7. Key planning indicators

Main elements of the key planning indicators are: Targets (i.e. why we plan) & rationale for them; Name and Definition of the indicator that allows to measure the achievement of the targets, Stratification and the Reason for / meaning of the indicator.

Below the key planning indicators are overall presented. To have the details of formula see Appendix 9.2.

Key planning indicators to monitor the HWF targets of <u>stage 1a</u>

Target	Indicator	Stratify by	Reason for the indicator
-Identify high level imbalances vs. overall evaluation of the supply and the demand of Healthcare	**1. Coverage of future demand (high level)** Numerator: Future supply Denominator: Future demand *See an example of this indicator in appendix 9.3*	Type of profession	The limitation of the stratification by type of profession (and not by specialisation, see indicator 3) concentrates the attention on the main questions of the balance in the market between supply and demand for each five professions considered and reduces the number of data to collect and to manage. Depending on the values of the indicator, the country has a measure of the priority, i.e. the profession to start to study in more detail. A value of the indicator >1 means a future surplus of professionals, a value = 1 means a balance between supply and demand, a value < 1 means a future shortage of professionals. <u>Please, note that the projection of demand starts from the assumption that currently there is balance between supply and demand.</u>

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Key planning indicators to monitor the HWF targets of <u>stage 1b</u>

Target	Indicator	Stratify by	Reason for the indicator
-Identify major affordability aspects of HWF; -First evaluation on impact of imbalances on quality	**2. Affordability** Numerator: Future health consumption Denominator: Current health consumption	Depends on the responsibility for the health consumption. If it is on country level, the indicator will not be articulated further.	This indicator is forecasting the health consumption as a result of the changes in population. It is a base for overall evaluations of what the country can permit in relation to the total cost and, perhaps, which changes of the Health Production will be necessary in order to offer the same quality as today to the citizens. A value of the indicator >1 means higher consumption in the future compared with the current situation, a value = 1 means a balance between future and current consumption, a value < 1 means lower consumption in the future as compared of today's situation.

Target	Indicator	Stratify by	Reason for the indicator
-Monitor overall coverage -Identify detailed imbalances -Identify if inland production meets the needs -First evaluation on impact of imbalances on quality	**3. Coverage of future demand, detailed** Numerator: Future supply inland + Future potential supply from abroad Denominator: Future demand **4. Coverage of needs by foreign professionals today and in the future** Numerator: N° of professionals with foreign first qualification. Denominator: Total n° of professionals.	Type of profession. **Single specialisation** within the type of profession.	The first indicator shows, for each specialisation, the future balance of the HWF in the country using the current legislation and the current organisation regarding education, retirement, migration etc. Any shortage (indicator <1) will require an action, for example on the number of intake in university. Any surplus (indicator >1) will need an action in the opposite direction. The second indicator shows the part of the professionals that are covered by immigration from other countries. This is a potential critical issue as compared to the international policy of migration and regarding the need to introduce foreign professionals in the national system.

Target	Indicator	Stratify by	Reason for the indicator
-Monitor geographical variances of coverage	**5. N° of professionals per inhabitant today and in the future** Numerator: N° of professionals Denominator: population **6. N° of professionals per weighted inhabitant today and in the future** Numerator: N° of professionals Denominator: population weighted by the consumption per age group (basic index: average of EU countries)	**region** within the country articulated by macro-area in order to separate the greater municipal areas (for example Province in Italy, Department in France etc..).	The two indicators are complementary as the first one show the real figures of the number of professionals per inhabitant but might not be connected to the differences in age of the population. The second indicator makes it possible to compare different regions within a country and different countries. The method to weight the population is the same that is used to calculate the future demand (indicator 3). There are no international standards for this indicator. Each country has to establish their own values as standard for these indicators that will be used to compare a region with another or a country with other countries and the current situation with the future situation.