



AOD Provider  
**Collaborative**

**Research Symposium 2014**

**Keynote presentation:**

**Planning the disposition and training of  
mental health and AOD healthcare workers**

**Professor Des Gorman, MD PhD**



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**THE UNIVERSITY OF AUCKLAND**

Te Whare Wānanga o Tāmaki Makaurau

# **2014 HWNZ Health of the New Zealand Health Workforce Report**

Why has it taken five years to produce this first HWNZ report?

What are the key findings in the report?

# Key findings

HWNZ now has considerable health workforce intelligence that is of sufficient integrity to enable reliable planning and funding processes.

Most people who have a health problem receive very good and appropriate health care.

Some significant challenges can be identified.

# Profession specific challenges

New Zealand has, and will continue to have for some time, enough doctors, but they are not well distributed geographically, demographically or by discipline to meet current and projected health need.

# Profession specific challenges

At present there are few nurse vacancies, but, in the absence of career reform, the labour market for nurses will predictably change to one of high vacancy levels over the next decade or so.

Many allied health professions are and will be in oversupply, while others are and will be in significant undersupply.

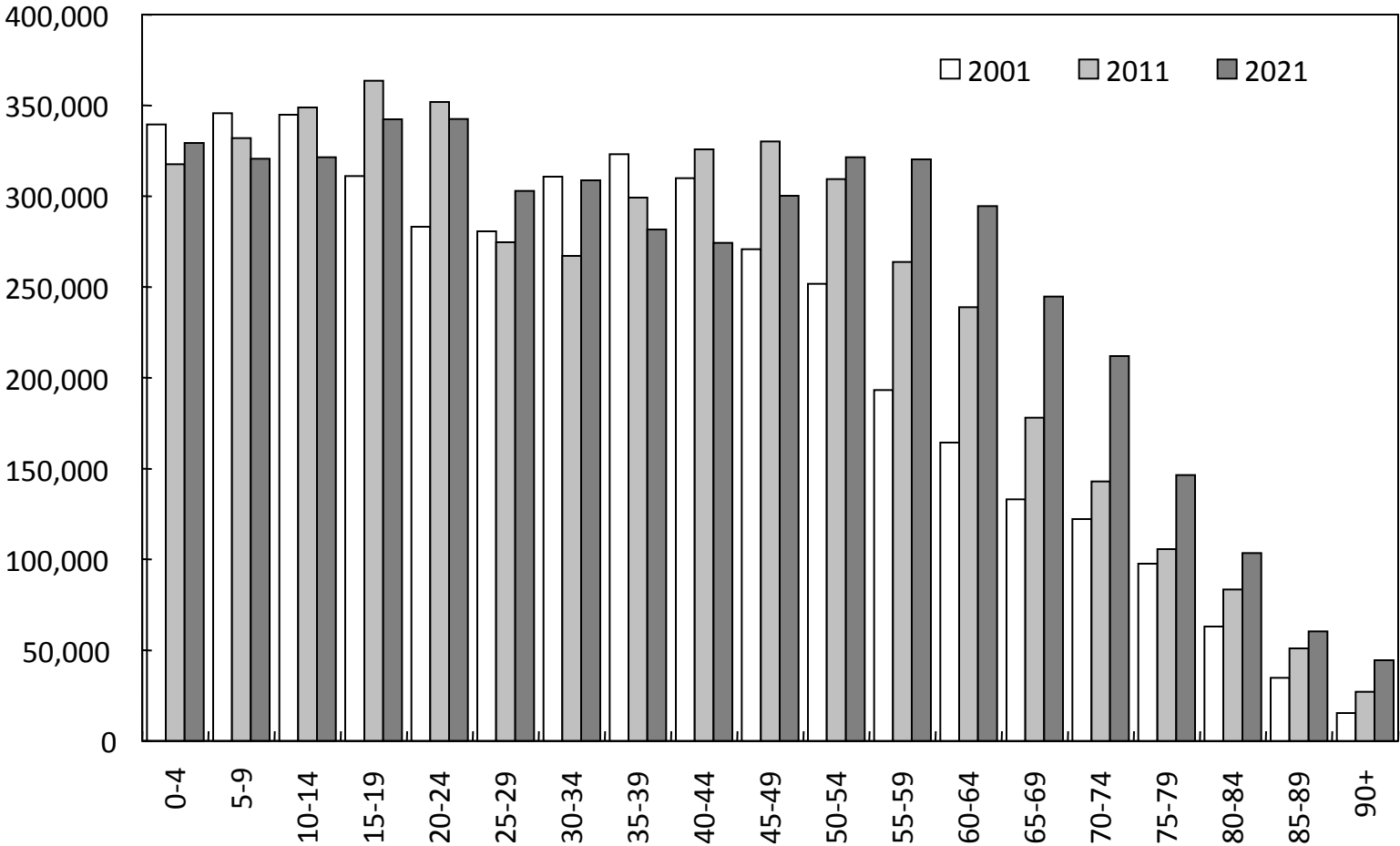
# Profession specific challenges

The so-called unregulated allied healthcare workforce that provides community-based and home-based care is relatively under-skilled and under-trained for the tasks that they are, and particularly for those that they will be expected to undertake in the future.

# Profession specific challenges

Not only is the relative ageing of the New Zealand population going to be responsible for an increased demand for health care, but, it will also increase health cost inflation by way of the additional cost of recruiting and employing an equally ageing healthcare workforce – compounded by feminisation and especially generational effects in healthcare graduates.

# NZ Population Projections by Age Cohort (Assuming medium population growth)





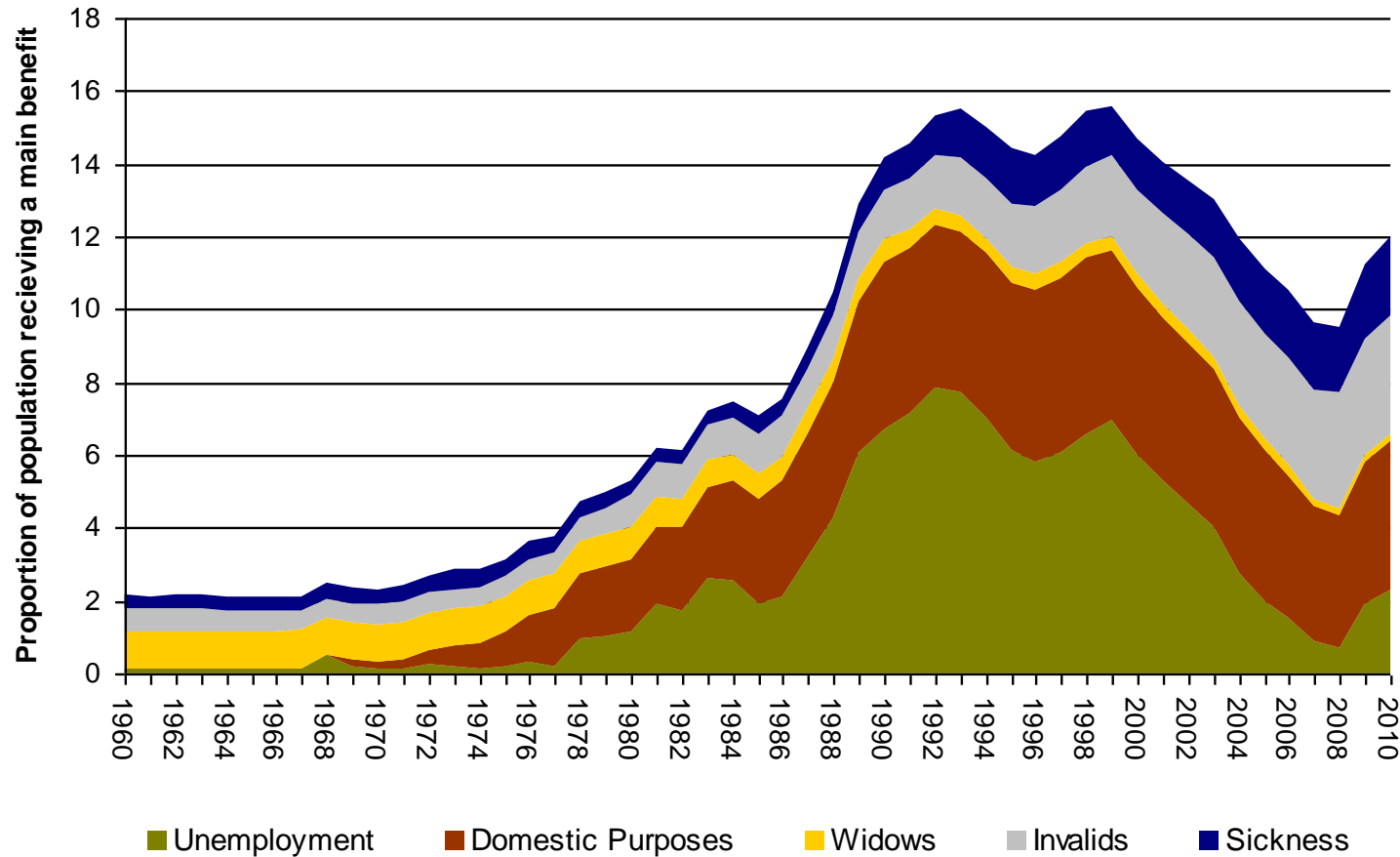
# Profession specific challenges

The most recent estimate is that the cost of recruiting and retaining an ageing workforce will, by itself, result in a 2.5% per annum increase in health costs.

# **Service specific challenges**

Some services are already stressed relative to health need.

# Proportion of the working age population receiving different main benefits, 1960-2010



Source: MSD Statistical Reports

Note: Population 18-64 years. The count of benefits excludes individuals receiving a benefit as a partner

# Service specific challenges

These services include general rehabilitation services , other than for conditions where ACC funding is involved, and mental health services.

The MSD data not only demonstrate the extent of the problem, but also one of the major reasons why such service shortfalls exist.

# **Central responses to the mental health and AOD service shortfalls**

A brief recent history of mental health and related workforce oversight in the Ministry of Health.

The HWNZ mental health and related services forecast.

Rising to the Challenge.

# Central responses to the mental health and AOD service shortfalls

What training is currently being purchased at a postgraduate level?

How effective is this investment?

What is the possibility of additional investment (and what would be the related disinvestments)?

# Current HWNZ purchases

## Workforce Centres:

1. Te Pou – includes Le Va (Pacific MH&A workforce) and Matua Raki (addiction workforce).
2. Werry Centre.
3. Te Rau Matatini.

Workforce Centre	Contract value per annum (\$million)	Total contract value 2013-5 (\$million)
Te Pou <sup>1</sup>	6.17	18.52
Matua Raki	2.23	6.68
Werry	2.48, 2.28, 2.28	7.04
Te Rau Matatini	3.53	10.59
<b>Total</b>		<b>42.83</b>

1. Includes PG nursing costs – primary care registered nurse credentialling in mental health initiative and NESP for 140 nurses p.a. at \$20,000 each



# Current HWNZ purchases

## Careerforce

- Funding for 356 Certificates MH&A Support and 150 Diplomas in Mental Health Support per annum = \$1,256, 000 p.a.

## VBS in mental health

- 358 nurses and 24 psychiatry trainees

# Current HWNZ purchases

Postgraduate medical education

- 116 psychiatry trainees
- General practice module in mental health

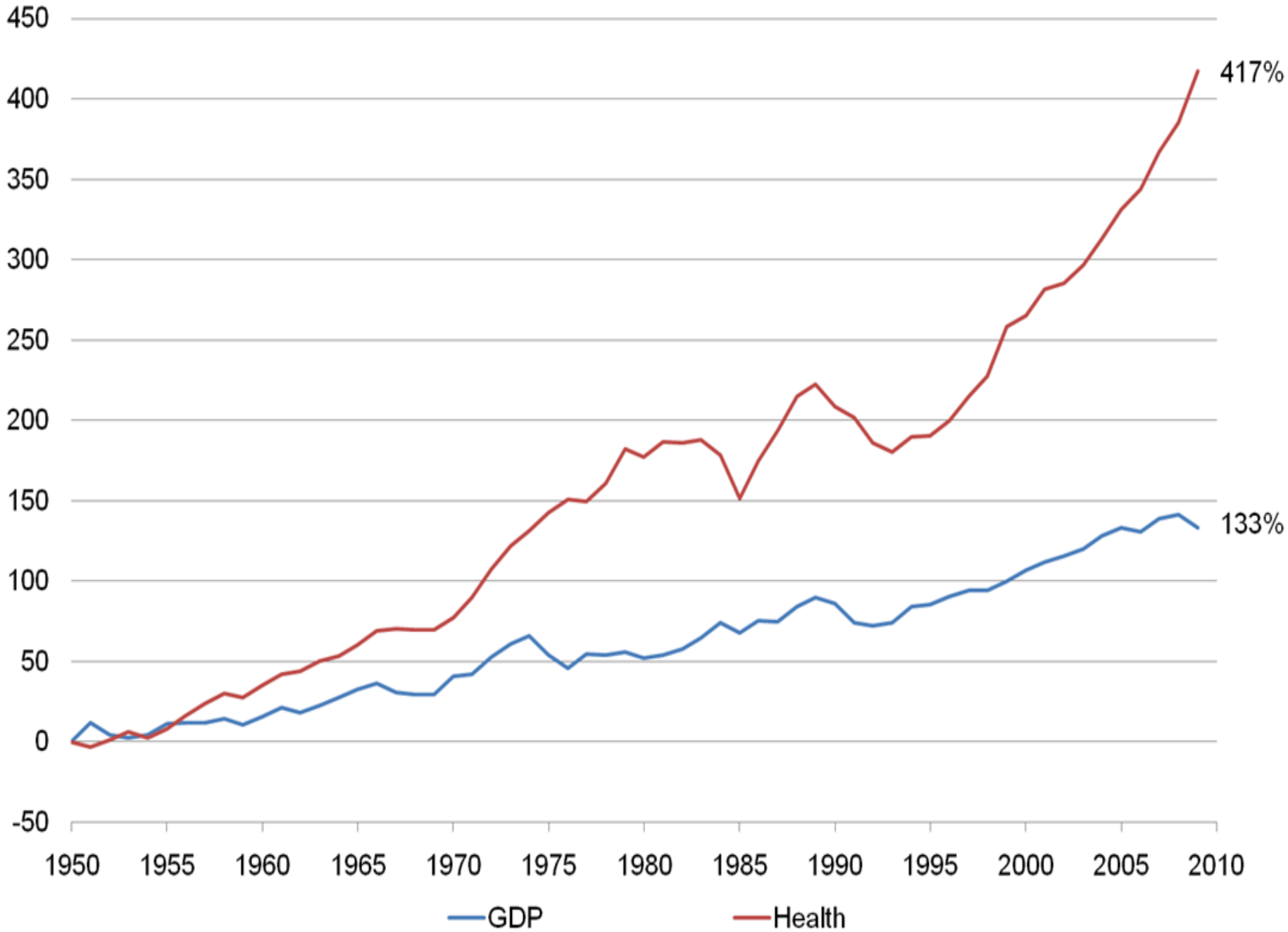
# **Central responses to the mental health and AOD service shortfalls**

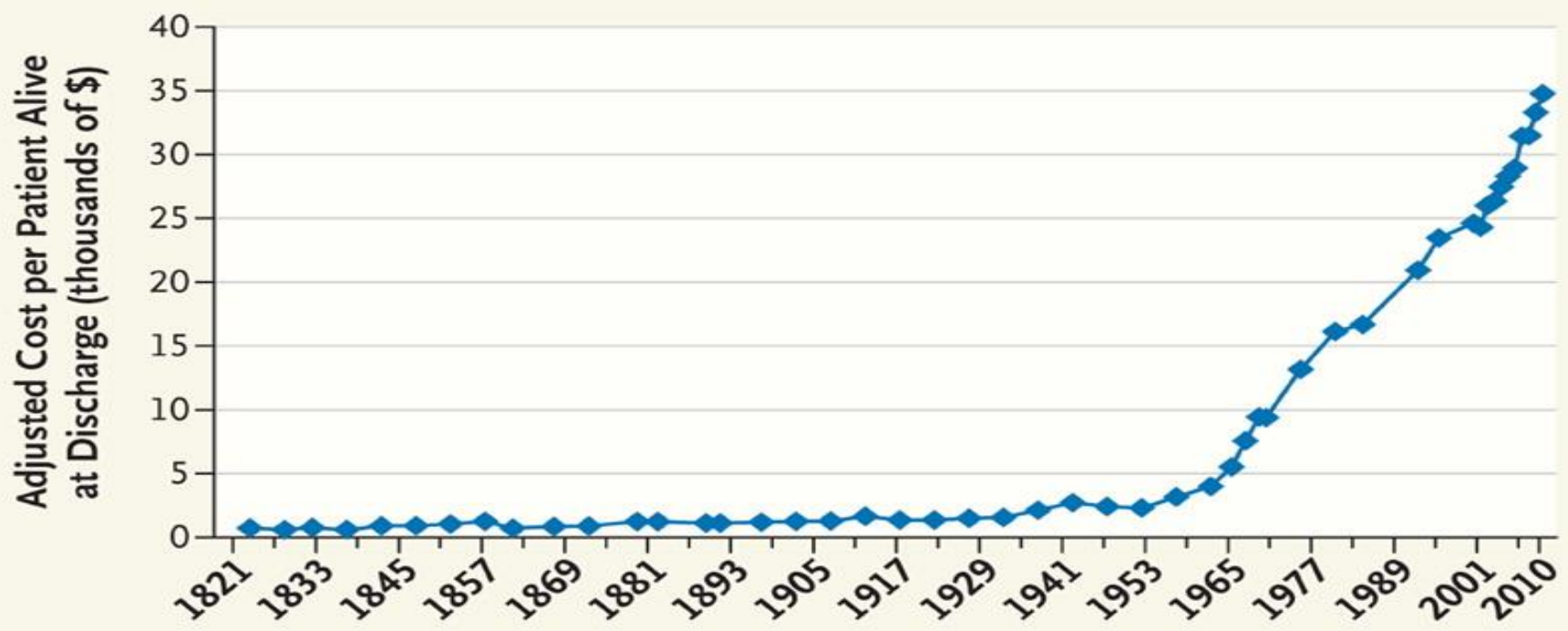
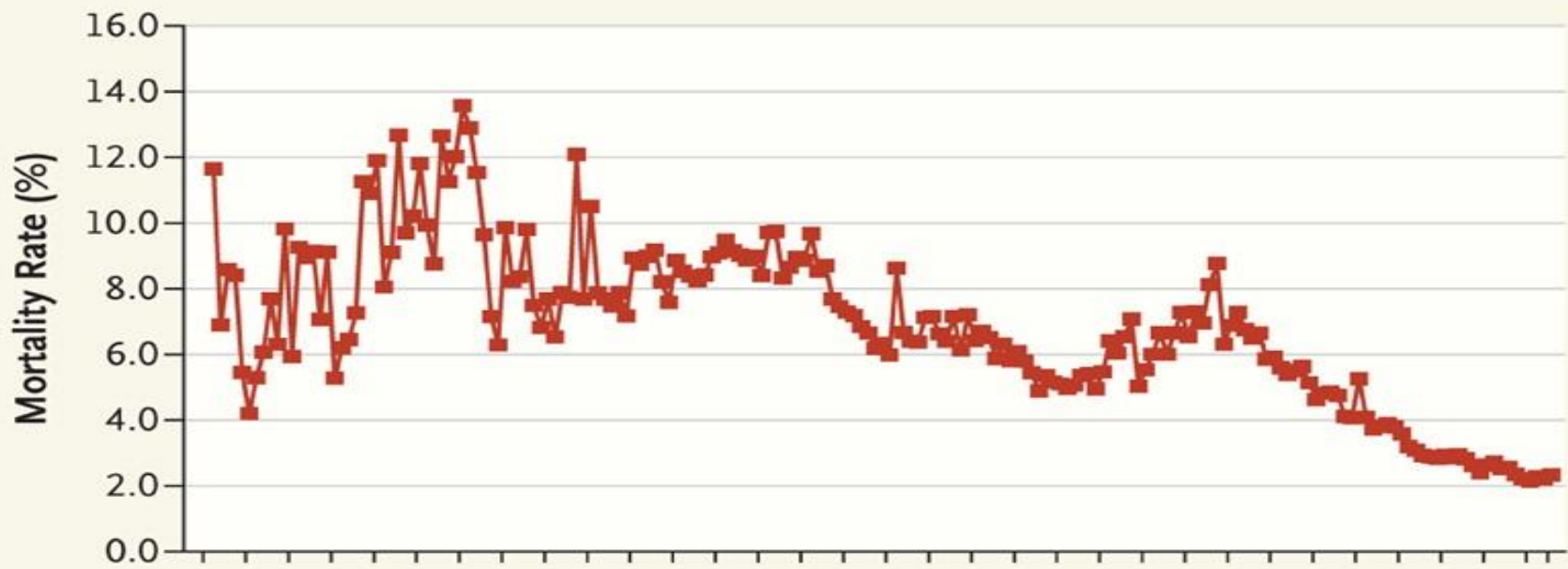
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Cumulative % change





# **Central responses to the mental health and AOD service shortfalls**

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**Thank you**



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