Implementing the Framework at Sectoral Level

A Health Sector View

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CENSUS 2016

Health, Disability and Carers

Disability by Age Group

- 224,388 up 20,319
- 643,131 (13.5%) had a disability up 8% since April 2011

Disability

- 359,657 down 21,449

Carers

- 195,263 carers (4.1% of the population)

- 118,151 female (60.5%)
- 77,112 male (39.5%)

Very Good Health

- 130,067 were at work accounting for 6.5% of the workforce

- 6,608,515 hours unpaid care weekly up 5.1% since April 2011

Very Good Health (age groups)

- 15-19: 79.0%
- 40-44: 58.6%
- 65-69: 31.3%
- 85+: 9.6%

Percentage Health Status

- Good or Very Good: 87%
- Fair: 8%
- Bad or Very Bad: 1.6%
HOW WILL POPULATION INCREASE AND AGEING AFFECT DEMAND FOR HEALTHCARE SERVICES IN THE YEARS TO 2030?

PROJECTED POPULATION INCREASE
640,000 - 1.1m
FROM 2015-2030

POPULATION AGED 65+
2015 1 IN 8
2030 1 IN 6

PROJECTIONS FOR 2030 COMARED TO 2015 LEVELS

PUBLIC HOSPITALS

INPATIENT BED DAYS
↑ 32-37%
UP TO 1.20m EXTRA

DAY PATIENT CASES
↑ 23-29%
UP TO 0.30m EXTRA

PRIVATE HOSPITALS

INPATIENT BED DAYS
↑ 25-32%
UP TO 0.20m EXTRA

DAY PATIENT CASES
↑ 24-28%
UP TO 0.13m EXTRA

GP VISITS
↑ 20-27%
UP TO 4.8m EXTRA

PRACTICE NURSE VISITS
↑ 26-32%
UP TO 1.9m EXTRA

PRESCRIPTION ITEMS (PUBLIC SCHEMES)
↑ 34-37%
UP TO 27.4m EXTRA

NURSING HOME RESIDENTS
↑ 40-54%
UP TO 15,600 EXTRA

HOME CARE PACKAGES
↑ 44-66%
UP TO 10,000 EXTRA

HOME HELP HOURS
↑ 38-54%
UP TO 7.7m EXTRA

PUBLIC PHYSIOTHERAPY VISITS
↑ 24-30%
UP TO 0.23m EXTRA

PUBLIC OCCUPATIONAL THERAPY VISITS
↑ 33-38%
UP TO 0.13m EXTRA

Evidence for Policy
Population & Migration Estimates

Ireland’s Usually Resident Population:
- 4,792,500
  - Male: 2,420,400
  - Female: 2,372,100
- Increased by 52,900 since 2016

Nationality:
- Irish nationals: 4,225,900 (88.2% of the population)
- Non-Irish nationals: 566,600 (11.8% of the population)

Net Migration of Irish Nationals:
- 2017: -3,400
  - 30,800 emigrants
  - 27,400 immigrants
- 2012: -29,600
  - 49,700 emigrants
  + 20,100 immigrants

85.5% decrease in the net outward migration of Irish Nationals in 2017 compared to 2012

Population of Dublin:
- 1,350,000
  - 28.2% of Ireland’s resident population

Net Migration 2017: +19,800
- Highest net inward migration since 2008
  - +84,600 immigrants
  - -64,800 emigrants

Level of Education:
- Immigrants aged 15+:
  - 48,600 (64.1%) had a 3rd level qualification
- Emigrants aged 15+:
  - 24,900 (44.0%) had a 3rd level qualification

Our Values:
- Care
- Compassion
- Trust
- Learning
Our Collective Challenge

Embedding Sustainability to the Current Healthcare System Through Cost Optimization

2012 Total Global Health Expenditure
Source: World Health Organization

2012 Total Global Health Expenditure
US$6.5 Trillion = US$948 Per &

Total Healthcare Spending
Highest: US$8362
Lowest: US$12

Total Government Healthcare Spending

Current and Projected Health Care Cost in the U.S.
Source: Centers for Medicaid and Medicare Services

2014
- Hospital Services: US$971.8 Billion
- Physician & Clinic Services: US$603.7 Billion
- Drugs: US$297.7 Billion

5.3% Increase from Previous Year

2024
- Hospital Services: US$1755.1 Billion
- Physician & Clinic Services: US$1034.8 Billion
- Drugs: US$564.3 Billion

5.8% Increase Per Year

Ageing Population
Shift to Chronic Care
Economic Pressures
Health Care Cost Optimization

How can we achieve healthcare sustainability?
What are the factors affecting healthcare sustainability?
Economic Crisis

Impact on Health Services

Source: Eurostat and OECD
* 2012-2014 Eurostat estimates from January 2013
Employment 2009 to 2017

- Mar 2009, 111,770
- Sep 2017, 109,338
Acute versus Community
Gender 80/20 – almost unchanged: *but*

![Chart showing gender distribution in Health Services People Strategy 2015-2018](chart.png)
Health Services **People Strategy 2015-2018** Leaders in People Services

**Absence: 2016: 4.6%**

![Bar chart showing absence rates by department: Medical/Dental (1.3%), Nursing (5.0%), Health & Social Care (3.6%), Management Admin (4.2%), General Support Staff (5.2%), Other Patient & Client Care (5.7%), Total (4.6%).]

**ADJUSTED TURNOVER RATE: 2016**

![Bar chart showing adjusted turnover rates by professional group: Total (6.5%), Consultants (8.9%), Nurse Manager (5.8%), Nurse Specialist (3.4%), Staff Nurse (7.9%), Public Health Nurse (3.4%), Therapists (8.0%), Health Prof (other) (8.8%), Management (full-time) (4.5%), Management (part-time) (4.5%), Clerical & Admin (4.0%), Ambulance (5.5%), Care (4.9%), Support (4.9%).]

**Permanent Contracts**

- Indefinite Duration: Medical/Dental, 34.0%
- Medical/Dental, 94.9%
- Nursing, 94.9%
- Social Care, 99.4%
- Health & Social Care, 94.2%
- Management/ Admin, 91.4%
- Support & Care, 86.4%
- Overall, 85.9%
People Strategy Outcomes

Priority 1 – Leadership and Culture
Priority 2 – Staff Engagement
Priority 3 – Learning and Development
Priority 4 – Workforce Planning
Priority 5 – Evidence and Knowledge
Priority 6 – Performance
Priority 7 – Partnering
Priority 8 – HR Professional Services
Joint Department Strategic WPG/ Cross Departmental Group

- Cross Sectoral
- Strategic
- National/Local
- Bottom up / Top down
- Integrative
- Consistent
- Coherent
- Collaborative
- Responsive

Workforce & Analytics
Integrated Workforce Planning Unit
Local Level Workforce Planning
Healthcare Support Staff
HG/ CHO Workforce Planning
Looking to the Future – Learning from the Past

• Integration - cross, inter, horizontal and vertical
  • Cross sectoral
  • Inter-sectoral
  • Multidiscipline
  • Bottom up and Top down
• Robust modelling – future focused - Health Pricing
• Stability – resilience modelling
Thank you