

Midwifery in Germany – The Necessity of Developing a Workforce and Service Planning Approach

Manuela Raddatz^{1,2}, Prof. Dr. Claudia Hellmers², Prof. Dr. Friederike zu Sayn-Wittgenstein^{1,2}
1: Universität Witten-Herdecke, 2: Hochschule Osnabrück, Contact: m.raddatz@hs-osnabrueck.de

Background

Shortage of midwives ^[1], since 2011 steadily increasing

- hospitals: understaffing, closing of maternity units
- in the community: women and their families without postnatal midwifery care

No central registry of midwives across 16 federal states in Germany – no reliable data on the number of midwives ^[1]

No systematic workforce planning ^[1]

Provision of services:

- employed: midwifery care in hospitals
- freelance: midwifery care in hospitals, birth centers and at home, prenatal and postnatal services
- scope & range of service: individually selectable

? Are established international planning approaches transferable to the German midwifery services?


Methods


- **Literature review** on approaches of health workforce planning, national and international
- **Analysis** of existing approaches, focusing on their applicability to midwifery services within the German health care system


Results

International workforce planning approaches are not readily transferable to German midwifery services


Health workforce and service planning in Germany: ^[2]

- only for physicians (legal obligation, licensing system) 

- based on population numbers 

- based on demand indicators 

- based on supply indicators 

- based on morbidity indicators 

localization of services


scope of practice


Midwives in Germany-
Free to choose and change:


Health workforce and service planning, international: ^[3]

range of services

- based on birth rates 

- based on head counts or full time equivalents 

- based on a defined range of services 

- based on cases 

being partially hidden in the public health system

Conclusions

Crucial to meet present and future needs of women and their families in Germany:

- developing a specific workforce and service planning approach for midwives,
- taking into account the characteristics
- of the German health care system
- of midwifery in Germany

References

- [1] Niedersächsisches Landesgesundheitsamt (2019). Gesundheitsbericht. Hebammenversorgung in Niedersachsen. Datenlage. https://www.nlga.niedersachsen.de/startseite/gesundheitsberichterstattung/gesundheitsberichte/hebammenversorgung_in_niedersachsen/hebammenversorgung-174271.html. Access 10.09.2019.
- [2] Konsortium der Gutachter (2018). Gutachten zur Weiterentwicklung der Bedarfsplanung i.S.d. §5 99 ff. SGB V zur Sicherstellung der vertragsärztlichen Versorgung. https://www.g-ba.de/downloads/39-261-3493/2018-09-20_Endbericht-Gutachten-Weiterentwicklung-Bedarfsplanung.pdf. Access 10.09.2019.
- [3] World Health Organization (2010). Models and tools for health workforce planning and projections. https://apps.who.int/iris/bitstream/handle/10665/44263/9789241599016_eng.pdf;jsessionid=21CD709289784E251085DD9E678B61AB?sequence=1. Access 10.09.2019.