

Health Workforce Mobility across EU – The perspective from a neighbouring non EU country – The Moldovan experience

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Joint Action Health Workforce
Planning and Forecasting

Content

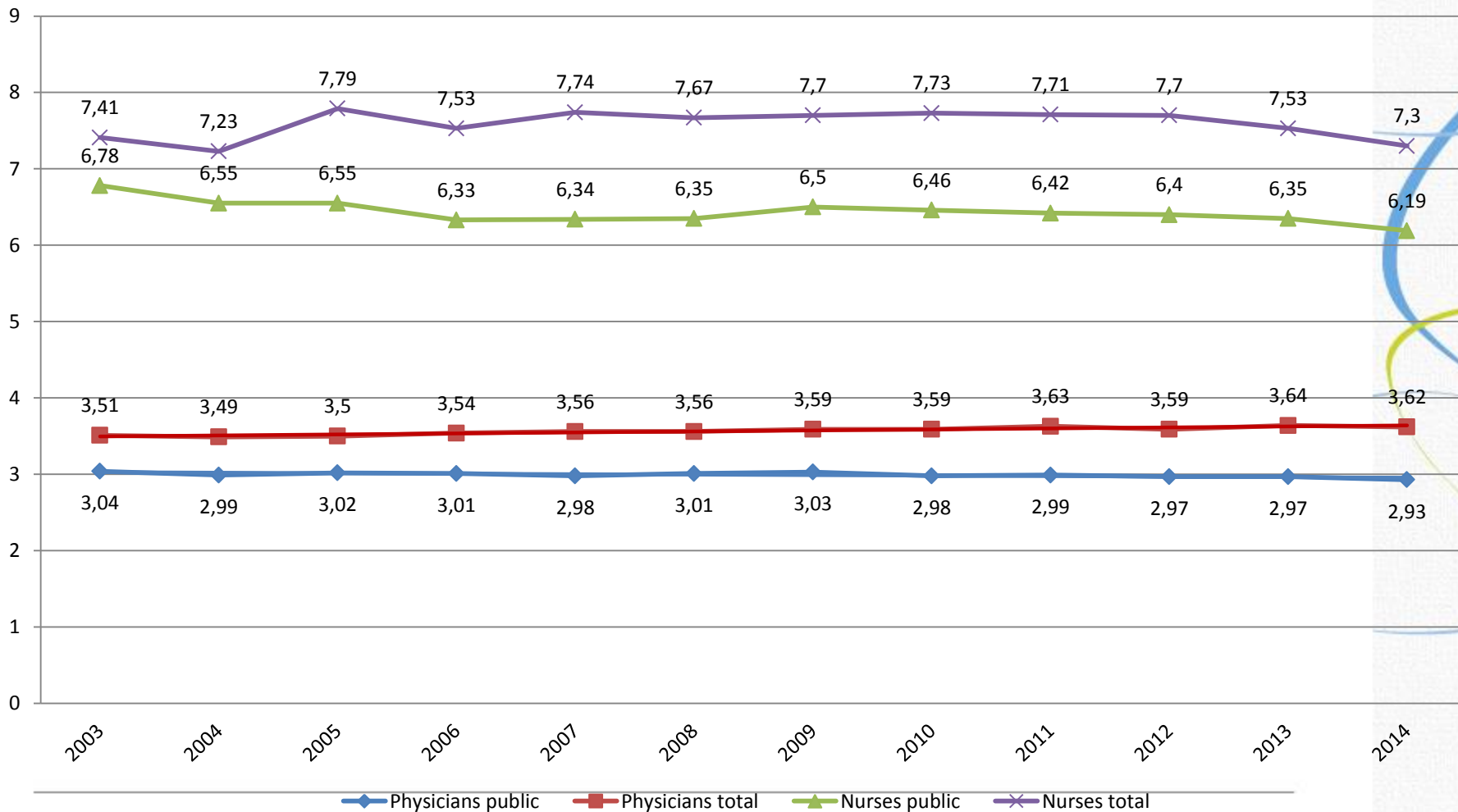
1. The dimensions of HWF mobility in Republic of Moldova
2. “Intention to Leave”: the “firmness” of Moldovan Health Workers
3. The EU Project “Better Managing the Mobility of Health Workers in Republic of Moldova”: the impact and sustainability
4. The HRH Strategy: measures for address the Health Workforce Migration for medium and long term perspective in Republic of Moldova



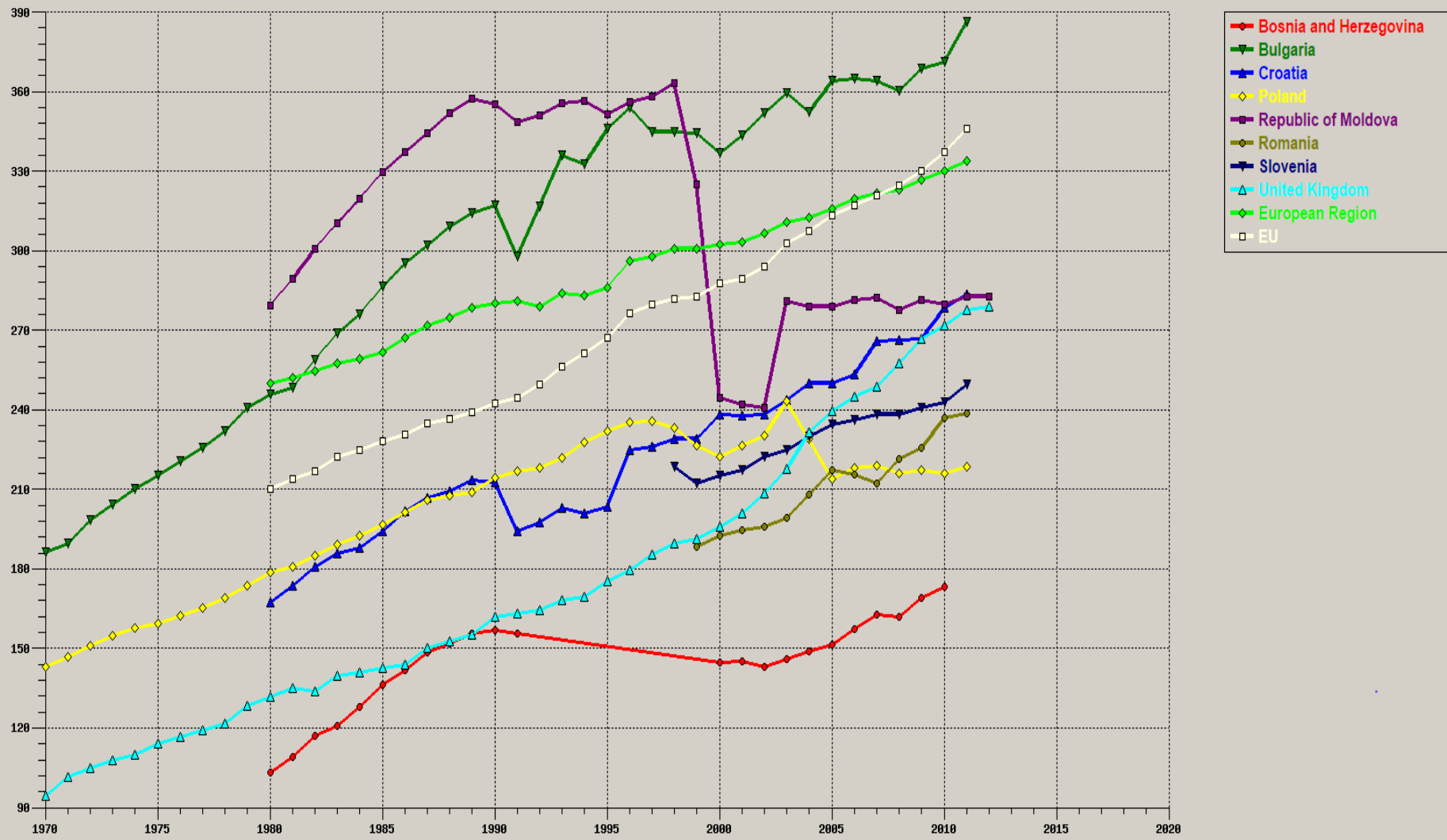
Funded by
the Health Programme
of the European Union

Physicians and nurses, public sector and total (per 1000 population)

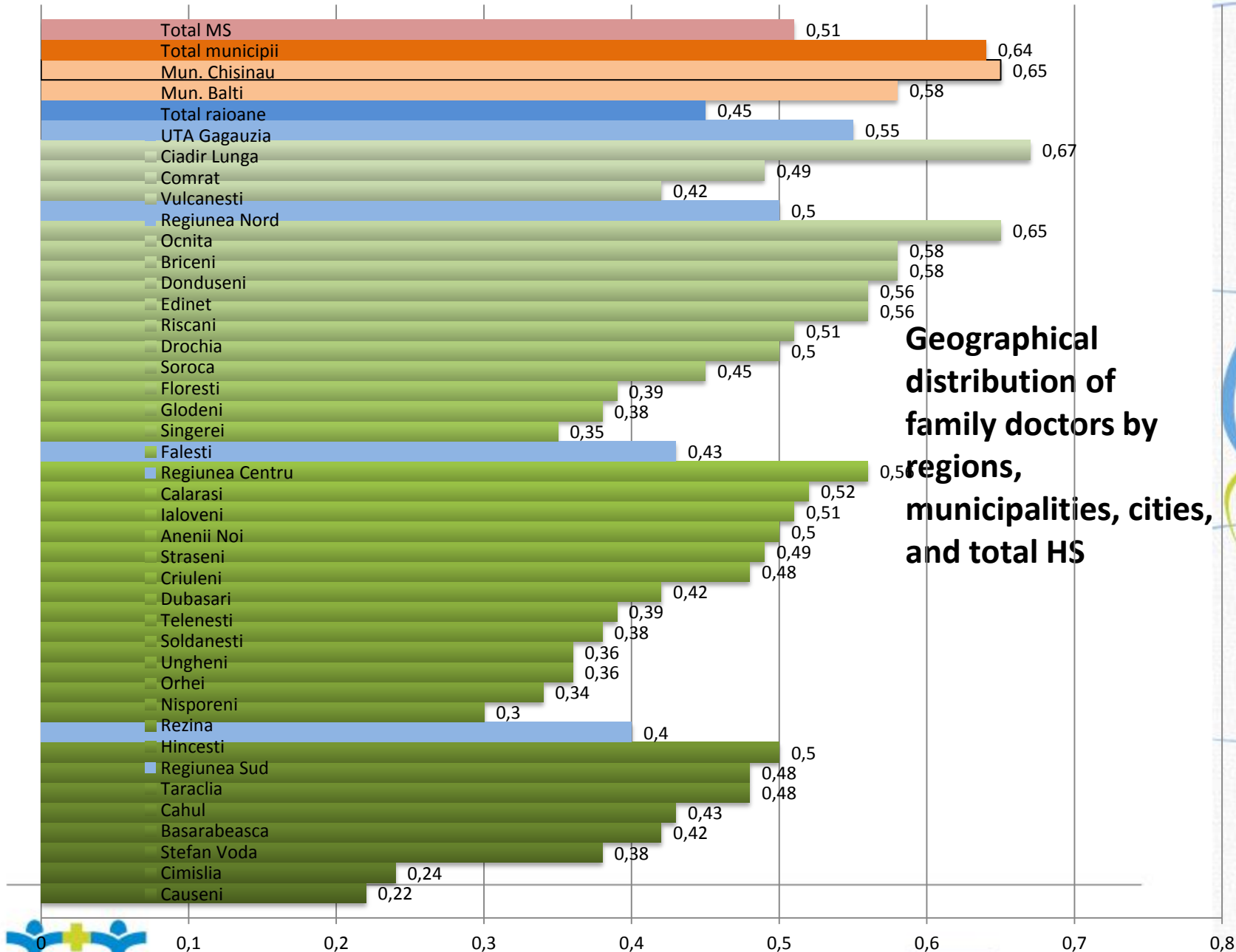
Source: National Centre of Health Management



Physicians per 100 000



Europe, European HFA Database, April 2014



Health workforce mobility in the Republic of Moldova

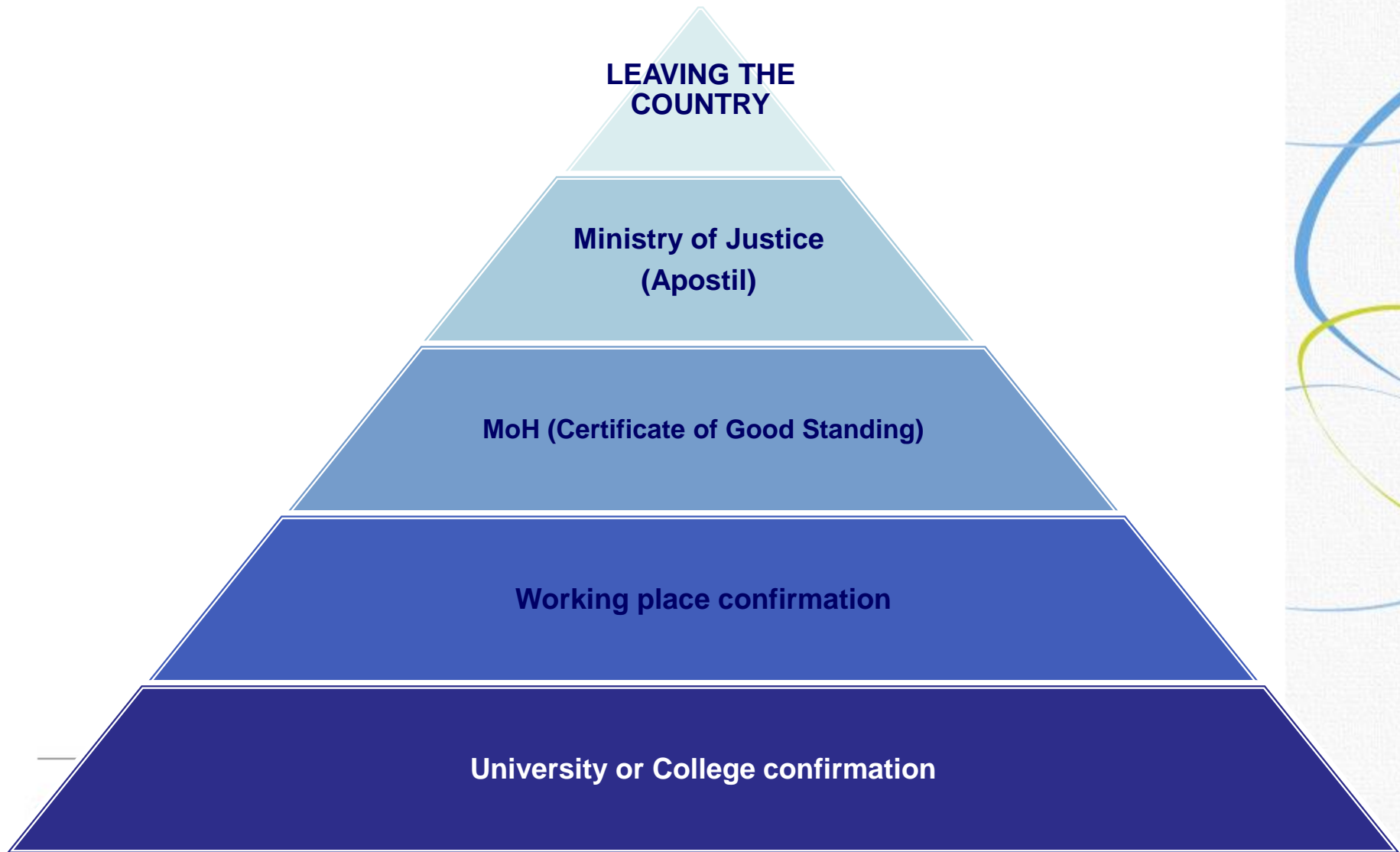
To identify the number of health workers leaving the country the following data can be used:

- Data from medical records (records on specialities, professional associations, etc);
- Data from census;
- Data of border police;
- Data on „intention to leave the country”.

Number of requests of certificate of “Good standing”

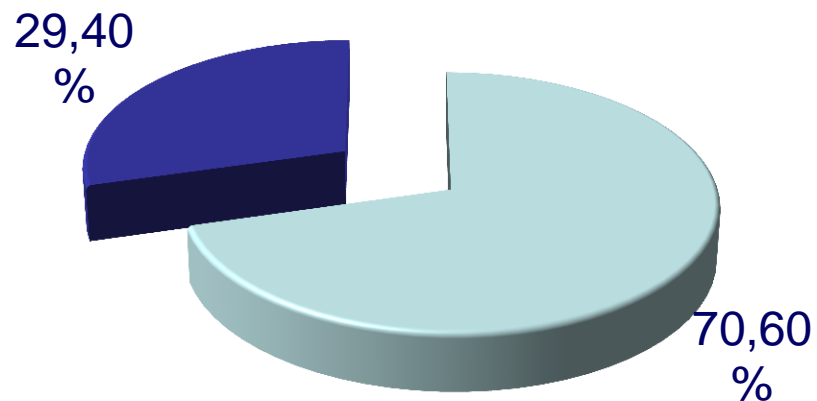
	Physicians			Nurses			Total
	men	women	total	men	women	total	
2007	41	83	124	4	168	172	296
2008	54	139	193	9	293	302	495
2009	71	113	184	18	294	312	496
2010	97	151	248	17	298	315	563
2011	98	170	268	26	252	278	546
2012	81	171	252	23	198	221	473
2013	87	159	246	6	153	159	405
2014	105	171	276	18	93	111	387
2015	136	203	339	18	148	166	505
Total	770	1360	2127	139	1897	2036	4166

The Pyramid of HRH “Migration”



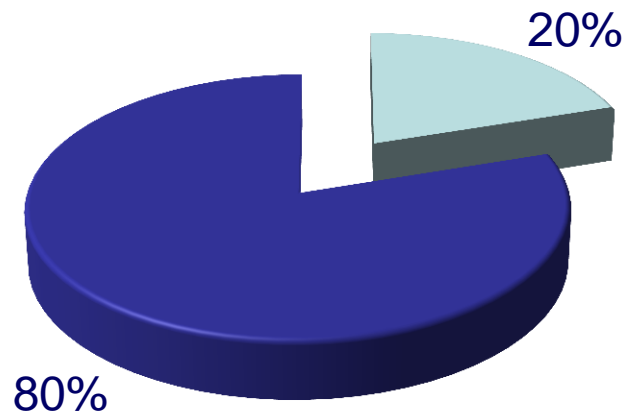
Employed/unemployed at the moment of request

Physicians



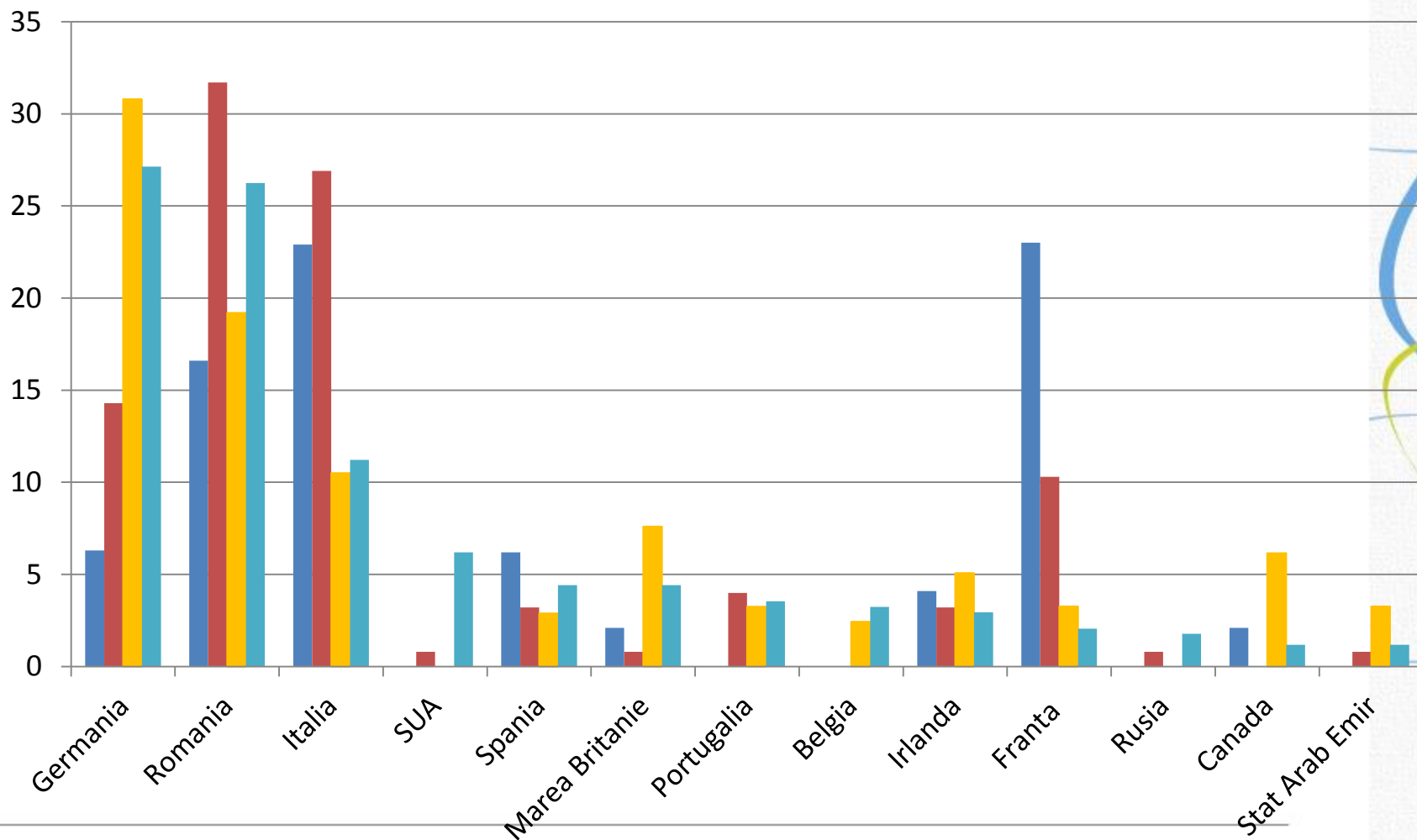
■ In job ■ Out of job

Nurses

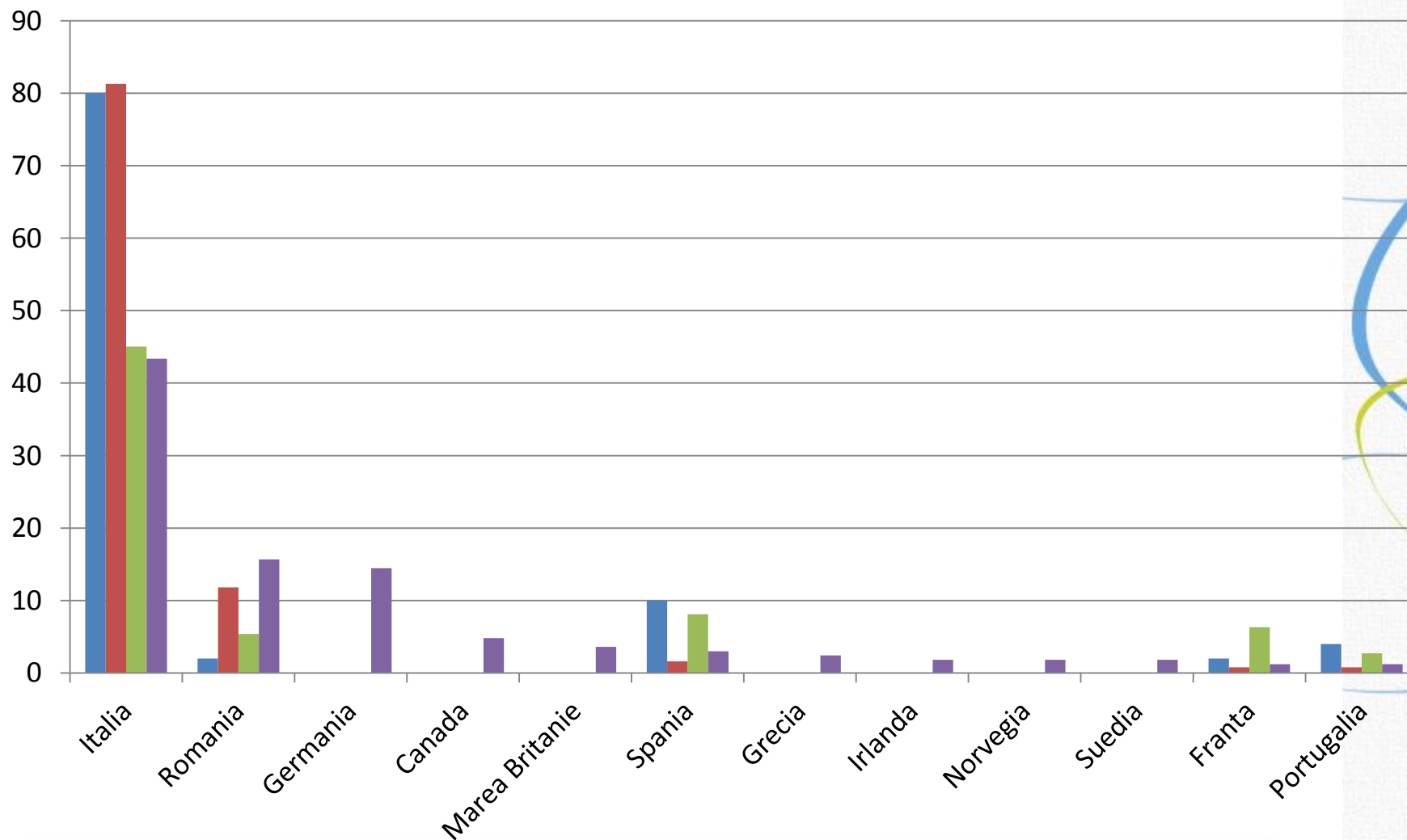


■ In job ■ Out of job

The priority directions of departure of doctors



The priority directions of departure of nurses



EU Project in Moldova

Better Managing of Mobility of Health Professional in the Republic of Moldova



Objectives

Objective 1

Expand the knowledge base on the migration of Moldovan health professionals

Objective 2

Promote / facilitate circular migration

Objective 3

Develop mechanisms of reducing the effects of brain drain and brain waste .

HRH Database

The screenshot shows a Firefox browser window displaying the login page for the SIERUSS HRH Database. The browser's address bar shows the IP address 217.12.113.69. The page features the coat of arms of the Republic of Moldova and the text "Ministerul Sănătății al Republicii Moldova". The main heading is "SIERUSS" in large, white, serif letters. Below it, the subtitle reads "Sistemul Informațional de Evidența a Resurselor Umane din Sistemul Sănătății al Republicii Moldova". A login form is centered on the page, containing two input fields: "Numele de utilizator:" (Username) and "Parola:" (Password). To the right of the password field is a "AUTENTIFICARE" (Login) button with a right-pointing arrow. Below the input fields is a link for "Restabilire parolă" (Reset password). The browser's search bar at the bottom left contains the text "2025". The Windows taskbar at the bottom shows the Start button and several application icons. The system tray in the bottom right corner displays the language "EN", a search icon, a volume icon, and the date and time "16:09 05.06.2014".

Expanding the knowledge base

THE COSTS OF TRAINING
HEALTH PROFESSIONALS
IN THE REPUBLIC OF MOLDOVA



HEALTH WORKERS
ORIGINATING FROM THE
REPUBLIC OF MOLDOVA WHO
LIVE AND WORK IN ROMANIA



HEALTH WORKERS WHO
MIGRATE FROM THE REPUBLIC
OF MOLDOVA TO WORK IN
ITALY AND OTHER EUROPEAN
UNION COUNTRIES



Expanding the knowledge base



Ministerul Sănătății al Republicii Moldova
Centrul Național de Management în Sănătate
Observatorul Național Resurse Umane în Sănătate

Studiu:

Potențialul uman din sistemul de sănătate implicat în acordarea asistenței fizioterapeutice



Chișinău, 2012



Asigurarea populației Republicii Moldova cu medici de familie

asigurarea cu medici de familie a IMSP din municipii și raioane pentru anii 2012-2013, formarea cadrelor în Asistența Medicală Primară, analiza situației existente

Centrul Național de Management în Sănătate
Departamentul Analiza și Planificarea Resurselor Umane în Sănătate
Observatorul Național Resurse Umane în Sănătate



Ministerul Sănătății al Republicii Moldova
Centrul Național de Management în Sănătate



Departamentul Analiză și Planificare a Resurselor Umane în Sănătate
Secția Gestiune și Evidență a Mobilității Resurselor Umane în Sănătate

Destinații prioritare pentru recunoașterea diplomelor medicale eliberate de instituțiile de învățământ medical din Republica Moldova



Chișinău, 2013

Human Resource for Health Development Strategy for the period 2016-2025

HRH Strategy

- Generate appropriate, qualitative and quantitative of health personnel according to the needs of the health system.
- *Specific objectives:*
- Continuous promotion of the attractiveness of the medical profession;
- adaptation of medical and pharmaceutical education to the reforms in the sector and global requirements through competency-based training
- increasing the quality of medical education through more efficient use of funds and by promoting / implementing quality management;
- Continuous strengthening of teaching capacities in terms of level of competence.

HRH Strategy

- Develop and implement effective mechanisms of retention and effective management of medical staff mobility
- *Specific objectives:*
- develop and implement effective mechanisms of health personnel motivation to facilitate retention in the public health system;
- establish and implement effective actions to manage mobility of health professionals.



Thank You!