



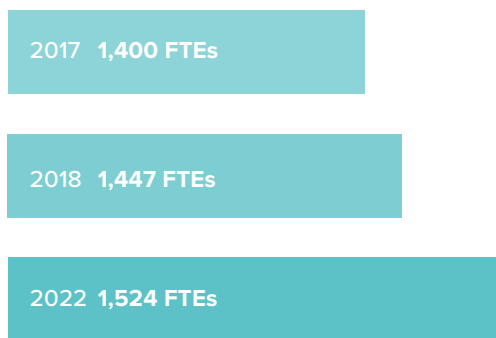
1a

Profile of the addiction workforce in Aotearoa New Zealand

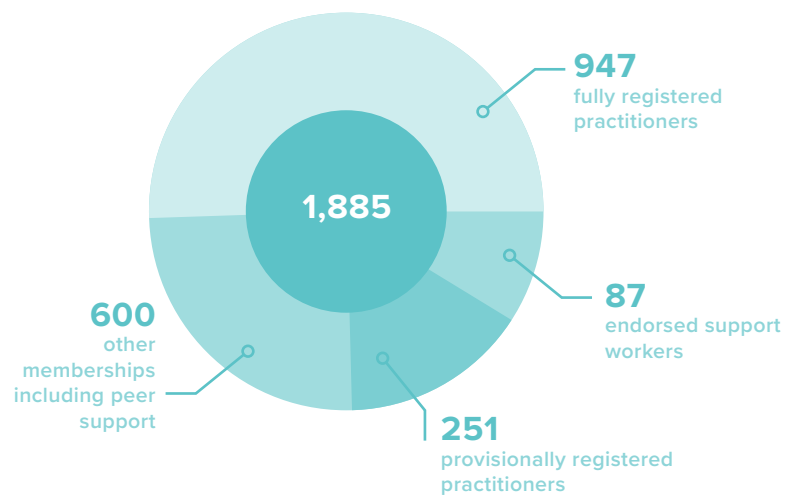
The following charts and diagrams summarise and collate available data from a number of sources on the addiction workforce (AW) in Aotearoa in 2023.

A bibliography for the review, on which this research series is based, can be found at the bottom of this snapshot. Te Whatu Ora HR and other workforce data was also made available to the research team. Information was also gathered from allied health and dapaanz registration databases where available.

Addiction workforce: Size estimates



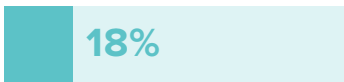
Dapaanz membership: March 2024



AOD practitioners in the mental health and addiction workforce



AOD practitioners make up around 9% of the Te Whatu Ora (TWO) mental health and addiction workforce



and 18% of the NGO mental health and addiction workforce

Overall, the TWO employed workforce grew by 5% between 2018 and 2022, while the addiction workforce remained static in size. The NGO addiction workforce grew by 8.1% (or 71 FTE) over the same period.

Source: Te Pou, Te Whatu Ora

In March 2024 dapaanz had 1885 members, 947 of these members are fully registered addiction practitioners, a further 251 are provisionally registered and 87 are endorsed support workers.

Source: dapaanz

Vacancy rates are similar in both the Te Whatu Ora and NGO addiction workforce



10.9% vacancy rate

Te Whatu Ora addiction workforce

9.9% vacancy rate

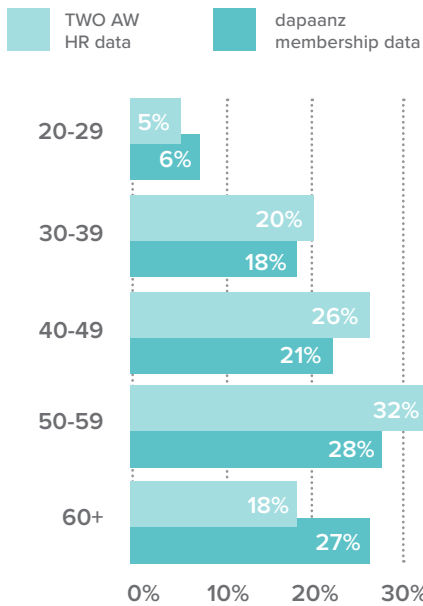
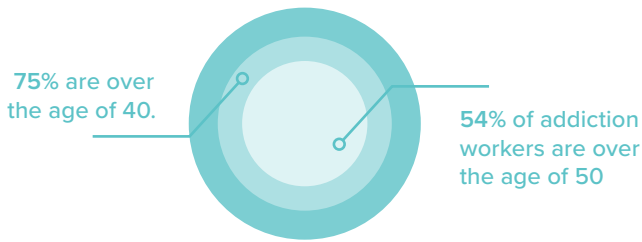
NGO addiction workforce

NGO addiction practitioners have the highest resignation rate (16.7%) of all occupation types within the NGO mental health and addiction workforce.

Source: Te Pou

Age of the addiction workforce

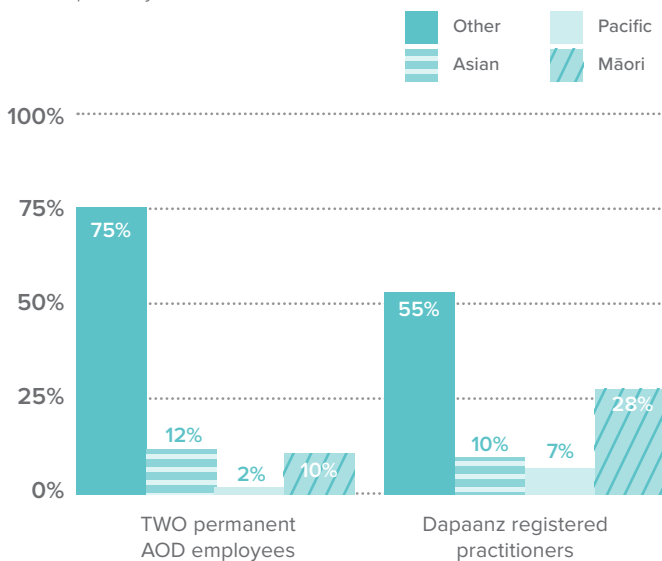
The addiction workforce tends to be older than the general healthcare workforce.



Source: Te Whatu Ora, dapaanz

Ethnicity of the addiction workforce

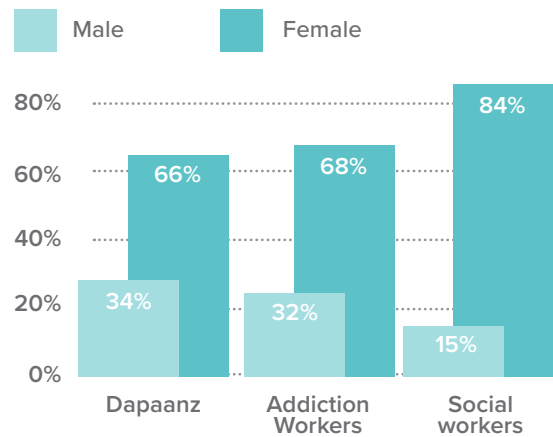
Estimates of the ethnicity of the addiction workforce vary significantly across sources and are not always publicly available.



The proportion of Māori, Pasifika and Asian peoples in the addiction workforce continues to grow.

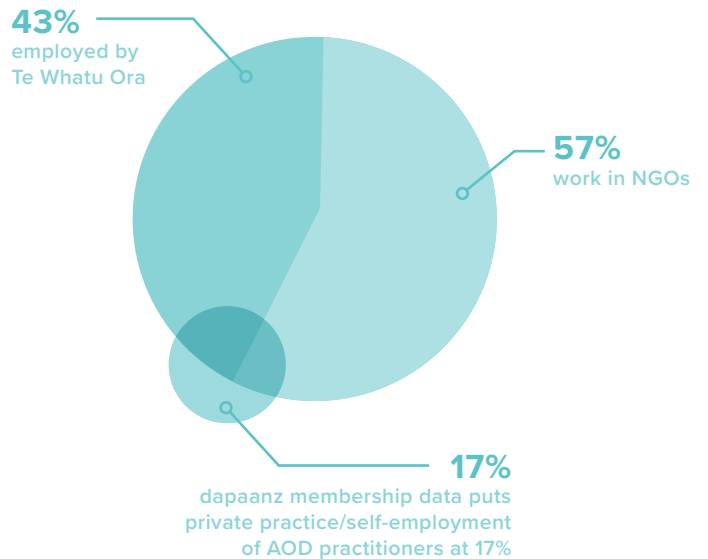
Gender of the addiction workforce

Of the addiction workforce that identifies as female or male, over two thirds identify as female. While data were not available from other sources, 0.6% (or 11) dapaanz members identify as transgender or gender diverse. At just over one third, the addiction workforce has a higher percentage of males than other health workforces.



Source: Te Whatu Ora, dapaanz

AOD practitioners: Organisation type



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Other snapshots in this series:

1. The addiction workforce in Aotearoa | **1a. Profile of the addiction workforce** | **2. Unpacking the workforce shortage**
3. Why are people leaving? | **4. Ways to improve workforce retention** | **5. Opportunities for growing the addiction workforce**
6. Growing the workforce: Recruitment ideas and challenges | **7. Growing the workforce: New entrants and early career professionals**

About dapaanz and the 2023 addiction workforce review

Dapaanz represents the professional interests of people working in addiction treatment. We are dedicated to supporting our members in their mahi and careers, while fostering excellence in addiction practice.

We oversee the addiction intervention competency framework, which defines the addiction scope of practice, and we are kaitiaki of Tikanga Matatika, the code of ethics for the sector.

Our current focus is ensuring our members feel supported and nurtured so that they are excited about being addiction practitioners today and in the future.

In 2023, dapaanz commissioned a mixed methods review of the addiction workforce in Aotearoa. Drawing on multiple datasets, both published and unpublished, from a range of sources including Te Whatu Ora, Te Pou, and dapaanz, the data were organised into a coding framework and triangulated to identify overlapping patterns. A series of workshops and discussions were undertaken with sector representatives to gather additional insights and further feedback on the data findings. The review also distilled a number of findings from national and international literature.



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