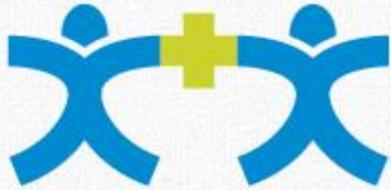


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# Attracting and retaining GPs to strengthen primary care in underserved areas

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*Presentation based on results from the Study  
'Recruitment and Retention of the Health  
Workforce in Europe' (2015)*

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# Changing demography in underserved areas: health workforce challenges

- **Underserved areas:**
  - Rural and remote areas
  - Areas with a poor socio-economic background / many immigrants
- **Changing demography in underserved areas:**
  - Young people and highly educated are leaving
  - Populations are on average older than general population
  - Demography determines health problems and health workforce needs.
- **Interventions to ensure a high quality HWF to serve population needs for primary care in underserved areas.**

# Study ‘Recruitment and Retention of the Health Workforce in Europe’ (2015)

- **Aim:** identify and analyse effective strategies for the recruitment and retention of health professionals.
- **Methods:**
  - A review of the literature
  - 8 case studies on recruitment and retention - covering 40 interventions from 21 countries
  - 2 expert workshops
- **Case study on ‘attracting and retaining GPs to strengthen primary care in underserved areas’**
  - 7 interventions
  - In depth study (desk research, interviews, case site visits)

# Attracting and retaining GPs in underserved areas: 7 interventions

Case	Description	Country	Intervention type
2.1. <i>Pacte Territoire Santé</i>	Package of R&R measures	FR	
2.2. <i>Rural Clinical School</i>	Uni of Queensland	AU	
2.3. <i>Financial compensation</i>	For GPs to work in remote areas	BG	
2.4. <i>Beginner's allowance young doctors</i>	Financial incentives	EE	
2.5 <i>Resident scholarship programme</i>	Grant system	HU	 
2.6. <i>Finnmark intern support project</i>	Rural intern support	NO	
2.7 <i>Framework Contract</i>	Financial incentives	RO	



Education



Regulation



Financial intervention



Professional and personal support



Mix/other

# General conclusions on interventions to attract and retain GPs in underserved areas

- Interventions are often situated at policy level and involve high costs.
- Interventions are often purely financial incentives, yet these have low proven effectiveness.
- **Combinations of measures to attract and retain health professionals appear most promising → good practice: Pacte Territoire Santé (FR)**

# Good practice: Pacte Territoire Santé (FR)

- Launched in December 2012
- *Pacte* contains 3 packages & 12 measures
  1. Changing the training and facilitate the establishment of young doctors
  2. Transform the conditions of practice of health professionals
  3. Investing in isolated areas
- Emphasis is on *pact* and *incentives*
- Developed at national level, implemented at regional level
- Effect measures:
  - Process measures related to the Pacte
  - Long term public health results



# Good practice: Pacte Territoire Santé (FR)

- *Pacte* contains 3 packages & 12 measures

## Package 2. Transform the conditions of practice of health professionals:

- *Measure 5: develop teamwork*
- *Measure 6: bring primary health centers and universities closer to each other*
- *Measure 7: develop telemedicine*
- *Measure 8: accelerate task shifting*



# Good practice: Pacte Territoire Santé (FR)

- **Measure 5: develop teamwork**
  - Since 2012, doubling of the number of ‘maisons de santé pluriprofessionnelles’ (corporations established between medical professionals, paramedics and pharmacists): 370 in 2013 against 174 in 2012.
- **Measure 8: accelerate task shifting**
  - Cooperation models between health professionals, approved by senior health authorities that ensure the quality and safety of practices.



# Can we further finance our health systems without changing their organization and the roles of health workers?

- **No!** Just more money - e.g. financial compensation to work in underserved areas - has proven to have little effect.
- Additional measures are needed, focusing on organisation and roles of health workers in underserved areas.
- Combinations of measures - also focusing on education, professional and personal support and multiprofessional teamwork - can have positive effects for ensuring a high quality HWF to serve population needs for primary care in underserved areas.

# Questions or more information?

- Report ‘Recruitment and Retention of the Health Workforce in Europe (2015)’ available at: [http://ec.europa.eu/health/workforce/key\\_documents/recruitment\\_retention/index\\_en.htm](http://ec.europa.eu/health/workforce/key_documents/recruitment_retention/index_en.htm)
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Many thanks for your attention!

