



Funded by
the Health Programme
of the European Union



Joint Action Health Workforce
Planning and Forecasting

NEWSLETTER

March 2015 | ISSUE 9

IN THIS ISSUE



Programme manager's words

An Introduction of Joint Action progress and deliverables from Michel Van Hoegaerden



Progress of our WPs

Get to know what is going on in our work packages



Joint Action Event of 2014

Let's have a look back at the Second Joint Action Conference in Rome



Around the tables

Read more on the latest events held under the auspices of Joint Action



Joint Action Plenary Assembly and Stakeholder forum

All partners are invited to this major JA event held in Madrid



Upcoming Events

Find out which Joint Action upcoming events interest you by consulting our events calendar.



JOINT ACTION PLENARY ASSEMBLY AND STAKEHOLDER FORUM

**23rd – 24th March
in Madrid**

**Let's celebrate the progress of our
deliverables**

**Read more on the event in this issue
of the newsletter**

PROGRAMME MANAGER'S WORDS



Dear Partners of the Joint Action on Health Workforce Planning & Forecasting,

Soon we shall be together in Madrid at the Plenary Assembly of the Joint Action to disseminate and endorse some major JAHWF products. These are the results of a long road with a very high participation of each of you.

First let's celebrate the production of the Handbook on Planning Methodologies across EU. This book, written by many of you under the Italian master coaching, is a first ever collection of knowledge that shall enable many countries to build up their own planning system, including identification of goals, modelling, data collection and stakeholder involvement. At short notice, the long awaited pilot projects in Portugal and Italy, but also the feasibility study in Germany have started.

Also, let's cheer the production of the "User guidelines on estimating future needs" that will be soon tested through a pilot project that has just commenced in Belgium.

Finally the very instructive "Report on terminology mapping" challenges our ways to collect and report international set of health workforce data and calls for many actions, while the "Report on the applicability of the WHO Global Code of Practice on International recruitment of Health Professionals" opens the door to further actions in this field.

But there is more to come! Not only the produced material has to be disseminated and turned into practice, but also the JAHWF has to go further to more core deliverables. This last year of Joint Action announces to be very productive. Already the "Report on mobility data in the EU" is taking shape, as well as the "Technical recommendations" and the "Recommendations towards policy making" from the Sustainability Work Package 7. Also new workshops are scheduled. In April the Work Package 6 partners will give major orientation to the "Report future skills & competencies", while in June, the Work Package 4 partners will feed the "Report on HWF planning data".

No time to rest, more time to participate, to spend valuable time to share knowledge and expertise. This Joint Action and its products prove to be yours. Let's now finish the work together even better than we have done so far. There are 13 months ahead of us, to be used in the most effective way.

Eng. Michel Van Hoegaerden
Programme Manager of the
Joint Action Health Workforce
Planning and Forecasting

WP1



During the second part of 2014, WP1 has produced the **Technical Interim Report** in collaboration with all WP's leaders. After 18 Months of activity, this report was a good occasion to show the first project's results and their benefits. In October, the fourth **Executive Board** meeting was organized in Luxembourg. Each Work Package Leader has presented the status of their deliverables. The last event held by WP1 was the fifth **Executive Board** meeting of the JA EUHW Force in March 2015. Learn more on both of the events in this newsletter, presenting the specific deliverables that were approved.

The Executive Board is the main executive body of the Joint Action and provides a forum for discussion and decision making. The main purpose of the Executive Board is to drive the Joint Action forward and approve the outcomes and benefits. Members of the Executive Board are the Programme Manager, the Work Package Leaders and representatives of the European Commission and the Consumers, Health, Agriculture and Food Executive Agency (CHAFEA). The Executive Board meets twice per year with the responsibility of building a platform for sharing experiences and knowledge.

In addition to the organisation of these meetings, WP1 also regularly takes time to meet partners and other related institutions, to represent the Joint Action and to enforce collaboration with related projects.

In the past few months Work Package 2 focused on the delivery of the official dedicated **website** of the Joint Action. We have conducted the tender to deliver the website which respecting the functional and requirements regarding technical functionalities. The winning bidder was chosen and the technical web analysis is now complete. Due to unexpected circumstances, the contractor withdrew from the contract. The whole process will have to be conducted anew. We expect that the new project website will be delivered within 4 months from now. We are looking forward to delivering the website that will fit project's requirements.

Along with WP1 and Italian Ministry of Health, we have co-prepared the Second Joint Action Conference that took place on December 4th-5th in Rome. You can learn more on this event in the next part of this newsletter. At this point, we are eagerly preparing **Stakeholder forum** session devoted to dissemination activities. We are happy to hear our partners' and stakeholders' opinions and are looking forward to meet face-to-face for fruitful discussions.

WP2



WP3



The evaluation Work Package was busy preparing the **Interim Evaluation report**. This report covers the JA period between April and December 2014, was completed in February and unanimously approved with praise by the Executive Board members in March. Further focus of WP3 was on the **Evaluation report on D041** Report on the Terminology mapping that was fully completed. **Evaluation report of D052** Handbook of Planning Methodologies is work in progress. The draft electronic questionnaire was completed, tested and revised in January. The report will be completed at the end of March. On the top, the work package has provided the Evaluation report on the Second Joint Action Conference in Rome.

WP4

WP4 has successfully completed two of its four major reports by mid-February 2015: First and foremost it is the **Report on Terminology gaps** - the analysis of the Eurostat-OECD-WHO Joint Questionnaire on non-monetary health care statistics. The report underlines that improving the availability, quality and comparability of data reported to the Joint Questionnaire, a recognized data collection tool, is an important task to sustain a common understanding across European countries in the field of health workforce. We are happy to announce that the document was unanimously approved by the Executive Board.

Secondly the WP focused on the **Report on the applicability of the WHO Code on ethical recruitment** within the European context. This report provides the insights on the application of the Code's principles and shows examples of its successful application. The document was presented at the Executive Board in March.

Work Package 4 organises its last Joint Action workshop in Budapest in June 2015 on health workforce planning data gap analysis. Here partners will have an opportunity to discuss how to overcome the gaps between data required for health workforce planning and the data they actually have available at national level. Partners will analyse and identify possible steps and solutions for the improvement of the health workforce planning processes of their countries.



WP5



This work package has been busy working on [D052 Handbook on Planning Methodologies](#): Following the indications of the Executive Board on November 3rd and 4th 2014, WP5 has finalized the D052 and sent it to WP3, to allow the evaluation of the independent Expert Reference Group. The first release of D052 was submitted for approval of the last Executive Board of March 5th and 6th 2015 and officially approved with minor comments. This important deliverable will be presented to all the partners of the JA during the next Plenary Assembly on March 23rd.

Yet another important deliverable is in the spotlight. We were eagerly waiting for [D054 Pilot Study to start](#). The Italian Pilot Project had its official kick off on January 29th, with the first Meeting of the National Steering Committee. The meeting was a great success, with the participation of 14 Italian regions' representatives, as well as the stakeholders of five health professions along with the representatives of the Italian Ministry of Education.

Italy has hosted the Second Joint Action conference and we have to say that it was a success. Italian Regions that have attended the Conference have very much appreciated it in terms of content and, thanks to the participation at the Conference have been spurred to join the Pilot Project.

Work Package 6 continues to make good progress with their deliverable '[D062, Report on Future Skills and Competencies](#)'. WP6 would like to thank those partners and organisations who conducted and took part in the Horizon Scanning interviews in the summer of 2014 and the partners who subsequently supported the analysis stages of these.

We are currently planning for our partner meeting in London in April 2015 and are in the final stages of issuing progress documents which partners will be asked to feedback. Further papers will then be issued to those attending to enable us to have a valuable discussion on the deliverable and policy briefs that will be produced.

WP6



WP7



In the past few months, WP7 was focused on the cooperation with the other work packages in order to prepare deliverables [D072 List of experts](#), [D073 Technical recommendations](#) and [D074 Policy recommendations](#). WP7 Team has been consistently working on preparing the first draft of both Technical and Policy recommendations and thanks to the deliverables of WP4, WP5, WP6 and the cooperation of WP1 and WP2, both of the documents have been completed. Furthermore, Professor Todorka Kostadinova as WP7 leader has conducted strategic meetings with key persons and stakeholders in Bulgaria. Workshops with experts in Varna and Leuven have been organized aiming to produce the first drafts of the deliverables and to plan the future work on the project activities.

Currently, the focus of WP7's work is to extend the list of experts in order to transfer it into a [Network of experts](#). Workshops are forthcoming to finalize the deliverables, extend the cooperation and prepare the conference in Bulgaria, which will be held at the beginning of 2016.

JOINT ACTION EVENTS

CONFERENCE ON IMPROVING PLANNING METHODOLOGIES AND DATA ACROSS EUROPE

At the end of 2014, WP1, together with WP2 and the Italian team, organised one of the main events of the Joint Action - the **Conference on Improving Planning Methodologies & Data across Europe** in Rome (December 4th and 5th 2014). This conference received the support of the Italian Presidency of the Council and was granted by the presence of honorable Minister Ms. Beatrix Lorenzin.

The focus was put on employment of the health workforce, the planning methodologies and international recruitment of health personnel. For bringing back the memories, here are few pictures from the conference.



We believe that you have enjoyed the flow and overall atmosphere of the conference as we did. We are pleased to announce that the **Third Joint Action Conference** will be held in Bulgaria at the **beginning of 2016**. The interesting theme topics have already been discussed at the Executive Board level in order to deliver high professional quality event yet again.

The conference was a success. It proved to be very interesting and rewarding for all 214 participants, who reported there was a good balance between information sharing & discussions, and room for networking as well.



AROUND THE TABLES



Events hosted by
the Joint Action

WP4 Mobility workshop

The mobility workshop of Work Package 4 was organised in Rome on 3rd December, the day before the Joint Action Conference. The presentations and the discussions demonstrated a growing interest in a more profound understanding on the impact of health workforce migration both on source and destination countries. The agenda and presentations are all available on our website under section Events.



Executive Board October 2014

The October executive board was held in Luxembourg at Chafea premises. We have discussed and approved important deliverables of WP6 – D061 User guidelines on estimating future needs and D062 Future skills and competencies. Furthermore, revised D071 Sustainability plan was successfully approved as well. On the top of that, the Glossary and introductory text for Joint Action deliverables were approved.

Executive Board March 2015

On the agenda of this executive board was the final approval of many important deliverables that will be presented on the upcoming Plenary Assembly in Madrid. Namely it is D033 Interim Evaluation Report, D041 Report on Terminology Mapping, Milestone 4.4 Report on Workshop on Applicability of WHO Code of Practice, first release of D052 Handbook of Planning Methodologies, Concept of D073 Technical Recommendations and D074 Recommendations towards Policy Making.



WHAT'S NEXT

PLENARY ASSEMBLY AND STAKEHOLDER FORUM

MARCH 23rd – 24th

IN MADRID

In the second half of March, WP1, supported by WP2 and the Spanish Ministry of Health, organizes the **Plenary Assembly Meeting**. This meeting takes a strategic overview of the work of the Joint Action and raises awareness on related projects and actions. The Plenary Assembly represents **all associated partners and collaborating partners** in the JA EUHWF and is gathered once a year.



We hope to welcome you all to this event. On top of the presentation of deliverables and outcomes, we will provide with sufficient room for debate and networking, and more specifically through stakeholder forum we will lead the dialogue with all partners and stakeholders.

The first Plenary Assembly meeting took place in the end of January 2014 in Bratislava. **A second Plenary Assembly meeting will be organised in Madrid on the 23rd and the 24th of March 2015.** All associated and collaborating partners have been invited and have received the practical details and the link to the registration tool.

Apart from hard work and presentation of the results, we have prepared for you inspirational social event. Thanks to the support of Spanish Ministry of Health we will have a unique opportunity to stroll through Prado gallery at night and have a cocktail social event later on.



WE ARE LOOKING FORWARD TO SEE YOU IN MADRID!

NEWS/ANNOUNCEMENTS

We would like to inform you on the internal changes in the WP1 team. We are unfortunate to announce that WP1 leader Lieve Jorens has left the team in order to take a position of environmental advisor inside the Belgian Ministry. We thank her for all her efforts made for the Joint Action and wish her lots of success in the new job. Tina Jacob has successfully taken over the role of Project Leader. Furthermore Damien Rebella has joined the team permanently as project officer.

Furthermore, there are changes in Work Package 2 as well. Paul Giepmans, co-leader of the work package, left the project and was replaced by new member of the team – Judith van den Broek.

We kindly welcome new team members on board !!!

UPCOMING EVENTS



MARCH
23 - 24

MADRID
Plenary Assembly and Stakeholder
forum

APRIL
23rd

LONDON
WP6 Workshop

JUNE
2015

BUDAPEST
WP4 Workshop

WINTER
2015/2016

BULGARIA
Third Joint Action Conference

Check out our website at www.euhwforce.eu