


 Università Commerciale  
Luigi Bocconi



Policy Dialogue "The planning of a well-skilled nursing and social care workforce in the EU"  
 Venice, 11-12 May 2009

**Italy: case study**

Carlo DE PIETRO  
 SDA Professor & CER GAS Contracted Research Fellow  
 Bocconi University, Milan


 CER GAS  
 Centro di Ricerca in Economia e Sanità  
 SDA Bocconi

---

---

---

---

---


---


---

---

---

---


 Università Commerciale  
Luigi Bocconi

**The country and its healthcare system**



**DEMOGRAPHY**

Population: 60 millions (2009)  
 Population 80+ years: 4.7% (2003)  
 Fertility rate between 15 and 49: 1.34

**ECONOMY**

GDP per capita: 29,168 US\$ ppp (2006)

Carlo DE PIETRO 2009 2


 CER GAS  
 Centro di Ricerca in Economia e Sanità  
 SDA Bocconi

---

---

---

---

---


---


---

---

---

---


 Università Commerciale  
Luigi Bocconi

**The country and its healthcare system**


**HEALTHCARE SYSTEM**

Beveridge NHS type (universal coverage; (almost) free at the point of service; tax funding)


20% of acute beds are in private facilities contracted by the NHS (2006)

Life expectancy at birth: 81 (2004)

Infant mortality rate per 1000 live births: 3.9 (2004)

Regionalised system, with Regions in charge of financing, organising and running the system  
*... but HRH (still) set mainly at the national level*

Carlo DE PIETRO 2009 3


 CER GAS  
 Centro di Ricerca in Economia e Sanità  
 SDA Bocconi

---

---

---

---

---



---

---



---

---

---


**The national regulation on HRH**


- Identification and regulation of the HEALTH PROFESSIONS
- Regulation of the EDUCATION, and almost monopolistic position in university education (most universities are State universities)
- Definition of MINIMAL STAFFING requirements for providers of healthcare services
- NATIONAL COLLECTIVE AGREEMENTS defining labour conditions and integrating "second-level agreements" signed in each providing organisation

Carlo DE PIETRO 2009 4

---

---

---

---

---



---

---

---

---



---


**The NHS staff**


650,000 salaried staff (includes doctors)

600,000 FTE

- 100,000 physicians
- 225,000 nurses (large definition)
- 60,000 staff supporting nurses
- 215,000 others

Carlo DE PIETRO 2009 5

---

---

---

---

---



---

---

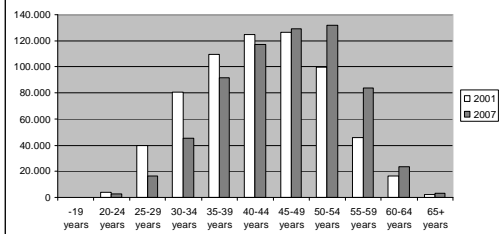
---

---

---




**The NHS staff**


Age profile of the Italian NHS staff, headcounts



Age Group (years)	2001 Headcount	2007 Headcount
-19	~5,000	~5,000
20-24	~10,000	~10,000
25-29	~40,000	~40,000
30-34	~80,000	~80,000
35-39	~110,000	~110,000
40-44	~125,000	~125,000
45-49	~130,000	~130,000
50-54	~100,000	~100,000
55-59	~45,000	~45,000
60-64	~15,000	~15,000
65+	~5,000	~5,000

Mean from 43.5 to 46.5

Carlo DE PIETRO 2009 6

---

---

---

---

---

---



---

---

---

---




**Open issues**


**MANY HEALTH PROFESSIONS**

- Traditionally: physicians, veterinary doctors, pharmacists, biologists, psychologists, nurses, midwives, paediatric nurses, health assistants, and radiology technicians
- Since 1999: professional educators, physiotherapists, speech therapists, orthoptists, podiatrist, educators for the psychiatric and psycho-social rehabilitation, therapists for the neuronal and psycho-evolution for childhood and adolescence, ergotherapists, dieticians, dental hygienists, audiometry technicians, audioprothesis technicians, technicians in cardio-circulatory physiopathology and cardio-vascular perfusion, laboratory technicians, neuro-physiopathology technicians, orthopaedic technicians, technicians for health prevention in the environment and workplace

CERGAS Center for Research in Economics, Governance and Society  
 SDA Bocconi Università Commerciale Luigi Bocconi  
 Carlo DE PIETRO 2009 10

---

---

---



---

---

---

---

---


**Open issues**


**MANY HEALTH PROFESSIONS**

- All these professions have their own bachelor course, offered by several universities. This makes planning complex. The high number of distinct occupations means that the planning process is longer, and that there is more room for political interventions or for interprofessional conflicts, etc.
- Specialized education should avoid reducing substitutability between professions, when possible. Legal monopolies should remain limited to few areas and substitutability should be preserved at a sufficient extent

CERGAS Center for Research in Economics, Governance and Society  
 SDA Bocconi Università Commerciale Luigi Bocconi  
 Carlo DE PIETRO 2009 11

---

---

---



---

---

---

---

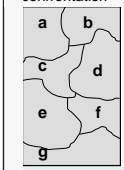
---


**Open issues**


**MANY HEALTH PROFESSIONS**

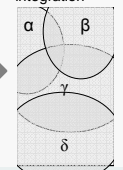
Frameworks for labour division and collaboration among professional groups

**<A>**  
confrontation



→

**<B>**  
integration



CERGAS Center for Research in Economics, Governance and Society  
 SDA Bocconi Università Commerciale Luigi Bocconi  
 Carlo DE PIETRO 2009 12

---

---

---

---

---

---

---

---

