ADDRESSING AND SUSTAINING HUMAN CAPITAL DEVELOPMENT FOR HEALTH THROUGH PROFESSIONAL DEVELOPMENT IN QATAR

SAMAR ABOULSOUD, MD
A/CHIEF EXECUTIVE OFFICER
QCHP
DECLARATION OF CONFLICT OF INTEREST

I do not have any actual or potential conflict of Interest in relation to this presentation.
Qatar Council for Healthcare Practitioners (QCHP)

A NON-PROFIT GOVERNMENT BODY THAT REGULATES THE HEALTHCARE PRACTICE AND MEDICAL EDUCATION IN STATE OF QATAR.
WHO DO WE REGULATE?

Physicians

Nurses

Allied health professionals

Pharmacists

Dentists
Figure 1
QV2030 Built on 4 Pillars

Human Development
Development that expands the opportunities and capabilities of all the people of Qatar to enable them to sustain a prosperous society.

Economic Development
Development of a competitive and diversified economy capable of meeting the needs of, and securing a high standard of living for all its people for the present and for the future.

Social Development
Development of a just and caring society based on high moral standards, and capable of playing a significant role in the global partnership for development.

Environmental Development
Management of the environment such that there is harmony between economic growth, social development and environmental protection.
• A comprehensive world-class healthcare system whose services are accessible to the whole population
• An integrated system of healthcare offering high-quality services
• Preventive healthcare, taking into account the differing needs of men, women, and children
• A skilled national workforce capable of providing high-quality health services
• A national health policy that sets and monitors standards
• Effective and affordable services in accordance with the principle of partnership in bearing the costs of healthcare
• High-caliber research directed at improving the effectiveness and quality of healthcare
NATIONAL HEALTH STRATEGY-2
2018-2022
QATAR HEALTHCARE WORKFORCE

- Expatriate healthcare workforce
- From a wide range of countries
- Different educational background
- Variable work experience
QATAR HEALTHCARE WORKFORCE

QATARIZATION

REVIEW/CHANGE

ATTRACT

WORKFORCE PLANNING

RETAIN

DEVELOP

Only the Best!
OUR AIM: EFFECTIVE CPD CULTURE

✓ UNDERSTANING THE NEEDS
✓ ADDRESSING THE GAPS
✓ RELEVANCE
✓ RESOURCES
✓ COORDINATION
✓ COMMUNICATION
✓ MEASUREMENT
WHO’S RESPONSIBLE?

- EMPLOYERS
- PRACTITIONERS
- REGULATORS
- EDUCATORS
- INSTITUTIONS
National CME/CPD Program in Numbers
Number of Licensed Practitioners

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Licensed Practitioners</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>17122</td>
</tr>
<tr>
<td>2015</td>
<td>20627</td>
</tr>
<tr>
<td>2016</td>
<td>31299</td>
</tr>
<tr>
<td>2017</td>
<td>35735</td>
</tr>
</tbody>
</table>

CPH-Qatar University Scientific Symposium
## HEALTHCARE PRACTITIONERS PERFORMANCE

<table>
<thead>
<tr>
<th>Profession</th>
<th>HCPs with Currently Active License</th>
<th>HCPs who activated E-Portfolio</th>
<th>HCPs who Submitted ≥1 CPD activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician</td>
<td>5,729</td>
<td>5,597</td>
<td>5,305</td>
</tr>
<tr>
<td>Dentist</td>
<td>1,591</td>
<td>1,506</td>
<td>1,439</td>
</tr>
<tr>
<td>Pharmacist</td>
<td>2,288</td>
<td>2,203</td>
<td>2,111</td>
</tr>
<tr>
<td>Allied Health Practitioner</td>
<td>7,935</td>
<td>7,903</td>
<td>7,586</td>
</tr>
<tr>
<td>Nurse</td>
<td>18,650</td>
<td>18,401</td>
<td>17,767</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>36,193</strong></td>
<td><strong>35,610</strong></td>
<td><strong>34,208</strong></td>
</tr>
</tbody>
</table>
HCP COMPLIANCE

<table>
<thead>
<tr>
<th>Profession</th>
<th>HCPs Due for License Renewal</th>
<th>HCPs Compliant with Credit Requirements</th>
<th>Compliance Rate*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician</td>
<td>3,710</td>
<td>3,339</td>
<td>90%</td>
</tr>
<tr>
<td>Dentist</td>
<td>1,259</td>
<td>1,112</td>
<td>88.3%</td>
</tr>
<tr>
<td>Pharmacist</td>
<td>1,789</td>
<td>1,626</td>
<td>90.8%</td>
</tr>
<tr>
<td>Allied Health Practitioner</td>
<td>3,880</td>
<td>3,466</td>
<td>89.3%</td>
</tr>
<tr>
<td>Nurse</td>
<td>5,849</td>
<td>5,072</td>
<td>86.7%</td>
</tr>
<tr>
<td>Total</td>
<td>16,487</td>
<td>14,615</td>
<td>88.6%</td>
</tr>
</tbody>
</table>

*This is a rough rate as it does not take in consideration HCPs who stopped practicing or left the country without informing QCHP
Did you have difficulty in completing the mandatory CPD requirements?

- Yes: 65%
- Partial: 8%
- No: 27%
CFO TO CEO: "WHAT HAPPENS IF WE INVEST IN DEVELOPING OUR PEOPLE AND THEN THEY LEAVE US?"

CEO TO CFO: "WHAT HAPPENS IF WE DON'T, AND THEY STAY?"
Wishing you all health and prosperity.

Thank you