PP11.1. ZDRAVSTVO I RADNA SNAGA – PROMENE KOJE DOLAZE

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Zdravstveni sistemi širom sveta suočavaju se sa istovremenim izazovima starenja stanovništva i radne snage u zdravstvu, porasta hroničnih bolesti, ubrzanog razvoja zdravstvenih tehnologija i nedostatka zdravstvenih radnika.

Cilj ovog rada je da se, na osnovu analize aktuelnih trendova i pokazatelja, ukaže na ključne promene koje će oblikovati zdravstvenu radnu snagu, kao i da se identifikuju prioriteti za planiranje ljudskih resursa u zdravstvu.

Analizirani su aktuelni izveštaji o radnoj snazi u zdravstvu ključnih međunarodnih organizacija, poput *Organisation for Economic Co-operation and Development (OECD), World Health Organisation (WHO)*, kao i drugih udruženja zdravstvenih radnika, poput *Advanced Pharmacy Australia (AdPhA) i American Society of Health-System Pharmacists (ASHP)* koji se odnose na razvoj zdravstvene radne snage, digitalnu transformaciju u zdravstvu i unapređenje kompetencija zdravstvenih radnika.

Ukupna radna snaga u zdravstvu, koju čine lekari, medicinske sestre i babice, stomatolozi i farmaceuti povećala se globalno za 52%, sa 44,8 na 10.000 stanovnika, koliko je zabeleženo 2006. godine, na 67,9 na 10.000 stanovnika u 2025. godini. Najveći porast zabeležen je u kategoriji medicinskih sestara, za gotovo 60%. Između 2013. i 2023. godine, prosečan broj farmaceuta, po glavi stanovnika u zemljama OECD-a povećao se za 10%, dostigavši 86 farmaceuta na 100.000 stanovnika. S druge strane, nestašice bolničkih farmaceuta u Australiji su samo u 2025. godini, dovele do smanjenja kliničkih aktivnosti farmaceuta za 75%. Zdravstveni sistemi koji budu uspešno uskladili tehnološki napredak sa razvojem kompetencija zaposlenih biće otporniji, efikasniji i sposobniji da odgovore na rastuće potrebe stanovništva.

PP11.1. HEALTHCARE WORKFORCE – CHANGES AHEAD

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Healthcare systems worldwide are facing simultaneous challenges: aging population and healthcare workforce, a rise in chronic diseases, the rapid development of health technologies, and shortages of healthcare professionals.

This review aims to highlight the key changes that will shape the healthcare workforce and to identify priorities for human resource planning in healthcare, based on current trends and indicators.

An analysis was conducted of recent reports on the healthcare workforce from key international organizations—such as the Organisation for Economic Co-operation and Development (OECD) and the World Health Organization (WHO)—as well as professional associations like Advanced Pharmacy Australia (AdPhA) and the American Society of Health-System Pharmacists (ASHP). These reports address workforce development, digital transformation in healthcare, and the enhancement of healthcare professionals' competencies.

The total healthcare workforce—comprising physicians, nurses and midwives, dentists, and pharmacists—has increased globally by 52%, rising from 44.8 per 10,000 inhabitants in 2006 to 67.9 per 10,000 inhabitants in 2025. The largest increase was observed in the nursing category, rising by nearly 60%. Between 2013 and 2023, the average number of pharmacists per capita in OECD countries increased by 10%, reaching 86 pharmacists per 100,000 inhabitants. Conversely, shortages of hospital pharmacists in Australia led to a 75% reduction in pharmacists' clinical activities in 2025 alone. Healthcare systems that successfully align technological progress with the development of employee competencies will be more resilient, efficient, and capable of meeting the growing needs of the population.

https://doi.org/10.5937/sfuskongres26076M