



A Subspecialty in Medical Administration: A National Case Study in Physician Leadership Training

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No conflict of interests

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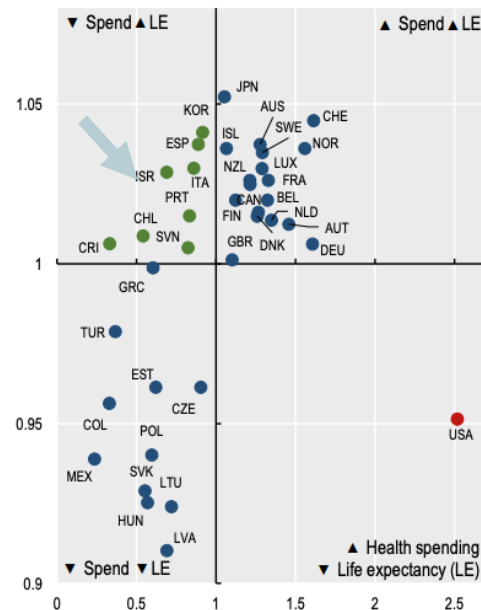
**Hadar
Goldstein**

Background

Israeli Healthcare Landscape (2023)

- Population: ~10 Million
- Universal Health
- Hybrid Healthcare System
- 33,000 physicians (3.57 / 1000 persons)
- Health expenditure: 7.2% of GDP

Figure 1.7. Life expectancy and health expenditure



Healthcare Leadership

- In the Israeli healthcare system, many senior positions are held by physician-administrators
- Israel is the only country with a recognized **subspecialty** in Medical Administration, which since 2013 is required to fill senior roles
- Many other OECD countries offer training programs – but they are voluntary, of varying duration, and intended for a diverse audience

Objective of the Medical Administration Subspecialty

“to provide residents with the skills, knowledge and behavior required to fulfill managerial roles in the healthcare system.

These span across multiple dimensions such as interpersonal leadership, data analysis, decision making and more”

The Medical Administration Subspecialty

- Overseen by the Scientific Council of the Israel Medical Association
- Requires a base specialty and an **advanced degree** (MPH / MHA / MBA)
- **Decentralized** — any approved healthcare institution with >2 specialists may train residents
- **2-year training** in a management position, including 6-month rotation in another (category of) institution
- Includes **written and oral board exams** covering Health Economics, epidemiology, state laws and regulations and more

Milestones in subspecialty development

Early 1980s	First management training for physicians offered by Haifa University
1987	Subspecialty in Medical Administration recognized by the MoH
1990-1991	“Founders of the field” declared
1992	First board examinations conducted
1999	Examinations and curriculum revised
2013	Ministry of Health mandates Medical Administration Subspecialty to apply for Director or Deputy Director of hospitals / HMOs
2015	“Inbar” program for healthcare leadership launched

Study Objectives

1. To describe the development of the subspecialty in Medical Administration in Israel.
2. To describe the characteristics of the specialists in Medical Administration in Israel.

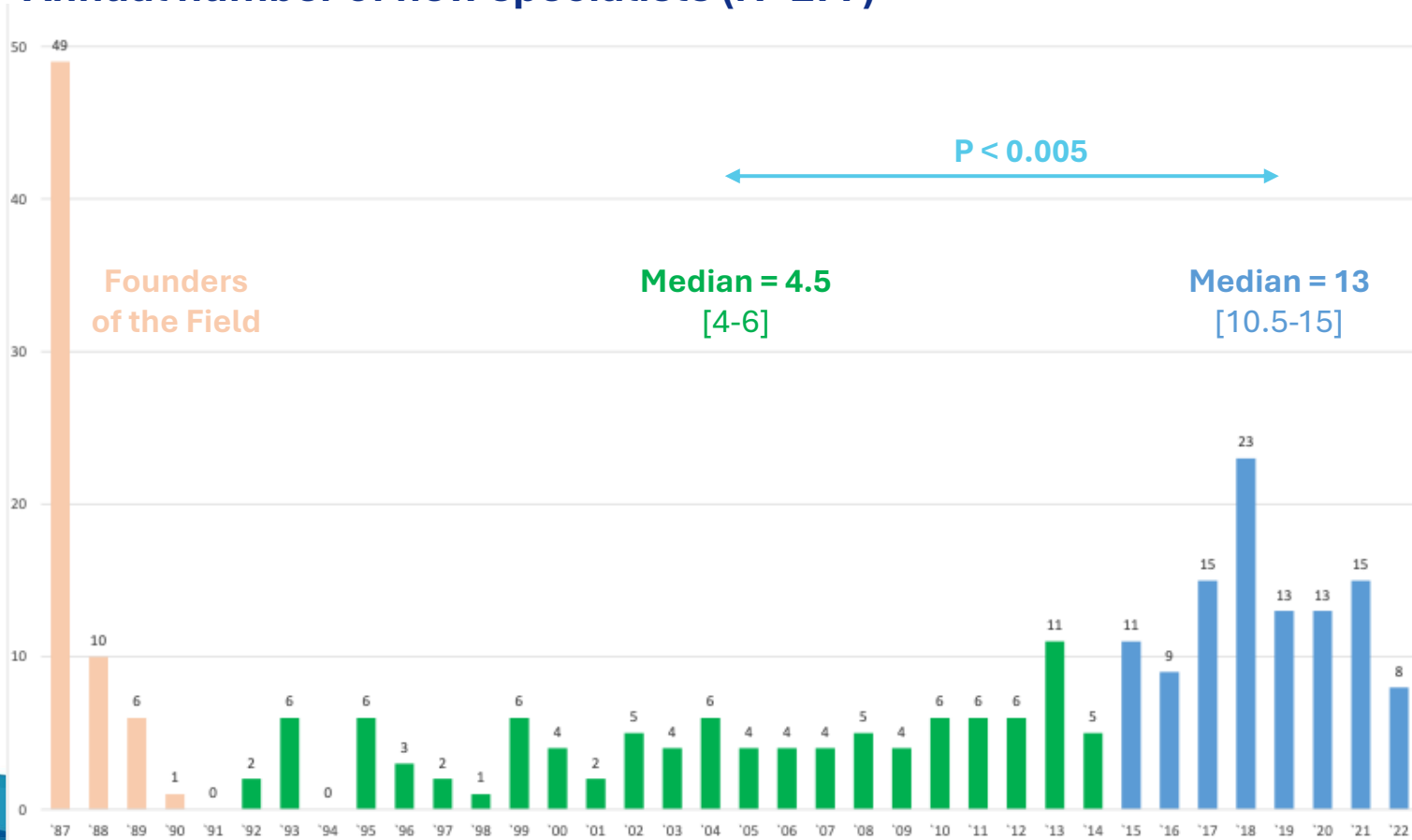
Methods

MoH database was queried to identify all specialists in Medical Administration

Data on base specialties, time of certification, residence were analyzed

Results

Annual number of new specialists (N=277)

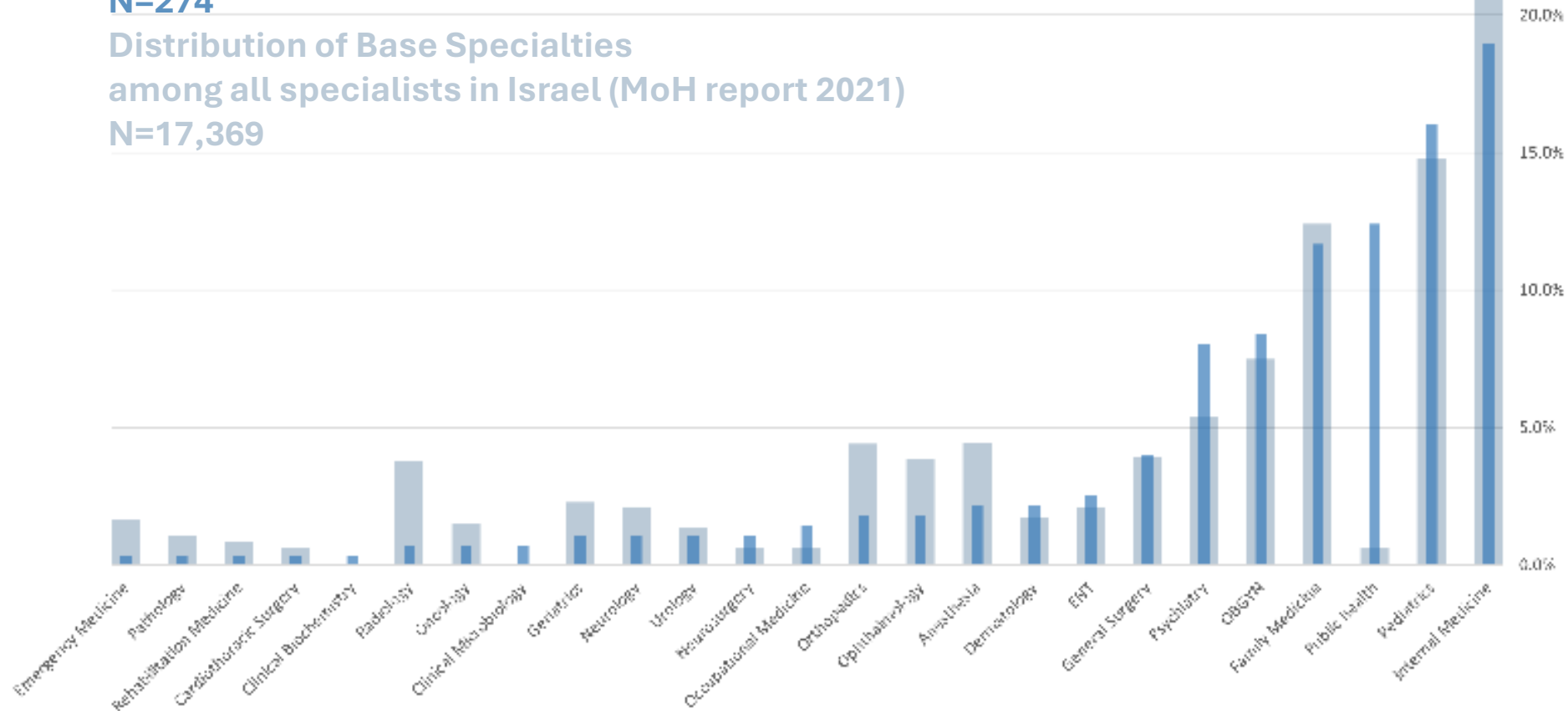


Distribution of base specialties among specialists in Medical Administration

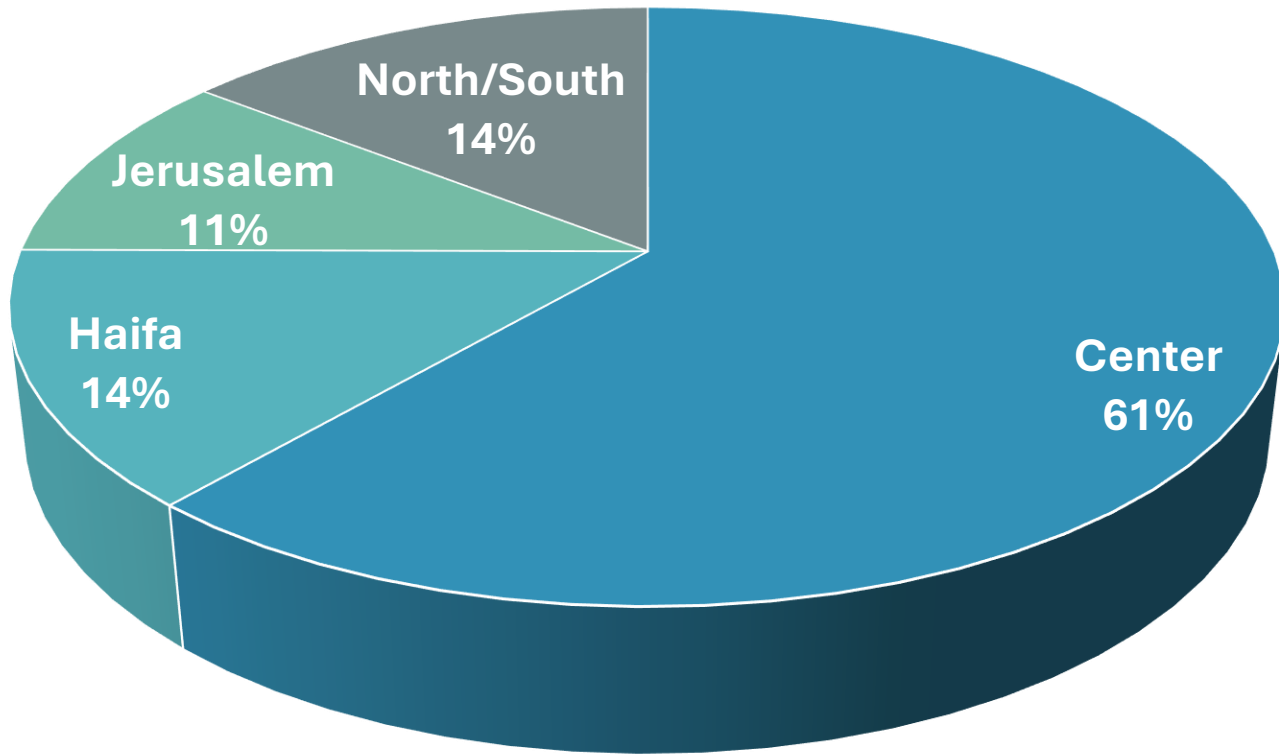
N=274

Distribution of Base Specialties among all specialists in Israel (MoH report 2021)

N=17,369



Only 14% of specialists reside outside major metropolitan areas (N=277)



Conclusions

It works! A subspecialty in Medical Administration is a feasible and effective mechanism for large-scale leadership training at a national level

Equity gap: under-representation of specialists coming from peripheral areas and some base specialties

Limitations

Descriptive data only, without a control group

Very limited data available on public MoH website

Data excludes deceased specialists

Areas for future research

Do organizations lead by specialists in Medical Administration outperform those run by others?

Why do physicians pursue this specialty and how does it affect their career path?

A cluster of colorful geometric shapes, including triangles and polygons in shades of pink, teal, and blue, positioned above the "THANK YOU" text.

THANK YOU



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in Yoel Angel