



European Health Management Questionnaire

The purpose of the questionnaire is to identify 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**

I. Typology of the Health System

Country identification: Republic of Ireland

Number of inhabitants: 4.9 million

Health System Model characterization: Bismarck, Beveridge, Other?

The Irish system is predominantly a national health system funded through the exchequer where access to hospital care is largely free at point of delivery with some co payments. Citizens who meet the criteria to have a Medical Card are afforded free care with no co payments.

GPs operate as private practitioners who can enter contracts with the State to provide services to patients with varying levels of exchequer funding support depending on the patients age, income level and chronic conditions.

Close to 50% of the population have voluntarily opted to buy private health insurance to cover co payments and/or to access a well developed private hospital system. This is referred to colloquially in Ireland as our 'two tier' health system as access for non Emergency Dept care is generally significantly quicker via the private hospital sector.



Health System Funding:

Funding to individual hospitals is largely a block grant based on historic expenditure and service developments. There is a very limited level of specific activity based funding. Public hospitals can charge most patients a Dept of Health determined accommodation charge but cannot charge a technical fee for care delivery.

II. Level of resources and investment in Health System

GDP per capita: €75. k

Average Life Expectancy: 82 yrs

Doctors per 1.000 inhabitants: 5.5

Nurses per 1.000 inhabitants: 12.



Level of allocation of family doctor: 6.26 per 10,000 population

III. Hospital Management Model(s)

Describe the hospital management model in your country:

Historically hospitals in Ireland were established by religious orders and became known as Voluntary Hospitals. This model of independent governance remains particularly in Dublin. These hospitals are practically fully state funded but retain Boards and enter a Service Level Arrangement with the HSE (Health Service Executive). These Boards are legally established either as companies or by historic legal frameworks. The staff of these hospitals are public servants with the same conditions and pension entitlements as other public servants. The most senior manager (CEO) reports to the hospital Board.

Statutory hospitals are directly run by the HSE. These hospitals do not have legally established Boards. The most senior manager in these hospitals reports through the HSE management structure which leads to the national Board of the HSE which is appointed by the Minister for Health.

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

Voluntary Hospitals Boards directly recruit the CEO, normally through a competitive process.

Statutory hospital managers are appointed by the HSE senior management structure following a competitive process.



Composition and model of appointment of the Board of Directors:

The membership of Voluntary Hospital Boards can be based on historic legal requirements to have specific public or religious roles represented on the Board. However the Boards are largely self perpetuating with agreed terms of membership. The members of the Boards act in a voluntary basis and usually come from a non healthcare background such as Law, Finance, IT, Academia etc..

The Board of the HSE is appointed by the Minister for Health and its composition is determined by an act of parliament. The membership is broad based and the majority have a non healthcare background.

IV. Healthcare managers professionalization

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

A range of professional healthcare management professional qualifications exist but there is no requirement that a senior manager must have such a qualification to be appointed. However it has become the norm for senior managers to have Masters level qualifications in healthcare management or in general business management.

Do you have a certification competency model in your country?

There is no certified competency model in Ireland.



Do you have a mandatory training model in your country?

There is no mandatory training model in Ireland.