

Estonian perspective

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15. April 2013

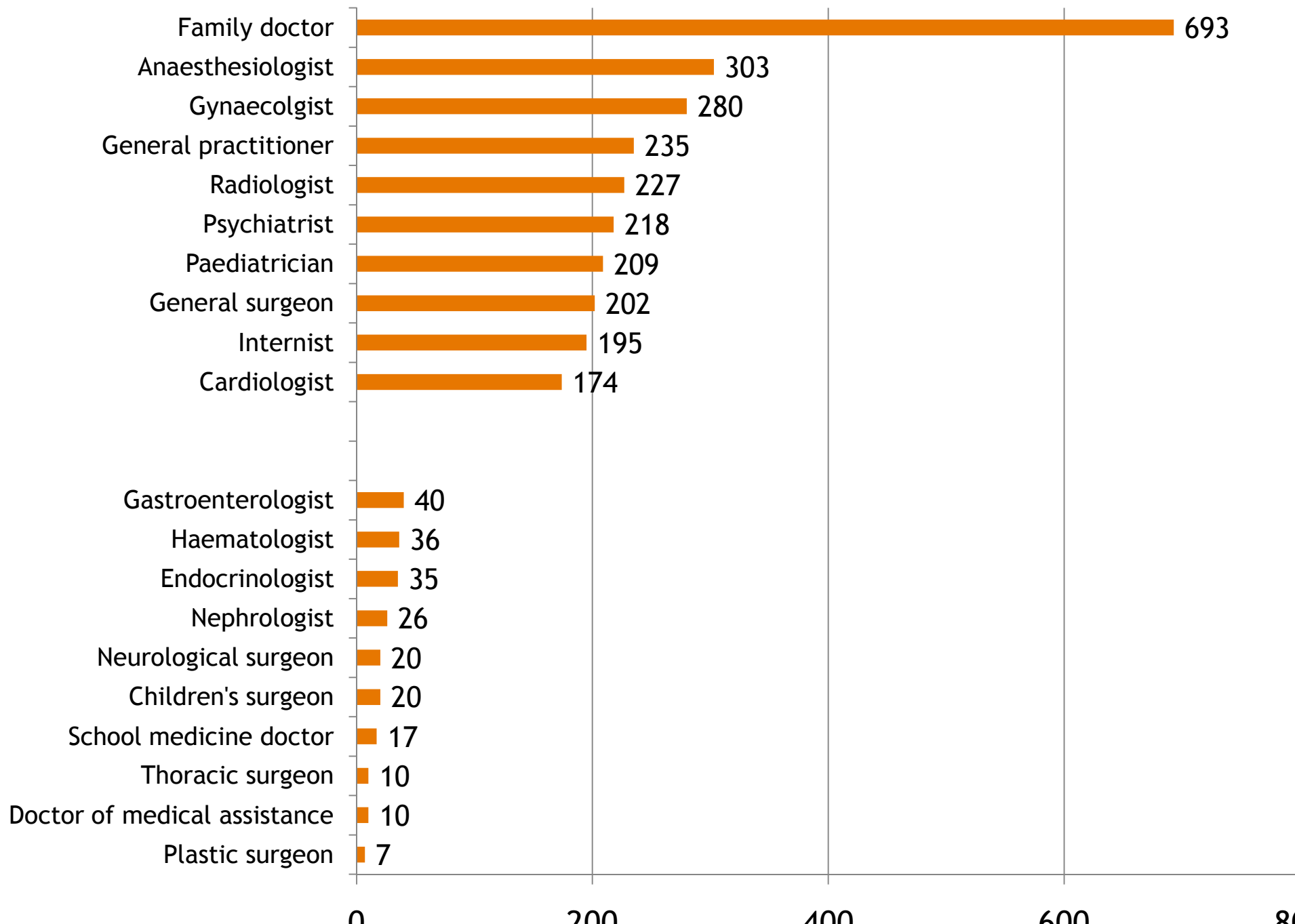
ESTONIA VS FINLAND, 2011

	ESTONIA	FINLAND
Population	1,339,928	5,388,272
GDP US\$ per capita	16,555.8	49,391.3
THE % GDP	5.9	8.9 (2010)
Monthly average wage, EUR	855 (3 Q 2012)	3,194 (2012)
Old age pension, EUR	316	713.73
Physicians per 100,000	ca 302	260 (WHO,2010)
Nurses per 100,000	608.4	996.95 (WHO, 2009)

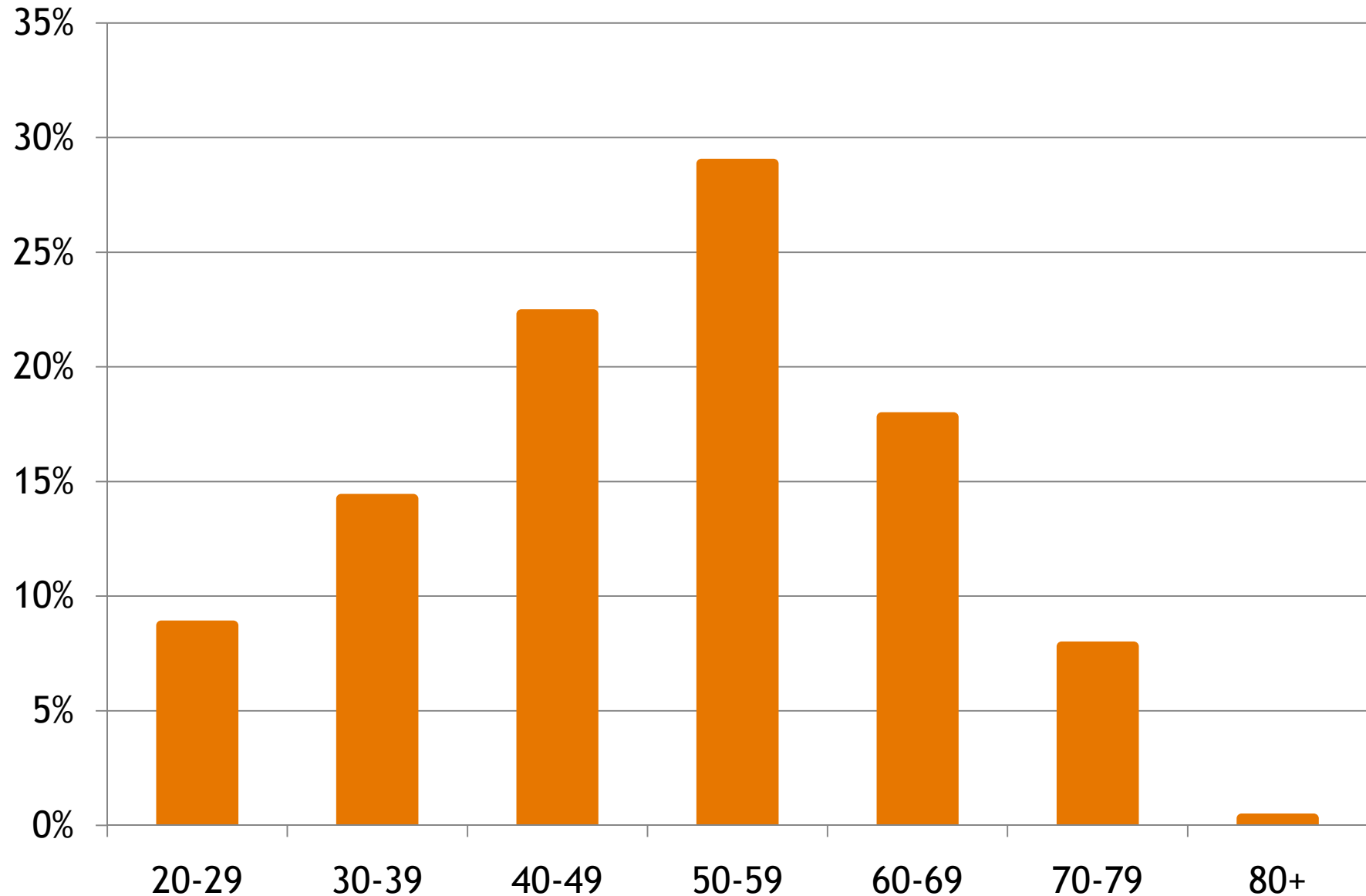
ESTONIAN PHYSICIANS, 2012

Registered as physician	5,874
Work as physician	4,326 (74%)
Share of women	75%
Average age	49

ESTONIAN PHYSICIANS BY SPECIALITY, 2012



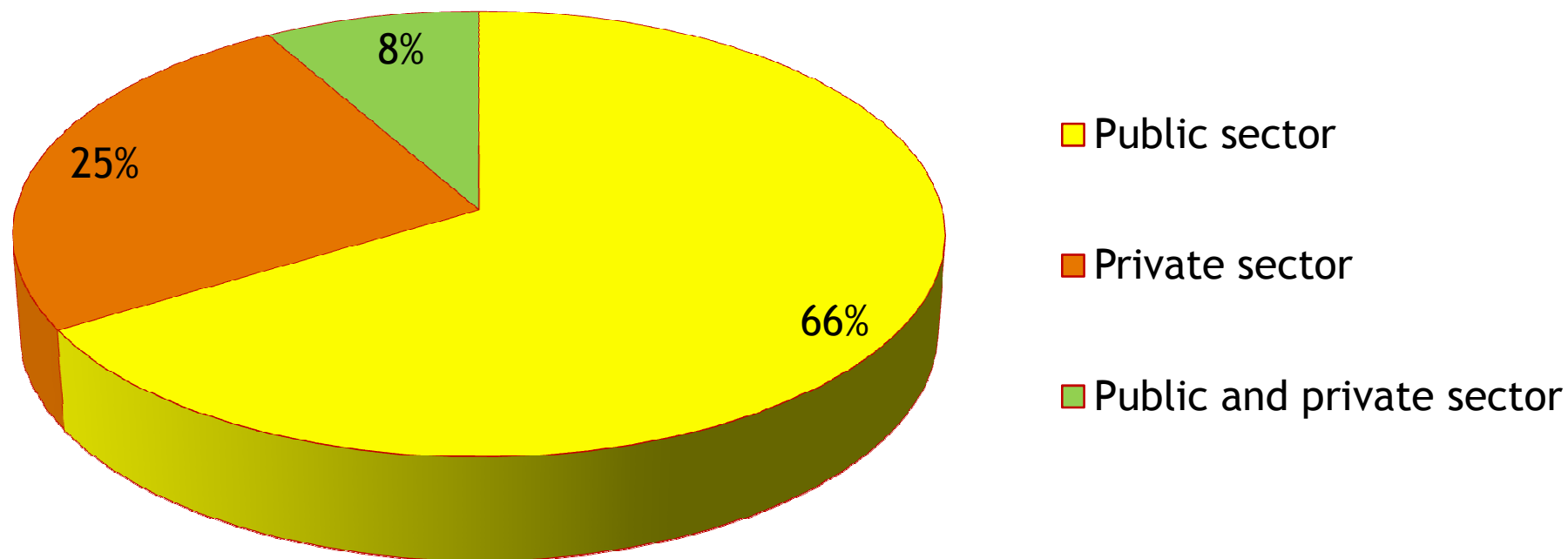
AGE OF ESTONIAN PHYSICIANS, 2012



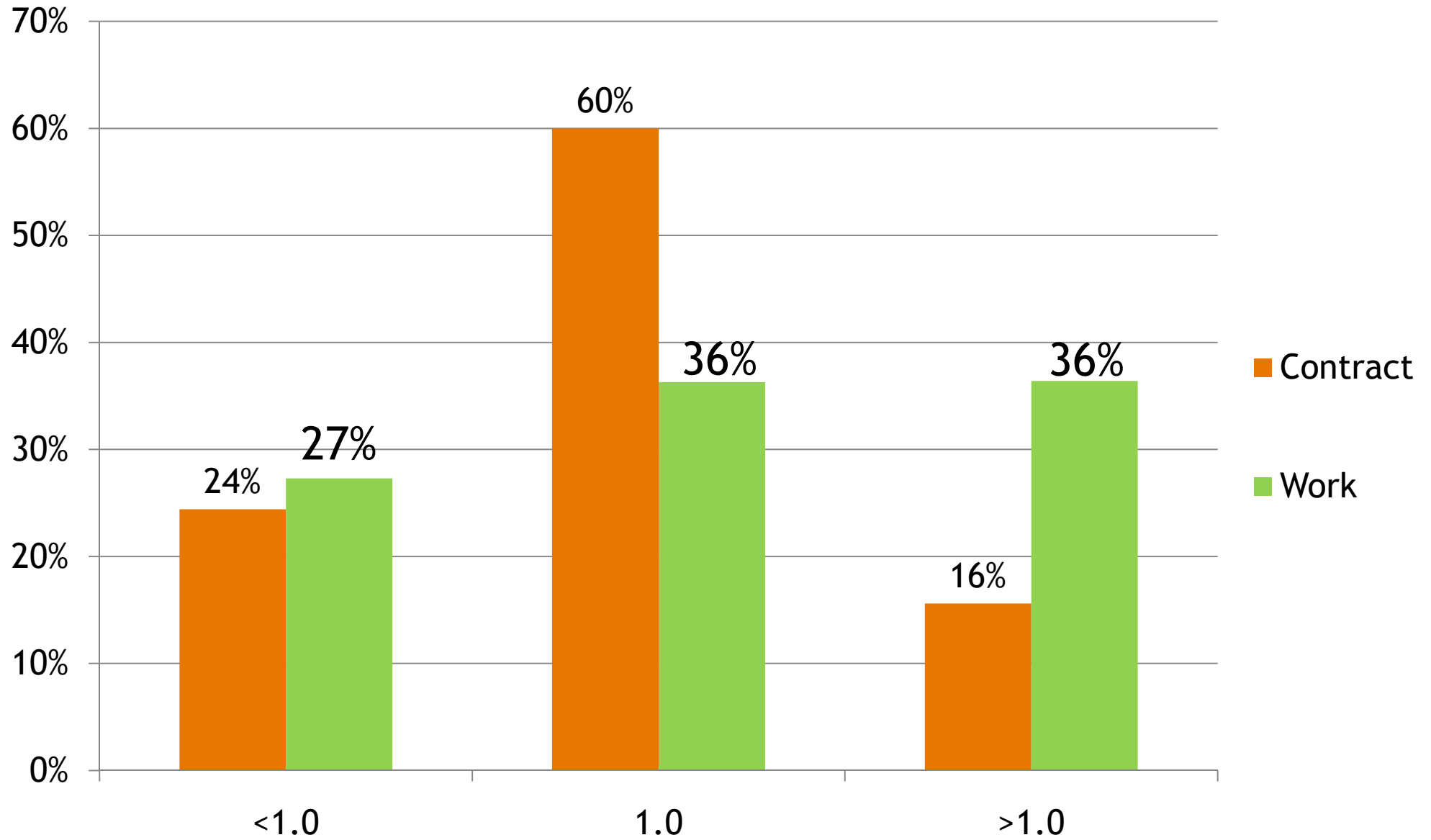
THE SHARE OF PHYSICIANS BY EMPLOYERS IN ESTONIA, 2012

	SHARE BY EMPLOYERS	SEVERAL OCCUPATIONS
One employer	81 %	3 %
Two employers	16 %	35 %
Three or more employers	3 %	31 %

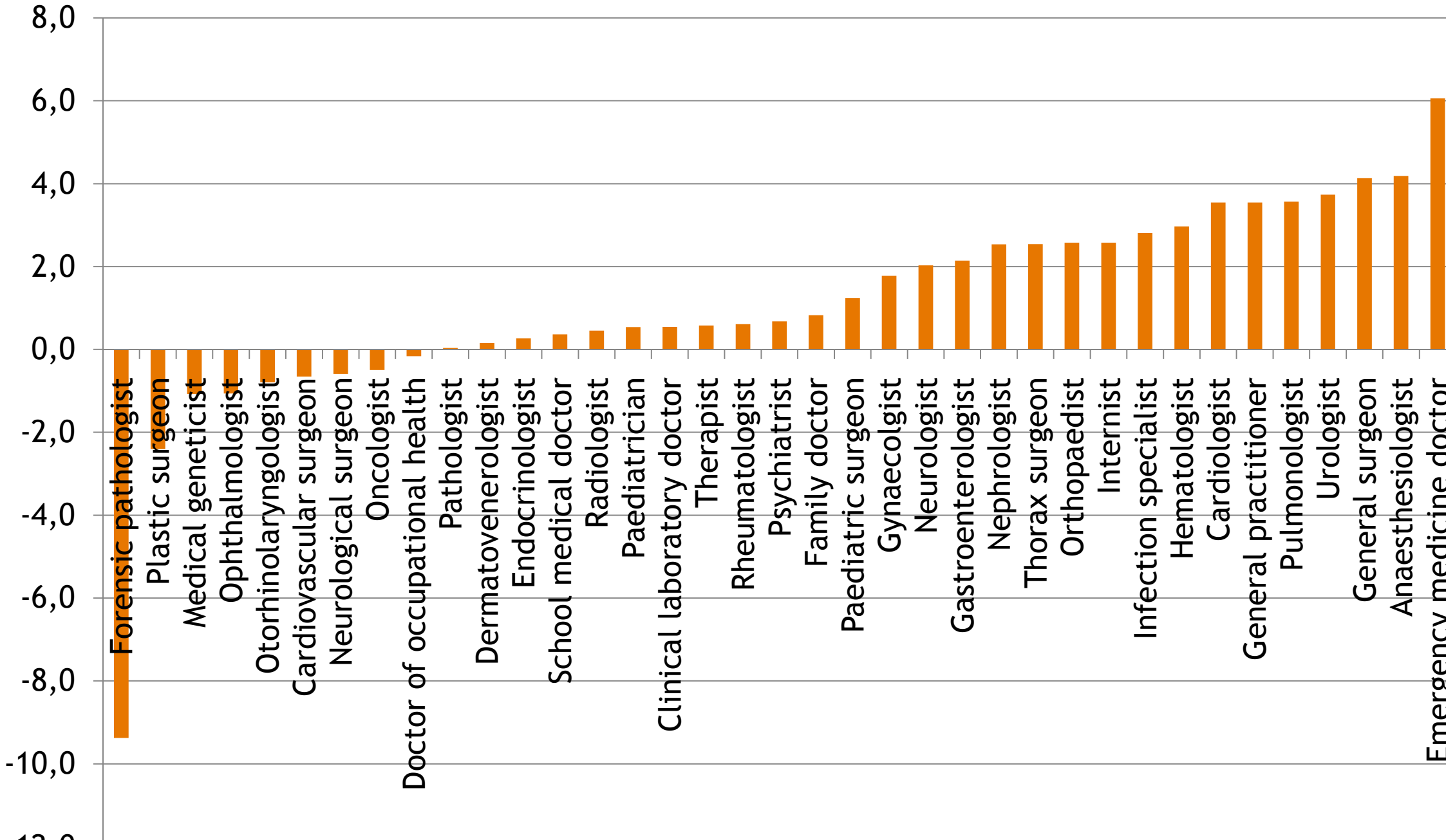
PHYSICIANS' SECTOR OF EMPLOYERS IN ESTONIA, 2012



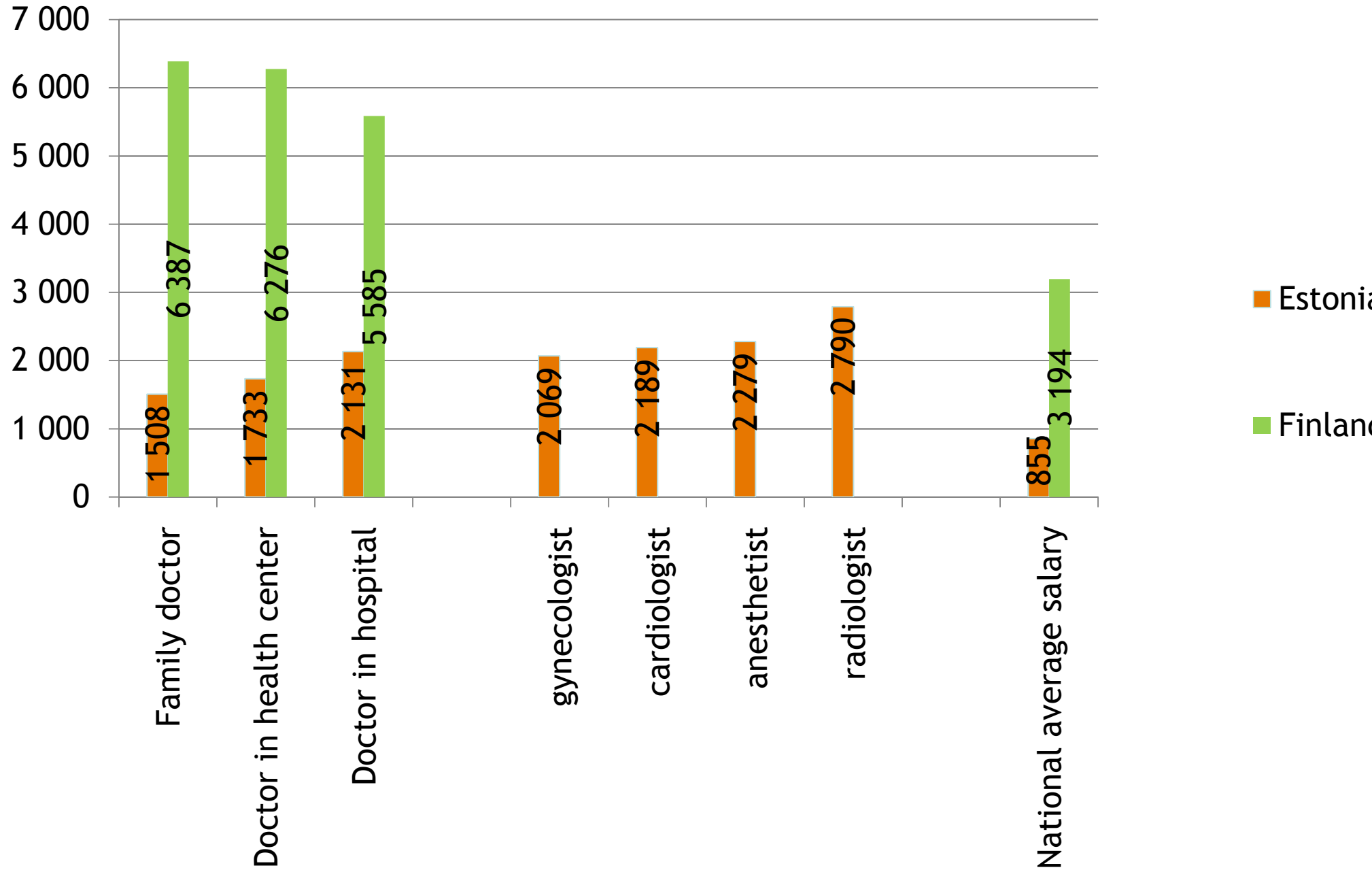
PHYSICIANS WORK LOAD



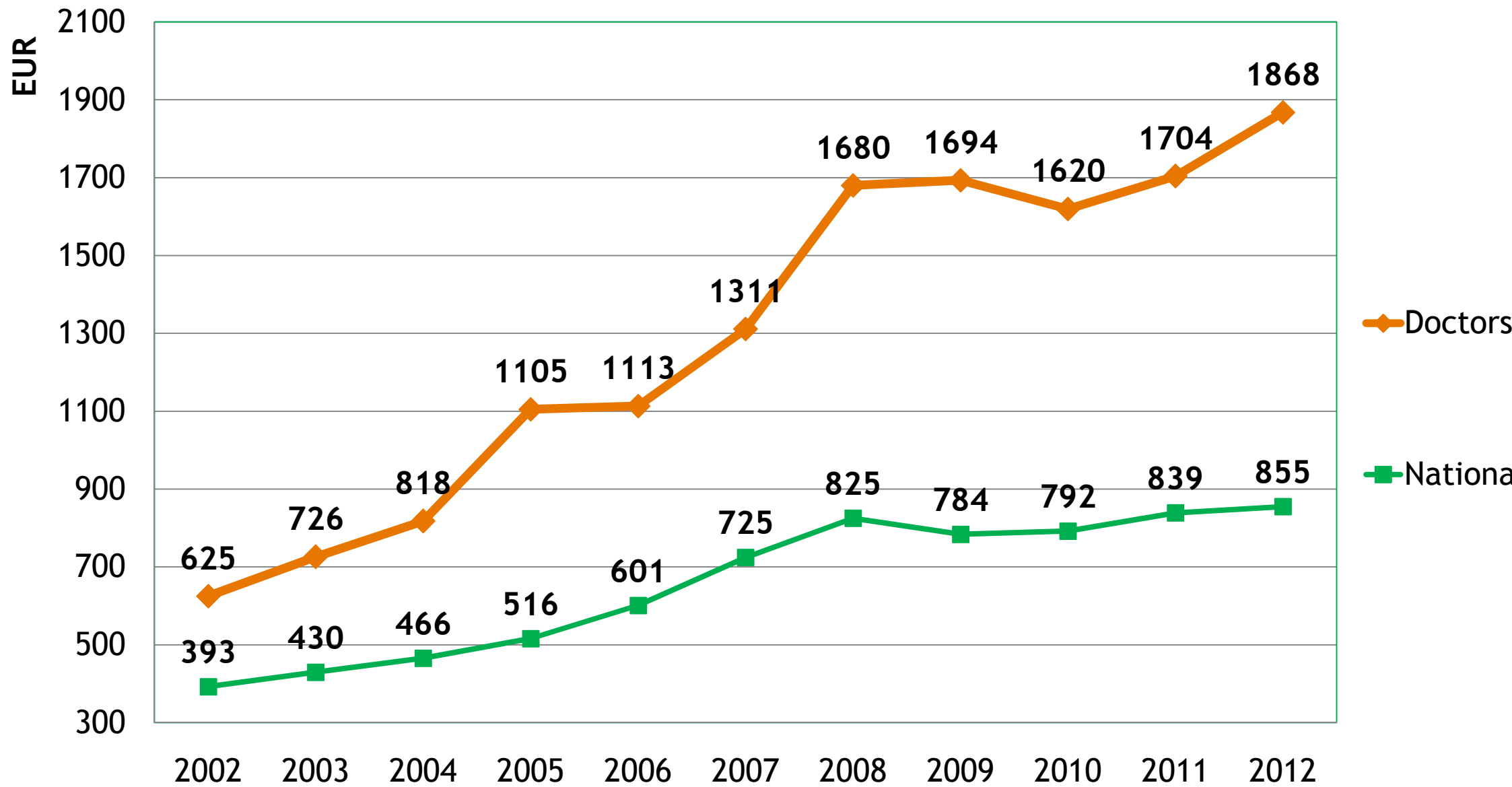
THE SHARE OF PHYCISIANS POSTS FILLED, 2012



AVERAGE MONTHLY GROSS SALARY OF PHYSICIANS, EURO, 2012



AVERAGE MONTHLY WAGE IN ESTONIA, EURO, 2002-2012



ESTONIAN PHYSICIANS

- 34.6% is satisfied with the salary
- 53.2% is not satisfied with the salary

- 51.9% think that work load is ok
- 47.5% think that work load is too high

- 81% is satisfied with the work
- 8.6% is not satisfied with the work

- 25.9% have worked abroad (Finland, Sweden, Norway)
- 37.4% would like to work abroad (Finland, Sweden)

WHY ESTONIAN PHYSICIANS COME TO FINLAND

- Better financing of the health care system
- **4 times bigger salary**
- Better pension

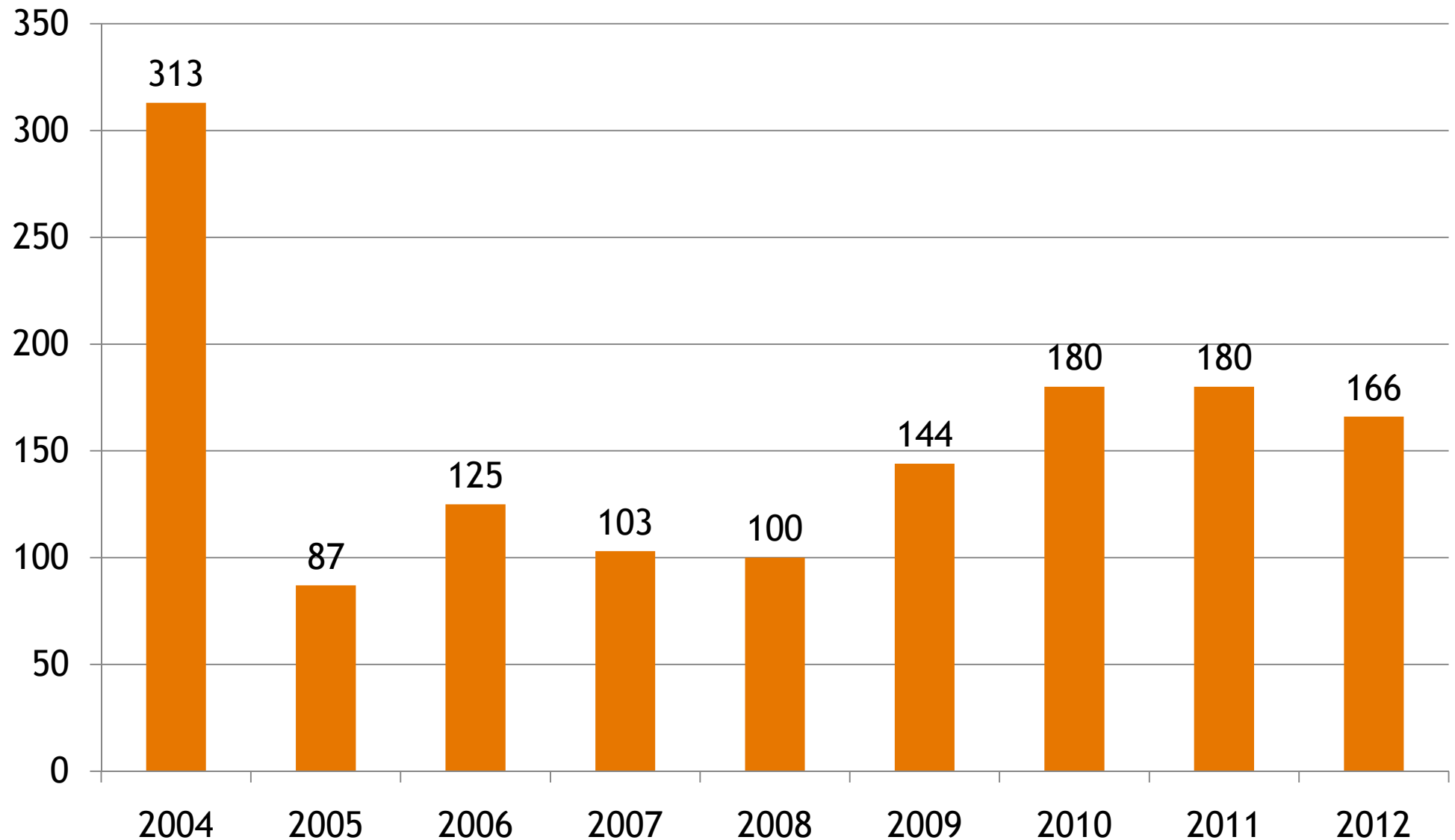
- Varied work, more different practice
- Opportunities to use numerous medical devices
- “New” drugs

- Better organized work, less work load
- Less bureaucracy and paperwork (use of voice recorder)
- Better share of doctors and nurses work

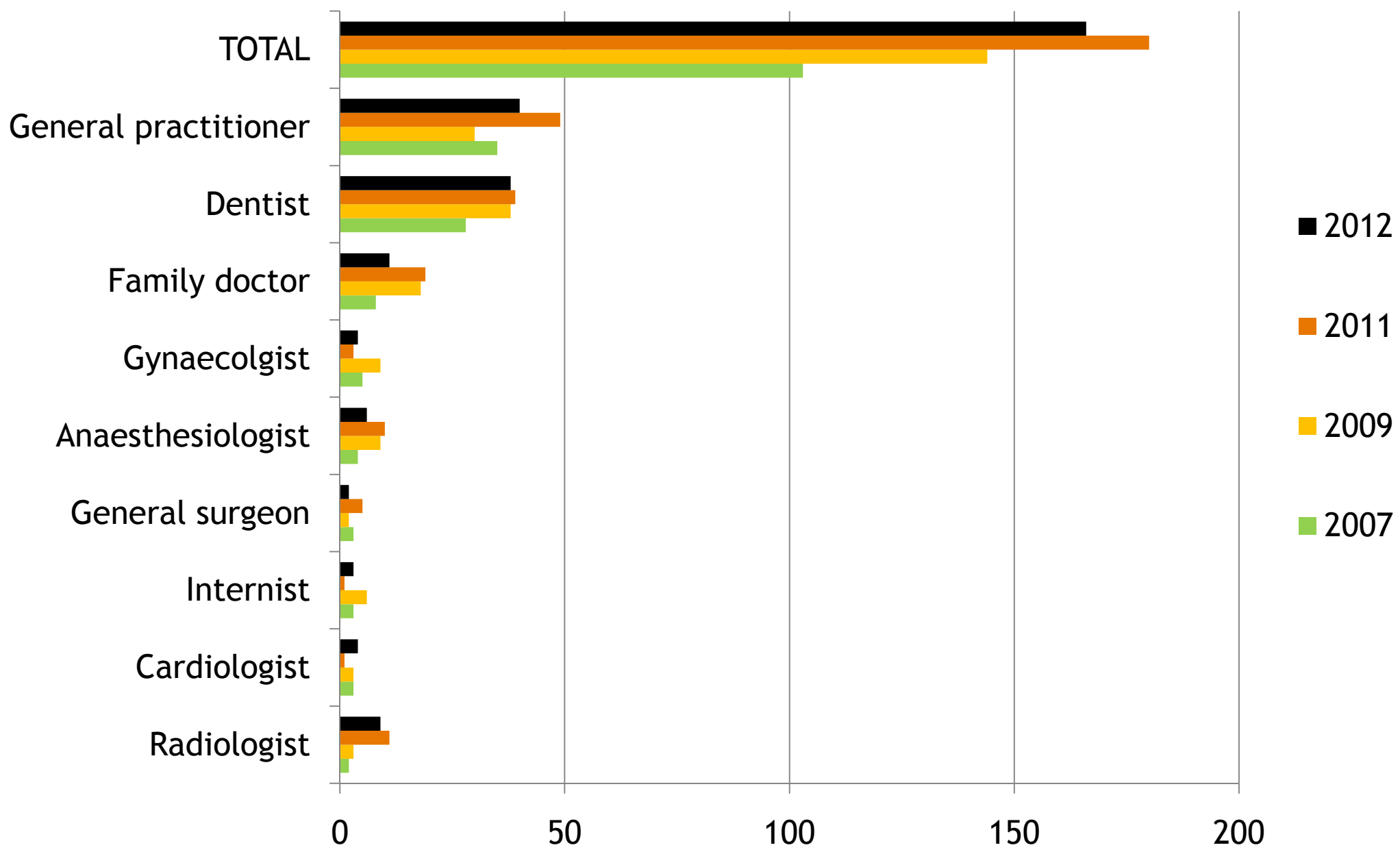
- More equality of gender in one specialty
- Practice right after school

- Close to Estonia
- Language

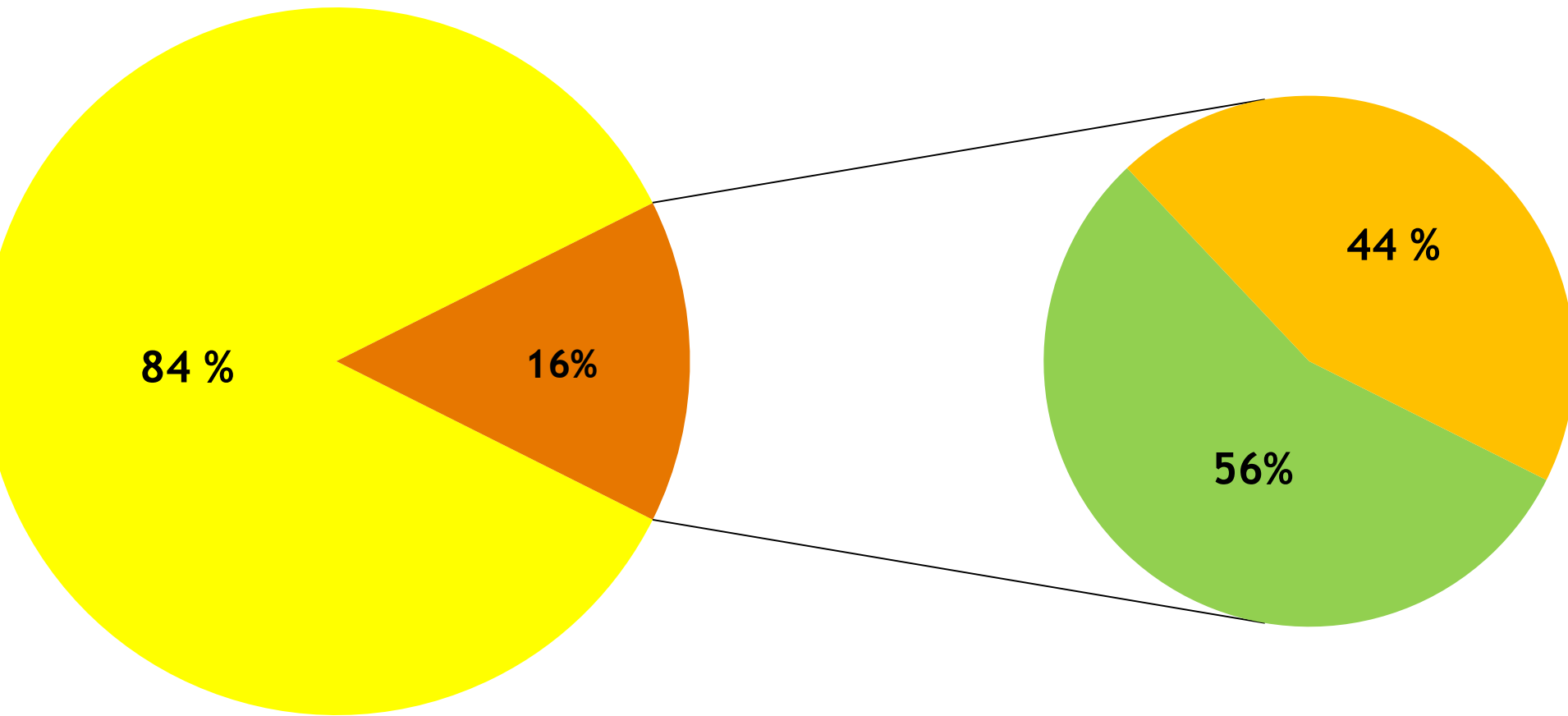
NUMBER OF PHYSICIANS CERTIFICATED TO WORK ABROAD, 2004-2012



NUMBER OF PHYSICIANS CERTIFICATED TO WORK ABROAD, 2007-2012

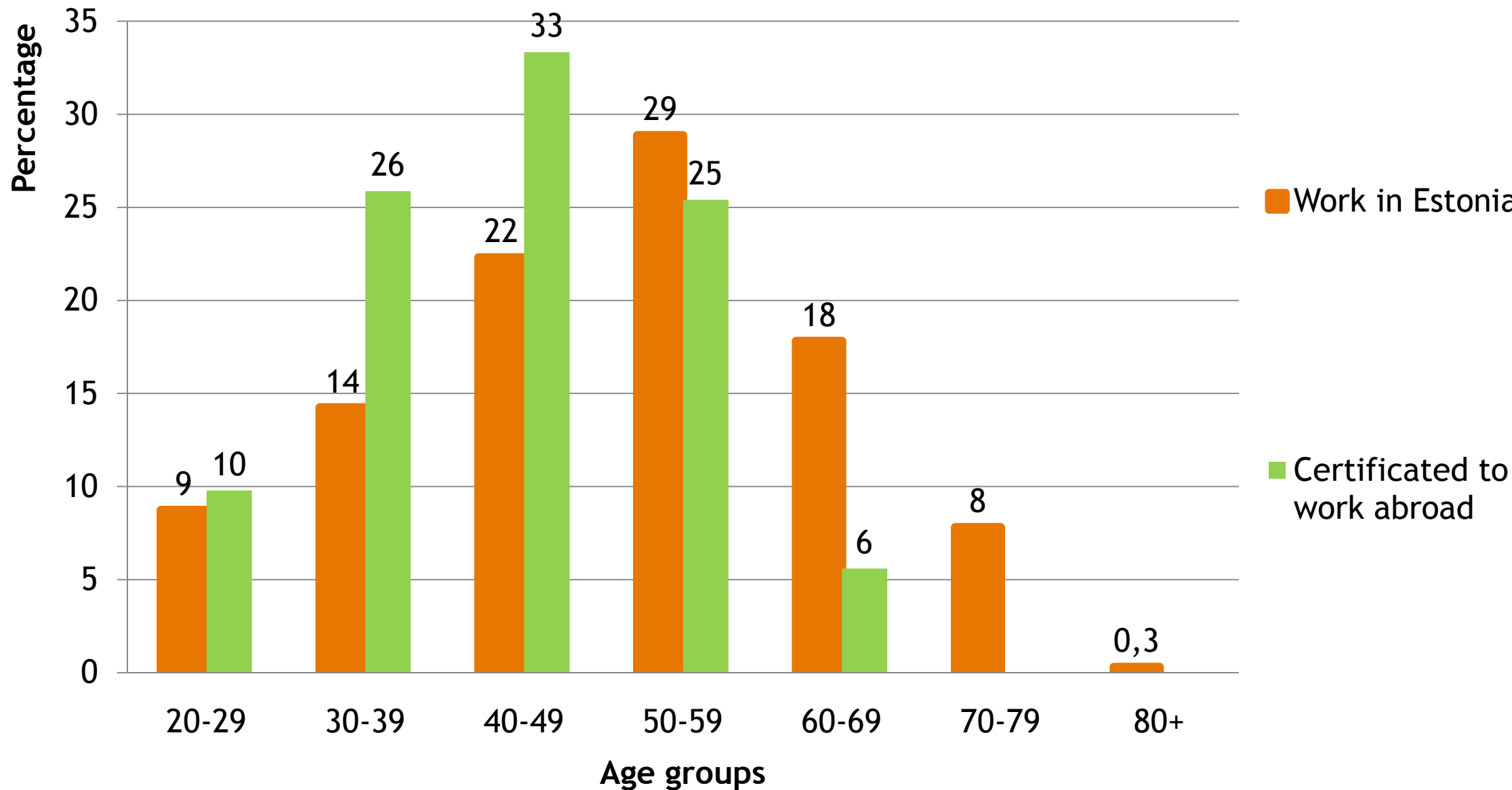


THE SHARE OF PHYSICIANS OF LICENSED TO PRACTICE, 2012

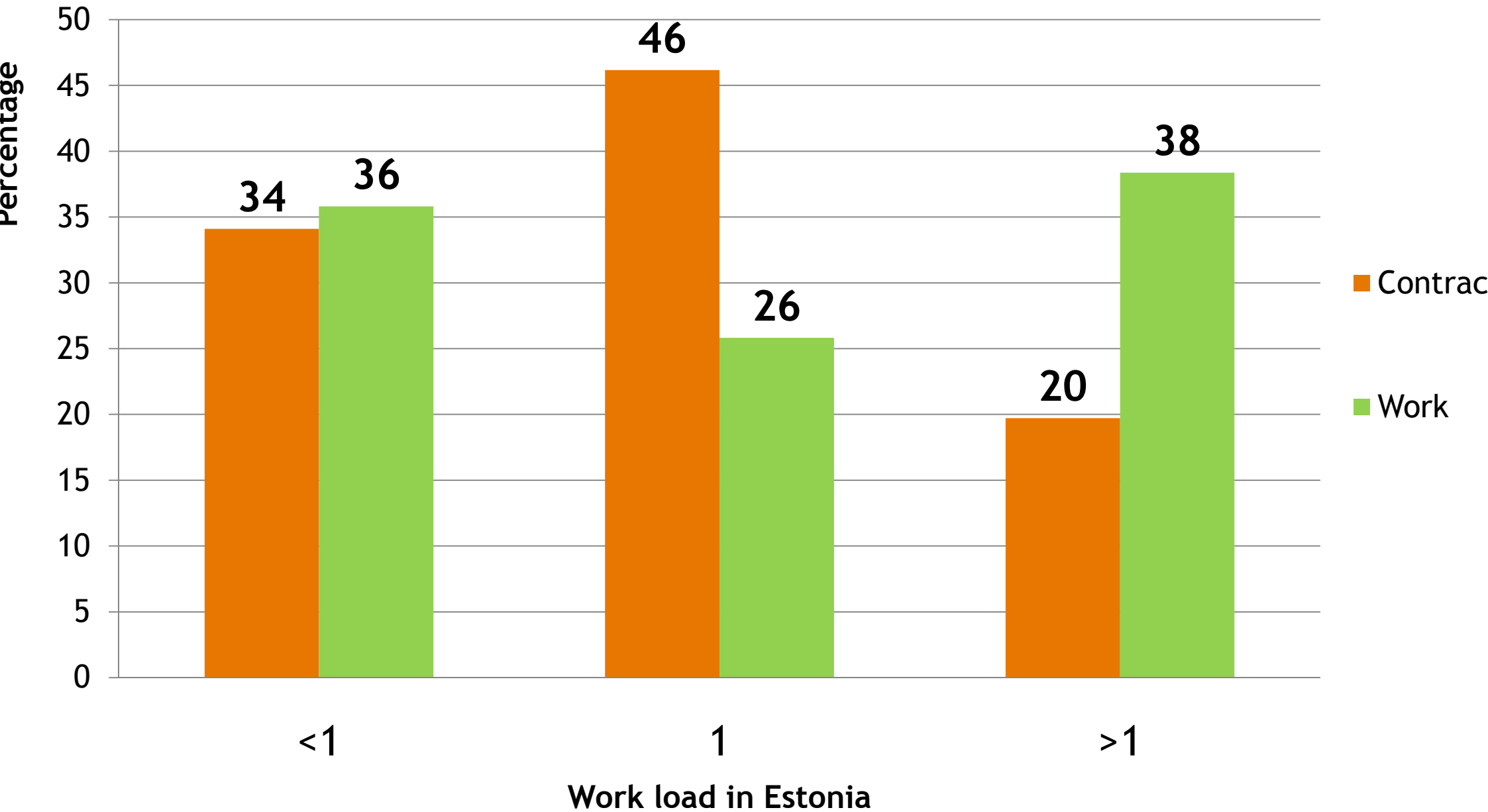


- Licensed to practice (without certificate)
- Took certificate
- Took certificate and do not work as doctor in Estonia
- Took certificate and work in Estonia

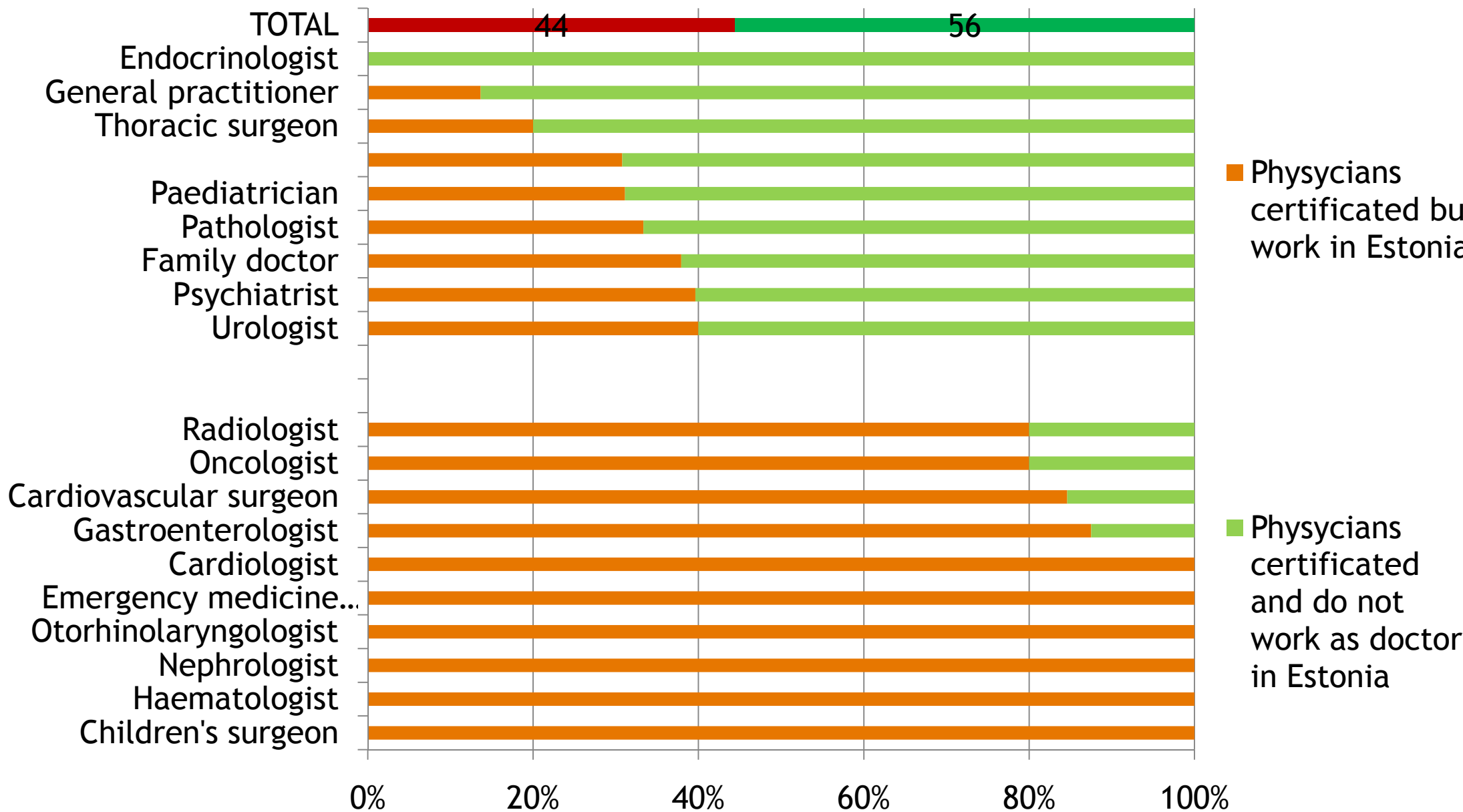
AGE OF PHYSICIANS WHO WORK IN ESTONIA VS CERTIFICATED TO WORK ABROAD, 2012



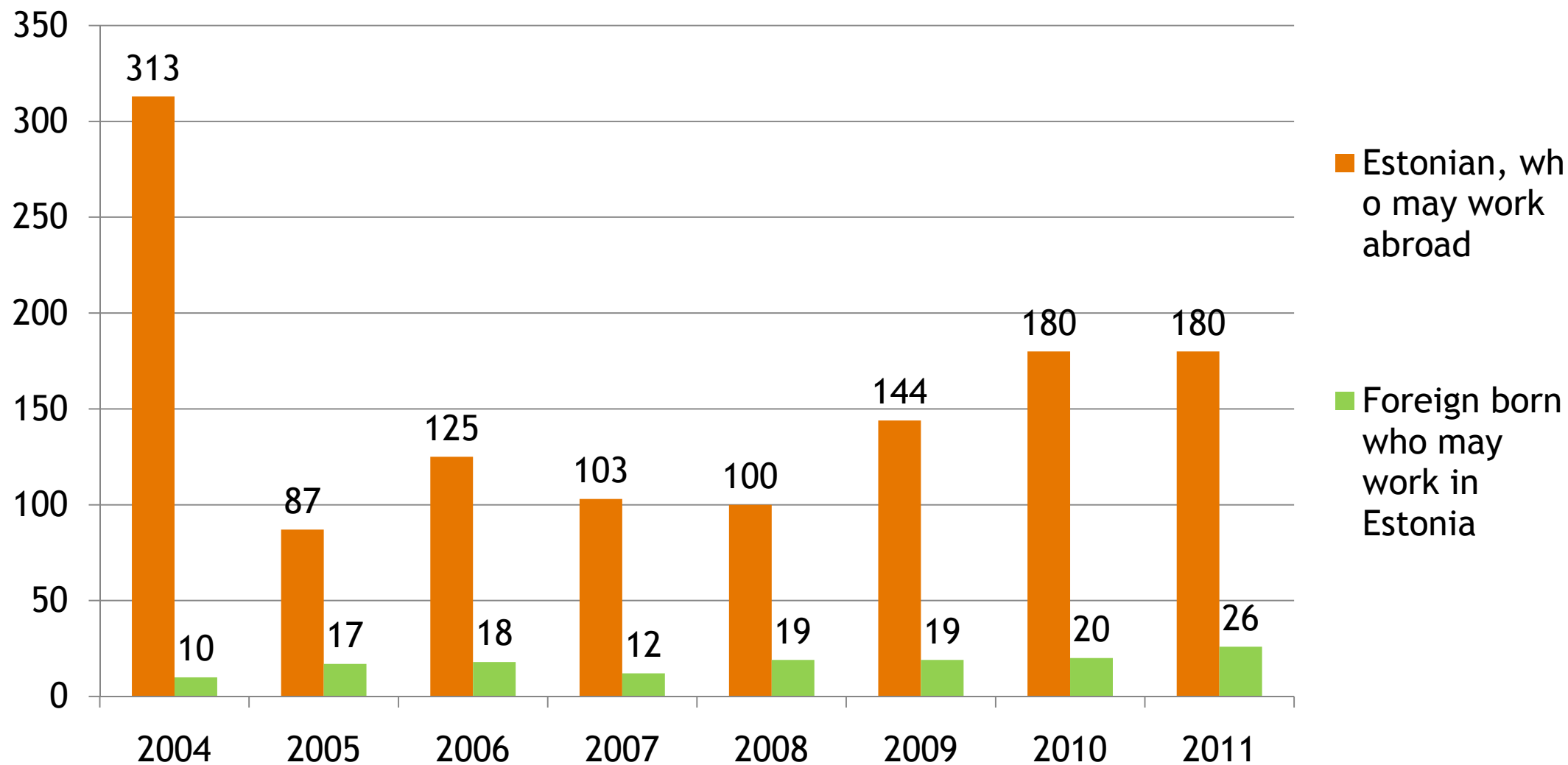
CERTIFICATED PHYSICIANS' WORK LOAD IN ESTONIA, 2012



SHARE OF PHYSICIANS CERTIFICATED TO WORK ABROAD WHO WORK IN ESTONIA, 2012



NUMBER OF PHYSICIANS CERTIFICATED TO WORK ABROAD AND FOREIGN BORN, 2004-2011



FUTURE CHALLENGES FOR ESTONIA

- Population aging
- Finnish medical tourists
- Shortage of medical personnel (especially nurses and care personnel)

Thank you!

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