

IMWC data workshop

Workforce planning



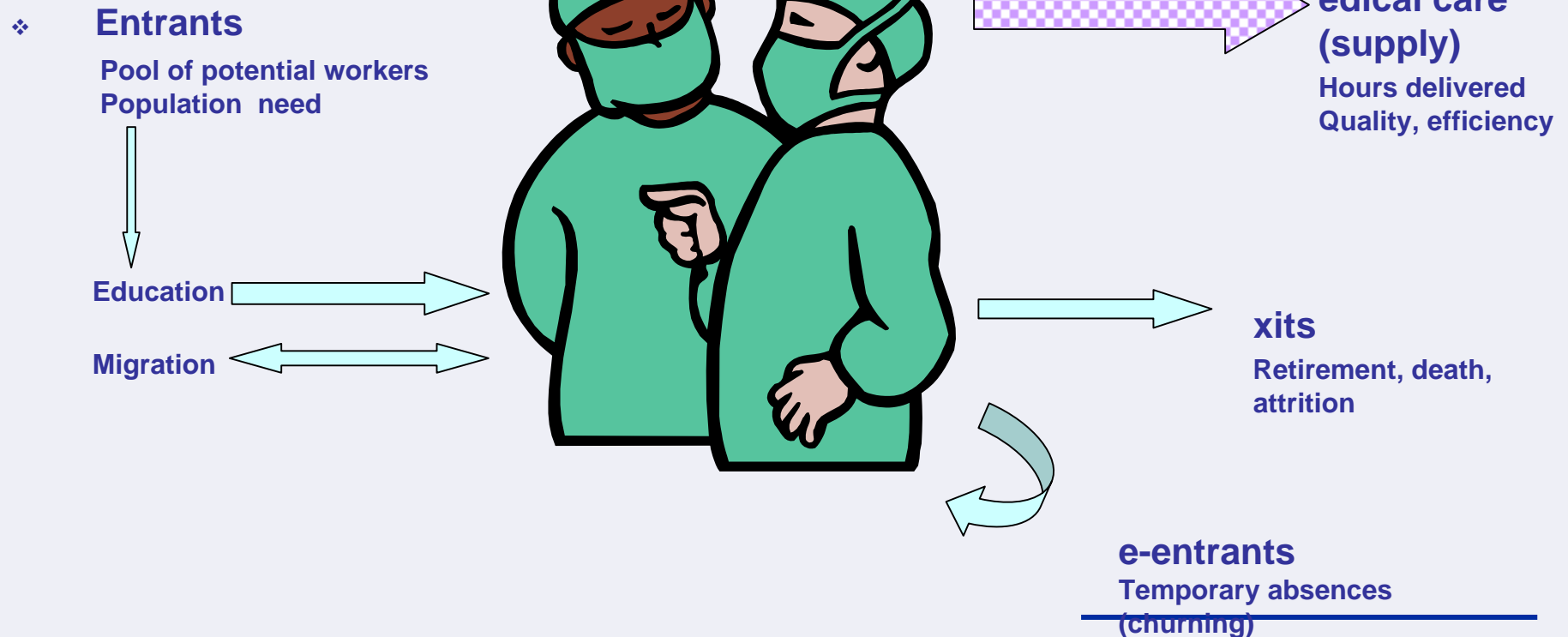
Australian Government

**Australian Institute of
Health and Welfare**

The pipeline

Medical workforce

(stock)



Methodology – the basics

1. Measuring stock (baseline supply)

- Quantity
- Distribution
- Characteristics
- Quality



Methodology – the basics

2. Measuring need/demand

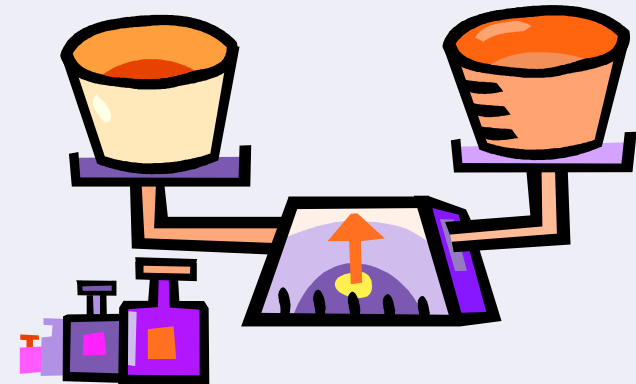
- Hospitals morbidity database
- BEACH data
- Medicare statistics
- Anecdotal data
 - consult the experts
- ABS National Health survey



Methodology – the basics

3. Balancing need and supply

- Benchmarking– an inexact science
 - gross imbalance
 - imbalance in particular areas
- Calculate adjustments for current imbalances
 - subtract estimated oversupply
 - add estimated undersupply



Methodology – the basics

4. Measuring flows

- Inputs
- Exits

Convert inputs and exits to FTE



Methodology – the basics

5. Projections

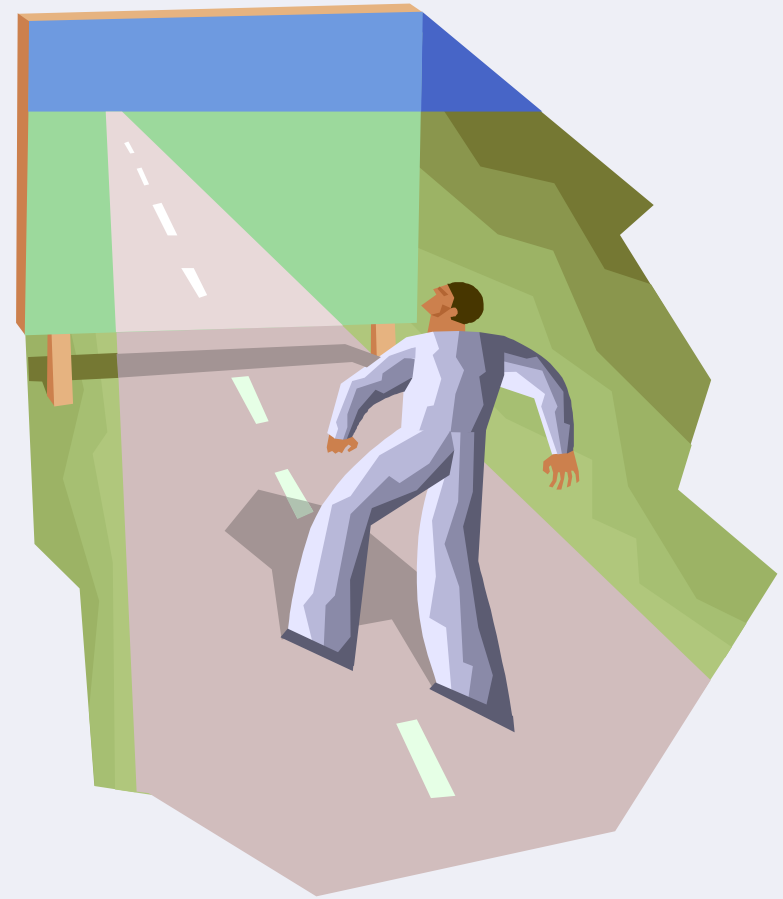
- Future supply
 - a dynamic (year-on-year) process
 - can be done for the entire workforce or just parts (e.g. GPs, specialties, a geographic area)
- Future need
 - use population projections (but cleverly)



Response to findings

1. Reality checks

- Context
- Comparisons
- Unexplained jumps
- Outliers



Response to findings

2. Broad strategies to build future workforce

- Adjust inputs
- Reduce loss
- Increase participation
- Encourage job re-design/ productivity
- Influence consumer behaviour



Response to findings

3. Distribution adjustments – a matter of policy

- Adjustments
- Restrictions
- Incentives
- Regulation



Data quality



1. How good is the data, anyway?

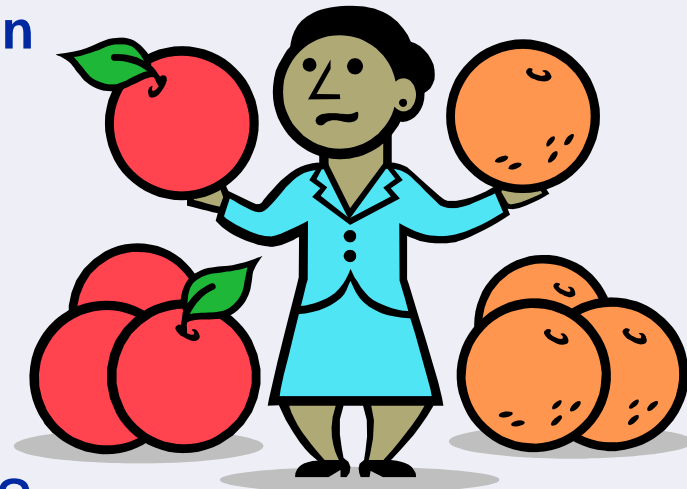
- What data items are really needed?
- Fit for purpose
 - how good does the data have to be?
 - how detailed does the data have to be?
- Collection vehicle – AIHW MLFS
- Response rates

Data quality

2. Data standards

– international, national, occupation

- Frameworks
- NMDS items
- Categories
- Data standards committees
- National Health Data Dictionary



Data quality

3. Cleaning, benchmarking

- Range edits
- Dealing with non-response
- Imputations
- Appropriate benchmarking data

