

Corporate Services



14 March 2022

[REDACTED]
[REDACTED]

Dear [REDACTED]

YOUR OFFICIAL INFORMATION ACT (1982) REQUEST HBDHB REF: OIA2022008

I refer to your Official Information Act request dated 27 January 2022 where you requested information from Hawke's Bay District Health Board (HBDHB). Your questions and HBDHB's response is provided below:

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

Hawke's Bay DHB's Mental Health and Addiction Service (MHAS) covers the region's population of 178,500.

- ***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.***

Total full time staff in Mental Health & Addiction Services was 133 in 2019, 141 in 2020 and 144 in 2021.

The above figures include:

	Psychiatrists	Psychologists	Nurses
2019	7	7	46
2020	8	6	48
2021	6	6	44

- ***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).***

Psychologists	2019	2020	2021
Child & Family Team	2	3	3
Community Mental Health – Hastings	1	1	1
Community Mental Health – Napier	2	2	2
Nga Rau Rakau (MHIPU)	1		
Older Persons Mental Health	1		
Total	7	6	6

Nursing	2019	2020	2021
Child & Family Team	5	4	5
Community Addiction Services - Hastings			1
Community Addiction Services – Napier		1	
Community Mental Health – Hastings	8	7	5
Community Mental Health – Napier	4	6	6
Community Mental Health – Wairoa	2	2	2
Community Mental Health – CHB	1	1	2
EMHS	6	5	3
Home Based Treatment Team	3	4	3
Mental Health Services – Admin	2	4	4
Nga Rau Rakau (MHIPU)	11	12	11
Older Persons Mental Health	2	2	2
Te Ara Manapou (PPS)	2		
Total	46	48	44

Please note that psychiatrists are not broken down by mental health and addiction teams in our data systems therefore under section 18 (g) of the Official Information Act relating to information not held decline to provide a response to this portion of your request.

Please also note figures provided include full time staff only, not full time equivalent. The figures provided are as at 31 December in each of these years and do not include vacancies. Nursing figures include senior nurses but exclude care associates.

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

2019

# Reqs for 2019 - SUMMARY							# Reqs
1 RMO Medical	1 SMO Medical	2 Nursing	3 Allied	4 Non Health Support	5 Mgmt/Admin	Other	
1	5	11	20		1		38

In 2019, these vacancies were across the organisation and included teams such as psychiatry, geriatrics, consultants, healthcare assistants and nurse educators.

2020

# Reqs for 2020 - SUMMARY							# Reqs
1 RMO Medical	1 SMO Medical	2 Nursing	3 Allied	4 Non Health Support	5 Mgmt/Admin	Other	
3		21	37				61

In 2020, vacancies were across the organisation and included teams such as psychiatry, intensive mental health and nursing.

2021

# Reqs for 2021 - SUMMARY						# Reqs
1 RMO Medical	1 SMO Medical	2 Nursing	3 Allied	4 Non Health Support	5 Mgmt/Admin	Other
1	6	25	35	1		1
						69

In 2021, vacancies were across the organisation and included teams such as community support workers, mental health crisis team, acute mental health inpatient team, Te Harakeke, Naā Rau Rākau, mental health intensive services, community mental health, psychiatry, clinical psychologists, addiction services team and non clinical teams such as security and police liaison.

Please note that these figures are openings rather than FTE required. This means that some openings might be at 0.2 FTE, some may be for 0.5 FTE etc.

- **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.**

	Psychiatrists	Psychologists	Nurses
2019	0	1	2
2020	0	1	5
2021	2	1	5

To be consistent with the data provided, the DHB has interpreted your question to show full time staff only who left the DHB in this time period. Figures are base don the 12 months ended 31 December in each of the years provided.

- **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.**

Please find attached the CCDM (Care Capacity Demand Management) Bi Monthly Report to Staff October – November 2021.

- **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.**

Please see CCDM Bi Monthly report to staff above.

- **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.**

Hawke's Bay DHB commissioned an external review "HBDHB CAFS Audit" in May 2021. Hawke's Bay DHB declines to release this review document under s9(2)(a), s9(2)(ba) and s9(2)(g)(i) of the Official Information Act, relating to protecting the privacy of natural persons, prejudice the future sharing of information that was given to the authors in confidence and maintaining the free and frank expression of opinions of employees.

- **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.**

The DHB does not hold any documents by senior management created in the last two years that were substantially about the impact of COVID-19 on MH&AS and therefore declines this portion of your request under s18(e) of the Official Information Act relating to data that does not exist.

I trust this information meets your needs. If you would like any further information or clarification please phone me. If you are not satisfied with this response you may contact the Office of the Ombudsman, phone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Hawke's Bay DHB website after your receipt of this response.

Yours sincerely



Chris Ash
Chief Operating Officer

cc: *Ministry of Health via email: SectorOIAs@moh.govt.nz*
oia@hbdhb.govt.nz