



Pacific Workforce Development – Matching workforce with health needs

23 & 24 February 2006
Ministry of Health Pacific Provider Fono
Counties-Manukau District Health Board



COUNTIES MANUKAU DISTRICT
HEALTH BOARD

A Community Partnership

Overview....

- View from the top of the mountains – labour demand and supply
- View from the top of the tree – DHB workforce initiatives
- View from the fishing boat – supporting people through health sector

Key Messages

- Large but quantifiable gaps.....we need more of all professions at all levels
- BUT we to make a difference to health status, we need to target key services and occupational groups
- Our workforces is precious...health services need to look at how we are managing to recruit and retain good people
- Health professionals are the best promoters of health sector careers and workforce development

Top of the mountain - National structures and processes.....



Top of the mountain...Purpose of analysis

- How much workforce do we have?
- How much workforce do we need?
- What is driving workforce demand?
- What is driving workforce supply?
- How big is the gap?
- Where are the points of leverage?

View from the top of the tree....

- Population based funding formulae environment
- Data rich on health demographics and health status
- Data on service utilisation – mostly hospital
- Hospital and NGO Census 2004-05
- Assuming 2004 baseline, FTE mix
- DHB role opportunities...

Workforce Demand and Supply Dynamics

Workforce Demand Drivers:

who we are servicing
how our population uses services
models of care and
Industrial relations

Workforce Supply:

education and training
secondary schools,
tertiary institutions
industry occupation
regulation
Society and community
expectations

Not in equilibrium

Mismatch

imbalance

Workforce demand – drivers and scenarios

- medium population growth – CMDHB assumptions
- status quo in the prevalence of disease & disability
- receding horizon of morbidity with increased longevity

Summary of need by service area – CMDHB total

Index of need (2004 = 100)

	2004	2006	2011	2016	2021
Adult acute medicine	100	108	127	146	170
Rehab / Intermed. care	100	108	117	126	135
Kidz first	100	103	107	111	111
Mental health	100	106	110	117	136
Surgical services	100	106	112	134	152
Women's health	100	104	110	117	126
TOTAL	100	106	119	134	150

50% increase or extra 1 757 people

Summary of service need – CMDHB Pacific

Index of need (2004 = 100)

	2004	2006	2011	2016	2021
Adult acute medicine	100	110	138	170	203
Rehab / Intermed. care	100	111	145	171	188
Kidz first	100	105	115	125	135
Mental health	100	106	115	125	170
Surgical services	100	115	125	135	184
Women's health	100	105	115	135	149
TOTAL	100	107	127	150	174

**74% increase
or extra 124 –
527 people**

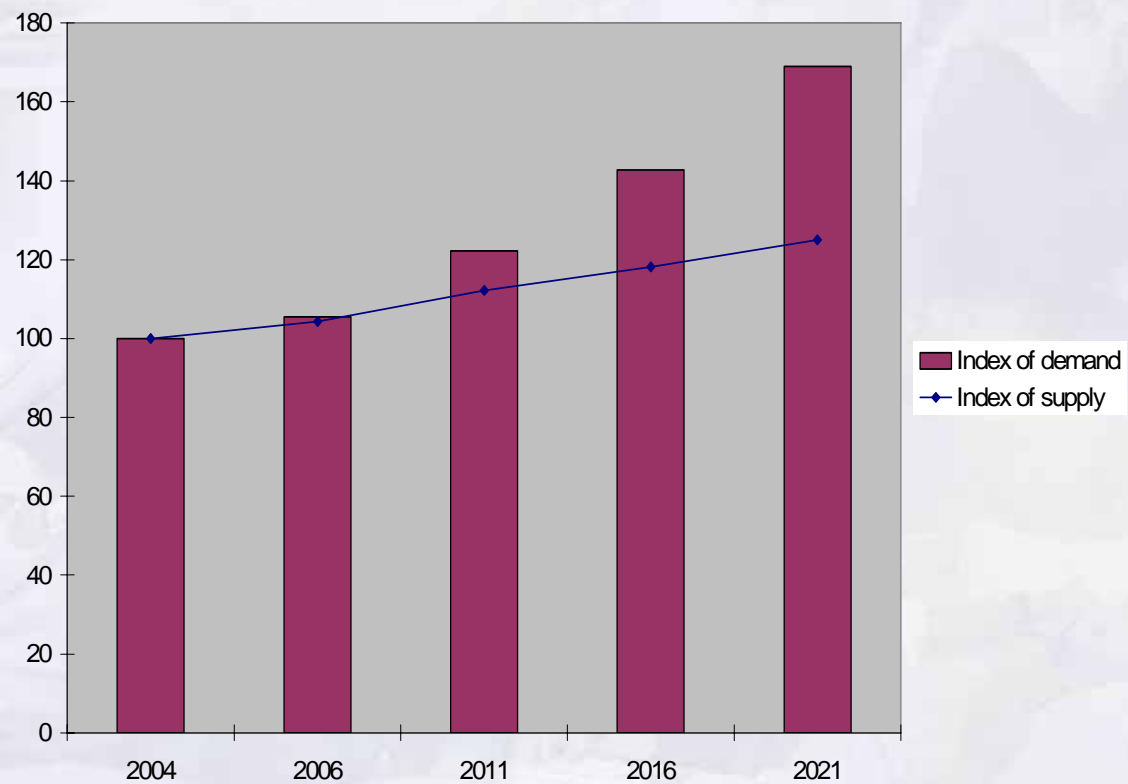
Comparison service needs

	CMDHB Total	Pacific Total
	2021	2021
Adult acute medicine	170	203
Rehab / Intermed. care	194	238
Kidz first	111	134
Mental health	136	170
Surgical services	152	184
Women's health	126	149
TOTAL	150	174

Workforce Supply

	CMDHB Overall	CMDHB Pacific
2004	100	100
2006	106	107
2011	115	126
2016	122	146
2021	129	164

Middle ground scenario



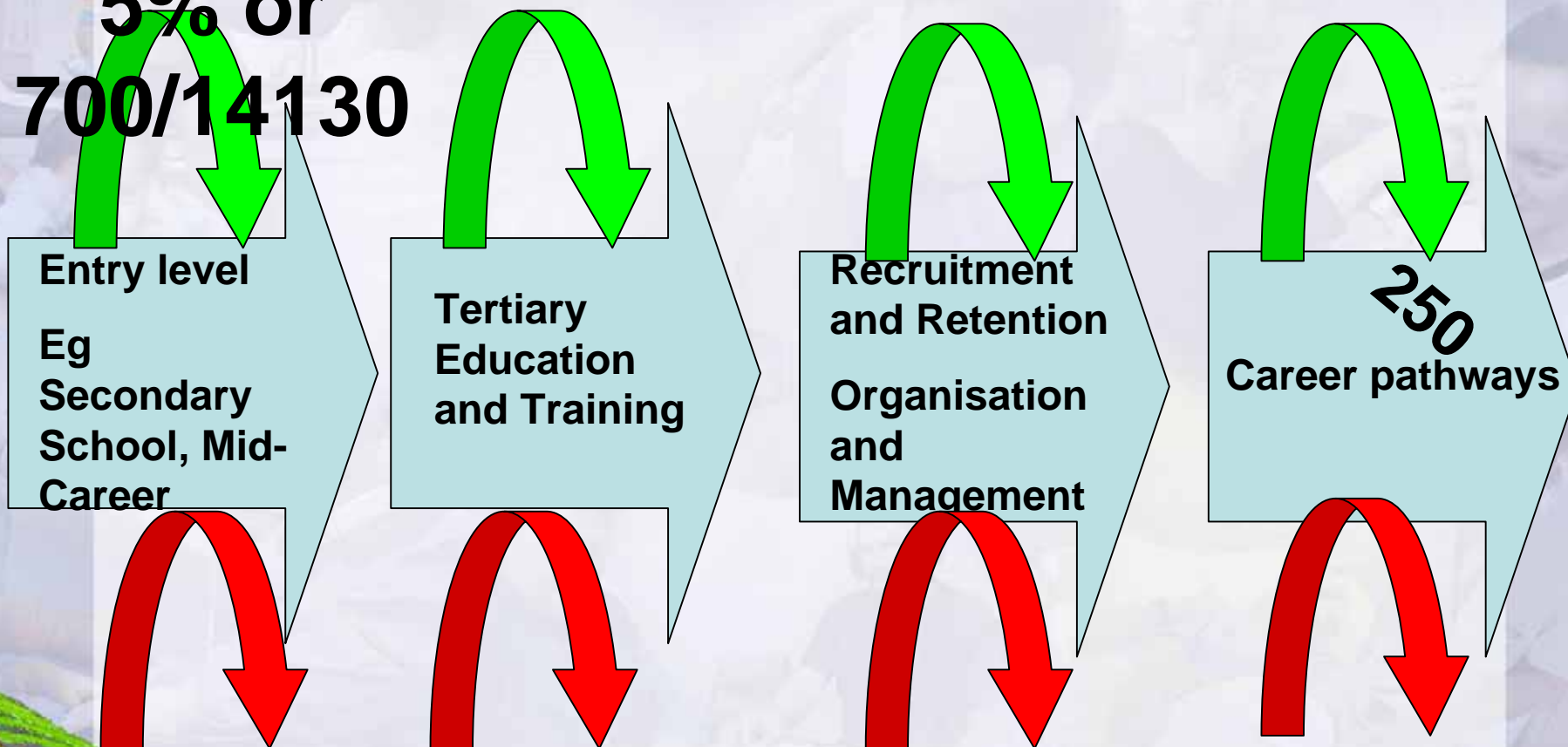
What is the gap?

800 - 1200 CMDHB
overall

100 – 600 Pacific

View from the top of the tree – where to intervene?

**5% or
700/14130**



View from the fishing boat....

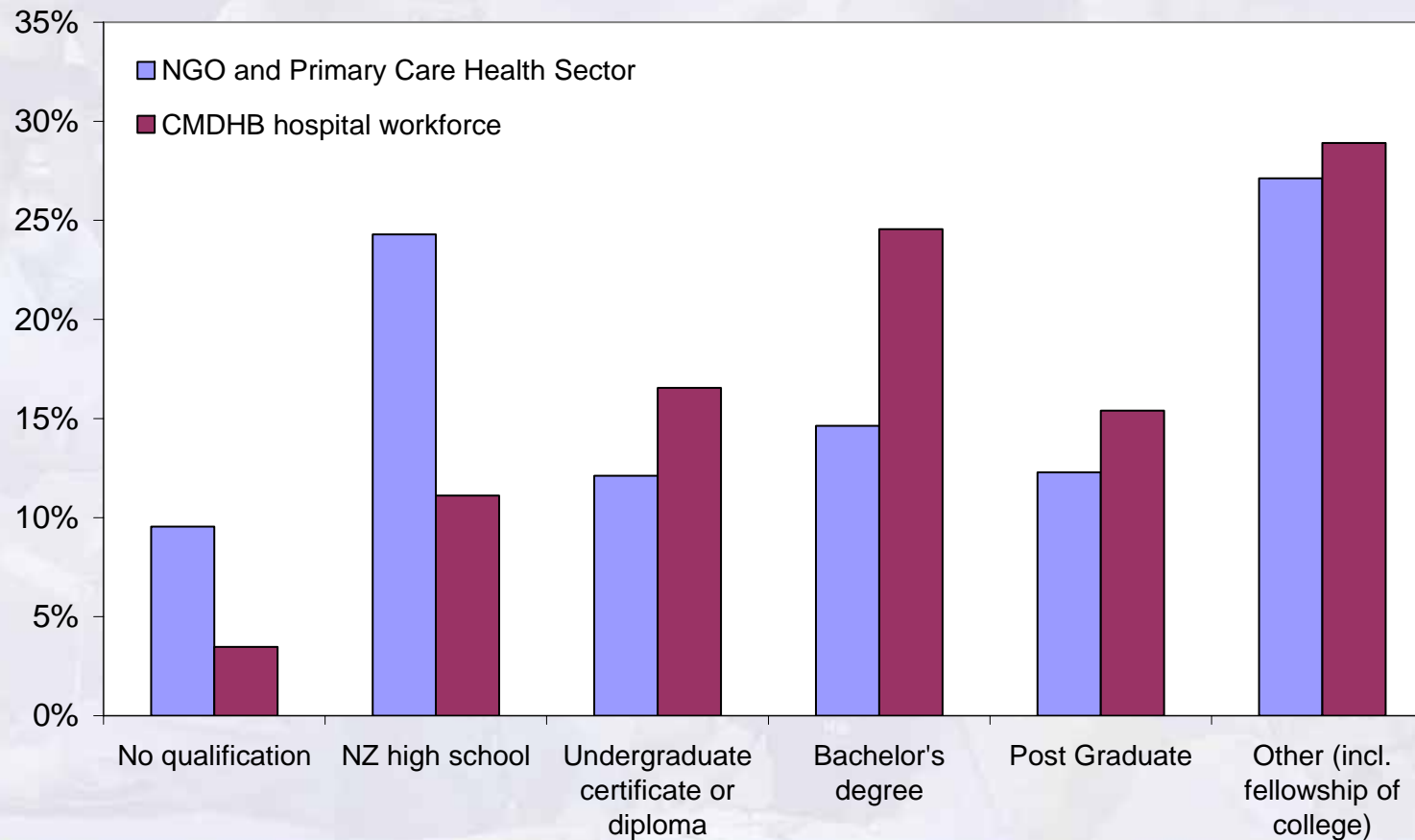
- Health Practitioners Competency Assurance Act – change environment
- Balancing clinical and cultural competency
- Clarifying career pathways
- Organisation culture, management environment

NEED TO START SOMEWHERE

Other Issues.....

- Models of Care – current models are unsustainable
- What are the priority groups for Pacific health?
 - Growing nurse specialist, nurse practitioners for community delivery (older people's services, chronic disease, child and women's health)
 - Non-regulated workforce are critical to facilitating connection to our health system, look at scopes of practice
 - Clinical and cultural competency seen as both of equal value
- Pacific has driven innovation in many sectors – we need to drive innovation in how we use our workforce in our Providers
- Generate evidence – measure and evaluate our workforce initiatives

Qualifications comparison NGO and Primary Care Health Sector vs. CMDHB hospital workforce



WHAT'S GONNA DO?



HEALTH COULD B 4 U



If you've always thought that the only people who work in healthcare are doctors and nurses, think again. The range of different jobs you can do is almost as varied as the people who do them!



DVD



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Key Messages

- Large but quantifiable gaps.....
- To make a difference to health status, we need to target key services and occupational groups
- Workforce is precious – look after each other AND OURSELVES
- We are the best promoters of health sector careers and workforce development