

Health Professionals' Mobility in Hungary

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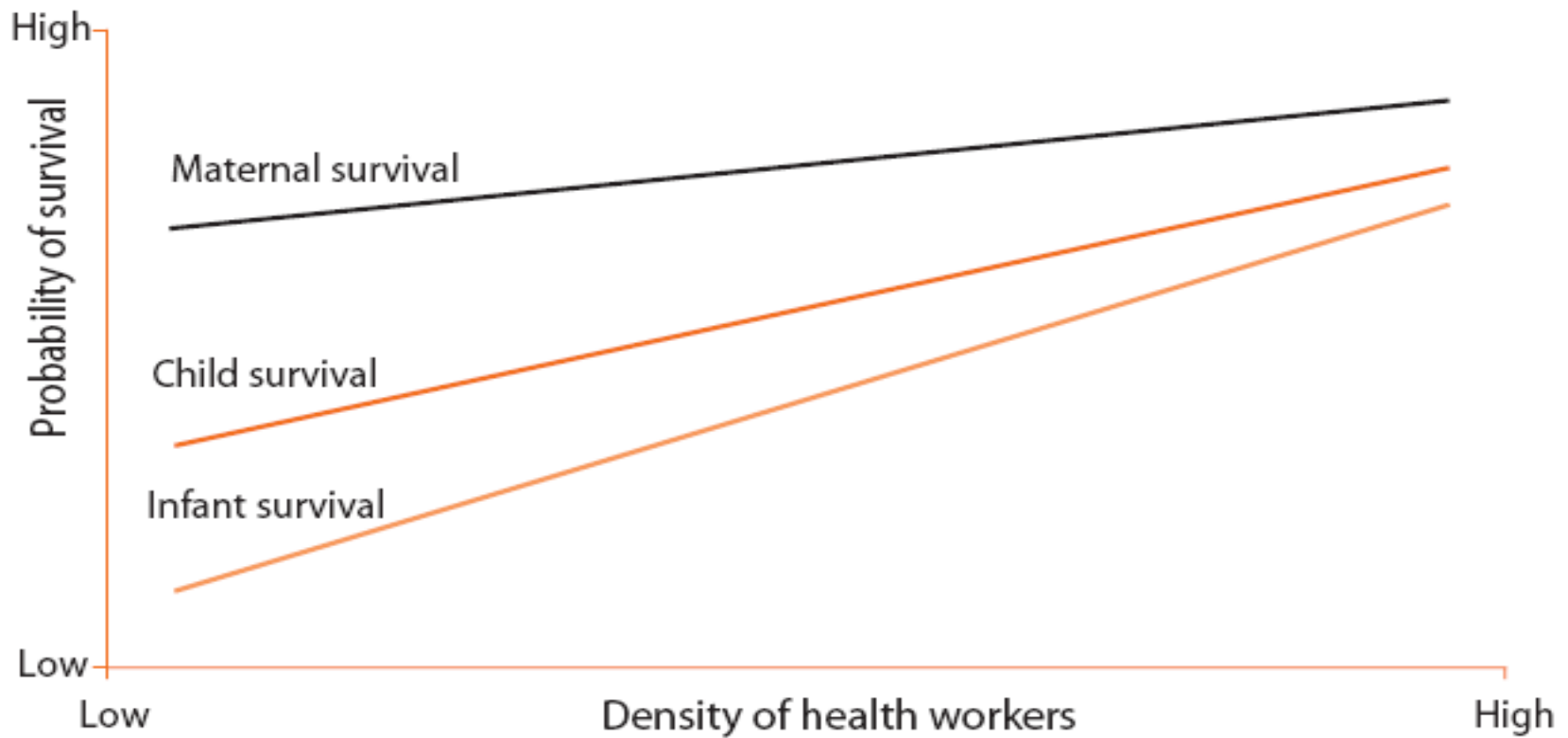


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The right operation of healthcare system...

- In the view of Hungary future the right healthcare system is vital
- It is impossible without appropriate number and skilled professionals
- The healthcare is a human-resource demanding field
- Ageing population → more healthcare need
- It raises the question of sustainability!

Health workers save lives!



Shortage of health workforce in the EU

- By 2020: approximately 1.000.000* health workers missing
- This means that almost 15% of the necessary care will not be covered

- **It was priority of the Hungarian EU Presidency in 2011.**
- Conclusions:
- Not only the money!
- Work environment, hierarchy or teamwork, etc.
- **Strategy at institutional, national and international level!**

Some data on the Hungarian HRH

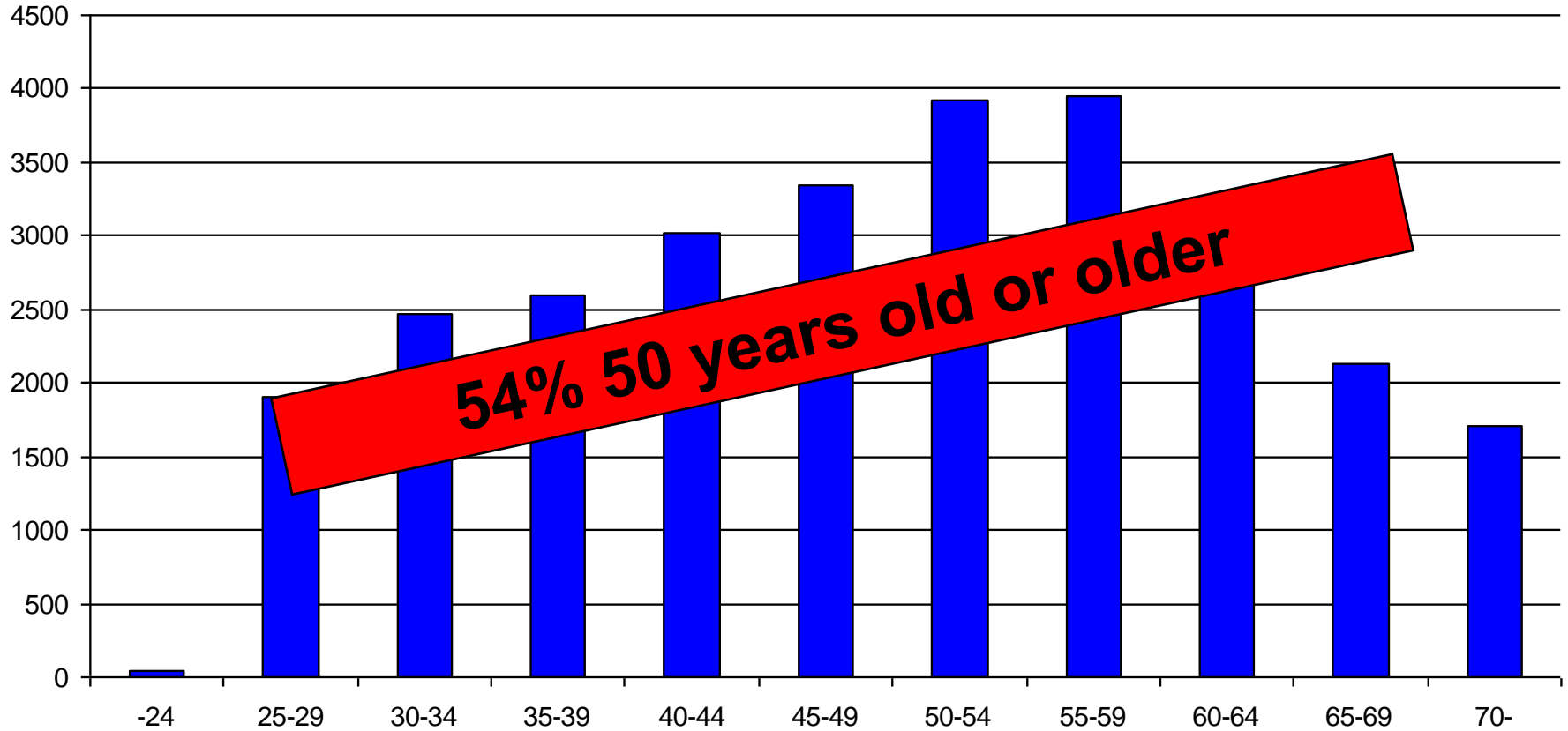
(Central Statistical Office)

- There are ~ **35 000** active medical doctors
- The number of missing medical doctors is:
~**1800**
- The number of missing nurses is ~**3700** (the total number of nurses is ~100 000)
- Annually **800-900** medical doctors graduate
- Annually **800-1000** medical doctors apply for the certification which is needed to work abroad (**it was 1108 in 2012**).

- → **next generation???**

- The main data on HWF mobility
 - Inflow: diploma recognitions (need to apply to the registry)
 - Outflow: certificates (diploma and good standing)
- Collected by the **Office of Health Authorisation and Administrative Procedures**
- Responsible for registration of health professionals in Hungary
- Semmelweis University – HSMTC Survey
 - among medical students and medical residents
 - measures migration potential (intention to leave) and tests relating activity
- We have no any other mobility-related data

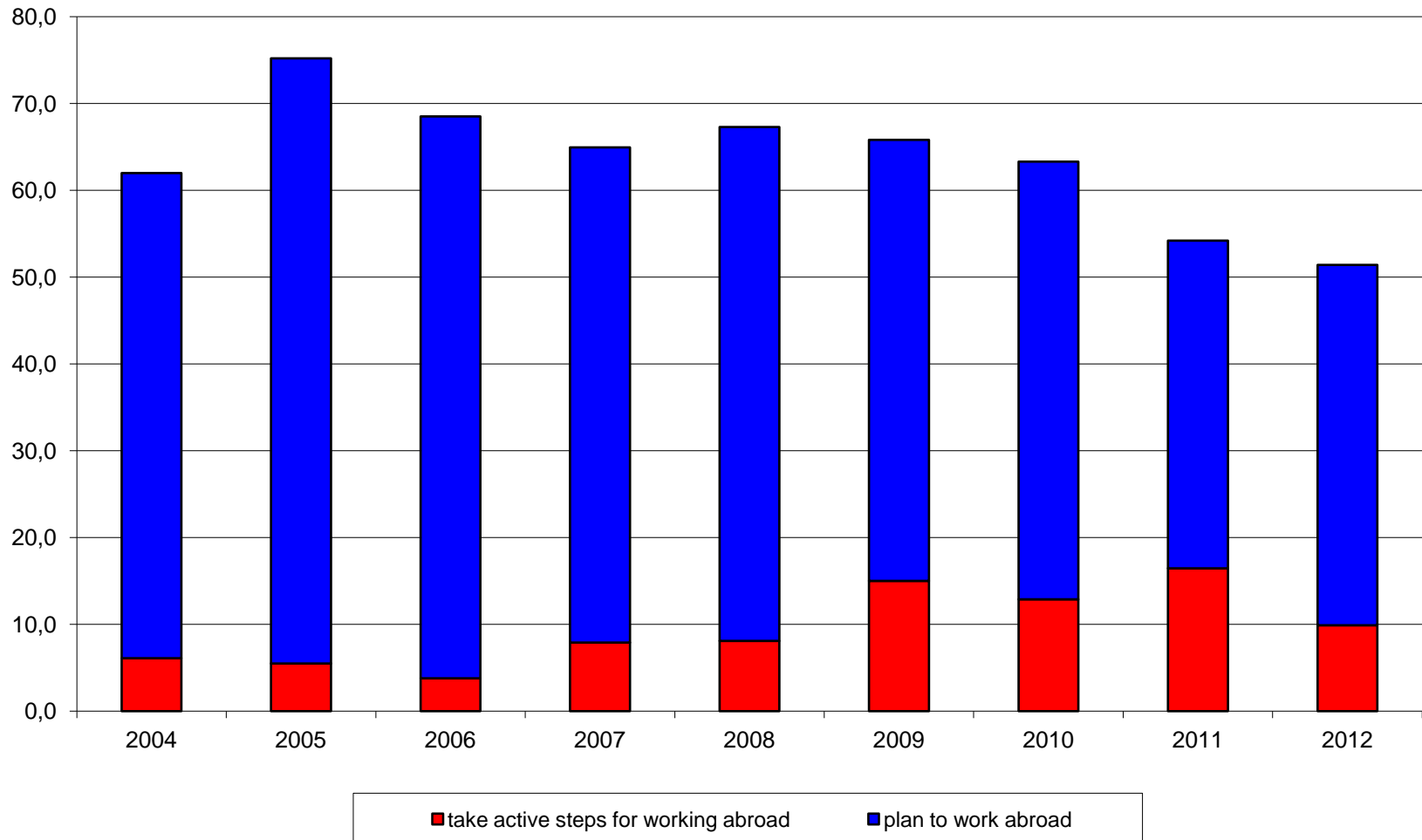
Age distribution of medical doctors



Age distribution of medical doctors, who applied for diploma certification, which is needed to work abroad

age distribution	2004	2005	2006	2007	2008	2009	2010	2011
20-29	52	80	77	92	121	155	364	413
30-39	243	263	228	229	312	360	431	466
40-49	149	171	153	172	182	245	212	200
50-59	53	81	53	84	89	111	91	109
60-69	7	9	9	13	26	16	13	12
Total	504	604	520	590	730	887	1111	1200

Migration potential (resident survey)



Top specialities – emigration

Top specialities (first 5-7, in decreasing order)

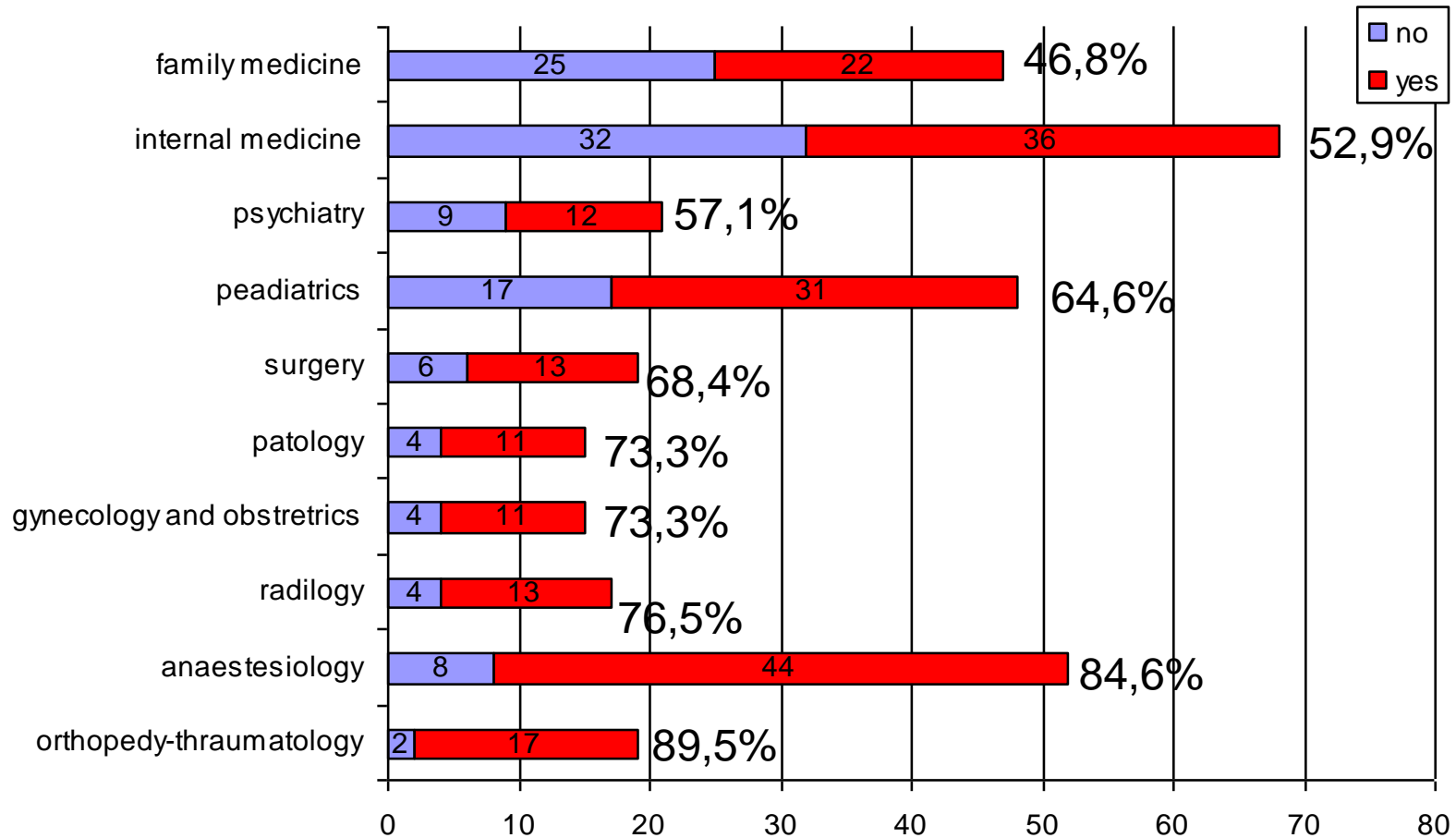
(Office of Health Authorisation and Administrative Procedures of Ministry of Health = OHAAP)

- 2006 anaesthesiology and intensive therapy, family medicine, radiology, surgery, psychiatry
- 2007 radiology, anaesthesiology and intensive therapy, orthopedy and traumatology, internal medicine, family medicine
- 2008 general practitioner, anaesthesiology and intensive therapy, internal medicine, radiology, surgery, orthopedy and traumatology
- 2009 anaesthesiology and intensive therapy, general practitioner, gynecologist and obstretrics, internal medicine
- 2010 internal medicine, anaesthesiology and intensive therapy, peadiatrics, family medicine, gynecologist and obstretrics, surgery
- 2011 internal medicine, family medicine, surgery, anaesthesiology and intensive therapy, orthopedy and traumatology
- 2012 internal medicine, anaesthesiology and intensive therapy, family medicine, surgery, peadiatrics

The proportion of medical doctors without specialisation is approx. 50%.

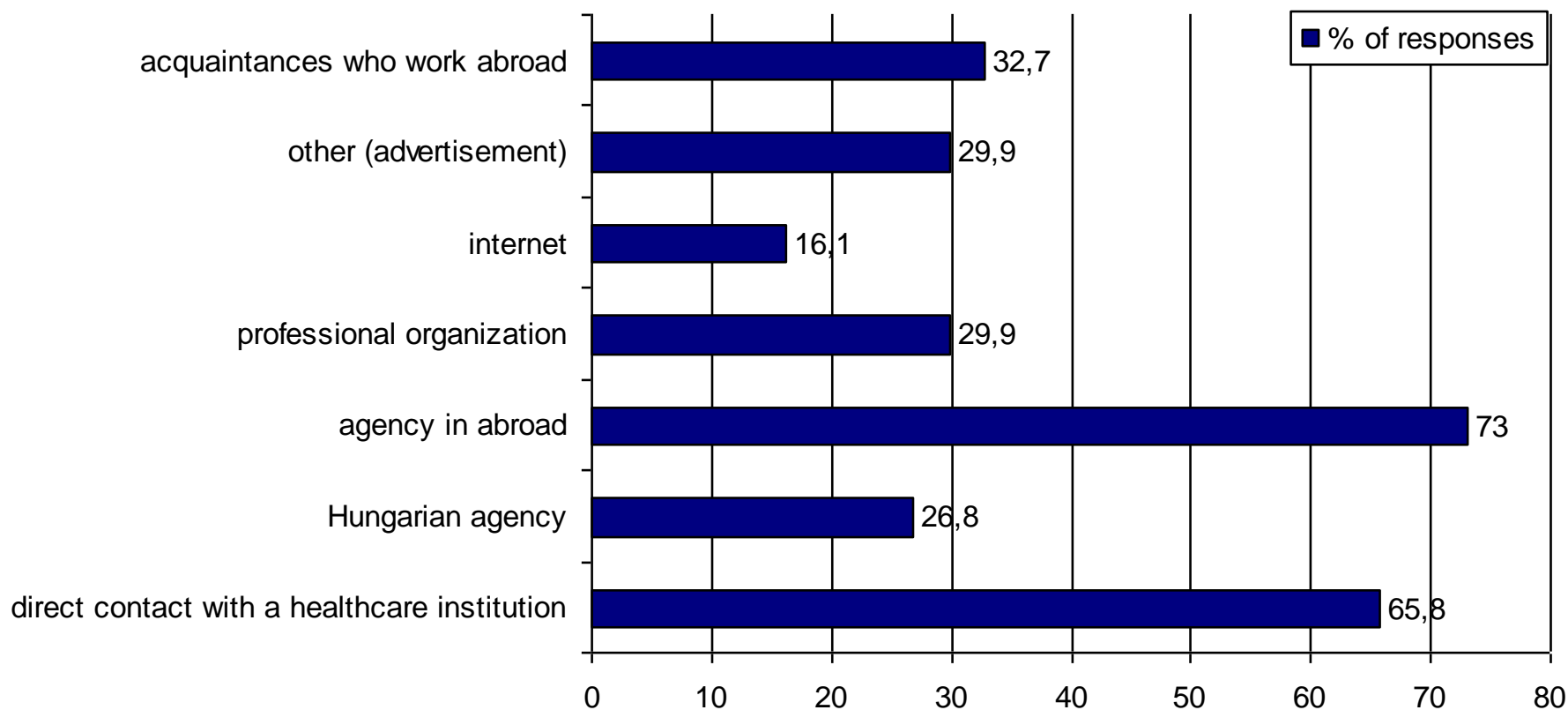
Migration potential by specialities

(n=518, medical residents 2010.)



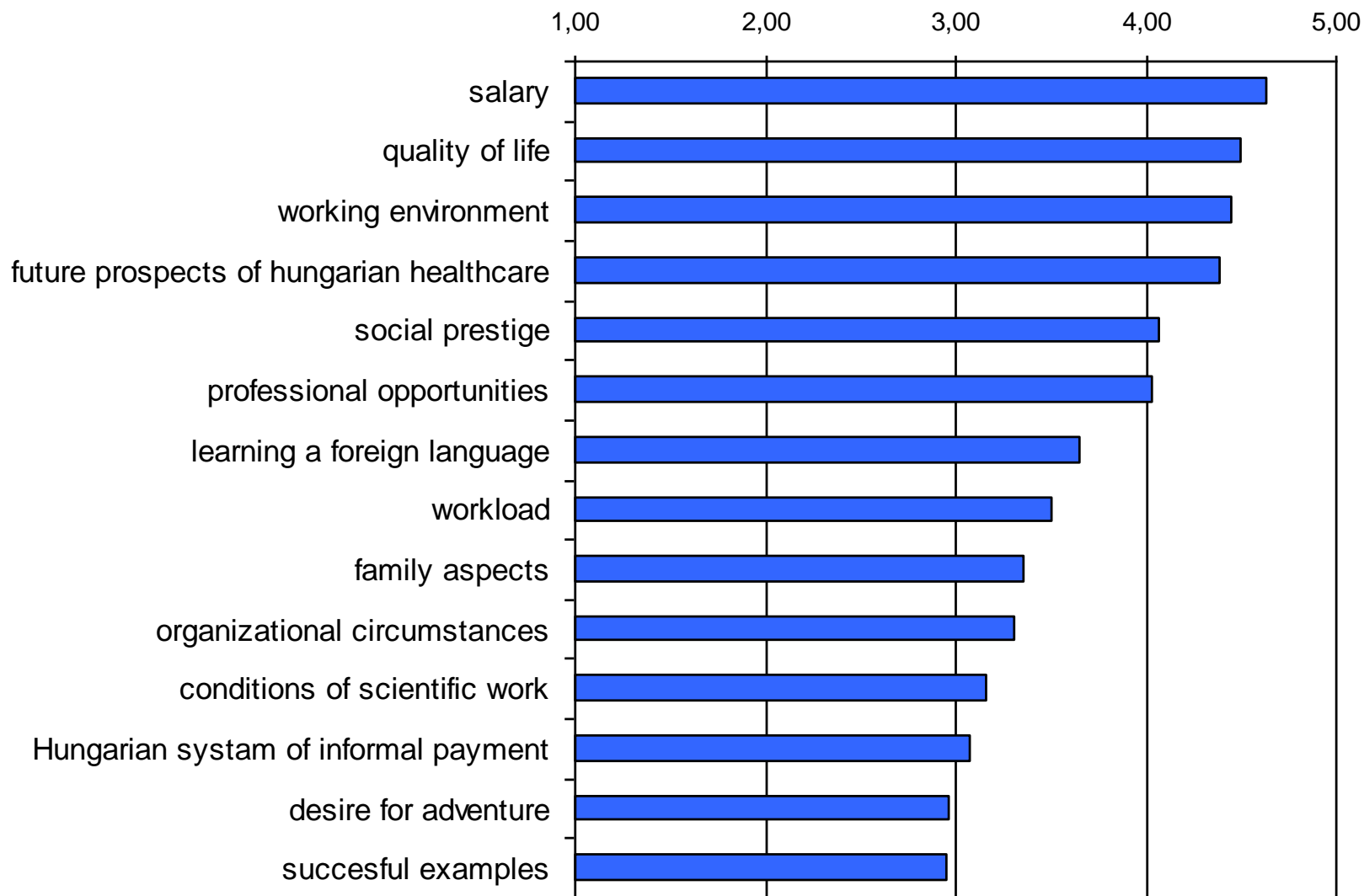
Source of information

(N= 518, multiple answers, %)



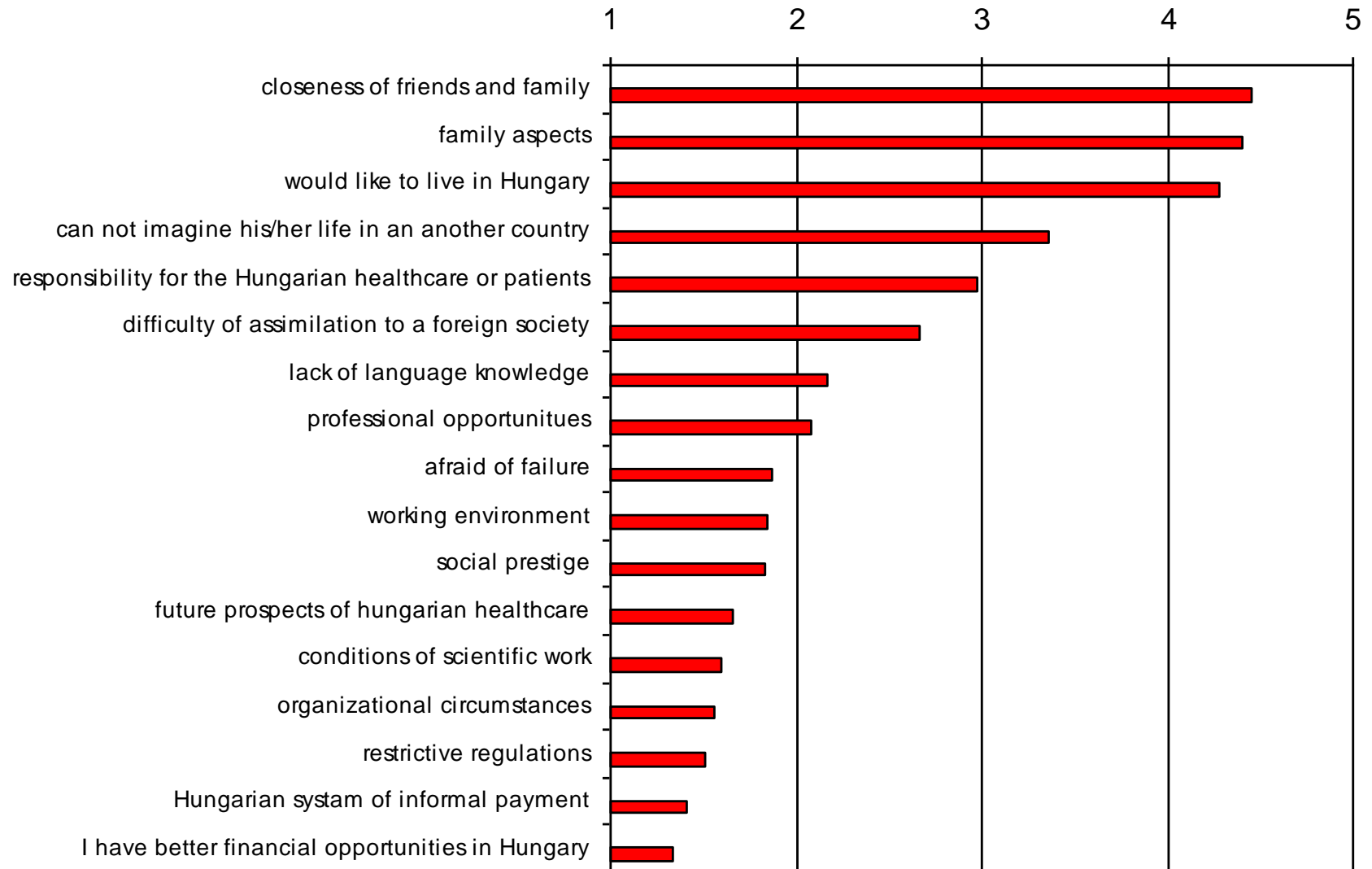
Motivations to go

(2010 residents, N= 294, Lickert scales with 5 grades,
5 = decisive influence, 1 = no influence at all)



Motivations to stay

(2010 residents, N= 171, Lickert scales with 5 grades,
5 = decisive influence, 1 = no influence at all)



Inflow mobility according to three kind of indicators

Year	Foreign born	Foreign trained	Foreign nationality
2012	69	75	33
2011	43	52	25
2010	23	32	17

Potential impacts of MDs' outflow to the Hungarian Healthcare system

- **Potential decreasing capacity and quality of health care services provision**
- **Problems in everyday operation of HC system**
 - it is already the reality in several geographic areas
- Problems in prevention, rehabilitation (limited human resources are even more focussed on cure)
- Serious overload of actively working staff with its all consequences (burn-out, quality issues, etc.)

Potential impacts of MDs' outflow to the Hungarian Healthcare system

- Decreasing attractiveness of the profession and domestic medical practise after graduation
- **Financial loss (medical training is publicly financed in Hungary at present), decreasing Return of investment (ROI) regarding medical training**
- **Declining health state of the population**
- Challenges and conflicts in management of reintegration of potential returners to the practise and certification of their training/ work abroad

Human Resources for Health Monitoring System

- Initiated by the Ministry of Health
- The aim of the project is an **integrated datawarehouse**, which can follow the processes and support decision making and planning on HRH issues
 - Registries of health professionals (MDs, Dentists, Nurses etc)
 - Data on emigration (apply for certification)
 - Data from the universities and other education institutes about the students and graduates
 - Data on unemployment
 - Data on hospital and outpatient care licence
 - The graduates and employees need to maintain his/her registry data on the web interface of this system
 - Jobportal function
- Project is under elaboration
- It will be effective support for decision making, within 1 years

Thank you for attention!

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