



Joint Action Health Workforce
Planning and Forecasting

Preliminary results of the WP4 Survey ”Behind the data”

ESZTER KOVACS

ZOLTAN ASZALOS

WP4 Leader

EDIT EKE

WP4 Scientific Leader

ZOLTAN CSERHATI, EDMOND GIRASEK, ESZTER KOVACS, RÉKA KOVÁCS

WP4 Experts

Health Services Management Training Centre
Semmelweis University

Utrecht Workshop



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Medical Doctors

Country	Licence to practice	Practising	Professionally active
Belgium	✓	32,182	
Germany	✓	312,695	342,063
Netherlands 2010	✓		49,242
Finland	✓	✓	17, 589 (est.)
Ireland	✓		14, 814 (est.)
UK		173,420	
Greece			69,435
Poland	✓	84,221	92,247
Portugal	✓		
Spain	✓	184,000	195,600
Cyprus		✓	
Iceland	✓	1,120	1,120
Italy	✓	248723	242,871
Hungary	✓	29,500	

number of physicians, HC, 2011

Nurses

Country	Licence to practice	Practising	Professionally active
Belgium	✓		
Germany		925,000	1,012,000
Netherlands 2010	✓		195,430
Finland 2010	✓	55,330	69,801
Ireland	✓		55,600 (e)
UK		529,127 (b)	
Greece			✓
Poland	✓	200,850	✓
Portugal		✓	✓
Spain	✓	245,100	✓
Cyprus		✓	
Iceland	✓	4,728 (e)	4728 (e)
Italy	✓		384,853
Hungary		61,915	number of nurses HC 2011

Dentists

Country	Licence to practice	Practising	Professionally active
Belgium	9,874	7,777	
Germany	87,539	65,502	68,502
Netherlands 2010	10,135		8,345
Finland 2010	6,538	4,234	4,586
Ireland	2,667		
UK		33,392	
Greece			14,518
Poland	38,335	13,033	14,103
Portugal	8,108		
Spain	29,070		
Cyprus		✓	
Iceland	386	283	283
Italy	57,764		35,183
Hungary	7,682	5,236	

number of dentists, HC, 2011

Pharmacists

Country	Licence to practice	Practising	Professionally active
Belgium	17,702		
Germany		50,656	72,811
Netherlands 2010	5,540	3,328	4,135
Finland 2010	13,420	5,944	7,826
Ireland	4,791		
UK		41,020	
Greece			11,987
Poland	29,291	26,290	27,338
Portugal	12,253		
Spain	64,977	42,900	46,800
Cyprus		✓	
Iceland		380	380
Italy	86,268		57,586
Hungary	11,505	5,741	

number of pharmacists, HC, 2011

Midwives

Country	Licence to practice	Practising	Professionally active
Belgium	9,726 (e)		
Germany		19,000	19,000
Netherlands 2010	3,905	2,612	3,200
Finland 2010	5,450	2,166	3,754
Ireland			2,085
UK		31,106	
Greece 2009			2,626
Poland	34,607	22,713	22,805
Portugal			2,379
Spain	7,713		
Cyprus			
Iceland	466	278 (e)	278 (e)
Italy	17,819		14,982
Hungary		1,746	

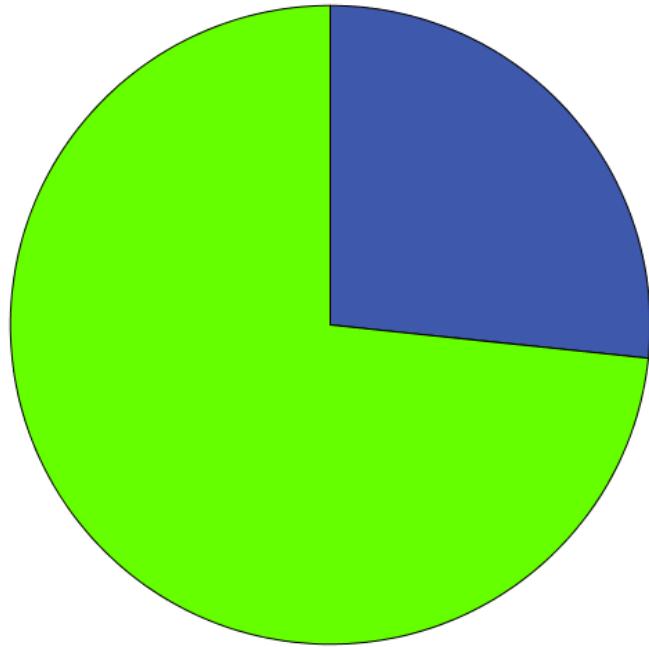
number of midwives, HC, 2011

The categories

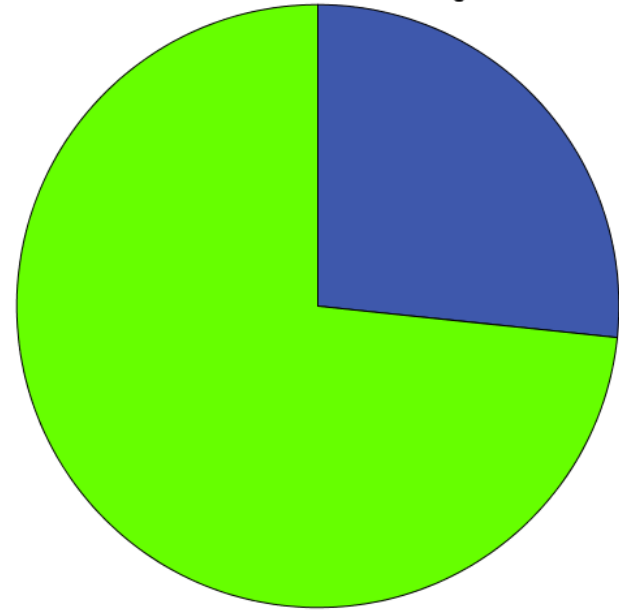


The total picture: MDs

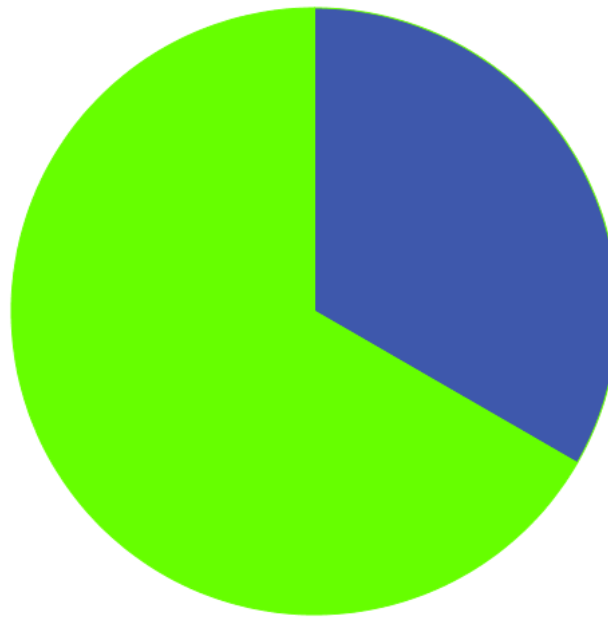
LTP



Practising



Professionally active

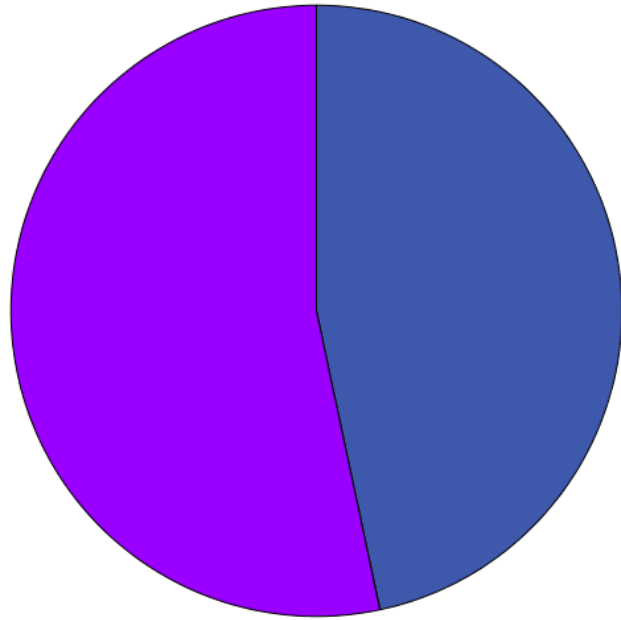


Did your country supply data for these JQ categories in 2013?

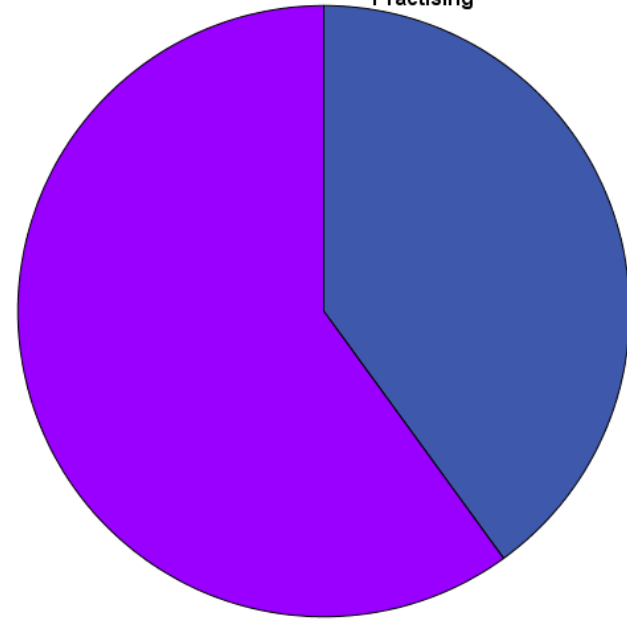
Note: Blue=NO
15 responses

The total picture: Nurses

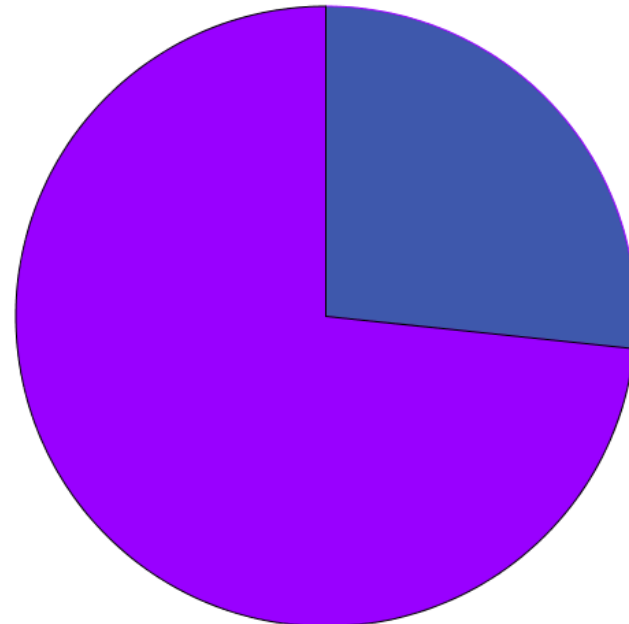
LTP



Practising



Professionally active

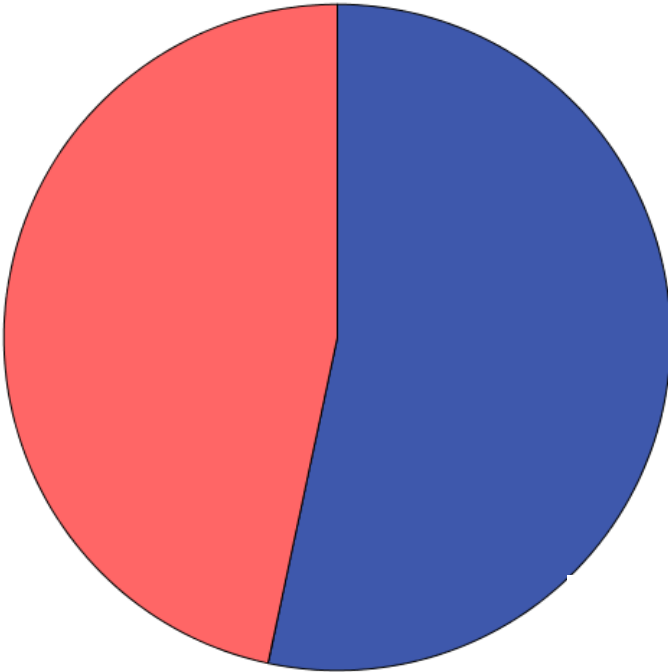


Did your country supply data for these JQ categories in 2013?

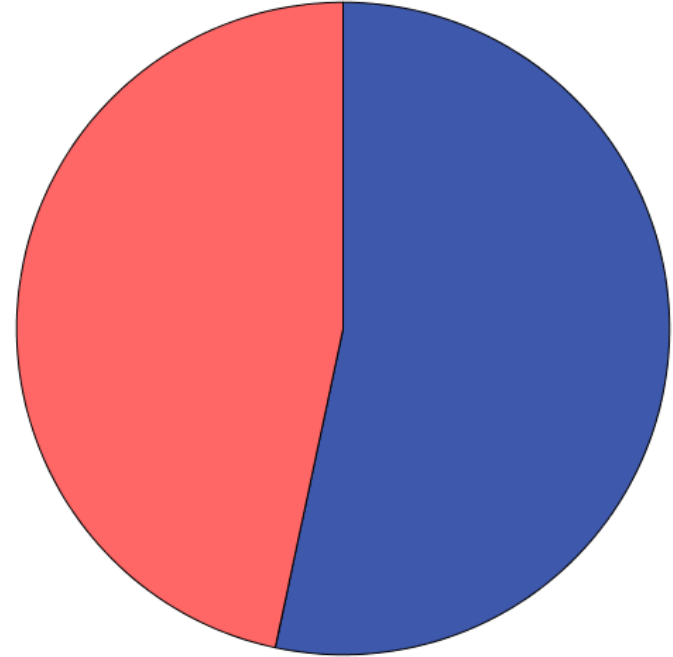
Note: Blue=NO
15 responses

The total picture: Midwives

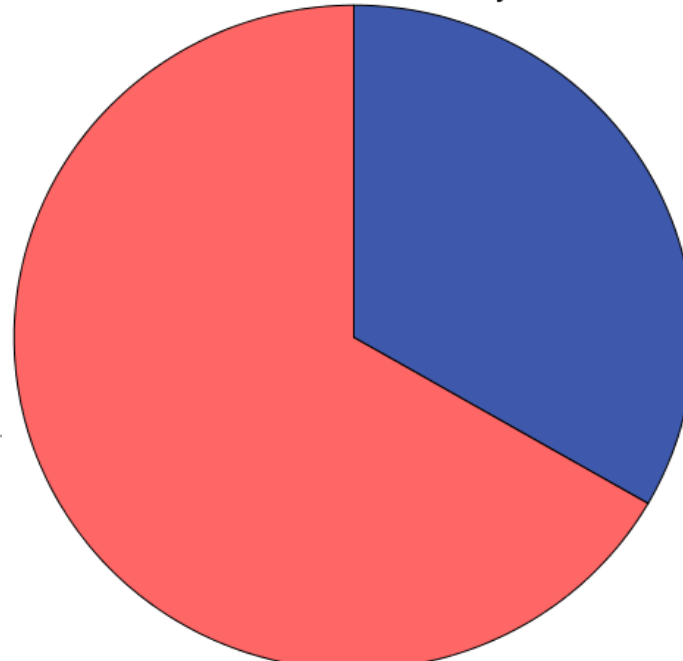
LTP



Practising



Professionally active



Did your country supply data for these JQ categories in 2013?

Note: Blue=NO
15 responses

Quotes on categories

Assistant professional nurse

„does not exist in **Belgium**”

„does not feature in the **Irish** Health Service”

„**Poland** does not indicate anything in this category”

„In the **Italian** regulatory system not covered”

„*Nurses – Practising* e.g. for **Scotland** ‘Professional Nurses are categorised as those with Agenda for Change bands 5-9 and Associate professional nurses those with Agenda for Change bands 1-4.’”

„In **Greece**: Professionally Active Nurses are defined by qualifications under the 2005/36 directive only”

Quotes on categories 2.

Iceland reports the same numbers for Practising and Professionally Active categories, because „no distinction can be made”

„In **Portugal**: Professionally Active Midwives data supplied refer to nurses specialised in Maternal Health and Obstetrics.”

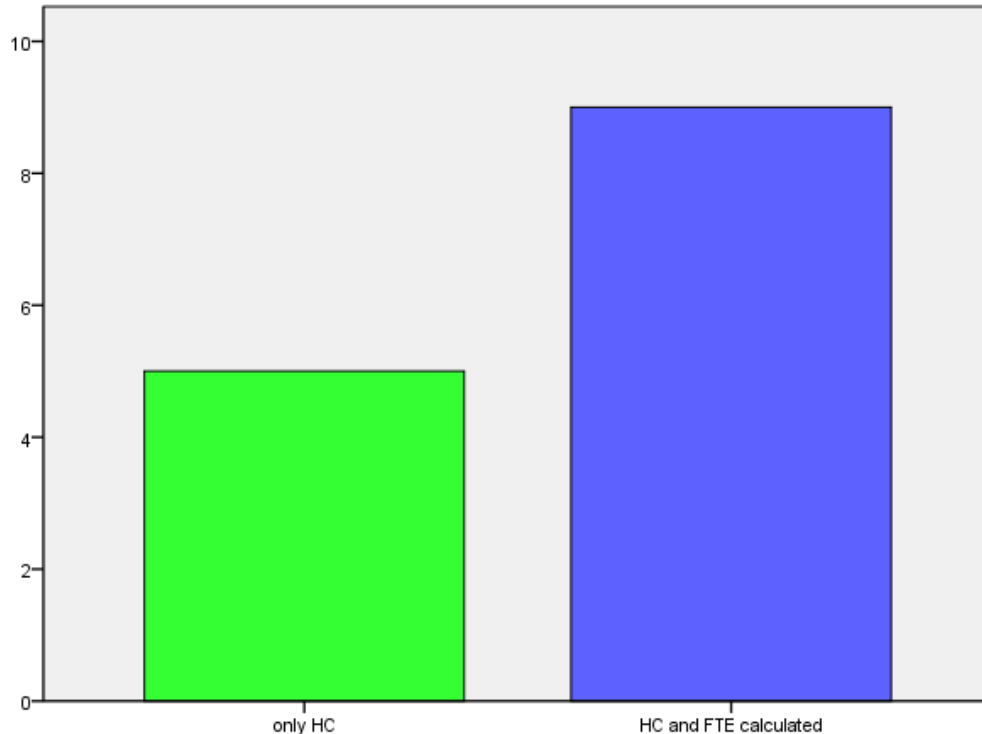
„ In **Spain**, the midwife is a category for nurses”

In **Italy**: „Except paediatric care nurse, it’s important to note that in Italy there aren’t additional specific qualifications for professional nurses”

„...nurse for the elderly is a completely different education path and therefore not included in the definition of nurses in **Germany**”

„In **Finland** we use: Ward nurse (master degree), General registered nurse and within Health care assistants category we understand assistant nurses who do tasks that nurses won’t do”

Headcount vs. FTE - Possible formulas?



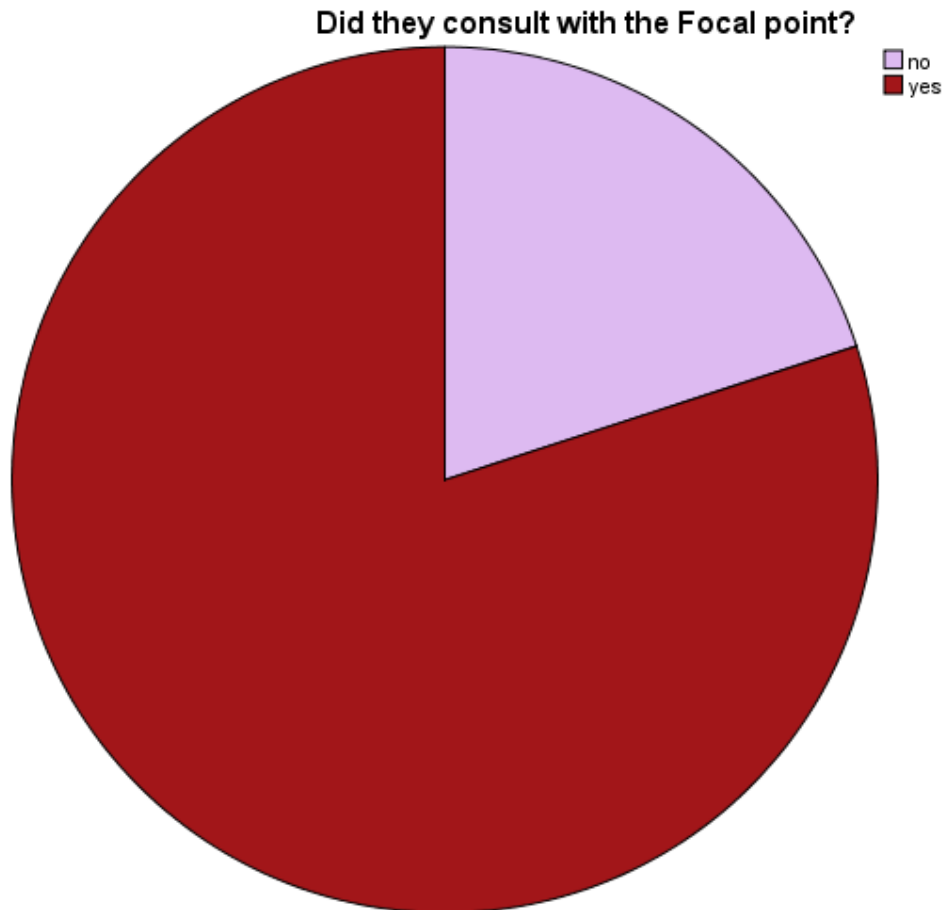
- **Belgium:** FTE is defined using the median income of the age group 45-54 (self-employed/salaried different!)
- **Germany:** FTE is calculated by adding the full and appropriate proportion of part-time occupied employees
- **Finland:** $FTE = 1 * \text{head count of full time persons} + 0,6 * \text{head count of part time persons} + 0 * \text{head count of persons on leave}$
- **UK:** 1 FTE is equivalent to 37.5 hours
- **Iceland:** FTE is the equivalent of 167 workhours pr. month.
- **Hungary:** the actually performed weekly working hours are divided by the weekly compulsory labour time (40 or 36 hours) as stipulated by the law for individual jobs

Portugal: *FTE using the real number of hours/week that a health professional does and we calculate a percentage of FTE (35H) or FTE (40H), depending on the established on the specific contract. If one works 20 hours/week we consider 0.5 FTC (40H).*

Information flow = Easy access?

Multiple actors in data reporting – Majority → **YES**

Is the Focal Point the organisation that has the data? – Most of the times → **NO**



13 responses: yes

Feedback on JQ

Problems detected - Purpose of JQ?

JQ categories correspond well to the national composition

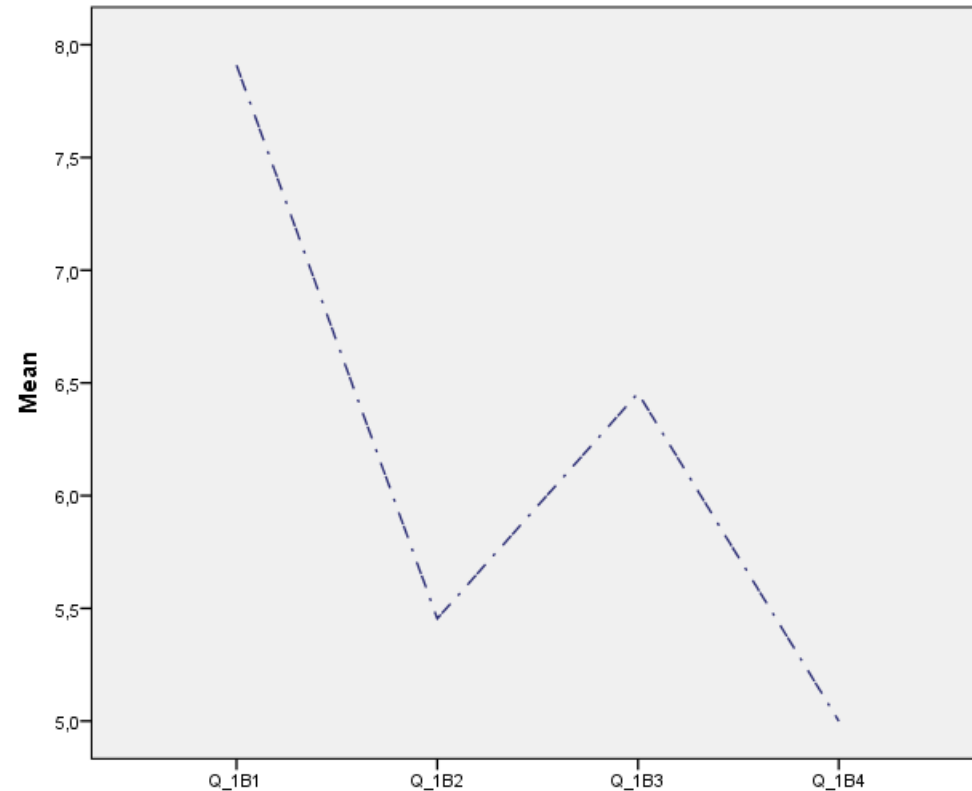
JQ reporting raises no issues for the national data collection system

JQ provides an excellent resource to benchmark international data

JQ provides an excellent resource to contribute to national health workforce planning

Statistics

		Q_1B1	Q_1B2	Q_1B3	Q_1B4
N	Valid	13	12	13	12
	Missing	2	3	2	3
Mean		7,54	5,08	6,23	4,67
Std. Deviation		1,808	2,466	2,204	2,146



Next steps - Discussions

Discussions in 3 small groups:

→ Morning discussion – Your experiences

→ Afternoon discussion – What shall be changed?

- 1) Information flow/JQ purpose/utilization/timeliness
- 2) JQ categories/Qualification vs. Occupation/HC vs. FTE
- 3) Professions/skills & competences/nurses

Next steps - Keywords for discussion

- o comparability
- o qualification/occupation
- o LTP/professionally active/practising categories
- o definition of professions
- o role of focal points/connection with focal points
- o information flow
- o aims of JQ

**Thank you very much for your
Experiences,
Good practices,
Contribution to the Survey,
Contribution to the discussions.**

”Caring for consensus”