



SUPPLY AND DEMAND OF NURSES AND MIDWIVES: A FORECAST UNTIL 2030

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Nurses together: a force for global health

Introduction

The increasing shortage of staff in healthcare facilities worldwide calls for a human resource (HR) planning strategy in order to ensure safe, timely and patient-centred care. This research presents framework for the need-based approach to health workforce planning.

Results

Supply projections

In 2030, the number of midwives is projected to increase by 7.8% compared to 2021. Meanwhile, the projected supply of nurses is decreasing, with 1,553 nurses in 2030, which is 1.8% less than in 2021.

Demand projections

In the **medium scenario**, at the end of the period, the demand for midwives will decrease by 8.0%, while the demand for nurses will increase by 9.4%

In the **prospective scenario**, the demand for nurses will grow due to the growth parameters of the services assessed in the forecast, the impact of 1% growth in functions indirectly related to clinical activity each year and the projected nurse-to-doctor ratio of 2.6. However, the decrease in the need for midwives will not be offset by the impact of the 1% growth in functions indirectly related to clinical activity each year and the impact of the 1% growth in independently-provided services in the community each year.

Methods

The supply of staff was calculated on the basis of the number of professionals entering and leaving the labour market each year for various reasons. Projections of the demand for nurses and midwives were made considering the different needs of the population (by sex and age) for the services provided in the establishment.

Purpose

To present forecast of the number, structure, services, supply and demand of nurses and midwives available in the labour market in the largest university hospital in the Baltic States by 2030.

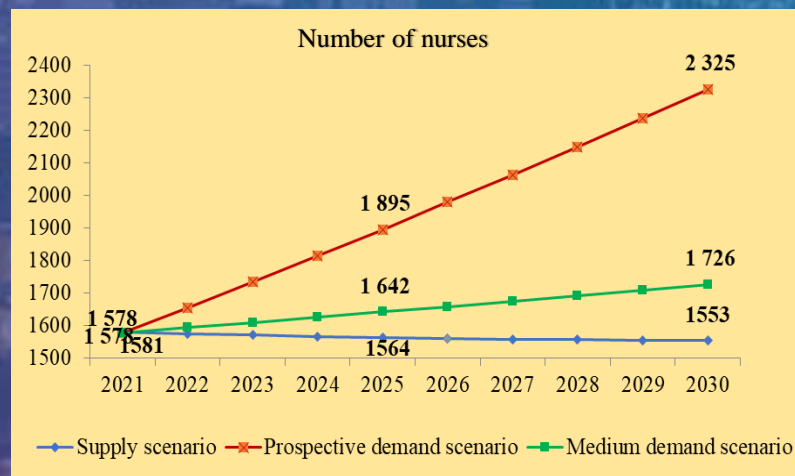


Figure 1. Gap between projected supply and demand of nurses

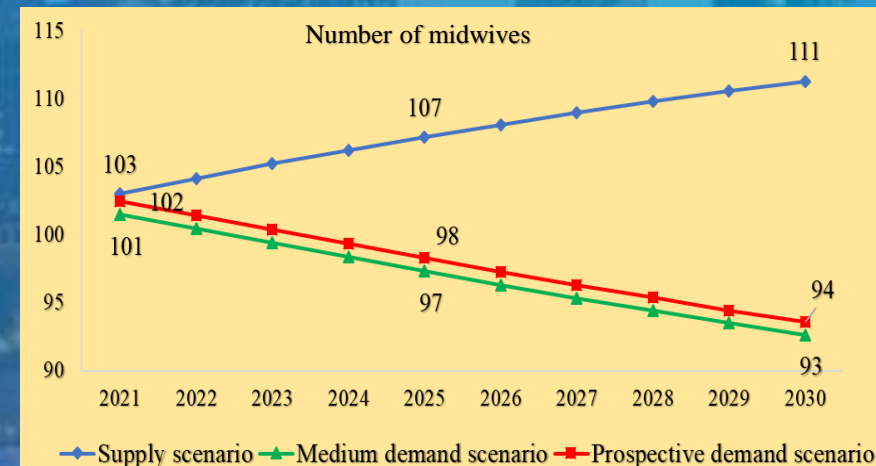


Figure 2. Gap between projected supply and demand of midwives

Discussion and Conclusions

In the most likely supply and demand scenarios, a shortage of 331 nurses is projected in 2025 and 772 in 2030. In order to ensure an adequate supply of nurses by 2030, the annual recruitment of nurses would need to be increased by 86 nurses in the medium-demand scenario and by 378 nurses in the prospective demand scenario, by 38% and 69% respectively. Meanwhile, in the prospective demand scenario for midwives, the number of midwives recruited each year would need to be reduced by 30%.

References: 1. Mackenzie, A., Tomblin Murphy, G. & Audas, R. A dynamic, multi-professional, needs-based simulation model to inform human resources for health planning. Hum Resour Health 17, 42 (2019).

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