Migration of Health Professionals and Residency Programs in PR

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Past President PR Medical Association
Introduction

- Identify the problem
- Brain storm for solutions
- Suggestions
- React?
- Respond Pro-Actively?
Summary

Surgical Sub-specialists

- Stay: 67%
- Leave: 33%
A Serious Problem: Tomás Calvo, Sociologist (2014)

- Unique Migratory Problem
- Teaching them to work for others?
  - Empowerment and
  - Entrepreneurship
- Think and Make public Policy
Brainstorm: Physicians are Mipymes Members
(Dr. R Rodríguez Mercado 2015)

- MD is a Businessman
  - Micro, Pequeños, Medianos
- MD is an Employer
  - Secretary, Nurse, Tech, Optician
- Frente Unido de Detallistas
How can we?

- Retain Intellectuals
- Save Lives
- Save Insurance Companies
- Increase Liquidity in the Market
- Increase Savings
Suggestion to BGF: *(Juan C Izquierdo-Amieiro 2015)*

- Amendment to Law 2022 for Health Industry:
- PR becomes a Tax heaven
- Companies that go Public
- No Capital Gain Tax
Modelo: McAllen Medical Center

- Physicians owned
- Assoc to San Antonio Med School
- Filing of Initial Public Offering (IPO)
- Go Public
Modelo: McAllen Medical Center

- Injects Liquidity to market
  - Housing and Construction
  - Cars and Restaurants
Suggestion to BGF: (JC Izquierdo-Amieiro 2015)

- Retain Intellectual Capital
- Young Graduates
- Pay them:
  - Basic Salary plus Stocks
- Proposal: NO Capital Gain Tax
Effects of Suggestion to BGF: (IE and IA)

- Retain Intellectual Capital:
  - Regain – Pharma industries Short
  - Build – Empowerment Medium range
  - Maintain – long range benefit
Effects of Suggestion to BGF: (IE and IA)

- Retain Intellectual Capital
  - Professionals
  - Workers
- Unemployment versus Quality
- External Investments
Effects of Suggestion to BGF: \((IE \text{ and } IA)\)

- Government needs to decide:
- Why increase tax on Capital Gain?
- We need to empower Young Professional workers who generate cash flow
Conclusions

- Identified the problems
- Brain stormed
- Made Suggestions
- Let us React?
- Let us Pro-actively respond!
Thank You
A Problem: US Census Bureau by Mario Marazzi (2014)

- PR lost 36,459 inhabitants between 2012 to 2013
- In 2050 only 2.3 millions will be left
- One physician per day
- Half of the Cardiologists are gone!!!
Galenus Dr. Eduardo Ibarra (Num. 34)

- Payments are Lower and take Longer
- Non-Physicians Criteria above PPP´s
- Quality of Life Issues
- Government should envision Health as a Constitutional Right

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Graduados de Programas de Residencia de la Escuela de Medicina de la UPR

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Can we Stop Young Professionals’ Emigration?

- US Citizens
- Same MCAT, Steps, and Boards
- During Residency A Physician earns $18-22K per year = Poverty level
- Bilingual
React: Review Tax Incentives in Health Industry (NIE)

- Tax Exemption for new Facilities
- Equipment Depreciation
- Incentives to health professionals who care for Medicaid-Reforma patients
No al IVA!

Re-structure systems to identify IVU evasion in every township and city.

Use an IVU portion to support PRMC facilities and Medical Sciences Campus.

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Efficiency Increase

- 1st Qtr: 58%
- 2nd Qtr: 9%
- 3rd Qtr: 23%
- 4th Qtr: 10%


Ut convallis pulvinar sapien. Integer et justo.