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
<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>59%</td>
<td>56%</td>
</tr>
<tr>
<td>Maori</td>
<td>22%</td>
<td>21%</td>
</tr>
<tr>
<td>Pacific</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>Migrant</td>
<td>7%</td>
<td>14%</td>
</tr>
</tbody>
</table>
Ageing workforce?

- 1998 Aged 42
- 2004 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