

ASSESSMENT OF THE SCOPE OF PRACTICE OF PHYSICIANS FROM THE MORE DOCTORS PROGRAM IN BRAZIL, AND ASSOCIATED FACTORS



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FOURTH GLOBAL FORUM ON HUMAN RESOURCES FOR HEALTH
SKILLS MIX: OPTIMIZING SCOPES OF PRACTICE AND ROLES
14-11-2017



**ESTAÇÃO DE PESQUISA
DE SINAIS DE MERCADO**



NESCON
núcleo de educação em saúde coletiva
FACULDADE DE MEDICINA - UFMG



Introduction



Fotos: Araquém Alcântara



Introduction

- Scope of practice refers to a set of functions and activities of a given health occupation.

- Determined by:
 - Professional regulation
 - Activities authorized by law
 - Education and training
 - Standards for exercising the profession
 - Activities actually carried out in professional practice
 - Patients demands

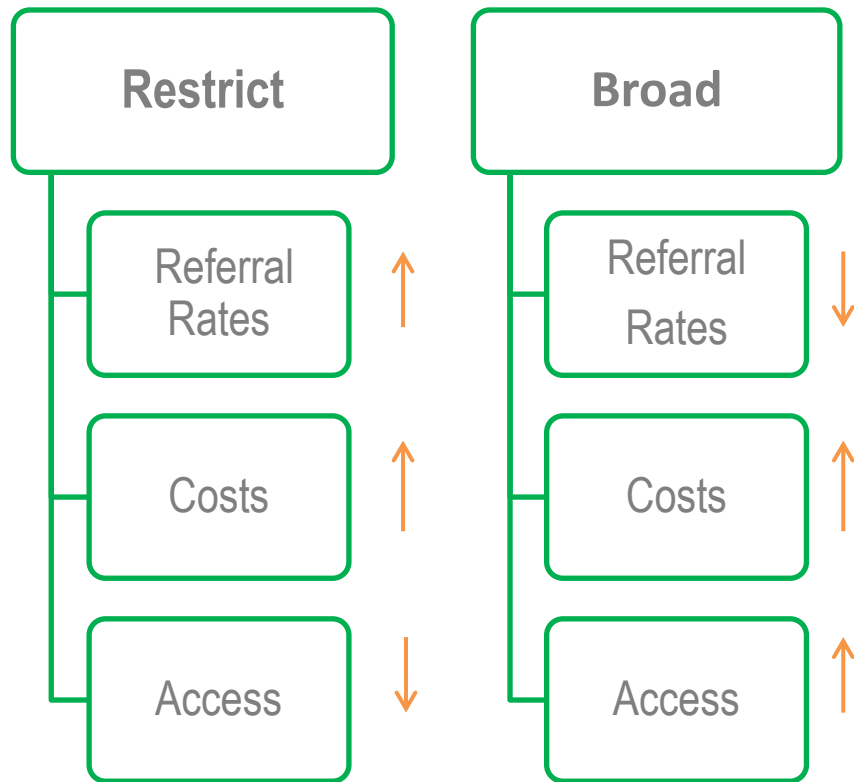
Federation of State Medical Boards of the United States (2005).

Canadian Academy of health Sciences (2014)

Rosenthal et al (2016)



Introduction



➤ Associated factors

- Gender
- Age
- Experience
- Work location
- Access to secondary care
- Access to specialists



Introduction

20% of municipalities with shortage of physicians and unequal distribution (Shortage Index)

Very low propensity of physicians to go to remote and most needed areas (DCEs)

Projection studies indicated that even in the best scenario Brazil would not reach a sufficient number of physicians

Insufficient number of physicians

Social perception that the shortage of physician was one of the main problems in health care

Evidence that pointed to a scenario of deep physician shortage in Brazil.

Medical labor market signals:

- growing salaries
- formalization of jobs
- low unemployment rates
- high demand and use of vacancies in medical graduate courses

World-wide problem

Example of strategies:

- educational strategies
- regulatory reforms
- financial incentives
- professional support
- recruitment of foreign medical workforce

MORE DOCTORS PROGRAM (2013)





Introduction

➤ More Doctors Program

The 'More Doctors', implemented in 2013 is one of the most wide-ranging public policies so far adopted by the Brazilian government to deal with physician shortage.

➤ Three main directions of action:

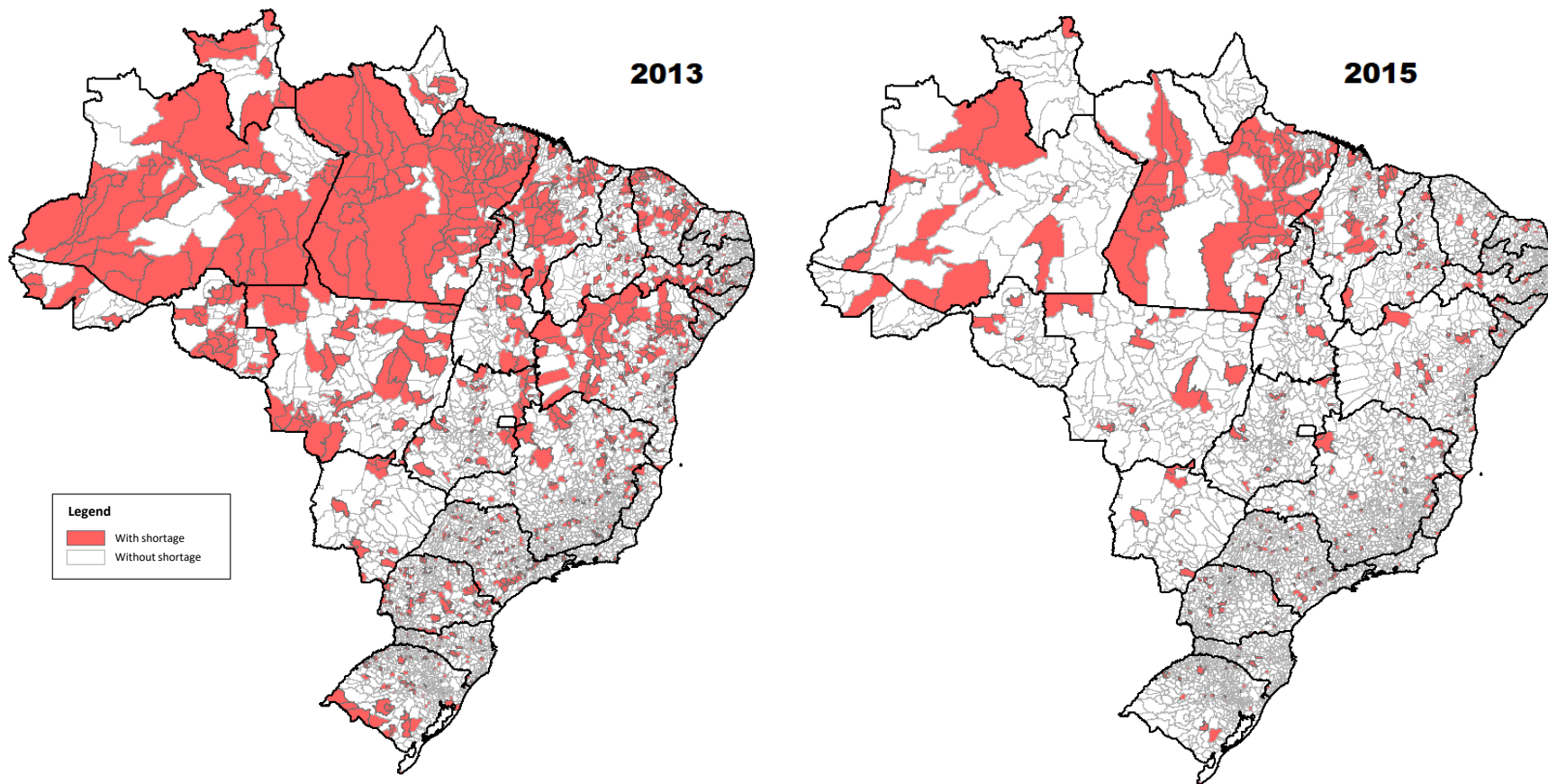
- I. investment in improving the infrastructure of healthcare facilities;
- II. expansion of the offer of courses and vacancies in medicine, including broad educational reforms in medical graduation and residency;
- III. emergency provision of doctors in priority areas and reduction of distributive inequalities.





Introduction

Primary Healthcare Physician Shortage Index (EPSM/UFGM)





Aim of the study



Fotos: Araquém Alcântara



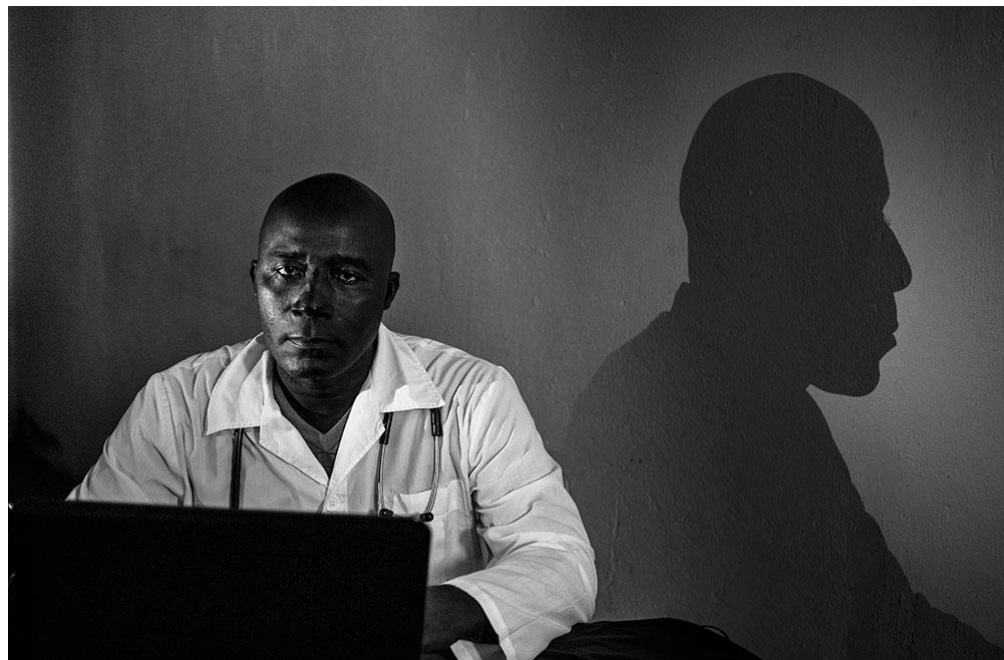
Aim of the study

- Considering that...
 - Expanded scope of practice is a way to meet patients needs and enable professionals to practice at the top of their education and experience;
 - Physicians are at the frontline of service delivery in primary care.
- Know the activities and procedures they perform is essential for policy makers to expand access and the improve efficacy of Brazilian Unified Health System (SUS).

Characterize the scope of practice of the 'More Doctors' physicians and identify factors associated with an expanded scope



Methods



Fotos: Araquém Alcântara



Methods

Regulation of the health professions
(EPSM/UFMG and ObservaRH/UERJ - 2015-2017)

Cross-sectional study

January - March 2016

Self-applied questionnaire

Sample of MMD physicians

Questionnaire:

- Access of primary health care protocols from the Ministry of Health
- Interviews with key informants and specialists
- International literature review

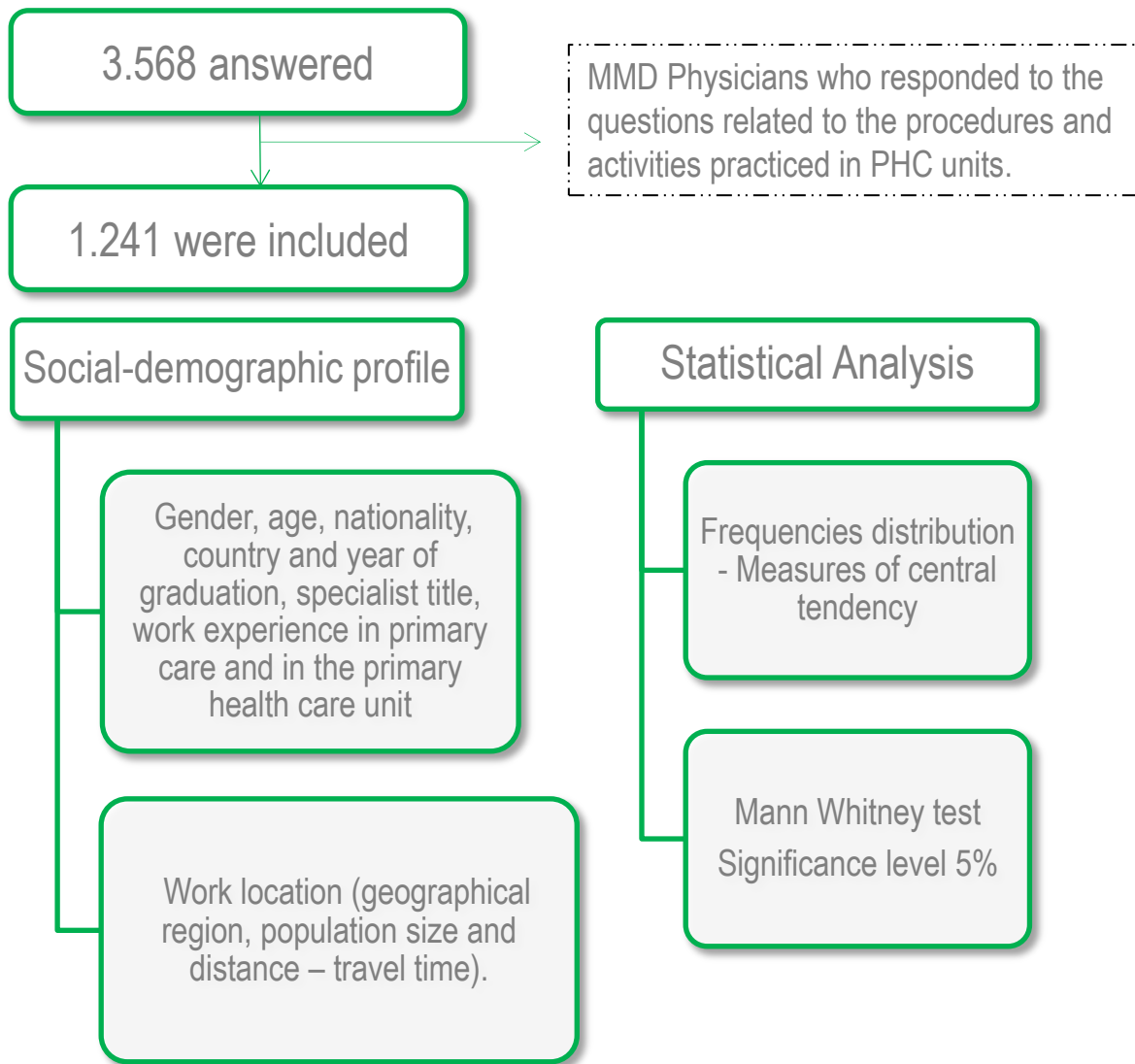
- Social-demographic profile
- Work information
- List of procedures, activities, actions practiced by PHC physicians (49 items),



Pre-test conducted with physicians working in PHC health facilities from different geographical regions in Brazil



Methods





Results



Fotos: Araquém Alcântara



Results

Profile of More Doctors physicians participating. Brazil 2016 (n=1.241)

Characteristics	n ¹	%
Gender		
Female	643	52,3
Male	586	47,7
Age (years)		
20 a 29	38	3,1
30 a 39	379	30,9
40 a 49	488	39,8
50 a 59	281	22,9
60 or more	39	3,3
Nationality		
Brazilian	227	18,5
Cuban	906	73,8
Other	94	7,7
Country of graduation		
Brazil	153	12,5
Other	1071	87,5
Years since graduation		
0 a 5	139	11,5
6 a 10	186	15,3
11 a 15	150	12,4
16 a 20	170	14
21 a 25	309	25,5
26 or more	258	21,3

Medical specialist

yes	1075	86,6
no	166	13,4

Experience in PHC

≤8 years	582	47,1
>8 years	653	52,9

Experience in the PHC unit

≤2 years	719	58,4
>2 years	513	41,6

Geographic region of work location

North	137	11
Northeast	540	43,5
Southeast	304	24,5
South	183	14,8
Midwest	76	6,1

Population size of the city of work location

Capitals and metropolitan regions	292	23,5
More than 100 mil inhabitant	166	13,4
More than 50 up to 100 mil inhabitant	140	11,3
More than 20 up to 50 mil inhabitant	272	21,9
More than 10 up to 20 mil inhabitant	221	17,8
Up to 10 mil inhabitant	150	12,1

Distance from the headquarters of the health region (minutes)

Up to 15 minutes	448	36,1
From 16 to 30 minutes	126	10,2
From 31 to 45 minutes	186	15
From 46 to 60 minutes	118	9,5
From 61 to 120 minutes	253	20,4
More de 120 minutes	110	8,9

Source: Girardi et al, 2016



Results

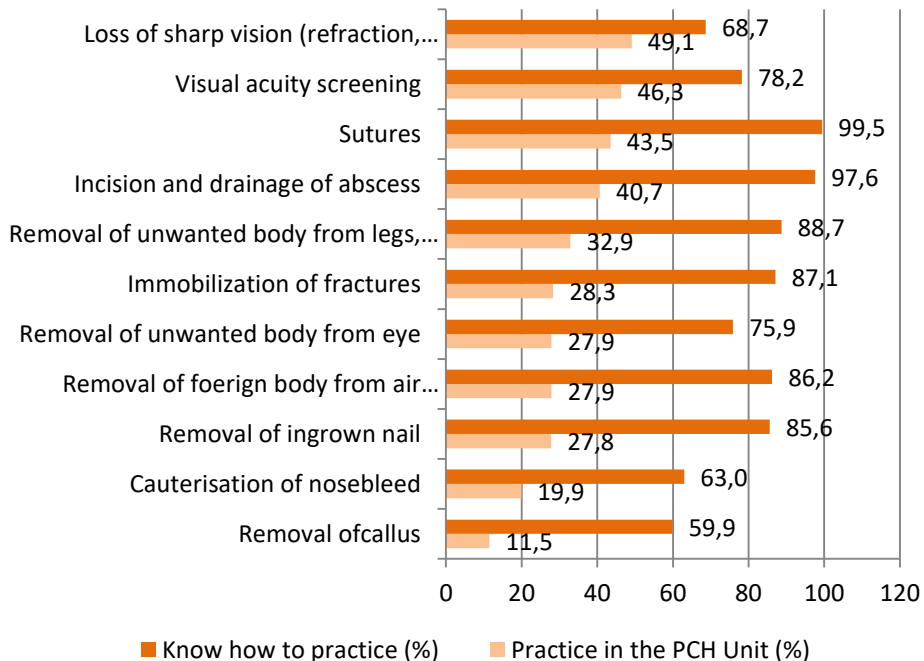
Procedures

Practice in the PCH Unit (n ± SD)
22,8 ± 8,2

vs.
p < 0,001

Know how to practice (n ± SD)
39,4 ± 9,1

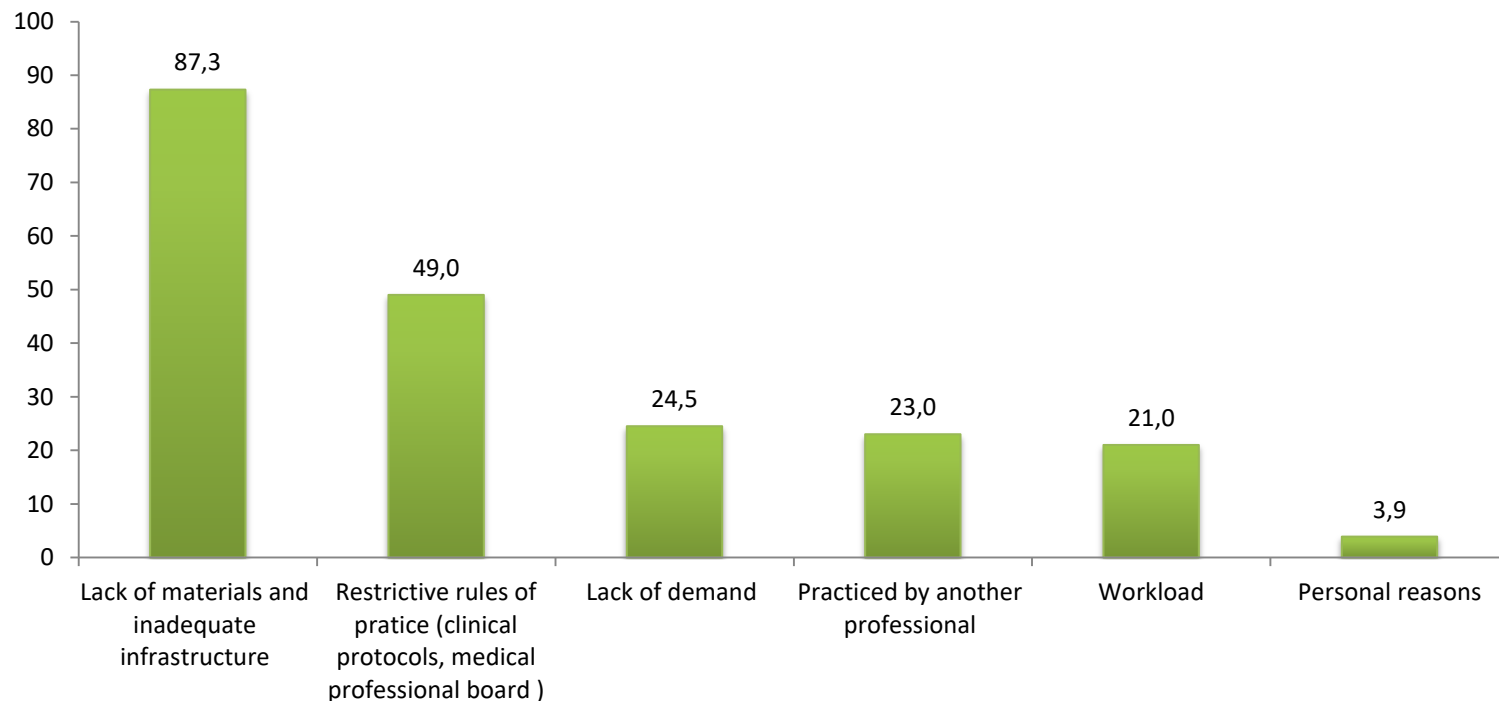
Examples of procedures
that have less then 50%
practice in the PCH health
facility and more than
50% knowhow to practice





Results

Why they do not practice what they know?

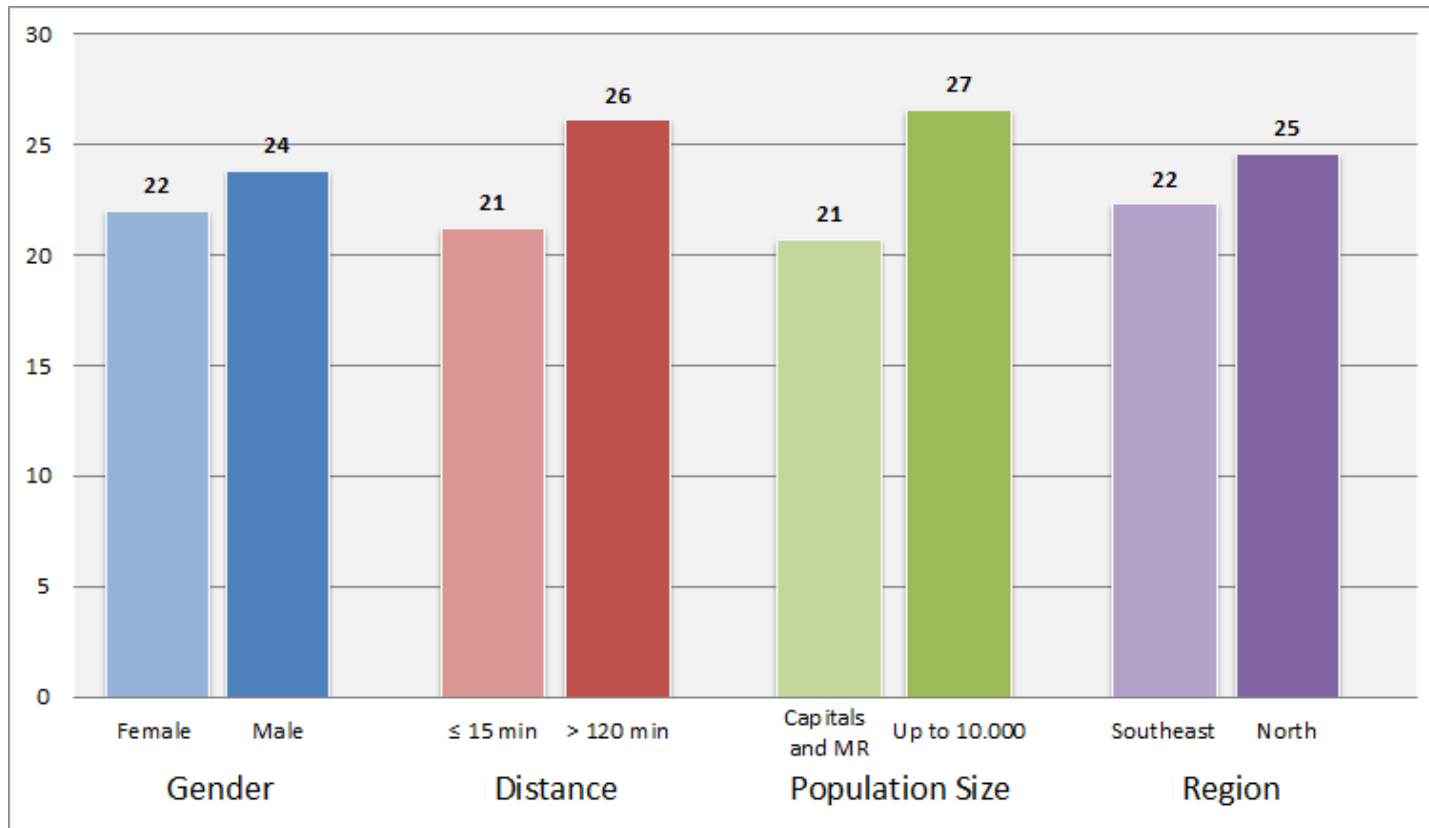




Results

Factors associated with an expanded scope of practice ($p < 0,001$)

Practice in the health facility





Results

Factors associated with an expanded scope of practice ($p < 0,001$)

Do not practice, but know how





Final Considerations



Fotos: Araquém Alcântara



Final Considerations

- The present study identified several factors associated with an expanded scope of practice and a broader knowledge of practice in PHC, such as: male gender, Cuban nationality, lower time since graduation, graduation outside Brazil, PHC specialist, experience in PHC, geographic region, population size and distance.
 - We can identify bigger differences in an expanded scope of practice specially in smaller municipalities
- The results also showed that 'More Doctors' physicians practice a lower number of procedures and activities than they indicated knowing how to practice, mainly due lack of materials and the inadequate infrastructure, and restrictive rules of practice.
- In this sense, the use of professional competences can be optimized by structuring health care units and by increasing flexibility around scope of practice in PHC.
- We believe that reviewing the scope of practice of physicians can be an important tool to expand the potential of primary health care and improve patients access and efficacy of Primary Health Care services in Brazil.



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Thank you!

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Article:

GIRARDI, Sábado Nicolau et al . Avaliação do escopo de prática de médicos participantes do Programa Mais Médicos e fatores associados. *Ciênc. saúde coletiva*, Rio de Janeiro , v. 21, n. 9, p. 2739-2748, Sept. 2016