

Health Systems Management Training: The New Face of Specialization in Physician Practice

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Overview

- Brief concept on health systems mgmt
- Changing face of physician practice
- Potential of health systems management training on physician practice
- Conclusion

Overview of Health Systems

"the organizations, institutions and resources devoted to producing health actions, actions being the efforts whose primary purposes is to improve health i.e. personal, public health, policy, research"
(WHO, 2000).

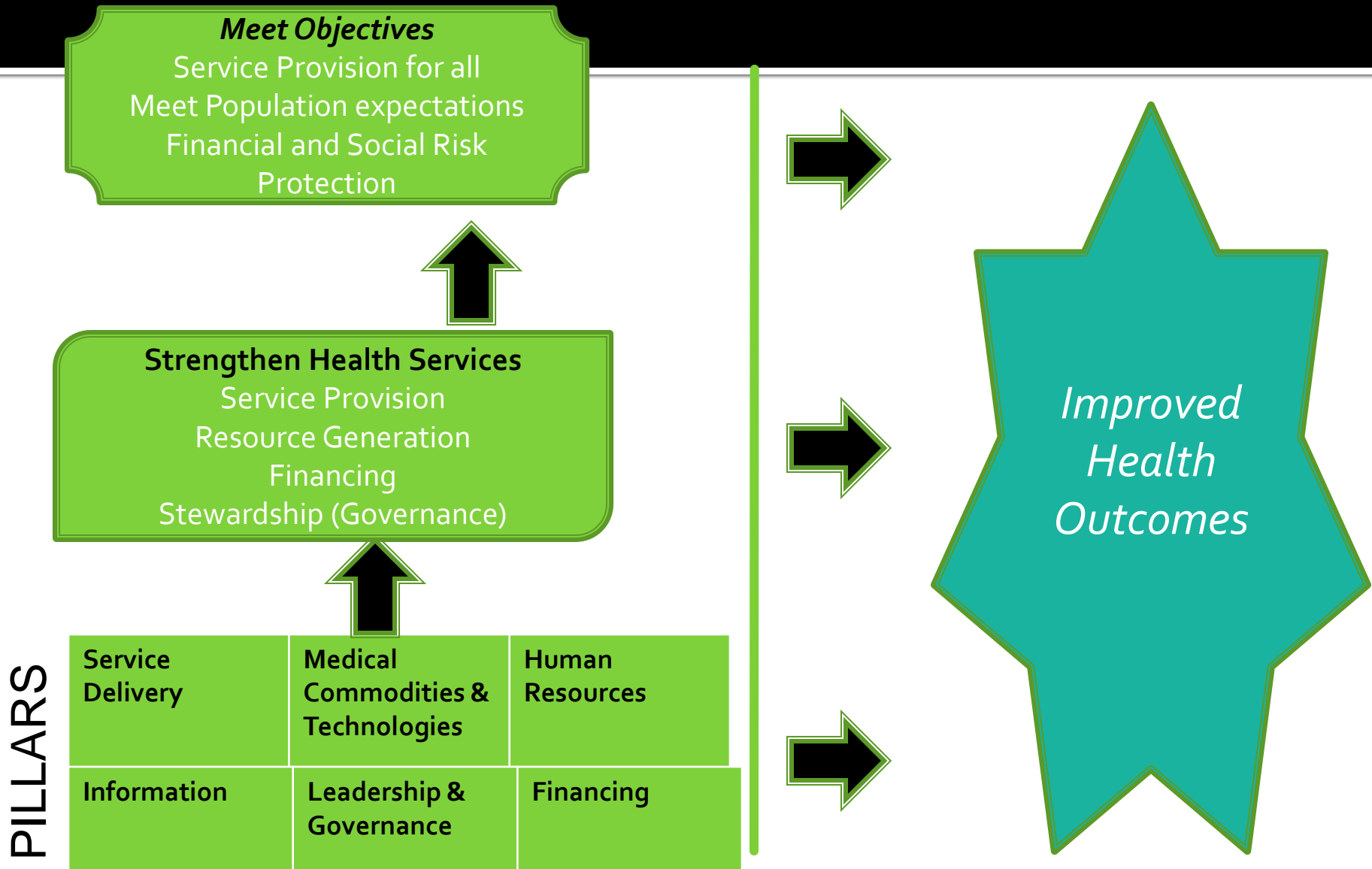
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Health professionals are required to consider all the components that contribute to what they are managing so as to provide effective and well-rounded solutions.

Overview of Health Systems



Changing Face of Physician Practice: Case Study @ KeMU (2009 – 2011)

- Average of 20 students per trimester or 60 students per year
- FGD used to determine students' reasons for taking the MSC HSM program as part of the HSMG 513 course activity.
 - 80% of respondents motivated by promotion or change to management positions
 - A similar proportion indicated the need for management training in order to cope with their current job responsibilities.
 - About 20% motivated by the health system concept
 - At least 60% in each cohort are physicians.
- Conclusion:
 - There is a definite desire among health professionals for a health management training (justifies MSc HSM program)
 - This desire is greater among physicians, **mostly due increased managerial & leadership roles with greater focus on health systems strengthening**

Changing Face of Physician Practice

TRADITIONAL ROLE

- Diagnosis
- Treatment
- Case management
- Health education
- Clinical decision making
- Clinical Trials
- Management roles

CONTEMPORARY ROLE

- Inclusion of non-clinical decision making roles
- Wider management roles
- Push for health systems concept in service delivery
- Entrepreneurial roles

NB: All in addition to the traditional roles

Health Systems Management Training

Allows physicians to:

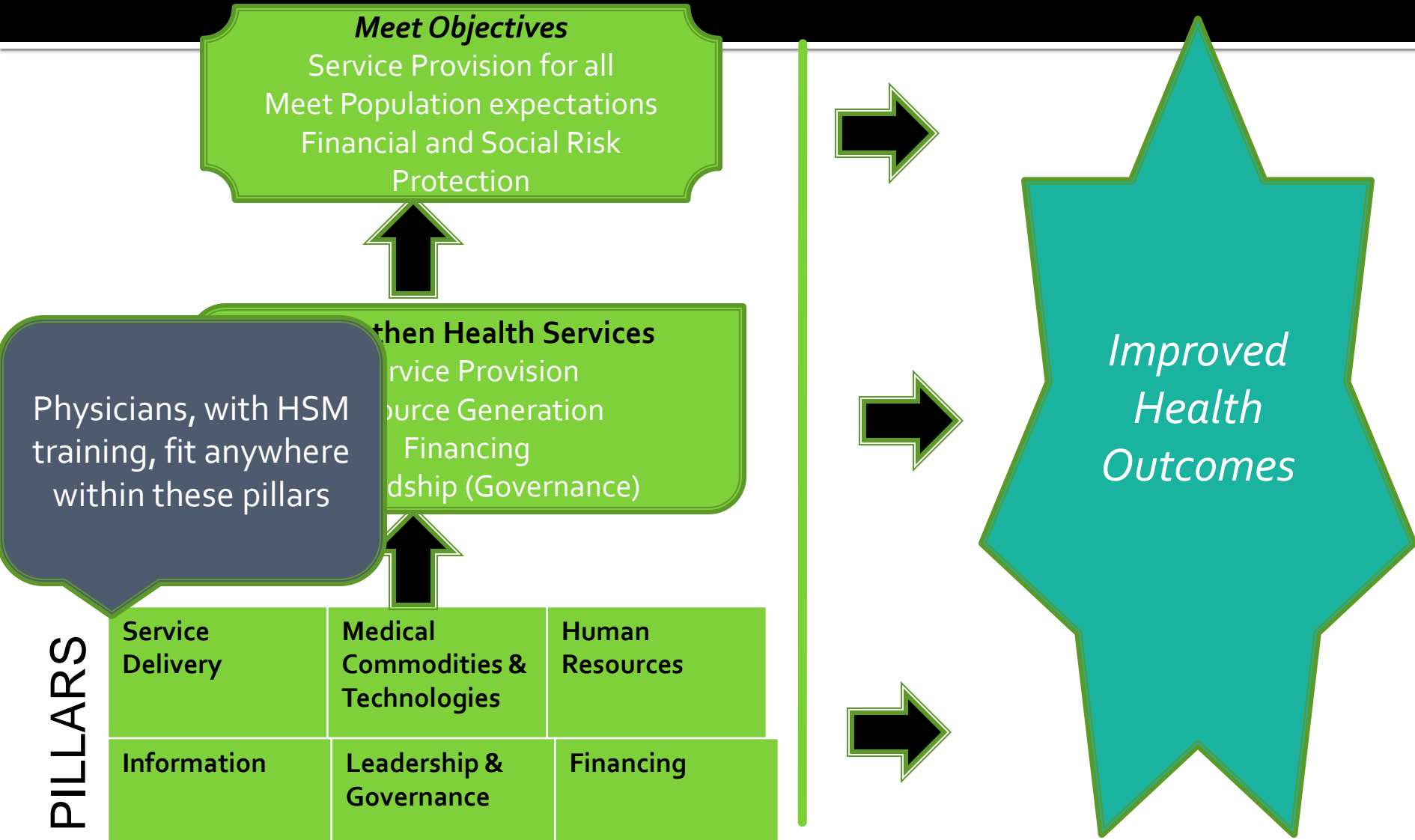
- Bridge pathways between clinical and managerial processes and entrepreneurial perspectives;
- Confidently participate in non-clinical decision-making arenas i.e. *leadership-management-governance (LMG)*
- Integrate medical perspectives to health system management;
- comprehend healthcare beyond the clinical setting.

Health Systems Management Training

Potential Impact

- Improved health service delivery
 - Facilities, processes, resource utilization
- Specialization in LMG of the health sector
 - Consider merging with medical specialty areas
- Improvement of national/county/local policies, standards and guidelines
- Greater quality outcomes
- Integration of clinical and non-clinical aspects in management of health sector
- Overall, strengthening of the health system for better health outcomes

Overview of Health Systems



Conclusion

Health systems management training as a specialization area for physicians is therefore needed in the current thinking, practice, skills and values which physicians employ in their professional areas.

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It is the way forward in training of medical doctors in Kenya.