Estonian perspective

Natalja Eigo
Head of Department of Health statistics

National Institute for Health Development

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## ESTONIA VS FINLAND, 2011

<table>
<thead>
<tr>
<th></th>
<th>ESTONIA</th>
<th>FINLAND</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Population</strong></td>
<td>1,339,928</td>
<td>5,388,272</td>
</tr>
<tr>
<td><strong>GDP US$ per capita</strong></td>
<td>16,555.8</td>
<td>49,391.3</td>
</tr>
<tr>
<td><strong>THE % GDP</strong></td>
<td>5.9</td>
<td>8.9 (2010)</td>
</tr>
<tr>
<td><strong>Monthly average wage, EUR</strong></td>
<td>855 (3 Q 2012)</td>
<td>3,194 (2012)</td>
</tr>
<tr>
<td><strong>Old age pension, EUR</strong></td>
<td>316</td>
<td>713.73</td>
</tr>
<tr>
<td><strong>Physicians per 100,000</strong></td>
<td>ca 302</td>
<td>260 (WHO, 2010)</td>
</tr>
<tr>
<td><strong>Nurses per 100,000</strong></td>
<td>608.4</td>
<td>996.95 (WHO, 2009)</td>
</tr>
</tbody>
</table>
### ESTONIAN PHYSICIANS, 2012

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered as physician</td>
<td>5,874</td>
</tr>
<tr>
<td>Work as physician</td>
<td>4,326 (74%)</td>
</tr>
<tr>
<td>Share of women</td>
<td>75%</td>
</tr>
<tr>
<td>Average age</td>
<td>49</td>
</tr>
</tbody>
</table>
ESTONIAN PHYSICIANS BY SPECIALITY, 2012

- Family doctor: 693
- Anaesthesiologist: 303
- Gynaecologist: 280
- General practitioner: 235
- Radiologist: 227
- Psychiatrist: 218
- Paediatrician: 209
- General surgeon: 202
- Internist: 195
- Cardiologist: 174
- Gastroenterologist: 40
- Haematologist: 36
- Endocrinologist: 35
- Nephrologist: 26
- Neurological surgeon: 20
- Children's surgeon: 20
- School medicine doctor: 17
- Thoracic surgeon: 10
- Doctor of medical assistance: 10
- Plastic surgeon: 7
AGE OF ESTONIAN PHYSICIANS, 2012

- 20-29: 10%
- 30-39: 15%
- 40-49: 30%
- 50-59: 35%
- 60-69: 15%
- 70-79: 10%
- 80+: 0%
## The Share of Physicians by Employers in Estonia, 2012

<table>
<thead>
<tr>
<th>Share by Employers</th>
<th>Several Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>One employer</td>
<td>81 %</td>
</tr>
<tr>
<td>Two employers</td>
<td>16 %</td>
</tr>
<tr>
<td>Three or more</td>
<td>3 %</td>
</tr>
<tr>
<td>employers</td>
<td></td>
</tr>
</tbody>
</table>
PHYSICIANS’ SECTOR OF EMPLOYERS IN ESTONIA, 2012

- Public sector: 66%
- Private sector: 25%
- Public and private sector: 8%
THE SHARE OF PHYSICIANS POSTS FILLED, 2012
AVERAGE MONTHLY GROSS SALARY OF PHYSICIANS, EURO, 2012

- Family doctor: €1,508 – €1,733
- Doctor in hospital: €2,131 – €2,189
- Doctor in health center: €6,387 – €6,276
- Gynecologist: €1,508 – €1,733
- Cardiologist: €2,279
- Anesthetist: €2,790
- Radiologist: €5,585 – €6,000

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>313</td>
</tr>
<tr>
<td>2005</td>
<td>87</td>
</tr>
<tr>
<td>2006</td>
<td>125</td>
</tr>
<tr>
<td>2007</td>
<td>103</td>
</tr>
<tr>
<td>2008</td>
<td>100</td>
</tr>
<tr>
<td>2009</td>
<td>144</td>
</tr>
<tr>
<td>2010</td>
<td>180</td>
</tr>
<tr>
<td>2011</td>
<td>180</td>
</tr>
<tr>
<td>2012</td>
<td>166</td>
</tr>
</tbody>
</table>
NUMBER OF PHYSICIANS CERTIFICATED TO WORK ABROAD, 2007-2012

- TOTAL
- General practitioner
- Dentist
- Family doctor
- Gynaecologist
- Anaesthesiologist
- General surgeon
- Internist
- Cardiologist
- Radiologist

<table>
<thead>
<tr>
<th>Year</th>
<th>General practitioner</th>
<th>Dentist</th>
<th>Family doctor</th>
<th>Gynaecologist</th>
<th>Anaesthesiologist</th>
<th>General surgeon</th>
<th>Internist</th>
<th>Cardiologist</th>
<th>Radiologist</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>100</td>
<td>50</td>
<td>20</td>
<td>10</td>
<td>5</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>2011</td>
<td>90</td>
<td>40</td>
<td>15</td>
<td>5</td>
<td>4</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>2009</td>
<td>80</td>
<td>30</td>
<td>10</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>2007</td>
<td>70</td>
<td>20</td>
<td>5</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

- Number of physicians certificated to work abroad from 2007 to 2012.
THE SHARE OF PHYSICIANS OF LICENSED TO PRACTICE, 2012

- Licensed to practice (without certificate): 84%
- Took certificate: 16%
- Took certificate and do not work as doctor in Estonia: 44%
- Took certificate and work in Estonia: 56%
AGE OF PHYSICIANS WHO WORK IN ESTONIA VS CERTIFICATED TO WORK ABROAD, 2012

<table>
<thead>
<tr>
<th>Age groups</th>
<th>Work in Estonia</th>
<th>Certificated to work abroad</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-29</td>
<td>9</td>
<td>10</td>
</tr>
<tr>
<td>30-39</td>
<td>14</td>
<td>26</td>
</tr>
<tr>
<td>40-49</td>
<td>22</td>
<td>33</td>
</tr>
<tr>
<td>50-59</td>
<td>29</td>
<td>25</td>
</tr>
<tr>
<td>60-69</td>
<td>18</td>
<td>6</td>
</tr>
<tr>
<td>70-79</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>80+</td>
<td>0.3</td>
<td>0.3</td>
</tr>
</tbody>
</table>
CERTIFICATED PHYSICIANS’ WORK LOAD IN ESTONIA, 2012

![Bar chart showing work load distribution among certificated physicians in Estonia, 2012. The chart includes data for work load categories: <1, 1, and >1, with percentage distributions indicated by orange and green bars. The percentage distribution is as follows: for <1, 34% (orange) and 36% (green); for 1, 46% (orange) and 26% (green); for >1, 20% (orange) and 38% (green).]
SHARE OF PHYSICIANS CERTIFICATED TO WORK ABROAD WHO WORK IN ESTONIA, 2012

- **Endocrinologist**
- **General practitioner**
- **Thoracic surgeon**
- **Paediatrician**
- **Pathologist**
- **Family doctor**
- **Psychiatrist**
- **Urologist**
- **Radiologist**
- **Oncologist**
- **Cardiovascular surgeon**
- **Gastroenterologist**
- **Cardiologist**
- **Emergency medicine**
- **Otorhinolaryngologist**
- **Nephrologist**
- **Haematologist**
- **Children's surgeon**

**TOTAL**

- **Physicians certificated but work in Estonia**
- **Physicians certificated and do not work as doctors in Estonia**
NUMBER OF PHYSICIANS CERTIFICATED TO WORK ABROAD AND FOREIGN BORN, 2004-2011

- **Estonian, who may work abroad**
  - 2004: 313
  - 2005: 87
  - 2006: 125
  - 2007: 103
  - 2008: 100
  - 2009: 144
  - 2010: 180
  - 2011: 180

- **Foreign born who may work in Estonia**
  - 2004: 10
  - 2005: 17
  - 2006: 18
  - 2007: 12
  - 2008: 19
  - 2009: 19
  - 2010: 20
  - 2011: 26
FUTURE CHALLENGES FOR ESTONIA

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

natalja.eigo@tai.ee