



Health Workforce @ EU level

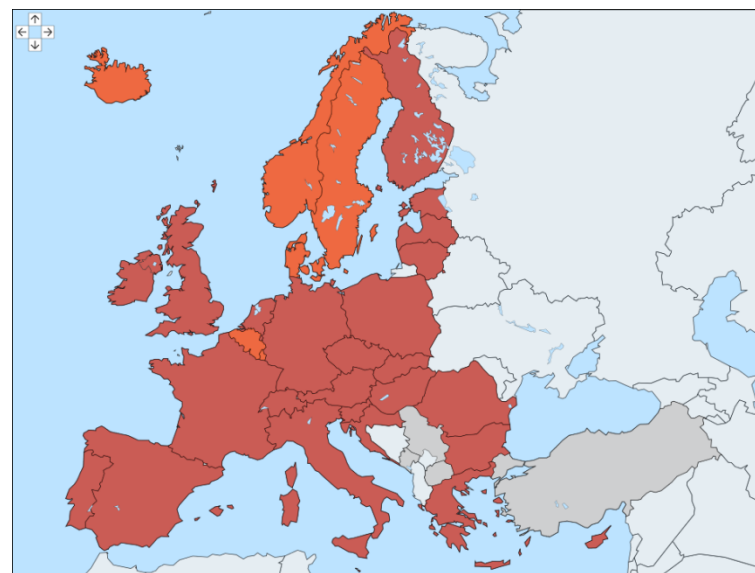
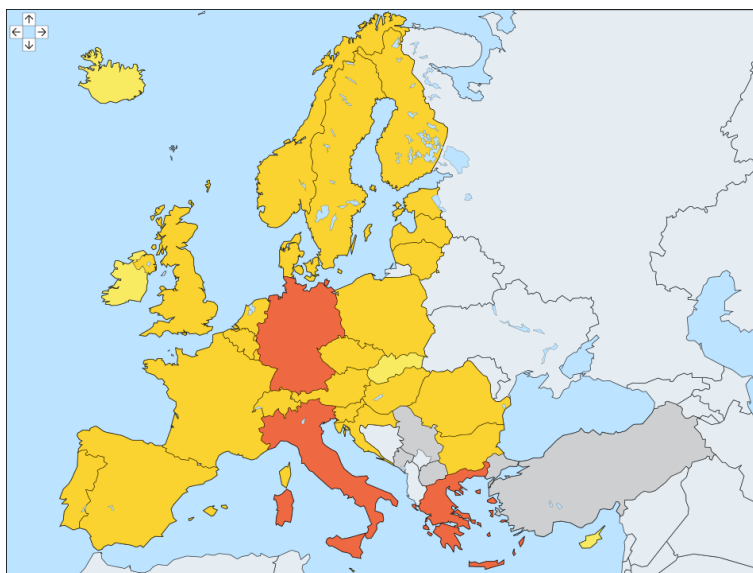
How the EU can help Member States addressing
Health Workforce Challenges with the Joint Action

For Norwegian Directorate of Health on the 14th of April 2015

Leon van Berkel
DG SANTE
Healthcare Systems

Tina Jacob
Belgian Ministry of Health
Joint Action on HWF planning

EU is ageing



■ Ratio < 20% ■ Ratio 20-29% ■ Ratio 30-39% ■ Ratio > 40%

1 Eurostat database (2014). Old age dependency ratio is defined as the projected number of persons aged 65 and over expressed as a percentage of the projected number of persons aged between 15 and 64.

2013

2050

Chronic diseases and multi morbidity



1504



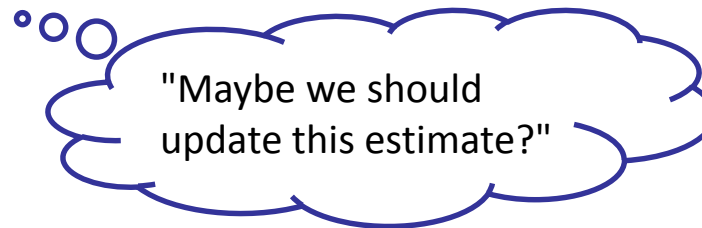
2035



Shortages of professionals and skills



Europe will face a shortage of 1 million health workers by 2020 (EC, 2012).



The world will be short of 12.9 million health-care workers by 2035; today, that figure stands at 7.2 million (2011)



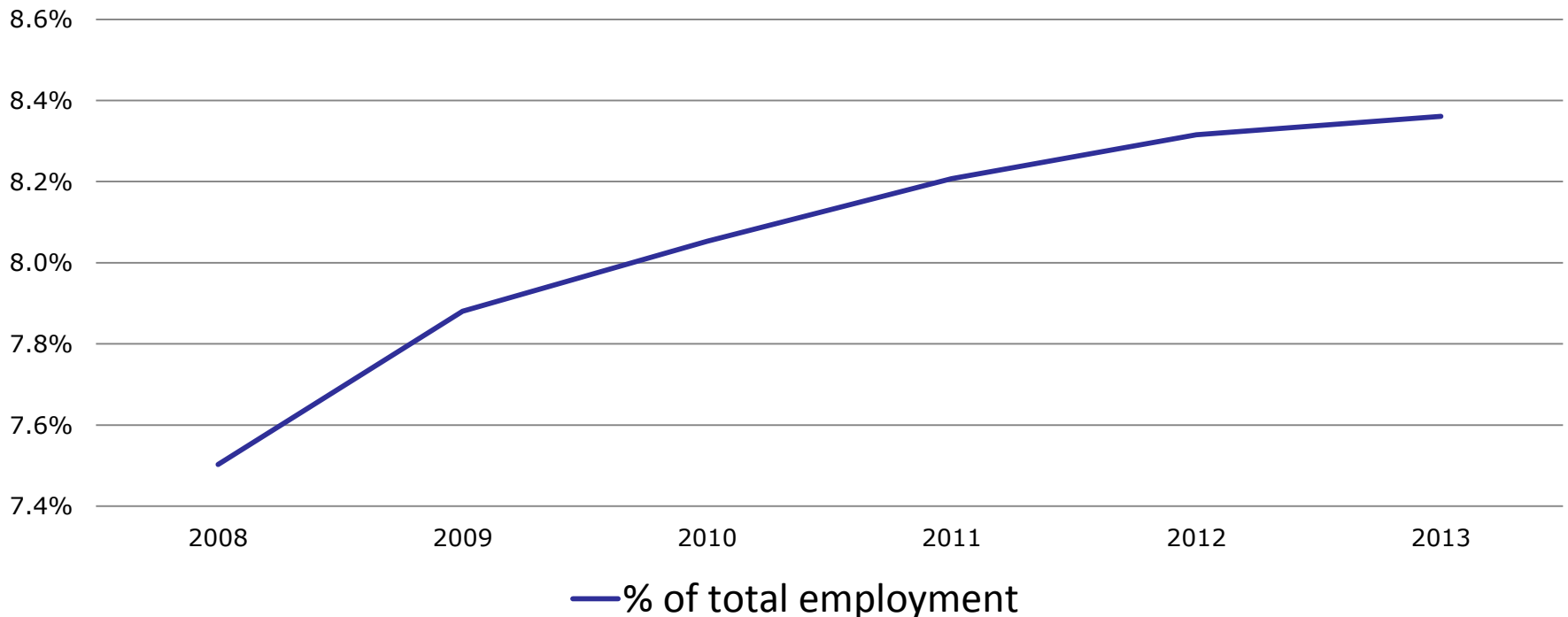
Although these estimates might be outdated, available evidence does show that without proper policies, Europe will have a shortage of qualified health professionals. Furthermore, even without a general shortage in Europe, shortages can still exist on a national level.



Shortages of professionals and skills

However, challenges can be converted into opportunities. If Europe acts today and plan their health workforce to prevent a shortage of qualified health professionals, more people will have a job.

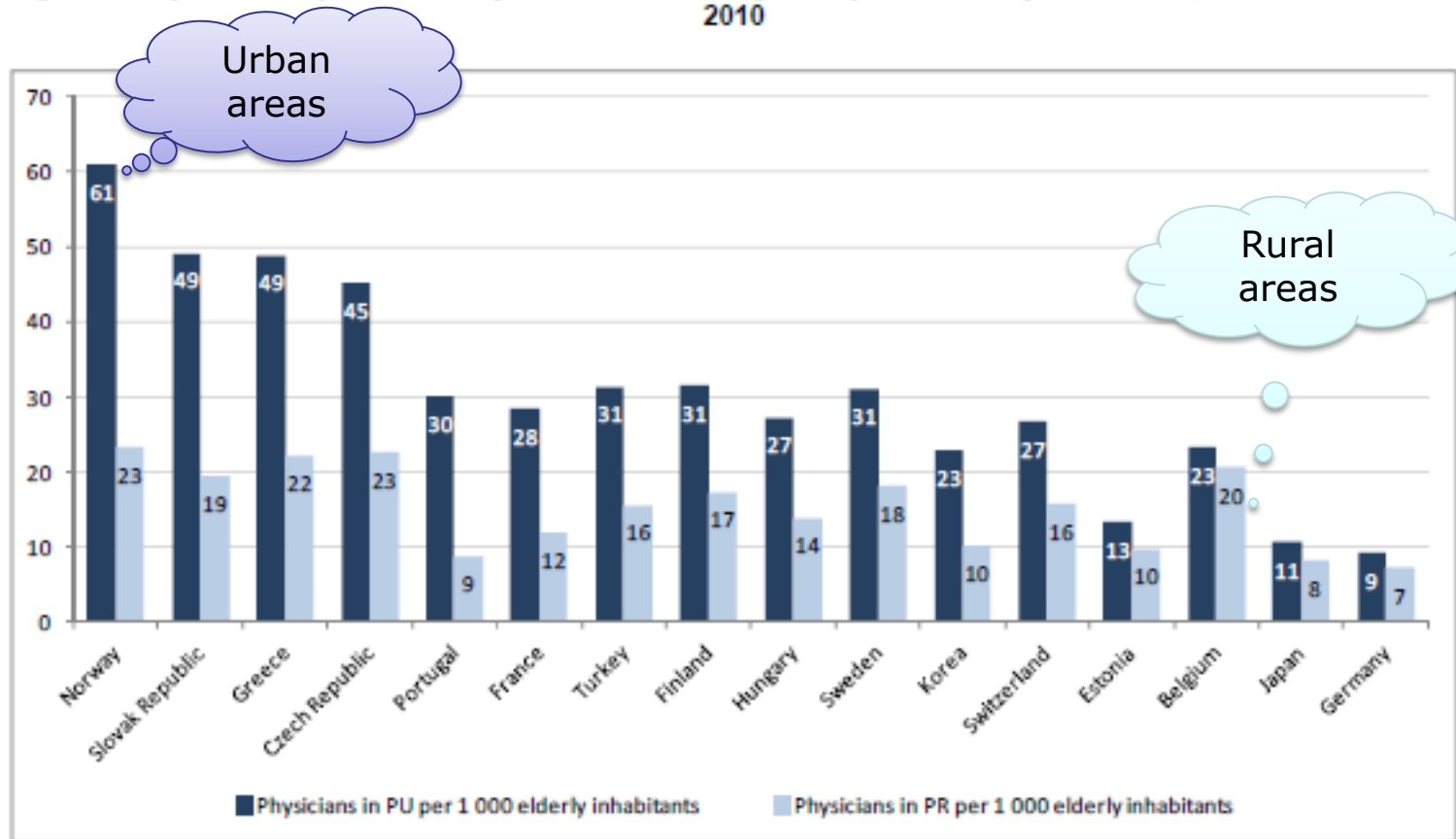
Healthcare as % of total employment





Regional imbalances of health professionals

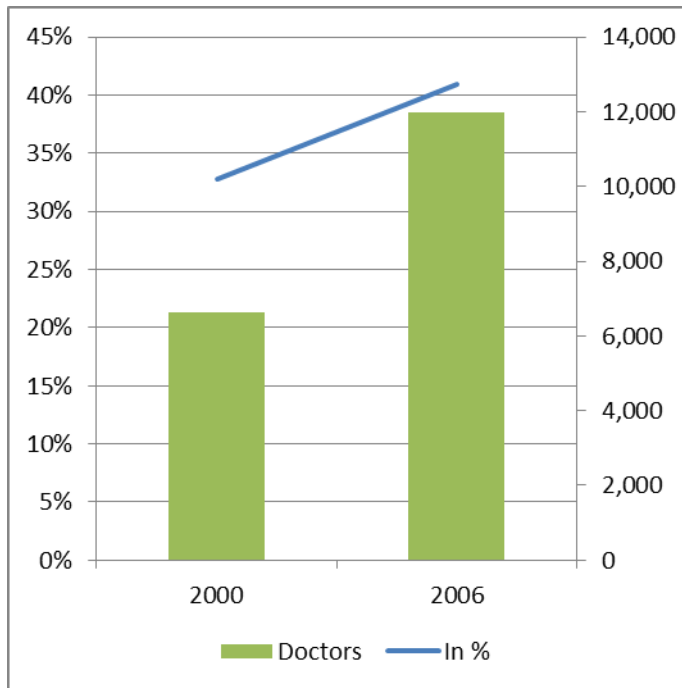
Figure 2: Physicians in predominantly urban and rural regions by 1 000 elderly inhabitants, selected countries, 2010



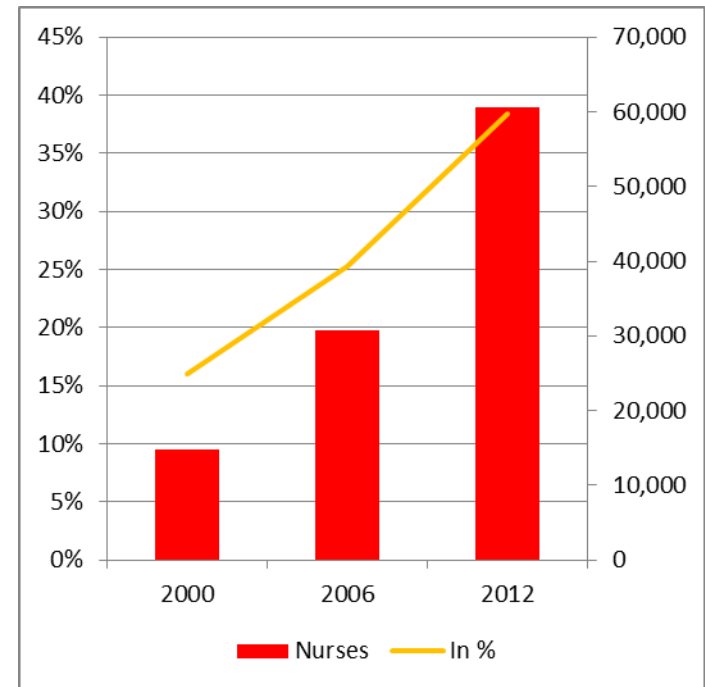
Mobile health workforce and interdependency of countries

Norway is increasingly relying on foreign trained health professionals:

Doctors



Nurses



Source: OECD (2014) Recent trends in the international migration of doctors and nurses

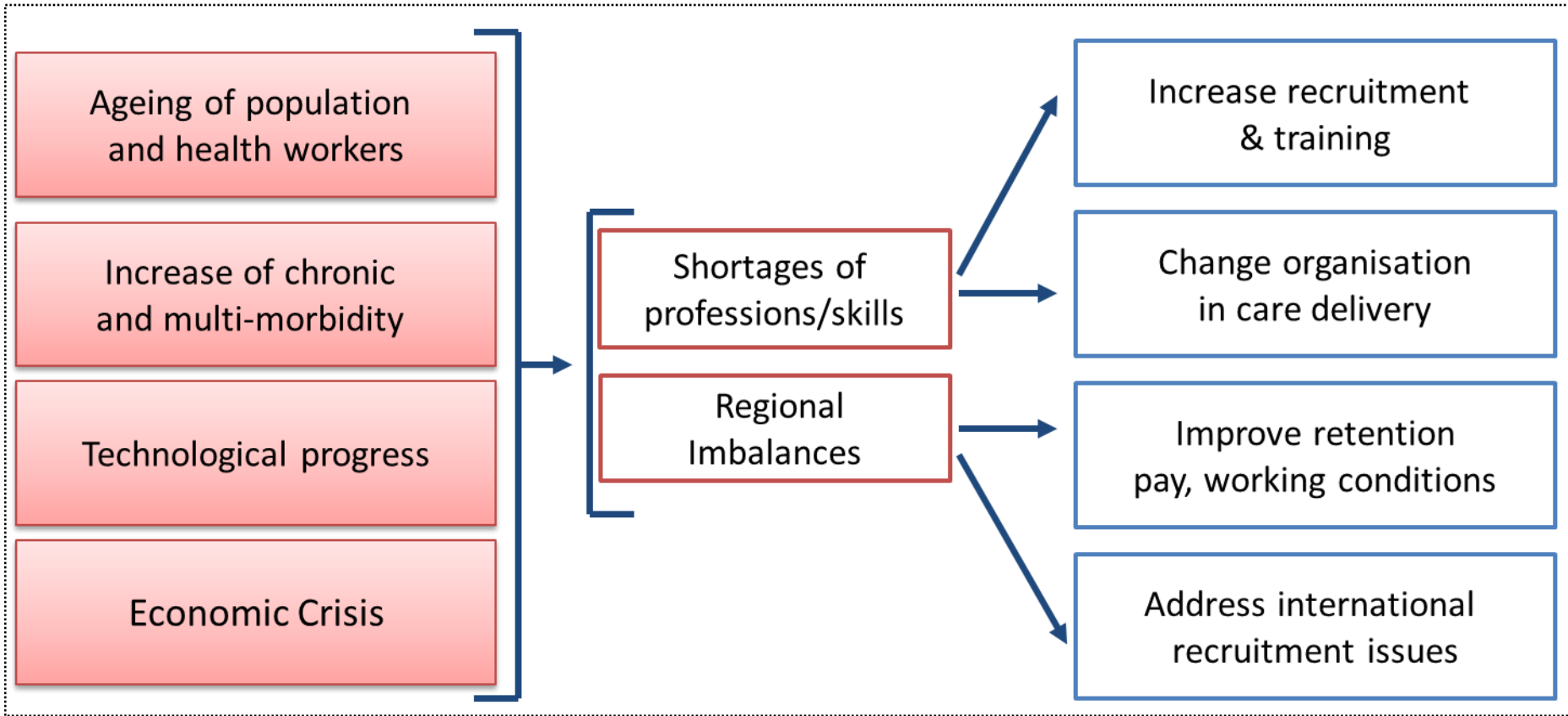
Challenges HWF



Challenges...

...

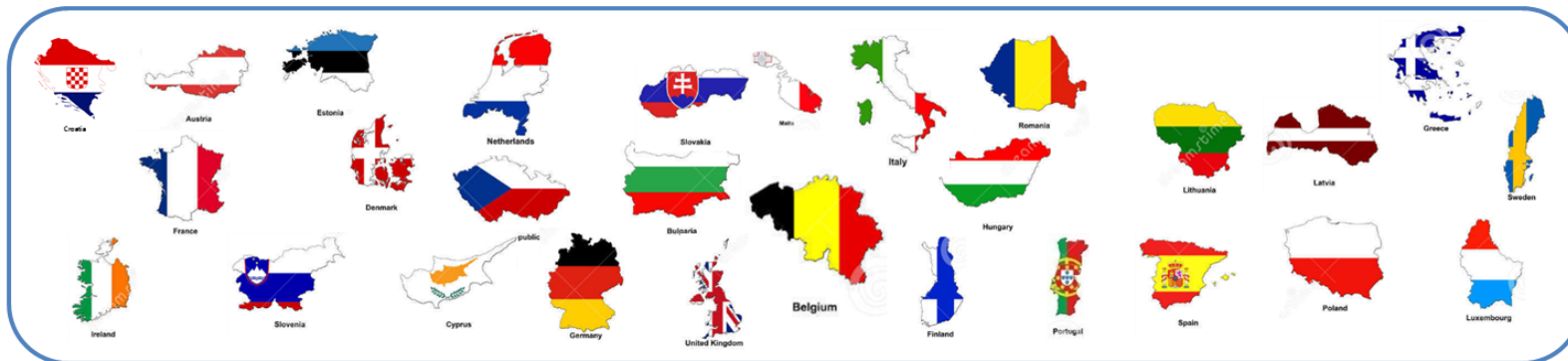
...Policy Responses



EU can help address these HWF-challenges



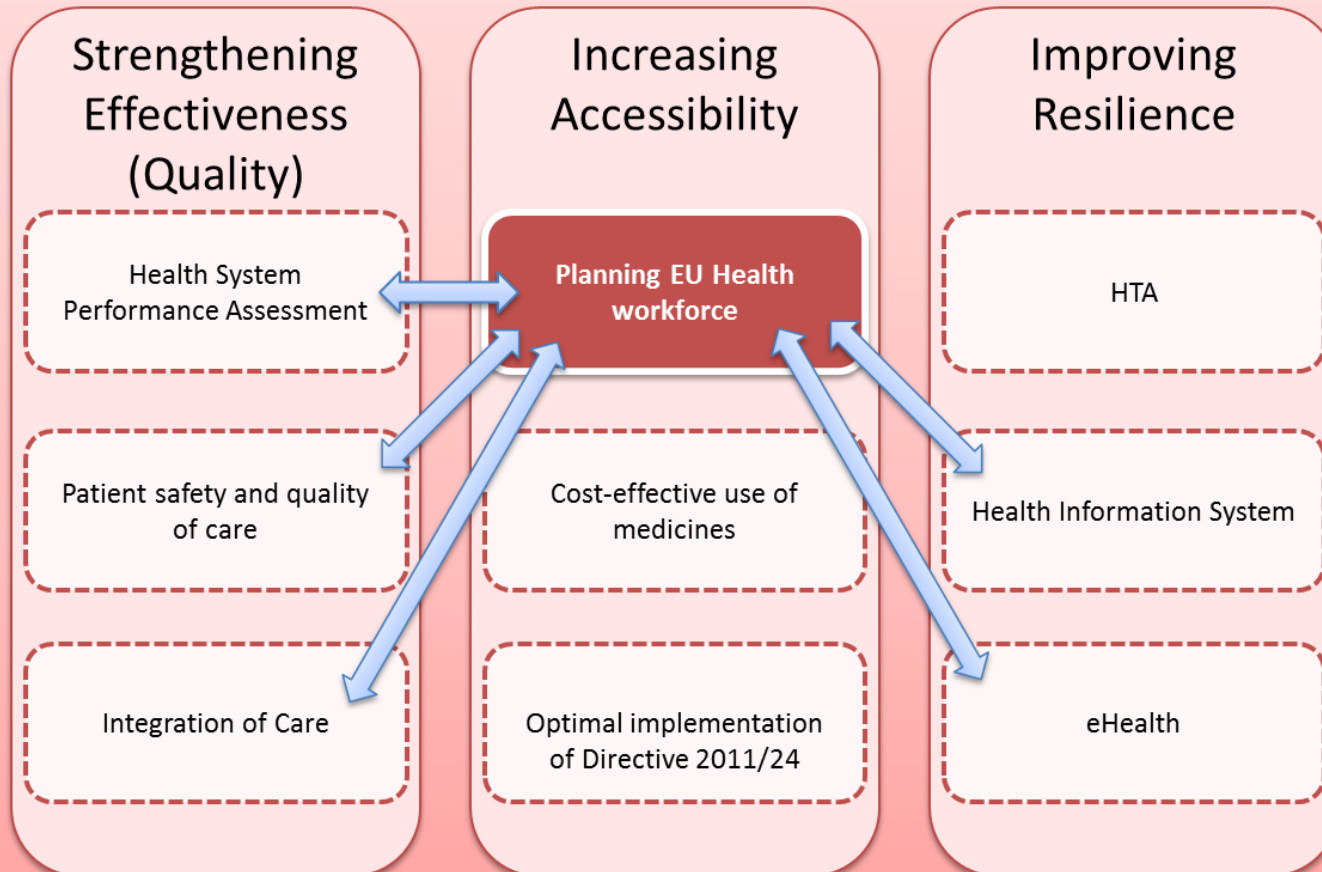
How the EU can help Member States to improve the sustainability of their health systems



EU-instruments



EU agenda for effective, accessible and resilient health systems

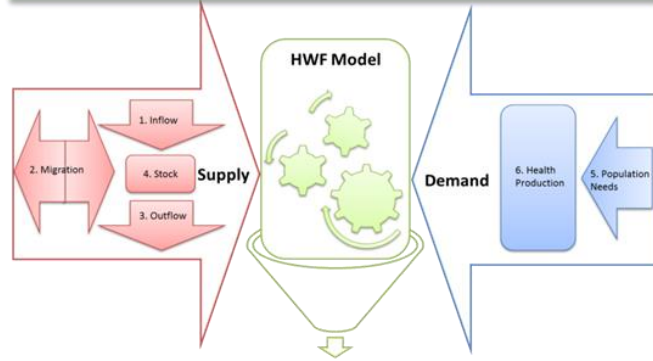




European Commission

1) Implement or improve HWF-planning

2) Improve HWF-data



Step 1:
 Increase evidence for health workforce (HWF) policies by implementing health workforce planning and improving health workforce data

1) EC funds Joint Action

2) EC involved in Joint Questionnaire



Joint Action Health Workforce Planning and Forecasting



Step 2:
 Implement evidence-based policy to address health workforce challenges:

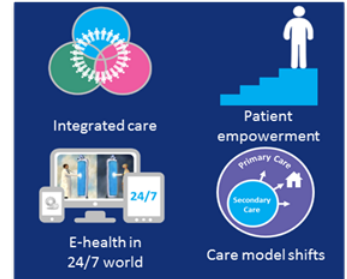
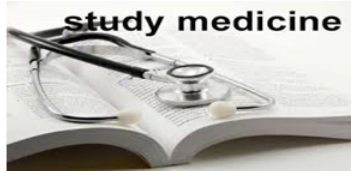
Step 3:
 Evaluate analysis and health workforce policies to adjust them (go back to step 1):



1) Adjust intake students
(increase/decrease
numerus clausus)

2) Recruitment &
Retention policies (incl
migration)

3) Anticipate future
competences needed
(skills, knowledge,
attitude)

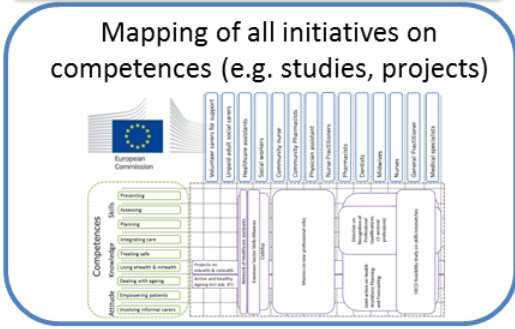


Step 2:
Implement evidence-based policy
to address health workforce
challenges:

1) EC funds a study with 40 cases of
effective retention and recruitment
strategies

2) EC is funding many studies and
projects to better anticipate future
skill needs

Exchanging best practices
on Recruitment and
Retention policies based
on research study



Step 1:
Increase evidence for health workforce
(HWF) policies by implementing health
workforce planning and improving
health workforce data

Step 3:
Evaluate analysis and health
workforce policies to adjust them
(go back to step 1):



European
Commission

Step 3:
Evaluate analysis and health
workforce policies to adjust them
(go back to step 1):



EU-funded research on HWF-
policies

RESEARCH

1) Self-evaluate health workforce planning
and health workforce policies

2) Adjust/improve health workforce
planning and evidence-based health
workforce policies

Step 1:
Increase evidence for health workforce
(HWF) policies by implementing health
workforce planning and improving
health workforce data

Step 2:
Implement evidence-based policy
to address health workforce
challenges:

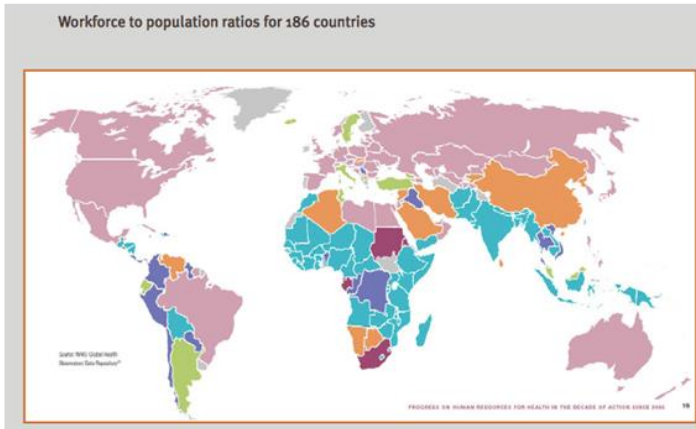
HWF planning A must do!



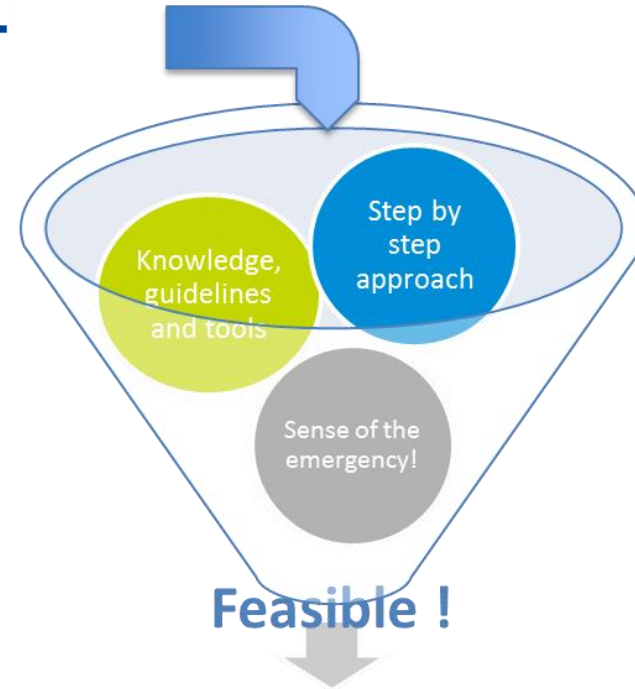
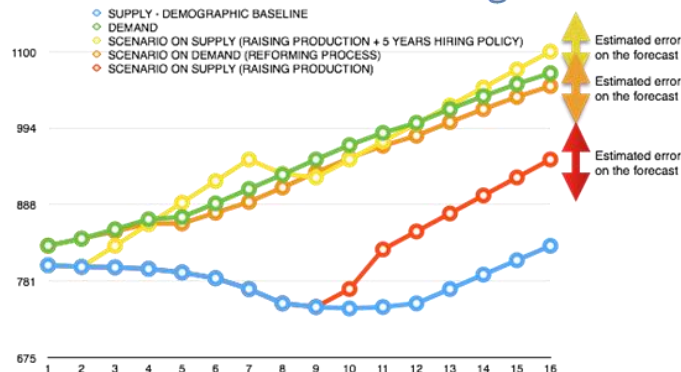
European
Commission



HWF worldwide – the crisis is there



HWF Planning
Difficult but the knowledge exists



- EU, WHO & BELGIUM & EU PARTNERS CALL ON:
- Initiating/improving HWF Planning in all EU MSs
 - Studying and spreading best practices on HWF related matters

<http://www.euhwforce.eu/> - euhwforce@health.belgium.be

Coordinated by the FPS Health, Food Chain Safety & Environment - Belgium

Objective Joint Action



General Objective

To collaborate and exchange between Member States to support them in their health workforce planning and to increase Member States' and Europe's capacity to take effective and sustainable measures.

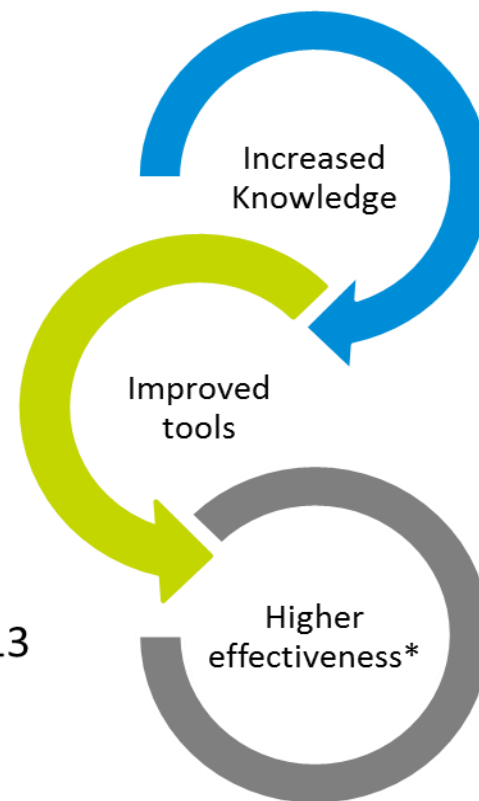
Focus on 5 professions

- doctors
- nurses
- pharmacists
- dentists
- midwives



Starting date:
April 1st 2013

Duration:
3 years



* To be demonstrated by the Pilot projects

How the EU cooperation can help Member States



European
Commission

Joint Action instruments



Background information:

Period: April 2013 to June 2016

EU-funding: 3 mln euro

Partners: > 80 partners over 30 countries, led by Belgium

Focus on 5 professions (doctors, nurses, dentists, midwives and pharmacists)

Cooperating across borders:

Developed recommendations to enlarge the comparability of data on health workers, including data on mobility



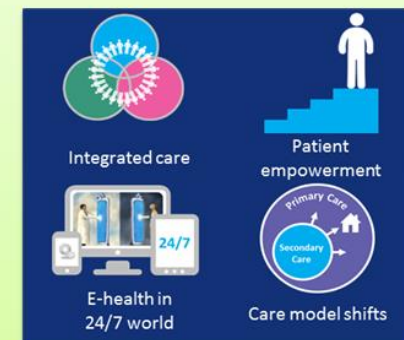
Exchanging best practices:

Gathered the expertise of advanced health workforce planning methods in a practical Handbook + User Guidelines and implemented this in 3 Member States..

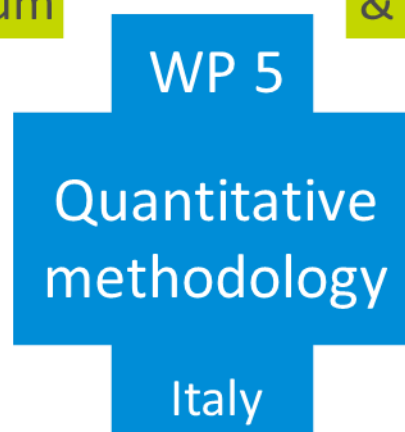


Scaling up research in EU:

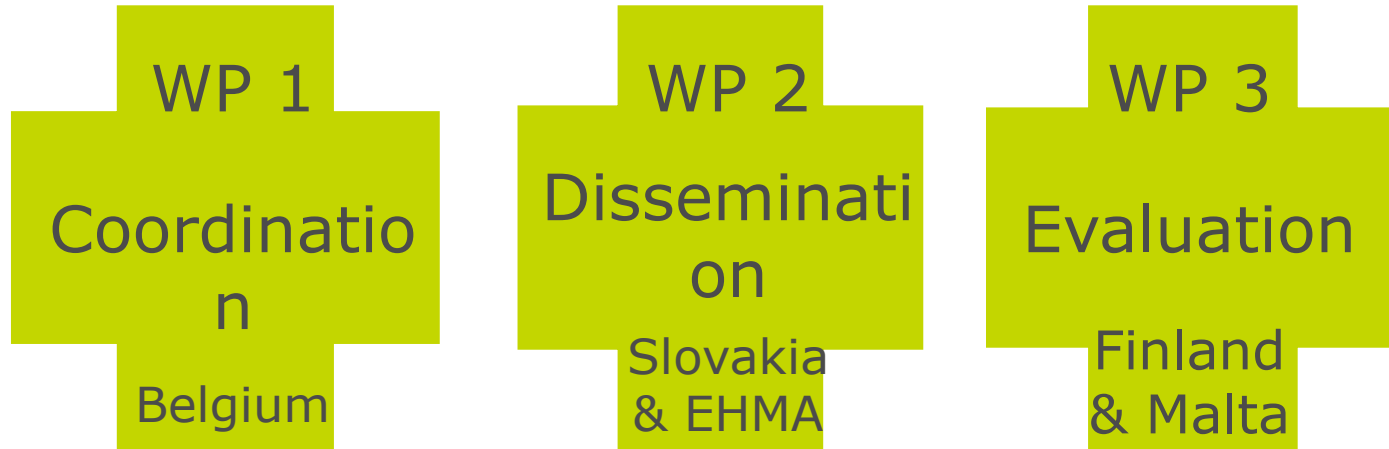
Scanned the Horizon to identify the megatrends needed to anticipate future skill needs



Joint Action: 7 Work packages



Horizontal work packages



The horizontal work packages support the core work packages in achieving their purpose. They form together the **Management Office** of the JA EUHWF.

Core work packages



WP 4
HWF planning data
Hungary

WP 5
Quantitative methodology
Italy

WP 6
Horizon scanning
UK

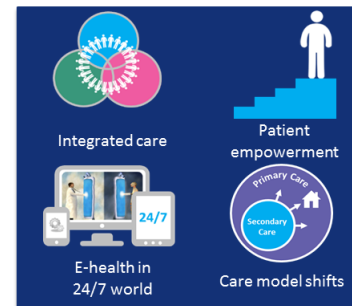
WP 7
Sustainability
Bulgaria & Belgium

- Terminology mapping
- Mobility data
- HWF planning data

- Minimal data set
- Quantitative planning methodology
- Pilot project

- Estimation of future needs
- Qualitative planning methodology
- Pilot project

- Network of experts
- Policy advice
- Technical recommendations



Core work packages: Data



WP 4
HWF planning data
Hungary

REPORT
D041 - Terminology mapping:
Creating better understanding of terminology

REPORT
D043 – HWF planning data:
Providing information on data gaps and challenges in data collection for HWF planning

REPORT
D042 - Mobility research:
Providing updated information on mobility trends of HWF



Core work packages: Planning Methodology



WP 5
Quantitative
methodology
Italy

REPORT
D051 - Minimum dataset:
Agreeing on minimum data requirements for HWF planning

REPORT
D054 - Experiences of pilot projects:
Sharing results of testing the handbook and guidelines



D052 and D053 - (webbased) Handbook on planning methodologies:
Reviewing and assessing 7 advanced health workforce planning methodologies and selecting good useful practices for other Member States to learn from



Core work packages: Horizon scanning



D061 - User Guidelines on estimating future needs: Identification and classification of the various methodologies used to do qualitative health workforce planning across Member States

D062 - Policy reports on future competences (skills, knowledge, attitude): Estimation of future competences needed in the health workforce in 2035

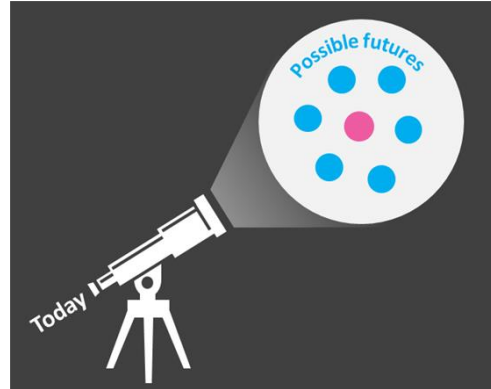
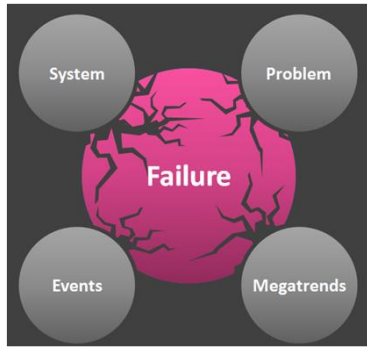
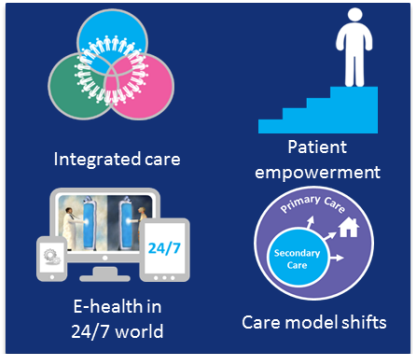
D064 - Report on pilot project in Belgium: Test the methods in the user guidelines together with the policy reports in Belgium on physicians



What if the future is not what we expect?

Consider many futures

Transparent and participatory approach



Core work packages: Sustainability



WP 7 Sustainability Bulgaria & Belgium



- D071 - Sustainability strategy:** How to increase impact of results of Joint Action on HWF-policy in Europe
- VISION
- SKILLS
- INCENTIVES
- RESOURCES
- ACTION PLAN

D072 – List of Experts: Identifying experts (individuals & organisations) to take work forward for sustainable impact

D073 – Technical recommendations: Analyse deliverables of Joint Action and target key technical messages and recommendations to the right audiences



D074 – Policy recommendations: Analyse deliverables of Joint Action and target key policy messages and recommendations to the right audiences

Major results up until now





-  Minimal Data Set
-  Report on international data collection
-  Report on the applicability to EU of the WHO Code of Practice for the recruitment of Health Professionals
-  Dissemination Plan Knowledge Brokers Network
-  Sustainability Strategy
-  Interim Evaluation report
-  User guidelines on qualitative methods in health workforce planning and forecasting


Pilot Project BE




First web based handbook on planning methodologies across EU Countries


  **Pilot Projects** 
 **Feasibility study**

Major results still to come



Report on Mobility Data in the EU



Report on HWF planning data



Reports on Pilot projects
(Quant. & Qual.)



Report on Future Skills &
Competencies



EU Network of Experts in HWF Planning



Technical Recommendations &
Recommendations towards policy making



Expert reference Groups Reports
Final Evaluation report



Stakeholder Analysis
Final Dissemination

Final Guide on HWF
Planning &
Forecasting

New website
with web
content

Platform of
collaboration

Final Technical &
Financial Report

Joint Action: Save the dates



**23 Apr
2015**

WP6 Workshop on Policy Briefs
London

**18-19 Jun
2015**

WP4 Workshop on Data gap analysis
Budapest

**Feb
2016**

Joint Action Conference n°3
Varna (exact date TBD)

**May
2016**

**Plenary Assembly meeting n°3
& Closure Event**
Belgium (exact place & date TBD)

Thank you!

We hope this presentation was informative and clear.

And otherwise you can ask our 'expert opinion' now or later via e-mail 😊

Website

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<http://ec.europa.eu/health/workforce/>

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"I know nothing about the subject,
but I'm happy to give you my expert opinion."