

Issue Brief: Bermuda Health Workforce, 2017

21 February 2018

NEED TO KNOW

Among the challenges facing Bermuda and the rest of the world are the provision of appropriate human resources to address the specific health requirements of the 21st century. As the population ages, a greater proportion of elderly dependents will need to be supported by the working population. *Bermuda Health Workforce, 2017* is a situational analysis of the current health workforce in Bermuda. The Chief Medical Officer and advisors from the Pan American Health Organization consulted with a multidisciplinary team of health care professionals to provide an overview of the current state of affairs. The purpose of the document is to provide context for its companion document, *Human Resources for Health Strategic Plan, Bermuda 2018-2020*. It is the first step in setting the direction for health workforce needs of the population and it aligns with Bermuda's Health Strategy, where workforce planning is a strategic priority.



Next Steps:

In order to meet the needs of the future, Human Resources for Health planning must:

- Promote and invest in STEM education, science, technology, engineering, and math to prepare Bermudian students for health careers.
- Invest in health system reform to ensure universal access to health care and appropriate reimbursement for primary and preventive health care.
- Include a multi-disciplinary approach for planning human resources for health.
- Recruit professionals with skills in prevention, health promotion, and primary care to address need for chronic disease prevention and control.
- Invest in a system-wide 'information system for health' to improve monitoring and health system data collection.

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FAST FACTS

- Data collection for the reports included interviews, focus groups, meetings with a core group of health stakeholders, literature review, and stakeholder workshops.
- The Global Strategy on Human Resource for Health: Workforce 2030 encourages workforce planning to ensure universal access to care.
- Bermuda's population aged 65 years and older will climb from 14% to 20% of the population by 2030.
- The ageing population and chronic, non-communicable disease burden (e.g. heart disease and stroke, diabetes, cancer) will place more demands on the health care system.
- Issues such as quality of life, access to health care, and healthcare costs will become increasingly important to the population.
- The numbers of physicians per 1000 population in Bermuda compares favourably to the US, UK and Canada, at approximately 2.7 physicians per 1000. Bermuda has 1 GP for every 1000 population while the US has 0.3 per 1000, the UK 0.8 and Canada 1.3 per 1000.
- The number of nurses per 1000 population is comparable to the UK but well below Canada and the US.
- An important caveat in making comparisons of human resource needs is that population health requirements are not identical across jurisdictions.