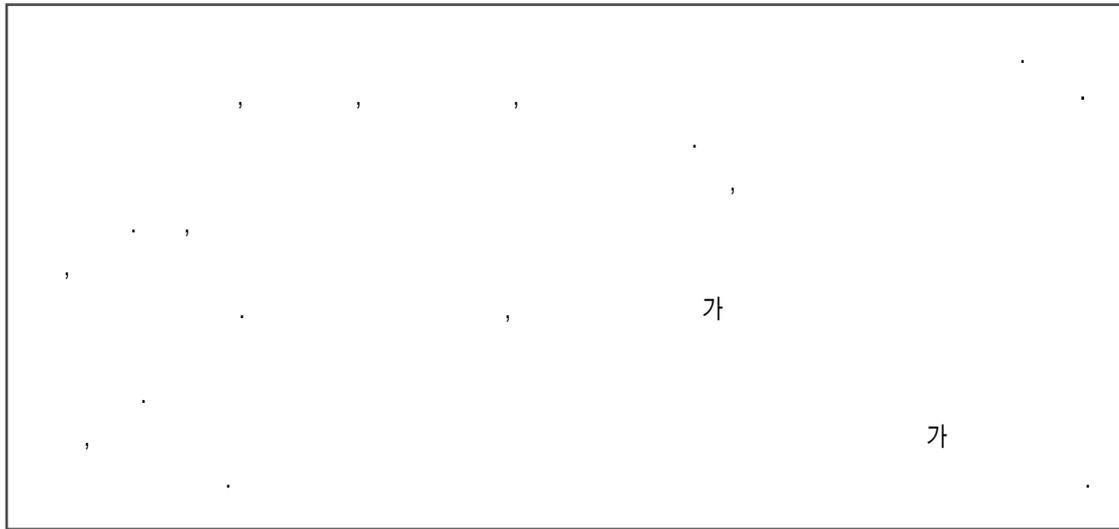


## Policy for Medical Workforce Planning: Lessons from the Experiences of Australia and U.K.



1. WHO (2005, 21) 가

WHO 가

1) Pong et al.(1996), Building a Stronger Foundation: A Framework for Planning and Evaluating Community-Based Health Services in Canada-Component 1: Health Human Resources in Community-Based Health Care: A Review of the Literature, A Report prepared for the Federal, Provincial and Territorial Deputy Ministers of Health, Health Canada.

1994 가

1994 10 (AHMAC: Australian Health Minister ' Advisory Council) 가

1995 (AMWAC: Australian Workforce Advisory Committee) 가

1) 가

(AMWAC) 가

2. (AMWAC) (AHWAC: Australian Health Workforce Advisory Committee) 가

1) 가 (AHWOC: Australian Health Workforce Officials Committee) 가

(AHWOC)

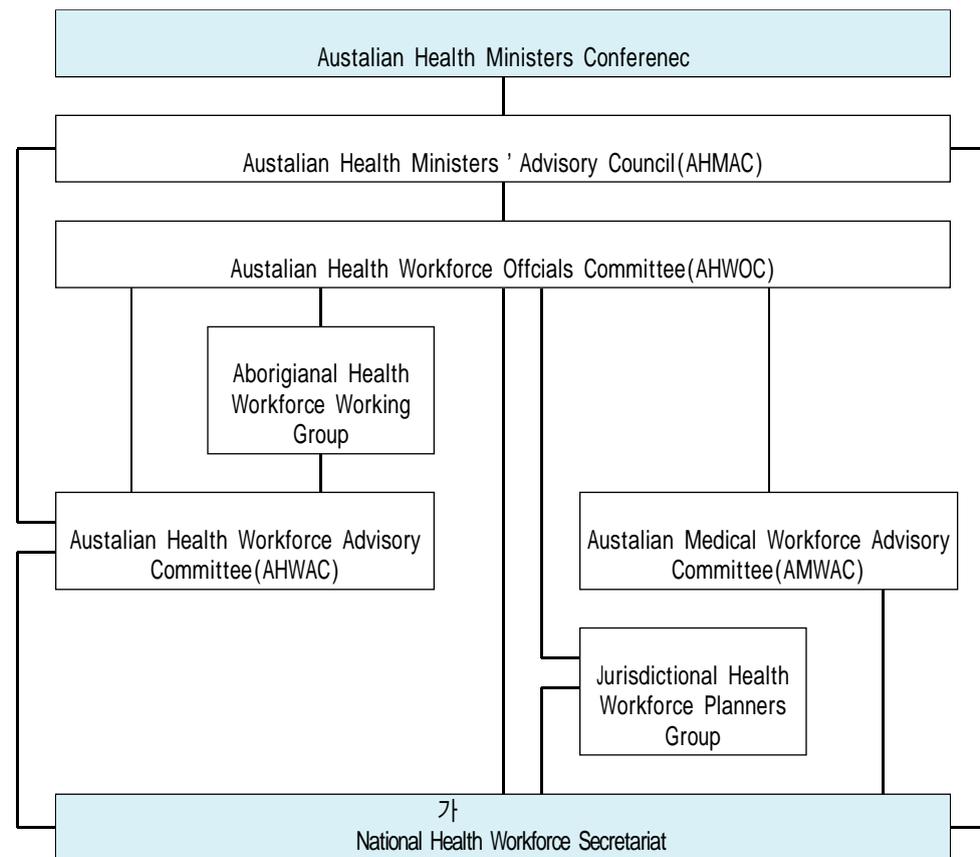
, AHWOC AHWAC AMWAC

AMWAC

AHWAC

AHMAC AMWAC

1. 가 : 2003



: AMWAC(2003), Specialist medical workforce planning in Australia, AMWAC Report 2003.

(supply entry)

가 (expert panel)

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AMWAC

2)

3)

AMWAC

1995 van Konkelenberg

2)

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full-time

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(needs-based measures)

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1999

76.8%

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62%

가

13.2%가

10

4.6%

, AMWAC

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< 2>

2) Mable A.L, and Marriott J. Steady State: Finding a Sustainable Balance Point, Health Canada, Health Human Resources Strategies Division, 2001.

3) Australian Institute of Health and Welfare, The Australian Medical Workforce: Workforce Characteristics and Policy Update, 5th International Medical Workforce Conference, 2000.

1. :1999

	(capital city)	(other metrop.)	(large rural center)	(small rural center)	(other rural area)	(remote area)	
	39,165	3,619	3,135	2,035	2,343	672	50,969
(%)	76.8	7.1	6.2	4.0	4.6	1.3	100.0
(%)	63.9	7.6	6.0	6.5	13.2	2.7	100.0
10	322	248	277	165	94	8	268
	27,067	2,736	2,370	1,555	1,780	462	35,970
	12,098	882	765	480	563	210	14,999
( 10 )							
1	122.4	104.6	105.4	96.1	79.7	5.2	111.6
	30.3	28.3	34.5	11.5	3.1	1.0	25.2
	114.2	82.7	115.4	48.6	8.1	1.1	91.0
	34.3	22.9	11.3	2.2	0.4	0.2	8.9
	20.4	9.5	10.4	6.6	2.6	0.5	15.4

: -8 , Sydney, Melbourne, Brisbane, Perth, Adelaide, Hobart, Darwin, Canberra가  
 : , Newcastle, Wollongong, Queanbeyan, Geelong, Gold Coast-Tweed  
 Heads, Townsville가  
 : 2 5 10 가  
 : 2 5 가  
 : Australia & Health 2002.

TRD)

(OTD)

12

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(medicare rebate)

(temporary resident doctor:

4)

4) 가

(Territories)

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	- 6	100		가	
	-				
	-		10		
	-	600			
	- 2001	450	200	GP	
	-			GP	pilot program . 가
	- 10~13				
	-				
	-			가	
	-				
	-			Rural Workforce Agencies)	
	-			Rural Retention Program	
	-			remoteness,	

3.

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1)

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2)

5)

, NHS

5) Department of Health(DoH), " A Health Service of all the talents: Developing the NHS workforce " Consultation Document on the Review of Workforce Planning, 2000.

3.

(DoH)	<ul style="list-style-type: none"> <li>• NHS (Social Care)</li> <li>• 가</li> </ul>
NHS	<ul style="list-style-type: none"> <li>• NHS : NHS</li> <li>• :</li> <li>• :</li> <li>• NHS Trust: ( )</li> </ul>
(AGMETS)	<ul style="list-style-type: none"> <li>• , NHS</li> </ul>
(JCC)	<ul style="list-style-type: none"> <li>• JCC</li> <li>• JCC가 (LMWAGs)</li> <li>• JCC</li> <li>• (MWSAC) JCCD</li> </ul>
(LMWAGs)	<ul style="list-style-type: none"> <li>• ,</li> </ul>
(MWSAC)	<ul style="list-style-type: none"> <li>•</li> </ul>
(Postgraduate Deans)	<ul style="list-style-type: none"> <li>•</li> </ul>
(REDGs)	<ul style="list-style-type: none"> <li>• (Education and Training Consortia: ETC)</li> <li>•</li> </ul>
(SWAG)	<ul style="list-style-type: none"> <li>• 가 NHS AGMET</li> <li>• , ,</li> </ul>

- (consultant)가 15 가
- )
- 
- (Medical

Workforce Standing Advisory Committee: MWSAC) 가 MWSAC (medical Royal Colleges) NHS 4

가 (postgraduate deans), NHS (Health Authorities: HA) (Higher Education Funding Council for England: HEFCE) ( 6 ), 가 (General Medical Council: GMC) SWAG , Service SWAG NHS가

Increment for Teaching(SIFT) NHS 가

GP , 가 5~6 가 GP (Health Authority) GP [ GP NHS (Medical Practices (Local Medical Workforce Advisory Groups: LMWAGs) NHS 가 (1998 1% ) 64 (Specialty Workforce Advisory: SWAG) 가 .SWAG (Advisory Group on Medical Education,



, DRG,

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3) , Edmonson(1999)

(1)

10~15

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7)

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1, 2, 3 가

( ,

6) (2003),<sup>7)</sup>

7) (2001),<sup>8)</sup>

8) Edmonson, J., Integrated workforce planning: The acid test for the education commissioning consortia?, Journal of Management in Medicine, vol.13, no1, pp33~40.

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(LMWAGs)

NHS

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NHS

, PostGraduate Deans

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