

Joint Action Health Workforce  
Planning and Forecasting



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# Attempt to obtain reliable data of the scale of migration of Polish medical personnel

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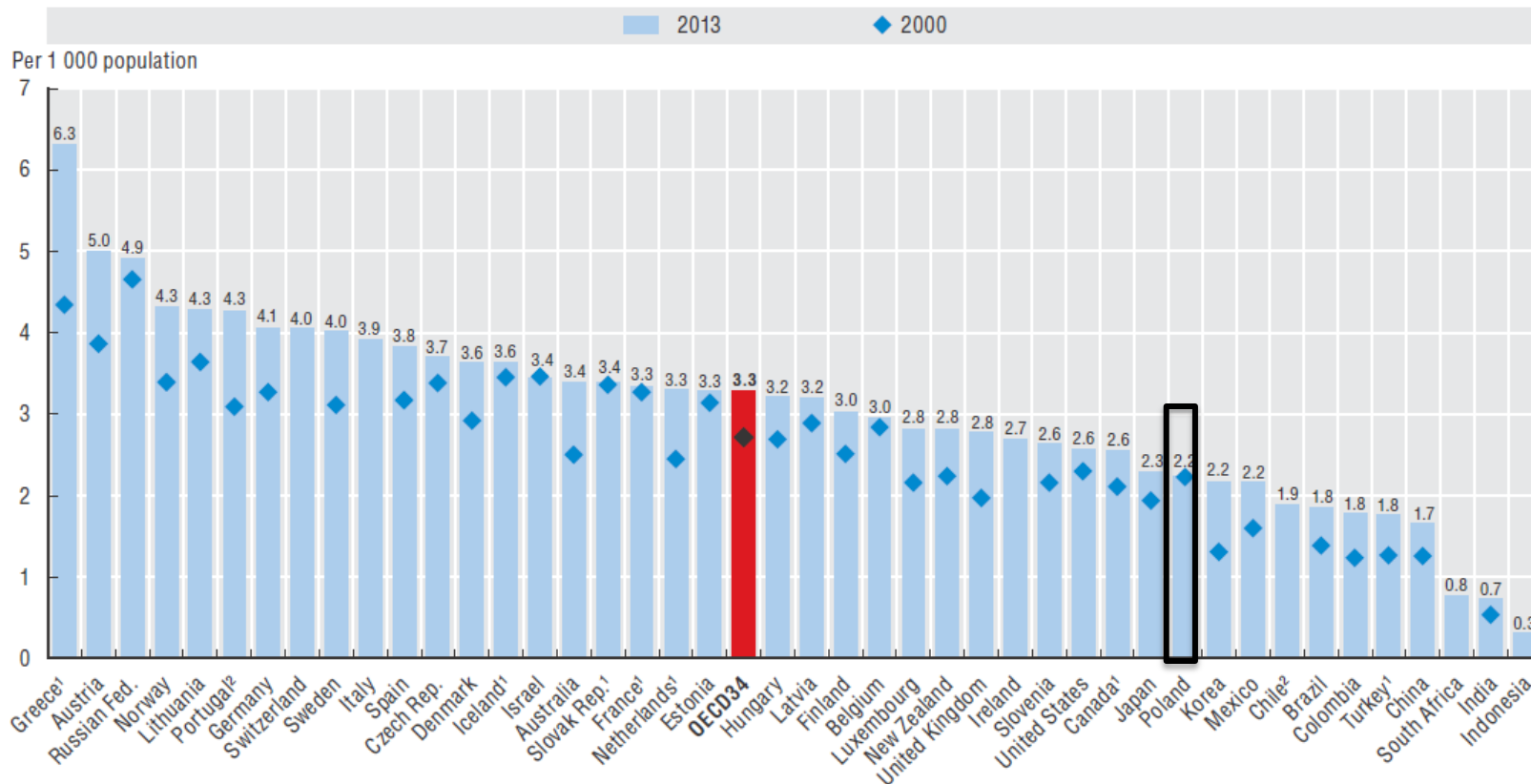
Humanitarian Aid Foundation *Redemptoris Missio* - Health workers  
for all and all for health workers consortium

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## 5.1. Practising doctors per 1 000 population, 2000 and 2013 (or nearest year)

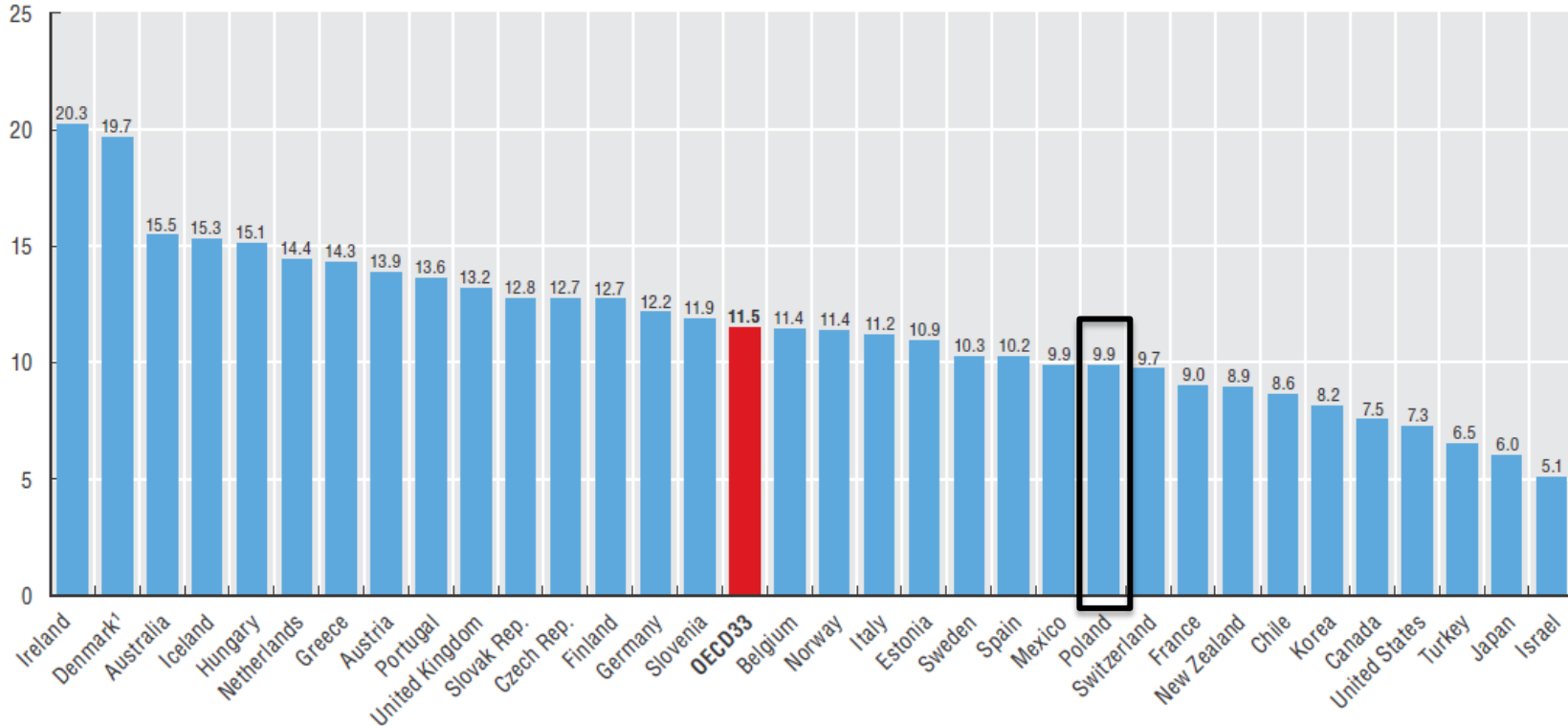


1. Data include not only doctors providing direct care to patients, but also those working in the health sector as managers, educators, researchers, etc. (adding another 5-10% of doctors).
  2. Data refer to all doctors licensed to practice (resulting in a large over-estimation of the number of practising doctors in Portugal, of around 30%).
- Source: OECD Health Statistics 2015, <http://dx.doi.org/10.1787/health-data-en>.

StatLink  <http://dx.doi.org/10.1787/888933280876>


## 5.6. Medical graduates, 2013 (or nearest year)

Per 100 000 population



1. In Denmark, the number refers to new doctors receiving an authorisation to practice, which may result in an over-estimation if these include foreign-trained doctors.

Source: OECD Health Statistics 2015, <http://dx.doi.org/10.1787/health-data-en>.

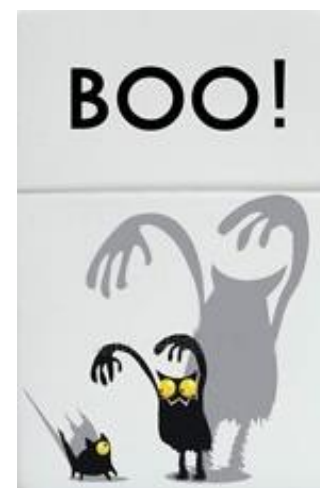
StatLink  <http://dx.doi.org/10.1787/888933280892>

# The numbers of medical personnel working in the Polish health system is well-known:

- Data from the Chambers of Medical Professionals (National Chamber of Physicians and National Chamber of Nurses and Midwives)
- Strict limits on admission to medical degrees - in 2015 Polish Ministry of Health increased limits on admission to medicine with 394 additional places
- *Overall number of doctors practicing in the Polish health system:*  
**167 053** (NOV.2015)
- *Overall number of nurses and midwives in the Polish health system:*  
**317 976** (DEC.2014)
  - *average age of Polish nurse or midwife - 45.6 y.o.*

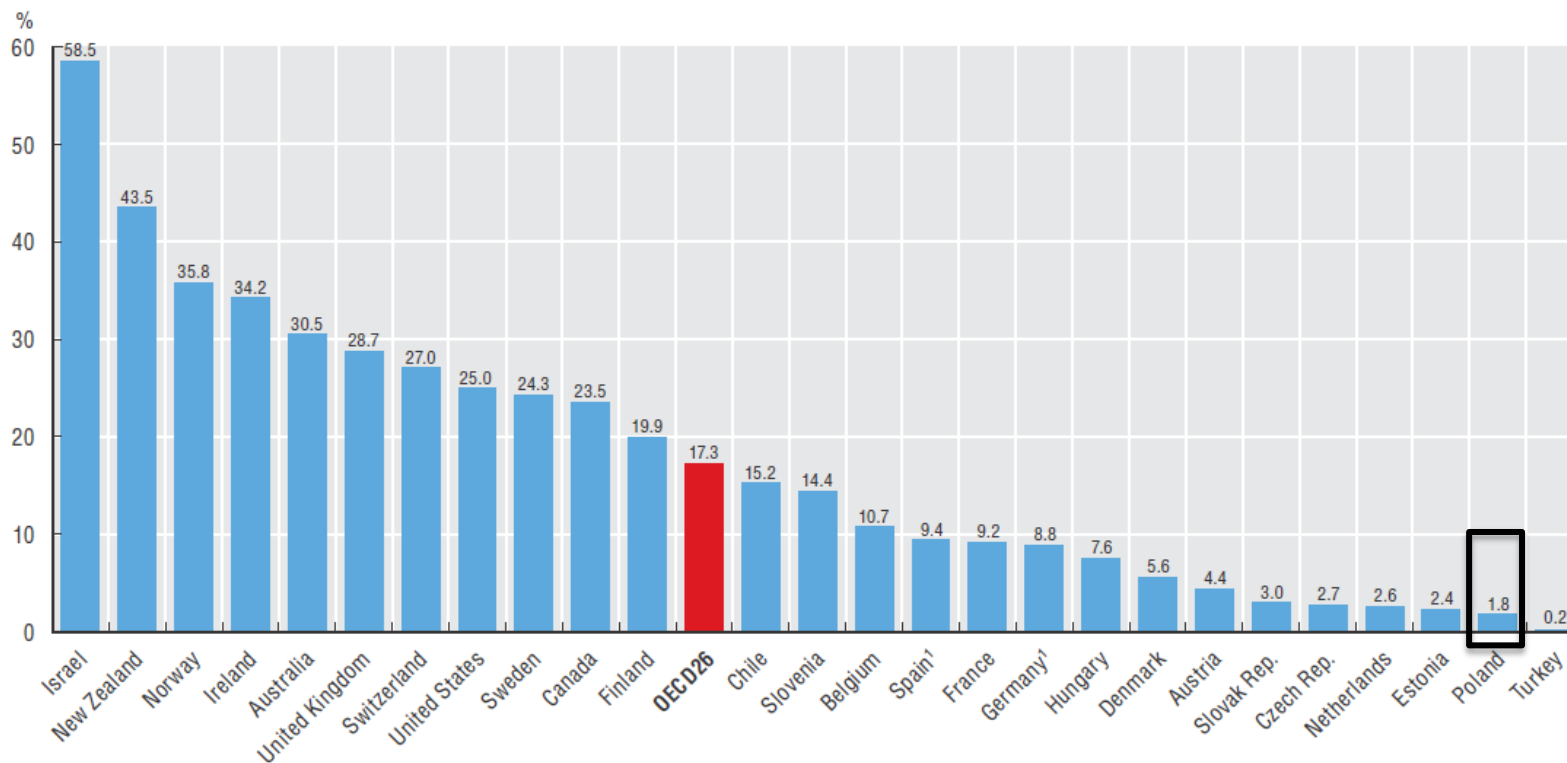
# Working with HW4All Consortium, we learnt that polish health care personnel shortages have many sources:

- *Working conditions*
- *Low remunerations (for medical doctor just after graduation - gross basic salary 2007,00 PLN = 462 EUR, minimal gross basic wage in Poland in 2016 - 1850,00 PLN)*
- *Still inadequate numbers of students on medical degrees*
- *Difficulties in the implementation of postgraduate training*
- *Emigrations - not that big problem, which was seen at first*




# IMMigration of medical personnel to Polish health care system:

5.8. Share of foreign-trained doctors in OECD countries, 2013 (or nearest year)



1. In Germany and Spain, the data is based on nationality (or place of birth in Spain), not on the place of training.

Source: OECD Health Statistics 2015, <http://dx.doi.org/10.1787/health-data-en>.

StatLink  <http://dx.doi.org/10.1787/888933280906>



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# How do we know or how can we estimate the scale of Polish medical personnel migration?

- *data provided by the National Chambers of Nurses and Midwives:*

*Numbers of certificates of professional qualifications issued by the National Chambers of Nurses and Midwives*

Year	M.Sc. Nursing	M.Sc. Midwifery	B.Sc. Nursing	B.Sc. Midwifery	Trade school alumni - nurses	Trade school alumni - midwives	Medical high schools alumni	TOTAL
2013	307	34	532	36	114	28	202	1253
2012	204	32	431	39	163	37	248	1154
2011	165	20	315	32	163	45	199	939
2010	122	7	281	25	144	46	181	806
2009	148	12	253	33	311	74	367	1198
2008	123	8	434	58	290	95	441	1449
2004-2007	555	24	665	57	3040	670	4305	9316
TOTAL								16115



# How do we know or how can we estimate the scale of Polish medical personnel migration?

- *data provided by the National Chambers of Physicians:*

*Numbers of certificates of professional qualifications issued by the National Chambers of Physicians for the doctors*

Type of certificate	Number of physicians	Number of certificates	Percentage
Certificate of professional qualifications	131 577	9 330	7,09
Certificate of working period		404	0,31
Concerning the ethical attitude		10 274	7,81

Certificates of professional qualifications issued by associations of health personnel are indirect way to estimate scale of migration!



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The National Chamber of Nurses and Midwives has attempted to determine the actual scale of migration using direct requests for the average number of Polish nursing personnel registered with the appropriate authorities (mainly professional associations) and working in the respective health care systems of other Member States of the European Union (including Germany, Greece, the United Kingdom, Sweden and Portugal).



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## And the results of this initiative are as follow:

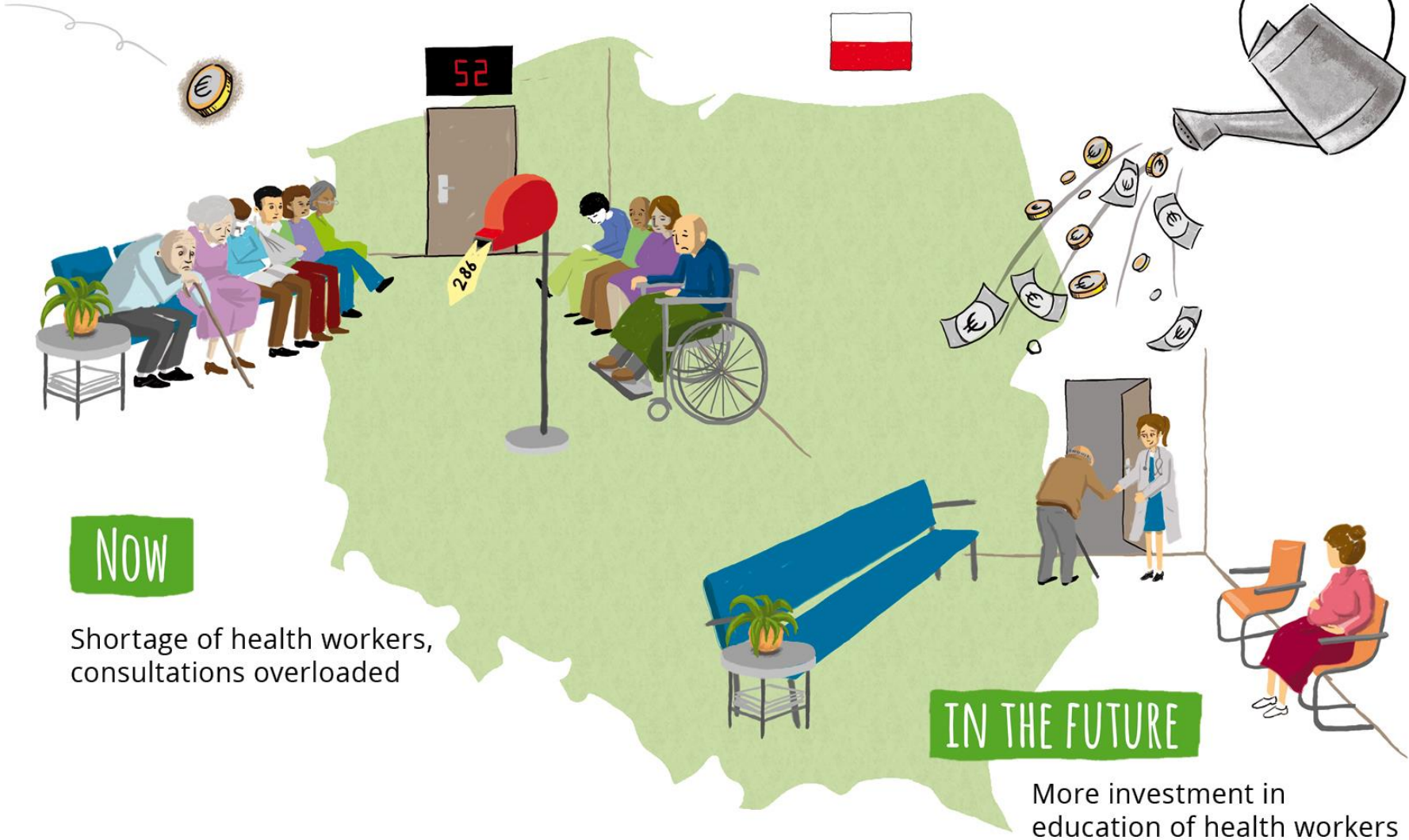
- *Great Britain - 1772*
- *Greece - 44*
- *Portugal - 16*
- *Sweden - 24*
- *Denmark - 160*
- *Germany - ? - Federal Ministry of Health do not register those type of data*

Liczba polskich pielęgniarek pracujących w krajach członkowskich UE

Kraj	Liczba zarejestrowanych polskich pielęgniarek	Liczba polskich pielęgniarek wykonujących zawód	Uwagi
Grecja	44		Większość jest absolwentkami liceum medycznego
Wielka Brytania	1772		Liczba pielęgniarek zarejestrowanych i spełniających warunki do wykonywania zawodu nie oznacza, iż jest ona równa z liczbą pielęgniarek zatrudnionych. Takich informacji NMC nie posiada.
Portugalia	16	16	Stan na 31 grudnia 2009 r.
Łotwa	0	0	
Szwecja	24		Brak aktualnych danych dotyczących zatrudnionych pielęgniarek. W listopadzie 2008 r., z 21 zarejestrowanych polskich pielęgniarek pracowało 11
Dania	160		Rejestracja pielęgniarek w Danii trwa całe życie. Nie jest wymagane odnawianie rejestracji. Nie ma jednak informacji na temat liczby pielęgniarek pracujących.
Niemcy			Federalne Ministerstwo Zdrowia nie posiada takich informacji. Zasugerowano, iż jest możliwe, iż dane takie posiada Niemiecki Związek Branżowy Zawodów Związanych z Opieką nad Chorymi.

## Results of first study investigated in 2013

# POLAND



NOW

Shortage of health workers,  
consultations overloaded

IN THE FUTURE

More investment in  
education of health workers

Thanks for WEMOS Foundation!

# Conclusions:

- *There is real need for creation of well-functioning system of data exchange about health personnel migrations across EU countries*
- *Does OECD system of data collection fulfills „all conditions”?*

Thank you very much for your attention!



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