GOVERNO DE PORTUGAL | MINISTÉRIO DA SAÚDE

# PORTUGAL_ACSS, IP
# WP4
# Activity 1: Terminology
## June 13-14 Budapest Workshop

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**13th /14th June 2013**

**Budapest, Hungary**

ACSS
Administração Central
do Sistema de Saúde, IP

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**TOPIC**

## QUESTION 1

Which organization(s) collect stock health workforce data in your country?

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

## Organisations collecting stock health workforce data

- ACSS,IP     NHS>>Planning & Management
  Inventory of Health Professionals

- ERS     Health System>>Licensing & Supervision
  Specific focus on Private Sector

- DGS     Health  System >>Health Professionals
  involved in Specific Programmes

- INE     Health System >>>Overall Statistical
  Data; International Reporting

- Professional Organisations
  Register of Practitioners

- ACSS,IP  is overall in charge of the management of health staff issues and collects data of the National Health Service and other institutions of health ministry based in professional groups or careers.

- Collection is mainly done through 2 means:

  - Directly from institutions (e.g., hospitals, health centres)

  - From the NHS database on the NHS professionals (under review)

- In addition, ACSS collects data related to staffing needs of different professionals, and available capacity (hospitals and health centres) for physicians training.

- The Health Regulation Authority (ERS) collects specific data of health professionals that work in the private sector.

- From 2013 onwards ACSS has initiated a cooperation with this Independent Authority

- Directorate-General of Health provides data about other subjects, like specific programs for health (oral health, flu, obesity).

- Professional Organisations (*Ordens Profissionais*) have data on the health professionals their represent, e.g. professionals who have licence to practice.

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- National Institute of Statistics (INE) collects and sends data to international organisations, e.g., OCDE, Eurostat and WHO

- ACSS has access to some data available publicly

- In view of this project ACSS is establishing contacts with INE in order to ascertain these processes

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## QUESTION 2

Do you see any (terminology/definition based) inconsistencies between data coming from different national data sources?

**Terminology inconsistencies**

The different information sources on health workforce lack harmonisation

Also the existing *decentralised* database for all the NHS does not ensure full consistency

- Currently ACSS is working, together with the Central IT Department, on two main issues:
  - Reviewing terminology used in such database
  - Fully centralising the database in order to ensure a single point of terminology entry.

The creation of a National Register for both the NHS and private sector is being considered through legislation.

- There are also issues concerning collection of data numbers for «professional positions», head count and full equivalent time.

- There is also a need to identify  professionals  working only in public sector, or only in private sector, and those working in both sectors.

**TOPIC**

## QUESTION 3

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.

**ISCO Codes**

- The National Institute of Statistics (INE) produce data for international institutions and according with international ISCO.

- In NHS we collected data by professional groups or careers and categories, according specific laws, like Doctors, Nurses, High Qualified Technicians (contain data of pharmacists and other professionals) and Health Technicians (contain physiotherapist and other professionals).

- *Thus, the coherence between these classification groups raises issues which need to be assessed.*

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# QUESTION 4

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?

**Data on the five harmonised professions**

- The organisations who are in charge for collecting data in the "licenced to practice" are professional associations, and also ACSS, IP (in this case for some technicians, which are not included in the 5 professions list).

- For "practising" there are other institutions collecting data: ACSS, IP for public sector; ERS for private and social sector and INE providing information of public, private and social sector to the international organisations.

- For "professionally active" some professional associations have data – but not systematically available

- The data for "professionally active" in NHS its not registered in a systematic way, we find these situations only when we cross information at different levels (for example, physician career and management careers).

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# QUESTION 5

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?

**International comparative HWF data**

- In Portugal we use and compare international ratios with national ratios to produce the health goals of our National Health Plan.

- We also consider the international ratios for planning and forecasting studies.

- We have made some studies about planning and forecasting and we understand that its difficult to achieve common ratios for each medical speciality.

- We have also had concerns about  between the different meanings of 'licensed','practising', etc

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## QUESTION 6

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

**JQ Definitions**

- There are issues related to the matching of definitions/ categories in the questionnaire and the available data

  - E.g. Difficulties in obtaining accurate information on 'practising' and 'professionally active'
  - Midwives vs Nurses specialised in Obstaetrics
  - Characterisation of caring personnel
  - Hospital personnel

- This triggers a coordination action at national level, namely involving all institutions that collect HWF data and analyse all of this information that are produced to Health Ministry in order to obtain and provide consistent information.

- In addition action is needed to avoid lack or overlap of data.

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## INFORMATION AND REPORT

http://www.acss.min-saude.pt/Publicações/SNS/tabid/115/language/pt-PT/Default.aspx

http://www.acss.min-saude.pt/Publicações/SNS/InventárioProfissionaisdeSaúde/tabid/749/language/pt-PT/Default.aspx

Inventário do
Pessoal do
Sector da Saúde

Health Sector
Human
Resources
Inventory
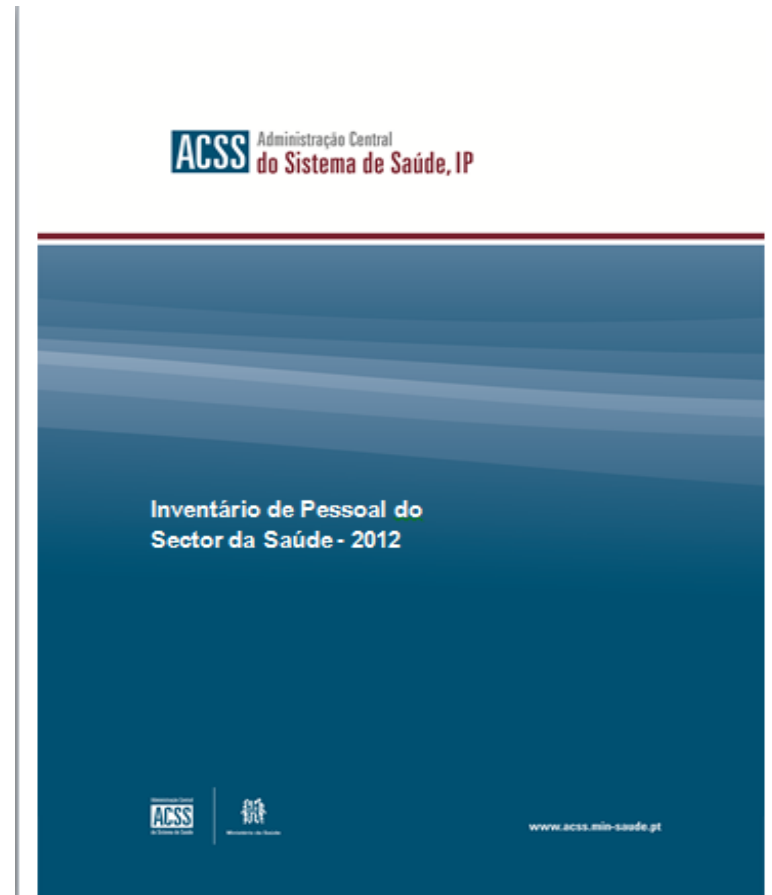
Health Sector Human Resources Inventory

Example Table: Total Physicians in the National Health System



Quadro 2: Total de médicos do SNS (pessoas)

Health Sector Human Resources Inventory

Example Table: *Surgeons in the National Health System*



Quadro 9: Cirurgia Geral

Health Sector
Human
Resources
Inventory

Example Table:
*Private Sector
Human
Resources
in Portugal*

Quadro 56: N.º de colaboradores das Entidades Prestadoras de Cuidados de Saúde

(Área privada)

| Grupo | Com duplicados | Sem duplicados |
|---|---|---|
| Enfermeiro | 13.576 | 12.107 |
| Farmacêutico | 2.862 | 762 |
| Médico | 37.127 | 19.987 |
| Médico Dentista | 11.591 | 6.513 |
| Nutricionista | 683 | 515 |
| Psicólogo | 2.103 | 1.791 |
| Técnico | 11.413 | 9.329 |
| Total | 79.355 | 51.004 |

Fonte: Entidade Reguladora da Saúde, dados registados 31/12/2012.

Balanço Social
do
Ministério da
Saúde

Social Balance
Sheet
of the Portuguese
Health Ministry
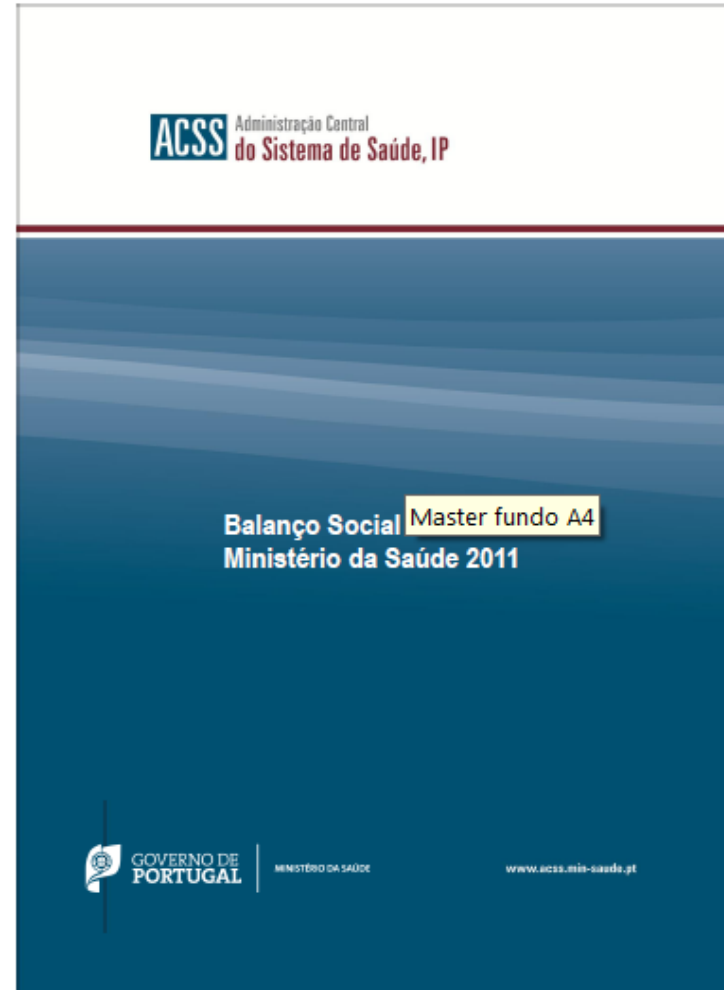
Social Balance
Sheet
of the Portuguese
Health Ministry

*Example Table
Indicators Panel*

## Painel de indicadores[11]

| Indicadores | 2009 | 2010 | 2011 |
|---|---|---|---|
| Efectivo global (31 de Dezembro) | 130.590 | 130.256 | 128.526 |
| **Estrutura Profissional** | | | |
| Taxa de trabalhadores com CTFP | 70,61 | 67,67 | 66,26 |
| Taxa de trabalhadores com CT âmbito do cód.trab | 26,33 | 29,26 | 31,06 |
| Taxa de prestação de serviços (%) | 2,39 | 2,48 | 2,15 |
| Taxa de feminização (%) | 75,14 | 75,17 | 75,22 |
| Taxa de feminização de pessoal dirigente (%) | 49,43 | 49,57 | 50,70 |
| Taxa de enquadramento (pessoal dirigente) (%) | 0,81 | 0,81 | 0,72 |
| Taxa de tecnicidade (sentido lato) (%) | 60,01 | 62,98 | 63,62 |
| Taxa de emprego de pessoal deficiente (%) | 2,09 | 2,05 | 2,1 |
| Taxa de emprego de pessoal estrangeiro (%) | 2,75 | 2,49 | 2,26 |
| **Estrutura Habilitacional** | | | |
| Taxa de pessoal sem habilitação (%) | 0,24 | 0,26 | 0,26 |
| Taxa de habilitação básica (%) | 23,63 | 22,47 | 20,79 |
| Taxa de habilitação secundária (%) | 16,66 | 16,94 | 17,31 |
| Taxa de habilitação superior (%) | 59,47 | 60,33 | 61,64 |
| **Estrutura Etária e Antiguidade** | | | |
| Nível etário médio (anos) | 41,50 | 41,70 | 41,89 |
| Taxa de emprego de jovens (%) | 3,17 | 2,39 | 1,62 |
| Nível de antiguidade média (anos) | 13,90 | 14,21 | 14,22 |
| **Movimentação de efectivos** | | | |
| Taxa de admissão (%) a) | 8,26 | 6,22 | 6,25 |
| Taxa de saídas (%) a) | 7,42 | 6,76 | 7,12 |
| Taxa de cobertura (%) | 111,34 | 92,07 | 87,71 |
| Taxa de rotação (%) a) | 87,61 | 88,31 | 87,17 |
| Taxa de promoção na carreira (%) | 1,57 | 1,23 | 0,31 |
| Taxa de alteração de posicionamento remuneratório (%) | 0,89 | 1,02 | 0,22 |
| **Absentismo** | | | |
| Taxa geral de absentismo (%) (b) | 9,87 | 10,86 | 10,40 |
| Taxa de absentismo por doença (%) | 5,14 | 5,25 | 5,14 |
| **Remuneração** | | | |
| Leque salarial líquido | 12,23 | 10,17 | 12,27 |
| **Formação Contínua** | | | |
| Taxa geral de participação em acções formação (%) | 102,62 | 107,67 | 110,26 |
| Taxa de tempo investido em formação (%) | 8,42 | 10,03 | 7,34 |
| **Saúde e Segurança no trabalho** | | | |
| Taxa de participação em acções de formação/sensibilização em matéria de segurança (%) | 32,01 | 18,97 | 19,04 |
| Taxa de incidência de acidentes (1/1000) | 49,67 | 49,56 | 44,47 |
| Taxa de saúde ocupacional (%) | 54,84 | 59,55 | 55,03 |
| **Relações de trabalho e disciplina** | | | |
| Taxa de indisciplina (%) | 0,30 | 0,38 | 0,43 |

a)Nos anos 2010 e 2011 não estão incluídas as Prestações de Serviços.
b)Foram excluídas as ausências por conta do período de férias.

# WP4 – TERMINOLOGY

Social Balance
Sheet
of the
Portuguese
Health Ministry

Professionals
evolution by
career/job
(2009-2011)

**Gráfico 5 – Evolução do n.º de trabalhadores por carreira/cargo**



|  | Méd | Enf | TSS | TDT | Dir | TS | Inf | AsTéc | As Op. | O.Pes. | P.Serv. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 2009 | 23,266 | 39,951 | 1,889 | 7,834 | 1,060 | 3,479 | 659 | 18,794 | 29,542 | 997 | 3,119 |
| 2010 | 23,492 | 40,099 | 1,797 | 7,931 | 1,051 | 3,625 | 663 | 18,362 | 28,950 | 1,057 | 3,229 |
| 2011 | 24,074 | 39,940 | 1,774 | 7,848 | 927 | 3,646 | 649 | 17,760 | 28,049 | 1,094 | 2,765 |

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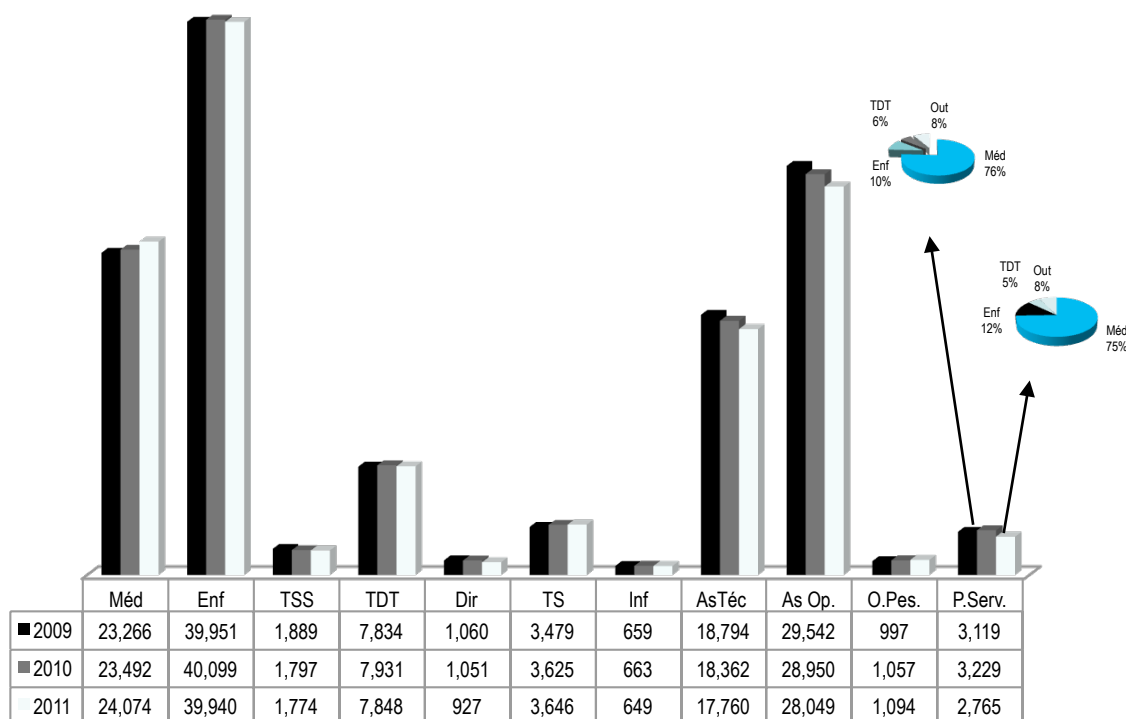
Social Balance
Sheet
of the
Portuguese
Health Ministry

*Example Graph
Workers Age &
Sex distribution*

## Gráfico 9 – Pirâmide etária dos trabalhadores
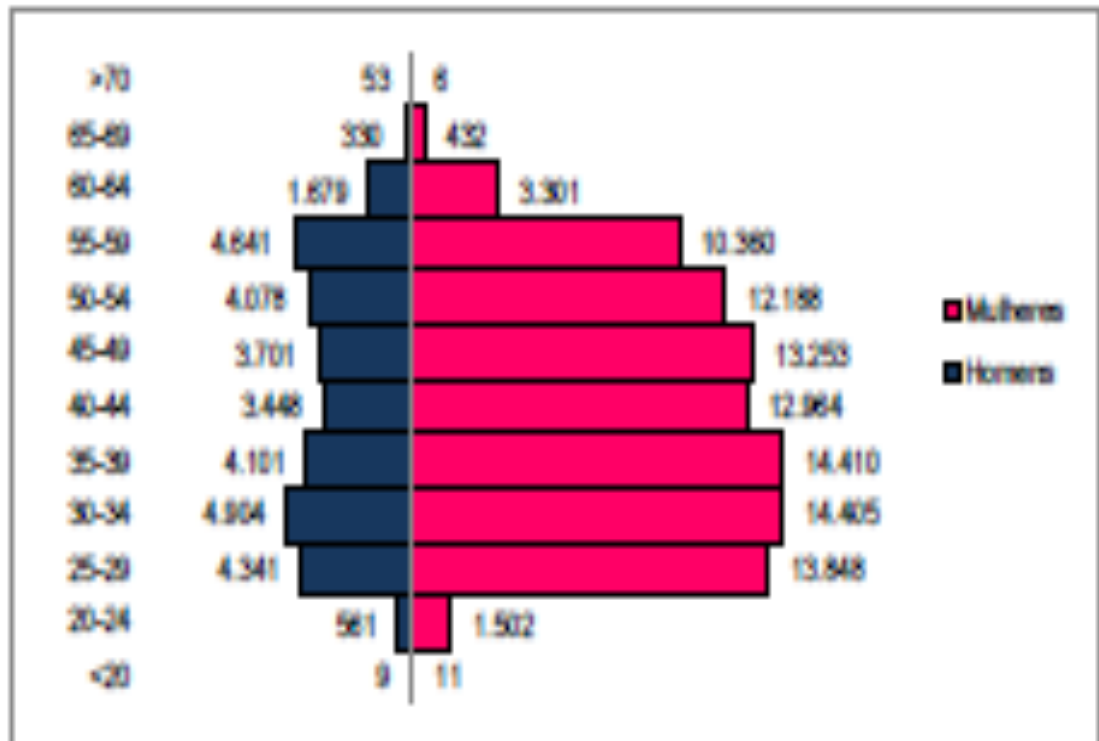
Social Balance
Sheet
of the
Portuguese
Health Ministry

*Example Graph
Workers
Education
Level*

Gráfico 11 –Trabalhadores por nível de escolaridade segundo o género



| | < 4 anos | 4 anos | 6 anos/eleq. | 9.º ano/eq. | 11.º ano | 12.º ano/eq. | Bach. | Lic. | Mest. | Dout. |
|---|---|---|---|---|---|---|---|---|---|---|
| Mulheres | 287 | 5.775 | 5.771 | 9.422 | 3.735 | 13.802 | 10.938 | 45.254 | 1.589 | 127 |
| Homens | 52 | 1.419 | 1.642 | 2.690 | 894 | 3.816 | 2.441 | 16.017 | 707 | 168 |
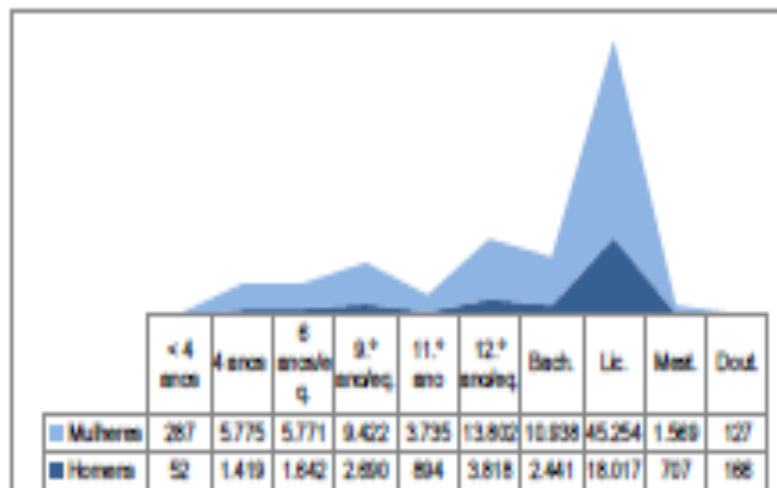
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Sheet
of the
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Health Ministry

*Example Graph Distribution of workers by work schedule*

Gráfico 16 – Evolução das modalidades de horário de trabalho
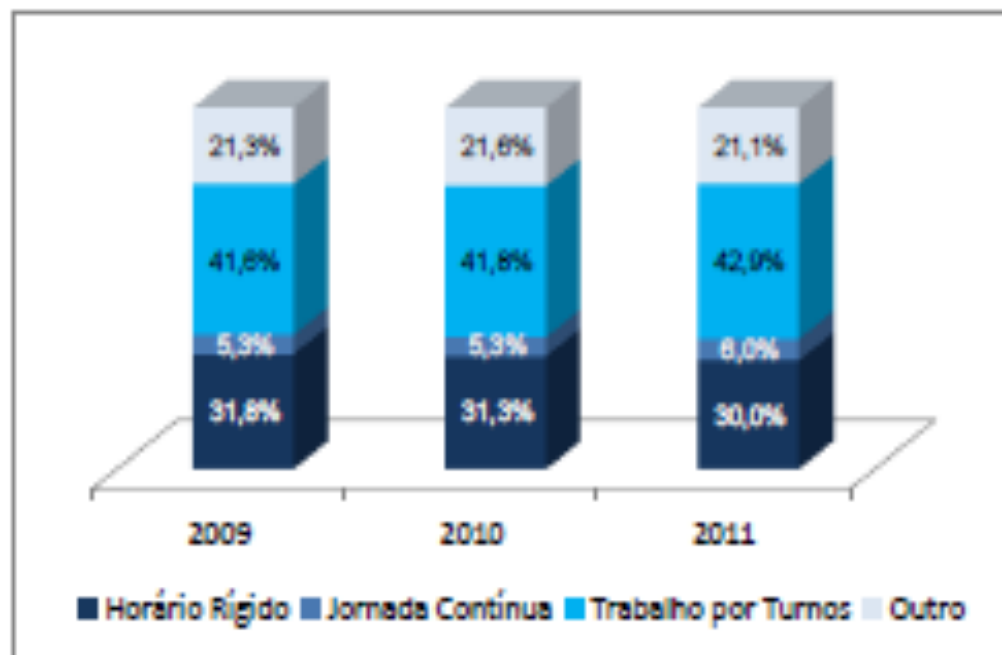


| | 2009 | 2010 | 2011 |
|---|---|---|---|
| Outro | 21,3% | 21,8% | 21,1% |
| Trabalho por Turnos | 41,6% | 41,8% | 42,0% |
| Jornada Contínua | 5,3% | 5,3% | 6,0% |
| Horário Rígido | 31,8% | 31,3% | 30,0% |

■ Horário Rígido  ■ Jornada Contínua  ■ Trabalho por Turnos  ☐ Outro

*Aplicação RHV*
*"Recursos Humanos e Vencimentos"*

*The RHV -*
*"Human Resources and Salaries"*
*is the Portuguese NHS software covering HR data*

*Example> Personal Data Window*

*Aplicação RHV*
*"Recursos Humanos e*
*Vencimentos"*
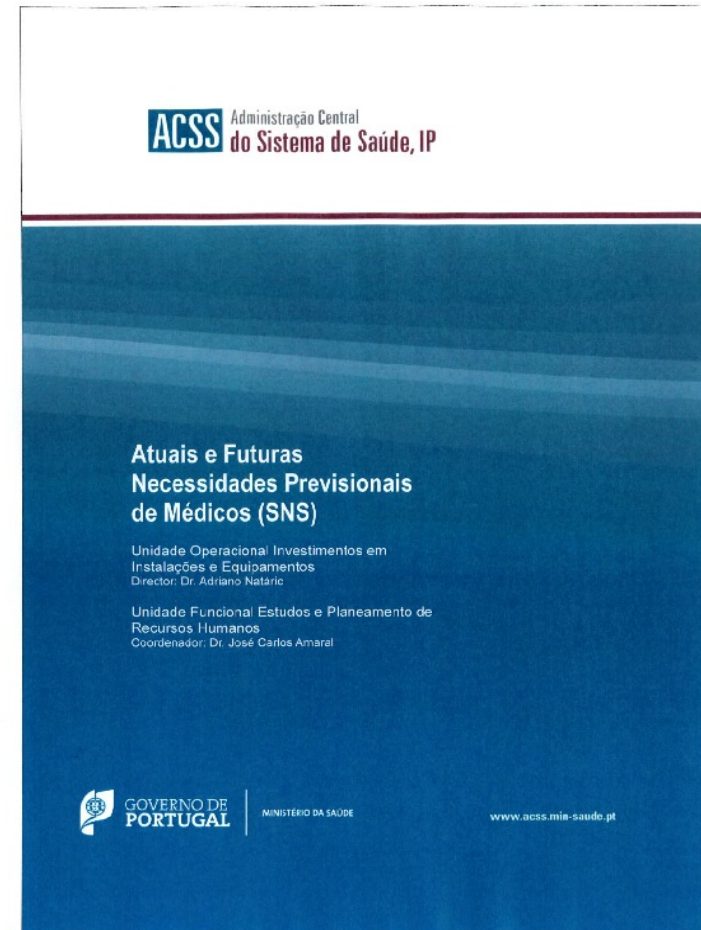
*The RHV -*
*"Human Resources*
*and Salaries"*
*is the Portuguese NHS*
*software covering HR*
*data*

*Example> Cost Centers*
*Window*

*Atuais e Futuras Necessidades Previsionais de Médicos (SNS)*

*Current and Future Needs of Physicians (NHS)*

## Physicians (2011) - In and Out the NHS
### (National Institute of Statistics)

| Local de residência/ Place of residence | Médicos especialistas (N.º) por Local de residência e Especialidade médica; Anual (2011) Physicians (N-º) by place of residence and specialty | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total | Cirurgia geral/ General Surgery | Estomatologia/ Dentistry | Ginecologia e obstetrícia Gynecology and Obstetrics | Medicina geral e familiar Family and Gerneral Medicine | Oftalmologia/ Ophthalmology | Ortopedia/ Orthopedics | Pediatria/ Pediatrics | Psiquiatria/ Psychiatry | Outras especialidades/ Other |
| | N.º | N.º | N.º | N.º | N.º | N.º | N.º | N.º | N.º | N.º |
| Portugal | 30493 | 1527 | 652 | 1538 | 5410 | 903 | 1011 | 1648 | 982 | 16822 |
| Continente | 29580 | 1477 | 638 | 1488 | 5251 | 881 | 981 | 1600 | 958 | 16306 |
| Região Autónoma dos Açores | 381 | 18 | 9 | 23 | 60 | 11 | 11 | 20 | 13 | 216 |
| Região Autónoma da Madeira | 532 | 32 | 5 | 27 | 99 | 11 | 19 | 28 | 11 | 300 |
| Médicos especialistas (N.º) por Local de residência e Especialidade médica; Anual - INE, Estatísticas do Pessoal de Saúde | | | | | | | | | | |
| | | | | | | | | | | |
| The physicians count as many times as specialties exercising | | | | | | | | | | |
| Source: http://www.ine.pt | | | | | | | | | | |

http://www.acss.min-saude.pt/Publicações/SNS/tabid/115/language/pt-PT/Default.aspx

http://www.acss.min-saude.pt/Publicações/SNS/InventárioProfissionaisdeSaúde/tabid/749/language/pt-PT/Default.aspx

Thank you.