

Health Workforce for the Future



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HEALTH WORKFORCE

WHAT DO WE NEED OF A FUTURE HEALTH SYSTEM



What Health services are we going to deliver

- **Defines the workforce you need**

The right skills

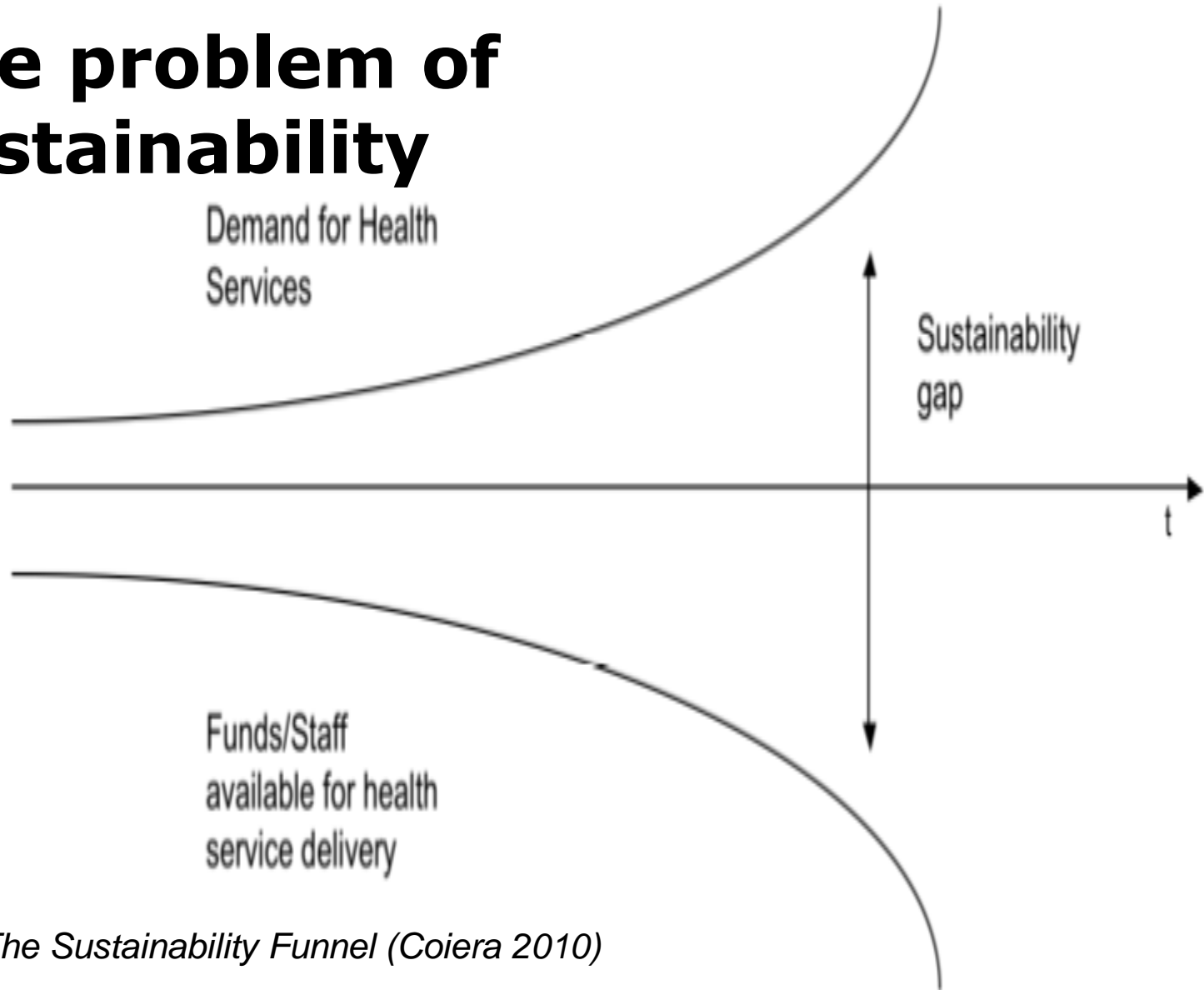
The right time

The right place

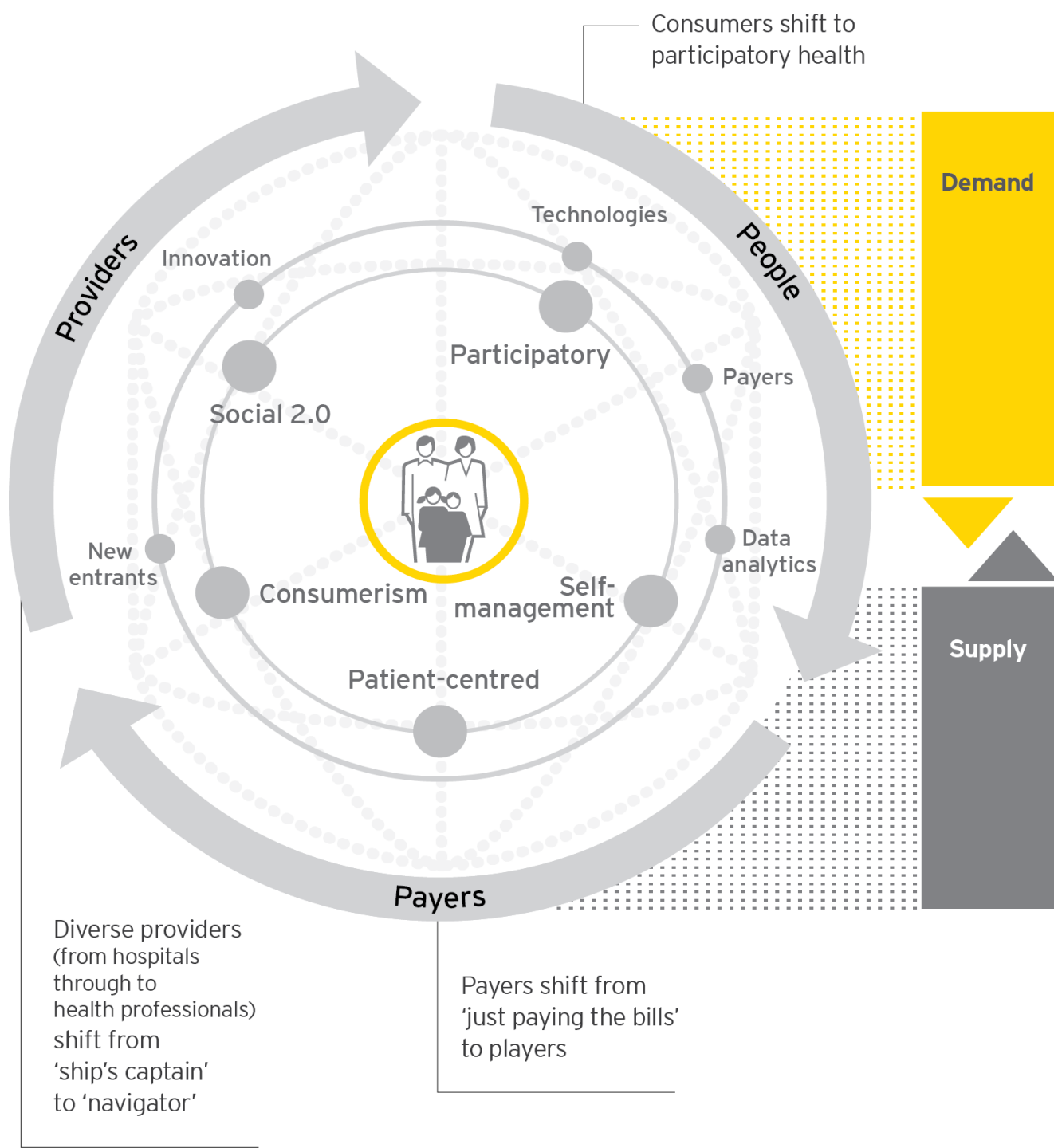
The right cost

**A TEAM EFFORT /INTERPROFESSIONAL
LEARNING/WORKING –to competencies**

- **The problem of sustainability**



The Sustainability Funnel (Coiera 2010)



'LOW VALUE 'CARE

- **150 (POTENTIAL) IN Aus – Elshaugh et al MJA 2012 197 556-560**
- **Similar lists in other countries**
(imaging – back pain , arthroscopy , surgery for Obst sleep apnoea, cholesterol lowering in elderly etc)
- **'academic' detailing**
- **Potential savings – \$20-30 billion !**

HEALTH WORKERS FTE / 100000 Pop

AIHW 2016

AREA	NURSES	DOCS	DENTISTS	OPTOMOTRIS T
CITY	1145	437	63	19
INNER REGIONAL	1096	292	43	15
OUTER REGIONAL	1077	272	38	12
RURAL	1239	264	25	8
REMOTE	1233	264	25	8

- **Medical practitioners**

2 in 5 medical practitioners –women

1 in 4 over 55

- **Nurses**

90% + - women

2 in 5 over 50

- 2017 -3300 admissions to Medical schools
- More medical grads went into specialist training than generalist/ GP

Why –

DID income differential between generalists/
proceduralists of a factor of 4

(OECD HEALTH 2014) influence them ?

Needs of community

- 50 % have a chronic condition
- 45 % of Australians aged 16-85 will experience a mental condition.
- 63% of Australians aged 18+ are overweight

Australias' Health 2018

- WHAT DO WE NEED OF A FUTURE HEALTH SYSTEM
- Older
- Chronic disease
- Wealthier
- Technology enabled



Digital is the defining mega-trend of our time



MOBILE



CLOUD COMPUTING



BIG DATA



SOCIAL



INTERNET OF EVERYTHING

50bn

Internet connected "things"
by 2020** including sensors,
RFID chips etc



35

Days for a new technology
to reach a critical mass of
50m users



1%

According to Cisco's CTO,
Padmasree Warrior, only 1% of
what could be connected in the
world actually is

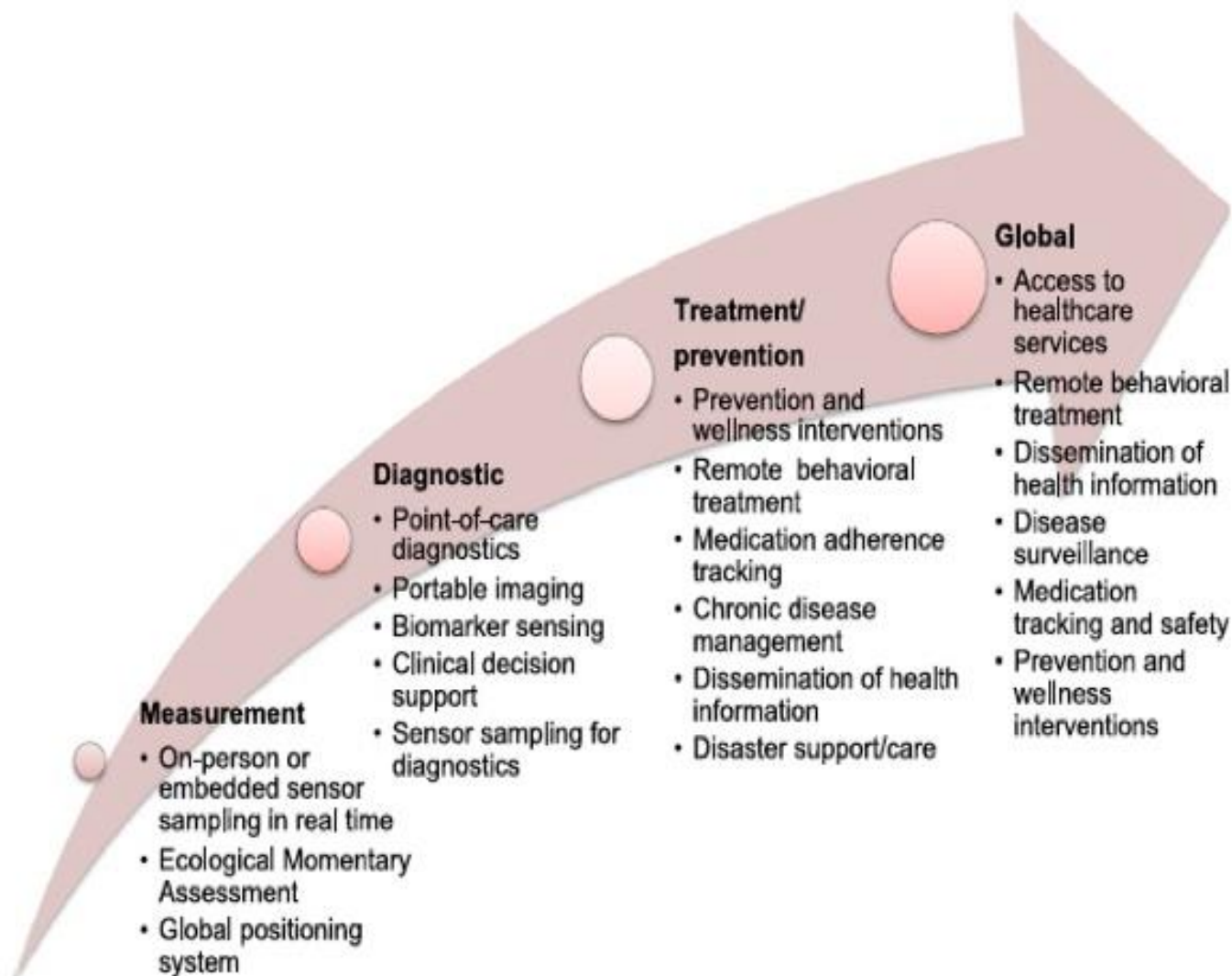


Figure 1. Continuum of mHealth tools

- improving the coverage of ante-natal services or the timeliness of routine immunizations
- mobile phones create a way to provide low-cost access to expert knowledge and advice, and payment mechanisms create innovative business models
- evidence-based treatment guidelines linking symptoms, diagnostic tests and basic treatment may shift “medical dominance” to “managed consumerism” with people taking more responsibility for their own “health maintenance”

Bloom et al

Mercy Virtual Healthcare Centre

34 Hospitals – 6 States

0.5 million patient interaction per year

Bed poor / technology rich

Telehealth/ virtual management – community/
hospital patients

50% reduction in hospital admissions

Mercy  virtual

Models of Care

- PA'S – Delegated – Generalist
- NP's – Autonomous – Specialist
- Assistants
- Carers
- Health system 'facilitators'

CARERS: THE HIDDEN HEALTH WORKFORCE

**The vast majority of care provided in the community is provided by carers
(Productivity commission 200?).**

Burden on carers – financially, emotionally, physically...



THE ESTIMATED VALUE OF INFORMAL CARING FOR PEOPLE WITH MENTAL ILLNESS 2015

Technical report August 2016

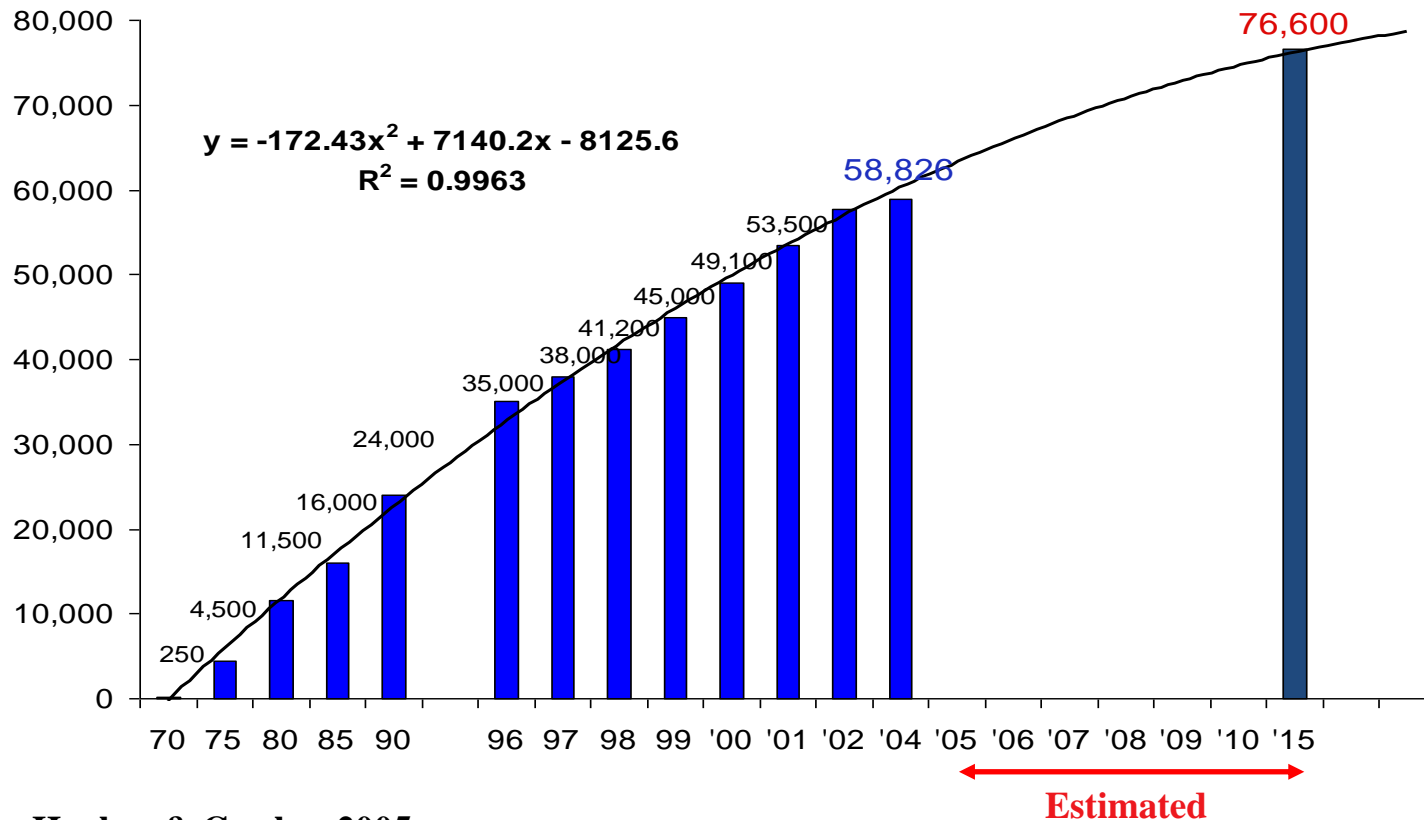
Sandra Diminic^{1,2}, Emily Hielscher^{1,2}, Yong Yi Lee^{1,2}, Meredith Harris^{1,2}, Jaclyn Schess¹, Jan Kealton³, Harvey Whiteford^{1,2}

Uni Queensland

- It is estimated that there were 2.8 million informal carers in Australia in 2015, of which 240,000 are mental health carers. This group comprises 54,000 primary carers and 185,000 'other' mental health carers . Nearly half of these carers are aged 45-64 years

- . Overall, the total annual replacement cost for all informal mental health carers in 2015 is \$14.3 billion (95% UI: 12.4-16.3). After adjusting for cost offsets of \$1.1 billion, this figure is \$13.2 billion (95% UI: 11.3-15.3).

Projected Number of PAs in the US Workforce



Source: Hooker & Cawley, 2005;
AAPA Masterfile, 2003

PATIENT PARTICIPATION



WHO World Health Workforce Report 2006

- 4.3 MILLION SHORT GLOBALLY 2007 - 2017
- US/UK/AUS HAVE 30% + OTD AND THIS IS INCREASING
- GLOBAL FLOWS WILL CONTINUE / UK BUDGET CUTS ETC

- IS THIS THE HEALTH SYSTEM WE WANT
- IS THIS THE HEALTH SYSTEM THE COMMUNITY WANTS – OUT OF POCKET EXPENSES AND ALL!
- WE HAVE FORGOTTEN ABOUT **care**

- NEED TO GET SERIOUS ABOUT PRIMARY CARE
- ISSUES OF INEQUALITY
- SOCIAL DETERMINANTS

PUT PATIENT AND PRIMARY CARE AT THE
CENTRE OF THE HEALTH SYSTEM

