

24 February 2022

By email to: [REDACTED]

Dear [REDACTED]

Re: Official Information Act request for Mental Health Services data and documents

I refer to your official information request dated 27 January 2022 for the following information:

1. **Data showing the total population covered by the DHB's mental health and addiction services at the end of December 2021.**
2. **Data showing the total number of full-time staff employed by the DHB's mental health services in each of the last three years to the end of December 2021, particularly the number of psychiatrists, psychologists, and nurses.**
3. **A breakdown for each of the past three years to December 2021 showing the number of full-time psychiatrists, psychologists, and nurses employed in each of your mental health and addiction teams (e.g. alcohol and drug, child and youth, community, inpatient units etc.).**
4. **Data showing the number of vacancies for psychiatrists, psychologists, and nurses in each of those three years to December 2021, broken down by teams.**
5. **Data showing the number of psychiatrists, psychologists, and nurses who left the DHB's mental health and addiction services in each of those three years to December 2021, broken down by teams.**
6. **Details of what regular updates are received by the mental health and addiction service's senior leadership on workforce and/or recruitment. (For example, do they have access to a dashboard of key metrics that provides data in real time; do they receive weekly or monthly written reports; which key metrics do they track.) If applicable, please provide copies of the three most recent updates.**
7. **Copies of key documents held by senior management created in the last two years that were substantially about the challenges in recruitment and/or the impact of staffing pressures on services.**
8. **Copies of key documents held by senior management created in the last two years that were substantially about the state of or challenges in CAMHS services.**
9. **Copies of key documents held by senior management created in the last two years that were substantially about the impact of the Covid-19 pandemic on your mental health and addiction services.**

Response

1. **Data showing the total population covered by the DHB's mental health and addiction services at the end of December 2021.**

The Mental Health and Addictions Directorate of Auckland DHB provides specialist mental health care to the local Auckland DHB population, as well as providing some sub-regional, regional, and supra-regional services for other DHBs. Please note that regional addiction services are provided by Waitematā DHB.

In terms of the local ADHB population, mental health services are provided with the exception of the Otahuhu population, who receive specialist mental health services from Counties Manukau DHB. The population served is therefore the usual Auckland DHB population minus the Otahuhu population.

As at December 2021, this population was approximately 481,770. This therefore does not include the populations served by our services which extend beyond the local Auckland DHB boundaries.

2. Data showing the total number of full-time staff employed by the DHB’s mental health services in each of the last three years to the end of December 2021, particularly the number of psychiatrists, psychologists, and nurses.

The following data shows the fullest possible picture of the number of full time staff by the professions of psychiatrists, psychologists and nurses.

Some staff are employed full-time and other staff are employed on a part-time basis. Data is therefore presented on the number of individuals employed, as well as the total Full Time Equivalent (FTE) staff this represents. Data is at the end of December for the year stated.

There are some limitations on the data we are releasing it you. While it is accurate, there may be some elements that cannot be relied upon in the individual data line because of data entry inconsistencies such as coding the newly hired person to a different cost centre. This applies to each of the various data sets that follow.

Year	Professional Group	Number of staff	FTE
2019	Nursing	334	302.839
2020	Nursing	344	313.238
2021	Nursing	340	313.513
2019	Psychiatrists	55	46.197
2020	Psychiatrists	63	53.932
2021	Psychiatrists	69	57.479
2019	Psychologists	63	45.6
2020	Psychologists	64	49.325
2021	Psychologists	73	54.175

3. A breakdown for each of the past three years to December 2021 showing the number of full-time psychiatrists, psychologists, and nurses employed in each of your mental health and addiction teams (e.g. alcohol and drug, child and youth, community, inpatient units etc.).

In order to manage the data, and using the groupings you have requested, the data below is consolidated into four different community groupings of services, and then data for each inpatient/residential unit.

The service community groups are:

1. Child and Youth

This includes the local child and adolescent mental health service, and the regional youth forensic service

2. Adult community

This includes all community based services for adults or primarily for adults, as well as Liaison Psychiatry. Community services include general community mental health services, cultural/clinical teams, and some specialist services such as maternal mental health and eating disorders. Most services are delivered to the local Auckland DHB population though some specialist services are also delivered to other DHB populations.

3. Older people

This includes community services for older adults

4. Leadership and management

This group includes nurses, psychiatrists and psychologists who work in leadership or management roles, or who are coded to a management responsibility centre. Some of this group will also work clinically within another service, but this is not able to be distinguished through our data reporting.

As previously, data is presented as both a count of the number of staff, and also the total FTE for those staff.

3.1 Child and Youth

Year	Professional Group	Number of staff	FTE
2019	Nursing	11	8.95
2020	Nursing	9	7.1
2021	Nursing	9	7.8
2019	Psychiatrists	3	2.85
2020	Psychiatrists	3	2.7
2021	Psychiatrists	4	2.65
2019	Psychologists	26	19
2020	Psychologists	27	21.325
2021	Psychologists	29	23.575

3.2 Adult community

Year	Professional Group	Number of staff	FTE
2019	Nursing	129	115.339
2020	Nursing	130	116.988
2021	Nursing	121	112.488
2019	Psychiatrists	35	30.657
2020	Psychiatrists	38	32.467
2021	Psychiatrists	42	35.227
2019	Psychologists	30	22
2020	Psychologists	30	22.5
2021	Psychologists	31	23.6

3.3 Older Adult Community

Year	Professional Group	Number of staff	FTE
2019	Nursing	14	12.05
2020	Nursing	12	10.45
2021	Nursing	12	10.425
2019	Psychiatrists	4	3.938
2020	Psychiatrists	5	4.638
2021	Psychiatrists	5	5
2019	Psychologists	3	1.6
2020	Psychologists	3	2
2021	Psychologists	3	2.1

3.4 Leadership and Management

Year	Professional Group	Number of staff	FTE
2019	Nursing	12	10.1
2020	Nursing	14	12.7
2021	Nursing	13	11.9
2019	Psychiatrists	9	5.952
2020	Psychiatrists	9	7.952
2021	Psychiatrists	11	9.202
2019	Psychologists	1	0.5
2020	Psychologists	1	0.5
2021	Psychologists	5	1.5

As noted above data is also provided for our five inpatient/residential units. All acute units are for the local Auckland DHB population, and some units also serve other DHBs. These units are:

1. Rehabilitation
2. Adult Acute
3. Child and Adolescent Acute/ Mother and Baby Unit
4. Older Person Acute
5. Eating Disorders

3.5 Rehabilitation

Year	Professional Group	Number of staff	FTE
2019	Nursing	27	26.2
2020	Nursing	25	24.4
2021	Nursing	26	25.8
2019	Psychiatrists	1	0.8
2020	Psychiatrists	3	2.175
2021	Psychiatrists	2	1.65
2019	Psychologists	1	1
2020	Psychologists	2	2
2021	Psychologists	2	1.4

3.6 Adult Acute

Year	Professional Group	Number of staff	FTE
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2019	Nursing	75	70.1
2020	Nursing	82	76.8
2021	Nursing	79	74
2019	Psychologists	1	1
2020	Psychologists	1	1
2021	Psychologists	2	1.5

Please note that no psychiatrist data is able to be given for Adult Acute, as all psychiatrists are coded to a management code and are unable to be disaggregated.

3.7 Child and Adolescent Acute/ Mother and Baby Unit

Year	Professional Group	Number of staff	FTE
2019	Nursing	38	33.3
2020	Nursing	40	36.1
2021	Nursing	42	34.8
2019	Psychiatrists	2	1
2020	Psychiatrists	4	3
2021	Psychiatrists	4	2.75

No psychologists were employed in Child and Youth Acute at year end for each of these years

3.8 Older Person Acute

Year	Professional Group	Number of staff	FTE
2019	Nursing	23	21.8
2020	Nursing	24	21.2
2021	Nursing	28	26.3
2019	Psychiatrists	1	1
2020	Psychiatrists	1	1
2021	Psychiatrists	1	1
2019	Psychologists	1	0.5
2020	Psychologists	0	0
2021	Psychologists	1	0.5

3.9 Eating Disorders

Year	Professional Group	Number of staff	FTE
2019	Nursing	5	5
2020	Nursing	8	7.5
2021	Nursing	10	10

4. Data showing the number of vacancies for psychiatrists, psychologists, and nurses in each of those three years to December 2021, broken down by teams.

Data for the vacancies is at 31 December for each year indicated. Vacancies are calculated by the number of positions being recruited to and not the FTE. Some of those positions counted as a

vacancy will still have someone in them working out their notice, and some may have a locum in place. Positions which have been recruited to but the applicant has not yet arrived are not captured as a vacancy.

4.1 Child and Youth

Year	Professional Group	Number of vacancies
2019	Nursing	1
2020	Nursing	1
2021	Nursing	4
2019	Psychiatrists	1
2020	Psychiatrists	2
2021	Psychiatrists	2
2019	Psychologists	5
2020	Psychologists	4
2021	Psychologists	5

4.2 Adult community

Year	Professional Group	Number of vacancies
2019	Nursing	12
2020	Nursing	14
2021	Nursing	27
2019	Psychiatrists	5
2020	Psychiatrists	3
2021	Psychiatrists	7
2019	Psychologists	6
2020	Psychologists	5
2021	Psychologists	4

4.3 Older Adult Community

Year	Professional Group	Number of vacancies
2019	Nursing	3
2020	Nursing	3
2021	Nursing	1
2019	Psychiatrists	1
2020	Psychiatrists	1
2021	Psychiatrists	1
2019	Psychologists	0
2020	Psychologists	1
2021	Psychologists	0

4.4 Leadership and Management

Year	Professional Group	Number of
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		vacancies
2019	Nursing	2
2020	Nursing	0
2021	Nursing	2
2019	Psychiatrists	4
2020	Psychiatrists	0
2021	Psychiatrists	1
2019	Psychologists	0
2020	Psychologists	0
2021	Psychologists	0

Inpatient and Residential Unit Data

4.5 Rehabilitation

Year	Professional Group	Number of vacancies
2019	Nursing	3
2020	Nursing	2
2021	Nursing	2
2019	Psychiatrists	2
2020	Psychiatrists	0
2021	Psychiatrists	1
2019	Psychologists	0
2020	Psychologists	0
2021	Psychologists	0

4.6 Adult Acute

Year	Professional Group	Number of vacancies
2019	Nursing	4
2020	Nursing	2
2021	Nursing	10
2019	Psychologists	2
2020	Psychologists	0
2021	Psychologists	0

Please note that no psychiatrist data is able to be given for Adult Acute, as all psychiatrists are coded to a management code and are unable to be disaggregated.

4.7 Child and Adolescent Acute

Year	Professional Group	Number of vacancies
2019	Nursing	0
2020	Nursing	2
2021	Nursing	4
2019	Psychiatrists	0
2020	Psychiatrists	0

2021	Psychiatrists	0
2019	Psychologists	1
2020	Psychologists	0
2021	Psychologists	0

4.8 Older Person Acute

Year	Professional Group	Number of vacancies
2019	Nursing	3
2020	Nursing	2
2021	Nursing	1
2019	Psychiatrists	0
2020	Psychiatrists	0
2021	Psychiatrists	0
2019	Psychologists	0
2020	Psychologists	0
2021	Psychologists	0

4.9 Eating Disorders

Year	Professional Group	Number of vacancies
2019	Nursing	0
2020	Nursing	3
2021	Nursing	3

5. Data showing the number of psychiatrists, psychologists, and nurses who left the DHB's mental health and addiction services in each of those three years to December 2021, broken down by teams.

5.1 Child and Youth

Year	Professional Group	Number of staff	FTE
2019	Nursing	0	
2020	Nursing	2	1.8
2021	Nursing	3	2.1
2019	Psychiatrists	0	
2020	Psychiatrists	1	1
2021	Psychiatrists	1	0.1
2019	Psychologists	7	5.3
2020	Psychologists	6	3.3
2021	Psychologists	2	1.4

5.2 Adult community

Year	Professional Group	Number of staff	FTE
2019	Nursing	12	11.1
2020	Nursing	16	14.3

2021	Nursing	24	20.4
2019	Psychiatrists	4	2.43
2020	Psychiatrists	4	2.95
2021	Psychiatrists	5	3.77
2019	Psychologists	5	3.8
2020	Psychologists	4	2.8
2021	Psychologists	5	3.7

5.3 Older Adult Community

Year	Professional Group	Number of staff	FTE
2019	Nursing	3	1.5
2020	Nursing	2	1.4
2021	Nursing	1	1
2019	Psychiatrists	1	0.63
2020	Psychiatrists	0	
2021	Psychiatrists	1	1
2019	Psychologists	0	
2020	Psychologists	1	0.6
2021	Psychologists	0	

5.4 Leadership and Management

Year	Professional Group	Number of staff	FTE
2019	Nursing	1	0.8
2020	Nursing	2	0.6
2021	Nursing	4	4
2019	Psychiatrists	2	2
2020	Psychiatrists	2	2
2021	Psychiatrists	1	1
2019	Psychologists	0	
2020	Psychologists	0	
2021	Psychologists	0	

Inpatient and Residential Unit Data

5.5 Rehabilitation

Year	Professional Group	Number of staff	FTE
2019	Nursing	5	4.8
2020	Nursing	9	8.6
2021	Nursing	3	2.2
2019	Psychiatrists	0	
2020	Psychiatrists	0	
2021	Psychiatrists	1	0.53
2019	Psychologists	0	
2020	Psychologists	0	

2021	Psychologists	0	
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5.6 Adult Acute

Year	Professional Group	Number of staff	FTE
2019	Nursing	12	11.4
2020	Nursing	7	6.2
2021	Nursing	6	5.6
2019	Psychologists	0	
2020	Psychologists	0	
2021	Psychologists	1	0.8

Please note that no psychiatrist data is able to be given for Adult Acute, as all psychiatrists are coded to a management code and are unable to be disaggregated.

5.7 Child and Adolescent Acute

Year	Professional Group	Number of staff	FTE
2019	Nursing	4	3.8
2020	Nursing	4	3.8
2021	Nursing	8	7.2
2019	Psychiatrists	0	
2020	Psychiatrists	0	
2021	Psychiatrists	0	

5.8 Older Person Acute

Year	Professional Group	Number of staff	FTE
2019	Nursing	5	3.9
2020	Nursing	3	2.6
2021	Nursing	3	1.6
2019	Psychiatrists	0	
2020	Psychiatrists	0	
2021	Psychiatrists	0	
2019	Psychologists	0	
2020	Psychologists	0	
2021	Psychologists	0	

5.9 Eating Disorders

Year	Professional Group	Number of staff	FTE
2019	Nursing	5	4
2020	Nursing	2	2
2021	Nursing	1	1

- Details of what regular updates are received by the mental health and addiction service's senior leadership on workforce and/or recruitment. (For example, do they have access to a dashboard of key metrics that provides data in real time; do they receive weekly or monthly written reports; which key metrics do they track.) If applicable, please provide copies of the three most recent updates.

The senior leadership team receives a monthly dashboard. The three most recent of these are enclosed as Attachment A1; A2 and A3.

7. Copies of key documents held by senior management created in the last two years that were substantially about the challenges in recruitment and/or the impact of staffing pressures on services.

There are no documents held by senior management which fit this description. We decline this part of your request under s16(e) Official Information Act

8. Copies of key documents held by senior management created in the last two years that were substantially about the state of or challenges in CAMHS services.

The Kari Centre provides high-quality specialist care and support for infants, children, young people up to 18-years-old and their whānau.

Please find as Attachment B Kari Centre – MH Annual Report Data, an end of financial year 2020/21 overview of the CAMHS service. It is important to note that due to the introduction of a new model of care at the Kari Centre, as outlined below, much of this information is now out-of-date.

The Kari Centre team worked hard to reduce wait times by adopting new ways of working and introducing a new partnership model of care, known as the Choice and Partnership Approach (CAPA). Attachment C, Kari Centre CAPA Presentation, provides an overview of this process of development. The CAPA model strongly aligns to Te Tiriti o Waitangi and empowers young people to have greater choice in their care and treatment pathway.

By mid-November 2021, following the implementation of the new CAPA model, all patients referred to the Kari Centre had been assessed and there was no wait list to be seen by our clinical team. We are currently seeing see all newly referred patients within 7 - 14 days, but usually see acute cases within three days.

9. Copies of key documents held by senior management created in the last two years that were substantially about the impact of the Covid-19 pandemic on your mental health and addiction services.

Please find enclosed Attachment D Response Plan 3 Sept 21, the Mental Health and Addictions COVID-19 Response Plan. This is a working document and is subject to updating as required.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Auckland DHB website.

Yours sincerely,



Ailsa Claire, OBE
Chief Executive

Encl.

1. *Attachment A1 Mental Health People Metrics for December 2021*
2. *Attachment A2 People Metrics FY2022.*
3. *Attachment A3 People Metrics FY2022*
4. *Attachment B Kari Centre – MH Annual Report Data*
5. *Attachment C Kari Centre CAPA Presentation*
6. *Attachment D Response Plan 3 Sept 21*