



# 2018 Workforce Stocktake

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

## NORTHERN REGION

**ISBN 978-0-9941149-3-8**

**Citation:**

**Werry Workforce Whāraurau. (2019). *2018 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.**

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This workforce development initiative is funded by:  
Health Workforce New Zealand, Ministry of Health, Wellington, New Zealand

This document is available on the Werry Workforce Whāraurau website:  
**[www.werryworkforce.org](http://www.werryworkforce.org)**

# **2018 STOCKTAKE**

**OF**

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

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## **NORTHERN REGION**

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



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# ACKNOWLEDGMENTS

The Werry Workforce Whāraurau team wishes to acknowledge the valuable input from all who contributed to this project. This project was led by Juliet Bir.

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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 date<sup>1</sup>:

- *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)

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<sup>1</sup> 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.

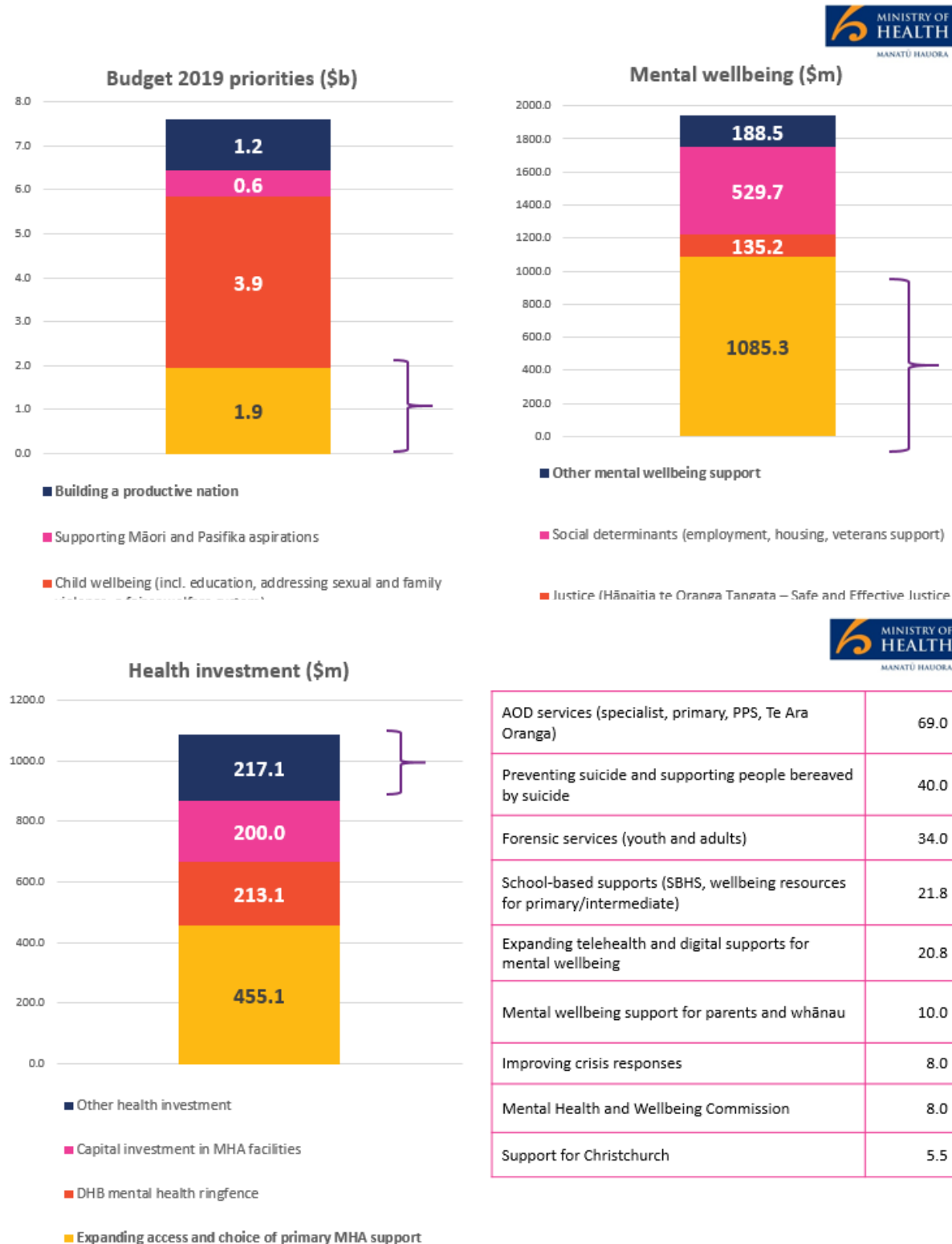
- *Rising to the Challenge* (Ministry of Health, 2012c)
  - *The Children's Action Plan* (New Zealand Government, 2012)
  - *Prime Minister's Youth Mental Health Project (2012)*.
- **He Ara Oranga** (Government inquiry into Mental Health & Addiction, 2018) was an independent inquiry into mental health 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:

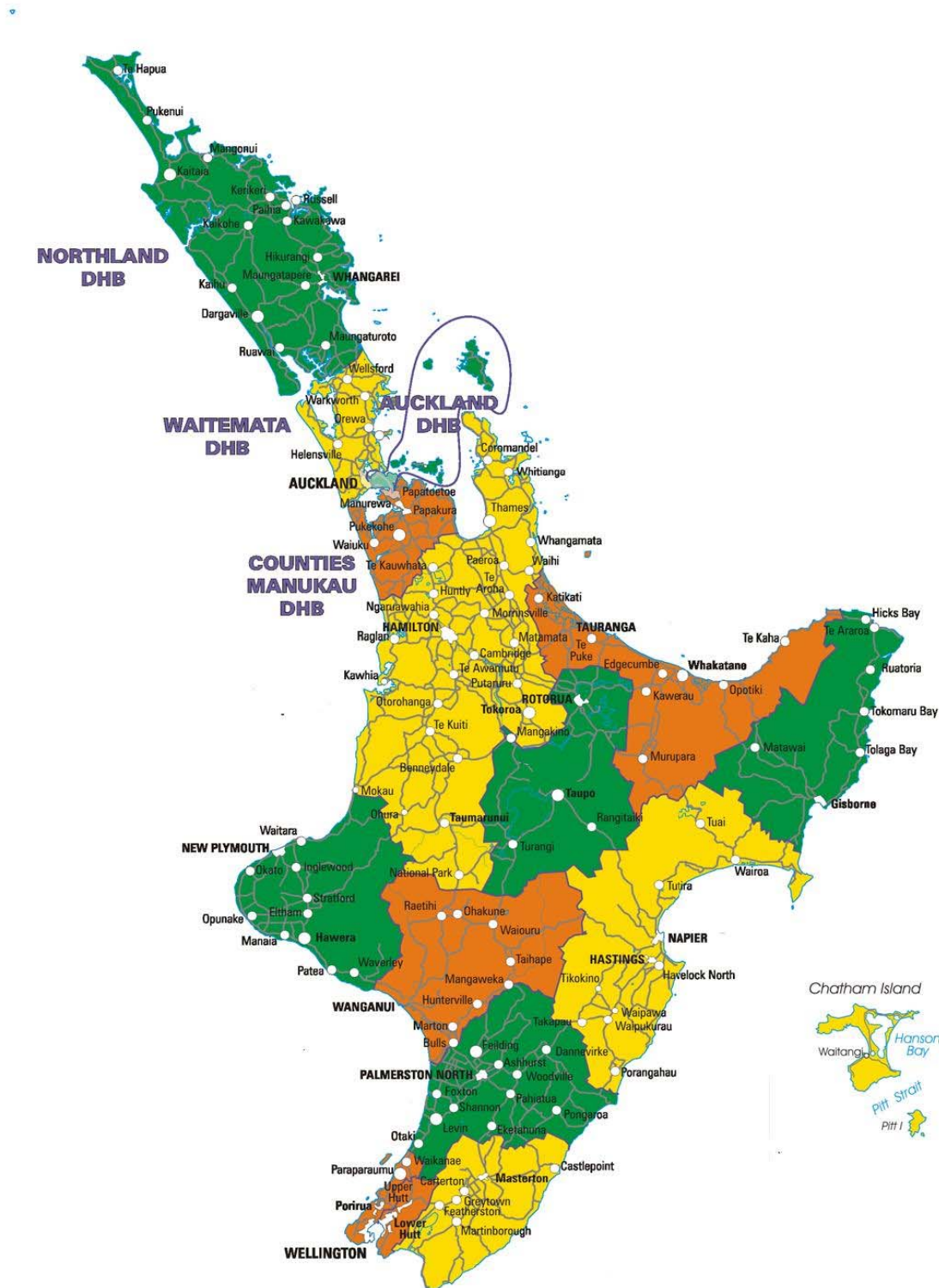
- **Population:** Infant, child and adolescent population (defined by persons between the ages of 0-19) by ethnicity (census and projections, prioritised ethnicity) and DHB area (2016-2028). Prioritised data are widely used in the health and disability sector for funding calculations and to monitor changes 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.

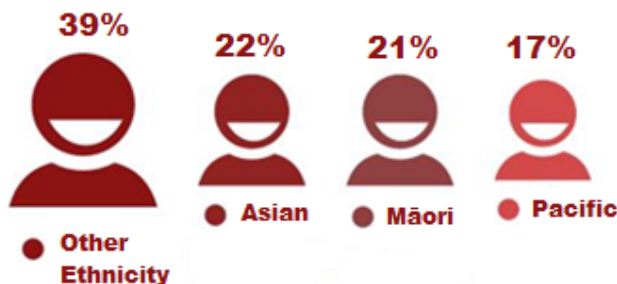
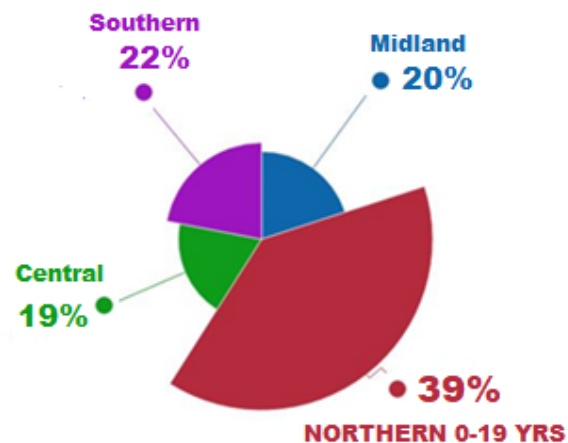


# NORTHERN REGION INFANT, CHILD AND ADOLESCENT MENTAL HEALTH/AOD OVERVIEW



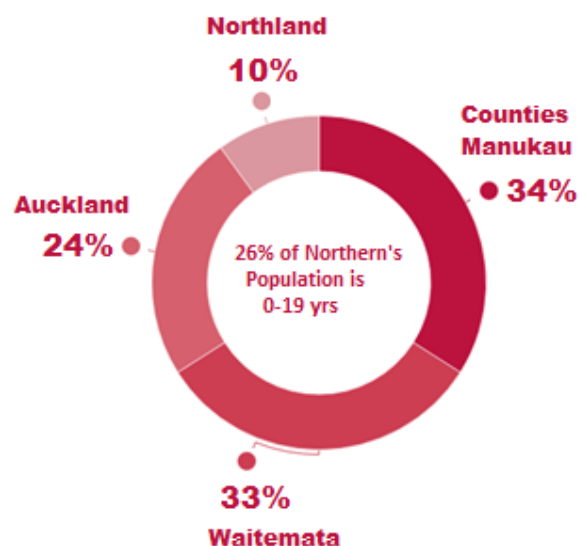
## NORTHERN REGION INFANT, CHILD AND ADOLESCENT POPULATION PROFILE

- Population projections (based on the 2013 Census) indicated a 0.6% growth in the regional 0-19 year population from 2016 to 2018 (Appendix A, Table 1).
- Projected growth was seen in two out of the four DHB areas (Waitemata and Counties Manukau), with the largest growth projected for Waitemata by 1.6%. Negative projections were indicated for Northland and Auckland DHB areas.
- Northern region continues to have New Zealand's largest 0-19 years population (39%).
- 26% of the region's total population are 0-19 year olds.



- 39% of the 0-19 year population were in the Other Ethnicity group, followed by Asian (22%), Māori (21%) and Pacific (17%).

- They resided mainly in Counties Manukau (34%) and Waitemata (33%) DHB areas.
- The 10-year regional projections (2018 to 2028) indicate an overall 6.5% projected growth in the greater Auckland area, especially in Waitemata (by 9%) and Counties Manukau (by 7%) DHB areas (Appendix A, Table 2).
- 10-year projections by ethnicity indicated the largest projected growth for Asian 0-19 year olds (by 30%), followed by Māori (by 11%) and Pacific (by 4%).





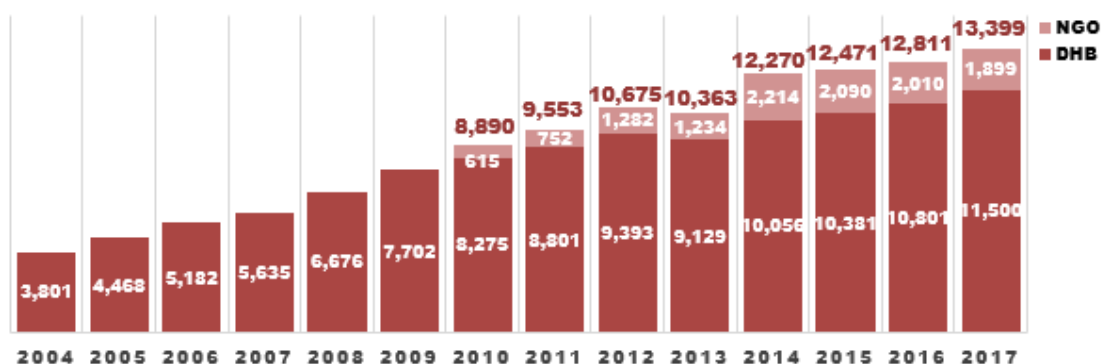
## NORTHERN REGION SERVICE USER ACCESS TO ICAMH/AOD SERVICES

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:

- 7% increase in the overall number of service users accessing services in the region (Figure 1).
- Increase in both males and females, by approximately 8%.
- Largest increase in the 0-9 year age group, by 20%.
- Two out of the four DHB areas reported increases in the number of service users accessing services, largest increase was seen in Auckland by 24% followed by Waitemata by 9%. Slight decreases seen in Counties Manukau by 0.2% and Northland DHB area by 2%.

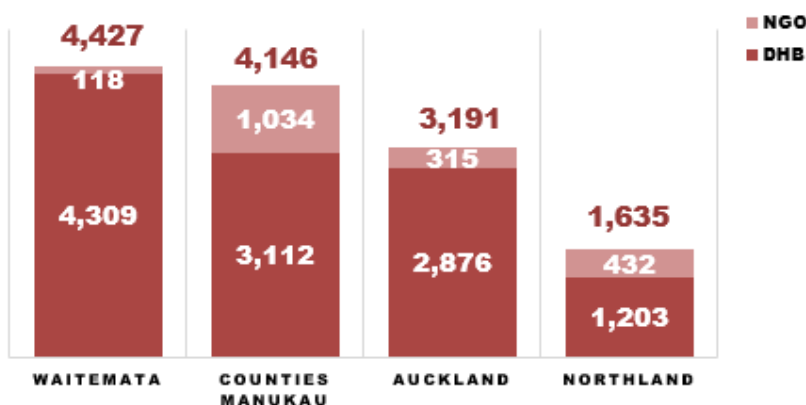
Figure 1. Northern Region Total 0-19 yrs Service User (2004-2017)



In the second six months of 2017:

- 54% of service users were male.
- 52% were 15-19 year olds.
- 86% accessed DHB services and 14% accessed NGOs (Figure 1).
- 88% of all service users in the region seen by services in the greater Auckland area, largely in Waitemata (38%), followed by Counties Manukau (35%), Auckland (27%) DHB areas (Figure 2).

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

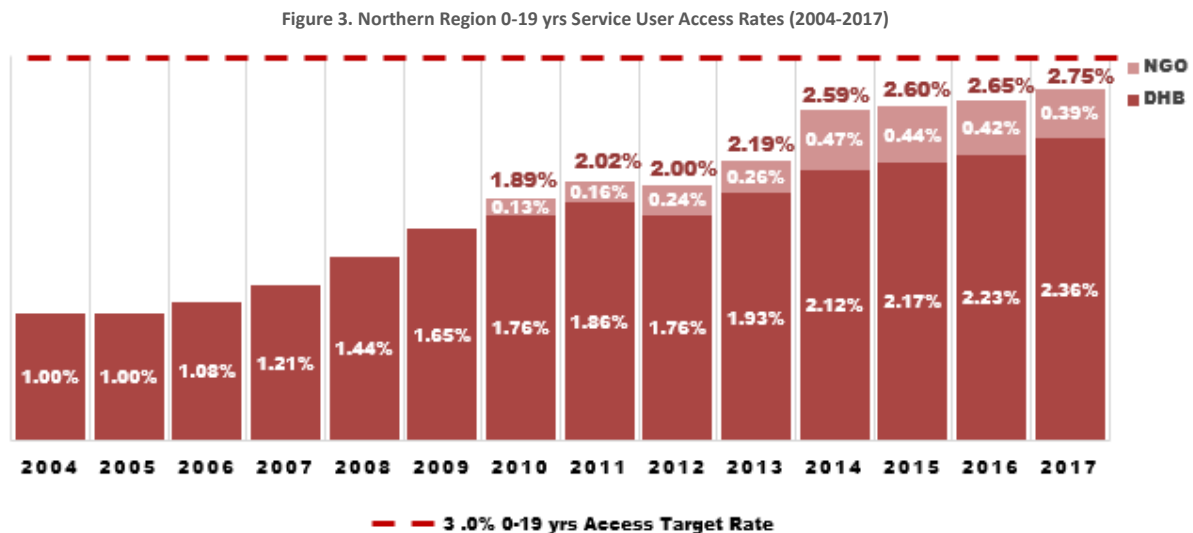


## NORTHERN REGION SERVICE USER ACCESS RATES

The *Blueprint Access Benchmark Rate* for the 0-19 year age group was set at 3.0% of the population over a six-month period (Mental Health Commission, 1998). Due to different prevalence rates for mental illness in different age groups, specific access rates were set 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 type of population data used. Access rates that are based on census data are more accurate than those using population projections.

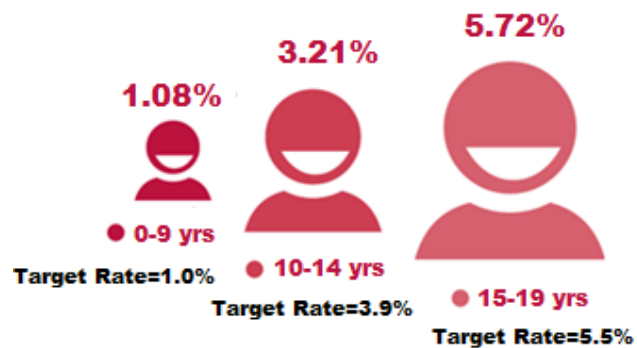
From 2015 to 2017:

- Overall increase in the total 0-19 year access rate from 2.60% to 2.75% (Figure 3), with the largest increase in the 10-14 year age group.
- Increases in two out of the four DHB areas (Auckland and Waitemata), with the largest increase seen in Auckland, from 2.22% to 2.73% (Appendix B, Table 7).



In the second six months of 2017:

- While access rates had improved for all three age groups, the only age group to exceed their target rate was the 15-19 year old age group.



- Māori service users had the highest access rate in the region (4.21%). While exceeding the overall rate of 3.0%, this rate remained below the recommended rate for Māori (6%). Access rate for Other Ethnicity service users exceeded the target rate however; access rates for Pacific and Asian continued to remain below the target rate.
- Northland DHB area reported the highest service user access rate of 3.46%, the only area exceeding the target rate, while Counties Manukau had the lowest at 2.51% (Figure 4).
- Despite overall improvements in access rates, the regional rate remained below the national rate of 3.03%. Therefore, access rates need to improve for the region especially for Māori, Pacific and Asian service users.

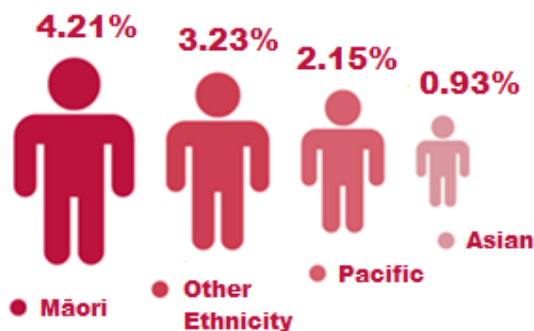
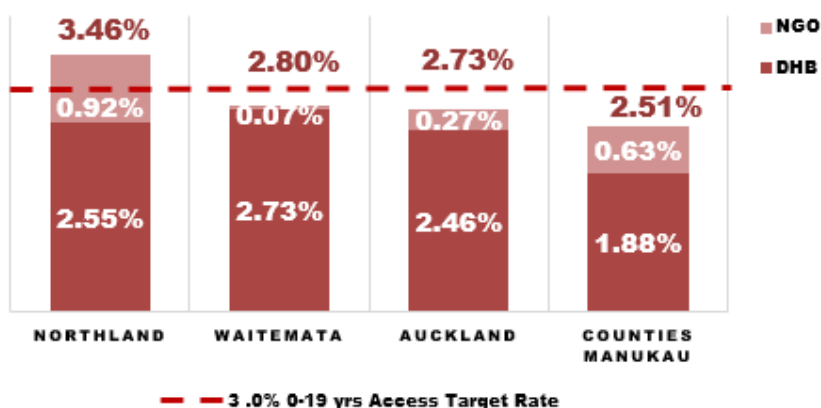


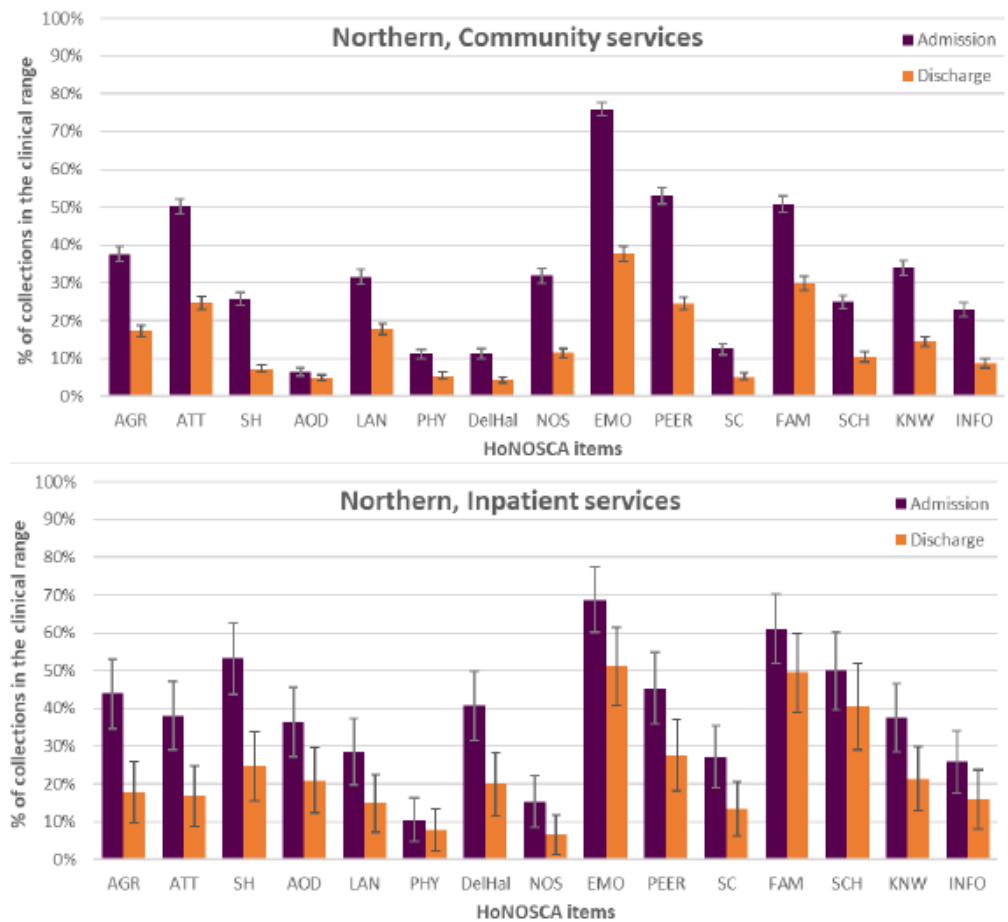
Figure 4. Northern Region 0-19 yrs Service User Access Rates by DHB Area (2017)



## SERVICE USER OUTCOMES DATA

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 4-17 years at admission and discharge from DHB inpatient and community child and adolescent mental health services. Service user outcome data for the 2018 period showed improvements in service user outcomes across all items by time of discharge from services (Figure 5). Improvements were statistically significant for almost all items (except for problems with alcohol, substance or solvents misuse) in community services only. While improvements were seen in all items in inpatient services, statistically significant differences were seen only in problems with disruptive, antisocial or aggressive behaviour (AGR); over-activity, attention or concentration (ATT); non-accidental self-injury (SH); and hallucinations, delusions or abnormal perceptions (DelHAL) items only (Figure 5).

Figure 5. Northern Region Child and Youth HoNOSCA Results (2018)



## NORTHERN REGION FUNDING OF ICAMH/AOD SERVICES

From 2015/2016 to 2017/2018 financial year:

- 2% decrease in overall funding for ICAMH/AOD (including youth primary mental health) services (Table 1 & Figure 6).
- By provider, a 20% increase in non-DHB funding (inclusive of Primary Mental Health), while a 5% decrease in DHB funding (Appendix C, Table 1 & Figure 6).
- Decrease largely seen in Inpatient and AOD services (Table 1).
- Increase in all of the DHB areas in the region (Appendix C, Table 1).

Figure 6. Northern Region ICAMH/AOD Funding by Provider Services (2004-2018)

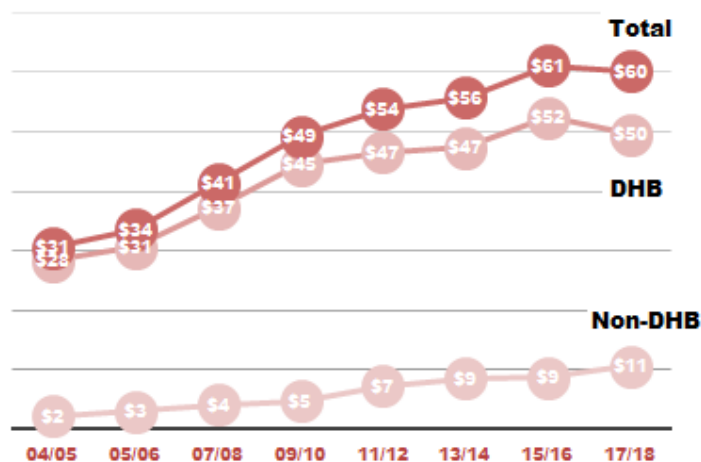


Table 1. Northern Region ICAMH/AOD Funding by Service (2008-2018)

SERVICES	NORTHERN REGION FUNDING BY SERVICE (2007-2018)						% Change (2018-2016)
	07/08	09/10	11/12	13/14	15/16	17/18	
INPATIENT	\$6,775,017	\$5,792,472	\$5,159,883	\$5,442,953	\$5,068,869	\$3,566,645	-30
AOD	\$1,800,888	\$2,051,802	\$3,637,894	\$5,312,142	\$6,028,813	\$5,015,128	-17
CHILD & YOUTH MH	\$32,876,930	\$39,943,113	\$43,605,084	\$42,717,261	\$45,264,766	\$45,264,766	1
YOUTH FORENSIC	-	-	\$1,226,286	\$2,377,140	\$4,157,213	\$4,257,935	2
KAUPAPA MĀORI	-	\$1,522,347	\$279,300	-	-	-	-
YOUTH PRIMARY MH	-	-	-	-	\$681,414	\$1,559,848	*
<b>TOTAL</b>	<b>\$41,452,834</b>	<b>\$49,309,735</b>	<b>\$53,908,447</b>	<b>\$55,849,495</b>	<b>\$61,201,075</b>	<b>\$60,159,204</b>	<b>-2</b>

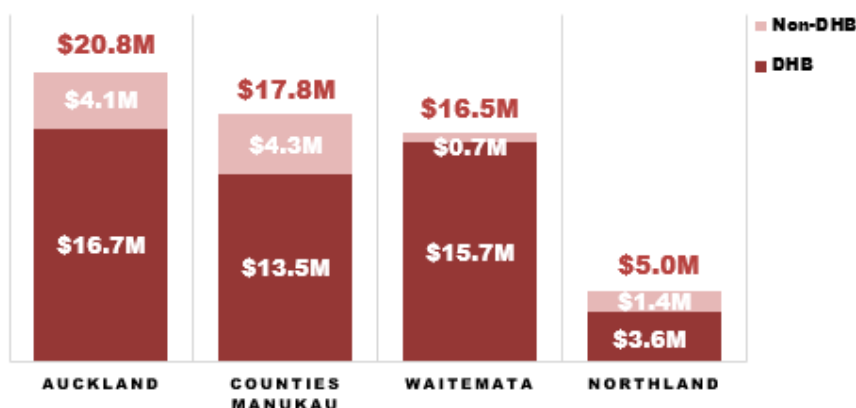
1. Includes Residential Services

Source: Ministry of Health Price Volume Schedule 2007-2016-Updated July 2018. \*Not calculated.

For the June 2017 to July 2018 financial year:

- Northern region provider services received 33% (\$60.2M) of the total funding for ICAMH/AOD services (\$183.4M) (Appendix C, Table 1).
- 76% of the regional funding was allocated to Child and Youth Mental Health Services, followed by AOD (8%) and Youth Forensics (7%).
- 3% allocated to Youth Primary Mental Health Services.

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



- Auckland DHB area had the largest proportion (35%) of funding, followed by Counties Manukau (30%) and Waitemata DHB areas (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 the 0-19 year population, as only a small proportion of this population accesses services. When looking at individual DHBs, the calculation does not reflect inter-DHB referrals, including referrals to regional services (Appendix C, Table 2).

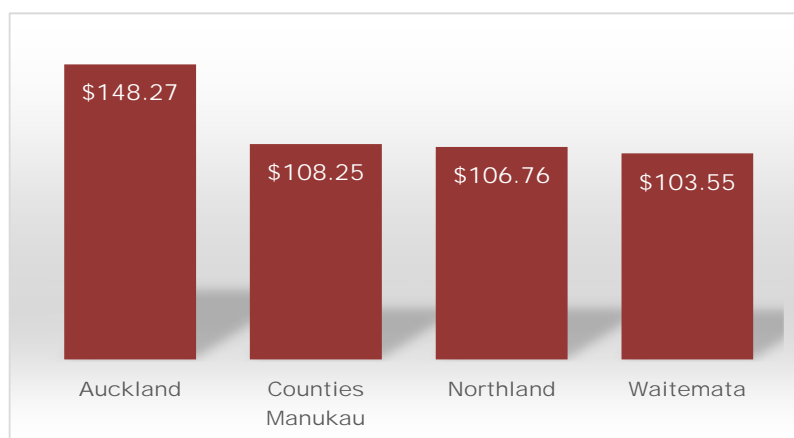
From 2016 to 2018:

- 0.2% increase in the spend per 0-19 year population (excluding Inpatient costs) by 0.2%, from \$115.94 to \$116.15 (Appendix C, Table 2 & Figure 8).
- Increase seen in two out of the four DHB areas with the largest increase seen in the Auckland DHB area by 9%, from \$135 to \$148.27 (Figure 8).

For the 2017/2018 financial year:

- Waitemata DHB area continues to have the lowest funding per 0-19 years in the region at \$103.55 (Figure 8); however, a number of the DHB service users are seen in regional services provided by Auckland and Counties Manukau DHBs.

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



## NORTHERN REGION PROVISION OF ICAMH/AOD SERVICES

Four DHBs provide a range of specialist inpatient and community-based infant, child and adolescent mental health and alcohol and other drug (ICAMH/AOD) services in the Northern region: Northland, Waitemata, Auckland and Counties Manukau DHBs.

DHB providers also provide a number of regional services including the regional inpatient mental health service provided by Auckland DHB (*Starship Child and Family Inpatient Service*).

ICAMH/AOD and youth primary mental health services are also provided by DHB-funded non-DHB services (NGOs and PHOs). For the June 2017 to July 2018 period, 21 non-DHB services (including 2 PHOs) were identified.

All services in the Northern region by DHB area are listed in the following tables.

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

NORTHLAND DHB
Te Roopu Kimiora: Child & Youth Mental Health & Alcohol & Other Drug Service
Early Intervention Psychosis
REGIONAL SERVICES
Youth Forensic Service
Maternal & Infant Mental Health Service
NORTHLAND DHB-FUNDED NON-DHB SERVICES
EMERGE AOTEAROA
Infant, Child, Adolescent & Youth Community Support Services
MANAIA HEALTH PHO
Youth Primary Mental Health Service
RUBICON CHARITABLE TRUST BOARD
Children & Youth Alcohol & Drug Community Services
Community Child, Adolescent & Youth Service for Co-existing Problems

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

WAITEMATA DHB
Marinoto North & Rodney Child & Adolescent Mental Health Services
Marinoto West Child & Adolescent Teams
Early Psychosis Intervention
Infant Mental Health Service
Eating Disorders Liaison Service
REGIONAL SERVICES
Altered High Youth Alcohol & Drug Services (Waitemata, Auckland & Counties Manukau DHBs)
Intensive Clinical Support Services (Waitemata, Auckland & Counties Manukau DHBs)

<b>WAITEMATA DHB-FUNDED NON-DHB SERVICES</b>
<b>EMERGE AOTEAROA</b>
Infant, Child, Adolescent & Youth Crisis Respite & Day Services
<b>HEALTHWEST</b>
Youth Primary Mental Health Service
<b><i>TE WHĀNAU O WAIPAREIRA TRUST</i></b>
Kaupapa Māori Family Whānau Support Education, Information & Advocacy Service

*Note: Italicised services are Kaupapa Māori services*

Table 4. Auckland Infant, Child & Adolescent Mental Health Services (2017/2018)

<b>AUCKLAND DHB</b>
Kari Centre: Child & Adolescent Mental Health Service Community Team East
Kari Centre: Child & Adolescent Mental Health Service: Community Team West
Koanga Tupu: Infant Mental Health
Tu Tangata Tonu: Children of Parents with Mental Illness
Youth Transitional Programme
Hapai Ora: Youth Early Intervention Service
Te Kaahu (was ICSS)
Child & Adolescent Mental Health Service Intake Team
Parent Child Interaction Therapy (PCIT)
Neural Developmental Pathway
Eating Disorders Liaison
<b>REGIONAL SERVICES</b>
Youth Forensic Service & Child & Adolescent Liaison Service (Northland, Waitemata & Auckland DHBs)
<b>Tupu Ora: Regional Eating Disorders Service</b>
<b>Child &amp; Family Inpatient Unit (CFU)</b> (Northern & Midland Region)
<b>Starship Paediatric Child Consult Liaison Psychiatry</b>
<b>AUCKLAND DHB-FUNDED NON-DHB SERVICES</b>
<b>CONNECT SUPPORTING RECOVERY</b>
Child, Adolescent & Youth & Families with a Mental Health Disorder
<b>EMERGE AOTEAROA</b>
Infant, Child, Adolescent & Youth Package of Care
<b>KAHUI TU KAHA</b>
Infant, Child, Adolescent & Youth Crisis Respite & Day Services
<b><i>MAHITAHĪ TRUST</i></b>
Community Child, Adolescent & Youth Service for Co-Existing Problems
<b>ODYSSEY HOUSE TRUST</b>
Child, Adolescent & Youth Community Alcohol & Drug Services with Accommodation
Children & Youth Alcohol & Drug Community Services: Amplify School Programme
<b>PROCARE NETWORKS</b>
Youth Primary Mental Health Service
<b>YOUTHLINE AUCKLAND CHARITABLE TRUST</b>
Youth Primary Mental Health Service



Table 5. Counties Manukau ICAMH/AOD Services (2017/2018)

COUNTIES MANUKAU DHB
Infant Mental Health
Whirinaki North: Punui Youth Team
Whirinaki South: Pohutukawa Youth Team
Eating Disorders Liaison Team
<i>MĀORI SERVICES</i>
He Kākano: Kaupapa Māori Child & Adolescent Mental Health Service (Whirinaki South)
<i>PACIFIC SERVICES</i>
Vaka Toa Pacific Adolescent Service (Whirinaki North)

*Note: Italicised services are Kaupapa Māori services*

COUNTIES MANUKAU DHB-FUNDED NON-DHB SERVICES
ANGLICAN TRUST FOR WOMEN & CHILDREN
Infant, Child, Adolescent & Youth Package of Care (Wrap Around): Mellow Parenting Groups
EMERGE AOTEAROA
Infant, Child, Adolescent & Youth Package of Care
ODYSSEY HOUSE TRUST
Child, Adolescent & Youth & Families with a Mental Health Disorder
Child, Adolescent & Youth Alcohol & Drug Community Services: Schools Programme: Stand Up & Amplify Programme
<i>OHOMAIRANGI TRUST</i>
Infant, Child, Adolescent & Youth Package of Care (Wrap Around): Mellow Parenting Programme
PATHWAYS HEALTH LTD
Infant, Child, Adolescent & Youth Crisis Respite
PENINA TRUST
Child & Youth Package of Care
<i>RAUKURA HAUORA O TAINUI TRUST</i>
Kaupapa Māori Child, Adolescent & Youth Alcohol & Drug Community Services: Te Ara Hou Alcohol & Drug Service
YOUTHLINE AUCKLAND CHARITABLE TRUST
Child, Adolescent & Youth Alcohol & Drug Community Services: Stand Up School-Based Alcohol & Drug Service

*Note: Italicised services are Kaupapa Māori services*

## NORTHERN REGION 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 four DHB (Inpatient & Community) ICAMH/AOD services and all 21 contracted non-DHB services (19 NGOs & 2 PHOs) as at 30 June 2018.

From 2016 to 2018:

- 1% decrease in the total regional workforce, from 539.5 to 535.5 actual FTEs (Table 6 & Figure 9).
- 4% decrease in the DHB workforce (Inpatient & Community Services), from 406.5 to 391.6 actual FTEs.
- 8% increase in the non-DHB provider workforce largely due to the inclusion of two PHOs, from 133 to 143.9 actual FTEs.
- 2% increase in the clinical workforce, from 407.1 to 416 actual FTEs.
- 33% increase in the number of vacant FTEs reported, increasing the regional vacancy rate from 10% to 13% (vacancy rate ranged from 1% to 24%).

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

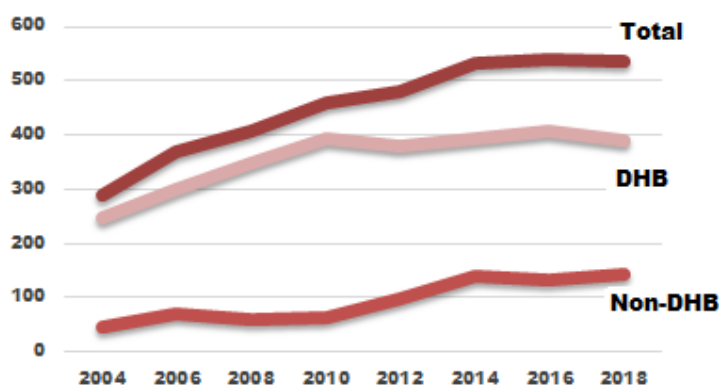


Table 6. Northern Region ICAMH/AOD Workforce (2008-2018)

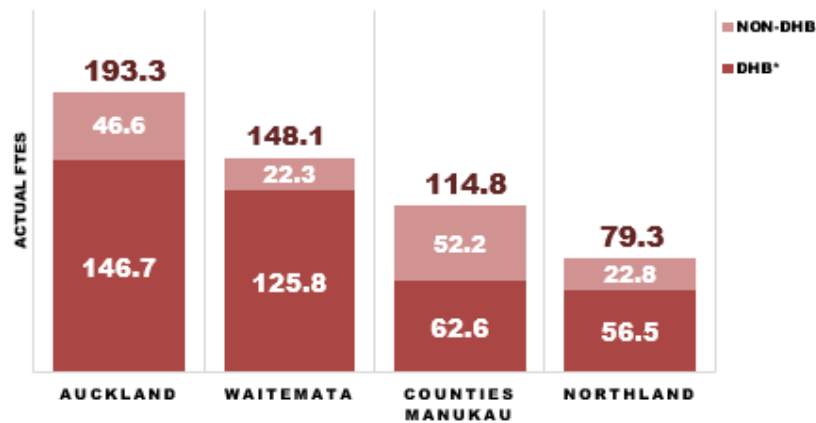
YEAR	NORTHERN REGION WORKFORCE BY SERVICE PROVIDER (2008-2018)								
	DHB <sup>1</sup>			NON-DHB			TOTAL		
	ACTUAL	VACANT	% VACANCY	ACTUAL	VACANT	% VACANCY	ACTUAL	VACANT	% VACANCY
2008	347.5	41.8	11	58.7	6.9	11	406.2	48.7	11
2010	392.9	52.4	12	64.9	2.0	3	457.9	54.4	11
2012	380.2	35.5	9	98.5	1.0	1	478.7	36.5	7
2014	392.2	57.9	13	138.7	6.0	4	530.9	63.9	11
2016	406.5	51.8	11	133.0	6.8	5	539.5	58.7	10
2018	391.6	61.8	14	143.9	4.3	3	535.5	78.1	13

1. Includes Inpatient and Regional Services.

As at 30 June 2018:

- 85% of the regional workforce was in services in the greater Auckland area: comprised of 42% in Auckland, 32% in Waitemata and 25% in Counties Manukau (Figure 10).
- 73% of the workforce was in DHB provider services.
- 27% was in non-DHB services.
- The workforce was largely NZ European (45%), followed by Māori (18%), Other Ethnicity (15%), Pacific (11%) and Asian (11%) (Appendix D, Table 18).
- 78% were in the clinical workforce as Nurses (18%), Social Workers (14%), Psychologists (13%) and AOD Practitioners (11%) (Table 7).

Figure 10. Northern Region ICAMH/AOD Workforce by DHB Area (2018)



\*Includes Regional Services

- 15% overall were in the non-clinical workforce, largely in non-DHB services.
- 7% in Administration (3%) and Management (4%) roles.
- 94% of all vacancies were reported by DHB provider services in the clinical workforce: Nurses (41%), Psychologists (21%), Social Workers (12%) and Psychiatrists (11%) (Table 7).
- Regional annual staff turnover rate was at 14% (DHB = 9% and non-DHB = 23%) for Social Workers, Nurses and Psychologists. The main reasons for leaving included moving overseas; relocated to another city/town within NZ; took other job or opportunities external to organisation.

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

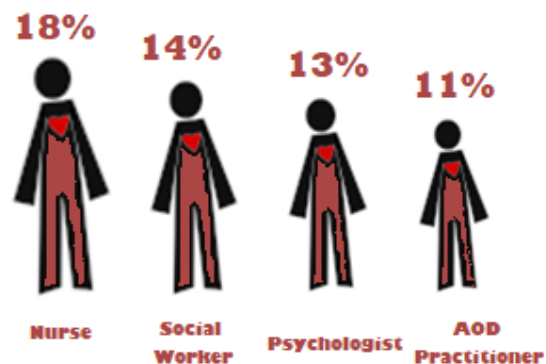


Table 7. Northern Region ICAMH/AOD Workforce by Occupation (2018)

Northern Region ICAMH/AOD Workforce by Occupation (Actual FTEs, 2018)	DHB		DHB Total	Non-DHB	Total
	Inpatient	Community			
Alcohol & Drug Practitioner	-	18.50	18.50	40.50	59.00
Child & Adolescent Psychiatrist	5.97	22.66	28.63	0.40	29.03
Co-Existing Problems Clinician	-	8.00	8.00	2.00	10.00
Counsellor	0.20	1.90	2.10	0.80	2.90
Family Therapist	-	3.40	3.40	-	3.40
Nurse	27.10	62.35	89.45	7.80	97.25
Occupational Therapist	2.60	34.70	37.30	0.50	37.80
Other Senior Medical Officer	5.00	5.20	10.20	-	10.20
Psychotherapist	1.10	8.80	9.90	1.00	10.90
Psychologist	8.10	59.34	67.44	2.00	69.44
Social Worker	2.80	67.03	69.83	6.85	76.68
Other Clinical <sup>1</sup>	-	5.00	5.00	4.41	9.41
Clinical Sub-Total	52.87	296.88	349.75	66.26	416.01
Cultural	1.00	7.90	8.90	0.50	9.40
Educator	-	-	-	2.50	2.50
Mental Health Consumer	-	-	-	3.20	3.20
Mental Health Support Worker	9.00	-	9.00	27.85	36.85
Youth Worker	-	-	-	25.01	25.01
Whānau Ora Practitioner	-	-	-	2.50	2.50
Other Non-Clinical <sup>2</sup>	-	-	-	3.00	3.00
Non-Clinical Sub-Total	10.00	7.90	17.90	64.56	82.46
Administration	2.00	11.80	13.80	2.00	15.80
Management	-	10.10	10.10	11.00	21.10
TOTAL	64.87	326.68	391.55	143.82	535.37

1 = Interns (Psychology); GP; Referral Coordinator; Clinical Supervisor; Clinical Team Leader. 2= Needs Assessors & Service Coordinators; Programme Manager; Caregivers.

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

Northern Region ICAMH/AOD Vacancies by Occupation (Vacant FTEs, 2018)	DHB		DHB Total	Non-DHB	Total
	Inpatient	Community			
Alcohol & Drug Practitioner	-	1.00	1.00	3.80	4.80
Child & Adolescent Psychiatrist	1.78	6.04	7.82	-	7.82
Nurse	6.60	23.30	29.90	0.50	30.40
Occupational Therapist	-	3.00	3.00	-	3.00
Psychotherapist	-	1.50	1.50	-	1.50
Psychologist	0.40	14.83	15.23	-	15.23
Social Worker	-	8.60	8.60	-	8.60
Other Clinical <sup>1</sup>	1.00	2.00	3.00	-	3.00
Clinical Sub-Total	9.78	60.27	70.05	4.30	74.35
Cultural	1.00	0.50	1.50	-	1.50
Non-Clinical Sub-Total	1.00	0.50	1.50	-	1.50
Administration/Management	1.15	1.05	2.20	-	2.20
TOTAL	11.93	61.82	73.75	4.30	78.05

1 = Clinical Supervisor

## DHB INPATIENT ICAMH WORKFORCE

From 2016 to 2018:

- 1% increase, from 63.92 to 64.87 actual FTEs (Table 9).
- Increase in the regional vacancy rate from 13% to 16% (from 9.7 to 11.9 vacant FTEs).

As at 30 June 2018:

- 82% of the inpatient workforce in clinical roles as Nurses (42%) (Table 7).
- 15% in the non-clinical workforce as Mental Health Support Workers (14%).
- 82% of all vacancies reported for clinical roles: Nurses (55%) and Psychiatrists (15%) (Table 9).

Table 9. Northern Region DHB Inpatient ICAMH Workforce (2008-2018)

YEAR	ACTUAL FTES			VACANT FTES			% VACANCY
	CLINICAL	NON-CLINICAL	TOTAL	CLINICAL	NON-CLINICAL	TOTAL	
2008	62.05	11.2	73.3	11.0	0.3	11.3	13
2010	61.8	16.1	77.9	8.1	-	8.1	9
2012	41.6	8.90	54.5	8.9	-	8.9	14
2014	47.18	11.8	58.98	13.9	2.0	15.9	21
2016	52.92	11.0	63.92	9.7	-	9.7	13
2018	52.87	12.0	64.87	9.8	2.2	11.9	16

Note: From July 2018 number of beds had decreased as well as staffing numbers.

## DHB COMMUNITY ICAMH/AOD WORKFORCE

From 2016 to 2018:

- 5% decrease in the overall DHB community workforce, from 342.57 to 326.68 actual FTEs (Table 10), decrease largely in Counties Manukau DHB by 26%.
- Increase in the workforce seen only in Northland DHB by 21%, from 46.5 to 56.48 actual FTEs.
- Regional vacancy rate increased from 11% to 16% (ranged 2% to 35%), from 42.17 to 61.82 vacant FTEs.

As at 30 June 2018:

- 91% of the workforce in clinical roles as Social Workers (23%), Nurses (21%), Psychologists (20%) and Occupational Therapists (12%) (Table 7).
- 2% in non-clinical workforce (excluding Admin/Management), all in Cultural roles.
- 97% of all vacancies reported for clinical roles: Nurses: (38%), Psychologists (24%) and Social Workers (14%) (Table 8).

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

NORTHERN 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
NORTHLAND	21.4	33.6	34.4	33.3	46.5	56.5	3.2	0.0	1.6	2.0	1.0	1.0	13	-	4	6	2	2
WAITEMATA	107.1	124.7	120.9	118.1	125.9	125.8	12.9	22.1	11.5	11.7	17.2	14.0	11	15	9	9	12	10
AUCKLAND	72.4	74.1	77.9	79.1	85.9	81.8	8.9	7.7	7.8	10.8	9.9	12.6	11	9	9	12	10	13
COUNTIES MANUKAU	73.4	82.6	82.8	102.8	84.3	62.6	5.5	14.5	5.8	17.4	14.1	34.2	7	15	7	14	14	35
TOTAL	274.3	315.1	315.9	333.2	342.6	326.7	30.5	44.3	26.7	41.9	42.2	61.8	10	12	8	11	11	16

## 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](http://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 Northern 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 (58%)**
  - **Intervention Knowledge (50%).**
  - **Intervention Skills (29%)**
  - **Knowledge and Skills for Leadership roles (37%).**
  - **Knowledge and Skills for working with Infants (29%)**

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

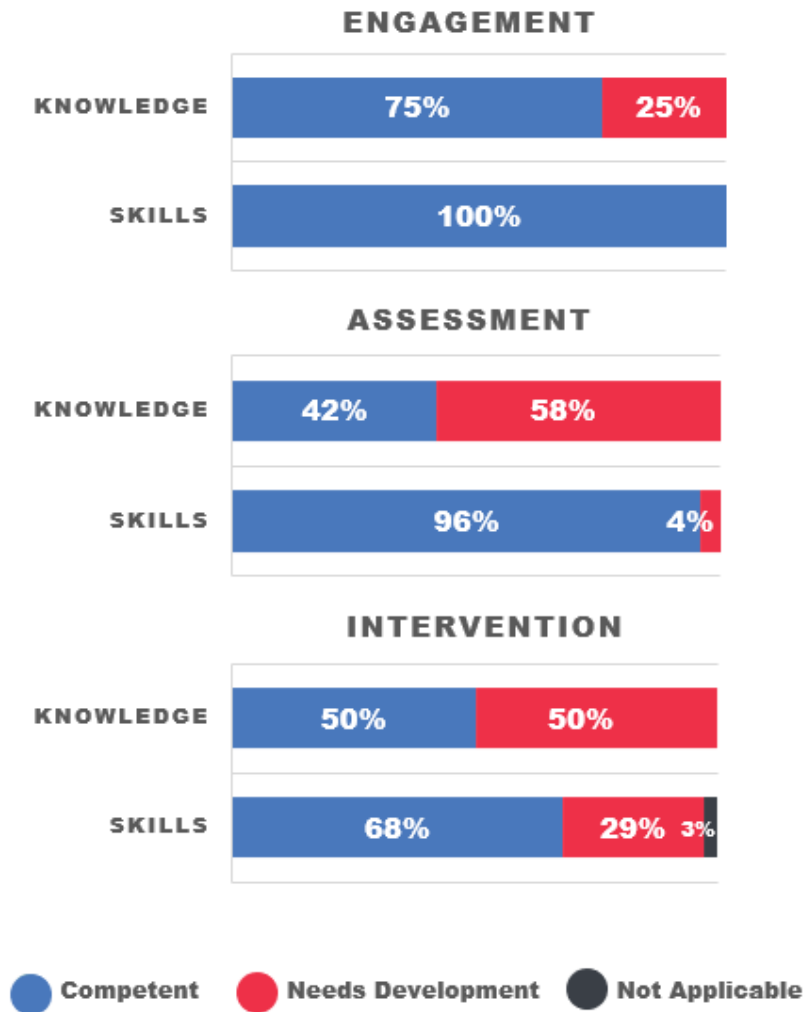
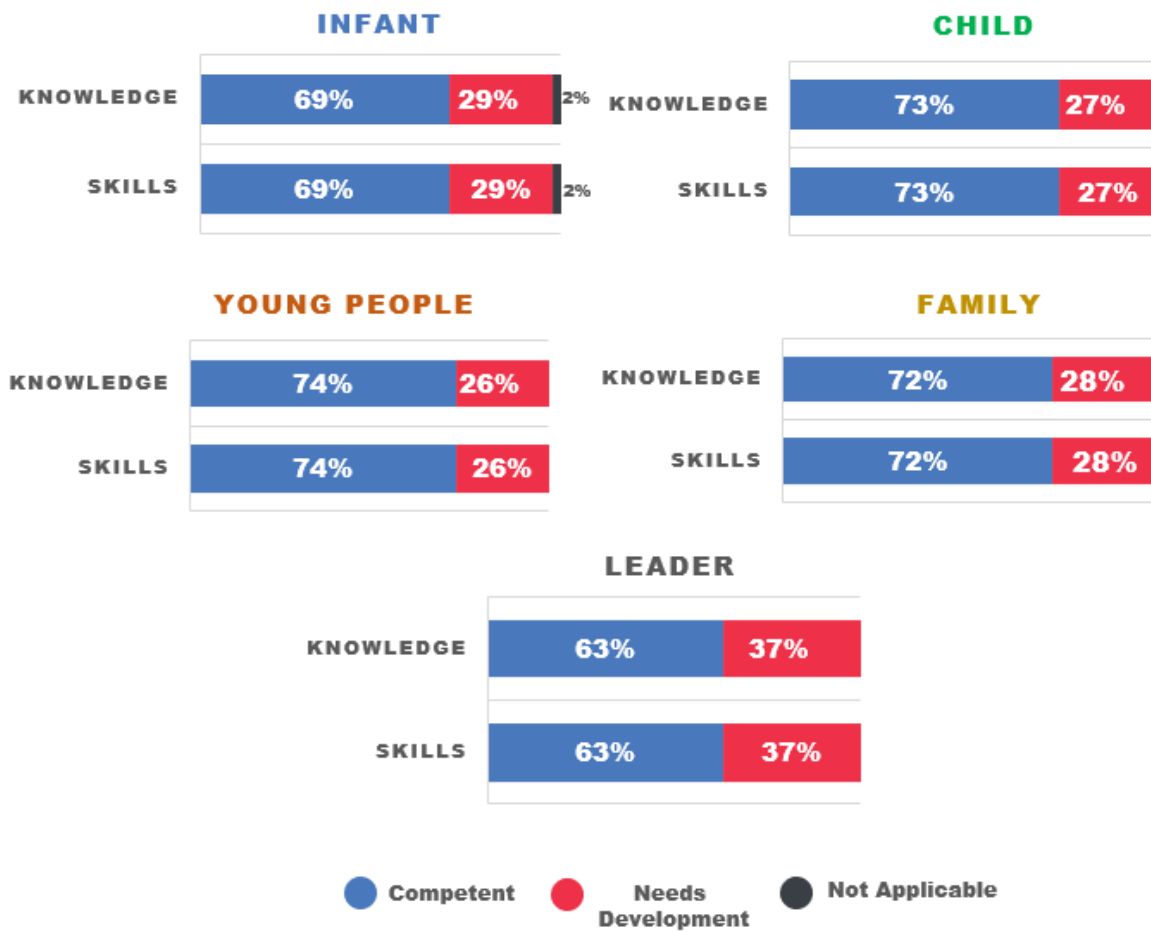


Figure 13. DHB Real Skills Plus Competencies by Domain (2018)





## NON-DHB ICAMH/AOD WORKFORCE

From 2016 to 2018:

- 8% increase in the non-DHB workforce, from 133 to 143.9 actual FTEs (Table 11). This increase was due to the inclusion of workforce data from PHOs with contracted youth primary mental health services.
- Increase in the clinical workforce only by 11%, from 59.5 to 66.26 FTEs.
- Decrease in vacancy rate from 5% to 3%.

As at 30 June 2018:

- 21 non-DHB service providers including two PHOs were contracted to provide DHB-funded Infant, Child and Adolescent Mental Health/AOD services.
- Largest non-DHB workforce in Counties Manukau (36%) and Auckland (32%) DHB areas (Table 11).
- 46% in the clinical workforce as AOD Practitioners (28%), Nurses (5%) and Social Workers (4.7%) (Table 7).
- 45% in non-clinical workforce mainly Mental Health Support Workers (19%) and Youth Workers (17%) (Table 7).
- Regional annual turnover rate 23% mainly for Mental Health Support Workers and Youth Workers. The main reasons for leaving included career development and further study, other employment opportunities (external and internal) and change in career.

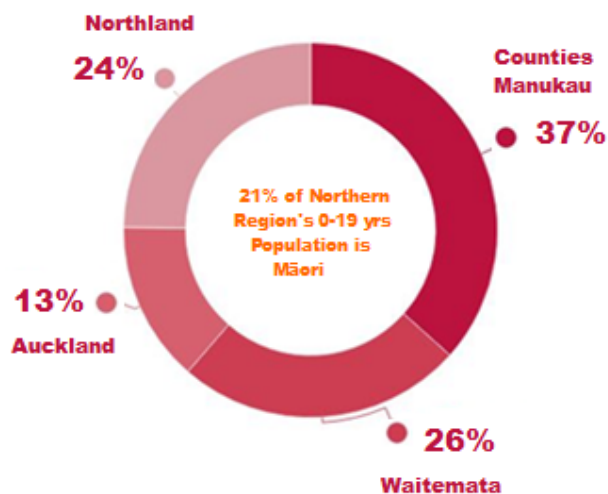
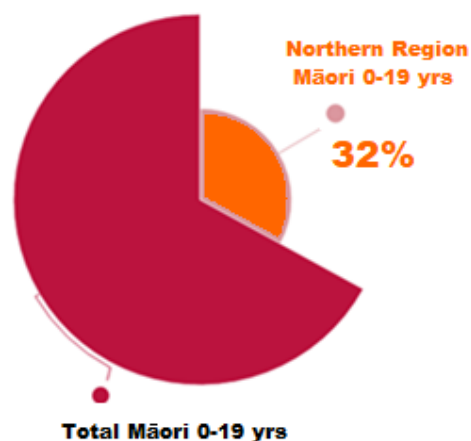
**Table 11. Northern Region Non-DHB ICAMH/AOD Workforce (2008-2018)**

NORTHERN 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
NORTHLAND	15.7	15.0	14.0	18.8	21.0	22.8	-	-	-	2.0	0.9	-	-	-	-	10	4	-
WAIKATO	8.5	-	5.0	22.3	21.0	22.3	1.0	-	1.0	-	1.0	-	10.5	-	17	-	12	-
AUCKLAND	21.3	26.6	39.9	51.0	48.0	46.6	4.9	0.5	-	3.5	-	2.3	18.7	1.9	-	6	-	5
COUNTIES MANUKAU	13.2	23.3	39.6	46.6	42.7	52.2	1.2	1.5	-	0.5	4.9	2.0	8.3	6.1	-	1	10	4
TOTAL	58.7	64.9	98.5	138.7	133.0	143.9	7.1	2.0	1.0	6.0	6.8	4.3	10.8	2.9	1.0	4	5	3

## NORTHERN REGION MĀORI OVERVIEW

### NORTHERN MĀORI INFANT, CHILD AND ADOLESCENT POPULATION

- Population projections from 2016 to 2018 indicated a 2% growth in the regional Māori 0-19 year population (Appendix A, Table 1).
- Projected population growth was seen in three out of the four DHB areas: Waitemata (by 3%), Northland (by 2%), and Counties Manukau (by 2%).
- Northern region continues to have one of the largest Māori infant, child and adolescent populations (a third of New Zealand's Māori infant, child and adolescent population, 32%).
- Māori infants, children and adolescents make up 21% of the region's total 0-19 years population.
- The largest Māori infant, child and adolescent population in the Northern region resides in Counties Manukau (37%), Waitemata (25%) and Northland (24%) DHB areas. However, proportionally, just over half (54%) of Northland's 0-19 population are Māori.
- 10-year projections (from 2018-2028) by ethnicity showed an 11% regional projected population growth for Māori 0-19 year olds (Appendix A, Table 2).
- 10-year projections by DHB area indicated the largest projected growth in Waitemata (by 16%), Northland (by 9%) and Counties Manukau (by 9%). A 7% growth is projected for Auckland.

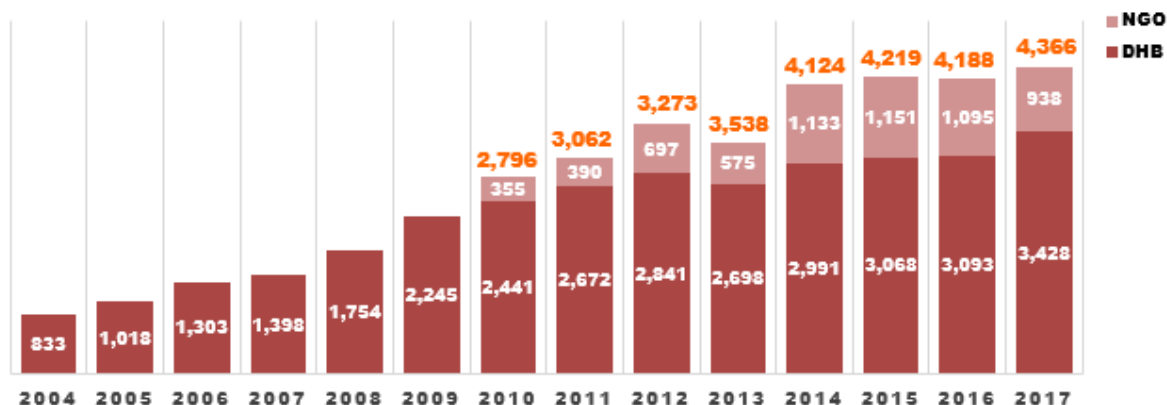


## NORTHERN REGION MĀORI SERVICE USER ACCESS TO ICAMH/AOD SERVICES

From 2015 to 2017:

- 3% increase in the number of Māori service users accessing services (Figure 14). Similar increases in both Māori males and females (approx. 3%) (Appendix B, Table 1).
- Largest increase in service users in Auckland DHB area (by 26%) and Counties Manukau DHB (by 6%), with decreases in Northland (by 9%) and Waitemata (by 2%) DHB areas.

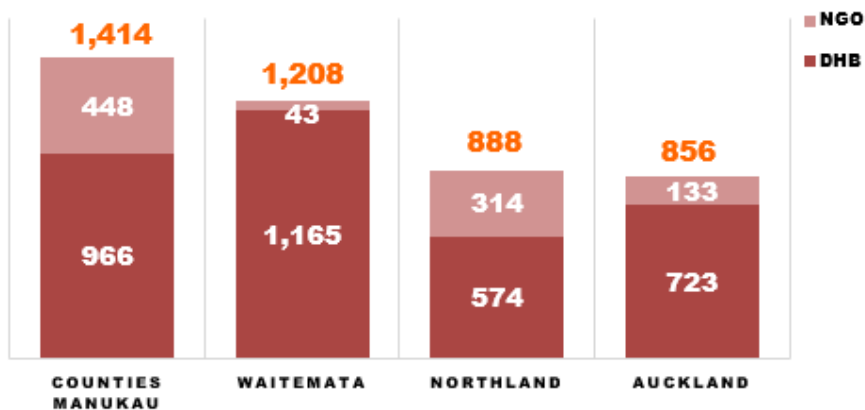
Figure 14. Northern Region Māori 0-19 yrs Service User (2004-2017)



In the second half of 2017:

- 35% of all Māori service users accessing services in the country were in the Northern region (Appendix B, Table 9).
- 33% of total service users in the region were Māori. 58% were Māori males.
- 79% were accessing DHB services.
- 21% were accessing NGOs.
- 60% of all Māori service users in the region were seen by services in Counties Manukau (54%) and Waitemata (46%) DHB areas (Figure 15).

Figure 15. Northern Region Māori Service User by DHB Area (2017)



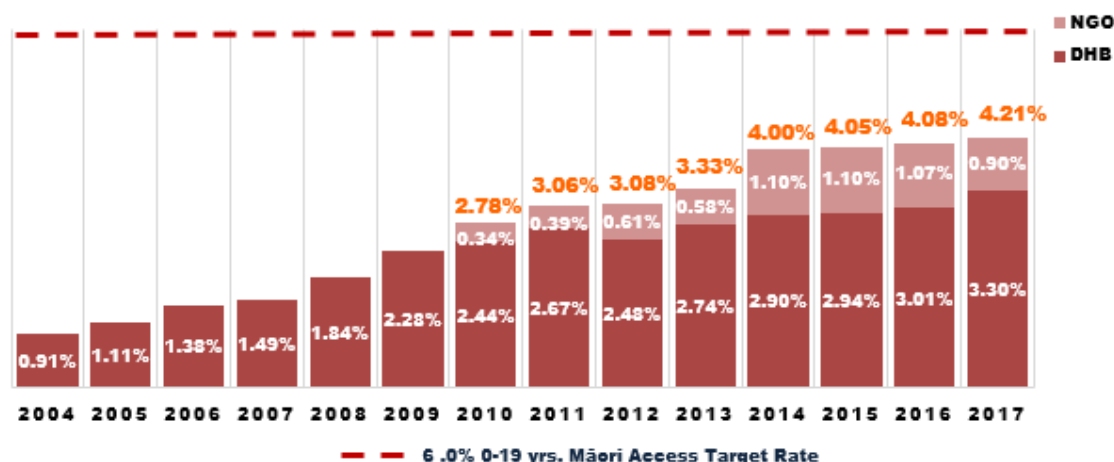
## MĀORI SERVICE USER ACCESS RATES

Due to the lack of epidemiological data for Māori tamariki and rangatahi population, a 6% target access rate was recommended for Māori, double that of the general population of 3%, due to a higher need for mental health services (Mental Health Commission, 1998).

From 2015 to 2017:

- Increase in Māori access rate from 4.05% to 4.21% (Figure 16).
- Increase seen in all DHB areas.

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



In the second half of 2017:

- Māori access rate of 4.21% was higher than the overall regional access rate (including all ethnicities) of 2.75%, and the national Māori access rate of 3.89% (Appendix B, Table 9).
- While the Māori access rates were also higher than the overall rates for all three age groups, they continued to remain below recommended access target rates for Māori (6%).
- By age, Māori access rates for all three age groups remained below the recommended rates, especially for the 0-9 year age group.
- By DHB area, Auckland DHB area had the highest Māori access rate of 6.0%, reaching the recommended rate, while the remainder of the areas remained below the target rate (Figure 17).

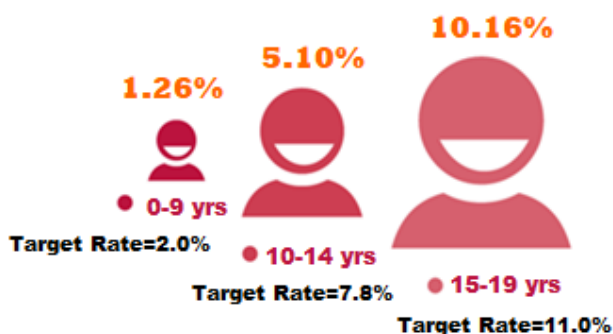
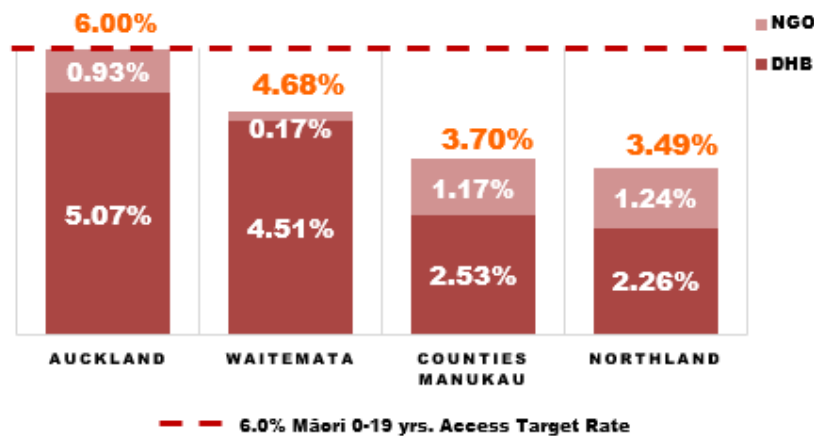


Figure 17. Northern Region Māori 0-19 yrs Service User Access Rates by DHB Area (2017)



## NORTHERN REGION MĀORI ICAMH/AOD WORKFORCE

The following workforce information is derived from the workforce survey and includes Actual & Vacant Full Time Equivalents (FTEs) by Ethnicity and Occupation submitted by all four DHB (Inpatient & Community) ICAMH/AOD services and all 21 contracted non-DHB services (19 NGOs & 2 PHOs) as at 30 June 2018.

From 2016 to 2018:

- 6% increase in the overall Māori workforce, from 111 to 118 (Table 12).
- Increase largely in the non-DHB workforce, due to the inclusion of PHOs.
- 28% increase in the Māori clinical workforce.

As at 30 June 2018:

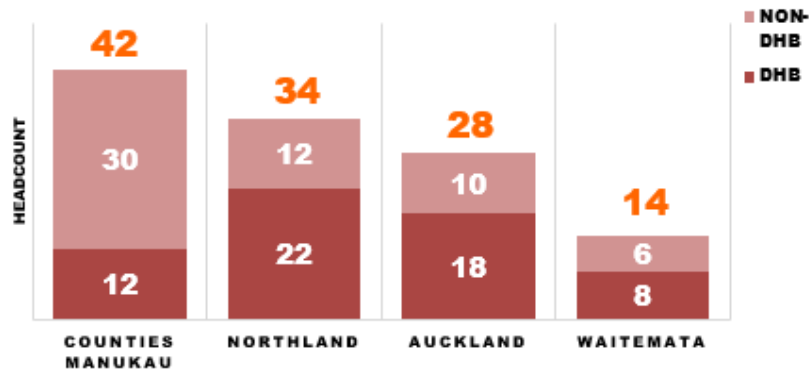
- 36% of the workforce was in services in the Counties Manukau DHB area, followed by Northland (29%), Auckland (24%) and Waitemata (12%) (Table 12 & Figure 15).
- Overall the workforce was almost equally employed in DHB and non-DHB services except in the Counties Manukau DHB area where 71% are in non-DHB services.

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

DHB AREA	NORTHERN REGION MĀORI 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
NORTHLAND	5	15	12	11	17	22	13	12	8	16	8	12	18	27	20	27	25	34
WAITEMATA	12	14	14	15	13	8	-	-	-	8	7	6	12	14	14	16	15	14
AUCKLAND <sup>1</sup>	14	12	12	13	16	18	5	3	11	18	15	10	19	15	23	31	31	28
COUNTIES MANUKAU	17	12	19	20	13	12	5	13	26	33	27	30	22	25	45	53	40	42
TOTAL	48	53	57	59	59	60	23	28	45	75	57	58	71	81	102	127	111	118

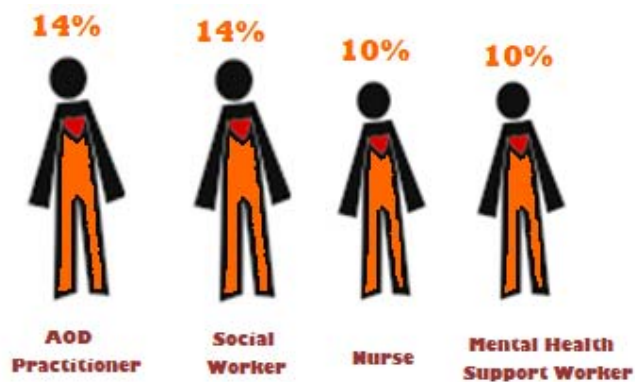
1. Includes Inpatient workforce

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



- 58% in clinical roles as AOD Practitioners (14%), Social Workers (14%) and Nurses (10%).
- 36% in non-clinical roles largely as Mental Health Support Workers (10%), Cultural (9%) and Youth Workers (9%) (Table 13).

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



### ***DHB INPATIENT MĀORI ICAMH WORKFORCE***

From 2016 to 2018:

- Increase in the Māori inpatient workforce, from 5 to 9 (headcount).

As at 30 June 2018:

- 56% in clinical roles largely as Nurses (33%) (Table 13).
- 44% in the non-clinical workforce largely as Mental Health Support Workers (33%).

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

From 2016 to 2018:

- 4% increase from 49 to 51 (headcount) (Table 13). Increase was seen in the clinical workforce, from 32 to 37.

As at 30 June 2018:

- 67% of the regional DHB community Māori workforce was employed in Northland (43%) and Counties Manukau (24%) DHBs (Appendix D, Table 8).
- 73% in clinical roles largely as Social Workers (29%), Nurses (16%), and Co-Existing Problems Clinicians (10%) (Table 13).
- 18% in the non-clinical workforce all in Cultural roles (18%).
- 10% in Administration (4%) and Management (6%) roles.

## NON-DHB MĀORI ICAMH/AOD WORKFORCE

From 2016 to 2018:

- Very little change in the Māori non-DHB workforce, from 57 to 58 (Table 12). However, there was a shift from a largely non-clinical workforce to a more even split between the clinical and non-clinical workforces.

As at 30 June 2018:

- 52% of the non-DHB Māori workforce employed in the Counties Manukau DHB area (Table 12).
- 50% in non-clinical roles, largely as Youth Workers (19%) and Mental Health Support Workers (16%) (Table 13).
- 45% in clinical roles, largely as AOD Practitioners (26%) and Therapists (14%).
- 5% in Administration (2%) and Management (3%) roles.

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

Northern Region Māori ICAMH/AOD Workforce by Occupation (Headcount, 2018)	DHB		DHB Total	Non-DHB	Total
	Inpatient	Community			
Alcohol & Drug Practitioner	-	1	1	15	16
Child & Adolescent Psychiatrist	1	1	2	-	2
Co-Existing Problems Clinician	-	5	5	1	6
Nurse	3	8	11	1	12
Occupational Therapist	-	1	1	-	1
Psychologist	-	5	5	-	5
Social Worker	-	15	15	1	16
Therapist	-	-	-	8	8
Other Clinical <sup>1</sup>	1	1	2	-	2
<b>Clinical Sub-Total</b>	<b>5</b>	<b>37</b>	<b>42</b>	<b>26</b>	<b>68</b>
Caregiver	-	-	-	3	3
Cultural	1	9	10	1	11
Mental Health Consumer	-	-	-	2	2
Mental Health Support	3	-	3	9	12
Youth Worker	-	-	-	11	11
Whānau Ora Practitioner	-	-	-	2	2
Other Non-Clinical <sup>2</sup>	-	-	-	1	1
<b>Non-Clinical Sub-Total</b>	<b>4</b>	<b>9</b>	<b>13</b>	<b>29</b>	<b>42</b>
Administration	-	2	2	1	3
Management	-	3	3	2	5
<b>Total</b>	<b>9</b>	<b>51</b>	<b>60</b>	<b>58</b>	<b>118</b>

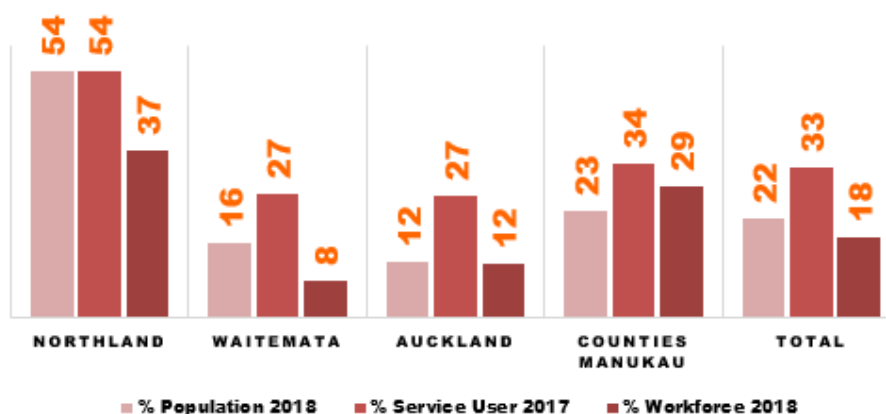
1. Other Clinical = Counsellor

2. Other Non-Clinical = Educator.

## NORTHERN REGION MĀORI POPULATION, SERVICE USER AND WORKFORCE COMPARISONS

- Māori tamariki and rangatahi are accessing services more than any other ethnic group in the region, making up a one-third of all service users. The Māori workforce (18% of the total workforce) and Māori service user comparison continues to highlight significant disparities across the region, especially in Waitemata and Auckland DHB areas (Figure 20). Therefore, the need to increase the Māori workforce across all occupational groups, to cater for the growing needs of the Māori infant, child and adolescent service users remains pertinent.
- While there has been an increase in Māori service users accessing non-DHB services, the majority (59%) continue to access DHB mainstream services and are seen by the non-Māori workforce; therefore, enhancing the cultural competency of the workforce to work effectively with Māori tamariki and rangatahi service users and their whānau also remains a key area of development.

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

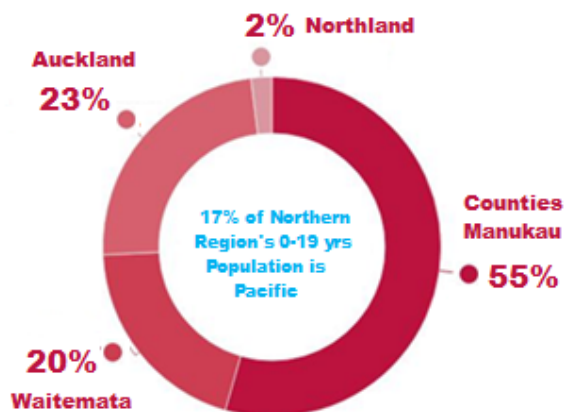
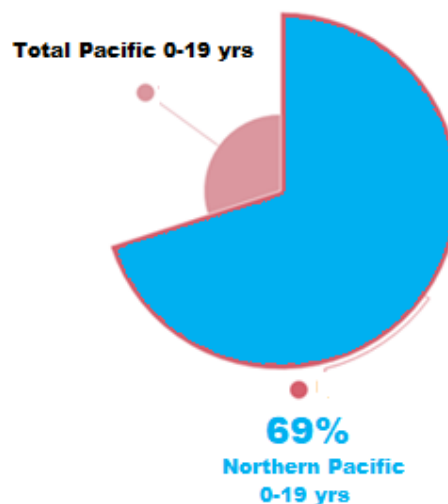




## NORTHERN REGION PACIFIC OVERVIEW

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

- Very little change projected in the regional Pacific 0-19 year population from 2016 to 2018 (<0.1%) (Appendix A, Table 1).
- Projected growth indicated for three out of the four DHB areas, with the largest growth projected for Northland 9%, followed by Waitemata (2%). Very little change projected for Counties Manukau and a 2% decline for Auckland.
- Northern region continued to have the largest Pacific infant, child and adolescent population (69%).
- Pacific 0-19 year olds made up 17% of the region's 0-19 year population.
- Over half reside in the Counties Manukau DHB area (55%).
- 10-year projections (2018-2028) indicate a 4% regional growth in the Pacific population (Appendix A, Table 2) with the largest projected growth for Northland (by 30%), Waitemata (by 11%) and Counties Manukau (by 4%). A 5% decline is projected for Auckland.



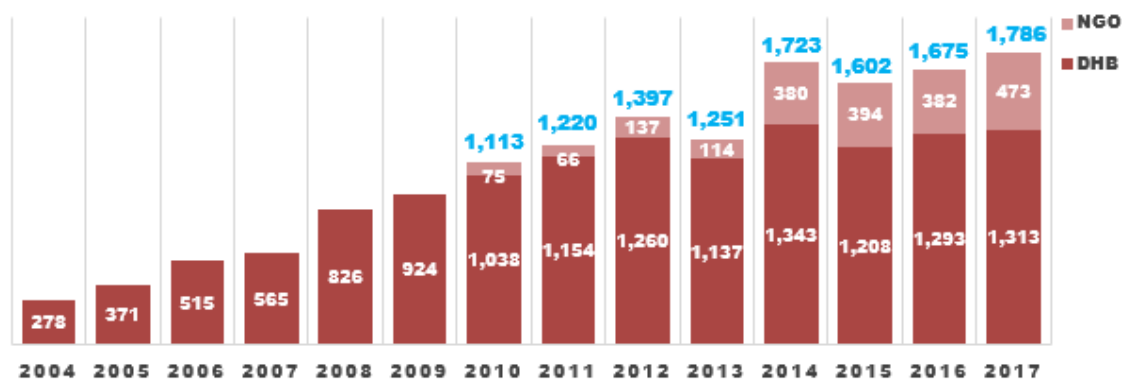
## NORTHERN REGION PACIFIC SERVICE USER ACCESS TO ICAMH/AOD SERVICES

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). PHO service user data is not captured in PRIMHD; therefore, all service user data pertains to DHB and NGO services only.

From 2015 to 2017:

- Increase in the number of Pacific service users accessing services by 11% (Figure 21), largely seen in Pacific females by 19%.
- There was an increase in service users accessing NGOs by 20%.

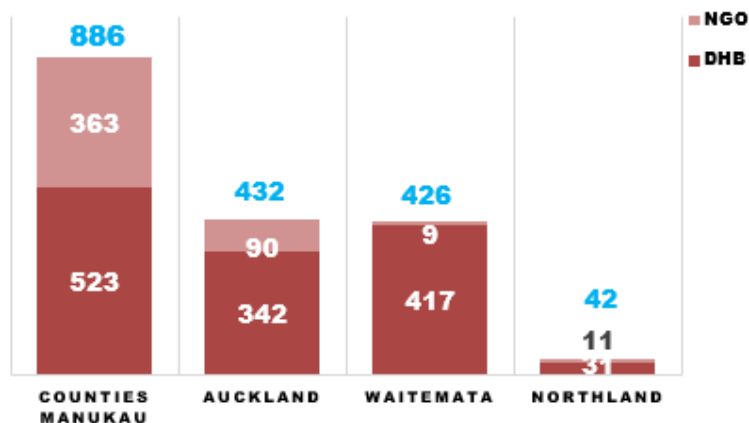
Figure 21. Northern Region Pacific 0-19 yrs Service User (2004-2017)



In the second half of 2017:

- Pacific service users made up 13% of all service users accessing services in the region. 55% were Pacific males.
- 74% accessed DHB services.
- 26% accessed NGOs.
- 98% of Pacific service users in the region were seen by services in the greater Auckland area, largely in Counties Manukau (51%), followed by Auckland (25%) and Waitemata (24%) DHB areas (Figure 22).

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

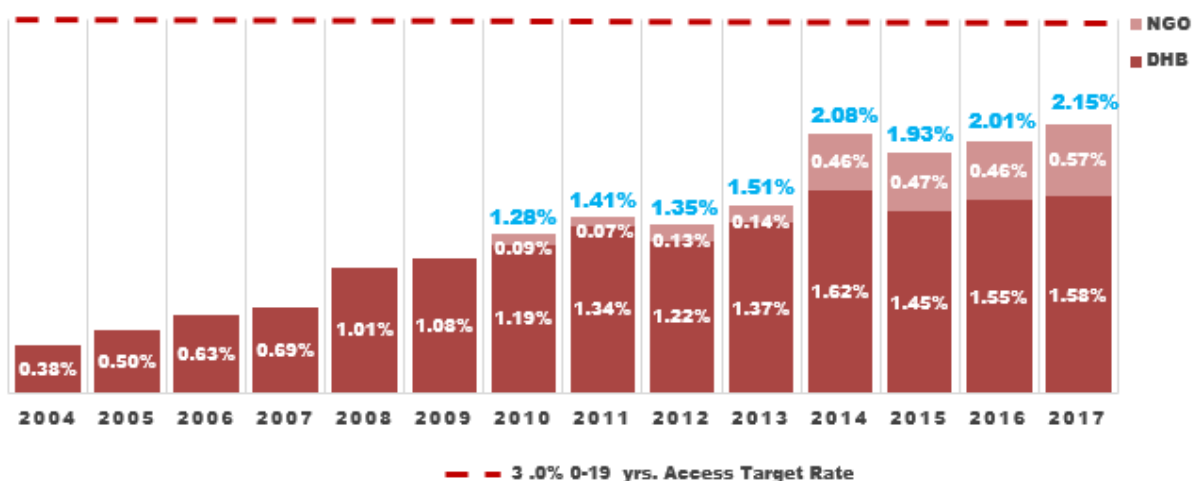


## PACIFIC SERVICE USER ACCESS RATES

From 2015 to 2017:

- Pacific 0-19 year access rate increased from 1.93% to 2.15% (Figure 23). Increase seen in all three age groups, especially in the 10-14 year age group.
- Increase in three of the four DHB areas (Northland, Auckland and Counties Manukau DHB areas).

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



In the second half of 2017:

- Regional Pacific 0-19 year access rate of 2.15% was higher than the national Pacific access rate of 2.08%.
- By age, access rates for all three age groups remained below the recommended rates, especially for the 10-14 year age group
- By DHB area, Northland DHB area had the highest Pacific access rate (2.94%), followed by Waitemata (2.59%). Rates continued to be low Auckland (2.22%) and lowest in Counties Manukau (1.93%) DHB areas (Figure 24).
- Despite improvements in the regional Pacific service user access rates, Pacific access rates for the region continued to remain below target rates for all three age groups and four DHB areas, especially in Counties Manukau where the largest Pacific population in the region resides and the area with the greatest need for services for the Pacific population (Figure 24).

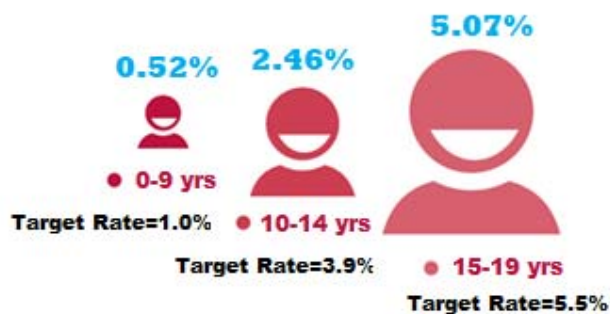
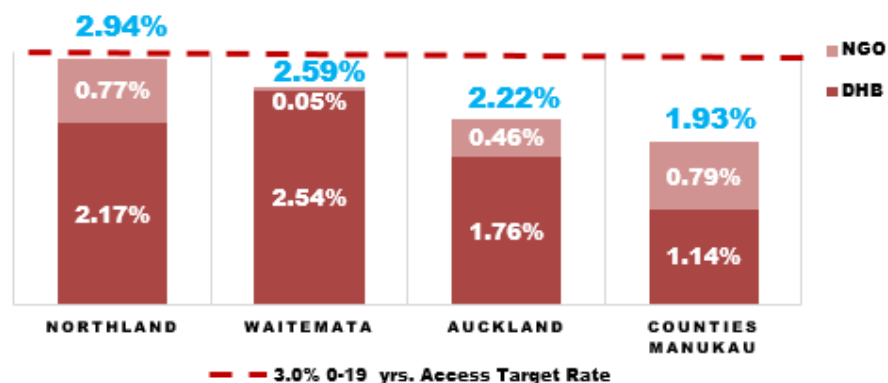


Figure 24. Northern Region Pacific 0-19 yrs Service User Access Rates by DHB Area (2017)



## NORTHERN 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 four DHB (Inpatient & Community) ICAMH/AOD services and all 21 contracted non-DHB services (19 NGOs & 2 PHOs) as at 30 June 2018.

From 2016 to 2018:

- A slight decrease in the regional Pacific workforce (headcount), from 72 to 71 (Table 14).

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

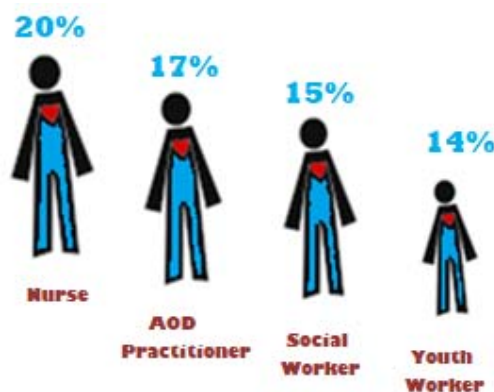
DHB AREA	NORTHERN REGION PACIFIC WORKFORCE (HEADCOUNT, 2008-2018)																	
	DHB						NON-DHB						TOTAL					
	2008	2012	2014	2014	2016	2018	2008	2012	2014	2014	2016	2018	2008	2012	2014	2014	2016	2018
NORTHLAND	-	6	1	1	-	3	2	1	1	1	2	-	2	7	2	2	2	3
WAIITEMATA*	7	11	13	6	7	8	-	-	1	2	2	3	7	11	14	8	9	11
AUCKLAND <sup>1</sup>	12	6	11	7	13	12	4	3	9	10	4	8	16	9	20	17	17	20
COUNTIES MANUKAU	10	12	14	21	20	15	3	13	16	23	24	22	13	25	30	44	44	37
TOTAL	29	35	39	35	40	38	9	17	27	36	32	33	38	52	66	71	72	71

1. Includes Inpatient workforce. \*Waitemata DHB services includes Altered High Youth AOD Regional Services

As at 30 June 2018:

- 96% of the region's Pacific workforce was in the greater Auckland area: 54% in Counties Manukau and 29% in Auckland DHB areas.
- 54% of the Pacific workforce was in DHB services (Table 15).
- 65% in clinical roles largely as Nurses (20%), Alcohol and Drug Practitioners (17%), and Social Workers (15%) (Table 15 & Figure 23).
- 34% in the non-clinical workforce largely as Youth Workers (14%) and Mental Health Support Workers (10%).

Figure 25. Top 4 Northern Region Pacific ICAMH/AOD Workforce (2018)



## DHB PACIFIC ICAMH WORKFORCE

- The Pacific inpatient workforce was all Mental Health Support Workers (4) and Nurses (3) (Table 15)
- 87% of the Pacific DHB community workforce was in clinical roles largely as Mental Health Nurses (29%), Social Workers (29%) and Child and Adolescent Psychiatrists (10%) (Table 15).
- All of the Pacific non-clinical staff were in Cultural roles (10%).

## NON-DHB PACIFIC ICAMH/AOD WORKFORCE

- Almost all (91%) of the regional Pacific non-DB workforce was in the Counties Manukau (73%) and Auckland (27%) DHB areas (Table 15).
- The Pacific non-DHB workforce was more equally split between clinical and non-clinical roles as Alcohol and Drug Practitioners (30%) and Youth Workers (30%) (Table 15).

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

Northern Region Pacific ICAMH/AOD Workforce by Occupation (Headcount, 2018)	DHB		DHB Total	Non-DHB	Total
	Inpatient	Community			
Alcohol & Drug Practitioner	-	2	2	10	12
Child & Adolescent Psychiatrist	-	3	3	-	3
Nurse	3	9	12	2	14
Occupational Therapist	-	1	1	-	1
Psychologist	-	2	2	-	2
Social Worker	-	9	9	2	11
Therapist	-	-	-	2	2
Other Clinical <sup>1</sup>	-	1	1	-	1
Clinical Sub-Total	3	27	30	16	46
Caregivers	-	-	-	2	2
Cultural	-	3	3	-	3
Mental Health Consumer	-	-	-	1	1
Mental Health Support Worker	4	-	4	3	7
Youth Worker	-	-	-	10	10
Other Non-Clinical <sup>2</sup>	-	-	-	1	1
Non-Clinical Sub-Total	4	3	7	17	24
Management	-	1	1	-	1
Regional Total	7	31	38	33	71

1. Other Clinical = Other SMO

2. Other Non-Clinical = Whānau Ora Practitioner

## NORTHERN REGION PACIFIC POPULATION, SERVICE USER AND WORKFORCE COMPARISONS

- Due to low numbers of Pacific service users accessing services, the total regional Pacific workforce appears to be proportional to Pacific service user numbers (Figure 26). However, the lack of a Pacific workforce to meet the needs of the Pacific service users becomes evident when the Pacific *clinical* workforce is compared with service user numbers (Figure 27).
- Given the growth trend in the Pacific 0-19 year population and the number of Pacific service users accessing services in the Northern region, there is a need to increase the Pacific workforce, especially in clinical roles, to adequately cater for the current and future needs of the region's Pacific infant, child and adolescent service users.
- Additionally, the majority of Pacific service users (74%) continue to access DHB mainstream services and are seen by the non-Pacific workforce; therefore, enhancing the cultural competency of the workforce to work effectively with Pacific service users and their families also remains a key area of development.

Figure 26. Northern Region Pacific 0-19 yrs Population, Service User & Workforce Comparisons

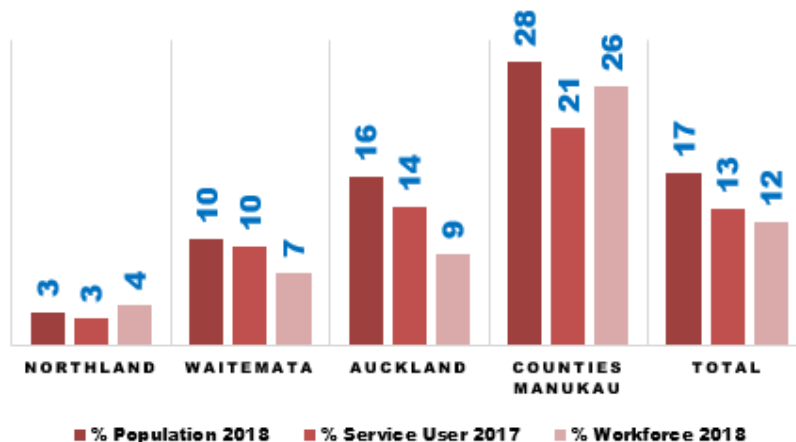
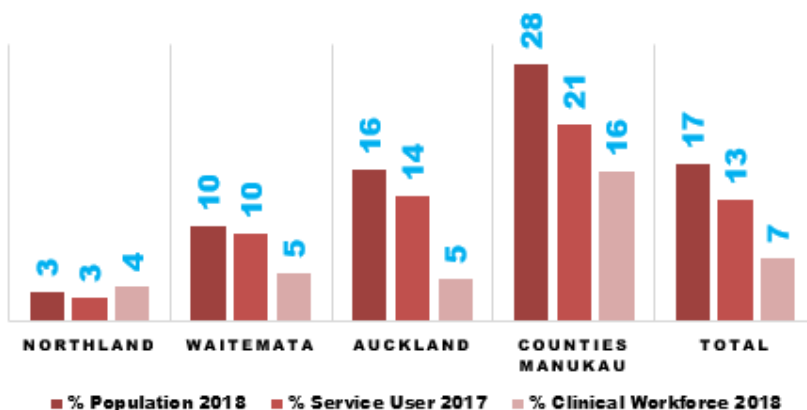


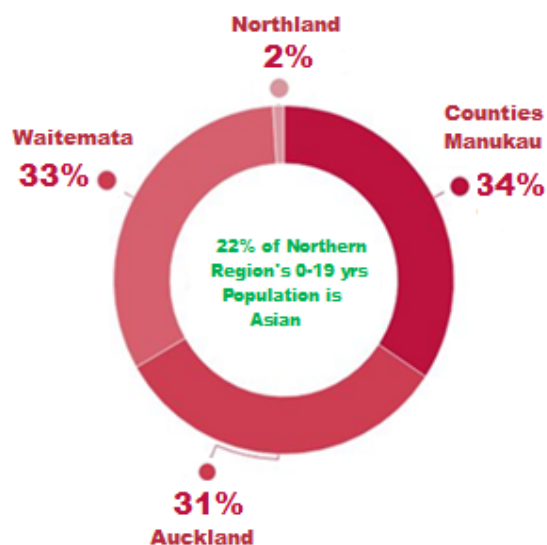
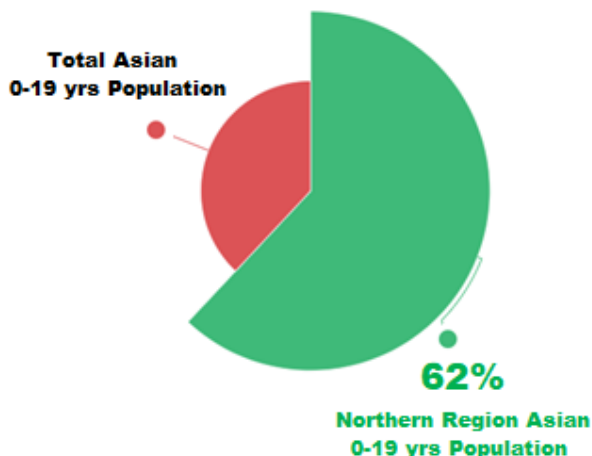
Figure 27. Northern Region Pacific 0-19 yrs Population, Service User & Clinical Workforce Comparisons



## NORTHERN REGION ASIAN OVERVIEW

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

- 2016 to 2018 population projections indicated a 6% growth in the regional Asian 0-19 year population, the largest increase out of the four main ethnic groups (Māori, Pacific, Asian and Other Ethnicity) (Appendix A, Table 1).
- This growth was seen in all four DHB areas: Northland (by 10%), Waitemata (by 9%), Counties Manukau (by 6%) and Auckland (by 3%).
- Northern region continued to have the country's largest Asian infant, child and adolescent population (62%) (Appendix A, Table 1).
- Asian infants, children and adolescents made up 22% of the region's total 0-19 year population and the majority (98%) of the region's Asian infant, child and adolescent population resided in the greater Auckland area.
- 10-year projections (2018 to 2028) indicated a 30% regional growth expected for Asian 0-19 year olds.
- Largest growth projected for Waitemata (by 43%), Northland (by 35%), Auckland (by 27%) and Counties Manukau (20%) (Appendix A, Table 2).



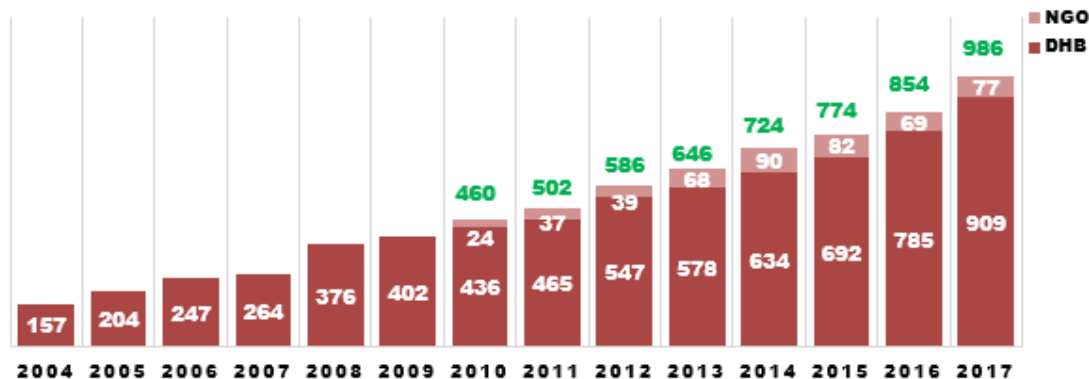
## NORTHERN REGION ASIAN SERVICE USER ACCESS TO ICAMH/AOD SERVICES

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). PHO service user data is not captured in PRIMHD; therefore, all service user data pertains to DHB and NGO services only.

From 2015 to 2017:

- 27% increase in overall numbers of Asian service users accessing services in the region (Figure 28).

Figure 28. Northern Region Asian 0-19 yrs Service User (2004-2017)

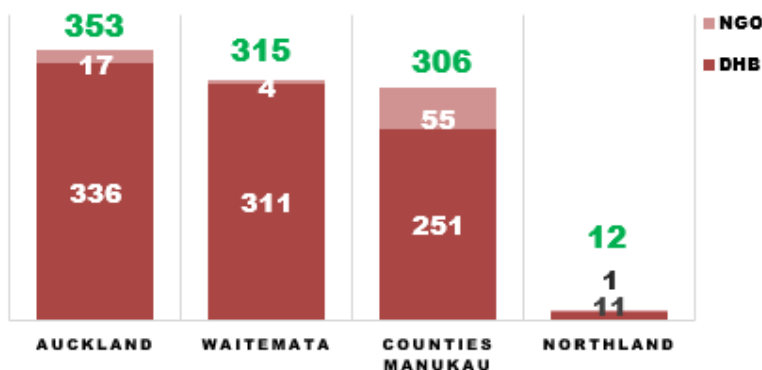


- Increase seen in both male and female service users, with the largest increase in females by 31%.
- Increases seen in two out of the three DHB areas in the greater Auckland region with no change for Counties Manukau. Asian service user numbers remained relatively low in Northland DHB due to a smaller Asian population (Appendix B, Table 5).

In the second half of 2017:

- 7% of all service users accessing services were Asian. 51% were Asian females (Appendix B, Table 5).
- 92% accessed DHB services and 8% accessed NGOs (Figure 28).
- 99% of Asian service users in the region were seen by services in the greater Auckland area: Auckland (36%), Waitemata (32%) and Counties Manukau (31%) DHB areas (Figure 29).
- Despite an overall increase, the number of Asian service users (986) has remained relatively low, compared to Māori (4,366) and Pacific (1,786) service users.

Figure 29. Northern Region Asian 0-19 yrs Service User by DHB Area (2017)



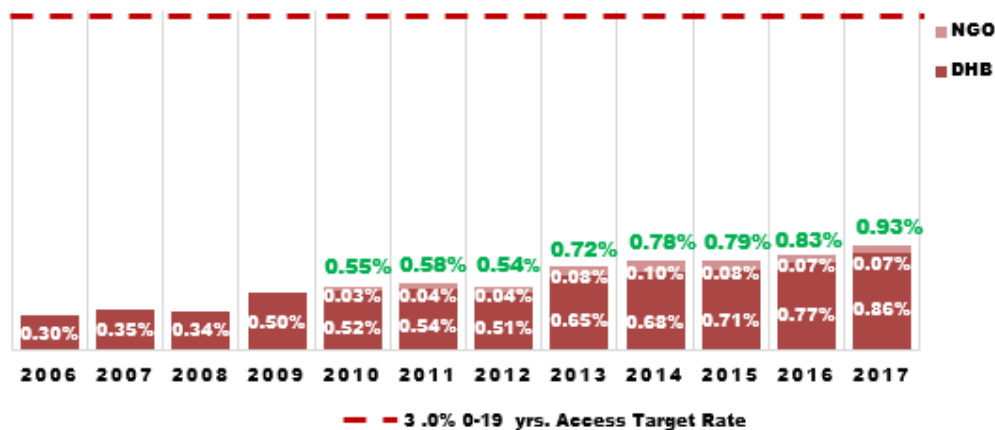


## ASIAN SERVICE USER ACCESS RATES

From 2015 to 2017:

- An increase of Asian service user access rate from 0.79% to 0.93% (Figure 30), was the highest Access rate nationally (national rate = 0.86%). Increases in all three age groups, especially in the 0-9 year age group.
- Increase in access rates were in Northland, Auckland and Waitemata DHB areas, with a slight decrease in the Counties Manukau DHB area (Appendix B, Table 14).

Figure 30. Northern Region Asian 0-19 yrs Service User Access Rates (2006-2017)



In the second half of 2017:

- Despite regional improvements, Asian access rates remained the lowest of the four ethnic groups in the region (Māori 4.21%, Other Ethnicity 3.23%, Pacific 2.15%).
- Access rates remained consistently below target rates across all four DHB areas and for all three age groups, especially for 15-19 year olds (Figure 31).

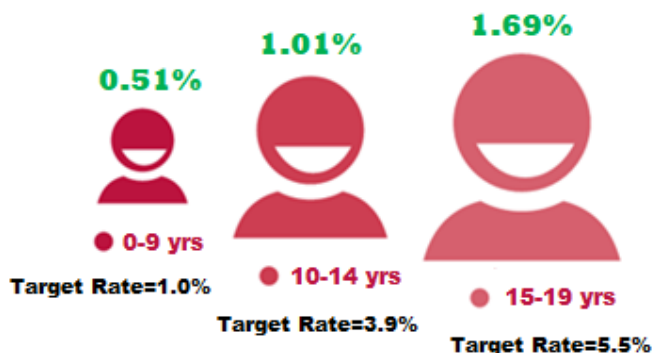
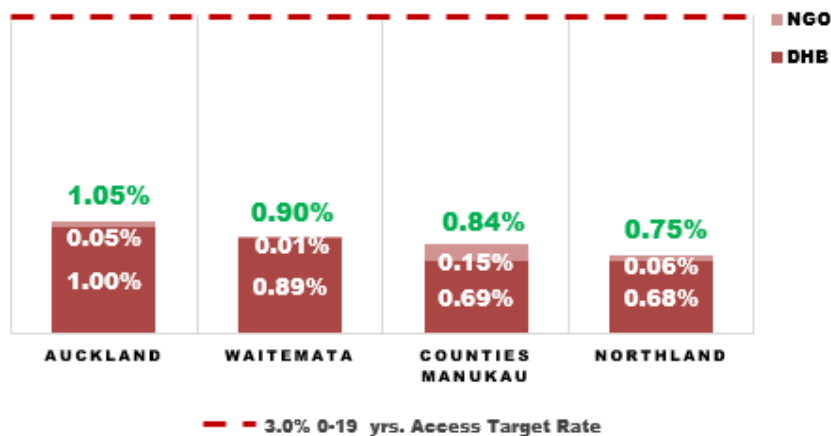


Figure 31. Northern Region Asian 0-19 yrs Service User Access Rates by DHB Area (2017)



## NORTHERN REGION ASIAN ICAMH/AOD WORKFORCE

The following information is derived from workforce data and includes Actual & Vacant Full Time Equivalents (FTEs) by Ethnicity by Occupation submitted by all four DHB (Inpatient & Community) ICAMH/AOD services and all 21 contracted non-DHB services (19 NGOs & 2 PHOs) as at 30 June 2018.

From 2016 to 2018:

- 13% increase in the regional Asian workforce, from 62 to 70 (Table 16).
- Increase mainly seen in DHB provider services, from 44 to 53.

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

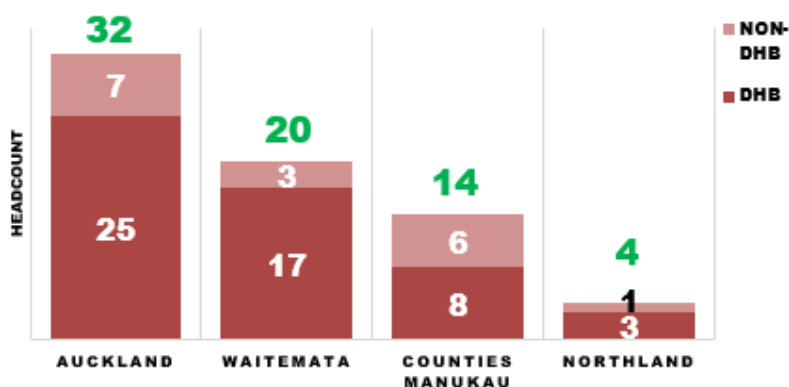
DHB AREA	NORTHERN REGION ASIAN WORKFORCE BY SERVICE PROVIDER (HEADCOUNT, 2008-2018)																	
	DHB						NON-DHB						TOTAL					
	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018	2008	2010	2012	2014	2016	2018
NORTHLAND	-	-	-	2	1	3	-	-	-	-	-	1	-	-	-	2	1	4
WAIKEMATA	7	7	5	6	14	17	3	-	-	-	1	3	10	7	5	6	15	20
AUCKLAND <sup>1</sup>	8	14	10	12	16	25	-	1	4	4	12	7	8	15	14	16	28	32
COUNTIES MANUKAU	3	12	3	12	13	8	-	2	3	8	5	6	3	14	6	20	18	14
TOTAL	18	33	18	32	44	53	3	3	7	12	18	17	21	36	25	44	62	70

1. Includes Inpatient workforce data

As at 30 June 2018:

- 60% of total Asian workforce in the country was in the Northern region, almost all (94%) in the greater Auckland region: 48% in Auckland and 30% in Waitemata DHB areas (Figure 32).
- 76% employed in DHB services, 24% in non-DHB services (Table 16).

Figure 32. Northern Region Asian ICAMH/AOD Workforce by DHB Area (2018)



- 81% in clinical roles as Nurses (17%), Occupational Therapists (14%), Social Workers (14%), Psychologists (11%) and AOD Practitioners (10%) (Table 17 & Figure 33).
- 13% in the non-clinical workforce as Mental Health Support Workers (7%) and Youth Workers (4%) (Table 17).
- The largest Asian sub-ethnicity groups were Indian (55%) and Chinese (27%).

Figure 33. Top 4 Northern Region Asian ICAMH/AOD Workforce (2018)

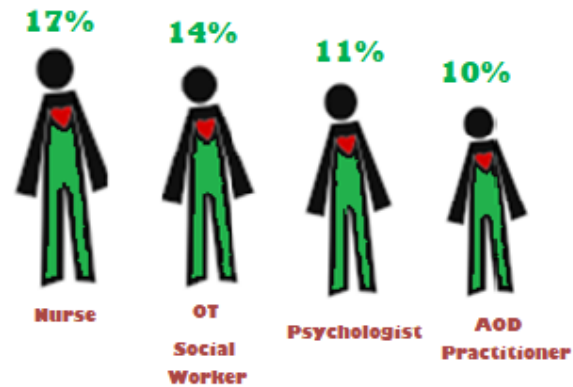


Table 17. Northern Region Asian ICAMH/AOD Workforce by Occupation (2018)

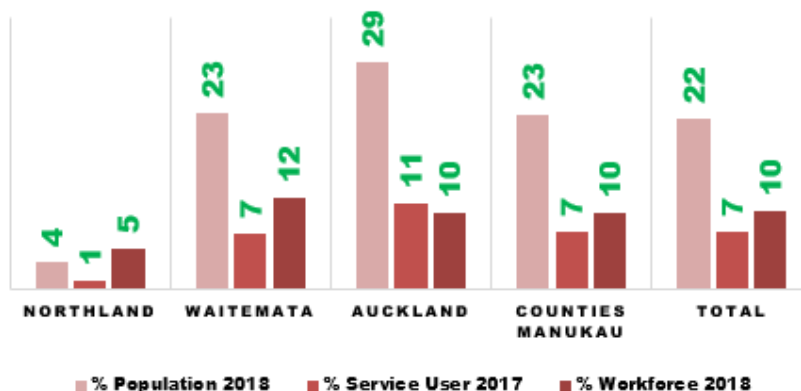
Northern Region Asian ICAMH/AOD Workforce by Occupation (Headcount, 2018)	DHB		DHB Total	Non-DHB	Total
	Inpatient	Community			
Alcohol & Drug Practitioner	-	2	2	5	7
Child & Adolescent Psychiatrist	1	5	6	-	6
Nurse	5	7	12	-	12
Occupational Therapist	-	10	10	-	10
Psychotherapist	-	1	1	-	1
Psychologist	-	8	8	-	8
Social Worker	2	5	7	3	10
Other Clinical <sup>1</sup>	1	2	3	-	3
Clinical Sub-Total	9	40	49	8	57
Mental Health Support	-	-	-	5	5
Youth Worker	-	-	-	3	3
Other Non-Clinical	-	-	-	1	1
Non-Clinical Sub-Total	-	-	-	9	9
Administration	1	3	4	-	4
Regional Total	10	43	53	17	70

<sup>1</sup> = House Officer; Intern Psychologist; Other SMO.

## NORTHERN REGION ASIAN POPULATION, SERVICE USERS AND WORKFORCE COMPARISONS

- With such low numbers of Asian service users accessing services in the region (7%, lowest out of all ethnicities), it appears that the Asian workforce is in proportion to current service demand (Figure 34). However, such low access rates for Asian service users may indicate unmet need for services. Therefore, a focus on improving access to services for the Asian population is essential.
- A growth trend in the Asian population also indicates potential future demand for services which will need to be met by a representative workforce. Therefore, there needs to be a focus on increasing the Asian workforce, across all occupational groups, to adequately cater for the future needs of the region's growing Asian infant, child and adolescent population.
- Additionally, the majority of Asian service users (92%) continue to access DHB mainstream services and are seen by the non-Asian workforce; therefore, enhancing the cultural competency of the workforce to work effectively with Asian service users and their families also remains a key area of development.

Figure 34. Asian 0-19 yrs Population, Service User & Workforce Comparisons



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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 <sup>1</sup>	2016 <sup>2</sup>	2018 <sup>3</sup>	% (2018- 2016)	2013	2016	2018	% (2018- 2016)	2013 <sup>1</sup>	2016 <sup>2</sup>	2018 <sup>3</sup>	% (2018- 2016)	2013 <sup>1</sup>	2016 <sup>2</sup>	2018 <sup>3</sup>	% (2018- 2016)	2013 <sup>1</sup>	2016 <sup>2</sup>	2018 <sup>3</sup>	% (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 &amp; DHB Area (2013-2028)

DHB/REGION	0-19 YEAR POPULATION BY ETHNICITY																			
	TOTAL				OTHER				MĀORI				PACIFIC				ASIAN			
	2013 <sup>1</sup>	2018 <sup>2</sup>	2023 <sup>2</sup>	2028 <sup>2</sup>	2013 <sup>1</sup>	2018 <sup>2</sup>	2023 <sup>2</sup>	2028 <sup>2</sup>	2013 <sup>1</sup>	2018 <sup>2</sup>	2023 <sup>2</sup>	2028 <sup>2</sup>	2013 <sup>1</sup>	2018 <sup>2</sup>	2023 <sup>2</sup>	2028 <sup>2</sup>	2013 <sup>1</sup>	2018 <sup>2</sup>	2023 <sup>2</sup>	2028 <sup>2</sup>
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
<b>NORTHERN</b>	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
<b>MIDLAND</b>	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
<b>CENTRAL</b>	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
<b>SOUTHERN</b>	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
<b>TOTAL</b>	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 &amp; 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	13,399
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
<b>NORTHERN</b>	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
<b>MIDLAND</b>	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
<b>CENTRAL</b>	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
<b>SOUTHERN</b>	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
<b>TOTAL</b>	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
<b>NORTHERN</b>	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
<b>MIDLAND</b>	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
<b>CENTRAL</b>	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
<b>SOUTHERN</b>	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
<b>TOTAL</b>	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 &amp; 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*
<b>NORTHERN</b>	<b>1.44%</b>	<b>1.65%</b>	<b>1.89%</b>	<b>2.02%</b>	<b>2.00%</b>	<b>2.19%</b>	<b>2.59%</b>	<b>2.60%</b>	<b>2.65%</b>	<b>2.75%</b>
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%
<b>MIDLAND</b>	<b>1.41%</b>	<b>1.45%</b>	<b>2.01%</b>	<b>2.75%</b>	<b>2.24%</b>	<b>2.96%</b>	<b>2.87%</b>	<b>3.18%</b>	<b>3.36%</b>	<b>3.57%</b>
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%
<b>CENTRAL</b>	<b>1.43%</b>	<b>1.60%</b>	<b>2.12%</b>	<b>2.45%</b>	<b>2.04%</b>	<b>2.94%</b>	<b>2.93%</b>	<b>2.95%</b>	<b>3.13%</b>	<b>3.07%</b>
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%
<b>SOUTHERN</b>	<b>1.34%</b>	<b>0.83%</b>	<b>2.02%</b>	<b>2.36%</b>	<b>1.64%</b>	<b>2.86%</b>	<b>3.01%</b>	<b>2.97%</b>	<b>2.79%</b>	<b>3.00%</b>
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%
<b>TOTAL</b>	<b>1.43%</b>	<b>1.49%</b>	<b>2.02%</b>	<b>2.36%</b>	<b>1.98%</b>	<b>2.64%</b>	<b>2.80%</b>	<b>2.87%</b>	<b>2.92%</b>	<b>3.03%</b>

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 &amp; 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 &amp; 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*
<b>NORTHERN</b>	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%
<b>MIDLAND</b>	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%
<b>CENTRAL</b>	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%
<b>SOUTHERN</b>	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%
<b>TOTAL</b>	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 &amp; 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
<b>NORTHERN</b>	<b>\$46,644,982</b>	<b>\$7,263,465</b>	<b>\$53,908,447</b>	<b>\$47,331,741</b>	<b>\$8,517,755</b>	<b>\$55,849,495</b>	<b>\$52,411,826</b>	<b>\$8,789,249</b>	<b>\$61,201,075</b>	<b>\$49,588,907</b>	<b>\$10,570,297</b>	<b>\$60,159,204</b>
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
<b>MIDLAND</b>	<b>\$19,632,325</b>	<b>\$13,341,162</b>	<b>\$32,973,487</b>	<b>\$19,394,360</b>	<b>\$16,006,020</b>	<b>\$35,400,380</b>	<b>\$20,251,653</b>	<b>\$16,272,187</b>	<b>\$36,523,840</b>	<b>\$19,736,066</b>	<b>\$19,576,532</b>	<b>\$39,312,598</b>
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
<b>CENTRAL</b>	<b>\$27,016,084</b>	<b>\$5,877,421</b>	<b>\$32,893,505</b>	<b>\$27,248,993</b>	<b>\$5,582,425</b>	<b>\$32,831,418</b>	<b>\$30,614,119</b>	<b>\$5,062,877</b>	<b>\$35,676,996</b>	<b>\$34,840,926</b>	<b>\$5,784,642</b>	<b>\$40,625,568</b>
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
<b>SOUTHERN</b>	<b>\$26,890,659</b>	<b>\$8,331,706</b>	<b>\$35,222,365</b>	<b>\$30,463,061</b>	<b>\$9,774,212</b>	<b>\$40,237,273</b>	<b>\$31,120,579</b>	<b>\$11,023,133</b>	<b>\$42,143,712</b>	<b>\$30,868,614</b>	<b>\$12,468,496</b>	<b>\$43,337,110</b>
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	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>\$120,184,050</b>	<b>\$35,192,305</b>	<b>\$155,376,355</b>	<b>\$124,438,155</b>	<b>\$39,880,412</b>	<b>\$164,318,566</b>	<b>\$134,398,178</b>	<b>\$41,147,446</b>	<b>\$175,545,624</b>	<b>\$135,034,513</b>	<b>\$48,399,967</b>	<b>\$183,434,480</b>

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 &amp; 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 <sup>1</sup>	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 <sup>2</sup>	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 &amp; 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 %
<b>NORTHERN</b>	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
<b>MIDLAND</b>	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
<b>CENTRAL</b>	-	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
<b>SOUTHERN</b>	-	-	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
<b>TOTAL</b>	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
<b>NORTHERN</b>	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
<b>MIDLAND</b>	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
<b>CENTRAL</b>	-	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
<b>SOUTHERN</b>	-	-	-	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
<b>DHB COMMUNITY TOTAL</b>	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
<b>GRAND TOTAL</b>	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
<b>NORTHERN</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>8</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>27</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>1</b>	<b>31</b>
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
<b>MIDLAND</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6</b>
Waikato	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Bay of Plenty	1	-	-	1	-	-	-	2	-	4	-	-	-	-	-	-	-	4
Tairāwhiti	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
<b>CENTRAL</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>2</b>	<b>14</b>
Capital & Coast	-	-	-	4	-	-	1	-	1	6	2	-	3	-	-	5	2	13
Hutt valley	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	1
<b>DHB COMMUNITY TOTAL</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>15</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>12</b>	<b>3</b>	<b>40</b>	<b>5</b>	<b>-</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>3</b>	<b>51</b>
National Youth Forensic Service	-	-	-	5	-	-	-	-	-	5	1	-	11	-	-	12	-	17
<b>GRAND TOTAL</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>20</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>12</b>	<b>3</b>	<b>45</b>	<b>6</b>	<b>-</b>	<b>14</b>	<b>-</b>	<b>-</b>	<b>20</b>	<b>3</b>	<b>68</b>

\*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
<b>NORTHERN</b>	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
<b>MIDLAND</b>	-	3	-	-	-	-	-	2	-	5	-	-	-	-	-	-	-	5
Waikato	-	3	-	-	-	-	-	2	-	5	-	-	-	-	-	-	-	5
<b>CENTRAL</b>	-	1	-	-	2	-	2	-	1	6	-	-	-	-	-	-	3	9
MidCentral	-	-	-	-	1	-	1	-	-	2	-	-	-	-	-	-	-	2
Capital & Coast	-	1	-	-	1	-	1	-	1	4	-	-	-	-	-	-	3	7
<b>SOUTHERN</b>	-	2	-	1	-	-	-	4	-	7	-	-	-	-	-	-	-	7
Nelson Marlborough	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Canterbury	-	1	-	-	-	-	-	3	-	4	-	-	-	-	-	-	-	4
South Canterbury	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	1
Southern	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
<b>TOTAL</b>	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
<b>NORTHERN</b>	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
<b>MIDLAND</b>	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
<b>CENTRAL</b>	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
<b>SOUTHERN</b>	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
<b>TOTAL</b>	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 30<sup>th</sup> 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	<input type="checkbox"/>	YES (Specify): _____	<input type="checkbox"/>	NO	<input type="checkbox"/>	DON'T KNOW
❖ Pacific	<input type="checkbox"/>	YES (Specify): _____	<input type="checkbox"/>	NO	<input type="checkbox"/>	DON'T KNOW
❖ Asian	<input type="checkbox"/>	YES (Specify): _____	<input type="checkbox"/>	NO	<input type="checkbox"/>	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 30<sup>th</sup> 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		
<b>TOTAL</b>		

# 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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Other Drug Services in New Zealand



ISBN 978-0-9941149-3-8  
[www.werryworkforce.org](http://www.werryworkforce.org)

Cover art by Kimberley Spain