

The Project

A key component of the **HealthForceOntario** strategy is to identify Ontario's health human resources (HHR) needs through the development of evidence and analytical capacity. The Health Professions Database (HPDB) is the provincial HHR database that holds comprehensive information on demographic, geographic, education and employment characteristics for 20 regulated health professions. It is the primary HHR information resource for Ontario.

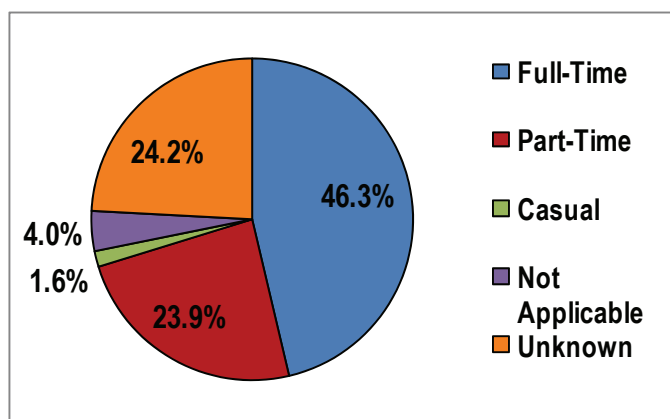
In 2010, the HPDB completed its second annual data collection representing 2009 data for more than 80,000 regulated health care providers in Ontario.

Key Findings

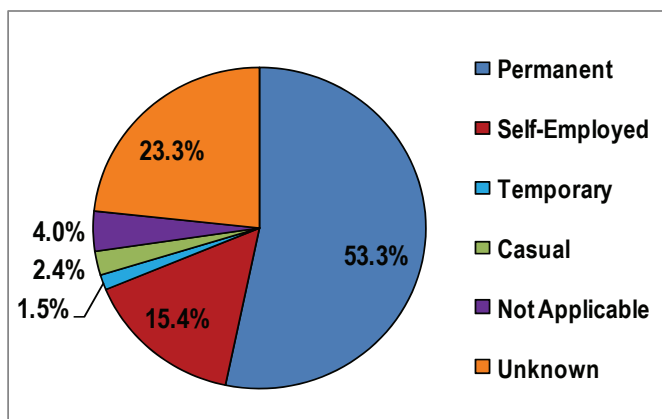
One of the key strengths of the HPDB is that all data elements can be compared and related to one another. Some of the new 2009 information includes the following:

- The supply of health professionals holding an active registration with their regulatory College increased by 4.9% from 2008 to 2009.
- Out of those regulatory Colleges that reported on language of care:
 - * Active health professionals were able to provide professional services in: English (97.3%), French (8.0%), a language other than English or French (17.6%).
 - * Champlain LHIN had the highest proportion of health professionals who could provide professional services in French (30.9%). The North West LHIN had the lowest proportion of health professionals who could provide professional services in French (0.9%).
- The HPDB collects employment data on up to three practice sites for each regulated health professional. The following information pertains to the first practice site only:
 - * The majority of active regulated health professionals reported working full-time (46.3%). It is anticipated that the number of professionals practising full-time will increase as the unknown rate decreases.
 - * Of those health professionals who were working in a hospital, 71.0% reported working full-time.
 - * Most active regulated health professionals reported working in a permanent position (53.3%).
 - * Of those health professionals who reported working in the area of mental health and addictions, 71.2% reported having permanent employment.

Work Status of Active Regulated Health Professionals (First Practice Site) - HPDB 2009



Employment Category of Active Regulated Health Professionals (First Practice Site) - HPDB 2009



The Limitations

- There are high unknown rates for several data elements. The 2009 HPDB data included some pre-existing and some newly collected information by each regulatory College. It is anticipated that in 2011, all Colleges will be asking their membership the questions necessary to report on all data for the HPDB. As such, unknown rates are expected to decrease in the future.

Upcoming Developments

- The College of Nurses of Ontario will be providing its first ever submission of data to the HPDB in 2011.
- The 2009 *Health Professions Database Stat Book* will be posted on the **HealthForceOntario** website this spring. This book will provide an overview of the 2009 data collected in 2010. The 2008 *Health Professions Database Stat Book* and the HPDB Minimum Data Set (which lists the data collected) continues to be publically accessible at:
http://www.healthforceontario.ca/WhatIsHFO/evidence_hhr/hpdb.aspx.

Health Human Resources Policy Branch
Forecasting and Modelling Unit