

EHMA 2024

Shaping and managing
innovative health ecosystems

Strategies and Impacts of Health Workforce

Migration in Post-EU Accession ROMANIA

Asst. Prof. Dragos Garofil 1,2 , Asst. Prof. Teodor Cristian Blidaru 1,2 , Health Econ. Radu Comsa 3 , Asst. Prof. Alexandru Rogobete 4,2 , Prof. Alexandru Rafila 1,2

1. Carol Davila University of Medicine and Pharmacy, Bucharest, Romania.
2. Ministry of Health, Bucharest, Romania.
3. Freelance Consultant, Bucharest, Romania.
4. Victor Babeş University of Medicine and Pharmacy, Timisoara, Romania

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Context

- ROMANIA – population, as of 2023, is around 19 million, witnessing a decline due to factors such as low birth rates, high mortality rates, and **emigration**
- Romania joined the European Union in 2007, leading to significant health workforce migration.
- In 2015, Romania was facing a severe deficit of health workforce with shortages in family medicine, emergency medicine, Intensive Care, and certain surgical fields. :

	ROMANIA	EU AVERAGE
No. of Doctors per 100,000 inhabitants	282	360
No. of Nurses per 100,000 inhabitants	667	843

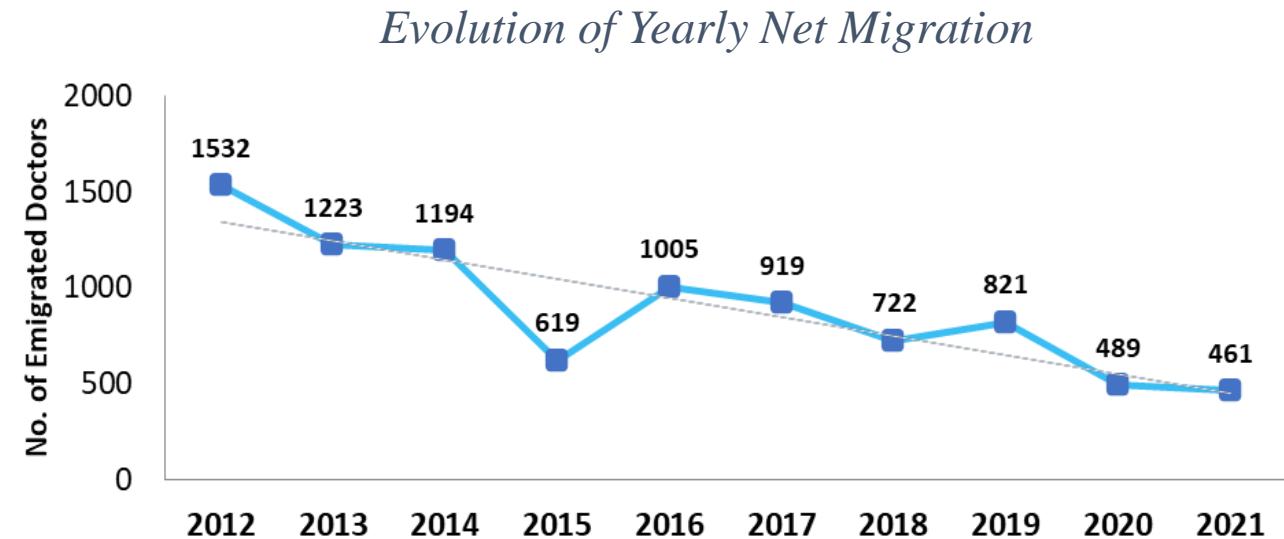
- A 2016 survey by the Bucharest College of Physicians, titled "Migration, Causes, and Perceptions Among Young People Studying Medicine at the University and Residency Levels" :
 - 82.3% of respondents, mainly young professionals, were considering emigration
 - primary reasons cited : low salaries, poor material conditions in medical facilities, long working hours, and insufficient support for research activities

Methodology

- Mixed-method approach.
- Analysis of datasets and reports: WHO assessments, OECD migration statistics, Romanian national health data.
- Qualitative insights from policy documents and articles.
- Multi-dimensional view of migration trends, causes, and impacts.
- The study offers a nuanced understanding of the Romanian health workforce evolution in recent years

Romanian physicians reported working in the OECD Countries 2011–2021

Destination Country	2011	2021	Difference 2021 vs 2011
Canada	341	331	-10
Czech Republic	1	12	11
Netherlands	47	60	13
Poland	4*	29	25
Austria	22	68	46
Norway	65	185	120
Italy	320*	441	121
United States	2,324	2,455	131
Finland	38*	192	154
Hungary	1,652	1,848	196
Switzerland	156	441	285
Ireland	226	686	460
Sweden	485	1,087**	602
Belgium	744	1,501	757
United Kingdom	582	1,388	806
Israel	1,245	2,100	855
Germany	1,840	3,914	2,074
France	2,697	5,064	2,367
TOTAL	12,789	21,802	9,013

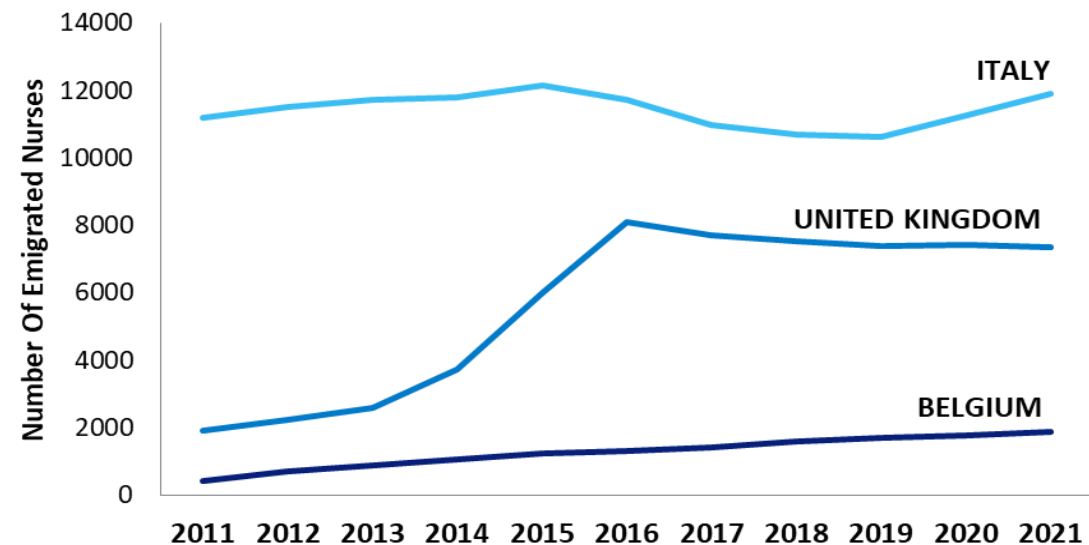


Data Source: Compiled from <https://stats.oecd.org/> - Health Workforce Migration (accessed on 15th November 2023).

Note: Numbers represent total stock reported by each "destination" country in respective year.

Romanian nurses reported working in the OECD Countries 2011-2021

Destination Country	2011	2016	2021	2016 vs 2011	2021 vs 2016
Israel	92	71	50	-21	-21
Sweden	4	50	91*	46	41
Netherlands	34	88	100	54	12
Canada	448	527	513*	79	-14
Hungary	300	431	595	131	164
France	115	199	595	84	396
Belgium	421	1,329	1,890	908	561
United Kingdom	1,909	8,115	7,369	6,206	-746
Italy	11,215	11,714	11,906	499	192
Total	14,538	22,524	23,109	8,286	585



Data Source: Compiled from <https://stats.oecd.org/> - Health Workforce Migration (accessed on 15th November 2023). Numbers represent total stock reported by each "destination" country in respective year

Policy interventions

A. Educational interventions

Increasing the number of students and graduates in the medical field

Increasing the number of residency positions

B. Regulatory interventions

Expanding Public Sector Job Opportunities

Encouraging Growth of Private Healthcare Providers

Streamlining Diploma Recognition and Equivalence

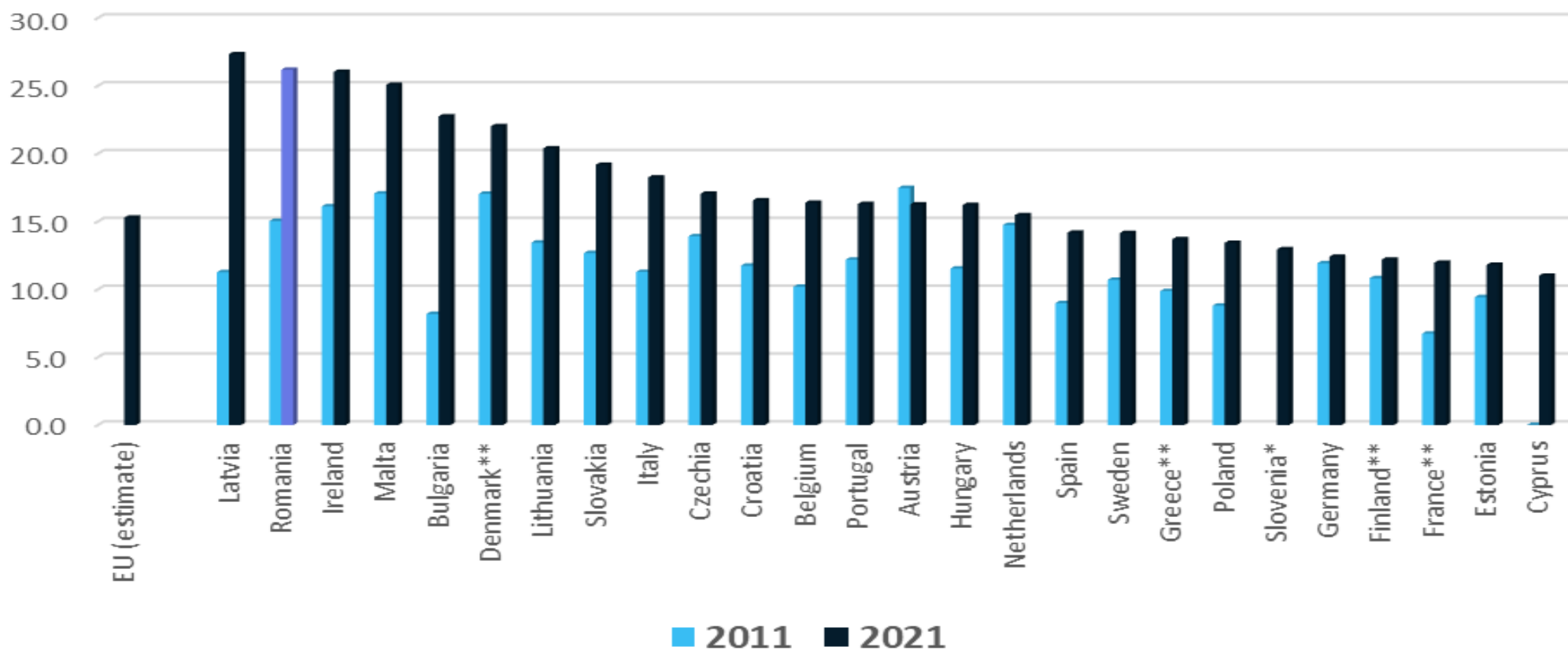
C. Financial incentives

Substantial Salary Increase in the Public Hospitals

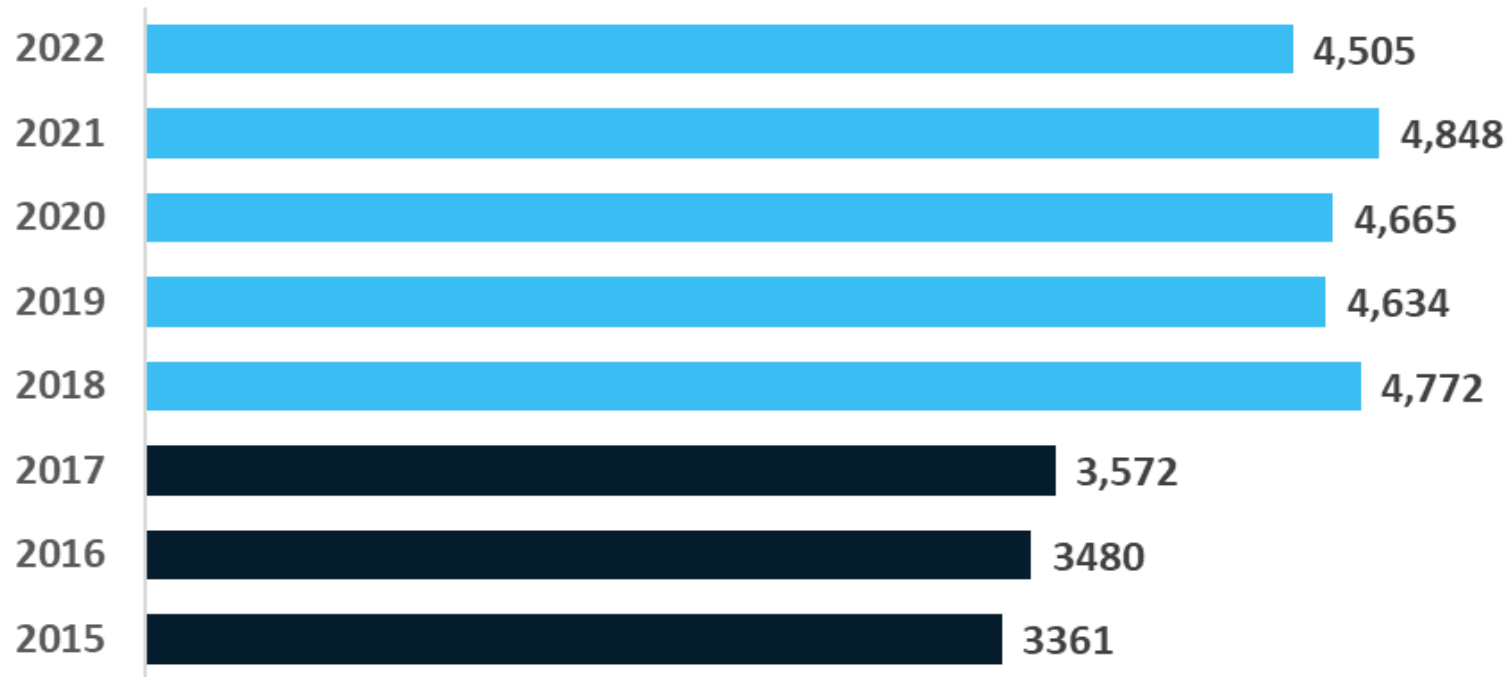
Enhanced Financial Support for Family Doctors

EU Graduates – Medical Doctors, 2011 and 2021

(per 100,000 inhabitants)

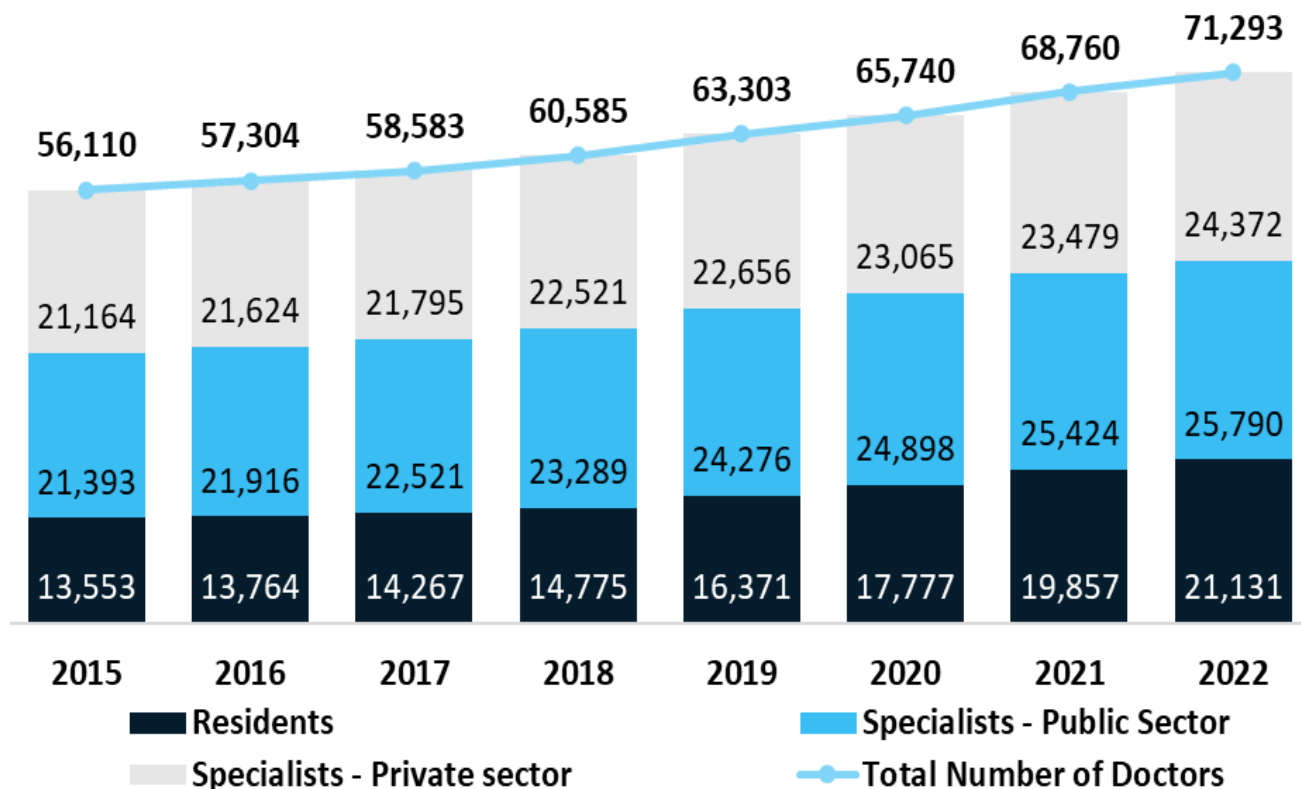


Number of national residency positions



- Currently, the country is home to 11 accredited public medical universities (located in Bucharest, Timișoara, Craiova, Iași, Cluj-Napoca, Constanța, Galați, Târgu Mureș, and Brașov) along with two private medical universities in Bucharest and Arad

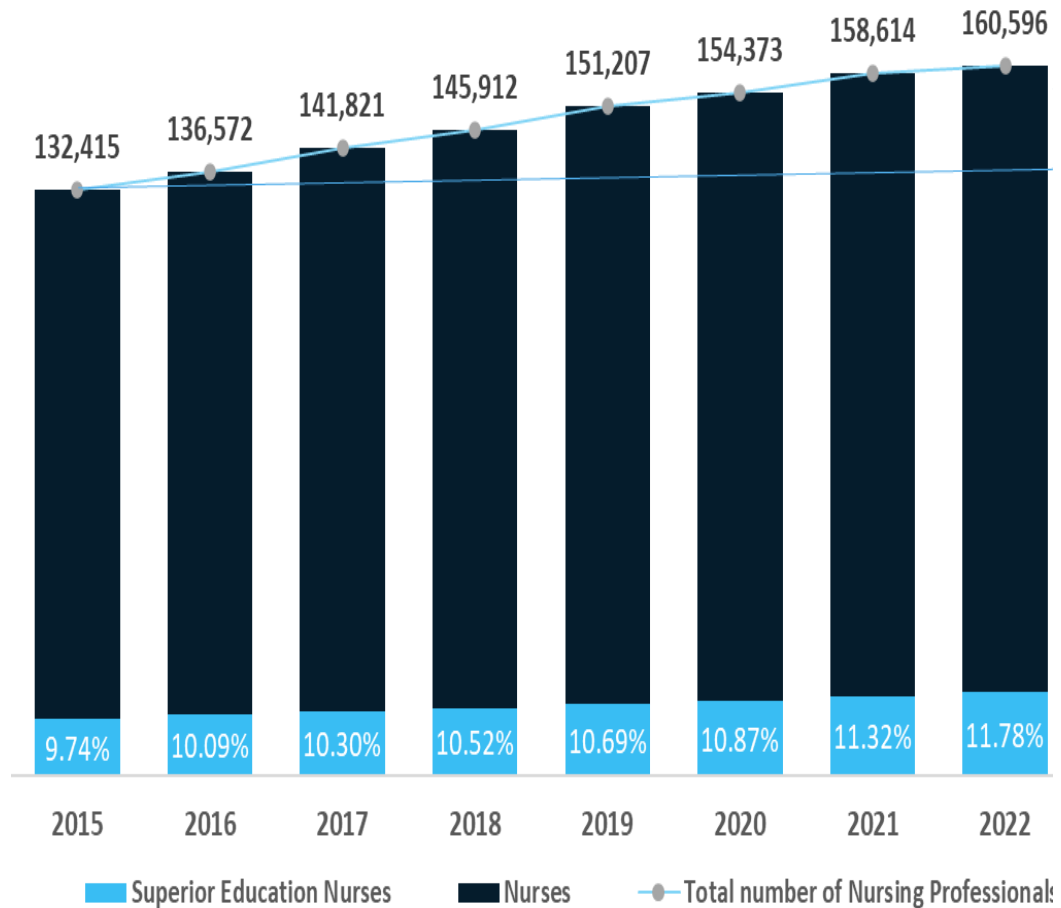
Evolution of Health Workforce in Romania



- ↑ **27.5%** over the span of 2015 to 2022
 - 282 doctors per 100,000 inhabitants in 2015
 - 374 doctors per 100,000 inhabitants in 2022
- residents in training – ↑ **55%**
- specialists employed in the public sector – ↑ **20%**
- specialists employed in the private sector – ↑ **15%**
- **The Covid-19 pandemic**
 - +1000 specialists hired in the public sector

Data Source: Compiled from The National Institute of Statistics – Activity of The Health Facilities yearly report (2015-2022) - <http://statistici.insse.ro>

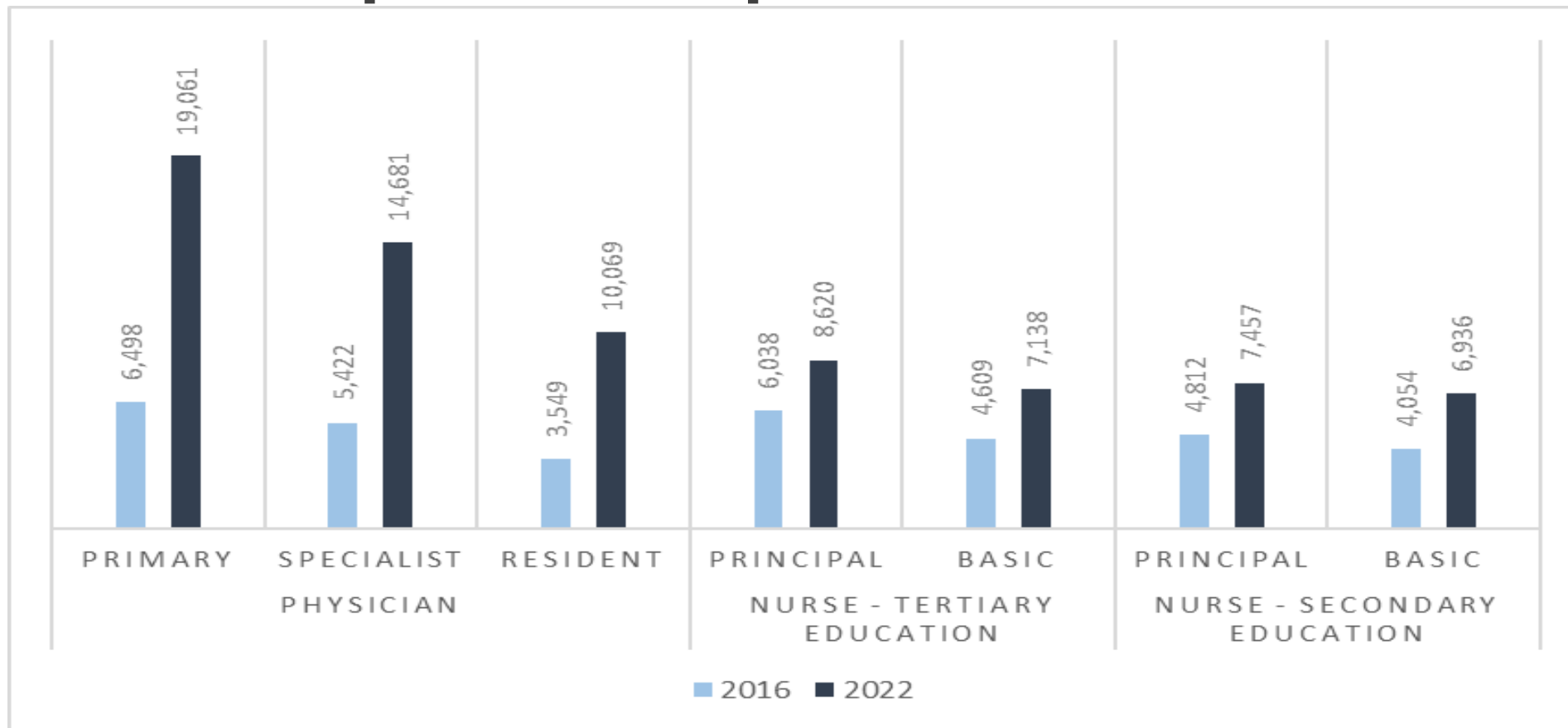
Evolution of Health Workforce in Romania



- ↑ **21%** over the span of 2015 to 2022
 - 667 nurses per 100,000 inhabitants in 2015
 - 843 nurses per 100,000 inhabitants in 2022
- percentage of nurses with university-level education, which increased to 11.8% by 2022 from 9.7% in 2015
- 13,000 more nurses hired in the public sector

Data Source: Compiled from The National Institute of Statistics – Activity of The Health Facilities yearly report (2015-2022) - <http://statistici.insse.ro>

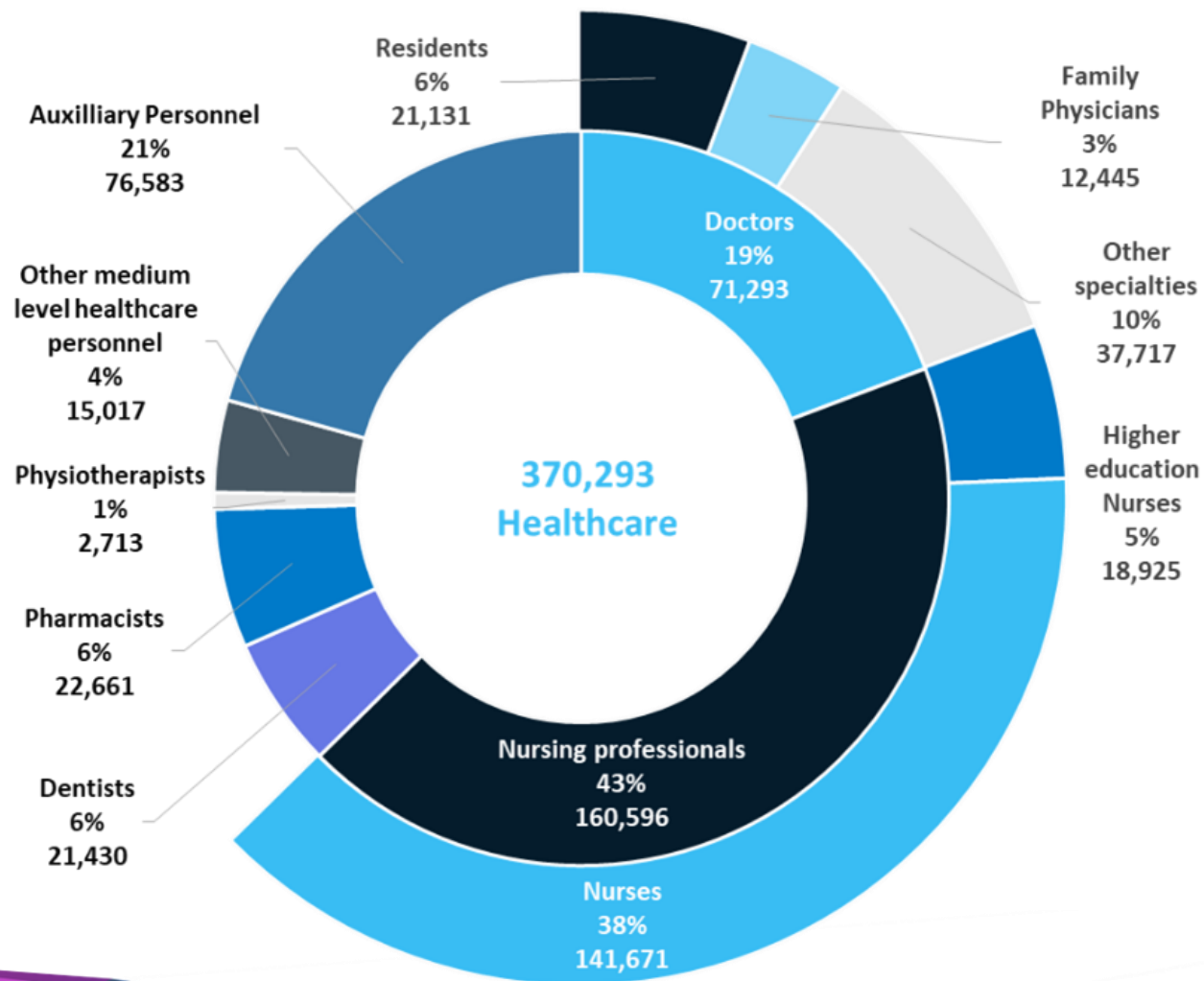
Median gross wages for selected positions and grades in the public hospitals (in lei at constant prices 2022)



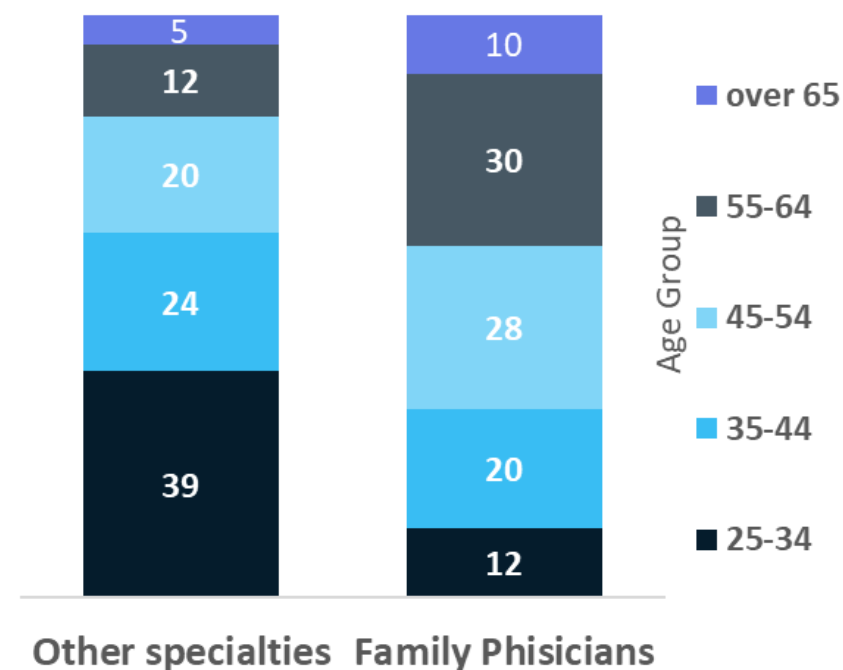
Enhanced Financial Support for Family Doctors

- Expansion of contracted working time for consultations paid by fee-for-service with 2 hours per day;
- Expansion of the scope of services in family medicine such as preventive consultations, screening procedures, ultrasonography, spirometry, EKG, diabetes prescriptions;
- Increase of tariffs for all consultations either reimbursed by capitation or fee-for-service;
- An additional increase of tariffs for preventive consultations;
- Introduction of a pay-for-performance mechanism for preventive consultations;
- Generous lump sum payments for three years for family physicians who settle in local government with no family medicine practice.

Romanian Healthcare Workers by categories in 2022

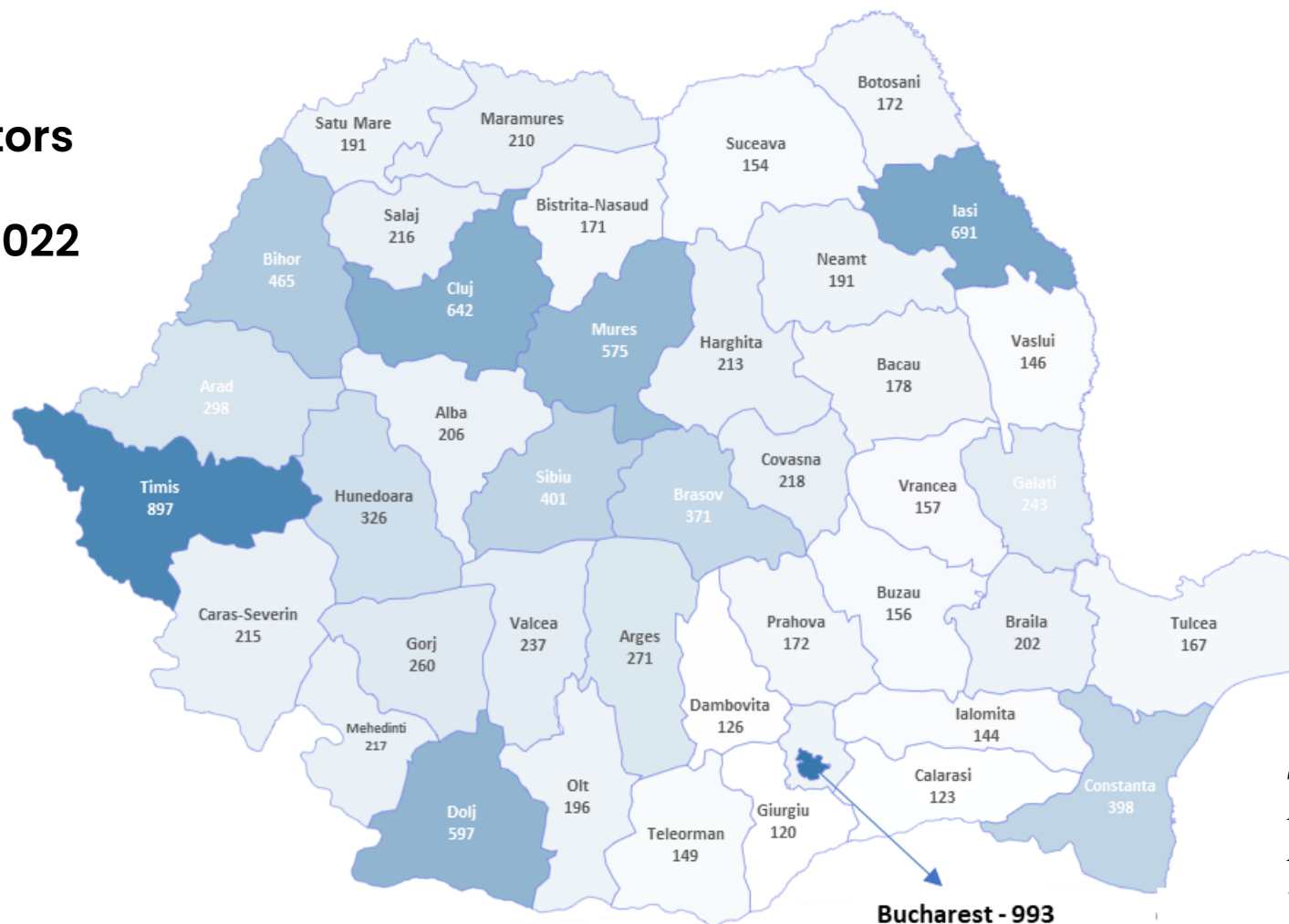


Romanian Healthcare Workers by categories in 2022



Main Challenge Today – Geographic Distribution

- Number of Doctors per 100,000 inhabitants in 2022



Source: Compiled from The National Institute of Statistics – Activity of The Health Facilities yearly report (2015-2022) - <http://statistici.insse.ro>

Ongoing Reforms

- **"Strategy for the Development of Health Workforce 2022–2030"** – Governmental Decision nr.854/2022
 - Retention and Workforce Planning
 - Rural Healthcare and **Local Authorities Involvement**
 - Growing Specialization Needs
 - Professional Development and Attractivity of Specialties
 - Anticipating Future Workforce Needs – **National Registry of Healthcare Professionals**
- **National Program for Resilience and Recovery & Health Operational Program 2021–2027**
 - Investments in Healthcare infrastructure – employment opportunities and improving working conditions
 - Regional Hospital Development
 - Expansion of Universities and of Centers for Skills Development
 - Enhancing Healthcare Management Training

Discussions – The Way Forward

- This study underscores the critical need for multifaceted policy interventions to manage healthcare workforce migration effectively
- It emphasizes the importance of balancing workforce supply with equitable distribution:
 - Targeted Financial Incentives
 - Investment in Healthcare Infrastructure
 - Aligning Educational Outcomes with Regional Needs
 - Proactive Distribution Approach
 - Continuous Policy Evaluation and Adaptation
 - Strengthening Professional Development and Career Pathways
 - Enhancing Collaborative Efforts – **LOCAL AUTHORITIES' INVOLVEMENT**

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Thank you!

Asst. Prof. Dragos Garofil,

Carol Davila University of Medicine and Pharmacy, Bucharest, Romania

dragosgarofil@gmail.com