

**“Diversity: Our Health Depends on it”**

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**Structure**

- Introduction
- Why diversity matters, especially in Health
- What CMDHB is doing to address diversity issues – some examples

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**What is the need?**

- Demand for health services is increasing
  - Population is ageing (# of over-65s is projected to more than double from 2001 to 2021)
  - 1/3 of deaths everyday in Counties Manukau are from potentially preventable conditions
- Workforce demand to outstrip supply
  - Nationally shortages of up to 40% are predicted by 2021
    - Similar predictions at local level in South Auckland

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**Who are we?**

- CMDHB covers a wide geographic area
  - South and East Auckland
- Population approaching 500,000
  - High proportions of Maaori, Pacific and Asian relative to other areas
- Total staff employed – approximately 5,500
  - About the same number again working in the community e.g GP Practices, School Nurses, Physio clinics
- Diverse workforce but...
  - Proportions of Maaori and Pacific under-represented relative to the population

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**Counties Manukau estimated population**

|                     | CM numbers | CM% | NZ% | CM as % of NZ |
|---------------------|------------|-----|-----|---------------|
| Total est pop 2008  | 472,450    |     |     | 11%           |
| Age                 |            |     |     |               |
| 0-14                | 118,280    | 25% | 21% | 13%           |
| 15-64               | 310,900    | 66% | 67% | 11%           |
| 65+                 | 43,270     | 9%  | 13% | 8%            |
| Ethnicity*          |            |     |     |               |
| Maori               | 79,010     | 17% | 15% | 12%           |
| Pacific             | 112,780    | 24% | 7%  | 35%           |
| Asian               | 90,680     | 19% | 10% | 21%           |
| Other               | 246,590    | 52% | 76% | 8%            |
| NZDep06 dec 9+10    | 162,900    | 34% | 20% | 19%           |
| Dec 9+10 aged 0-14  | 51,000     | 43% | 25% | 23%           |
| Growth 2001 to 2008 | 78,800     | 20% | 10% | 20%           |

\*Total response ethnicity

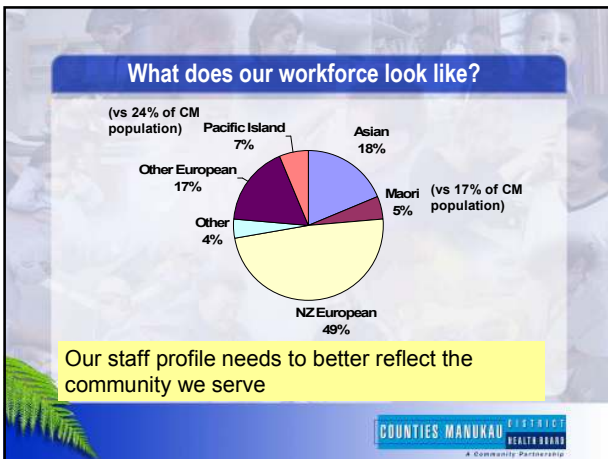
Based on Statistics NZ projections as at Dec 2007 (CM) and Jun 08 (NZ)

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**Diversity - Key Features**

- Ethnic diversity
  - 61 ethnicities in Nursing
  - 43 ethnicities in Medical
- Large # of languages spoken in the organisation (108)
- Gender imbalance – mostly women (79%)
- Ageing workforce : 40+ average age

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- ### Why an ethnically diverse workforce matters...
- Reducing inequalities in health is critical
    - We want the community to reflect the community we serve, to deliver quality health services in a culturally-appropriate manner
    - "Ethnic-concordance" is associated with greater patient satisfaction and better patient-reported outcomes
    - US research shows health professionals from under-represented ethnic groups tend to practice in underserved communities, and that increasing the diversity of the workforce may encourage professionals from other ethnicities to practice in underserved communities as well
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- ### Initiatives aimed at creating more diversity
- Increase number of high school students studying health courses, with emphasis on Maori and Pacific
    - Schools' health careers programme
    - Scholarships (South Auckland Health Foundation/CMDHB partnership)
  - Increase numbers pursuing health at mid-career level, especially males/Maori/Pacific
    - Market research recently completed
    - Targeted and personalised approach required /financial support/ better dissemination of information via website etc
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- ### Ctd...
- Importance of accurate demographic data
    - Campaign run to improve the accuracy of demographic data for staff (e.g ethnicity, age)
    - Personalised letters sent out to staff with incomplete data
  - Affirmative action policy under development to be used in recruitment
    - Dedicated Maori/Pacific workforce development staff
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- ### Pacific Return to Nursing Pilot
- The issue**
- Development of Pacific health and disability workforce is a key factor to improving health outcomes for Pacific people
  - Nursing shortages in both the DHB and Pacific Providers
  - Significant numbers of Pacific trained and registered nurses residing in NZ working as care assistants
- Objective**
- To return 20-30 Pacific registered nurses annually to the sector for the next three years
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- ### ... key components
- The pilot**
- Two phase pilot programme that incorporates IELTS language training and Nursing competency up-skilling
- Key features**
- Intersectoral approach e.g CMDHB, MIT, DOL, WINZ, TEC, NZNC
  - Financial freedom – from fees to food, resources supplied
  - 85% funding secured from DoL for first phase and 15% funding/resources from MIT, WINZ and CMDHB
  - Delivered on Saturday as per request of students
  - Delivered by tutors with experience teaching Pacific students
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Questions ?

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