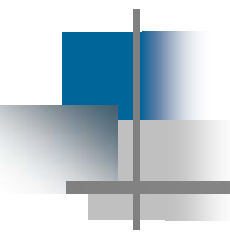


Innovative Needs-based Approach to Family Physician Planning – Canada

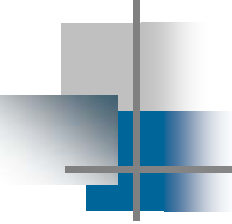


Dr. Gail Tomblin Murphy
Halifax, Nova Scotia
Canada
IMWC



Team

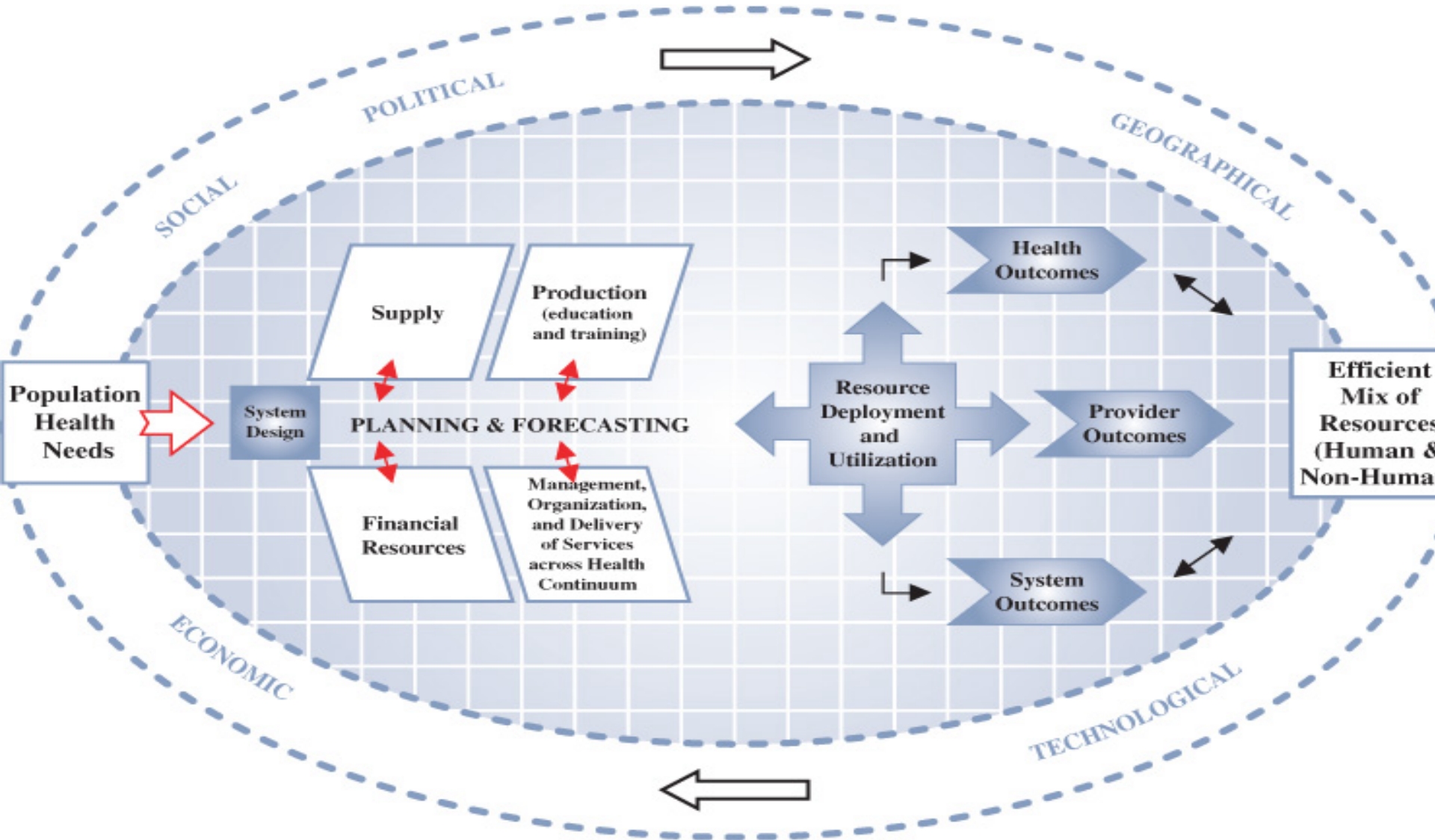
- Dr. Stephen Birch
- Dr. George Kephart
- Dr. Rob Alder
- Adrian MacKenzie
- Canadian Policy Makers




Key Policy and Research Question

- Over the next 15 years, how many providers (physicians, nurses, health care providers, or teams) will be required to do what, how, for whom and under what circumstances?

Health System and Health Human Resources Planning Conceptual Framework¹



¹ O'Brien-Pallas, Tomblin Murphy, Birch, 2005 (adapted from ¹ O'Brien-Pallas, Tomblin Murphy, Birch & Baumann, 2001, and O'Brien-Pallas & Baumann, 1997)

- 
- Pan-Canadian HHR-systems and workforce
 - Capacity Building and Knowledge Transfer
 - Evaluative Frameworks

Analytical Framework (Birch, Kephart,

Tomblin Murphy, O'Brien-Pallas, Alder, MacKenzie, 2005)

- *Estimates the health services required to meet the needs of the population that is then translated into the required health providers or teams to deliver this service.*
- **Provider Supply**
 - 'How many providers are (or will be) available to deliver health care services to the population?'
- **Provider Requirements**
 - 'How many providers are required to ensure sufficient 'flow' of health care services to meet the needs of the population?'



Requirements for Providers

Needs to consider:

1. Population size and age/sex distribution (demography)
2. Health status of that population (epidemiology)
3. Level of service (e.g., # of visits to NP per year per level of health status)
4. Productivity of the providers (e.g., # of visits per year an NP can accommodate)

1-3 estimate the service requirements;

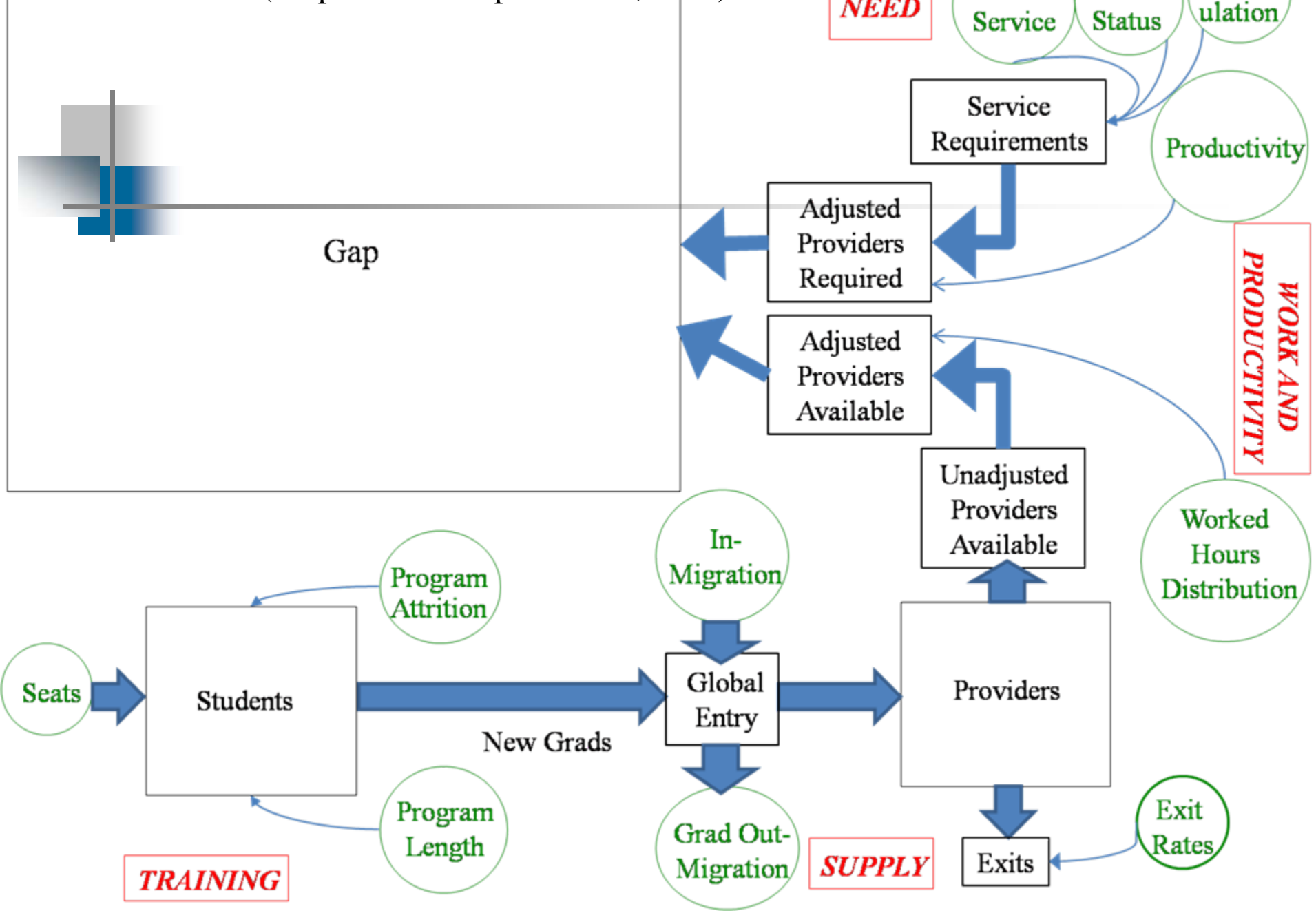
4 converts service requirements to provider requirements.



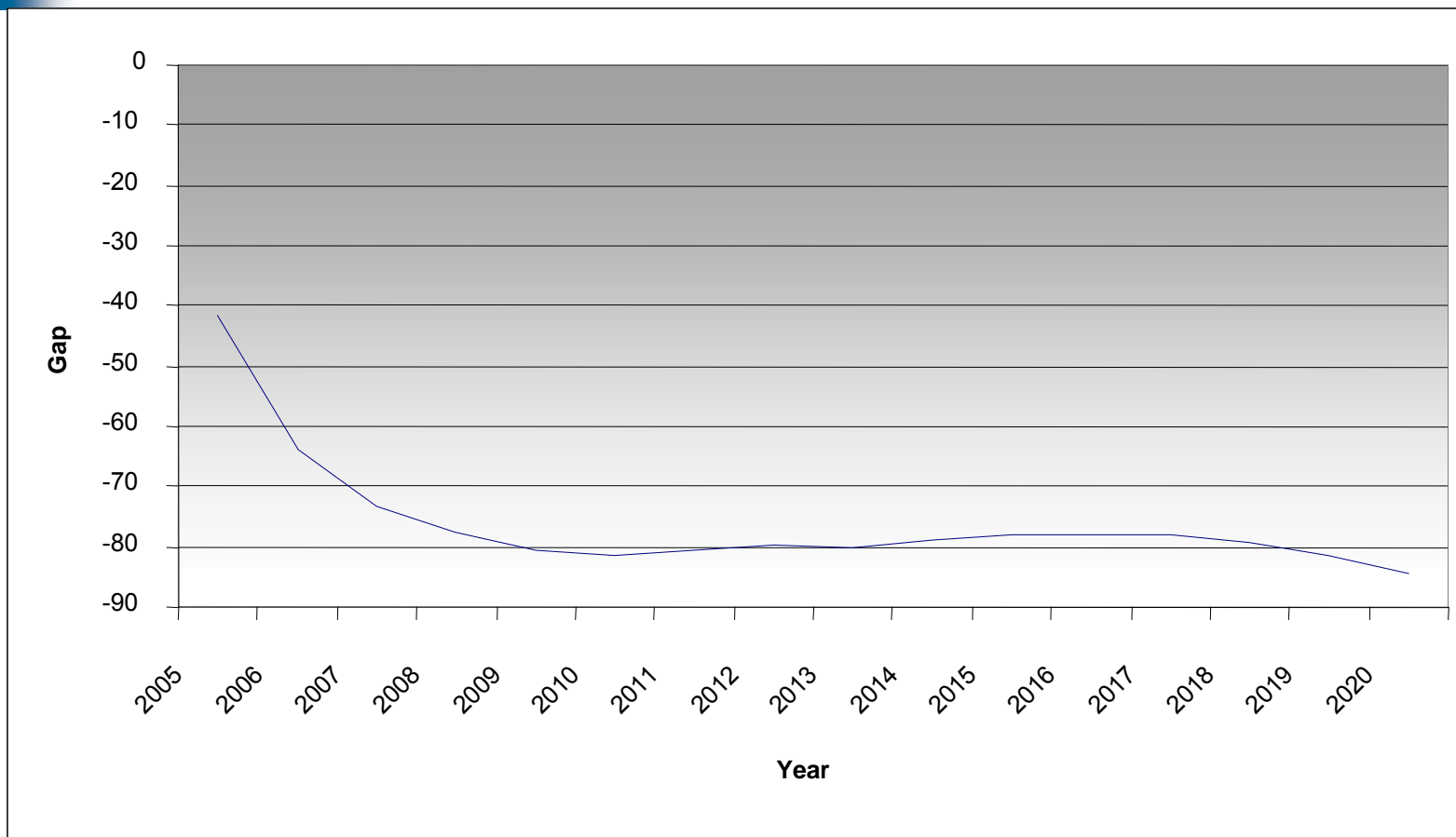
Four Components to Consider

- Education and Training
- Stock of Providers
- Work and productivity
- Needs

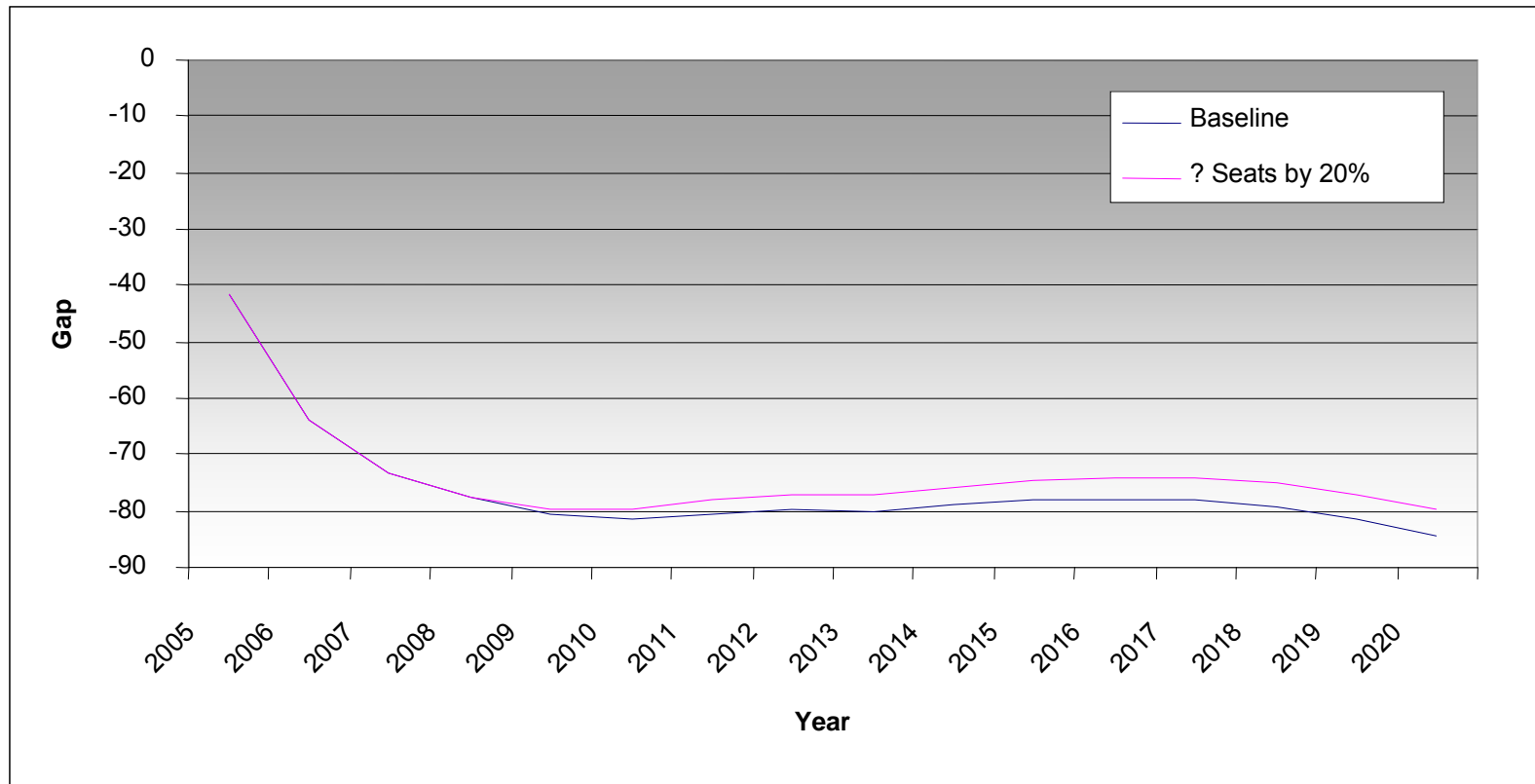
Simulation Model (adapted from Kephart et al., 2005)



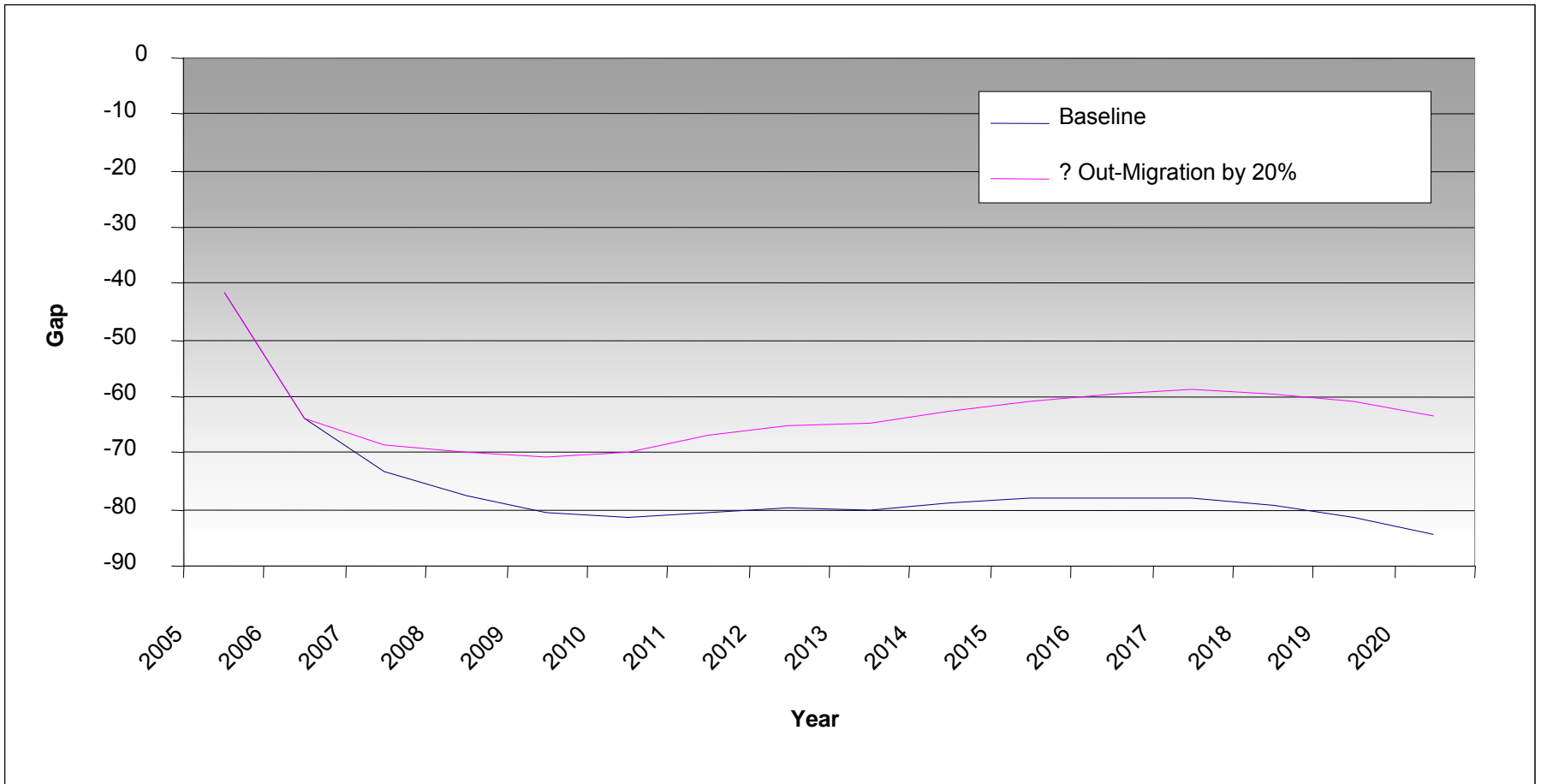
Simulated FP Gap Over 15 Years with no HHR Policy Changes



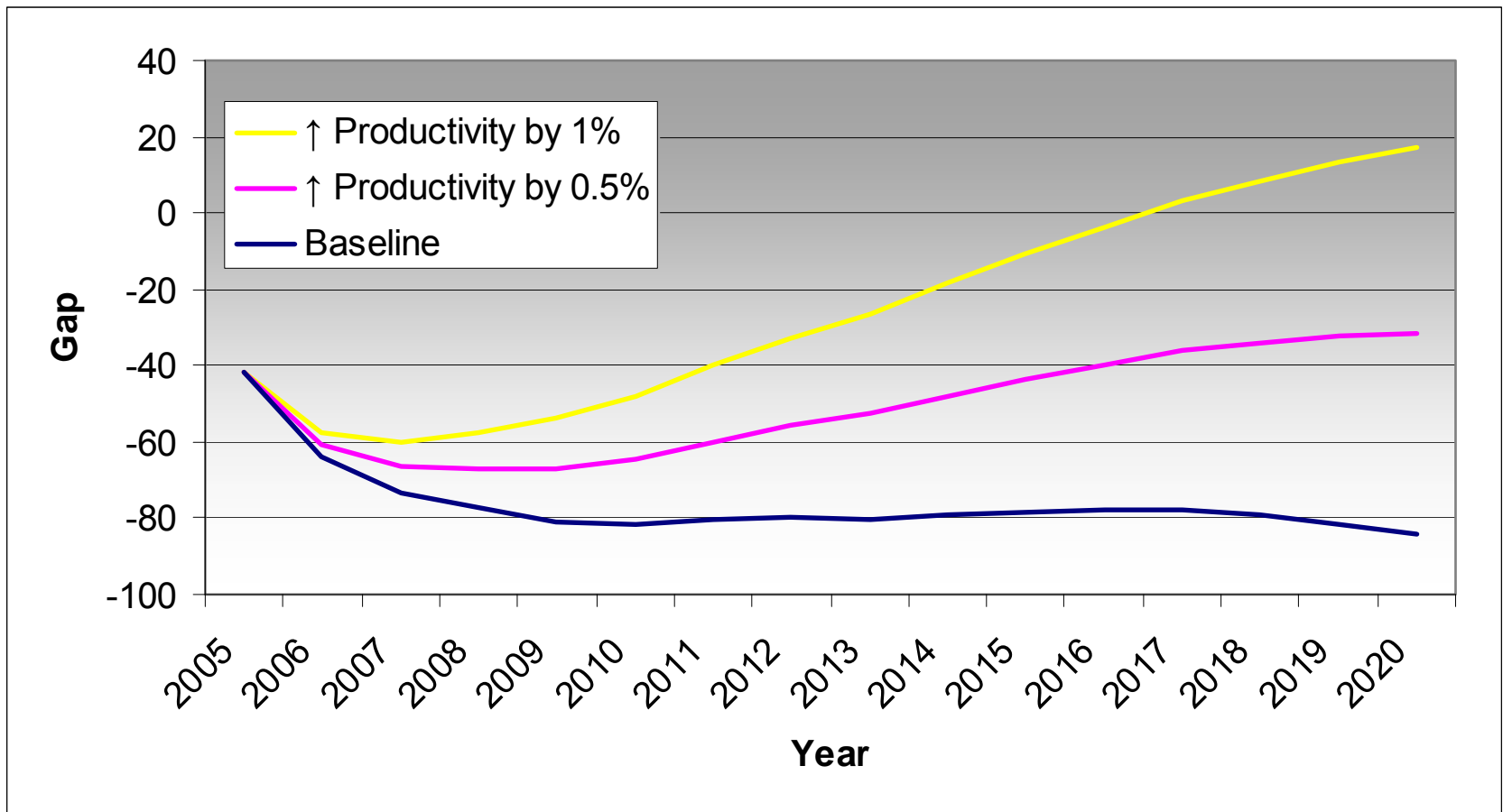
FP Gap After 20% Increase in Training Seats vs. Status Quo



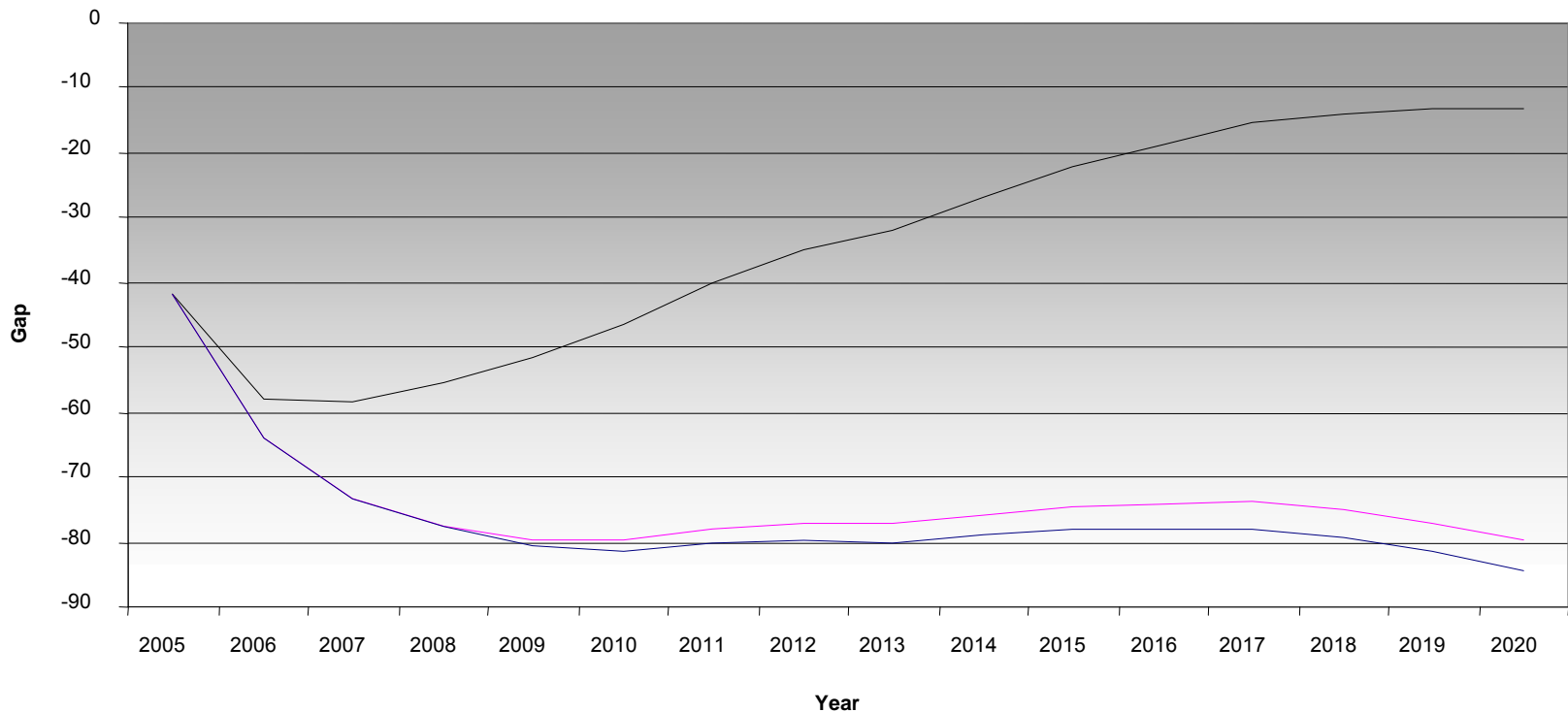
FP Gap After Reducing Graduate Out-migration by 20% vs. Status Quo



FP Gap After Productivity Increases vs. Status Quo



FP Gap Under Combined Seat Increase & Improved Retention vs. Seat Increase Only vs. Status quo



- ? Out-Migration by 20% and Exit Rates by 10% AND ? Seats by 20%
- ? Seats by 20%
- Baseline



Summary

- Partnerships
- Data
- Analytical Capacity