

# Paying for a Scarce Workforce

Paying for Tomorrow's Health Conference  
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**Maryan Street MP,  
Deputy Chair, Health Select Committee**

## Introduction

- ◆ Diagnosis – what's wrong?
- ◆ Interventions – what can we do?
- ◆ Evaluations – how will we know if it's worked?
- ◆ Prognosis – what state are we in for the future?

## Diagnosis – what's wrong?

- ◆ Ageing workforce
- ◆ Limited labour force
- ◆ International labour market
- ◆ Expensive staff
- ◆ Work organisation
- ◆ Professionals in silos
- ◆ Higher expectations from the public

## Interventions – what can we do?

- |   |                               |
|---|-------------------------------|
| ◆ This –                                    | ◆ Or this –                   |
| ■ Pay more                                  | ■ Make the work rewarding     |
| ■ Train more                                | ■ Reorganise work             |
| ■ Work harder                               | ■ Break down silos            |
| ■ Keep doing what we're doing               | ■ Create whole jobs           |
| ■ Measure things differently to look better | ■ Do things differently       |
| ■ Care less?                                | ■ Create better partnerships? |

## Evaluations – how will we know if it's worked?

- ◆ Develop meaningful productivity measures
- ◆ Recruitment and retention are stable and usefully managed
- ◆ Health seen as attractive career option
- ◆ Sustainable workforce
- ◆ Improved population health

## Prognosis – what state are we in for the future?

- ◆ Targeted tax for health services?
- ◆ Strong primary health service delivery
- ◆ Less pressure on secondary health services in volume but not acuity
- ◆ Proactive community based healthcare services to promote healthy living
- ◆ Active partnerships with workforce unions – engaged and participating

## Conclusion

- ◆ End Goal – population health improvements
- ◆ Means – workforce engagement, development, new jobs, reorganisation of work, strengthened primary health care delivery
- ◆ Tools – adequate and fair remuneration, healthy workplaces