



C&CDHB
Pacific Workforce Plan
Future Hope – Future Gain

Action Plan
Ki te Malamalama
‘Into the Light’

Pacific

- Diverse – 7 main Islands
- Cultural traditions/customs
- Languages/Learning
- Commonalities
 - Spirituality
 - Traditional health
- Paradigm tension

DHB Responsibilities

- Develop PWP
- Develop Pacific HR Workforce Policies
- Build Pacific Provider capacity
- Cultural Competency Framework (WDHB)
- Improve Career pathways for Pacific staff
- Implement plans to collect Ethnic-Specific data (provide baseline)
- Gap Analysis
- Disseminate/share information

What are the issues?

- Economics demand/supply
 - Training will take longer than 7 years
 - Cultural:
 - (Reciprocity, invisible economy, attractiveness of health)
- Transferability
- Language
- Middle aged workforce
- Remuneration
- Organisational responsiveness
 - Acknowledging Pacific models of approach & delivery
- Political – current environment



Pacific Health & Disability Workforce Plan 2004

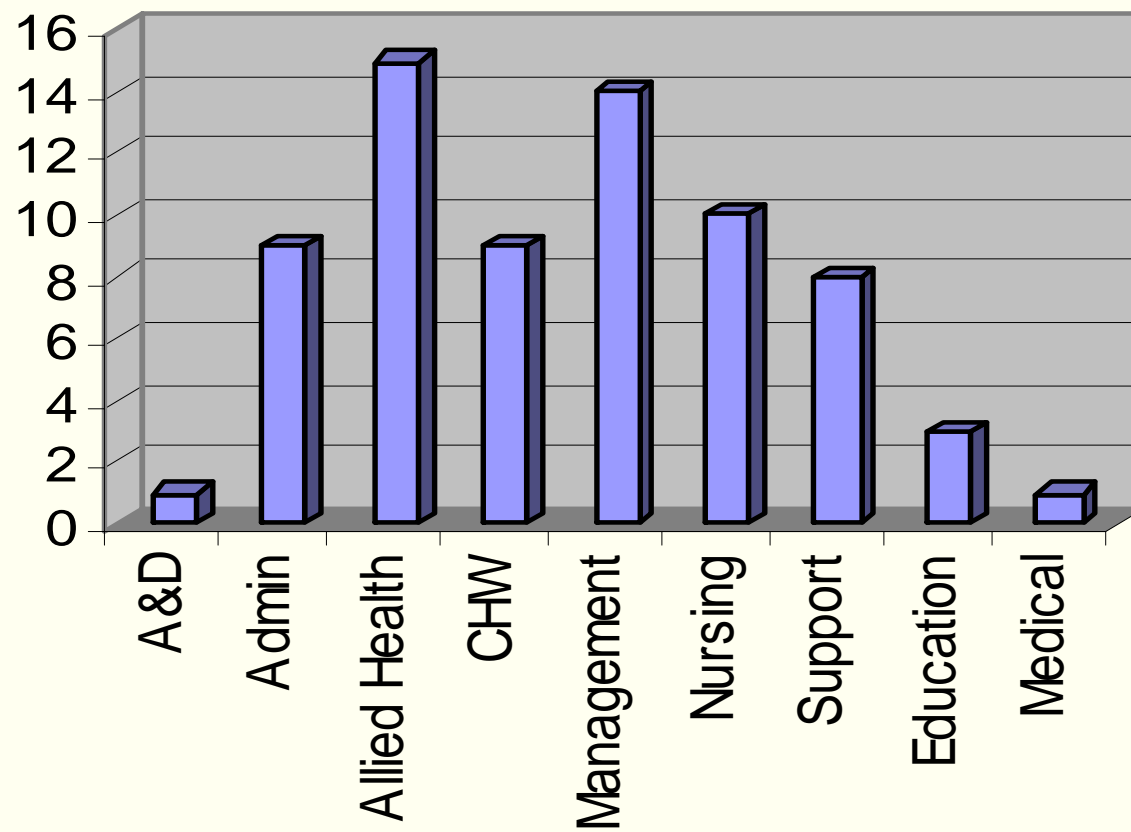
Four Strategies:

- Capacity & Capability
- Models of Care/Cultural Competence
- Opportunities whole workforce
- Information

CCDHB Pacific Staff (April '05)

	CCDHB	Total Pacific in C&CDHB	% Total Pacific of C&CDHB Workforce
Medical	558	6	0.14
Nursing	2041	46	1.04
Allied Health	687	6	0.14
Support Personnel	151	123	2.78
Mgmt/Admin	865	45	1.02
Directors/Advisory Members	79	6	0.14
Total Workforce	4425	232	5.24

Pacific NGO Staff



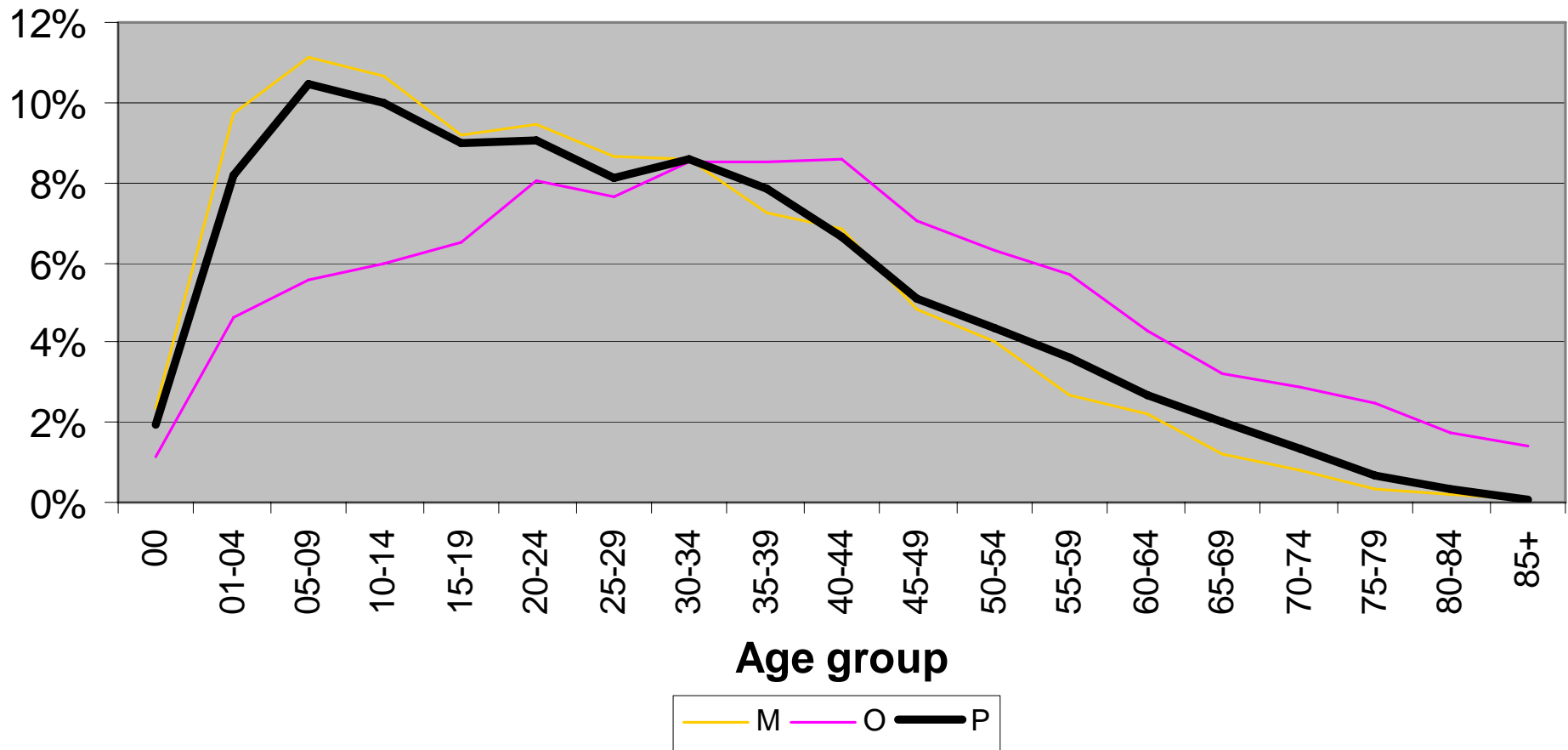
What have we done?

- Built relationships key stakeholders
- National Approach – 7 priority DHBs
- Gap Analysis (2003)
 - Excluded Community DSS (Separate project)
 - Ethnic specific
- Pacific Workforce Plan (2004)
 - Action Plan (Ki te Malamalama)

Pacific Population

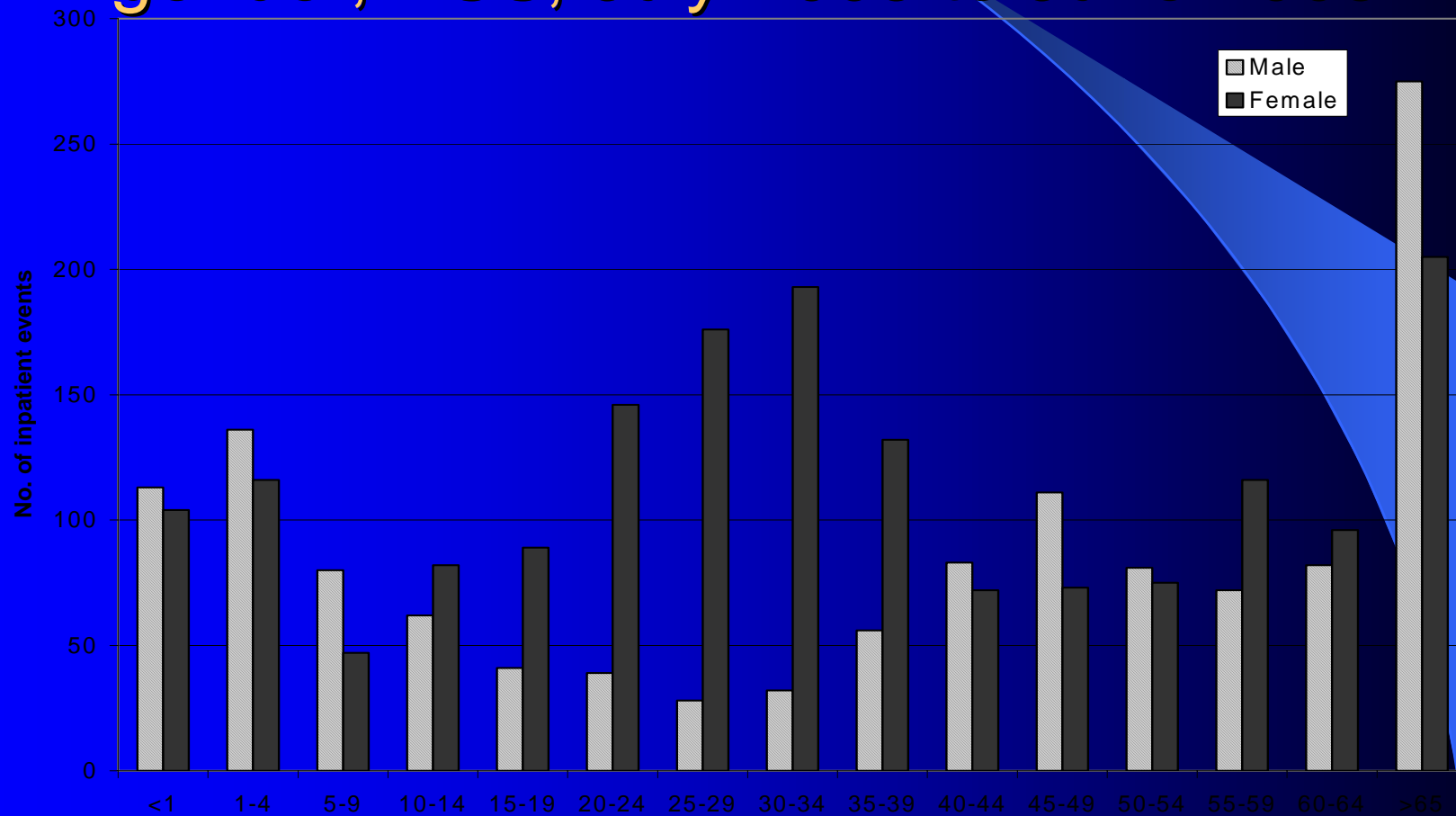
- 2012
 - Planning should be for longer
- Different approach required
 - Young population
 - Sicker by middle age
 - Early death
- Growing NZ born population

C&CDHB Pacific Population 2012

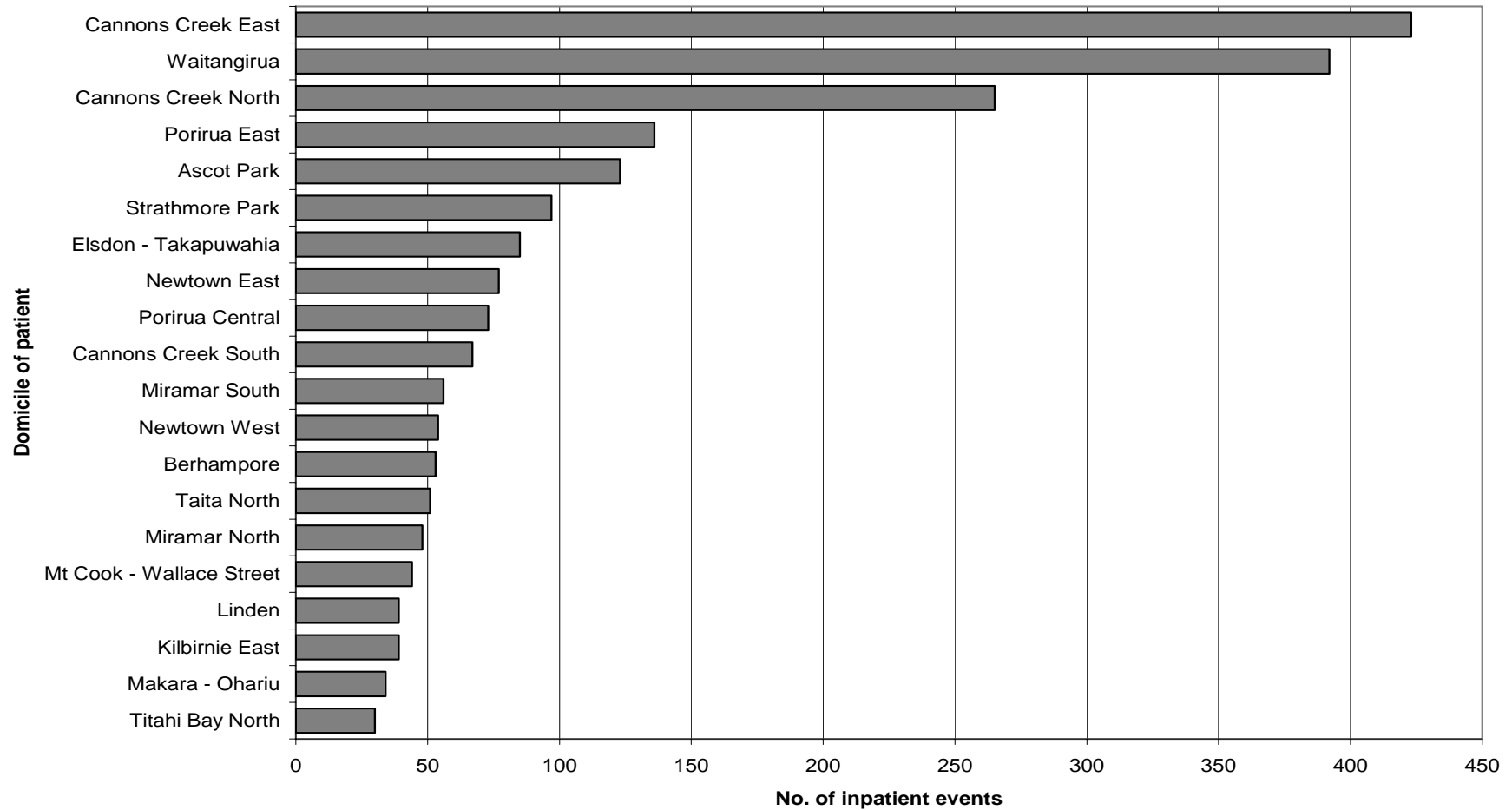


Pacific Support Service

Number of inpatient events by age and gender, PSS, July 2003 to June 2005



Domicile



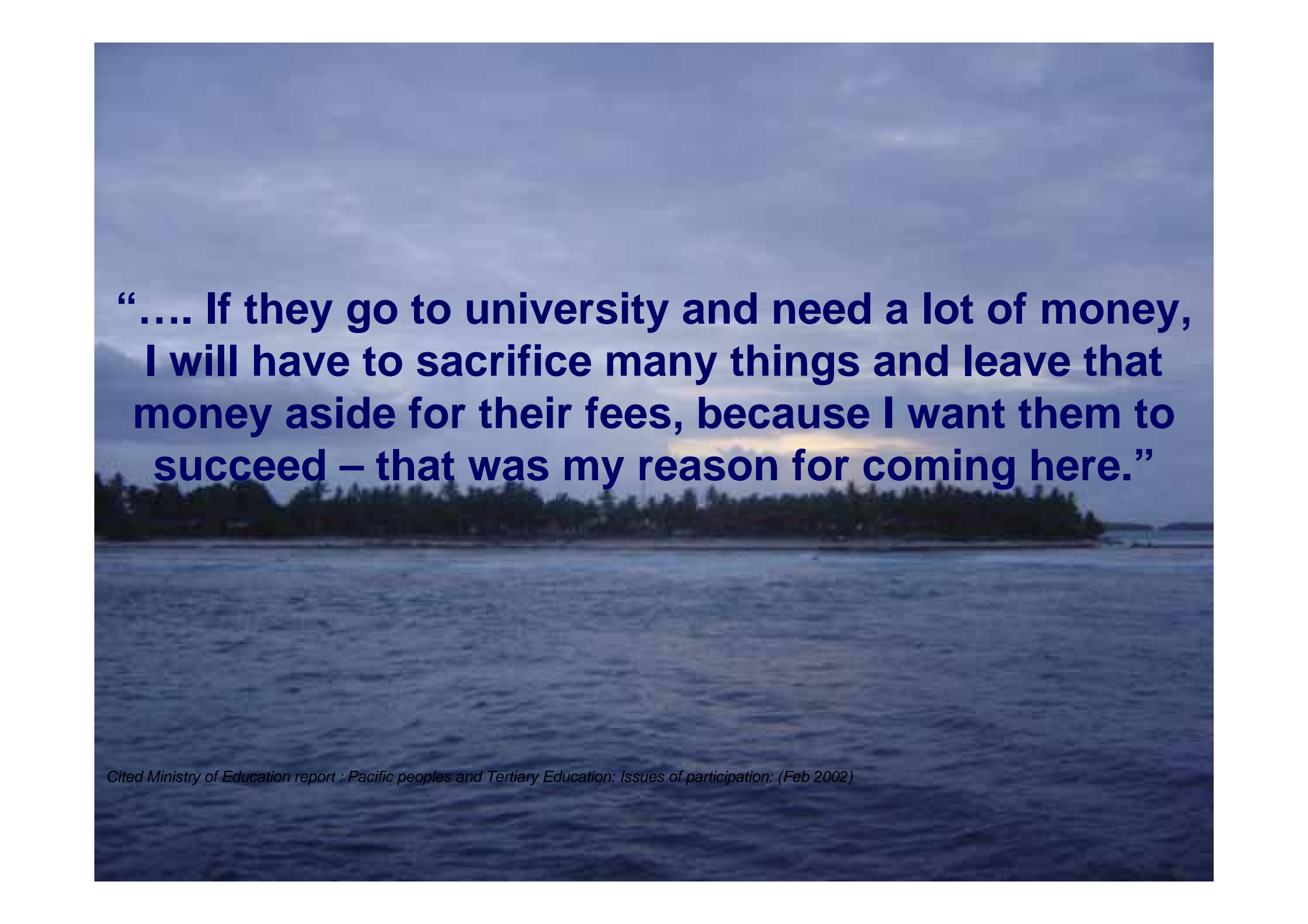
Life-cycle age group	ICD 10 block	ICD 10 block description	No. of inpatient events
<1 year	Z38	Liveborn infants according to place of birth	61
	J21	Acute bronchiolitis	38
	P07	Disorders related to short gestation and low birth weight, NEC	17
	P59	Neonatal jaundice	12
	Z76	Persons encountering health services in other circumstances	11
1-14 years	J21	Acute bronchiolitis	36
	J45	Asthma	36
	L02	Cutaneous abscess, furuncle and carbuncle	26
	J18	Pneumonia	25
	L03	Cellulitis	24
15-24 years	C41	Malignant neoplasm of bone and articular cartilage	14
	O21	Excessive vomiting in pregnancy	12
	O80	Singleton spontaneous delivery	11
	O99	Other maternal disease	11
	Z39	Post-partum care and examination	11
25-44 years	Z39	Post-partum care and examination	27
	E10	Type 1 diabetes mellitus	27
	O80	Singleton spontaneous delivery	26
	L03	Cellulitis	24
	O21	Excessive vomiting in pregnancy	20
45-64 years	E11	Type 2 diabetes mellitus	52
	F20	Schizophrenia	37
	I21	Acute myocardial infarction	34
	J18	Pneumonia	24
	I50	Heart failure	23
65+ years	J18	Pneumonia	35
	E11	Type 2 diabetes mellitus	32
	J44	Other chronic obstructive pulmonary disease	26
	I50	Heart failure	25
	I21	Acute myocardial infarction	21
	Z50	Care involving use of rehabilitation procedures	21

Crystal Ball Gazing....10yrs

Maybe:

- Integrated Workforce Strategic Plan
- Pacific Rim relationships
- Whole of government/community approach
- Ethnic specific driven health care
- Young vs Ageing workforce (More NZ Born)
- Balance of Generalist vs Specialist clinicians in Primary Care (Mental health, DSS/ICC/PSS)

Pacific and Culture will always be there



“.... If they go to university and need a lot of money, I will have to sacrifice many things and leave that money aside for their fees, because I want them to succeed – that was my reason for coming here.”

Cited Ministry of Education report : Pacific peoples and Tertiary Education: Issues of participation: (Feb 2002)

A tropical beach scene featuring a wide, sandy shore in the foreground. The water is a clear, light turquoise color, meeting the sand at a gentle slope. In the background, a dense line of palm trees stretches across the horizon under a clear, bright blue sky. The overall atmosphere is serene and idyllic.

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