



Joint Action Health Workforce
Planning and Forecasting

The Portuguese Pilot Project



JOINT ACTION HEALTH WORKFORCE
Plenary Assembly Madrid, 23 & 24 MARCH

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of the European Union

Agenda



The Portuguese Pilot Project

1. Goals
2. Utility/Value
3. Stakeholders
4. Ongoing Actions
5. Ambitions/Feasibility

1. Goals

I. Strategic goals

- Provide the system with the necessary HWF to satisfy the healthcare demand/needs.
 - ❑ (Ambition)
- Ensure greater efficiency of public resources contributing to the sustainability of the system.
 - ❑ (Ambition)

1. Goals

II. Specific Objectives

- Anticipate imbalances (Supply Vs Demand) for medium and long term
 - ❑ (framework of JA - Doctors and Nurses)
- Improve the knowledge on mobility of professionals within the EU
 - ❑ (framework of JA - snapshot within EU countries)
- Build tools that allow managing and adjusting the training capacity (pre and post graduate).
 - ❑ (framework of JA - projections)

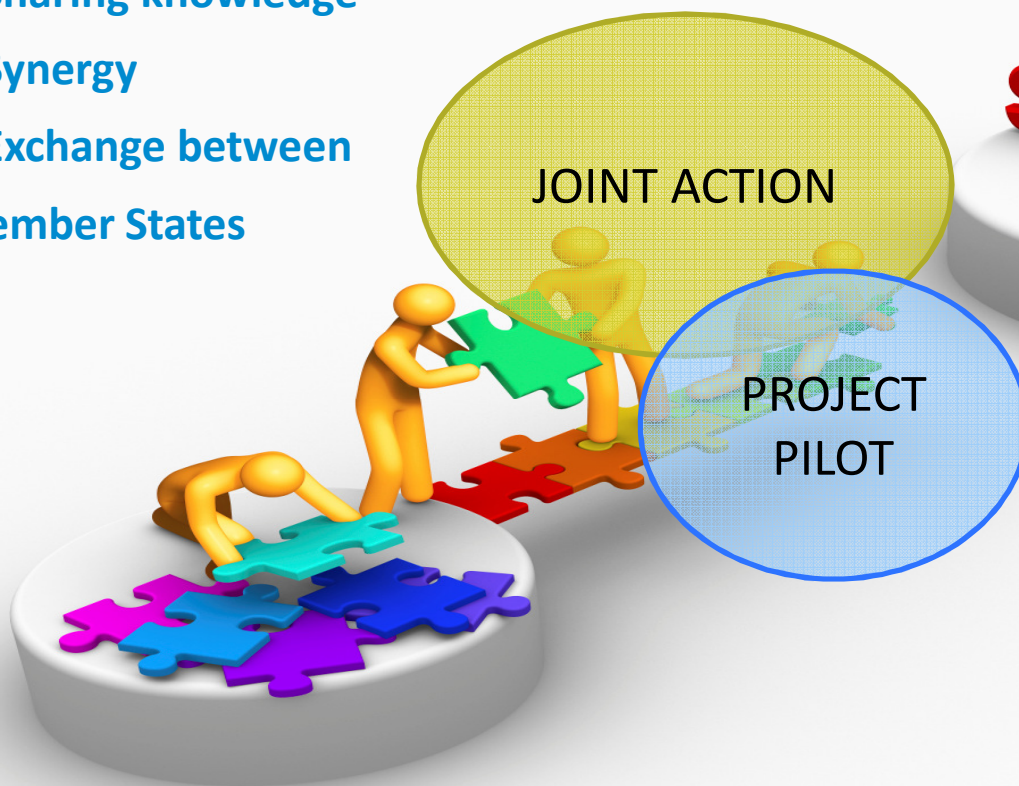
1. Goals

III. Operational Objectives

- **Stocks characterization**
 - ❑ (Doctors, Nurses, Dentists & Pharmacists)
- **Imbalances characterization**
 - ❑ (Doctors & Nurses)
- **Stocks projections of human resources for a time horizon**
 - ❑ (Doctors & Nurses)
- **Calculate and forecast healthcare demand/needs**
 - ❑ (activity, extra-time, etc.)

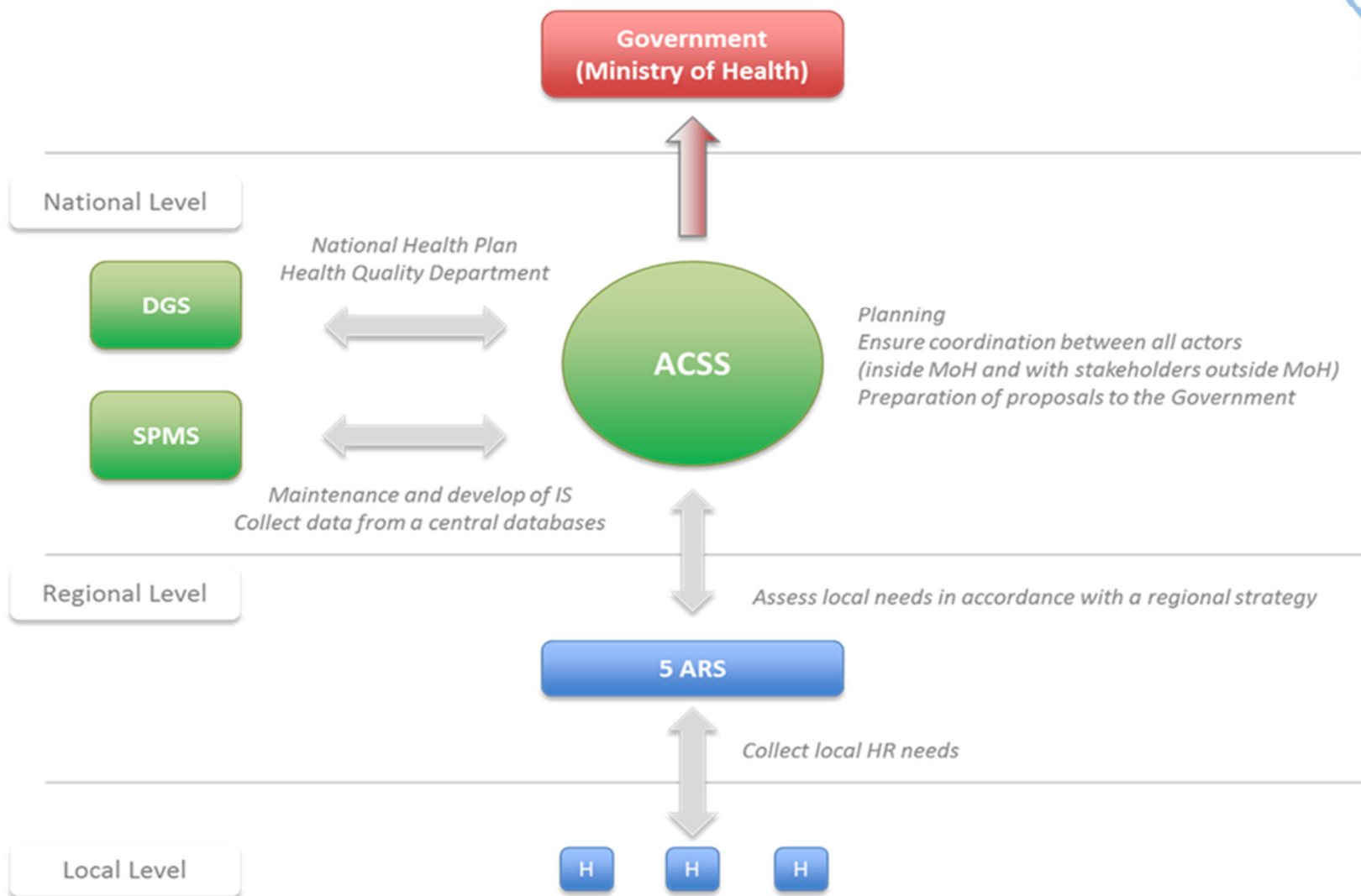
2. Utility/Value

- Sharing knowledge
- Synergy
- Exchange between Member States

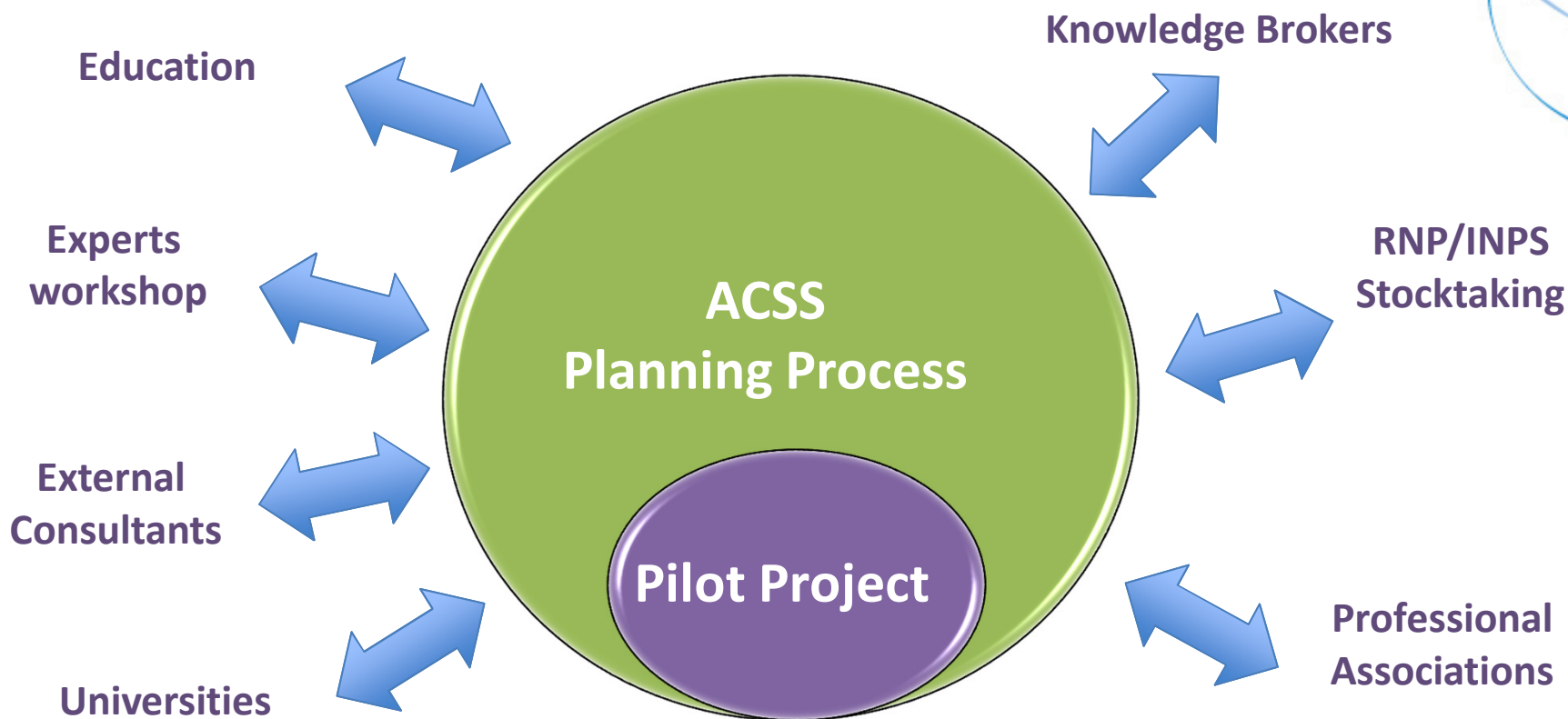


- Outputs
- Measurable results
- Focus on practice

3. Stakeholders - internal workflow

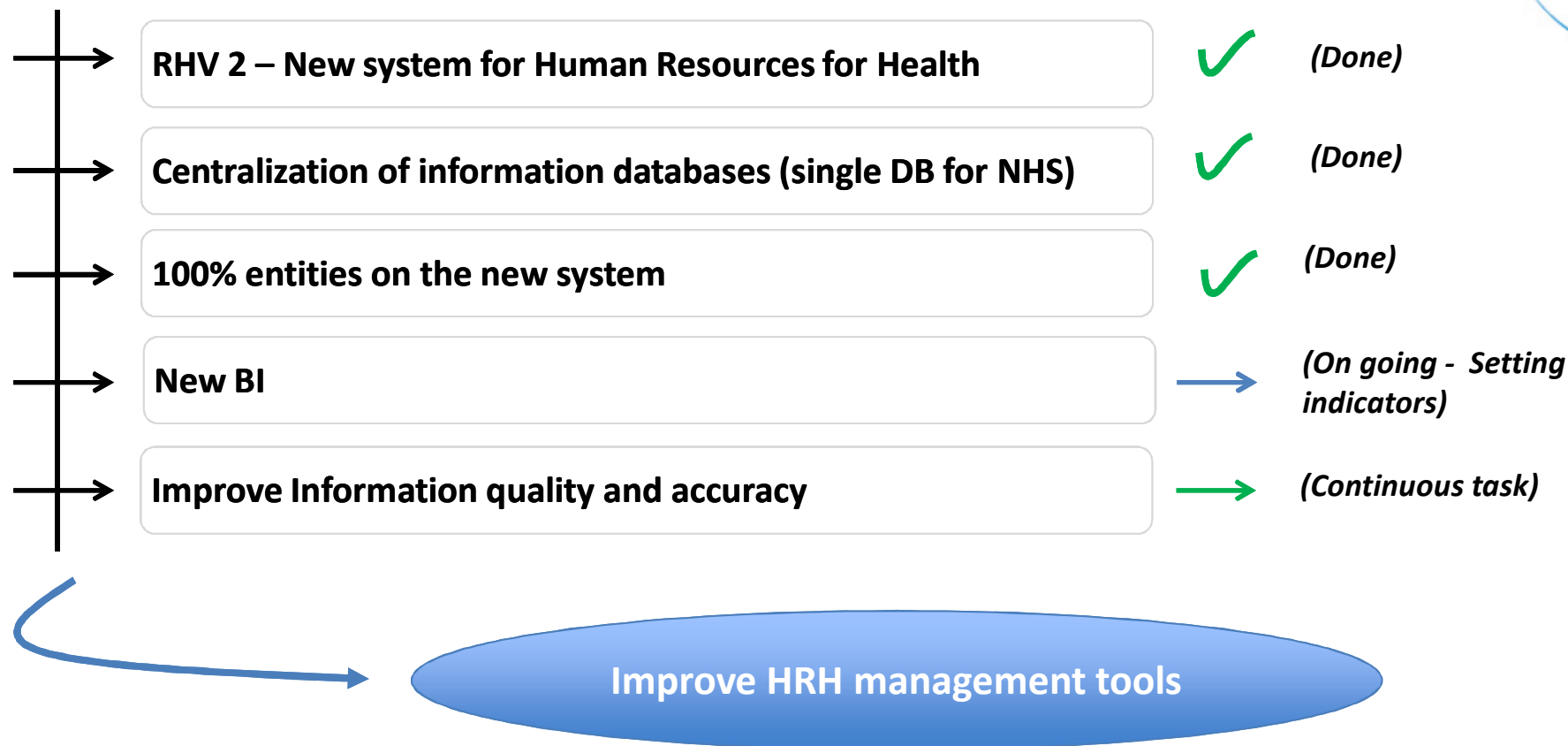


3. Stakeholders - external involvement



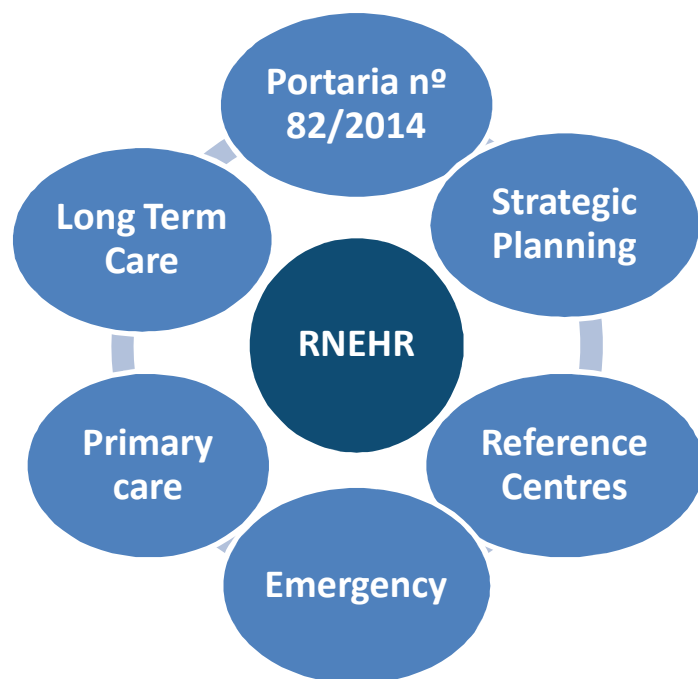
4. Ongoing Actions

I. Central Information System to manage HRH



4. Ongoing Actions

II. Hospital Network - under revision



1. The criteria to review or establish Reference Networks for Hospital Specialties have been set up, as well as the areas they should include.

2. The first 6 set up Reference Networks for Hospital Specialties are in an updating process: Medical Oncology, Radiotherapy and Hematology, Interventional Cardiology; Pneumology; HIV/AIDS; Mental Health and Psychiatry; Mother and Child Health Care including Pediatric Surgery.

4. Ongoing Actions

III. Health Professional Portal/RNP



GOVERNO DE PORTUGAL | MINISTÉRIO DA SAÚDE

PORTAL DO UTENTE | PORTAL DA SAÚDE

Acesso Reservado

Procurar

Início Aplicações Legislação e Normas Orientações e Guidelines Concursos e Mobilidade Formação e Eventos Estatística e Publicações Links Úteis

portal profissional

Escolha a sua profissão

- Enfermeiro
- Farmacêutico
- Médico
- Médico Dentista
- Nutricionista
- Psicólogo (área clínica)
- Dietista
- Fisioterapeuta
- Higienista oral
- Ortoprotésico
- Ortoptista
- Técnico análises clínicas saúde pública
- Técnico anatomia patológica citologia tanatológica
- Técnico audiologia
- Técnico cardiopneumologia
- Técnico farmácia
- Técnico medicina nuclear
- Técnico neurofisiologia
- Técnico prótese dentária
- Técnico radiologia
- Técnico radioterapia
- Técnico saúde ambiental

Bem-vindo(a) ao Portal dos Profissionais de saúde.

Se é Profissional de Saúde e o seu perfil encontra-se referenciado do lado esquerdo, está no sítio certo!

Através deste seu portal, pode:

- Aceder às aplicações informáticas do Sistema Nacional de Saúde;
- Encontrar informação sobre Legislação e Normas;
- Visualizar as Orientações e Guidelines;
- Aceder a Concursos, Formações e Eventos;

Ajude-nos a melhorar o seu portal enviando-nos sugestões para o serviceesk@spms.min-saude.pt

SER – Saúde em Rede

5. Ambitions/Feasibility

1. Global strategy to improve HRH management and Pilot Project



5. Ambitions/Feasibility

II. Our Plan

Continuing with the existing planning process

Supported in tools already available

Improvement of our existing tools

Implement a new planning process

PILOT PROJECT & TESTING THE HANDBOOK

Using the pilot project to leverage a more adequate HRH management, within our global planning strategy

Physicians + Nurses

Dentists + Pharmacists

SIGPS – Integrated planning system

April 2016

5. Ambitions/Feasibility

III . PILOT PROJECT IMPLEMENTATION

1. DATA COLLECTION

Document the data collection process & limitations

- Available data on doctors and nurses;
 - Public sector: RHV;
 - Private sector: Professional Associations - Health Professional Portal
- New law - ongoing

March 2015

April 2015

2. CREATE DEFINITIONS OF IMBALANCES

3. DEFINE A FORECASTING MODEL

4. DEFINITION OF THE PLANNING GOALS & P PILOT TARGETS

- Stemming from current activities

April 2015

5. OFFICIAL START OF THE PILOT PROJECT

June 2015

6. EXPERT MEETING

- (Doctors, Nurses, Dentists & Pharmacists)

March 2016

7. REPORT TO WP3 & INTEGRATING FINDINGS WITHIN WP5

HANDBOOK ON
HEALTH WORKFORCE
PLANNING
METHODOLOGIES
ACROSS EU
COUNTRIES

LESSONS TO LEARN
&
TESTING

5. Ambitions/Feasibility - Implementation path (Handbook)

Guidelines and suggestions on how to implement a new planning system starting from the scratch.

INDICATOR



A - Available

B – Being conducted

C- Under formalisation

D – To be improved from existing practice (cf. Additional expert support)

**E – Goals defined
To be further refined**

F – Condition set upfront

G – Output



Thank you

