

# **The impact of health manpower loss from retirement on need for replacement and service quality in primary healthcare, Thailand between 2008-2027**

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## **BACKGROUND**

- ▲ Government policy proposed to limit manpower in the government sectors including in primary healthcare services (PCS) by decreasing manpower recruited and increasing manpower retired in the few previous years**
- ▲ Health manpower loss from retirement will increase by older age pattern in each year**
- ▲ Number of population will increase during 2008-2027 because of population growth**
- ▲ All above problems will affect on the ratio of health manpower to population resulting in decreasing the service quality**

## **OBJECTIVES**

**To study the effects of health manpower loss from retirement on need for replacement and service quality in primary healthcare system, Thailand between 2008-2027**

## **DEFINITION**

**Health manpower  
: Health personnel  
who get certificate or  
degree in public health  
working at PCS  
(nurses were excluded)**

# **RESEARCH DESIGN**

## **Analytical Research**

### **SOURCE OF DATA**

- ▲ **Health manpower situation survey, 2003**
- ▲ **Population projection, 2003-2027 (NESD)**
- ▲ **Literature reviews about PCS and related document**

# **DATA ANALYSIS**

**Demographic  
estimation technique**

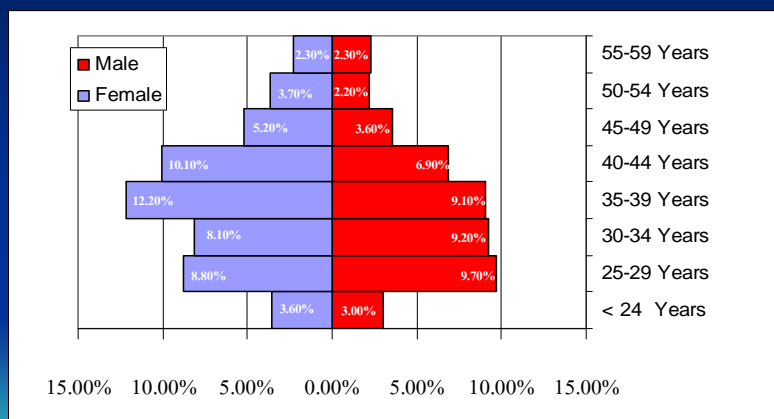
# **RESULTS**

- ▲ **Health manpower loss**
- ▲ **Health manpower pyramid**
- ▲ **Population growth**
- ▲ **Health manpower need and shortage in PCS**

## Lost rate from retirement and net lost rate of health manpower in PCS, Thailand, 2003-2007

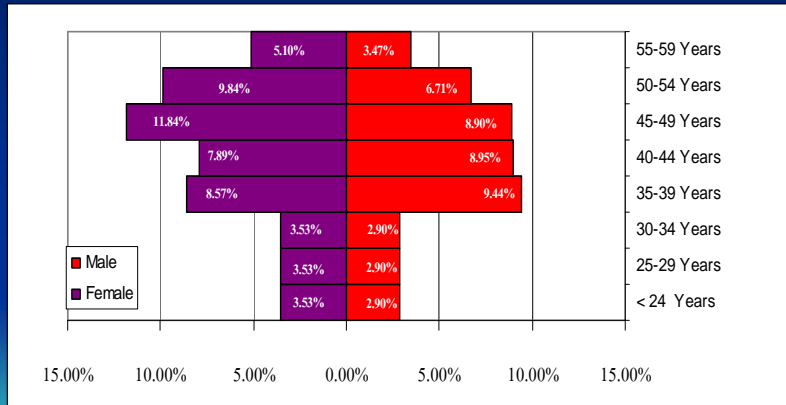


## Health manpower pyramid in PCS, Thailand, 2003 distributed by sex and age

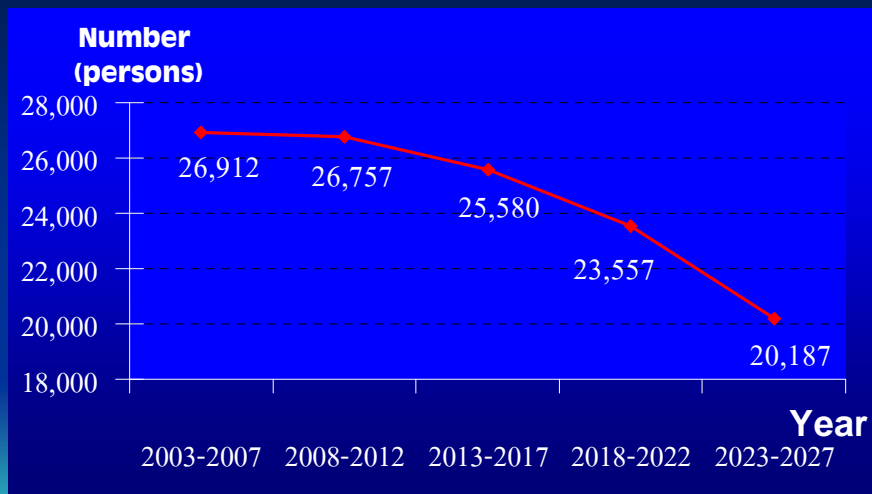


source : Wongsawat, Pramote, 2003

## Health Manpower Pyramid in PCS, Thailand, 2013 Distributed by sex and age



## Existing health manpower after losing from retirement in PCS, Thailand between 2003-2027



## Population estimation in PCS area, Thailand between 2003-2027

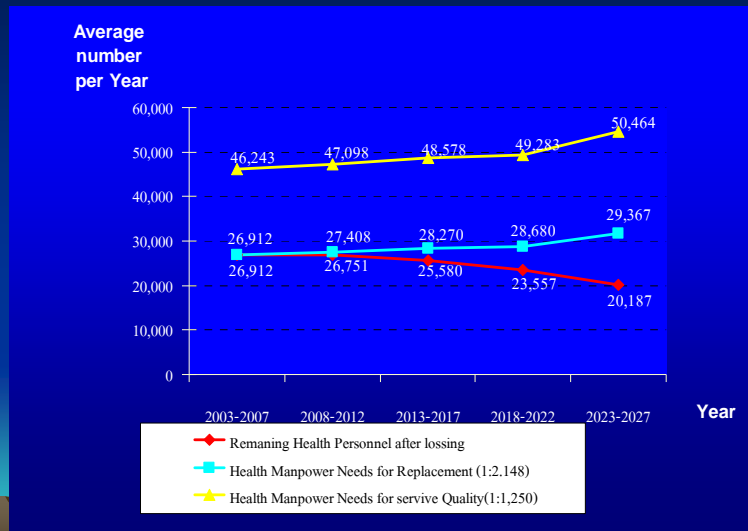


source : National institute for economic & social development, Thailand, 2003- 2027

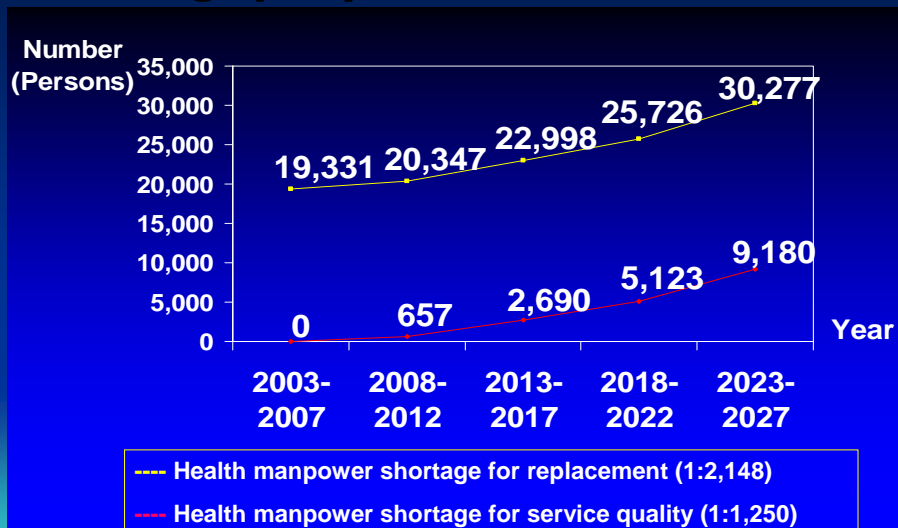
## The ratio between health personnel per population in PCS area, Thailand, 2003-2027



## Existing health manpower and health manpower needs for replacement and for service quality between 2003-2027



## Average number of health manpower shortage per year between 2003-2027



# SUGGESTION

- ▲ **Managing health manpower in PCS ;**
  - **stop early retirement policy in health personnel working on PCS to reduce the severe problem of health manpower shortage in the future**
  - **extend retirement age from 60 to 63 or 65 to keep the numbers of health manpower in PCS**

# SUGGESTION (Cont.)

- ▲ **Improving production and recruitment planning by ;**
  - increase health manpower recruited in college of public health, MOPH or affiliate with other educational institute to produce more health personnel for PCS**
  - increase health manpower recruited to PCS in each year**

## **SUGGESTION (Cont.)**

- ▲ **Develop information for health manpower planning in order to make the primary healthcare cover all population and to improve the quality of services**

