



MH & Addiction Workforce Planning Workstream

Rising to the Challenge (mental health and addiction service development plan 2012-2017) encourages increased consistency focussing on access, service quality and outcomes for people who use services, their families and whanāu, and for communities. The success of this plan will rely on the efforts of a skilled and motivated workforce working alongside service users and their families and whanāu (MoH, 2012).

Feedback from the sector has resulted in Te Pou funding four regional positions. The Mental Health and Addictions Regional Workforce Planning Leads (RWPL) are able to support local and regional workforce development and planning with one of the first activities being the National Mental Health and Addictions Workforce Stocktake.

The South Island RWPL is managed by the South Island Regional Training Hub, which is situated within the South Island Alliance Planning Office. The alliancing structure enables the Mental Health Service Level Alliance to provide guidance, advice and support to the RWPL – which may differ to other regions who provide a governance responsibility and are able to direct regional workforce activity.

Mental Health and Addiction Workforce Stocktake

To support organisations to identify current and future needs of their workforce, Te Pou and Matua Raki will lead **More than numbers**: the 2014 workforce stocktake of adult mental health and addiction services with support from Te Rau Matatini, Werry Centre and Le Va.

The stocktake will comprise of two phases. The *More than numbers* stocktake will provide up to date, relevant information that will inform workforce planning on a local, regional and national level.

Phase one - a workforce survey of organisations to:

- profile the current adult mental health and addiction workforce terms of staff numbers, FTEs, roles, ethnicity and vacancies, by team types (for example AOD, inpatient, community, Kaupapa Maori, Pasifika)
- understand key workforce development needs in relation to Rising to the Challenge and other service priorities
- Describe the workforce in relation to population and service delivery.

Phase two - an individual workforce census to gain a better understanding of the workforce demographics, skill mix, competencies, education and training needs of the mental health and addiction workforce.

The long term aim of **More than numbers** is to contribute to and strengthen existing workforce development and planning for mental health and addiction services.

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