

Health Manpower in an Aging Society With Low Fertility



趙成賢

()

가
가 (obstetric
services)
가 가
가 (workforce planning)
가 가
가 ()

가
 (non-physician clinicians)
 (discipline)
 (framework)
 가
 가
 가
 AMWAC
 1)
 가
 가

2)
 vs
 가
 가
 가
 가
 가
 가
 가
 가
 3)
 가
 가
 가
 가
 가
 가
 (gatekeeper)
 가



Horvath, J. et al. (1998). Micro Planning of the Australian Medical Workforce, Australian Medical Workforce Advisory Committee, 1998. (<http://amwac.health.nsw.gov.au/corporate-services/amwac/cambridge1.html>).

가 , (reorientation)

가 , (multiple pathology)

가 , (coordination)

가 , (expertise)

가 , (falls)

가 , (geriatric syndromes)

가 , (care plan)

가 , (intervention team)

가 , (geriatric assessment)

가 , (sub-specialty)¹⁵⁾

가 , (sub-specialty)¹⁵⁾

11) Kovner, C. T., Mezey, M., & Harrington, C., "Who cares for older adults? Workforce implications of an aging society, Health Affairs 21(5), pp. 78-89.

12) : P. 29, 2002.

(geriatric assessment)

2001 2 1

. 2003 1,385 ,

가 19%, 가 가 39%

¹³⁾ 가 , 가

¹⁴⁾ 가

가

가 (sub-specialty)¹⁵⁾

가 (falls)

가 (geriatric syndromes)

가 (care plan)

.Cohen (2002)

(intervention team)

¹⁶⁾

13) (2003 6)

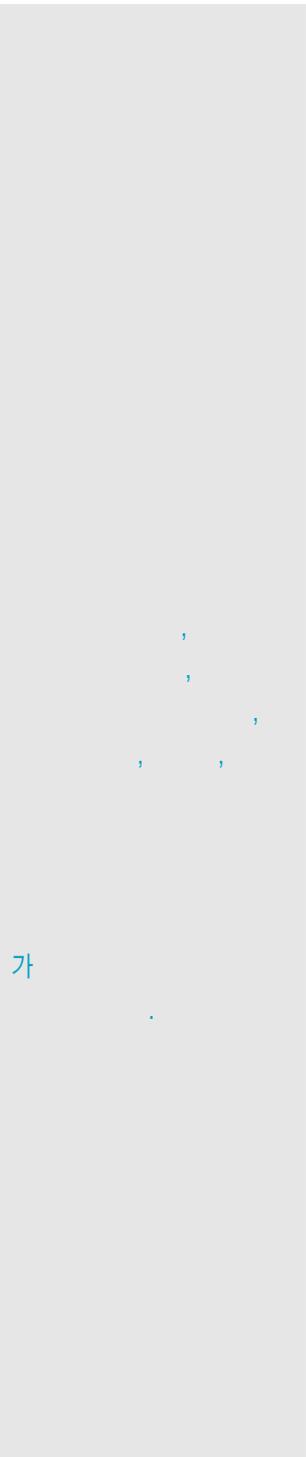
14) , P. 29

15) 12 P.6(s1), 2002, pp. 19 ~ 27. (geriatric medicine) (sub-specialty) (AMWAC, 1997).

16) (randomized controlled trial)

(intervention team)

(Cohen, H. J. et al. A controlled trial of inpatient



3.

가 가 . , (requirements) (sentinel service)¹⁷⁾ (procedure) 가

가 가 . (productivity), (workload) 가 - 가 , , (empirical data)

가 .

가 1 .

and outpatient geriatric evaluation and management, New England Journal of Medicine, 346, 905 ~ 912, 2002).

17) (specialty) “sentinel events/ services” . sentinel event (utilization) (true need) , (procedure) sentinel event (Expert panel on health professional human resources (2001). Shaping Ontario's Physician Workforce: Building Ontario's capacity to plan, educate, recruit and retain physicians to meet health needs Canada (http://www.health.gov.on.ca/english/public/pub/ministry_reports/workforce/workforce.pdf).

(full-time vs part-time)

가 , (, ,) 가 , 가

가 ,

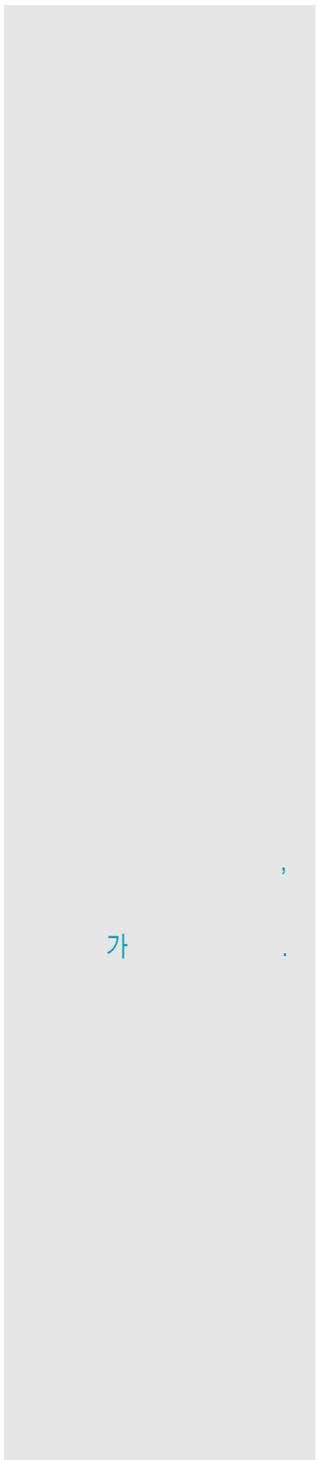
18)

18)

1993	1991	Barer-Stoddart report
가	10%	(Barer-Stoddart
),	3	1987
	1997	5%
		1990

가 (direct policies) (international medical graduate) , retirement incentive가 (rotating internship) , (ratio) 가, (unintended consequences) (remuneration), (expenditure control)

Chan, B, TB. (2002). From Perceived Surplus to Perceived Shortage: What Happened to Canada's Physician Workforce in the 1990s? Canadian Institute for Health Information.



가