Summary of key publicly available reports on the Kaiāwhina workforce

Purpose

The purpose of this document is to provide a brief summary of significant known reports that indicate the scale and scope of the Kaiāwhina workforce. This has been prepared on behalf of the Workforce Intelligence Domain, particularly in relation to Outcome 1 and Action 1.4 that are about increasing access to relevant workforce data.

General characteristics of the reports

This document highlights the fragmented nature of data collection about the Kaiāwhina workforce, for example because the reports generally:

- don't report on Kaiāwhina roles as a distinct group, and instead include them in two or more occupational groupings
- provide an approximate scale of the workforce within its scope, rather than a precise picture, as most findings are based on self-declared information, either by an individual Kaiāwhina worker or by their employer, rather than extracted from a formal database (with the exception of the Health Workforce Information Programme [HWIP])
- provide a single point-in-time, rather than regular and recent, snapshot (again, with the exception of HWIP)
- cover particular parts of the sector (eg mental health *or* aged care)

Summary of key reports and sources (alphabetical by author)

These documents are available on or via the [Resources](#) section of the [Workforce in Action website](#).

- Acqumen Quality Solutions on behalf of DHB Non-Regulated Workforce Strategy Group: [The non-regulated workforce in the health and disability sector](#)

Published in 2006, this report is an early endeavour to provide an overview across the non-regulated health and disability workforce (before the term Kaiāwhina was in use). The scope of the workforce profiled includes people who have direct personal care interaction with clients, patients or consumers within the health and disability sector and who are not subjected to regulatory requirements under health legislation. That includes the workforce in District Health Boards (DHBs), the Ministry of Health, Non-Government Organisations (NGOs) and the community based sector. Volunteers are included. It draws on a range of sources, depending on the section of the workforce.

- BERL: [Health and Disability Kaiāwhina Worker Workforce: 2013 Profile](#).

BERL and Careerforce identified the scope of the Kaiāwhina workforce based on the Australian and New Zealand Standard Classification of Occupations 2006 (ANZSCO06) and Careerforce's gazetted coverage. That scope was used to extract relevant data from the 2013 Census that gave a picture of the scale of that workforce. This report covers the paid workforce and is not restricted by a place of employment (eg private or public).

- Central TAS: [Health Workforce Information Programme (HWIP)](#)

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The Health Workforce Information Programme collects District Health Board employed workforce information across 29 variables (including employment and demographic information), supported by an agreed data standard and code sets. Summary reports are published online on a quarterly basis.

- Grant Thornton: Aged Residential Care Service Review

This review covers aged residential care services, including rest home, hospital, dementia, psychogeriatric and young physically disabled (YPD) services. The report draws on a 2008 Health Care Providers New Zealand member survey, which covered approximately 60% of the sector. The report presents findings about costings, service demand and supply, workforce demand and supply (including a profile of the aged resident care workforce), and models of care.

- Human Rights Commission: Caring Counts: Tautiaki tika

Caring Counts presents the findings of an inquiry by the Human Rights Commission into equal employment opportunities in the aged care sector. The report is based on a range of evidence sources (such as consultation with 886 participants during 2011-12, official statistics, and the Grant Thornton review) to provide an indication of the supply and demand for the workforce, including issues impacting on those factors.

- Ministry of Health: Health of the Health workforce 2015: A report by Health Workforce New Zealand

This annual report covers the whole of the health workforce, and has a section dedicated to Kaiāwhina. The report draws on a range of sources, including a 2015 Ministry of Health survey of 76 providers of home and community support services, and the BERL report to provide a profile of the Kaiāwhina workforce and a high level statement about the demand for workers. The report includes a list of occupations regarded as part of the Kaiawhina workforce.

- New Zealand Aged Care Association: Staff living in New Zealand and Working in Aged Residential Care while on a Visa

This document reports on findings of the New Zealand Aged Care Association's annual Member Profiling Survey in relation to the number of staff employed by aged residential care providers on visas and whether they had difficulty retaining staff.

- New Zealand Work Research Institute, AUT: The New Zealand Aged Care Workforce Survey 2014: A Future of Work Programme Report

Rather than providing a 'headcount', the report gives insights into aged care workers' experiences in the sector. The survey was administered in April to June 2014 and primarily covers home and community aged care, but also includes residential aged care. A further survey is planned for 2016 and the Workforce Intelligence Domain intends to support the distribution of it.

- Te Pou: Adult mental health and addiction workforce: 2014 survey of Vote Health funded services

This report presents the results of the 2014 Te Pou and Matua Raki *More than numbers* organisation workforce survey. That includes all organisations contracted by the Ministry of Health or DHBs to deliver adult mental health and addiction services during 2012/13. The report presents findings about the workforce size, distribution, composition, and capability, as well as the ethnic makeup and cultural competence of the workforce and projected growth requirements.

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- Te Pou and New Zealand Disability Support Network: The New Zealand disability support workforce: 2015 survey of NZDSN member organisations

This report presents the findings of a joint survey conducted by the New Zealand Disability Support Network (NZDSN) and Te Pou. The survey covered the disability workforce within scope of the 123 NZDSN member organisations. This means it included not-for-profit organisations and some for-profit NGOs, and crosses workforce groups such as support workers, management, and registered health practitioners. The report provides information about demographics, recruitment and retention, qualifications and skills, employment conditions. There are comparisons such as between consumer and workforce profiles, changes over time, and against progress towards meeting the Ministry of Health's *Disability Support Services: Workforce action plan 2013-2016.*