MARIUS I. UNGUREANU
FPS DEPARTMENT OF HEALTH
POLICY AND MANAGEMENT
CLUJ SCHOOL OF PUBLIC
HEALTH
FACULTY OF POLITICAL,
ADMINISTRATIVE AND
COMMUNICATION SCIENCES
BABEȘ-BOLYAI UNIVERSITY
ROMANIA

Dr. Marius Ungureanu is a researcher at the Cluj School of Public Health in Cluj-Napoca, Romania. Apart from health workforce, his research interest is in health systems organization and performance, health reform, and leadership in healthcare. Dr. Ungureanu is a member of the European Health Management Association (EHMA) since 2011.

Contact details /
marius.ungureanu@publichealth.ro
Office : (+40)742624019

Presenting:
Romania: pilot project focusing on the working preferences of physicians and nurses in two hospitals in Romania, using Discrete Choice Experiments

Summary:
Romania is currently facing multiple challenges in managing its health workforce, which is directly impacting the quality and effectiveness of the care provided for patients. According to official Governmental documents, significant disparities exist between health professionals' distribution among different specialties, between acute and chronic conditions, as well as with regards to their geographic distribution (differences between urban and rural areas, and across different regions in the country). Especially since 2007, the main challenge has been health professionals' mobility. Although there are no exact figures about the number of health professionals leaving the country, almost all the stakeholders in the system are concerned with the decrease in number of health professionals needed to stay and practice in the country. Moreover, no data is available regarding the factors which influence physicians' and nurses' decisions to work abroad. In this context, it is difficult to document and justify any policy proposal aiming to tackle the growing concern of health professionals' management, planning and forecasting. These processes were proven to be highly important in order to ensure that the increasing burden of chronic conditions is managed properly. Hence, the present study aims to elicit Romanian health professionals' working preferences, making use of Discrete Choice Experiments (DCEs), a method which has been increasingly used in the research related to human resources for health. We included in our study physicians and nurses from three city hospitals in the Cluj county. The selected hospitals were distributed according to the size of the city (small, medium, big). The participants were requested to choose from different options of possible workplaces, which share the same attributes, but have different attribute levels. Prior to distributing the questionnaires, interviews have been conducted with stakeholders in the health system, to inform the attributes and attributes levels in the DCEs. So far, we have collected the data from the hospitals, totalling 290 questionnaires and we are currently analysing the data, using the Sawtooth Software to identify the factors influencing physicians' and nurses job preferences, as well as these factors' ranking.

On the long run, we envisage that our results will be used by those stakeholders responsible with health workforce planning and forecasting (such as local, regional and national policymakers). Eventually, it will be reflected in the timeliness and quality of healthcare provided to Romanian patients.