



**FRIDAY IN REVIEW**

# Minister

- Pragmatic address.
- Encouraging, realistic and challenging.
- Alluded to yesterday's discussion.
- -Appropriate use of existing workforce.
- -Future direction to meet demands.
- -Consumer expectations.
- -Appropriate training.
- Prevention.
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# Minister

- Willingness to honestly deal with tension between professional groups
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# Pressures on the workforce

- Globalisation, including workforce mobility.
- Technology and “information age health care”
- Consumer knowledge and expectation.
- Aging and increasing diverse population.
- Healthy workplace environment.

# Introduction

- Robin-Challenged the meeting to consider issues around the aging population, the implication of advanced technology resulting in improved quality but questioned the influence on wider care. He referred to the NZIER report which questioned appropriate skill mix, the apparent lack of a unified agreed direction, commonly held beliefs or policy in the health sector. He also highlighted the variables in funding and targeting –competing.




# A Framework

- Quantity      Planning the workforce.
- Quality      Training the workforce.
- Performance      Managing the workforce.
- Feedback      Outcomes management



# Workshop strategy

- Manage risks associated with shortages, recruitment, retention.
  - Address skill mix issues.
  - Support under-serviced regions and specialties.
  - Address increasing quality concerns and the work environment.
  - Align the workforce with health needs.
  - Shape the professional education to meet population needs
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# Tensions


Workforce planning vs workforce development.

Interdisciplinary vs professional silos.

Integration vs level of care (Prim, Sec and Tert.)


Managing change vs resisting change.

Professional organisation vs University and training institutions



# Planning the workforce.

## Quantity

- Katie – Factors influencing our workforce requirements
  - Identified issues particular to dentistry
  - Reviewed the population demographics
  - Implications, ethnicity balance ,disability sector.
  - Implications of the economy.
  - Some oral health data.
  - Factors affecting demand
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# Quantity


- Directed us to consider a range of points to consider including technology, increasing use of other professional groups, aging, needs of ethnic mix
- An over view of the current dental workforce with a number of scenarios reflecting NZ trained, overseas trained ,migration, retirement and life style work patterns.

# Quantity

- Lynette – Highlighted lack of resources, Govt Health priorities and capped student numbers.
- Addressed issues around quality of the workforce, career pathways and more effective utilisation of acquired skills and training.
- Mark Goodhew – emphasised the current delivery model, raised the question of employment of the dual qualification, regional imbalances




# Quantity

- Importance of the mix of providers
  - Importance of education to be driven primarily to public need, not educationalists or profession.
  - Pauline highlighted the need for a highly skilled competent, bilingual Maori workforce and the barriers and strategic goals to overcome some of these. Essentially there are too few Maori providers at present.
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# Quantity

- Eloise very succinctly highlighted the difficulty emerging for the existing professional hygienist with the development of the dual trained Therapist \ Hygienist. The concentration of this workforce in the private sector and the limited ability to add to their scope of practice.
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# Quality

- All the presenters were comfortable with the current competencies of the Oral health workforce but emphasised the need to re-examine the skill mix in order to meet future alignment of oral health care-as opposed to oral health service.
  - Barbara Tebb outlined the changes in TEC policy to move away from the competitive environment for funding.
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# Quality

- This has resulted in a fundamental shift away from a direct relationship with the stakeholders which is now seen as the responsibility of the tertiary education providers. Key to this will be ability of the stakeholders ability to identify and communicate their needs directly to the tertiary education providers-question-will they listen?-TEC overview of the providers and their investment plans



# Theme 1: Creating effective partnerships

- Better communication.
- Seamless continuity of life oral health care.
- Re-evaluation of utilisation of the skill mix.
- Building effective and meaningful relationships between providers and educators.
- Develop effective leadership to facilitate paradigm shift in working relationships and skill mix to meet future delivery imperatives.

# Theme 1: Creating effective partnerships

- Creation of a single Association representing the Professional bodies.
- A meeting of the Exec leaders of the provider Associations and educators to facilitate communication, understanding and cohesiveness.
- Addressing issues around 'patch protection'  
Silo's
- Sharing success of delivery models.




# Theme 1: Creating effective partnerships


- Promotion of a united oral health message.
- Develop strategies to align infrastructure and identify barriers which discourage flexibility of skill mix and utilisation.
- Creation of an Oral health Workforce group with defined objectives and goals

## Theme 2: What do we need to do to get the numbers right?

- Insufficient information to make a judgement
- Numbers probably about right but skill mix and utilisation needs fundamental rethink.
- Impossible to predict future policy changes around delivery to specific groups.
- Upgrading of education facilities.
- Imbalance of Specialists.
- Imbalance of distribution.
- Incentivisation to encourage redistribution



## Theme 2: What do we need to do to get the numbers right?

- Increase the number of dentist intake to 60
  - Mentorship in small communities for professionals.
  - Prioritise to have a more flexible and responsive workforce
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# Where does this leave us?

- Have we agreed that the numbers are about right ?
- Do we only need to effect minor changes to the status quo?
- Are we ready to address the elephant in the corner and recognise the silo is alive and well?
- Can the providers REALLY compromise in agreeing on a skill mix that will meet the population requirements?




# Tensions

- Workforce planning vs workforce development.
- Interdisciplinary vs professional silos.
- Integration vs level of care (Prim, Sec and Tert.)
- Managing change vs resisting change.
- Professional organisation vs University and training institutions



# Education

Effective workforce development REQUIRES  
that education and health providers are  
responsive to the needs of EACH sector





# Closing the circle

- Agreed that the education of the professional groups will play a key role in addressing the identified concerns.
- We need to listen to Greg and Sue and think about priority areas for greater connections and alliances in Dental Education.
- Is there a role for generic competencies in the dental workforce education?
- Can a meaningful relationship\partnership be established-how?

# Closing the circle

- What guidelines should be established to ensure such a working relationship is meaningful?
- Where will the leadership and initiative for this come from?





# Suggested Recommendations

- That on the evidence presented to this Forum there is no requirement to significantly change the numbers of Oral health professionals currently being trained.
- That the Dental faculty capped intake of 50 students be lifted to 60 .
- That his Forum recognises there is an urged need to upgrade the teaching facility in Otago.



# Suggested Recommendations

- Rec around Specialist imbalance
  - Rec around Hygienist practitioners.
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# Suggested Recommendations

- That a thorough investigation of the imbalance in distribution of Oral Health professionals be undertaken.
- That the lack of Maori representation across the oral health provider groups is of major concern. That Te Omarama in conjunction with the other Prof orgs undertake a review and make recs to address the problem.

# Suggested Recommendations

- That the Executives of the professional organisations meet twice a year to exchange ideas and encourage a dialogue to address the issues around skill mix.
- That this forum approves the setting up of a group determined by the Executives to develop guidelines with the Education institutions and address issues of alliances and cooperation.