

# WP4 meeting

Home work for Finland  
Budapest 13.-14. 6. 2013



NATIONAL INSTITUTE FOR HEALTH AND WELFARE, FINLAND



# Home work

- Which organization(s) collect stock health workforce data in your country? What data do you receive from these organisations for your work?
- Do you see any (terminology/definition based) inconsistencies between data coming from different national data sources?
- Do these data match international ISCO codes as regards to doctors, nurses, dentists, pharmacists, midwives? If not, what is the gap between the data contents? Please pay a special attention to the nurses category.
- Which organisation(s) are in charge for collecting the data in the "licenced to practice", "practicing" and "professionally active" categories in the five harmonised professions?
- Are international comparative HWF data is used for health workforce planning activities in your country and if so, are there any terminological issues when comparing international data with national data?
- Reading the JQ (attached) including the Definitions, do you have any questions regarding the contents of data requested?

## Organizations (Who collect the data THL/MoH is using)

- Which organization(s) collect stock health workforce data in your country?
  - **Statistics of Finland** (<http://www.tilastokeskus.fi>)
    - 2 registers
    - Municipal Work Force [http://www.stat.fi/keruu/kuht/index\\_en.html](http://www.stat.fi/keruu/kuht/index_en.html)
    - Employment statistics (General Register for Employment)
      - » metadata: [http://www.stat.fi/meta/til/tyokay\\_en.html](http://www.stat.fi/meta/til/tyokay_en.html)
      - » both registers can be combined with other government registers with PIN
  - **VALVIRA** (National Supervisory Authority for Welfare and Health) (<http://www.valvira.fi/en/>)
    - Professional licenses for persons in healthcare occupations
    - Central register for licences to practice medicine, supervising the rights
  - **Population Register Centre** ([www.vrk.fi](http://www.vrk.fi))
    - Combining register with Valvira register using PIN
  - **Finnish Medical Association** (MD union) (<http://www.laakariliitto.fi>)

## Data what MoH gets

### What data do you receive from these organisations for your work?

- **Yearly stock data from Statistics of Finland and Valvira**
  - with possibility to have flow data
  - Description
    - Employment statistics are annual statistics providing data by region on the population's economic activity and employment. The population for the statistics is the permanently resident population in the country on the last day of the year. The data are mainly derived from administrative registers and statistical data files.
  - Data content
    - The produced data describe the main type of activity of the population, industrial distribution = Health And Welfare ,
    - occupational status, number of workplaces, location of workplaces, and educational level and income of the population.
    - The reference time period of the statistics is the last week of the year

### **Stock data from Medical Doctors association on specialities**

## Data what MoH gets 2

- What data do you receive from these organisations for your work?
- Yearly stock data from Statistics of Finland with possibility for **flow data**
  - **Data content**
  - Industrial distribution including Health And Social Welfare
  - Occupation status = ISCO
  - Educational level = ISCED
  - Employment status by education
    - Employed, unemployed, retired or not in Labour force
  - The reference time period of the statistics is the last week of the year
- Yearly stock data Valvira with possibility to have **flow data on emigration**
- Stock data from Medical Doctors association on specialities of MD, no flow data

## Data what MoH gets 3

- Do these data match international ISCO codes as regards to doctors, nurses, dentists, pharmacists, midwives?
  - Yes in general
- If not, what is the gap between the data contents? Please pay a special attention to the nurses category
  -

# Terminology/definition based inconsistencies

- Do you see any (terminology/definition based) inconsistencies between data coming from different national data sources?
- Generally NO inconsistencies,
  - data is OK
- ISCO does not have specialities,
  - International comparisons not easy

# International ISCO codes

- Do these data match international ISCO codes as regards to doctors, nurses, dentists, pharmacists, midwives?
  - MD, dentists farmacists ok
  - Nurses and Midwives
    - In Finland Registered Nurse (3,5 4 and 4,5 years of education)
    - Level 3, not level 2
    - ISCO code 3221 (Nurse 32211, Public Health Nurse 32212) and code 3222 Midwives
  - PROBLEM? Level 2 or level 3?



# Classification of Occupations 2010 FINLAND

- Occupations total
  - 1 Managers
  - 2 Professionals
  - 3 Technicians and associate professionals
  - 4 Clerical support workers
  - 5 Service and sales workers
  - 6 Skilled agricultural, forestry and fishery workers
  - 7 Craft and related trades workers
  - 8 Plant and machine operators, and assemblers
  - 9 Elementary occupations
  - 0 Armed forces occupations
  - X Unknown

# Classification of Occupations 2010 FINLAND 1

## 2 Professionals

- **221 Medical doctors** **OK**
- 2211 Generalist medical practitioners
- 2212 Specialist medical practitioners
  - 22121 Senior physicians
  - 22122 Specialists
- **226 Other health professionals** **OK**
- 2261 Dentists **OK**
- 2262 Pharmacists **OK**
- **222 Nursing and midwifery professionals** **OK, level?**
- 2221 Nursing professionals
  - 22211 Matrons
  - 22212 Ward sisters
- 2222 Midwifery professionals

# Classification of Occupations 2010 FINLAND 2

## 3 Technicians and associate professionals

- 32 Health associate professionals
- **321 Medical and pharmaceutical technicians** **OK**
  - 3211 Medical imaging and therapeutic equipment technicians
  - 3212 Medical and pathology laboratory technicians
  - 3213 Pharmaceutical technicians and assistants
- **322 Nursing and midwifery associate professionals** **OK, level?**
  - 3221 Nursing associate professionals
    - 32211 Nurses
    - 32212 Public health nurses
  - 3222 Midwifery associate professionals
- **325 Other health associate professionals** **OK§**
  - 3251 Dental assistants and therapists
  - 3252 Medical records and health information technicians
  - 3253 Community health workers
  - .....

# Collecting the data

- Which organisation(s) are in charge for collecting the data in the "licenced to practice", "practicing" and "professionally active" categories in the five harmonised professions?
  - "Licenced to practice"
    - VALVIRA
  - "Practising" and "Professionally active"
    - Statistics of Finland
      - According to Industry
      - According to Education (in Labour Market, Retired, not active)
      - According to Occupation

# "Licenced to practice", "Practicing" and "Professionally active"

- "Licenced to practice"
  - VALVIRA
  - Information from universities and colleges after graduation
  - **Reliable**
- "Practicing" and "Professionally active"
  - **Not easy**
    - According to Industry
    - According to Education (in Labour Market, Retired, not active)
    - According to Occupation

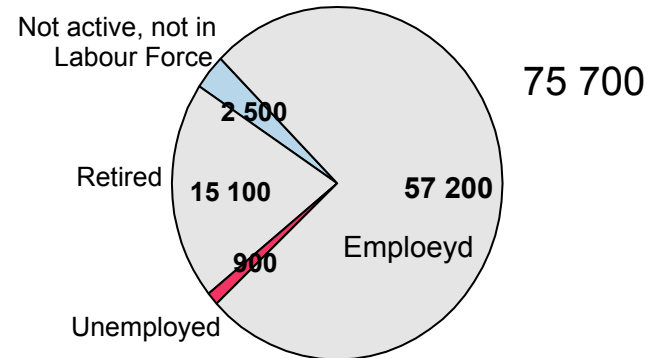
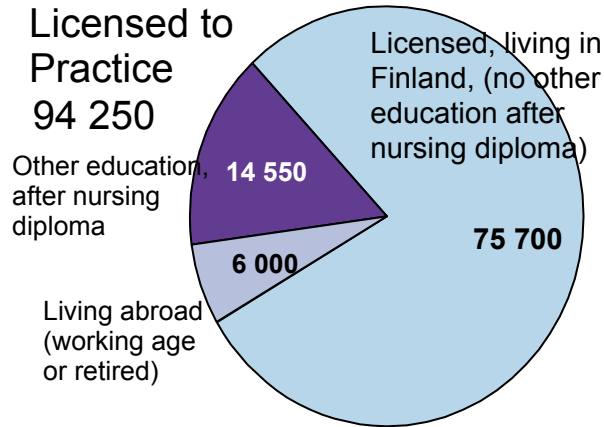
# "Licenced to practice", "Practicing" and "Professionally active"

- "Practicing"
  - According to Occupation = ISCO
  - According to Industry (NACE, RAMON)
    - [http://ec.europa.eu/eurostat/ramon/nomenclatures/index.cfm?TargetUrl=LST\\_NOM\\_DTL&StrNom=NACE\\_REV2&StrLanguageCode=EN&IntPcKey=&StrLayoutCode=HIERARCHIC](http://ec.europa.eu/eurostat/ramon/nomenclatures/index.cfm?TargetUrl=LST_NOM_DTL&StrNom=NACE_REV2&StrLanguageCode=EN&IntPcKey=&StrLayoutCode=HIERARCHIC)
  - Finnish version (SIC=Standard Industrial Classification) ????
    - Q Human health and social work activities
      - » 86 Human health activities
      - » 87 Residential care activities
      - » 88 Social work activities without accommodation
    - C Manufacturing
      - » 21 Manufacture of basic pharmaceutical products and pharmaceutical preparations (Government Administration, Farmaceutical
    - P Education
    - Other ???

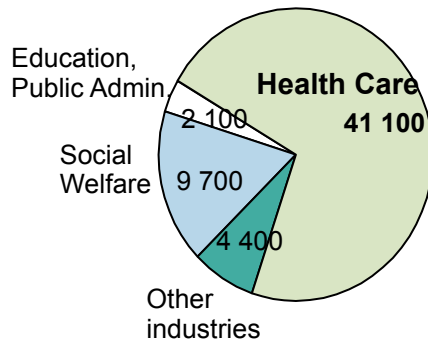
# "Licenced to practice", "Practicing" and "Professionally active"

- "Professionally active"
  - According to Education
    - In Labour Market = employed or unemployed
    - Retired,
    - Not active in Labour Market (studyin, mother leave etc.)
  - Or According to Occupation
  - In Finland "Professionally active"
    - ISCED = MD, Nurse, Pharmacist etc...
    - In Labour Market (employed or unemployed)

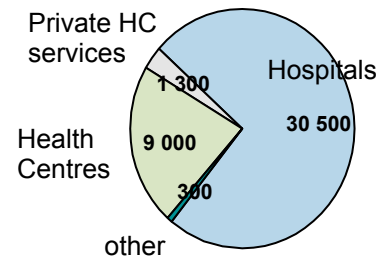
## NURSES in FINLAND 31.12.2010



### Professionally active 57 200



### Practising as Nurse in Health Care 41 100



THL 2013

Source: Statistics Finland



# International comparative HWF data used for health workforce planning activities

- Is International comparative HWF data used for health workforce planning activities in your country and if so, are there any terminological issues when comparing international data with national data?
  - Finland is using all available data. Data is available according to International Classifications with minor problems for comparability,
  - For Finland internally data is no problem
    - The general workforce planning process covers all 28 industries, of which Health Care is one. The workforce demand projections made by the Government Institute for Economic Research cover the healthcare workforce as a single unit
    - They produce three different scenarios

# Reading the JQ (attached) including the Definitions, do you have any questions regarding the contents of data requested?

- Problems may arise with the definitions and interpretation differences between countries
  - Easiest case perhaps: Medical Doctors
  - For example: Nurses – who and what are they?
    - As there is no common Health Care system in different countries, so there is no common definition for professions
    - No common classification