



2018 Workforce Stocktake

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

MIDLAND REGION

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2018 STOCKTAKE

OF

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

MIDLAND REGION

**WERRY WORKFORCE WHĀRAURAU
FOR INFANT, CHILD AND ADOLESCENT
MENTAL HEALTH
WORKFORCE DEVELOPMENT**

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Special thanks to all staff within DHB services, NGOs and PHOs who have contributed to the 2018 *Stocktake*.

FOREWORD

Welcome to the 8th Biennial Stocktake of the ICAMH/AoD Workforce. 2019 is a seminal year for the mental health sector and we trust that this document will prove a very useful tool in the planning and decision making needed to move our sector ahead.

In our 2016 Stocktake, we noted the significant increase in the rates of young people accessing mental health services and the simultaneous plateauing of funding for ICAMH/AOD services. We noted the inequitable allocation that ICAMHS received of the total mental health funding. These themes continued and contributed to the significant concerns and stressors being conveyed by tangata whai ora, families and also by services and practitioners. Our dreadful suicide rates, including those for young people, continued to be shameful. This year we are pleased to see PHO services included in larger numbers for the first time.

In 2018, the Government Inquiry into Mental Health and Addictions held many public and private interviews with stakeholders and received more than 5,000 submissions. The public meetings heard many raw, honest and often upsetting stories from people who want care and support to be more easily accessed, be more whānau centred, and be more flexible and culturally responsive. The report heard the significant level of stress and frustration families had experienced in their attempts to get timely care and support for their loved ones in times of crisis.

In late May 2019, the Government responded to the 40 recommendations. It accepted eight recommendations as proposed, and variously agreed to another 30 (in principle or as requiring more consideration). Two were rejected: setting a suicide reduction target of 20%, and establishing a Wellbeing Commission.

The 2019 Budget announcements included very welcome and significant investment in wellbeing, especially for mental health. We look forward to supporting the very critical workforce development, and recruitment needed to achieve the goals set out in the inquiry report, *He Ara Oranga* and made possible by the new funding. We are excited for the development of new primary mental health services, increases in services for addictions and forensics, as well as firming up the specialist health services.

With all the expected development, innovation and improved access, we will maintain a strong focus on early intervention, children and young people, the generational impact of trauma and adverse childhood events (ACEs), supporting parents in their important role of growing happy and resilient young people – particularly those parents who have their own issues of mental health and addictions.

We look forward to working with you.

Sue Dashfield
Director

EXECUTIVE SUMMARY

This is the eighth *Stocktake* of the Infant, Child and Adolescent Mental Health/Alcohol and Other Drugs (ICAMH/AOD) workforce and service users 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) and Primary Health Organisations (PHOs), national, regional and local planners and funders, and service leaders across sectors to assess current capacity and accurately plan for future service and workforce development.

This report provides a snapshot of activity undertaken during 2018 by DHB and non-DHB service providers. As this is the eighth *Stocktake*, 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 high quality, widely available and easily accessible services for all.

NATIONAL FINDINGS

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

Potential current and future demand for services: Population data and projections:

- From 2016 to 2018, there was very little projected growth in the overall 0-19-year population (by 0.4%) with an overall 2% growth projected from the 2018 to 2028 period.
- Infants, children and adolescents (0-19 years) make up 26% of New Zealand's total population:
 - **Māori:** 26% of the total 0-19 years population with a young age structure and a growing population (11% growth projected by 2028).
 - **Pacific:** 10% of the total 0-19 years population, a growing population (9% growth projected by 2028) and also have a young age structure.
 - **Asian:** 14% of the total 0-19-year population, is the third largest ethnic group and a rapidly growing population (32% growth projected by 2028, the largest growth out of the four ethnic groups).
 - Māori and Pacific children and youth continue to experience lower socioeconomic status and experience mental health disorders at higher levels than the general population, and the Asian population is largely an immigrant population and the consequences of the immigration process can increase the risk of developing mental health problems indicating a continuing need for mental health services. Services would need to take these population trends and projections into consideration when planning for local service and workforce development activities according to need.

SERVICE USER ACCESS TO ICAMH/AOD SERVICES

Actual demand for services: PRIMHD service user access data:

- Access to ICAMH/AOD services from 2015 to 2017:
 - 7% increase in the overall number of 0-19 year service users accessing ICAMH services; 8% increase in DHB services; 4% increase in NGOs.
 - 76% of service users continued to be seen by DHBs; 24% were seen by NGOs.
 - Overall, the 0-19-year access rate (3.03%) exceeded the target rate of 3.0% (Mental Health Commission, 1998).

- Access rates by age group showed rates exceeding the target rates for 0-9 (1.07%) (1.0% target rate) and 15-19 (6.34%) (5.5% target rate) year age groups only, while the access rate (3.67%) remained below the target rate for the 10-14-year age group (3.9% target rate).
- Improvements in access rates were also seen for Māori, Pacific and Asian 0-19 years service users:
 - Māori service users made up 33% of all service users with an improvement in access rates from 3.66% to 3.89% from the 2015 to 2017 period. They continued to have the highest access rate out of four ethnic groups (Māori, Pacific, Asian and Other Ethnicity). While Māori access rates exceeded the overall target rates set by the MHC (3%), their current access rates fell short of the 6% rate recommended for Māori as they experience double the prevalence of mental health problems than do the general population.
 - Pacific service users made up 7% of service users with an improvement in in access rates for the same period, from 1.82% to 2.08%, but continuing to remain below the target rate of 3%.
 - Asian service users made up 4% of service users with an improvement in access rates, from 0.75% to 0.86%, but continuing to remain the lowest out of four ethnic groups and well below target rates.
- Access rates by region improved in all four regions with Midland (3.57%), Central (3.07%) and Southern (3.00%) all exceeding the 3% target rate. While an improvement was seen in the Northern region (from 2.60% to 2.75%), the access rate remained the lowest in the country and below target rates.
- Improving access to services for the 0-19 years population is pertinent as service user outcomes data (rated by the *Health of the Nation Outcome Scales for Children and Adolescents, HoNOSCA*, at admission and discharge from community child and adolescent mental health services) showed significant improvements in emotional related symptoms by time of discharge.

FUNDING FOR ICAMH/AOD SERVICES

Investment in the ICAMH/AOD sector for service and workforce development: Funding data for DHB and non-DHB services for the 2017/2018 financial year were extracted from Price Volume Schedules (PVS) supplied by the MOH.

From 2016 to 2018:

- 4.5% increase in funding for ICAMH/AOD services (including Youth Primary Mental Health funding).
- 0.5% increase for DHB services, 17.6% for non-DHB services.
- Largest increase: Youth Forensic Services by 39%.
- 6% increase in funding per head for the 0-19-year population, from \$129.93 to \$137.33 (excluding inpatient funding).

ICAMH/AOD WORKFORCE

Workforce capacity: The following information is derived from the Werry Workforce Whāraurau workforce survey, comprising actual and vacant full time equivalents (FTEs) by ethnicity and occupation, submitted by 20 DHB (Inpatient & Community) ICAMH/AOD services, including the National Youth Forensic Service, and 119 non-DHB services (108 NGOs & 11 PHOs), as at 30 June 2018.

- Workforce changes seen from 2016 to 2018:
 - 7% increase in overall ICAMH/AOD workforce
 - 1% increase in the DHB workforce
 - 21% increase in the non-DHB workforce
 - 5% increase in the clinical workforce.

- 13% increase in the non-clinical workforce (excluding Administration/Management staff).
- 15% increase in vacancies, with a vacancy rate of 9% overall. Vacancies were mainly in DHB services for clinical roles (90% of all vacancies reported).
- 20% annual staff turnover rate (DHB = 17%; non-DHB = 24%) mainly for Mental Health Support Workers, Nurses, Social Workers and Psychologists. Reasons for leaving included other job opportunities for better salaries; and relocating to another city/town within New Zealand or overseas.
- 19% increase in the overall Māori workforce, largely in the clinical workforce (by 29%)
- 18% increase in the Pacific workforce, largely in the clinical workforce (by 33%).
- 14% increase in the Asian workforce, largely in non-clinical roles.
- **Workforce capability (knowledge and skills):** The capability of the workforce was assessed by the *Real Skills Plus ICAMHS competency framework* (The Werry Centre, 2009b), via an online tool. This framework describes the knowledge, skills and attitudes needed to work with infants, children and young people who have mental health and/or alcohol or other drug (AOD) difficulties. *Real Skills Plus* team data from participating services in 2018 identified the following areas required for further development:
 - The DHB workforce met a number of **Core** level (practitioners working in specialist services focussing on mental health/AOD concerns) competencies which ranged from 65% to 96% of skills and knowledge required, and further development was indicated for the following:
 - **Intervention Skills (27%)**
 - **Assessment Knowledge (25%)**
 - **Intervention Knowledge (22%).**
 - **Skills for working with Infants (27%)**
 - **Knowledge and Skills for Leadership roles (18%).**
 - The non-DHB workforce met a number of **Primary** level competencies (for people in the primary sector) which ranged from 64% to 96% of skills and knowledge required, and further development was indicated for the following:
 - **Assessment Skills (31%)**
 - **Intervention Knowledge (20%)**
 - **Engagement Knowledge (20%).**
 - **Knowledge and Skills for working with Young People (20%)**
- The following workforce challenges were identified by the ICAMH/AOD services via the workforce survey:
 - **Lack of funding/limited resources**
 - **Recruitment and retention of specialist staff**
 - **Service demand outweighing workforce capacity**
 - **Working collaboratively with other services/agencies.**

RECOMMENDATIONS

Based on the current findings and in alignment with the direction set by the *Mental Health and Addiction Workforce Action Plan, 2017-2021* (Ministry of Health, 2017); *He Ara Oranga* (Government inquiry into Mental Health & Addiction, 2018), and within the context of what 1,000 young people who were surveyed by ActionStation said they would like (ActionStation, 2018), the following recommendations are made:

- **Increase and allocate appropriate levels of funding:** *Increase and ensure appropriate levels of funding are allocated for essential infrastructure, service and workforce development activities.*
- **Develop and provide early intervention programmes and services:**
 - *Develop and provide targeted early intervention programmes and parenting programmes*
 - *Provide and enhance school-based health education and services*
 - *Provide more alternative community-based services*
 - *Enhancing service user pathways from primary to secondary services via collaboration.*

- **Increase, strengthen and support primary level services and workforce through:**
 - *Targeted capacity, knowledge and skill development.*
- **Increase, strengthen and support the specialist ICAMH/AOD services and workforce through:**
 - ***Funding, planning and service re-design:*** *Use current resources more effectively and plan for future need and demand.*
 - ***Increasing workforce capacity:***
 - ***Recruitment:***
 - *Continue with targeted recruitment strategies*
 - *Expand and develop existing roles such as the peer workforce*
 - *Work collaboratively with other services to share resources.*
 - ***Retention:***
 - *Address high vacancies and staff turnover*
 - *Look after the workforce.*
 - ***Increasing workforce capability (knowledge and skills):***
 - *Identify current knowledge and skill levels for targeted development*
 - *Identify and strengthen cultural knowledge and skills*
 - *Enable access to targeted specialist training.*
- **Continue data collection and large-scale national studies:** *To inform on-going service and workforce development based on population needs.*

INTRODUCTION

The very first national *Stocktake of Child and Adolescent Mental Health Services* (Ramage et al., 2005) at the request of the Ministry of Health, was conducted in 2004. The data indicated deficiencies in access rates and workforce numbers were evident. However, at the time it was acknowledged that the information needed to be interpreted with caution as the DHB and NGO access data may have been incomplete.

At the recommendation of the Werry Workforce Whāraurau (then known as the Werry Centre) strategic framework for the infant, child and adolescent mental health services and workforce, *Whakamārama te Huarahi* (Wille, 2006), further national *Stocktakes* were considered to add value to the existing data, so would be conducted every two years. Stocktake data to date showed increases in funding to DHB and non-DHB ICAMH/AOD services, increases in the workforce and more service users accessing these services. However, they also highlighted ongoing deficiencies in workforce numbers, especially low numbers of Māori, Pacific and Asian staff relative to service users even though service users access rates remained below the benchmarks set by the Mental Health Commission's Blueprint Guidelines (Mental Health Commission, 1998).

This is the eighth *Stocktake* of the Infant, Child and Adolescent Mental Health and Alcohol and Other Drug (ICAMH/AOD) workforce and service user access rates conducted by Werry Workforce Whāraurau (formerly the Werry Centre). The accumulated data to date provides a unique opportunity to identify trends over time in both workforce and access rates, and to consider the interactions of funding, staffing and access especially as response rates from services remain high (99% for the previous Stocktakes) and continue to improve. The 2018 response rate was at 100%, indicating high levels of engagement with services and the usefulness of this information to planners, funders and service leaders.

This report provides a snapshot of activity undertaken in 2018 by District Health Board (DHB) providers and non-DHB service providers, non-government organisations (NGOs) and primary health organisations (PHOs). 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 alignment with current government priorities.

STRATEGIC DIRECTIONS

A number of strategic documents have informed and shaped the infant, child and adolescent mental health workforce to date¹:

- *Blueprint for Mental Health Services in New Zealand: How Things Need to Be* (Mental Health Commission, 1998)
- *Te Tahuu—Improving Mental Health 2005-2015: The Second New Zealand Mental Health and Addiction Plan* (Minister of Health, 2005)
- *Te Kokiri: The Mental Health and Addiction Plan 2006–2015* (Minister of Health, 2006)
- *Te Raukura—Mental Health and Alcohol and Other Drugs: Improving Outcomes for Children and Youth* (Ministry of Health, 2007)
- *The Mental Health and Addiction Action Plan* (Ministry of Health, 2010a)
- *Improving the Transition: Reducing Social and Psychological Morbidity during Adolescence* (Office of the Prime Minister's Science Advisory Committee, 2011)
- *The Youth Forensic Services Development report* (Ministry of Health, 2011)
- *Healthy Beginnings: Developing Perinatal and Infant Mental Health Services in New Zealand* (Ministry of Health, 2012b)
- *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)
- *Blueprint II* (Mental Health Commission, 2012c)

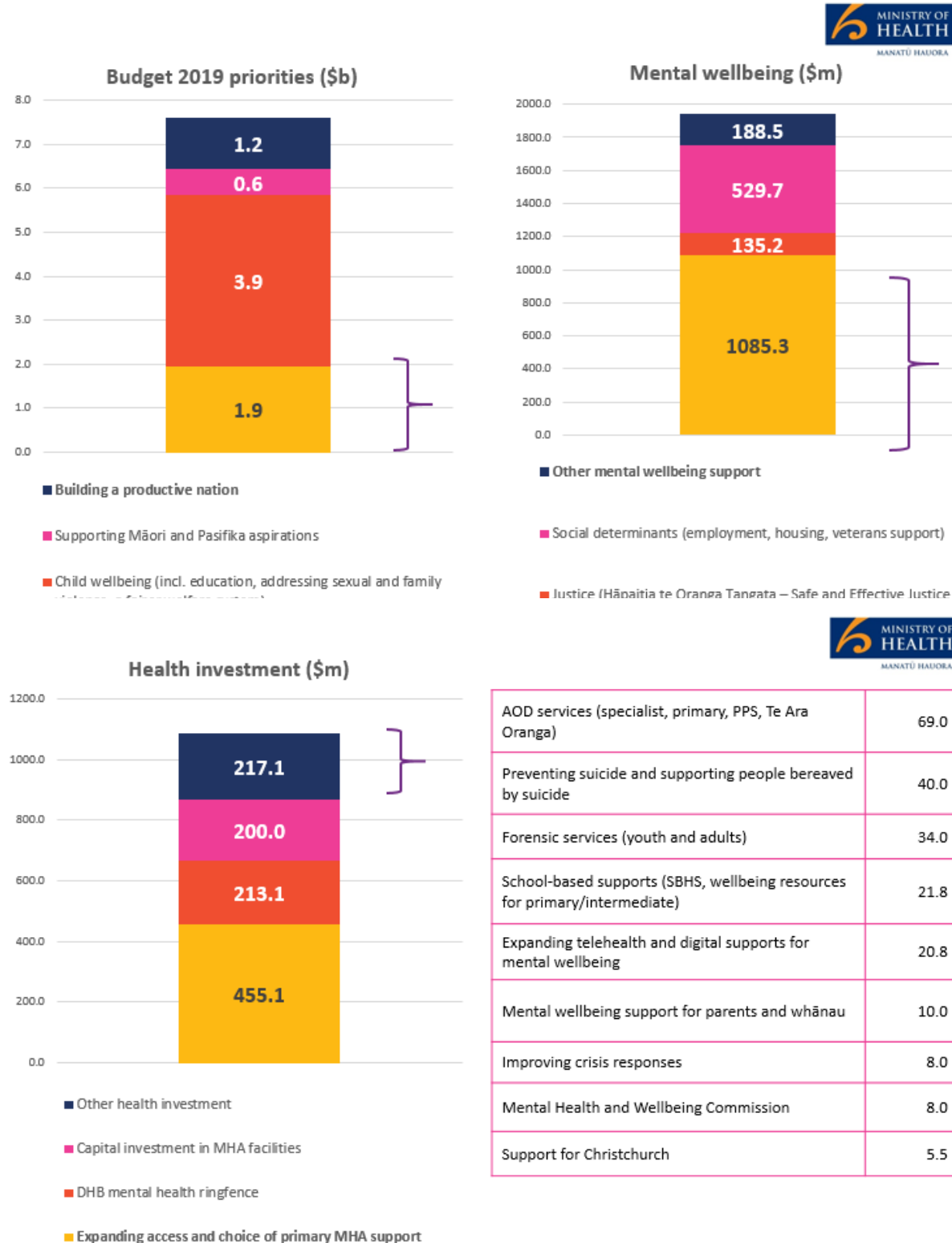
¹ For a summary of these documents, please refer to the 2016 Stocktake of Infant, Child and Adolescent Mental Health and Alcohol and Other Drug Services in New Zealand. Auckland: Werry Workforce Whāraurau for Infant, Child & Adolescent Mental Health Workforce Development, The University of Auckland.

- *Rising to the Challenge* (Ministry of Health, 2012c)
 - *The Children's Action Plan* (New Zealand Government, 2012)
 - *Prime Minister's Youth Mental Health Project (2012)*.
- **He Ara Oranga** (Government inquiry into Mental Health & Addiction, 2018) was an independent inquiry into mental health and addiction services commenced by the Government in 2018 after widespread concern about the state of mental health services in New Zealand voiced from within the mental health sector and the broader community, service users, their families and whānau, people affected by suicide, people working in health, media, Iwi and advocacy groups. Based on the extensive consultation work and information gathered, *He Ara Oranga* proposes a total of 40 recommendations for preventing and responding to mental health and addiction problems. Of this 40, seven are of relevance to children and young people:
 - **Expand access and choice** for those experiencing mild to moderate mental distress with a new access target of 20% (school-based mental and emotional well-being programmes, parenting programmes and perinatal support through national and community led initiatives).
 - **Transform primary care** to ensure people receive mental health/addiction support early and in their local communities (general practices, school-based services, and midwifery, Well Child Tamariki Ora, and NGO primary health services). Upskilling of the primary care workforce to respond appropriately to mental health and addiction challenges and increasing coordination between early childhood centres, schools and universities and other tertiary providers and child health and mental health services is required.
 - **Strengthen the NGO sector:** Funding insecurity, a lack of a genuine partnership with government and high compliance costs has impacted on their sustainability. A lead agency could improve the commissioning of health and social services with NGOs.
 - **Enhance wellbeing, promotion, and prevention** that addresses the wider social determinants that influence mental health and wellbeing would make significant inroads into improving mental health/addiction outcomes. A holistic response that includes supporting parents/caregivers with substance abuse and mental health problems, as well as embedding prevention services into the education system and workplace is required.
 - **Place people at the centre:** Embedding genuine co-design processes in mental health service planning by actively facilitating service user/consumer involvement, and supporting individuals and groups with the time, resources and training.
 - **Action on drugs and alcohol:** A stricter regulatory approach to the sale and supply of alcohol. Investigating replacing criminal sanctions for the possession of controlled drugs for personal use with a full range of treatment and detox services which, if sufficiently resourced, could have a positive impact for young people.
 - **Prevent suicide:** People who have experienced a high number of adverse childhood events (high ACE scores) are strongly correlated with an increased risk of suicidal behaviour (Smith, 2018, p. 3). Early intervention through school programmes designed to improve self-control and resilience during the transition from childhood to adulthood could also impact suicide prevention long term. Expanding the current multi-agency teams and programmes through schools, youth programmes and peer support organisations would require considered planning across government, considering the resources and training needed of the health and education workforce to support and sustain effective implementation.
 - Two of the 40 recommendations have been accepted, accepted in principle, or agreed to further consideration (Ministry of Health, 2019). The Government has rejected:
 - Directing the State Services Commission to report back with options for a locus of responsibility for social wellbeing, including, its form and location (a new social wellbeing agency, a unit within an existing agency or reconfiguring an existing agency) its functions.
 - Setting a target of 20% reduction in suicide rates by 2030, with Health Minister Dr David Clark saying, "every life matters, and one death by suicide is one death too many".

ALLOCATION OF THE BUDGET 2019:

The first step to progressing the recommendations proposed by *He Ara Oranga* (Government inquiry into Mental Health & Addiction, 2018) is the allocation of adequate funding. Investment in mental wellbeing has been identified as a priority in the 2019 Budget and was allocated \$1.9 billion over 5 years (Figure 1 shows a breakdown of allocated funding) (Ministry of Health, 2019).

Figure 1. Allocation of the Budget 2019



WORKFORCE DEVELOPMENT

In order to progress the strategies outlined for improving and meeting the mental health and wellbeing 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 are a constraint on improved service provision for infants, children, young people and their families. Therefore, increasing and strengthening the mental health/AOD workforce remains a key area of focus. In response to this, a number of mental health and addiction workforce development organisations (Werry Workforce Whāraurau, Te Pou o te Whakaaro Nui, Te Rau Ora, Le Va and Matua Raki) have been established that conduct work based on 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 infant, child and adolescent mental health and addiction sector had been 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, Werry Workforce Whāraurau (then known as 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 infant, child and adolescent mental health workforce.*
 2. *Increase the numbers of the infant, child and adolescent mental health workforce through training and enhanced career pathways.*
 3. *Increase the diversity of the infant, child and adolescent mental health workforce through the development of core competencies, new roles and new ways of working.*
 4. *Increase Māori and Pacific workforce numbers across all roles and parts of the sector.*
 5. *Increase clinical/cultural competencies throughout the infant, child and adolescent mental health workforce.*
 6. *Increase capacity of related sector workforces to provide mental health screening and, where appropriate, assessment and therapeutic intervention.*
 7. *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 was to reduce inequalities and improve access to services for Māori and Pacific peoples.
 - ***Blueprint II*** (Mental Health Commission, 2012) addressed the future direction and development of the workforce. 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), in ***The Children's Action Plan*** (New Zealand Government, 2012) and ***He Ara Oranga*** (2018) 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 ***Mental Health and Addiction Workforce Action Plan 2017-2021*** (Ministry of Health, 2017) outlines the priority areas and actions required for workforce development up to 2021, reiterating the need to focus on early intervention. The following four priority areas for workforce development have been identified (p. viii) and remain pertinent to progress the recommendations outlined in *He Ara Oranga*:

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 on the capacity and capability of the sector, service configuration and demand (access to service). Due to the comparatively small size and low profile of the sector, there was very little information detailing the infant, child and adolescent mental health/addiction workforce. To fill this gap, 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 in 2004 (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 the Mental Health Information National Collection (MHINC) and lack of data from NGOs on service user access to services. Furthermore, a need for centralised, regular, standardised data collection of workforce composition and access rates available for regional planning was identified in *Whakamārama te Huarahi* (Wille, 2006). This led to recommendations to conduct a biennial stocktake on the workforce and access to service. The dataset now covers data from 2004 to 2018.

This report presents the 2018 infant, child and adolescent population (0-19 years), mental health service user, funding, service and workforce data. It continues to provide a snapshot of the workforce providing infant, child and adolescent and youth primary mental health/AOD services; the population the workforce serves; the number of service users accessing services and how service user numbers compare with Blueprint access targets (Mental Health Commission, 1998).

METHOD

The workforce data collection for each *Stocktake* is informed by consultations with the Ministry of Health, the Werry Workforce Whāraurau team (including Youth Consumer, Māori and Pacific Advisors) and external Māori, Pacific and Asian advisory input.

The information in this report largely pertains to the World Health Organization definitions of infants and children (0-9 years) and adolescents (10-19 years). Where the term 'youth' is used, it refers to all persons between the ages of 15 and 24 and 'young people' refers to a combination of adolescents and youth (10-24 years).

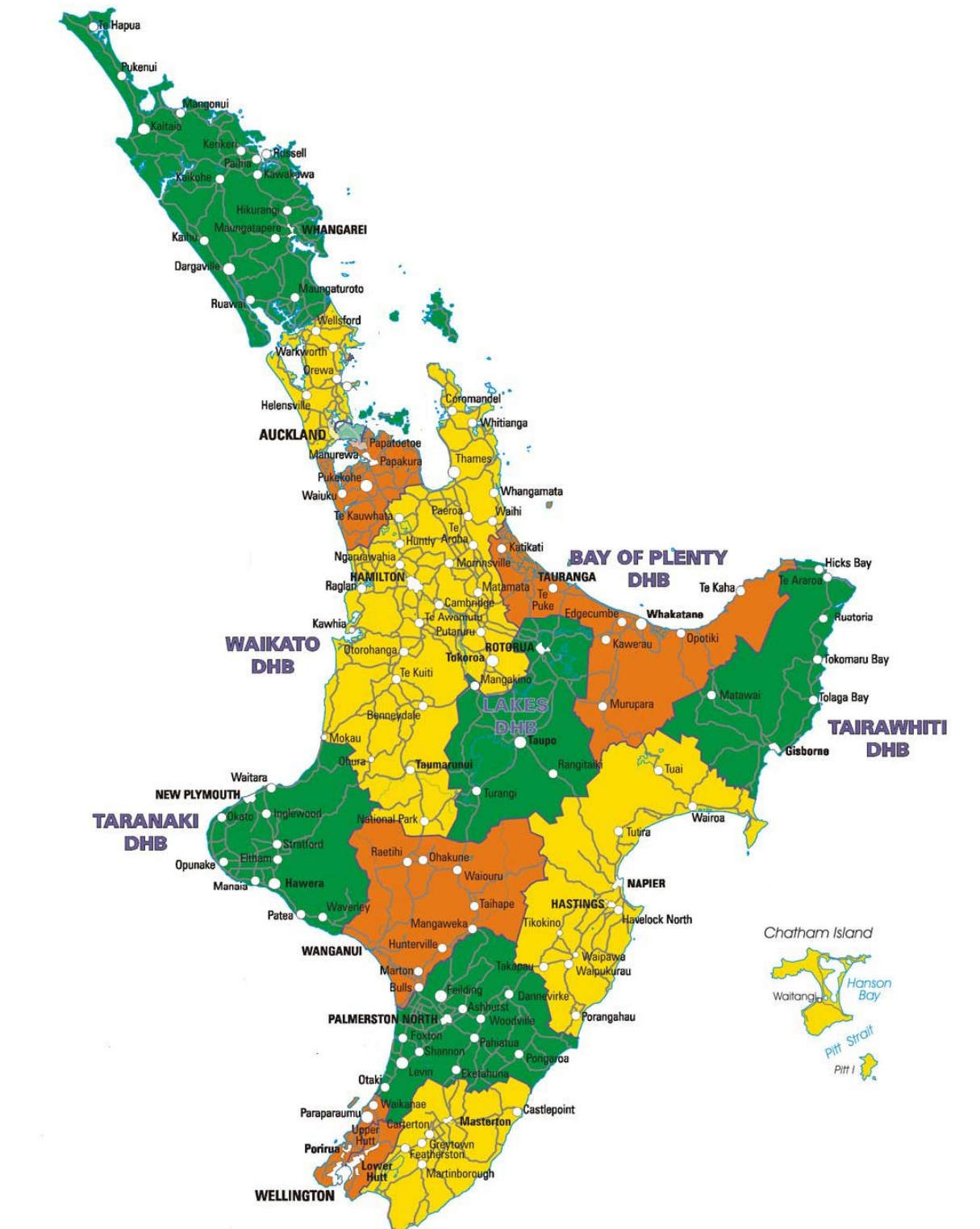
The 2018 *Stocktake* includes the following data:

- **Population:** Infant, child and adolescent population (defined by persons between the ages of 0-19) by ethnicity (census and projections, prioritised ethnicity) and DHB area (2016-2028). 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 individuals appears only once, hence the sum of the ethnic group populations will add up to the total New Zealand population.
 - Limitations: Due to the unavailability of the latest census data, projections based on the 2013 Census have been used. The use of projected population statistics tends to be less accurate than actual census data.

- **Funding:** Infant, child and adolescent mental health/Alcohol and Other Drug (ICAMH/AOD) and youth primary mental health funding data extracted from the Ministry of Health's Price Volume Schedules.
 - Notes and limitations: This report only includes ICAMH services coded to child and youth purchase unit codes (including alcohol & drug and forensic), with one exception: Tui Ora Limited (Taranaki DHB) moved FTEs from MHI44C to PHOMH001 (service) in 2017/18 (child and youth services), which are included; up to \$4.8m may be excluded from the report due to coding issues.
- **Workforce:** Includes workforce data from 20 DHB (Inpatient & Community) ICAMH/AOD services (including the National Youth Forensic Service), and 119 non-DHB service providers (108 NGOs and 11 PHOs) with a 100% response rate. Workforce data is collected and presented by actual and vacant full time equivalents (FTEs) and headcount by ethnicity and occupation as at 30 June 2018.
 - The Workforce Survey (Appendix E) was sent to all DHB Chief Executive Officers (CEOs) and Mental Health Managers in July 2018 and had a 100% response rate.
 - The list of non-DHB funded organisations contracted to provide ICAMH/AOD services from July 2017 to June 2018 was extracted from the 2017/2018 Price Volume Schedule. This included a total of 119 DHB funded, non-DHB providers (108 NGOs, Iwi Providers and 11 PHOs) who were surveyed by phone and email from November 2018 with a 100% response rate. This is the first time that specifically funded PHO (youth primary mental health) workforce data has been collected and presented.
 - Workforce data in the report are split into two categories: "clinical" and "non-clinical". The clinical workforce 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/care for service users and includes cultural workers (kaumātua, kuia or other cultural appointments), specific liaison appointments, mental health support workers, mental health consumers, and family workers. While workforce data are collected and reported by 'clinical' and 'non-clinical' workforce, DHBs recruit staff from various disciplines based on relevant skills and competencies required to fill a certain number of funded FTEs, therefore recruitment is not necessarily conducted according to these occupational groups.
 - **Limitations:**
 - Workforce data are subject to the quality of the data supplied by the service providers.
 - Variations in workforce data over time could be due to reporting by different staff members from the same agencies at each data collection point, therefore, as more accurate data are provided, previous data sets are updated to reflect this. Contractual changes may also account for some of the variances seen.
 - Ethnicity information is provided by managers and not by individuals themselves. The prioritisation of ethnicity when mixed ethnicity is reported may also occur at this level. Therefore, workforce ethnicity data should be interpreted with caution.
 - While these limitations apply to both DHB and non-DHB services, there are several specific factors that affect the quality of data from the non-DHB sector:
 - As well as MOH/DHB funding, many non-DHB services receive funding from different sources (i.e. Ministry of Social Development, Accident Compensation Corporation, and Youth Justice). Because of their unique blending of services, it can be difficult to identify which portion of funding sits with the specific MOH/DHB funded ICAMH/AOD contract.
 - Many non-DHB services provide a seamless service spanning all ages and 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 and is therefore, estimated.
 - Non-DHB contracts may be held by a single lead provider and contracts devolved to a number of other providers, this level of detail may not be reported, and services may be missed and therefore not included.

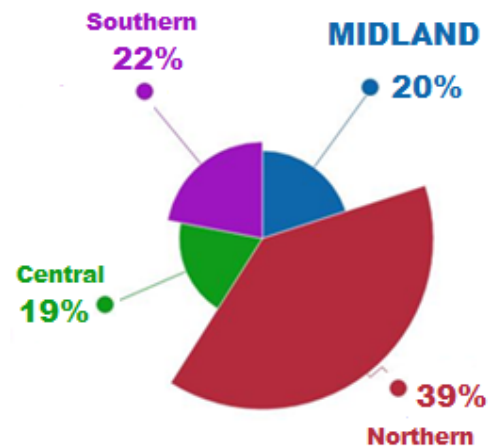
- Non-DHB services also receive a variable number of contracts over time, therefore it can be difficult to ascertain actual workforce trends for this workforce.
 - Rural areas have issues with recruiting and retaining qualified staff in the ICAMH area. Therefore, unfilled FTE funding may have to be returned to the funders, which can lead to caution around reporting on unfilled vacancies.
- **Service User:** Data on access to services by 0 to 19 year old service users is extracted from the Programme for the Integration of Mental Health Data (PRIMHD). The PRIMHD database contains service activity data as well as information on outcomes at local, regional and national levels. It contains information on the provision of secondary mental health and alcohol and drug services purchased by the Mental Health Group (Ministry of Health) and includes secondary, inpatient, outpatient and community care provided by DHBs and NGOs. DHBs and NGOs send their previous month's data electronically, i.e. referral, activity and outcomes data, to the PRIMHD system.
 - The service user access data reported are based on the *Service users by DHB of Domicile* (residence) for the second half of each year (July to December).
 - **Limitations:**
 - 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 service user management systems of each DHB and NGO.
 - Note: PRIMHD Service user data pertains to the most complete data available at the time of reporting (July – December 2017) and therefore, will not match the time period of the workforce data.
 - Improvements in service user access to services in this report could be partly a result of more services over time submitting data. Alternatively, decreases seen in the number of service users could also be a result of fewer numbers of NGOs contracted.
 - PRIMHD *does not* include:
 - NGO service user diagnoses, classifications or legal status; nor NGO service users outcome data.
 - Service user data from PHOs or general practitioners (GPs) contracted to deliver youth primary mental health or addiction services.
 - Service user access rates presented have been calculated by dividing all 0-19 year services users over a *six-month period* (July to December) by the corresponding population as conducted using the original MHC methodology; therefore, they may differ from the one-year period access rate calculations reported elsewhere.
 - **Limitations:**
 - Service user access rates are calculated using the best available population data at the time of reporting. Access rates calculated using census data are more accurate than those calculated using projections.

MIDLAND REGION INFANT, CHILD AND ADOLESCENT MENTAL HEALTH & AOD OVERVIEW

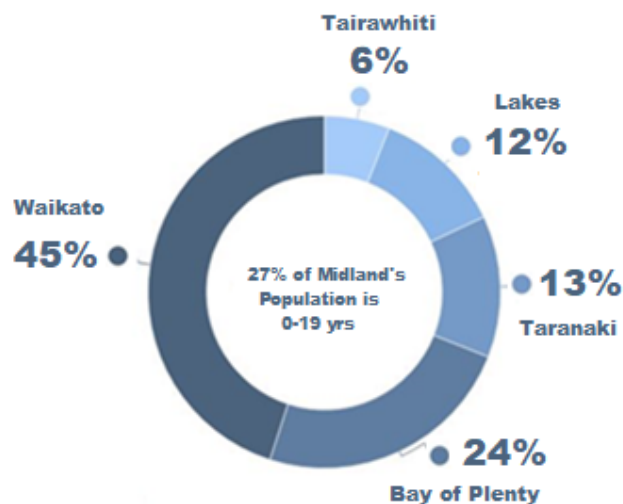
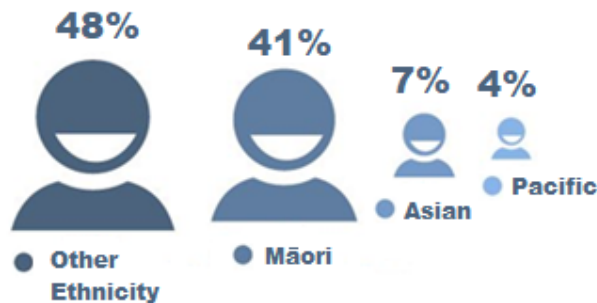


MIDLAND REGION INFANT, CHILD AND ADOLESCENT POPULATION PROFILE

- -0.1% projected decline in the overall 0-19 year population in the Midland region since 2016 (Appendix A, Table 1).
- Remains New Zealand's third largest (20%) infant, child and adolescent (0-19 years) population.
- Other Ethnicity (48%) make up the majority of the 0-19 year population, followed closely by Māori (41%), Asian (7%) and Pacific (4%).
- Majority of the population resided in Waikato (45%) and Bay of Plenty (24%) DHB areas.
- 10-year population projections indicated a declining 0-19 year population (-0.3%) by 2028.



- However, projections by ethnicity showed projected growth for Māori (by 9%), Pacific (by 28%) and the largest growth for the Asian (by 56%) (Appendix A, Table 2).



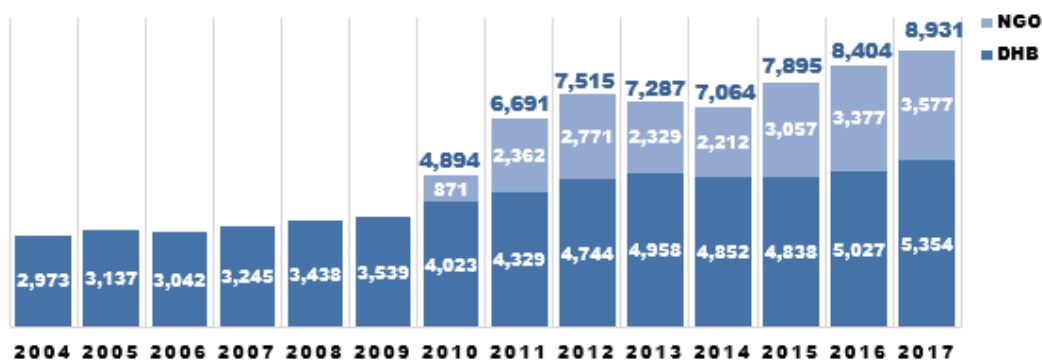
MIDLAND REGION SERVICE USER ACCESS TO ICAMH/AOD SERVICES

The service user access to service data (number of service users 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 *Service Users by DHB of Domicile* (residence) for the second six months of each year (July to December).

From 2015 to 2017:

- Increase in service users by 13% (Figure 1). Greater increase in both males (by 15%) and females (by 11%).

Figure 1. Midland Region 0-19 yrs Service User (2004-2017)

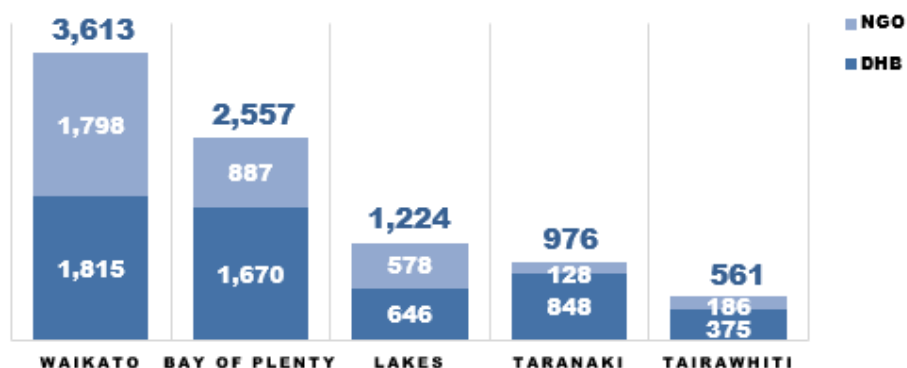


- Increases seen in all three age groups, especially younger service user: 0-9 year age group by 21% and 10-14 year age group by 26%.
- Four out of the five DHB areas showed increases in the number of service users with the largest increases seen in Lakes by 35% and Taranaki by 23%.

In the second six months of 2017:

- 54% of service users were males.
- 60% of all service users accessed DHB services.
- NGOs in Midland region proportionally saw more service users (40%) than do the NGOs in the other three regions in the country.
- 83% of all service users in the region are seen by services in the Waikato (40%), Bay of Plenty (29%) and Lakes (14%) DHB areas (Figure 2).

Figure 2. Midland Region 0-19 yrs Service User by DHB Area (2017)



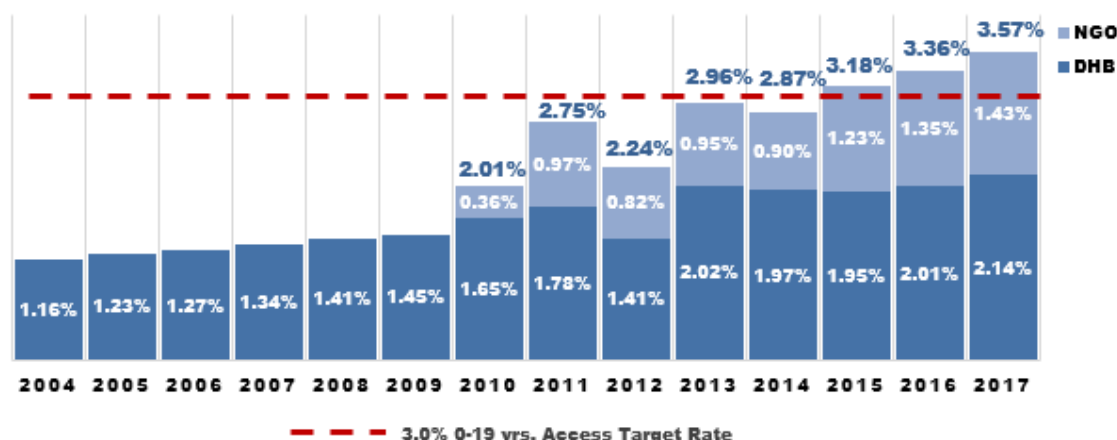
MIDLAND REGION SERVICE USER ACCESS RATES

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. Access rates are calculated by dividing the number of service users 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 service user lives (DHB of domicile). However, access rates are affected by the population data used.

From 2015 to 2017:

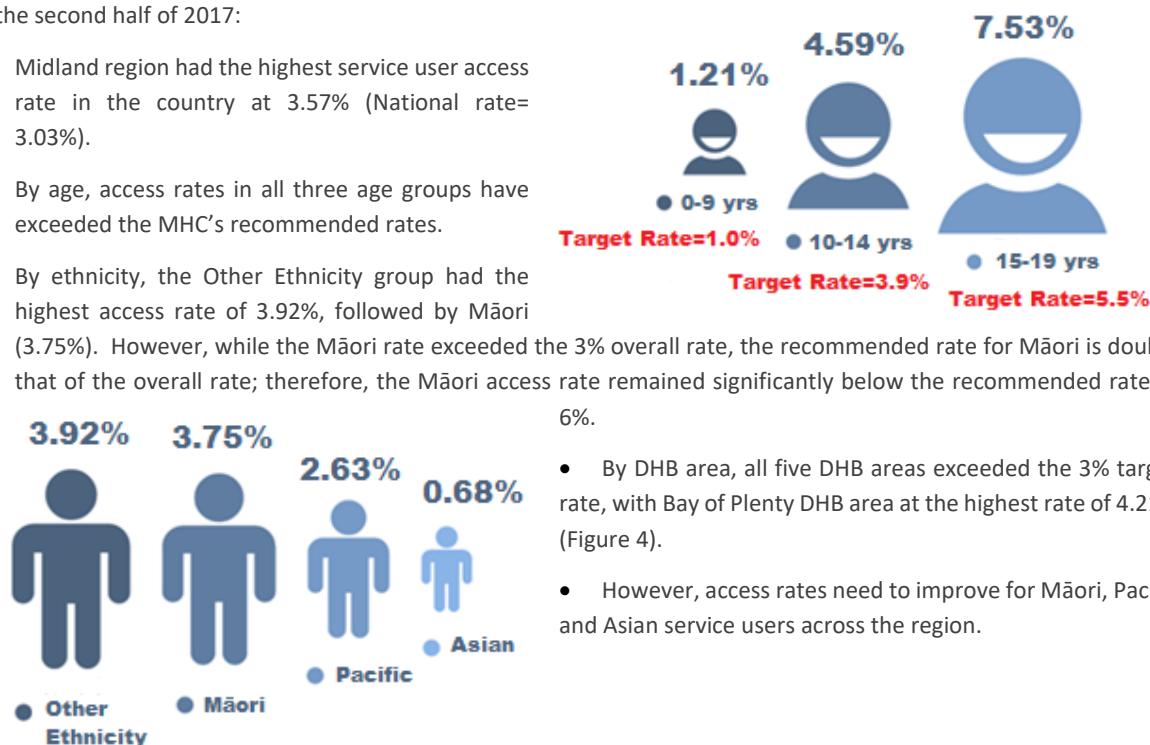
- Increase in the regional access rate from 3.18% to 3.57% (Figure 3). Increase in access rates seen in all three age groups, especially in the 10-14 year age group.
- While Lakes, Bay of Plenty, Waikato and Taranaki all showed an increase in access rates, Tairāwhiti showed a decrease. This decrease was seen only in the DHB service.

Figure 3. Midland Region 0-19 yrs Service User Access Rates (2004-2017)



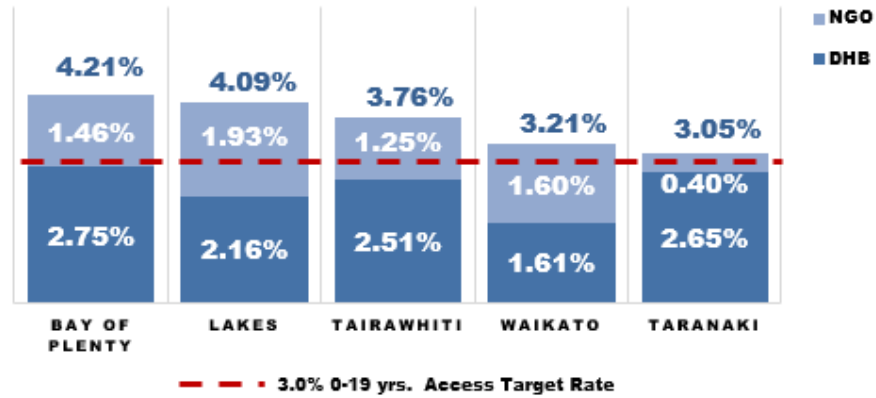
In the second half of 2017:

- Midland region had the highest service user access rate in the country at 3.57% (National rate= 3.03%).
- By age, access rates in all three age groups have exceeded the MHC's recommended rates.
- By ethnicity, the Other Ethnicity group had the highest access rate of 3.92%, followed by Māori (3.75%). However, while the Māori rate exceeded the 3% overall rate, the recommended rate for Māori is double that of the overall rate; therefore, the Māori access rate remained significantly below the recommended rate of 6%.



- By DHB area, all five DHB areas exceeded the 3% target rate, with Bay of Plenty DHB area at the highest rate of 4.21% (Figure 4).
- However, access rates need to improve for Māori, Pacific and Asian service users across the region.

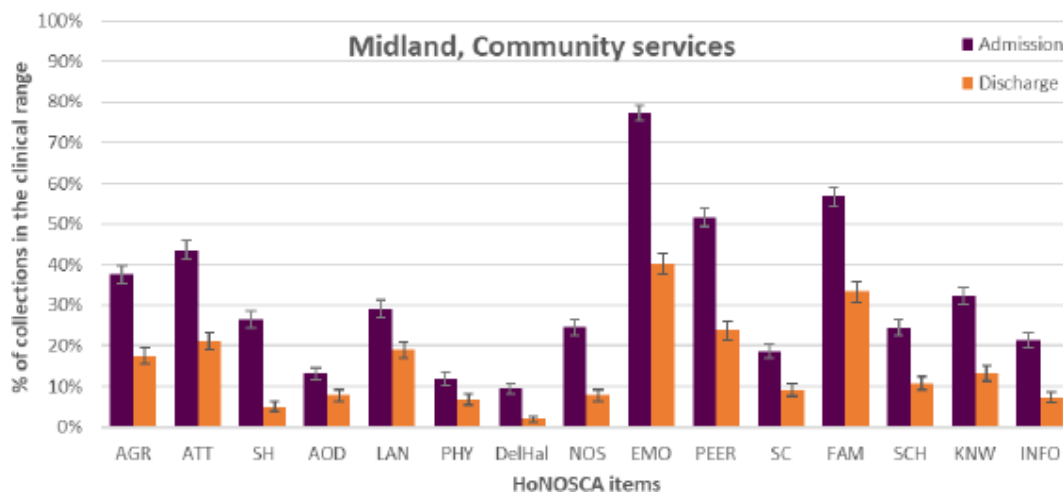
Figure 4. Midland Region 0-19 yrs Service User Access Rates by DHB Area (2017)



SERVICE USER OUTCOMES

To assess whether service users 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 aged 4-17 years at. Service user outcomes data for the 2018 period showed significant improvements across all items, especially for emotional related symptoms (EMO in Figure 5), by time of discharge from community mental health services for service users.

Figure 5. Midland Region Service User HoNOSCA Results (2018)



MIDLAND REGION FUNDING OF ICAMH/AOD SERVICES

From 2015/2016 to 2017/2018 financial year:

- 8% overall increase in regional funding for infant, child and adolescent mental health/AOD services.
- By provider, a 19% increase in non-DHB providers and 3% decrease in DHBs (Figure 6).
- By services, 10% increase in Child and Youth Mental Health Services, followed by a 9% increase for Youth Forensics and 8% for AOD services (Table 1).
- Increases in all five DHB areas, with the largest increase in Lakes non-DHB services by 89%.

Figure 6. Midland Region ICAMH/AOD Funding by Service Provider (2004-2018)

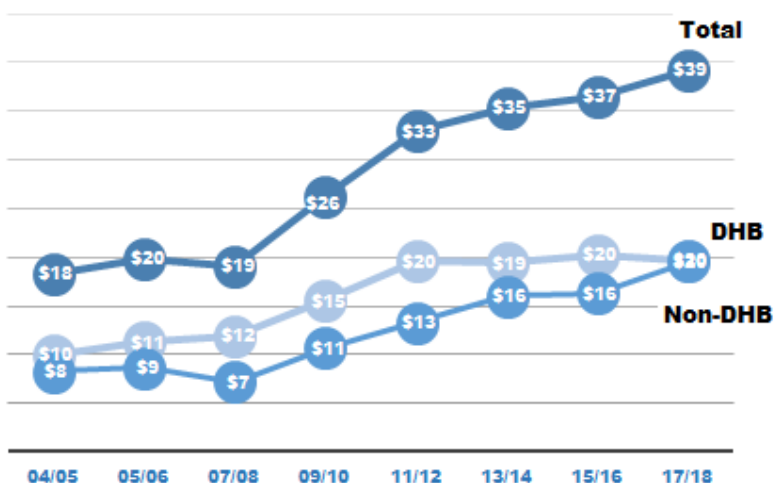


Table 1. Midland Region ICAMH/AOD Funding by Service (2008-2018)

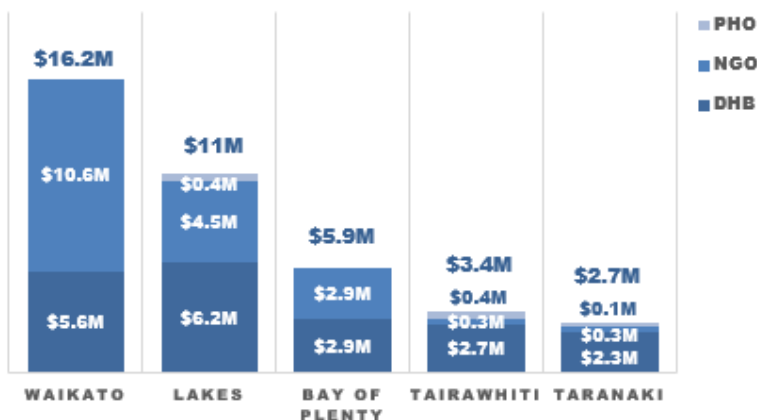
SERVICES	MIDLAND REGION FUNDING BY SERVICE (2008-2018)						
	07/08	09/10	11/12	13/14	15/16	17/18	% Chang6 (2018-2016)
Inpatient	\$138,679	\$164,429	\$15,501	\$15,872	\$154,585	\$163,992	6
Alcohol & Other Drugs	\$1,412,810	\$3,128,843	\$5,988,959	\$6,185,648	\$7,070,687	\$6,514,903	-8
Child & Youth Mental Health	\$17,558,156	\$19,399,770	\$25,550,552	\$27,232,215	\$26,909,115	\$29,539,683	10
Youth Forensic	-	-	\$769,191	\$1,966,644	\$1,990,727	\$2,177,556	9
Kaupapa Māori	-	\$3,469,541	\$649,284	-	-	-	-
Youth Primary Mental Health	-	-	-	-	\$398,725	\$916,464	*
TOTAL	\$19,109,645	\$26,162,583	\$32,973,487	\$35,400,380	\$36,523,840	\$39,312,598	8

Source: Ministry of Health Price Volume Schedule 2007-2016. *Now coded under General Mental Health. Updated July 2017. Not calculated

For the June 2017 to July 2018 financial year:

- Midland region provider services received 21% (\$39.3M) of the total national funding (\$183.3M) for ICAMH/AOD (Appendix C, Table 1).
- 75% of the funding was allocated to Child and Youth Mental Health Services, followed by AOD (17%) and Youth Forensics (6%).
- 2% was allocated to Youth Primary Mental Health Services.
- Midland was the only region where DHB and non-DHB provider services had almost equal proportions of the ICAMH/AOD funding. And in the Waikato DHB area, the non-DHB provider funding exceeded DHB

Figure 7. Midland Region ICAMH/AOD Funding by DHB Area (2018)



funding. Waikato non-DHB provider services had the largest proportion of the total regional funding (27%) (Figure 7).

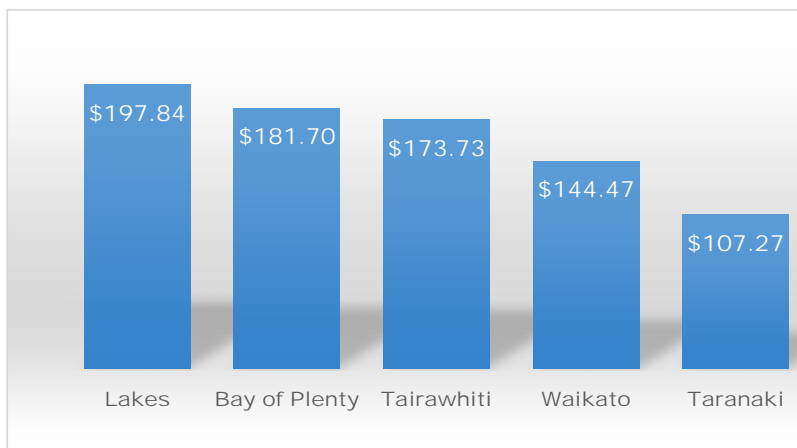
FUNDING PER HEAD OF INFANT, CHILD AND ADOLESCENT POPULATION

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 population aged 0-19 years, as only a small proportion access services. The effect of inter-DHB referrals is negligible for the Midland region (see Appendix B, Table 7).

From 2016-2018:

- 8% increase in the regional spend per head of the 0-19 years population, from \$145.61 to \$156.83 (inpatient costs excluded) (Appendix C, Table 2 & Figure 8). Increase seen in all five DHB areas.
- Lakes DHB area had the highest spend per 0-19 years population of \$197.84, while the Taranaki DHB area had the lowest spend at \$107.27 (Appendix C, Table 2).

Figure 8. Midland Region spend per 0-19 yrs Population (2018)



MIDLAND REGION PROVISION OF ICAMH/AOD SERVICES

Five DHBs provide a range of specialist community-based infant, child and adolescent mental health and AOD services in the Midland region: Waikato, Bay of Plenty, Lakes, Tairāwhiti and Taranaki DHBs.

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

Infant, child and adolescent mental health/AOD (ICAMH/AOD) services are also provided by DHB-funded non-DHB services and primary health organisations (PHOs). For the June 2017 to July 2018 period, 41 non-DHB services (including 2 PHOs) were identified as providing DHB-funded infant, child and adolescent mental health/AOD and youth primary mental health services in the Midland region.

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

Table 2. Waikato ICAMH/AOD Services (2017/2018)

WAIKATO DHB
Child & Adolescent Mental Health/AOD Services (Hamilton, Hauraki & Southern Cluster)
<i>Also provides services for: Eating Disorders, Infant Mental Health, Peer Support/Advocacy, Co-Existing Problems (CEP), COPMIA, Parenting Programmes: Parent Child Interaction Therapy (PCIT), Circle of Security</i>
WAIKATO DHB-FUNDED NON-DHB SERVICES
CARENZ LTD
Children & Youth Alcohol & Drug Community Services
EMERGE AOTEAROA
Child, Adolescent & Youth Mental Health Community Care with Accommodation
HAUORA WAIKATO MĀORI MENTAL HEALTH SERVICES
Child, Adolescent & Youth Alcohol & Drug Community Services
Infant, Child, Adolescent & Youth Acute Package of Care
Infant, Child, Adolescent & Youth Community Mental Health Services
Community Child, Adolescent & Youth Service for Co-existing Problems
K'AUTE PASIFIKA TRUST
Infant, Child, Adolescent & Youth Community Mental Health Services
NGA RINGA AWHINA O HAUORA TRUST
Infant, Child, Adolescent & Youth Community Mental Health Services
Child & Youth Intensive Clinical Support Service
Youth Forensic Specialist Community Service
ODYSSEY HOUSE TRUST
Child, Adolescent & Youth Alcohol & Drug Community Services
RAUKAWA CHARITABLE TRUST
Family Whānau Support Education, Information & Advocacy Service
Infant, Child, Adolescent & Youth Community Mental Health Services
Child, Adolescent & Youth Alcohol & Drug Community Services

WAIKATO DHB-FUNDED NON-DHB SERVICES CONTINUED
ROSTREVOR HOUSE
Infant, Child, Adolescent & Youth Community Mental Health Services
Family Whānau Support Education, Information & Advocacy Service
<i>TAUMARUNUI COMMUNITY KOKIRI TRUST</i>
Family Whānau Support Education, Information & Advocacy Service
Child, Adolescent & Youth Alcohol & Drug Community Services
Infant, Child, Adolescent & Youth Community Mental Health Services
<i>TE KOROWAI HAUORA O HAURAKI INC.</i>
Infant, Child, Adolescent & Youth Community Mental Health Services
Family Whānau Support Education, Information & Advocacy Service
Child, Adolescent & Youth Alcohol & Drug Community Services
<i>TE RUNANGA O KIRIKIROA</i>
Child, Adolescent & Youth Community Alcohol & Drug Services with Accommodation: Rongo Atea
YOUTH HORIZONS TRUST
Child & Youth Intensive Clinical Support Service
Infant, Child & Youth Planned Respite

Note: Italicised services are Kaupapa Māori services

Table 3. Lakes ICAMH/AOD Services (2017/2018)

LAKES DHB
Child & Adolescent Mental Health Services (Taupo/Turangi)
Infant, Child & Adolescent Mental Health Services (Rotorua)
<i>*Also receives funding/provides services for Eating Disorders & Co-Existing Problems (CEP)</i>

LAKES DHB-FUNDED NON-DHB SERVICES
EMERGE AOTEAROA
Child, Adolescent & Youth Mental Health Community Care with Accommodation
KPA PSYCHOLOGY
Transgender Youth - First Psychological Assessment
<i>MANAAKI ORA TRUST: TE UTUHINA MANAAKITANGA TRUST</i>
Children & Youth Alcohol & Drug Community Services
MENTAL HEALTH SOLUTIONS: PATHWAYS
Child, Adolescent & Youth Alcohol & Drug Community Services
STAND CHILDREN'S SERVICES: TU MAIA WHĀNAU
Infant, Child, Adolescent & Youth Community Mental Health Services

Note: Italicised services are Kaupapa Māori services

Table 4. Bay of Plenty ICAMH/AOD Services (2017/2018)

BAY OF PLENTY DHB
Maternal Infant Child & Adolescent Mental Health Service (Tauranga)
Voyagers Maternal Infant Child & Adolescent Mental Health Service (Whakatane)
Alcohol & Other Drugs Service (Whakatane & Tauranga)
Consult Liaison Service (Whakatane)
Eating Disorders Service (Whakatane & Tauranga)

BAY OF PLENTY DHB-FUNDED NON-DHB SERVICES
POU WHAKAARO: EBAT CHARITABLE TRUST
Child, Adolescent & Youth & Families with a Mental Health Disorder
EASTERN BAY PRIMARY HEALTH ALLIANCE
Youth Primary Mental Health Service
FAMILY LINK: WESTERN BAY OF PLENTY PRIMARY HEALTH ORGANISATION
Youth Primary Mental Health Service
MAKETU HEALTH & SOCIAL SERVICES
Kaupapa Māori Early Intervention & Other Drug Service Child, Adolescent & Youth
NGA KAKANO FOUNDATION
Kaupapa Māori Child, Adolescent & Youth Alcohol & Drug Community Services
NGA MATAAPUNA HAUORA: PIRIRAKAU HAUORA
Kaupapa Māori Infant, Child, Adolescent Community Mental Health Services
NGA MATAAPUNA HAUORA: TE MANU TOROA TRUST
Kaupapa Māori Infant, Child, Adolescent Community Mental Health Services
Peer Support Service for Child & Youth
NGA MATAAPUNA HAUORA: TE PUNA HAUORA KI UTA KI TAI
Kaupapa Māori Infant, Child, Adolescent Community Mental Health Services
NGA MATAAPUNA HAUORA: TE RUNANGA NGAI TAMAWHARIUA INC
Kaupapa Māori Community Child, Adolescent & Youth Service for Co-existing Problems
PATHWAYS HEALTH
Infant, Child, Adolescent & Youth Crisis Respite Service
POUTIRI CHARITABLE TRUST: TE IKA WHENUA MURAPARA
Kaupapa Māori Infant, Child, Adolescent & Youth Community Mental Health Services
Child, Adolescent & Youth Alcohol & Drug Community Services
POUTIRI CHARITABLE TRUST: TE TOI HUAREWA
Kaupapa Māori Infant, Child, Adolescent & Youth Community Mental Health Services
Child, Adolescent & Youth Alcohol & Drug Community Services
RAKEIWHENUA TRUST: TUHOE HAUORA
Child, Adolescent & Youth Alcohol & Drug Community Services
Kaupapa Māori Infant, Child, Adolescent & Youth Community Mental Health Services
TE POU ORANGA O WHAKATOHEA
Kaupapa Māori Child, Adolescent & Youth Alcohol & Drug Community Services
Infant, Child, Adolescent & Youth Community Mental Health Services
Peer Support Service for Children & Youth

BAY OF PLENTY DHB-FUNDED NON-DHB SERVICES CONTINUED
<i>TE RUNANGA O TE WHĀNAU CHARITABLE TRUST</i>
Kaupapa Māori Child, Adolescent & Youth Alcohol & Drug Community Services
<i>TE TOMIKA TRUST</i>
Kaupapa Māori Infant, Child & Adolescent & Youth Community Mental Health Services
THE SALVATION ARMY NEW ZEALAND TRUST
Child, Adolescent & Youth Alcohol & Drug Community Services
<i>TUWHARETOA KI KAWERAU HEALTH EDUCATION & SOCIAL SERVICES</i>
Kaupapa Māori Infant, Child & Adolescent & Youth Community Mental Health Services
Early Intervention & Other Drug Service Child, Adolescent & Youth
YOUTH HORIZONS TRUST
Child, Adolescent & Youth Intensive Clinical Support

Table 5. Tairāwhiti ICAMH/AOD Services (2017/2018)

TAIRAWHITI DHB
Child & Adolescent Mental Health/ AOD Services
<i>Also provides services for Eating Disorders, Infant Mental Health, Co-Existing Problems, Parenting Programmes: Incredible Years</i>
TAIRAWHITI DHB-FUNDED NON-DHB SERVICES
MIDLANDS REGIONAL HEALTH NETWORK CHARITABLE TRUST
Youth Primary Mental Health Service
<i>NGATI POROU HAUORA INC</i>
Infant, Child, Adolescent & Youth Community Mental Health Service
<i>TE KUPENGA NET TRUST</i>
Peer Support Service for Children & Youth

Note: Italicised services are Kaupapa Māori services

Table 6. Taranaki ICAMH/AOD Services (2017/2018)

TARANAKI DHB
Child & Adolescent Mental Health Services
TARANAKI DHB FUNDED NON-DHB SERVICES
MENTAL HEALTH SOLUTIONS: PATHWAYS HEALTH LTD
Infant, Child, Adolescent & Youth Crisis & Planned Respite
SUPPORTING FAMILIES IN MENTAL ILLNESS
Child, Adolescents & Youth & Families with a Mental Health Disorder-COPMIA Services
<i>TUI ORA LTD: MAHIA MAI</i>
Child, Adolescent & Youth Alcohol & Drug Community Services
Infant, Child, Adolescent & Youth Community Mental Health Services
Primary Mental Health Service

MIDLAND REGION ICAMH/AOD WORKFORCE

The following information is derived from the workforce survey and includes Actual & Vacant Full Time Equivalents (FTEs) by ethnicity by occupation submitted by all five DHB (Inpatient & Community) ICAMH/AOD services and all 41 contracted non-DHB services (including 2 PHOs) as at 30 June 2018.

From 2016 to 2018:

- 1% increase in the regional workforce, from 325.6 to 328.7 actual FTEs (Table 7 & Figure 9).
- 11% increase in the non-DHB workforce.
- 10% decrease in the DHB workforce.
- Increase in the non-clinical workforce by 15%.
- Regional vacancy rate increased from 5% to 8%. Vacancies largely in DHB services, with an increase in the DHB rate from 9% to 13%.

Figure 9. Midland Region ICAMH/AOD Workforce (2004-2018)

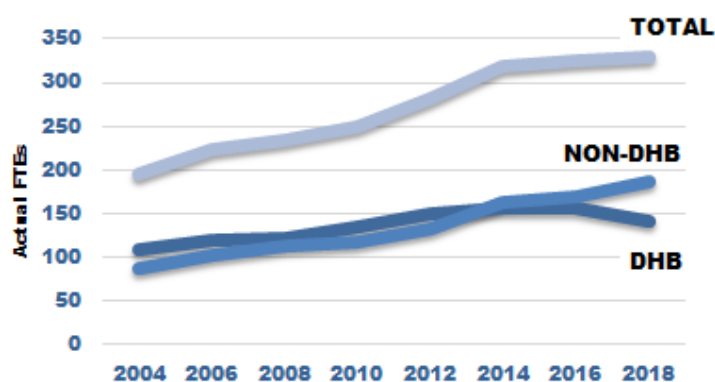


Table 7. Midland Region ICAMH/AOD Workforce (2004-2018)

YEAR	DHB			NON-DHB			TOTAL		
	ACTUAL FTEs	VACANT FTEs	% VACANCY	ACTUAL FTEs	VACANT FTEs	% VACANCY	ACTUAL FTEs	VACANT FTEs	% VACANCY
2004	108.3	18.9	15	86.8	5.3	6	195.1	24.2	11
2006	119.9	21.1	15	102.9	3.6	3	222.7	24.7	10
2008	120.5	21.1	15	112.9	6.9	6	233.4	27.9	11
2010	133.8	19.3	13	116.0	2.0	2	249.8	21.3	8
2012	149.4	14.5	9	132.3 ¹	2.0	1	281.7	16.5	6
2014	155.2	8.8	5	163.2	3.0	2	318.4	11.8	4
2016	156.5	16.3	9	169.1	-	-	325.6	16.3	5
2018*	141.5	20.8	13	187.2*	6.6	3	328.7	27.4	8

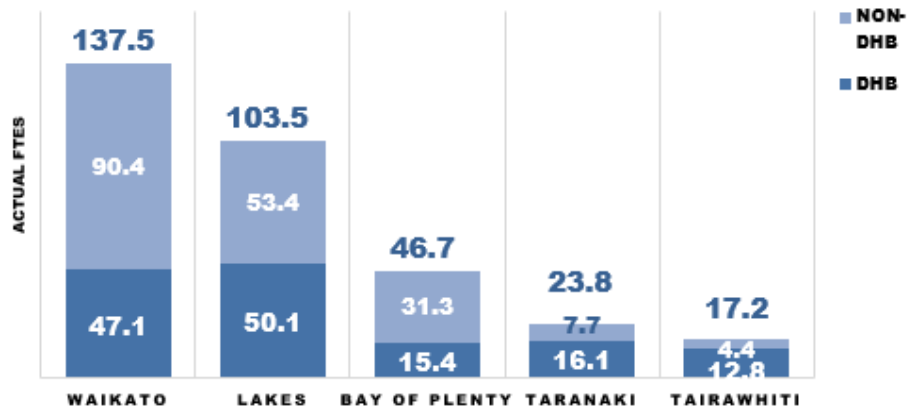
*Includes all contracted non-DHB services (100% response rate)

As at 30 June 2018:

- 57% of the region's workforce was in employed in non-DHB services. Midland region is the only region where the non-DHB workforce was larger than the DHB workforce, especially in the Waikato and Bay of Plenty DHB areas (Figure 10).
- 42% of the workforce was in services in the Waikato DHB area, 66% in non-DHB services and 34% in the DHB provider service.
- Midland workforce was made up of NZ Europeans (42%), Māori (39%), Other Ethnicity (12%), Asian (4%) and Pacific (3%).
- 74% of the workforce was in clinical roles as Social Workers and Nurses (both 19%); Psychologists (10%) and AOD Practitioners (8%) (Table 8 & Figure 11).
- 19% in the non-clinical workforce as Mental Health Support Workers (6%), Youth Workers (6%) and Peer Support Workers (3%).

- 7% in Administration (4%) and Management (3%) roles.

Figure 10. Midland Region ICAMH/AOD Wokforce by DHB Area (2018)



- 76% of vacancies were reported by DHB services.
- 86% of these vacancies were in clinical roles largely for Psychologists (27%) (Table 9).
- Regional annual staff turnover rate was 23% (DHB = 16% and non-DHB = 27%), mainly for Social Workers, Nurses, Youth Workers, Psychologists and AOD Practitioners. The main reason for leaving was for taking on external job opportunities.

Figure 11. Top 4 Midland Region Total ICAMH/AOD Workforce (2018)

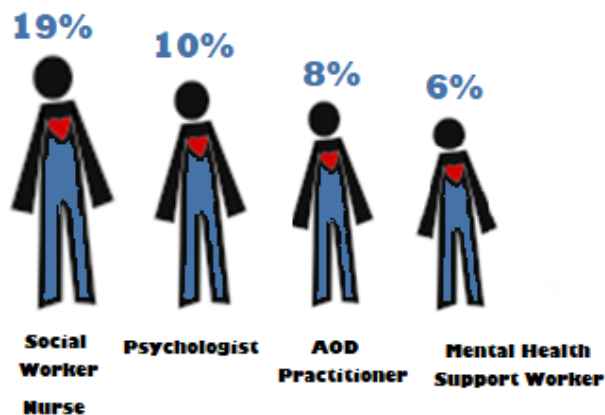


Table 8. Midland Region ICAMH/AOD Workforce by Occupation (2018)

Midland Region ICAMH/AOD Workforce by Occupation (Actual FTEs, 2018)	DHB Community	Non-DHB	Total
Alcohol & Drug Practitioner	4.00	22.80	26.80
Child & Adolescent Psychiatrist	9.60	4.60	14.20
Counsellor	-	11.50	11.50
Family Therapist	1.00	5.50	6.50
Nurse	33.20	28.80	62.00
Occupational Therapist	7.00	2.50	9.50
Psychologist	26.98	4.60	31.58
Social Worker	34.00	29.30	63.30
Other Clinical ¹	3.70	12.90	16.60
Clinical Sub-Total	119.48	122.50	241.98
Educator	-	2.00	2.00
Cultural	3.00	2.00	5.00
Mental Health Support Worker	1.00	19.50	20.50
Peer Support Worker	-	8.30	8.30
Whānau Ora Practitioner	-	5.00	5.00
Youth Worker	2.00	16.99	18.99
Other Non-Clinical ²	-	2.60	2.60
Non-Clinical Sub-Total	6.00	56.39	62.39
Administration	13.00	1.53	14.53
Management	3.00	6.82	9.82
TOTAL	141.48	187.24	328.72

1. Other Clinical = Other SMO; Eating Disorder Liaison; Clinical Placement; Therapist; Medical Officer; Registered Health Professional; Field Workers; Brief Intervention Clinician; MH Clinician-Not Specified
2. Other Non-Clinical = Needs Assessors/Coordinators; Health & Wellbeing Programme Coordinator

Table 9. Midland Region ICAMH/AOD Workforce Vacancies by Occupation (2018)

Midland Region Vacancies by Occupation (Vacant FTEs, 2018)	DHB Community	Non-DHB	Total
Alcohol & Drug Practitioner	1.00	1.80	2.80
Child & Adolescent Psychiatrist	2.70	-	2.70
Nurse	2.00	-	2.00
Occupational Therapist	2.10	-	2.10
Psychologist	7.30	-	7.30
Social Worker	1.20	1.00	2.20
Other Clinical ¹	4.50	-	4.50
Clinical Sub-Total	20.80	2.80	23.60
Youth Worker	-	1.44	1.44
Peer Support Worker	-	2.00	2.00
Non-Clinical Sub-Total	-	3.44	3.44
Administration/Management	-	0.40	0.40
TOTAL	20.80	6.64	27.44

1. Other Clinical = Family Therapist; Mental Health Clinicians.

DHB COMMUNITY ICAMH/AOD WORKFORCE

As at 30 June 2018:

- Midland DHB community ICAMH/AOD services reported a total of 141.48 actual FTEs with 20.8 FTEs reported vacant (Table 10).
- 69% of the region's DHB community workforce was employed in Bay of Plenty (52%) and Waikato DHBs (48%).
- 84% in clinical roles largely as Social Workers (24%), Nurses (23%) and Psychologists (19%) (Table 8).
- 4% in non-clinical workforce largely in Cultural roles (2%) and Youth Workers (1%) (Table 8).
- All vacancies were in clinical roles largely for Psychologists (35%) (Table 9).
- Annual DHB staff turnover rate 16%, mainly in the clinical workforce for Social Workers and Nurses. The main reason for leaving was for other external job opportunities.

Table 10. Midland Region DHB Community ICAMH/AOD Workforce by DHB Area (2008-2018)

MIDLAND REGION DHB AREA	ACTUAL FTEs						VACANT FTEs						VACANCY RATE					
	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018
WAIKATO	35.8	38.0	49.6	49.1	55.8	47.1	4.4	7.3	2.1	2.7	2.8	2.5	11	16	4	5	5	5
LAKES	18.1	21.1	21.4	22.8	20.2	15.4	6.0	3.0	4.0	2.0	4.8	6.4	25	12	17	8	19	29
BAY OF PLENTY	32.4	40.4	42.2	47.0	43.7	50.1	10.3	4.4	4.3	1.7	5.4	5.4	24	10	9	3	11	10
TAIRAWHITI	15.1	16.9	17.5	17.6	20.1	12.8	-	2.6	2.1	1.0	1.4	6.5	-	13	11	5	6	34
TARANAKI	19.2	17.4	18.8	18.7	16.8	16.1	0.4	2.0	2.0	1.4	2.0	-	2	10	10	7	11	-
TOTAL	120.5	133.8	149.4	155.2	156.5	141.5	21.1	19.3	14.5	8.8	16.3	20.8	15	13	9	5	9	13

DHB WORKFORCE COMPETENCIES

- The capability of the workforce was assessed by the *Real Skills Plus ICAMHS competency framework* (The Werry Centre, 2009b), which describes the knowledge, skills and attitudes needed to work with infants, children and young people and whānau with a suspected or identified mental health or alcohol or other drug concern. The *Real Skills Plus online assessment tool* identifies the competencies that individual and teams meet from the framework, and highlights areas for knowledge and skill development for individuals and teams (*to access the tool and more information: www.werryworkforce.org*).
- *Real Skills Plus* has three levels:
 - **Primary Level** for people in the primary sector that work with infants, children and young people.
 - **Core Level** for practitioners working in services that focus on mental health and/or AOD concerns.
 - **Specific Level** for senior or specialist practitioners working at an advanced level of practice.
- Real Skills Plus data can be reported at service and team level and individually. The application of Real Skills Plus is most effective at an organisational level as it helps to develop a shared understanding of the knowledge and skills required by the whole service. It promotes the development of best practice across disciplines, creating a multi-skilled workforce at each level. Real Skills Plus allows targeted service development, recruitment and service delivery activities.
- The data presented in Figures 12 and 13 are the summary of the Core level competencies met by the Midland region DHB ICAMH/AOD workforce in 2018. The workforce met a number of Core level competencies (ranging from 42% to 100% of skills and knowledge required), and further development was indicated for the following:
 - **Assessment Knowledge (22%)**
 - **Intervention Knowledge (22%).**
 - **Intervention Skills (17%)**
 - **Knowledge and Skills for Leadership roles (17%).**
 - **Knowledge and Skills for working with Children (14%).**

Figure 12. DHB *Real Skills Plus* Core Competencies (2018)

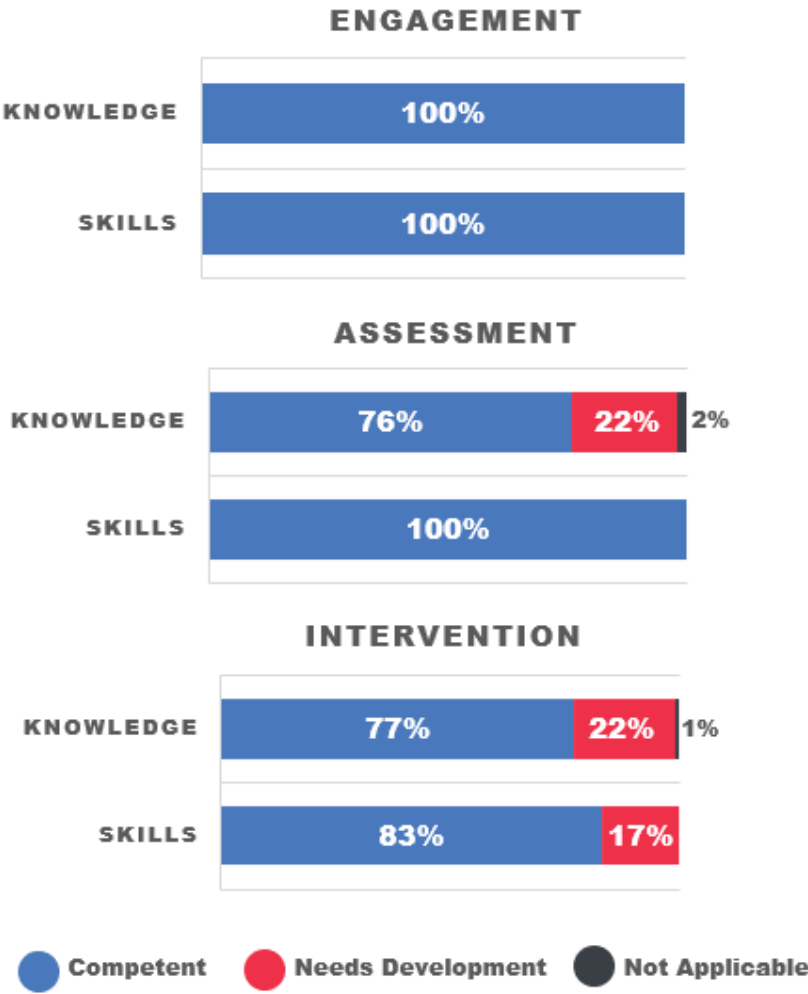
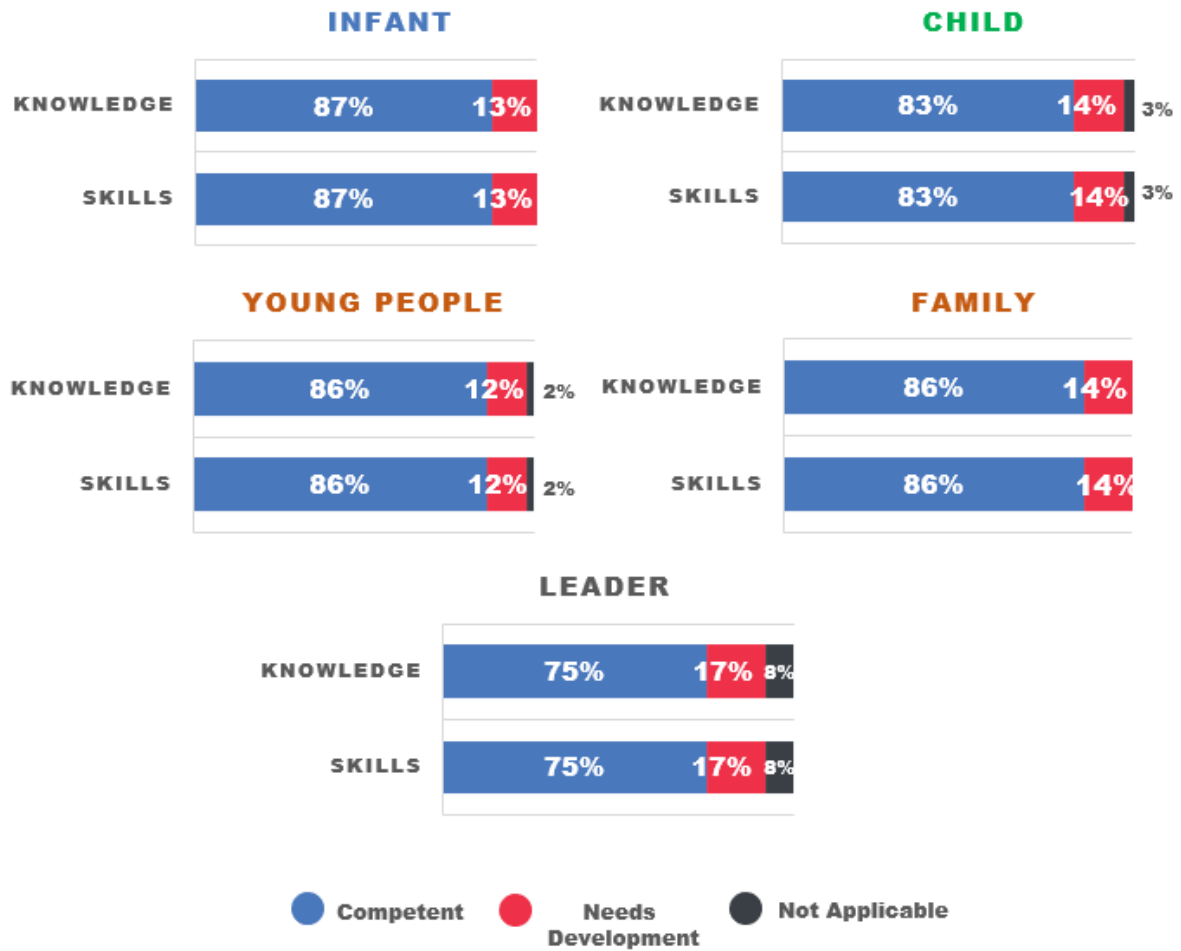


Figure 13. DHB *Real Skills Plus* Competencies by Domain (2018)



NON-DHB ICAMH/AOD WORKFORCE

- Midland region had the largest number of non-DHB services providing ICAMH/AOD services (39) and is the only region where the non-DHB workforce is larger than the DHB workforce.
- 77% of the region's workforce was in the Waikato (48%) and Bay of Plenty (29%) DHB areas (Table 11).
- 65% were in the clinical workforce as Social Workers (16%), Nurses (15%) and AOD Practitioners (12%) (Table 8).
- 30% were in non-clinical roles as Mental Health Support Workers (10%), Youth Workers (9%) and Peer Support Workers (4%) (Table 8).
- Annual non-DHB staff turnover rate 27%, mainly in the clinical workforce for Social Workers, Nurses, Psychologists and AOD Practitioners. The main reasons for leaving included taking on better paid positions in external organisations (DHB, Ministry of Education and Oranga Tamariki).

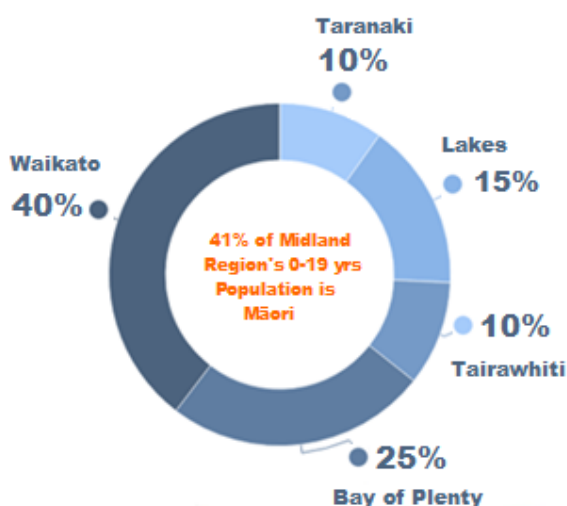
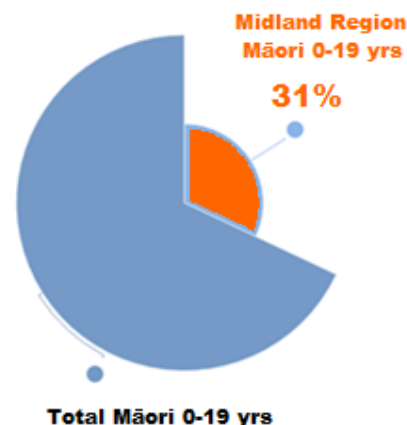
Table 11. Midland Region Non-DHB ICAMH/AOD Workforce by DHB Area (2008-2018)

MIDLAND REGION DHB AREA	ACTUAL FTES						VACANT FTES						VACANCY RATE %					
	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018
WAIKATO	57.2	66	64.9	89.1	99.1	90.4	4.9	1.0	1.0	2.0	-	1.0	9	1	2	2	-	1
LAKES	15.5	7.0	17.8	30.1	24.0	31.3	-	-	1.0		-	-	-	-	5	-	-	-
BAY OF PLENTY	31.2	36	39.6	34.8	37.0	53.4	2.0	-	-	1.0	-	4.4	6	-	-	3	-	8
TAIRAWHITI	3.0	3.0	5.9	3.0	3.0	4.4	-	-	-		-	-	-	-	-	-	-	-
TARANAKI	6.0	4.0	4.0	6.2	6.0	7.74	-	1.0	-		-	1.2	-	20	-	-	-	13
TOTAL	112.9	116	132.3	163.2	169.1	187.2	6.9	2.0	2.0	3.0	-	6.6	6	2	1	2	-	3

MIDLAND REGION MĀORI OVERVIEW

MIDLAND REGION MĀORI INFANT, CHILD AND ADOLESCENT POPULATION

- 2016 to 2018 population projections indicated a 2% growth in the regional Māori 0-19 year population (Appendix A, Table 1).
- Projected growth was seen in three out of the five DHB areas with a 3% projected growth for Waikato, Bay of Plenty and Taranaki.
- Midland region had the second largest Māori 0-19 year population (31%) in the country (Appendix A, Table 1).
- The region also had the largest proportion of Māori 0-19 year population in the country (41% of Midland's total 0-19 year population was Māori).
- Almost half of the region's Māori 0-19 years population resided in the Waikato DHB area but, proportionally, Tairāwhiti and Lakes DHB areas had the largest proportions of Māori 0-19 year population; 66% of Tairāwhiti and just over half of Lakes 0-19 year population was Māori (53%).
- 10-year projections (2018-2028) indicated a 9% regional projected population growth for Māori 0-19 year olds.
- Projections by DHB area indicated projected growth in Taranaki (by 18%), Waikato (by 12%), and Bay of Plenty (by 11%) (Appendix A, Table 2).



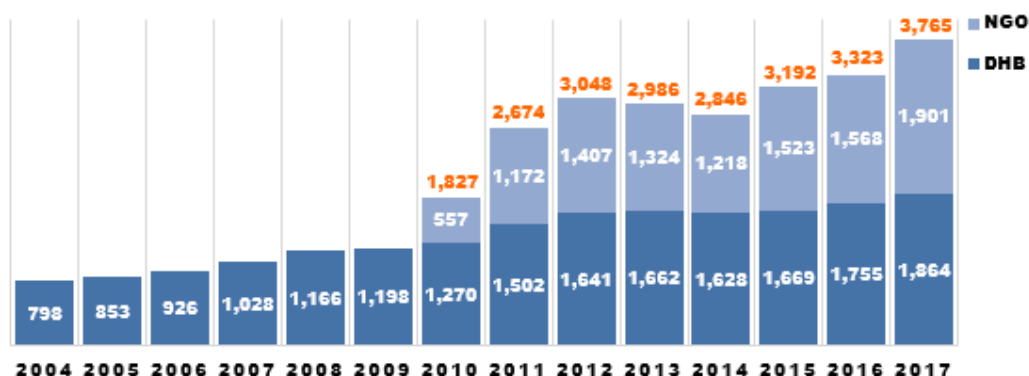
MIDLAND REGION MĀORI SERVICE USER ACCESS TO ICAMH/AOD SERVICES

The service user access to service data (number of service users 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 *Service Users by DHB of Domicile* (residence) for the second six months of each year (July to December).

From 2015 to 2017:

- 18% increase in Māori service users accessing services (Figure 14). Increase in both Māori males by 19% and females by 17%.

Figure 14. Midland Region Māori 0-19 yrs Service User (2004-2017)

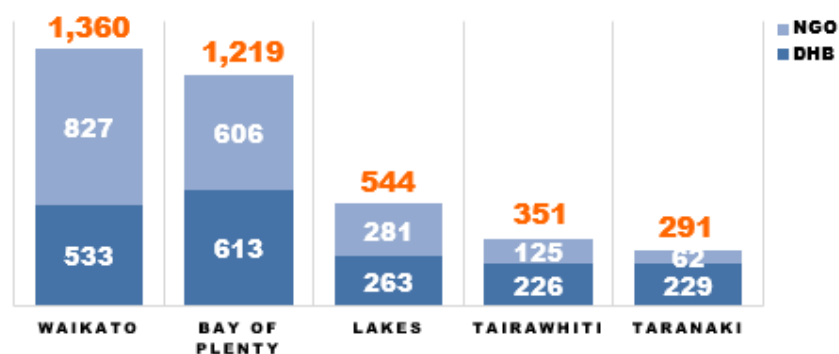


- Increase in four out of the five DHB areas with the largest increase in Lakes by 41%, while a decrease in Tairāwhiti by 10%.

In the second half of 2017:

- Midland region had the second largest number of Māori service users in the country (30%) (Appendix B, Table 9).
- 42% of all service users accessing services were Māori, with Māori males making up almost two-thirds (57%) of total Māori service users.
- 68% of all Māori service users were seen by services in the Waikato (36%) and Bay of Plenty (32%) DHB areas (Figure 15).
- Overall, Māori service users equally accessed DHB and NGO services, however, 60% of Māori service users in the Waikato area were seen by NGOs.

Figure 15. Midland Region Māori 0-19 yrs Service User by DHB Area (2017)



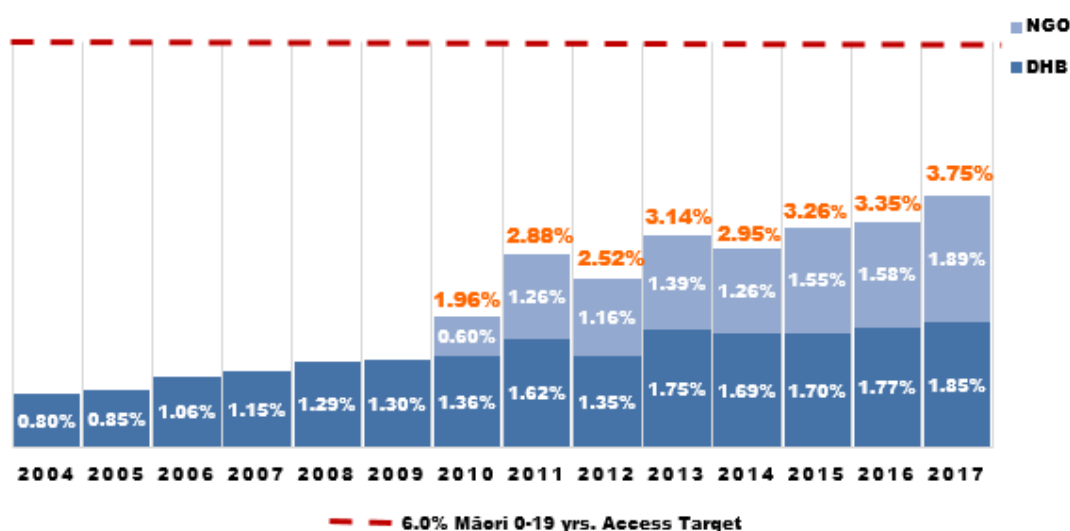
MIDLAND REGION MĀORI SERVICE USER ACCESS RATES

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). However, due to the lack of epidemiological data for the Māori tamariki and rangatahi population, the target rate 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).

From 2015 to 2017:

- Increase in the regional Māori access rate from 3.26% to 3.75%. While exceeding the overall target rate of 3%, it remains below the 6% recommended rate for Māori (Figure 16).
- Greatest improvement in access rate seen in the 0-9 year age group, while the least improvement seen in the 10-15 year age group (Appendix B, Table 9).
- Access rates improved in four of the five DHB areas, with a decrease seen in Tairāwhiti (Appendix B, Table 10).

Figure 16. Midland Region Māori 0-19 yrs Service User Access Rates (2004-2017)



In the second half of 2017:

- Māori service user access rate of 3.75% was below the national average Māori access rate of 3.89% (Appendix B, Table 9).
- By age, access rates for all three age groups remained below the recommended rates, especially for the 10-14 year age group.
- Bay of Plenty (4.90%) and Tairāwhiti (3.56%) DHB areas had the highest access rates, while Taranaki had the lowest (2.93%) (Figure 17).

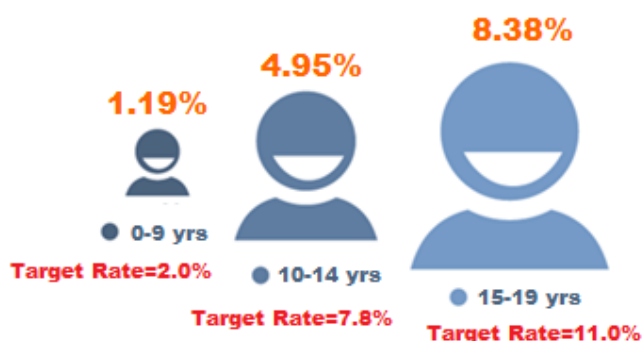
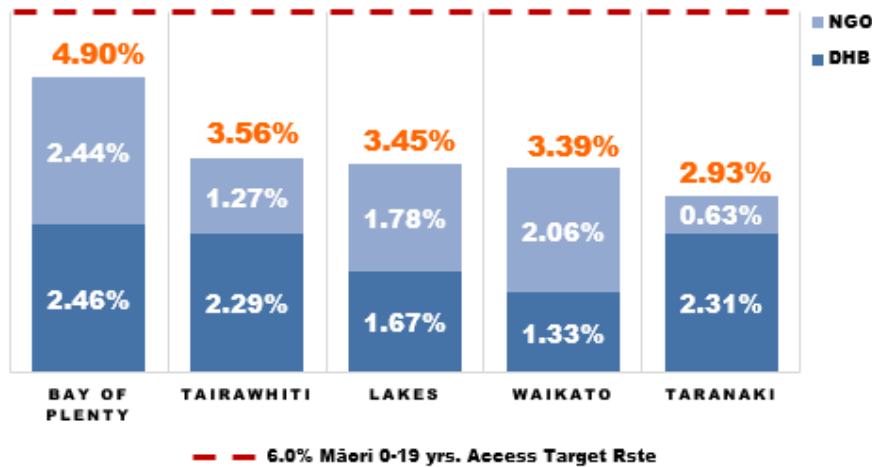


Figure 17. Midland Region Māori 0-19 yrs Service User Access Rate by DHB Area (2017)



MIDLAND REGION MĀORI ICAMH/AOD WORKFORCE

The following information is derived from the workforce survey and includes Actual & Vacant Full Time Equivalents (FTEs) by Ethnicity and Occupation) submitted by all five DHB ICAMH/AOD services and from all 41 contracted non-DHB providers (39 NGOs & 2 PHOs) as at 30 June 2018. Due to a 100% response rate from all services, the following data are a possibly a more accurate representation of the region's Māori workforce.

From 2016 to 2018:

- Due to the 100% response rate from all non-DHB providers, there was a 33% increase in the Māori workforce, from 116 to 154 (headcount) (Table 12).
- Increase in both the clinical workforce by 32% (from 74 to 98) and the non-clinical workforce by 27% (from 37 to 47).

Table 12. Midland Region Māori ICAMH/AOD Workforce by DHB Area (2008-2018)

DHB AREA	MIDLAND REGION MĀORI WORKFORCE BY DHB AREA & SERVICE PROVIDER (HEADCOUNT, 2008-2018)																	
	DHB						NON-DHB						TOTAL					
	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018
WAIKATO	4	2	6	5	6	4	21*	21*	26*	21*	40*	59	25*	23*	32*	26*	46*	63
LAKES	5	4	2	3	4	3	12	5	8	20	10	7	17	9	10	23	14	10
BAY OF PLENTY	8	7	7	6	6	13	28	26	30	29	30	47	36	33	40	35	36	60
TAIRAWHITI	9	10	9	8	14	11	2	1	4	1	2	5	11	11	13	9	16	16
TARANAKI	1	2	2	1	3	3	5	5	3	4	1	2	6	7	5	5	4	5
TOTAL	27	25	26	23	33	34	68*	58*	74*	75*	83*	120	95*	83*	100*	98*	116*	154

*Underestimate due to missing data from a NGO Provider.

As at 30 June 2018:

- 78% of the Māori workforce employed in non-DHB services and 22% in DHB services.
- 80% of the Māori workforce employed in services in the Waikato (41%) and Bay of Plenty (39%) DHB areas (Table 12 & Figure 18).
- 64% in the clinical workforce largely as Social Workers (19%), Nurses (18%) and Alcohol and Drug Practitioners (10%) (Table 13 & Figure 19).
- 31% in the non-clinical workforce largely as Whānau Ora Practitioners (7%), Youth Workers (7%) and Peer Support Workers (6%).

Figure 18. Midland Region Māori ICAMH/AOD Workforce by DHB Area (2018)

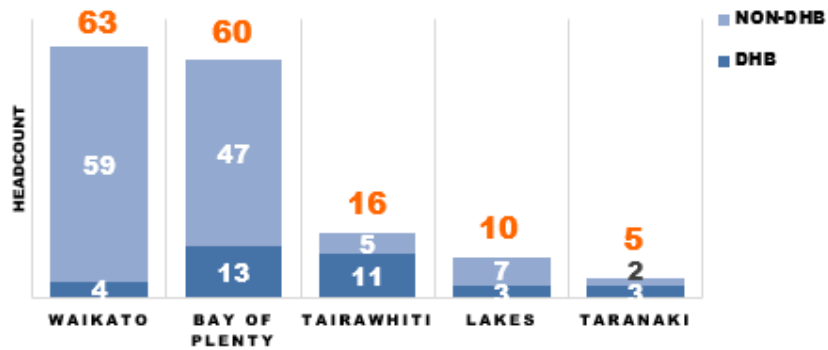


Figure 19. Top 4 Midland Region Māori ICAMH/AOD Workforce (2018)

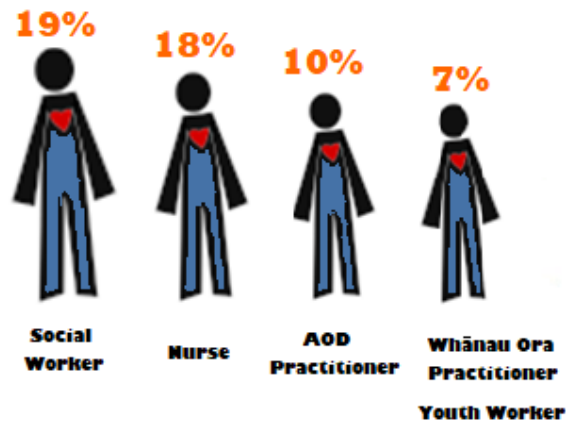


Table 13. Midland Region Māori ICAMH/AOD Workforce by Occupation (2018)

Midland Region Māori ICAMH/AOD Workforce by Occupation (Headcount, 2018)	SERVICE PROVIDER		
	DHB Community	Non-DHB	TOTAL
Alcohol & Drug Practitioner	2	14	16
Child & Adolescent Psychiatrist	1	-	1
Counsellor	-	10	10
Nurse	8	19	27
Family Therapist	-	2	2
Psychologist	4	3	7
Social Worker	6	24	30
Other Clinical ¹	1	4	5
Clinical Sub-Total	22	76	98
Cultural	4	3	7
Mental Health Support Worker	-	6	6
Peer Support Worker	-	10	10
Whānau Ora Practitioner	-	11	11
Youth Worker	1	10	11
Other Non-Clinical ²	-	2	2
Non-Clinical Sub-Total	5	42	47
Administration	2	1	3
Management	5	1	6
TOTAL	34	120	154

1. Other Clinical = Brief Intervention Clinician; Non-Specified MH Clinicians

2. Other Non-Clinical = Needs Assessors/Service Coordinators

DHB COMMUNITY MĀORI ICAMH/AOD WORKFORCE

As at 30 June 2018:

- Very little change in the DHB Māori workforce from 2016 to 2018 (an increase of one).
- 71% of the region's DHB Māori workforce in Bay of Plenty (38%) and Tairāwhiti (32%).
- 65% in the clinical workforce largely as Nurses (24%), Social Workers (18%) and Psychologists (12%) (Table 13).
- 15% in the non-clinical workforce largely as Cultural Workers (12%).
- 21% in Administration (6%) and Management (15%) roles.

NON-DHB MĀORI ICAMH/AOD WORKFORCE

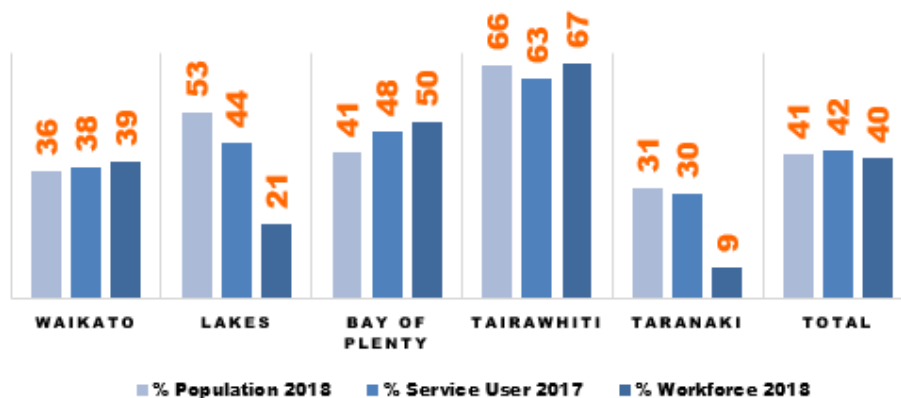
As at 30 June 2018:

- 88% of the region's non-DHB Māori workforce in Waikato (49%) and Bay of Plenty (39%) DHB areas.
- 63% in the clinical workforce largely as Social Workers (20%), Nurses (16%) and AOD Practitioners (12%) (Table 13).
- 35% in the non-clinical workforce largely as Whānau Ora Practitioners (9%), Youth Workers (8%) and Peer Support Workers (8%).

MIDLAND REGION MĀORI POPULATION, SERVICE USERS AND WORKFORCE COMPARISONS

- While the current overall Māori workforce in the Midland region appears to represent Māori service user demand for services, disparities between the workforce and service users can be seen within individual DHB areas such as Lakes and Taranaki (Figure 20).
- Increasing trends in Māori service users accessing services (18% increase from 2015 to 2017), indicate a need for increasing the Māori workforce in all services and across all occupational groups.
- Māori service user access DHB services and non-DHB equally in this region, and in some DHB areas, more Māori service users are seen by non-DHB services. Therefore, strengthening and supporting the non-DHB workforce in this region is critical.

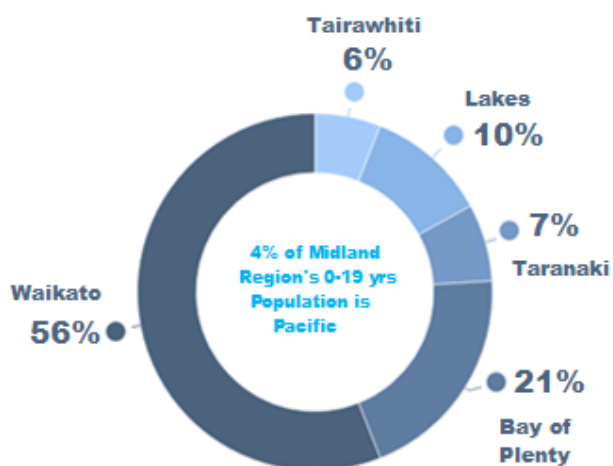
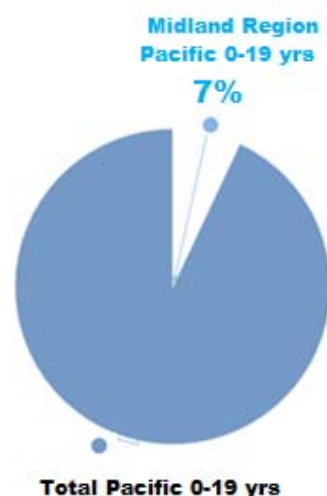
Figure 20. Māori 0-19 yrs Population, Service User & Workforce Comparisons



MIDLAND REGION PACIFIC OVERVIEW

MIDLAND REGION PACIFIC INFANT, CHILD AND ADOLESCENT POPULATION

- 7% growth in the regional Pacific 0-19 year population since the 2016 (Appendix A, Table 1).
- Projected growth indicated for four of the five DHB areas with the largest growth projected for the Bay of Plenty and Waikato (both by 8%) DHB areas, followed by Tairāwhiti and Taranaki, both by 7%,
- The Midland region had the smallest Pacific infant, child and adolescent population (7%) in the country (Appendix A, Table 1).
- Pacific infants, children and adolescents made up 4% of the region's total 0-19 years population.
- Over half (56%) of the region's Pacific 0-19 years population resided in the Waikato DHB area.
- 10-year projections (2018-2028) indicates a 28% regional projected growth.
- Growth projected for four out of the five areas: Bay of Plenty (by 37%), Tairāwhiti (by 32%), Waikato (by 31%), and Taranaki (by 23%) (Appendix A, Table 2).



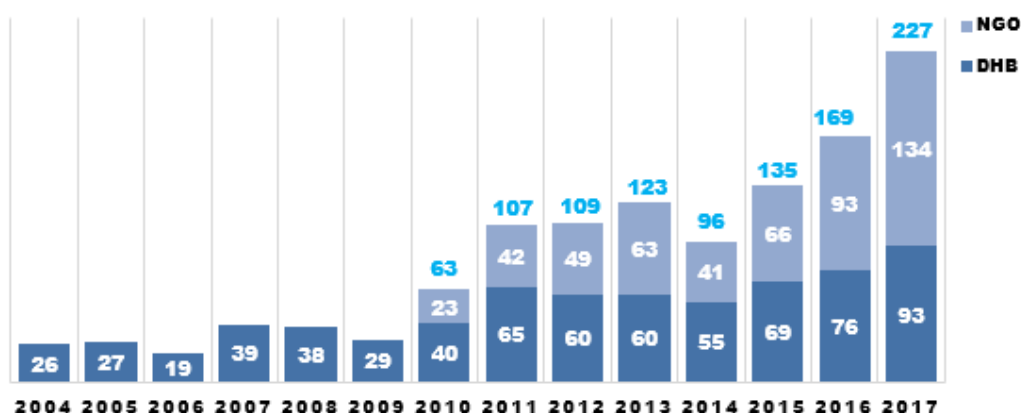
MIDLAND REGION PACIFIC SERVICE USER ACCESS TO ICAMH/AOD SERVICES

The service user access to service data (number of service users 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 *Service Users by DHB of Domicile* (residence) for the second six months of each year (July to December).

From 2015 to 2017:

- 68% increase in Pacific service users accessing services in the region (Figure 21). Increase seen in both males and females, largely for males by 113% (from 55 to 117).
- Increase seen largely in NGOs services by 103% (66 to 134).
- Increase in Pacific service users seen in all DHB areas.

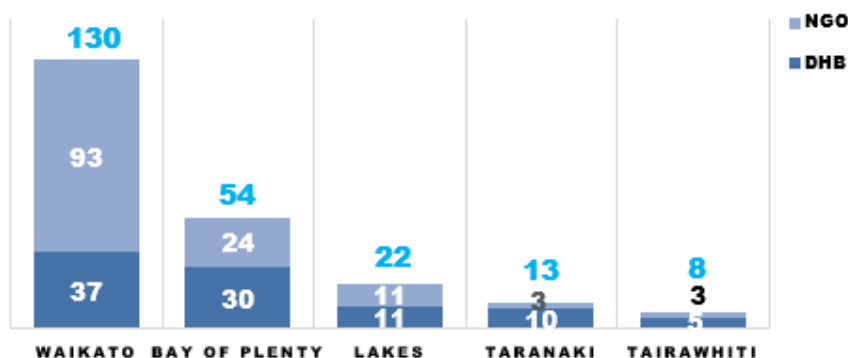
Figure 21. Midland Region Pacific 0-19 yrs Service User (2004-2017)



In the second half of 2017:

- Pacific service users made up 3% of the total number of service users accessing services in the region. 52% were Pacific males.
- 81% of all Pacific service users were seen by services in Waikato (57%) and Bay of Plenty (24%) DHB areas (Figure 22).
- 59% of Pacific service users were seen by NGOs and 41% were seen by DHB services.

Figure 22. Midland Region Pacific 0-19 yrs Service User by DHB Area (2017)

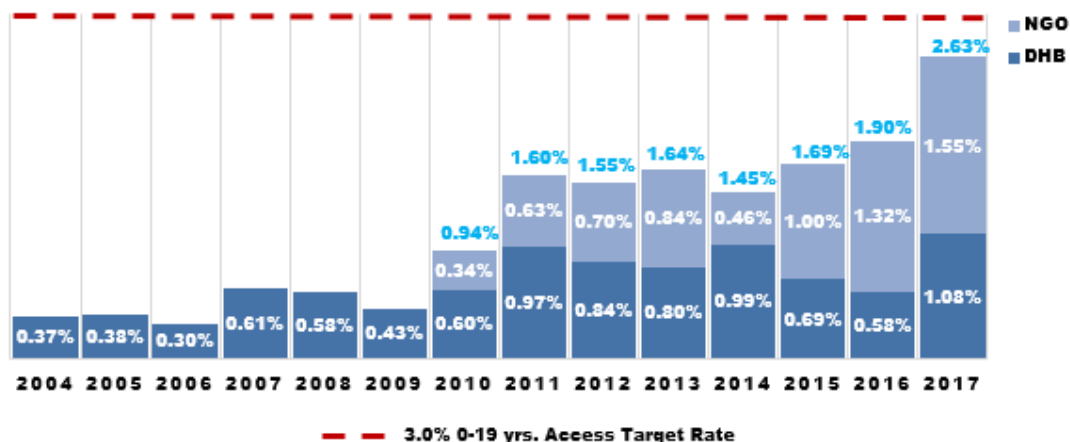


MIDLAND REGION PACIFIC SERVICE USER ACCESS RATES

From 2015 to 2017:

- Improvements in the overall Pacific 0-19 year access rate, from 1.69% to 2.63% (Figure 23).
- Improvement seen in all three age groups and across all DHB areas (Appendix B, Table 11).

Figure 23. Midland Region Pacific 0-19 yrs Service user Access Rates (2004-2017)



In the second half of 2017:

- Midland region 0-19 years Pacific service user access rate of 2.63% was higher than the national average Pacific access rate of 2.08%.
- By age, 0-9 and 15-19 year age groups have exceeded their respective recommended rates. However, the 10-14 year age group remained below the recommended rate. As there are no recommended rates for the Pacific population, comparisons with overall rates might be a conservative estimate of actual need for the Pacific population due to higher need for mental health services.
- By DHB area, Bay of Plenty DHB area had the highest Pacific service user access rate of 3.07%, exceeding the 3.0% target rate, while the remainder remained below the target rate (Figure 24).

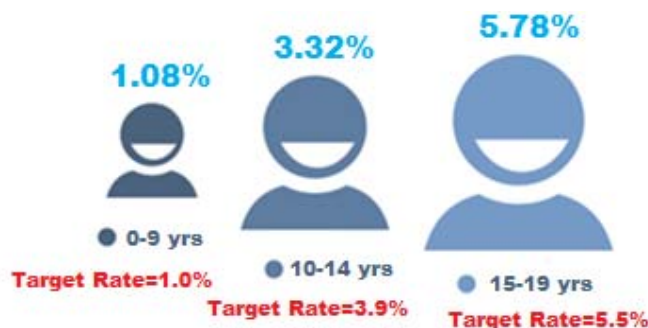
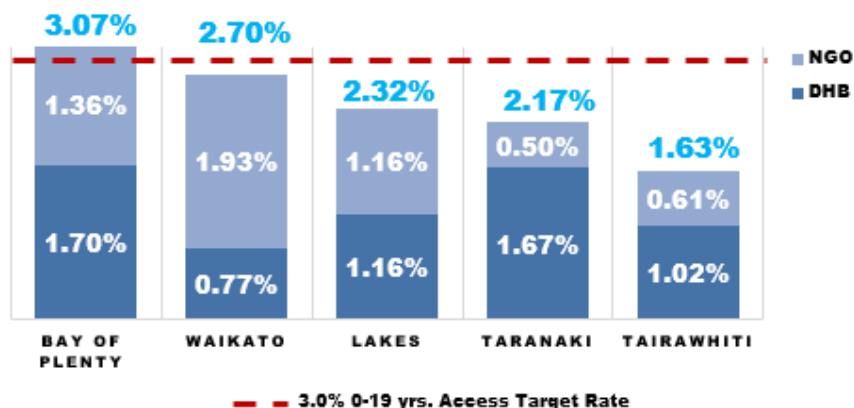


Figure 24. Midland Region Pacific 0-19 yrs Service user Access Rates by DHB Area (2017)



Note: Pacific access rates by DHB area should be interpreted with caution due to very small numbers (< 20) of Pacific service users within individual DHB areas (Lakes, Taranaki and Tairāwhiti). Regional access rates produce more meaningful access rates.

MIDLAND REGION PACIFIC ICAMH/AOD WORKFORCE

The following information is derived from the workforce survey and includes (Actual & Vacant Full Time Equivalents (FTEs) by Ethnicity and Occupation submitted by all five DHB ICAMH/AOD services and from all 41 contracted non-DHB providers (39 NGOs & 2 PHOs) as at 30 June 2018.

From 2016 to 2018:

- Very little change in regional Pacific workforce, from 12 to 13 (Table 14).
- DHB services reported a slight increase in Pacific staff of 3, and non-DHB services reported a decrease of 2.

As at 30 June 2018:

- 77% of the region's Pacific workforce were in the Waikato and Bay of Plenty DHB areas.
- Majority of the Pacific workforce was in clinical roles (10) as Nurses (4) (Table 15).
- Pacific non-clinical workforce was all Mental Health Support Workers (3) (Table 15).

Table 14. Midland Region Pacific ICAMH/AOD Workforce by DHB Area (2008-2018)

DHB AREA	MIDLAND REGION PACIFIC WORKFORCE BY DHB AREA & PROVIDER (HEADCOUNT, 2008-2018)																	
	DHB						NON-DHB						TOTAL					
	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018
WAIKATO	-	-	-	-	-	1	5	3	2	4	7	4	5	3	2	4	7	5
LAKES	-	1	1	-	-		-	-	-	-	-	2	-	1	1	-	-	2
BAY OF PLENTY	-	-	-	-	2	4	2	2	1	1	1	1	2	2	1	1	3	5
TAIRAWHITI	1	1	1	1	1		-	1	1	1	1		1	2	2	2	2	-
TARANAKI	-	-	-	-	-	1	-	-	-	-	-		-	-	-	-	-	1
TOTAL	1	2	2	1	3	6	7	6	4	6	9	7	8	8	6	7	12	13

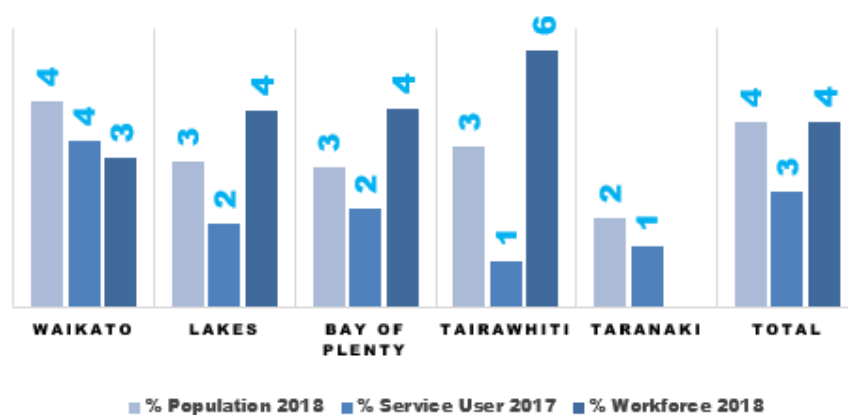
Table 15. Midland Region Pacific ICAMH/AOD Workforce by Occupation (2018)

Midland Region Pacific ICAMH/AOD Workforce by Occupation (Headcount, 2018)	SERVICE PROVIDER		
	DHB Total	NON-DHB	Total
Alcohol & Drug Practitioner	1	-	1
Nurse	3	1	4
Psychotherapist	-	1	1
Social Worker	2	-	2
Other Clinical	-	2	2
Clinical Sub-Total	6	4	10
Mental Health Support Worker	-	3	3
Non-Clinical Sub-Total	-	3	3
Regional Total	6	7	13

MIDLAND REGION PACIFIC POPULATION, SERVICE USERS AND WORKFORCE COMPARISONS

- The Midland region has a growing Pacific 0-19 year population. While Pacific service users accessing services show an increasing trend, they continue to remain below the 3% target rate. Such low numbers of Pacific service users could indicate unmet need given that the Pacific population has a higher need for mental health services. Therefore, improving access rates for Pacific in this region remains critical (Figure 25).
- Because of the low numbers of Pacific service users accessing services in the region, the regional Pacific workforce is currently proportional to service demand. However, the 10 year population projection indicates a 28% regional growth in the Pacific population and, coupled with an increasing trend in Pacific service users, development of Pacific services is key as currently there are no dedicated Pacific services available in the region. Additionally, increasing the Pacific workforce should remain an area of focus for the Midland region.
- Pacific service users are also largely seen in non-DHB services in this region; therefore, strengthening the non-DHB workforce is also critical.

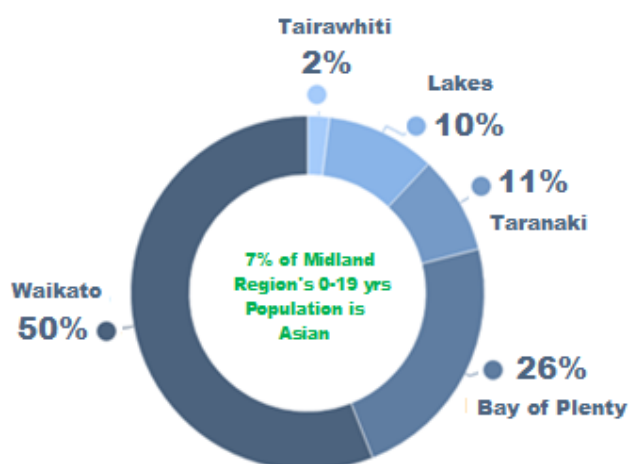
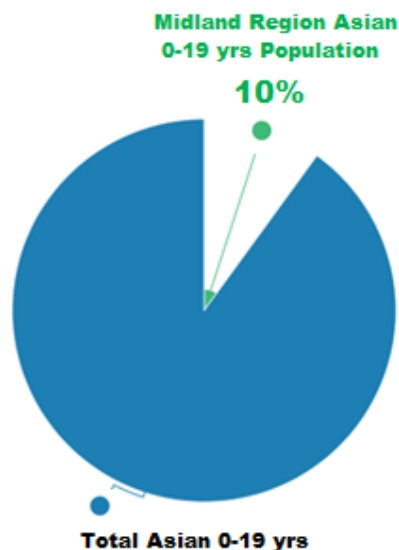
Figure 25. Proportion of Pacific 0-19 yrs Population Service User & Workforce Comparisons by DHB Area



MIDLAND REGION ASIAN OVERVIEW

MIDLAND REGION ASIAN INFANT, CHILD AND ADOLESCENT POPULATION

- The 2016 to 2018 population projections indicated an overall 4% decline in the regional Asian population.
- This decline in population was for the Waikato DHB area only by 15% while growth was indicated for the remainder of the DHB areas, especially in Taranaki by 14% and Bay of Plenty by 11%.
- Midland region continued to have the smallest Asian population (10%) in the country.
- Asian infant, child and adolescent population made up 7% of the regional infant, child and adolescent population.
- Half (50%) of the region's Asian population reside in the Waikato DHB area, followed by Bay of Plenty (26%).
- 10-year population projections (2018-2028) indicated a 56% regional growth in the Asian 0-19 year population.
- Projected growth indicated for all five areas: especially in Waikato by 72%, followed by Taranaki (by 44%), Bay of Plenty (by 43%), Lakes (32%) and Tairāwhiti (19%) (Appendix A, Table 2).



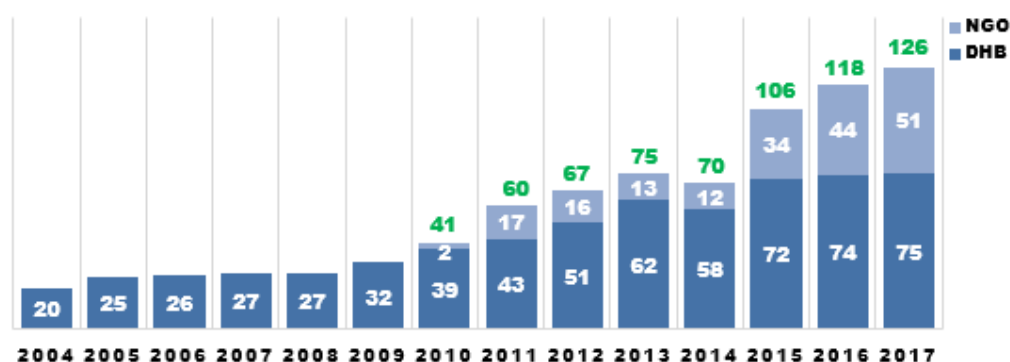
MIDLAND REGION ASIAN SERVICE USER ACCESS TO ICAMH/AOD SERVICES

The service user access to service data (number of service users 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 *Service Users by DHB of Domicile* (residence) for the second six months of each year (July to December).

From 2015 to 2017:

- A 19% overall increase in the number of Asian service users accessing services in the region (Figure 26). Increase seen largely for Asian females by 30% (from 54 to 70).
- Increase seen in four out of the five DHB areas with a slight decrease seen in Lakes.

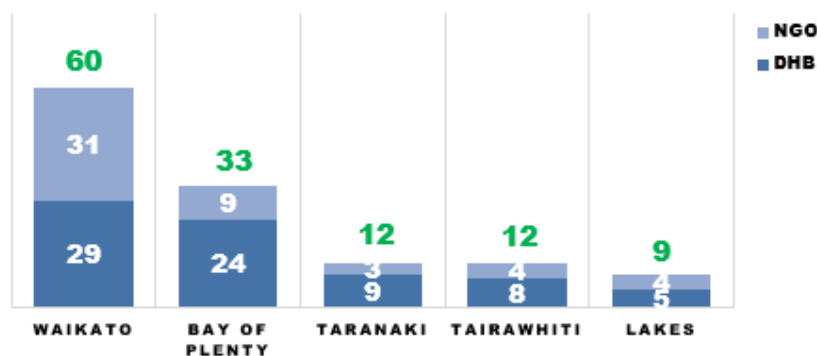
Figure 26. Midland Region Asian 0-19 yrs Service User (2004-2017)



In the second half of 2017:

- Asian service users made up 1% of the total number of service users accessing services in the region (Appendix B, Table 5).
- 56% were Asian females.
- 74% of all Asian service users in the region were seen in services in Waikato (48%) and Bay of Plenty (26%) DHB areas (Figure 27).
- While in previous years Asian service users were predominantly accessing DHB services (e.g. 83% in 2014), the number of Asian service users accessing NGOs has steadily increased, with DHBs currently representing 60% and NGOs now representing 40% of all Asian service users accessing services in the region.

Figure 27. Midland Region Asian 0-19 yrs Service User by DHB Area (2017)

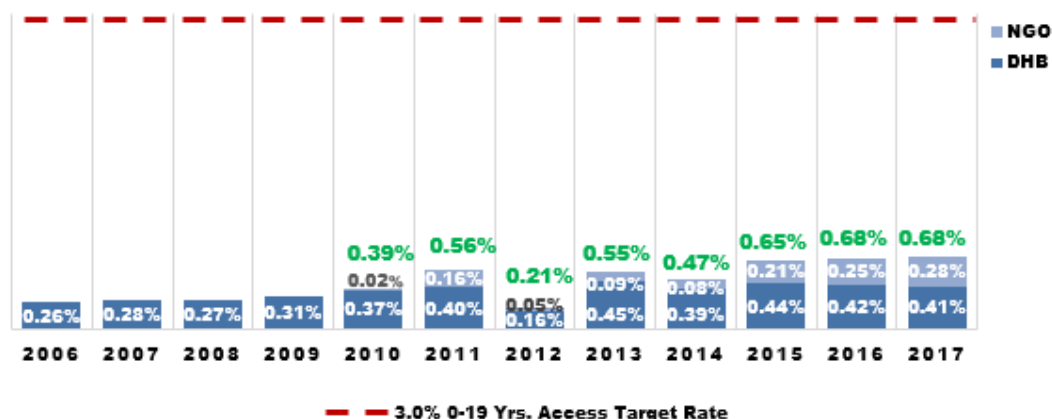


MIDLAND REGION ASIAN SERVICE USER ACCESS RATES

From 2015 to 2017:

- Slight improvement in the 0-19 year Asian access rate, from 0.65% to 0.68% (Figure 28). Improvements seen only for 0-9 and 10-14 year olds (Appendix B, Table 13).

Figure 28. Midland Region Asian 0-19 yrs. Service User Access Rates (2006-2017)



- Improvements in the Asian access rate seen in two out of the five DHB areas: Waikato and Tairāwhiti (Appendix B, Table 14).

In the second half of 2017:

- The regional Asian service user access rate continued to be the lowest out of the four ethnic groups (Other Ethnicity=3.92%, Māori=3.75%, Pacific = 2.63%) and remained significantly below the target rates for all three age groups. Such low access rates could indicate unmet needs for the Asian population.

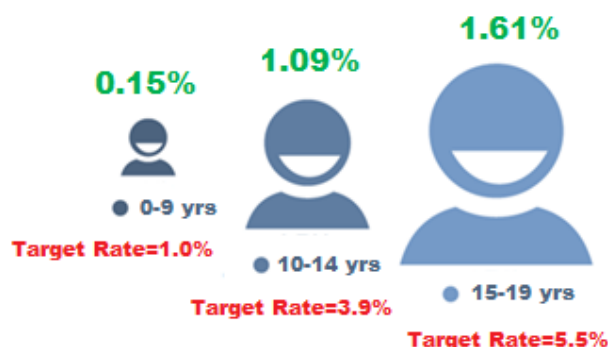
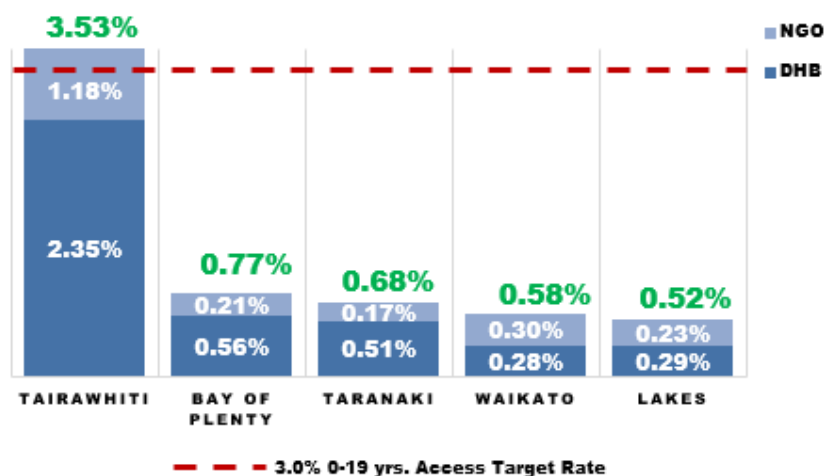


Figure 29. Midland Region Asian 0-19 yrs Service User Access Rates By DHB Area (2017)



Note: Asian access rates by DHB area should be interpreted with caution due to very small numbers (< 20) of Asian service users within individual DHB areas (Taranaki, Tairāwhiti and Lakes). Regional access rates produce more meaningful access rates for the Asian population.

MIDLAND REGION ASIAN ICAMH/AOD WORKFORCE

The following information is derived from the workforce survey and includes (Actual & Vacant Full Time Equivalents (FTEs) by Ethnicity & Occupation submitted by all five DHB ICAMH/AOD services and from all 41 contracted non-DHB services (including 2 PHOs) as at 30 June 2018.

From 2016 to 2018:

- Decrease of two in the overall regional Asian workforce, from 16 to 14 (Table 16). This decrease seen in DHB services by 5, from 10 to 5.
- However, a slight increase seen in the Asian non-DHB workforce by 3, from 6 to 9.

As at 30 June 2018:

- 57% of the region's Asian workforce was in services in the Waikato DHB area
- 64% of the Asian workforce was in non-DHB services.
- 71% in clinical roles as Psychiatrists (30%) and AOD Practitioners (30%) (Table 17).
- 21% in the non-clinical workforce, all Mental Health Support Workers.

Table 16. Midland Region Asian ICAMH/AOD Workforce by DHB Area (2008-2018)

DHB AREA	MIDLAND REGION ASIAN ICAMH/AOD WORKFORCE BY SERVICE PROVIDER (Headcount, 2008-2018)																	
	DHB						NON-DHB						TOTAL					
	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018
WAIKATO	2	2	2	8	10	5	-	-	-	7	4	3	2	2	2	15	14	8
LAKES	-	-	-	-	-	-	-	-	-	-	1	4	-	-	-	-	1	4
BAY OF PLENTY	1	2	2	-	-	-	-	-	-	-	1	2	1	2	2	-	1	2
TAIRAWHITI	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TARANAKI	-	1	1	1	-	-	-	-	-	-	-	-	-	1	1	1	-	-
TOTAL	3	5	5	9	10	5	-	-	-	7	6	9	3	5	5	16	16	14

Table 17. Midland Region Asian ICAMH/AOD Workforce by Occupation (2018)

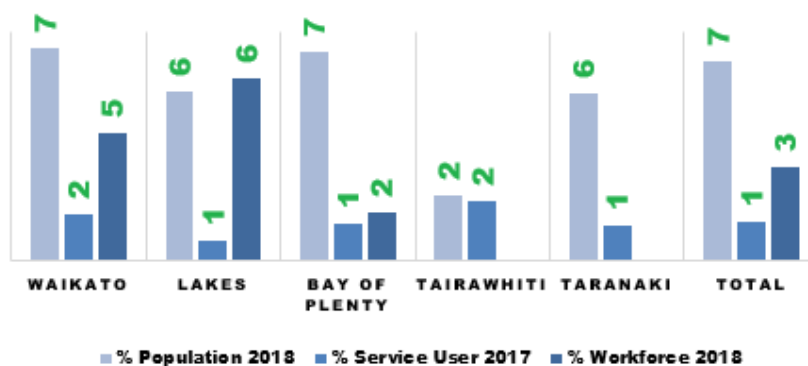
Midland Region ICAMH/AOD Asian Workforce by Occupation (Headcount, 2018)	DHB Total	Non-DHB	Total
Alcohol & Drug Practitioner	-	3	3
Child & Adolescent Psychiatrist	3	-	3
Nurse	-	1	1
Social Worker	2	-	2
Other Clinical ¹	-	1	1
Clinical Sub-Total	5	5	10
Mental Health Support Workers	-	3	3
Non-Clinical Sub-Total	-	3	3
Administration/Management	-	1	1
Regional Total	5	9	14

1. Not identified to protect identity

MIDLAND REGION ASIAN POPULATION, SERVICE USERS AND WORKFORCE COMPARISONS

- While Asian service users accessing services show an increasing trend, they continue to remain below the 3% target rate. Such low numbers of Asian service users could indicate unmet need for this population (Figure 30). Therefore, improving access rates for the Asian 0-19 year population in this region remains critical.
- Because of the low numbers of Asian service users accessing services in the region, the regional Asian workforce is currently proportional to service demand. However, the 10-year population projection indicates a 56% regional growth in the Asian population and, coupled with an increasing trend in Asian service users, increasing the Asian workforce and strengthening the non-DHB sector remain areas of focus for the Midland region.

Figure 30. Asian 0-19 yrs Population Service User & Workforce Comparisons by DHB Area



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APPENDICES

APPENDIX A: POPULATION DATA

Table 1. 0-19 yrs Population by Ethnicity & DHB Area (2013-2018)

DHB REGION/AREA	0-19 YEAR POPULATION BY ETHNICITY (2013-2018)																			
	TOTAL				OTHER				MĀORI				PACIFIC				ASIAN			
	2013 ¹	2016 ²	2018 ³	% (2018- 2016)	2013	2016	2018	% (2018- 2016)	2013 ¹	2016 ²	2018 ³	% (2018- 2016)	2013 ¹	2016 ²	2018 ³	% (2018- 2016)	2013 ¹	2016 ²	2018 ³	% (2018- 2016)
NORTHERN	472,780	484,140	487,250	0.6	201,380	195,720	192,230	-1.8	99,410	102,680	104,540	1.8	82,750	83,190	83,260	0.1	89,210	102,520	108,830	6.2
Northland	47,500	47,290	47,070	-0.5	20,890	19,200	18,300	-4.7	24,110	25,170	25,590	1.7	1,220	1,370	1,500	9	1,270	1,530	1,680	10
Waitemata	152,230	156,560	159,010	1.6	84,780	81,670	80,240	-1.8	24,230	25,370	26,130	3.0	15,820	16,320	16,570	2	27,410	33,180	36,050	9
Auckland	114,410	116,700	116,540	-0.1	49,870	49,950	49,110	-1.7	14,340	14,240	14,230	-0.1	20,170	19,620	19,190	-2	30,020	32,890	34,010	3
Counties Manukau	158,640	163,590	164,630	0.6	45,880	44,900	44,580	-0.7	36,730	37,900	38,590	1.8	45,540	45,880	46,000	0.3	30,510	34,920	37,090	6
MIDLAND	246,040	249,780	249,620	-0.1	129,800	124,620	120,180	-3.6	95,040	99,330	101,320	2.0	7,480	8,330	8,895	7	13,685	17,470	16,800	-4
Waikato	109,510	112,040	112,460	0.4	60,100	58,120	56,100	-3.5	37,570	39,480	40,600	2.8	4,100	4,630	5,000	8.0	7,730	9,830	8,390	-15
Lakes	30,510	30,230	29,600	-2.1	12,790	11,840	11,190	-5.5	15,320	15,770	15,710	-0.4	970	940	930	-1	1,420	1,660	1,750	5
Bay of Plenty	59,490	60,670	60,740	0.1	31,600	30,420	29,260	-3.8	23,340	24,510	25,170	2.7	1,480	1,700	1,830	8	3,060	4,010	4,450	11
Tairāwhiti	15,140	15,000	14,840	-1.1	4,710	4,350	4,160	-4.4	9,710	9,840	9,820	-0.2	415	480	515	7	295	330	340	3
Taranaki	31,390	31,840	31,980	0.4	20,590	19,890	19,470	-2.1	9,100	9,730	10,020	3.0	515	580	620	7	1,180	1,640	1,870	14
CENTRAL	236,110	235,250	233,640	-0.7	134,580	127,200	122,410	-3.8	65,750	68,290	69,540	1.8	17,520	18,095	18,455	2	18,220	21,675	23,240	7
Hawke's Bay	45,440	45,150	44,690	-1.0	23,880	22,030	20,890	-5.2	17,600	18,490	18,840	1.9	2,380	2,610	2,760	6	1,570	2,020	2,200	9
MidCentral	46,800	46,930	46,600	-0.7	27,330	25,850	24,840	-3.9	14,520	15,210	15,430	1.4	2,010	2,260	2,390	6	2,920	3,630	3,940	9
Whanganui	17,210	16,780	16,400	-2.3	9,410	8,630	8,150	-5.6	6,780	6,960	7,010	0.7	570	650	680	5	455	540	580	7
Capital & Coast	75,750	76,360	76,450	0.1	45,200	44,240	43,350	-2.0	13,440	13,620	13,910	2.1	7,900	7,830	7,830	-	9,210	10,670	11,370	7
Hutt	39,760	38,940	38,490	-1.2	21,430	19,410	18,300	-5.7	10,220	10,690	10,970	2.6	4,290	4,350	4,410	1	3,820	4,500	4,810	7
Wairarapa	11,150	11,090	11,010	-0.7	7,350	7,040	6,880	-2.3	3,190	3,320	3,380	1.8	370	395	385	-3	245	315	340	8
SOUTHERN	266,310	272,630	274,420	0.7	199,930	196,720	193,780	-1.5	41,630	44,730	46,560	4.1	8,165	9,275	9,975	8	16,655	21,930	23,985	9
Nelson Marlborough	35,550	35,410	35,280	-0.4	27,120	26,070	25,500	-2.2	6,150	6,520	6,740	3.4	870	1010	1,090	8	1,380	1,810	1,970	9
West Coast	8,250	7,980	8,040	0.8	6,380	5,940	5,900	-0.7	1,520	1,590	1,640	3.1	125	155	175	13	220	290	245	-16
Canterbury	129,110	134,770	136,700	1.4	95,010	94,670	93,530	-1.2	18,960	20,540	21,560	5.0	4,710	5,310	5,710	8	10,430	14,250	15,880	11
South Canterbury	14,230	14,130	14,050	-0.6	11,500	11,040	10,790	-2.3	2,030	2,240	2,300	2.7	230	280	250	-11	455	590	650	10
Southern	79,170	80,340	80,350	0.0	59,820	59,000	58,060	-1.6	12,970	13,840	14,320	3.5	2,230	2,520	2,750	9	4,170	4,990	5,240	5
TOTAL	1,221,250	1,241,810	1,246,600	0.4	665,690	644,290	628,650	-2.4	301,860	315,040	321,970	2.2	115,920	118,890	120,730	2	137,780	163,590	175,260	7

1. 2013 Census (Prioritised Ethnicity) Source: Statistics NZ: Ref No: JOB-05958
2. 2016 & 2018 Population Projections (Base 2013 Census, Prioritised Ethnicity), Ref No: JOB-07144

Table 2. 0-19 yrs Population Projections by Ethnicity & DHB Area (2013-2028)

DHB/REGION	0-19 YEAR POPULATION BY ETHNICITY																			
	TOTAL				OTHER				MĀORI				PACIFIC				ASIAN			
	2013 ¹	2018 ²	2023 ²	2028 ²	2013 ¹	2018 ²	2023 ²	2028 ²	2013 ¹	2018 ²	2023 ²	2028 ²	2013 ¹	2018 ²	2023 ²	2028 ²	2013 ¹	2018 ²	2023 ²	2028 ²
NORTHERN	484,140	487,250	502,190	519,400	201,380	195,720	184,060	175,400	102,680	104,540	109,740	115,660	83,190	83,260	84,050	86,570	102,520	108,830	124,370	141,770
Northland	47,290	47,070	47,000	46,740	20,890	19,200	16,470	14,560	25,170	25,590	26,820	27,990	1,370	1,500	1,740	1,950	1,530	1,680	1,980	2,270
Waitemata	156,560	159,010	166,070	173,810	84,780	81,670	76,740	73,600	25,370	26,130	28,170	30,190	16,320	16,570	17,420	18,380	33,180	36,050	43,750	51,620
Auckland	116,700	116,540	118,680	123,050	49,870	49,950	48,310	46,300	14,240	14,230	14,560	15,290	19,620	19,190	18,370	18,190	32,890	34,010	37,420	43,270
Counties Manukau	163,590	164,630	170,440	175,800	45,880	44,900	42,540	40,940	37,900	38,590	40,190	42,190	45,880	46,000	46,520	48,050	34,920	37,090	41,220	44,610
MIDLAND	249,780	249,620	249,680	248,910	129,800	124,620	110,220	100,710	99,330	101,320	106,310	110,560	8,330	8,895	10,230	11,420	17,470	16,800	22,955	26,225
Waikato	112,040	112,460	113,380	113,690	60,100	58,120	51,620	47,240	39,480	40,600	43,150	45,430	4,630	5,000	5,850	6,570	9,830	8,390	12,740	14,460
Lakes	30,230	29,600	28,560	27,400	12,790	11,840	9,800	8,350	15,770	15,710	15,820	15,850	940	930	910	910	1,660	1,750	2,040	2,310
Bay of Plenty	60,670	60,740	61,010	61,470	31,600	30,420	26,700	24,760	24,510	25,170	26,680	27,870	1,700	1,830	2,180	2,500	4,010	4,450	5,460	6,350
Tairāwhiti	15,000	14,840	14,500	14,050	4,710	4,350	3,750	3,320	9,840	9,820	9,760	9,620	480	515	610	680	330	340	385	405
Taranaki	31,840	31,980	32,230	32,300	20,590	19,890	18,350	17,040	9,730	10,020	10,900	11,790	580	620	680	760	1,640	1,870	2,330	2,700
CENTRAL	235,250	233,640	230,300	227,260	134,580	127,200	110,410	99,270	68,290	69,540	73,510	77,190	18,095	18,455	19,405	20,045	21,675	23,240	27,040	30,780
Hawke's Bay	45,150	44,690	43,970	43,170	23,880	22,030	18,360	15,800	18,490	18,840	19,890	20,940	2,610	2,760	3,100	3,400	2,020	2,200	2,620	3,010
MidCentral	46,930	46,600	46,120	45,730	27,330	25,850	22,390	20,150	15,210	15,430	16,460	17,470	2,260	2,390	2,760	3,050	3,630	3,940	4,510	5,060
Whanganui	16,780	16,400	15,890	15,490	9,410	8,630	7,110	6,200	6,960	7,010	7,310	7,570	650	680	790	850	540	580	700	880
Capital & Coast	76,360	76,450	76,290	76,210	45,200	44,240	40,690	38,160	13,620	13,910	14,660	15,350	7,830	7,830	7,860	7,900	10,670	11,370	13,090	14,820
Hutt	38,940	38,490	37,270	36,220	21,430	19,410	15,550	13,300	10,690	10,970	11,550	11,960	4,350	4,410	4,470	4,410	4,500	4,810	5,720	6,560
Wairarapa	11,090	11,010	10,760	10,440	7,350	7,040	6,310	5,660	3,320	3,380	3,640	3,900	395	385	425	435	315	340	400	450
SOUTHERN	272,630	274,420	275,400	275,070	199,930	196,720	184,510	174,330	44,730	46,560	50,940	55,330	9,275	9,975	11,795	13,230	21,930	23,985	28,175	32,130
Nelson Marlborough	35,410	35,280	34,700	33,710	27,120	26,070	23,760	21,610	6,520	6,740	7,300	7,950	1010	1090	1290	1420	1,810	1,970	2,360	2,730
West Coast	7,980	8,040	8,020	7,950	6,380	5,940	5,670	5,360	1,590	1,640	1,770	1,910	155	175	210	235	290	245	385	420
Canterbury	134,770	136,700	138,570	139,920	95,010	94,670	89,230	84,970	20,540	21,560	23,770	25,830	5,310	5,710	6,690	7,520	14,250	15,880	18,860	21,570
South Canterbury	14,130	14,050	14,060	14,110	11,500	11,040	10,380	9,900	2,240	2,300	2,520	2,840	280	250	395	465	590	650	770	900
Southern	80,340	80,350	80,050	79,380	59,820	59,000	55,470	52,490	13,840	14,320	15,580	16,800	2,520	2,750	3,210	3,590	4,990	5,240	5,800	6,510
TOTAL	1,241,810	1,246,600	1,257,620	1,270,660	665,690	644,290	589,150	549,770	315,040	321,970	340,460	358,760	118,890	120,730	125,460	131,250	163,590	175,260	202,510	230,880

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. 0-19 yrs Service User by Region & DHB Area (2014-2017)

REGION/DHB	TOTAL 0-19 YRS SERVICE USER BY REGION & DHB AREA (2014-2017)											
	2014			2015			2016			2017		
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL
NORTHERN	10,056	2,214	12,270	10,380	2,090	12,470	10,801	2,010	12,811	11,500	1,899	13,399
Northland	1,151	563	1,714	1,143	533	1,676	1,152	528	1,680	1,203	432	1,635
Waitemata	3,722	310	4,032	3,812	257	4,069	3,745	225	3,970	4,309	118	4,427
Auckland	2,048	286	2,334	2,349	222	2,571	2,830	266	3,096	2,876	315	3,191
Counties Manukau	3,135	1,055	4,190	3,076	1,078	4,154	3,074	991	4,065	3,112	1,034	4,146
MIDLAND	4,851	2,212	7,063	4,838	3,057	7,895	5,027	3,377	8,404	5,354	3,577	8,931
Waikato	1,522	854	2,376	1,688	1,656	3,344	1,571	1,920	3,491	1,815	1,798	3,613
Lakes	626	274	900	606	299	905	702	469	1,171	646	578	1,224
Bay of Plenty	1,502	778	2,280	1,460	819	2,279	1,606	790	2,396	1,670	887	2,557
Tairāwhiti	531	123	654	460	111	571	420	75	495	375	186	561
Taranaki	670	183	853	624	172	796	728	123	851	848	128	976
CENTRAL	5,388	1,516	6,904	5,796	1,143	6,939	6,071	1,289	7,360	6,129	1,067	7,196
Hawke's Bay	994	192	1,186	1,102	212	1,314	1,024	156	1,180	1,096	112	1,208
MidCentral	911	384	1,295	969	403	1,372	1,150	382	1,532	1,046	298	1,344
Whanganui	403	50	453	421	52	473	473	64	537	556	44	600
Capital & Coast	1,884	443	2,327	2,060	216	2,276	2,147	374	2,521	2,171	351	2,522
Hutt Valley	983	301	1,284	1,014	115	1,129	1,031	183	1,214	999	160	1,159
Wairarapa	213	146	359	230	145	375	246	130	376	261	102	363
SOUTHERN	5,937	2,135	8,072	5,807	2,214	8,021	5,320	2,290	7,610	5,905	2,321	8,226
Nelson Marlborough	1,002	80	1,082	917	63	980	996	80	1,076	1,125	99	1,224
West Coast	357	89	446	291	5	296	242	65	307	271	72	343
Canterbury	2,486	870	3,356	2,539	935	3,474	2,631	929	3,560	2,710	858	3,568
South Canterbury	458	174	632	427	164	591	349	165	514	380	214	594
Southern	1,634	922	2,556	1,633	1,047	2,680	1,102	1,051	2,153	1,419	1,078	2,497
Overseas	-	-	-	-	-	-	-	25	25	-	18	18
TOTAL	26,232	8,077	34,309	26,821	8,504	35,325	27,219	8,991	36,210	28,888	8,882	37,770

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

Table 2. Service User by DHB Area, Gender & Age Group (2017)

REGION/ DHB AREA	SERVICE USER BY GENDER & AGE GROUP (YRS) 2017														
	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	1,770	49	1,823	265	2,627	721	813	51	1,449	207	3,018	606	11,500	1,899	
Northland	160	3	231	67	268	182	53	-	175	65	316	115	1,203	432	1,635
Waitemata	676	3	612	14	1,217	45	300	4	420	3	1,084	49	4,309	118	4,427
Auckland	392	16	408	28	604	119	274	16	416	31	782	105	2,876	315	3,191
Counties Manukau	542	27	572	156	538	375	186	31	438	108	836	337	3,112	1,034	4,146
MIDLAND	725	381	950	636	1,156	938	278	171	747	523	1,498	928	5,354	3,577	8,931
Waikato	245	200	311	346	387	471	88	78	250	258	534	445	1,815	1,798	3,613
Lakes	129	30	133	90	116	147	39	6	88	115	141	190	646	578	1,224
Bay of Plenty	199	121	287	161	385	220	81	70	226	115	492	200	1,670	887	2,557
Tairāwhiti	68	29	72	28	70	41	26	17	53	29	86	42	375	186	561
Taranaki	84	1	147	11	198	59	44	-	130	6	245	51	848	128	976
CENTRAL	700	58	985	178	1,419	375	353	37	833	147	1,837	272	6,129	1,067	7,196
Hawke's Bay	103	1	179	5	297	65	47	-	136	5	334	36	1,096	112	1,208
MidCentral	151	4	192	43	197	131	66	1	150	30	290	89	1,046	298	1,344
Whanganui	55	-	95	7	129	15	31	1	84	3	161	18	556	44	600
Capital & Coast	235	45	300	93	595	68	115	29	271	66	654	50	2,171	351	2,522
Hutt Valley	131	4	179	17	156	59	80	2	153	22	300	56	999	160	1,159
Wairarapa	25	4	40	13	45	37	14	4	39	21	98	23	261	102	363
SOUTHERN	758	173	971	304	1,273	589	293	111	768	291	1,841	853	5,905	2,321	8,226
Nelson Marlborough	82	2	194	5	258	39	49	3	159	10	382	40	1,125	99	1,224
West Coast	66	18	49	18	55	14	18	7	32	7	51	8	271	72	343
Canterbury	405	13	450	59	564	252	141	19	368	101	782	414	2,710	858	3,568
South Canterbury	65	-	58	29	82	41	21	-	51	41	103	103	380	214	594
Southern	140	140	220	193	314	243	64	82	158	132	523	288	1,419	1,078	2,497
Overseas	-	1	-	3	-	5	-	3	-	1	-	5	-	18	18
TOTAL	3,953	662	4,729	1,386	6,475	2,628	1,737	373	3,797	1,169	8,194	2,664	28,888	8,882	37,770

Source: MHINC/PRIMHD: July-December 2017

Table 3. Māori 0-19 yrs Service User by DHB Area (2014-2017)

REGION/DHB AREA	MĀORI 0-19 YRS SERVICE USER BY DHB AREA (2012-2017)											
	2014			2015			2016			2017		
	DHB	NGO	Total	DHB	NGO	Total	DHB	NGO	Total	DHB	NGO	Total
NORTHERN	2,991	1,133	4,124	3,068	1,151	4,219	3,093	1,095	4,188	3,508	938	4,446
Northland	568	402	970	561	410	971	537	382	919	574	314	888
Waitemata	976	131	1,107	1,087	143	1,230	990	121	1,111	1,165	43	1,208
Auckland	493	97	590	576	102	678	692	125	817	723	133	856
Counties Manukau	954	503	1,457	844	496	1,340	874	467	1,341	966	448	1,414
MIDLAND	1,628	1,218	2,846	1,669	1,523	3,192	1,755	1,568	3,323	1,864	1,901	3,765
Waikato	379	388	767	448	659	1,107	425	710	1,135	533	827	1,360
Lakes	221	118	339	238	148	386	276	217	493	263	281	544
Bay of Plenty	517	494	1,011	549	520	1,069	582	510	1,092	613	606	1,219
Tairāwhiti	352	112	464	288	104	392	277	70	347	226	125	351
Taranaki	159	106	265	146	92	238	195	61	256	229	62	291
CENTRAL	1,572	719	2,291	1,787	620	2,407	1,896	635	2,531	1,950	572	2,522
Hawke's Bay	396	132	528	480	157	637	420	119	539	464	89	553
MidCentral	227	156	383	263	173	436	304	149	453	268	125	393
Whanganui	140	25	165	141	24	165	170	34	204	209	26	235
Capital & Coast	510	186	696	554	186	740	634	186	820	665	207	872
Hutt Valley	250	160	410	274	160	434	293	160	453	276	73	349
Wairarapa	49	54	103	75	79	154	75	77	152	68	52	120
SOUTHERN	1,038	420	1,458	1,113	411	1,524	1,004	428	1,432	1,246	496	1,742
Nelson Marlborough	180	13	193	181	11	192	149	18	167	213	16	229
West Coast	99	13	112	65	4	69	42	7	49	49	12	61
Canterbury	461	188	649	528	177	705	566	172	738	630	200	830
South Canterbury	66	29	95	70	24	94	53	24	77	79	44	123
Southern	232	177	409	269	195	464	194	207	401	275	224	499
TOTAL	7,229	3,503*	10,732*	7,637	3,720*	11,357*	7,748	3,735*	11,483*	8,568	3,917	12,485

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

*2014: Includes 13 Overseas Service users; 2015: Includes 15 Overseas Service users.

2016* Includes 9 Overseas Service users

Table 4. Pacific 0-19 yrs Service User by DHB Area (2014-2017)

REGION/DHB AREA	PACIFIC 0-19 YRS SERVICE USER BY DHB AREA (2014-2017)											
	2014			2015			2016			2017		
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL
NORTHERN	1,343	380	1,723	1,208	394	1,602	1,293	382	1,675	1,313	473	1,786
Northland	25	4	29	22	10	32	27	12	39	31	11	42
Waitemata	493	28	521	404	21	425	400	24	424	417	9	426
Auckland	267	61	328	256	54	310	309	58	367	342	90	432
Counties Manukau	558	287	845	526	309	835	557	288	845	523	363	886
MIDLAND	56	40	96	55	80	135	76	93	169	93	134	227
Waikato	14	23	37	27	64	91	27	61	88	37	93	130
Lakes	12	6	18	6	4	10	23	13	36	11	11	22
Bay of Plenty	20	8	28	16	10	26	15	15	30	30	24	54
Tairāwhiti	6	1	7	2	-	2	4	1	5	5	3	8
Taranaki	4	2	6	4	2	6	7	3	10	10	3	13
CENTRAL	201	160	361	199	86	285	241	137	378	220	85	305
Hawke's Bay	28	14	42	26	11	37	19	8	27	31	4	35
MidCentral	15	8	23	16	10	26	28	8	36	22	4	26
Whanganui	5	-	5	6	3	9	16	3	19	14	0	14
Capital & Coast	99	109	208	99	49	148	113	88	201	110	63	173
Hutt Valley	51	26	77	51	9	60	63	27	90	39	12	51
Wairarapa	3	3	6	1	4	5	2	3	5	4	2	6
SOUTHERN	83	36	119	94	41	135	113	53	166	117	54	171
Nelson Marlborough	7	-	7	12	-	12	12	2	14	10	2	12
West Coast	1	-	1	-	-	-	6	3	9	0	0	0
Canterbury	44	16	60	50	17	67	66	22	88	67	21	88
South Canterbury	5	2	7	2	-	2	6	1	7	5	3	8
Southern	26	18	44	30	24	54	23	25	48	35	28	63
TOTAL	1,683	616	2,299	1,556	604*	2,160*	1,723	665	2,388	1,743	746	2,489

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

* Includes 3 Overseas Service users

Table 5. Asian 0-19 yrs Service User by DHB Area (2014-2017)

REGION/DHB AREA	ASIAN 0-19 YRS SERVICE USER BY DHB AREA (2014-2017)											
	2014			2015			2016			2017		
	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL	DHB	NGO	TOTAL
NORTHERN	634	90	724	692	82	774	785	69	854	909	77	986
Northland	5	1	6	3	-	3	11	-	11	11	1	12
Waitemata	197	9	206	206	3	209	219	5	224	311	4	315
Auckland	197	21	218	248	8	256	306	16	322	336	17	353
Counties Manukau	235	59	294	235	71	306	249	48	297	251	55	306
MIDLAND	58	12	70	72	34	106	74	44	118	75	51	126
Waikato	23	2	25	28	22	50	19	28	47	29	31	60
Lakes	6	2	8	10	2	12	9	6	15	5	4	9
Bay of Plenty	20	8	28	21	10	31	34	9	43	24	9	33
Tairāwhiti	4	-	4	3	-	3	1	-	1	8	4	12
Taranaki	5	-	5	10	-	10	11	1	12	9	3	12
CENTRAL	126	14	140	143	10	153	177	17	194	171	22	193
Hawke's Bay	10	-	10	6	2	8	13	-	13	8	-	8
MidCentral	8	3	11	16	3	19	21	3	24	23	11	34
Whanganui	4	1	5	2	-	2	3	-	3	6	-	6
Capital & Coast	70	3	73	86	3	89	104	11	115	103	8	111
Hutt Valley	33	6	39	32	2	34	33	3	36	30	3	33
Wairarapa	1	1	2	1	-	1	3	-	3	1	-	1
SOUTHERN	81	33	114	103	28	131	82	39	121	125	43	168
Nelson Marlborough	7	1	8	10	1	11	10	-	10	16	2	18
West Coast	4	1	5	2	0	2	2	1	3	3	1	4
Canterbury	40	18	58	57	13	70	53	18	71	71	19	90
South Canterbury	5	3	8	7	1	8	2	3	5	8	4	12
Southern	25	10	35	27	13	40	15	17	32	27	17	44
TOTAL	899	149	1,048	1,010	154	1,164	1,118	171	1,289	1,280	193	1,473

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

Table 6. Service User Access Rates by Age Group & Region (2008-2017)

YEAR		SERVICE USER 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	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%
	2016*	0.97%	3.11%	5.57%	2.65%
	2017*	1.08%	3.21%	5.72%	2.75%
MIDLAND	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%
	2015*	1.01%	3.73%	7.20%	3.18%
	2016*	1.17%	4.04%	7.34%	3.36%
	2017*	1.21%	4.59%	7.53%	3.57%
CENTRAL	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%
	2015*	0.95%	3.48%	6.33%	2.95%
	2016*	1.00%	3.66%	6.79%	3.13%
	2017*	0.97%	3.78%	6.51%	3.07%
SOUTHERN	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%
	2015*	1.01%	3.54%	6.05%	2.97%
	2016*	0.97%	3.23%	5.77%	2.79%
	2017*	0.99%	3.52%	6.26%	3.00%

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

Table 7. 0-19 yrs Service User Access Rates by DHB Area (2008-2017)

REGION/DHB AREA	0-19 YRS ACCESS RATES BY REGION & DHB AREA									
	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*	2016*	2017*
NORTHERN	1.44%	1.65%	1.89%	2.02%	2.00%	2.19%	2.59%	2.60%	2.65%	2.75%
Northland	1.37%	1.68%	2.43%	2.84%	2.78%	3.65%	3.62%	3.54%	3.55%	3.46%
Waitemata	1.46%	2.04%	2.29%	2.30%	2.10%	2.25%	2.64%	2.63%	2.54%	2.80%
Auckland	1.25%	1.28%	1.36%	1.69%	1.72%	1.85%	2.05%	2.22%	2.65%	2.73%
Counties Manukau	1.57%	1.52%	1.71%	1.75%	1.84%	1.95%	2.61%	2.57%	2.48%	2.51%
MIDLAND	1.41%	1.45%	2.01%	2.75%	2.24%	2.96%	2.87%	3.18%	3.36%	3.57%
Waikato	1.00%	1.00%	1.40%	2.43%	0.65%	2.05%	2.16%	3.01%	3.12%	3.21%
Lakes	1.20%	1.49%	2.10%	2.46%	2.08%	3.32%	2.97%	2.97%	3.87%	4.09%
Bay of Plenty	1.74%	1.78%	2.43%	3.29%	2.94%	4.06%	3.83%	3.79%	3.95%	4.21%
Tairāwhiti	2.67%	2.64%	3.72%	4.23%	2.22%	4.70%	4.33%	3.79%	3.30%	3.76%
Taranaki	1.77%	1.79%	2.40%	2.40%	1.32%	2.85%	2.71%	2.52%	2.67%	3.05%
CENTRAL	1.43%	1.60%	2.12%	2.45%	2.04%	2.94%	2.93%	2.95%	3.13%	3.07%
Hawke's Bay	1.35%	1.73%	2.13%	2.24%	2.42%	2.76%	2.62%	2.90%	2.61%	2.68%
MidCentral	1.52%	1.72%	2.02%	2.25%	3.56%	2.66%	2.77%	2.93%	3.26%	2.87%
Whanganui	2.16%	2.23%	2.48%	2.40%	0.60%	2.58%	2.66%	2.78%	3.20%	3.62%
Capital & Coast	1.31%	1.52%	1.95%	2.57%	3.72%	3.00%	3.08%	3.00%	3.30%	3.30%
Hutt Valley	1.25%	1.17%	2.18%	2.55%	1.43%	3.29%	3.25%	2.88%	3.12%	2.99%
Wairarapa	1.71%	1.65%	2.87%	3.03%	1.31%	3.68%	3.23%	3.38%	3.39%	3.29%
SOUTHERN	1.34%	0.83%	2.02%	2.36%	1.64%	2.86%	3.01%	2.97%	2.79%	3.00%
Nelson Marlborough	2.67%	2.53%	2.56%	3.34%	2.20%	3.70%	3.06%	2.77%	3.04%	3.45%
West Coast	2.99%	3.23%	4.01%	4.25%	1.78%	5.12%	5.51%	3.71%	3.85%	4.27%
Canterbury	1.13%	1.30%	1.50%	1.83%	1.75%	2.23%	2.56%	2.61%	2.64%	2.62%
South Canterbury	1.87%	1.77%	2.18%	3.32%	1.73%	5.00%	4.43%	4.15%	3.64%	4.21%
Southern	1.97%	1.93%	2.92%	2.96%	1.18%	2.89%	3.22%	3.36%	2.68%	3.10%
TOTAL	1.43%	1.49%	2.02%	2.36%	1.98%	2.64%	2.80%	2.87%	2.92%	3.03%

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

Table 8. Māori 0-19 yrs Service User Access Rates by Age Group & Region (2008-2017)

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	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%
	2016*	1.08%	4.74%	10.39%	4.08%
	2017*	1.26%	5.10%	10.16%	4.21%
MIDLAND	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%
	2016*	0.95%	4.03%	8.17%	3.35%
	2017*	1.19%	4.95%	8.38%	3.75%
CENTRAL	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%
	2016*	1.01%	4.70%	8.88%	3.71%
	2017*	1.04%	4.59%	8.76%	3.66%
SOUTHERN	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%
	2016*	0.98%	4.06%	7.42%	3.20%
	2017*	1.11%	4.69%	9.14%	3.81%

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

Table 9. Māori 0-19 yrs Service User Access Rates by DHB Area (2008-2017)

REGION/DHB AREA	MĀORI 0-19 YRS ACCESS RATES BY REGION & DHB AREA									
	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*	2016*	2017*
NORTHERN	1.84%	2.28%	2.78%	3.06%	3.08%	3.33%	4.00%	4.05%	4.08%	4.21%
Northland	1.27%	1.63%	2.39%	2.89%	3.52%	3.90%	3.96%	3.91%	3.65%	3.49%
Waitemata	1.91%	3.46%	4.04%	4.10%	3.48%	4.08%	3.41%	4.93%	4.38%	4.68%
Auckland	2.14%	2.35%	2.56%	3.45%	3.38%	3.50%	4.13%	4.76%	5.74%	6.00%
Counties Manukau	2.04%	1.90%	2.30%	2.37%	2.45%	2.40%	3.66%	3.33%	3.54%	3.70%
MIDLAND	1.29%	1.30%	1.96%	2.88%	2.52%	3.14%	2.95%	3.26%	3.35%	3.75%
Waikato	0.79%	0.74%	1.23%	2.42%	2.34%	1.85%	2.01%	2.85%	2.87%	3.39%
Lakes	1.00%	1.19%	1.86%	2.34%	2.10%	2.72%	2.19%	2.46%	3.13%	3.45%
Bay of Plenty	1.72%	1.78%	2.36%	3.60%	3.78%	4.95%	2.18%	4.43%	4.46%	4.90%
Tairāwhiti	2.51%	2.42%	3.60%	4.23%	3.38%	4.76%	4.74%	3.99%	3.53%	3.56%
Taranaki	1.29%	1.18%	2.23%	2.26%	1.07%	2.84%	2.85%	2.50%	2.63%	2.93%
CENTRAL	1.32%	1.50%	2.17%	2.81%	2.64%	3.43%	3.44%	3.57%	3.71%	3.66%
Hawke's Bay	1.38%	1.58%	2.16%	2.64%	4.15%	3.31%	2.94%	3.49%	2.92%	2.96%
MidCentral	1.14%	1.21%	1.67%	1.90%	2.80%	2.38%	2.59%	2.90%	2.98%	2.56%
Whanganui	1.63%	1.52%	1.91%	2.00%	0.71%	2.23%	2.40%	2.38%	2.93%	3.37%
Capital & Coast	1.34%	1.92%	3.00%	4.47%	4.10%	4.73%	5.32%	4.98%	5.87%	6.33%
Hutt Valley	1.22%	1.21%	1.86%	2.74%	2.59%	4.04%	3.84%	3.28%	3.59%	3.22%
Wairarapa	1.46%	1.51%	2.82%	3.16%	1.69%	4.04%	3.18%	4.68%	4.58%	3.57%
SOUTHERN	1.35%	2.07%	2.30%	2.80%	1.63%	3.29%	3.43%	3.49%	3.20%	3.81%
Nelson Marlborough	2.58%	2.31%	2.65%	4.12%	2.27%	4.21%	3.07%	2.99%	2.56%	3.45%
West Coast	3.92%	5.13%	4.73%	5.27%	1.92%	7.24%	7.32%	4.42%	3.08%	3.77%
Canterbury	1.29%	1.56%	1.95%	2.15%	2.00%	2.64%	3.34%	3.53%	3.59%	3.94%
South Canterbury	2.01%	1.51%	2.20%	2.74%	0.76%	4.33%	4.55%	4.31%	3.44%	5.42%
Southern	0.72%	0.75%	2.36%	2.87%	1.09%	2.99%	3.09%	3.44%	2.90%	3.54%
TOTAL	1.56%	1.76%	2.32%	2.91%	2.57%	3.28%	3.51%	3.66%	3.64%	3.89%

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

Table 10. Pacific 0-19 yrs Service User Access Rates by Age Group & Region (2008-2017)

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	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%
	2016*	0.56%	2.22%	4.69%	2.01%
	2017*	0.52%	2.46%	5.07%	2.15%
MIDLAND	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%
	2016*	0.64%	2.18%	5.27%	2.03%
	2017*	1.08%	3.32%	5.78%	2.63%
CENTRAL	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%
	2016*	0.48%	2.62%	4.97%	2.09%
	2017*	0.52%	2.10%	3.75%	1.67%
SOUTHERN	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%
	2016*	0.39%	2.23%	4.83%	1.79%
	2017*	0.43%	2.10%	4.81%	1.77%

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

Table 11. Pacific 0-19 yrs Service User Access Rates by DHB Area (2008-2017)

REGION/ DHB AREA	PACIFIC 0-19 YRS ACCESS RATES BY REGION & DHB AREA									
	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*	2016*	2017*
NORTHERN	1.01%	1.08%	1.28%	1.41%	1.35%	1.51%	2.08%	1.93%	2.01%	2.15%
Northland	1.04%	0.88%	1.29%	2.45%	0.50%	3.11%	2.27%	2.39%	2.85%	2.94%
Waitemata	0.99%	1.96%	2.57%	2.58%	2.47%	3.00%	3.25%	2.63%	2.60%	2.59%
Auckland	1.02%	0.77%	0.86%	1.13%	1.16%	1.21%	1.64%	1.56%	1.87%	2.22%
Counties Manukau	1.00%	0.92%	1.01%	1.11%	1.07%	1.12%	1.85%	1.82%	1.84%	1.93%
MIDLAND	0.58%	0.43%	0.94%	1.60%	0.38%	1.64%	1.24%	1.69%	2.03%	2.63%
Waikato	0.46%	0.33%	0.93%	1.50%	0.64%	1.15%	0.87%	2.05%	1.90%	2.70%
Lakes	0.20%	0.60%	1.02%	1.58%	0.58%	2.06%	1.89%	1.06%	3.83%	2.32%
Bay of Plenty	1.27%	0.67%	0.91%	2.24%	0.36%	2.57%	1.79%	1.60%	1.76%	3.07%
Tairāwhiti	0.51%	0.51%	1.50%	2.05%	0.14%	2.17%	1.57%	0.43%	1.04%	1.63%
Taranaki	0.69%	0.23%	0.45%	0.23%	0.09%	1.75%	1.12%	1.07%	1.72%	2.17%
CENTRAL	0.61%	0.32%	0.99%	1.52%	0.72%	1.97%	2.03%	1.59%	2.09%	1.67%
Hawke's Bay	0.51%	0.73%	0.90%	1.04%	0.56%	1.26%	1.70%	1.46%	1.03%	1.31%
MidCentral	0.66%	0.58%	0.74%	1.05%	0.34%	1.34%	1.10%	1.20%	1.59%	1.12%
Whanganui	1.77%	2.89%	0.73%	1.19%	0.07%	1.05%	0.83%	1.42%	2.92%	2.11%
Capital & Coast	0.58%	0.80%	1.08%	1.83%	1.92%	2.78%	2.65%	1.89%	2.57%	2.22%
Hutt Valley	0.52%	0.54%	0.98%	1.42%	0.58%	1.26%	1.78%	1.39%	2.07%	1.16%
Wairarapa	1.07%	1.32%	0.95%	1.27%	0.18%	2.16%	1.56%	1.30%	1.27%	1.48%
SOUTHERN	0.48%	0.72%	1.19%	1.30%	0.23%	1.26%	1.39%	1.52%	1.79%	1.77%
Nelson Marlborough	1.65%	1.70%	1.48%	2.95%	0.19%	1.61%	0.76%	1.25%	1.39%	1.14%
West Coast	1.54%	3.53%	4.44%	3.33%	0.05%	2.40%	0.74%	0.00%	5.81%	0.00%
Canterbury	0.57%	0.65%	0.86%	0.63%	0.47%	0.87%	1.22%	1.31%	1.66%	1.60%
South Canterbury	1.76%	0.53%	1.05%	3.24%	0.12%	5.22%	2.80%	0.77%	2.50%	2.76%
Southern	1.61%	1.28%	1.75%	2.05%	0.15%	1.48%	1.89%	2.23%	1.90%	2.39%
TOTAL	0.92%	0.99%	1.21%	1.43%	0.92%	1.57%	1.96%	1.82%	2.01%	2.08%

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

Table 12. Asian 0-19 yrs Service User Access Rates by Age Group & Region (2008-2017)

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	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%
	2016*	0.40%	1.10%	1.44%	0.83%
	2017*	0.51%	1.01%	1.69%	0.93%
MIDLAND	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%
	2016*	0.22%	0.92%	1.53%	0.68%
	2017*	0.15%	1.09%	1.61%	0.68%
CENTRAL	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%
	2016*	0.20%	1.18%	2.16%	0.90%
	2017*	0.18%	0.95%	2.31%	0.86%
SOUTHERN	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%
	2016*	0.12%	0.68%	1.18%	0.55%
	2017*	0.15%	0.82%	1.63%	0.72%

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

Table 13. Asian 0-19 yrs Service User Access Rates by DHB Area (2008-2017)

REGION/ DHB AREA	ASIAN 0-19 YRS ACCESS RATES BY DHB AREA									
	2008	2009	2010*	2011*	2012*	2013*	2014*	2015*	2016*	2017*
NORTHERN	0.34%	0.50%	0.55%	0.58%	0.54%	0.72%	0.78%	0.79%	0.83%	0.93%
Northland	0.33%	0.53%	0.40%	0.48%	0.14%	1.34%	0.44%	0.21%	0.72%	0.75%
Waitemata	0.38%	0.56%	0.56%	0.52%	0.47%	0.63%	0.71%	0.67%	0.68%	0.90%
Auckland	0.52%	0.41%	0.50%	0.60%	0.57%	0.71%	0.71%	0.81%	0.98%	1.05%
Counties Manukau	0.52%	0.52%	0.61%	0.63%	0.65%	0.80%	0.93%	0.92%	0.85%	0.84%
MIDLAND	0.27%	0.31%	0.39%	0.56%	0.21%	0.55%	0.47%	0.65%	0.68%	0.68%
Waikato	0.16%	0.21%	0.14%	0.46%	0.22%	0.26%	0.30%	0.55%	0.48%	0.58%
Lakes	0.37%	0.64%	0.63%	0.80%	0.19%	0.63%	0.53%	0.76%	0.90%	0.52%
Bay of Plenty	0.53%	0.36%	0.80%	0.67%	0.32%	0.98%	0.84%	0.84%	1.07%	0.77%
Tairāwhiti	0.91%	0.43%	1.30%	0.83%	0.19%	1.36%	1.27%	0.92%	0.30%	3.53%
Taranaki	0.14%	0.53%	0.74%	0.63%	0.09%	1.02%	0.38%	0.68%	0.30%	0.68%
CENTRAL	0.21%	0.64%	0.49%	0.59%	0.25%	0.65%	0.73%	0.75%	0.90%	0.86%
Hawke's Bay	0.35%	0.26%	0.34%	0.42%	0.18%	0.38%	0.59%	0.43%	0.64%	0.38%
MidCentral	0.05%	0.50%	0.35%	0.52%	0.25%	0.48%	0.35%	0.56%	0.66%	0.89%
Whanganui	0.24%	0.98%	0.99%	1.35%	0.06%	-	1.03%	0.38%	0.56%	1.08%
Capital & Coast	0.26%	0.37%	0.44%	0.56%	0.71%	0.72%	0.76%	0.88%	1.08%	1.00%
Hutt Valley	0.25%	0.30%	0.62%	0.67%	0.16%	0.79%	0.93%	0.80%	0.80%	0.71%
Wairarapa	0.56%	1.62%	1.62%	0.57%	0.07%	0.82%	0.37%	0.34%	0.95%	0.31%
SOUTHERN	0.38%	0.39%	0.49%	0.65%	0.19%	0.49%	0.62%	0.65%	0.55%	0.72%
Nelson Marlborough	1.48%	0.88%	0.43%	1.21%	0.16%	0.72%	0.52%	0.65%	0.55%	0.94%
West Coast	-	2.50%	1.60%	3.20%	0.07%	0.45%	2.04%	0.74%	1.03%	1.25%
Canterbury	0.24%	0.27%	0.36%	0.43%	0.32%	0.39%	0.50%	0.54%	0.50%	0.59%
South Canterbury	0.97%	1.00%	1.00%	2.03%	0.09%	1.32%	1.58%	1.45%	0.85%	1.90%
Southern	0.40%	0.43%	0.86%	0.98%	0.12%	0.55%	0.79%	0.85%	0.64%	0.85%
TOTAL	0.42%	0.46%	0.52%	0.59%	0.38%	0.67%	0.72%	0.75%	0.79%	0.86%

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

Table 14. Child & Youth HoNOSCA Items

Item 1	AGR	Problems with disruptive, antisocial or aggressive behaviour
Item 2	ATT	Problems with over activity, attention or concentration
Item 3	SH	Non-accidental self-injury
Item 4	AOD	Problem with alcohol, substance or solvent misuse
Item 5	LAN	Problems with scholastic or language skills
Item 6	PHY	Physical illness or disability problems
Item 7	Del/HAL	Problems associated with hallucinations, delusions or abnormal perceptions
Item 8	NOS	Problem with non-organic somatic symptoms
Item 9	EMO	Problem with emotional and related symptoms
Item 10	PEER	Problems with peer relationships
Item 11	SC	Problems with self-care and independence
Item 12	FAM	Problem with family life and relationships
Item 13	SCH	Poor school attendance
Item 14	KNW	Problems with knowledge or understanding about the nature of the child or adolescent's difficulties (in the previous two weeks)
Item 15	INFO	Problems with lack of information about services or management of the child or adolescent's difficulties.

APPENDIX C: FUNDING DATA

Table 1. Infant, Child & Adolescent Mental Health/AOD Funding (2011-2018)

REGION/	2011/2012			2013/2014			2015/2016			2017/2018		
DHB AREA	DHB*	NON-DHB	TOTAL	DHB*	NON-DHB	TOTAL	DHB*	NON-DHB	TOTAL	DHB*	NON-DHB*	TOTAL
NORTHERN	\$46,644,982	\$7,263,465	\$53,908,447	\$47,331,741	\$8,517,755	\$55,849,495	\$52,411,826	\$8,789,249	\$61,201,075	\$49,588,907	\$10,570,297	\$60,159,204
Northland	\$5,691,041	\$1,165,900	\$6,856,941	\$5,243,077	\$1,230,893	\$6,473,970	\$6,118,991	\$1,273,595	\$7,392,586	\$3,610,143	\$1,415,148	\$5,025,291
Waitemata	\$14,070,738	\$489,492	\$14,560,230	\$14,325,541	\$690,177	\$15,015,718	\$15,862,594	\$702,631	\$16,565,225	\$15,745,106	\$721,096	\$16,466,202
Auckland	\$14,053,468	\$2,756,784	\$16,810,252	\$15,154,442	\$2,691,784	\$17,846,226	\$17,006,883	\$2,598,834	\$19,605,717	\$16,742,962	\$4,102,814	\$20,845,776
Counties Manukau	\$12,829,734	\$2,851,289	\$15,681,023	\$12,608,681	\$3,904,901	\$16,513,582	\$13,423,358	\$4,214,189	\$17,637,547	\$13,490,697	\$4,331,239	\$17,821,936
MIDLAND	\$19,632,325	\$13,341,162	\$32,973,487	\$19,394,360	\$16,006,020	\$35,400,380	\$20,251,653	\$16,272,187	\$36,523,840	\$19,736,066	\$19,576,532	\$39,312,598
Waikato	\$6,056,183	\$7,972,422	\$14,028,605	\$5,527,629	\$9,770,700	\$15,298,329	\$5,795,619	\$10,239,947	\$16,035,566	\$5,649,594	\$10,597,774	\$16,247,368
Lakes	\$2,856,181	\$1,628,738	\$4,484,919	\$3,335,983	\$1,859,143	\$5,195,126	\$3,275,060	\$1,545,288	\$4,820,348	\$2,938,911	\$2,917,218	\$5,856,129
Bay of Plenty	\$5,807,253	\$2,823,774	\$8,631,027	\$5,797,329	\$3,465,570	\$9,262,899	\$6,234,260	\$3,446,180	\$9,680,440	\$6,158,124	\$4,878,148	\$11,036,272
Tairāwhiti	\$2,323,382	\$457,294	\$2,780,676	\$2,063,599	\$288,899	\$2,352,498	\$2,268,862	\$310,176	\$2,579,038	\$2,303,231	\$438,948	\$2,742,179
Taranaki	\$2,589,327	\$458,934	\$3,048,261	\$2,669,820	\$621,708	\$3,291,528	\$2,677,852	\$730,596	\$3,408,448	\$2,686,207	\$744,444	\$3,430,651
CENTRAL	\$27,016,084	\$5,877,421	\$32,893,505	\$27,248,993	\$5,582,425	\$32,831,418	\$30,614,119	\$5,062,877	\$35,676,996	\$34,840,926	\$5,784,642	\$40,625,568
Hawke's Bay	\$3,399,861	\$1,352,616	\$4,752,477	\$3,337,010	\$839,700	\$4,176,710	\$3,412,251	\$410,217	\$3,822,468	\$4,016,008	\$915,448	\$4,931,456
MidCentral	\$4,542,160	\$871,601	\$5,413,761	\$4,188,141	\$1,007,965	\$5,196,106	\$4,160,098	\$1,020,716	\$5,180,814	\$3,964,581	\$1,247,347	\$5,211,928
Whanganui	1918303	225612	\$2,143,915	2175310	283612	\$2,458,922	2567102.285	224064	\$2,791,166	2336177.81	380472	\$2,716,649.81
Capital & Coast	\$11,448,851	\$837,708	\$12,286,559	\$12,416,440	\$837,840	\$13,254,280	\$15,036,417	\$776,604	\$15,813,021	\$18,815,821	\$1,552,701	\$20,368,522
Hutt Valley	\$4,487,788	\$2,462,508	\$6,950,296	\$3,984,793	\$2,504,312	\$6,489,105	\$4,057,730	\$2,531,352	\$6,589,082	\$4,349,039	\$1,504,775	\$5,853,814
Wairarapa	\$1,219,121	\$127,376	\$1,346,497	\$1,147,300	\$108,996	\$1,256,296	\$1,380,521	\$99,924	\$1,480,445	\$1,359,300	\$183,899	\$1,543,199
SOUTHERN	\$26,890,659	\$8,331,706	\$35,222,365	\$30,463,061	\$9,774,212	\$40,237,273	\$31,120,579	\$11,023,133	\$42,143,712	\$30,868,614	\$12,468,496	\$43,337,110
Nelson Marlborough	\$4,014,175	\$571,908	\$4,586,083	\$4,130,029	\$575,674	\$4,705,703	\$3,876,454	\$919,203	\$4,795,657	\$3,813,388	\$1,017,093	\$4,830,481
West Coast	\$1,020,967	24120	\$1,045,087	\$1,048,179	\$284,000	\$1,332,179	\$1,065,069	\$240,000	\$1,305,069	\$1,092,754	\$240,000	\$1,332,754
Canterbury	\$14,403,651	\$3,430,135	\$17,833,786	\$16,448,505	\$3,751,388	\$20,199,893	\$16,850,056	\$4,446,390	\$21,296,446	\$17,617,285	\$5,175,825	\$22,793,110
South Canterbury	\$941,869	\$589,824	\$1,531,693	\$1,113,038	\$725,050	\$1,838,088	\$1,089,537	\$702,204	\$1,791,741	\$1,067,492	\$721,068	\$1,788,560
Southern	\$6,509,997	\$3,715,719	\$10,225,716	\$7,723,311	\$4,438,100	\$12,161,411	\$8,239,465	\$4,715,336	\$12,954,801	\$7,277,694	\$5,314,510	\$12,592,204
MOH	-	\$378,551	\$378,551	-	-	-	-	-	-	-	-	-
TOTAL	\$120,184,050	\$35,192,305	\$155,376,355	\$124,438,155	\$39,880,412	\$164,318,566	\$134,398,178	\$41,147,446	\$175,545,624	\$135,034,513	\$48,399,967	\$183,434,480

Source: Ministry of Health Price Volume Schedules 2011-2018. *DHB includes Inpatient funding; Non-DHB includes NGOs & PHOs

Table 2. National Funding per Head Infant, Child & Adolescent Population (2015-2018)

REGION/DHB AREA	2015/2016			2017/2018		
	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$	Total DHB & NON-DHB \$	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$	Total DHB & NON-DHB \$
NORTHERN	\$115.94	\$126.41	\$61,201,075	\$116.15	\$123.47	\$60,159,204
Northland	\$128.92	\$156.32	\$7,392,586	\$106.76	\$106.76	\$5,025,291
Waitemata	\$105.81	\$105.81	\$16,565,225	\$103.55	\$103.55	\$16,466,202
Auckland	\$135.67	\$168.00	\$19,605,717	\$148.27	\$178.87	\$20,845,776
Counties Manukau	\$107.82	\$107.82	\$17,637,547	\$108.25	\$108.25	\$17,821,936
MIDLAND	\$145.61	\$146.22	\$36,523,840	\$156.83	\$157.49	\$39,312,598
Waikato	\$143.12	\$143.12	\$16,035,566	\$144.47	\$144.47	\$16,247,368
Lakes	\$159.46	\$159.46	\$4,820,348	\$197.84	\$197.84	\$5,856,129
Bay of Plenty	\$159.56	\$159.56	\$9,680,440	\$181.70	\$181.70	\$11,036,272
Tairāwhiti	\$161.63	\$171.94	\$2,579,038	\$173.73	\$184.78	\$2,742,179
Taranaki	\$107.05	\$107.05	\$3,408,448	\$107.27	\$107.27	\$3,430,651
CENTRAL	\$136.61	\$151.66	\$35,676,996	\$158.73	\$173.88	\$40,625,568
Hawke's Bay	\$84.66	\$84.66	\$3,822,468	\$110.35	\$110.35	\$4,931,456
MidCentral	\$110.39	\$110.39	\$5,180,814	\$111.84	\$111.84	\$5,211,928
Whanganui	\$166.34	\$166.34	\$2,791,166	\$165.65	\$165.65	\$2,716,650
Capital & Coast	\$160.72	\$207.09	\$15,813,021	\$220.12	\$266.43	\$20,368,522
Hutt Valley	\$169.21	\$169.21	\$6,589,082	\$152.09	\$152.09	\$5,853,814
Wairarapa	\$133.49	\$133.49	\$1,480,445	\$140.16	\$140.16	\$1,543,199
SOUTHERN	\$134.67	\$154.58	\$42,143,712	\$139.84	\$157.92	\$43,337,110
Nelson Marlborough	\$126.76	\$135.43	\$4,795,657	\$128.61	\$136.92	\$4,830,481
West Coast	\$163.54	\$163.54	\$1,305,069	\$165.77	\$165.77	\$1,332,754
Canterbury	\$124.03	\$158.02	\$21,296,446	\$136.57	\$166.74	\$22,793,110
South Canterbury	\$126.80	\$126.80	\$1,791,741	\$127.30	\$127.30	\$1,788,560
Southern	\$154.51	\$161.25	\$12,954,801	\$149.93	\$156.72	\$12,592,204
TOTAL	\$129.93	\$141.36	\$175,545,624	\$137.33	\$147.15	\$183,434,480

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

APPENDIX D: ICAMH/AOD WORKFORCE DATA

Table 1. DHB Inpatient ICAMH Workforce by Occupation (2018)

Inpatient ICAMH Workforce by Occupation (Actual FTEs, 2018)	Child & Adolescent Psychiatrist	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Support Worker	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
AUCKLAND ¹	5.97	27.10	2.60	1.10	8.10	2.80	5.20	52.87	1.00	9.00	10.00	2.00	64.87
CAPITAL & COAST	1.00	18.60	-	-	1.00	1.00	1.20	22.80	1.70	9.00	10.70	2.00	35.50
CANTERBURY ²	2.10	33.00	3.50	-	2.10	2.80	0.60	44.10	0.40	-	0.40	9.50	54.00
TOTAL	9.07	78.70	6.10	1.10	11.20	6.60	7.00	119.77	3.10	18.00	21.10	13.50	154.37

1. Includes Consult Liaison Service

2. Includes Child & Adolescent Day Programme

Table 2. DHB Inpatient ICAMH Vacancies by Occupation (2018)

Inpatient ICAMH Vacancies by Occupation (Vacant FTEs, 2018)	Child & Adolescent Psychiatrist	Nurse	Occupational Therapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
AUCKLAND	1.78	6.60	-	0.40	-	1.00	9.78	1.00	1.00	1.15	11.93
CAPITAL & COAST	0.50	1.00	1.00	-	1.00	1.00	4.50	-	-	-	4.50
CANTERBURY	-	1.50	-	-	-	-	1.50	-	-	-	1.50
TOTAL	2.28	9.10	1.00	0.40	1.00	2.00	15.78	1.00	1.00	1.15	17.93

Table 3. DHB Inpatient ICAMH Workforce by Occupation & Ethnicity (2018)

Inpatient ICAMH Workforce by Occupation & Ethnicity (Headcount, 2018)		Child & Adolescent Psychiatrist	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Consumer	Mental Health Support Worker	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
MĀORI	AUCKLAND	1	3	-	-	-	-	1	5	1	-	3	4	-	9
	CAPITAL & COAST	-	2	-	-	-	-	-	2	2	-	2	4	-	6
	CANTERBURY	-	1	-	-	-	-	-	1	1	-	-	1	-	2
	TOTAL	1	6	-	-	-	-	1	8	4	-	5	9	-	17
PACIFIC	AUCKLAND	-	3	-	-	-	-	-	3	-	-	4	4	-	7
	CAPITAL & COAST	-	3	-	-	-	-	-	3	-	-	5	5	-	8
	CANTERBURY	-	1	-	-	-	-	-	1	-	-	-	-	-	1
	TOTAL	-	7	-	-	-	-	-	7	-	-	9	9	-	16
ASIAN	AUCKLAND	1	5	-	-	-	2	1	9	-	-	-	-	1	10
	CAPITAL & COAST	-	2	-	-	-	-	-	2	-	-	-	-	-	2
	CANTERBURY	1	5	-	-	-	-	-	6	-	-	-	-	-	6
	TOTAL	2	12	-	-	-	2	1	17	-	-	-	-	1	18
NZ EUROPEAN	AUCKLAND	5	18	3	2	10	1	4	43	-	-	1	1	1	45
	CAPITAL & COAST	1	12	-	-	1	1	2	17	-	-	2	2	2	21
	CANTERBURY	2	31	4	-	2	4	1	44	-	-	-	-	10	54
	TOTAL	8	61	7	2	13	6	7	104	-	-	3	3	13	120
OTHER ETHNICITY	AUCKLAND	-	1	-	-	-	-	-	1	-	-	1	1	-	2
	CAPITAL & COAST	-	1	-	-	-	-	-	1	-	-	-	-	-	1
	CANTERBURY	-	-	-	-	1	-	-	1	-	-	-	-	1	2
	TOTAL	-	2	-	-	1	-	-	3	-	-	1	1	1	5
GRAND TOTAL		11	88	7	2	14	8	9	139	4	-	18	22	15	176

Table 4. DHB Community ICAMH/AOD Workforce by Occupation (2018)

DHB Community ICAMH/AOD Workforce by Occupation (Actual FTEs, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Consumer Advisor	Mental Health Support Worker	Youth Worker	Other Non-Clinical	NON-CLINICAL SUB-TOTAL	Administration/Management	TOTAL
NORTHERN	18.50	22.66	8.00	62.35	34.70	8.80	59.34	67.03	15.50	296.88	7.90	-	-	-	-	7.90	21.90	326.68
Northland	-	2.38	5.00	17.30	2.00	-	6.00	13.40	3.90	49.98	-	-	-	-	-	-	6.50	56.48
Waitemata*	18.50	8.45	2.00	21.10	16.10	6.30	13.00	25.80	3.80	115.05	0.10	-	-	-	-	0.10	10.60	125.75
Auckland	-	6.73	-	8.15	11.00	2.50	29.74	12.40	2.20	72.72	6.80	-	-	-	-	6.80	2.30	81.82
Counties Manukau	-	5.10	1.00	15.80	5.60	-	10.60	15.43	5.60	59.13	1.00	-	-	-	-	1.00	2.50	62.63
MIDLAND	4.00	9.60	1.00	33.20	7.00	-	26.98	34.00	3.70	119.48	3.00	-	1.00	2.00	-	6.00	16.00	141.48
Waikato	-	5.80	1.00	7.00	5.00	-	12.38	10.00	-	41.18	-	-	1.00	1.00	-	2.00	3.90	47.08
Lakes	-	1.00	-	5.00	-	-	2.60	2.60	1.20	12.40	-	-	-	-	-	-	3.00	15.40
Bay of Plenty	2.00	2.00	-	13.40	2.00	-	6.60	16.00	1.00	43.00	2.00	-	-	-	-	2.00	5.10	50.10
Tairāwhiti	2.00	0.80	-	2.50	-	-	2.00	2.00	-	9.30	1.00	-	-	-	-	1.00	2.50	12.80
Taranaki	-	-	-	5.30	-	-	3.40	3.40	1.50	13.60	-	-	-	1.00	-	1.00	1.50	16.10
CENTRAL	3.70	14.95	4.00	43.70	10.70	3.80	41.26	44.65	20.60	187.36	4.25	-	2.00	9.40	1.40	17.05	29.80	234.21
Hawke's Bay	1.80	2.20	-	6.00	-	-	4.30	9.70	4.50	28.50	1.00	-	-	-	-	1.00	3.00	32.50
MidCentral	-	0.75	1.00	4.50	2.00	-	4.40	9.75	4.00	26.40	-	-	-	-	-	-	4.60	31.00
Whanganui	0.90	1.40	-	5.50	-	-	0.60	3.70	0.30	12.40	-	-	-	0.90	0.60	1.50	2.90	16.80
Capital & Coast	1.00	7.20	2.00	26.10	6.60	2.20	18.20	10.30	7.80	81.40	3.25	-	-	8.50	0.80	12.55	13.00	106.95
Hutt Valley	-	3.00	-	-	2.10	1.60	10.96	10.20	3.00	30.86	-	-	-	-	-	-	5.30	36.16
Wairarapa	-	0.40	1.00	1.60	-	-	2.80	1.00	1.00	7.80	-	-	2.00	-	-	2.00	1.00	10.80
SOUTHERN	10.20	11.40	-	48.90	15.50	0.50	34.05	25.10	7.30	152.95	4.50	0.50	-	-	1.40	6.40	27.70	187.05
Nelson Marlborough	7.00	2.00	-	4.00	2.00	-	5.50	4.50	2.20	27.20	-	-	-	-	-	-	2.50	29.70
West Coast	1.40	0.50	-	2.00	-	-	1.00	-	-	4.90	0.50	0.50	-	-	-	1.00	2.90	8.80
Canterbury	-	1.90	-	22.00	6.00	0.50	15.75	15.70	4.10	65.95	2.00	-	-	-	1.40	3.40	15.30	84.65
South Canterbury	1.00	0.40	-	2.00	2.70	-	1.60	1.00	-	8.70	2.00	-	-	-	-	2.00	1.00	11.70
Southern	0.80	6.60	-	18.90	4.80	-	10.20	3.90	1.00	46.20	-	-	-	-	-	-	6.00	52.20
DHB COMMUNITY TOTAL	36.40	58.61	13.00	188.15	67.90	13.10	161.63	170.78	47.10	756.67	19.65	0.50	3.00	11.40	2.80	37.35	95.40	889.42
National Youth Forensic Service	1.00	1.00	-	18.40	1.00	-	1.00	-	0.20	22.60	2.70	-	17.00	-	-	19.70	2.00	44.30
GRAND TOTAL	37.40	59.61	13.00	206.55	68.90	13.10	162.63	170.78	47.30	779.27	22.35	0.50	20.00	11.40	2.80	57.05	97.40	933.72

*Includes Regional AOD Service: Altered High= 27.2 Actual FTEs

Table 5. DHB Community ICAMH/AOD Vacancies by Occupation (2018)

DHB Community ICAMH/AOD Vacancies by Occupation (Vacant FTEs, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Consumer Advisor	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL	STAFF TURNOVER RATE %
NORTHERN	1.00	6.04	23.30	3.00	1.50	14.83	8.60	2.00	60.27	0.50	-	0.50	1.05	61.82	8.9
Northland	-	-	-	-	-	-	-	1.00	1.00	-	-	-	-	1.00	12.6
Waitemata*	1.00	2.60	3.00	-	1.50	4.40	-	1.00	13.50	-	-	-	0.50	14.00	-
Auckland	-	0.74	0.40	-	-	3.83	6.60	-	11.57	0.50	-	0.50	0.55	12.62	6.3
Counties Manukau	-	2.70	19.90	3.00	-	6.60	2.00	-	34.20	-	-	-	-	34.20	11.9
MIDLAND	1.00	2.70	2.00	2.10	-	7.30	1.20	4.50	20.80	-	-	-	-	20.80	16.4
Waikato	-	-	-	-	-	1.50	1.00	-	2.50	-	-	-	-	2.50	11.8
Lakes	-	0.80	2.00	-	-	3.00	0.20	0.40	6.40	-	-	-	-	6.40	-
Bay of Plenty	-	1.50	-	2.10	-	1.80	-	-	5.40	-	-	-	-	5.40	20.8
Tairāwhiti	1.00	0.40	-	-	-	1.00	-	4.10	6.50	-	-	-	-	6.50	-
Taranaki	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16.7
CENTRAL	-	2.20	5.00	2.50	0.60	8.80	3.20	1.50	23.80	0.30	-	0.30	0.90	25.00	20.7
Hawke's Bay	-	-	1.80	-	-	1.00	-	-	2.80	-	-	-	-	2.80	17.1
MidCentral	-	1.00	1.00	1.00	-	2.60	-	1.00	6.60	0.30	-	0.30	-	6.90	19.4
Whanganui	-	-	-	0.50	-	-	-	-	0.50	-	-	-	-	0.50	5.0
Capital & Coast	-	0.70	2.20	1.00	-	3.30	3.20	0.50	10.90	-	-	-	-	10.90	20.8
Hutt Valley	-	0.50	-	-	0.60	1.70	-	-	2.80	-	-	-	-	2.80	27.7
Wairarapa	-	-	-	-	-	0.20	-	-	0.20	-	-	-	0.90	1.10	30.3
SOUTHERN	-	-	7.30	1.10	0.20	2.50	7.20	-	18.30	1.30	1.40	2.70	-	21.00	25.2
Nelson Marlborough	-	-	-	-	-	-	-	-	0.00	-	0.40	0.40	-	0.40	10.0
West Coast	-	-	3.00	-	-	-	1.00	-	4.00	-	-	-	-	4.00	35.3
Canterbury	-	-	1.00	1.10	0.20	2.50	2.80	-	7.60	0.80	-	0.80	-	8.40	39.5
South Canterbury	-	-	-	-	-	-	-	-	0.00	-	0.40	0.40	-	0.40	42.9
Southern	-	-	3.30	-	-	-	3.40	-	6.70	0.50	0.60	1.10	-	7.80	16.7
TOTAL	2.00	10.94	37.60	8.70	2.30	33.43	20.20	8.00	123.17	2.10	1.40	3.50	1.95	128.62	17.2

*Includes Regional AOD Service Altered High

Table 6. DHB Community Māori ICAMH/AOD Workforce by Occupation (2018)

DHB Community Māori ICAMH/AOD Workforce by Occupation & DHB Area (Headcount, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Consumer Advisor	Mental Health Support Worker	Youth Worker	Other Non-Clinical	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
NORTHERN	1	1	5	8	1	-	5	15	1	37	9	-	-	-	-	9	5	51
Northland	-	-	4	6	-	-	1	6	1	18	-	-	-	-	-	-	4	22
Waitemata	1	1	-	2	-	-	-	2	-	6	1	-	-	-	-	1	1	8
Auckland	-	-	-	-	1	-	1	-	-	2	7	-	-	-	-	7	-	9
Counties Manukau	-	-	1	-	-	-	3	7	-	11	1	-	-	-	-	1	-	12
MIDLAND	2	1	-	8	-	-	4	6	1	22	4	-	-	1	-	5	7	34
Waikato	-	-	-	2	-	-	-	-	-	2	-	-	-	1	-	1	1	4
Lakes	-	-	-	1	-	-	-	1	1	3	-	-	-	-	-	-	-	3
Bay of Plenty	-	-	-	3	-	-	3	4	-	10	2	-	-	-	-	2	1	13
Tairāwhiti	2	1	-	2	-	-	-	1	-	6	2	-	-	-	-	2	3	11
Taranaki	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	2	3
CENTRAL	-	2	1	5	-	-	4	7	1	20	5	-	2	-	1	8	3	31
Hawke's Bay	-	-	-	2	-	-	-	4	-	6	1	-	-	-	-	1	-	7
MidCentral	-	-	1	-	-	-	1	1	-	3	-	-	-	-	-	-	-	3
Whanganui	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1
Capital & Coast	-	2	-	3	-	-	3	-	1	9	4	-	1	-	-	5	3	17
Hutt valley	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	1
Wairarapa	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	1	-	2
SOUTHERN	-	-	-	3	-	-	2	1	-	6	8	1	-	-	-	9	2	17
Nelson Marlborough	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
West Coast	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	2
Canterbury	-	-	-	1	-	-	2	1	-	4	5	-	-	-	-	5	2	11
South Canterbury	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	2
Southern	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
DHB COMMUNITY TOTAL	3	4	6	24	1	-	15	29	3	85	26	1	2	1	1	31	17	133
National Youth Forensic Service	-	-	-	7	-	-	-	-	-	7	2	-	4	-	-	6	-	13
GRAND TOTAL	3	4	6	31	1	-	15	29	3	92	28	1	6	1	1	37	17	146

Table 7. DHB Community Pacific ICAMH/AOD Workforce by Occupation (2018)

DHB Community Pacific ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Consumer Advisor	Mental Health Support Worker	Youth Worker	Other Non-Clinical	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
NORTHERN	2	3	-	8	1	-	2	9	2	27	3	-	-	-	-	3	1	31
Northland	-	-	-	2	-	-	-	1	-	3	-	-	-	-	-	-	-	3
Waitemata*	2	1	-	1	-	-	1	3	-	8	-	-	-	-	-	-	-	8
Auckland	-	-	-	1	-	-	-	1	-	2	3	-	-	-	-	3	-	5
Counties Manukau	-	2	-	4	1	-	1	4	2	14	-	-	-	-	-	-	1	15
MIDLAND	1	-	-	3	-	-	-	2	-	6	-	-	-	-	-	-	-	6
Waikato	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Bay of Plenty	1	-	-	1	-	-	-	2	-	4	-	-	-	-	-	-	-	4
Tairāwhiti	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
CENTRAL	-	-	-	4	-	-	1	1	1	7	2	-	3	-	-	5	2	14
Capital & Coast	-	-	-	4	-	-	1	-	1	6	2	-	3	-	-	5	2	13
Hutt valley	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	1
DHB COMMUNITY TOTAL	3	3	-	15	1	-	3	12	3	40	5	-	3	-	-	8	3	51
National Youth Forensic Service	-	-	-	5	-	-	-	-	-	5	1	-	11	-	-	12	-	17
GRAND TOTAL	3	3	-	20	1	-	3	12	3	45	6	-	14	-	-	20	3	68

*Includes Regional AOD Service Altered High

Table 8. DHB Community Asian ICAMH/AOD Workforce by Occupation (2018)

DHB Community Asian ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Consumer Advisor	Mental Health Support Worker	Youth Worker	Other Non-Clinical	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
NORTHERN	2	5	-	7	10	1	8	5	2	40	-	-	-	-	-	-	3	43
Northland	-	1	-	-	-	-	1	-	1	3	-	-	-	-	-	-	-	3
Waitemata*	2	3	-	1	4	1	2	2	-	15	-	-	-	-	-	-	2	17
Auckland	-	1	-	1	4	-	5	2	1	14	-	-	-	-	-	-	1	15
Counties Manukau	-	-	-	5	2	-	-	1	-	8	-	-	-	-	-	-	-	8
MIDLAND	-	3	-	-	-	-	-	2	-	5	-	-	-	-	-	-	-	5
Waikato	-	3	-	-	-	-	-	2	-	5	-	-	-	-	-	-	-	5
CENTRAL	-	1	-	-	2	-	2	-	1	6	-	-	-	-	-	-	3	9
MidCentral	-	-	-	-	1	-	1	-	-	2	-	-	-	-	-	-	-	2
Capital & Coast	-	1	-	-	1	-	1	-	1	4	-	-	-	-	-	-	3	7
SOUTHERN	-	2	-	1	-	-	-	4	-	7	-	-	-	-	-	-	-	7
Nelson Marlborough	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Canterbury	-	1	-	-	-	-	-	3	-	4	-	-	-	-	-	-	-	4
South Canterbury	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	1
Southern	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
TOTAL	2	11	-	8	12	1	10	11	3	58	-	-	-	-	-	-	6	64

*Includes Regional AOD Service Altered High

Table 9. DHB Community NZ European ICAMH/AOD Workforce by Occupation (2018)

DHB Community NZ European ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Consumer Advisor	Mental Health Support Worker	Youth Worker	Other Non-Clinical	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
NORTHERN	5	20	-	35	29	13	44	32	12	190	-	-	-	-	-	-	12	202
Northland	-	1	-	7	2	-	2	6	2	20	-	-	-	-	-	-	2	22
Waitemata*	5	8	-	15	11	7	7	9	2	64	-	-	-	-	-	-	6	70
Auckland	-	9	-	9	16	6	32	13	1	86	-	-	-	-	-	-	2	88
Counties Manukau	-	2	-	4	-	-	3	4	7	20	-	-	-	-	-	-	2	22
MIDLAND	1	3	-	21	8	-	14	17	4	68	-	-	2	1	-	3	11	82
Waikato	-	2	-	4	5	-	7	4	-	22	-	-	2		-	2	4	28
Lakes	-	-	-	3	-	-	3	1	2	9	-	-	-	-	-	-	2	11
Bay of Plenty	1	1	-	9	3	-	2	10	1	27	-	-	-	-	-	-	5	32
Taranaki	-	-	-	5	-	-	2	2	1	10	-	-	-	1	-	1	-	11
CENTRAL	3	17	3	29	11	5	44	32	21	165	-	-	2	1	1	4	27	196
Hawkes Bay	2	3	-	4	-	-	6	7	6	28	-	-	-	-	-	-	2	30
MidCentral	-	1	-	4	1	-	4	9	3	22	-	-	-	-	-	-	5	27
Whanganui	-	-	-	5	-	-	-	1	1	7	-	-	-	1	-	1	2	10
Capital & Coast	1	8	2	14	7	2	17	6	6	63	-	-	-	-	1	1	6	70
Hutt Valley	-	4	-	-	3	3	13	9	3	35	-	-	-	-	-	-	10	45
Wairarapa	-	1	1	2	-	-	4	-	2	10	-	-	2	-	-	2	2	14
SOUTHERN	11	13	-	45	21	-	38	26	9	163	-	-	-	-	-	-	36	199
Nelson Marlborough	7	1	-	4	2	-	7	8	3	32	-	-	-	-	-	-	3	35
West Coast	2	2	-	2	-	-	-	-	-	6	-	-	-	-	-	-	4	10
Canterbury	-	3	-	19	11	-	19	13	5	70	-	-	-	-	-	-	19	89
South Canterbury	1	1	-	1	3	-	1	-	-	7	-	-	-	-	-	-	1	8
Southern	1	6	-	19	5	-	11	5	1	48	-	-	-	-	-	-	9	57
DHB COMMUNITY TOTAL	20	53	3	130	69	18	140	107	46	586	-	-	4	2	1	7	86	679
National Youth Forensic Service	1	-	-	8	1	-	1	-	1	12	-	-	-	-	-	-	2	14
GRAND TOTAL	21	53	3	138	70	18	141	107	47	598	-	-	4	2	1	7	88	693

*Includes Regional AOD Service Altered High

Table 10. DHB Community Other Ethnicity ICAMH/AOD Workforce by Occupation (2018)

DHB Community Other Ethnicity ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	CLINICAL SUB-TOTAL	Cultural	Mental Health Consumer Advisor	Mental Health Support Worker	Youth Worker	Other Non-Clinical	NON-CLINICAL SUB-TOTAL	Administration/ Management	TOTAL
NORTHERN	5	4	3	10	6	1	14	14	10	67	-	-	-	-	-	-	5	72
Northland	-	1	1	4	-	-	2	1	-	9	-	-	-	-	-	-	1	10
Waitemata*	5	1	2	4	3	1	5	13	2	36	-	-	-	-	-	-	4	40
Auckland	-	1	-	-	-	-	2	-	1	4	-	-	-	-	-	-	-	4
Counties Manukau	-	1	-	2	3	-	5	-	7	18	-	-	-	-	-	-	-	18
MIDLAND	-	7	-	6	-	-	14	6	-	33	-	-	-	-	-	-	1	34
Waikato	-	3	-	2	-	-	8	2	-	15	-	-	-	-	-	-	-	15
Lakes	-	1	-	1	-	-	-	1	-	3	-	-	-	-	-	-	1	4
Bay of Plenty	-	2	-	2	-	-	3	-	-	7	-	-	-	-	-	-	-	7
Tairāwhiti	-	1	-	-	-	-	2	1	-	4	-	-	-	-	-	-	-	4
Taranaki	-	-	-	1	-	-	1	2	-	4	-	-	-	-	-	-	-	4
CENTRAL	1	6	-	3	1	1	3	7	1	23	-	-	-	-	-	-	2	25
Hawkes Bay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
MidCentral	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Whanganui	1	2	-	1	-	-	1	3	-	8	-	-	-	-	-	-	1	9
Capital & Coast	-	4	-	1	1	1	2	4	1	14	-	-	-	-	-	-	-	14
SOUTHERN	-	10	-	4	-	1	5	3	1	24	-	-	-	-	1	1	-	25
West Coast	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	1
Canterbury	-	7	-	3	-	1	1	3	1	16	-	-	-	-	1	1	-	17
South Canterbury	-	-	-	1	-	-	1	-	-	2	-	-	-	-	-	-	-	2
Southern	-	3	-	-	-	-	2	-	-	5	-	-	-	-	-	-	-	5
DHB COMMUNITY TOTAL	6	27	3	23	7	3	36	30	12	147	-	-	-	-	1	1	8	156
National Youth Forensic Service	-	1	-	-	-	-	-	-	-	1	-	-	2	-	-	2	-	3
GRAND TOTAL	6	28	3	23	7	3	36	30	12	148	-	-	2	-	1	3	8	159

*Includes Regional AOD Service Altered High

Table 11. Non-DHB ICAMH/AOD Workforce by Occupation (2018)

Non-DHB ICAMH/AOD Workforce by Occupation (Actual FTEs, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Clinical Placement/Intern	Counsellor	Family Therapist	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Consumer Advisor	Educator	Mental Health Support Worker	Peer Support Worker	Service Coordinator	Whānau Ora Practitioner	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administration/ Management	Total
NORTHERN	40.5	0.4	2.0	-	0.8	-	7.8	0.5	1.0	2.0	6.9	4.4	66.3	0.5	3.2	2.5	27.9	-	0.6	2.5	25.0	2.5	64.7	13.0	143.9
Northland	8.0	-	2.0	-	-	-	1.0	-	1.0	1.0	1.0	-	14.0	-	-	-	4.0	-	-	-	1.8	-	5.8	3.0	22.8
Waitemata	0.2	0.4	-	-	-	-	5.0	-	-	1.0	4.0	-	10.6	-	0.2	-	4.0	-	-	2.5	4.0	-	10.7	1.0	22.3
Auckland	19.8	-	-	-	-	-	1.8	0.5	-	-	1.3	2.9	26.3	0.5	-	2.5	11.9	-	-	-	-	0.5	15.4	5.0	46.6
Counties Manukau	12.5	-	-	-	0.8	-	-	-	-	-	0.6	1.5	15.4	-	3.0	-	8.0	-	0.6	-	19.2	2.0	32.8	4.0	52.2
MIDLAND	22.8	4.6	-	-	11.5	5.5	28.8	2.5	1.0	4.6	29.3	11.9	122.5	2.0	-	2.0	19.5	9.4	0.5	5.0	17.0	1.0	56.4	8.4	187.2
Waikato	12.9	4.6	-	-	1.0	2.0	26.0	2.5	-	2.9	13.0	0.5	65.4	2.0	-	-	12.0	2.0	-	2.5	5.5	-	24.0	1.0	90.4
Lakes	4.0	-	-	-	-	-	1.0	-	-	1.5	3.0	2.9	12.4	-	-	-	7.0	1.0	-	-	7.9	-	15.9	3.0	31.3
Bay of Plenty	5.9	-	-	-	8.5	3.5	1.0	-	1.0	0.0	11.5	5.7	37.1	-	-	2.0	0.5	4.4	0.5	2.5	3.6	1.0	14.5	1.8	53.4
Tairāwhiti	-	-	-	-	1.0	-	0.8	-	-	0.2	-	0.8	2.8	-	-	-	-	1.0	-	-	-	-	1.0	0.6	4.4
Taranaki	-	-	-	-	1.0	-	-	-	-	-	1.8	2.0	4.8	-	-	-	-	1.0	-	-	-	-	1.0	1.9	7.7
CENTRAL	8.9	0.2	1.0	1.0	12.0	-	8.6	1.0	-	4.2	9.7	7.3	53.9	-	0.1	3.7	13.2	6.9	-	-	14.4	2.8	41.1	11.5	106.4
Hawkes Bay	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	-	-	3.0	-	-	-	-	-	3.0	1.0	5.0
MidCentral	1.1	-	1.0	1.0	2.4	-	2.0	-	-	2.0	2.0	-	11.5	-	-	-	2.0	1.0	-	-	10.4	-	13.4	3.6	28.5
Whanganui	-	-	-	-	-	-	1.0	-	-	-	4.0	-	5.0	-	-	-	1.0	2.0	-	-	1.0	-	4.0	1.2	10.2
Capital & Coast	3.0	0.2	-	-	5.5	-	1.6	1.0	-	1.0	3.0	1.3	16.6	-	0.1	3.7	7.2	1.6	-	-	1.2	-	13.8	3.2	33.6
Hutt Valley	4.8	-	-	-	3.5	-	2.2	-	-	1.2	0.7	5.0	17.4	-	-	-	-	-	-	-	1.8	-	1.8	1.3	20.5
Wairarapa	-	-	-	-	0.6	-	1.8	-	-	-	-	-	2.4	-	0.1	-	-	2.3	-	-	-	2.8	5.1	1.2	8.7
SOUTHERN	16.3	0.6	7.1	3.8	12.4	1.0	4.9	4.9	1.1	3.2	25.7	5.5	86.5	-	0.1	-	42.9	3.2	-	-	21.8	1.0	69.0	16.9	172.3
Nelson Marlborough	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.0	-	-	-	-	-	3.0	-	3.0
West Coast	-	-	-	-	0.8	-	-	0.8	-	-	0.8	-	2.5	-	-	-	9.4	-	-	-	0.5	-	9.9	-	12.4
Canterbury	9.5	-	1.5	1.0	4.9	-	4.0	-	0.5	1.0	13.9	5.0	41.3	-	-	-	27.9	2.5	-	-	5.0	-	35.4	4.6	81.3
South Canterbury	1.8	-	-	-	-	-	0.4	1.2	-	-	1.0	-	4.3	-	-	-	2.6	-	-	-	-	-	2.6	1.1	8.0
Southern	5.0	0.6	5.6	2.8	6.7	1.0	0.5	2.9	0.6	2.2	10.1	0.5	38.4	-	0.1	-	-	0.7	-	-	16.3	1.0	18.1	11.2	67.7
TOTAL	88.5	5.8	10.1	4.8	36.7	6.5	50.1	8.9	3.1	14.0	71.6	29.1	329.1	2.5	3.4	8.2	103.5	19.5	1.1	7.5	78.2	7.3	231.1	49.7	609.9

Table 12. Non-DHB ICAMH/AOD Vacant FTEs by Occupation (2018)

Non-DHB ICAMH/AOD Vacancies by Occupation (Vacant FTEs, 2018)	Alcohol & Drug Practitioner	Nurse	Social Worker	Other Clinical	Clinical Sub-Total	Mental Health Support Worker	Peer Support Worker	Youth Worker	Non-Clinical Sub-Total	Administration/ Management	Total
NORTHERN	3.8	0.5	-	-	4.3	-	-	-	-	-	4.3
Auckland	1.8	0.5	-	-	2.3	-	-	-	-	-	2.3
Counties Manukau	2.0	-	-	-	2.0	-	-	-	-	-	2.0
MIDLAND	1.8	-	1.00	-	2.8	-	2.0	1.44	3.44	0.4	6.64
Waikato	-	-	-	-	-	-	1.0		1.0		1.0
Bay of Plenty	1.8	-	1.00	-	2.8	-	1.0	0.24	1.24	0.4	4.44
Taranaki	-	-	-	-	-	-	-	1.2	1.2	-	1.20
CENTRAL	-	-	-	1.43	1.43	-	-	0.7	0.7	-	2.13
Whanganui	-	-	-	-	-	-	-	0.7	0.7	-	0.7
Capital & Coast	-	-	-	0.8	0.8	-	-	-	-	-	0.8
Wairarapa	-	-	-	0.63	0.63	-	-	-	-	-	0.63
SOUTHERN	2.0	2.0	1.0	-	5.0	3.25	-	-	3.25	-	8.25
Nelson Marlborough	-	-	-	-		3.0	-	-	3.0	-	3.0
Canterbury	2.0	2.0	1.0	-	5.0	0.25	-	-	0.25	-	5.25
TOTAL	7.6	2.5	2.0	1.4	13.5	3.3	2.0	2.1	7.4	0.4	21.3

Table 13. Non-DHB Māori ICAMH/AOD Workforce by Occupation (2018)

Non-DHB Māori ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Clinical Placement/Intern	Child & Adolescent Psychiatrist	Co-Existing Problems Clinician	Counsellor	Family Therapist	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Educator	Mental Health Consumer	Mental Health Support Worker	Peer Support Worker	Youth Worker	Whānau Ora Practitioner	Other Non-Clinical	Non-Clinical Sub-Total	Administration/Management	Total
NORTHERN	15	-	-	1	-	-	1	-	-	-	1	8	26	1	1	2	9	-	11	2	3	29	3	58
Northland	3	-	-	1	-	-	1	-	-	-	-	-	5	-	-	-	3	-	2	-	-	5	2	12
Waitemata	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	*	-	3	2	-	5	-	6
Auckland	7	-	-	-	-	-	-	-	-	-	-	-	7	1	1	-	1	-	*	-	-	3	-	10
Counties Manukau	5	-	-	-	-	-	-	-	-	-	-	8	13	-	-	2	5	-	6	-	3	16	1	30
MIDLAND	14	-	-	-	10	2	19	-	-	3	24	4	76	3	1	-	6	10	10	11	1	42	2	120
Waikato	8	-	-	-	-	1	18	-	-	3	11	-	41	3	-	-	5	3	5	2	-	18	-	59
Lakes	2	-	-	-	-	-	-	-	-	-	-	1	3	-	-	-	-	-	4	-	-	4	-	7
Bay of Plenty	4	-	-	-	9	1	-	-	-	-	12	2	28	-	1	-	1	6	1	9	1	19	-	47
Tairāwhiti	-	-	-	-	1	-	1	-	-	-	-	1	3	-	-	-	-	1	-	-	-	1	1	5
Taranaki	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1	2
CENTRAL	4	1	-	-	3	-	2	-	-	4	3	1	18	-	1	1	3	2	7	-	1	15	4	37
Hawke's Bay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	2
MidCentral	-	1	-	-	2	-	1	-	-	1	1	-	6	-	-	-	-	1	4	-	-	5	1	12
Whanganui	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	1	-	-	-	-	1	2	5
Capital & Coast	3	-	-	-	1	-	1	-	-	1	-	1	7	-	1	1	-	-	2	-	-	4	-	11
Hutt	1	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	-	-	1	-	-	1	1	5
Wairarapa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	2	-	2
SOUTHERN	-	-	-	3	2	1	1	-	-	-	4	-	20	-	-	-	9	3	4	-	-	16	5	41
Nelson Marlborough	-	-	-	-	1	-	-	-	-	-	1	-	2	-	-	-	4	-	-	-	-	4	-	6
Canterbury	4	1	-	1	-	-	-	-	-	-	2	-	8	-	-	-	5	3	2	-	-	10	1	19
South Canterbury	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Southern	2	2	-	2	1	1	-	-	-	-	1	-	9	-	-	-	-	-	2	-	-	2	4	15
Total	39	4	-	4	15	3	23	-	-	7	32	13	140	4	3	3	27	15	32	13	5	102	14	256

Table 14. Non-DHB Pacific ICAMH/AOD Workforce by Occupation (2018)

Non-DHB Pacific ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Co-Existing Problems Clinician	Child & Adolescent Psychiatrist	Counsellor	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Caregiver	Cultural	Educator	Mental Health Consumer Advisor	Mental Health Support Worker	Peer Support Worker	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administration/ Management	Total
NORTHERN	10	-	-	-	2	-	-	-	2	2	16	2	-	-	1	3	-	10	1	17	-	33
Waitemata	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	1	1	2	-	3
Auckland	3	-	-	-	2	-	-	-	1	-	6	-	-	-	-	2	-	-	-	2	-	8
Counties Manukau	7	-	-	-	-	-	-	-	-	2	9	2	-	-	1	1	-	9	-	13	-	22
MIDLAND	-	-	-	-	3	-	1	-	-	-	4	-	-	-	-	3	-	-	-	3	-	7
Waikato	-	-	-	-	3	-	-	-	-	-	3	-	-	-	-	1	-	-	-	1	-	4
Lakes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Bay of Plenty	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
CENTRAL	-	-	-	4	-	-	-	-	1	1	6	-	-	2	-	1	2	-	-	5	2	13
MidCentral	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	1	1	3
Whanganui	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	1
Capital & Coast	-	-	-	2	-	-	-	-	-	-	2	-	-	2	-	1	1	-	-	4	1	7
Hutt	-	-	-	1	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	2
SOUTHERN	2	-	-	-	1	-	-	-	-	-	3	-	-	-	-	1	-	-	-	1	-	4
Canterbury	2	-	-	-	1	-	-	-	-	-	3	-	-	-	-	1	-	-	-	1	-	4
Total	12	-	-	4	6	-	1	-	3	3	29	2	-	2	1	8	2	10	1	26	2	57

Table 15. Non-DHB Asian ICAMH/AOD Workforce by Occupation (2018)

Non-DHB Asian ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Co-Existing Problems Clinician	Mental Health Nurse	Occupational Therapist	Child & Adolescent Psychiatrist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health Consumer Advisor	Mental Health Support Worker	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administration/Management	Total
NORTHERN	5	-	-	-	-	-	-	3	-	8	-	-	5	3	1	9	-	17
Northland	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1
Waitemata	-	-	-	-	-	-	-	1	-	1	-	-	2	-	-	2	-	3
Auckland	2	-	-	-	-	-	-	2	-	4	-	-	2	-	1	3	-	7
Counties Manukau	3	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3	-	6
MIDLAND	3	-	1	-	-	-	-	-	1	5	-	-	3	-	-	3	1	9
Waikato	1	-	-	-	-	-	-	-	-	1	-	-	2	-	-	2	-	3
Lakes	1	-	1	-	-	-	-	-	-	2	-	-	1	-	-	1	1	4
Bay of Plenty	1	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	2
CENTRAL	1	-	-	-	-	-	-	-	1	2	-	-	4	-	-	4	-	6
MidCentral	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Capital & Coast	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	4	-	4
Hutt	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	1
SOUTHERN	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3	-	3
Canterbury	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	-	2
Southern	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
TOTAL	9	-	1	-	-	-	-	3	2	15	-	-	13	4	2	19	1	35

Table 16. Non-DHB NZ European ICAMH/AOD Workforce by Occupation (2018)

Non-DHB NZ European ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinicians	Counsellor	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Educator	Mental Health Consumer Advisor	Mental Health Support Worker	Peer Support Worker	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administration/Management	Total
NORTHERN	14	2	-	1	4	1	1	1	3	1	28	1	-	9	-	1	3	14	6	48
Northland	5	-	-	-	-	-	1	-	1	-	7	-	-	2	-	1	-	3	2	12
Waitemata	-	2	-	-	4	-	-	1	1	-	8	-	-	-	-	-	-	-	-	8
Auckland	7	-	-	-	-	1	-	-	-	-	8	1	-	5	-	-	-	6	1	15
Counties Manukau	2	-	-	1	-	-	-	-	1	1	5	-	-	2	-	-	3	5	3	13
MIDLAND	7	5	-	5	10	2	-	3	7	11	50	1	-	13	2	7	2	25	8	83
Waikato	5	5	-	2	9	2	-	1	3	1	28	-	-	8	-	2	1	11	1	40
Lakes	1	-	-	-	-	-	-	1	3	2	7	-	-	5	1	2	-	8	3	18
Bay of Plenty	1	-	-	2	1	-	-	-	1	6	11	1	-	-	-	3	1	5	3	19
Tairāwhiti	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1
Taranaki	-	-	-	1	-	-	-	-	-	2	3	-	-	-	1	-	-	1	1	5
CENTRAL	6	1	1	10	7	1	-	1	5	5	37	-	-	10	2	9	5	26	10	73
Hawkes Bay	-	-	-	-	-	-	-	-	-	1	1	-	-	2	-	-	-	2	-	3
MidCentral	2	-	1	-	1	-	-	1	1	-	6	-	-	2	-	7	-	9	2	17
Whanganui	-	-	-	-	1	-	-	-	1	-	2	-	-	-	-	1	2	3	1	6
Capital & Coast	-	1	-	4	1	1	-	-	3	1	11	-	-	6	-	-	1	7	3	21
Hutt Valley	4	-	-	4	3	-	-	-	-	3	14	-	-	-	-	1	-	1	1	16
Wairarapa	-	-	-	2	1	-	-	-	-	-	3	-	-	-	2	-	2	4	3	10
SOUTHERN	7	1	6	8	4	7	1	5	23	9	71	-	1	41	2	22	1	67	16	154
Nelson Marlborough	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
West Coast	-	-	-	-	-	1	-	-	-	-	1	-	-	12	-	1	-	13	-	14
Canterbury	4	-	1	3	2	-	1	2	13	5	31	-	-	23	1	3	-	27	3	61
South Canterbury	2	-	-	-	1	2	-	-	1	-	6	-	-	3	-	-	-	3	3	12
Southern	1	1	5	5	1	4	-	3	9	4	33	-	1	-	1	18	1	21	10	64
TOTAL	34	9	7	24	25	11	2	10	38	26	186	2	1	73	6	39	11	132	40	358

Table 17. Non-DHB Other Ethnicity ICAMH/AOD Workforce by Occupation (2018)

Non-DHB Other Ethnicity ICAMH/AOD Workforce by Occupation (Headcount, 2018)	Alcohol & Drug Practitioner	Child & Adolescent Psychiatrist	Co-Existing Problems Clinicians	Counsellor	Nurse	Occupational Therapist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health Consumer Advisor	Mental Health Support Worker	Peer Support Worker	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administration/Management	Total
NORTHERN	2	-	1	-	1	-	-	1	-	8	13	-	-	6	-	1	1	8	5	26
Northland	-	-	1	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	2
Waitemata	1	-	-	-	1	-	-	-	-	-	2	-	-	2	-	-	-	2	1	5
Auckland	1	-	-	-	-	-	-	-	-	8	9	-	-	4	-	-	-	4	4	17
Counties Manukau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	-	2
MIDLAND	1	-	-	-	-	1	-	2	2	2	8	-	-	1	-	3	-	4	-	12
Waikato	1	-	-	-	-	1	-	-	1	1	4	-	-	1	-	-	-	1	-	5
Lakes	-	-	-	-	-	-	-	2	-	1	3	-	-	-	-	2	-	2	-	5
Bay of Plenty	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Taranaki	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1
CENTRAL	-	-	-	1	-	-	-	-	1	-	2	-	-	-	-	-	1	1	3	6
Hawke's Bay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Capital & Coast	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Hutt	-	-	-	1	-	-	-	-	1	-	2	-	-	-	-	-	1	1	1	4
SOUTHERN	3	-	-	1	-	-	1	-	2	7	14	-	-	4	1	2	-	7	1	22
Canterbury	1	-	-	1	-	-	-	-	1	3	6	-	-	4	1	-	-	5	1	12
Southern	2	-	-	-	-	-	1	-	1	4	8	-	-	-	-	2	-	2	-	10
TOTAL	6	-	1	2	1	1	1	3	5	17	37	-	-	11	1	6	2	20	9	66

Table 18. Total ICAMH/AOD Workforce by Ethnicity (2018)

TOTAL ICAMH/AOD WORKFORCE BY ETHNICITY (Headcount, 2018)	NZ EUROPEAN			OTHER			MĀORI			PACIFIC			ASIAN			TOTAL	DHB	NON-DHB	TOTAL
	DHB	NON-DHB	Total	DHB	NON-DHB	Total	DHB	NON-DHB	Total	DHB	NON-DHB	Total	DHB	NON-DHB	Total				
NORTHERN	247	48	295	74	26	100	60	58	118	38	33	71	53	17	70	654	472	182	654
Northland	22	12	34	10	2	12	22	12	34	3	-	3	3	1	4	87	60	27	87
Waitemata	70	8	78	40	5	45	8	6	14	8	3	11	17	3	20	168	143	25	168
Auckland Inpatient	45	-	45	2	-	2	9	-	9	7	-	7	10	-	10	73	73	-	73
Auckland Community	88	15	103	4	17	21	9	10	19	5	8	13	15	7	22	178	121	57	178
Counties Manukau	22	13	35	18	2	20	12	30	42	15	22	37	8	6	14	148	75	73	148
MIDLAND	82	83	165	34	12	46	34	120	154	6	7	13	5	9	14	392	161	231	392
Waikato	28	40	68	15	5	20	4	59	63	1	4	5	5	3	8	164	53	111	164
Lakes	11	18	29	4	5	9	3	7	10	-	2	2	-	4	4	54	18	36	54
Bay of Plenty	32	19	51	7	1	8	13	47	60	4	1	5	-	2	2	126	56	70	126
Tairāwhiti	-	1	1	4	-	4	11	5	16	1	-	1	-	-	-	22	16	6	22
Taranaki	11	5	16	4	1	5	3	2	5	-	-	-	-	+	-	26	18	8	26
CENTRAL	217	73	290	26	6	32	37	37	74	22	13	35	11	6	17	448	313	135	448
Hawke's Bay	30	3	33	1	1	2	7	2	9	-	-	-	-	-	-	44	38	6	44
MidCentral	27	17	44	1	-	1	3	12	15	-	3	3	2	1	3	66	33	33	66
Whanganui	10	6	16	9	-	9	1	5	6	-	1	1	-	-	-	32	20	12	32
Capital & Coast Inpatient	21	-	21	1	-	1	6	-	6	8	-	8	2	-	2	38	38	-	38
Capital & Coast Community	70	21	91	14	1	15	17	11	28	13	7	20	7	4	11	165	121	44	165
Hutt	45	16	61	-	4	4	1	5	6	1	2	3	-	1	1	75	47	28	75
Wairarapa	14	10	24	-	-	-	2	2	4	-	-	-	-	-	-	28	16	12	28
SOUTHERN	253	154	407	27	22	49	19	41	60	1	4	5	13	3	16	537	313	224	537
Nelson Marlborough	35	3	38	-	-	-	1	6	7	-	-	-	1	-	1	46	37	9	46
West Coast	10	14	24	1	-	1	2	-	2	-	-	-	-	-	-	27	13	14	27
Canterbury Inpatient	54	-	54	2	-	2	2	-	2	1	-	1	6	-	6	65	65	-	65
Canterbury Community	89	61	150	17	12	29	11	19	30	-	4	4	4	2	6	219	121	98	219
South Canterbury	8	12	20	2	-	2	2	1	3	-	-	-	1	-	1	26	13	13	26
Southern	57	64	121	5	10	15	1	15	16	-	-	-	1	1	2	154	64	90	154
Youth Forensic Service	14	-	14	3	-	3	13	-	13	17	-	17	-	-	-	47	47	-	47
TOTAL	813	358	1,171	164	66	230	163	256	419	84	57	141	82	35	117	2,078	1,306	772	2,078

APPENDIX E: ICAMH/AOD WORKFORCE SURVEY FORM

SERVICE NAME

SECTION 1: DHB FUNDED 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 2017/2018 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 30th June 2018

PURCHASE UNIT CODE	PURCHASE UNIT DESCRIPTION	VOLUME	UNIT
MHI55D	Infant, child, adolescent & youth community support services - Non-clinical staff	1.0	FTE

REGIONAL & SUB-REGIONAL SERVICES	DHB AREAS COVERED

Does your service have a specific care pathway to provide/deliver care for trans* and gender diverse youth?

☐

YES

☐

NO

☐

DON'T KNOW

Does your service have someone in a Youth Advisory Role?

☐

YES

☐

NO

☐

DON'T KNOW

If answered NO, please let us know why and/or any barriers to hiring a young person in a such a role:

Does your Service provide/deliver any of the following Parenting Programmes (Select as many that Apply)?

☐

Incredible Years

☐

Triple P

☐

Parent Child Interaction Therapy (PCIT)

☐

Other (Please Specify below):

Has your service undertaken any of the following Cultural Competency Assessments in the last 12 months (e.g. Takarangi; Sei Tapu; CALD):

❖ Māori

☐
☐
☐

YES
(Specify):

YES
(Specify):

YES
(Specify):

☐
☐
☐

NO

NO

NO

☐
☐
☐

DON'T
KNOW

DON'T
KNOW

DON'T
KNOW

If answered NO to any of the above, please let us know why below:

WORKFORCE CHALLENGES

What workforce challenges, if any, do you foresee in 5 years' time as a result of expected changes in service delivery

Is your service undertaking any wellbeing initiatives/activities for your workforce?

	YES
PLEASE SPECIFY:	
	NO
	DON'T KNOW

SECTION 2: WORKFORCE INFORMATION**TABLE 2: ANNUAL STAFF TURNOVER: 1 JULY 2017- 30 JUNE 2018**

No. of Staff (Headcount) as at 1 July 2017:	
No. of Staff (Headcount) as at 30 June 2018:	
No. of Staff (Headcount) who have left during the above 1-year period:	
Occupation of Staff who have left:	Reason for Leaving

SERVICE NAME

Please ensure the workforce information is provided for the DHB funded Infant, Child & Adolescent Mental Health/AoD Contract as a 30th June 2018 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

ACTUAL & VACANT FTEs AS AT 30 JUNE 2018. Please provide FTEs to 1 decimal point.

TABLE 3: ACTUAL/VACANT FTEs/OCCUPATION (30 JUNE 2018)	ACTUAL FTEs (AS AT 30 JUNE 2018)	VACANT FTEs (AS AT 30 JUNE 2018)
Alcohol & Drug Practitioners		
Co-Existing Problems Clinicians		
Child & Adolescent Psychiatrists		
Counsellors		
Family Therapists		
Mental Health Nurses		
Occupational Therapists		
Other Senior Medical Officer		
Psychotherapists		
Psychologists		
Social Workers		
Other Clinical (please list in spaces below)		
Clinical Placements/Interns (please list below)		
Advocacy/Peer Support-Consumers		
Advocacy/Peer Support-Family/Whānau		
Educators		
Family/Whānau Advisors		
Liaison/Consult Liaison Appointment		
Kaumātua/Kuia/Pacific Matua (please circle)		
Mental Health Support Workers/Kaiawhina/Kaiatawhai /Community Support Workers		
Needs Assessors & Service Coordinators		
Peer Support Workers		
Specific Cultural Positions (not listed): (please list in spaces below)		
Whānau Ora Practitioners		
Youth Consumer Advisors (i.e. staff member who provides a youth lived experience perspective)		
Youth Workers		
Other Non-Clinical Support (for clients) (please list)		
Administration		
Management		
TOTAL		

SERVICE NAME

ETHNICITY OF THE SERVICE/TEAM AS AT 30 JUNE 2018. Please confirm ethnicity with the individual.

TABLE 4: ETHNICITY/OCCUPATION 30 JUNE 2018	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 2
Alcohol & Drug Practitioners											
Co-Existing Problems Clinicians											
Child & Adolescent Psychiatrists											
Counsellors											
Family Therapists											
Mental Health Nurses											
Occupational Therapists											
Other Senior Medical Officer											
Psychotherapists											
Psychologists											
Social Workers											
Other Clinical (please list in spaces below)											
Clinical Placements/Interns (please list below)											
Advocacy/Peer Support-Consumers											
Advocacy/Peer Support- Family/Whānau											
Educators											
Family/Whānau Advisors											
Liaison/Consult Liaison Appointment											
Kaumātua/Kuia/Pacific Matua (please circle)											
Mental Health Support Workers/Kaiāwhina/Kaiatawhai /Community Support Workers											
Needs Assessors & Service Coordinators											
Peer Support Workers											
Specific Cultural Positions (not listed): (please list in spaces below)											
Whānau Ora Practitioners											
Youth Consumer Advisors (i.e. staff member who provides a youth lived experience perspective)											
Youth Workers											
Other Non-Clinical Support (for clients) (please list)											
Administration											
Management											
TOTAL											

*Please Note: If applicable, sub-ethnicity information will be requested via email.

CONTACT DETAILS: NAME/PHONE/EMAIL

APPENDIX F: GLOSSARY OF TERMS

ACRONYM	DESCRIPTION
ACEs	Adverse Childhood Experiences
AOD	Alcohol & Other Drugs
CAPA	Choice and Partnership Approach
CBT	Cognitive Behaviour Therapy
CEP	Co-Existing Problems
COPMIA	Children of Parents with Mental Health Issues and Addictions
DHB	District Health Board
EIS	Early Intervention Service
HEEADSSS	Home, Education/Employment, Eating, Activities, Drinking & Other Drugs, Sexuality, Suicide and Depression, Safety
ICAFS	Infant Child & Adolescent Family Services
ICAMHS	Infant child & Adolescent Mental Health services
IY	Incredible Years
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Intersex.
MOE	Ministry of Education
MOH	Ministry of Health
NGO	Non-Governmental Organisation
PCIT	Parent Child Interactive Therapy
PHO	Primary Health Organisation
RSP	Real Skills Plus
SACS-BI	Substance Abuse & Choices Scale – Brief Interventions
SPARX	Smart, Positive, Active, Realistic, Xfactor, Thoughts.
SPHC	Supporting Parents Healthy Children
YOSS	Youth One stop Shop Service



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