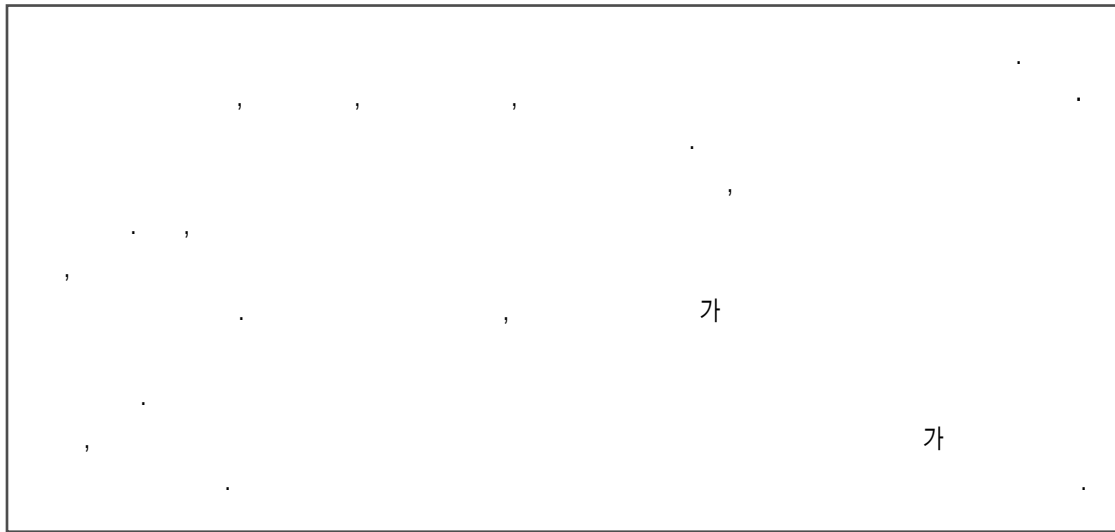


Policy for Medical Workforce Planning: Lessons from the Experiences of Australia and U.K.



1. WHO (2005. 6.)

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

(AHMAC: Australian Health Minister ' Advisory Council) 가

1995 (AMWAC: Australian Workforce Advisory Committee) 가

1) (AMWAC) 가

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(AMWAC) (AHWAC: Australian Health Workforce Advisory Committee)

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

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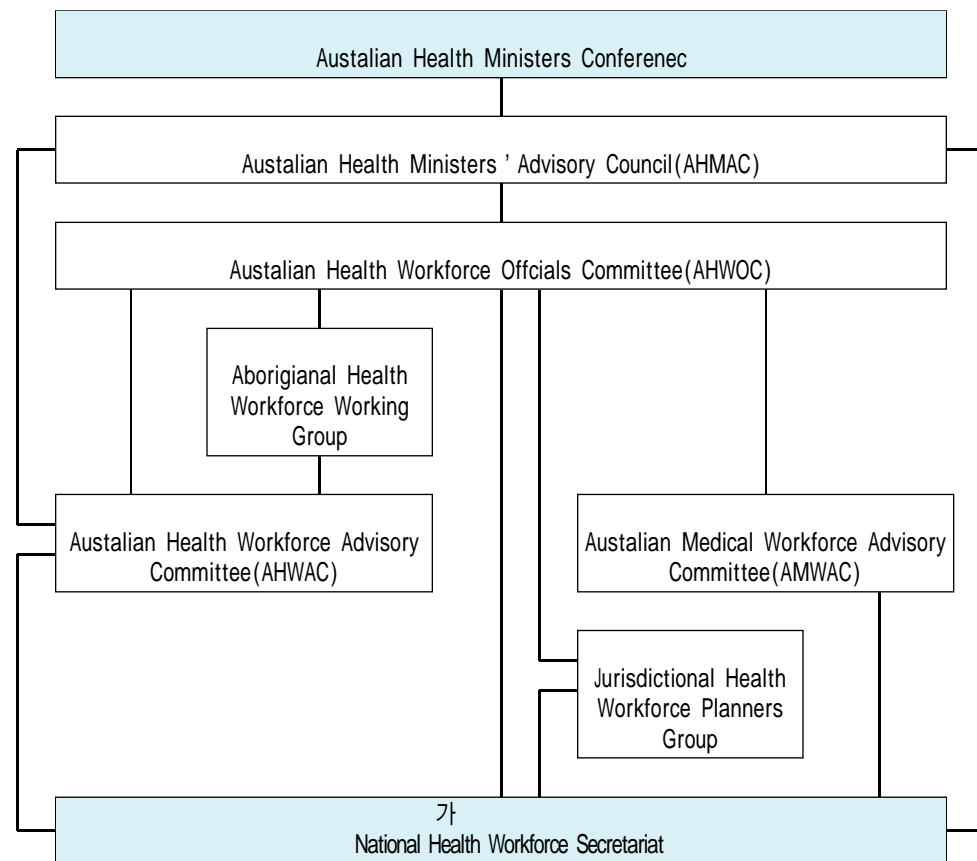
, AHWOC AHWAC AMWAC

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1. 가 : 2003



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

(supply entry)

가 (expert panel)

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(needs-based measures)

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76.8%

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, AMWAC

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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
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(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
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 : Australia & Health 2002.

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	- 2001	450		200	GP
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	- 10~13				pilot program
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/	-				Rural Retention Program
	-				remoteness,
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, 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"> • : NHS (Social Care) • : 가
NHS	<ul style="list-style-type: none"> • NHS : NHS • : • : • NHS Trust: ()
(AGMETS)	<ul style="list-style-type: none"> • , NHS
(JCC)	<ul style="list-style-type: none"> • JCC • JCC가 (LMWAGs) • JCC • (MWSAC) JCCD
(LMWAGs)	<ul style="list-style-type: none"> • ,
(MWSAC)	<ul style="list-style-type: none"> •
(Postgraduate Deans)	<ul style="list-style-type: none"> •
(REDGs)	<ul style="list-style-type: none"> • (Education and Training Consortia: ETC) •
(SWAG)	<ul style="list-style-type: none"> • 가 NHS AGMET • , ,

- (consultant)가 15 가
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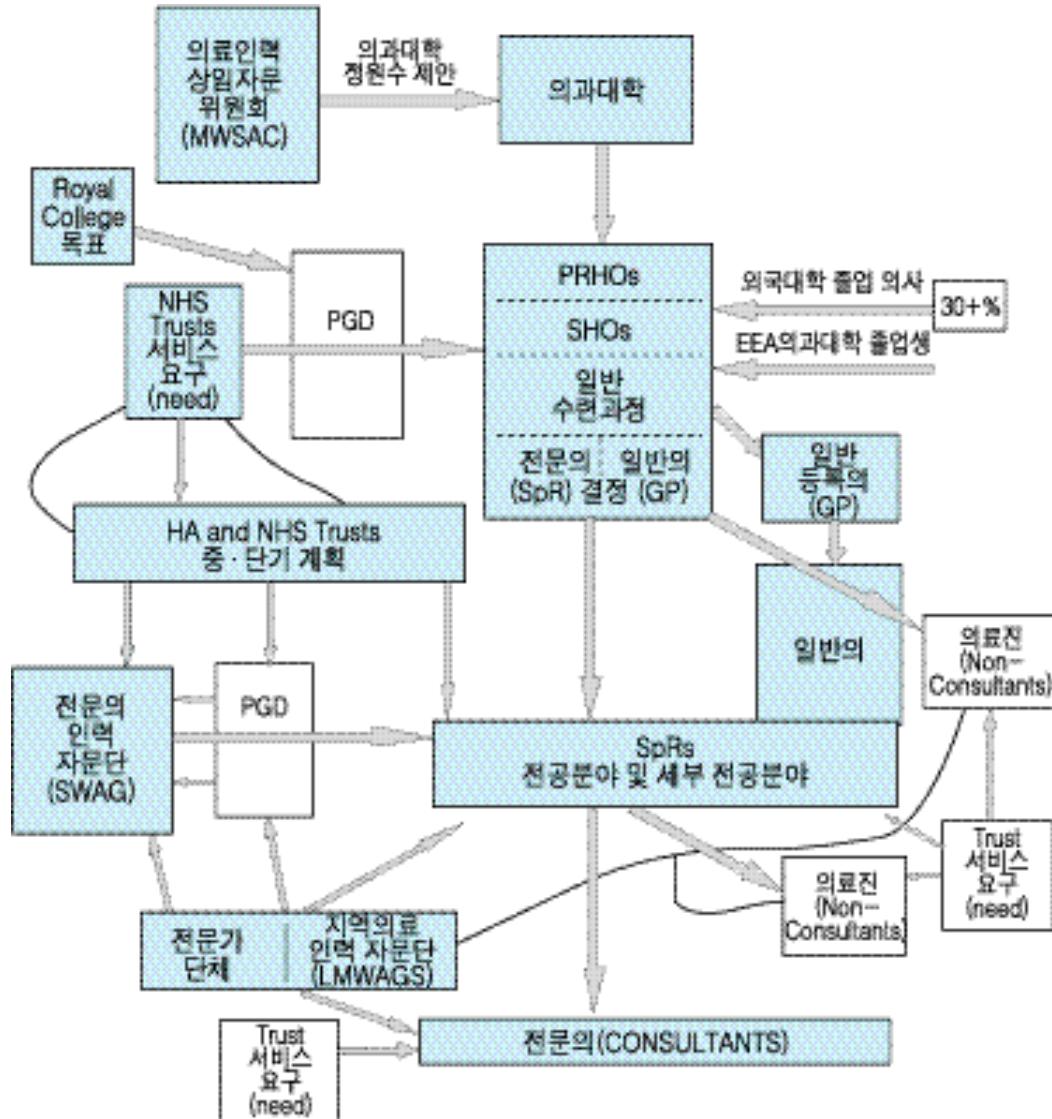
Workforce Standing Advisory Committee: MWSAC) 가 MWSAC (medical Royal Colleges) NHS 4

Executive) NHS (NHS 가 (postgraduate deans), (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 (Health Authority) GP [2] NHS (Medical Practices (Local Committee: MPC) Medical Workforce Advisory Groups: LMWAGs) NHS (Specialist Registrar) . GP LMWAGs NHS 가 (1998 1%) 64 (Specialty Workforce Advisory: SWAG) 가 .SWAG (Advisory Group on Medical Education,

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: DoH(2000), A Health Service of all the talents: Developing the NHS workforce, consultation document on the review of workforce planning.

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3) , Edmonson(1999)

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(LMWAGs)

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6) (2003),⁷⁾

7) (2001),⁸⁾

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