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New Zealand Aged Care Survey 2016

Update: Age and location of Healthcare Assistants

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This update provides supplementary information to the full New Zealand Aged Care Workforce Survey 2016 report published in 2017. The full report is available [here](#)

Distribution of health care assistants in the aged care sector by age and New Zealand locations

There were 980 responses from aged care health care assistants from the residential and home and community sectors. A question was asked as to the town/city they worked in and this was coded into 5 locations as follows:

- Auckland City
- Other North Island cities
 - Hamilton
 - Tauranga
 - Napier
 - Palmerston North
 - Porirua
 - Lower Hutt
 - Wellington
- North Island towns
- South Island cities
 - Christchurch
 - Dunedin
 - Invercargill
- South Island towns

The Statistics New Zealand definition of a city as having a population of 50,000 or more was used and the cities identified from the 2013 Census.

The largest group of respondents come from “North Island towns” (n=320), then “Other North Island cities” (n=196), “South Island towns” (n=189), “Auckland City” (n=156) and “South Island cities” (n=119).

Age distribution in each location

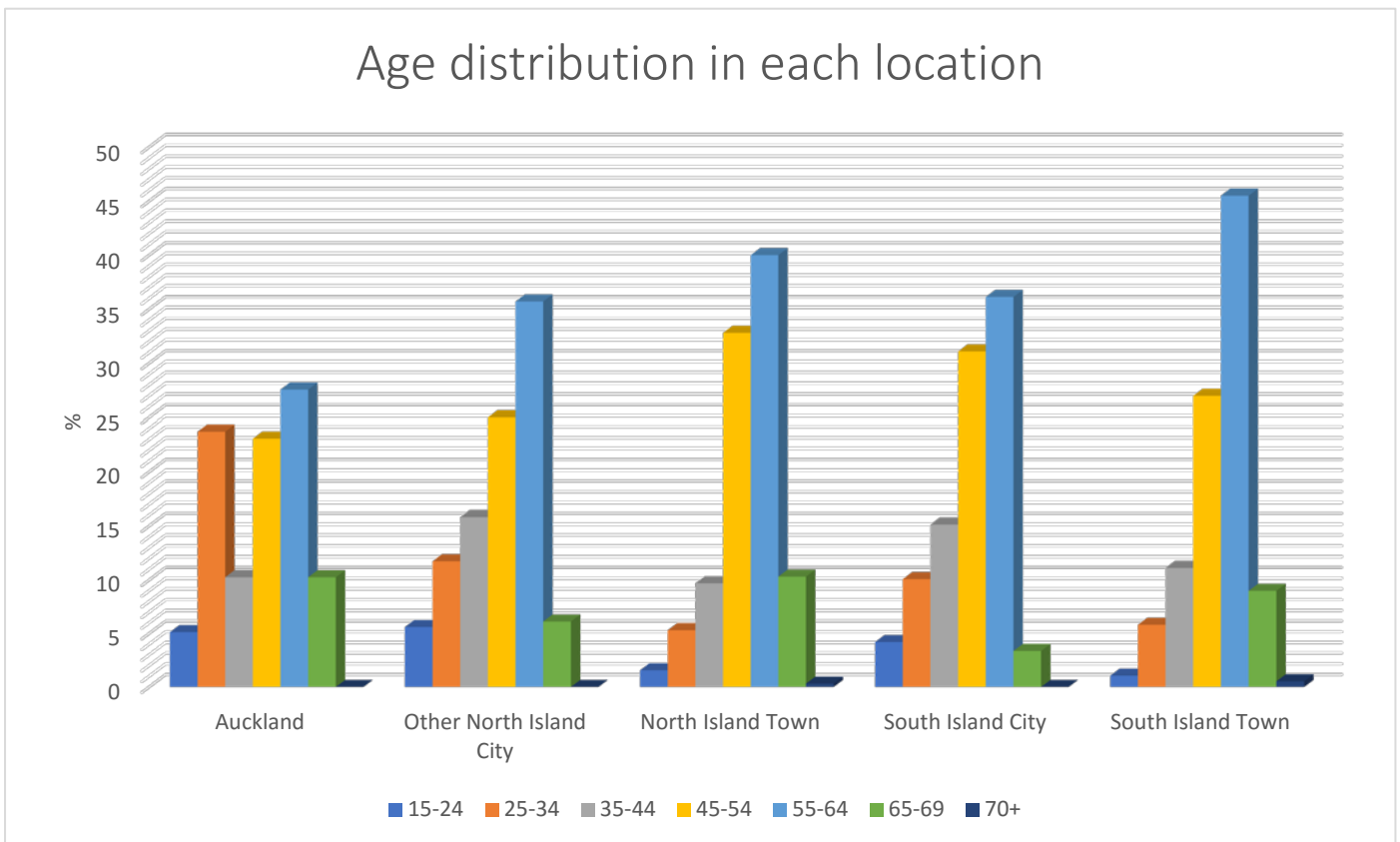


Figure 1. Age distribution of Aged Care workers across New Zealand locations

Figure 1 indicates a reasonably similar distribution for “Other North Island cities”, “North Island towns”, “South Island cities” and “South Island towns” across age groups. The largest grouping is in the 55-64 years bracket. This data shows that “South Island town” have the highest percentage of respondents in the age bracket of 55 – 64 years with 45.5% of their workforce in this range.

Our data indicates that “Auckland City” has a quite different age distribution from the rest of the country. There appears to be more even distribution amongst the age groupings: 28% in the 55-64 year age bracket, 23.7% in the 25-34 age bracket and 23.1% in the 45-54 age bracket.

This data suggests that Auckland might be less impacted by the retirement of a cohort of the workforce than other parts of New Zealand. However, when considering the aging workforce, and retirement it is interesting to note that in both “Auckland City” and “North Island towns” 10.3% of respondents were in the 65-69 years bracket.

Residential Aged Care

There were 502 responses from healthcare assistants in this sector.

As Figure 2 below shows that generally the age distribution for residential aged care appears to be similar to that in Figure 1. Nevertheless, there are higher numbers of respondents in the 45-54 age bracket in residential aged care.

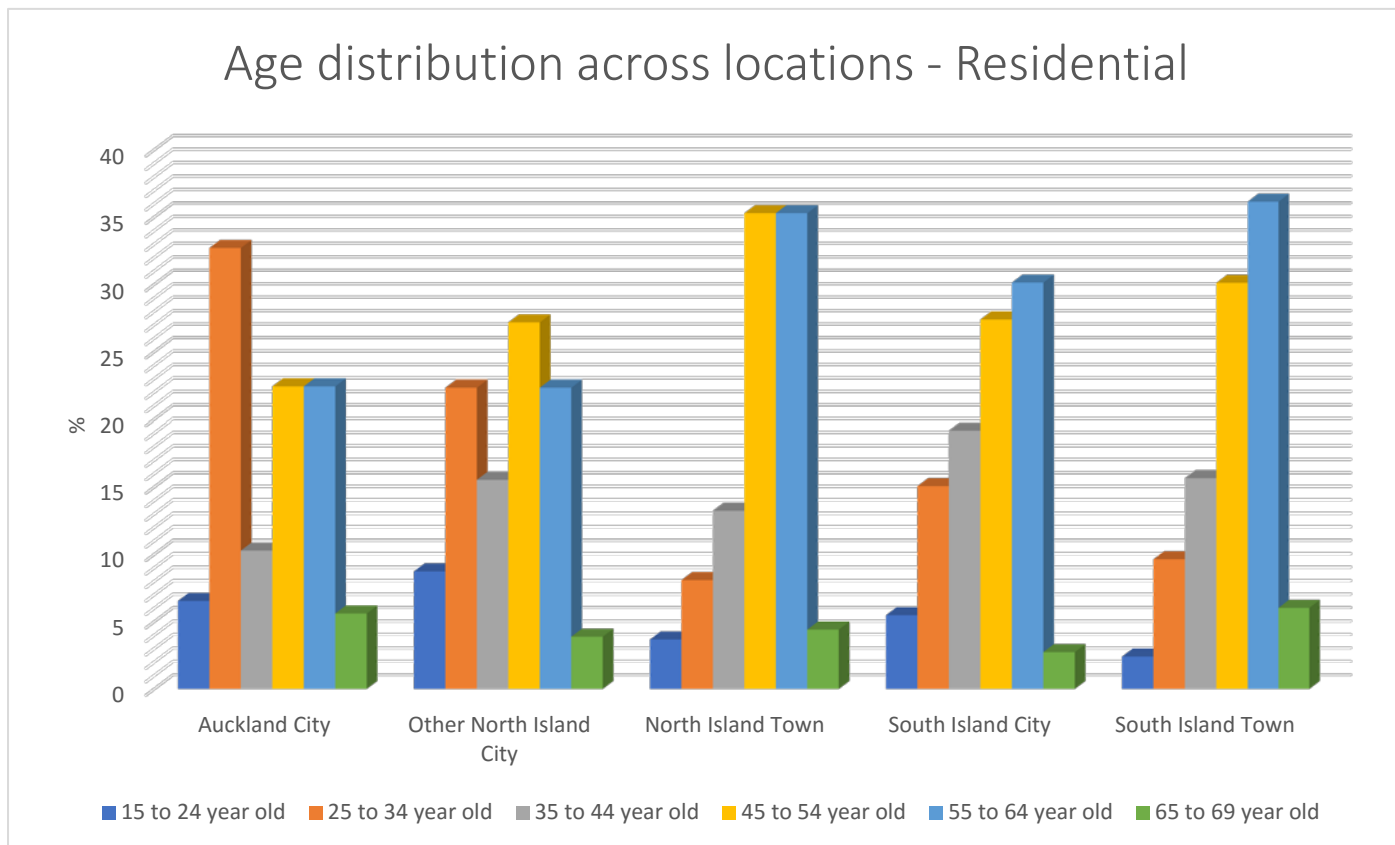


Figure 2. Age distribution of Residential Aged Care workers across New Zealand locations

However, Figure 2 also indicates that there is a shift to a younger workforce in it is in the North Island metropolitan areas in Residential sector of aged care. In “Auckland City” the largest age bracket in this workforce is in the 25-34 age group (32.7%). However, the combined ages of 45-54 and 55-64 still represent 44.8% of the workforce. In the “Other North Island city” category the largest group is in the 45-54 age bracket (27.2%) and the next largest are both 25-34 and 55-64 age brackets (both 22.3%).

Of potential concern is that data indicates that a clear majority of respondents in the South Island and in North Island towns are in the age range of 45 – 64 years old: The “North Island town” category has 70.6% of the workforce are in the combined 45-64 age brackets, and “South Island town” workforce are 66.2% in the same combined age brackets of 45-64 years.

Home and Community Aged Care

There were 478 responses from aged care workers in the Home and Community sector.

Figure 3 below shows that in all locations the largest age group of respondents is in the 55-64 age bracket. The "Auckland City" and "North Island city" workforces in Home and Community appear to lack the diversity in age range that the residential sector has in these locations.

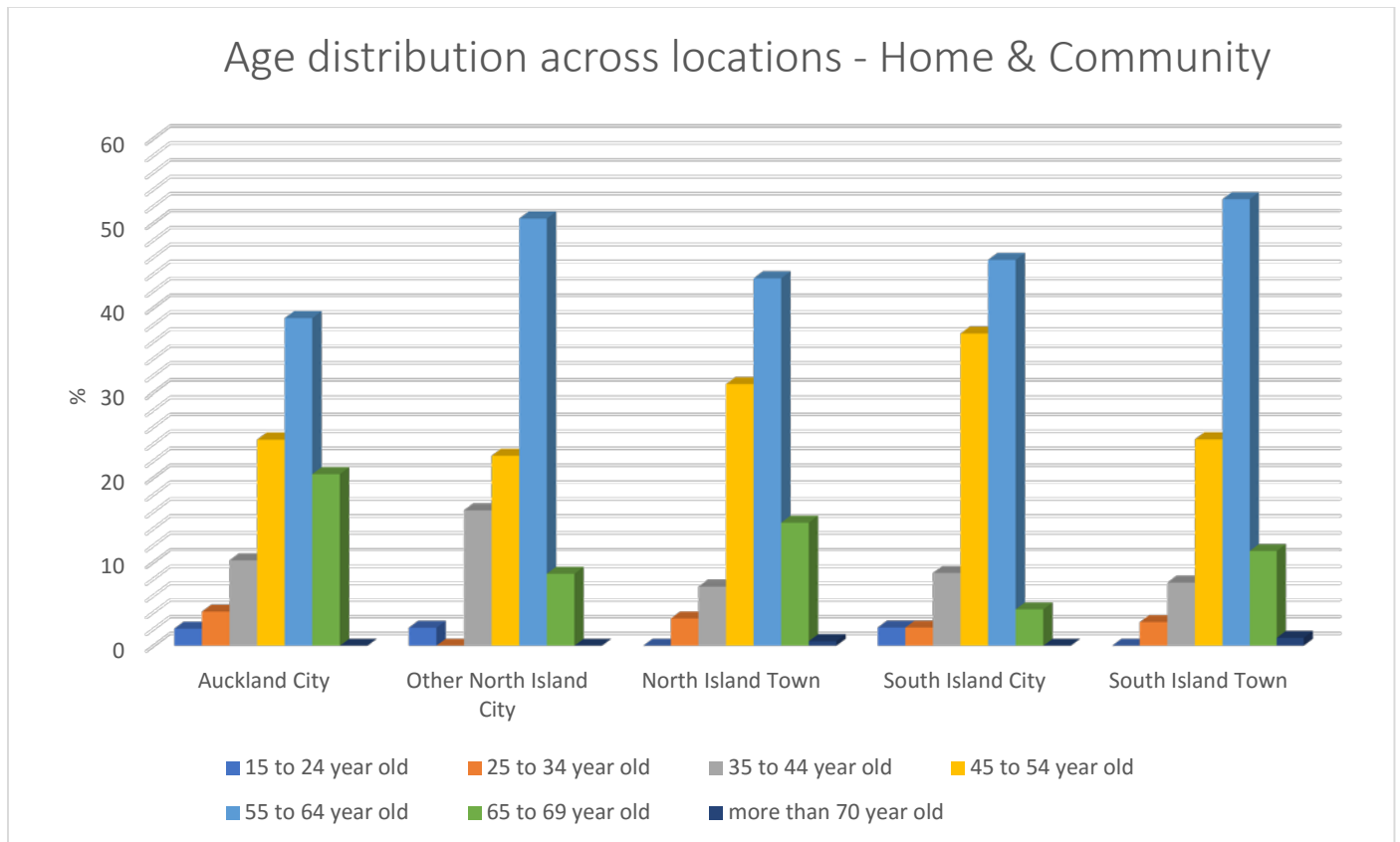


Figure 3. Age distribution of Home and Community Aged Care workers across New Zealand locations

Conclusions

A higher proportion of the home and community care respondents than residential aged care was in the 65-69 age bracket working in home and community than in residential. This difference was most pronounced in the “Auckland City” workforce where of the respondents 20.4% were aged between 65 and 69 years. Generally, respondents from home and community care were older than those from residential care as indicated in the table below. This difference between the sectors is across all locations, although outside of Auckland, respondents were generally older: (home and community care) 65% of South Island Town respondents were 55 and older; with the other locations close to 60% each with a workforce 55 years or older .

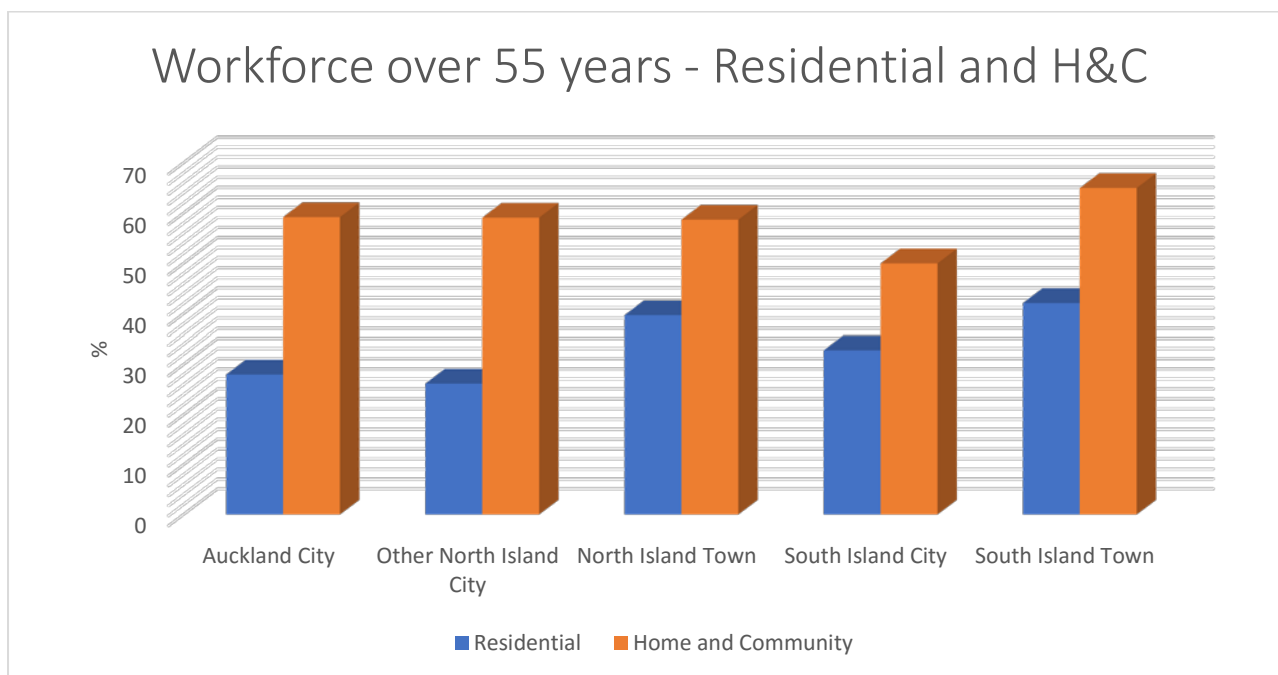


Figure 4. Workforce over 55 years in the Residential and Home and Community sectors

In conclusion, this data appears to confirm that the aged care health care assistant workforce is an aging workforce, although North Island metropolitan areas appear to have a broader distribution of age amongst respondents to this survey. Home and community care respondents were generally older than those in residential aged care which might suggest a need for greater focus on recruiting younger employees into home and community care.