

FAMILY PHYSICIAN'S OPINION ABOUT THEIR COMPETENCE IN PRIMARY CARE PRACTICE MANAGEMENT.

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What is competency?

2

“...personal effectiveness skills...” *Schroder (1989)*

“...The quality of being physically and intellectually qualified to perform a certain role...”

“...critical element to achieve strategic goals...”

PHC in Moldova

3

- The Primary health care (rapid changes)

- Changes in:
 - structure,
 - organisation,
 - variation of care providers,
 - insurance,
 - markets,
 - social structures.

PHC in Moldova

- Changes → (required competence)
- Competence → (tasks and duties)
- Family physicians as a new role → (uncertainty)
- Personal skills:
 - ▣ long education,
 - ▣ continuous training,
 - ▣ follow up.

Hypothesis

The competence of family physician in the field of PHC is a key indicator to analyzing the health care system.

Goals

6

The study of family physicians opinion on the development of family medicine practice in Moldova

- To assess the current situation concerning the practice, strengths and challenges
- To highlight the challenges and find suitable methods and recommendation for improvement

Main objective

7

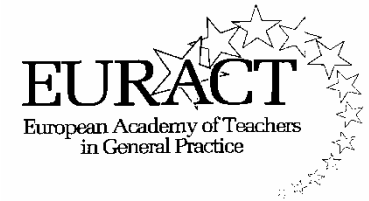
To evaluate the opinion of family physicians on their own competence in management of primary health care practice, to ensure proper care of various categories of patients.

Methodology

8

- Questionnaire: 358 Family Physicians
- Structured random sampling
- 140 responses included in the study
- Response rate is 39,3%
- SPSS version 15.0
- Anonymous, confidentiality guaranteed

Family Physician's role in Primary care management



9

To what extent have the Family Physicians in your region been able to fulfill the following tasks in PHC?

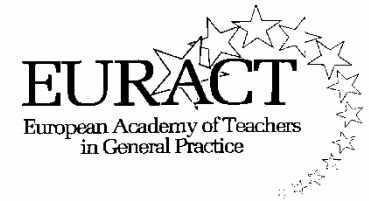
1. Organization of the PHC services.
2. Good access to services.

Response Scale:

- Very Good*
- Good*
- Fair*
- Poor*
- No comment*

Organization of the PHC services

Results



10

The confidence of the family physicians doctors

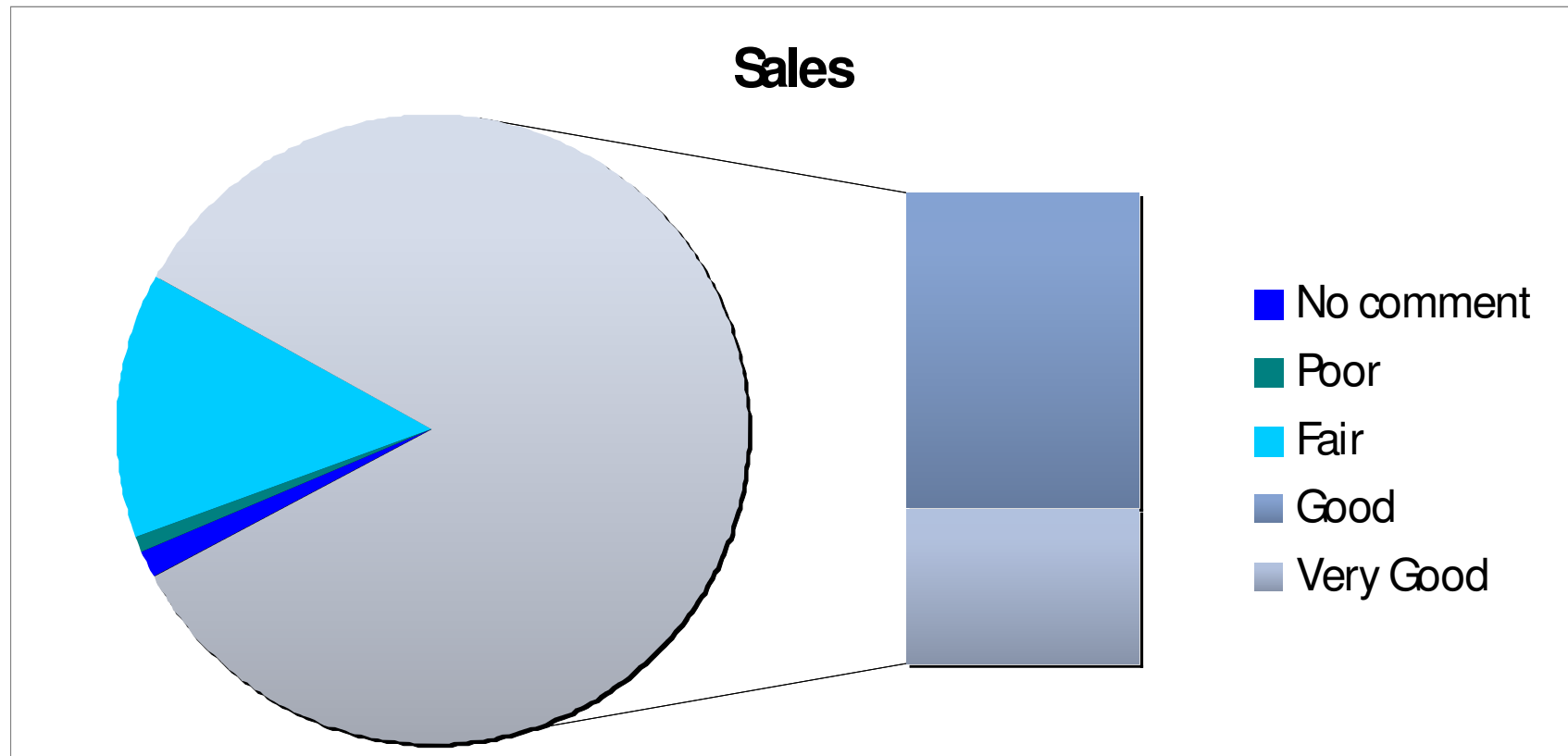
- Very good = 27.9%
- Good = 56.4%
- Fair = 13.6%
- Poor = 0.7%
- Not responded 2 persons

Not considered sufficiently competent:

Male: 10.5%

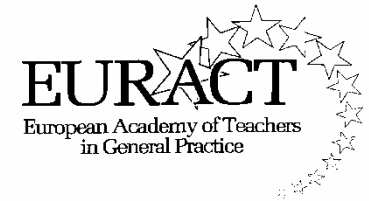
Female: 16.0%

Organization of the PHC services



Good access to services

Results



12

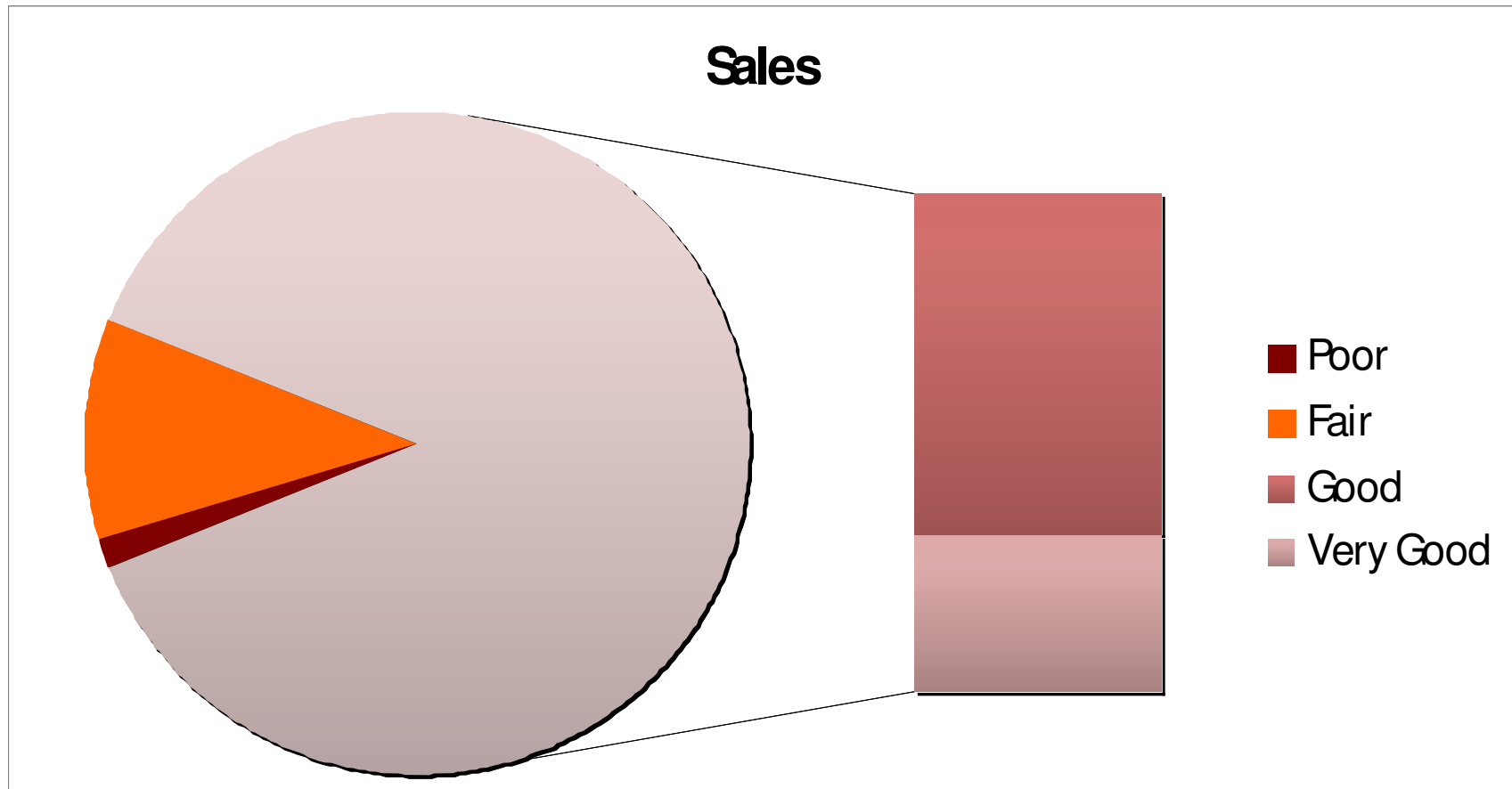
Ensuring access to good public health services:

- Very competent = 27.9%
- Good = 60.0%
- Fair = 10.7%
- Poor = 1.4%

Not confident of their abilities:

Male: 7.9%
Female: 13.8%

Good access to services



Conclusions

- Family physicians generally interested to develop their knowledge, skills and abilities in managing Primary Health Care.
- Managers have stronger convenience they are good in Primary Care Management due to their experience.
- Men traditionally named on managerial post feel more confident assessing own managerial competence.

Recommendations

15

The role of MOH is very essential in creating and developing the competence needed to the PHC services.

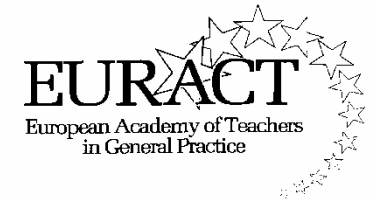
The role of top management is more essential in energizing the whole PHC sector includes:

- all employees,
- at all levels,
- in all functions, and
- in all geographies.

Developing a shared mindset and shared goals.

Developing strategies for acquiring competency.

Future Actions



16

New educational curriculum for CME including Primary Care Management Module

Special course on Institutional management for PHC managers from rural areas

Thank you for attention