A Cancer Workforce in Crisis

Repository on Best Practices and Innovations

WORKFORCE PLANNING

Intro: With the escalating global cancer burden and advancements in medical treatments, the need for a skilled, well-distributed workforce is imperative to ensure timely and effective care for patients, ultimately shaping the trajectory of cancer outcomes worldwide.

Title: Global experiences in health workforce policy, planning and management using the Workload Indicators of Staffing Need (WISN) method, and way forward - August 2021

Publication date: PubMed - 2023

Link: https://human-resources-health.biomedcentral.com/articles/10.1186/s12960-021-00695-9

Example: The Workload Indicators of Staffing Need (WISN) methodology is a crucial tool in the field of health workforce planning and management. Developed by the World Health Organization (WHO), WISN goes beyond traditional headcount-based approaches by considering both service data and the actual available working time of health workers. This comprehensive methodology provides decision-makers with a more accurate assessment of staffing requirements, enabling them to determine the right mix of health professionals needed to meet the diverse healthcare needs of a population. WISN's flexibility allows it to be applied across various levels of healthcare facilities, in both routine and emergency settings, and for a wide range of healthcare occupations. It plays a vital role in optimizing healthcare delivery, improving equitable distribution of health workers, revising staffing norms, and enhancing information systems, ultimately contributing to the goal of achieving accessible, high-quality healthcare services for all.

Title: Using national data to model the New Zealand radiation oncology workforce

Publication date: PubMed - 2022

Link: https://pubmed.ncbi.nlm.nih.gov/35768935/

Example: Demand model that predicted the future number of ROs required, using national data from the Radiation Oncology Collection (ROC) and a survey of ROs. Radiation therapy intervention and retreatment rates (IR/RTRs), and benign and non-cancer conditions being treated, were derived from the ROC and applied to Census population projections. Survey data provided definitions of treatment by complexity, time spent in different activities and time available for work. Results were linked to radiation oncology workforce forecasts from a supply model developed by the Ministry of Health.

Title: Non-physician practitioners in radiation oncology: advanced practice nurses and physician assistants

Publication date: PubMed - September 1999

Link: https://pubmed.ncbi.nlm.nih.gov/10487543/

Example: Implementation of non-physician practitioner roles, such as the advanced practice nurse (APN) and physician assistant (PA). This proposal also adresses whether or not APNs or PAs are appropriate for their practice, which type of provider would be most effective, and how best to implement this role