

- ❖ **Survey name:** Human resources in public healthcare in Bulgaria
- ❖ **Partners:**
  - Bulgarian Medical Association
  - Bulgarian Association of Health Care Professionals
  - Expert group
- ❖ **Instruments:**
  - Survey of medical specialists
  - Survey of medical specialists that prepare their documents to leave Bulgaria and work abroad
  - Interviews with heads of medical institutions
  - Interviews with heads of medical universities
  - Focus group discussions with physicians, nurses that prepare their documents to start work abroad
  - Focus group discussions with last-year-students in the medical universities
- ❖ **Principal investigator:** Alexey Pamporov, PhD
- ❖ **Fieldwork period:** September 2011

## Quantitative instruments

### Survey of medical specialists

- ❖ **Population:** physician and nurses that are working in Bulgaria.
- ❖ **Sample model:** Two stage cluster sample, number of clusters: **130, 70 hospital-care-institutions and 60 out-of-hospital-care-institutions**
- ❖ **Sample realization:** From **700** planned interviews with hospital specialists **637** are realized, from **600** planned interviews with out-of-hospital specialists **456** are realized.
- ❖ **Maximal stochastic error:**  $\pm 3,9\%$  (for hospital specialists) и  $\pm 4,6\%$  (for out-of-hospital specialists) for proportion 50% and 95% confidence interval (inner-cluster correlation is not taken into account).
- ❖ **Registration method:** Face-to-face interview by standardized questionnaire.
- ❖ **Main topics:**
  1. Professional qualification
  2. Plans
  3. Motivation

4. Alternatives
5. Migration

## Survey of medical specialists that prepare their documents to leave Bulgaria and work abroad

- ❖ **Population:** Physicians and nurses that prepare their documents to work abroad.
- ❖ **Sample model:** haphazard response of persons at risk
- ❖ **Реализация на извадка:** 130 leaving medical specialists were interviewed
- ❖ **Maximal stochastic error:** not applicable
- ❖ **Registration method:** self-admitted questionnaire
- ❖ **Main topics:**
  - Migration
  - Expectations
  - Procedures

## Qualitative instruments

- Interviews with heads of medical institutions
- Interviews with heads of medical universities
- Focus group discussions with physicians, nurses that prepare their documents to start work abroad
- Focus group discussions with last-year-students in the medical universities
- ❖ **Registration method:**
  - **Interviews with heads of medical institutions** – semi-structured standardized questionnaire
- ❖ **Main topics:**
  - **Interviews with heads of medical institutions**
    1. Human resources
    2. Management and motivation of the staff
    3. Leave
    4. Expectations

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