OIA REQUEST

Received: 27 January 2022
Due: 25 February 2022
Response Date: 25 February 2022
Response to Q6-9: 11 March 2022
Subject: Mental Health Data

In response to your request under the Official Information Act, please find our response below:

Request

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

The total projected population supported by Bay of Plenty District Health Board for the 2021/2022 period is 262,000.

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.

Occupation	Dec-21	Dec-20	Dec-19
Nurse	139.68	142.88	131.38
Psychiatrist	20.00	20.40	19.40
Psychologist	20.90	19.60	22.20
Totals	**180.58**	**182.88**	**172.98**

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 (eg alcohol and drug, child and youth, community, inpatient units etc).**

Mental Health	Dec-21			Dec-20			Dec-19		
Service	Nurse	Psychiatrist	Psychologist	Nurse	Psychiatrist	Psychologist	Nurse	Psychiatrist	Psychologist
MH Alcohol & Drug	7.60		1.00	9.40			8.70		1.00
MH Child & Youth	16.20	2.00	7.10	9.60	2.00	7.70	9.90	2.00	8.80
MH CMH Adult	55.18	14.60	8.10	53.88	15.00	8.90	47.28	14.00	8.60
MH Inpatient Unit	41.20		1.00	44.70		1.00	39.40		1.00
MH Mgmt	2.40		0.80	1.60			4.20		
MH Older People	17.10	3.40	2.90	23.70	3.40	2.00	21.90	3.40	2.80
Totals	139.68	20.00	20.90	142.88	20.40	19.60	131.38	19.40	22.20

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.**
We are unable to provide vacancy and recruitment data as this information is not held in an easily retrievable electronic data system. Pursuant to clause 18(f) of the Official Information Act the BOPDHB is declining release of this information on the grounds that to provide the information would require substantial collation.

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.**

Occupation	2021	2020	2019
Nurse	14	11	19
Psychiatrist	1	2	2
Psychologist	4	5	2
Grand Total	19	18	23

Mental Health	2021			2020			2019		
Service	Nurse	Psychiatrist	Psychologist	Nurse	Psychiatrist	Psychologist	Nurse	Psychiatrist	Psychologist
MH Alcohol & Drug	1		1				1		
MH Child & Youth	3		1	0		2	2		0
MH CMH Adult	7	1	1	5	2	3	4	2	1
MH Inpatient Unit				3			7		
MH Mgmt	1								
MH Older People	2		1	3			5		1
Grand Total	14	1	4	11	2	5	19	2	2

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.**

Organisational HR KPI Reporting – monthly retrospective reporting:

Mental Health & Addiction Services

Staff Turnover	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22
Voluntary resignations	4	4	5	5		
Headcount at beginning of quarter	340			335		
Turnover percentage	1.18%	1.18%	1.47%	1.49%	0.00%	0.00%
Turnover as % for each quarter			3.82%			1.49%
Sick Leave						
Total sick (paid & unpaid) hours	1,699	1,809	1,423	1,593		
Total paid hours	65,494	56,376	56,438	74,975		
Sick Percentage	2.59%	3.21%	2.52%	2.12%	#DIV/0!	#DIV/0!
Sick/paid hours % each Quarter			2.91%			#DIV/0!
Lost Time Injury Rate						
Number of incidences that result in lost work hours due to workplace injuries	1	0	1	0		
Total hours worked	56,505	47,759	48,531	51,155		
Ratio per million hours	17.70	-	20.61	-	#DIV/0!	#DIV/0!
Annual Leave greater than 2 years accumulation (Quarterly Only)						
Number of employees with 2+ years at end of quarter				12		
Number of employees with annual leave balances at end of quarter				383		
Percentage over 2 years			3.13%			#DIV/0!

Mental Health and Addiction Service Tracking of Key Metrics – Sick Leave, Resignations and Turnover and Organisational Quarterly Reporting on Annual Leave: See above.

Senior Leadership also have access to CCDM and Trendcare data which is organisation wide.

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.**

    Refer response to Q6.

    Number of documents on the Te Manawa Taki Mental Health and Addiction Regional Network website about workforce form a regional perspective - Workforce Development - Midland Mental Health & Addiction Network (midlandmentalhealthnetwork.co.nz).

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.**

    There are no keys documents in regards this matter.

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.**

    There are no keys documents in regards this matter.

Bay of Plenty DHB supports the open disclosure of information to assist the public understanding of how we are delivering publicly funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website. Please note this response may be published on our website. Official Information Act | Bay of Plenty District Health Board | Hauora a Toi | BOPDHB

You have the right to request the Ombudsman investigate and review our response. www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely

DEBBIE BROWN
Senior Advisor Governance and Quality