

# World Health Professions Regulation Conference 2014

Crowne Plaza Hotel, Geneva, Switzerland

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## Session 1: Challenges facing health professional regulation

Keynote: Gilles Dussault



# *Challenges facing health professional regulation*

Gilles Dussault  
World Health Professions Regulation Conference  
Geneva, 17/05/2014

## ***Three topics***

- **Pressure on the health professions**
- **Challenges for regulation**
- **How to address them?**

# ***Pressure on health professions (1)***

- **Universal Health Coverage:**
  - UN declaration: to “urgently and significantly scale up efforts to accelerate the transition towards universal access to affordable and quality healthcare services”
  - WHA resolutions,
  - Global HRH Consultation: USAID, GHWA, WHO
- **Mobility of health professionals:**
  - Globalized market (shortages- EU, USA),
  - Economic crisis
  - WHO Code

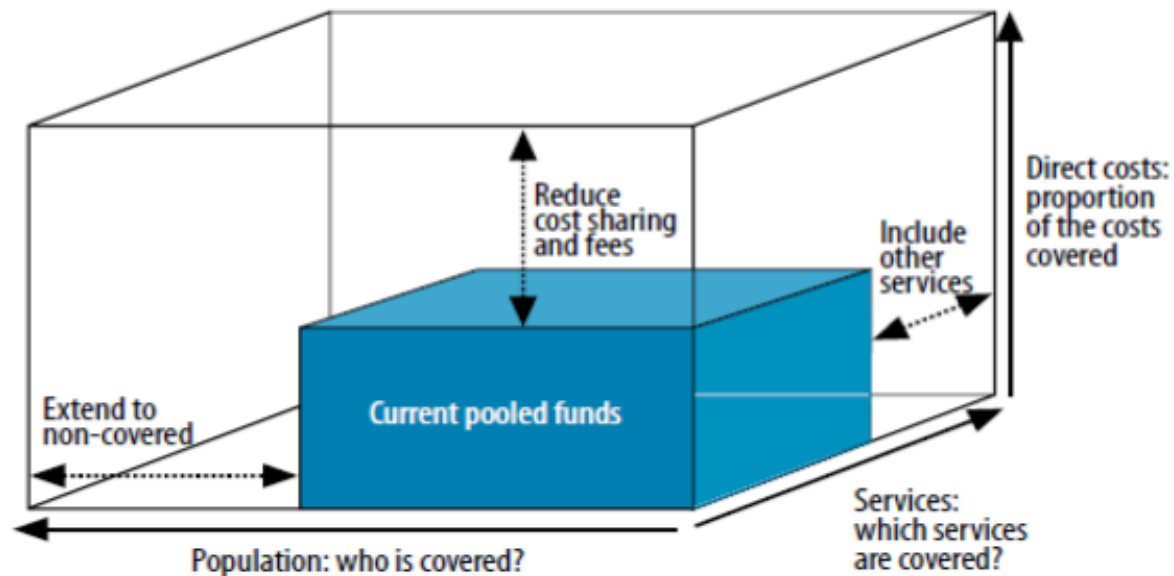
## ***Pressure on health professions (2)***

- **Demand/supply of services changes**
- **Unmet needs, unmet demand**
- **Imbalances in the composition and distribution**
- **Sub-optimal productivity and quality: IOM, Francis Report**
- **Which competencies to meet future needs?**

# Universal Health Coverage

Three dimensions in moving toward UHC

Three dimensions to consider when moving towards universal coverage



Source: WHO, 2010.

# ***Universal Health Coverage (1)***

- **Which services? Who is covered? How much is “affordable”?**
- **A poor country issue? USA, Australia, Portugal, Greece, ...**

## ***Health expenditure by WHO Regions (2012)***

<b>Country Group</b>	<b>THE % GDP</b>	<b>GGHE as % of THE</b>
<b>African Region</b>	<b>6.3</b>	<b>49.5</b>
<b>Region of the Americas</b>	<b>14.8</b>	<b>48.5</b>
<b>South-East Asia Region</b>	<b>3.7</b>	<b>39.6</b>
<b>European Region</b>	<b>9.5</b>	<b>75.1</b>
<b>Eastern Mediterranean Region</b>	<b>4.2</b>	<b>51.0</b>
<b>Western Pacific Region</b>	<b>7.4</b>	<b>68.8</b>



## ***Universal Health Coverage (2)***

- **No universal coverage without a workforce**
- **Which workforce? 4 dimensions**

**A UNIVERSAL TRUTH:  
NO HEALTH WITHOUT  
A WORKFORCE**



## ***4 dimensions-1 (Campbell et al. 2013)***

- **Availability:**
  - sufficient supply and stock of health workers
  - relevant competencies and skill mix that correspond to the health needs of the population;
- **Accessibility:**
  - equitable access to health workers
  - travel time, workforce attendance, referral mechanisms, direct/indirect cost of services

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## ***4 dimensions-2 (Campbell et al. 2013)***

- **Acceptability:**

- ability to treat everyone with dignity, create trust and enable or promote demand for services;

- **Quality:**

- competencies, skills, knowledge and behaviour as assessed according to professional norms and as perceived by users.

# *Availability*

- **118 countries with significant deficit**
  - 83 < 22.8/10000 (69 LIC) ---WHO
  - 17: 22.8-34.5 ---ILO
  - 18: 34.5-59.4 --- Mexico
- **Shortages in EU, USA**

# *Forecasted shortages*

- **EU (2020) :**
  - **590000 nurses**
  - **230000 physicians**
  
- **USA (2025)**
  - **500000 nurses (2025) (Buerhaus et al. in print)**
  - **44000 (2025) family practitioners (Colwill 2008)**

# *Availability*

- Deficits: Countries in crisis
- Shortages in EU, USA
- **Skills-mix**

## Number of doctors and nurses per 1000 population, selected countries, 2010 (or nearest year)

Source: OECD Health Data 2012; Eurostat Statistics Database; WHO European Health For All Database.

Country	Doctors (% generalists)	Country	Nurses
Greece	6,1 (0,5)	Denmark	15,4
Austria	4,8 (32)	UK	9,6
EU-27	3,4 (30)	EU-27	7,9
UK	2,7 (30)	Portugal	5,7
Poland	2,2 (21)	Greece	3,3



# *Availability*

- Deficits: Countries in crisis
- Shortages in EU, USA
- Skills-mix
- **Education capacity needs**
- **Recruitment and Retention**

# ***Accessibility***

- **Regional variations: rural, isolated, less developed areas**
- **Understaffed fields: primary care, mental health, home care**

## ***Acceptability/Quality***

- **New competencies: communication, cultural sensitivity, ethics**
- **TIC - ehealth, mhealth, telemedecine, teamwork, management**
- **Education and training needs (Lancet Commission 2010)**



# THE LANCET

## Health professionals for a new century: transforming education to strengthen health systems in an interdependent world



*Julio Frenk\*, Lincoln Chen\*, Zulfiqar A Bhutta, Jordan Cohen, Nigel Crisp, Timothy Evans, Harvey Fineberg, Patricia Garcia, Yang Ke, Patrick Kelley, Barry Kistnasamy, Afaf Meleis, David Naylor, Ariel Pablos-Mendez, Srinath Reddy, Susan Scrimshaw, Jaime Sepulveda, David Serwadda, Huda Zurayk*

# ***Acceptability/Quality***

- **Motivation: enabling work environment and conditions**
- **Monitoring/Evaluation/Action**

## *Challenges facing health professional regulation*

- **How to improve availability?**
  - Review of skills-mix: numbers (who decides, on which basis?)
  - Review of scopes of practice
  - Access to studies and to practice
  - New occupations?
- **Contents/methods of education and training**

## *Challenges facing health professional regulation*

- **Choice of specialty**
- **Choice of practice location**
- **Quality of practice:**
  - **Maintenance and improvement**
  - **Surveillance mechanisms: how, what to assess?**
  - **The case of foreign professionals**

# *Issues*

- **Who regulates? Regulation imposed from above, Self-regulation, Independent regulation**
- **Accountability mechanisms? Transparency?**
- **Which regulation? standardization vs flexibility (e.g education)**
- **Who pays?**
- **Role of users?**



## Key messages

- **What do we want? : better health services for better health outcomes for all**
- **What do we need to achieve this? A strong and sustainable health workforce, motivated and enabled**
- **+ SUSTAINED POLITICAL COMMITMENT by decision-makers and by professionals**

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Obrigado!

