

## **Draft Description of US Session (10/29/12)**

### **Session 2: Assuring Adequate Specialists, Generalists and a Health Workforce Where it's Needed: How Do We Balance Demands to Improve Quality, Expand Access and Contain Health Care Costs?**

(90 minutes)

Moderator (US): Ed Salsberg, National Centre for Health Workforce Analysis, Health Resources and Services

Presenters:

US: Lois Nora, President and CEO of the American Board of Medical Specialties

Australia: Mark Cormack, CEO, Health Workforce Australia

Canada: tbd

UK: tbd

*APPROACH: Four Country Panel Discussion with 2-3 page briefs prepared prior to the meeting. The US delegation will work toward publication of a synthesized paper*

Our countries' health care systems must simultaneously control costs, improve care quality and serve growing, aging and more chronically ill populations. Medical knowledge and technological advances are expanding rapidly and many health professions face pressures to become more specialized, increase education and training requirements, and work in a narrow range of health care settings. Our populations in need of health care, however, are expanding and they access services across a wide range of settings. Does our health workforce have the flexibility needed to meet population needs?

The purpose of this panel discussion is to explore this topic from each country's experience and policy perspectives. Specific questions that will be addressed by panel participants include:

- How can generalism and practice flexibility be supported and encouraged through education, policy, regulation and compensation? Are there models in the different countries that could provide insights for the others?
- What patterns, policies and initiatives are being experienced by each country to promote higher quality and specialized care while balancing the need to meet the range of services required by their populations when and where they need them (without increasing costs)?
- Why and where is greater specialization of the health workforce needed? What factors impede needed specialization?
- What are the incentives to produce health care providers that deliver a wide range of services and/or provide services across multiple settings?