



OECD Healthcare Salary Index

Methodology

Introduction

This study uncovered the overall health expenditure and salaries of medical professionals across the 36 countries in the Organisation for Economic Cooperation and Development (OECD). The results were then standardised and ranked to identify the countries with the highest and lowest overall expenditure.

Purchasing Power Parity (PPP)

To allow for international comparison, all the salaries included in this study were converted to the Purchasing Power Parity (PPP) of the euro in the EU. This “basket of goods” approach compares how much the same items or services cost in different countries. As an example, a general practitioner earns £24,000 in Turkey on average. However, this salary has a much higher purchasing power in Turkey than it does in the UK (for example) because of the lower costs of goods and services in Turkey. When converted to the PPP of the euro in the EU, a salary of £24,000 in Turkey is equivalent to earning £150,000 (with all currencies converted to the pound). To allow for an accurate comparison, all the healthcare salaries were converted to PPP before being included in the final ranking.

Country Selection

This study included all of the 36 countries in the OECD.

Field of Investigation and Factors

Field of Investigation 1: Health Expenditure

This field was included as an indication of national investment in the well-being of citizens. The most recent data available was from 2018.

Health Expenditure as a Percentage of GDP

The percentage of overall GDP spent on healthcare. Source: [OECD Healthcare Resources Database](#)

Health Expenditure Per Capita

The amount spent on healthcare per citizen. Source: [OECD Healthcare Resources Database](#)

Field of Investigation 2: Salaries in the Health Sector

This field was included as an indication of national investment in medical workers and to ensuring the medical profession remains attractive and competitive. The most recent data available was from 2018.

The Average Salary of a General Practitioner (GP)

The average salary of GPs in each country converted to PPP. The figures indicate the salary for a full-time equivalent position. Source: [Economic Research Institute Global Salary Calculator](#)

The Average Salary of a Nurse

The average salary of a hospital nurse in each country between 2014 - 2018 converted to PPP. The figures indicate the salary for a full-time equivalent position. Source: [OECD Healthcare Resources Database](#)

The Average Salary of an Emergency Physician

The average salary of an emergency physician in each country converted to PPP. The figures indicate the salary for a full-time equivalent position. Source: [Economic Research Institute Global Salary Calculator](#)

Field of Investigation 3: Bonuses

This field was included as an indication of appreciation from the governmental institutions towards the healthcare workers who are fighting a frontline battle against covid-19. The most recent data was taken on 07.07.2020

Bonuses

The total amount of bonuses one healthcare-workers can expect to receive. The size of the sum is an indication of how highly a country values its healthcare workers.

Calculation

The final ranking only includes factors in the second field of investigation. The salaries for each type of medical professional were standardised and ranked from 0 to 100. To calculate an overall ranking, the three salaries for each country were added together and again standardised from 0 to 100. The country with the highest score received 100 points and the country with the lowest score received 0.

The results were standardised using the following formula:

$$x_{new} = \frac{x - x_{min}}{x_{max} - x_{min}}$$

This research was completed on the 14.04.2020.