

The Future Workforce

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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:

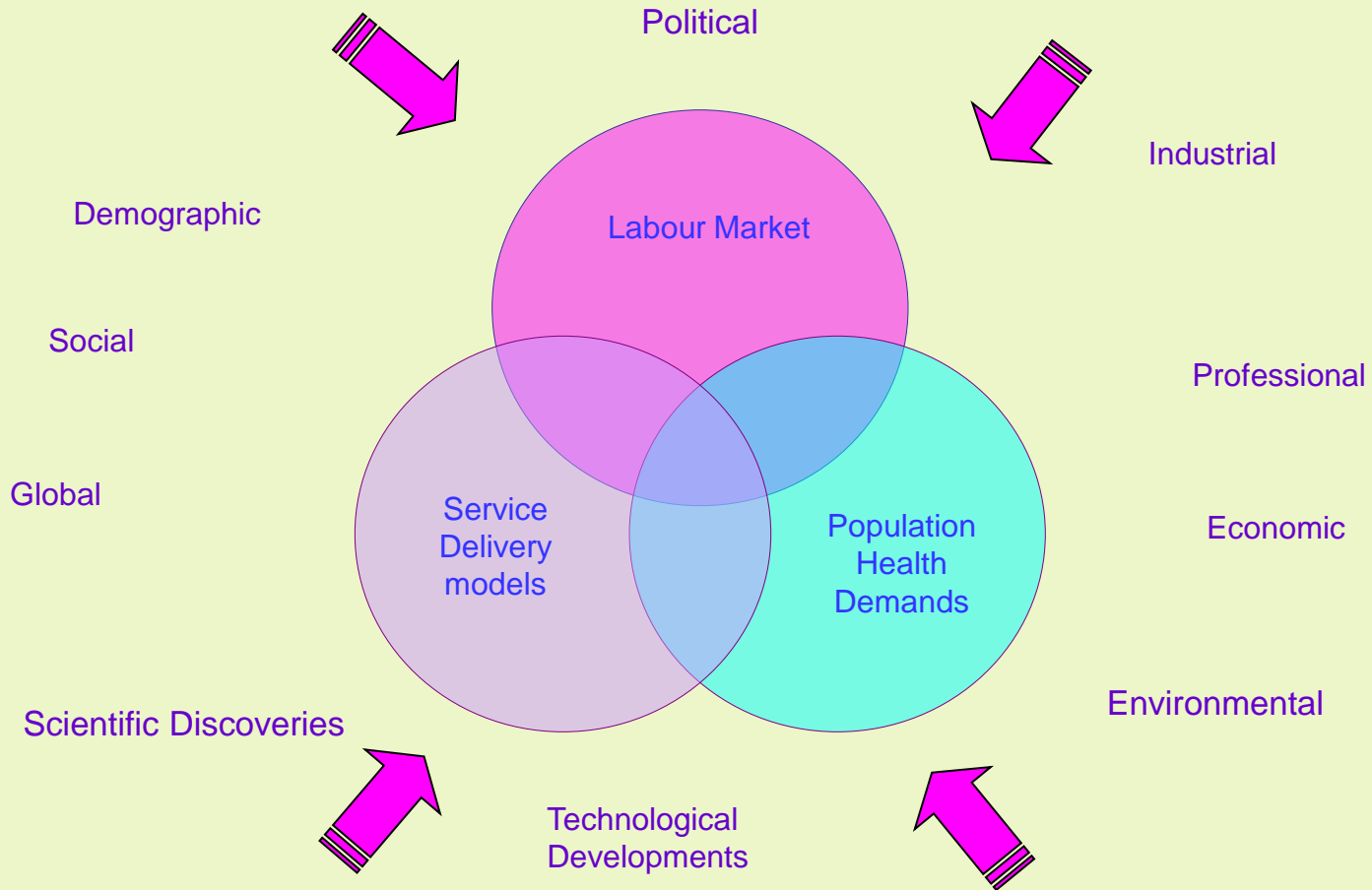
- 76,000 registered health practitioners, 30,000 support workers, 10,000 complementary and alternative health workers
- 43,510 nurses - about 40% of registered workers; 90% women
- 8,615 medical practitioners, of whom about one third are specialists, and one third are overseas trained
- average ages 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%)

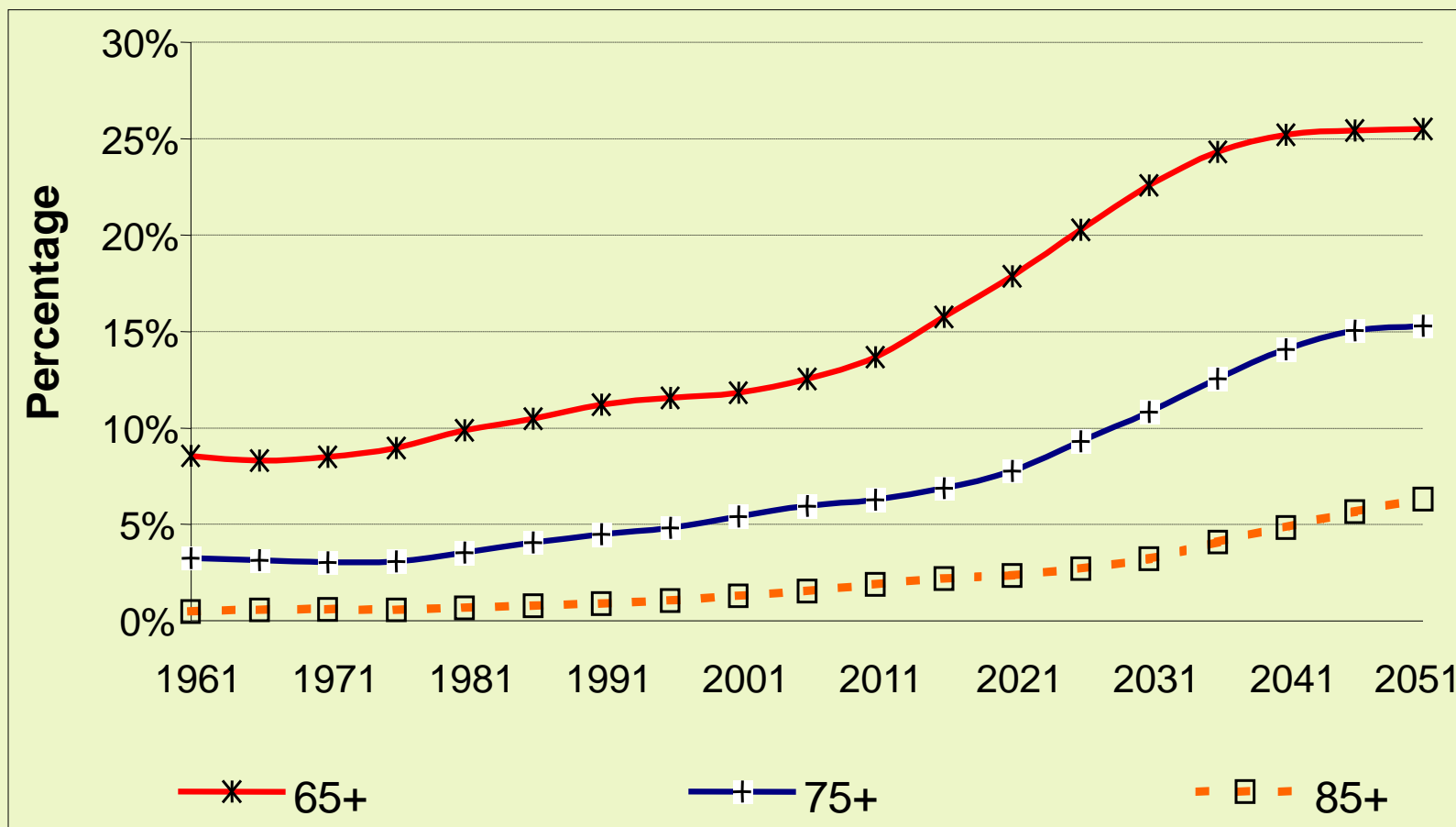
Disability support workers (Auckland University surveys 2004)

- 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

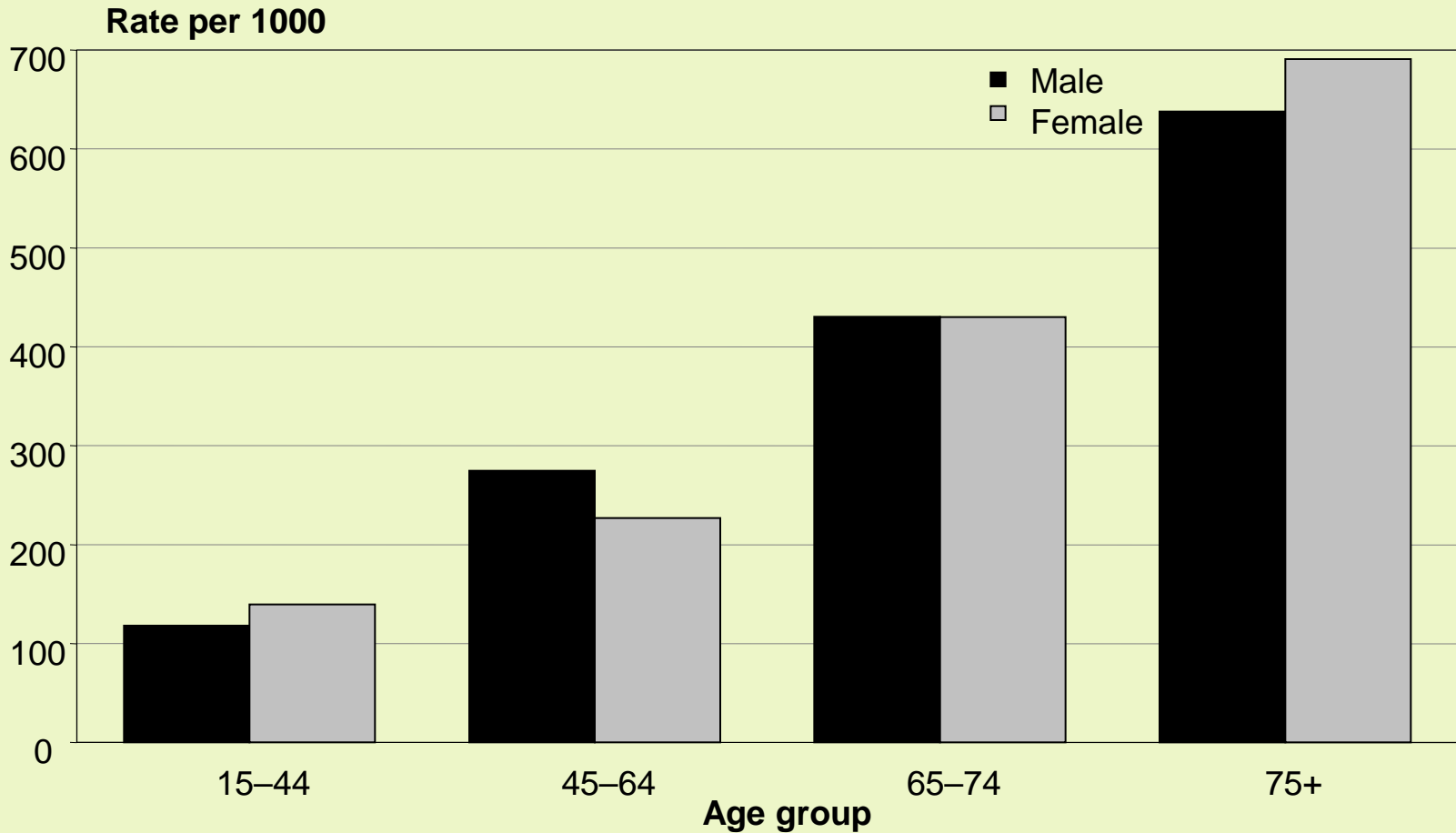
Workforce Development as part of an Integrated System



Projected NZ Population 65+, 75+ and 85+ to 2051 as a Percentage of the Total Population



Prevalence of Disability, by Age and Gender 2001

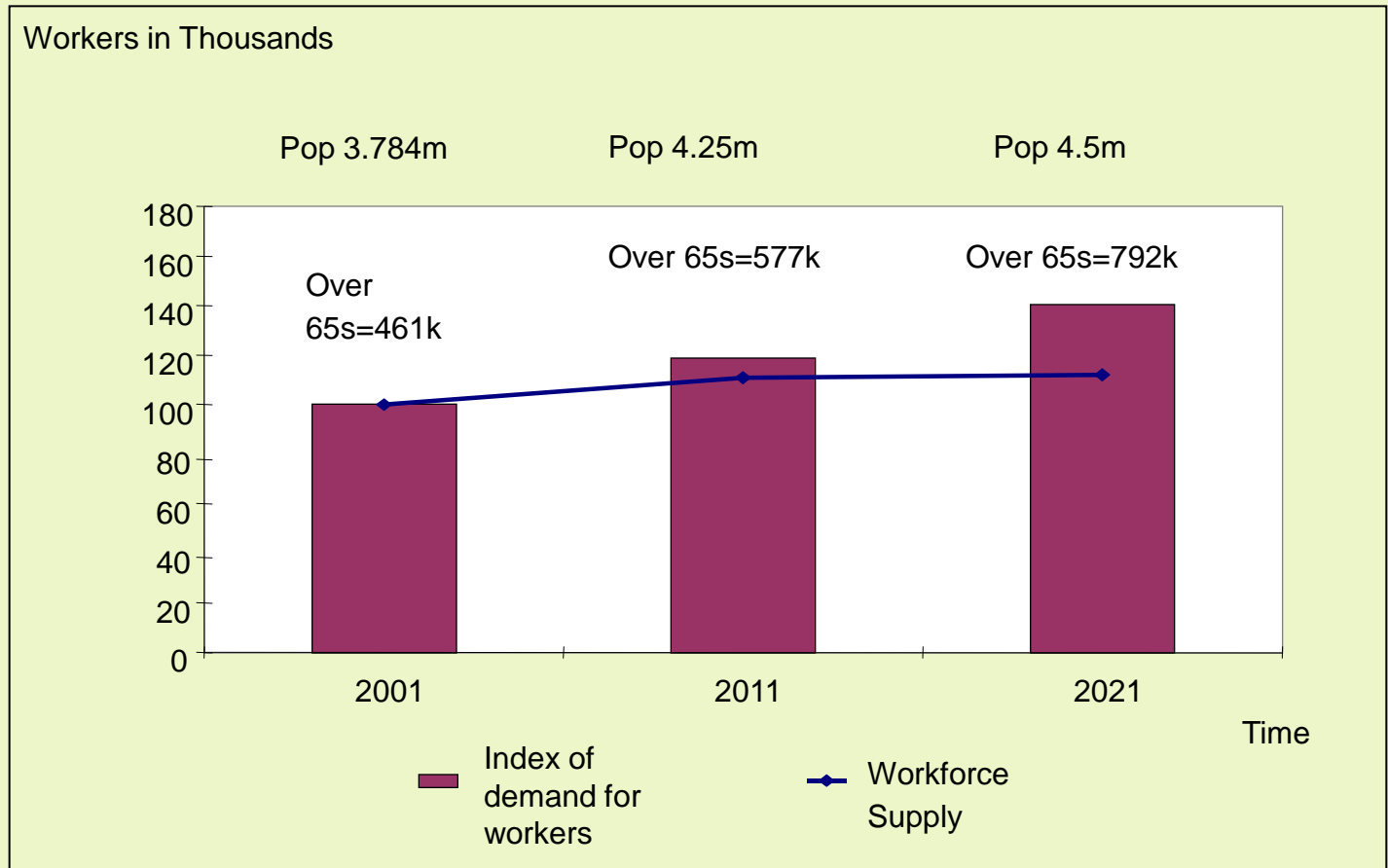


Ageing NZ & Health and Disability Services: Demand projections and workforce implications 2001-2021 (NZIER 2004)

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



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

- 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