



USING EVIDENCE IN HRH POLICY MAKING IN OECD COUNTRIES

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Adelaide, 18 November 2013



Main health labour market issues in OECD countries since 2008

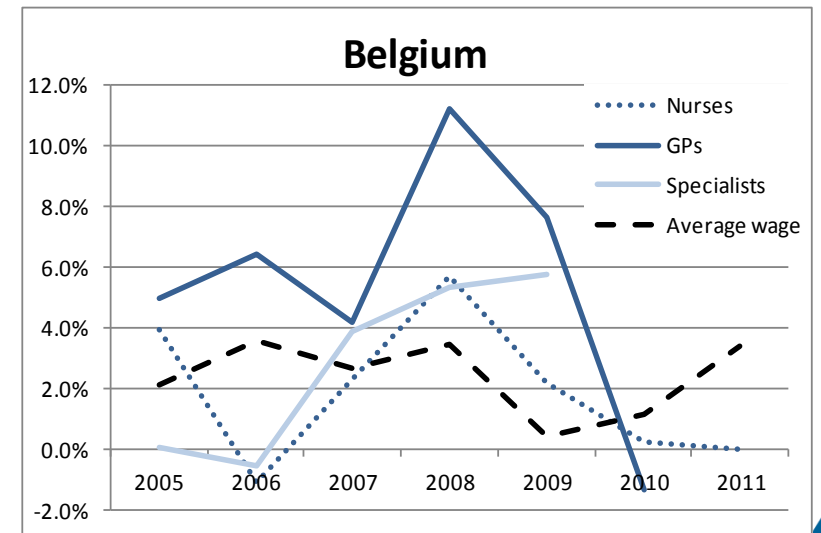
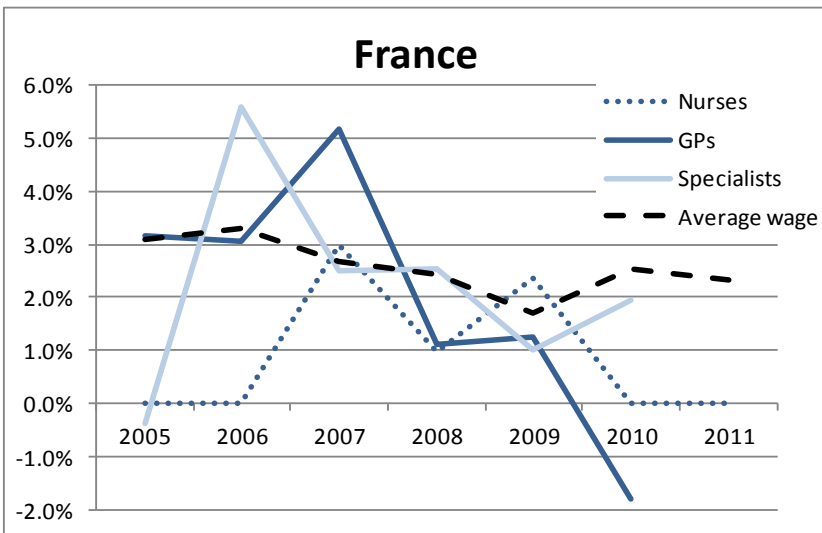
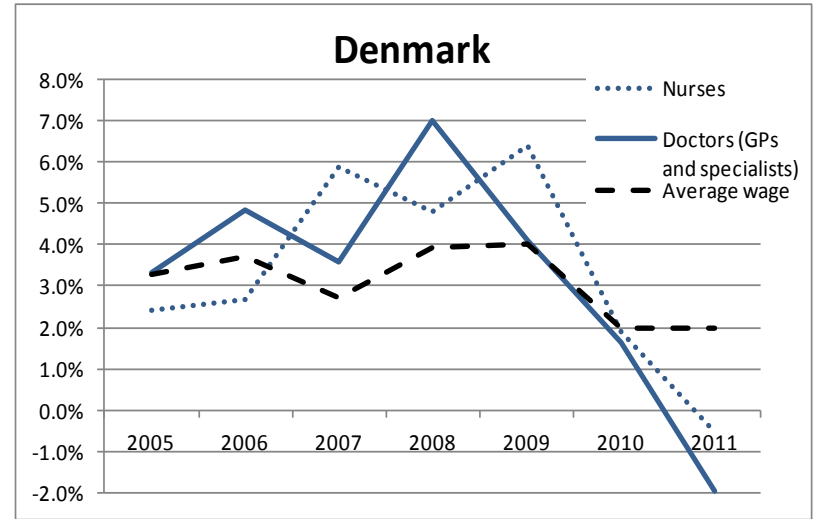
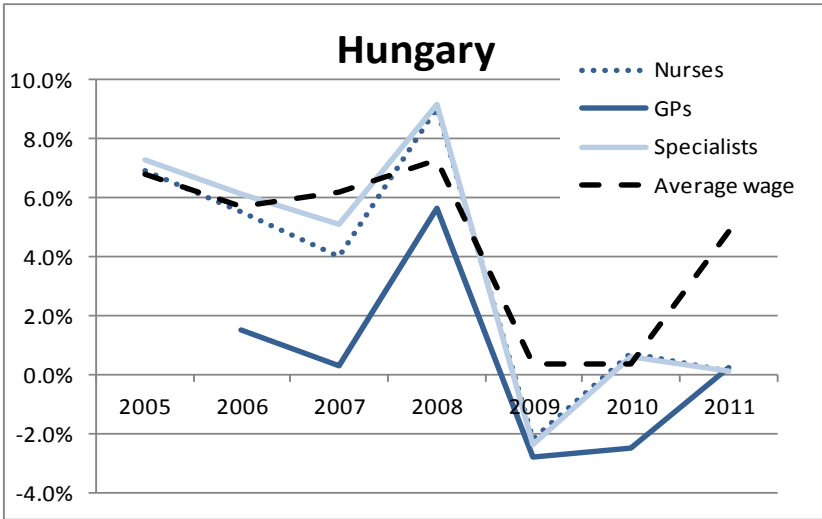
- The crisis has turned policy concerns upside down.
- Decision support tools and processes are mostly not fit for purpose
- The health sector needs a productivity agenda



THE CRISIS IMPACT ON HEALTH LABOUR MARKETS

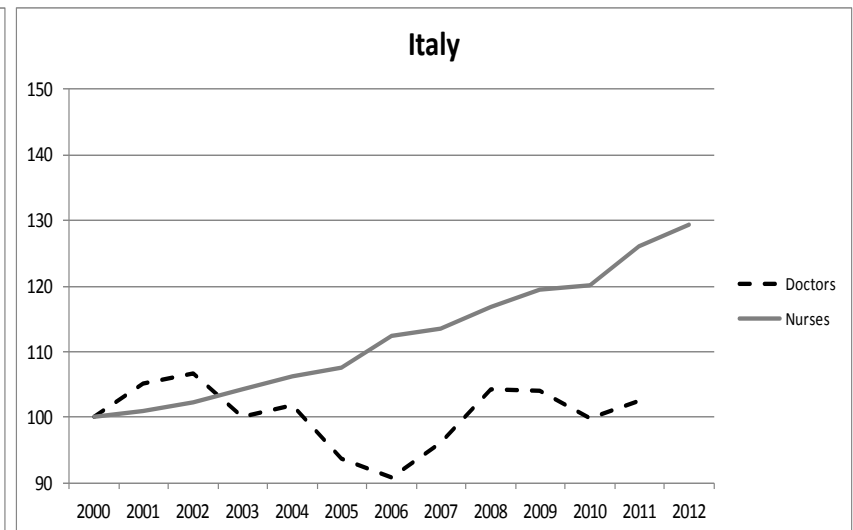
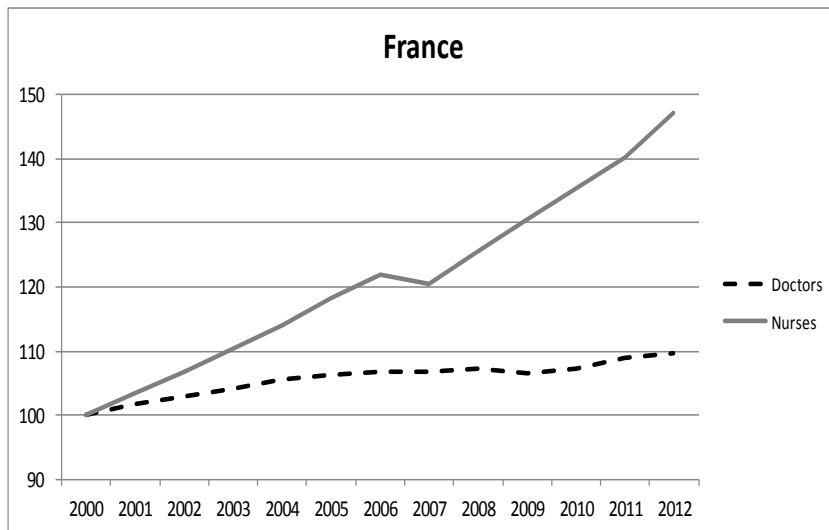
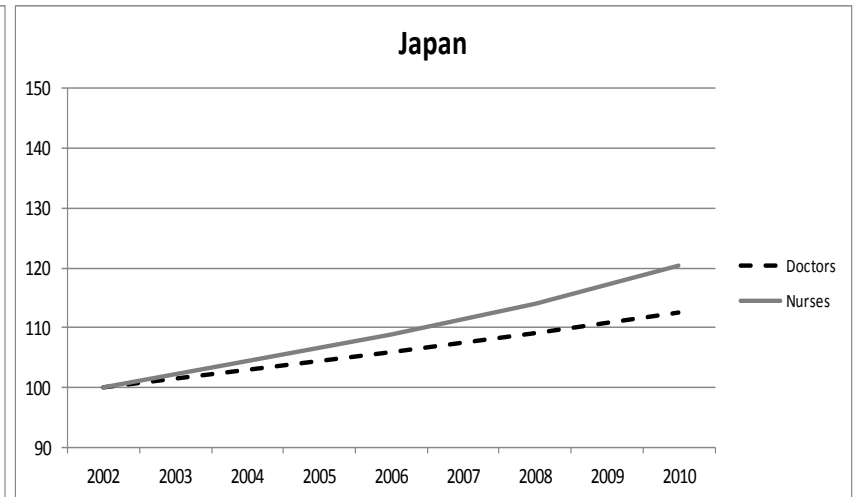
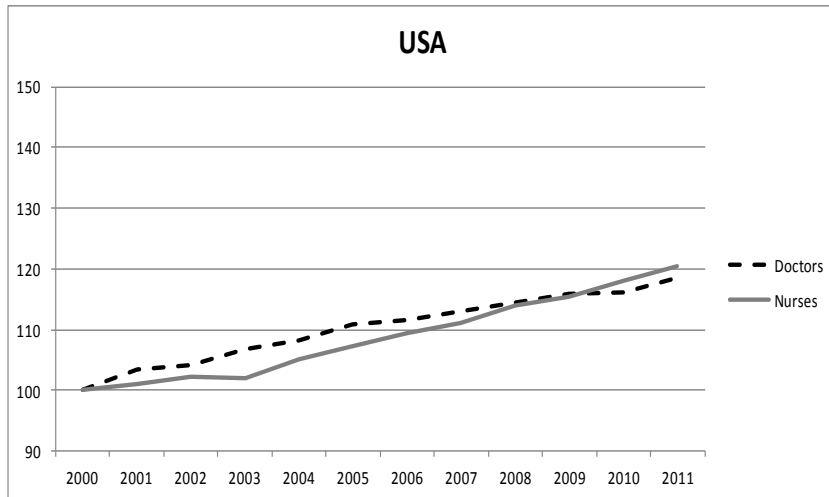


Crisis-related adjustment in the health sector has fallen on wages...





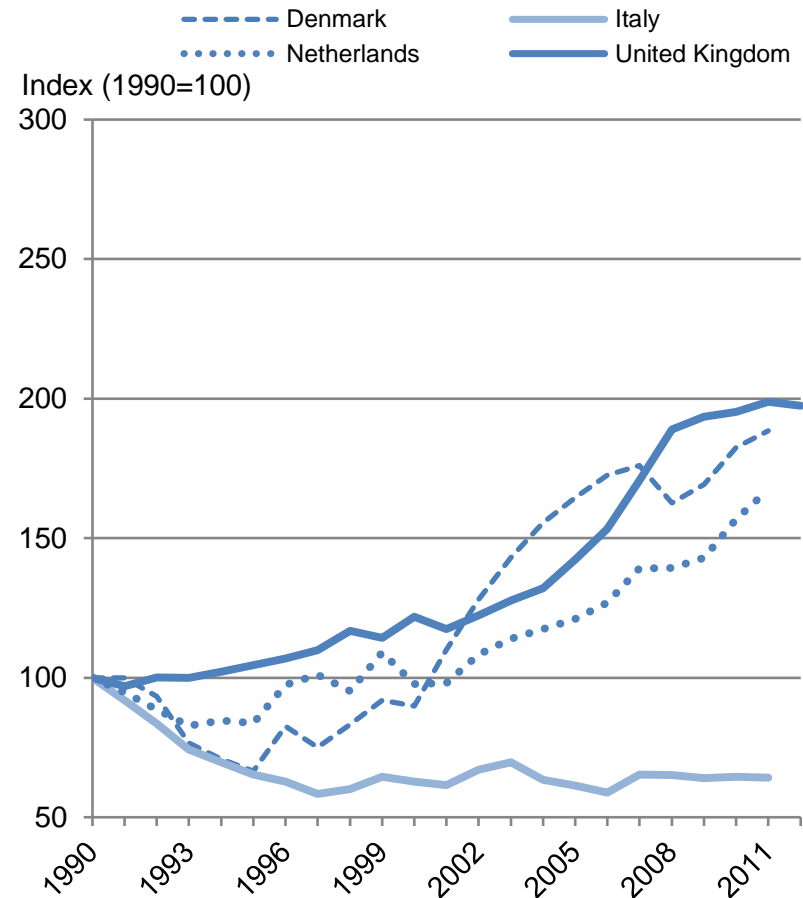
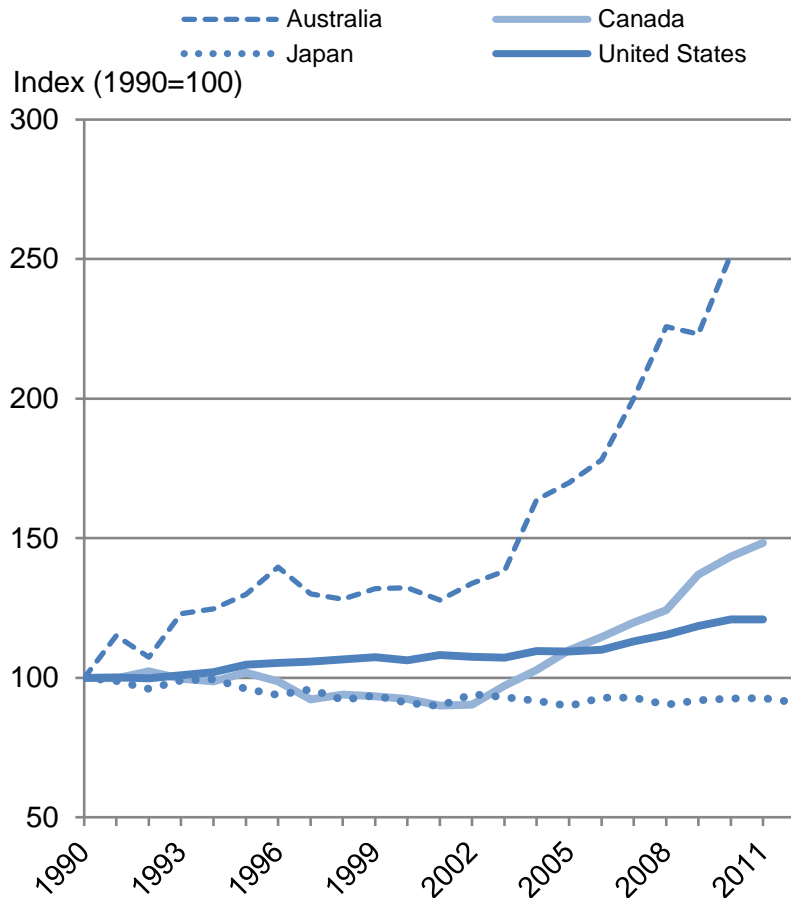
Employment held up well: more doctors and nurses than before the crisis





The increase in HR supply is driven by increasing graduate numbers...

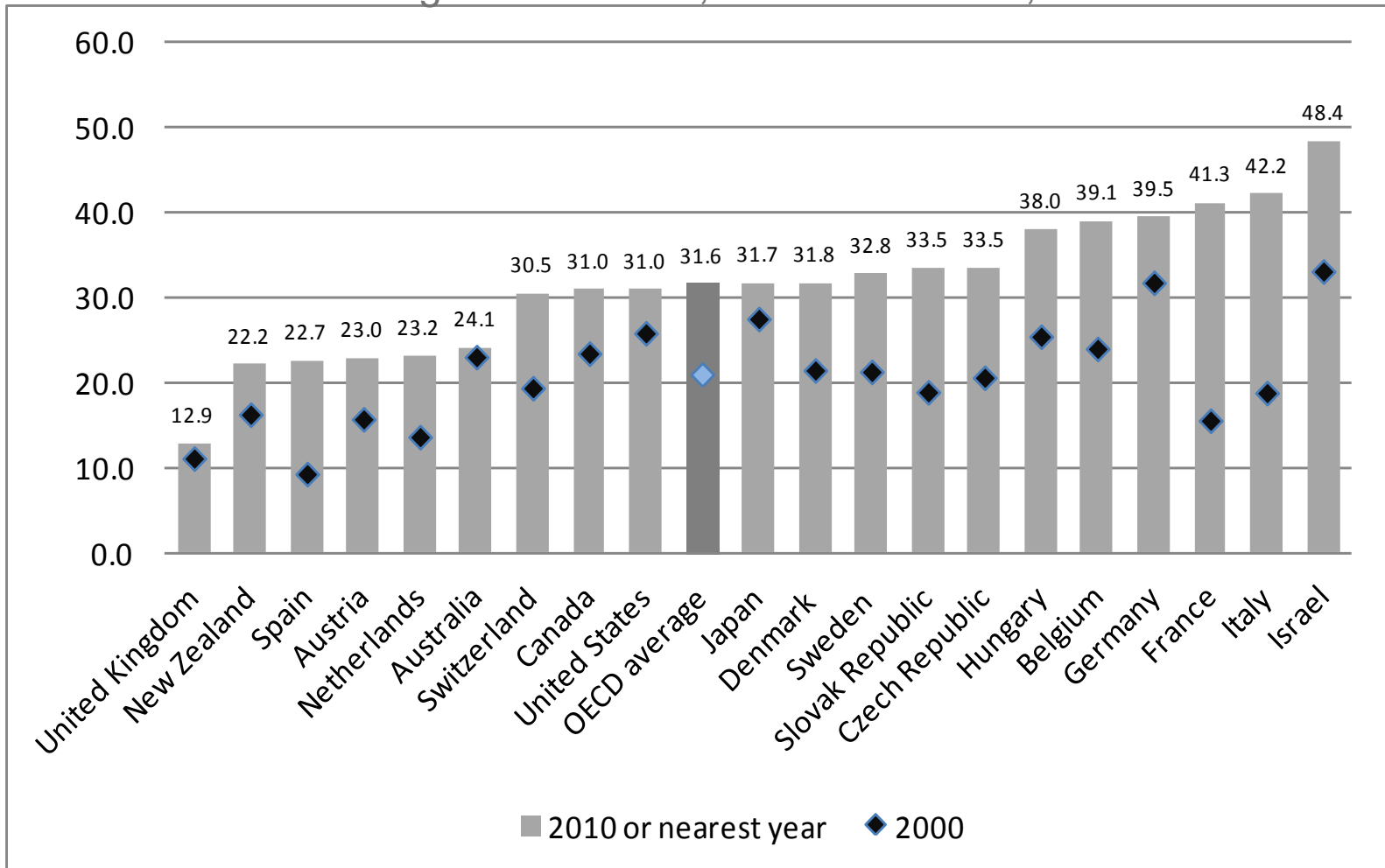
Number of medical graduates, selected countries, 1990 to 2011





...and in many countries by improved retention, e.g. doctors delaying retirement

Share of doctors aged 55 or older, OECD countries, 2000 vs. 2010





Migration flows have reacted to the crisis in a number of hard-hit countries

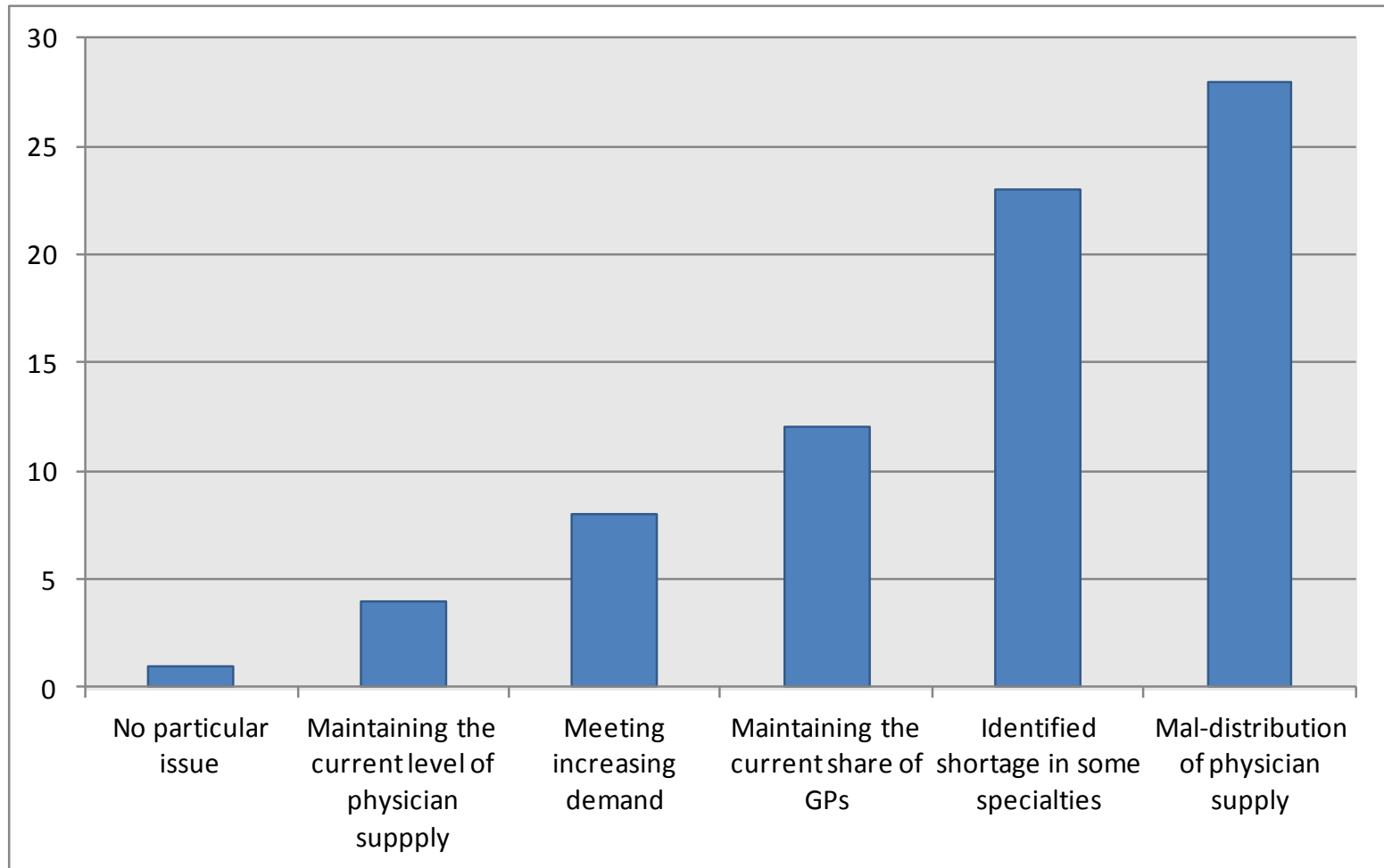
- Spain:
75% increase in doctors emigrating from 2011 to 2012
- Ireland:
Five-fold drop in foreign nurse recruits from 2007 to 2009
- Brazil:
Planning to recruit up to 5,000 doctors from EU crisis countries



(POST-)CRISIS POLICY CONCERNS



Policy priorities have changed to issues about allocation of human resources

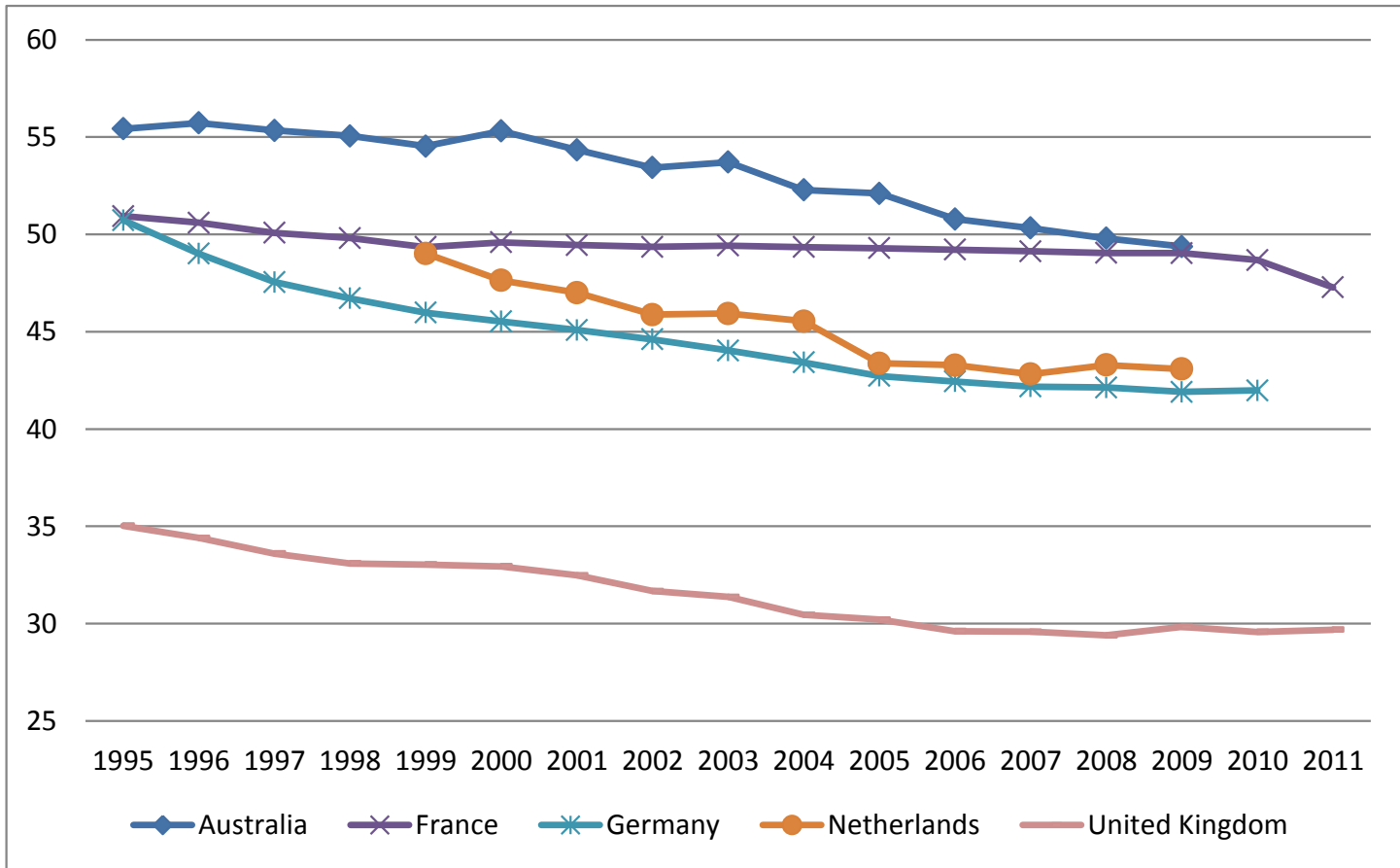


Source: OECD Health System Characteristics Survey 2012-13
“No particular issue”: Netherlands



Distribution across specialties is considered inadequate in many countries

Share of generalist doctors, selected countries, 1995 to 2010

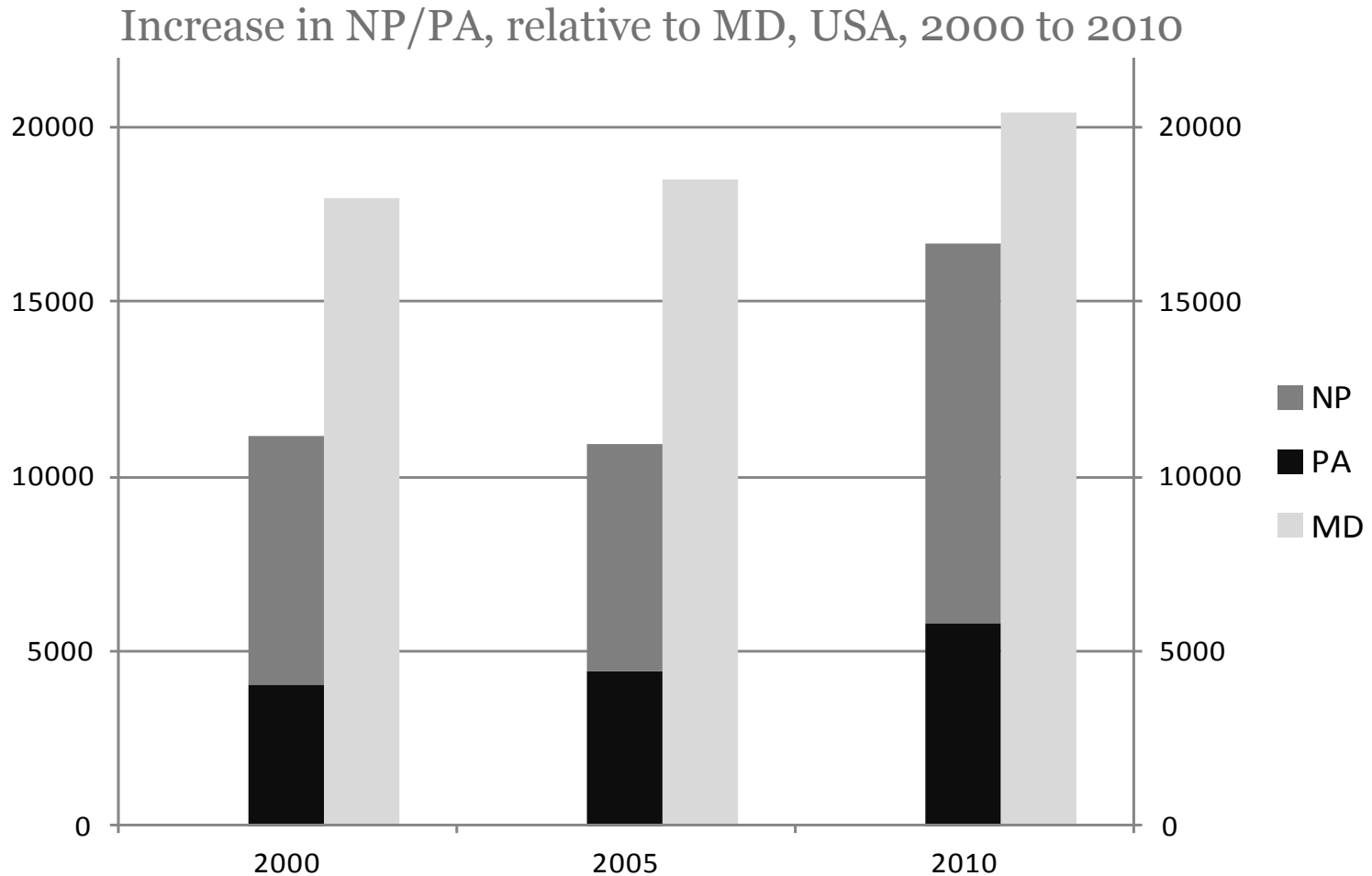


Note: Generalists include general practitioners ('family doctors') and other generalist (non-specialist) medical practitioners.

Source: OECD Health Data 2012



Changing team composition is a fast-moving target for many OECD countries



Sources: OECD Health Data 2013, US National Commission on Certification of Physician Assistants "Certified Physician Assistant Population Trends (PA-Cs)", American Association of Colleges of Nursing 2000-2010 Annual Surveys



DECISION SUPPORT IS NOT FIT FOR PURPOSE



Health workforce planning aims at the long term...





Different approaches to projections especially on the demand side...

Country/Institution	Population size	Constant utilization	Needs-based	Health service delivery reforms	GDP/health expenditure growth
Australia, Health Workforce Australia (2012)	x	x			
Canada, Ontario Ministry of Health and Long-Term Care and Ontario Medical Association (2010)	x		x		
France, Ministry of Social Affairs and Health (2009 for MD, 2011 for nurse)	x				
Netherlands, Advisory Committee on Medical Manpower Planning (2010)	x	x	x	x	
United Kingdom, Centre for Workforce Intelligence (2012)	x	x	x		x
USA, University of North Carolina, Cecil G. Sheps Center (2012)	x	x	x		



But many countries struggle with more basic data inputs as well...

Stocks & Flows

- Working hours (FTE)
- Outflows

Productivity

- Measurement?
- Sources?

Shortages

- Indicators?
- Current balance?



What are countries doing to improve health workforce planning?

Data

- Investing in data collection: EU Joint Action, national agencies

Structure

- “Agencification”: the rise of the workforce planning agency in NL, UK, AUS, NZ

Policy

- Linking better to policy and frontline: include stakeholders at all stages of planning (NL)

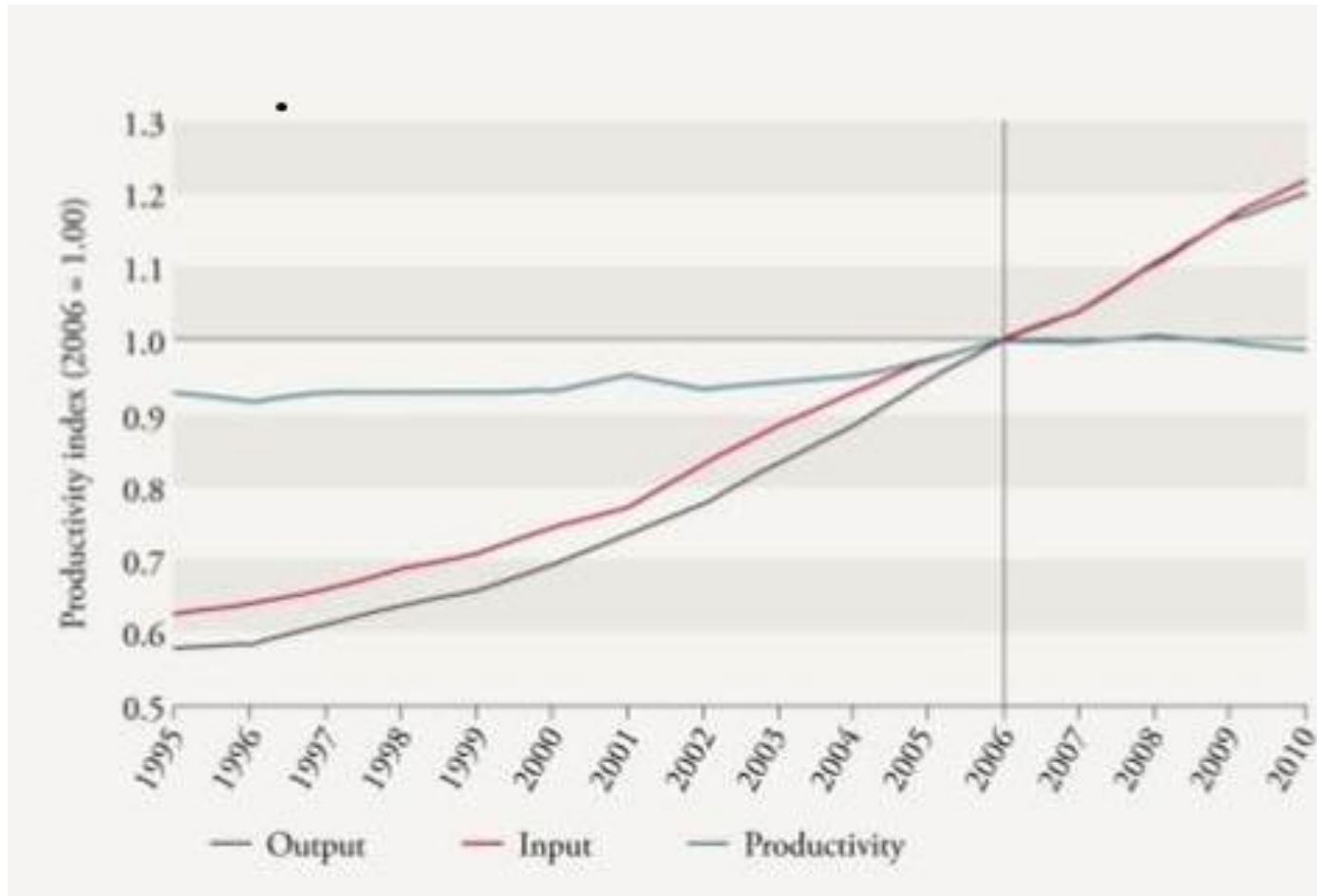


WE NEED A PRODUCTIVITY AGENDA



Productivity development in the health sector has been lacklustre

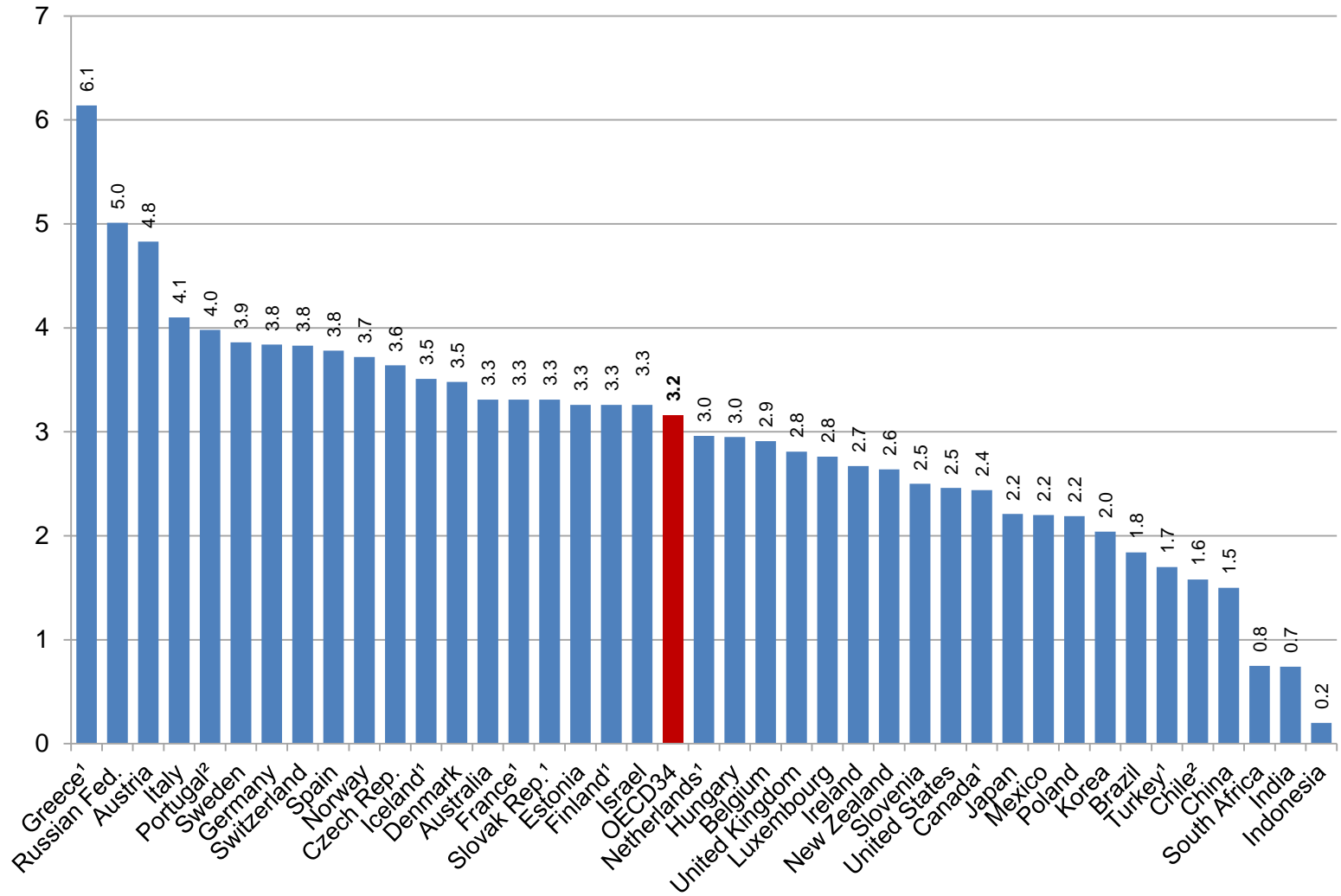
Changes in UK Health Care Productivity, 1995-2010





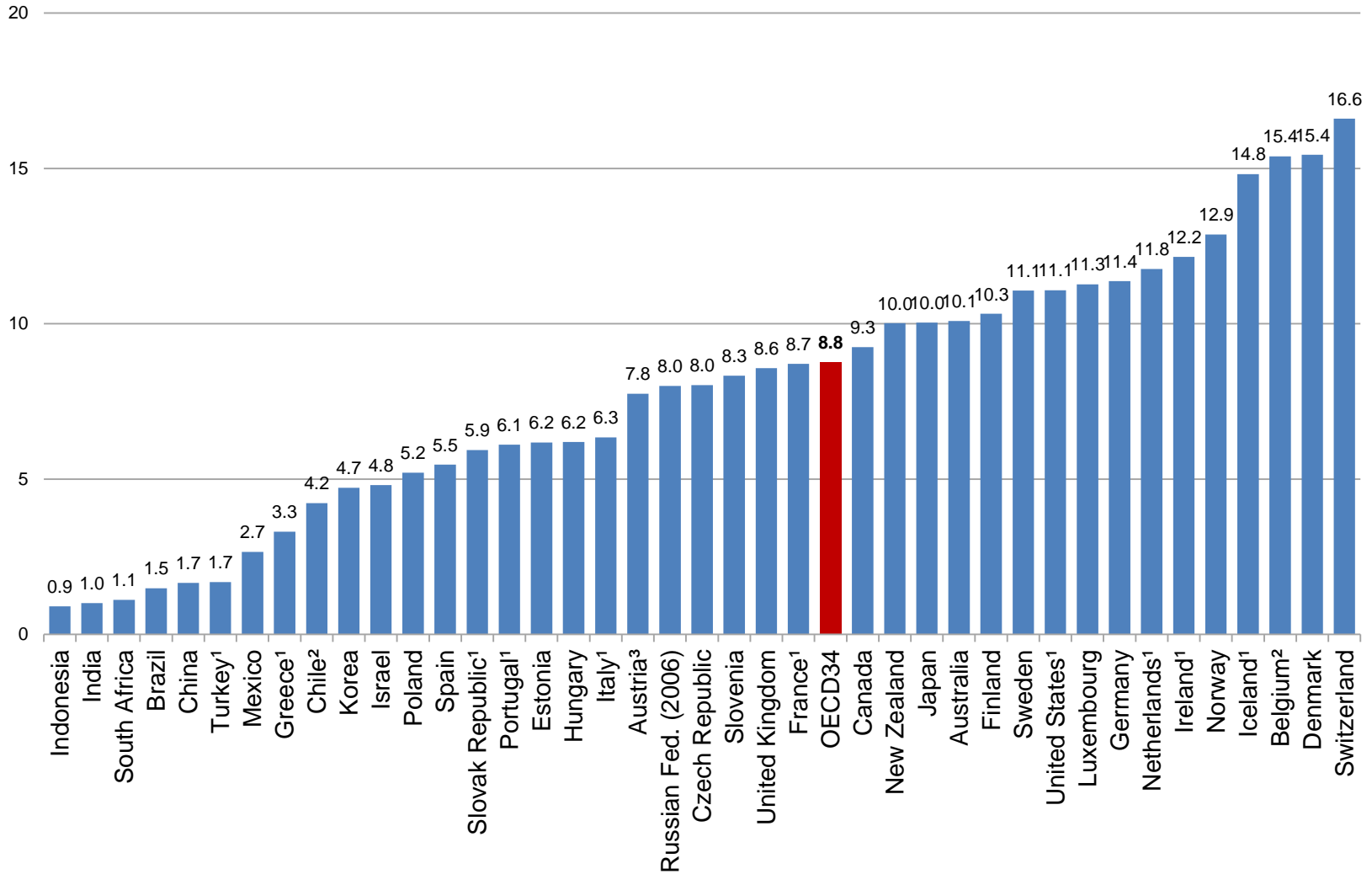
There are large variations in the number of doctor per (1 000 population)...

Per 1 000 population





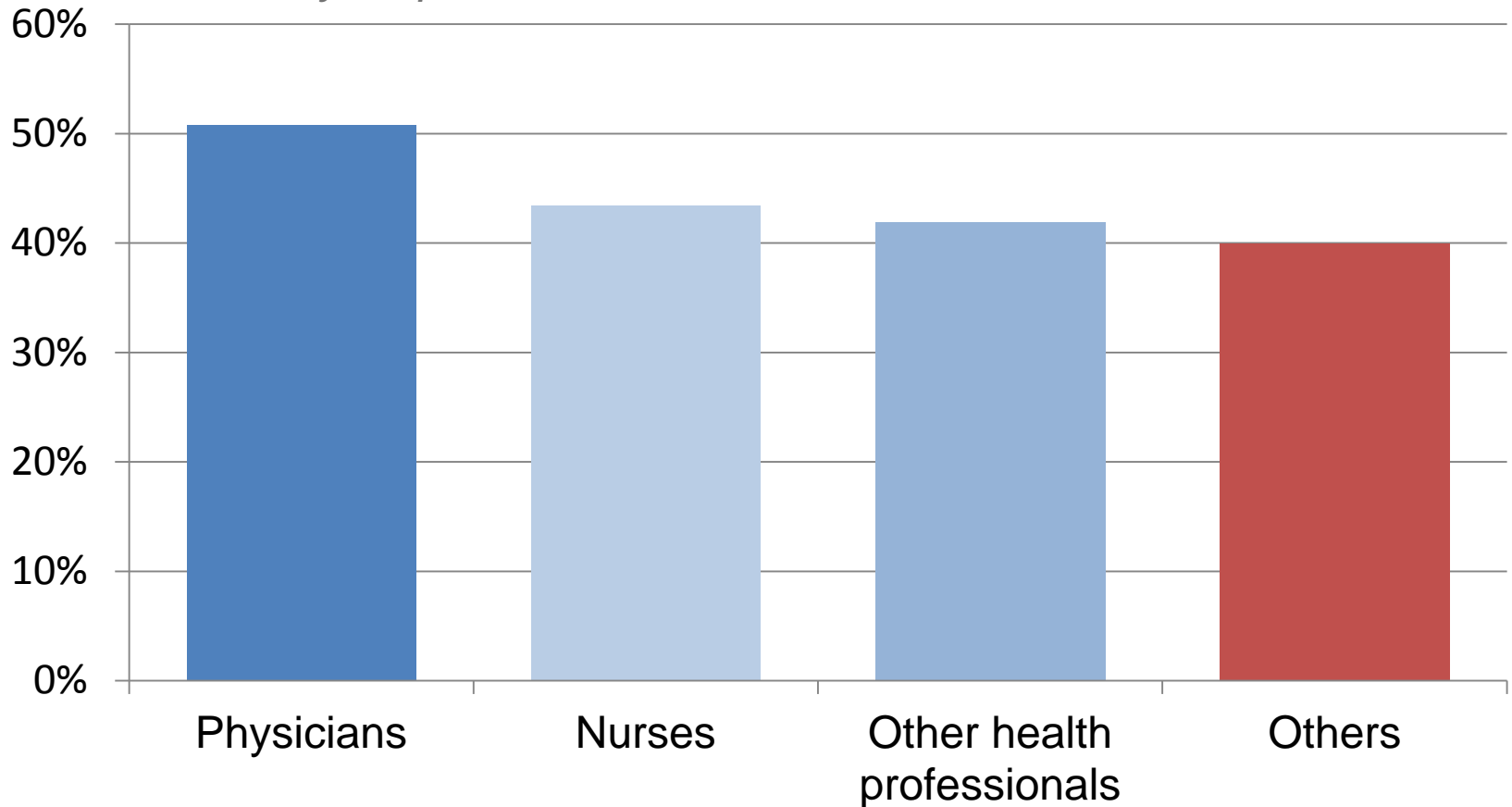
...and nurses (per 1000 population)





And they report considerable mismatch between their skills and tasks...

Do you feel that you need further training in order to cope well with your present duties?



Notes: Preliminary data. "Others" = other technical and professional occupations (ISCO 2 and 3)
Source: PIAAC 2013



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More information

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www.oecd.org/health:

- Health at a Glance 2013 – 21 November
- Health workforce planning in OECD countries – WP 62
- The crisis impact on health markets, WP – forthcoming in December
- Geographic imbalances in physician supply and policy responses, WP – forthcoming in December



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