

# *Medicine Sans Doctors; Workforce Modelling and Future*

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25 min

# Outline

- a) Medical Training Board (MTB)
- b) Medical Workforce Issues – overview
- c) Workforce Modelling
- d) MTB Discussion points

# Workforce

1. HWAC → DITR → WT → MTB

2. RMO Commission

3. SMO Commission

4. DHBNZ – “Future Workforce”

# *Medical Training Board 2008*

Len Cook – Chair

Cindy Towns – RMO

Papaarangi Reid – Maori/University

Sue Hancock – GP/College

Iain Martin – Dean

Don Robertson – Dean

Malcolm Futter – CMO/College

Kenneth Clarke – CMO/College

Stephen Child – DCT/College

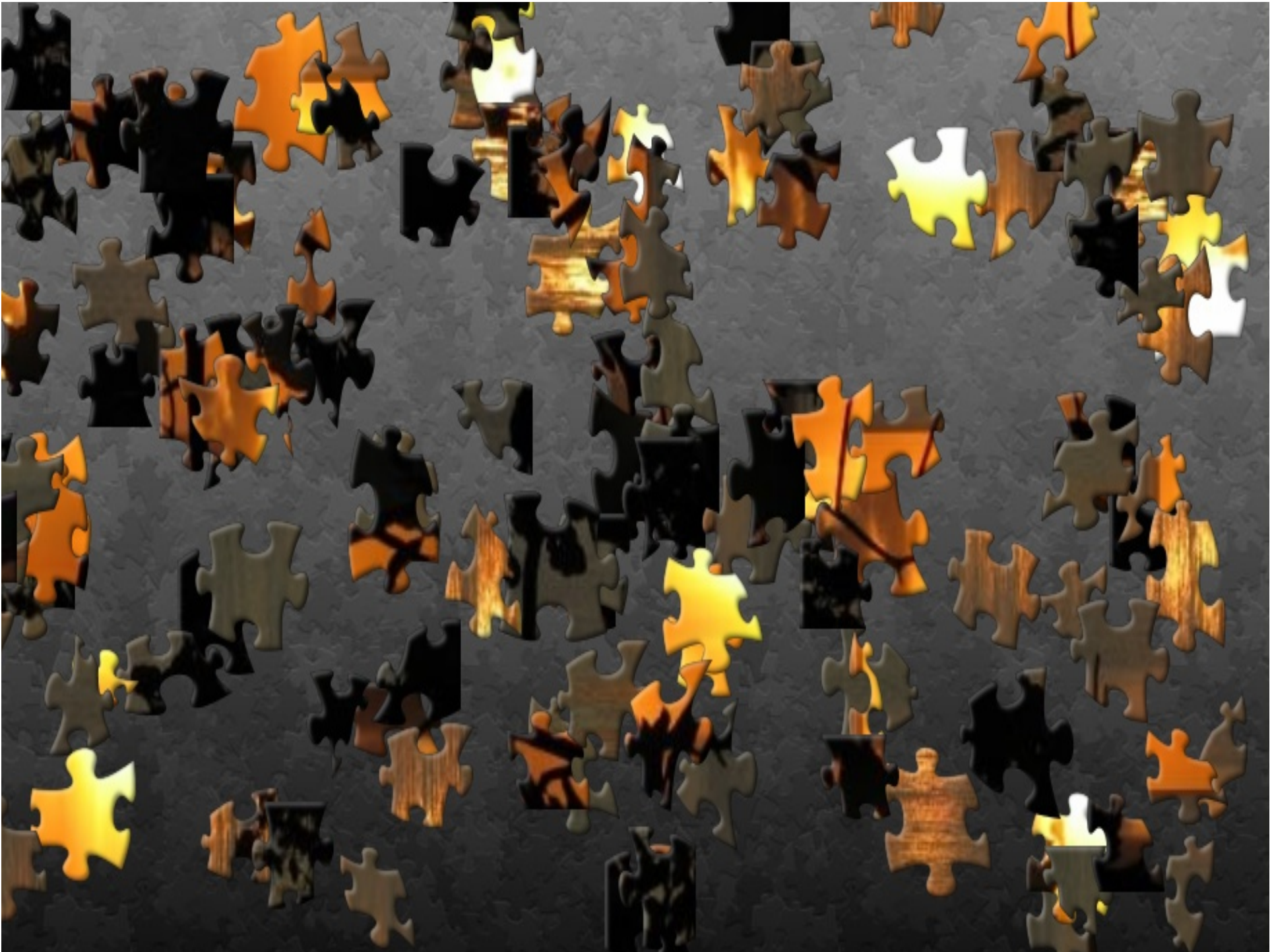
MOH – Director General

MOE – TEC

David Meates – DHB







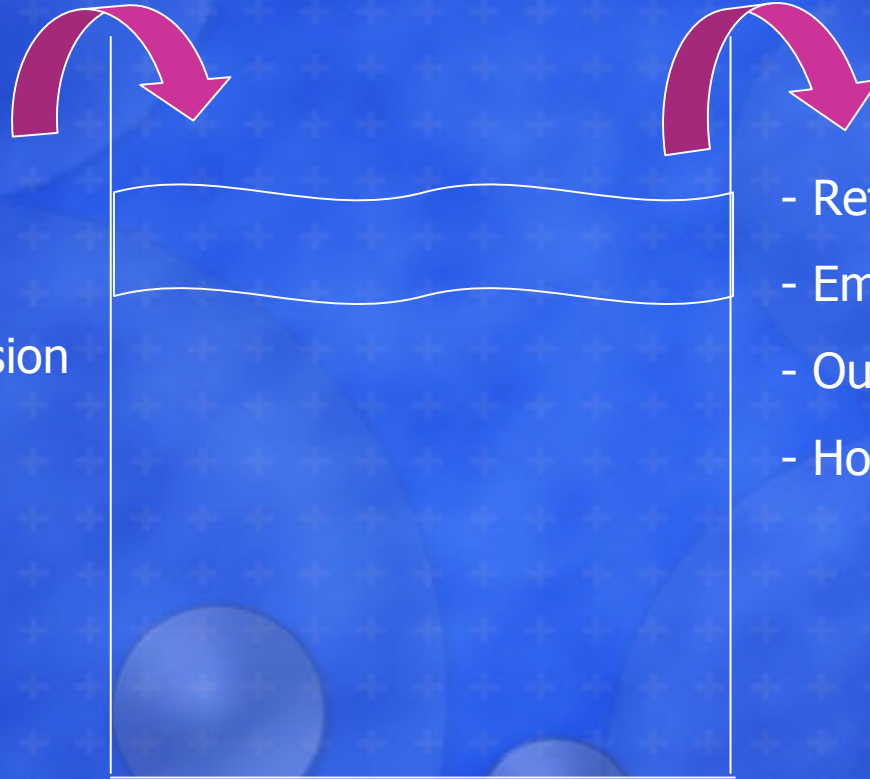
# Medical Training Board 2008

## Vision :

Provision of a system that will provide the ***right number*** of doctors of the ***right type*** in the ***right location*** to deliver the ***right care*** to New Zealanders

# "Right Number"

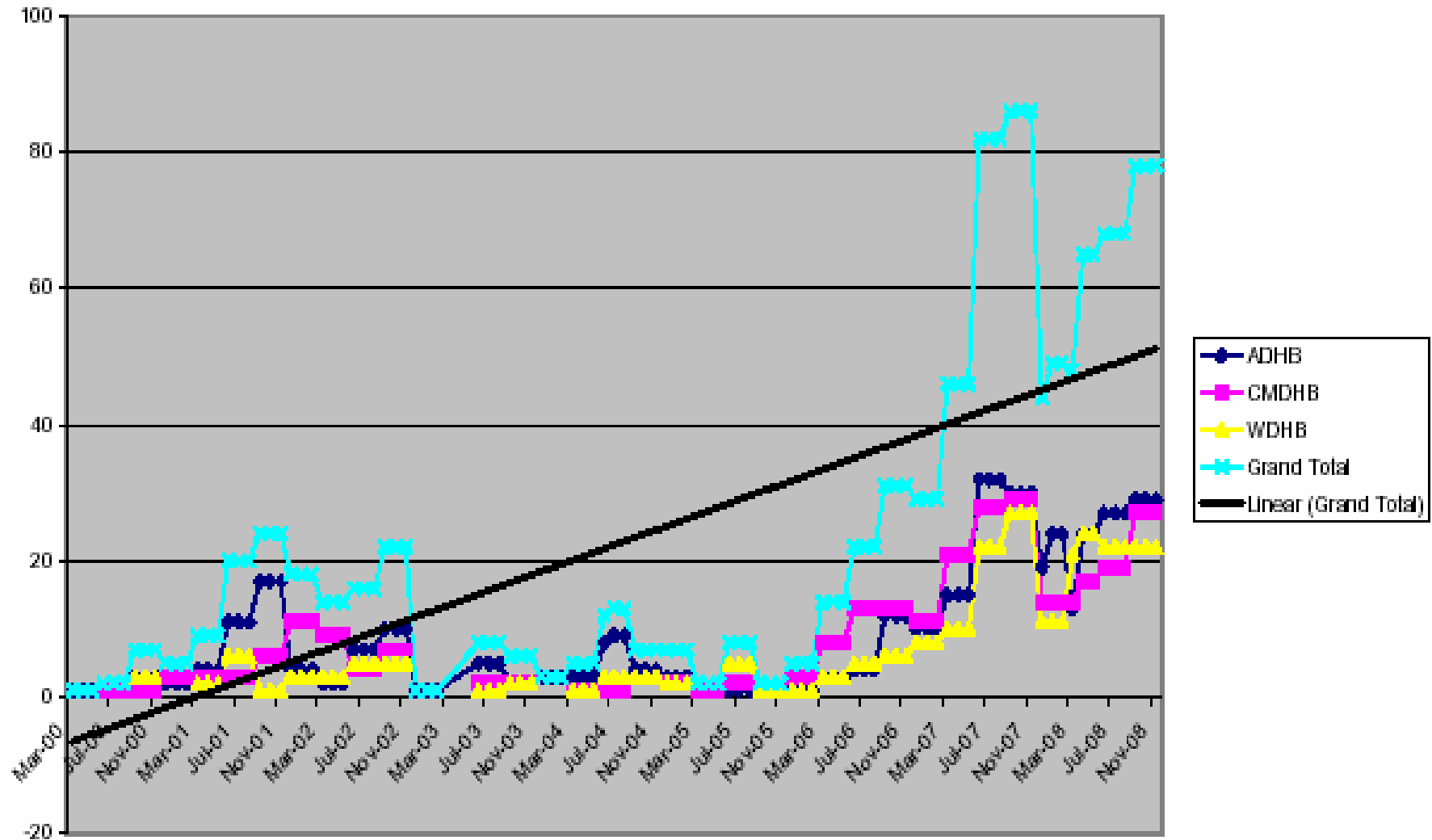
- Graduates
- Immigration
- Alternate Provision



- Retirement / Death / Other
- Emigration
- Output decrease
- Hours reduction

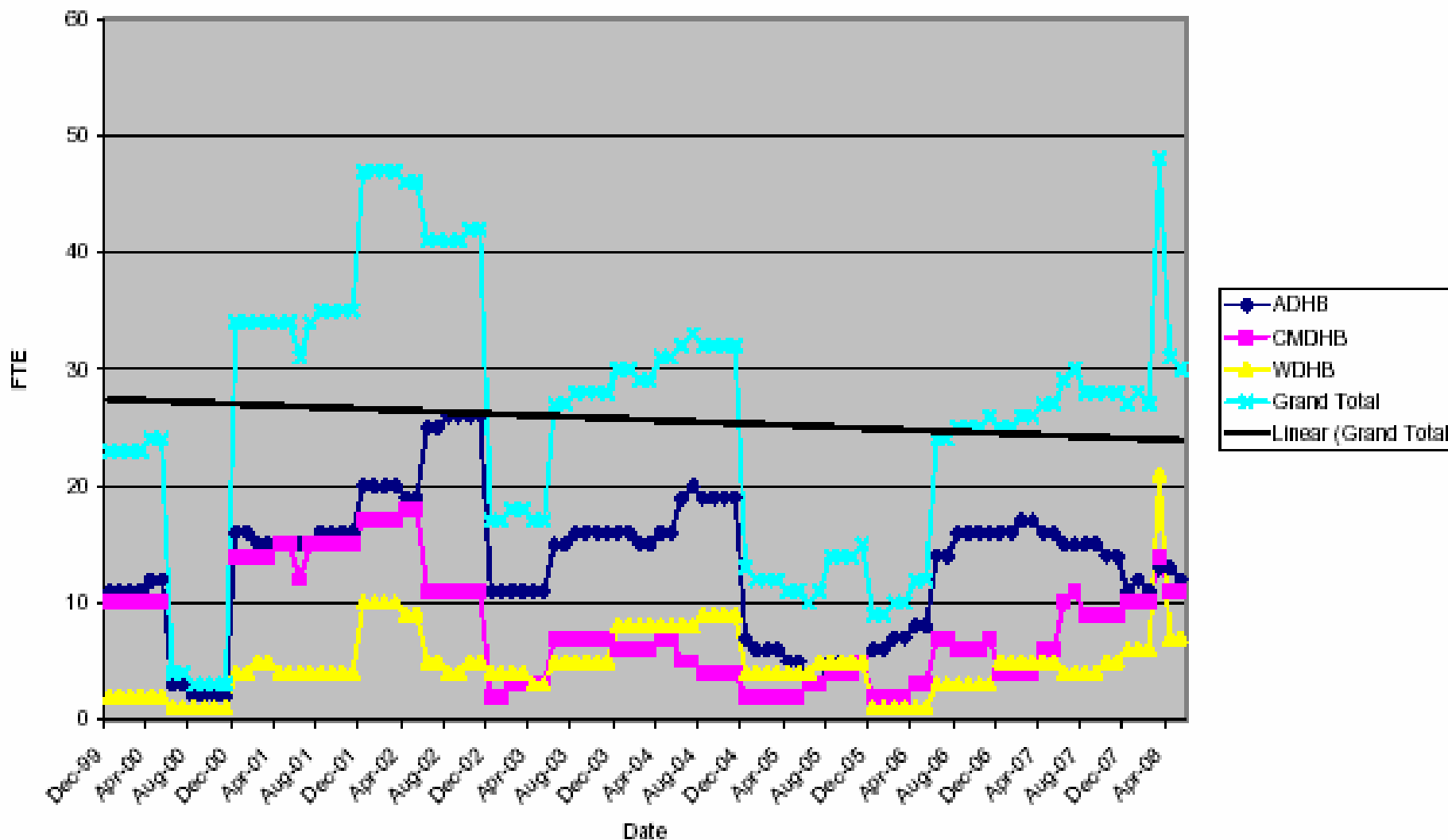
# "Right Number"

House Officer Vacancy Snapshot 15th Monthly Mar 2000 - Nov 2008



# "Right Number"

Registrar Vacancy Snapshot 15th Month Dec 1999 - June 2008



# Demand

Auckland Region	2001	2007	%
House Officer	266	350	32%
Registrar	504	676	34%

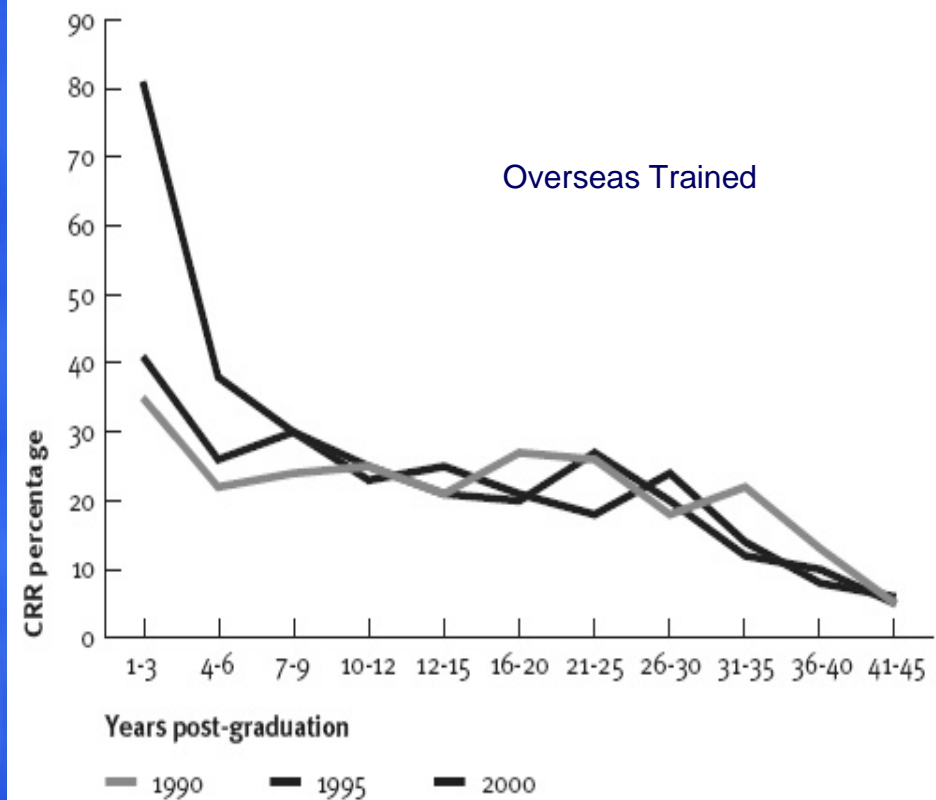
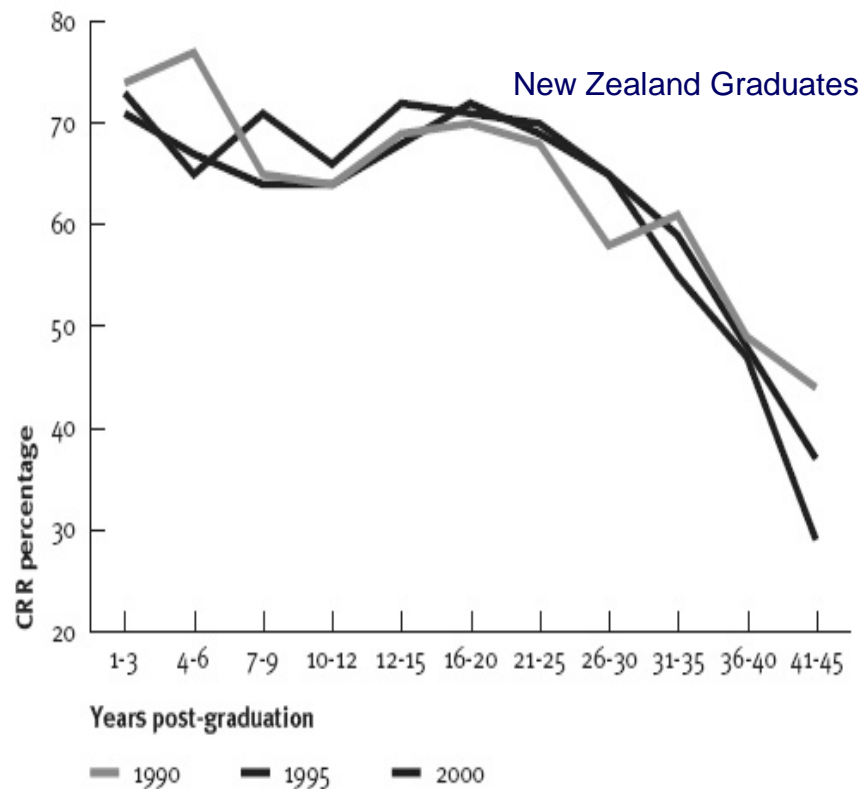
84 increase versus 50  
vacancy ?

*... National = 14%*

*14% x 2500 = 350*



# Percentage of New Zealand graduates and overseas-trained doctors retained in the New Zealand workforce 1990, 1995 and 2000



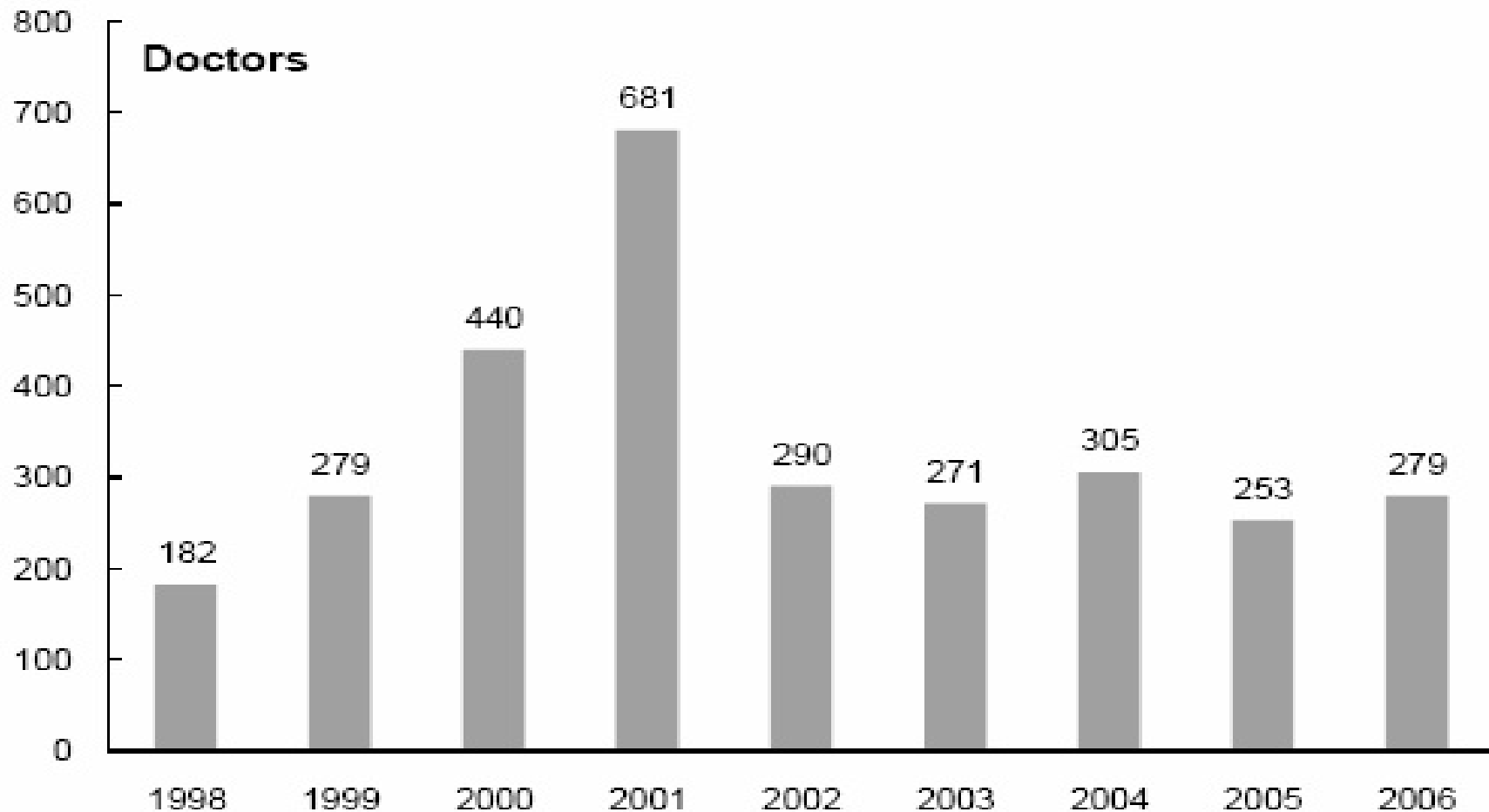
Source: New Zealand Medical Council (2000)

# Health Workforce - Doctors

	<u>1994</u>	<u>2004</u>
% Overseas trained	31.9%	34.1%

	<u>1991</u>	<u>2006</u>
% Overseas born	41.6%	51.8%

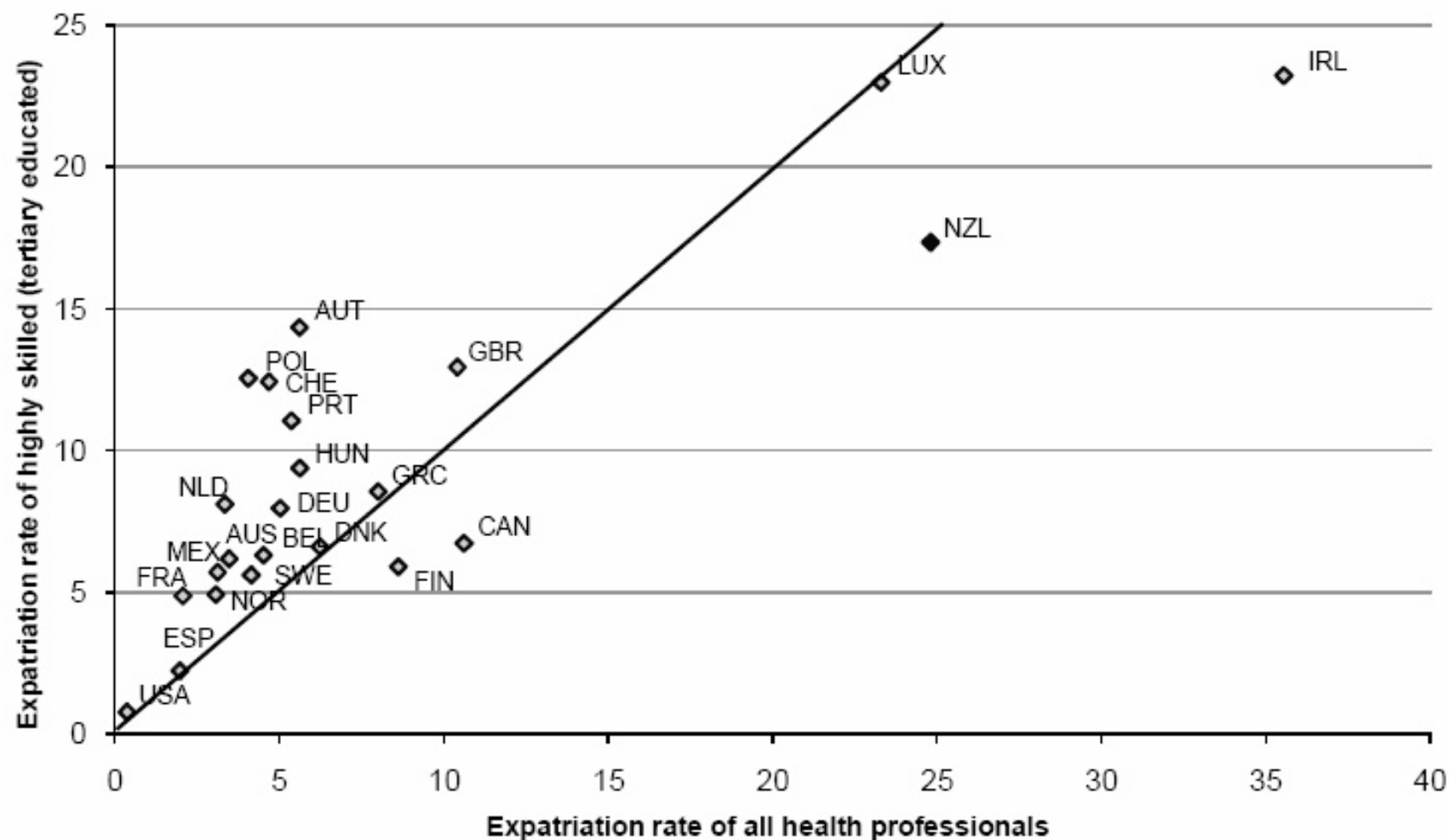
# *Yearly permanent and long term arrivals of New Zealand doctors to Australia, 1998 - 2006*



Note. Data refer to permanent and long term movements and settlers arrivals of doctors

Source: Department of Immigration and Multicultural Affairs

## *Expatriation rates of health professionals and highly skilled, selected OECD countries, circa 2000*



Sources: Dumont and Zurn (2007) and OECD database on immigrants and expatriates



# General Practitioner Statistics

**Table 1: Number of GPs**

	2000	2001	2002	2003	2004	2005	2006	2007
Headcount of GPs	2701	2539	2597	2715	2737	2924	3106	3195
FTEs of GPs	3232	3162	2988	3002	2857	2850	3030	N/A

Source: MCNZ Workforce Survey

Note: The table excludes a small number of respondents who report being a Specialist in General Practice

N/A: Not Available at present

**Table 2: Headcount of GPs by Type of Employment**

Employment	2000	2001	2002	2003	2004	2005	2006	2007
No Answer	*	38	58	45	39	24	13	5
Other	71	100	125	121	144	89	100	125
Commercial Company	25	18	25	23	25	24	19	23
Govt Dept / Agency	13	9	21	12	20	28	33	34
Professional Body	10	6	15	18	4	7	9	17
Group Private Practice	1807	1699	1723	1841	1866	2152	2362	2461
Private Hospital	9	10	5	5	0	13	6	6
Public Hospital	30	12	15	44	35	23	9	20
Sole Private Practice	708	625	583	568	573	508	504	456
University / Polytechnic	25	22	27	38	31	56	51	48
Total	2701	2539	2597	2715	2737	2924	3106	3195

Source: MCNZ Workforce Survey

Note: The table excludes a small number of respondents who report being a Specialist in General Practice

\* Counts of 3 or fewer are confidentialised

## Headcount of GPs by DHB Area

DHB	2005	2006	2007	2007 Population	Population per GP
Northland	105	121	111	153,790	1,385
Waitemata	299	321	340	512,670	1,508
Auckland	386	422	425	435,420	1,025
Counties-Manukau	259	241	280	463,760	1,656
Waikato	233	249	246	353,460	1,437
Bay of Plenty	142	155	161	203,500	1,264
Lakes	72	86	92	101,920	1,108
Tairāwhiti	31	33	33	45,920	1,392
Hawkes Bay	98	105	110	153,090	1,392
Taranaki	69	78	70	107,465	1,535
Midcentral	87	43	95	164,920	1,736
Wanganui	47	96	38	32,105	845
Wairarapa	24	23	26	39,610	1,523
Hutt	79	88	92	141,400	1,537
Capital and Coast	231	231	243	280,900	1,156
Nelson-Marlborough	100	107	111	134,545	1,212
West Coast	14	17	21	63,725	3,035
Canterbury	399	403	420	488,570	1,163
Otago	139	159	154	185,170	1,202
South Canterbury	34	37	36	55,110	1,531
Southland	76	91	91	110,195	1,211
<b>Total</b>	<b>2924</b>	<b>3106</b>	<b>3195</b>	<b>4,227,245</b>	<b>1,323</b>

Source: MCNZ Workforce Survey, Statistics New Zealand

Note: The table excludes a small number of respondents who report being a Specialist in General Practice

Three years of GP counts were included to indicate the volatility of using these statistics at a DHB level. That volatility should be borne in mind.

## Headcount of GPs by Country of Medical Degree 2007

Age Range	NZ Graduate	Overseas Graduate	Total	Percentage Overseas Graduate %
<=24	*	0	*	0
25-29	35	12	47	26
30-34	120	64	184	35
35-39	206	123	329	37
40-44	328	271	599	45
45-49	435	290	725	40
50-54	345	220	565	39
55-59	220	148	368	40
60-64	94	99	193	51
65-69	64	48	112	43
70+	45	27	72	38
Total GPs	1893	1302	3195	41

Source: MCNZ Workforce Survey

Note: The table excludes a small number of respondents who report being a Specialist in General Practice

\* Counts of 3 or fewer are confidentialised

## *Headcount of GPs by Sex and Ethnicity 2007*

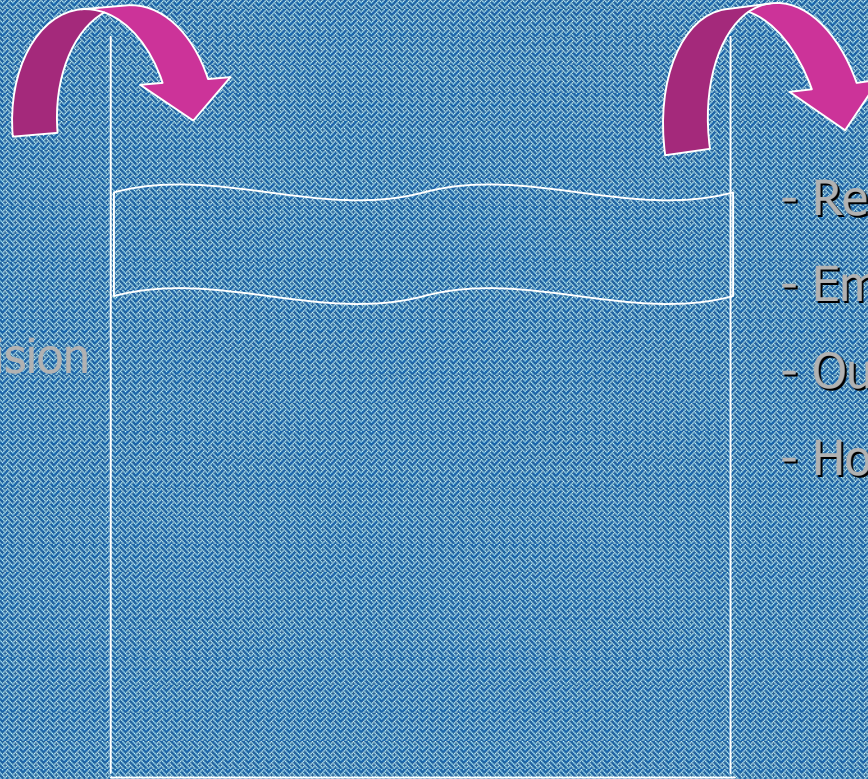
Ethnicity	Headcount			Percentages		
	Female	Male	Total	Female	Male	Ethnicity
NZ Maori	39	48	87	45	55	2.8
Pacific Island	22	32	54	41	59	1.7
Chinese	44	105	149	30	70	2.4
Indian	55	91	146	38	62	2.4
Other	131	174	305	43	57	<b>9.5</b>
Other European	260	290	550	47	53	<b>17.2</b>
NZ European	764	1092	1856	41	59	<b>58.0</b>
No response	12	36	48	25	75	
<b>Total GPs</b>	<b>1327</b>	<b>1868</b>	<b>3195</b>	<b>42</b>	<b>58</b>	<b>100.0</b>

Source: MCNZ Workforce Survey

Note: The table excludes a small number of respondents who report being a Specialist in General Practice

# "Right Number"

- Graduates
- Immigration
- Alternate Provision



- Retirement / Death / Other
- Emigration
- Output decrease
- Hours reduction

## Medical School

2003 - 285  
2004 - 325  
2008 - 365  
2009+ - +60=425

## GPEP - 1

2006 - 54  
2007 - 69  
2008 - 104  
2009+ - 154

# GP Training Demand

UG – 2-3	=	3-5 days/year
UG – 4-5	=	1-3 weeks/year
TI	=	4-6 weeks/year
<b>PGY2 -3 Pilot</b>	=	<b>13 weeks/year</b>
GPEP – 1	=	42 weeks/year
GPEP – 2-3	=	“Full time”

## *Increased Capacity Required for GP Placement in next two years*

	Weeks of placement required nationwide for <u>undergraduate</u> students	Weeks of placement required nationwide for <u>postgraduate</u> students	TOTAL	% Increase from 2008
2008	4302	4251	8553	—
2009	4871	5770	10641	24%
2010*	6344	6950	13294	55%

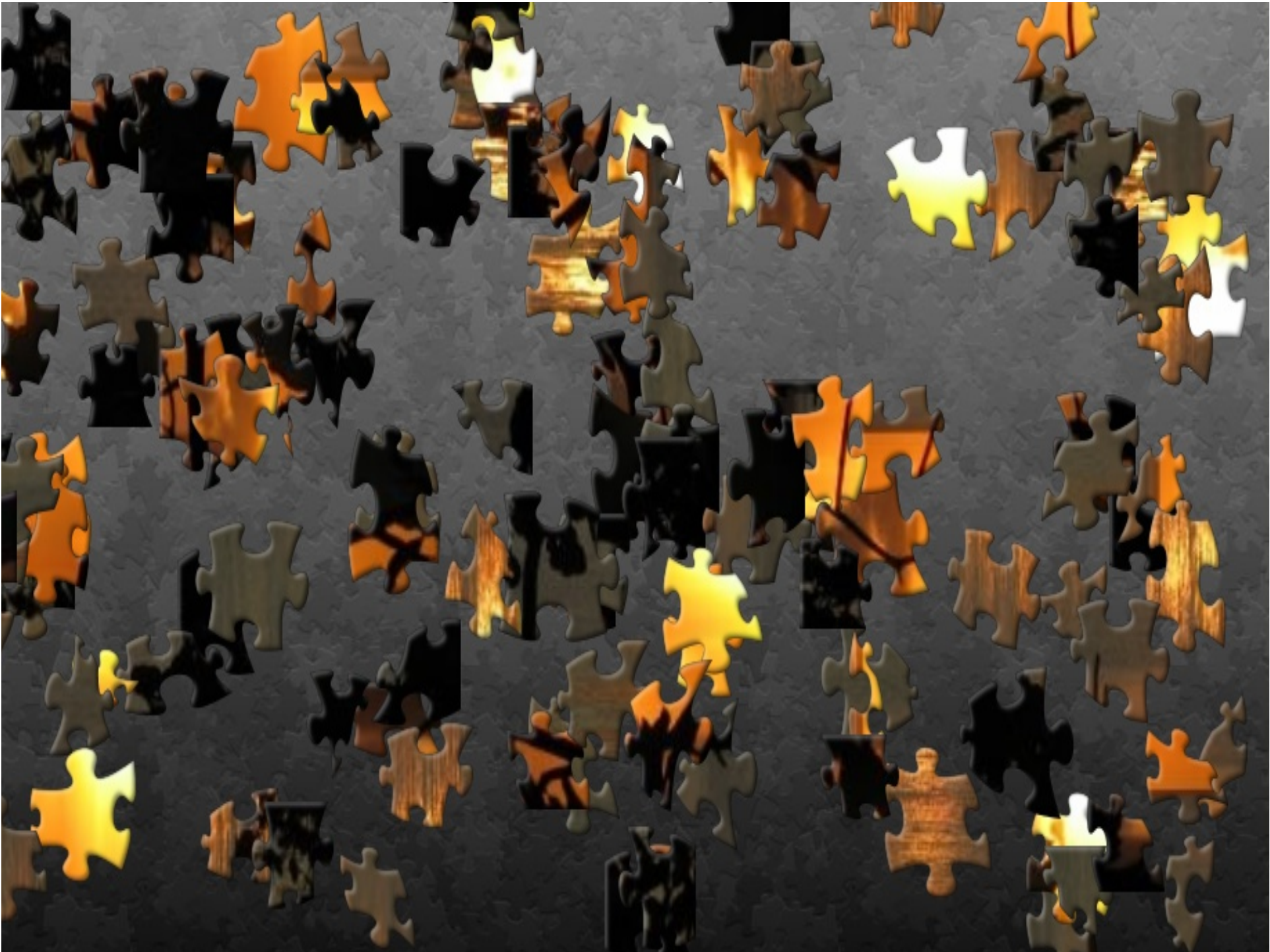
\* Estimated from projected student numbers and proposed curriculum changes



## 2008 – GP Survey

- N = 497 Clinical teachers (3000+)
- 55% were or had been teachers (< 3 years)
- 1 student at a time
- 73% NZ European / Maori
- Lack of time and training
- 402 / 1135 practices involved in teaching !
- 37% “Cornerstone” – 19% Rural (>35 pts)





## Management Committee

- University of Otago
- University of Auckland
- DHB
- College of GPs

National GP Clinical  
Placement Coordinator

Regional & Local

# Medical Training Board 2008

## Principles

- Pluripotent doctors – “Generalist”
- Enhancement of primary care
- National integrated system – not “serendipity”
- Continuous but flexible learning
- Pursuit of excellence

# Workforce Model

## Assumptions – 25 years

- Net self sufficiency – Goal 25% IMG by 2040
- 20% reduction in emigration
- 5% hours reduction
- 1% growth health “productivity”
- “efficiency” gains of service delivery
- 50% will have 1 year shorter training

# *Medical Training Board Recommendations*

1. Increase medical school places with continual review
2. National Integrated Training System
3. Competence linked with experience

Minister

MTB

METNZ

Workforce

Education

Funding

National Director

Regional Director

Regional Director

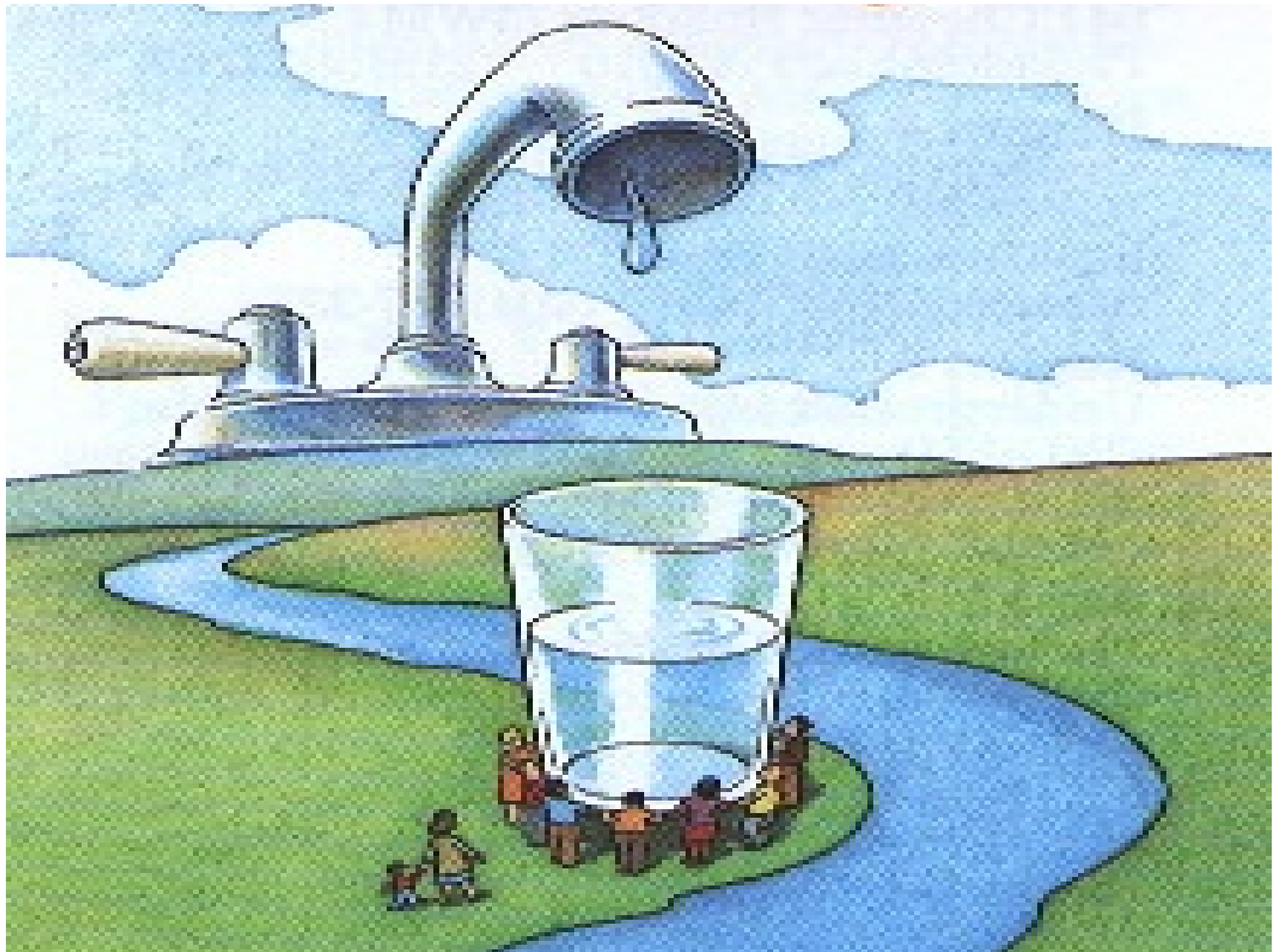
Regional Director

Regional Director

Educational  
Supervisor

"Service" Provider

"Clinical / Run"  
Supervisor



# Summary

- Huge reliance on IMGs
- Capacity gap for service and training
- Need to work “differently”

# Pager Study

## Results

Re-charting meds	53 (6%)
Sleeping tablet	46 (5%)
Fluid recharting	84 (10%)
Re-siting Luer	46 (5%)
Warfarin/Insulin	42 (4.5%)
Total	271 (30.5%)

# "Right Care"

## End of PGY1

### % of doctors having performed the named skill

Resuscitation of a newborn	14%
Removal of foreign body from ear	24%
Application of a cervical collar	25%
Application of traction	35%
Bladder catheterisation - female	43%
Chest drain insertion	43%
Closed reduction of a fracture	43%
Joint aspiration	43%
Nasal packing	43%
Placing a nasogastric tube	43%
Reduction of a joint dislocation	43%

# 2008 Equivalent Weeks of Placement in GP Teaching Practices required

2008	Year 2	student number	Year 4 Urban ≡ weeks	student number	Year 4 Rural ≡ weeks	student number	Year 5 Urban ≡ weeks	student number	Year 5 Rural ≡ weeks	student number	Year 6 Urban ≡ weeks	student number	Year 6 Rural ≡ weeks	student number	total ≡ weeks per student	TOTAL ≡ weeks
<b>University of Otago</b>																
Dunedin	-		-	-	-	-	0.8	72	5	72	-	-	4	75	9.8	718
Christchurch	-		1.5	80	-	-	-	-	-	-	-	-	3	65	4.5	315
Wellington	-		1	75	-	-	-	-	-	-	-	-	4	74	5	371
RMIP	-		-	-	-	-	-	-	36	12	-	-	-	-	-	432
<b>University of Auckland</b>																
Auckland	0.1	167	2	169	2	145	2	114	-	-	3	114	3	114	12	1557
Northland Project	-	-	-	-	-	-	-	-	35	20	-	-	-	-	35	700
Waikato	-	-	-	-	-	-	-	-	-	-	3	35	3	35	210	
																<b>4302</b>

## Postgraduate

2008	PGY2 ≡ weeks	student number	GPEP1 ≡ weeks	student number	TOTAL ≡ weeks
RNZCGP	13	33	42	91	4251

2008 TOTAL 8553

# *New Zealand*

- Dargaville and Poirua have dedicated facilities with teaching
- Wanaka discussing purpose built teaching centre
- Interdisciplinary, MOH funded facility in Rodney

# Medical Training Board 2008

## Principles

- Teacher/Student “friendly”
- Integrated with healthcare and future models
- Based on experiential learning
- “Self-sufficiency” (net)
- Affordable