Session 1: Challenges facing health professional regulation

Keynote: Gilles Dussault
Challenges facing health professional regulation

Gilles Dussault
World Health Professions Regulation Conference
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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

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)**

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

<table>
<thead>
<tr>
<th>Country</th>
<th>Doctors (% generalists)</th>
<th>Country</th>
<th>Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greece</td>
<td>6,1 (0,5)</td>
<td>Denmark</td>
<td>15,4</td>
</tr>
<tr>
<td>Austria</td>
<td>4,8 (32)</td>
<td>UK</td>
<td>9,6</td>
</tr>
<tr>
<td>EU-27</td>
<td>3,4 (30)</td>
<td>EU-27</td>
<td>7,9</td>
</tr>
<tr>
<td>UK</td>
<td>2,7 (30)</td>
<td>Portugal</td>
<td>5,7</td>
</tr>
<tr>
<td>Poland</td>
<td>2,2 (21)</td>
<td>Greece</td>
<td>3,3</td>
</tr>
</tbody>
</table>
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)
Health professionals for a new century: transforming education to strengthen health systems in an interdependent world

Julio Frenk*, Lincoln Chen*, Zulficar 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 Zuroyki
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
Obrigado!