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INSTITUTO DE HIGIENE E
MEDICINA TROPICAL
UNIVERSIDADE NOVA DE LISBOA



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Workforce innovations for better performing health systems in Europe

Planning the health workforce in Portugal

Diana F. Lopes¹

Eduardo de Castro¹, Jorge Simões^{1,2}

¹GOVCOPP, DCSPT, Universidade de Aveiro

²IHMT, Universidade Nova de Lisboa

1. Context

- Health professionals (HP) are the keystone of any health system
- Given the time and cost involved in training new HP, the planning process is crucial by ensuring...

...the proper balance between the supply and demand of these HP

- The planning process in Portugal has been conducted in a reactive way lacking a prospective vision based on an integrated and comprehensive analysis

2. Objectives



Health 2040 project



Estimate the needs of physicians and nurses in Portugal, by specialities and by quinquennium until 2040



Identify the training needs of physicians and nurses, in medium and long term, until 2040

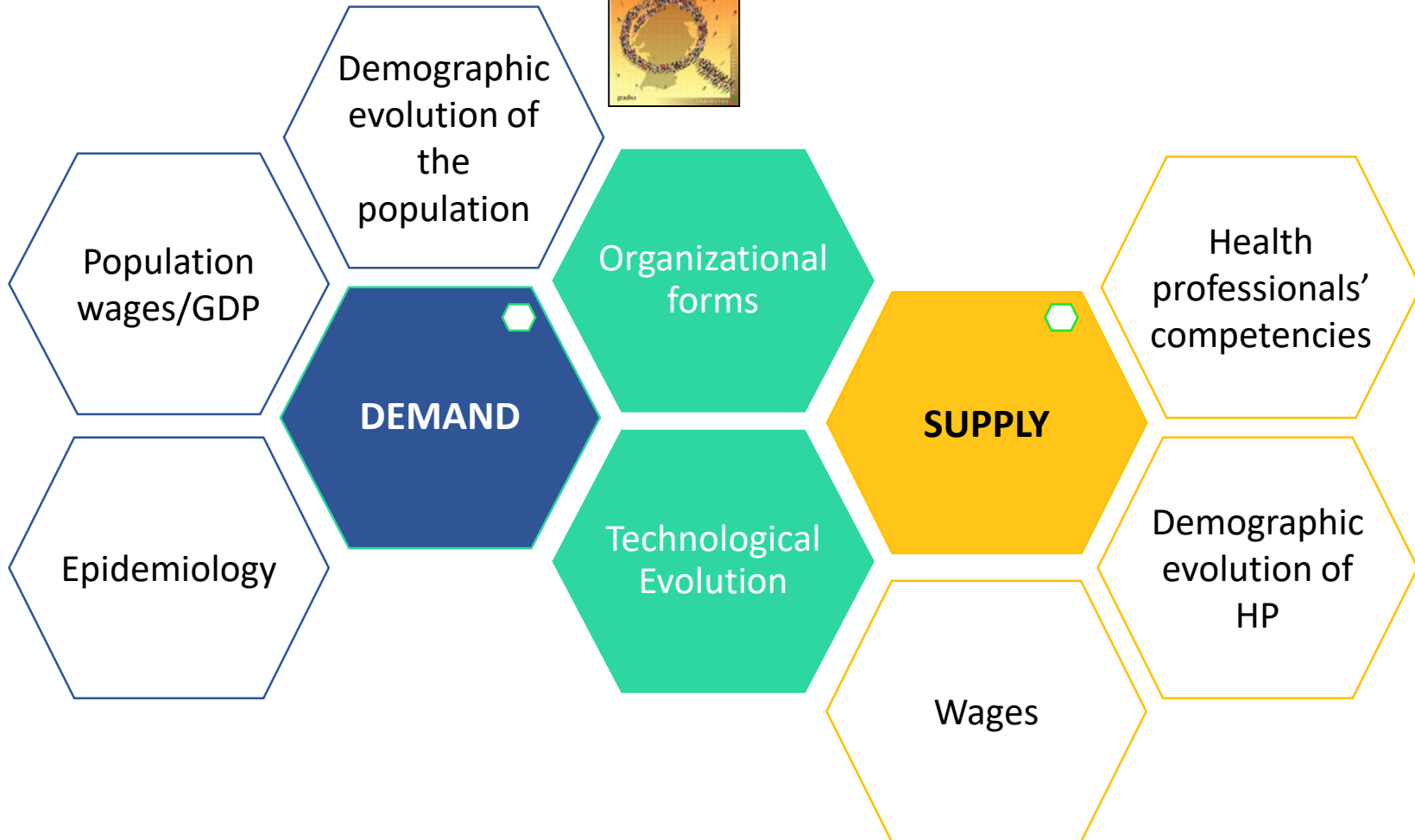


Estimate the number of students that must enter in medicine and nursing training system, each year, considering several specialities

3. Driving forces



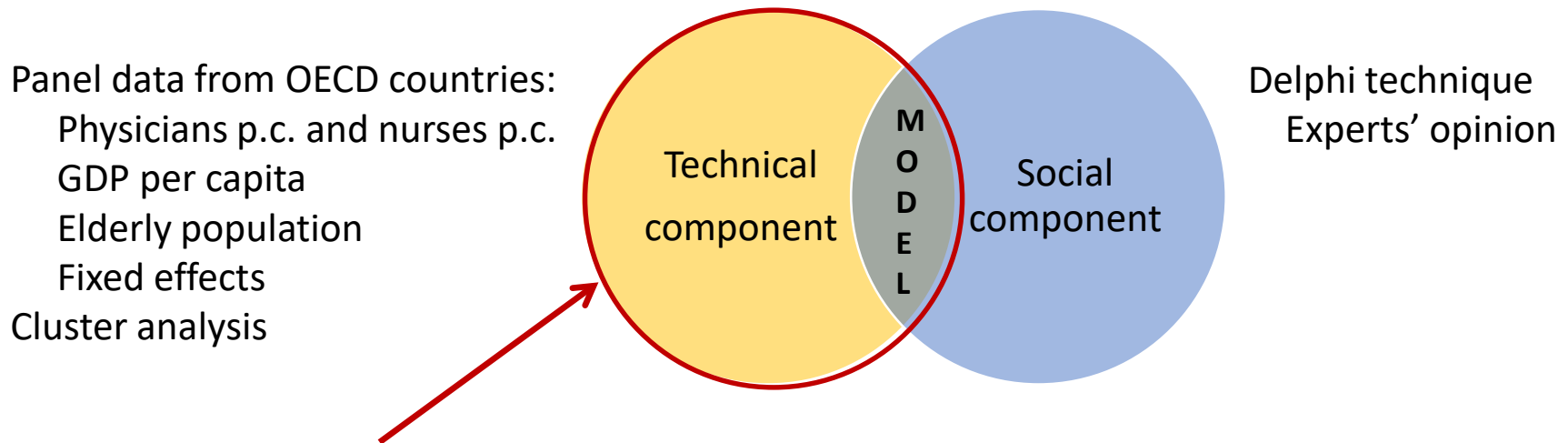
Interaction demography-economy



HP: Health professionals

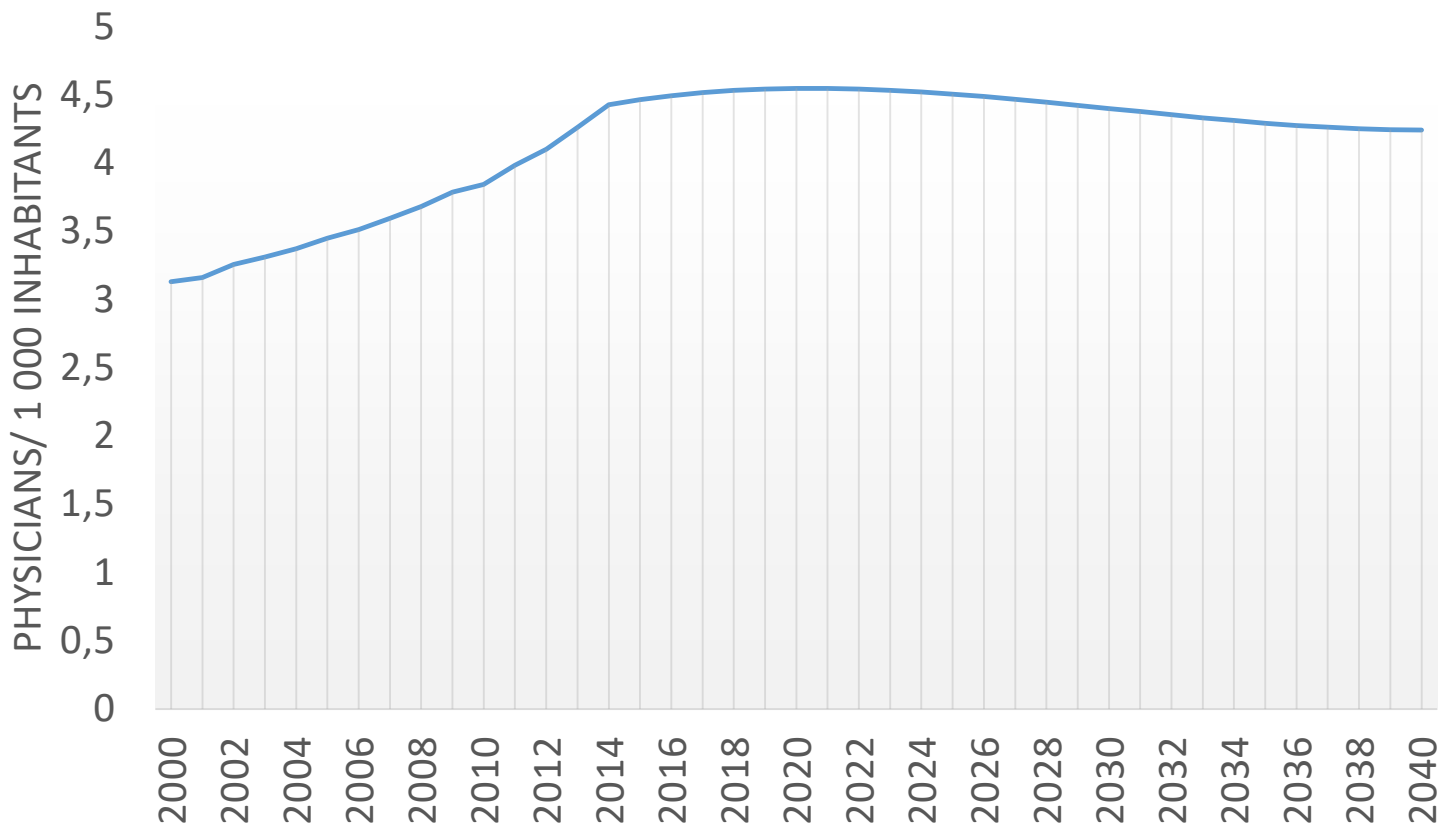
3. Methodological basis

- The health workforce planning should follow an integrated perspective
...this project addresses physicians and nurses altogether
- There is a global evolution trend of the per capita number of professionals
- This evolution can be decomposed on specific benchmarks for each type of professionals depending on demography, GDP and technology



3. Results – technical component

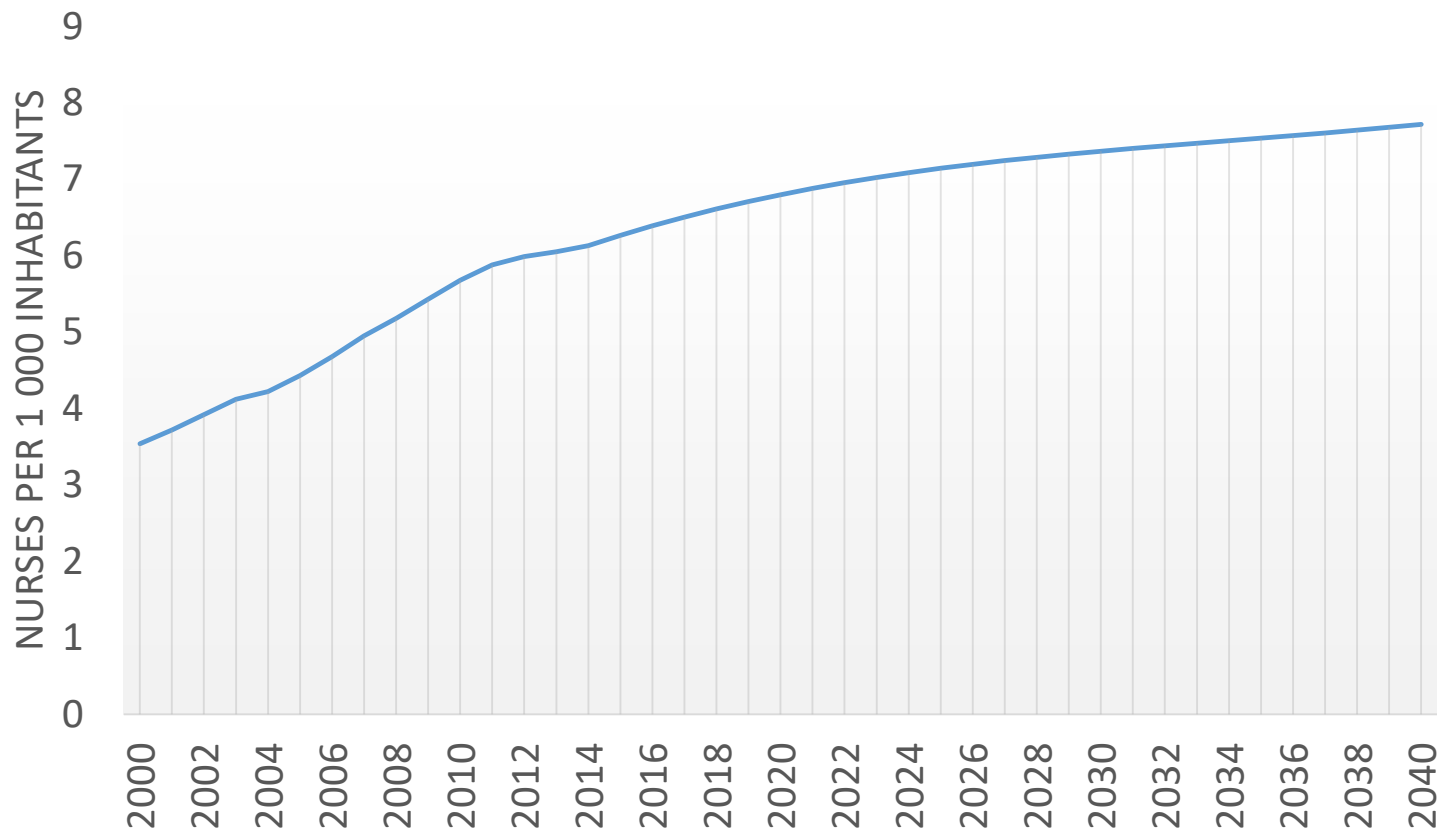
Physicians per 1 000 inhabitants



Year	Physicians/ 1000 inh.
2000	3,13
2005	3,448
2010	3,842
2014	4,426
2020	4,546
2025	4,505
2030	4,399
2035	4,291
2040	4,242

3. Results – technical component

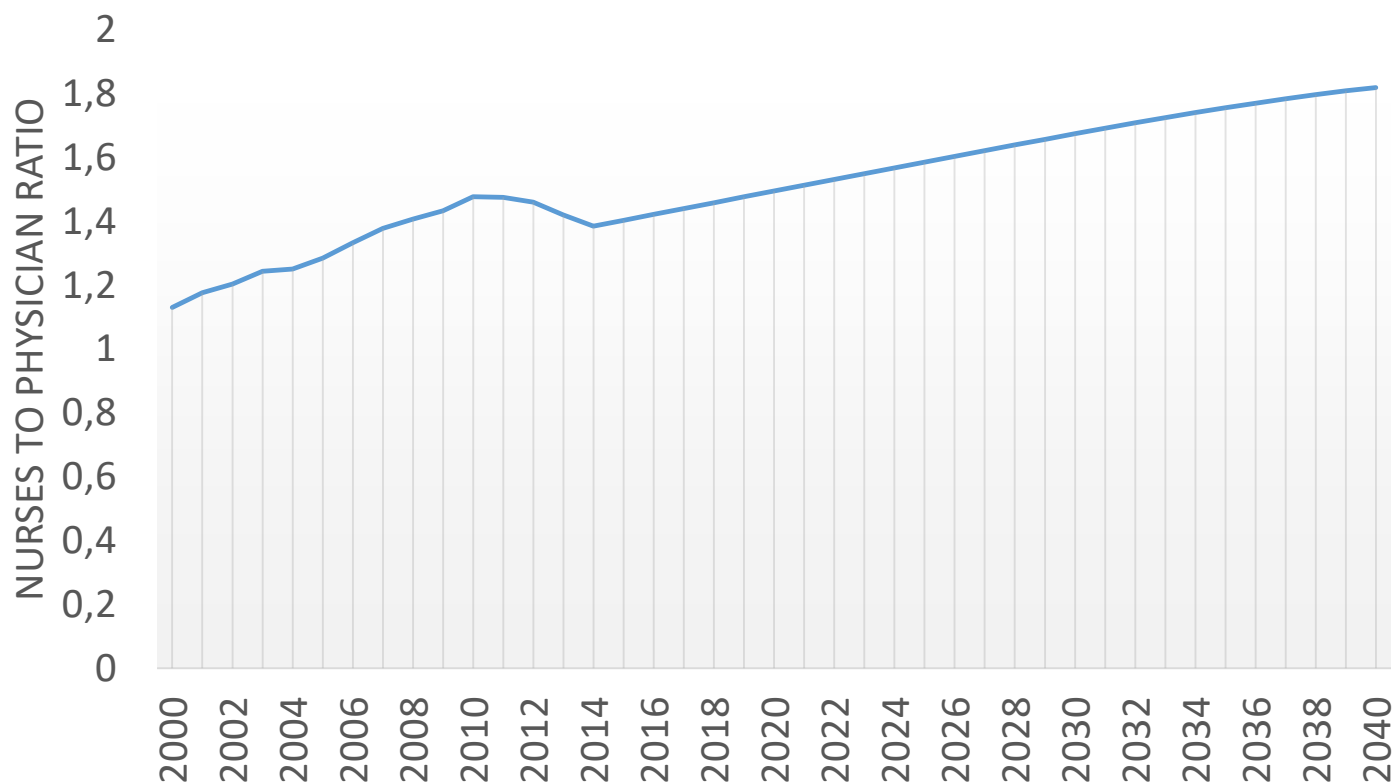
Nurses per 1 000 inhabitants



Year	Nurses 1000 inh.
2000	3,54
2005	4,43
2010	5,68
2014	6,13
2020	6,798
2025	7,144
2030	7,368
2035	7,537
2040	7,718

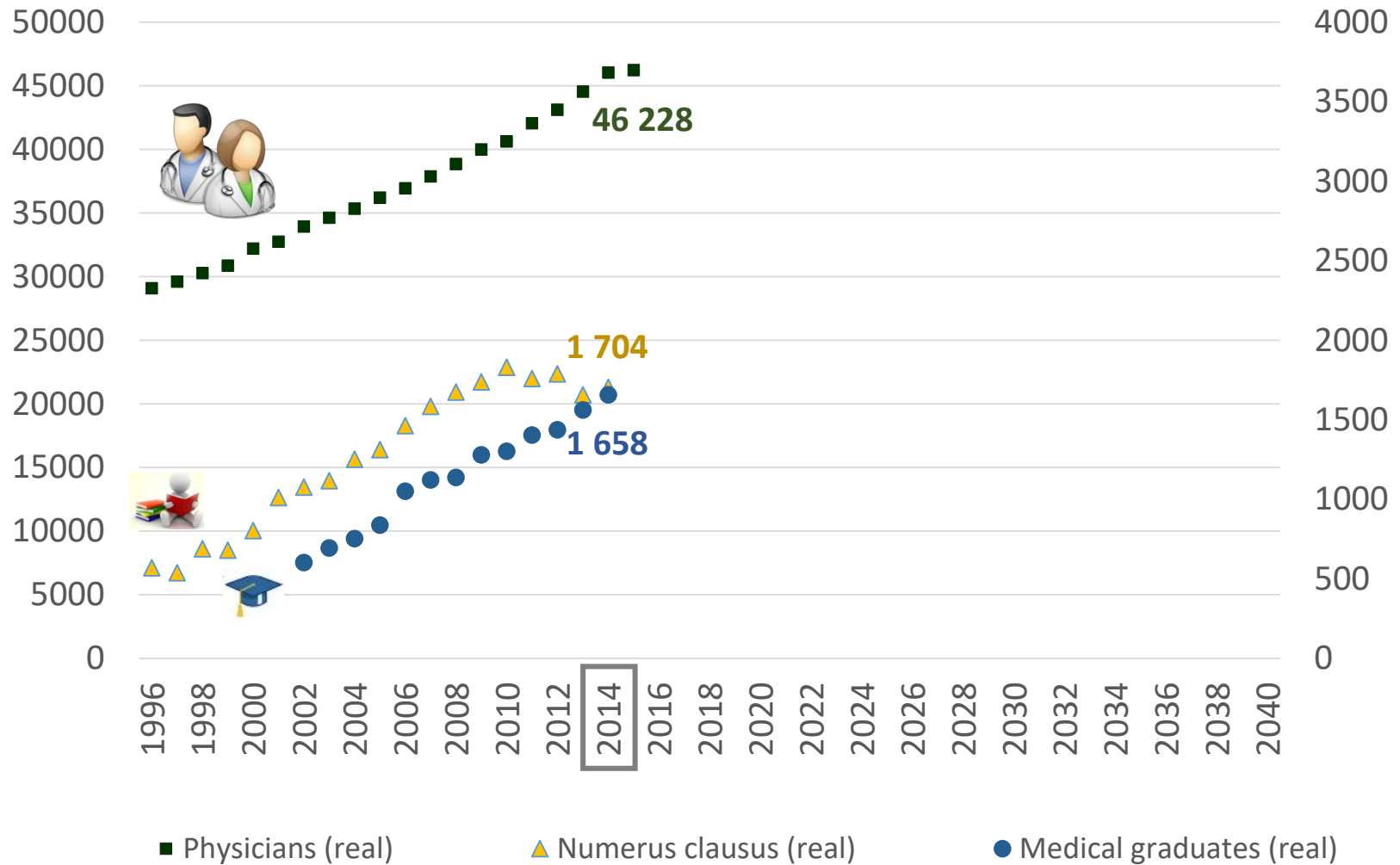
3. Results – technical component

Ratio of nurses to physicians

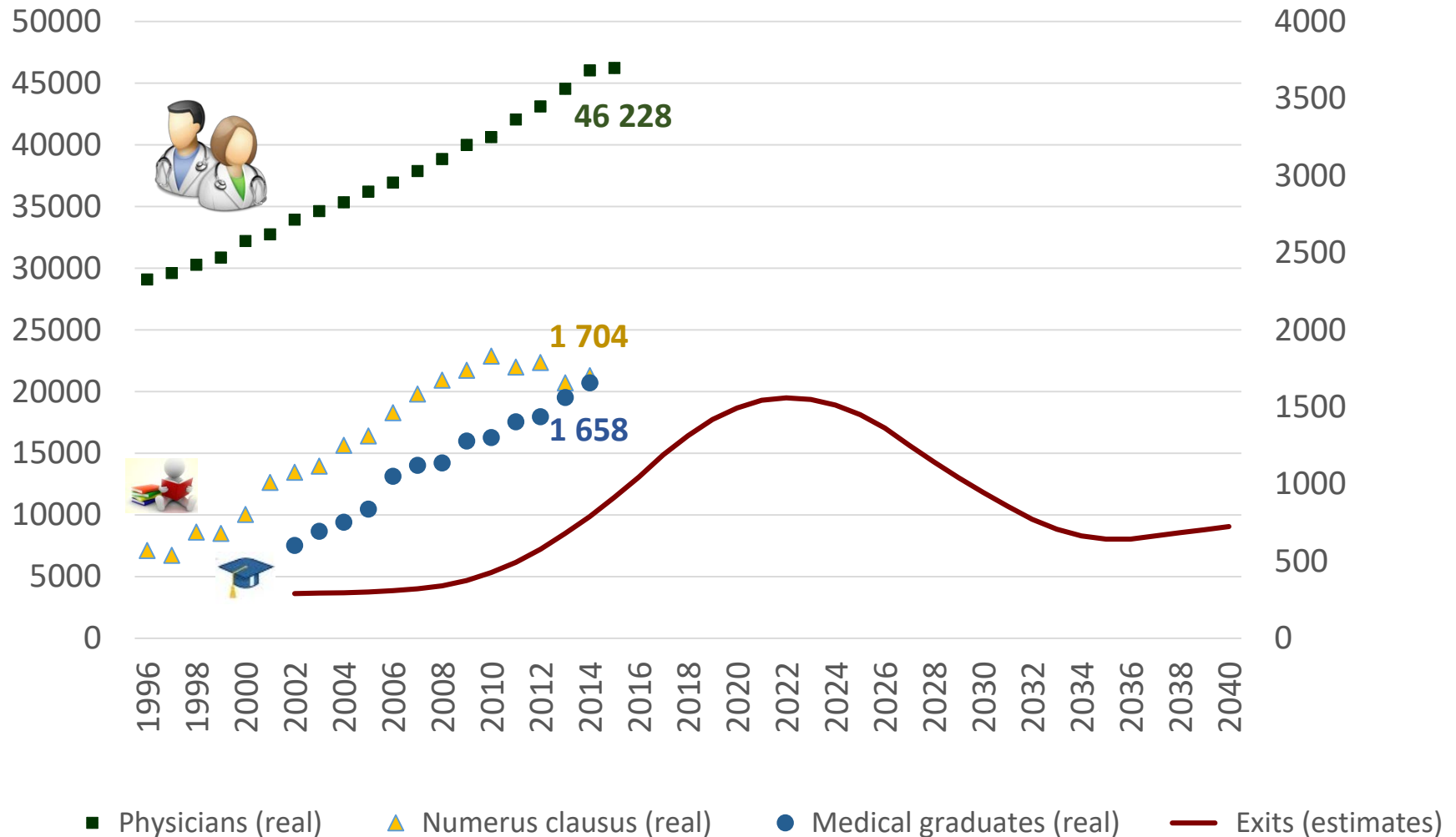


Year	Nurse/Phys.
2000	1,131
2005	1,285
2010	1,478
2014	1,385
2020	1,495
2025	1,586
2030	1,675
2035	1,756
2040	1,820

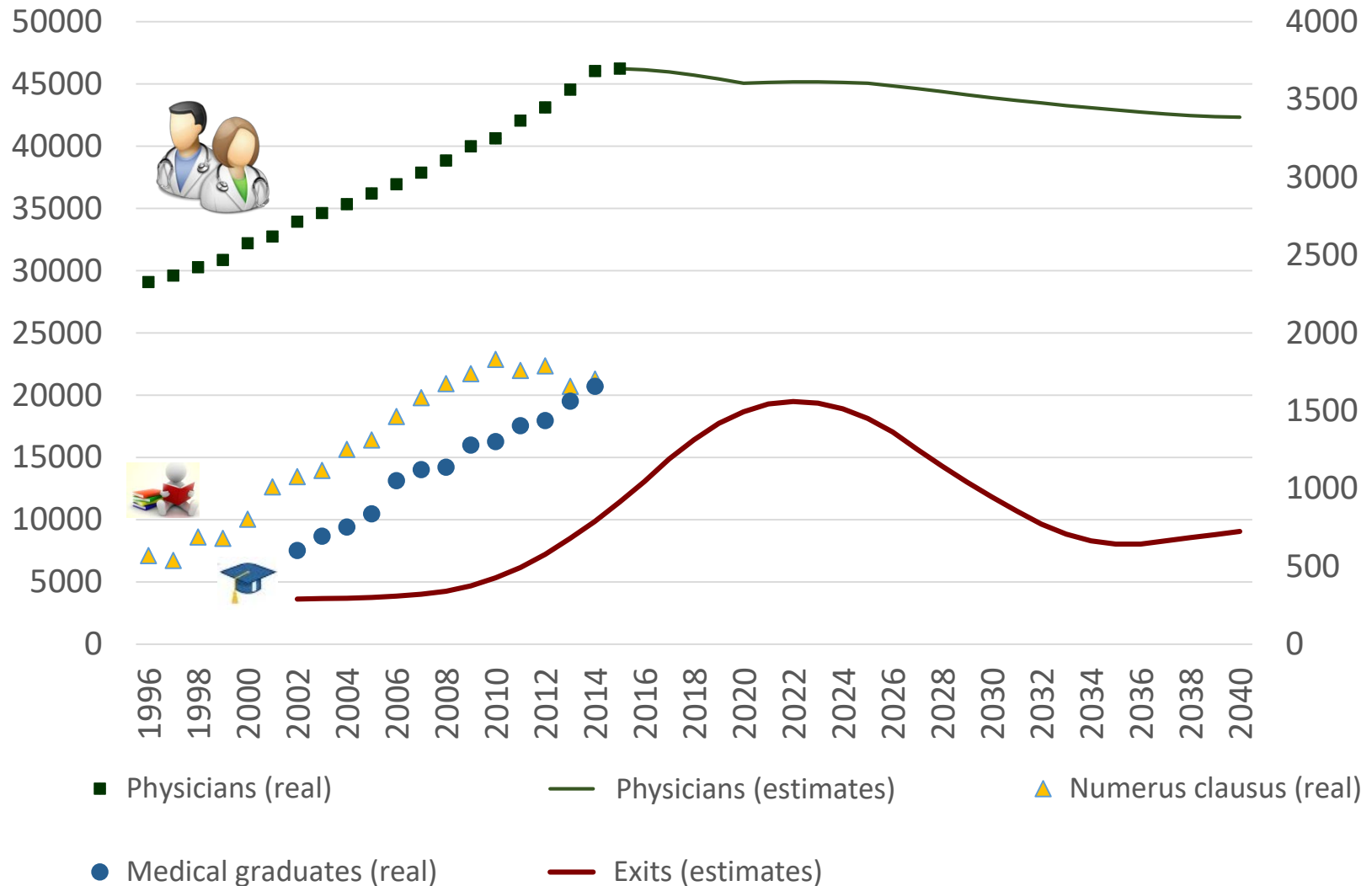
3. Impact on the *numerus clausus*



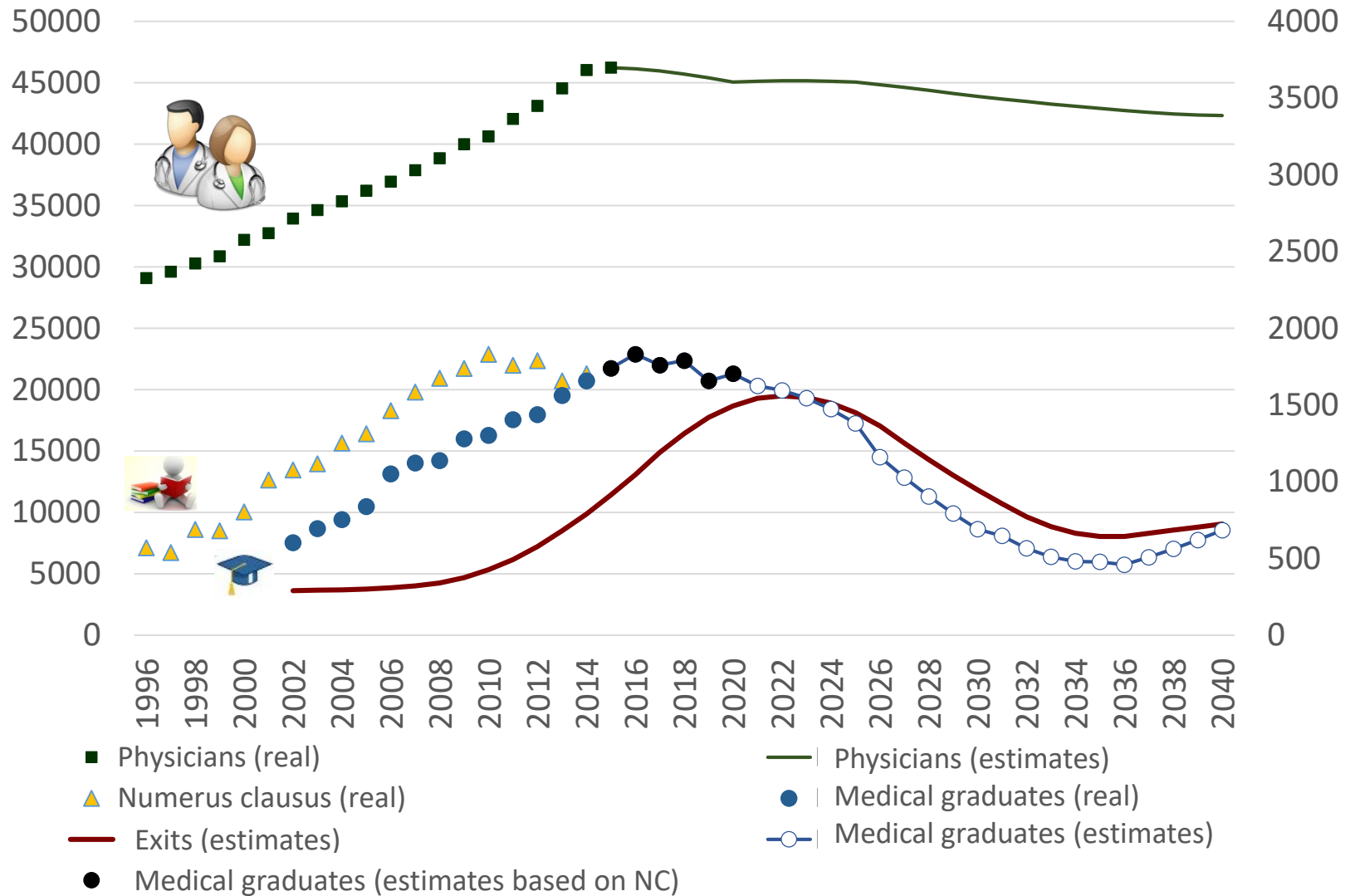
3. Impact on the *numerus clausus*



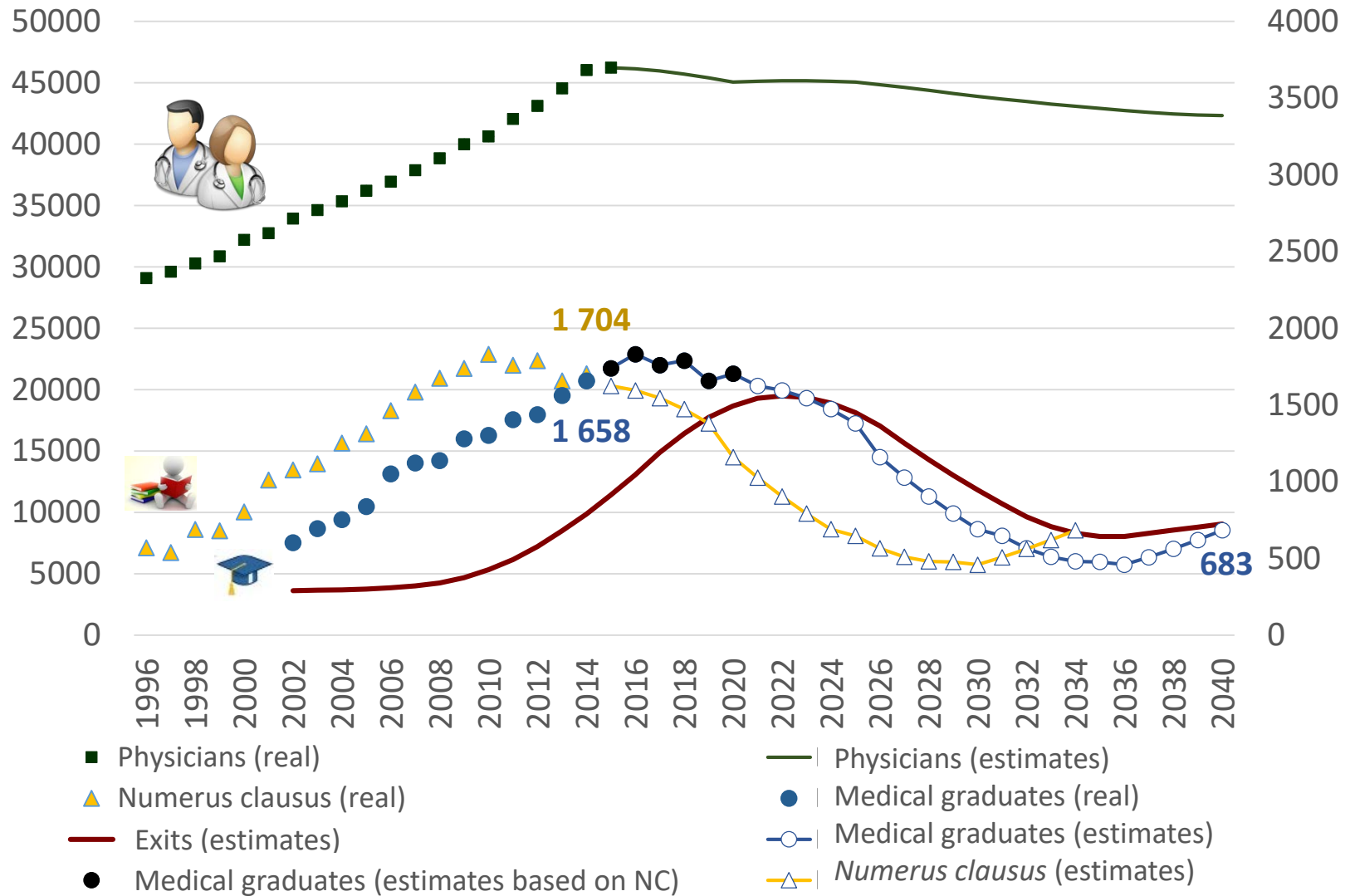
3. Impact on the *numerus clausus*



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3. Impact on the *numerus clausus*



3. Global overview

Physicians		NC (Med. School)	
2014	2040	2014	2034
Real	Estimate	Real	Estimate
46 227	42 334	1 704	683

 **-1 021**

Nurses		NC (Nursing School)	
2014	2040	2014	2036
Real	Estimate	Real	Estimate
64 893	77 031	2 823	2 121

 **-702**

4. Conclusions

- Policy-makers increasingly recognise the need for a more integrated health workforce planning

- Results show that Portugal will have a surplus of health professionals if nothing is done

- Although this presentation is focused on the technical component, our methodology was complemented with:
 - Experts' opinion

 - Scenario building

4. Conclusions

➤ There is a need to:

- Improve the quality of the Portuguese health-related databases
- Smooth the wave form of the number of medical and nursing retirements
- Exploit methods to select the most effective policies to:
 - Take advantage of our medical and nursing training capacities
 - Attend population needs

Training needs (NC): 683
(2034)

Medical training capacity: 1500

4. Further research

- Exploit the spatial distribution of health professionals
 - Higher concentration of health personal in the metropolitan areas of the richer and more attractive countries/regions:
 - higher wages and better conditions to professional ambitions
 - greater employment opportunities (including the spouse/husband)

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Thank you!



lopesdiana@ua.pt