



The specificities of the various European countries in the following areas:

- ***Typology of the Health System***
- ***Level of resources and investment in Health System***
- ***Hospital management model(s)***
- ***Healthcare managers professionalization***

AUSTRIA

I. Typology of the Health System

Country identification:

Austria

Number of inhabitants:

8.900.000

Health System Model characterization: Bismarck, Beveridge, Other?

Bismarck-System

Health System Funding:

The performance-oriented payment scheme, introduced in 1997, consists of a core component of national uniform diagnosis-related groups (DRGs) and a steering system to account for hospital characteristics.

Austria has a two-tier health care system in which virtually all individuals receive publicly funded care, but they also have the option to purchase supplementary private health insurance. The basic government-provided healthcare system provides basic care, and a secondary tier of care exists for those who can pay for additional, better quality or faster access in private hospitals.

Enrollment in the public health care system is generally automatic and is linked to employment, however insurance is also guaranteed to co-insured persons (i.e. spouses and dependents), pensioners, students, the disabled, and those receiving unemployment benefits. Enrollment is



compulsory, and it is not possible to cross-shop the various social security institutions. Employers register their employees with the correct institution and deduct the health insurance tax from employees' salaries.

II. Level of resources and investment in Health System

GDP per capita:
10,4% (2017)

Average Life Expectancy:
81,64 (2017)

Doctors per 1.000 inhabitants:
5,35

Nurses per 1.000 inhabitants:
14,26

Level of allocation of family doctor:
Seven Primary Health Care Centers are planed in Austria until 2021.



III. Hospital Management Model(s)

Describe the hospital management model in your country:

Every hospital is managed by 3 persons. A commercial director, a medical director and a nursing director. These 3 functions are in a certain cooperative management team, where everyone is at least on the same level of responsibility.

Describe the model of hiring / appointment of Healthcare managers / Hospital directors / CEOs:

The 3 different directors (commercial, medical and nursing director) normally run through a conventional recruiting procedure of the hospital company. After the appointment they have to be announced to the local health authority.

Composition and model of appointment of the Board of Directors:

It depends on the type of ownership of the hospital company (government owned, ownership of a religious congregation, etc.).



IV. Healthcare managers professionalization

Do you have a formal recognition of the hospital/healthcare manager profession in your country?

The formal recognition of the commercial, medical and nursing director of a hospital is made by the local health authority after the recruiting process.

Do you have a certification competency model in your country?

We have obligatory assessments and hearings for the competence of managers.

Do you have a mandatory training model in your country?

Each of the 3 managers has to complete a management training at a university institution in addition to their professional training.