



Ministry of Human Resources



Hungarian Presidency 2013-2014 of the  
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# Monitoring health workforce in Hungary

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# Monitoring health workforce from the government's point of view

	Present	Future
Need	?	?
Stock	?	?

How many health workers are in the health care system?

How many health workers do we need?

How many health workers do we need in the future?

How does the number of health workers change (inflow – outflow)?

What kind of tools do we have to influence the number, qualifications and geographical distribution of health workers?



# Calculating the need

- Primary care: number of GP practices
- Outpatient care: number of financed specialist hours
- Inpatient care: based on minimum professional standards
- Self-assessment of service providers
- Benchmarking? International standards?
- Public health needs!



# Identifying the stock (physicians, 2011)

	Data source	Number of physicians
Physicians licenced to practice	Office of Health Authorization and Administrative Procedures (EEKH) basic registry	48 355
„Practising” physicians	Office of Health Authorization and Administrative Procedures (EEKH) operational registry	29 462
Employed physicians in outpatient and inpatient care	Annual report of staff, posts and incomes in healthcare sector (GYEMSZI)	17 891 (duplication possible)



# Physician „clusters”

- Total stock: basic registry
- Main dimensions:
  - Operational registry (valid or not)
  - Prescribing habits (data from Health Insurance Fund)
  - Requests for verification certificates for working abroad
  - Age (below/above standard retirement age)



# How many physicians are in the health care system?

Type of activity	Headcount
Practising physicians	28 000
Practising physicians with international connection	2000
Potential re-entrants	1800
Working abroad (for less than 5 years)	1000
Working abroad (for more than 5 years)	800
Inactive physicians	11 800
Registered foreign-national physicians working abroad (graduated in Hungary)	3800
Total	49200

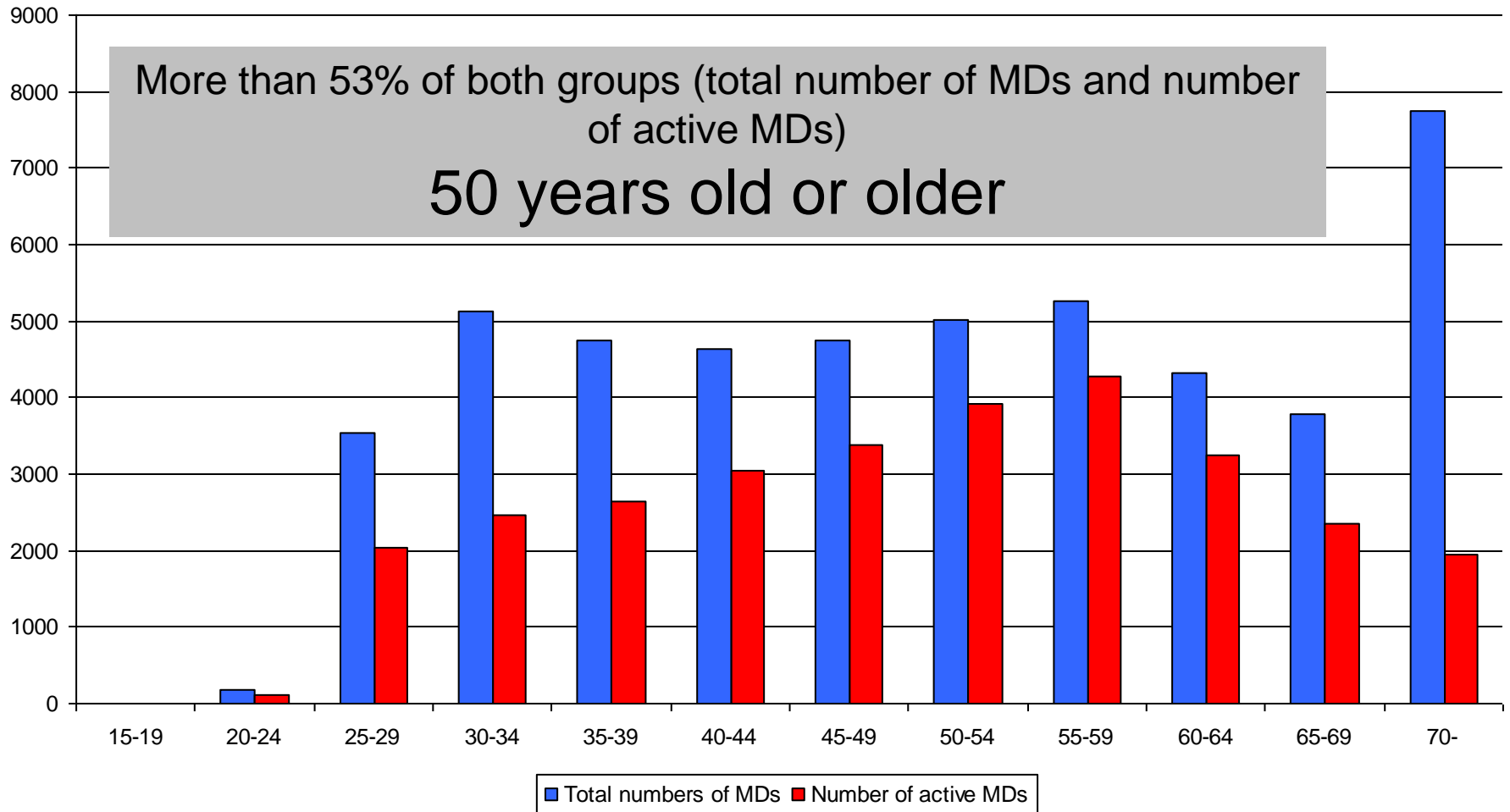


# Monitoring flows

- Inflow
  - **Education**
  - Other sectors, temporary leave
  - Emigrants (only 151 health professionals, 55 physicians in 2012)
- Outflow
  - **International mobility**
  - **Retirement**
    - „Gradual” retirement
  - Other sectors, temporary leave



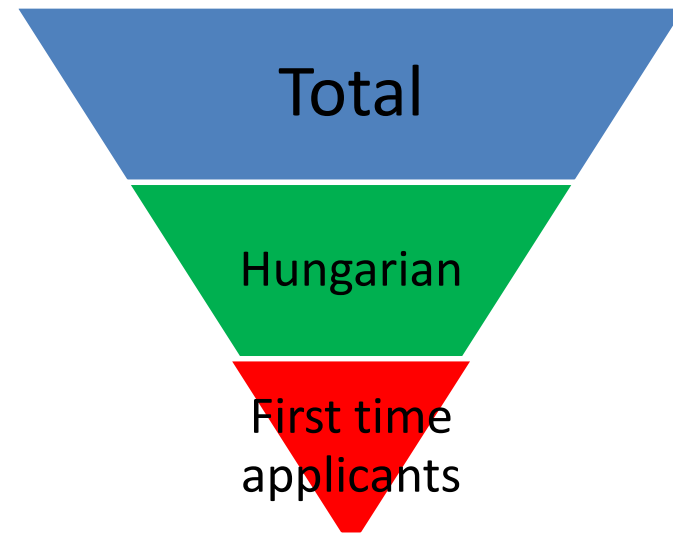
# Age structure of medical doctors





# Indicators for international mobility

- Requests for verification certificates
  - Total number of applicants
  - Applicants without foreign-national professionals, who graduated in the last 12 months
  - Applicants requested certification for the first time
- Physicians with or without specialty
- Target countries



# Requests for verification certificates (2012)

Professional categories	Total	Hungarian	First time applicants	% of first time applicants
Physicians	1108	934	694	<b>74%</b>
specialists		551	375	68%
without specialisation		383	319	83%
Dentists	255	188	128	68%
Pharmacists	65	47	45	96%
Nurses	518	515	478	<b>93%</b>
<b>Total health professionals</b>	<b>2061</b>	<b>1757</b>	<b>1447</b>	<b>82%</b>

Source: Office of Health Authorization and Administrative Procedures (EEKH),



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# Moving abroad or intention to leave?

Connection between number of verification certificates for a target country and number of registered Hungarian physicians

Host country		2009	2010	2011	Aggr.
United Kingdom	Registered in host country	144	189	185	518
	Intention to leave in Hungary	285	309	322	916
	<b>Proportion of registrants</b>	51%	61%	57%	<b>57%</b>
Germany	Registered in host country	99	150	239	488
	Intention to leave in Hungary	205	265	351	821
	<b>Proportion of registrants</b>	48%	60%	68%	<b>59%</b>

Source: Office of Health Authorization and Administrative Procedures (EKKH), General Medical Council (UK) Deutsche Bundesärztekammer (Germany)



# Hungarian-nationality doctors working in Germany (2002-2011)



Source: Deutsche Bundesärztekammer

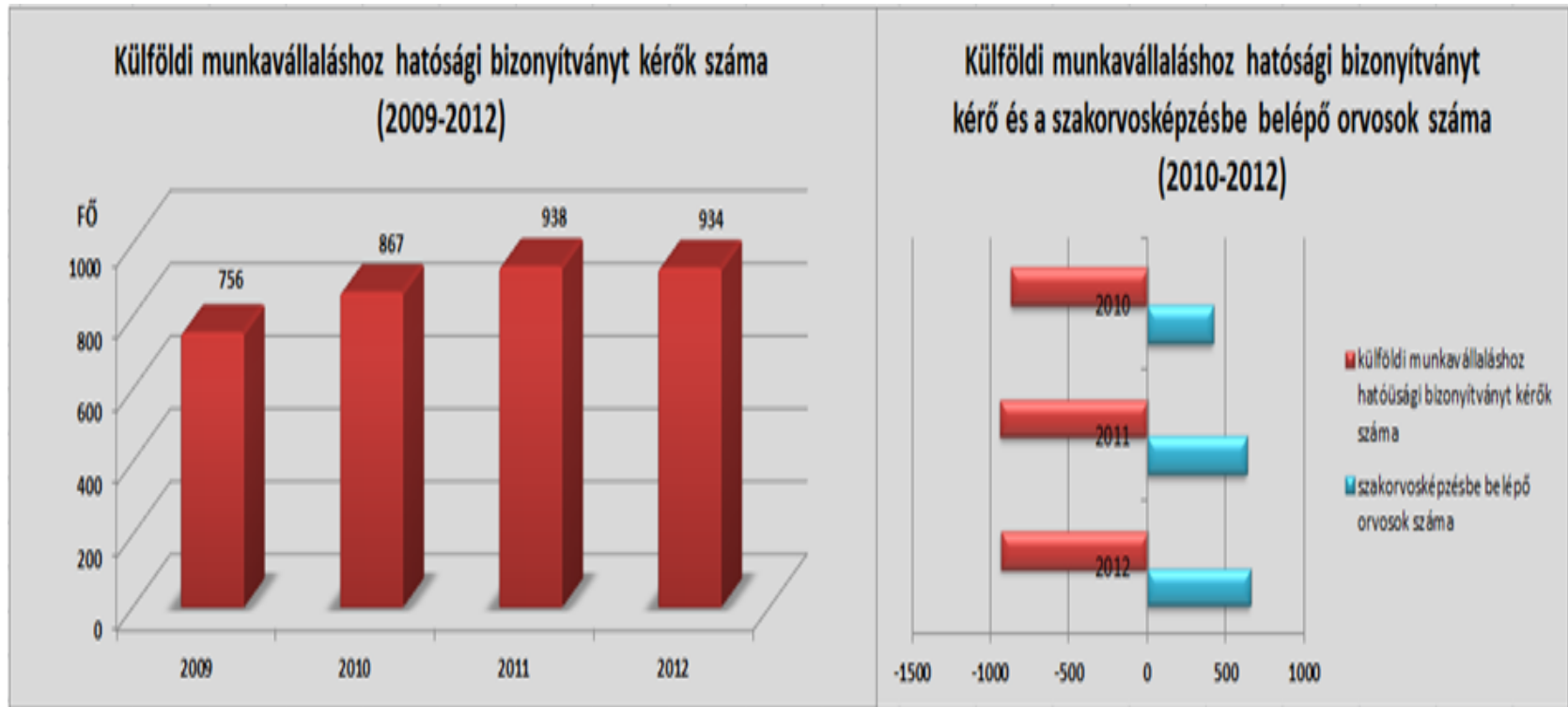


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# Inflow-outflow balance



**Red columns:** number of doctors requested verification certificates

**Blue columns:** number of doctors entered into residency training

Source: Office of Health Authorization and Administrative Procedures (EEKH)



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# Medical education

- Possible tool for intervention: university quotas
- Universities near their maximum capacities
- 69% of graduates in Hungarian language program; students from 48 countries



The real challenge is: motivate the graduates to enter into the residency training program

# Efforts to address the human resource crisis

- Renewal of the residency training system
  - Higher quota, filled positions based on hospitals' need
  - Bonuses for specialties where there are reasonable shortages
  - Special scholarship programs
- Wage increase for health professionals (2012-2013)
  - Altogether 90 000 persons involved
- Compulsory continuous professional training courses for free of charge
- Changes in vocational training system
- Tenders for healthcare providers (financial support for specialist trainings, support for employment)



# Project for health workforce monitoring system

- Initiated by the Ministry of National Resources
- Aim of the project: integrated data warehouse, which can support decision making on health workforce issues
  - Registries of health professionals (MDs, dentists, nurses etc)
  - Data on migration (applications for certification)
  - Data from the universities and other institutes of education about students and graduates
  - Data on employment (source: healthcare providers)
  - Job portal function
- The graduates and employees will have to maintain their registry data on the web interface of this system
- Project is under application and elaboration
- It will become an effective support for decision making within 1-2 years







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# Thank you for your attention!

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