

Partnership Possibilities

... working together with the same clients



A Presentation to the NZHHA Conference

30 October 2006

Overview

- Outline the cadetship programme in Hawke's Bay
- New Zealand's working age population – the workforce supply
- Demand for Caregivers, now and in the future
- How we developed our partnership approach to support our community

February Launch: Caregivers Cadetship Programme



The Programme

Sixteen women who were previously W&I Clients to Care for Older People in their Homes

- NZQA Training plus work experience plus mentoring & pastoral care
- Employment in the community in older peoples own homes with a new model of care
- Innovative contract developed
 - Joint contract between MSD & HBDHB and the provider
 - Includes both health and training components in a single contract

Caregivers Programme

- Caregivers were employed from Day 1 of the programme
 - NZQA credits for National Certificate in Community Support Services (Foundation Skills) + National Certificate in Support of the Older Person NZQA Level 3
 - DHB costs partly offset by caring for ACC and MoH clients and MSD Local Industry Partnerships during the training
 - Work experience in older people's own homes, aged residential care facilities including Dementia Units, community day care programmes and with community field officers such as Stroke Foundation, Alzheimers Society.
- Employment 30 hours per week in the community in older peoples own homes with a new model of care
- Staircasing opportunities through to nursing training or other health professions

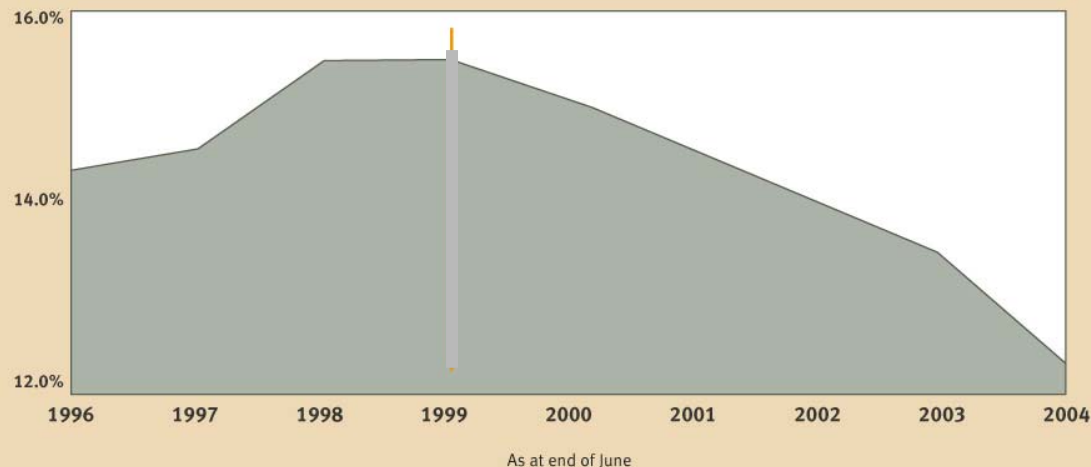
Hawke's Bay Caregivers Programme

From a Work & Income Client in January 2006 ...
to a trained & qualified caregiver ...
to future health career opportunities

- 2 Have sought alternative employment within the health sector and continuing their caregiver training
- 15 Undergoing Final Workplace Assessments for NZQA Level 3
- 4 All ready obtained Application Packs for Nursing Degree for 2007
- 1 Undertaking a Social Work Qualification currently
- 1 Resigned

BENEFIT NUMBERS

Working aged benefit recipients as a proportion of the population aged 18–64, 1996–2004

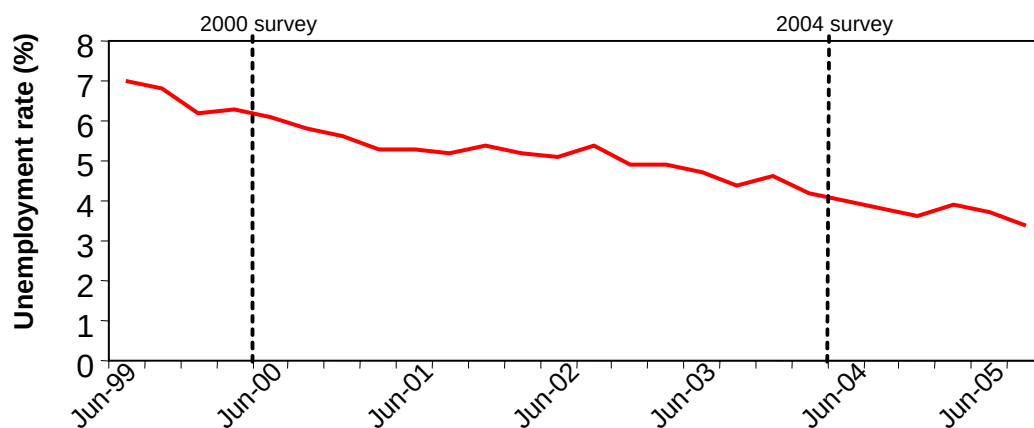


Working Age People

The potential supply of health care workers is decreasing

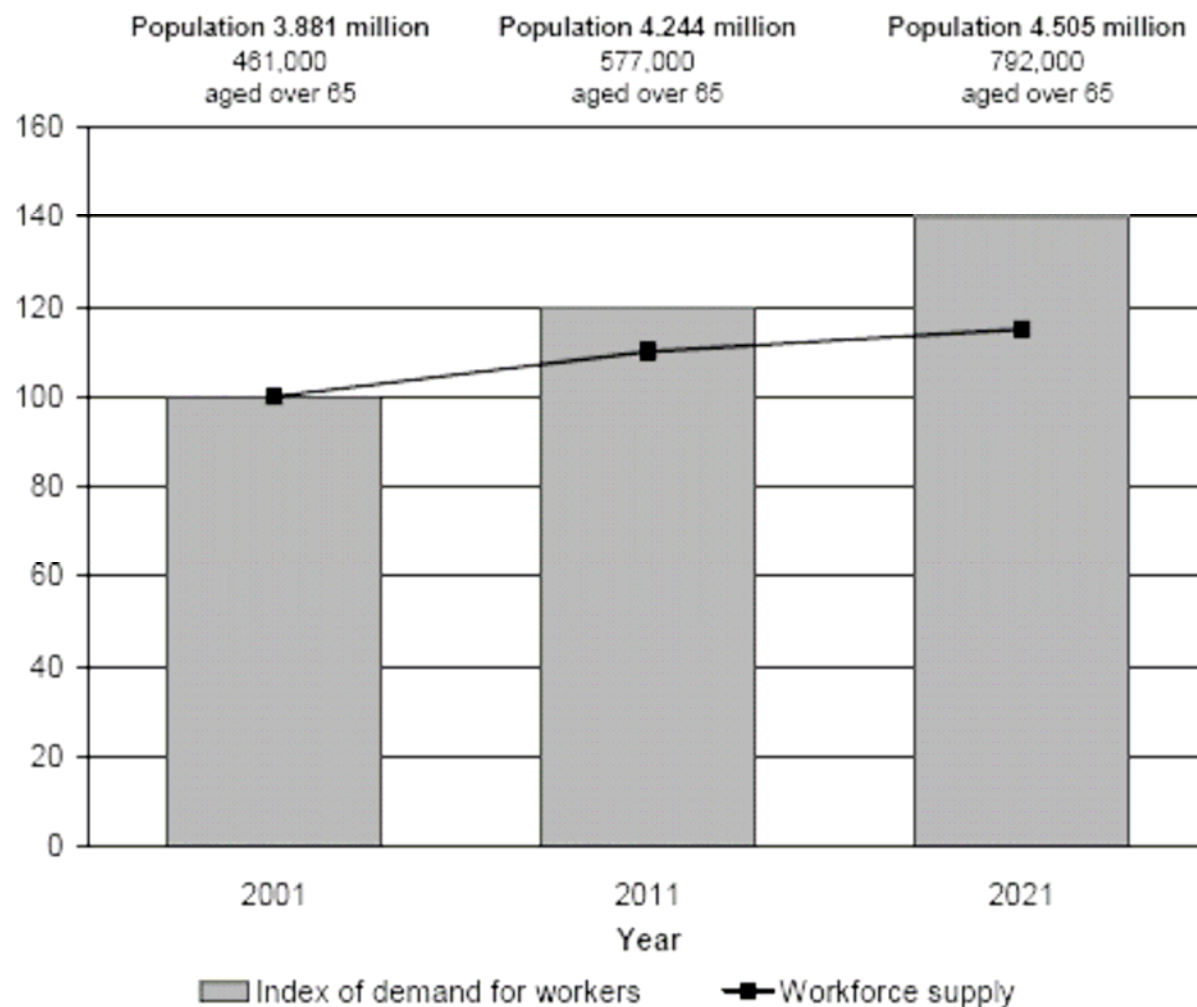
Competition among all sectors for similar type workers is increasing

Figure 1.2 Unemployment rate



Source: Statistics New Zealand

Figure 1.2: Estimated demand for health care workers versus supply, 2001–2021



Example of Department of Labour
National Data April 2006

<u>Ethnicity</u>	
% NZ European	77%
%Maori	15%
% Pacific	5%
% Other	3%
<u>Age Group</u>	
15-29 years	14%
30-49 years	50%
50 plus years	36%
<u>Qualifications</u>	
% school qualifications only	72%
% post-school technical	24%
% degree or post grad	3%
<u>Employment</u>	
Percent Less than 30 hrs/week	58%
Percent 30-49 hrs/week	36%
Percent 50 hours plus/week	5%

Extract from
Department of Labour Job Vacancy Monitor
April to September 2006
Hawke's Bay

Health Occupations

Care Giver	56
Chemist (other than Pharmacist)	1
Enrolled Nurse	2
Medical Laboratory Technician	1
Nurse Aide	4
Other Health Associate Professional	2
Physiotherapist	3
Public Health Engineer	1
Public Health and District Nurse	2
Principal Nurse	1
Registered Nurse	18

Older New Zealanders - 65+ Years

1999 **65+ population = 0.45 million**
2051 **65+ population = 1.18 million**
i.e. more than double over the next 50 years

65+ Age Group

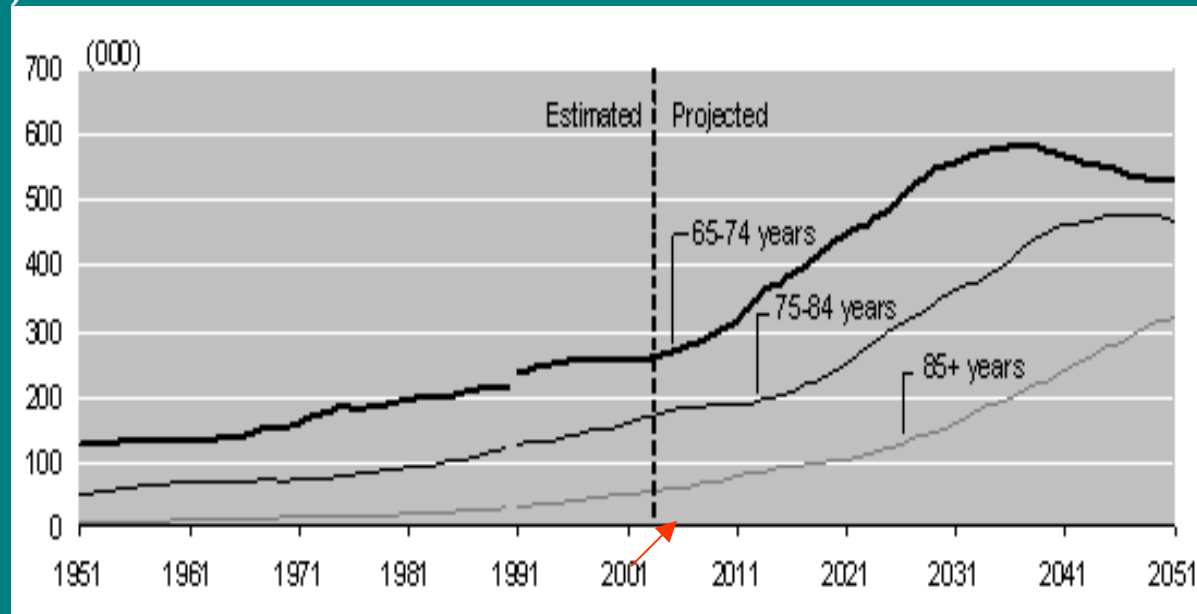
1999 = 12% (or 1 in 8)
2051 = 26% (or 1 in 4)

85+ Age Group

1999 = 45,000
2051 = 293,000

100+ Age Group

1999 = 300
2051 = 12,000



Source: Statistics New Zealand, Population Projections

Some DHBs are getting there quicker than others....

65+ Age Group

In Hawke's Bay DHB

2001 = 13 %

2021 = 21 %

In New Zealand

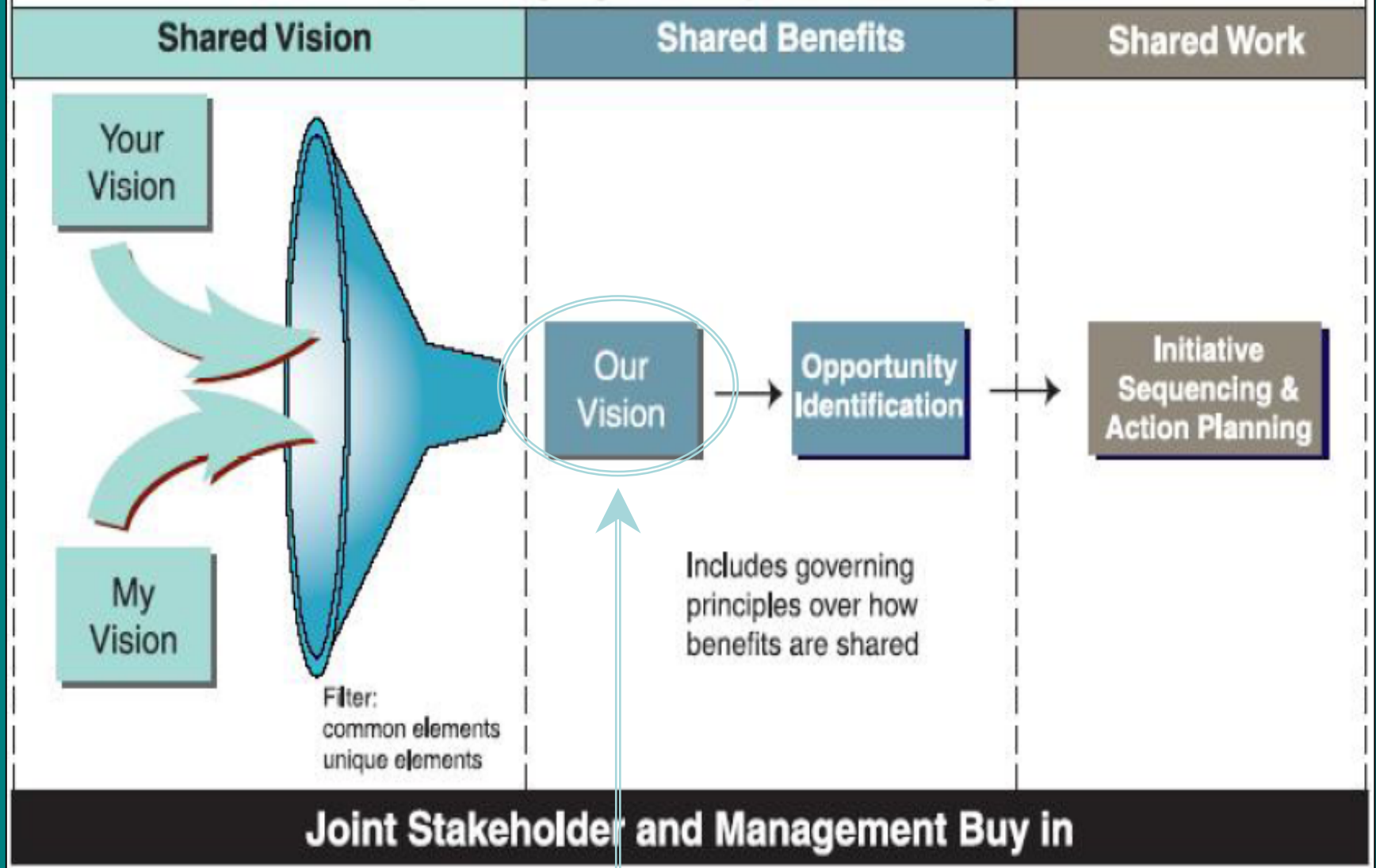
2001 = 12 %

2021 = 17 %

Demographics of Older People – Unmet Need?

In 2001	In 2021
• 93% of older Hawke's Bay residents were of European origin	• 85% of Hawke's Bay residents 65 – 74 will be of European origin
• 6.4% were of Maori descent	• 13% of Maori will be in the 65-74 age group
• 0.6% were of Pacific origin	• 1.7% in the 65-74 age will be of Pacific origin

Start by Changing the Way We Work Together



A Collaborative Approach to Aged Care Workforce

	Co - Existence	Net working	Co-Operation	Co-Ordination	Collaboration	Partnership
Relation-ship	Not Deliberate		Only by mutual agreement	More formal agreement	Deliberately designed	
Mission / Goals	No common goals		Work together on joint goals		Solve common problems	
			No commonly defined mission, structure or planning effort	Work together on program specific goals More compatible missions	Solutions emerge from dealing constructively with difference	Common mission structure & planning
					Solutions for mutual benefit	
Risk	Low risk		Limited risk		High risk	
Resource Sharing	Exchange of information		Some resources & rewards shared		Shared risks, responsibilities & rewards	Shared financial risks & benefits
Invest-ment	Fixed & Short term		Limited		Sustained relationship and effort More durable and pervasive	
Process	None		Focused		Emergent	Evolving

Comparative Costs Excl GST

- Rest Home Beds \$ 600 per week
- AT&R Beds \$ 3,100 per week

As an alternative, discuss the value of an experienced and well trained caregiver who can support older people to achieve their wish of living at home longer

Partnership Expectations & Obligations



Support
Engagement
Delivery

} **TRUST**

Information
Knowledge
Norms

} **SHARED
VALUES**



“Ageing is a privilege and a societal achievement.

It is also a challenge, which will impact on all aspects of 21st century society.

It is a challenge that cannot be addressed by the public or private sectors in isolation: it requires joint approaches and strategies”

World Health Organisation