

10 Health Workforce

The distribution of health personnel in Thailand show an improving trend. The differences in the proportion of doctors per population between Bangkok and the Northeast have reduced from approximately 8 times in 2004 down to approximately 4 times in 2015.

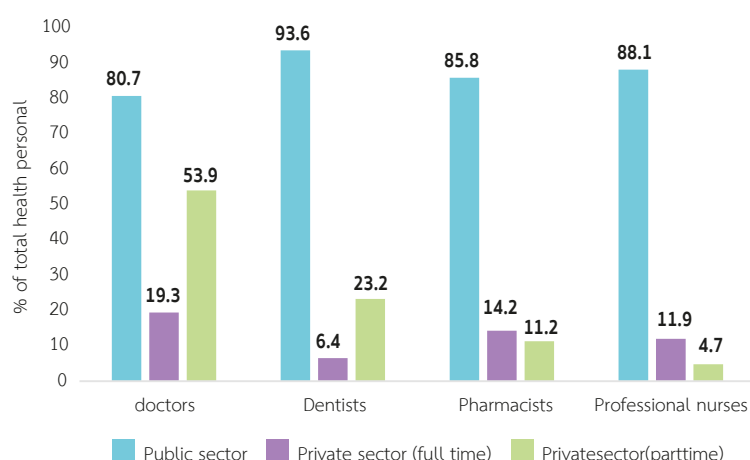
The current production of health personnel show that Thailand should have adequate doctors for its future needs. However, there is still need for better distribution of doctors for a more equitable access to services for all Thai people.

Health personnel are the heart of any health system as they are the key in providing health services, such as diagnosis, treatment, consultation and advice. Thus, the goal of good health cannot be achieved if there is no development in both the quantity and quality of health personnel. Efforts must be made to ensure the adequacy, dispersion and coverage such that all people have equal access and receive a good standard of service.

The distribution of health personnel in Thailand has improved. Data on the numbers of health personnel at various levels of service outlets show that community hospitals have more health personnel than provincial hospitals and regional hospitals. This shows that Thailand has distributed its health workforce to all regions, and places importance more at the community level.

Nevertheless, the number of doctors per population is only one aspect that reflects equity in the access to medical services. Though Bangkok has the highest proportion of doctors per population, more than half are in the private sector full time which limits access for some group of the population. The need for health personnel in Thailand in the future is a challenging task particularly when Thailand enters into an aging society and non-communicable diseases become more common. The production of personnel must change and adapt to suit the changing needs of the future. The sub-committee on planning for

Proportion of health personnel in public and private sectors



Source: Report on Public Health Resource, Bureau of Policies and Strategy.
 Note: Number of doctors = 31,959, Dentists = 6,953, Pharmacists = 12,231 and Professional nurses = 149,183

Number of health personnel at various facilities under the Ministry of Public Health

	Regional Hospital	General Hospital	Community Hospital	District Health Promotion hospitals
Doctors	4,543	3,915	7,539	
Dentists	525	939	3,109	
Pharmacists	1,272	1,788	3,778	
Professional nurses	19,856	24,300	37,342	10,114
Technical nurses	645	737	419	
Total	26,841	31,679	52,187	10,114

Source: Report on Public Health Resource, Bureau of Policies and Strategy.

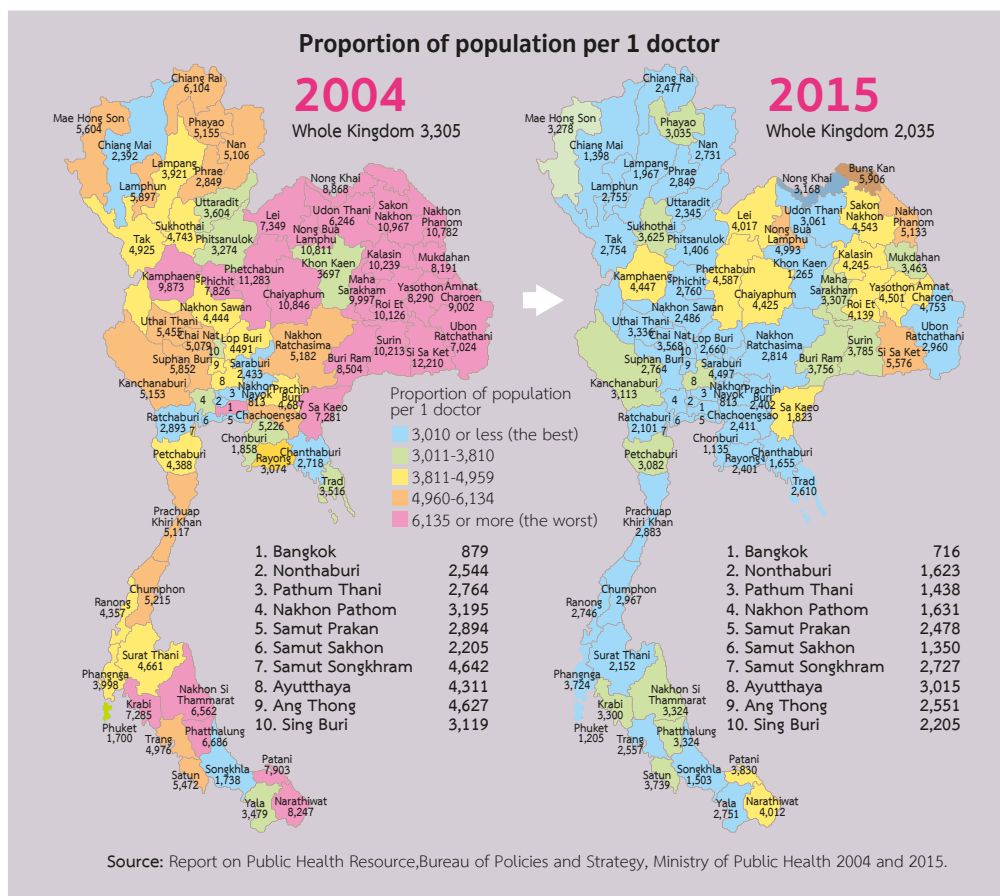
10 Provinces with the best proportion of medical doctors per population 2015 (number of population per one doctor)

Bangkok	716
Nakhon Nayok	813
Chonburi	1,135
Phuket	1,205
Khon Kaen	1,265
Samut Sakhon	1,350
Chiangmai	1,398
Phitsanulok	1,406
Pathum thani	1,438
Songkhla	1,503

10 provinces with the worst proportion of medical doctors per population (number of population per one doctor)

Bungkan	5,906
Sri Sakate	5,576
Nakhon Panom	5,133
Nongbualumpoo	4,993
Amnart Charoen	4,753
Petchabun	4,587
Sakhon Nakhon	4,543
Yasothon	4,501
Sa Kaew	4,497
Kamphanphet	4,447

Source: Report on Public Health Resource, Bureau of Policies and Strategy,



Estimation on the demand and Supply of human resources for health in the year 2026

	Estimated demand in 2026			Estimated supply in 2026
	Method 1	Method 2	Method 3	
1. Doctors	30,610-37,620	34,913-41,437		62,779
2. Nurses	194,205-237,870	215,565		180,992 ¹ -193,048 ²
3. Dentists	16,457-20,546	19,677- 20,955	16,557	17,415 (18,675)
4. Pharmacists	14,020-17,135	47,786-64,700	-	39,913 ³

Source: sub-committee on manpower planning on health in the next decade under the National Committee on Manpower on Health, 2016. Policy recommendation on planning for manpower in health in the next ten years (2017-2026).

Note:

Doctors

Method 1 Health demand by using Service Utilization and estimation into the future by using the change in population that is age adjusted.

Method 2 at the primary care level using the number of doctors of 6,500 persons according to the Primary Care Cluster that was designated where number of doctors at the primary level is equal to 1:10,000

Nurses

Method 1 Health demand

Method 2 Using health demand and service target for elderly patients bed ridden at home and community

1. Using the scenario that nurses have an average working year of 22 years

2. Using the scenario that nurses have an average working year of 25 years

Dentists

Method 1 Using health demand

Method 2 Mixed method using health demand with determining a service target Method 3 Using the modified population rati

manpower in health in the next decade, under the national committee for manpower in health have estimated the demand for health personnel in the year 2026. According to the estimates, it is recommended to maintain the rate of doctor and dentist production but increase the number of professional nurses and pharmacists. In addition, an increased enrollment of students from rural areas is suggested so that they return to their place of origin after graduation. In this way the rural population will have an adequate number of personnel for their needs. This will create more equity in the access to quality health and medical services in the coming future.

