



133 Molesworth  
Street  
PO Box 5013  
Wellington 6140  
New Zealand  
T+64 4 496 2000

12 July 2022

s 9(2)(a)

By email: s 9(2)(a)  
Ref: H202207425

Tēnā koe s 9(2)(a)

### Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) to the Ministry of Health (the Ministry) on 4 June 2022 regarding information on psychologists in New Zealand. You asked:

*"I would like to receive any briefings, advice, memos, written correspondence and written documents relating to the development, increase or recruitment of more psychologists in Aotearoa (especially clinical psychologists). This request specifically includes work done by consultants at Martin Jenkins but is not limited to work by Martin Jenkins alone."*

On 8 and 16 June 2022, the Ministry contacted you in accordance with section 18B to of the Act as your request, as it was is currently worded, was for a very large volume of information and that your request may be refused under section 18(f) of the Act. You agreed to narrow the timeframe for information from August 2021 to present and agreed to narrow the type of documents to briefings and memos, and exclusion of email correspondence and draft documents.

I have identified two documents within scope of your refined request: excerpts of a briefing titled Growing the mental health and addiction workforce - challenges progress and opportunities and a relevant Ministers' weekly report item. Both documents are itemised in Appendix 1. Where information is withheld under section 9 of the Act, I have considered the countervailing public interest in release in making this decision and consider that it does not outweigh the need to withhold at this time.

Please note the Ministry did not work with consultants MartinJenkins in this area and that the number of funded internships is yet to be announced.

I trust this information fulfils your request. Under section 28(3) of the Act, you have the right to ask the Ombudsman to review any decisions made under this request. The Ombudsman may be contacted by email at: [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or by calling 0800 802 602.

---

Please note that this response, with your personal details removed, may be published on the Ministry of Health website at: [www.health.govt.nz/about-ministry/information-releases](http://www.health.govt.nz/about-ministry/information-releases).

Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'A.Culver', with a long horizontal stroke extending to the right.

Dr Arran Culver  
**Acting Associate Deputy Director-General**  
**Mental Health and Addiction**

## Appendix 1: List of documents for release

#	Date	Document details	Decision on release
1	31 March 2022	Briefing: Growing the mental health and addiction workforce - challenges progress and opportunities 20220237	<p>Excerpt released under section 16(1)(e) of the Act, with some information withheld under the following sections:</p> <ul style="list-style-type: none"><li>• section 9(2)(a) to protect the privacy of natural persons; and</li><li>• section 9(2)(f)(iv) to maintain the constitutional conventions that protect the confidentiality of advice tendered by Ministers and officials.</li></ul> <p>Information deemed out of scope of the request has also been excluded.</p>
2	19 May 2022	Minister Weekly Report Item: Update on funded clinical psychology internships and alternative model pilot.	Withheld in full under section 9(2)(f)(iv).

# Briefing

## Growing the mental health and addiction workforce: challenges, progress and opportunities

**Date due to MO:** 31 March 2022 **Action required by:** 15 April 2022

**Security level:** IN CONFIDENCE **Health Report number:** 20220237

**To:** Hon Andrew Little, Minister of Health

### Contact for telephone discussion

Name	Position	Telephone
Philip Grady	Acting Deputy Director-General, Mental Health and Addiction	s 9(2)(a)
Jo Chiplin	Group Manager, Primary and Community Wellbeing, Mental Health and Addiction	s 9(2)(a)

### Minister's office to complete:

- |   |                                    |  |
|---|------------------------------------|--|
| <input type="checkbox"/> Approved             | <input type="checkbox"/> Decline   | <input type="checkbox"/> Noted               |
| <input type="checkbox"/> Needs change         | <input type="checkbox"/> Seen      | <input type="checkbox"/> Overtaken by events |
| <input type="checkbox"/> See Minister's Notes | <input type="checkbox"/> Withdrawn |  |

Comment:

# Growing the mental health and addiction workforce: challenges, progress and opportunities

**Security level:** IN CONFIDENCE **Date:** 31 March 2022

**To:** Hon Andrew Little, Minister of Health

## Purpose of report

1. This briefing responds to your request for an update on workforce development activities and provides an overview of the challenges, progress and future approaches needed to create a diverse workforce that meets the mental wellbeing needs of New Zealanders.

## Summary

2. Growing and supporting a sustainable, diverse, competent and confident mental health and addiction workforce is essential to achieving the goals of *Kia Manawanui Aotearoa: Long-term pathway to mental wellbeing*. Without a robust workforce, initiatives to enhance mental wellbeing cannot be delivered. The pace of service growth is dependent on being able to develop an expanded and diversified workforce.
3. Significant challenges faced by the mental health and addiction workforce mirror wider health workforce issues. System-level barriers include uncoordinated responsibility for workforce development across the health and education sectors, competition across agencies for staff, and gaps in workforce data. Further, the composition of the workforce does not sufficiently reflect the populations it serves.
4. There are significant mental health and addiction workforce capacity pressures, compounded by the increasing demand for services, more complex caseloads, persistent vacancies, and additional pressures from COVID-19. The workforce is under stress, and new services experience challenges in recruiting the necessary workforce.
5. Addressing these issues is challenging but the Ministry of Health (the Ministry) is making progress. The Health Workforce Directorate provides strategic leadership of the whole health workforce, while the Mental Health and Addiction Directorate has a dedicated team pursuing a wide suite of initiatives to:
  - strengthen national mental health and addiction workforce leadership and cross-agency coordination, influence key players, and identify policy barriers
  - change the workforce mix and models of care to support mental wellbeing, with a focus on expanding roles for the peer, cultural and support workforces and increasing use of models such as brief interventions and group therapy that maximise workforce capacity to support more people

- grow and upskill existing workforces, including expanding education and training programmes across a number of professions and competencies, increasing support for Māori and Pacific students, supporting a broad range of workforces to contribute to mental wellbeing, and developing recruitment campaigns.
6. Progress with mental health and addiction workforce initiatives is detailed in **Appendix A**


RELEASED UNDER THE OFFICIAL INFORMATION Act 1982

## Recommendations

We recommend you:

- a) **Note** we are progressing a broad and innovative work programme that is making progress with expanding and upskilling the mental health and addiction workforce
- b) **Note** that given pressures facing this workforce are long-standing and complex, and part of wider workforce system challenges, this work will take substantive system shifts, time and inter-agency collaboration

Out of scope



Philip Grady  
Acting Deputy Director-General  
**Mental Health and Addiction**  
Date: 29 March 2022

Hon Andrew Little  
**Minister of Health**  
Date:

We have progressed a wide range of targeted initiatives to grow and upskill mental health and addiction workforces

25. Alongside service design changes, we are investing in a programme of initiatives focused on existing workforces. New investment includes a focus on increasing the number of people entering the mental health and addiction workforce, expanding training and development, and equity initiatives for people and groups which have poorer outcomes.

Additional initiatives and innovations within the mental health and addiction system will be required and work is underway

30. Collectively, the efforts and investments to date will get us closer to the mental health and addiction workforce needed for the future, but more, and more innovative, efforts are needed. Following the initial investment in 2020 and 2021, we are building on many of the initiatives outlined in **Appendix A** to further grow the pipeline of professionals that can serve diverse needs, in diverse settings.
36. Key pieces of work include:
- e. **Immigration:** The Ministry for Business, Employment and Innovation is considering changes to immigration settings to pursue a lower overall volume of migrants and improve composition of temporary and skilled migrants. Psychiatrists, clinical psychologists and psychologists are proposed for inclusion in the professions to have fast tracked access to residence. The Health Workforce Directorate will be briefing you on proposals for the health workforce, which are subject to Cabinet approval.

## Appendix A: Overview of Ministry of Health mental health and addiction (MHA) workforce development initiatives

Initiative	Workforce impact/outputs
Grow existing workforces	
<b>Psychology:</b> <ul style="list-style-type: none"> <li>Additional clinical psychology internships (internship funding also increased to Multi-Employer Collective Agreement level from 2022)</li> <li>Cross-agency initiatives to improve the coordination of psychologist training and the allocation of interns in health and other government sectors</li> </ul>	s 9(2)(f)(iv)  <ul style="list-style-type: none"> <li>Preparations underway for accommodating increased student cohort from 2023</li> </ul>