



Joint Action Health Workforce
Planning and Forecasting

Human resources for Health in Italy



JOINT ACTION HEALTH WORKFORCE
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the Health Programme
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How many in Italy for the 5 professions?

LICENSED TO PRACTICE, *year 2011*

PROFESSION	MALE	FEMALE	TOTAL	% of female
Physicians	208.015	137.308	345.323	39,8%
Dentists	18.139	9.205	27.344	33,7%
<i>Physicians and Dentists</i>	<i>25.547</i>	<i>4.840</i>	<i>30.387</i>	15,9%
Pharmacists	29.058	52.052	81.110	64,2%
Nurses	87.664	310.592	398.256	78,0%
Midwives	332	17.672	18.004	98,2%
TOTAL	368.755	531.669	900.424	59,0%

Source: FNOMCEO, FOFI, IPASVI, FNCO

...is everyone still working?

LICENSED TO PRACTICE AGED >= 65, year 2011

PROFESSION	MALE	FEMALE	TOTAL	% over 64
Physicians	48.915	7.978	56.893	16,5%
Dentists	746	84	830	3,0%
<i>Physicians and Dentists</i>	3.685	252	3.937	13,0%
Pharmacists	3.203	2.035	5.238	6,5%
Nurses	1.840	7.073	8.913	2,2%
Midwives	2	445	447	2,5%
TOTAL	58.391	17.867	76.258	8,5%

Source: FNOMCEO, FOFI, IPASVI, FNCO

Where do they work?

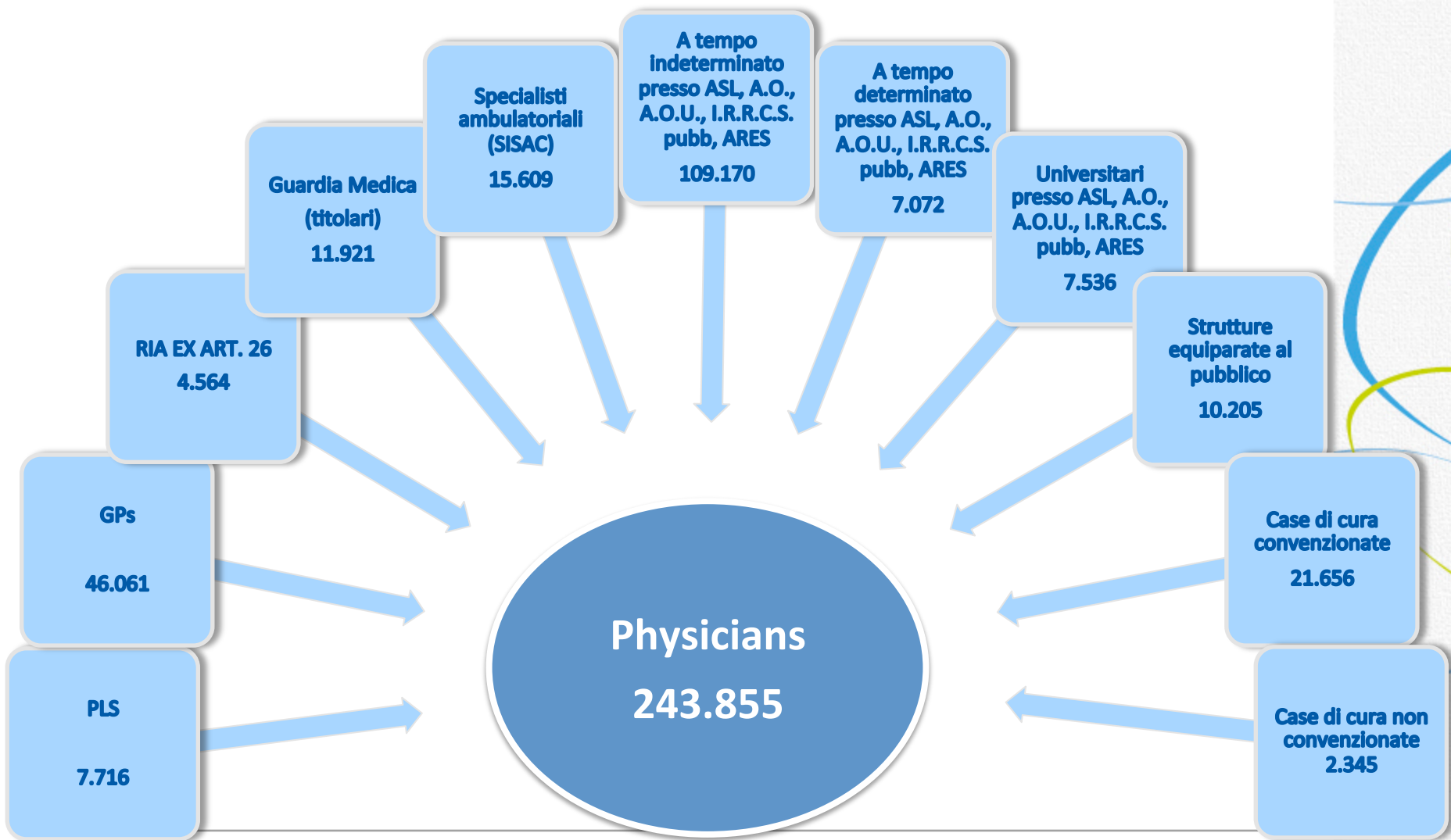
LICENSED TO PRACTICE AGED >= 65, *year 2011*

PROFESSION	LICENSED TO PRACTICE	EMPLOYED in NHS*	% in NHS
Physicians	345.323	116.242	33,7%
Dentists	27.344	161	0,6%
Pharmacists	81.110	2.579	3,2%
Nurses	398.256	266.686	67,0%
Midwives	18.004	10.176	56,5%
TOTAL	870.037	395.844	45,5%

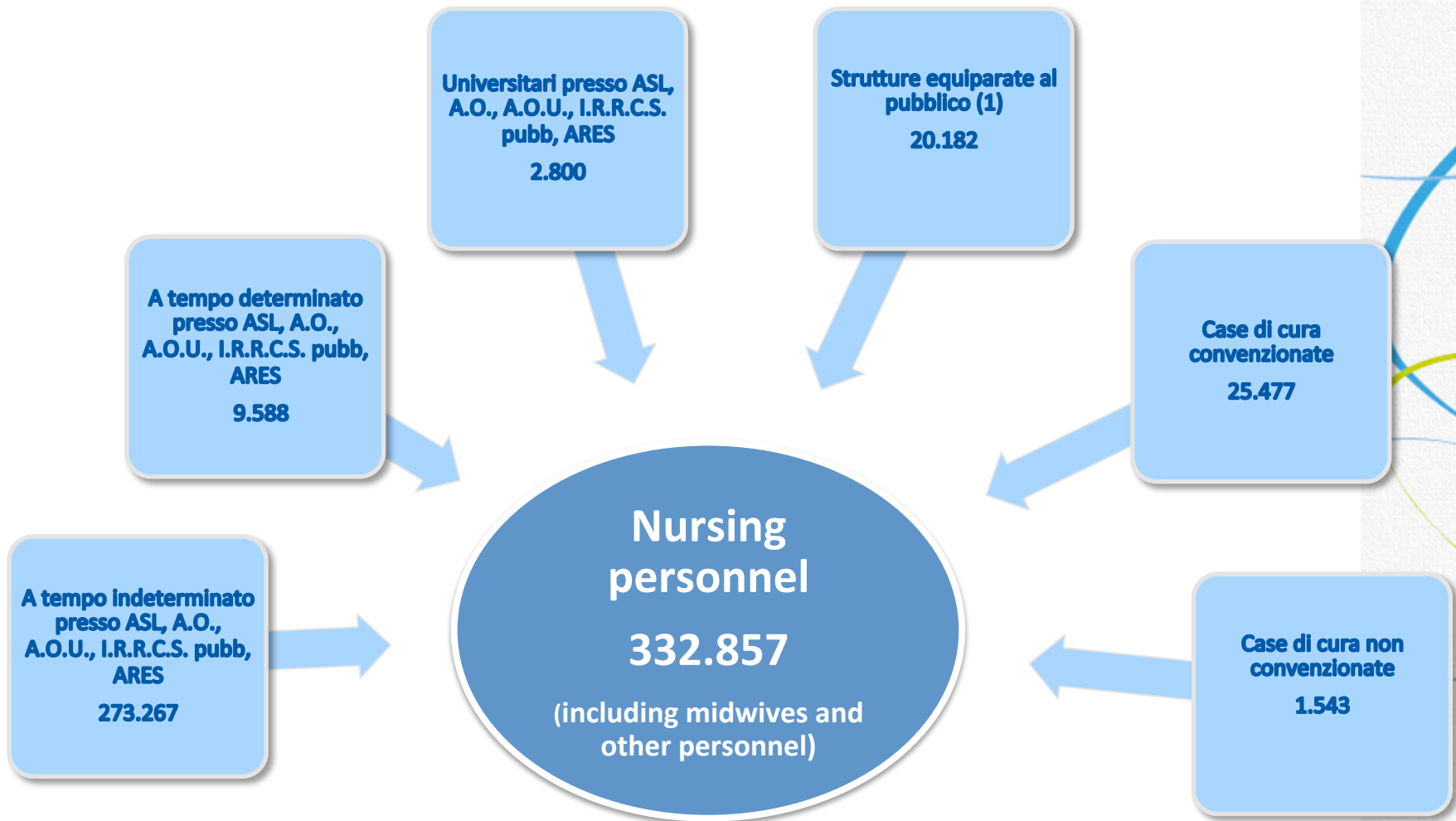
Source: Conto annuale - Ministry of Economy, FNOMCEO, FOFI, IPASVI, FNCO

* Note: permanent and temporary employed

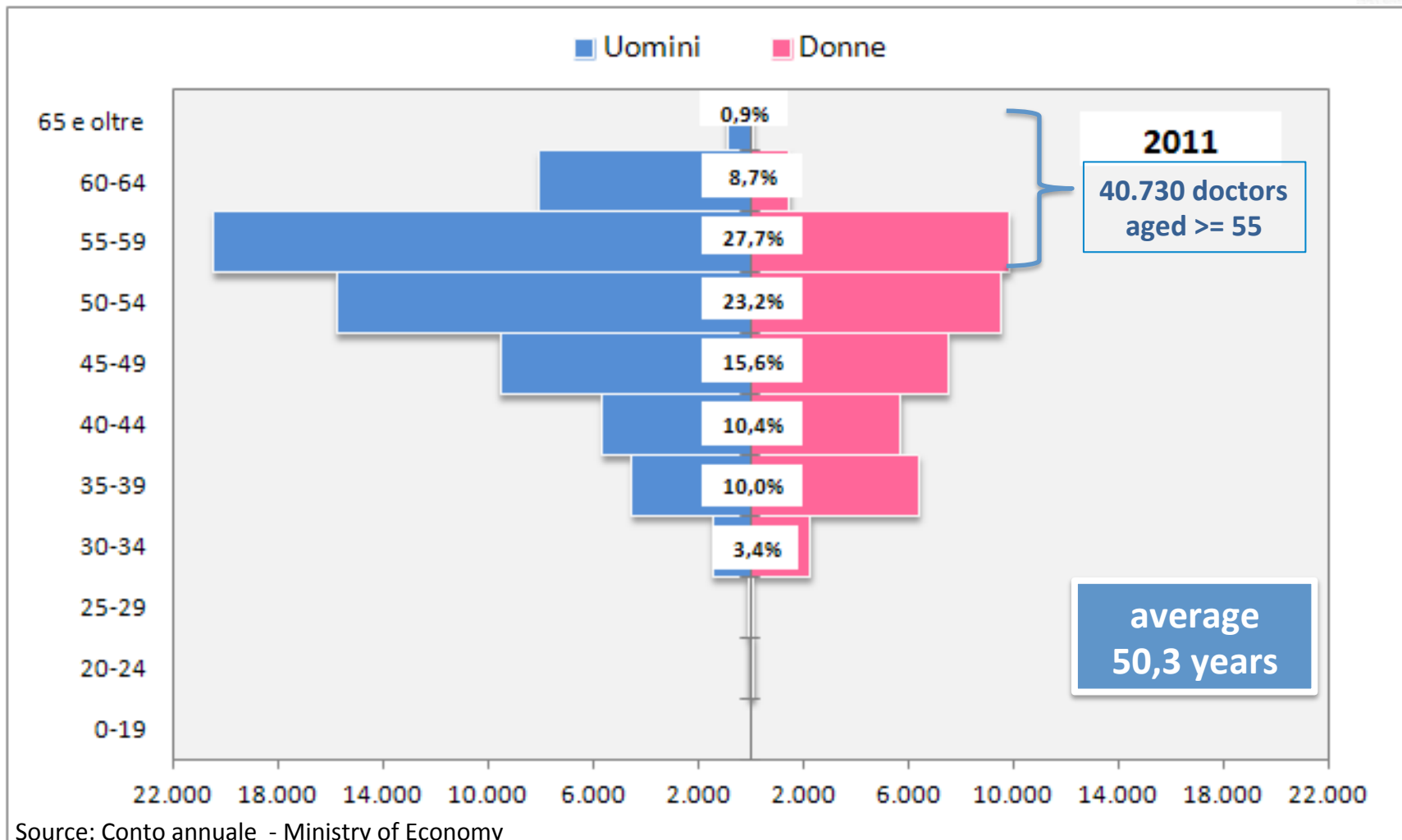
Where doctors work other than in NHS?



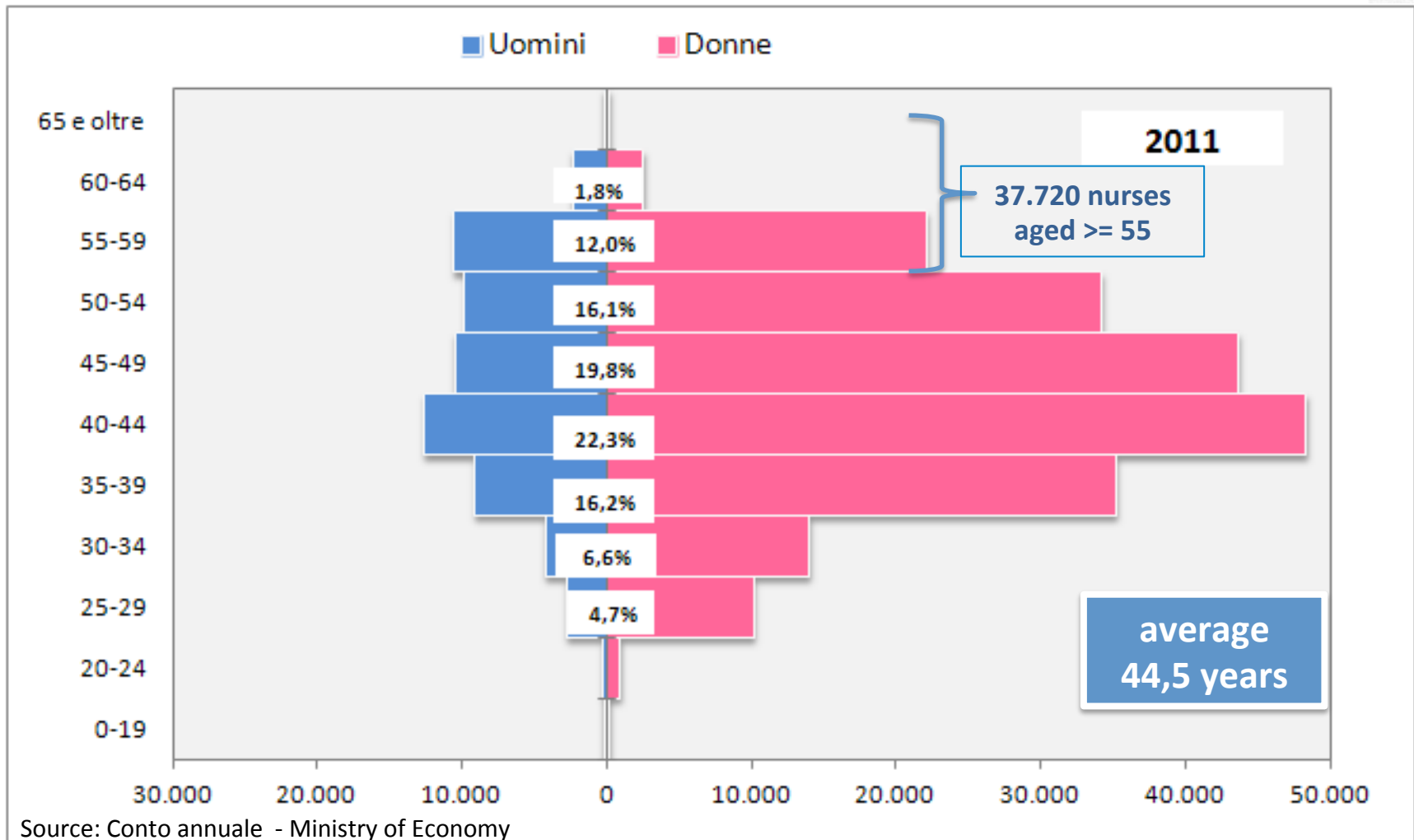
...and nurses?



Physicians in NHS - distribution by age class



Nurses in NHS - distribution by age class



Physicians - regional distribution - public sector

(ASL, AO, AOU, IRCCS pubblici e privati, ESTAV TOSCANA, ISPO, ARES LAZIO, ARES LOMBARDIA, Ospedali classificati, Policlinici privati, Enti di ricerca, Istituto qualificato presidio UsI)

AVERAGE
1,96 per 1.000 inhabitants

☐ **Medici per 1000 abitanti**

- 2,13 a 2,60
- 1,77 a 2,13
- 1,40 a 1,77



Source: Ministry of Health elaboration

Nurses - regional distribution - public sector

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AVERAGE

4,77 per 1.000 inhabitants

☐ Infermieri per 1000 abitanti

- 5,5 a 6,6
- 4,3 a 5,5
- 3,2 a 4,3

Source: Ministry of Health elaboration

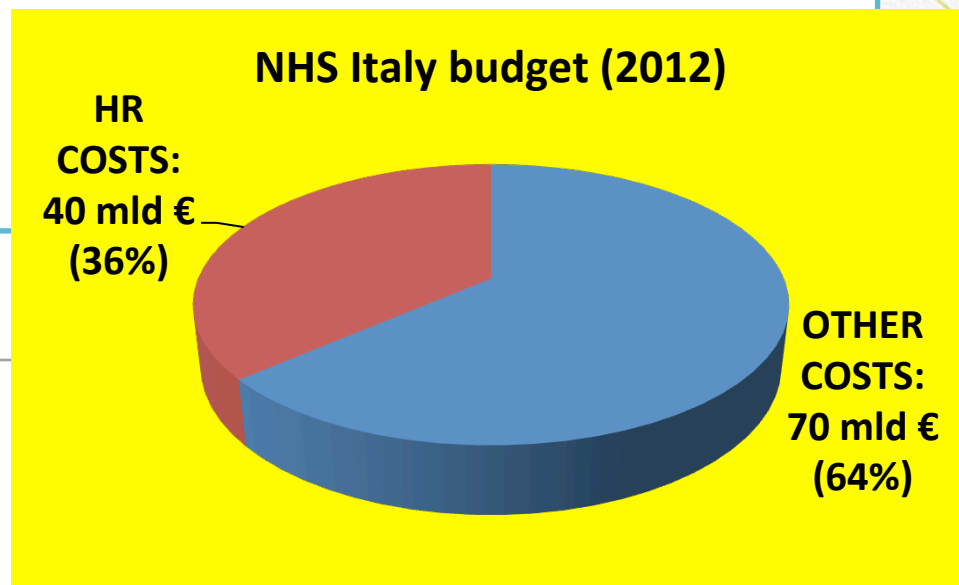
UNIT COSTS

Medical Doctors and nurses are mainly employed by the hospitals and by the Public Health Authorities and they are paid on a fixed salary with a a little amount of the wage – 4-5% - that is flexible and depending on the performances evaluation.

1. Medical Doctors in the public sector: 114.000 € (2012)
2. Nurses in the public sector: 45.000 € (2012)

Adult and pediatricians GP are are paid mostly on a capitation basis (70%). Additional allowances for delivery of planned home care, for reaching performance targets, for additional treatments ecc.

1. GPs: 99.000 € (2011)
2. Pediatrics: 139.000 (2011)



WORK TIME

Medical Doctors, Pharmacists and Dentists,
in the public sector:
- 38 hours a week.

Nurses and Midwives, in the public sector:
- 36 hours a week.

Human Resources for Health: the big issues

WORKING CONDITIONS

1. Ageing;
2. Feminilization

MONITORING

1. Data sources (too many?)
2. FTE (how much?)

COST EFFECTIVNESS

1. Containing costs / vs incentives

THANK YOU