

Canterbury

District Health Board

Te Poari Hauora o Waitaha

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[REDACTED]
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Email: [REDACTED]

Dear [REDACTED]

RE Official information request CDHB 9791

I refer to your Official Information Act request seeking the following information from Canterbury DHB pertaining to the Child and Family Mental Health Service.

- 1. The rate of staff attrition in the Child and Family Service for the periods Jan-June 2016, July-Dec 2016, Jan-June 2017 and July-Dec 2017**

Table One: Rate of staff attrition in the Child and Family Service

January to June 2016	6%
July to December 2016	10%
January to June 2017	11%
July to December 2017	15%

- 2. The number of Child and Family Service job vacancies advertised in each of the above periods**

Table two: Number of Child and Family Service job vacancies advertised*

January to June 2016	22
July to December 2016	22
January to June 2017	49
July to December 2017	15

Note: *The Canterbury DHB routinely advertises for the recruitment of staff across the whole of specialist mental health services (including Child and Family Services). The number and frequency of advertisements does not therefore correlate specifically to the number of vacancies being recruited to and some specific roles are advertised for more than once.

3. The total number (FTE) of Child and Family Service staff employed as at end of 2015, end 2016 and end 2017

Table three: Total number (FTE) of Child and Family Service staff employed as at end of 2015, 2016 and 2017.

End of 2015	138 FTE
End of 2016	146 FTE
End of 2017	140 FTE

4. The number of unfilled (FTE) Child and Family Service positions (whether being advertised or not) as at the end of 2015, 2016 and 2017.

Table four: Number of unfilled (FTE) Child and Family Service positions as at the end of 2015, 2016 and 2017.

End of 2015	2 FTE
End of 2016	10 FTE
End of 2017	21 FTE

Child and Family Service vacancies at the end of 2017 included one fulltime equivalent (FTE) psychiatrist, thirteen (FTE) nursing, two (FTE) occupational therapy, four (FTE) psychology and 5.5 (FTE) social work. The overall attrition in 2017 for the Child and Family Service is 13%.

2017 staff attrition for other Canterbury DHB Mental Health Services was:

Table five: 2017 staff attrition for other Canterbury DHB Mental health Services

Adult Community	8.5%
Specialty Service	10%
Forensic Service	8%
Intellectually Disabled Persons Service	9%
Adult Inpatient Group	7%

Staff attrition at 10% is (internationally) regarded as a healthy characteristic for an organisation, as this provides an opportunity for regeneration within an organisation.

The most recent information available from the HRINZ (HR Institute) staff turnover survey for 2016 is that turnover nationally is 15%, turnover in Christchurch is 17% and turnover for public organisations with staff exceeding 700 is 12%.

Please note that this response, or an edited version of this response, may be published on the Canterbury DHB website.

I trust that this satisfies your interest in this matter.

Yours sincerely



Carolyn Gullery
General Manager
Planning, Funding & Decision Support