	4
TOTAL		-	-	85	9	13	2	14	7	11	144	4	-	-	15	1	20	9	173

**Table 4. DHB Community ICAMH/AOD Workforce (Actual FTEs, 2016)**

REGION/DHB COMMUNITY WORKFORCE 30 JUNE 2016 (ACTUAL FTEs)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	32.8	7.8	57.25	39.05	28.75	12.75	62.71	56.23	31.65	328.99	11.9	-	0.4	-	2.0	-	14.9	37.68	381.57
NORTHLAND	-	6.0	14.0	2.0	2.8	0.6	5.3	7.0	3.8	41.5	-	-	-	-	-	-	-	5.0	46.5
WAITEMATA	31.9	1.0	22.5	17.3	15.25	8.6	21.6	22.3	6.8	147.25	2.6	-	-	-	-	-	2.6	14.4	164.25
AUCKLAND	-	-	8.15	14.0	6.7	3.55	25.18	7.0	5.4	69.98	6.8	-	-	-	-	-	6.8	9.1	85.88
COUNTIES MANUKAU	0.9	0.8	12.6	5.75	4.0	-	10.63	19.93	15.65	70.26	2.5	-	0.4	-	2.0	-	4.9	9.18	84.34
<b>MIDLAND</b>	9.6	3.0	32.4	4.0	14.5	1.0	34.3	27.6	2.35	128.75	3.6	--	1.0	-	3.7	2.0	10.30	17.4	156.45
WAIKATO	2.0	1.0	7.8	3.0	7.1	-	12.55	10.5	2.0	45.95	-	-	1.0	-	1.0	1.0	3.0	6.8	55.75
LAKES	1.0	-	5.5	-	1.2	-	5.8	2.3	0.35	16.15	1.0	-	-	-	-	-	1.0	3.0	20.15
BAY OF PLENTY	2.6	2.0	10.4	1.0	2.8	-	8.4	9.8	-	37.0	1.6	-	-	-	-	1.0	2.6	4.1	43.7
TAIRAWHITI	4.0	-	1.5	-	1.4	1.0	4.65	4.0	-	16.55	1.0	-	-	-	-	-	1.0	2.5	20.05
TARANAKI	-	-	7.2	-	2.0	-	2.9	1.0	-	13.1	-	-	-	-	2.70	-	2.7	1.0	16.8
<b>CENTRAL</b>	4.5	5.0	40.3	10.0	18.0	6.8	39.51	39.75	21.45	185.31	6.3	0.5	-	8.5	1.0	3.5	19.8	31.7	236.81
HAWKE'S BAY	1.8	-	5.0	0.8	2.0	-	2.7	8.8	4.6	25.7	1.0	-	-	-	-	-	1.0	4.6	31.3
MIDCENTRAL	-	1.0	6.0	1.0	2.8	1.0	6.0	9.9	1.4	29.1	1.0	-	-	-	-	-	1.0	5.5	35.6
WHANGANUI	1.7	1.0	4.1	-	1.2	-	1.4	1.6	0.9	11.9	-	0.5	-	-	1.0	-	1.5	3.6	17.0
CAPITAL & COAST	1.0	2.0	22.4	7.6	7.9	3.0	17.3	8.4	9.65	79.25	4.3	-	-	6.5	-	3.5	14.3	12.5	106.05
HUTT VALLEY	-	-	1.0	0.6	3.1	2.8	10.11	10.05	3.9	31.56	-	-	-	-	-	-	-	3.6	35.16
WAIRARAPA	-	1.0	1.8	-	1.0	-	2.0	1.0	1.0	7.8	-	-	-	2.0	-	-	2.0	1.9	11.7
<b>SOUTHERN</b>	4.1	1.5	41.3	12.9	17.8	4.7	31.95	32.0	16.55	162.8	5.1	1.0	2.2	2.0	-	1.30	11.6	24.38	198.78
NELSON MARLBOROUGH	2.3	-	5.6	3.0	1.2	-	8.0	6.6	1.2	27.9	-	1.0	-	-	-	0.3	1.3	5.0	34.2
WEST COAST	-	1.5	-	-	-	-	1.3	0.3	2.25	5.35	1.0	-	-	-	-	-	1.0	0.5	6.85
CANTERBURY	1.0	-	19.75	4.2	10.9	1.0	14.15	18.7	5.8	75.5	3.6	-	-	-	-	-	3.6	12.88	91.98
SOUTH CANTERBURY	-	-	-	2.0	0.3	3.7	0.5	0.7	0.9	8.1	-	-	1.2	2.0	-	1.0	4.2	-	12.3
SOUTHERN	0.8	-	15.95	3.7	5.4	-	8.0	5.7	6.4	45.95	0.5	-	1.0	-	-	-	1.5	6.0	53.45
<b>TOTAL</b>	51.0	17.3	171.25	65.95	79.05	25.25	168.47	155.58	72.0	805.85	26.9	1.5	3.6	10.5	6.7	6.8	56.6	111.16	973.61

**Table 5. DHB Community ICAMH/AOD Vacancies (Vacant FTEs, 2016)**

REGION/DHB COMMUNITY VACANCIES 30 JUNE 2016 (FTEs)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL	STAFF TURNOVER RATE %
<b>NORTHERN</b>	1.0	0.8	13.02	2.0	4.6	0.5	10.2	3.35	4.7	40.17	1.0	-	-	-	-	-	1.0	1.0	42.17	8.5
NORTHLAND	-	-	-	-	-	-	1.0	-	-	1.0	-	-	-	-	-	-	-	-	1.0	12.9
WAIITEMATA	1.0	0.8	6.55	-	2.6	-	1.7	1.0	3.0	16.65	-	-	-	-	-	-	-	0.5	17.15	6.1
AUCKLAND	-	-	2.47	1.0	2.0	0.5	1.6	2.35	-	9.92	-	-	-	-	-	-	-	-	9.92	9.2
COUNTIES MANUKAU	-	-	4.0	1.0	-	-	5.9	-	1.7	12.6	1.0	-	-	-	-	-	1.0	0.5	14.1	8.8
<b>MIDLAND</b>	2.0	1.0	2.0	2.0	-	-	5.1	-	3.8	15.9	0.4	-	-	-	-	-	0.4	-	16.3	10.5
WAIKATO	-	-	1.0	-	-	-	1.75	-	-	2.75	-	-	-	-	-	-	-	-	2.75	9.9
LAKES	1.0	1.0	-	-	-	-	-	-	2.8	4.8	-	-	-	-	-	-	-	-	4.8	4.5
BAY OF PLENTY	-	-	1.0	2.0	-	-	2.0	-	-	5.0	0.4	-	-	-	-	-	0.4	-	5.4	12.4
TAIRAWHITI	1.0	-	-	-	-	-	0.35	-	-	1.35	-	-	-	-	-	-	-	-	1.35	4.8
TARANAKI	-	-	-	-	-	-	1.0	-	1.0	2.0	-	-	-	-	-	-	-	-	2.0	21.1
<b>CENTRAL</b>	-	-	7.9	3.0	1.6	0.25	11.35	6.0	3.2	33.3	0.55	-	-	4.0	-	-	4.55	1.10	38.95	20.3
HAWKE'S BAY	-	-	0.8	-	0.4	-	2.0	1.0	-	4.2	-	-	-	-	-	-	-	-	4.2	18.8
MIDCENTRAL	-	-	-	2.0	-	-	4.0	1.0	1.0	8.0	0.3	-	-	-	-	-	0.3	-	8.3	41.3
WHANGANUI	-	-	-	1.0	-	-	-	-	1.0	2.0	-	-	-	-	-	-	-	-	2.0	11.1
CAPITAL & COAST	-	-	7.0	-	0.6	-	4.6	4.0	1.2	17.4	0.25	-	-	4.0	-	-	4.25	-	21.65	18.1
HUTT VALLEY	-	-	-	-	0.6	0.25	0.45	-	-	1.3	-	-	-	-	-	-	-	1.0	2.3	19.3
WAIRARAPA	-	-	0.1	-	-	-	0.3	-	-	0.4	-	-	-	-	-	-	-	0.1	0.5	7.4
<b>SOUTHERN</b>	-	-	3.9	2.0	1.8	-	4.8	5.5	2.6	20.6	-	-	-	-	-	-	-	2.0	22.6	18.6
NELSON MARLBOROUGH	-	-	2.4	-	0.8	-	-	-	-	3.2	-	-	-	-	-	-	-	-	3.2	11.7
WEST COAST	-	-	-	-	-	-	1.0	2.0	1.0	4.0	-	-	-	-	-	-	-	1.0	5.0	52.6
CANTERBURY	-	-	1.0	1.0	-	-	1.3	0.6	-	3.9	-	-	-	-	-	-	-	1.0	4.9	17.2
SOUTH CANTERBURY	-	-	-	-	-	-	-	-	1.0	1.0	-	-	-	-	-	-	-	-	1.0	13.3
SOUTHERN	-	-	0.5	1.0	1.0	-	2.5	2.9	0.6	8.5	-	-	-	-	-	-	-	-	8.5	20.5
<b>TOTAL</b>	3.0	1.8	26.82	9.0	8.0	0.75	31.45	14.85	14.3	109.97	1.95	-	-	4.0	-	-	5.95	4.1	120.02	13.3

**Table 6. DHB Community Māori ICAMH/AOD Workforce (Headcount, 2016)**

REGION/DHB MĀORI WORKFORCE (HEADCOUNT, 30 JUNE 2016)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	3	5	6	3	2	-	3	11	3	36	11	-	-	-	1	-	12	6	54
NORTHLAND	-	4	4	-	-	-	1	3	1	13	-	-	-	-	-	-	-	4	17
WAITEMATA	3	1	-	1	2	-	-	4	-	11	2	-	-	-	-	-	2	-	13
AUCKLAND	-	-	-	2	-	-	1	-	-	3	7	-	-	-	-	-	7	1	11
COUNTIES MANUKAU	-	-	2	-	-	-	1	4	2	9	2	-	-	-	1	-	3	1	13
<b>MIDLAND</b>	6	-	7	-	1	-	2	4	1	21	5	-	1	-	-	1	7	5	33
WAIKATO	-	-	2	-	-	-	-	1	1	4	-	-	1	-	-	1	2	-	6
LAKES	1	-	2	-	-	-	-	-	-	3	1	-	-	-	-	-	1	-	4
BAY OF PLENTY	-	-	1	-	-	-	1	1	-	3	2	-	-	-	-	-	2	1	6
TAIRAWHITI	5	-	1	-	1	-	-	2	-	9	2	-	-	-	-	-	2	3	14
TARANAKI	-	-	1	-	-	-	1	-	-	2	-	-	-	-	-	-	-	1	3
<b>CENTRAL</b>	-	1	5	-	2	-	3	7	2	20	6	-	-	4	-	1	11	7	38
HAWKE'S BAY	-	-	-	-	-	-	-	4	1	5	1	-	-	-	-	-	1	2	8
MIDCENTRAL	-	1	-	-	-	-	1	2	-	4	1	-	-	-	-	-	1	1	6
WHANGANUI	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
CAPITAL & COAST	-	-	5	-	2	-	2	-	-	9	4	-	-	2	-	1	7	3	19
HUTT VALLEY	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1
WAIRARAPA	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	-	2	-	3
<b>SOUTHERN</b>	-	-	-	-	-	-	1	1	1	3	7	-	-	2	-	-	9	1	13
WEST COAST	-	-	-	-	-	-	-	1	1	2	1	-	-	-	-	-	1	-	3
CANTERBURY	-	-	-	-	-	-	1	-	-	1	5	-	-	-	-	-	5	1	7
SOUTH CANTERBURY	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	2
SOUTHERN	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
<b>TOTAL</b>	9	6	18	3	5	-	9	23	7	80	29	-	1	6	1	2	39	19	138



**Table 7. DHB Community Pacific ICAMH/AOD Workforce (Headcount, 2016)**

REGION/DHB PACIFIC WORKFORCE (HEADCOUNT, 30 JUNE 2016)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/MA NAGEMENT	TOTAL
NORTHERN	17	1	9	2	2	-	5	7	3	46	6	-	-	-	1	-	7	5	58
WAITEMATA	16	-	4	1	1	-	3	1	3	29	1	-	-	-	-	-	1	3	33
AUCKLAND	-	-	1	-	-	-	-	-	-	1	4	-	-	-	-	-	4	-	5
COUNTIES MANUKAU	1	1	4	1	1	-	2	6	-	16	1	-	-	-	1	-	2	2	20
MIDLAND	1	-	1	-	-	-	1	-	-	3	-	-	-	-	-	-	-	-	3
BAY OF PLENTY	1	-	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	2
TAIRAWHITI	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
CENTRAL	-	-	5	-	-	-	1	1	2	9	2	-	-	3	-	-	5	3	17
CAPITAL & COAST	-	-	5	-	-	-	1	1	2	9	2	-	-	3	-	-	5	3	17
SOUTHERN	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
SOUTHERN	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
TOTAL	18	1	15	2	2	-	7	8	5	58	8	-	1	3	1	-	13	8	79

**Table 8. DHB Community Asian ICAMH/AOD Workforce (Headcount, 2016)**

REGION/DHB ASIAN WORKFORCE (HEADCOUNT, 30 JUNE 2016)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	-	-	5	8	7	1	5	3	2	31	-	-	1	-	-	-	1	2	34
NORTHLAND	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	1
WAITEMATA	-	-	2	3	5	1	2	-	-	13	-	-	1	-	-	-	1	-	14
AUCKLAND	-	-	1	3	-	-	1	-	1	6	-	-	-	-	-	-	-	-	6
COUNTIES MANUKAU	-	-	2	2	1	-	2	3	1	11	-	-	-	-	-	-	-	2	13
<b>MIDLAND</b>	-	-	-	-	6	-	-	4	-	10	-	-	-	-	-	-	-	-	10
WAIKATO	-	-	-	-	6	-	-	4	-	10	-	-	-	-	-	-	-	-	10
<b>CENTRAL</b>	-	-	1	1	3	-	1	-	-	6	-	-	-	-	-	-	-	3	9
MIDCENTRAL	-	-	1	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	2
WHANGANUI	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	1
CAPITAL & COAST	-	-	-	1	1	-	-	-	-	2	-	-	-	-	-	-	-	3	5
HUTT VALLEY	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	1
<b>SOUTHERN</b>	-	-	1	-	1	-	2	2	-	6	-	-	-	-	-	-	-	-	6
CANTERBURY	-	-	-	-	1	-	1	1	-	3	-	-	-	-	-	-	-	-	3
SOUTH CANTERBURY	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1
SOUTHERN	-	-	1	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	2
<b>TOTAL</b>	-	-	7	9	17	1	8	9	2	54	-	-	1	-	-	-	1	5	59

**Table 9. DHB Community NZ European ICAMH/AOD Workforce (Headcount, 2016)**

REGION/DHB NZ EUROPEAN WORKFORCE (HEADCOUNT, 30 JUNE 2016)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	9	2	35	24	17	14	60	30	25	216	-	-	1	-	-	-	1	20	237
NORTHLAND	-	2	12	2	2	1	5	4	3	31	-	-	-	-	-	-	-	2	33
WAITEMATA	9	-	13	8	7	7	15	10	4	73	-	-	-	-	-	-	-	7	80
AUCKLAND	-	-	8	12	6	6	36	10	7	85	-	-	-	-	-	-	-	9	94
COUNTIES MANUKAU	-	-	2	2	2	-	4	6	11	27	-	-	1	-	-	-	1	2	30
<b>MIDLAND</b>	2	3	18	3	10	1	16	16	2	71	-	-	-	-	4	1	5	12	88
WAIKATO	2	1	3	3	4	-	7	4	1	25	-	-	-	-	2	-	2	7	34
LAKES	-	-	2	-	1	-	2	2	1	8	-	-	-	-	-	-	-	2	10
BAY OF PLENTY	-	2	8	-	3	-	4	7	-	24	-	-	-	-	-	1	1	3	28
TAIRAWHITI	-	-	-	-	1	1	1	2	-	5	-	-	-	-	-	-	-	-	5
TARANAKI	-	-	5	-	1	-	2	1	-	9	-	-	-	-	2	-	2	-	11
<b>CENTRAL</b>	3	3	30	11	20	7	44	35	24	177	-	1	-	3	1	3	8	23	208
HAWKES BAY	2	-	5	1	1	-	2	5	3	19	-	-	-	-	-	-	-	3	22
MIDCENTRAL	-	-	5	1	1	-	4	9	2	22	-	-	-	-	-	-	-	4	26
WHANGANUI	-	-	3	-	-	-	1	2	-	6	-	1	-	-	1	-	2	2	10
CAPITAL & COAST	1	2	14	8	14	3	22	8	11	83	-	-	-	2	-	3	5	6	94
HUTT VALLEY	-	-	1	1	2	4	12	10	8	38	-	-	-	-	-	-	-	5	43
WAIRARAPA	-	1	2	-	2	-	3	1	-	9	-	-	-	1	-	-	1	3	13
<b>SOUTHERN</b>	5	2	46	12	17	4	35	31	15	167	-	1	2	-	-	1	4	32	203
NELSON MARLBOROUGH	3	-	9	3	5	-	10	8	2	40	-	1	-	-	-	1	2	7	49
WEST COAST	-	2	-	-	-	2	-	-	2	6	-	-	-	-	-	-	-	1	7
CANTERBURY	1	-	18	5	6	1	14	17	6	68	-	-	-	-	-	-	-	16	84
SOUTH CANTERBURY	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1
SOUTHERN	1	-	19	4	6	-	11	6	5	52	-	-	2	-	-	-	2	8	62
<b>TOTAL</b>	19	10	129	50	64	26	155	112	66	631	-	2	3	3	5	5	18	87	736

**Table 10. DHB Community Other Ethnicity ICAMH/AOD Workforce (Headcount, 2016)**

REGION/DHB OTHER ETHNICITY WORKFORCE (HEADCOUNT, 30 JUNE 2016)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	5	-	7	6	12	3	13	11	5	62	-	-	-	-	-	-	-	12	74
WAIITEMATA	5	-	4	5	4	3	5	8	1	35	-	-	-	-	-	-	-	8	43
AUCKLAND	-	-	-	-	4	-	4	1	-	9	-	-	-	-	-	-	-	-	9
COUNTIES MANUKAU	-	-	3	1	4	-	4	2	4	18	-	-	-	-	-	-	-	4	22
<b>MIDLAND</b>	2	-	10	1	10	-	15	10	1	49	-	-	2	-	1	-	3	1	53
WAIKATO	-	-	3	-	4	-	7	7	-	21	-	-	2	-	-	-	2	-	23
LAKES	-	-	2	-	1	-	5	1	1	10	-	-	-	-	-	-	-	1	11
BAY OF PLENTY	2	-	3	1	4	-	3	2	-	15	-	-	-	-	-	-	-	-	15
TARANAKI	-	-	2	-	1	-	-	-	-	3	-	-	-	-	1	-	1	-	4
<b>CENTRAL</b>	2	1	2	-	8	-	4	1	3	21	-	-	-	-	-	-	-	1	22
HAWKES BAY	-	-	-	-	2	-	1	-	1	4	-	-	-	-	-	-	-	-	4
MIDCENTRAL	-	-	-	-	2	-	1	-	1	4	-	-	-	-	-	-	-	-	4
WHANGANUI	2	1	2	-	1	-	1	-	1	8	-	-	-	-	-	-	-	1	9
CAPITAL & COAST	-	-	-	-	2	-	-	1	-	3	-	-	-	-	-	-	-	-	3
HUTT VALLEY	-	-	-	-	1	-	1	-	-	2	-	-	-	-	-	-	-	-	2
<b>SOUTHERN</b>	-	-	6	3	14	3	3	6	4	39	-	-	-	-	-	-	-	-	39
WEST COAST	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CANTERBURY	-	-	6	1	11	1	2	4	2	27	-	-	-	-	-	-	-	-	27
SOUTH CANTERBURY	-	-	-	2	1	2	1	1	-	7	-	-	-	-	-	-	-	-	7
SOUTHERN	-	-	-	-	2	-	-	1	2	5	-	-	-	-	-	-	-	-	5
<b>TOTAL</b>	9	1	25	10	44	6	35	28	13	171	-	-	2	-	1	-	3	14	188

**Table 11. NGO ICAMH/AOD Workforce (Actual FTEs, 2016)**

NGO WORKFORCE 30 JUNE 2016 (ACTUAL FTEs)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	36.1	2.0	3.0	0.5	-	-	1.6	1.3	5.4	49.9	1.5	-	0.6	28.9	26.32	2.5	59.82	9.5	119.22
NORTHLAND	8.0	2.0	1.0	-	-	-	1.0	1.0	-	13.0	-	-	-	-	3.5	-	3.5	4.5	21.0
WAITEMATA	-	-	-	-	-	-	-	-	2.0	2.0	-	-	-	-	3.0	2.5	5.5	-	7.5
AUCKLAND	18.6	-	2.0	0.5	-	-	-	-	1.0	22.1	1.5	-	-	17.9	3.0	-	22.4	3.5	48.0
COUNTIES MANUKAU	9.5	-	-	-	-	-	0.6	0.3	2.4	12.8	-	-	0.6	8.5	16.82	2.5	28.42	1.5	42.72
<b>MIDLAND</b>	22.8	1.5	8.5	1.0	2.7	-	1.0	30.8	52.2	120.5	2.2	-	-	16.1	6.0	19.7	44.0	1.4	165.9
WAIKATO	16.0	-	5.5	1.0	0.7	-	-	5.0	43.2	71.4	2.2	-	-	13.1	2.0	6.2	23.5	1.0	95.9
LAKES	1.0	-	2.0	-	2.0	-	-	-	7.0	12.0	-	-	-	1.0	4.0	7.0	12.0	-	24.0
BAY OF PLENTY	5.8	1.5	1.0	-	-	-	-	20.8	1.0	30.1	-	-	-	1.0	-	5.5	6.5	0.4	37.0
TAIRAWHITI	-	-	-	-	-	-	1.0	1.0	-	2.0	-	-	-	-	-	1.0	1.0	-	3.0
TARANAKI	-	-	-	-	-	-	-	4.0	1.0	5.0	-	-	-	1.0	-	-	1.0	-	6.0
<b>CENTRAL</b>	5.65	1.0	0.2	-	-	1.25	1.0	1.5	10.0	20.6	-	-	1.0	9.0	11.3	3.7	25.0	6.35	51.95
HAWKE'S BAY	-	-	-	-	-	-	-	0.5	-	0.5	-	-	-	3.0	-	-	3.0	0.5	4.0
MIDCENTRAL	2.5	1.0	-	-	-	-	1.0	-	-	4.5	-	-	-	1.0	9.0	1.0	11.0	1.0	16.5
WHANGANUI	1.0	-	0.2	-	-	-	-	-	-	1.2	-	-	1.0	1.0	-	-	2.0	0.2	3.4
CAPITAL & COAST	0.15	-	-	-	-	1.25	-	-	3.0	4.4	-	-	-	2.8	0.5	2.7	6.0	0.65	11.05
HUTT VALLEY	1.0	-	-	-	-	-	-	1.0	7.0	9.0	-	-	-	1.0	1.8	-	2.8	4.0	15.8
WAIRARAPA	1.0	-	-	-	-	-	-	-	-	1.0	-	-	-	0.2	-	-	0.2	-	1.2
<b>SOUTHERN</b>	8.9	7.2	0.9	6.95	0.6	1.0	2.4	12.15	30.8	70.9	0.2	-	0.06	38.58	21.9	5.24	65.98	11.9	148.78
NELSON MARLBOROUGH	-	-	-	0.9	-	-	-	1.0	0.6	2.5	-	-	-	2.3	6.8	-	9.1	-	11.6
WEST COAST	-	-	-	-	-	-	-	-	-	-	-	-	-	3.0	-	-	3.0	-	3.0
CANTERBURY	4.0	1.5	-	-	-	-	1.0	4.0	18.1	28.6	-	-	-	16.56	15.1	2.6	34.26	2.7	65.56
SOUTH CANTERBURY	-	-	0.4	3.3	-	-	-	1.7	0.9	6.3	-	-	-	2.6	-	-	2.6	0.9	9.8
SOUTHERN	4.9	5.7	0.5	2.75	0.6	1.0	1.4	5.45	11.2	33.5	0.2	-	0.06	14.12	-	2.64	17.02	8.3	58.82
<b>TOTAL</b>	75.1	11.7	11.6	8.5	3.4	2.3	6.0	46.8	98.4	263.6	3.9	-	1.7	93.1	66.5	31.1	196.3	29.2	489.0

**Table 12. NGO ICAMH/AOD Vacant FTEs (2016)**

NGO VACANT FTEs 2016	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
NORTHERN	-	-	1.0	-	-	-	-	-	-	1.0	-	-	-	-	5.78	-	5.78	-	6.78
NORTHLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.9	-	0.9	-	0.9
AUCKLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0	-	1.0
COUNTIES MANUKAU	-	-	1.0	-	-	-	-	-	-	1.0	-	-	-	-	3.88	-	3.88	-	4.88
CENTRAL	0.5	-	-	-	-	-	-	-	-	0.5	-	-	-	-	-	-	-	-	0.5
WAIRARAPA	0.5	-	-	-	-	-	-	-	-	0.5	-	-	-	-	-	-	-	-	0.5
SOUTHERN	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.0	-	3.0	-	3.0
CANTERBURY	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	2.0	-	2.0
SOUTHERN	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	0.5	-	1.0	-	-	-	-	-	-	1.5	-	-	-	2.0	6.8	-	8.8	-	10.3

**Table 13. NGO Māori ICAMH/AOD Workforce (Headcount, 2016)**

NGO MĀORI WORKFORCE 30 JUNE 2016 (HEADCOUNT)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	8	1	1	-	-	-	1	2	4	17	3	-	2	14	9	4	32	4	53
NORTHLAND	2	1	-	-	-	-	-	1	-	4	-	-	-	-	2	-	2	2	8
WAIEMATA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		3	3	-	3
AUCKLAND	3	-	1	-	-	-	-	-	-	4	2	-	-	5	3	-	10	1	15
COUNTIES MANUKAU	3	-	-	-	-	-	1	1	4	9	1	-	2	6	4	4	17	1	27
<b>MIDLAND</b>	14	2	3	-	-	-	-	24	10	53	1	-	-	15	5	9	30	-	83
WAIKATO	9	-	2	-	-	-	-	6	3	20	1	-	-	14	3	2	20	-	40
LAKES	1	-	-	-	-	-	-	-	6	7	-	-	-	-	2	1	3	-	10
BAY OF PLENTY	4	2	1	-	-	-	-	16	1	24	-	-	-	1	-	5	6	-	30
TAIRAWHITI	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	1	-	2
TARANAKI	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1
<b>CENTRAL</b>	5	-	1	-	-	-	-	2	2	10	-	-	1	7	4	2	14	5	29
HAWKE'S BAY	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-	2	1	4
MIDCENTRAL	2	-	-	-	-	-	-	-	-	2	-	-	-	-	3	-	3	-	5
WHANGANUI	1	-	1	-	-	-	-	-	-	2	-	-	-	2	-	-	2	2	6
CAPITAL & COAST	1	-	-	-	-	-	-	-	2	3	-	-	-	1	1	2	4	-	7
HUTT VALLEY	1	-	-	-	-	-	-	1	-	2	-	-	1	-	-	-	1	2	5
WAIRARAPA	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	2
<b>SOUTHERN</b>	9	4	-	-	-	-	-	3	5	21	-	-	-	9	2	2	13	2	36
NELSON MARLBOROUGH	-	-	-	-	-	-	-	1	1	2	-	-	-	3	1	-	4	-	6
CANTERBURY	3	1	-	-	-	-	-	2	1	7	-	-	-	6	1	2	9	-	16
SOUTHERN	6	3	-	-	-	-	-	-	3	12	-	-	-	-	-	-	-	2	14
<b>TOTAL</b>	36	7	5	-	-	-	1	31	21	101	4	-	3	45	20	17	89	11	201

**Table 14. NGO Pacific ICAMH/AOD Workforce (Headcount, 2016)**

NGO PACIFIC WORKFORCE 30 JUNE 2016 (HEADCOUNT)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	6	-	-	-	-	-	-	-	1	7	1	-	-	8	11	3	23	-	30
NORTHLAND	1	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	1	-	2
AUCKLAND	1	-	-	-	-	-	-	-	-	1	-	-	-	3	-	-	3	-	4
COUNTIES MANUKAU	4	-	-	-	-	-	-	-	1	5	1	-	-	5	10	3	19	-	24
<b>MIDLAND</b>	-	-	5	-	-	-	-	1	1	7	-	-	-	2	-	-	2	-	9
WAIKATO	-	-	4	-	-	-	-	-	1	5	-	-	-	2	-	-	2	-	7
BAY OF PLENTY	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1
TAIRAWHITI	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
<b>CENTRAL</b>	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	3	5	-	6
HAWKE'S BAY	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1
MIDCENTRAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2
CAPITAL & COAST	-	-	-	-	-	-	-	-	1	1	-	-	-	1	-	1	2	-	3
<b>SOUTHERN</b>	1	1	-	-	-	-	-	-	-	2	-	-	-	1	-	-	1	1	4
CANTERBURY	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1
SOUTHERN	1	1	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	1	3
<b>TOTAL</b>	7	1	5	-	-	-	-	1	3	17	1	-	-	13	11	6	31	1	49



**Table 15. NGO Asian ICAMH/AOD Workforce (Headcount, 2016)**

NGO ASIAN WORKFORCE 30 JUNE 2016 (HEADCOUNT)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
NORTHERN	5	-	2	-	-	-	-	-	1	8	-	-	-	7	2	1	10	-	18
WAIKATO	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1
AUCKLAND	3	-	2	-	-	-	-	-	-	5	-	-	-	7	-	-	7	-	12
COUNTIES MANUKAU	2	-	-	-	-	-	-	-	-	2	-	-	-	-	2	1	3	-	5
MIDLAND	2	-	2	1	-	-	-	-	-	5	-	-	-	1	-	-	1	-	6
WAIKATO	1	-	1	1	-	-	-	-	-	3	-	-	-	1	-	-	1	-	4
LAKES	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
BAY OF PLENTY	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
CENTRAL	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1
MIDCENTRAL	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1
SOUTHERN	-	-	-	-	-	-	-	2	1	3	-	-	-	1	-	-	1	-	4
CANTERBURY	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1
SOUTHERN	-	-	-	-	-	-	-	2	1	3	-	-	-	-	-	-	-	-	3
TOTAL	7	-	4	1	-	-	1	2	2	17	-	-	-	9	2	1	12	-	29

**Table 16. NGO NZ European ICAMH/AOD Workforce (Headcount, 2016)**

NGO NZ EUROPEAN WORKFORCE 30 JUNE 2016 (HEADCOUNT)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB-TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON-CLINICAL	NON-CLINICAL SUB-TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	19	1	1	1	-	-	1	-	2	25	-	-	-	7	6	1	14	5	44
NORTHLAND	5	1	1	-	-	-	-	-	-	7	-	-	-	-	3	-	3	3	13
WAIEMATA	-	-	-	-	-	-	-	-	1	1	-	-	-	-	3	-	3	-	4
AUCKLAND	13	-	-	1	-	-	-	-	1	15	-	-	-	7	-	-	7	2	24
COUNTIES MANUKAU	1	-	-	-	-	-	1	-	-	2	-	-	-	-	-	1	1	-	3
<b>MIDLAND</b>	8	-	2	1	3	-	1	9	6	30	-	-	-	10	4	9	23	2	55
WAIKATO	7	-	2	1	1	-	-	1	3	15	-	-	-	8	2	-	10	1	26
LAKES	-	-	-	-	2	-	-	1	2	5	-	-	-	1	2	6	9	-	14
BAY OF PLENTY	1	-	-	-	-	-	-	6	-	7	-	-	-	-	-	3	3	1	11
TAIRAWHITI	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1
TARANAKI	-	-	-	-	-	-	-	1	1	2	-	-	-	1	-	-	1	-	3
<b>CENTRAL</b>	2	1	-	-	-	2	-	-	6	11	-	-	1	7	9	-	19	1	31
HAWKE'S BAY	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1
MIDCENTRAL	1	1	-	-	-	-	-	-	-	2	-	-	-	1	9	-	10	1	13
WHANGANUI	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
CAPITAL & COAST	-	-	-	-	-	2	-	-	-	2	-	-	-	1	-	-	1	-	3
HUTT VALLEY	-	-	-	-	-	-	-	-	6	6	-	-	-	-	-	-	2	-	8
WAIRARAPA	1	-	-	-	-	-	-	-	-	1	-	-	-	4	-	-	4	-	5
<b>SOUTHERN</b>	2	5	2	8	1	1	3	7	29	58	-	-	2	42	15	4	63	14	135
WEST COAST	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	-	3
NELSON MARLBOROUGH	-	-	-	1	-	-	-	-	-	1	-	-	-	1	6	-	7	-	8
CANTERBURY	2	1	-	-	-	-	1	2	15	21	-	-	-	16	9	2	27	3	51
SOUTH CANTERBURY	-	-	2	4	-	-	-	2	1	9	-	-	-	3	-	-	3	2	14
SOUTHERN	-	4	-	3	1	1	2	3	13	27	-	-	2	19	-	2	23	9	59
<b>TOTAL</b>	31	7	5	10	4	3	5	16	43	124	-	-	3	66	34	14	119	22	265

**Table 17. NGO Other Ethnicity ICAMH/AOD Workforce (Headcount, 2016)**

NGO OTHER ETHNICITY WORKFORCE 30 JUNE 2016 (HEADCOUNT)	ALCOHOL & DRUG	CO-EXISTING PROBLEMS	MENTAL HEALTH NURSE	OCCUPATIONAL THERAPIST	PSYCHIATRIST	PSYCHOTHERAPIST	PSYCHOLOGIST	SOCIAL WORKER	OTHER CLINICAL	CLINICAL SUB- TOTAL	CULTURAL	SPECIFIC LIAISON	MENTAL HEALTH CONSUMER	MENTAL HEALTH SUPPORT	YOUTH WORKER	OTHER NON- CLINICAL	NON-CLINICAL SUB- TOTAL	ADMINISTRATION/ MANAGEMENT	TOTAL
<b>NORTHERN</b>	-	-	-	-	-	-	1	-	-	1	-	-	-	4	-	1	5	2	8
NORTHLAND	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1
AUCKLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	1	3
COUNTIES MANUKAU	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	3	1	4
<b>MIDLAND</b>	2	-	-	-	1	-	1	2	-	6	-	-	-	-	1	-	1	-	7
WAIKATO	1	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	2
LAKES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
BAY OF PLENTY	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
TAIRAWHITI	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1
TARANAKI	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	2
<b>CENTRAL</b>	-	-	-	-	-	-	-	-	1	1	-	-	-	1	-	-	1	2	4
CAPITAL & COAST	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1
HUTT VALLEY	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	2	3
<b>SOUTHERN</b>	2	1	-	-	-	1	-	-	5	9	-	-	-	8	-	-	8	-	17
CANTERBURY	1		-	-	-	-	-	-	5	6	-	-	-	7	-	-	7	-	13
SOUTHERN	1	1	-	-	-	1	-	-	-	3	-	-	-	1	-	-	1	-	4
<b>TOTAL</b>	4	1	-	-	1	1	2	2	6	17	-	-	-	13	1	1	15	4	36

Table 18. Total Ethnicity of the ICAMH/AOD Workforce by DHB Area (2016)

2016 TOTAL WORKFORCE ETHNICITY (HEADCOUNT)	NZ EUROPEAN			OTHER			MĀORI			PACIFIC			ASIAN			DHB	NGO	TOTAL
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL			
<b>NORTHERN</b>	<b>288</b>	<b>44</b>	<b>332</b>	<b>74</b>	<b>8</b>	<b>82</b>	<b>59</b>	<b>53</b>	<b>112</b>	<b>66</b>	<b>30</b>	<b>96</b>	<b>44</b>	<b>18</b>	<b>62</b>	<b>531</b>	<b>153</b>	<b>684</b>
Northland	33	13	46	-	1	1	17	8	25	-	2	2	1	-	1	51	24	75
Waitemata	80	4	84	43	-	43	13	3	16	33	-	33	14	1	15	183	8	191
Auckland Inpatient	51	-	51	-	-	-	5	-	5	8	-	8	10	-	10	74	-	74
Auckland Community	94	24	118	9	3	12	11	15	26	5	4	9	6	12	18	125	58	183
Counties Manukau	30	3	33	22	4	26	13	27	40	20	24	44	13	5	18	98	63	161
<b>MIDLAND</b>	<b>88</b>	<b>54</b>	<b>142</b>	<b>53</b>	<b>7</b>	<b>60</b>	<b>33</b>	<b>83</b>	<b>116</b>	<b>3</b>	<b>9</b>	<b>12</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>187</b>	<b>159</b>	<b>346</b>
Waikato	34	25	59	23	2	25	6	40	46	-	7	7	10	4	14	73	78	151
Lakes	10	14	24	11	1	12	4	10	14	-	-	-	-	1	1	25	26	51
Bay of Plenty	28	11	39	15	1	16	6	30	36	2	1	3	-	1	1	51	44	95
Tairāwhiti	5	1	6	-	1	1	14	2	16	1	1	2	-	-	-	20	5	25
Taranaki	11	3	14	4	2	6	3	1	4	-	-	-	-	-	-	18	6	24
<b>CENTRAL</b>	<b>231</b>	<b>31</b>	<b>262</b>	<b>22</b>	<b>4</b>	<b>26</b>	<b>44</b>	<b>29</b>	<b>73</b>	<b>22</b>	<b>6</b>	<b>28</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>329</b>	<b>71</b>	<b>400</b>
Hawke's Bay	22	1	23	4	-	4	8	4	12	-	1	1	-	-	-	34	6	40
MidCentral	26	13	39	4	-	4	6	5	11	-	2	2	2	1	3	38	21	59
Whanganui	10	1	11	9	-	9	1	6	7	-	-	-	1	-	1	21	7	28
Capital & Coast Inpatient	23	-	23	-	-	-	6	-	6	5	-	5	1	-	1	35	-	35
Capital & Coast Community	94	3	97	3	1	4	19	7	26	17	3	20	5	-	5	138	14	152
Hutt	43	8	51	2	3	5	1	5	6	-	-	-	1	-	1	47	16	63
Wairarapa	13	5	18				3	2	5	-	-	-	-	-	-	16	7	23
<b>SOUTHERN</b>	<b>253</b>	<b>135</b>	<b>388</b>	<b>43</b>	<b>17</b>	<b>60</b>	<b>17</b>	<b>36</b>	<b>53</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>10</b>	<b>4</b>	<b>14</b>	<b>326</b>	<b>196</b>	<b>522</b>
Nelson Marlborough	49	8	57	-	-	-	-	6	6	-	-	-	-	-	-	49	14	63
West Coast	7	3	10	-	-	-	3	-	3	-	-	-	-	-	-	10	3	13
Canterbury Inpatient	50	-	50	4	-	4	4	-	4	2	-	2	4	-	4	64	-	64
Canterbury Community	84	51	135	27	13	40	7	16	23	-	1	1	3	1	4	121	82	203
South Canterbury	1	14	15	7	-	7	2	-	2	-	-	-	1	-	1	11	14	25
Southern	62	59	121	5	4	9	1	14	15	1	3	4	2	3	5	71	83	154
<b>TOTAL</b>	<b>860</b>	<b>264</b>	<b>1,124</b>	<b>192</b>	<b>36</b>	<b>228</b>	<b>153</b>	<b>201</b>	<b>354</b>	<b>94</b>	<b>49</b>	<b>143</b>	<b>74</b>	<b>29</b>	<b>103</b>	<b>1,373</b>	<b>579</b>	<b>1,952</b>

## APPENDIX E: DHB & NGO WORKFORCE SURVEY FORM

### SECTION 1: DHB PROVIDER ARM LIST OF INFANT, CHILD & ADOLESCENT MENTAL HEALTH/AOD SERVICES

In this section, we have provided a list of **DHB funded Infant, Child & Adolescent Mental Health/AoD Services** extracted from the draft 2015/2016 Price Volume Schedules provided by the Ministry of Health for your verification. Please feel free to amend or add any **other DHB funded Child & Adolescent Contracted Services** that are not included in the table below:

**Table 1: DHB funded Child & Adolescent Mental Health Contracted Services as at 30<sup>th</sup> June 2016**

PURCHASE UNIT CODE	PURCHASE UNIT DESCRIPTION	VOLUME	UNIT

**Infant, Child & Adolescent Mental Health/AoD Services** are defined by this survey as all **Mental Health/AoD Services provided specifically for ages 0-19 years**. To capture how your services are structured, please list your service teams including any specialist Māori or Pasifika teams and the age group for which they provide services.

SERVICE TEAMS	AGE GROUP

Does your service provide/deliver:

❖ Care Pathways/Support specifically for trans\* and gender diverse youth?

☐

YES

☐

NO

☐

DON'T KNOW

❖ Any of the following Parenting Programmes (Select as many that apply)?

☐

Incredible Years

☐

Triple P

☐

Parent Child Interaction Therapy (PCIT)

☐

Other (Please Specify below):

Please indicate whether you use the following Cultural Health Models in your Service Delivery:

❖ **Māori Health Models (e.g. Te Whare Tapa Wha)**

☐

YES

☐

NO

☐

DON'T  
KNOW

If Yes, please specify:

❖ **Pacific Health Models (e.g. Fonofale Model)**

☐

YES

☐

NO

☐

DON'T  
KNOW

If Yes, please specify:

**SECTION TWO: WORKFORCE INFORMATION:**

<b>ANNUAL STAFF TURNOVER</b>	
No of Staff (Headcount) as at 1 <sup>st</sup> July 2015:	
No of Staff (Headcount) as at 30 <sup>th</sup> June 2016:	
No of Staff (Headcount) who have left during the 1 year period:	
<b>Occupation of Staff who have left:</b>	<b>Reason for Leaving</b>
<b>CURRENT &amp; FUTURE WORKFORCE</b>	
What are your service's current top 3 workforce gaps/challenges?	
What do you think your workforce gaps/challenges may be in 10 years' time?	

## DHB: SERVICE/TEAM

Please ensure the workforce information is provided for the *DHB funded Infant, Child & Adolescent Mental Health/AoD Contract* as at 30<sup>th</sup> June, 2016 only (as outlined in Table 1).

To calculate FTEs = Number of Hours worked per week divided by 40 hours

For example: FTE calculation for 20 hours worked: 20/40 = 0.5 FTEs

TABLE 1: EMPLOYEE GROUP	ACTUAL FTEs (AS AT 30 <sup>TH</sup> JUNE 2016)	VACANT FTEs (AS AT 30 <sup>TH</sup> JUNE 2016)
Alcohol & Drug Practitioners		
Co-Existing Problems Clinicians		
Counsellors		
Mental Health Nurses/Registered Nurses		
Occupational Therapists		
Child Psychiatrists		
Adult Psychiatrists or other Senior Medical Officers		
Psychotherapists		
Registered Psychologists		
Social Workers		
Family Therapists		
Other Clinical (please state in the spaces below)		
Clinical Placements/Interns (please list below)		
Liaison/Consult Liaison Appointment		
Kaumātua, Kuia		
Advocacy/Peer Support-Consumers		
Advocacy/Peer Support-Family/Whānau		
Youth Consumer Advisors		
Family/Whanau Advisors		
Mental Health Support Workers/Kaiawhina/Kaiatawhai		
Youth Workers		
Other Non-Clinical Support (for clients) (please list in spaces below)		
Whānau Ora Practitioners		
Needs Assessors & Service Co-ordinators		
Educators		
Specific Cultural Positions not listed (please list in spaces below)		
Administration		
Management		
Other (please state in spaces below)		
<b>TOTAL</b>		

\*Count from departure of previous employee or establishment of new position.



**ETHNICITY OF THE WORKFORCE AS AT 30<sup>th</sup> JUNE 2016. Please confirm ethnicity with the individual.**

TABLE 2: ETHNICITY	MĀORI		PACIFIC*		ASIAN*		NZ EUROPEAN		OTHER*		TOTAL FTES
	Actual FTES	Head Count	Actual FTES	Head Count	Actual FTES	Head Count	Actual FTES	Head Count	Actual FTES	Head Count	FTES in this column should equal to Table 1
Alcohol & Drug Practitioners											
CEP Clinicians											
Counsellors											
Mental Health Nurses											
Occupational Therapists											
Child/Adolescent Psychiatrists											
Adult Psychiatrists/Other SMO											
Psychotherapists											
Registered Psychologists											
Social Workers											
Family Therapists											
Other Clinical (please list below)											
Clinical Placements/Interns (please list below)											
Liaison/Consult Liaison Appointment											
Kaumātua, Kuia											
Advocacy/Peer Support-Consumers											
Advocacy/Peer Support-Family/Whānau											
Youth Consumer Advisors											
Family/Whānau Advisors											
Mental Health Support Workers/Kaiawhina/Kaiatawhai											
Youth Workers											
Other Non-Clinical Support (for clients) (please list in spaces below)											
Whānau Ora Practitioners											
Needs Assessors & Service Co-ordinators											
Educators											
Specific Cultural Positions not listed (please list in spaces below)											
Administration											
Management											
Other (please state in spaces below)											
<b>TOTAL</b>											

CONTACT DETAILS: NAME/PHONE/EMAIL

**Thank you**

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**Werry Workforce Whāraurau for Infant, Child  
and Adolescent Mental Health Workforce Development**

[www.werryworkforce.org](http://www.werryworkforce.org)

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