Waitemata
District Health Board

Best Care for Everyone

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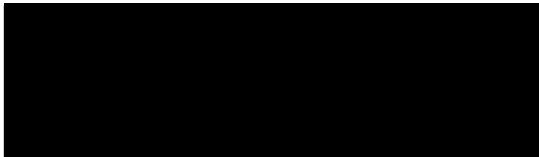Visit: www.waitematadhb.govt.nz

23 July 2018

███████████████████████

Dear ████

Re: Official Information Act Request – acute mental health services

Thank you for your Official Information Act request to Waitemata District Health Board (DHB) received 27 June 2018, regarding acute mental health staffing numbers, qualifications, vacancies and capacity.

Before responding to your specific questions, it may be useful to provide some context about our services to assist your understanding. The Waitemata DHB Mental Health and Addiction Service serves a population of 630,000 and is the largest service in the country by volume of service-users seen. Our total mental health services workforce numbers just over 1,000 staff. The Waitemata DHB adult mental health service provides community mental health care from three community hubs and has a liaison psychiatry team based in North Shore Hospital. The adult mental health service also provides acute inpatient treatment in two adult acute mental health inpatient units. He Puna Waiora is a 35-bed unit on the North Shore Hospital site and Waiatarau is a 32-bed unit on the Waitakere Hospital site.

In answer to your questions, please see the responses provided below. We have interpreted your request as being about adult acute mental health inpatient facilities.

1. **How many staff positions is the DHB funded for acute mental health and a breakdown of - job title, number of positions in each job title, covering all roles from management right down to the most junior position**

Acute mental health inpatient facilities are funded by bed day rather than by full-time equivalents (FTE). However, we can provide information about professional groups, designated roles, and the amount of FTE associated with each role (see Table 1 below).

Table 1: Professional groups, designated roles and FTE for acute adult mental health facilities as at 25 June 2018

Profession	Role	Total
Medical	Consultant Psychiatrist / Senior Medical Officer	6
	Registrar	4
	House Officer	4
Registered Nurse	Charge Nurse Manager	2

	Clinical Charge Nurse	2
	Clinical Nurse Specialist	2
	Registered Nurse	74.1
Health Care Assistant	Health Care Assistant	42.9
Occupational Therapist	Senior Occupational Therapist	1.4
	Occupational Therapist	4.4
Psychologist	Clinical Psychologist	2
Social Worker	Social Worker	3
Administrator	Administrator	7.2

2. Breakdown of how many of acute mental health staff members and their job description have the following levels of experience in acute mental health...?
- graduates
- 1 - 2 years experience
- 2 - 3 years experience
- 3 - 4 years experience
- 4 - 5 years experience
- 5 - 10 years experience
- 10 - 20 years experience

At the time of recruitment, all staff are required to provide their CVs (as evidence of past experience), references (recent employment) and registration – all these are thouroughly checked but this information is not maintained on a database. Professionals subject to the Health Professionals Assurancy Act 2003 are also required to present their Annual Practicing Certificates.

Hence, we are not able to provide information about years of experience by individual staff member as this information is not collected or stored in a way that can be collated.

For nursing, we are able to provide additional information about levels of practice, as the DHB is an accredited provider of a Nursing Council of New Zealand Professional Development and Recognition Programme (see Table 2 below).

Table 2: Number of nurses employed in Waitemata DHB acute mental health inpatient facilities recorded against each of the Nursing Levels of Practice as at 30 June 2018

Practice Level	Description	Total
Level 1	New graduate*	9
Level 2	Competent	54
Level 3	Proficient	17
Level 4	Expert	2
Senior	Designated Senior Position	2

*All New Graduate Nurses are employed into a Nursing Council of New Zealand accredited New Entry to Speciality Practice (NESP) programme. This programme provides a supported first year of practice in mental health and addiction nursing. The programme includes an 'on the job' preceptor, clinical supervision, post graduate certificate papers in the specialty and guidance from a dedicated NESP educator. Graduation from the programme requires the nurse to have successfully presented a level 2 (Competent) portfolio.

3. How many of the DHB funded staff positions in acute mental health were vacant on Monday, June 25, 2018 (including positions staff appointed but yet to start) - breakdown of vacant staff positions in terms of job title, number of positions vacant in each job title, covering all roles from management right down to the most junior positions?

4. How long has each position being vacant?

With regard to Questions 3 and 4, please see Table 3 below, which details the vacancies in our adult acute mental health inpatient facilities on Monday 25 June 2018 and the length of time these positions have been vacant.

Table 3: Vacancies in adult acute mental health inpatient facilities on 25 June 2018, and duration of those vacancies

Professional group	Vacant FTE	Duration of vacancy
Consultant Psychiatrist	1	Since 8 June 2018 – there is a locum psychiatrist in post until 6 August 2018 when new consultant starts.
Clinical Psychologist	0.5	Since January 2018 - this is a specialist role and there is national competition in attracting people with theses skills.
Occupational Therapist	0.5	Since December 2017 - initially a candidate was being sought for an evening position, with limited interest over a reasonably lengthy period of advertising. This has now been converted to a daytime position.
Registered Nurse	1.8	Since April 2018.
Registered Nurse	1	Since May 2018.

5. When was the last time that the DHB was fully staffed for acute mental health as per the funded positions?

We cannot provide the exact time that our units were last fully staffed because we do not track exact vacancy numbers over time. We would usually expect to have a number of vacancies at any one time due to staff movement in and out of roles in two large inpatient units such as ours.

6. What is the maximum number of patient capacity of your acute mental health facility?

As noted previously, Waitemata DHB has a total of 67 adult acute inpatient beds. Waiatarau, on the Waitakere Hospital site, has 32 beds and He Puna Waiora, on the North Shore Hospital, site has 35 beds.

7. Daily breakdown of how many of those beds were filled from June 18 - 25, 2018 and the overflow?

8. How many times this year has the acute mental health facility being operating above patient capacity?

With regard to Questions 7 and 8, please see Table 4 below which shows the total inpatients for our adult acute inpatient units each night between 18 June and 25 June 2018. Although we never have more than 67 people overnight in our units, when people are on trial overnight leave off the unit, that bed may be used by another service-user. When this happens, the total number of inpatients may be more than 67, if 67 beds were occupied at the time, as per Table 4 below.

Table 4: Bed utilisation in WDHB adult acute mental health inpatient facilities from 18-25 June 2018

Date (2018)	Total inpatients
18 June	67 + 1
19 June	67 + 2
20 June	67 + 1
21 June	66
22 June	67 + 1
23 June	67 + 1
24 June	67 + 3
25 June	67 + 3

Note: People on trial leave from the unit are included in the totals above as +.

Waitemata DHB, like other agencies across the state sector, supports the open disclosure of information to assist the public's understanding of how we are delivering publicly-funded healthcare.

This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

If you feel that there are good reasons why your response should not be made publicly available, we will be happy to consider this.

Yours sincerely

Dr Susanna Galea-Singer
Director, Specialist Mental Health & Addiction Services
Waitemata District Health Board

4