Part time GPs

Part-time work and the supply of New Zealand GPs

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RNZCGP Conference July 2015
This presentation will cover

- The age profile of the GP workforce
- Trends in part time work
- Part time work in the context of the supply of GP services
- Attitudes to part time GPs
- The characteristics of GPs working part time
- Reasons for working part time
Mountain Peaks
Uluru – the profile of a sustainable workforce
Mitre Peak
Mt Taranaki
Age profile of NZ GPs (MCNZ survey data)
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Age Distribution of Practising Doctors working in General Practice or Rural Hospital Medicine (RNZCGP survey 2014)

- Peak at 54 years
- Missing GPs

Number of survey respondents vs Age
2015 RNZCGP Workforce Survey

Number of respondents by age (RNZCGP 2015)

- 56% aged 50 or over
- Peak at 55 years
Number of respondents working part-time and full-time in general practice by age (RNZCGP 2015)
Number and percentage of respondents working full-time (36hpw or more) and part-time in general practice (RNZCGP 2015)

- Full-time: 1081, 49%
- Part-time: 1139, 51%
Percent of respondents by hours worked per week in general practice (RNZCGP 2015)

- 1-10 hours: 7.6%
- 11-20 hours: 11.3%
- 21-30 hours: 15.9%
- 31-40 hours: 32.1%
- 41-50 hours: 21.4%
- 51-60 hours: 9.4%
- 61-70 hours: 1.8%
- > 70 hours: 0.6%
GP FTE/population trends

GP FTEs/100,000 population by Year (MCNZ survey data)

Lower survey response rates
Trends in GP numbers, GP FTEs and GP FTE to 100,000 population ratio 1999-2012 (MCNZ)

Population increase 16%
Comparison of estimated average hours worked in general practice per week by female and male respondents by age. (RNZCGP 2015)
Female GPs estimated average hours worked per week by age 2000 & 2012 (MCNZ)
Male GPs estimated average hours worked per week by age 2000 & 2012 (MCNZ)
Attitudes to part-time work in general practice.

- Patients report better satisfaction with part-time primary care physicians, despite less continuity of care and access. Panattoni et al J Gen Intern Med 22 Nov 2014
- Are “part-time” general practitioners workforce idlers or committed professionals? Dwan et al BMC Family Practice 2014
Reasons for working part time

• Respondents were asked to select the reasons relevant to them working part time from a list of 5 options.
• They were able to choose more than one reason and many did
• There was also an option to specify other reasons
Reasons for working part time
(in general practice) RNZCGP 2015
Family or whanau responsibilities relevant to decision to work part time (RNZCGP 2015)
Age of respondents with family responsibilities relevant to working part time. (RNZCGP 2015)
<table>
<thead>
<tr>
<th>Region</th>
<th>Percent of Respondents Working Part-Time</th>
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<tbody>
<tr>
<td>Capital and Coast</td>
<td>59%</td>
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<tr>
<td>Canterbury</td>
<td>57%</td>
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<tr>
<td>Taranaki</td>
<td>56%</td>
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<tr>
<td>Auckland</td>
<td>54%</td>
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<tr>
<td>Wairarapa</td>
<td>54%</td>
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<tr>
<td>Hutt Valley</td>
<td>52%</td>
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<tr>
<td>Nelson Marlborough</td>
<td>51%</td>
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<tr>
<td>Southern</td>
<td>49%</td>
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<tr>
<td>Bay of Plenty</td>
<td>48%</td>
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<tr>
<td>Hawke's Bay</td>
<td>47%</td>
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<tr>
<td>Tairawhiti</td>
<td>45%</td>
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<tr>
<td>Waikato</td>
<td>43%</td>
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<td>Waitemata</td>
<td>43%</td>
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<tr>
<td>Lakes</td>
<td>40%</td>
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<tr>
<td>MidCentral</td>
<td>39%</td>
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<tr>
<td>Counties Manukau</td>
<td>38%</td>
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<tr>
<td>Northland</td>
<td>38%</td>
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<tr>
<td>Whanganui</td>
<td>32%</td>
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<tr>
<td>South Canterbury</td>
<td>18%</td>
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<td>West Coast</td>
<td>17%</td>
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Summary

- To avoid increasing GP workforce shortages New Zealand needs to continue to increase the numbers entering the GP workforce.
- Part time work will continue to be very significant in general practice. The numbers trained need to be higher to account for this.
- Part time work can bring advantages for both doctors and patients however adjustments may need to be made to models of care to maximise access and continuity of care for patients.
Additional slides
Comparison of decreases in hours worked by NZ GPs and Australian doctors (MCNZ, AIHW 2011 as reported by Joyce et al)

- Av hours pw NZ GPs
- Av hours pw all Australian docs
GPs and Specialists working in NZ in 2013 by year of first registration in NZ (MCNZ 2013)

Peak in 2002 follows Primary Health Care Strategy 2001

The Royal New Zealand College of General Practitioners