

Matching the supply of health
workers with national needs.

Professor Des Gorman MD PhD

The Edinburgh Declaration
of Medical Education 1988

Is there an obligation on health services to match the production of health workers with national needs?

The Soweto Story

Unmet need and user requirements;
and modern approaches to design
thinking

Eurostat 2013	Cost barriers	Travel barriers	Waiting time barriers	Non health system factors	Total unmet need (% of total pop.)
Sweden	0.5	0.2	1.2	11.7	13.6
France	2.1	0.1	0.5	3.5	6.2
Germany	0.6	0.1	0.8	4.5	6
UK	0.1	0.1	1.4	1.5	3.1
Switz'land	1	0	0.1	1.2	2.3
Neth'lands	0.1	0.1	0.3	1.1	1.6

Eurostat 2013	Non health system factors	Total unmet need (% of total pop.)
Sweden	11.7	13.6
France	3.5	6.2
Germany	4.5	6
UK	1.5	3.1
Switz'land	1.2	2.3
Neth'lands	1.1	1.6

Eurostat 2013	Cost barriers	Annual health spend per capita in USD	Total unmet need (% of total pop.)
Sweden	0.5	3,925	13.6
France	2.1	4,118	6.2
Germany	0.6	4,495	6
UK	0.1	3,905	3.1
Switz'land	1	5,643	2.3
Neth'lands	0.1	5,099	1.6

Eurostat 2013	Cost barriers	Annual health spend per capita in USD	Total unmet need (% of total pop.)
Sweden	0.5	3,925	13.6
France	2.1	4,118	6.2
Germany	0.6	4,495	6
UK	0.1	3,905	3.1
Switz'land	1	5,643	2.3
Neth'lands	0.1	5,099	1.6

Compare with US spend at about USD 9,000 per
capita p.a.!

Eurostat 2013	Waiting time barriers	Doctors per 1,000 pop. (ratio of OECD mean)	Total unmet need (% of total pop.)
Sweden	1.2	1.1	13.6
France	0.5	1.1	6.2
Germany	0.8	1.1	6
UK	1.4	0.7	3.1
Switz'land	0.1	1.2	2.3
Neth'lands	0.3	1.2	1.6

The reform of banking as a contrast
to the development of an electronic
health record

The healthcare paradox

Development of health
workforces for uncertain futures

Scenario forecasts

An example of useful investment intelligence
derived from a combined qualitative and
quantitative approach to health workforce
planning

Generic workers and common core
training as hedges against uncertain
futures

Evolutionary approaches to
health workforce development

Einstein, John Paul
Sartre and Voltaire