

Getting the Workforce Right

NZDF symposium

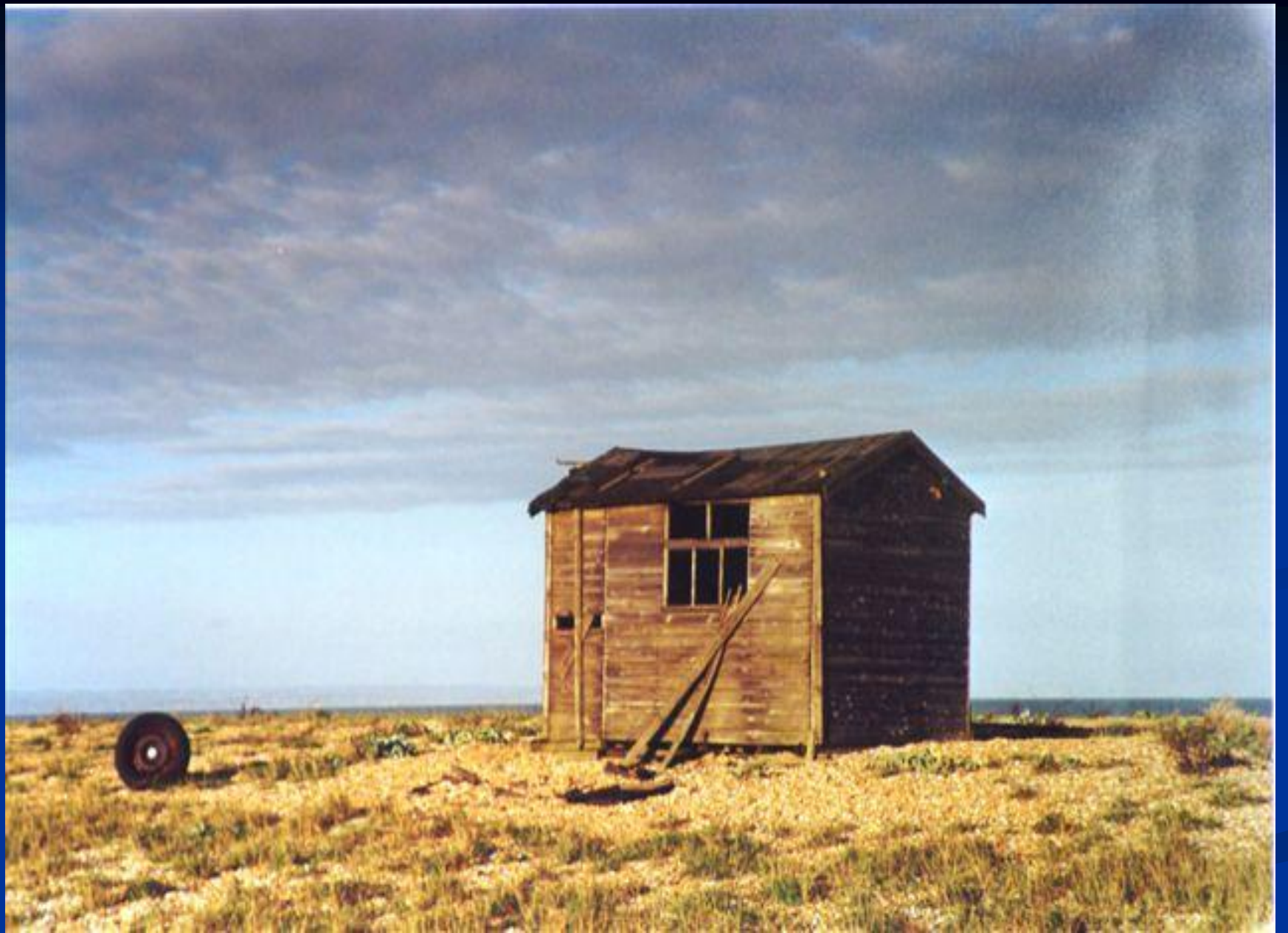
30 August 2011

dapaanz

- Built upon service role (function) rather than by a professional discipline
- Like a craft guild – bringing practitioners together to improve standards, outcomes, share knowledge and skills, to promote the craft
- To register practitioners according to levels of competency and to maintain ethical accountability

dapaanz

- It has a membership of over one thousand
- Over 80% of those working in the addiction treatment sector
- Dapaanz is a key asset and resource for workforce wellbeing and for the development and maintenance of the sector
- For why? To support practitioners to console, intelligently help and strive for relief for people struggling with addiction in their lives



Our workforce mix (dapaanz & Matua Raki)

■ 2004

2011

59% female

56% female

22% Maori

21%

6% Pacific

9%

7% migrant

14%

Ageing workforce?

■ 1998

2004

Aged 42

aged 47

Halving of recovery numbers in the workforce?

Unpopularity of work among young still exploring own addictive behaviours?

Most exits in first 3 years?

What do we do?

- 2011 cp 2004 and 2008
- Counselling – 62.7% - trending downwards
- Nursing – 16.7% - trending upwards
- Social work – 8.7% no change
- Psychology – 5.2% no change
- Medicine – 3.8% no change
- Psychiatry – 2.9% no change

Our tertiary education

- Postgraduate qualifications:

- 1998 – 17%

- 2004 – 34%

- Today – 58%

- Postgraduate addiction qualifications:
- 1998 – 5%
- 2004 – 13%
- Today – 25%

- AOD (or closely allied applied) graduates:

71% today

Some real gains but some areas under stress

- A paradox that at the pinnacle of our current knowledge and skill we find ourselves:
- Anxious (outcomes)
- Depressed (DHB attitudes, being valued, funding)
- Paranoid (training and recruitment)
- With uncertain friends (primary care & mental health)

Matua Raki Survey of Service Managers 2008

- Stable workforce, but specialised addiction qualified staff hard to recruit
- Training and professional opportunities shrinking

- The registrar of the Medical Council addressing a Mental Health and Addiction forum recently:
- “Treatment of addictions lie with doctors and the therapeutic professions, ie nurses”.

The way forward

- There is a need for a specialised addiction treatment workforce

The way forward

- Wherefore our Recovery Workforce?

The way forward

- Developing respectful relations with mental health and primary care

The way forward

- Not being frightened by evidence

The way forward

- Get the HPCA act used as intended

The way forward

- **Addiction is everybody's business**