

**Media Release**

**19 August 2008**

## **Centre for Health Services Innovation**

Counties Manukau District Health Board has long been known for innovation and always striving to improve the services we deliver to our population. We have some huge challenges facing us as our population grows, ages, becomes even more ethnically diverse and requires more from health services. Current predictions show that in 15 or so years, our population will have increased by 170,000 people, a growth of around the same total population as a city the size of Hamilton. This will lift the total population we serve to approximately 634,700.

We have identified that 800 -1000 new health professionals and care workers will need to be trained each year to meet our future hospital and community care needs, taking into consideration projected growth in services, change in service delivery models and staff turnover, including retirement related to an aging workforce.

These workforce numbers are significantly more than current models of training are able to produce. In addition, as the location of New Zealand's largest Maaori and Pacific populations and its second largest Asian population, Counties Manukau has some unique workforce requirements. To achieve effective integration with our community we need to progressively evolve our workforce composition to reflect the ethnic profile of our population.

We are also one of the largest employers in a district with high levels of socio-economic deprivation and low levels of participation in tertiary education. This currently forces us to import a significant proportion of our workforce from overseas and elsewhere in New Zealand – sources that in the future will be experiencing their own workforce shortages.

Our challenge is to bridge the gap between workforce demand and supply by providing achievable health career pathway choices to attract people from our local community, as well as to retain and develop our existing employees.

Success in achieving this will also deliver a reduction in health and wealth inequalities by providing well paid jobs to local people in a sustainable industry.

To tackle this challenge, CMDHB has been working intensively to build on already strong relationships with tertiary education providers. Discussions have identified a clear consensus regarding the need for a systematic training and education strategy based on principles of quality, access, flexibility and cultural competence.

Our initial planning has been undertaken with the two tertiary education providers who account for the majority of our workforce training needs – namely Manukau Institute of Technology and University of Auckland. However, we also have important existing relationships with AUT University (which we see will develop further with their new presence in Manukau City), Te Wananga and others.

Together, we are proposing to establish a Centre for Health Services Innovation adjacent to Middlemore Hospital. It is envisaged that the Centre will be based at CMDHB's Western Campus and that its establishment will provide impetus for full redevelopment of the Campus site, with other synergistic facilities and services. The Centre will provide a focus for workforce development, organisational innovation, learning and effective practice.

## **The Project**

It is envisaged the new Centre will provide the infrastructure and relationships required to develop, maintain and support a skilled health workforce capable of serving the current and future needs of the people of Counties Manukau.

It is also envisaged that the Centre will become a hub for clinical research and health management research relevant to our Health Services Plan.

The Centre will focus on:

- developing the leaders of the future, especially clinicians
- creating a workforce that reflects the ethnicity of our community
- improving clinical care and new models of care
- linking healthcare research and best practice by transferring evidence-based research, development and evaluation into continuous quality improvement.

We already have the support in principle of South Auckland Clinical School, Manukau Institute of Technology, AUT University, Auckland University and Manukau City Council. Auckland University plans to relocate the SACS to the new Centre along with its 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> year medical students and some R&D activities. MIT also plans to relocate its entire 3<sup>rd</sup> year nursing programme to the Centre.

We also have the opportunity to formalise and up-skill existing health care workers (and others) to provide a formal career path and opportunities for career expansion and 'apprenticeship models'. It is possible that, in future, we may have more than 500 students on-site.

The scope of learning and training activities are expected to include clinical skills training; learning and development for existing staff; continuing education and leadership development; as well as an integrated academic, research and health management community. Co-location opportunities also exist which need to be explored, including childcare, parking, café and catering services.

It is also anticipated that four academic Chairs will be created, in association with the University of Auckland, to support Centre activities and link to CMDHB's activities. These are a Chair in Emergency Medicine, a Chair in Healthcare Research & Effective Practice, a Chair in Nursing (a three-way partnership with MIT) and a Chair in Primary & Community Care.

Our proposed Business Case will go to the Ministry of Health by the end of the calendar year.

This is a very positive step for Counties Manukau, and represents the next stage of development of our health services. We have the unique opportunity to create an environment that will foster excellence in teaching and research and to mould our future health workforce.

For further information please contact Lauren Young 021 823 590