

The motivation of physicians in the post-Semashko health care model

Sergey Shishkin,

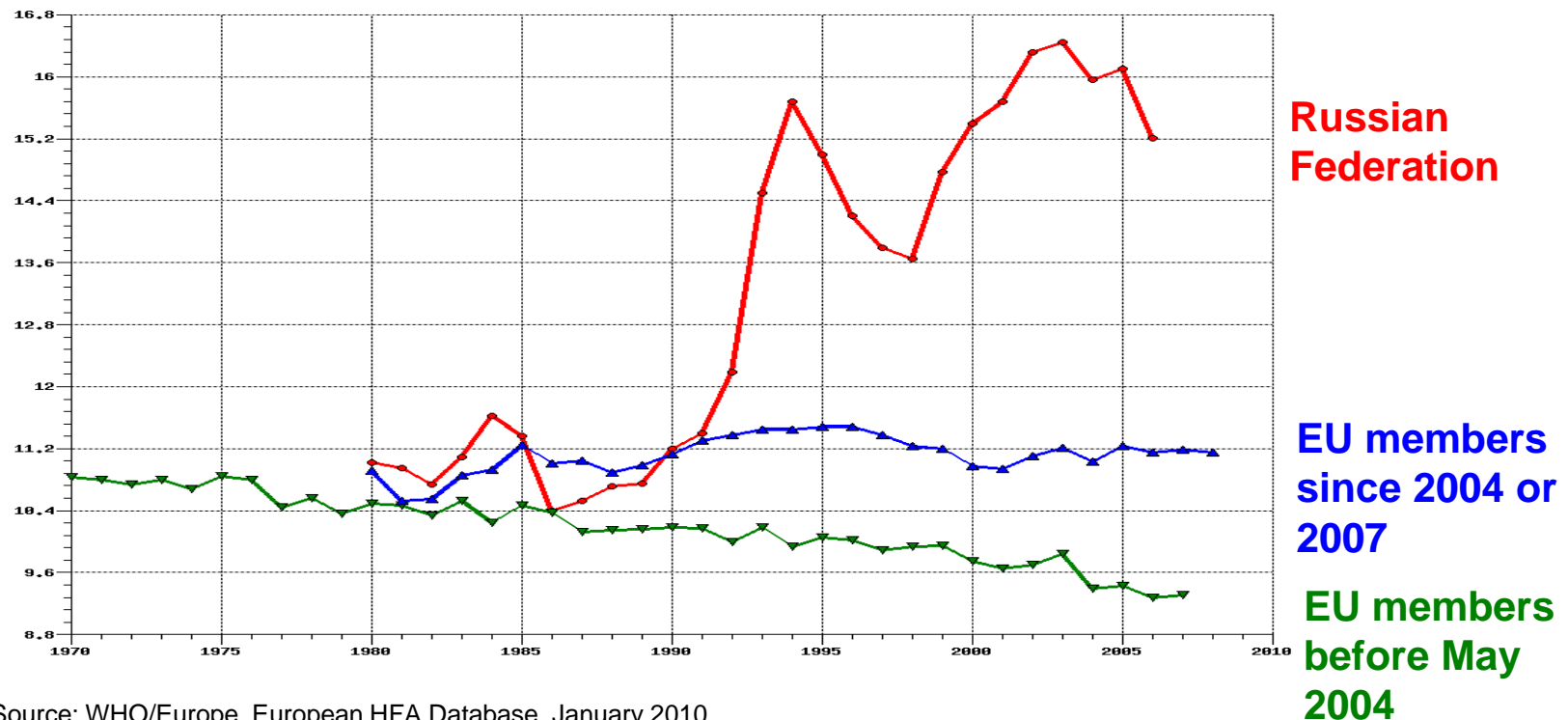


Higher School of Economics, Moscow, Russia

2014 Taiwanese-Russian Symposium on Humanities
and Social Sciences, Taipei, November 15, 2014

Backgrounds: health status of the population

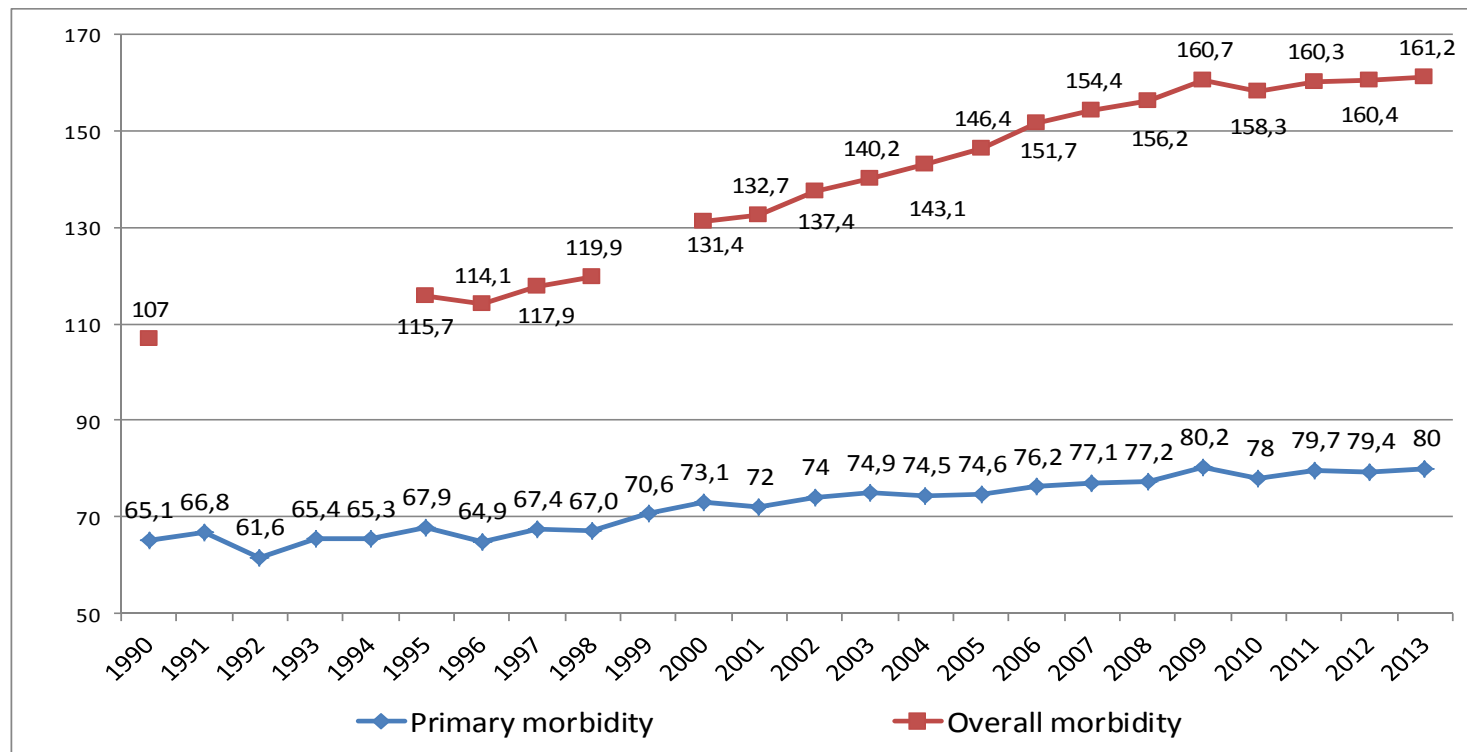
Crude death rate per 1000 population



The difference between Russia and EU in mortality rate is still too high

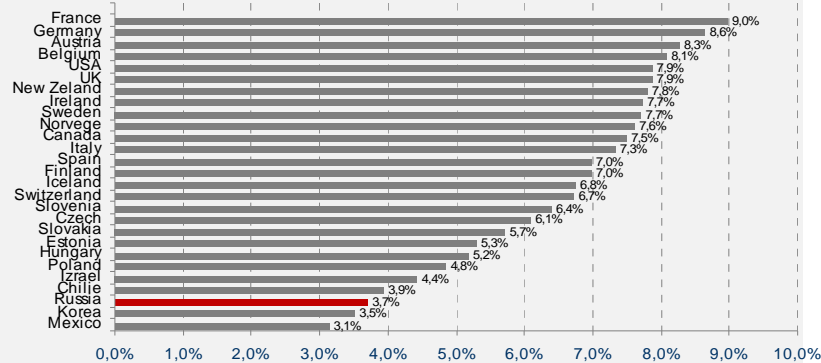
Backgrounds: health status of the population

The primary and overall morbidity per 100 population in the Russian Federation in 1990-2013.



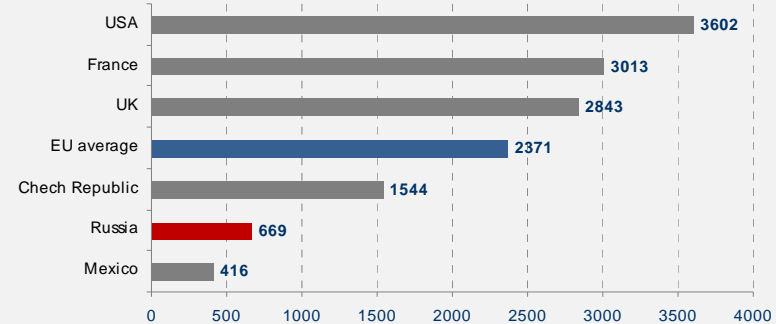
Public funding of health

Public expenditure on health in Russia (2011), and in OECD countries (2009.), % of GDP



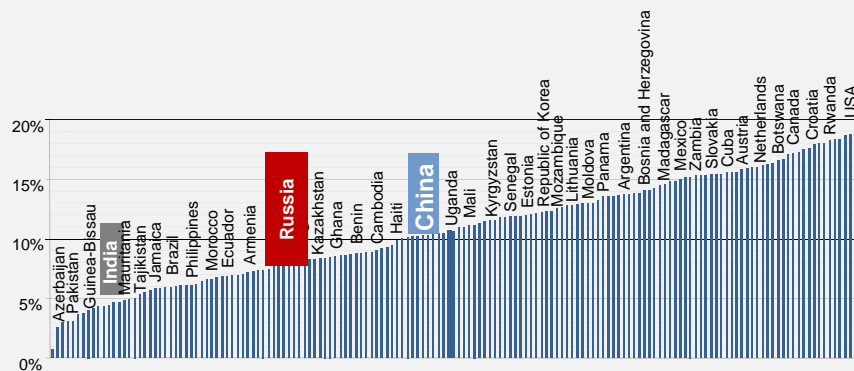
Source: OECD, and WHO databases

Public per capita expenditure on health in Russia and in OECD countries in 2009 (USD, PPS)



Source: OECD, and WHO databases

Public expenditure on health as a per cent of total public expenditure



Sources: Kutzin u World Bank, 2011.

Health care resources, utilization and expenditure, 2011

	Physicians/ 10,000 popula tion	Nurses/10,0 00 popula tion	Hospital beds/1, 000 popula tion	In-patient care admiss ions/10 0 popula tion	Average length of stay, all hospita ls	Total health expend iture as % of GDP
Russian Federation	51,2	107,0	9,4	22,0	12,6	5,3
EU members before May 2004	36,8	86,8	5,1	16,8	9,2	10,3
EU members since 2004 or 2007	27,5	62,0	6,2	19,2	8,3	6,9

Low level of public sector physicians' labour remuneration in Russia

- Average monthly salary in health care in 2011 (USD 795) was about 75% from average in economy
- Wide expansion of informal payments

The share of patients paid under-the-table in 2011:

 - 20% in hospitals
 - 12% applied for dental care
- The Degree of the President N 597 dated May 7, 2012:
 - to increase the salary in the social sector till 2018

The targeted figures of salary of medical workers as a per cent of average salary in the economy

	2012	2013	2014	2015	2016	2017	2018
Physicians	125,3%	129,7%	130,7%	137,0%	159,6%	200%	200%
Nurses	72,9%	75,6%	76,2%	79,3%	86,3%	100,0%	100,0%
Low medical personnel	48,0%	50,1%	51,0%	52,4%	70,5%	100,0%	100,0%

Objectives of the research

- to reveal the peculiarities of physicians' labor motivation,
- to typology differences in motivation structures,
- to analyze changes in their motivation during last years,
- and to identify the motivational clusters of physicians, which stimulation by high salary is effective.

The research was implemented in the framework of the Basic research Program of the Higher School of Economics, Moscow, Russia.

Data sources

- Surveys of physicians:
 - 2007, two regions of the Russian Federation, the sample of 620 respondents
 - 2009, three regions, the sample of 837 respondents
 - 2011, 34 regions, the sample 3150 respondents
 - 2013, 14 regions, the sample 1947 respondents
- complemented by qualitative interviews with dozens of physicians.

Types of labour motivation

Type of motivation	Dominance motives
Socio-pragmatic	Increase of social capital
Value-oriented	Professional development Altruism and compassion
Utilitarian	Making money Professional development Career development
Conservative	Making money Job security

The hierarchy of motives that determine the physician work

Motives:	2007	2009	2011
Earning money for life	1	1	3
Professional interest	2	2	1
Compassion and assistance to patients	3	3	2
Opportunity, if necessary, to help family, friends, myself in maintaining health	4	4	4
Job security	5	5	6
Professional development	6	6	5
Inability to settle in the region on the other paid work in the medical profession	9	7	9
Respect, support of family and close friends	7	8	7
Career opportunities	8	9	10
Ability to gain the respect of colleagues	10	10	8
Increased opportunities for communication with people	11	11	11
<i>Number of respondents</i>	<i>621</i>	<i>791</i>	<i>2399</i>

Clustering of physicians by dominance motives of their work (2011)

Clusters	Share, %	Dominance motives
«Social Capitalists»	26	Public recognition and respect for profession
«Harmonious»	64	Professional interest Compassion and assistance to patients Ability to earn money for life
«Oriented to respect and support by family and close friends»	7	Respect and support by family and close friends
«Communicators»	3	Increased ability to communicate with other people

Willingness of doctors to work better if their remuneration increases

Willingness to work better	Years of surveys			
	2007	2009	2011	2013
No, because now working at the highest level of quality and performance	58	55	64	63
Yes, could work a bit better than now	29	34	23	26
Yes, could work much better than now	13	11	13	12
<i>The number of respondents</i>	<i>621</i>	<i>791</i>	<i>2251</i>	<i>1601</i>

Conclusions

- The activity of Russian physicians is polymotivated
- The differences among physicians by hierarchy of motives have existed but they have been blurred
- The labor motivation of Russian physicians has made very expensive or ineffective the use of simple incentives like salary increase to stipulate them for more efficient work and to refuse from informal payments.
- Labor remuneration increase has been perceived by majority of physicians as fair reconstructive rate of their labor income than as a stimulus for the development of labor productivity.