



2022 STOCKTAKE

of the Infant, Child, Adolescent and Youth
Mental Health / Alcohol and Other Drug Services in
Aotearoa New Zealand

Pacific National Overview



WHĀRAURAU

Empower the Workforce | Manaaki MokoPuna

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Foreword

Tēnā koutou katoa

This is the 10th biennial *Stocktake of the Infant, Child, Adolescent and Youth Mental Health/Alcohol and Other Drugs Workforce*. Here we provide data from the 2022 and 2023 years on the workforce and the access rates of our young people to mental health and addiction services.

The people working on the frontline in these services continue to respond to high demand and a growing complexity of mental health and wellbeing needs. We recognise and appreciate their efforts to improve the mental health and wellbeing of our communities and change the lives of generations to come.

To support and develop our workforce, we need accurate information on their capacity and capability and service configuration relative to demand. Access to good data informs planning and resource allocation, to help ensure that services can adequately meet the needs of the population, both now and in the future. This stocktake contributes to the broader national picture of our health workforce being captured.

Over the past two years, the health system reforms have reinforced and made visible our obligations under Te Tiriti O Waitangi. It is envisaged that, through the partnership and combined intelligence of Te Whatu Ora and Te Aka Whaiora, the underlying drivers of the challenges faced by our health workforce can be more effectively tackled. The drivers identified in the *Health Workforce Plan 2023/24* include systemic underinvestment and a failure to grow, recruit and retain people amid global competition and workforce shortages. These challenges are reflected in the current ICAYMH workforce stocktake data.

For our 0–19-year-olds, population projections indicate an overall decrease. However, this age group is expected to become more ethnically diverse, with significant growth projected for Māori, Pacific and, particularly, Asian populations. The need for cultural competency development and training has been consistently reported by services. In this stocktake, we asked about specific cultural competency development needs. Whāraurau, a tangata tiriti organisation, is committed to its obligations under Te Tiriti O Waitangi. With our community partners and the people who share their taonga of lived experience, we will continue to strengthen our workforce development in response to these needs.

Kia Manawanui Aotearoa: The long-term pathway to mental wellbeing (Ministry of Health, 2021a) recognises the need to broaden our understanding of who we think makes up the mental health and addiction workforce. It also recognises the need to grow and support our existing workforce with new skills and competencies to help transform how mental health and wellbeing support is accessed. We continue to consider ways we can equip and connect a broader workforce to meet the needs of our young people and whānau. Those in our specialist services, community services and our schools all have a role when addressing the mental health and wellbeing needs of our young people and whānau.

Working out ways we can best support these people is our kaupapa.

Abigail Milnes

Director

Whāraurau

Introduction

Strategic and Future Directions and Focus

Koi Tū: The Centre for Informed Futures (e.g., Poulton et al., 2020) advocates for a need to move to a more community-based model of mental-health service delivery. This would begin with the integration of support services into general practice and the development of other community settings, all within the health and disability sector reforms that started in March 2021. Primary and community care in the future system is to be reorganised to serve communities through locality networks focused on population health needs, and hospital and specialist services will be planned and managed by Te Whatu Ora | Health NZ. *Te Pai Tata: the NZ Health Plan* (Te Whatu Ora, 2022), jointly developed by Te Whatu Ora | Health NZ and Te Aka Whai Ora | Māori Health Authority, serves as a foundation of the new system and a key enabler of the intended outcomes of the reform. *Oranga Hinengaro* actions include (pp. 43-44):

- Implementing a nationally consistent approach to the integration of specialist community mental health and addiction teams with NGOs, primary and community care.
- Designing and expanding Te Ao Māori mental health service solutions, including primary mental health and wellbeing, access, and choice services.
- Developing solutions with communities, including with NZ Police, to support people who are in mental distress or experiencing an acute mental health and addiction episode to access timely care and support.
- Working with Ministries of Housing & Urban Development and Social Development in developing solutions with Kainga Ora housing providers, to improve access to quality, safe and affordable housing with support services.

Budget 2022 and Government priorities, relevant to those aged 0-19 years, include (p. 44):

- Continue alcohol and other drug treatment courts in Auckland, Waitakere, and Waikato.
- Continue rollout of integrated mental health and addiction services in primary care and for young people.
- Expand availability and trial new models of specialist mental health and addiction services, to support child and adolescent mental health and addiction, eating disorders, and Taurite specialist Māori.
- Continue and expand *Mana Ake*, a school-based mental health and wellbeing initiative, for primary and intermediate aged children.
- Ensure the continuity of *Piki*, an integrated mental health support initiative for rangatahi.

Workforce Development

Workforce development in the ICAYMH/AOD sector has been guided by the strategies outlined for the broader mental health and addiction sector (Mental Health Commission, 2012; Ministry of Health, 2005, 2012b, 2017, 2018; New Zealand Government, 2012; Te Rau Matatini, 2007; Wille, 2006). To enhance strategies for addressing the mental health and wellbeing needs of infants, children, adolescents, youth and their families/whānau, it is crucial to have effective services, focusing on early intervention, provided by a highly skilled and well-supported mental health and addiction workforce and with greater integration between primary and specialist services.

The *NZ Health Plan, Te Pae Tata* (Te Whatu Ora, 2022) outlines the most recent action plans for the overall health workforce:

- Implement programmes to grow the numbers and diversity of the health workforce, including Māori, Pacific and Tāngata whaikaha, disabled people.
- Implement a workforce pipeline that works with education providers and professional bodies to ensure education and training programmes are in place to grow a quality and diverse healthcare workforce.
- Work in partnership with authorities to standardise professional and regulatory requirements across Te Whatu Ora, Te Aka Whai Ora, and ACC to enable registered and unregistered staff to have training and experience pathways to advanced roles and improved interdisciplinary working across urban and rural health services.
- Support the Government's planning for future investments in pay equity and pay parity to ensure a fair health workforce environment.
- Support educational interventions to increase Māori and Pacific access to health professional training, building the workforce pipeline to grow Te Ao Māori and Pacific services.
- Implement and monitor a programme providing nationally consistent cultural safety training to Te Whatu Ora and Te Aka Whai Ora workforces.
- Informed by *Te Mauri o Rongo, the Health Charter*, implement and monitor actions to improve the workplace experience of the healthcare workforce.

The Stocktake

Effective workforce development requires accurate information on the capacity and capability of the workforce and service configuration relative to demand. This requires centralised, regular (biennial), standardised data collection of workforce composition and service user data for regional planning, as recommended in *Whakamārama te Huarahi* (Wille, 2006). Accumulated data to date (from 2004) provide a unique opportunity to identify trends over time in both workforce and demand for services, and to explore the interactions between funding, staffing, and service user access.

This is our 10th stocktake of the workforce that provides infant, child, adolescent and youth mental health/alcohol and other drugs (ICAYMH/AOD) services, and it provides a snapshot of population trends, service demand (service user data), investment in service provision (funding data), and the capacity and capabilities of the workforce (through workforce survey and the *Real Skills Plus ICAYMH/AOD online assessment tool*) in relation to service demand. The *Stocktake* aims to support Manatū Hauora |Ministry of Health, Te Whatu Ora and Te Aka Whai Ora, national, regional, and local planners, funders, and service leaders in assessing current capacity and planning for service and workforce development.

The 2022/23 *Stocktake* report includes the following data:

Population: Population data play a crucial role in assessing the current and anticipated future demand for services. By analysing population data, it becomes possible to understand the size and composition of the population, allowing for a better estimation of the demand for services.

- Population data are based on 2018 census and projections (prioritised ethnicity) sourced from Statistics New Zealand. Prioritised ethnicity data are used as they are easier to work with, as each individual appears only once (note, therefore, that the sum of the ethnic group populations will not add up to the total NZ population; Statistics New Zealand, 2006).

Funding: Indicates the level of investment for service provision and workforce development activities.

- Data were extracted from the Manatū Hauora's Price Volume Schedules (PVS, contract period 2021-2022, financial year) and are based on contracts coded to infant, child, adolescent, and youth purchase unit codes (including alcohol & drug and forensic); and may not capture those services that provide ICAYMH services if coded differently.

Workforce: Data collection for each *Stocktake* is informed by consultations with teams at Manatū Hauora and Whāraurau (including Youth Consumer, Māori, and Pacific advisors) and external Māori, Pacific, and Asian advisory input. Data were collected using a workforce survey communicated via email and phone, and includes:

- 20 Te Whatu Ora and Manatū Hauora funded Te Whatu Ora (Inpatient & Community) ICAYMH/AOD services (including National Youth Forensic Inpatient Service)
- 108/122 (89%) Te Whatu Ora and Manatū Hauora funded, NGO (112) and PHO (10) service providers contracted to provide ICAYMH/AOD services from July 2021 to June 2022, extracted from the MOH 2021/2022 PVS. Data provided in 2020 were used as an estimate of the workforce for those who did not participate.
- Data are collected and presented by actual and vacant full-time equivalents (FTEs) and headcount by ethnicity and occupation as at 30 June 2022 and collected from July 2022 to May 2023. Data in this *Stocktake* are reported at the national level. Regional data are presented in the *Appendices* and more detailed data can be provided upon request.
- Data are reported by “clinical” and “non-clinical” categories. **Clinical** includes alcohol and drug workers, counsellors, nurses (mental health, registered, nurse practitioners), occupational therapists, psychiatrists, psychotherapists, clinical or registered psychologists, and social workers. **Non-clinical** includes the workforce that provides direct support/care for service users and includes cultural workers (kaumātua, kuia or other cultural appointments), mental health support workers, mental health consumers, peer support workers and youth workers. *Note:* Te Whatu Ora services recruit staff from various disciplines based on relevant skills and competencies, rather than strictly following the above categories for workforce data collection and reporting.
- **Vacancy Rates:** Rates are calculated by dividing the Vacant FTE by the sum of Actual and Vacant FTEs. Staff Turnover rates are calculated by dividing the total number of staff who left during 2021 and 2022 by the average number of staff within that timeframe, multiplied by 100.

- *Real Skills Plus (RSP) ICAYMH/AOD* competency data are extracted from the *RSP ICAYMH/AOD online assessment tool* (accessed via the Whāraurau website) which identifies practitioner competencies for working in the ICAYMH/AOD sector and highlight areas for development. RSP data is collected at individual, team, service, and organisational levels, regionally and nationally. RSP has three levels: **Primary Level** (*for workers in the primary sector working with infants, children & young people*), **Core Level** (*practitioners focusing on mental health/AOD concerns*) and **Specific Level** (*senior/specialist practitioners working at advanced levels of practice*). National organisational level data (as at March 2023) are used in this report to present the current levels of knowledge and skills that were self-reported by teams representing 15 Te Whatu Ora services (*Core level competencies*) and 32 NGO/PHO (*Primary and Core level competencies*) workforces.

Limitations:

- Data quality relies on the information provided by service providers. While respondents are supported to accurately complete the workforce survey (previous team/service data are included in the workforce survey to help guide completion), variations over time may still occur due to how different management respondents count their staff and each respondent's understanding of how to complete the workforce survey. Analyses are adjusted as more accurate data are received. Changes in contracts may also contribute to observed variances.
- Ethnicity data are reported at management level and prioritisation of ethnicity in cases of mixed ethnicity is determined at this level. Hence, caution should be exercised when interpreting ethnicity data.
- While these limitations apply to both Te Whatu Ora and NGO/PHO services, there are other factors that affect the quality of data from the NGO/PHO sector. Therefore, caution should be exercised when interpreting the information from this sector. These services:
 - receive funding from various sources (MSD, Accident Compensation Corporation, Youth Justice). Due to a diverse range of services provision, it can be challenging to determine the specific portion of funding allocated to the Manatū Hauora/Te Whatu Ora funded ICAYMH/AOD contract.
 - often offer integrated support that covers all age groups and within the entire family. Determining the precise portion of full-time equivalent (FTE) that falls under the Te Whatu Ora-funded infant, child, adolescent, and youth contract is challenging for providers, often requiring estimation.
 - have contracts that are held by a single lead provider with contracts devolved to a number of other providers. This level of detail may not be captured in the PVS; therefore, services may be missed.
 - receive a variable number of contracts from year to year; therefore, difficult to ascertain workforce trends over time.
 - face challenges in recruiting and retaining qualified staff in rural areas. Unfilled positions funding may need to be returned to the funders; therefore, services may be reluctant to provide this information.

Service User Data: Helps to identify utilisation patterns and gaps in service delivery and can be used to guide resource allocation and interventions for timely and appropriate mental health services and support.

- Service user data on those aged 0-19 years old are extracted from the Programme for the Integration of Mental Health Data (PRIMHD). PRIMHD contains information on service users (demographics, referral, activity type, outcomes) accessing *secondary* mental health/AOD services (inpatient, outpatient, and community) provided by 20 Te Whatu Ora providers and NGO providers (157 NGOs in the 2019 data set and 148 NGOs in the 2021 dataset).
- Data are based on service of domicile (residence) for full calendar years (i.e., the area where the service user lived).
- Access rates: A New Zealand study indicated that 20% of the population has a diagnosable mental illness (including alcohol and drug use disorders) at any one time (Oakley Browne et al., 1989). Around 3% of people have serious, ongoing and disabling mental illness requiring treatment from specialist mental health and alcohol and drug services. The equivalent figure for children and young people is estimated to be 5% (McGeorge, 1995). Based on the McGeorge report, the Ministry of Health set an access benchmark to mental health services (including drug and alcohol services) for children and young people (0-19 years) at 5% in 1996. This is in line with the 1996 report of the Mental Health Strategy Advisory Group, which suggested that a realistic target for access to specialist child and youth mental health services of 3% by the year 2000/01 be set, moving to 5% in subsequent years. The 5% target, by the year 2005, was incorporated in *Moving Forward* (Ministry of Health, 1997). Target rates were also set to account for expected variations in the prevalence rates of mental illness among different age groups: 1% for children aged 0-9 years; 3.9%

for ages 10-14 years; and 5.5% for ages 15-19 years. *Te Rau Hinengaro* (Oakley Browne et al., 2006) proposed a revised rate of 4.7% of the population requiring specialist mental health/AOD services (in any 12-month period) and identified other vulnerable population groups with significantly higher prevalence rates, including adolescents and Māori. Health Workforce NZ suggested a wider scope for mental health and addiction services to reach 7%-9% of the population to not only meet the highest needs but also, therefore, make the largest impact on wellbeing (Health Workforce, 2011). Access rates are calculated by dividing the number of service users by their corresponding population. Due to the absence of updated prevalence data and revised access rates beyond 2005, the 5% target rate is used in this report as a conservative comparison rate for the overall population of those aged 0-19 years. Comparisons between access rates and target access rates by specific age groups could not be made, due to the lack of updated age-group access rate data.

Limitations:

- Services send their previous month's service user data electronically to the PRIMHD system, which is based on the variable quality of information received.
- Service user and workforce data may not align due to differences in reporting periods. Data presented are based on the most complete information available at the time of reporting.
- PRIMHD does not contain data from PHOs nor from GPs contracted to offer youth primary mental health/addiction services. Therefore, the complete scope of service utilisation by the population aged 0-19 years is not captured and is unknown.
- Increased service user numbers may not indicate true improvement, but rather the result of more services reporting data over time. Conversely, decreased service user numbers could be attributed to fewer contracted NGOs providing services for that year.
- Access rates are calculated using projections based on the 2018 census. Rates based on projections tend to be less accurate.

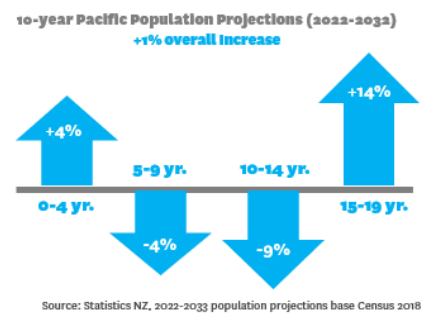
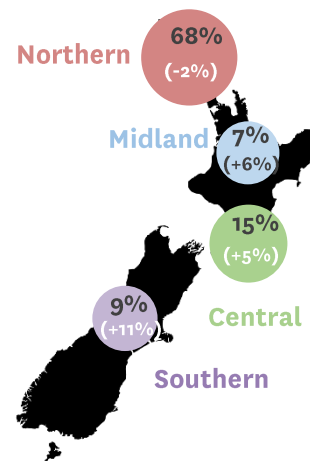
Pacific National Overview

Pacific Infant, Child, Adolescent and Youth Population

Population data play a crucial role in assessing the current and anticipated future demand for services. By analysing population data, it becomes possible to understand the size and composition of the population, allowing for a better estimation of the demand for services.

NZ's Pacific population is a culturally diverse group and is made up of many different ethnic groups. The largest groups are Samoan **43%**, Cook Island Māori **19%**, Tongan **19%**, Niue **7%**, Fijian **5%**, and Tokelauan **2%** (Census 2018, Statistics NZ).

- **66%** were **NZ born** (Census 2018).
- **36%** were aged 0-19 years; a youthful population, making up **10%** of the population of those aged 0-19 years.
- **68%** live in the Northern region.
- **+1%** overall growth is projected from 2022 to 2032. Largest growth is expected in the Midland (**+6%**) and Southern (**+11%**) regions (Appendix A, Table 1).
- Pacific children and young people, similar to Māori, are experiencing increasing socioeconomic inequalities, particularly in the early years, and face increasingly high mental health concerns, with the additional impact of COVID-19 likely to be extensive and enduring, meaning the mental health needs of Pacific children and young people will likely remain high and complex (Children's Commissioner, 2020; ESRC, 2019; Fenaughty et al., 2021a, 2021b; Fleming et al., 2020; Ministry of Social Development, 2022; Morton et al., 2014; Nicholson & Flett, 2020). These factors strongly signal an urgent need for early intervention, also prioritising suicide prevention, in order to improve the long-term mental health outcomes of Pacific children and young people.

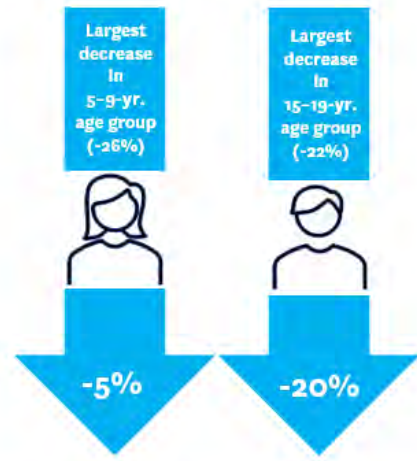


Pacific service user access to ICAYMH/AOD services

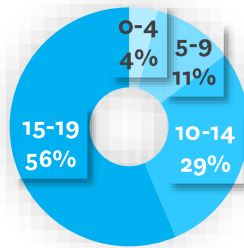
Service user data from the Programme for the Integration of Mental Health Data (PRIMHD) indicate actual service demand and the extent to which individuals access services based on need. These data help to identify utilisation patterns and gaps in service delivery, guiding resource allocation and interventions for timely and appropriate mental health services and support.

2019 to 2021:

- There was an overall decrease (-13%) in Pacific service user numbers, for both female (-5%) and male (-20%) service users.
- By age group, an overall decrease was seen in those aged 5-9 years by -21%.
- Access to Te Whatu Ora services decreased by -9% and NGOs by -21% across all four regions.



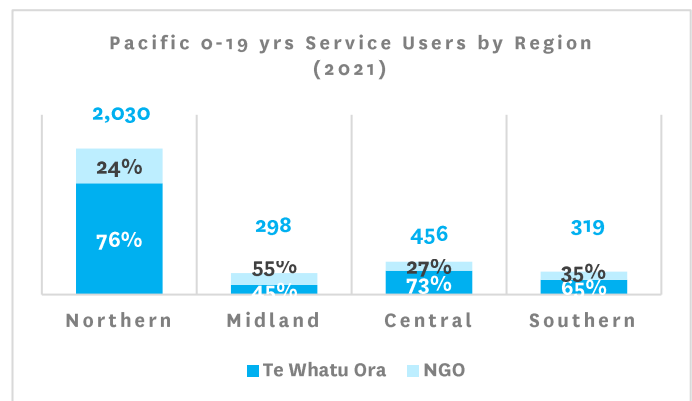
Pacific 0-19 yr Service User by Age Group (2021)



2021:

- Pacific made up 5% of total service users; 51% were female.
- Those aged 15-19 years made up the largest proportion of service users (56%), followed by those aged 10-14 (29%), and 5-9 (11%). Those aged 0-4 years were the smallest service-user group (4%).

- 72% accessed Te Whatu Ora services; 28% accessed NGOs.
- The Northern region had the largest number of Pacific service users in the country (65%) and 98% of these were in the greater Auckland area (Auckland, Waitematā & Counties Manukau).

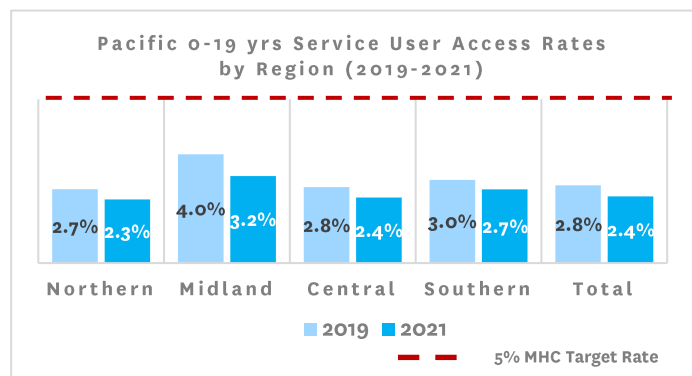


2019 to 2021:

- Decrease in the overall Pacific access rate from 2.8% to 2.4% and across all four regions.
- Decrease in access rates also across all four age groups.

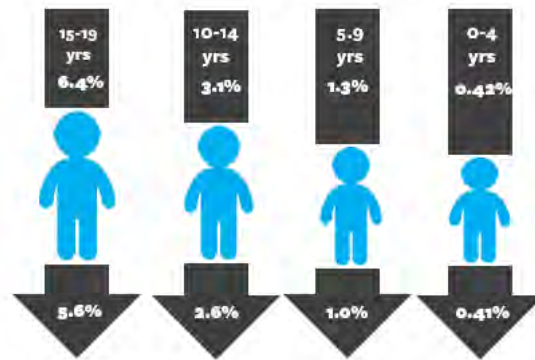
2021:

- Pacific had the third highest access rate out of the four ethnic groups (2.4%) but remain below the 5% target rate, indicating persistent unmet needs.
- Those aged 15-19 years had the highest access rate at 5.6%, followed by those aged 10-14 years at 2.6%. The lowest rates were for the 0-4-year age group at 0.4%.
- Pacific access rates were highest in the Midland region (3.2%) and lowest in the Northern (2.3%), where the largest proportion reside.

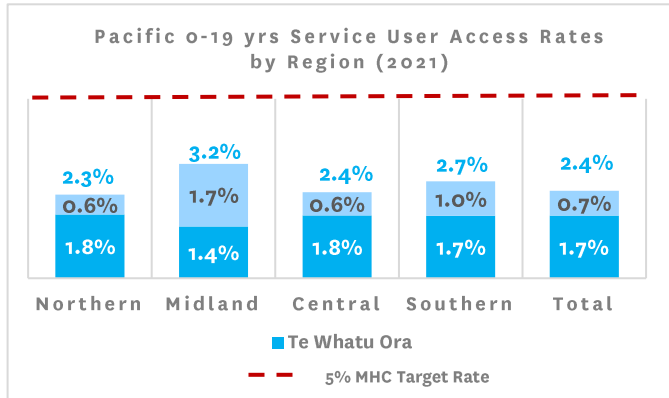


- Improving access rates for Pacific children and young people, especially for those under 15 years old needs to remain a key area of focus.

Pacific Service User Access Rates by Age Group (2019-2021)



Pacific 0-19 yrs Service User Access Rates by Region (2021)



Pacific ICAYMH/AOD workforce

Workforce data indicate the capacity and capabilities of the workforce relative to service demand. The following information is based on the Whāraurau workforce survey and reports headcount by ethnicity and occupation, submitted by all 20 Te Whatu Ora (Inpatient & Community) ICAYMH/AOD services, including the National Secure Youth Forensic Service, and 97/122 Te Whatu Ora-funded NGO and PHO services (112 NGOs and 10 PHOs) for the 2021/22 period. Due to a lower participation rate of some NGO services, the 2020 workforce data have been used to estimate the Pacific workforce for those services; therefore, the Pacific workforce information should be interpreted with caution. Detailed ICAYMH/AOD workforce data are presented in Appendix D, Tables 1-19.

2020 to 2022/23:

- **+2%** increase in the overall Pacific workforce, with a **+9%** increase in the **NGO/PHO** workforce and a **-2%** decrease in the **Te Whatu Ora** workforce (Table 3.1).
- Regionally, increases in the Pacific workforce were seen in the Central region by **+19%**. There were decreases seen in the Midland (**-10%**) and Southern (**-36%**) regions, and no change in the Northern region (Table 3.1).
- **+26%** increase seen in the **non-clinical** workforce (from 53 to 66), and **-14%** decrease seen in the **clinical** workforce (from 88 to 76).

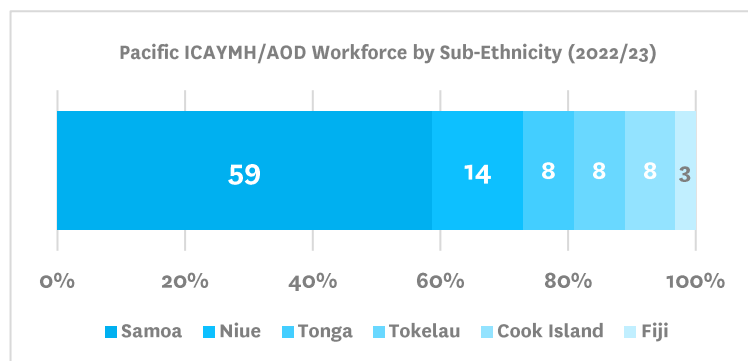
Table 3.1. Pacific ICAYMH/AOD Workforce by Region (Headcount, 2010-2022/23)

Pacific ICAYMH/AOD Workforce	Te Whatu Ora ¹						NGO/PHO						Total					
	12	14	16	18	20	22	12	14	16	18	20	22	12	14	16	18	20	22
Northern	39	35	40	37	43	37	27	36	32	32	38	44	66	71	72	69	81	81
Midland	2	1	3	6	5	1	4	6	9	7	5	8	6	7	12	13	10	9
Central	16	18	22	22	19	25	6	9	6	13	8	7	22	27	28	35	27	32
Southern	2	2	3	1	5	4	10	7	4	4	6	3	12	9	7	5	11	7
National Youth Forensic	-	-	-	17	16	19	-	-	-	-	-	-	-	-	-	17	16	19
TOTAL	59	56	68	83	88	86	47	58	51	56	57	62	106	114	119	139	145	148

1. Includes Inpatient & Regional Services.

2022/23:

- The Pacific workforce made up **7%** of the total ICAYMH/AOD workforce.
- Over half were **Samoan (59%)**, and the remainder were **Niue (14%)**, **Tongan (5%)**, **Tokelauan (5%)**, **Cook Island (5%)** and **Fijian (3%)**.
- Of those who provided data, less than half (**40%**) were fluent in their respective languages, **37%** were semi-fluent and the remainder (**23%**) did not speak or understand their respective languages.



Almost all of the Pacific workforce (95%) was based in the North Island, over half in the Northern region (57%), and just over a third in the Central region (36%) (including the Pacific Youth Forensic Service workforce) (Table 3.1).

- 58% were employed in **Te Whatu Ora** services; 42% in **NGO/PHO** services (Table 3.1).
- 51% were in **clinical** roles, largely **Nurses (20%)**, **Occupational Therapists (7%)** and **Social Workers (7%)** (Table 3.2).
- 44% were in **non-clinical** roles (excluding admin and management), largely **Mental Health Support Workers (28%)**, **Peer Support Workers (6%)**, and **Youth Workers** and in **Cultural roles** (both at 3%) (Table 3.2).
- 3% were in Administration and 1% in Management roles.

Pacific ICAYMH/AOD Workforce: Top 4 Occupation (2022/23)

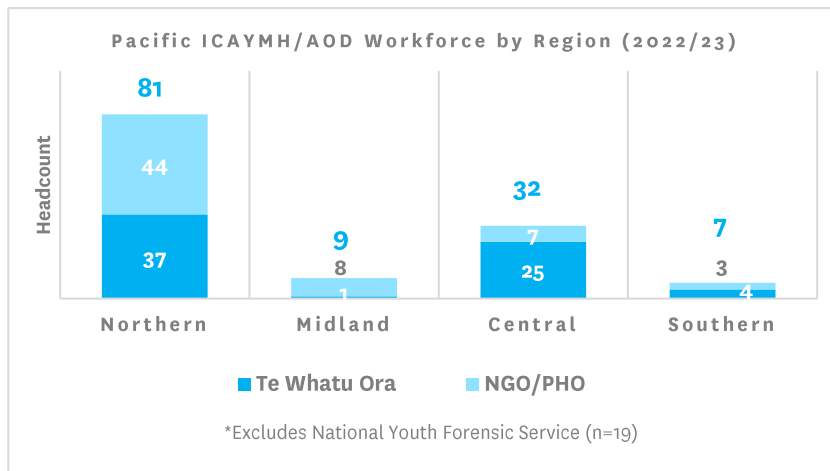
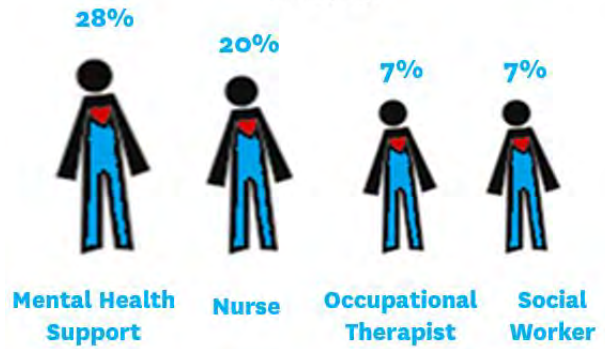


Table 3.2. Pacific ICAYMH/AOD Workforce by Occupation (2022/23)

Pacific ICAYMH/AOD Workforce by Occupation (Headcount, 2022/23)	Te Whatu Ora Provider Services			Te Whatu Ora Total	NGO/PHO	Total
	Inpatient	Community	National Youth Forensic Service			
Alcohol & Other Drug Practitioner	-	-	-	-	5	5
CEP Clinician	-	-	-	-	1	1
Clinical Intern/Placement	-	3	-	3	-	3
Counsellor	-	-	-	-	3	3
Mental Health Assistant	4	-	-	4	-	4
Nurse	12	14	-	26	4	30
Occupational Therapist	-	5	5	10	-	10
Psychiatrist	-	2	-	2	-	2
Psychologist	-	1	-	1	-	1
Social Worker	-	6	-	6	4	10
Other Clinical ¹	-	1	1	2	5	7
Clinical Sub-Total	16	32	6	51	22	76
Cultural ²	-	4	-	4	-	4
Consumer Advisor	-	-	-	-	1	1
Educator	-	-	-	-	2	2
Mental Health/Community Support Worker	4	7	13	24	17	41
Peer Support	-	-	-	-	9	9
Whānau Ora Practitioner	-	-	-	-	1	1
Youth Worker	-	-	-	-	4	4
Other Non-Clinical ³	-	-	-	-	4	4
Non-Clinical Sub-Total	4	11	13	28	38	66
Administration	-	4	-	4	1	5
Management	-	-	-	-	2	2
Total	20	47	19	87	63	150

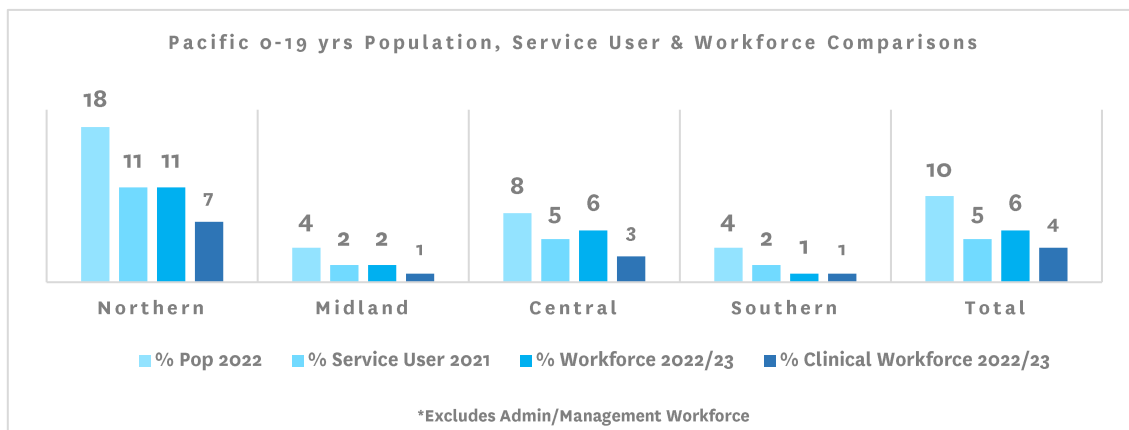
1. Other Clinical: Clinical Lead; GP; Nurse Educator; Clinical Coordinator.

2. Cultural: Cultural Advisors; Pacific Matua.

3. Other Non-Clinical: Educator; Whānau Ora Practitioner.

Pacific Population Service User & Workforce Comparisons

Due to the low numbers of Pacific service users accessing services, the overall Pacific workforce to service user comparison shows a representative workforce. However, when Pacific service users are compared to the Pacific *clinical* workforce, the disparity between service demand and the workforce capacity becomes apparent, particularly in the Northern and Central regions.



Summary

The Pacific population is a growing and youthful population, with almost half of this population aged between 0 and 19 years. Pacific will continue to have a younger age structure than the overall NZ population due to the highest fertility rate compared to Māori, Asian, European and Other Ethnicities (Statistics NZ, 2021). Studies document increasing socioeconomic inequalities, particularly in the early years, higher disengagement, increasing high mental health concerns (with the second highest rates of suicide after Māori), compounded by ongoing effects of COVID-19, are likely to be extensive and enduring, with mental health needs of Pacific infants, children, adolescents and youth remaining high and complex (Children’s Commissioner, 2020; ESRC, 2019; Fenaughty et al., 2021a, 2021b; Fleming et al., 2020; Ministry of Social Development, 2022; Morton et al., 2014; Nicholson & Flett, 2020). These factors strongly signal an urgent need for reducing socioeconomic inequities, early intervention, prioritising suicide prevention, in order to improve the long-term mental health outcomes for Pacific infants, children, adolescents and youth.

Pacific service user access data show a decreasing trend in access to services, therefore remaining below the recommended MHC target rates. Given that Pacific infants, children, and adolescents have high and complex mental health needs, the consistently low and declining access rates indicate significant unmet needs, especially for those aged 10–14 years. It is well noted that Pacific people are seen as “hard to reach New Zealanders” (Kingi, 2008) because of the non-Pacific approach of mainstream services. Even if Pacific people are able to access services, they may not engage if these services are not responsive to their cultural norms (Kingi, 2008). Pacific young people reported that low access rates to mental health services were due to not wanting to make a fuss, feeling too scared, concerns about privacy, having no transport, and not knowing how to access services (*Youth07*, Helu et al., 2009). Further studies, with Pacific adults, reiterated similar reasons, but also included costs, gaps between expectations and actual experience of health care provided, difficulties making appointments with the same practitioner (to avoid disrupting the continuum of care), and lack of confidence in communicating with practitioners, especially for older Pacific service users, due to language barriers and lack of interpreters (Southwick et al., 2012).

Low access to services could be partly due to the lack of Pacific services available, especially in the areas of highest populations and need (Northern and Central regions). For instance, almost three-quarters of the Pacific infant, child, adolescent, and youth population reside in the Northern region (largely in the Counties Manukau area), yet there is only one Pacific NGO service (*Penina Trust*) providing dedicated Pacific infant, child, adolescent, and youth mental health/AOD services. Auckland has the second highest Pacific infant, child, adolescent, and youth population in the region, yet there are no Pacific services for children and youth. While funding has been allocated to enhancing existing Pacific services and

developing new services across the country, only one existing service in Hamilton, that caters for the mental health needs of children and youth, has been identified for further expansion. Population data indicate that the largest population of Pacific aged 0-19 years live in the Counties Manukau and Waitemata, and very little information about the types of Pacific services planned for these areas is available. Significant investment in service development and provision of culturally appropriate services for Pacific in areas of high population and need is critical in providing choice and early access to services when needed.

The latest workforce data showed a small growth in the overall Pacific ICAYMH/AOD workforce (by 2% since 2020). While a decrease was seen in Te Whatu Ora workforce by 2%, a 9% increase was seen in the NGO/PHO workforce. Despite this increase, and a decrease in the number of Pacific service users, persistent disparities continue to exist between the numbers of Pacific service users and the clinical workforce, particularly in the Northern, Central and Southern regions, where large populations of Pacific children and young people live. Retention and recruitment challenges pose significant barriers to growth in the workforce. Te Whatu Ora services

reported a significant increase in the number of vacant FTEs in clinical positions (nurses, psychologists, social workers), which remain difficult to fill (vacant for more than 3 months) and a significant increase in the turnover rate in similar roles (from a rate of 14% to 27%), on par with NGO/PHO services. Staff were mainly leaving for roles that paid more, for the same work, in private practice and other organisations. Recruitment challenges include the lack of qualified and experienced practitioners available for recruitment, with many at entry-level. Given that population trends show a growth in the population of those aged 0-19 years, alongside growing mental health concerns, the challenges in recruitment and retention of qualified staff, if not addressed, will widen the gap between demand and capacity even further. Therefore, the need to focus on effective recruitment and retention strategies of the Pacific workforce, including allocating more funding, is even more vital to create a workforce that is representative of its service users and is able to provide choice and cultural safety.

The growing complexity in Pacific service user needs requires a Pacific workforce that has the right knowledge and skills to work effectively with children and young people and their families. Due to low participation in *Real Skills Plus* assessments, levels of knowledge and skills of the Pacific workforce cannot be determined. However, overall workforce assessments using RSP showed that, while the workforce has the adequate levels of core knowledge and skills to work effectively with children and young people, further development is needed for assessment and intervention knowledge, specifically in cultural and leadership domains. Specific skill development was also required for assessment and intervention skills, as is the case for the Māori workforce. Services have indicated that limited funding allocated for training and development inhibits the ongoing upskilling of the workforce. Therefore, training and education should be prioritised—and funded adequately—to focus on ways to effectively engage and support Pacific children and young people and their families with the required assessment and intervention skills.

The Ministry for Pacific Peoples has developed *Yavu – Foundations of Pacific Engagement* to provide guidance on how to genuinely engage with Pacific communities in a way that is more meaningful and relevant (Ministry for Pacific Peoples, 2022).

Recommendations

The following recommendations are based on current findings and consultations with Whāraurau Pacific Advisors and Advisory Group. These recommendations advocate a values-based (respect, love, family, consensus, collectivism, spirituality, reciprocity, Ministry for Pacific Peoples, 2022), family-centred approach that incorporates recognising the importance of the extended family and community in Pacific cultures. This means actively involving families and community leaders in policy development, funding, planning, delivery, and evaluation of services for Pacific children and youth, to ensure activities are aligned with their unique cultural contexts and needs.

Allocate appropriate levels of funding

Allocating appropriate levels of funding for Pacific, especially for children and young people, is a first step in building essential infrastructure (organisational structures, technology, models of care such as whānau ora, trauma-informed care) to advance further service expansion and development and to make progress on various workforce development initiatives (recruitment, retention, role development/expansion, training) that are required. In collaboration with their local key stakeholders (i.e., service users, community leaders, schools, tertiary education providers, Youth One Stop Shops, PHOs, and NGOs), services should engage in strategic planning processes to identify challenges and opportunities; actively monitor local service demands and areas of service development, including new models of care for their population; and enhance the workforce accordingly.

Work collaboratively

The growing complexity in Pacific service user needs (co-morbidities/multiple diagnoses exacerbated by socioeconomic factors such as housing and poverty affected by COVID-19) requires a workforce that not only has the right knowledge and skills but that is also connected to and working effectively with a wider range of essential services (Te Whatu Ora, NGOs, PHOs, Kāinga Ora, education, health, police, Oranga Tamariki) for a more collaborative and holistic approach to service delivery. In collaboration and partnership with their local Pacific communities, including service users, community organisations and churches, services should actively and regularly engage in strategic planning to identify and mitigate barriers to working collaboratively; identify shared opportunities; actively monitor potential and local service demands; develop new models of care, assessments and interventions (to ensure they are sensitive to Pacific cultural contexts, experiences and worldviews) and culturally appropriate services for Pacific; and increase their efforts on workforce planning and development activities. The *Mana Ake* model of working, based in the Canterbury region, provides an effective guideline to working more collaboratively across sectors in other areas (Malatest, 2021).

Mental health promotion to increase mental health literacy and reduce stigma

The need for mental health services remains high for Pacific children and youth, and may increase, yet their access to services remains low, highlighting significant and ongoing unmet mental health needs. Low mental health literacy and stigma add to a number of barriers for access to services. Therefore, more mental health promotion, resources, and activities, that are ethnic and language-specific for Pacific families and youth, are needed in community-based settings, such as schools and churches, as well as online, to improve attitudes and knowledge about mental health, reduce stigma, and provide information on how to access services early when needed. These resources need to be developed in collaboration with—and supported

EXAMPLES:

1. **Mana Pasifika:** To support those in the Pacific community experiencing mental distress, Te Hiringa Hauora, in collaboration with Mapu Maia, Vaka Tautua, the Mental Health Foundation and Pacific health leaders Phil Siataga, Stephanie Erick, and Tui Tararo, launched *Mana Pasifika*, a campaign to encourage and destigmatise help-seeking for depression and anxiety in Pacific communities. This strengths-based and story-driven approach is by Pacific, for Pacific and with Pacific (Nicholson & Flett, 2020).
2. **Le Va:** A mental health literacy programme for youth is available at www.mentalwealth.nz.

and promoted by—Pacific community leaders, to help alleviate some of the access issues highlighted for Pacific infants, children, adolescents, and their families.

Early intervention programmes, services, and workforce

Early intervention and earlier access to services are essential for Pacific (Ministry of Health, 2008a); therefore, greater investment in developing prevention and early intervention resources and services for Pacific needs to occur. Programmes that target the reduction of emotional symptoms, peer problems and especially conduct problems in Pacific children (3-14 years) (Ministry of Health, 2018) would also be highly beneficial. Adult health services working within a *Supporting Parents Healthy Children* (SPHC) framework would also be an important point for early intervention opportunities.

- **Evidence-based parenting programmes:** Funding, enhancing, and delivering evidence-based parenting programmes (such as *Triple P – Positive Parenting Programme* and *Incredible Years*), that work across cultures, socioeconomic groups and in different kinds of family structures, is critical for intervening early and improving long-term outcomes for Pacific. These parenting programmes have been shown to be effective in preventing and reducing children’s emotional and behavioural problems.

Triple P Primary Care has the advantage of being suitable for delivery within services that families already engage with, such as early childhood education, social services, and Well Child Tamariki Ora. *Incredible Years* has been shown to be effective with parents of various ethnic backgrounds (Fergusson et al., 2009; Sturrock & Gray, 2013; Sturrock et al., 2014). However, no research has yet been conducted on examining the effectiveness among Pacific families. Qualitatively, a small number of Pacific families did indicate that *Incredible Years Parent* principles and concepts were universal and relevant culturally to them, particularly the emphasis on relationships, but further adaptations were needed to enhance understanding of concepts, and resources developed/translated for their specific languages (Maiava, 2014). The *Incredible Years Parent* programme would need to be delivered by Pacific, as this would enhance engagement, acceptability, and accessibility. Further and continued support for the Pacific workforce in delivering an acceptable and sustainable programme also needs to occur.

- **Digital tools and resources:** Young people in Aotearoa have high rates of internet access and use (Gibson et al., 2013; Statistics New Zealand, 2004b) and now perhaps more so, due to the COVID-19 pandemic. However, a “digital divide” - the gap between those with Internet access and those without it, creating unequal access to digital technology information and resources - has also become more apparent amongst high-deprivation communities (Gurney et al., 2021; Ioane et al., 2021a; Litchfield et al., 2021). Internet use at home for Pacific young people is the lowest (72%), compared to home use by Pākehā (91%), Māori (85%), and Asian (85%), and they are more likely to not have access to the internet (New Zealand Digital Government, 2022). The reliance on and use of technology was fast-tracked during the pandemic, with the development of many everyday activities onto web-based applications and this will continue to be built on. This reliance on a digital environment to access information and tools creates opportunities for the development of local and international evidence-based, validated mental health apps, online self-help guides and e-therapy tools, and can provide access to services. Pacific youth who participated in the *Youth19* survey did indicate that health and wellbeing websites can be helpful and play an important role alongside in-person support. Young people also reported experiences with expensive and ineffective apps, confusing information on social media platforms like *TikTok* and *Instagram* and, where telehealth services are available, encountering difficulties with lengthy waitlists and privacy concerns while accessing services from home, where other family members are present (Whāraurau, 2023). Online websites and resources should be simple, clear, and usable, trustworthy with information

EXAMPLES:

Le Va has developed the following resources with and for Pacific youth - to help them and their families to improve their mental health and nurture the Va (relational space) between each other. These resources have been developed within a Pacific people’s wellbeing framework which includes Pacific values such as love and service, maintaining their **spiritual** and physical wellbeing and having the ability to positively contribute to and maintain the Va:

- **www.auntydee.nz:** A problem-solving tool to support finding the best solutions.
- **www.atumai.nz:** A national violence prevention programme for Pacific youth.
- **www.catchyourself.nz:** Supporting communities to have respectful relationships in times of distress.

that is relatable, and should offer options for human contact and support when needed (King-Finau et al., 2022). When co-designed by young people, and by improving the quality of information and services/support offered, there remain positive aspects of the use of online platforms for providing important benefits, such as easier and earlier access to social support, information, and therapy that young people may have difficulties accessing in “real” life.

- **School-based services:** Schools and school-based services can play a crucial role and provide an early opportunity to reach and support many young people’s wellbeing, especially those who are at risk of experiencing poor outcomes. Anecdotally, families have indicated that schools may not always refer children to services (highlighting concerns about unmet health needs and difficulty getting access to services) or, when they do make a referral, families may be reluctant to access services, due to stigma attached to mental health issues. Schools also provide an ideal setting for mental health promotion and education activities, as well as cultural training, which help to inform, educate and, in turn, help reduce stigma associated with mental health concerns. Data from secondary school-based health services have shown positive associations between aspects of school health services and mental health outcomes of students, with less overall depression and suicide risk among students who attended schools with any level of health services (Denny et al., 2014). There is also mounting evidence on the effectiveness of delivering both universal and targeted school-based learning and mental health interventions that improve outcomes for the short and long term (Clarke et al., 2021). School-based programmes, such as *Mana Ake: Stronger for Tomorrow*, aimed at addressing mild to moderate mental health needs for those aged 0-8 years, have had success for children who have been affected by the earthquakes in Christchurch (Malatest, 2021), and have been expanded and rolled out to more areas. Wider expansion and development of such school-based programmes, in alignment with activities planned and funded by other sectors, e.g., Ministry of Education (Incredible Years Teacher programme), are needed.
- **Provide youth-informed services and equitable access to services:** Equitable access to services remains a key issue, as there is a very limited choice of services available for vulnerable young people, particularly Pacific young people of all sexualities, gender identities (Fenaughty et al., 2021a, 2021b; Fleming et al., 2020, 2022) and the 14% of Pacific young people who are not in employment, education, or training (NEET) (Ministry of Business, Innovation & Employment, 2020c), including homeless youth. Developing and providing culturally appropriate, youth-informed, community-based services (e.g., One Stop Shops; Youth Hubs), in partnerships and collaborations with Pacific communities, community organisations, and churches, is required to provide greater choice. Additionally, engaging with community leaders and utilising community networks to improve access and acceptance of services is also crucial for improving health and mental health equity for Pacific children and young people (ActionStation, 2018). Young people who participated in the 2022 DMC events would like health services with no wait times, equipped for walk-ins, based on self-referrals, or regular referrals, and physically located in an area with access to multiple types of public transport (Whāraurau, 2023). Youth Consumer Advisors at Whāraurau are currently developing a **Youth Friendly Audit Tool** to help guide services to enhance the youth-friendliness of their spaces based on various aspects such as environment, inclusivity, accessibility, safety, and resources.
- **Strengthen and support the primary mental health services and workforce (capacity, knowledge, and skill development):** GPs are the largest source of referrals to ICAYMH/AOD services, and nurses are a critical workforce in school-based and primary health services. Continued investment in the development and provision of primary health services, development of new roles, and supporting and strengthening the knowledge and skill development of the respective workforces to deliver effective mental health care, could alleviate the demand on ICAYMH/AOD specialist services. *Core elements of Pasifika primary mental health and addiction service provision* (Faleafa, 2020) provides six core elements in developing and providing primary mental health services that improve health equity and wellbeing of Pacific early and for the long term. While these recommendations were aimed at

\$1.5M has been allocated to develop and grow the primary mental health and addiction services for Pacific peoples in Auckland, Hamilton, and Canterbury. This is a 5-year programme to develop existing services for rapid expansion, as well as establishing new services. This includes a new mental health service in West Auckland and expansion of services for K’Aute Pasifika in Hamilton, which provides services for children and young people (RNZ, 2020).

primary mental health and addictions services, they should be applied to the spectrum of services that already exist for Pacific and guide the development of new services. Services should be:

- **Pacific-led** and work towards reducing barriers to access, such as cost, transport, language, stigma, confidentiality, mental health literacy, cultural competency, and cultural safety. Service delivery that is uniquely Pacific should include *cultural assessments, holistic models of care, an inviting atmosphere using Pacific motifs and hospitality practices, use of Pacific languages and recognition of co-existing spiritualities*.
- **Family-centred**: Services should meet the needs of Pacific young people within the context of their families and consider young people who identify with multiple ethnicities, how intergenerational communication can be more effective, and how to ensure that youth-centred Pacific worldviews are included at all levels of service design and delivery.
- **Holistic**: Services should equally address physical and mental health concerns, promoting a deeper understanding of problems in a wider context.
- **Clinically and culturally integrated**: Pacific mental health and addiction workers should have the ability to converge two worldviews in their practice, to ensure cultural values are respected and clinical services are culturally safe.
- **Community-based**: Primary mental health and addiction services may be the first point of contact for many Pacific people, so appropriate settings and a welcoming environment are critical for effective engagement. Churches remain an important part of life for Pacific communities and act like villages for family life and support systems. Services in community-based locations can also reduce stigma, thereby enhancing access to services. Other popular locations for social support, that can enhance connectedness, include community centres, non-government organisations, sports clubs, youth-health hubs, and marae.
- **Connected**: Given Pacific people's co-morbidities with physical health and mental wellbeing are further exacerbated by socioeconomic factors, services should be integrated and connected with other related and existing services (such as local health, social and community services, NGOs, general practice, churches, youth hubs, cultural supports, rainbow services, disability services and secondary or specialist mental health and addiction services), with systems in place that enable better connection. This also includes working across sectors, such as education, employment, and housing.

Improve access to services by enhancing service user pathways from primary to secondary services

Pacific access to services continues to remain significantly short of meeting actual need. Enhancing Pacific service user pathways to key services, especially for those under 15 years of age, should remain a priority. Enhancing service user pathways to services requires a collaborative approach between schools, primary and specialist services, within an enabling infrastructure.

- In consultation with Pacific service users, effective strategies to increase access rates must be identified. Appointing *community champions* who are respected members of the local community to facilitate and improve access to services has been used successfully in the Midland region for improving access for Māori and could also be an effective strategy for Pacific.
- Engaging in service quality improvement processes, informed by Pacific young people and families, could also improve access.
- A key barrier to accessing and engaging with services for some Pacific families is their difficulty communicating in English (Southwick et al., 2012). Having more Pacific staff in services, who are fluent in their languages, and having access to interpreters could alleviate this access issue.

Increase, strengthen and support the specialist ICAYMH/AOD workforce

Increase workforce capacity: Pacific service access and workforce comparisons indicate an ongoing trend in the discrepancies between service users and the clinical workforce. Therefore, the recommendation to build the capacity of the Pacific workforce (both in Te Whatu Ora and NGO/PHO services) remains relevant and critical. Developing career pathways into the sector and ensuring that local communities, schools, tertiary education providers, PHOs, NGOs and Te Whatu Ora services are all part of the workforce planning processes is also necessary.

- **Workforce planning:** Services need to actively monitor their local service demand and provision within current workforce capacities and capabilities (specialist knowledge and skills required), and ensure funding is dedicated and allocated accordingly. Services also need to ensure that active recruitment and retention strategies for the Pacific workforce are seen as a key priority and are embedded in a service's strategic plans. The use of national competency frameworks such as *Real Skills Plus Seitapu Framework* (Te Pou, 2009) within the training and specialist sector can inform and create a "job-ready" infant, child, adolescent, and youth mental health workforce.
- **Recruitment:** Lack of qualified staff for recruitment and a high turnover of specialist staff contribute to current workforce shortages. A concerted drive is required to increase the capacity of the Pacific workforce (including recruitment of new graduates, sourcing from local communities) to work in specialist ICAYMH/AOD services. There needs to be ongoing investment into active, targeted recruitment strategies for specialist, clinical roles. Given that approximately a third of Pacific service users are accessing NGO/PHO services, increasing the expertise of this workforce also needs to be considered. Recruitment of specialist staff can be enhanced by utilising national competency frameworks such as *Real Skills Plus ICAYMH/AOD* to identify staff who have the required knowledge and skills based on local service user needs. Specific training and career pathways to transition entry-level and experienced non-clinical workers into the clinical workforce could be a way to increase the Pacific clinical workforce. Establishing dedicated Pacific intern positions in services where there are high Pacific populations could also be an effective strategy to increase the capacity of the workforce.
- **Expand and develop existing roles:** Addressing workforce shortages could include the development of existing roles, such as the peer support workforce (which includes service user, consumer, and peer workers). There are many benefits to building a youth consumer workforce. They can assist with identifying youth trends, keeping up to date with rapidly advancing technology, identifying gaps in service delivery, decreasing rates of youth continually re-entering services, improving the credibility of services, and reducing barriers to access. Currently, the Pacific peer support workforce comprises a very small proportion of the total workforce (approximately 6%) and the youth consumer workforce continues to make up an even smaller proportion (1%). The lack of specific funding for this role is the main reason why it remains underdeveloped. Therefore, allocating funding for this workforce could provide effective solutions in alleviating workforce shortages and also expanding the range of services and support available to service users. Youth consumer toolkits (The Werry Centre, 2009a), Ka Rangatahi e-module and face-to-face training (developed by Whāraurau in 2022) and peer workforce competencies (Te Pou o Te Whakaaro Nui, 2014) are available to guide best practice in developing youth consumer roles, youth-informed service development and provision and quality improvement activities in services.
- **Share staff/resources with other services:** Building relationships and working in partnership with other services by sharing essential staff can be an effective strategy in addressing interim workforce shortages; for instance, providing clinical and cultural support to services who are struggling to recruit qualified clinicians and cultural staff. This is currently occurring in some areas and services, particularly in rural areas where recruitment is even more difficult.

The Equal Employment Opportunities Trust identified the following key enablers for engaging young Pacific workers (2011):

- Organisations recognise the importance of family and Pacific cultural values.
- Positive relationships developed through inclusive two-way communication and regular feedback on performance.
- Opportunities for career development and training.
- Having a network of Pacific role-models and/or mentors in the workplace.

This could continue to alleviate shortages, reduce competition for staff and enable the development of more collaborative relationships between services for a more integrated approach to service provision.

- **Retention:** Exploring and mitigating reasons for high vacancy rates and turnover, and implementing effective retention strategies for the workforce, is even more vital due to the higher vacancies and turnover rates that are being currently reported, particularly for specialist staff. Reasons for staff turnover were not collected by ethnicity; therefore, reasons for turnover for Pacific staff, in particular, are unknown. The Equal Employment Opportunities Trust (2011) documented the key enablers to better engage with Pacific workers and this can be used as a guide to cultivate a positive and supportive work environment that is conducive to retaining the Pacific workforce. Remuneration appears to be one of the key determinants in high turnover observed. Therefore, a review of the current funding models, in partnership with the NGO and PHO sectors, needs to occur. An increase in funding can allow services to offer better remuneration packages, create greater pay parity and, particularly for NGOs, allow the offer of longer-term employment contracts which can address some of the retention challenges.
 - **Pacific leadership development:** Pacific leadership development could have a positive impact on the workforce by providing experienced role models and cultural supervision to foster conditions for recruitment and retention of the Pacific workforce. Supporting the current Pacific workforce by providing access to Pacific mentors for supervision and support networks, especially for those who are working in isolation in large services, could improve retention.
 - **Look after the workforce:** Developing workforce resilience should be an integral part of a retention strategy as this protects the mental and physical health and wellbeing of the Pacific workforce. Current data show significant workforce shortages amidst similar levels of demand, leading to stress and burnout which accounted for some of the reasons why staff were leaving. Many services acknowledge the importance of looking after their workforce and have implemented a variety of wellbeing activities and initiatives (flexible working conditions, shared lunches, social activities) to create a more positive working environment. Developing a team that is valued is vital, with a strong and positive set of personal relationships between team members that provide emotional support, informal consultation, and motivation to be at work and to work effectively as a team, and this should remain an essential part of a service's retention strategy. The trauma-informed care approach is an example of a model of care that can be used to promote and guide self-care and staff wellness. Online training modules and face-to-face workshops on self-care have been developed and are widely available.

Increase workforce capability: Given the growing complexity of Pacific infants, children, adolescents, and youth mental health needs presenting at services, strengthening the current workforce with the right knowledge and skills to effectively work with Pacific infants, children, young people, and their families is a critical area of focus.

- **Identify and develop knowledge and skills for the Pacific workforce:** Currently, there are no data on the knowledge and skill levels of the Pacific workforce, but overall RSP data (all ethnicities) show further developments are needed in assessment and intervention knowledge and skills for working with infants, children, and young people and their families.
- **Identify and develop cultural knowledge and skills of the Pacific workforce:** This can be done using tools such as *Real Skills Plus Seitapu Framework* (Te Pou, 2009). Even with the current Pacific workforce, staff will have different levels of cultural knowledge and skills, due to different acculturation levels, and will therefore require different levels of development (such as NZ-born vs Island-born Pacific staff). Data collected on language fluency of Pacific staff indicated that approximately half of the Pacific workforce were fluent in their respective languages. Given that language barriers, particularly for older Pacific family members, impede effective service delivery, targeting language enhancement and development for those who need it (and providing interpreter services and ethnic and language-specific resources in the interim), particularly for NZ-born practitioners, could be an effective strategy in improving cultural understanding and facilitating effective communication with Pacific families. Furthermore, competency development of the Pacific workforce can enable Pacific staff to provide cultural supervision to the non-Pacific workforce, to ensure clinical and cultural safety for Pacific service users and their families until Pacific workforce capacity can be built up.
- **Review training:** The way training is developed and delivered also needs to be reviewed and guided by local needs. Content of current training can be too academic and theoretical, lacking Pacific cultural knowledge, and may not align

to preferred learning styles (hands-on, practical). Some training programmes are lengthy, which can deter staff from enrolling and can also result in high rates of attrition for those who do. Micro-credentialing, digital badges/credentialing (accomplishment or skill that can be displayed, accessed, and verified online) can provide a sense of achievement and motivation for staff as they move up to more advanced levels of training. Resources and organisational support should also be provided for those who want to pursue a more academic pathway.

- **Enable access to targeted skills and knowledge training:** Once knowledge and skill gaps have been identified, it is vital to create and enable opportunities for further development and training. Staff vacancies have been reported as a significant barrier to accessing training and upskilling staff. Funding allocation for training has also created challenges in the vital upskilling of staff. Until recruitment, retention and resourcing issues are addressed, shared training between Te Whatu Ora and NGO/PHO services, and the development and provision of more online training, could provide opportunities for further development, until adequate resources and workforce capacity have been built up.

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Appendices

Appendix A: Population Data

Table 1. 0-19 yrs. Population by Ethnicity & Area (2020-2032)

0-19 yrs. Population by Ethnicity & Area	Total				Māori				Pacific				Asian				Other Ethnicity			
	2020	2022	2032	% Change (22-32)	2020	2022	2032	% Change (22-32)	2020	2022	2032	% Change (22-32)	2020	2022	2032	% Change (22-32)	2020	2022	2032	% Change (22-32)
Northern	491,740	491,240	500,470	1.9%	107,390	109,290	110,570	1.2%	84,200	86,950	85,300	-1.9%	122,470	131,200	170,270	30%	177,680	163,800	134,330	-18.0%
Northland	50,920	52,130	51,740	-0.7%	27,690	28,750	29,960	4.2%	1,440	1,530	1,350	-11.8%	1,970	2,460	3,840	56.1%	19,820	19,390	16,590	-14.4%
Waitematā	161,240	160,810	168,510	4.8%	26,120	26,440	27,290	3.2%	16,600	17,150	17,530	2.2%	42,600	47,270	66,910	41.5%	75,920	69,950	56,780	-18.8%
Auckland	109,320	104,730	102,310	-2.3%	13,640	13,120	11,320	-13.7%	18,120	17,980	15,780	-12.2%	34,640	36,720	43,780	19.2%	42,920	36,910	31,430	-14.8%
Counties Manukau	170,260	173,570	177,910	2.5%	39,940	40,980	42,000	2.5%	48,040	50,290	50,640	0.7%	43,260	44,750	55,740	24.6%	39,020	37,550	29,530	-21.4%
Midland	265,655	270,350	269,490	-0.3%	108,120	112,780	121,140	7.4%	8,820	9,505	10,120	6.5%	22,295	25,465	37,040	45%	126,420	122,600	101,190	-17.5%
Waikato	118,740	120,080	121,210	0.9%	43,350	45,310	49,810	9.9%	4,950	5,270	5,650	7.2%	12,960	14,750	22,150	50.2%	57,480	54,750	43,600	-20.4%
Lakes	32,070	31,980	30,120	-5.8%	17,060	17,430	17,840	2.4%	1,020	1,080	1,020	-5.6%	2,290	2,690	3,950	46.8%	11,700	10,780	7,310	-32.2%
Bay of Plenty	66,655	69,310	70,710	2.0%	26,960	28,410	31,490	10.8%	1,745	2,000	2,200	10.0%	4,920	5,480	7,370	34.5%	33,030	33,420	29,650	-11.3%
Tairāwhiti	14,945	15,180	14,390	-5.2%	10,020	10,330	9,920	-4.0%	430	435	410	-5.7%	305	375	460	22.7%	4,190	4,040	3,600	-10.9%
Taranaki	33,245	33,800	33,060	-2.2%	10,730	11,300	12,080	6.9%	675	720	840	16.7%	1,820	2,170	3,110	43.3%	20,020	19,610	17,030	-13.2%
Central	230,995	242,570	233,200	-3.9%	68,980	74,750	79,470	6.3%	17,645	19,285	20,250	5.0%	25,310	29,525	42,010	42%	119,060	119,010	91,470	-23.1%
Hawke's Bay	47,240	47,900	46,140	-3.7%	19,940	20,560	21,550	4.8%	2,700	3,030	3,440	13.5%	2,470	2,910	4,320	48.5%	22,130	21,400	16,830	-21.4%
MidCentral	17,825	48,920	47,760	-2.4%	7,500	17,170	18,700	8.9%	795	2,560	2,760	7.8%	760	4,710	6,200	31.6%	8,770	24,480	20,100	-17.9%
Whanganui	48,410	17,800	17,440	-2.0%	16,370	7,730	8,300	7.4%	2,360	850	900	5.9%	4,060	890	1,310	47.2%	25,620	8,330	6,930	-16.8%
Capital & Coast	40,450	75,080	40,080	-46.6%	11,110	11,460	12,410	8.3%	4,150	4,480	4,650	3.8%	5,830	6,990	11,010	57.5%	19,360	17,840	12,010	-32.7%
Hutt	77,070	40,770	69,820	71.3%	14,060	13,930	14,240	2.2%	7,640	7,940	8,080	1.8%	12,190	13,500	18,500	37.0%	43,180	39,710	29,000	-27.0%
Wairarapa	11,800	12,100	11,960	-1.2%	3,730	3,900	4,270	9.5%	405	425	420	-1.2%	485	525	670	27.6%	7,180	7,250	6,600	-9.0%
Southern	281,140	280,205	273,375	-2.4%	50,270	51,980	57,340	10.3%	11,095	12,065	13,440	11.4%	30,245	33,880	49,545	46%	189,530	182,280	153,050	-16.0%
Nelson Marlborough	36,330	36,840	34,170	-7.2%	7,280	7,690	8,660	12.6%	1,140	1,280	1,270	-0.8%	2,420	2,720	3,820	40.4%	25,490	25,150	20,420	-18.8%
West Coast	7,340	7,160	6,525	-8.9%	1,550	1,580	1,680	6.3%	135	130	110	-15.4%	275	340	445	30.9%	5,380	5,110	4,290	-16.0%
Canterbury	140,000	139,730	139,310	-0.3%	23,390	24,300	27,430	12.9%	6,400	6,980	7,930	13.6%	19,860	22,070	32,110	45.5%	90,350	86,380	71,840	-16.8%
South Canterbury	14,170	14,105	13,620	-3.4%	2,530	2,580	2,820	9.3%	390	465	560	20.4%	940	1,060	1,550	46.2%	10,310	10,000	8,690	-13.1%
Southern	83,300	82,370	79,750	-3.2%	15,520	15,830	16,750	5.8%	3,030	3,210	3,570	11.2%	6,750	7,690	11,620	51.1%	58,000	55,640	47,810	-14.1%
TOTAL	1,269,530	1,284,365	1,276,535	-0.6%	334,760	348,800	368,520	5.7%	121,760	127,805	129,110	1.0%	200,320	220,070	298,865	36%	612,690	587,690	480,040	-18.3%

Population Projections (Base 2018 Census, Prioritised Ethnicity), Source: NZ Statistics

Appendix B: Programme for the Integration of Mental Health Data (PRIMHD)

Table 1. Northern Region 0-19 yrs. Service User by Area, Gender & Ethnicity (2019 & 2021)

Service Users by Ethnicity & Gender (2019)							Service Users by Ethnicity & Gender (2021)					% Change				
Service of Domicile	Gender	Ethnicity				Total	Ethnicity				Total	Ethnicity				Total
		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific	
Northland	Female	17	596	482	34	1,118	12	606	526	31	1,171	-29	2	9	-9	5
	Male	11	765	559	29	1,349	14	646	411	16	1,084	27	-16	-26	-45	-20
	Other	-	1	1	-	2	-	1	1	-	2	-	-	-	-	-
	Unknown	-	-	3	-	3	-	-	2	-	2	-	-	-33	-	-33
	Total	28	1,362	1,045	63	2,472	26	1,253	940	47	2,259	-7	-8	-10	-25	-9
Waitemata	Female	294	589	1,760	160	2,779	349	667	2,098	196	3,287	19	13	19	23	18
	Male	218	804	1,893	241	3,129	265	647	1,763	212	2,863	22	-20	-7	-12	-9
	Other	1	-	9	-	10	-	2	5	-	7	-	-	-44	-	-30
	Unknown	-	3	5	-	7	-	3	8	-	11	-	-	60	-	57
	Total	513	1,396	3,667	401	5,925	614	1,319	3,874	408	6,168	20	-6	6	2	4
Auckland	Female	307	434	900	242	1,839	379	400	1,068	221	2,031	23	-8	19	-9	10
	Male	220	452	855	283	1,787	237	378	743	213	1,547	8	-16	-13	-25	-13
	Other	2	2	2	-	6	1	4	7	-	12	-50	100	250	-	100
	Unknown	-	-	6	-	6	-	-	3	-	3	-	-	-50	-	-50
	Total	529	888	1,763	525	3,638	617	782	1,821	434	3,593	17	-12	3	-17	-1
Counties Manukau	Female	322	1,135	1,121	619	3,157	358	1,030	1,276	560	3,189	11	-9	14	-10	1
	Male	360	1,361	1,399	735	3,790	318	1,125	1,170	579	3,152	-12	-17	-16	-21	-17
	Other	-	2	3	1	6	-	4	2	1	7	-	100	-33	-	17
	Unknown	-	1	6	-	7	-	2	5	1	8	-	100	-17	-	14
	Total	682	2,499	2,529	1,355	6,960	676	2,161	2,453	1,141	6,356	-1	-14	-3	-16	-9
Regional Total		1,752	6,145	9,004	2,344	18,995	1,933	5,515	9,088	2,030	18,363	10	-10	1	-13	-3
National Total		2,663	19,005	33,371	3,556	57,879	3,017	17,775	34,047	3,104	57,550	13	-6	2	-13	-1

Note: Unknown refers to gender not stated or inadequately described.

Table 2. Midland Region 0-19 yrs. Service User by Area, Gender & Ethnicity (2019 & 2021)

Service of Domicile	Service Users by Ethnicity & Gender (2019)						Service Users by Ethnicity & Gender (2021)					% Change				
	Gender	Ethnicity				Total	Ethnicity				Total	Ethnicity				Total
		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific	
Waikato	Female	96	1,167	2,031	106	3,346	101	1,110	2,239	89	3,513	5	-5	10	-16	5
	Male	95	1,416	2,042	118	3,622	88	1,073	1,782	83	3,014	-7	-24	-13	-30	-17
	Other	-	-	4	-	4	-	-	8	-	8			100	-	100
	Unknown	1	-	11	-	12	-	2	5	-	7	-100		-55	-	-42
	Total	192	2,583	4,088	224	6,984	189	2,185	4,034	172	6,542	-2	-15	-1	-23	-6
Lakes	Female	19	453	533	19	1,020	23	516	635	18	1,187	21	14	19	-5	16
	Male	10	471	454	11	940	22	452	429	11	912	120	-4	-6	-	-3
	Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Unknown	-	-	2	-	2	-	-	2	-	2	-	-	-	-	-
	Total	29	924	989	30	1,962	45	968	1,066	29	2,101	55	5	8	-3	7
Bay of Plenty	Female	30	757	875	34	1,676	43	839	1,181	35	2,093	43	11	35	3	25
	Male	18	957	930	33	1,926	29	913	951	26	1,914	61	-5	2	-21	-1
	Other	-	-	-	-	-	-	3	-	-	3	-	-	-	-	-
	Unknown	-	1	3	1	5	-	2	6	2	10	-	100	100	100	100
	Total	48	1,715	1,808	68	3,607	72	1,757	2,138	63	4,020	50	2	18	-7	11
Tairāwhiti	Female	2	335	133	15	478	8	344	164	4	518	300	3	23	-73	8
	Male	6	393	180	3	577	1	300	170	7	476	-83	-24	-6	133	-18
	Other	-	2	1	-	3	-	2	2	-	4	-	-	100	-	33
	Unknown	-	1	-	-	1	-	1	-	-	1	-	-	-	-	0
	Total	8	731	314	18	1,059	9	647	336	11	999	13	-11	7	-39	-6
Taranaki	Female	8	159	351	5	521	7	148	381	13	547	-13	-7	9	160	5
	Male	4	166	353	11	531	9	154	244	10	417	125	-7	-31	-9	-21
	Other	-	2	1	-	3	-	1	1	-	2	-	-50	-	-	-33.3
	Unknown	-	-	-	-	-	-	1	626	-	1	-	-	-	-	-
	Total	12	327	705	16	1,055	16	304	626	23	967	33	-7	-11	44	-8
Regional Total		289	6,280	7,904	356	14,667	331	5,861	8,200	298	14,629	15	-7	4	-16	-0.3
National Total		2,663	19,005	33,371	3,556	57,879	3,017	17,775	34,047	3,104	57,550	13	-6	2	-13	-1

Note: Unknown refers to gender not stated or inadequately described.

Table 3. Central Region 0-19 yrs. Service User by Area & Ethnicity (2019 & 2021)

Service of Domicile	Gender	Service Users by Ethnicity & Gender (2019)				Service Users by Ethnicity & Gender (2021)						% Change				
		Ethnicity				Total	Ethnicity				Total	Ethnicity				Total
		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific	
Hawke's Bay	Female	4	365	463	27	846	15	312	374	19	714	275	-15	-19	-30	-16
	Male	4	388	372	28	782	5	281	305	23	612	25	-28	-18	-18	-22
	Other	-	-	1	-	1	-	-	-	-	1	-	-	-100	-	-
	Unknown	-	-	3	-	3	-	-	1	-	-	-	-	-67	-	-100
	Total	8	753	839	55	1,632	20	593	680	42	1,327	150	-21	-19	-24	-19
MidCentral	Female	17	335	616	45	999	33	368	714	32	1142	94	10	16	-29	14
	Male	25	363	618	48	1048	15	376	539	30	956	-40	4	-13	-38	-9
	Other	-	-	2	-	2	-	2	1	-	3	-	-	-50	-	50
	Unknown	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-
	Total	42	698	1236	93	2,049	48	746	1256	62	2,103	14	7	2	-33	3
Whanganui	Female	6	203	292	11	494	7	201	316	8	527	17	-1	8	-27	7
	Male	6	196	293	7	488	6	190	252	7	454	-	-3	-14	-	-7
	Other	-	1	1	-	2	-	-	1	-	1	-	-100	-	-	-50
	Unknown	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total	12	400	586	18	984	13	391	569	15	982	8	-2	-3	-17	-0.2
Capital & Coast	Female	84	400	949	127	1,527	94	391	1114	122	1,710	12	-2	17	-4	12
	Male	73	432	868	113	1,463	71	362	783	99	1,306	-3	-16	-10	-12	-11
	Other	1	2	20	1	24	3	5	36	-	43	200	150	80	-100	79
	Unknown	-	2	2	-	4	-	-	4	-	4	-	-100	100	-	-
	Total	158	836	1839	241	3,018	168	758	1937	221	3,063	-100	-9	5	-8	1
Hutt Valley	Female	31	272	491	57	837	40	271	574	63	941	29	0	17	11	12
	Male	35	323	466	36	853	27	251	400	37	712	-23	-22	-14	3	-17
	Other	-	1	9	-	10	-	1	18	-	19	-	-	100	-	90
	Unknown	-	1	-	-	1	-	1	-	-	1	-	-	-	-	-
	Total	66	597	966	93	1,701	67	524	992	100	1,673	2	-12	3	8	-2
Wairarapa	Female	3	99	183	9	291	9	106	230	8	351	200	7	26	-11	21
	Male	1	79	150	3	231	8	109	164	7	286	700	38	9	133	24
	Other	-	-	1	-	1	-	-	3	1	4	-	-	200	-	300
	Unknown	-	-	4	-	4	-	-	1	-	1	-	-	-75	-	-75
	Total	4	178	338	12	527	17	215	398	16	642	325	21	18	33	22
Regional Total		290	3,462	5,804	512	9,911	333	3,227	5,832	456	9,790	15	-7	0	-11	-1
National Total		2,663	19,005	33,371	3,556	57,879	3,017	17,775	34,047	3,104	57,550	13	-6	2	-13	-1

Note: Unknown refers to gender not stated or inadequately described.

Table 4. Southern Region 0-19 yrs. Service User by Area & Ethnicity (2019 & 2021)

Service of Domicile	Service Users by Ethnicity & Gender (2019)						Service Users by Ethnicity & Gender (2021)					% Change				
	Gender	Ethnicity				Total	Ethnicity				Total	Ethnicity				Total
		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific		Asian	Māori	Other	Pacific	
Nelson Marlborough	Female	21	192	749	14	975	24	236	877	24	1158	14	23	17	71	19
	Male	15	225	650	13	903	14	233	705	15	965	-7	4	8	15	7
	Other	-	1	1	-	2	-	2	3	-	5	-	100	200	-	150
	Unknown	-	-	2	-	2	1	-	1	-	2	-	-	-50	-	-
	Total	36	418	1402	27	1,882	39	471	1586	39	2,130	8	13	13	44	13
West Coast	Female	1	38	138	2	177	3	42	165	-	207	200	11	20	-100	17
	Male	3	55	190	5	250	-	47	145	3	195	-100	-15	-24	-40	-22
	Other	-	-	3	-	3	-	-	1	-	1	-	-	-67	-	-67
	Unknown	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total	4	93	331	7	430	3	89	311	3	403	-25	-4	-6	-57	-6
Canterbury	Female	100	751	2439	92	3,324	152	748	2737	91	3,693	52	-	12	-1	11
	Male	85	755	2163	71	3,023	115	727	2048	68	2,937	35	-4	-5	-4	-3
	Other	-	3	19	-	21	-	7	21	-	28	-	133	11	-	33
	Unknown	-	5	24	-	27	-	4	21	-	25	-	-20	-13	-	-7
	Total	185	1514	4645	163	6,395	267	1486	4827	159	6,683	44	-2	4	-2	5
South Canterbury	Female	4	86	360	9	459	6	110	456	6	577	50	28	27	-33	26
	Male	2	85	352	10	449	9	81	365	10	463	350	-5	4	-	3
	Other	-	-	4	-	4	-	-	2	-	2	-	-	-50	-	-50
	Unknown	-	-	2	-	2	-	-	2	-	2	-	-	-	-	-
	Total	6	171	718	19	914	15	191	825	16	1044	150	12	15	-16	14
Southern	Female	44	437	1,888	52	2,406	56	490	1946	53	2,531	27	12	3	2	5
	Male	51	442	1,612	67	2,159	37	410	1354	49	1,847	-27	-7	-16	-27	-14
	Other	-	3	11	-	14	1	2	16	-	19	-	-33	45	-	36
	Unknown	1	2	22	1	25	-	3	19	-	22	-100	50	-14	-100	-12
	Total	96	884	3,533	120	4,604	94	905	3,335	102	4,419	-2	2	-6	-15	-4
Regional Total		327	3,080	10,629	336	14,225	418	3,142	10,884	319	14,679	28	2	2	-5	3
National Total		2,663	19,005	33,371	3,556	57,879	3,017	17,775	34,047	3,104	57,550	13	-6	2	-13	-1

Note: Unknown refers to gender not stated or inadequately described.

Table 5. Northern Region 0-19 yrs. Service User Access Rates by Area, Ethnicity & Age Group (yrs.) (2019 & 2021)

Northern Region	Year	Service Type	Māori					Pacific					Asian					Other					Total				
			0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19
Northland	2019	Te Whatu Ora	0.2%	1.5%	3.7%	7.1%	3.0%	0.3%	1.5%	3.1%	7.9%	2.9%	0.1%	0.8%	1.4%	2.7%	1.1%	0.3%	1.8%	4.7%	9.2%	4.0%	0.2%	1.6%	4.0%	7.7%	3.2%
		NGO	0.0%	0.1%	2.1%	6.5%	2.0%	0.0%	0.2%	2.0%	4.5%	1.4%	0.0%	0.2%	0.2%	1.4%	0.4%	0.0%	0.1%	1.3%	4.6%	1.5%	0.0%	0.1%	1.7%	5.4%	1.7%
		Total	0.2%	1.7%	5.8%	13.5%	4.9%	0.3%	1.7%	5.1%	12.4%	4.3%	0.1%	1.0%	1.7%	4.1%	1.4%	0.3%	1.9%	6.0%	13.8%	5.4%	0.3%	1.7%	5.7%	13.1%	4.9%
	2021	Te Whatu Ora	0.3%	1.2%	3.4%	6.1%	2.7%	0.3%	0.9%	1.7%	4.7%	1.7%	0.1%	0.0%	1.3%	2.8%	0.8%	0.2%	1.2%	4.3%	9.4%	3.6%	0.2%	1.1%	3.7%	7.2%	2.9%
		NGO	0.0%	0.1%	1.5%	5.9%	1.7%	0.0%	0.0%	1.7%	4.7%	1.4%	0.0%	0.0%	0.0%	2.1%	0.3%	0.0%	0.1%	0.8%	4.5%	1.2%	0.0%	0.1%	1.2%	5.2%	1.5%
		Total	0.3%	1.3%	5.0%	12.0%	4.4%	0.3%	0.9%	3.3%	9.3%	3.1%	0.1%	0.0%	1.3%	4.9%	1.1%	0.2%	1.3%	5.1%	13.8%	4.8%	0.2%	1.2%	4.9%	12.3%	4.4%
Waitemata	2019	Te Whatu Ora	0.8%	3.5%	5.8%	10.1%	4.9%	0.4%	1.7%	2.3%	4.5%	2.3%	0.3%	0.8%	1.6%	2.7%	1.2%	0.9%	3.6%	5.2%	8.0%	4.6%	0.6%	2.6%	4.2%	6.7%	3.5%
		NGO	0.0%	0.0%	0.2%	2.1%	0.6%	0.0%	0.0%	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.2%	0.0%	0.0%	0.1%	0.7%	0.2%
		Total	0.8%	3.5%	6.0%	12.2%	5.4%	0.4%	1.7%	2.3%	5.0%	2.4%	0.3%	0.8%	1.6%	2.8%	1.2%	0.9%	3.6%	5.2%	8.6%	4.8%	0.7%	2.6%	4.2%	7.4%	3.7%
	2021	Te Whatu Ora	0.7%	3.0%	5.0%	10.1%	4.6%	0.5%	1.6%	2.3%	4.4%	2.2%	0.3%	0.7%	1.3%	3.6%	1.3%	0.9%	3.5%	5.8%	9.3%	5.2%	0.6%	2.3%	4.1%	7.6%	3.6%
		NGO	0.0%	0.0%	0.2%	1.6%	0.4%	0.0%	0.0%	0.1%	0.5%	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.6%	0.2%	0.0%	0.0%	0.1%	0.7%	0.2%
		Total	0.7%	3.0%	5.2%	11.7%	5.0%	0.5%	1.6%	2.4%	4.9%	2.4%	0.3%	0.7%	1.3%	3.8%	1.3%	0.9%	3.5%	5.9%	10.0%	5.4%	0.6%	2.3%	4.2%	8.3%	3.8%
Auckland	2019	Te Whatu Ora	1.0%	2.2%	5.4%	11.1%	5.1%	0.6%	1.4%	2.4%	4.4%	2.3%	0.5%	0.8%	1.6%	2.8%	1.4%	1.1%	2.0%	4.1%	6.6%	3.8%	0.8%	1.5%	3.2%	5.5%	2.9%
		NGO	0.4%	0.3%	1.3%	3.6%	1.4%	0.0%	0.1%	0.5%	1.5%	0.5%	0.0%	0.0%	0.1%	0.3%	0.1%	0.1%	0.1%	0.3%	0.8%	0.3%	0.1%	0.1%	0.4%	1.0%	0.4%
		Total	1.4%	2.6%	6.6%	14.7%	6.5%	0.6%	1.5%	2.9%	5.8%	2.8%	0.5%	0.8%	1.7%	3.1%	1.5%	1.2%	2.1%	4.4%	7.4%	4.1%	0.8%	1.6%	3.6%	6.5%	3.3%
	2021	Te Whatu Ora	1.0%	2.1%	4.6%	9.9%	4.6%	0.6%	0.7%	2.3%	4.0%	2.0%	0.4%	0.6%	1.8%	3.7%	1.5%	1.3%	1.9%	4.3%	7.3%	4.3%	0.7%	1.2%	3.2%	5.9%	3.0%
		NGO	0.3%	0.2%	1.0%	3.2%	1.2%	0.0%	0.1%	0.3%	0.9%	0.4%	0.0%	0.0%	0.2%	0.4%	0.2%	0.1%	0.0%	0.3%	0.8%	0.4%	0.1%	0.0%	0.3%	1.0%	0.4%
		Total	1.3%	2.3%	5.6%	13.1%	5.9%	0.6%	0.8%	2.6%	4.9%	2.4%	0.4%	0.6%	2.0%	4.1%	1.7%	1.3%	1.9%	4.6%	8.1%	4.7%	0.8%	1.3%	3.5%	6.9%	3.4%
Counties Manukau	2019	Te Whatu Ora	0.8%	3.0%	4.8%	9.6%	4.3%	0.4%	1.0%	2.0%	3.6%	1.8%	0.4%	1.0%	1.8%	2.5%	1.3%	1.3%	4.7%	6.2%	8.4%	5.4%	0.6%	2.3%	3.6%	5.8%	3.0%
		NGO	0.1%	0.2%	1.9%	6.1%	1.9%	0.0%	0.1%	0.8%	3.0%	1.0%	0.0%	0.1%	0.4%	0.9%	0.3%	0.1%	0.3%	0.7%	2.5%	1.0%	0.1%	0.2%	0.9%	3.0%	1.0%
		Total	0.8%	3.1%	6.7%	15.6%	6.3%	0.4%	1.1%	2.8%	6.6%	2.7%	0.4%	1.1%	2.2%	3.4%	1.6%	1.4%	5.0%	6.9%	10.9%	6.3%	0.7%	2.4%	4.6%	8.8%	4.1%
	2021	Te Whatu Ora	0.8%	2.2%	4.1%	7.9%	3.7%	0.5%	0.7%	1.6%	3.3%	1.5%	0.4%	0.9%	1.3%	3.0%	1.3%	1.2%	3.3%	6.4%	9.2%	5.3%	0.6%	1.7%	3.2%	5.7%	2.8%
		NGO	0.0%	0.1%	1.4%	5.5%	1.6%	0.0%	0.1%	0.7%	2.2%	0.7%	0.0%	0.0%	0.2%	1.0%	0.3%	0.0%	0.2%	0.8%	2.7%	1.0%	0.0%	0.1%	0.8%	2.8%	0.9%
		Total	0.9%	2.3%	5.4%	13.4%	5.3%	0.5%	0.8%	2.3%	5.5%	2.3%	0.4%	0.9%	1.5%	4.0%	1.5%	1.2%	3.5%	7.3%	12.0%	6.4%	0.6%	1.8%	4.0%	8.5%	3.7%
Regional Total	2019	Te Whatu Ora	0.7%	2.6%	4.8%	9.3%	4.2%	0.4%	1.2%	2.2%	4.0%	2.0%	0.4%	0.9%	1.7%	2.7%	1.3%	1.0%	3.3%	5.1%	7.8%	4.5%	0.6%	2.2%	3.7%	6.2%	3.2%
		NGO	0.1%	0.2%	1.5%	4.9%	1.5%	0.0%	0.1%	0.6%	2.2%	0.7%	0.0%	0.0%	0.2%	0.4%	0.2%	0.1%	0.1%	0.4%	1.5%	0.5%	0.1%	0.1%	0.6%	2.0%	0.7%
		Total	0.8%	2.8%	6.3%	14.2%	5.8%	0.4%	1.3%	2.7%	6.2%	2.7%	0.4%	0.9%	1.9%	3.1%	1.5%	1.0%	3.4%	5.5%	9.3%	5.0%	0.7%	2.3%	4.4%	8.2%	3.9%
	2021	Te Whatu Ora	0.7%	2.1%	4.2%	8.3%	3.7%	0.5%	0.9%	1.9%	3.7%	1.8%	0.4%	0.7%	1.5%	3.4%	1.3%	0.9%	2.8%	5.4%	8.7%	4.9%	0.6%	1.7%	3.6%	6.5%	3.1%
		NGO	0.1%	0.1%	1.1%	4.3%	1.3%	0.0%	0.1%	0.5%	1.6%	0.6%	0.0%	0.0%	0.1%	0.6%	0.2%	0.0%	0.1%	0.4%	1.5%	0.5%	0.1%	0.1%	0.5%	1.9%	0.6%
		Total	0.7%	2.2%	5.3%	12.6%	5.1%	0.5%	1.0%	2.4%	5.3%	2.3%	0.4%	0.7%	1.6%	4.0%	1.5%	1.0%	2.9%	5.8%	10.2%	5.4%	0.6%	1.8%	4.1%	8.4%	3.7%

*Calculated using 2019 & 2021 Population Projections (Base 2018 Census, prioritised ethnicity) & full year Service User data from PRIMHD.

Table 6. Midland Region 0-19 yrs. Service User Access Rates by Area, Ethnicity & Age Group (yrs.) (2019 & 2021)

Midland Region	Year	Service Type	Māori					Pacific					Asian					Other					Total				
			0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19
Waikato	2019	Te Whatu Ora	0.3%	1.3%	2.5%	5.5%	2.3%	0.1%	1.0%	2.1%	3.7%	1.7%	0.1%	0.2%	0.8%	2.2%	0.7%	0.5%	2.2%	4.1%	6.9%	3.5%	0.3%	1.5%	3.0%	5.8%	2.6%
		NGO	0.3%	2.0%	4.8%	8.4%	3.7%	1.2%	1.9%	3.8%	4.8%	2.9%	0.1%	0.5%	1.0%	2.5%	0.9%	0.3%	3.1%	4.7%	6.2%	3.7%	0.3%	2.3%	4.3%	6.5%	3.3%
		Total	0.6%	3.3%	7.2%	13.9%	6.0%	1.3%	2.9%	5.9%	8.5%	4.6%	0.1%	0.7%	1.8%	4.6%	1.5%	0.8%	5.3%	8.8%	13.1%	7.2%	0.6%	3.9%	7.4%	12.3%	6.0%
	2021	Te Whatu Ora	0.2%	0.7%	2.1%	4.6%	1.8%	0.0%	0.6%	1.4%	2.8%	1.2%	0.0%	0.2%	0.7%	1.9%	0.6%	0.2%	1.8%	4.2%	7.5%	3.6%	0.2%	1.1%	2.9%	5.7%	2.4%
		NGO	0.1%	1.8%	3.8%	6.8%	3.1%	0.2%	1.5%	2.6%	4.4%	2.2%	0.0%	0.5%	1.1%	1.9%	0.7%	0.1%	2.3%	4.8%	7.0%	3.7%	0.1%	1.8%	3.9%	6.3%	3.0%
		Total	0.3%	2.5%	5.9%	11.4%	4.9%	0.2%	2.0%	4.0%	7.2%	3.3%	0.0%	0.7%	1.8%	3.8%	1.3%	0.4%	4.1%	8.9%	14.5%	7.3%	0.3%	3.0%	6.8%	12.0%	5.5%
Lakes	2019	Te Whatu Ora	0.0%	1.5%	2.2%	6.0%	2.4%	0.0%	0.3%	1.9%	2.7%	1.3%	0.0%	0.0%	0.0%	2.2%	0.4%	0.3%	2.7%	5.4%	8.7%	4.4%	0.1%	1.8%	3.3%	6.6%	2.9%
		NGO	0.0%	0.0%	3.8%	9.0%	3.1%	0.0%	0.0%	1.2%	5.4%	1.6%	0.0%	0.0%	1.5%	2.7%	0.8%	0.0%	0.0%	5.3%	11.3%	4.2%	0.0%	0.0%	4.1%	9.3%	3.3%
		Total	0.1%	1.5%	6.1%	15.0%	5.5%	0.0%	0.3%	3.1%	8.1%	2.9%	0.0%	0.0%	1.5%	4.9%	1.3%	0.3%	2.7%	10.7%	20.0%	8.5%	0.1%	1.8%	7.4%	16.0%	6.2%
	2021	Te Whatu Ora	0.0%	0.9%	2.1%	6.0%	2.2%	0.0%	0.0%	1.7%	3.1%	1.2%	0.1%	0.3%	1.1%	2.1%	0.7%	0.1%	2.0%	5.7%	11.1%	4.7%	0.1%	1.2%	3.3%	7.4%	2.9%
		NGO	0.0%	0.1%	4.6%	9.1%	3.4%	0.0%	0.3%	2.4%	3.1%	1.5%	0.0%	0.0%	2.2%	3.5%	1.0%	0.0%	0.1%	6.4%	13.3%	4.9%	0.0%	0.1%	5.0%	10.0%	3.7%
		Total	0.1%	1.1%	6.7%	15.2%	5.6%	0.0%	0.3%	4.1%	6.2%	2.7%	0.1%	0.3%	3.3%	5.6%	1.7%	0.1%	2.1%	12.1%	24.3%	9.6%	0.1%	1.3%	8.3%	17.4%	6.6%
Bay of Plenty	2019	Te Whatu Ora	0.6%	1.8%	3.6%	7.7%	3.3%	0.9%	0.8%	2.5%	5.1%	2.2%	0.0%	0.3%	1.0%	2.5%	0.8%	0.3%	1.9%	4.9%	9.5%	4.1%	0.4%	1.7%	4.1%	8.2%	3.5%
		NGO	0.2%	1.5%	4.0%	6.9%	3.1%	0.0%	0.8%	1.5%	4.4%	1.5%	0.0%	0.3%	0.1%	0.8%	0.3%	0.0%	0.6%	1.8%	3.1%	1.4%	0.1%	0.9%	2.6%	4.5%	1.9%
		Total	0.8%	3.3%	7.6%	14.6%	6.4%	0.9%	1.5%	4.0%	9.5%	3.7%	0.0%	0.7%	1.1%	3.3%	1.0%	0.4%	2.4%	6.7%	12.6%	5.5%	0.5%	2.6%	6.6%	12.7%	5.4%
	2021	Te Whatu Ora	0.3%	1.5%	4.1%	6.7%	3.1%	0.2%	1.1%	2.0%	4.2%	1.8%	0.1%	0.1%	1.8%	2.6%	0.9%	0.4%	2.2%	5.1%	11.2%	4.6%	0.3%	1.8%	4.4%	8.5%	3.6%
		NGO	0.1%	1.4%	4.7%	6.6%	3.2%	0.0%	0.2%	1.8%	4.2%	1.4%	0.0%	0.1%	0.8%	1.1%	0.4%	0.0%	0.7%	2.2%	4.5%	1.8%	0.0%	0.9%	3.1%	5.2%	2.2%
		Total	0.4%	2.9%	8.8%	13.3%	6.3%	0.2%	1.3%	3.7%	8.4%	3.2%	0.1%	0.2%	2.6%	3.8%	1.3%	0.5%	2.9%	7.3%	15.7%	6.3%	0.4%	2.7%	7.5%	13.7%	5.8%
Tairāwhiti	2019	Te Whatu Ora	0.4%	1.8%	2.9%	5.1%	2.5%	0.0%	0.0%	1.8%	5.3%	1.6%	0.8%	0.0%	1.3%	5.0%	1.5%	1.0%	3.2%	4.9%	5.4%	3.7%	0.5%	2.1%	3.3%	5.1%	2.7%
		NGO	0.5%	2.9%	5.6%	9.8%	4.6%	0.0%	0.0%	2.7%	8.4%	2.6%	0.0%	0.0%	2.5%	1.7%	0.9%	0.8%	3.5%	4.6%	7.3%	4.1%	0.6%	2.9%	5.1%	8.9%	4.3%
		Total	0.9%	4.7%	8.5%	14.9%	7.1%	0.0%	0.0%	4.5%	13.7%	4.2%	0.8%	0.0%	3.8%	6.7%	2.4%	1.9%	6.7%	9.5%	12.7%	7.7%	1.1%	5.0%	8.4%	14.0%	7.0%
	2021	Te Whatu Ora	0.5%	1.7%	3.1%	6.6%	2.8%	1.0%	0.0%	1.8%	2.9%	1.4%	0.0%	0.0%	2.5%	4.3%	1.3%	1.2%	3.1%	6.5%	6.8%	4.4%	0.6%	2.0%	3.9%	6.5%	3.2%
		NGO	0.3%	2.0%	4.0%	8.0%	3.4%	1.0%	0.8%	1.8%	1.0%	1.1%	0.0%	0.0%	2.5%	2.9%	1.1%	0.4%	2.6%	5.6%	6.7%	3.9%	0.3%	2.1%	4.3%	7.3%	3.4%
		Total	0.7%	3.8%	7.0%	14.6%	6.3%	2.0%	0.8%	3.6%	3.8%	2.5%	0.0%	0.0%	5.0%	7.1%	2.4%	1.6%	5.7%	12.1%	13.6%	8.3%	1.0%	4.1%	8.2%	13.7%	6.6%
Taranaki	2019	Te Whatu Ora	0.1%	0.4%	2.6%	7.4%	2.5%	0.0%	2.3%	0.6%	4.5%	2.0%	0.2%	0.2%	0.0%	2.9%	0.6%	0.1%	1.4%	3.3%	8.5%	3.2%	0.1%	1.0%	2.9%	7.8%	2.8%
		NGO	0.0%	0.0%	0.2%	2.4%	0.6%	0.0%	0.0%	0.0%	1.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.1%	0.0%	0.0%	0.1%	1.1%	0.3%	0.0%	0.0%	0.2%	1.5%	0.4%
		Total	0.2%	0.5%	2.8%	9.7%	3.1%	0.0%	2.3%	0.6%	5.5%	2.3%	0.2%	0.2%	0.0%	3.2%	0.7%	0.1%	1.4%	3.5%	9.6%	3.5%	0.1%	1.0%	3.1%	9.2%	3.2%
	2021	Te Whatu Ora	0.2%	0.6%	2.6%	6.9%	2.5%	0.0%	1.0%	1.5%	9.7%	2.9%	0.1%	0.2%	1.2%	2.7%	0.8%	0.1%	0.6%	3.1%	8.5%	2.9%	0.1%	0.6%	2.8%	7.7%	2.6%
		NGO	0.0%	0.0%	0.2%	1.0%	0.3%	0.0%	0.0%	0.0%	1.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.9%	0.2%	0.0%	0.0%	0.1%	0.9%	0.2%
		Total	0.2%	0.6%	2.8%	7.8%	2.7%	0.0%	1.0%	1.5%	10.9%	3.2%	0.1%	0.2%	1.2%	2.7%	0.8%	0.1%	0.6%	3.2%	9.4%	3.2%	0.1%	0.6%	2.9%	8.6%	2.9%
Regional Total	2019	Te Whatu Ora	0.3%	1.4%	2.8%	6.3%	2.6%	0.2%	0.9%	2.0%	4.0%	1.7%	0.1%	0.2%	0.7%	2.3%	0.7%	0.4%	2.1%	4.3%	8.0%	3.7%	0.3%	1.6%	3.3%	6.7%	2.9%
		NGO	0.2%	1.5%	4.0%	7.7%	3.2%	0.6%	1.2%	2.6%	4.6%	2.2%	0.0%	0.4%	0.8%	2.0%	0.7%	0.2%	1.6%	3.3%	5.2%	2.6%	0.2%	1.4%	3.4%	5.9%	2.7%
		Total	0.6%	2.9%	6.8%	14.0%	5.8%	0.9%	2.1%	4.7%	8.6%	4.0%	0.1%	0.6%	1.5%	4.3%	1.3%	0.6%	3.7%	7.6%	13.1%	6.3%	0.5%	3.0%	6.6%	12.5%	5.6%
	2021	Te Whatu Ora	0.2%	1.0%	2.7%	5.8%	2.4%	0.1%	0.6%	1.6%	3.6%	1.4%	0.1%	0.2%	1.0%	2.2%	0.7%	0.3%	1.8%	4.5%	8.9%	3.9%	0.2%	1.3%	3.4%	6.9%	2.9%
		NGO	0.1%	1.3%	3.8%	6.6%	2.9%	0.2%	0.9%	2.2%	3.8%	1.7%	0.0%	0.3%	1.1%	1.7%	0.6%	0.1%	1.3%	3.5%	6.0%	2.7%	0.1%	1.2%	3.4%	5.9%	2.6%
		Total	0.3%	2.3%	6.5%	12.4%	5.3%	0.3%	1.6%	3.8%	7.4%	3.2%	0.1%	0.5%	2.1%	3.9%	1.3%	0.4%	3.1%	7.9%	14.9%	6.6%	0.3%	2.4%	6.7%	12.7%	5.4%

Table 7. Central Region 0-19 yrs. Service User Access Rates by Area, Ethnicity & Age Group (yrs.) (2019 & 2021)

Central Region	Year	Service Type	Māori					Pacific					Asian					Other					Total				
			0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19
Hawke's Bay	2019	Te Whatu Ora	0.1%	1.2%	3.9%	8.4%	3.2%	0.0%	1.1%	2.1%	3.9%	1.7%	0.1%	0.2%	0.2%	1.0%	0.3%	0.0%	1.7%	3.8%	8.1%	3.5%	0.1%	1.3%	3.5%	7.6%	3.1%
		NGO	0.0%	0.0%	0.3%	2.1%	0.5%	0.0%	0.0%	0.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.8%	0.3%	0.0%	0.0%	0.2%	1.3%	0.4%
		Total	0.1%	1.2%	4.1%	10.5%	3.8%	0.0%	1.1%	2.1%	5.2%	2.0%	0.1%	0.2%	0.2%	1.0%	0.3%	0.0%	1.7%	3.9%	8.9%	3.8%	0.1%	1.3%	3.7%	8.9%	3.5%
	2021	Te Whatu Ora	0.2%	0.9%	3.0%	6.6%	2.6%	0.1%	0.2%	1.4%	3.5%	1.2%	0.0%	0.0%	0.3%	3.1%	0.7%	0.1%	1.2%	3.1%	6.8%	2.9%	0.1%	0.9%	2.8%	6.3%	2.5%
		NGO	0.0%	0.0%	0.2%	1.3%	0.4%	0.0%	0.0%	0.1%	0.8%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.8%	0.2%	0.0%	0.0%	0.1%	0.9%	0.3%
		Total	0.2%	0.9%	3.2%	7.8%	2.9%	0.1%	0.2%	1.6%	4.4%	1.4%	0.0%	0.0%	0.3%	3.3%	0.7%	0.1%	1.2%	3.2%	7.5%	3.1%	0.1%	0.9%	2.9%	7.2%	2.8%
MidCentral	2019	Te Whatu Ora	0.1%	1.8%	3.8%	6.0%	2.9%	0.4%	0.6%	0.8%	5.8%	1.8%	0.1%	0.4%	1.1%	1.7%	0.8%	0.3%	2.5%	5.0%	7.0%	3.9%	0.2%	1.9%	4.1%	6.1%	3.1%
		NGO	0.0%	0.2%	1.7%	4.1%	1.4%	0.0%	0.0%	3.1%	6.5%	2.2%	0.0%	0.0%	0.5%	0.7%	0.3%	0.0%	0.1%	0.9%	2.7%	1.0%	0.0%	0.1%	1.3%	3.1%	1.1%
		Total	0.1%	2.0%	5.5%	10.1%	4.3%	0.4%	0.6%	3.9%	12.3%	4.0%	0.1%	0.4%	1.6%	2.4%	1.0%	0.3%	2.6%	6.0%	9.7%	4.9%	0.2%	2.1%	5.4%	9.2%	4.3%
	2021	Te Whatu Ora	0.3%	1.4%	3.3%	8.6%	3.3%	0.2%	0.6%	2.2%	5.4%	2.0%	0.0%	0.2%	1.6%	2.1%	0.9%	0.1%	1.9%	5.6%	8.4%	4.2%	0.1%	1.5%	4.3%	7.7%	3.5%
		NGO	0.0%	0.0%	0.8%	3.8%	1.1%	0.0%	0.0%	0.4%	1.9%	0.5%	0.0%	0.0%	0.3%	0.5%	0.2%	0.0%	0.1%	0.9%	2.0%	0.8%	0.0%	0.1%	0.8%	2.5%	0.8%
		Total	0.3%	1.5%	4.2%	12.3%	4.4%	0.2%	0.6%	2.6%	7.2%	2.5%	0.0%	0.2%	1.9%	2.6%	1.0%	0.1%	2.0%	6.5%	10.5%	5.0%	0.1%	1.6%	5.1%	10.2%	4.3%
Whanganui	2019	Te Whatu Ora	0.4%	1.6%	6.3%	11.0%	4.5%	0.5%	0.0%	1.5%	7.7%	2.0%	0.8%	0.6%	2.5%	2.5%	1.5%	0.9%	3.3%	7.0%	11.6%	5.9%	0.6%	2.2%	6.0%	10.4%	4.8%
		NGO	0.0%	0.2%	1.1%	2.5%	0.9%	0.0%	0.0%	0.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	1.3%	1.7%	0.9%	0.0%	0.3%	1.1%	1.9%	0.8%
		Total	0.4%	1.8%	7.3%	13.5%	5.4%	0.5%	0.0%	1.5%	9.0%	2.3%	0.8%	0.6%	2.5%	2.5%	1.5%	0.9%	3.9%	8.3%	13.2%	6.8%	0.6%	2.6%	7.1%	12.3%	5.6%
	2021	Te Whatu Ora	0.5%	1.3%	4.7%	12.0%	4.2%	0.5%	0.5%	0.9%	4.4%	1.4%	0.7%	1.4%	1.2%	2.1%	1.3%	1.1%	3.3%	5.5%	12.6%	5.7%	0.8%	2.1%	4.8%	11.4%	4.6%
		NGO	0.0%	0.3%	1.2%	2.2%	0.9%	0.0%	0.0%	0.5%	1.1%	0.4%	0.0%	0.0%	0.0%	1.1%	0.2%	0.0%	0.5%	1.5%	2.2%	1.1%	0.0%	0.4%	1.3%	2.1%	0.9%
		Total	0.5%	1.6%	5.9%	14.3%	5.1%	0.5%	0.5%	1.4%	5.6%	1.8%	0.7%	1.4%	1.2%	3.2%	1.5%	1.1%	3.8%	7.0%	14.8%	6.7%	0.8%	2.5%	6.1%	13.5%	5.5%
Hutt	2019	Te Whatu Ora	0.4%	2.5%	4.9%	8.3%	3.9%	0.0%	0.5%	2.4%	3.4%	1.6%	0.0%	0.8%	1.9%	2.0%	1.0%	0.3%	2.8%	5.7%	8.2%	4.3%	0.2%	2.1%	4.7%	6.8%	3.4%
		NGO	0.0%	0.2%	2.4%	3.8%	1.5%	0.0%	0.1%	0.4%	1.7%	0.6%	0.0%	0.0%	0.2%	0.4%	0.1%	0.0%	0.1%	0.6%	1.9%	0.7%	0.0%	0.1%	1.0%	2.2%	0.8%
		Total	0.4%	2.7%	7.3%	12.2%	5.4%	0.0%	0.6%	2.8%	5.0%	2.2%	0.0%	0.8%	2.1%	2.4%	1.1%	0.3%	2.9%	6.3%	10.0%	5.0%	0.2%	2.3%	5.7%	9.0%	4.2%
	2021	Te Whatu Ora	0.4%	1.9%	3.5%	7.9%	3.3%	0.1%	1.0%	1.8%	4.3%	1.8%	0.1%	0.6%	1.4%	2.1%	0.9%	0.3%	2.3%	5.4%	9.5%	4.5%	0.3%	1.7%	3.9%	7.5%	3.2%
		NGO	0.0%	0.1%	1.9%	3.5%	1.3%	0.0%	0.2%	0.6%	1.0%	0.5%	0.0%	0.0%	0.3%	0.4%	0.1%	0.0%	0.2%	0.8%	2.6%	1.0%	0.0%	0.1%	1.0%	2.4%	0.9%
		Total	0.4%	1.9%	5.4%	11.4%	4.6%	0.1%	1.1%	2.4%	5.3%	2.3%	0.1%	0.6%	1.7%	2.5%	1.0%	0.3%	2.5%	6.2%	12.2%	5.4%	0.3%	1.9%	4.9%	9.9%	4.1%
Capital & Coast	2019	Te Whatu Ora	0.2%	3.0%	5.4%	8.3%	4.3%	0.2%	0.9%	2.2%	3.8%	1.8%	0.1%	0.8%	1.5%	2.9%	1.2%	0.2%	2.7%	4.8%	6.6%	3.9%	0.2%	2.2%	4.1%	6.0%	3.3%
		NGO	0.1%	0.3%	4.0%	2.9%	1.8%	0.0%	0.0%	3.4%	1.5%	1.2%	0.0%	0.0%	0.1%	0.2%	0.1%	0.0%	0.1%	0.4%	1.1%	0.4%	0.0%	0.1%	1.3%	1.3%	0.7%
		Total	0.3%	3.3%	9.4%	11.2%	6.1%	0.2%	0.9%	5.5%	5.2%	3.1%	0.1%	0.9%	1.6%	3.1%	1.3%	0.2%	2.8%	5.1%	7.7%	4.3%	0.2%	2.3%	5.4%	7.2%	4.0%
	2021	Te Whatu Ora	0.0%	2.0%	3.9%	9.3%	3.8%	0.1%	1.0%	2.1%	3.7%	1.8%	0.0%	0.4%	1.1%	3.8%	1.2%	0.1%	1.9%	4.2%	8.5%	4.2%	0.1%	1.5%	3.5%	7.4%	3.3%
		NGO	0.0%	0.3%	3.6%	2.7%	1.7%	0.0%	0.2%	1.9%	1.5%	0.9%	0.0%	0.0%	0.1%	0.2%	0.1%	0.0%	0.1%	0.6%	1.1%	0.5%	0.0%	0.1%	1.2%	1.3%	0.7%
		Total	0.0%	2.3%	7.5%	12.0%	5.5%	0.1%	1.2%	4.0%	5.2%	2.8%	0.0%	0.5%	1.2%	4.1%	1.3%	0.1%	2.0%	4.8%	9.6%	4.8%	0.1%	1.7%	4.7%	8.7%	4.1%
Wairarapa	2019	Te Whatu Ora	0.1%	1.1%	2.9%	8.8%	3.1%	0.0%	1.0%	3.6%	6.0%	2.7%	0.0%	0.0%	0.9%	3.5%	0.9%	0.1%	1.7%	4.5%	8.9%	3.8%	0.1%	1.4%	3.8%	8.5%	3.4%
		NGO	0.0%	0.1%	2.2%	5.1%	1.8%	0.0%	0.0%	0.9%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.8%	2.8%	1.1%	0.0%	0.4%	1.2%	3.4%	1.2%
		Total	0.1%	1.2%	5.1%	13.9%	4.8%	0.0%	1.0%	4.5%	6.0%	2.9%	0.0%	0.0%	0.9%	3.5%	0.9%	0.1%	2.3%	5.3%	11.8%	4.8%	0.1%	1.8%	5.0%	11.9%	4.6%
	2021	Te Whatu Ora	0.0%	2.3%	4.0%	7.5%	3.4%	0.0%	2.7%	2.5%	4.8%	2.6%	0.0%	1.5%	2.9%	7.4%	2.4%	0.1%	1.3%	5.0%	9.8%	4.0%	0.1%	1.7%	4.5%	8.7%	3.7%
		NGO	0.0%	0.4%	2.9%	5.9%	2.2%	0.0%	0.0%	0.8%	3.8%	1.2%	0.0%	1.5%	1.9%	1.1%	1.0%	0.0%	0.7%	2.0%	3.3%	1.5%	0.0%	0.6%	2.2%	4.0%	1.7%
		Total	0.0%	2.7%	7.0%	13.4%	5.6%	0.0%	2.7%	3.3%	8.6%	3.7%	0.0%	1.5%	2.9%	7.4%	2.4%	0.1%	1.9%	7.0%	13.0%	5.5%	0.1%	2.2%	6.8%	12.7%	5.3%
Regional Total	2019	Te Whatu Ora	0.2%	1.9%	4.5%	8.1%	3.6%	0.1%	0.8%	2.0%	4.1%	1.8%	0.1%	0.7%	1.4%	2.3%	1.0%	0.2%	2.5%	4.9%	7.6%	4.0%	0.2%	1.9%	4.2%	6.8%	3.3%
		NGO	0.0%	0.1%	1.8%	3.2%	1.2%	0.0%	0.0%	1.9%	2.0%	1.0%	0.0%	0.0%	0.2%	0.3%	0.1%	0.0%	0.1%	0.6%	1.6%	0.6%	0.0%	0.1%	1.0%	1.9%	0.8%
		Total	0.2%	2.1%	6.3%	11.3%	4.8%	0.1%	0.8%	4.0%	6.1%	2.8%	0.1%	0.7%	1.6%	2.6%	1.1%	0.2%	2.6%	5.5%	9.2%	4.7%	0.2%	2.0%	5.2%	8.7%	4.1%
	2021	Te Whatu Ora	0.2%	1.5%	3.5%	8.3%	3.3%	0.1%	0.8%	1.9%	4.1%	1.8%	0.1%	0.4%	1.2%	3.1%	1.0%	0.2%	1.9%	4.6%	8.7%	4.1%	0.2%	1.5%	3.7%	7.6%	3.3%
		NGO	0.0%	0.1%	1.5%	2.8%	1.1%	0.0%	0.1%	1.0%	1.4%	0.6%	0.0%	0.0%	0.2%	0.4%	0.1%	0.0%	0.2%	0.7%	1.6%	0.7%	0.0%	0.1%	0.9%	1.8%	0.7%
		Total	0.2%	1.6%	5.0%	11.1%	4.4%	0.1%	1.0%	2.9%	5.5%	2.4%	0.1%	0.5%	1.4%	3.5%	1.2%	0.2%	2.1%	5.3%	10.3%	4.8%	0.2%	1.6%	4.6%	9.4%	4.0%

Table 8. Southern Region 0-19 yrs Service User Access Rates by Area, Ethnicity & Age Group (yrs) (2019 & 2021)

Central Region	Year	Service Type	Māori					Pacific					Asian					Other					Total				
			0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19
Nelson Marlborough	2019	Te Whatu Ora	0.2%	1.6%	4.5%	8.3%	3.5%	0.4%	0.6%	3.5%	3.2%	1.9%	0.0%	0.3%	1.5%	3.1%	1.1%	0.1%	1.8%	4.8%	9.5%	4.3%	0.1%	1.6%	4.5%	8.7%	3.8%
		NGO	0.1%	0.8%	2.7%	5.9%	2.3%	0.0%	0.3%	0.6%	0.8%	0.4%	0.0%	0.0%	0.4%	1.5%	0.4%	0.0%	0.2%	1.0%	3.6%	1.2%	0.0%	0.3%	1.2%	3.8%	1.4%
		Total	0.3%	2.4%	7.1%	14.3%	5.8%	0.4%	0.9%	4.2%	4.0%	2.3%	0.0%	0.3%	1.9%	4.6%	1.5%	0.1%	2.0%	5.8%	13.0%	5.5%	0.1%	1.9%	5.8%	12.5%	5.2%
	2021	Te Whatu Ora	0.4%	1.6%	6.0%	8.6%	4.1%	0.0%	0.6%	2.8%	5.6%	2.2%	0.1%	0.4%	1.7%	2.9%	1.1%	0.4%	1.8%	5.5%	10.5%	4.8%	0.4%	1.6%	5.3%	9.4%	4.3%
		NGO	0.1%	0.4%	3.0%	5.2%	2.1%	0.0%	0.0%	0.6%	3.7%	1.0%	0.0%	0.0%	0.7%	0.9%	0.3%	0.0%	0.4%	1.3%	3.8%	1.4%	0.0%	0.3%	1.6%	3.9%	1.5%
		Total	0.5%	2.0%	9.0%	13.8%	6.2%	0.0%	0.6%	3.3%	9.3%	3.1%	0.1%	0.4%	2.4%	3.8%	1.5%	0.4%	2.2%	6.9%	14.3%	6.2%	0.4%	2.0%	6.9%	13.4%	5.8%
West Coast	2019	Te Whatu Ora	0.0%	3.3%	5.3%	11.4%	4.8%	0.0%	7.5%	8.6%	5.0%	5.8%	0.0%	1.3%	1.4%	2.9%	1.1%	0.3%	4.4%	4.8%	9.4%	4.7%	0.2%	3.9%	4.8%	9.6%	4.6%
		NGO	0.3%	1.0%	1.1%	2.5%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.4%	0.5%	1.1%	1.6%	2.5%	1.4%	0.4%	1.0%	1.5%	2.4%	1.3%
		Total	0.3%	4.3%	6.3%	13.9%	6.0%	0.0%	7.5%	8.6%	5.0%	5.8%	0.0%	1.3%	2.9%	2.9%	1.5%	0.8%	5.5%	6.4%	11.9%	6.2%	0.6%	4.9%	6.3%	11.9%	5.9%
	2021	Te Whatu Ora	0.2%	2.4%	4.9%	9.2%	4.0%	0.0%	2.5%	2.5%	4.0%	2.4%	0.0%	0.0%	1.2%	2.9%	0.6%	0.0%	2.1%	5.0%	10.0%	4.3%	0.1%	2.1%	4.6%	9.5%	4.0%
		NGO	0.0%	0.5%	1.6%	4.9%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.3%	0.2%	0.9%	2.3%	3.5%	1.7%	0.1%	0.7%	2.0%	3.7%	1.6%
		Total	0.2%	2.9%	6.5%	14.1%	5.7%	0.0%	2.5%	2.5%	4.0%	2.4%	0.0%	0.0%	1.2%	5.7%	0.9%	0.2%	3.0%	7.2%	13.5%	6.0%	0.2%	2.8%	6.6%	13.2%	5.6%
Canterbury	2019	Te Whatu Ora	0.2%	2.8%	5.4%	9.5%	4.3%	0.1%	1.1%	2.5%	4.0%	1.8%	0.1%	0.2%	0.9%	1.6%	0.6%	0.1%	2.5%	4.4%	6.5%	3.6%	0.1%	2.1%	4.0%	6.1%	3.1%
		NGO	0.6%	0.4%	2.2%	6.9%	2.4%	0.4%	0.1%	0.8%	2.0%	0.8%	0.1%	0.0%	0.2%	1.2%	0.3%	0.2%	0.1%	1.3%	4.4%	1.6%	0.3%	0.1%	1.3%	4.2%	1.5%
		Total	0.7%	3.3%	7.6%	16.4%	6.7%	0.5%	1.1%	3.2%	6.0%	2.6%	0.1%	0.3%	1.1%	2.8%	1.0%	0.4%	2.6%	5.7%	10.9%	5.2%	0.4%	2.3%	5.3%	10.3%	4.7%
	2021	Te Whatu Ora	0.1%	2.9%	5.6%	8.7%	4.2%	0.2%	0.7%	2.0%	4.2%	1.7%	0.0%	0.4%	1.1%	2.3%	0.9%	0.1%	2.5%	4.7%	7.0%	3.8%	0.1%	2.1%	4.2%	6.4%	3.3%
		NGO	0.3%	0.3%	1.9%	6.1%	2.0%	0.2%	0.2%	0.5%	1.9%	0.7%	0.0%	0.1%	0.3%	1.4%	0.4%	0.2%	0.1%	1.4%	4.6%	1.7%	0.2%	0.2%	1.3%	4.3%	1.5%
		Total	0.4%	3.2%	7.4%	14.8%	6.2%	0.3%	0.9%	2.5%	6.1%	2.3%	0.1%	0.5%	1.4%	3.7%	1.2%	0.3%	2.6%	6.0%	11.6%	5.5%	0.3%	2.3%	5.5%	10.7%	4.8%
South Canterbury	2019	Te Whatu Ora	0.2%	2.9%	6.0%	9.3%	4.5%	0.0%	3.2%	2.4%	7.5%	3.0%	0.0%	0.5%	0.0%	1.5%	0.4%	0.1%	2.9%	5.7%	9.2%	4.5%	0.1%	2.8%	5.3%	8.7%	4.2%
		NGO	0.0%	0.0%	2.9%	7.2%	2.5%	0.0%	0.0%	1.2%	7.5%	1.8%	0.0%	0.0%	0.5%	0.5%	0.2%	0.0%	0.1%	2.4%	7.1%	2.4%	0.0%	0.1%	2.4%	6.7%	2.2%
		Total	0.2%	2.9%	8.9%	16.6%	7.0%	0.0%	3.2%	3.5%	15.0%	4.8%	0.0%	0.5%	0.5%	2.0%	0.7%	0.1%	2.9%	8.1%	16.2%	6.9%	0.1%	2.8%	7.7%	15.4%	6.5%
	2021	Te Whatu Ora	0.3%	4.4%	5.4%	9.7%	4.9%	0.0%	3.0%	3.3%	5.6%	2.9%	0.0%	0.0%	2.4%	2.2%	1.0%	0.1%	2.7%	6.2%	11.7%	5.2%	0.1%	2.8%	5.7%	10.5%	4.8%
		NGO	0.0%	0.0%	2.5%	8.1%	2.6%	0.0%	0.0%	0.8%	2.2%	0.7%	0.0%	0.0%	0.5%	1.7%	0.5%	0.0%	0.0%	3.1%	9.0%	3.0%	0.0%	0.0%	2.7%	8.2%	2.6%
		Total	0.3%	4.4%	7.8%	17.7%	7.5%	0.0%	3.0%	4.2%	7.8%	3.5%	0.0%	0.0%	2.9%	3.9%	1.5%	0.1%	2.7%	9.3%	20.8%	8.2%	0.1%	2.8%	8.4%	18.6%	7.4%
Southern	2019	Te Whatu Ora	0.08%	2.10%	4.14%	6.51%	3.25%	0.00%	0.88%	3.14%	6.32%	2.58%	0.0%	0.2%	0.7%	1.9%	0.8%	0.0%	0.6%	1.1%	1.4%	0.8%	0.1%	1.8%	3.9%	5.9%	3.1%
		NGO	0.11%	1.32%	3.42%	5.42%	2.60%	0.00%	0.88%	1.57%	3.29%	1.44%	0.0%	0.3%	0.8%	1.3%	0.7%	0.0%	0.0%	0.5%	1.1%	0.4%	0.0%	1.3%	3.1%	5.1%	2.5%
		Total	0.20%	3.43%	7.56%	11.93%	5.85%	0.00%	1.75%	4.71%	9.61%	4.01%	0.0%	0.5%	1.6%	3.2%	1.5%	0.0%	0.6%	1.6%	2.5%	1.3%	0.1%	3.0%	7.0%	11.0%	5.6%
	2021	Te Whatu Ora	0.1%	0.8%	3.8%	6.6%	2.9%	0.1%	0.6%	1.8%	3.8%	1.6%	0.0%	0.2%	1.0%	1.8%	0.8%	0.1%	0.9%	3.1%	6.8%	3.0%	0.1%	0.8%	3.1%	6.1%	2.7%
		NGO	0.2%	1.3%	3.6%	6.0%	2.9%	0.0%	1.2%	2.4%	3.2%	1.7%	0.0%	0.0%	0.5%	1.2%	0.5%	0.0%	1.1%	3.5%	6.1%	2.9%	0.0%	1.0%	3.3%	5.5%	2.6%
		Total	0.2%	2.1%	7.5%	12.6%	5.8%	0.1%	1.8%	4.3%	7.0%	3.2%	0.0%	0.2%	1.5%	2.9%	1.3%	0.1%	2.0%	6.6%	12.9%	5.9%	0.1%	1.9%	6.3%	11.6%	5.4%
Regional Total	2019	Te Whatu Ora	0.1%	2.4%	4.9%	8.4%	3.9%	0.1%	1.1%	2.8%	4.7%	2.1%	0.0%	0.3%	0.9%	1.8%	0.7%	0.1%	2.3%	4.5%	7.0%	3.7%	0.1%	2.0%	4.1%	6.6%	3.3%
		NGO	0.3%	0.8%	2.7%	6.1%	2.4%	0.2%	0.3%	1.0%	2.4%	0.9%	0.0%	0.1%	0.4%	1.2%	0.4%	0.1%	0.5%	1.9%	4.8%	2.0%	0.2%	0.5%	1.9%	4.5%	1.8%
		Total	0.5%	3.2%	7.6%	14.5%	6.3%	0.3%	1.4%	3.8%	7.1%	3.0%	0.1%	0.3%	1.3%	3.1%	1.1%	0.3%	2.8%	6.4%	11.8%	5.7%	0.3%	2.6%	6.0%	11.1%	5.1%
	2021	Te Whatu Ora	0.2%	2.1%	5.1%	8.1%	3.8%	0.1%	0.8%	2.1%	4.3%	1.7%	0.0%	0.4%	1.1%	2.2%	0.9%	0.1%	1.9%	4.5%	7.7%	3.8%	0.1%	1.7%	4.1%	7.0%	3.3%
		NGO	0.2%	0.6%	2.6%	6.0%	2.3%	0.1%	0.4%	1.0%	2.4%	1.0%	0.0%	0.0%	0.4%	1.3%	0.4%	0.1%	0.5%	2.1%	5.2%	2.1%	0.1%	0.4%	2.0%	4.8%	1.9%
		Total	0.4%	2.7%	7.7%	14.1%	6.1%	0.2%	1.2%	3.1%	6.7%	2.7%	0.1%	0.4%	1.5%	3.5%	1.3%	0.2%	2.4%	6.6%	12.8%	5.9%	0.2%	2.1%	6.1%	11.7%	5.2%

Table 8. National 0-19 yrs Service User Access Rates by Area, Ethnicity & Age Group (yrs) (2019 & 2021)

	Year	Service Type	Māori					Pacific					Asian					Other					Total				
			0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19	0-4	5-9	10-14	15-19	0-19
National Total	2019	Te Whatu Ora	0.4%	2.1%	4.1%	8.0%	3.5%	0.3%	1.1%	2.2%	4.1%	2.0%	0.2%	0.7%	1.4%	2.5%	1.1%	0.4%	2.6%	4.7%	7.6%	4.0%	0.4%	2.0%	3.8%	6.5%	3.2%
		NGO	0.2%	0.7%	2.6%	5.6%	2.1%	0.1%	0.2%	1.0%	2.3%	0.9%	0.0%	0.1%	0.3%	0.7%	0.2%	0.1%	0.6%	1.5%	3.2%	1.4%	0.1%	0.5%	1.5%	3.3%	1.4%
		Total	0.5%	2.7%	6.7%	13.6%	5.7%	0.4%	1.3%	3.2%	6.4%	2.8%	0.3%	0.8%	1.7%	3.2%	1.4%	0.5%	3.1%	6.2%	10.8%	5.4%	0.5%	2.4%	5.4%	9.9%	4.6%
	2021	Te Whatu Ora	0.4%	1.6%	3.7%	7.5%	3.2%	0.4%	0.9%	1.9%	3.8%	1.7%	0.2%	0.6%	1.3%	3.0%	1.2%	0.4%	2.1%	4.8%	8.4%	4.2%	0.3%	1.6%	3.7%	6.9%	3.2%
		NGO	0.1%	0.6%	2.3%	5.0%	1.9%	0.0%	0.2%	0.8%	1.8%	0.7%	0.0%	0.1%	0.3%	0.8%	0.2%	0.1%	0.5%	1.6%	3.5%	1.5%	0.1%	0.4%	1.5%	3.3%	1.3%
		Total	0.4%	2.2%	6.0%	12.5%	5.2%	0.4%	1.0%	2.6%	5.6%	2.4%	0.2%	0.6%	1.6%	3.8%	1.4%	0.4%	2.6%	6.4%	11.9%	5.7%	0.4%	2.0%	5.2%	10.2%	4.5%

Appendix C: Funding Data

Table 1. Infant, Child, Adolescent & Youth Mental Health/AOD Funding (2015/2016-2021/2022)

Region/Area	2015/2016			2017/2018			2019/2020			2021/2022		
	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total
Northern	\$52,411,826	\$8,789,249	\$61,201,075	\$49,588,907	\$10,570,297	\$60,159,204	\$54,518,610	\$12,111,675	\$66,630,285	\$61,520,824	\$13,122,669	\$74,643,493
Northland	\$6,118,991	\$1,273,595	\$7,392,586	\$3,610,143	\$1,415,148	\$5,025,291	\$4,508,839	\$1,815,372	\$6,324,211	\$5,220,875	\$1,782,648	\$7,003,523
Waitemata	\$15,862,594	\$702,631	\$16,565,225	\$15,745,106	\$721,096	\$16,466,202	\$16,476,534	\$832,473	\$17,309,007	\$17,581,501	\$895,056	\$18,476,557
Auckland	\$17,006,883	\$2,598,834	\$19,605,717	\$16,742,962	\$4,102,814	\$20,845,776	\$18,792,042	\$4,636,373	\$23,428,415	\$21,256,767	\$4,924,575	\$26,181,342
Counties Manukau	\$13,423,358	\$4,214,189	\$17,637,547	\$13,490,697	\$4,331,239	\$17,821,936	\$14,741,195	\$4,827,457	\$19,568,652	\$17,461,680	\$5,520,390	\$22,982,070
Midland	\$20,251,653	\$16,272,187	\$36,523,840	\$19,736,066	\$19,576,532	\$39,312,598	\$21,370,475	\$25,226,032	\$46,596,507	\$23,843,951	\$24,506,984	\$48,350,935
Waikato	\$5,795,619	\$10,239,947	\$16,035,566	\$5,649,594	\$10,597,774	\$16,247,368	\$6,521,744	\$15,095,321	\$21,617,065	\$7,729,847	\$13,219,409	\$20,949,256
Lakes	\$3,275,060	\$1,545,288	\$4,820,348	\$2,938,911	\$2,917,218	\$5,856,129	\$2,799,010	\$3,358,540	\$6,157,550	\$2,954,344	\$3,621,506	\$6,575,850
Bay of Plenty	\$6,234,260	\$3,446,180	\$9,680,440	\$6,158,124	\$4,878,148	\$11,036,272	\$6,860,902	\$5,513,430	\$12,374,332	\$7,684,227	\$6,089,017	\$13,773,244
Tairāwhiti	\$2,268,862	\$310,176	\$2,579,038	\$2,303,231	\$438,948	\$2,742,179	\$2,396,281	\$468,444	\$2,864,725	\$2,517,532	\$491,436	\$3,008,968
Taranaki	\$2,677,852	\$730,596	\$3,408,448	\$2,686,207	\$744,444	\$3,430,651	\$2,792,538	\$790,297	\$3,582,835	\$2,958,001	\$1,085,616	\$4,043,617
Central	\$30,614,119	\$5,062,877	\$35,676,996	\$34,840,926	\$5,784,642	\$40,625,568	\$36,826,043	\$7,787,916	\$44,613,959	\$42,400,554	\$8,656,521	\$51,057,075
Hawke's Bay	\$3,412,251	\$410,217	\$3,822,468	\$4,016,008	\$915,448	\$4,931,456	\$4,016,008	\$1,520,874	\$5,536,882	\$3,863,968	\$1,555,329	\$5,419,297
MidCentral	\$4,160,098	\$1,020,716	\$5,180,814	\$3,964,581	\$1,247,347	\$5,211,928	\$3,964,576	\$1,526,173	\$5,490,749	\$4,890,899	\$1,728,075	\$6,618,974
Whanganui	2567102.285	224064	\$2,791,166	2336177.81	380472	\$2,716,649.81	2191738.4	404796	\$2,596,534	\$2,258,146	\$312,360	\$2,570,506
Capital & Coast	\$15,036,417	\$776,604	\$15,813,021	\$18,815,821	\$1,552,701	\$20,368,522	\$20,403,667	\$2,356,929	\$22,760,596	\$24,136,174	\$2,741,406	\$26,877,580
Hutt Valley	\$4,057,730	\$2,531,352	\$6,589,082	\$4,349,039	\$1,504,775	\$5,853,814	\$4,835,837	\$1,772,037	\$6,607,874	\$5,581,853	\$1,939,683	\$7,521,536
Wairapa	\$1,380,521	\$99,924	\$1,480,445	\$1,359,300	\$183,899	\$1,543,199	\$1,414,216	\$207,107	\$1,621,323	\$1,669,515	\$379,668	\$2,049,183
Southern	\$31,120,579	\$11,023,133	\$42,143,712	\$30,868,614	\$12,468,496	\$43,337,110	\$40,441,147	\$13,993,947	\$54,435,094	\$37,305,850	\$16,699,016	\$54,004,866
Nelson Marlborough	\$3,876,454	\$919,203	\$4,795,657	\$3,813,388	\$1,017,093	\$4,830,481	\$3,954,983	\$831,523	\$4,786,506	\$4,628,800	\$462,861	\$5,091,661
West Coast	\$1,065,069	\$240,000	\$1,305,069	\$1,092,754	\$240,000	\$1,332,754	\$1,141,029	\$281,652	\$1,422,681	\$826,960	\$618,193	\$1,445,153
Canterbury	\$16,850,056	\$4,446,390	\$21,296,446	\$17,617,285	\$5,175,825	\$22,793,110	\$26,549,862	\$6,454,848	\$33,004,710	\$22,387,773	\$8,763,380	\$31,151,153
South Canterbury	\$1,089,537	\$702,204	\$1,791,741	\$1,067,492	\$721,068	\$1,788,560	\$1,128,056	\$750,204	\$1,878,260	\$1,179,382	\$793,068	\$1,972,450
Southern	\$8,239,465	\$4,715,336	\$12,954,801	\$7,277,694	\$5,314,510	\$12,592,204	\$7,667,218	\$5,675,720	\$13,342,938	\$8,282,935	\$6,061,514	\$14,344,449
Total	\$134,398,178	\$41,147,446	\$175,545,624	\$135,034,513	\$48,399,967	\$183,434,480	\$153,156,274	\$59,119,570	\$212,275,844	\$165,071,179	\$62,985,190	\$228,056,369

Source: Ministry of Health Price Volume Schedules 2013-2020. *Te Whatu Ora funding includes Inpatient funding.

Table 2. National Funding per Head Infant, Child, Adolescent & Youth Population (2019/2020-2021/2022)

Region/Area	2019/2020			2021/2022		
	Spend/Child (Excl. Inpatient) \$	Spend/Child (Incl. Inpatient) \$	Total Te Whatu Ora & NGO/PHO \$	Spend/Child (Incl. Inpatient) \$	Spend/Child (Excl. Inpatient) \$	Total Te Whatu Ora & NGO/PHO \$
Northern	\$135.50	\$127.88	\$66,630,285	\$151.95	\$144.18	\$74,643,493
Northland	\$124.20	\$124.20	\$6,324,211	\$134.35	\$134.35	\$7,003,523
Waitemata	\$107.35	\$107.35	\$17,309,007	\$114.90	\$114.90	\$18,476,557
Auckland	\$214.31	\$180.04	\$23,428,415	\$249.99	\$213.53	\$26,181,342
Counties Manukau	\$114.93	\$114.93	\$19,568,652	\$132.41	\$132.41	\$22,982,070
Midland	\$175.40	\$174.76	\$46,596,507	\$178.85	\$178.18	\$48,350,935
Waikato	\$182.05	\$182.05	\$21,617,065	\$174.46	\$174.46	\$20,949,256
Lakes	\$192.00	\$192.00	\$6,157,550	\$205.62	\$205.62	\$6,575,850
Bay of Plenty	\$185.65	\$185.65	\$12,374,332	\$198.72	\$198.72	\$13,773,244
Tairāwhiti	\$191.68	\$180.27	\$2,864,725	\$198.22	\$186.41	\$3,008,968
Taranaki	\$107.77	\$107.77	\$3,582,835	\$119.63	\$119.63	\$4,043,617
Central	\$193.14	\$176.28	\$44,613,959	\$210.48	\$192.65	\$51,057,075
Hawke's Bay	\$117.21	\$117.21	\$5,536,882	\$113.14	\$113.14	\$5,419,297
MidCentral	\$308.04	\$308.04	\$5,490,749	\$135.30	\$135.30	\$6,618,974
Whanganui	\$53.64	\$53.64	\$2,596,534	\$144.41	\$144.41	\$2,570,506
Capital & Coast	\$562.68	\$466.42	\$22,760,596	\$357.99	\$300.37	\$26,877,580
Hutt Valley	\$85.74	\$85.74	\$6,607,874	\$184.49	\$184.49	\$7,521,536
Wairarapa	\$137.40	\$137.40	\$1,621,323	\$169.35	\$169.35	\$2,049,183
Southern	\$193.62	\$173.18	\$54,435,094	\$192.73	\$168.23	\$54,004,866
Nelson Marlborough	\$131.75	\$123.48	\$4,786,506	\$138.21	\$130.24	\$5,091,661
West Coast	\$193.83	\$193.83	\$1,422,681	\$201.84	\$201.84	\$1,445,153
Canterbury	\$235.75	\$200.88	\$33,004,710	\$222.94	\$186.95	\$31,151,153
South Canterbury	\$132.55	\$132.55	\$1,878,260	\$139.84	\$72.87	\$1,972,450
Southern	\$160.18	\$153.39	\$13,342,938	\$174.15	\$166.88	\$14,344,449
Total	\$167.21	\$156.53	\$212,275,844	\$177.56	\$165.74	\$228,056,369

Source: Ministry of Health Price Volume Schedules 2019/2020, 2020/2022. Includes Youth Primary Mental Health Funding.

Appendix D: Contracted Services

Table 1. 2022 Youth Primary Mental Health Contracted Services = 20		
Region	Area	Service
Northern	Auckland	Procare Health
		Youthline Auckland Charitable Trust
Midland	Bay of Plenty	Eastern Bay Primary Health Alliance
		Nga Mataapuna Oranga: Te Manu Toroa
		Western Bay of Plenty Primary Health Organisation
	Tairāwhiti	Midlands Regional Health Network Charitable Trust
	Taranaki	Tui Ora
Central	Hawke's Bay	Health Hawke's Bay
		Totara Health
	MidCentral	THINK Hauora
	Whanganui	National Hauora Coalition
		Te Oranganui Trust
		Whanganui Regional Health Network
	Hutt Valley	Hutt Valley Youth Health Trust
		Te Awakairangi Health Network
	Capital & Coast	Ora Toa PHO
Te Whanganui-a-Tara Youth Development		
Tu Ora Compass Health (Capital & Coast & Wairarapa)		
Southern	Canterbury	St John of God Hauora Trust
	Southern	Adventure Development

Table 2. 2022 Youth Forensics Contracted Services = 11

Te Whatu Ora Services = 9

Region	Service
Northern	Te Tai Tokerau
	Te Toka Tumai Auckland
	Counties Manukau
Midland	Waikato
Central	Capital & Coast
Southern	Nelson Marlborough
	Waitaha Canterbury
	South Canterbury
	Southern

NGO = 2

Northern	Waitemata: EMERGE Aotearoa
Midland	Waikato: Nga Ringa Awhina O Hauora Trust

Table 3. 2022 AOD Contracted Services = 59

Te Whatu Ora Services = 14

Northern	Te Tai Tokerau
	Waitemata
	Counties Manukau
Midland	Waikato
	Hauora a Toi Bay of Plenty
	Tairāwhiti
Central	Te Pae Hauora O Ruahine o Tararua MidCentral
	Whanganui
	Hutt
	Capital & Coast
	Wairarapa
Southern	Nelson Marlborough
	South Canterbury
	Southern

2022 AOD Contracted Services = 59

NGO = 45

Northern	Northland	Rubicon Charitable Trust Board
	Auckland	Mahitahi Trust (Auckland & Counties Manukau)
		Odyssey House Trust (Auckland & Counties Manukau)
	Counties Manukau	Raukura Hauora O Tainui Trust
		Youthline Auckland Charitable Trust
Midland	Waikato	Care NZ
		Hauora Waikato Māori Mental Health Services
		Odyssey House Trust
		Raukawa Charitable Trust
		Taumarunui Community Kokiri Trust
		Te Korowai Hauora o Hauraki
	Bay of Plenty	Get Smart Tauranga Trust
		Maketu Health & Social Services
		Nga Kakano Foundation Charitable Trust
		Nga Mataapuna Oranga: Te Manu Toroa
		Nga Mataapuna Oranga: Pirirākau Hauora Charitable Trust
		Poutiri Charitable Trust
		Rakeiwhenua Trust t/a Tuhoē Hauora
		Te Pou Oranga O Whakatohea
		Te Runanga O Ngai Te Rangi Iwi Trust
		Te Runanga O Te Whānau Charitable Trust
		Tuwharetoa Ki Kawerau Health, Education & Social Services
	Lakes	Manaaki Ora Trust
		Mental Health Solutions
	Central	Hawke's Bay
MidCentral		Best Care (Whakapai Hauora) Charitable Trust
		Raukawa Whānau Ora
		The Youth One Stop Shop
		Whaioro Trust Board
Hutt Valley		Hutt Valley Youth Health Trust
		PACT Group
Capital & Coast		EMERGE Aotearoa
		KYS One Stop Shop Trust
		Te Runanga o Toa Rangatira
		Te Whanganui-a-Tara Youth Development
Wairarapa		Mental Health Solutions
Southern	Canterbury	Ashburton Community Alcohol & Drug Service
		Christchurch City Mission
		Community Wellbeing North Canterbury Trust
		Odyssey House Trust - Christchurch
		Purapura Whetu Trust
		St John of God Hauora Trust
		Steppingstone Trust
	South Canterbury	Adventure Development (South Canterbury & Southern)
	Southern	Aroha Ki Te Tamariki Charitable Trust

Appendix E: ICAYMH/AOD Workforce Data

Table 1. Te Whatu Ora Inpatient ICAYMH Workforce by Occupation (2022/23)

Inpatient ICAYMH Workforce by Occupation (Actual FTEs, 2022/23)	Clinical Intern	Mental Health Assistant	Nurse	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health Support	Non-Clinical Sub-Total	Administrator	Manager	Total
Auckland	0.8	10.2	25.7	2.0	6.9	3.0	10.0	3.0	1.0	-	62.6	-	1.6	1.6	3.0	2.5	69.7
Capital & Coast	-	-	15.8	2.0	0.81	-	1.0	1.66	1.0	-	22.27	1.5	8.8	10.3	1.0	-	33.57
Canterbury	-	-	37.06	2.6	2.3	-	2.2	0.6	1.8	0.8	47.36	0.5	-	0.5	2.0	1.0	50.86
Total	0.8	10.2	78.56	6.6	10.01	3.0	13.2	5.26	3.8	0.8	132.23	2.0	10.4	12.4	6.0	3.5	154.13

1. Includes Consult Liaison Service.

2. Includes Child & Adolescent Day Programme.

Table 2. Te Whatu Ora Inpatient ICAYMH Vacancies by Occupation (2022/23)

Inpatient ICAYMH Vacancies by Occupation (Vacant FTEs, 2022/23)	Nurse	Occupational Therapist	Psychiatrist	Psychologist	Social Worker	Clinical Sub-Total	Mental Health Support	Non-Clinical Sub-Total	Total
Auckland	2.62	0.4	1.84	1.0		5.86	-	-	5.86
Capital & Coast	4.15	-	0.39	-	1.0	5.54	0.2	0.2	5.74
Canterbury	4.76	-	0.3	-		5.06	-	-	5.06
Total	11.53	0.4	2.53	1.0	1.0	16.46	0.2	0.2	16.66

Table 3. Te Whatu Ora Inpatient ICAYMH Workforce by Occupation & Ethnicity (2022/23)

Te Whatu Ora Inpatient ICAYMH Workforce by Occupation & Ethnicity (Headcount, 2022/23)		Clinical Intern	Mental Health Assistant	Nurse	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/ Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health Support	Non-Clinical Sub-Total	Administrator	Manager	Total
Māori	Auckland	-	2	4	-	1	-	-	-	-	-	7	-	1	1	-	-	8
	Capital & Coast	-	-	3	-	-	-	-	2	-	-	5	2	3	5	-	-	10
	Canterbury	-	-	-	-	-	-	1	-	-	-	1	1	-	1	-	-	2
	Total	-	2	7	-	1	-	1	2	-	-	13	3	4	7	-	-	20
Pacific	Auckland	-	4	6	-	-	-	-	-	-	-	10	-	-	-	-	-	10
	Capital & Coast	-	-	5	-	-	-	-	-	-	-	5	-	4	4	-	-	9
	Canterbury	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	Total	-	4	12	-	-	-	-	-	-	-	16	-	4	4	-	-	20
Asian	Auckland	-	-	7	1	1	-	3	-	-	-	12	-	-	-	1	-	13
	Capital & Coast	-	-	2	-	-	-	-	-	-	-	2	-	-	-	-	-	2
	Canterbury	-	-	5	-	1	-	-	-	-	-	6	-	-	-	-	-	6
	Total	-	-	14	1	2	-	3	-	-	-	20	-	-	-	1	-	21
NZ European	Auckland	1	2	13	1	5	3	6	2	-	-	33	-	-	-	2	3	38
	Capital & Coast	-	-	4	1	1	-	-	-	1	-	7	-	1	1	-	-	8
	Canterbury	-	-	40	3	2	-	1	1	2	-	49	-	-	-	3	1	53
	Total	1	2	57	5	8	3	7	3	3	-	89	-	1	1	5	4	99
Other	Auckland	-	2	-	-	2	1	4	-	1	-	10	-	1	1	2	-	13
	Capital & Coast	-	-	3	1	-	-	1	-	-	-	5	-	1	1	1	-	7
	Canterbury	-	-	5	-	-	-	-	-	1	-	6	-	-	-	-	-	6
	Total	-	2	8	1	2	1	5	-	2	-	21	-	2	1	3	-	26
Grand Total		1	10	98	7	13	4	16	5	5	-	159	3	11	13	9	4	186

Table 4. Te Whatu Ora Community ICAYMH/AOD Workforce by Occupation (2022/23)

Te Whatu Ora Community Actual FTEs by Occupation (2022/23)	Alcohol & Other Drug Practitioner	Co-Existing Problems Clinician	Clinical Intern	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health Consumer Advisor	Mental Health Support	Peer Support	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	9	2	6.8	7	2.6	76.9	39	19.32	9.2	56.68	9.2	53.33	2	293.03	7.5	1.2	2	3	-	-	13.7	15.3	11.7	333.73
Northland	4	2	-	3	-	17.8	4	1.8	-	6.6	1	8.6	-	48.8	-	0.2	2	-	-	-	2.2	3	3.2	57.2
Waitemata	5	-	0.8	4	0.6	17.7	12.1	4.2	7.4	11.3	1.2	21.1	-	85.4	-	-	-	-	-	-	-	6.3	3.5	95.2
Auckland	-	-	-	-	-	13.2	11.1	5.95	1.8	21.88	1.5	9.6	1	66.03	7.5	-	-	-	-	-	7.5	5.5	-	79.03
Counties Manukau	-	-	6	-	2	28.2	11.	7.37	-	16.9	5.5	14.03	1	92.8	-	1	-	3	-	-	4	0.5	5	102.3
Midland	3.3	2	-	-	2	32.32	14.06	11.5	0.6	30.95	1.6	33.1	5.08	136.51	2	-	3.6	-	-	1	6.6	10	7.3	160.41
Waikato	-	-	-	-	-	8.8	6.56	5.5	-	10.85	1.6	8	-	41.31	-	-	2.6	-	-	-	2.6	4	2.3	50.21
Lakes	-	-	-	-	-	2.1	-	2	-	5.2	-	3	0.2	12.5	-	-	-	-	-	-	-	2	1	15.5
Bay of Plenty	2.8	2	-	-	-	16.32	7.5	2	0.6	8.3	-	11.3	3.88	54.7	-	-	1	-	-	1	2	1	3	60.7
Tairāwhiti	0.5	-	-	-	2	2	-	1	-	3.0	-	6	-	14.5	2	-	-	-	-	-	2	2	1	19.5
Taranaki	-	-	-	-	-	3.1	-	1	-	3.6	-	4.8	1	13.5	-	-	-	-	-	-	-	1	-	14.5
Central	5.45	5.1	3	2.6	1.8	51.46	13.5	12.65	2.2	31.8	15.14	37.9	4.4	187	2.63	-	14	-	1.35	1.53	19.51	19.3	11.	236.81
Hawke's Bay	1.8	-	-	1.8	1.8	5.4	1	1.2	-	5	7.1	-	-	25.1	1	-	1	-	-	-	2.0	3	3	33.1
MidCentral	-	0.5	-	-	-	8.3	3.2	1	-	5.4	0.8	8.5	1.2	28.9	-	-	-	-	-	-	-	3.6	1	33.5
Whanganui	2	3.6	-	-	-	5.4	-	1.4	-	-	-	4	0.7	17.1	-	-	-	-	1.35	0.6	1.95	2	1	22.05
Capital & Coast	1.65	-	0.8	-	-	29.56	7.4	5.85	1.4	12.2	6.64	12.1	0.5	78.1	1.63	-	12	-	-	0.93	14.56	6.5	4	103.16
Hutt	-	-	2.2	-	-	1	1.9	2.8	0.8	7.6	0.6	12.3	2	31.2	-	-	-	-	-	-	-	3	2	36.2
Wairarapa	-	1	-	0.8	-	1.8	-	0.4	-	1.6	-	1	-	6.6	-	-	1	-	-	-	1.0	1.2	-	8.8
Southern	1	-	1	1	-	57.23	16.68	19.05	1.6	36.25	0.2	35.6	6.2	175.81	4.0	-	2.4	0.2	-	1.2	7.8	22.15	10	215.76
Nelson Marlborough	-	-	-	1	-	9.63	-	2.3	-	9.4	0.2	6.3	1.9	30.73	-	-	1	-	-	-	1	3	1	35.73
West Coast	-	-	-	-	-	2.8	-	0.15	-	1	-	0.9	-	4.85	-	-	-	-	-	-	-	-	1	5.85
Canterbury	-	-	1	-	-	27.1	8.18	9.6	-	17.75	-	24.1	1.4	89.13	4	-	-	-	-	1	5	13.70	6	113.83
South Canterbury	1	-	-	-	-	-	4.9	0.6	-	0.8	-	1.5	-	8.8	-	-	1.4	0.2	-	0.2	1.8	-	-	11.4
Southern	-	-	-	-	-	17.7	3.6	6.4	1.6	7.3	-	2.8	2.9	42.3	-	-	-	-	-	-	-	4.65	2	48.95
Total	18.75	9.1	10.8	10.6	6.4	217.91	83.24	62.52	13.6	155.68	26.14	159.93	17.68	792.35	16.13	1.2	22	3.2	1.35	3.73	47.61	66.75	40	946.71

Table 5. Te Whatu ora Community ICAYMH/AOD Vacancies by Occupation (2022/23)

Te Whatu Ora Community Vacant FTEs by Occupation (2022/23)	Alcohol & Other Drug Practitioner	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health Consumer	Mental Health Support	Other Non-Clinical	Non-Clinical Sub-Total	Admin	Manager	Total
Northern	2.5	-	23.3	5.6	8.44	2.4	13.7	-	5.47	27.07	88.48	-	0.2	2	-	2.2	1.4	1	93.08
Northland	-	-	5	-	3.7	-	1	-	-	-	9.7	-	0.2	2	-	2.2	-	-	11.9
Waitemata	2.5	-	9.3	4.2	2.6	2.4	9.6	-	5.0	-	35.6	-	-	-	-	-	0.4	1	38
Auckland	-	-	-	-	-	-	-	-	-	26.07	26.07	-	-	-	-	-	1	-	27.07
Counties Manukau	-	-	9	1.4	2.14	-	3.1	-	0.47	1.0	17.11	-	-	-	-	-	-	-	17.11
Midland	3.5	2	7.7	-	-	1.0	3.15	-	2	-	19.35	-	-	0.4	-	0.4	-	-	19.75
Waikato	-	-	1.6	-	-	1.0	0.85	-	2	-	5.45	-	-	0.4	-	0.4	-	-	5.85
Lakes	-	-	5.1	-	-	-	-	-	-	-	5.1	-	-	-	-	-	-	-	5.1
Bay of Plenty	3	-	-	-	-	-	0.3	-	-	-	3.3	-	-	-	-	-	-	-	3.3
Tairāwhiti	0.5	2	1.0	-	-	-	2.	-	-	-	5.5	-	-	-	-	-	-	-	5.5
Central	0.35	-	22	7	6.89	1.6	8.6	3.4	6.43	4	60.27	0.3	-	4.5	1.2	6.0	1.5	2	69.77
Hawke's Bay	-	-	1	-	1.8	-	0.6	-	1	-	4.4	-	-	-	-	-	-	-	4.4
MidCentral	-	-	1	-	1.5	-	0.5	2.8	1	2	8.8	-	-	-	-	-	-	-	8.8
Capital & Coast	0.35	-	17	3.3	2.89	1.6	7.3	-	3.63	1	37.07	0.3	-	2	1.2	3.5	1.5	-	42.07
Hutt	-	-	0.6	3.7	0.1	-	0.2	0.6	-	1	6.2	-	-	-	-	-	-	1	7.2
Wairarapa	-	-	2.4	-	0.6	-	-	-	0.8	-	3.8	-	-	2.5	-	2.5	-	1	7.3
Southern	-	-	9.04	4.3	4.2	0.3	6.97	-	3	0.8	28.61	1.5	0.8	-	-	2.3	0.4	-	31.31
Nelson Marlborough	-	-	2.24	-	0.8	-	0.87	-	2	-	5.91	-	0.5	-	-	0.5	-	-	6.41
Canterbury	-	-	1.6	1.2	2.8	-	1.6	-	-	-	7.2	1.5	-	-	-	1.5	0.4	-	9.1
South Canterbury	-	-	1	0.1	0.6	-	-	-	-	-	1.7	-	-	-	-	-	-	-	1.7
Southern	-	-	4.2	3	-	0.3	4.5	-	1	0.8	13.8	-	0.3	-	-	0.3	-	-	14.1
Total	6.35	2	62.04	16.9	19.53	5.3	32.42	3.4	16.9	31.87	196.71	1.8	1	6.9	1.2	10.0	3.3	3.0	213.91

Table 6. Te Whatu Ora Community ICAYMH/AOD Vacancies > 3 months by Occupation (2022/23)

Te Whatu Community Vacant FTEs > 3mo by Occupation (2022/23)	Alcohol & Drug Practitioner	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health Consumer	Mental Health Support	Other Non-Clinical	Non-Clinical Sub-Total	Administration	Total
Northern	2.5	1	-	3	-	3.7	-	1	-	0.47	26.07	37.74	-	0.2	-	-	0.2	1	38.94
Northland	-	-	-	1	-	3.7	-	1	-	-	-	5.7	-	0.2	-	-	0.2	-	5.9
Waitemata	2.5	1	-	2	-	-	-	-	-	-	-	5.5	-	-	-	-	-	-	5.5
Auckland	-	-	-	-	-	-	-	-	-	-	26.07	26.07	-	-	-	-	-	1	27.07
Counties Manukau	-	-	-	-	-	-	-	-	-	0.47	-	0.47	-	-	-	-	-	-	0.47
Midland	0.5	-	2	1	-	-	-	2	-	-	-	5.5	-	-	-	-	-	-	5.5
Tairāwhiti	0.5	-	2	1	-	-	-	2	-	-	-	5.5	-	-	-	-	-	-	5.5
Central	-	-	-	8.6	5.1	2.86	1.4	5.7	0.6	3.33	1.0	28.59	-	-	3.5	1.2	4.7	1.5	34.79
Hawke's Bay	-	-	-	-	-	-	-	-	-	1.0	-	1.0	-	-	-	-	-	-	1
MidCentral	-	-	-	-	-	1	-	1.8	-	-	-	2.8	-	-	-	-	-	-	2.8
Capital & Coast	-	-	-	8.6	2.4	1.16	1.4	3.1	-	1.53	1.0	19.19	-	-	1.0	1.2	2.2	1.5	22.89
Hutt	-	-	-	-	2.7	0.1	-	0.8	0.6	-	-	4.2	-	-	-	-	-	-	4.2
Wairarapa	-	-	-	-	-	0.6	-	-	-	0.8	-	1.4	-	-	2.5	-	2.5	-	3.9
Southern	-	-	-	5.74	3.3	3.6	1.0	6.2	-	1	1	21.84	1	1.5	0.2	-	2.7	-	24.54
Nelson Marlborough	-	-	-	2.24	-	0.8	-	-	-	-	-	3.04	-	0.5	-	-	0.5	-	3.54
West Coast	-	-	-	1.5	-	-	-	1	-	-	-	2.5	-	-	-	-	-	-	2.5
Canterbury	-	-	-	-	0.3	2.2	-	0.7	-	-	-	3.2	1	-	-	-	1	-	4.2
South Canterbury	-	-	-	1	2	0.6	-	-	-	-	-	3.6	-	-	0.2	-	0.2	-	3.8
Southern	-	-	-	1	1	-	1	4.5	-	1	1	9.5	-	1	-	-	1	-	10.5
Total	3	1	2	18.34	8.4	10.16	2.4	14.9	0.6	4.8	28.07	93.67	1	1	3.7	1.2	7.6	2.5	103.77

Table 7. Te Whatu Ora Community Māori ICAYMH/AOD Workforce by Occupation (2022/23)

Te Whatu Ora Community Māori Workforce by Occupation (Head Count 2022/23)	Alcohol & Drug Practitioner	Co-Existing Problems Clinician	Clinical Placement	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical sub-Total	Cultural	Mental Health Support	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	4	1	2	3	1	9	4	-	2	8	8	-	42	6	1	7	-	6	55
Northland	4	1	-	1	-	4	1	-	-	3	2	-	16	-	1	1	-	2	19
Waitemata	-	-	-	2	-	1	1	-	1	-	-	-	5	-	-	-	-	-	5
Auckland	-	-	1	-	-	2	1	-	1	2	-	-	7	6	-	6	-	-	13
Counties Manukau	-	-	1	-	1	2	1	-	-	3	6	-	14	-	-	-	-	4	18
Midland	-	3	-	-	-	9	1	-	-	5	11	1	30	2	2	4	3	1	38
Waikato	-	-	-	-	-	3	1	-	-	-	1	-	5	-	2	2	-	1	8
Lakes	-	-	-	-	-	1	-	-	-	3	1	-	5	-	-	-	-	-	5
Bay of Plenty	-	3	-	-	-	4	-	-	-	1	5	1	14	-	-	-	1	-	15
Tairāwhiti	-	-	-	-	-	1	-	-	-	-	3	-	4	2	-	2	1	-	7
Taranaki	-	-	-	-	-	-	-	-	-	1	1	-	2	-	-	-	1	-	3
Central	-	-	-	-	-	13	1	1	-	2	8	-	25	2	2	4	2	1	32
Hawke's Bay	-	-	-	-	-	2	-	-	-	-	2	-	4	1	-	1	-	1	6
MidCentral	-	-	-	-	-	3	-	-	-	-	3	-	6	-	-	-	-	-	6
Whanganui	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	-	2
Capital & Coast	-	-	-	-	-	7	1	1	-	2	-	-	11	1	2	3	-	-	14
Hutt	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	-	2
Wairarapa	-	-	-	-	-	1	-	-	-	-	1	-	2	-	-	-	-	-	2
Southern	-	-	-	-	-	6	-	-	-	2	1	-	9	5	1	6	2	-	17
Nelson Marlborough	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	-	2
West Coast	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Canterbury	-	-	-	-	-	2	-	-	-	2	1	-	5	5	-	5	2	-	12
South Canterbury	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1
Southern	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	-	2
Total	4	4	2	3	1	37	6	1	2	17	28	1	106	15	6	21	7	8	142

Table 8. Te Whatu Ora Community Pacific ICAYMH/AOD Workforce by Occupation (2022/23)

Te Whatu Ora Community Pacific Workforce by Occupation (Headcount 2022/23)	Clinical Placement	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Mental Health/Community Support	Non-Clinical Sub-Total	Administrator	Total
Northern	2	9	7	1	-	4	1	24	2	-	2	1	27
Northland	-	1	-	-	-	-	-	1	-	-	-	-	1
Waitemata	-	1	-	-	-	2	-	3	-	-	-	1	4
Auckland	-	-	4	-	-	1	-	5	2	-	2	-	7
Counties Manukau	2	7	3	1	-	1	1	15	-	-	-	-	15
Midland	-	2	-	-	-	-	-	1	-	-	-	-	1
Waikato	-	1	-	-	-	-	-	1	-	-	-	-	1
Central	1	2	-	-	1	1	-	5	2	7	9	2	16
Capital & Coast	-	2	-	-	1	1	-	4	2	7	9	2	15
Hutt	1	-	-	-	-	-	-	1	-	-	-	-	1
Southern	-	-	-	1	-	1	-	2	-	-	-	1	3
Canterbury	-	-	-	1	-	1	-	2	-	-	-	-	2
Southern	-	-	-	-	-	-	-	-	-	-	-	1	1
Total	3	13	7	2	1	6	1	32	4	7	11	4	47

Table 9. Te Whatu Ora Community Asian ICAYMH/AOD Workforce by Occupation (2022/23)

Te Whatu Ora Community Asian Workforce by Occupation (Headcount 2022/23)	Clinical Intern	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/ Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Mental Health Consumer	Non-Clinical Sub-Total	Administrator	Total
Northern	1	14	4	4	3	5	5	7	1	44	1	1	6	51
Northland	-	1	-	-	-	-	-	-	-	1	-	-	-	1
Waitemata	-	4	2	-	2	2	-	3	-	13	-	-	2	15
Auckland	-	2	1	1	1	1	1	1	1	9	-	-	3	12
Counties Manukau	1	7	1	3	-	2	4	3	-	21	1	1	1	23
Midland	-	-	2	1	-	1	1	-	-	5	-	-	-	5
Waikato	-	-	1	1	-	-	1	-	-	3	-	-	-	3
Bay of Plenty	-	-	1	-	-	1	-	-	-	2	-	-	-	2
Central	-	4	3	1	-	3	2	2	-	15	-	-	1	16
Hawke's Bay	-	-	-	-	-	1	2	-	-	3	-	-	-	3
MidCentral	-	3	1	-	-	2	-	-	-	6	-	-	-	6
Whanganui	-	1	-	-	-	-	-	-	-	1	-	-	-	1
Capital & Coast	-	-	2	-	-	-	-	1	-	3	-	-	1	4
Hutt	-	-	-	1	-	-	-	1	-	2	-	-	-	2
Southern	-	1	4	2	-	5	-	4	-	16	-	-	-	16
Nelson Marlborough	-	-	-	-	-	1	-	-	-	1	-	-	-	1
Canterbury	-	-	-	1	-	4	-	3	-	8	-	-	-	8
South Canterbury	-	-	4	-	-	-	-	1	-	5	-	-	-	5
Southern	-	1	-	1	-	-	-	-	-	2	-	-	-	2
Total	2	19	13	8	3	14	8	13	1	80	1	1	7	88

Table 10. Te Whatu Ora Community NZ European ICAYMH/AOD Workforce by Occupation (2022/23)

Te Whatu Ora Community NZ European Workforce by Occupation (Headcount, 2022/23)	Alcohol & Drug Practitioner	Co-Existing Problems Clinician	Clinical Intern	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Mental Health/Community Support	Peer Support	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	5	1	-	2	1	40	24	13	5	44	3	28	2	168	1	1	-	-	2	8	4	182
Northland	-	1	-	1	-	9	3	1	-	2	1	5	-	23	1	-	-	-	1	3	1	28
Waitemata	5	-	-	1	1	10	8	4	4	11	-	9	-	53	-	-	-	-	-	3	3	59
Auckland	-	-	-	-	-	10	6	5	1	22	1	10	2	57	-	-	-	-	-	2	-	59
Counties Manukau	-	-	-	-	-	11	7	3	-	9	1	4	-	35	-	1	-	-	1	-	-	36
Midland	2	-	-	-	-	22	9	2	-	12	-	18	3	66	2	-	-	-	2	5	6	79
Waikato	-	-	-	-	-	5	3	2	-	5	-	4	-	17	1	-	-	-	1	3	-	21
Lakes	-	-	-	-	-	2	-	-	-	2	-	1	1	5	-	-	-	-	-	1	1	7
Bay of Plenty	2	-	-	-	-	12	6	-	-	1	-	6	2	29	1	-	-	-	1	-	3	33
Tairāwhiti	-	-	-	-	-	-	-	-	-	-	-	3	-	3	-	-	-	-	-	1	1	5
Taranaki	-	-	-	-	-	4	-	-	-	4	-	4	1	12	-	-	-	-	-	-	1	13
Central	3	2	3	3	1	27	13	11	2	24	6	34	3	129	4	-	2	1	7	15	7	157
Hawke's Bay	2	-	-	2	1	4	1	1	-	2	-	4	-	17	1	-	-	-	1	4	2	24
MidCentral	-	-	-	-	-	3	4	1	-	4	1	7	2	22	-	-	-	-	-	4	1	27
Whanganui	-	1	-	-	-	4	-	-	-	-	-	3	1	9	-	-	2	1	3	1	2	15
Capital & Coast	1	-	1	-	-	12	6	6	1	9	5	8	-	49	2	-	-	-	2	2	1	54
Hutt	-	-	2	-	-	1	2	2	1	7	-	11	-	26	-	-	-	-	-	2	1	29
Wairarapa	-	1	-	1	-	1	-	1	-	2	-	-	-	6	1	-	-	-	1	2	-	9
Southern	1	-	2	1	-	45	15	11	2	31	1	29	7	145	2	1	-	-	3	26	13	187
Nelson Marlborough	-	-	-	1	-	6	-	-	-	7	1	5	3	23	1	-	-	-	1	2	2	28
West Coast	-	-	-	-	-	3	-	1	-	1	-	1	-	6	-	-	-	-	-	-	1	7
Canterbury	-	-	2	-	-	19	10	4	-	14	-	20	1	70	-	-	-	-	-	18	8	96
South Canterbury	1	-	-	-	-	-	1	-	-	-	-	1	-	3	1	1	-	-	2	1	-	6
Southern	-	-	-	-	-	17	4	6	2	9	-	2	3	43	-	-	-	-	-	5	2	50
Total	11	3	5	6	2	132	61	35	9	111	10	108	15	508	9	2	2	1	14	54	30	605

Table 11. Te Whatu Ora Community Other Ethnicity ICAYMH/AOD Workforce by Occupation (2022/23)

Te Whātu Oea Community Other Ethnicity Workforce by Occupation (Headcount 2022/23)	Alcohol & Drug Practitioner	Co-Existing Problems Clinician	Clinical Intern	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Mental Health Consumer	Mental Health Support	Peer Support	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	-	-	3	2	1	12	6	8	3	18	2	13	-	68	1	-	2	-	3	4	3	78
Northland	-	-	-	1	-	4	-	3	-	2	-	2	-	12	1	-	-	-	1	-	1	14
Waitemata	-	-	1	1	-	4	3	1	3	3	1	9	-	26	-	-	-	-	-	3	1	30
Auckland	-	-	-	-	-	-	3	1	-	8	-	1	-	13	-	-	-	-	-	1	-	14
Counties Manukau	-	-	2	-	1	4	-	3	-	5	1	1	-	17	-	-	2	-	2	-	1	20
Midland	2	-	-	-	2	7	3	11	1	21	1	7	1	56	-	-	-	1	1	2	2	61
Waikato	-	-	-	-	-	1	2	5	-	9	1	4	-	22	-	-	-	-	-	1	2	25
Lakes	-	-	-	-	-	1	-	2	-	2	-	1	-	6	-	-	-	-	-	1	-	7
Bay of Plenty	1	-	-	-	-	4	1	2	1	7	-	2	1	19	-	-	-	1	1	-	-	20
Tairāwhiti	1	-	-	-	2	1	-	1	-	3	-	-	-	8	-	-	-	-	-	-	-	8
Taranaki	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Central	3	4	-	-	1	12	3	7	1	10	6	4	2	53	-	1	-	2	3	2	3	61
Hawke's Bay	-	-	-	-	1	-	-	1	-	3	-	-	-	5	-	-	-	-	-	-	-	5
MidCentral	-	1	-	-	-	1	-	-	-	1	-	-	-	3	-	-	-	-	-	-	-	3
Whanganui	2	3	-	-	-	1	-	2	-	-	-	-	-	8	-	-	-	-	-	-	-	8
Capital & Coast	1	-	-	-	-	10	3	3	1	3	5	4	1	31	-	1	-	2	3	2	2	38
Hutt	-	-	-	-	-	-	-	1	-	3	1	-	1	6	-	-	-	-	-	-	1	7
Southern	-	-	-	-	-	11	1	16	-	9	-	5	1	43	1	-	-	1	2	2	-	47
Nelson Marlborough	-	-	-	-	-	2	-	3	-	5	-	2	-	12	-	-	-	-	-	2	-	14
Canterbury	-	-	-	-	-	9	1	9	-	2	-	2	1	24	-	-	-	1	1	-	-	25
South Canterbury	-	-	-	-	-	-	-	1	-	1	-	-	-	2	1	-	-	-	-	-	-	3
Southern	-	-	-	-	-	-	-	3	-	1	-	1	-	5	-	-	-	-	-	-	-	5
Total	5	4	3	2	4	42	13	41	5	54	9	27	4	220	1	1	2	5	9	10	8	247

Table 12. NGO/PHO ICAYMH/AOD Workforce by Occupation (2022/23)

NGO/PHO Workforce by Occupation (Actual FTEs, 2022/23)	Alcohol & Other Drug Practitioner	CEP Clinician	Clinical Intern	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Consumer Advisor	Educator	Mental Health Support	Peer Support	Whānau Ora Practitioner	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	29.2	-	1.0	4.0	-	2.1	0.5	-	0.9	5.4	-	4.7	3.15	50.95	-	1.6	2.4	33.4	5.5	2.5	5.6	2.4	53.4	5.0	4.8	114.15
Northland	8.0	-	-	-	-	-	-	-	-	-	-	-	-	8.0	-	-	-	2.0	-	-	-	-	2.0	-	-	10.0
Waitemata	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6.6	-	2.5	-	-	9.1	-	-	9.1
Auckland	10.2	-	1.0	4.0	-	2.1	0.5	-	0.1	3.2	-	-	3.15	24.25	-	-	-	13.6	-	-	-	0.6	14.2	2.0	1.0	41.45
Counties Manukau	11.0	-	-	-	-	-	-	-	0.8	2.2	-	4.7	-	18.7	-	1.6	2.4	11.20	5.5	-	5.6	1.8	28.1	3.0	3.8	53.6
Midland	28.8	1.0	-	11.0	5.5	33.0	2.0	4.6	-	5.9	1.0	26.1	5.2	124.1	3.0	-	0.4	23.85	9.0	5.0	25.1	4.85	71.2	1.7	4.78	201.78
Waikato	15.4	-	-	-	2.0	26.0	1.5	4.6	-	2.9	1.0	11.0	-	64.4	2.0	-	-	11.9	1.0	2.5	5.0	-	22.4	-	1.0	87.8
Lakes	2.5	-	-	-	-	3.5	-	-	-	1.0	-	1.6	1.0	9.6	-	-	-	9.2	-	-	9.0	-	18.2	1.1	1.38	30.28
Bay of Plenty	9.9	1.0	-	10.0	3.5	2.5	0.5	-	-	2.0	-	9.5	4.2	43.1	1.0	-	0.4	1.75	7.0	2.5	6.5	3.85	23.0	0.6	1.4	68.1
Tairāwhiti	1.0	-	-	-	-	-	-	-	-	-	-	1.0	-	2.0	-	-	-	-	1.0	-	1.0	-	2.0	-	-	4.0
Taranaki	-	-	-	1.0	-	1.0	-	-	-	-	-	3.0	1.0	6.0	-	-	-	1.0	-	-	3.6	1.0	5.6	-	1.0	12.6
Central	22.8	-	-	16.88	-	7.4	-	-	-	5.8	-	6.66	11.9	71.44	0.51	-	1.13	16.05	1.0	-	16.2	14.8	49.69	1.34	4.42	126.89
Hawke's Bay	-	-	-	3.0	-	0.3	-	-	-	-	-	2.4	-	5.7	-	-	-	4.2	-	-	-	0.1	4.3	-	1.0	11.0
MidCentral	4.7	-	-	4.2	-	-	-	-	-	1.8	-	1.0	9.9	21.6	-	-	-	1.8	1.0	-	6.0	13.0	21.8	-	-	43.4
Whanganui	-	-	-	0.08	-	2.0	-	-	-	-	-	0.26	-	2.34	-	-	-	0.7	-	-	7.2	-	7.9	0.14	0.14	10.52
Capital & Coast	12.7	-	-	6.8	-	2.8	-	-	-	2.9	-	2.2	-	27.4	-	-	-	1.0	-	-	2.0	1.0	4.0	1.0	2.0	34.4
Hutt	5.4	-	-	2.0	-	-	-	-	-	0.7	-	0.8	2.0	10.9	-	-	-	8.35	-	-	-	0.7	9.05	-	0.7	20.65
Wairarapa	-	-	-	0.8	-	2.3	-	-	-	0.4	-	-	-	3.5	0.51	-	1.13	-	-	-	1.0	-	2.64	0.2	0.58	6.92
Southern	12.35	4.8	-	32.14	-	3.2	9.08	0.6	-	3.1	-	19.18	2.70	87.15	2.20	-	3.0	58.34	4.2	-	3.5	6.0	77.24	4.0	9.35	177.74
West Coast	0.5	1.0	-	-	-	-	-	-	-	-	-	-	1.5	3.0	-	-	-	-	-	-	3.0	2.0	5.0	-	-	8.0
Nelson Marlborough	-	-	-	0.83	-	-	0.83	-	-	-	-	0.83	-	2.49	-	-	-	1.6	-	-	0.5	-	2.1	-	-	4.59
Canterbury	4.25	1.0	-	19.45	-	0.8	-	-	-	2.0	-	10.9	-	38.4	-	-	3.0	36.84	3.0	-	-	-	42.84	-	5.0	86.24
South Canterbury	-	1.0	-	0.76	-	0.4	1.7	-	-	-	-	2.6	-	6.46	-	-	-	-	-	-	-	-	-	-	-	6.46
Southern	7.6	1.8	-	11.1	-	2.0	6.55	0.6	-	1.1	-	4.85	1.2	36.8	2.2	-	-	19.9	1.2	-	-	4.0	27.3	4.0	4.35	72.45
Total	93.15	5.8	1.0	64.02	5.5	45.7	11.58	5.2	0.9	20.3	1.0	56.64	22.95	333.64	5.71	1.6	6.93	131.64	19.7	7.5	50.4	28.05	251.53	12.04	23.35	620.56

Table 13. NGO/PHO ICAYMH/AOD Vacant FTEs by Occupation (2022/23) -

NGO/PHO Vacancies by Occupation (Vacant FTEs, 2022/23)	Alcohol & Other Drug Practitioner	Nurse (MH, RN)	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Consumer Advisor	Mental Health/Community Support	Peer Support	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Total
Northern	-	-	-	-	-	-	-	-	1.0	-	2.8	-	3.8	-	3.8
Counties Manukau	-	-	-	-	-	-	-	-	1.0	-	2.8	-	3.8	-	3.8
Midland	2.2	5.9	1.0	2.5	2.0	13.0	-	-	-	-	2.1	1.0	3.1	1.0	17.1
Waikato	1.0	-	-	1.0	-	2.0	-	-	-	-	1.0	-	1.0	1.0	4.0
Lakes	-	4.9	-	-	-	4.9	-	-	-	-	-	-	-	-	4.9
Bay of Plenty	1.2	1.0	1.0	1.5	-	4.1	-	-	-	-	1.1	1.0	2.1	-	6.2
Tairāwhiti	-	-	-	-	1.0	1.0	-	-	-	-	-	-	-	-	1.0
Taranaki	-	-	-	-	1.0	1.0	-	-	-	-	-	-	-	-	1.0
Central	-	-	-	-	5.5	5.5	-	-	-	-	1.0	0.7	1.7	-	7.2
MidCentral	-	-	-	-	4.5	4.5	-	-	-	-	-	0.7	0.7	-	5.2
Hutt	-	-	-	-	1.0	1.0	-	-	-	-	-	-	-	-	1.0
Wairarapa	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0	-	1.0
Southern	-	-	1.5	1.0	-	2.5	0.4	0.1	1.5	0.2	-	-	2.2	-	4.7
Canterbury	-	-	-	-	-	-	0.4	0.1	1.0	0.2	-	-	1.7	-	1.7
Southern	-	-	1.5	1.0	-	2.5	-	-	0.5	-	-	-	0.5	-	3.0
Total	2.2	5.9	2.5	3.5	7.5	21.0	0.4	0.1	2.5	0.2	5.9	1.7	10.8	1.0	32.8

Table 14. NGO/PHO Māori ICAYMH/AOD Workforce by Occupation (2022/23)

NGO/PHO Māori Workforce by Occupation (Headcount, 2022/23)	Alcohol & Other Drug Practitioner	Co-Existing Problems Clinician	Clinical Intern	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Consumer Advisor	Educator	Mental Health Support	Peer Support	Whānau Ora Practitioner	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	11	-	1	1	-	-	-	1	3	1	18	-	2	7	7	-	3	-	4	23	3	3	47
Northland	6	-	-	-	-	-	-	-	-	1	7	-	-	-	1	-	-	-	-	1	-	-	8
Waitemata	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	-	-	3
Auckland	2	-	1	1	-	-	-	-	-	-	4	-	-	-	2	-	-	-	-	2	-	-	6
Counties Manukau	3	-	-	-	-	-	-	1	3	-	7	-	2	7	4	-	-	-	4	17	3	3	30
Midland	18	-	-	6	2	20	1	5	23	3	78	5	-	-	7	9	5	17	4	47	2	3	130
Waikato	7	-	-	-	1	19	-	3	12	-	42	3	-	-	5	1	2	7	-	18	-	1	61
Lakes	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	5	-	5	2	1	10
Bay of Plenty	8	-	-	6	1	1	1	2	7	3	29	2	-	-	1	7	3	4	4	21	-	-	50
Tairāwhiti	1	-	-	-	-	-	-	-	1	-	2	-	-	-	-	1	-	1	-	2	-	-	4
Taranaki	-	-	-	-	-	-	-	-	3	-	3	-	-	-	1	-	-	-	-	1	-	1	5
Central	10	-	-	2	-	4	-	3	3	7	29	1	-	-	4	2	-	4	12	23	2	3	57
Hawke's Bay	-	-	-	1	-	1	-	-	2	-	4	-	-	-	3	-	-	-	-	3	-	-	7
MidCentral	5	-	-	-	-	-	-	-	1	6	12	-	-	-	-	2	-	1	11	14	-	-	26
Whanganui	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	1	4
Capital & Coast	5	-	-	1	-	1	-	2	-	-	9	-	-	-	1	-	-	2	1	4	1	1	15
Hutt	-	-	-	-	-	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-	1	3
Wairarapa	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	2	-	-	2
Southern	4	1	-	4	-	-	2	1	4	2	18	2	-	2	7	1	-	1	3	16	2	2	38
West Coast	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1	2	-	-	3
Nelson Marlborough	-	-	-	1	-	-	1	-	1	-	3	-	-	-	2	-	-	-	-	2	-	-	5
Canterbury	-	1	-	1	-	-	-	-	1	-	3	-	-	2	4	1	-	-	-	7	-	-	10
Southern	3	-	-	2	-	-	1	1	2	2	11	2	-	-	1	-	-	-	2	5	2	2	20
Total	43	1	1	13	2	24	3	10	33	13	143	8	2	9	25	12	8	22	23	109	9	11	272

Table 15. NGO/PHO Pacific ICAYMH/AOD Workforce by Occupation (2022/23)

NGO/PHO Pacific Workforce by Occupation (Headcount, 2022/23)	Alcohol & Other Drug Practitioner	Co-Existing Problems Clinician	Counsellor	Nurse (MH, RN)	Social Worker	Other Clinical	Clinical Sub-Total	Consumer Advisor	Educator	Mental Health Support	Peer Support	Whānau Ora Practitioner	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	4	-	1	3	3	4	15	1	2	11	9	1	3	-	27	1	2	44
Waitemata	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1
Auckland	3	-	1	3	-	4	11	-	-	4	-	-	-	-	4	1	-	16
Counties Manukau	1	-	-	-	3	-	4	1	2	7	9	-	3	-	22	-	2	28
Midland	1	-	-	1	1	-	3	-	-	4	-	-	1	-	5	-	-	8
Waikato	-	-	-	1	1	-	2	-	-	3	-	-	-	-	3	-	-	5
Lakes	1	-	-	-	-	-	1	-	-	1	-	-	1	-	2	-	-	3
Central	-	-	1	-	-	1	2	-	-	1	-	-	-	4	5	-	-	7
MidCentral	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	4
Capital & Coast	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Hutt	-	-	-	-	-	1	1	-	-	1	-	-	-	-	1	-	-	2
Southern	-	1	1	-	-	-	2	-	-	1	-	-	-	-	1	-	-	3
Canterbury	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	1
Southern	-	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	2
Total	5	1	4	4	4	5	22	1	2	17	9	1	4	4	38	1	2	62

Table 16. NGO/PHO Asian ICAYMH/AOD Workforce by Occupation (2022/23)

NGO/PHO Asian Workforce by Occupation (Headcount, 2022/23)	Alcohol & Other Drug Practitioner	Clinical Intern	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Mental Health Support	Peer Support	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Manager	Total
Northern	3	3	1	-	1	-	1	-	1	10	9	-	2	1	13	-	23
Waitemata	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Auckland	1	3	1	-	1	-	1	-	1	8	5	-	-	-	5	-	13
Counties Manukau	2	-	-	-	-	-	-	-	-	2	1	-	2	1	5	-	7
Midland	1	-	-	1	-	-	-	-	-	2	6	-	2	-	8	-	10
Waikato	1	-	-	-	-	-	-	-	-	1	1	-	1	-	2	-	3
Bay of Plenty	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	1
Lakes	-	-	-	-	-	-	-	-	-	-	5	-	1	-	6	-	6
Central	5	-	1	-	-	-	-	1	-	7	4	-	5	2	11	-	18
Hawke's Bay	-	-	-	-	-	-	-	-	-	-	1	-	-	1	2	-	2
MidCentral	-	-	-	-	-	-	-	-	-	-	-	-	5	1	6	-	6
Capital & Coast	3	-	1	-	-	-	-	-	-	4	-	-	-	-	-	-	4
Hutt	2	-	-	-	-	-	-	1	-	3	3	-	-	-	3	-	6
Southern	-	-	1	-	-	1	-	1	-	3	-	1	-	-	1	-	4
Canterbury	-	-	1	-	-	-	-	-	-	1	-	1	-	-	1	-	2
Southern	-	-	-	-	-	1	-	1	-	2	-	-	-	-	-	-	2
Total	9	3	3	-	1	1	1	2	1	22	19	1	9	3	33	-	55

Table 17. NGO/PHO NZ European ICAYMH/AOD Workforce by Occupation (2022/23)

NGO/PHO NZ European Workforce by Occupation (Headcount, 2022/23)	Alcohol & Other Drug Practitioner	CEP Clinician	Clinical Intern	Counsellor	Family Therapist	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychotherapist	Psychologist	Social Worker	Other Clinical	Clinical Sub-Total	Cultural	Educator	Mental Health Support	Peer Support	Whanau Ora Practitioner	Youth Worker	Other N-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	11	-	19	30	-	-	1	-	4	8	-	6	79	-	2	8	-	-	-	2	12	1	2	94
Northland	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	1	-	-	3
Waitemata	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	3	-	-	3
Auckland	4	-	19	30	-	-	1	-	3	6	-	6	69	-	-	2	-	-	-	1	-	-	1	73
Counties Manukau	5	-	-	-	-	-	-	-	1	2	-	-	8	-	2	2	-	-	-	1	5	1	1	15
Midland	14	1	-	5	4	16	2	6	-	1	6	1	56	-	1	11	2	1	8	2	25	2	4	87
Waikato	11	-	-	-	1	9	2	6	-	1	-	-	30	-	-	7	-	1	-	-	8	-	-	38
Lakes	-	-	-	-	-	4	-	-	-	-	2	-	6	-	-	3	-	-	2	-	5	1	2	14
Bay of Plenty	3	1	-	4	3	2	-	-	-	-	4	1	18	-	1	1	2	-	4	1	9	1	2	30
Taranaki	-	-	-	1	-	1	-	-	-	-	-	-	2	-	-	-	-	-	2	1	3	-	-	5
Central	7	-	-	9	-	2	-	-	-	4	3	11	36	-	-	9	-	-	8	1	18	-	2	56
Hawke's Bay	-	-	-	1	-	1	-	-	-	-	2	-	4	-	-	2	-	-	-	-	2	-	-	6
MidCentral	1	-	-	3	-	-	-	-	-	2	-	11	17	-	-	2	-	-	5	-	7	-	-	24
Whanganui	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	2	-	3	-	1	5
Capital & Coast	1	-	-	3	-	-	-	-	-	1	-	-	5	-	-	-	-	-	-	-	-	-	-	5
Hutt	5	-	-	2	-	-	-	-	-	1	-	-	8	-	-	4	-	-	-	1	5	-	1	14
Wairarapa	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1	-	-	2
Southern	10	3	-	26	-	6	15	-	-	3	13	5	81	1	1	57	4	-	3	2	68	4	10	163
West Coast	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	1	3	-	-	4
Nelson Marlborough	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	1
Canterbury	6	-	-	15	-	1	-	-	-	1	10	-	33	-	1	35	2	-	-	-	38	-	4	75
Southern Canterbury	-	1	-	2	-	2	2	-	-	-	3	-	10	-	-	-	-	-	-	-	-	-	-	10
Southern	4	1	-	9	-	3	13	-	-	2	-	5	37	1	-	22	2	-	-	1	26	4	6	73
Total	42	4	19	70	4	24	18	6	4	16	22	23	252	1	4	85	6	1	19	7	123	7	18	400

Table 18. NGO/PHO Other Ethnicity ICAYMH/AOD Workforce by Occupation (2022/23)

NGO/PHO Other Ethnicity Workforce by Occupation Group (Headcount, 2022/23)	Alcohol & Other Drug Practitioner	Counsellor	Nurse (MH, RN)	Occupational Therapist	Psychiatrist	Psychologist	Registrar/Senior Medical Officer	Social Worker	Other Clinical	Clinical Sub-Total	Educator	Mental Health Support	Peer Support	Youth Worker	Other Non-Clinical	Non-Clinical Sub-Total	Administrator	Manager	Total
Northern	1	-	-	-	-	1	-	-	2	4	-	7	-	1	-	8	-	-	12
Northland	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	1
Auckland	1	-	-	-	-	1	-	-	2	4	-	4	-	-	-	4	-	-	8
Counties Manukau	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	3	-	-	3
Midland	1	-	1	1	-	1	1	-	2	7	-	1	-	3	-	4	-	1	12
Waikato	-	-	-	1	-	-	1	-	-	2	-	-	-	-	-	-	-	-	2
Lakes	-	-	1	-	-	1	-	-	-	2	-	1	-	-	-	1	-	-	3
Bay of Plenty	1	-	-	-	-	-	-	-	1	2	-	-	-	1	-	1	-	1	3
Taranaki	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	2	-	-	2
Central	4	7	5	-	-	4	-	4	1	26	2	1	-	1	1	5	1	5	37
Hawke's Bay	-	1	1	-	-	-	-	-	-	2	-	-	-	-	-	-	-	1	3
MidCentral	-	2	-	-	-	1	-	-	1	4	-	-	-	1	-	1	-	-	5
Whanganui	-	1	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	2
Capital & Coast	3	2	2	-	-	2	-	3	-	12	-	-	-	-	1	1	-	1	14
Hutt	1	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	-	2	4
Wairarapa	-	1	2	-	-	1	-	-	-	4	2	-	-	-	-	2	1	1	8
Southern	3	6	-	1	1	1	-	5	2	19	-	3	1	-	-	4	-	2	25
West Coast	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	2
Canterbury	1	4	-	-	-	1	-	2	-	8	-	3	1	-	-	4	-	1	13
Southern	2	2	-	1	1	-	-	3	-	9	-	-	-	-	-	-	-	1	10
Total	9	15	6	2	1	7	1	9	7	55	2	12	1	5	1	21	1	7	84

Table 19. Total ICAYMH/AOD Workforce by Service Type, Ethnicity & Region (2022/23)

Total ICAYMH/AOD Workforce by Ethnicity (2022/23)	Māori			Pacific			Asian			NZ European			Other Ethnicity			Total		
	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total	Te Whatu Ora*	NGO/PHO	Total
Northern	63	47	110	37	44	81	64	23	87	220	94	314	91	12	103	475	220	695
Midland	38	130	168	1	8	9	5	10	15	79	87	166	61	12	73	184	247	431
Central	42	57	99	25	7	32	18	18	36	165	56	221.4	68	35	103	318	172.51	491
Southern	19	38	57	4	3	7	22	4	26	240	163	403	53	24.5	77.1	338	233	570
National Youth Forensic	12	-	12	19	-	19	3	-	3	14	-	14	1	-	1	49	-	49
Total	174	272	446	86	62	148	112	55	167	718	400	1118	274	84	357	1364	872	2,236

*Te Whatu Ora Services Includes Inpatient Workforce.

Appendix F: Glossary of Terms

ACRONYM	DESCRIPTION
ACEs	Adverse Childhood Experiences
AOD	Alcohol & Other Drugs
CAPA	Choice and Partnership Approach
CBT	Cognitive Behaviour Therapy
CEP	Co-Existing Problems
COPMIA	Children of Parents with Mental Health Issues and Addictions
TE WHATU ORA	District Health Board
EIS	Early Intervention Service
HEEADSSS	Home, Education/Employment, Eating, Activities, Drinking & Other Drugs, Sexuality, Suicide and Depression, Safety
ICAFS	Infant Child & Adolescent Family Services
ICAYMHS	Infant, Child, Adolescent and Youth Mental Health Services
IY	Incredible Years
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Intersex
MOE	Ministry of Education
MOH	Ministry of Health/Manatū Hauora
NGO	Non-Governmental Organisation
PCIT	Parent Child Interactive Therapy
PHO	Primary Health Organisation
RSP	Real Skills Plus
SACS-BI	Substance Abuse & Choices Scale – Brief Interventions
SPARX	Smart, Positive, Active, Realistic, Xfactor, Thoughts
SPHC	Supporting Parents Healthy Children
YOSS	Youth One Stop Shop Service

