The Future Workforce

29 September 2005  Judy Glackin/ Ministry of Health
Presentation covers

- Who’s who in Health and Disability Workforce Development?
- What does the health and disability workforce look like now?
- Future challenges
Who’s who in Health Workforce

• Health Workforce Advisory Committee: advice to the Minister of Health
• Ministry of Health: strategic policy, regulation, workforce development related to national strategies and programmes
• DHBs: major employers and providers of clinical training; through DHBNZ developing priorities for the future workforce
• The Tertiary Education Commission: funds education courses
• Clinical Training Agency: funds clinical training, especially medical
• Employers and unions
What does the health and disability workforce look like now?

HWAC Stocktake 2001:

• 76,000 registered health practitioners, 30,000 support workers, 10,000 complementary and alternative health workers
• 43,510 nurses - about 40% of registered workers; 90% women
• 8,615 medical practitioners, of whom about one third are specialists, and one third are overseas trained
• average ages of 43 for nurses and 44 for medical practitioners
• 23% of nurses and 39% of medical practitioners worked in primary care

DHBs employed 48,710 in year to June 2005 (about 40%)
Disability support workers (Auckland University surveys 2004)

• Estimated at 45,000
• Predominantly female
• 40-60 years of age
• Predominantly part-time and casual
• Lack of guaranteed hours in home support services,
• Provide a wide range of services, particularly in the community
• 39% turnover in home-based services, 29% in residential care
• Low wage rates, especially in the community
Workforce Development as part of an Integrated System

- Political
- Environmental
- Scientific Discoveries
- Global
- Demographic
- Labour Market
- Service Delivery models
- Population Health Demands
- Professional
- Economic
- Environmental
- Technological Developments
- Industrial
- Social
Projected NZ Population 65+, 75+ and 85+ to 2051 as a Percentage of the Total Population
Prevalence of Disability, by Age and Gender 2001

Rate per 1000

Age group

- 15–44
- 45–64
- 65–74
- 75+

Male
Female
Key messages:

- The ageing of the NZ population means that the demand for services will increase much more rapidly than the size of the population.

- There is a strong risk of labour shortages especially after 2011.

- Unsafe to rely on increasing our share of the labour market, productivity increases or better health education and monitoring.

- Attention needs to focus on how the workforce should be educated, trained, developed and deployed.
Estimated Demand for Health Care Workers versus Supply 2001-2021

Workers in Thousands

<table>
<thead>
<tr>
<th>Year</th>
<th>Population</th>
<th>Over 65s</th>
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<tbody>
<tr>
<td>2001</td>
<td>Pop 3.784m</td>
<td>461k</td>
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<tr>
<td>2011</td>
<td>Pop 4.25m</td>
<td>577k</td>
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<tr>
<td>2021</td>
<td>Pop 4.5m</td>
<td>792k</td>
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</tbody>
</table>

- Index of demand for workers
- Workforce supply

Time

Pop 3.784m
Pop 4.25m
Pop 4.5m
Other trends affecting the workforce in the future

- Increased focus on primary health care and services in the community
- Responsiveness to Maori, Pacific peoples, and addressing inequalities
- Greater focus on chronic illness and “continuum of care”
- Higher expectations from consumers especially around availability and use of technology
- Shrinking workforce in New Zealand and internationally
- Continuing pressure on health funding
Future Directions

- Health and education working more closely together: greater links between education of the workforce and employment
- Workplace issues – healthy workplace environments; more flexibility around work design e.g. for women, older workers
- Growing the health workforce – attracting people to health careers, opportunities to train and retrain
- Redesigning health practitioner roles and creating new roles to make best use of scarce skills including greater focus on unregistered workers
- Supporting innovation of new ways of working