

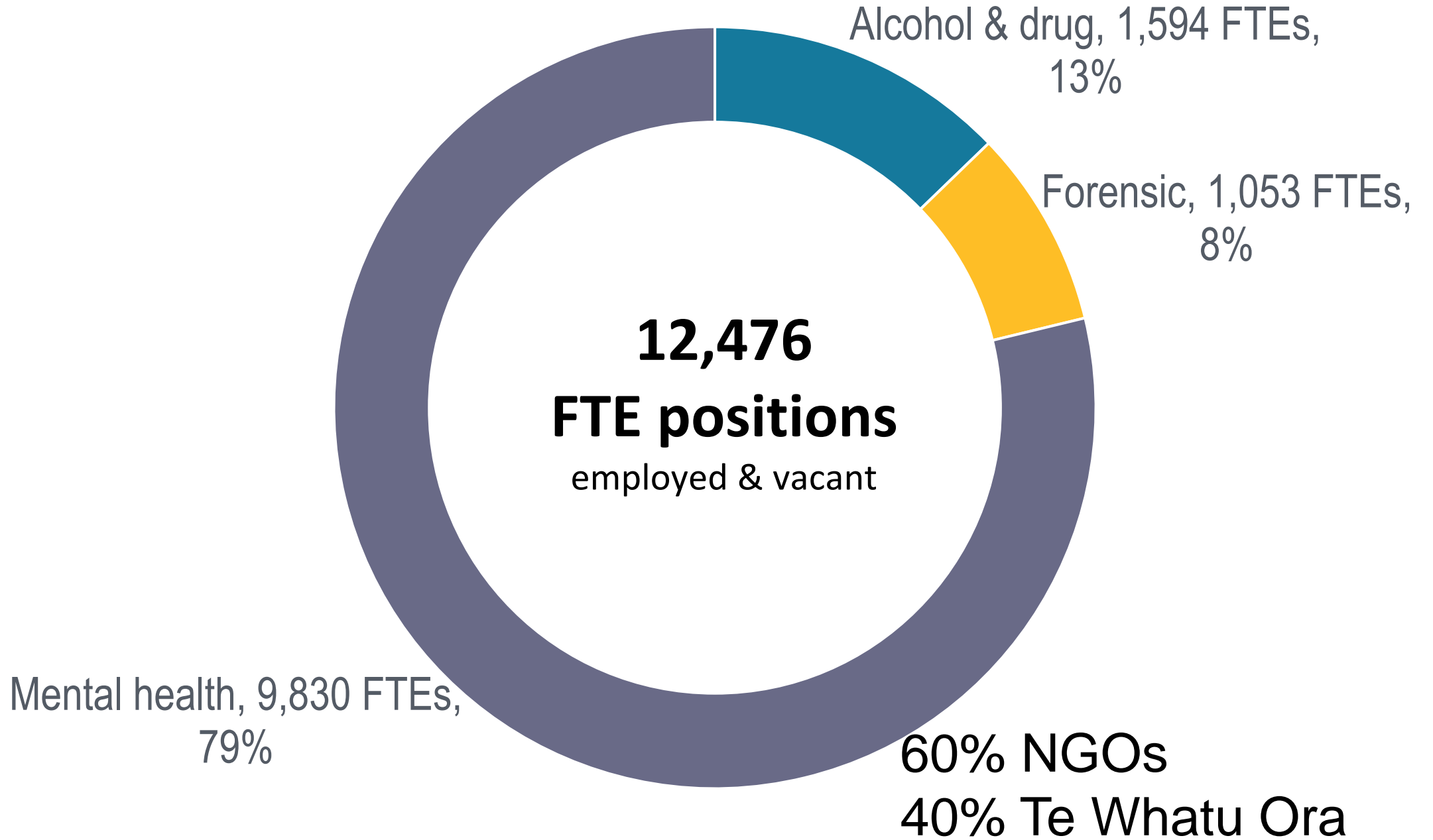


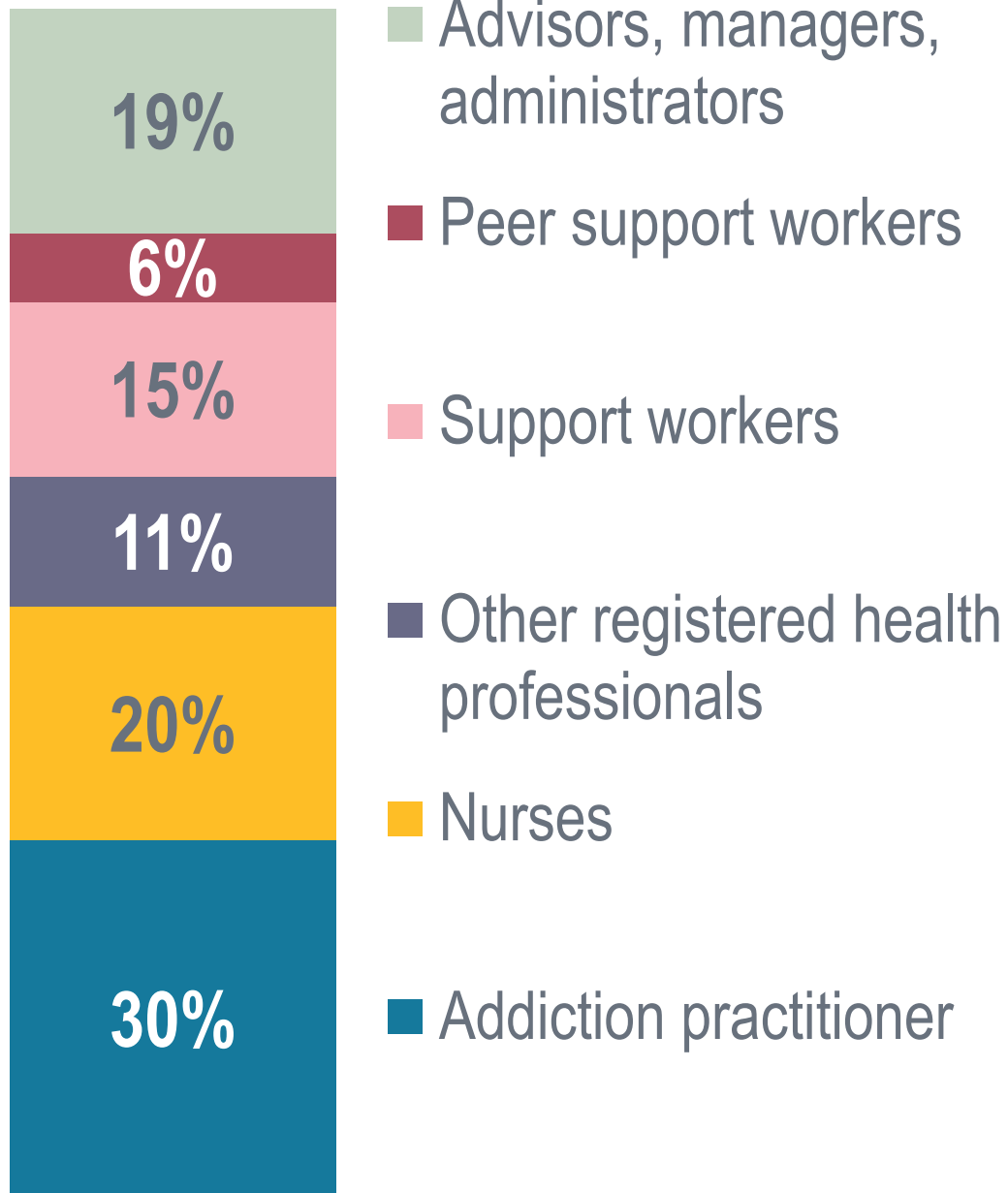
Workforce development activities

Addiction Leadership Day March 2023

Understanding workforce

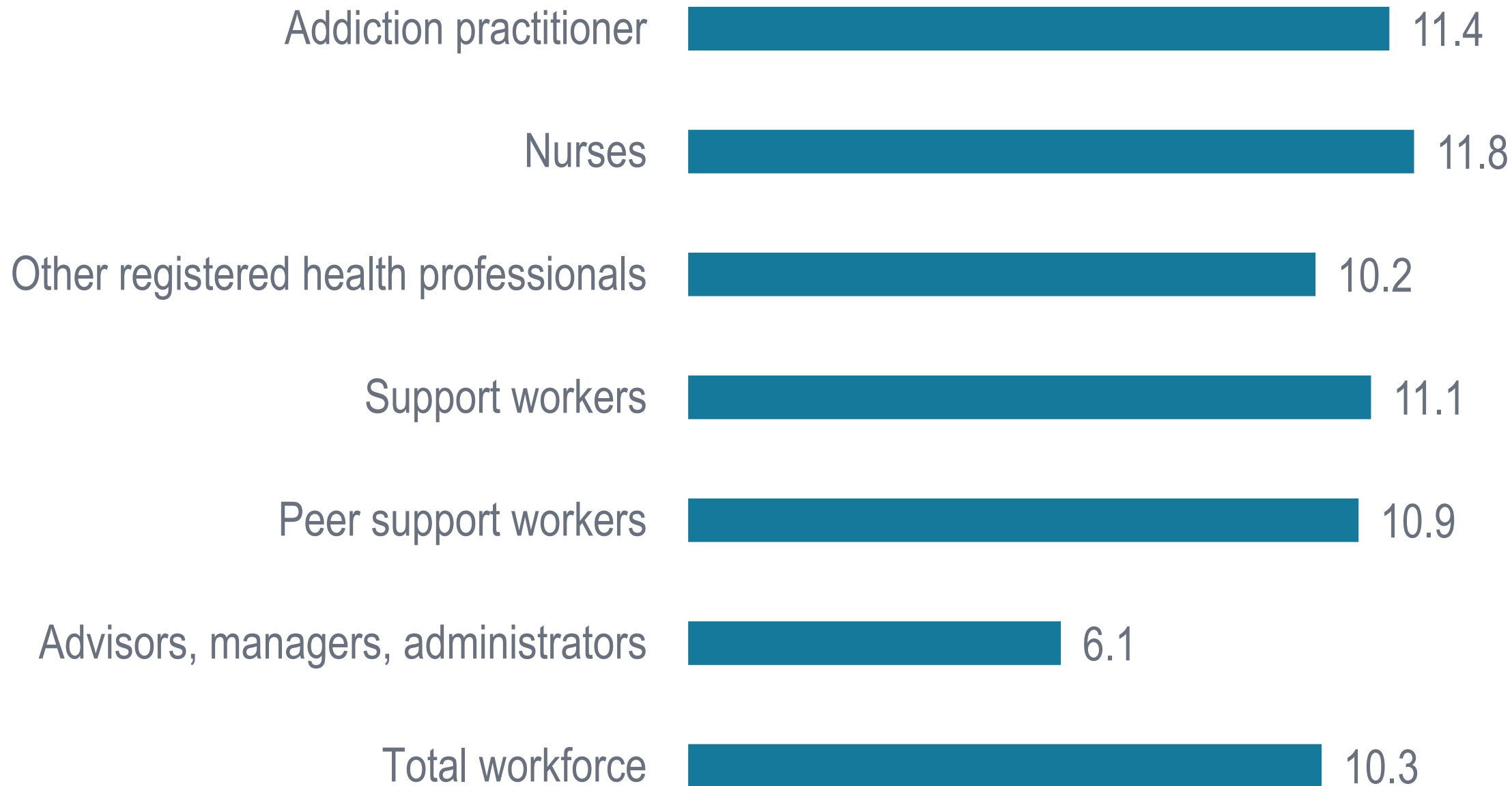
- NGO workforce survey of adult alcohol and drug, mental health services July, August, & November 2022
- Te Whatu Ora adult workforce estimates based on HWIP dataset
- 2 publications
 - NGO workforce development challenges
 - NGO workforce estimates
- Work in progress
 - Te Whatu Ora workforce estimates
 - Combined workforce estimates





Adult alcohol & drug workforce

Vacancy rates (%)



Other findings

Size

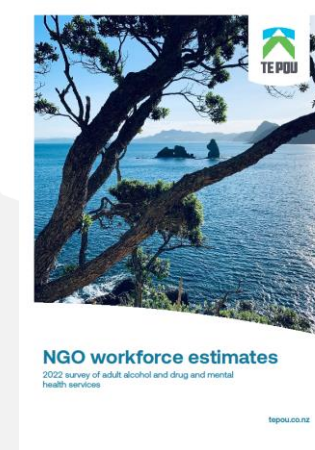
- Growth since 2018 (about 4%) compared to mental health (6%)
- Vacancy rates means little growth in employed workforce (3%)

Composition

- Nett loss of addiction practitioners since 2018 (approx 16 FTEs)
- Growing lived experience and support workforce

Workforce development needs

- Specific attention needed on workforce funding and contracting
- Workforce pipelines for addiction practitioners



FTE turnover

- Resignation rate (18%) higher than recruitment rate (17%)
- Clinical roles 19% resigned, 17% recruited
- Non-clinical roles 17% resigned, 22% recruited
- Issues to find enough registered professionals to fill vacancies

Reports

- NGO reports available here
<https://www.tepou.co.nz/initiatives/more-than-numbers-workforce-data>
- Te Whatu Ora report to be published April/May
- Overall workforce report coming May

Skills Matter

- Six programmes available nationally:
 - New Entry to Specialist Practice Nursing
 - New Entry to Specialist Practice Allied Health
 - Cognitive Behaviour Therapy
 - Clinical Leadership in Nursing
 - Infant, Child and Youth
 - Coexisting Mental Health and Substance Use
- Funding includes academic fees, supervision, and back fill while staff are attending a block course.
- A travel and accommodation grant is also available for those studying.
- Mid year intake places available for NESP nursing- approx. 60 places available nationally across programme providers.

Skills Matter

- Supervision
 - Key requirement for all Skills Matter programmes
 - Funded supervision training is available through Te Pou in July
 - E-learning being developed

<https://www.tepou.co.nz/skills-matter>

Contact Jacqui.Hampton@tepou.co.nz



Addiction specialist skills scoping project

- Identification of skill development needs for medical and other registered health professionals with a special scope, ie prescribing pharmacists, nurse practitioners
- Skills needed in specialist areas of addiction treatment and who are not enrolled in formal addiction specialist training programmes.



Addiction specialist skills development

- Stakeholders agree that there are skills shortages in the identified priority areas:
 - Managed withdrawal treatment
 - Opioid substitution treatment (OST)
 - Medication management in the context of addiction
 - The Substance Addiction (Compulsory Assessment and Treatment) Act 2017 (SACAT).
- Report for Te Whatu Ora with findings of what professional development is required, and the preferred way for this to be delivered.

Responding to problematic substance use

- **Responding to problematic substance use**
- Workers in community settings to increase knowledge, skills and confidence in knowing how to recognise and respond to problematic substance
- **Substance use, intoxication and withdrawal management**
- Workers in more clinical settings

Support workforce

- Micro credential
 - Physical health
 - Supervision training
- Webinar series
 - 2022
 - 2023
- Māhuri Totara - national summit
June
- Grants available

Māhuri Tōtara

National support worker summit

Are you a support worker working in a mental health and addiction service?

Te Pou invites you to attend the national support worker summit, Māhuri Tōtara, on Tuesday 13 June 2023 in Wellington.

The theme of the summit will be “The value of support work – recognising and celebrating support workers’ contribution and value.”

We want support workers to feel proud of their mahi and the positive difference they make to people’s lives. This event will facilitate support workers feeling connected as a workforce, and create opportunities for support workers to reflect on their practice. Topics will include:

- maintaining your wellbeing as a support worker
- national activities supporting the development of the support workforce
- highlighting the scope and diversity of support worker roles and skills
- learning opportunities to enhance your support work practice.

There is no cost for the summit, and Te Pou is offering a limited number of travel and accommodation assistance grants.

Registrations and grants open Friday 17 March on the [Te Pou events page](#).

Tuesday 13 June 2023

9:00am to 4:30pm

**Harbourside Function Centre, 4 Taranaki St,
Wellington Central**



CPSLE workforce

- Options for a national body
- Guide – supporting and developing the CPLSE workforce
- Co-design guide
- CPSLE survey – information on demographics and workforce roles
- Grants – 31 March



Let's get real

- Forums to support use of *Let's get real*
- Leader resources
- New resources coming soon
 - Worker wellbeing
 - Working within communities



<https://www.tepou.co.nz/initiatives/lets-get-real>

Blueprint for Learning

- Addiction 101
 - NZQA approved mental health and addiction literacy programmes
 - Available to anyone nationally, with exception of those with experience working in addiction services.
 - Can support the essential level of *Let's get real*
 - www.blueprint.co.nz/workshops to register

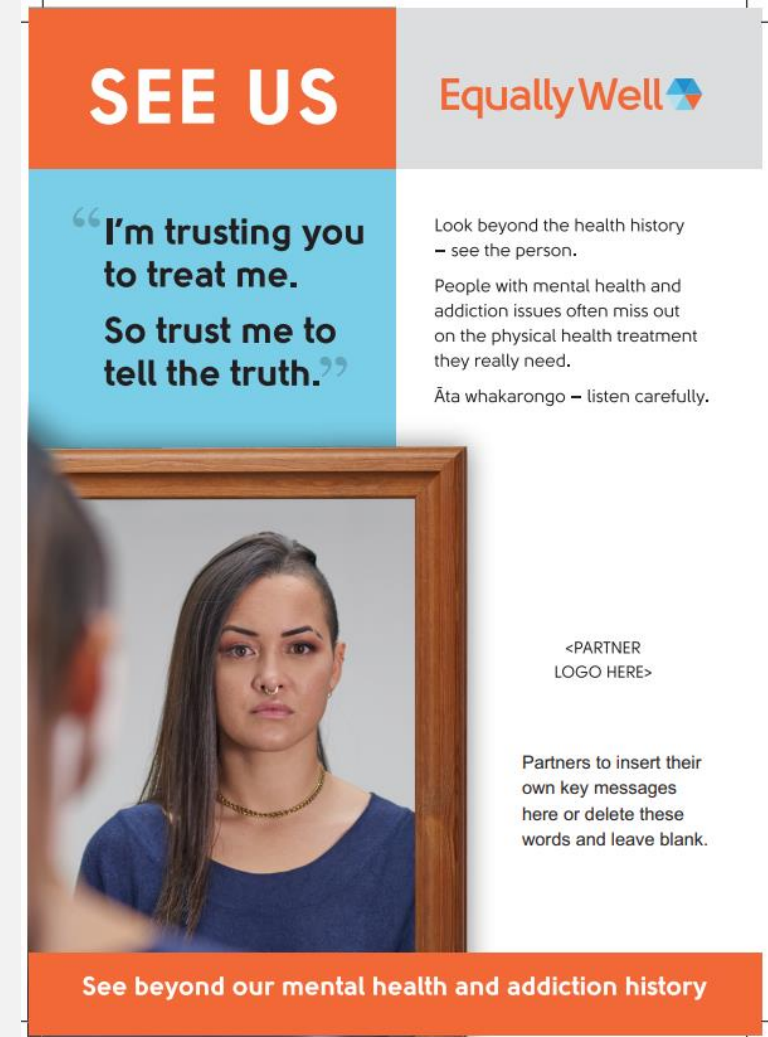
Addiction 101


Understanding addiction and recovery.



Equally Well

- Collaborative leadership group
- See Us campaign
- Addressing diagnostic overshadowing
- Communications toolkit for people to adapt and use



SEE US EquallyWell 

“I’m trusting you to treat me. So trust me to tell the truth.”

Look beyond the health history – see the person.
People with mental health and addiction issues often miss out on the physical health treatment they really need.
Āta whakarongo – listen carefully.

<PARTNER LOGO HERE>

Partners to insert their own key messages here or delete these words and leave blank.

See beyond our mental health and addiction history

Rika's story

