

## Planning of Nursing Personnel in Lithuania: What Does the Future Hold?

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Policy Dialogue,  
nursing and social care workforce  
in the European Union  
Venice, 11-12 May 2009

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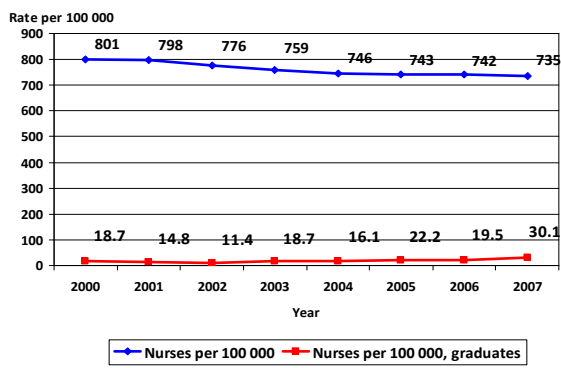
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### Nurses and nursing graduates, 2000-2007



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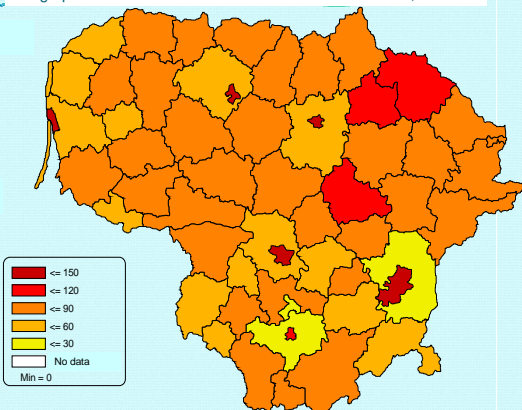
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### Geographic distribution of nurses and midwives in Lithuania, 2007



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### Migration trends (1)

- 2004.05.01-2006.04.30 – 273 nurses were issued certificate by MoH for migration;
- 2004.05.01-2005.04.30 – 61 percent of those with certificates were registered in other countries;
- 2005.05.01-2006.04.30. - 45 percent of those with certificates were registered in other countries;

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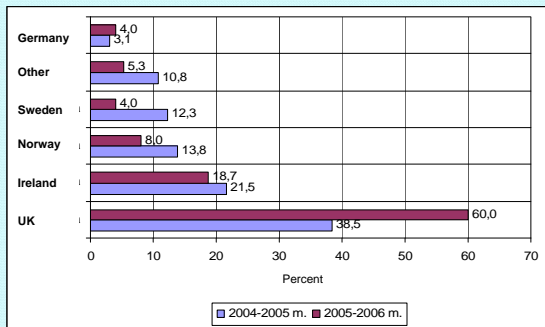
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### Migration trends (2) – destination countries




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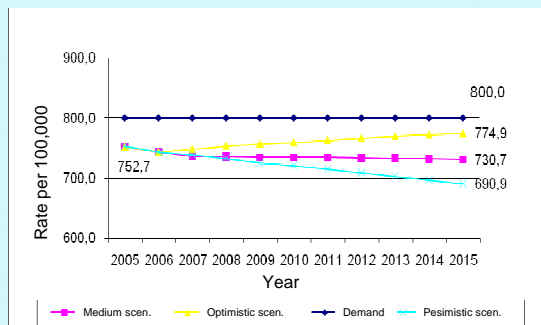
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### Projection of supply and demand of nurses, 2005-2015




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### Actions taken in HRH planning, 1993-2006

Year	Action	Institution
1993	Based on projections drawn by foreign experts it was decided to cut the enrollment to medical studies by half (up to 150 students enrolled annually)	MoH
2000-2002	Project "Planning of HRH in Lithuania" funded by Open Society Foundation, Lithuania	KUM, VU, MoH, LHIC, WHO Liaison Office, NBH and Xavier University (USA)
2002	Projections of physicians supply and requirement until 2015	KUM
2002	Enrollment to medical studies was increased from 250 to 400 students. This will reflect in the number of graduates in 2008. The real change to the workforce will be felt in 2012-2016 after the graduates will finish the residency programs	MoH, Ministry of Education and Science, Ministry of Finance

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### Actions taken in HRH planning, 1993-2006

Year	Action	Institution
2003	Program "Strategic planning of HRH in Lithuania in 2003-2020" was confirmed by the Minister of Health (2003-2005)	KUM, MoH
2005, 2006	MoH presented recommendations to the Universities regarding specialty distribution of physicians' enrollment to residency programs	MoH
2005	Program "Strategic planning of HRH in Lithuania in 2003-2020" was prolonged by the Minister of Health until 2007	MoH
2006	Universities partially considered the recommendations of MoH regarding specialty distribution of physicians' enrollment to residency programs	KUM, VU
2006	Projections of dentists supply and requirement until 2015, renewed projections of physicians supply and requirement	KUM
2006	MoH presented recommendations to the Ministry of Education and Science regarding increasing enrollment of nurses to the colleges	MoH, Ministry of Education and Science

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### Conclusion

- Achieving a balance between the supply and the requirements of HRH is very complex, but important task in order to ensure the appropriate and efficient functioning of the health care system in the future
- Successful implementation of the ongoing reforms in the health sector will ensure that HRH in Lithuania will not face severe shortages in coming years

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