



REPUBLIC OF SLOVENIA
COURT OF AUDIT

AUDIT REPORT

Enabling the efficient entry of medical doctors to the labour market

Performance audit

Audit period: 1 January 2008 to 30 September 2019



Have we got enough capacities of medical doctors?



Ministry of Health



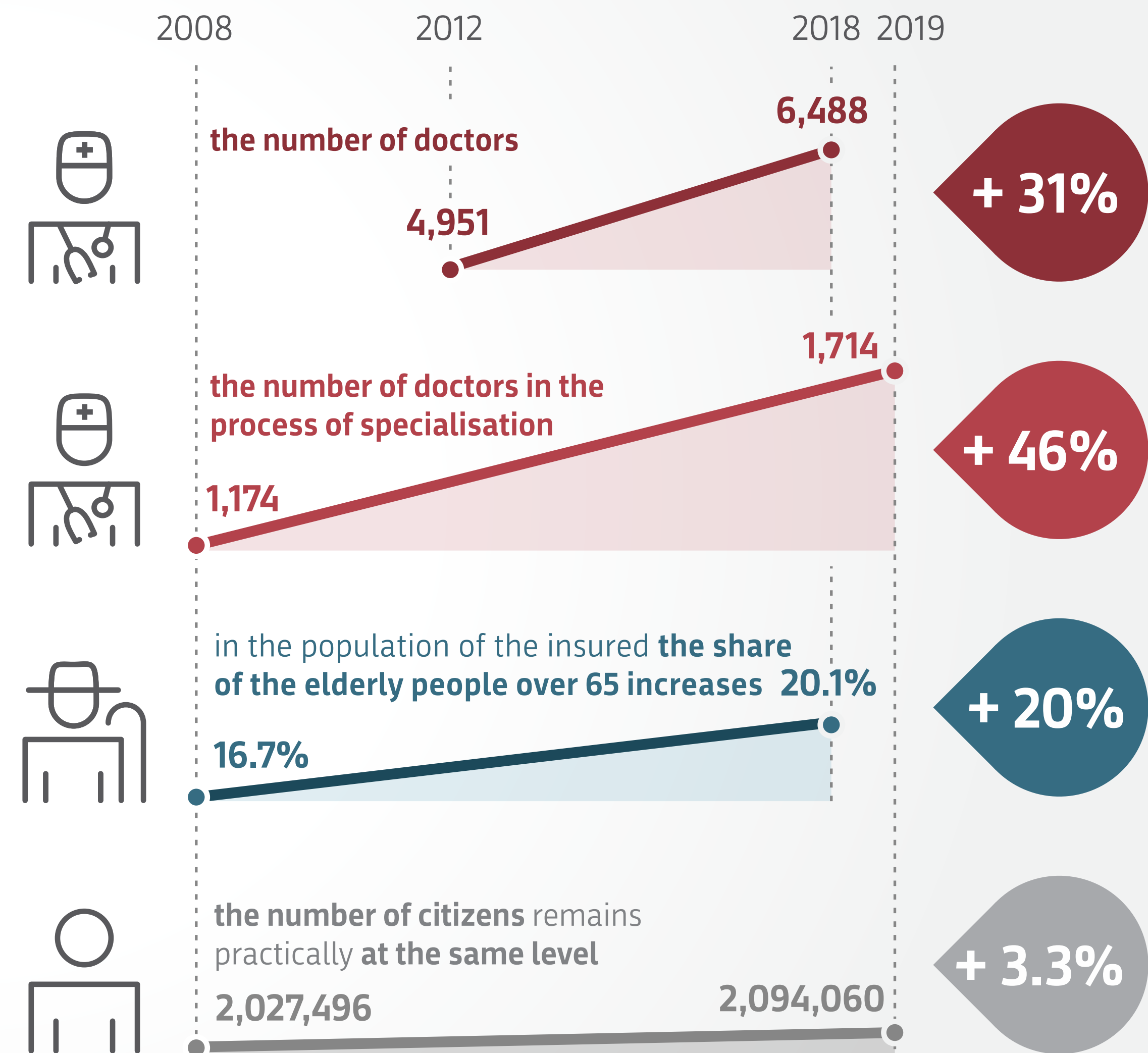
Medical Chamber of Slovenia

warn about the lack of and work overload of doctors



despite no analyses were carried out to verify it!

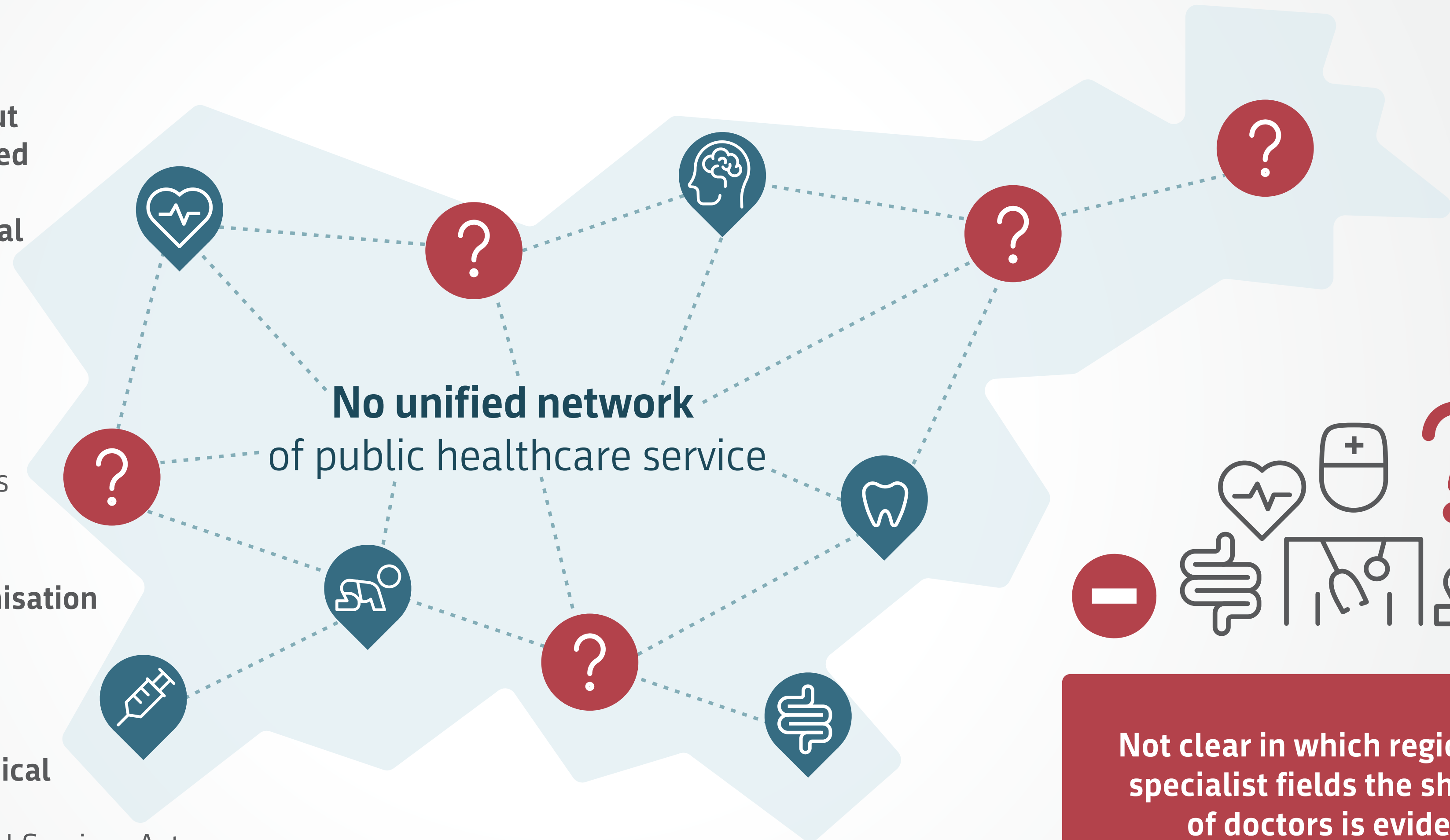
The number of medical doctors increases



Is the existing public healthcare network optimal?

The Ministry of Health, **without performing analyses, approved the correctness of the capitation system and medical standards and norms** that would support the optimal healthcare network.

-  **failed to analyse** the workload of the doctors
-  **failed to analyse organisation** procedures of doctors and healthcare service
-  **failed to schedule medical doctors work posts** as prescribed by Medical Services Act

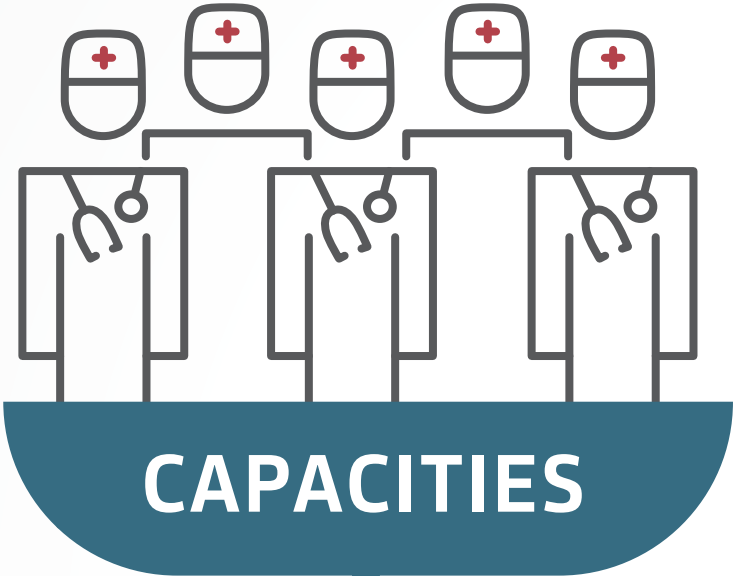


Not clear in which regions and specialist fields the shortage of doctors is evident.

The needs for additional doctors are not appropriately assessed

ACTUAL CAPACITIES OF DOCTORS ARE NOT KNOWN

- ⊖ **no assessments** where and how many effective **hours of doctors work** per month is performed by a doctor
- ⊖ **no overview of the work organisation** and utilisation of medical staff within the public healthcare network
- ⊖ **reasons** for alleged work overload of doctors **not known**



can perform work at **different employers** and on the basis of different contracts simultaneously

THE NEEDS FOR ADDITIONAL DOCTORS ARE NOT NECESSARILY REALISTIC

- ⊖ **no methodology** for planning the needs for doctors in a longer period of time
- ⊖ **calls for specialisations are not appropriate** since there is no detailed methodology for defining the needs for specialist doctors
- ⊖ **awarding concessions is not appropriate** since conditions, measures and criteria are not specified

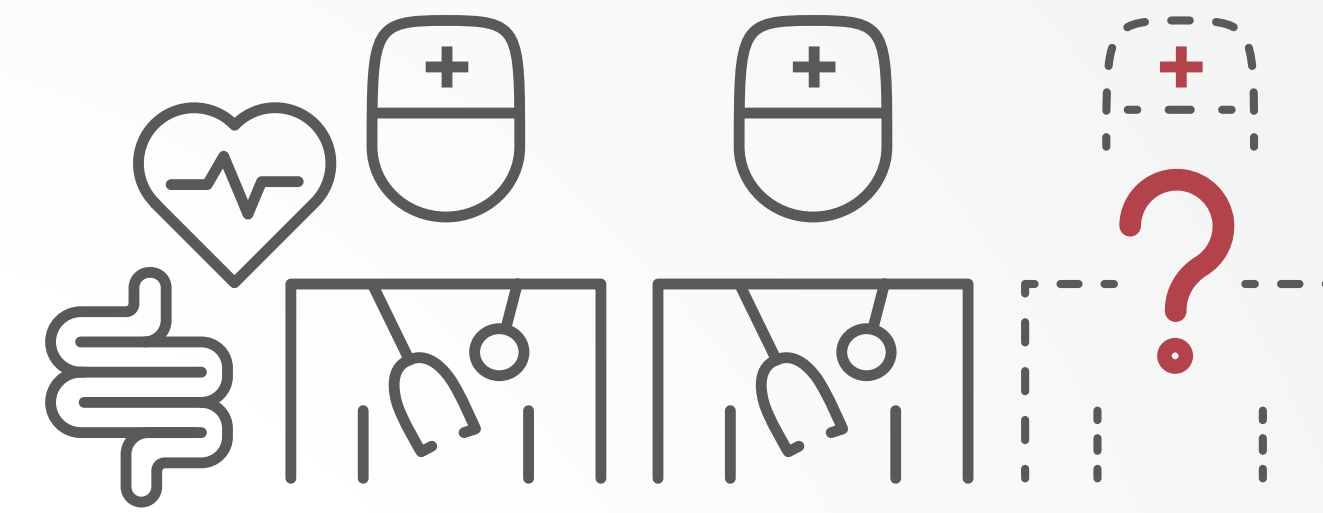
The system does not provide that actual needs for specialist doctors would be considered by regions when specialisations are determined and concessions awarded.

The legal arrangement does not provide for the desired outcomes

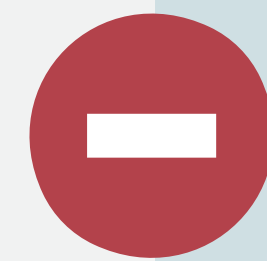
in relief of overloaded doctors and in assuring additional capacities of doctors



OPINION OF THE COURT OF AUDIT



Since they failed to assess the actual needs for doctors by individual specialisation and did not assess the reasons for their shortage, they were not able to effectively address them.



The Ministry of Health and the Medical Chamber of Slovenia were not efficient in

- enabling the efficient entry of medical doctors to the labour market
- balancing ratio between the needed and available number of doctors.

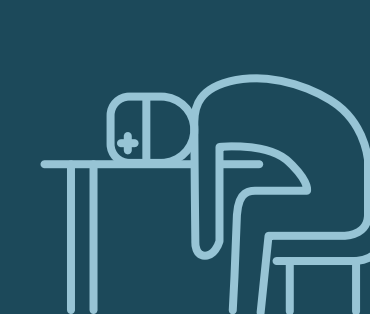
Računsko sodišče je Ministrstvu za zdravje podalo



providing exact data to perform **analyses of actual capacities of doctors**



setting up the efficient system of assessing actual needs for additional domestic and foreign doctors



analyses of work overloads of doctors and reasons for possible work overloads and shortages of doctors



an analysis of the impacts of the existing **capitation system**



an examination of appropriateness and updating of the existing **medical standards and norms**



optimisation of a public healthcare **network**