HSCC 311 Systems and Trends in Health Care Delivery Health Care Workforce

Objectives





- Upon completion of this section, the student should be able to:
 - Oifferentiate between certification, licensure, and registration
 - Obescribe the role that physicians play in health care
 - ODescribe the role that nurses play in health care
 - Oldentify health care workforce issues

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Factors Affecting Workforce



- Competition
- Cost reduction
- Outcomes and quality
- Ambulatory care shift
- Constrained roles
- Lower-cost workers
- Customer satisfaction

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Credentials



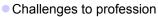


- Licensure
 - mandatory
 - Sole ownership
 - Recognition
 - Protection of title and practice
- Certification
 - Voluntary
 - Specialists
- Registration
 - Voluntary
 - List

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Physicians





- Licensure
- Composition
- Medical schools

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DO vs. MD





- DO
 - OCorrection of joints and tissues
 - OPreventive medicine
 - OHolistic approach
- MD
 - Allopathic medicine
 - OActive intervention in disease process

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Generalists and Specialists

- Generalists
 - OPrimary care physicians
 - OPreventive services
- Specialists
 - Extra certification
 - OFunctional groups

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Physician Work Settings

- Variety of settings
 - ○Hospitals
 - OPublic sector
 - Office-based

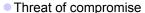
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Primary Care vs. Specialty Care

- Primary care vs. Specialty care
 - OTime
 - Focus
 - Scope of services
- Areas of distinction

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Issues in Medical Practice



- Lopsided medical training
- Aggregate physician oversupply
- Geographic maldistribution
- Specialty maldistribution
- International medical graduates

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Threat of Compromise

- Managed care constraints
- Limited payments
- Controlled access
- Bundled services

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Lopsided Medical Training

- Funding source: Medicare
- No government mandate
- Primary care orientation

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Aggregate Physician Oversupply

- Physician increase
- BBA
 - OCapped positions
 - OReduction in expenditures
- Maldistribution

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Geographic Maldistribution

- Supply is not evenly distributed
- Concentration in urban areas
- Problems

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Specialty Maldistribution

- Primary vs specialty imbalance
- HMO's reduce demand
- Consequences
 - OHigh volume
 - ORise in costs
 - Olncreased demand

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International Medical Graduates

- Steady growth of IMG's
- ½ of all residency positions

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Dentists

- Licensure requirement
- 8 specialty areas
- Dental hygienists
 - OPreventive care
- Dental assistants

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Pharmacists



- Licensure
- Bachelor's degrees being phased out

PharmD will be standard

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Other Doctoral-Level Professionals

- Optometrists
 - OVision care
- Psychologists
 - OMental health care
- Podiatrists
 - ODiseases of the feet
- Chiropractors
 - Chiropractic manipulation, physiotherapy, dietary counseling

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Nursing





- Largest group
- Licensure
- Variety of settings
- Nurse Reinvestment Act of 2002

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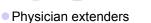
ith Care Workforce

Advanced Practice Nurses

- Clinical nurse specialists
- Certified registered nurse anesthetists
- Nurse practitioners
- Certified nurse midwives

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Non-physician Practitioners



- Physician's assistants
- Nurse practitioners

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Allied Health Professionals

- Technology role
- Fastest growing in health care
- 60% of workforce
- Categories
 - OTechnicians/assistants
 - OTherapists/technologists

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Health Services Administrators

- Top-level
 - Leadership
- Middle-level
 - Operatment mangers
- Entry-level
 - Assistants
 - Operations
- Challenges

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Workforce Issues



- Accountability of professionals
- Duplication and coordination among professions
- Adequate supply of physicians
- Adequate supply of nurses

In Conclusion . . .





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