

Joint Action Health Workforce
Planning and Forecasting



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Joint Action on Health Workforce Planning and Forecasting

Plenary Assembly meeting

Madrid, 23rd March 2015



Funded by
the Health Programme
of the European Union



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Overall progress of the project

Tina Jacob, WP1 Project Leader
FPS Health, Food Chain Safety & Environment
Madrid, 23rd March 2015



Joint Action Health Workforce
Planning and Forecasting

Agenda

- Objective of the P.A.
- Presentation of Interim technical & financial report (1st part of D014)
- Overall progress of the project in budget, time and delivery
- Conclusion



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The JA EUWHF (1)

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.

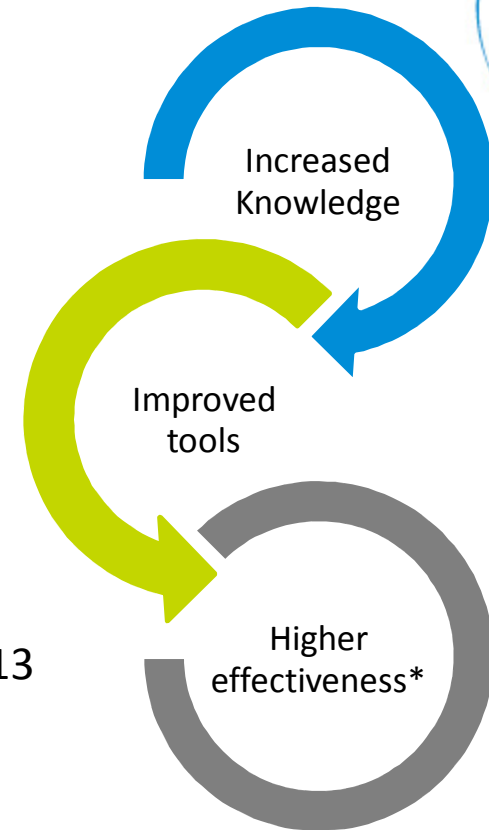
Focus on 5 professions

- doctors
- nurses
- pharmacists
- dentists
- midwives



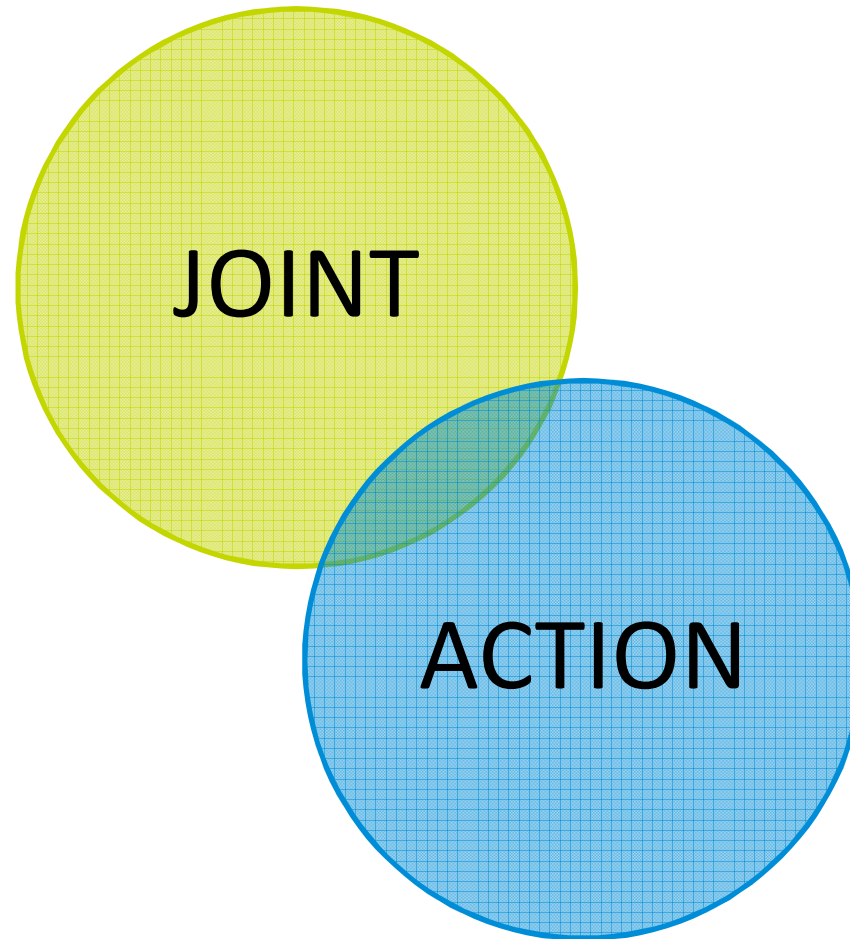
Starting date:
April 1st 2013

Duration:
3 years



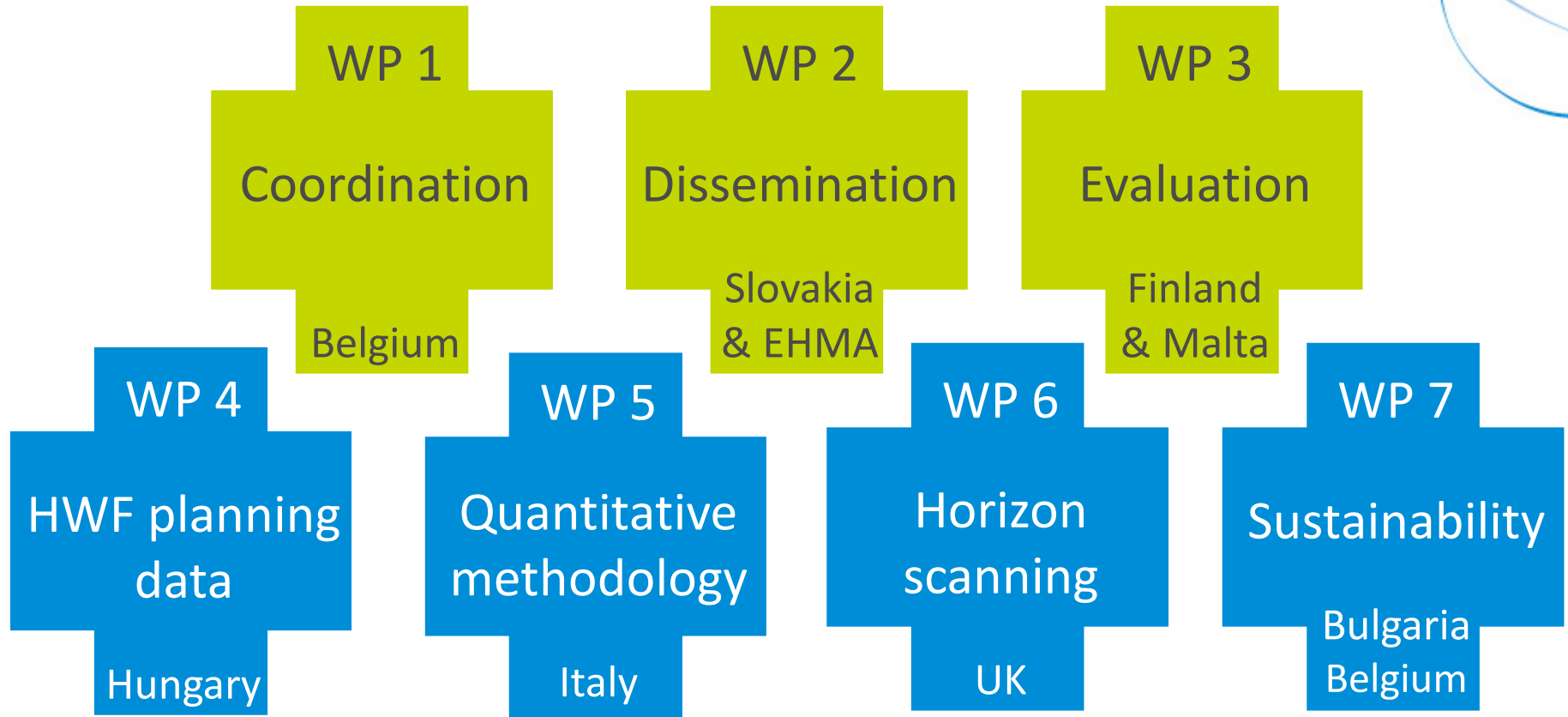
The JA EUWHF (2)

- Sharing Knowledge
- Working together
- Exchange between Member States

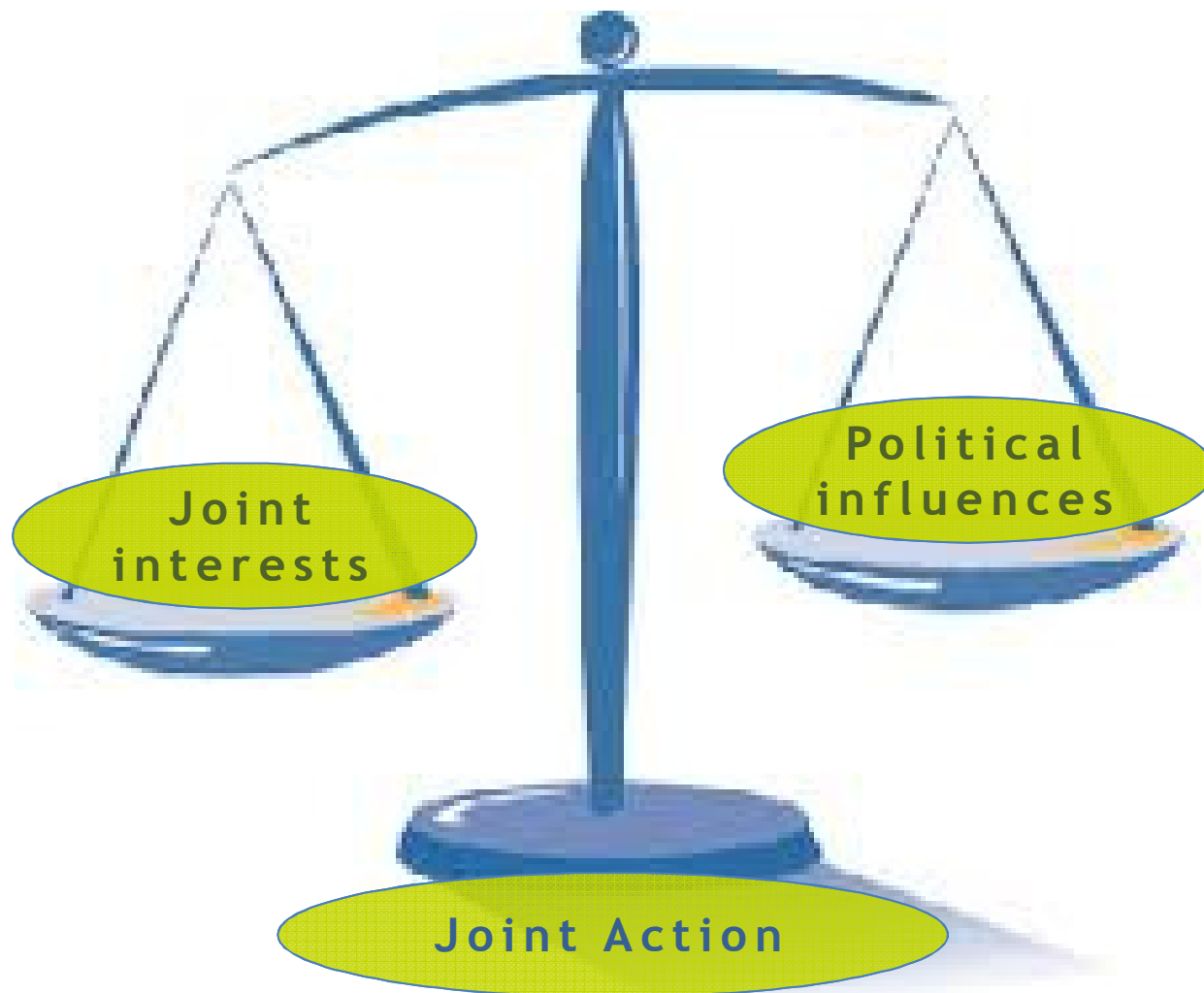


- Usable output
- Tangible outcome
- Focus on practice

The JA EUWHF : 7 work packages

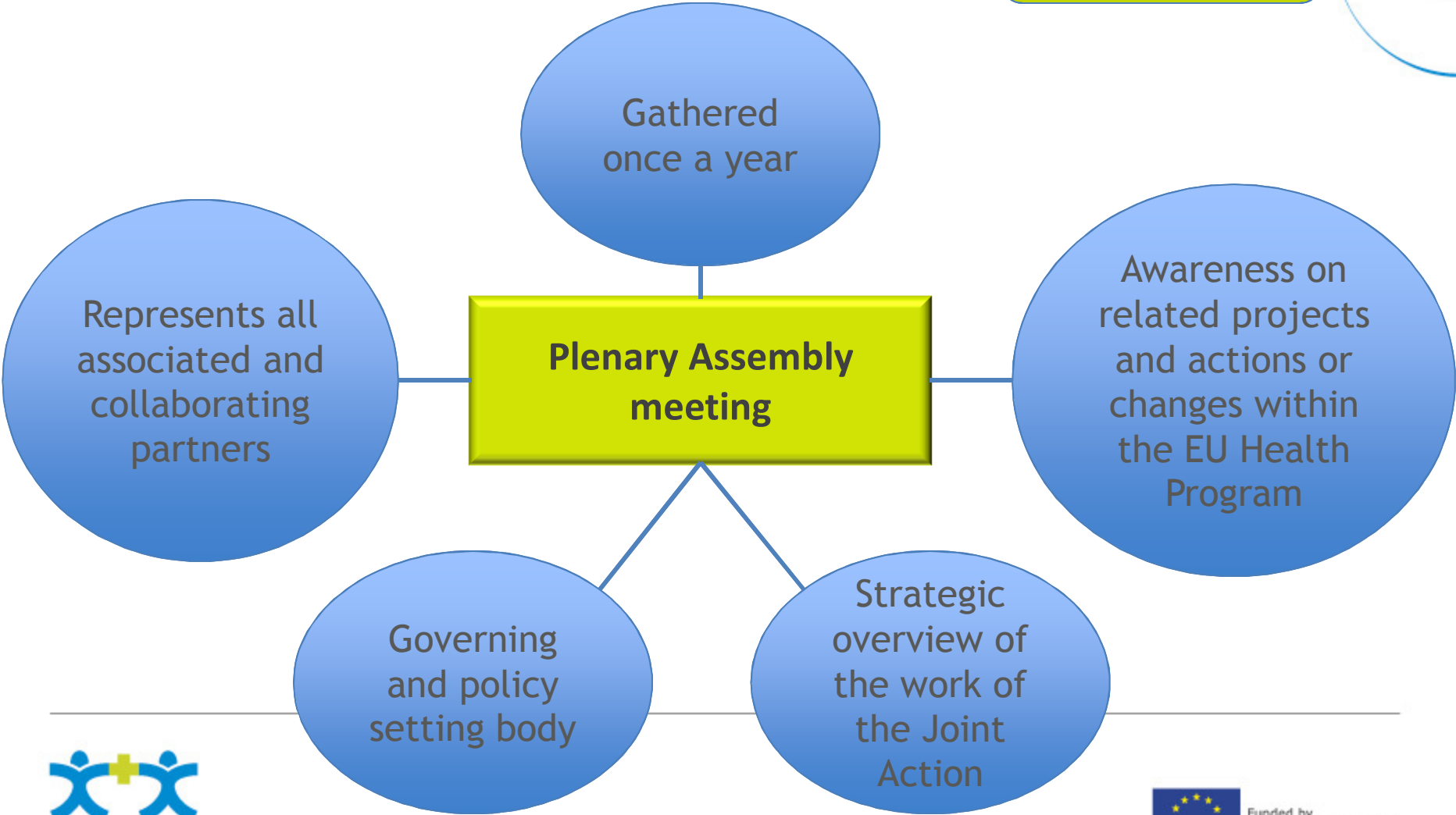






Objectives of the Plenary Assembly meeting

As described in the JA Project Policy



Role of the Plenary Assembly

- ✓ To be informed on the progress of the project
- ✓ To be informed on the deliverables, as approved by the Executive Board*
- ✓ To make sure the partners support and disseminate those products
- ✓ To discuss the strategic dimension of the scope and of the way the Joint Action is filling it.



* Composed of all 7 Work packages + European Commission + CHAFEA (Consumer, Health, Agriculture and Food Executive Agency)



Interim Financial and Technical report* (D014 - part 1) (1)

Interim Technical report:

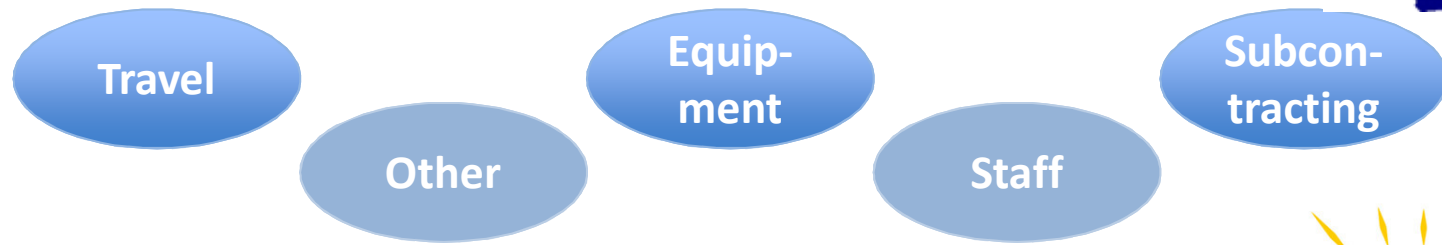
- Overview of **events/activities** for the period covered in the interim report (Workshops & Milestones)
- Status of the **deliverables** for the period covered in the report
- Problems encountered during this period and action taken to deal with these problems
- Description of activities related to **Horizontal Work Packages**
- Description of activities related to **Core Work Packages**
- Information on subcontracting



Interim Financial and Technical report* (D014 - part 1) (2)

Interim Financial report:

- Based on reporting of associated partners
- Total budget spent from Month 1 → Month 18
- Sum of different costs:



- Total expenditure > 70% of 1st payment
→ 2nd Payment granted to all assoc. partners



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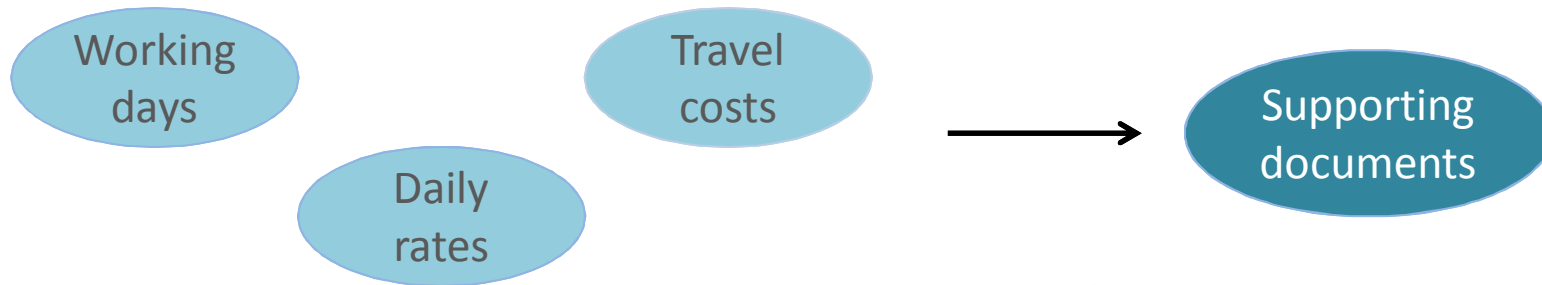


"OK, it's not growing on a tree,
but we're on the right track."

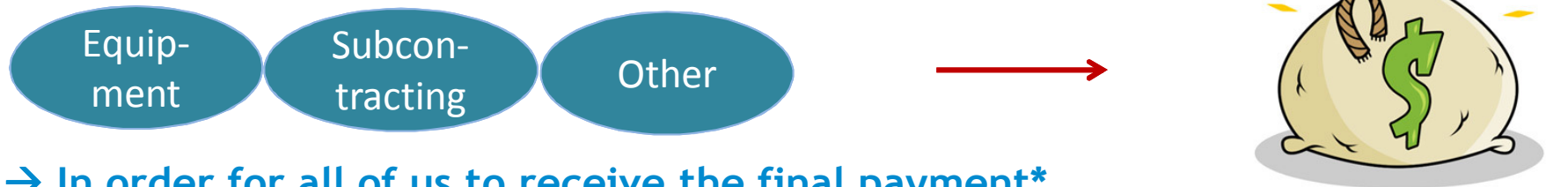
Part 2: Final Technical and Financial Report

We will need your help!

1. Collection of information (through associated partners)



2. Additional collection of information (through WP Leaders)



→ In order for all of us to receive the final payment*

Overall JA Progress*



Progress in Working days (1)

Reporting period
M1-M22

Compared to plan for M1-M22 (Jan '15):

	WP1	WP2	WP3	WP4	WP5	WP6 ¹	WP7	Total
Average planned working days (M1-M22)	1427	906	629	1298	1355	370	857	6842
Executed working days (M1-M22)	1466	857	479	1686	1699	424	732	7343
Difference	39	-48	-150	388	344	53	-125	501
Consumption rate (M1-M22)	103%	95%	76%	130%	125%	114%	85%	107%

Compared to plan for M1-M36 (end):

	WP1	WP2	WP3	WP4	WP5	WP6	WP7	Total
Consumption rate	63%	58%	47%	79%	77%	70%	52%	66%



^[1] The working days of WP6 only makes reference to the involvement of the UK_DOH, as the total cost of the CfWI is counted with the Subcontracting costs.



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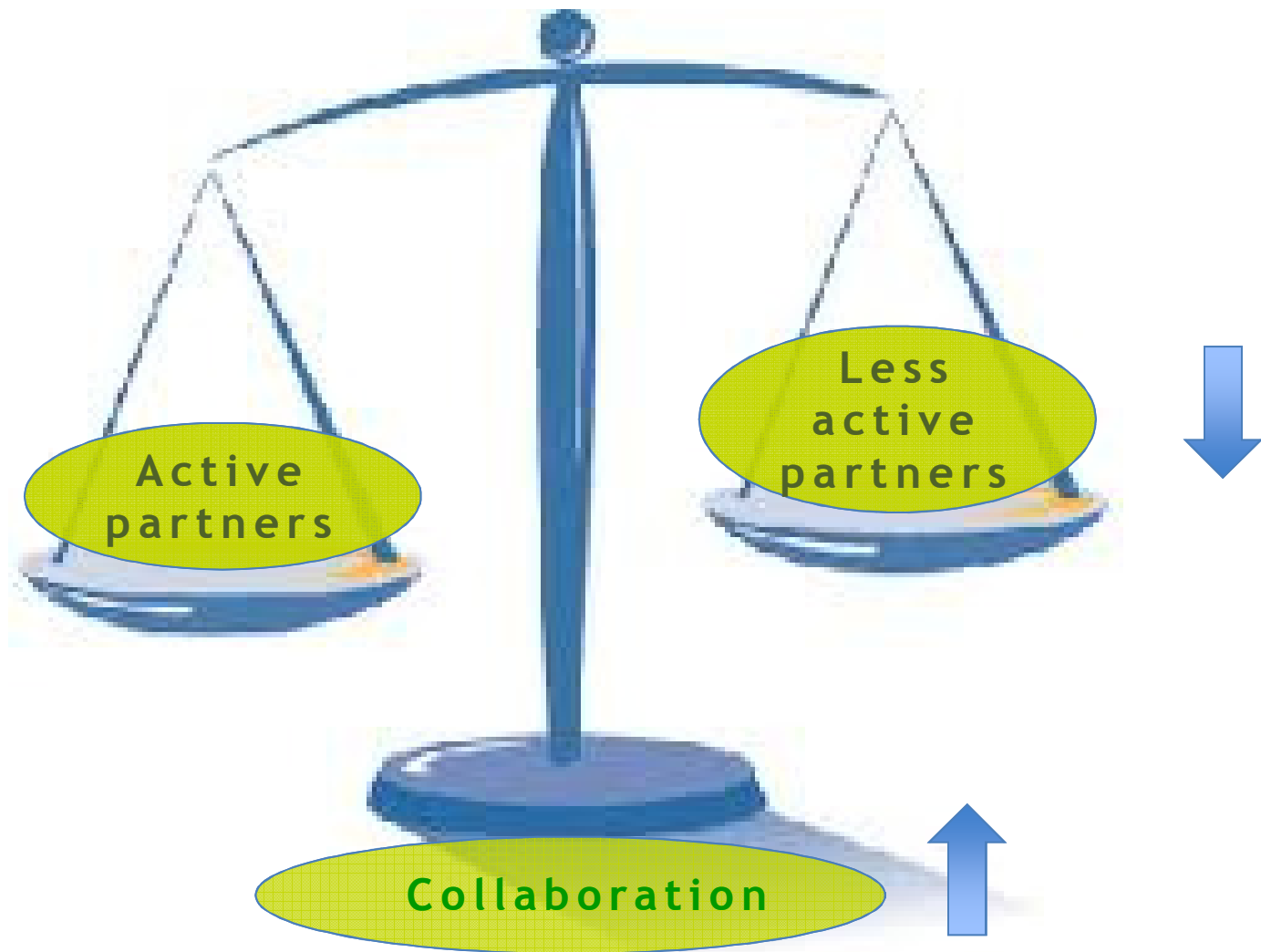
Progress in Working days (2)



Working days reported by all associated partners per Work Package (incl. M22 - January 2015)

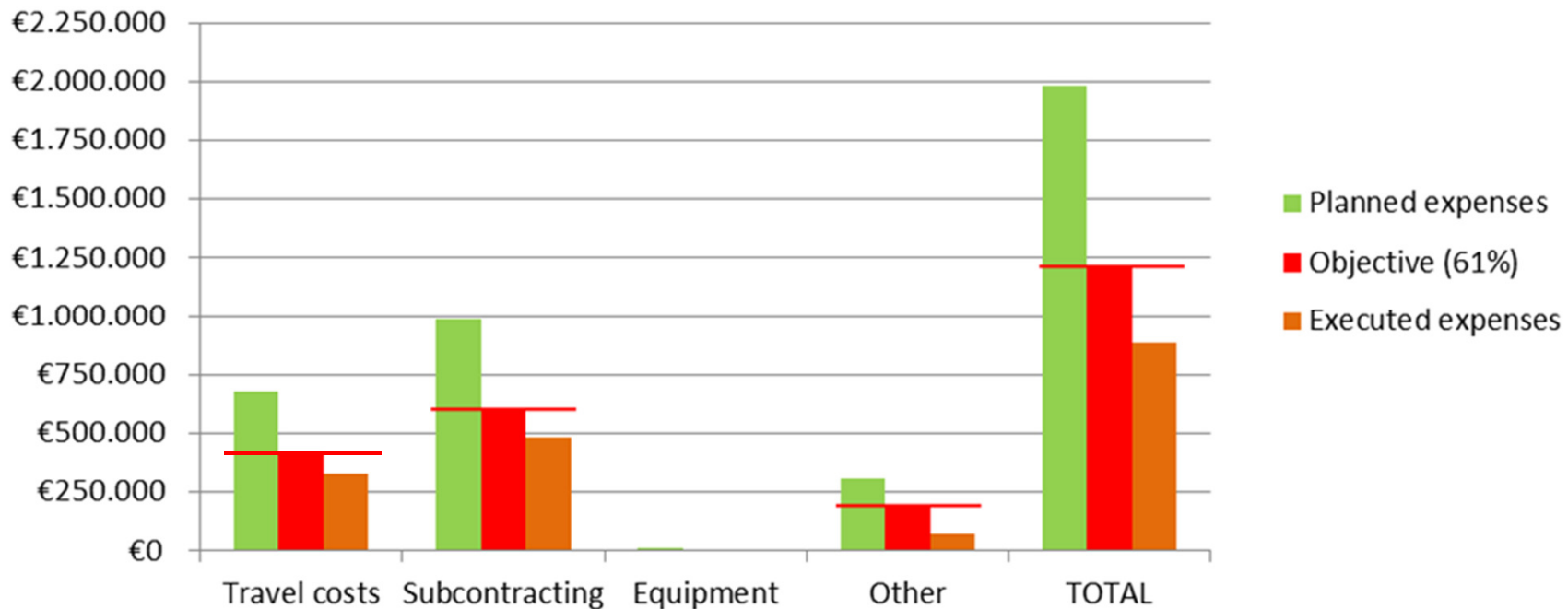
- On average: the sum of all partners have achieved working days according to plan
- But, per Work Package:
 - Over-use for WP4 and WP5
 - Under-use for WP2, WP3 & WP7
- Between associated partners: big differences in active involvement





Progress in Budget^{2 3}

Reporting period
M1-M22



- Overall: under spending of budget (16%)
 - Even more significant when taking subcontracting of CfWI out of equation



Progress in deliverables



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

Main deliverables 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

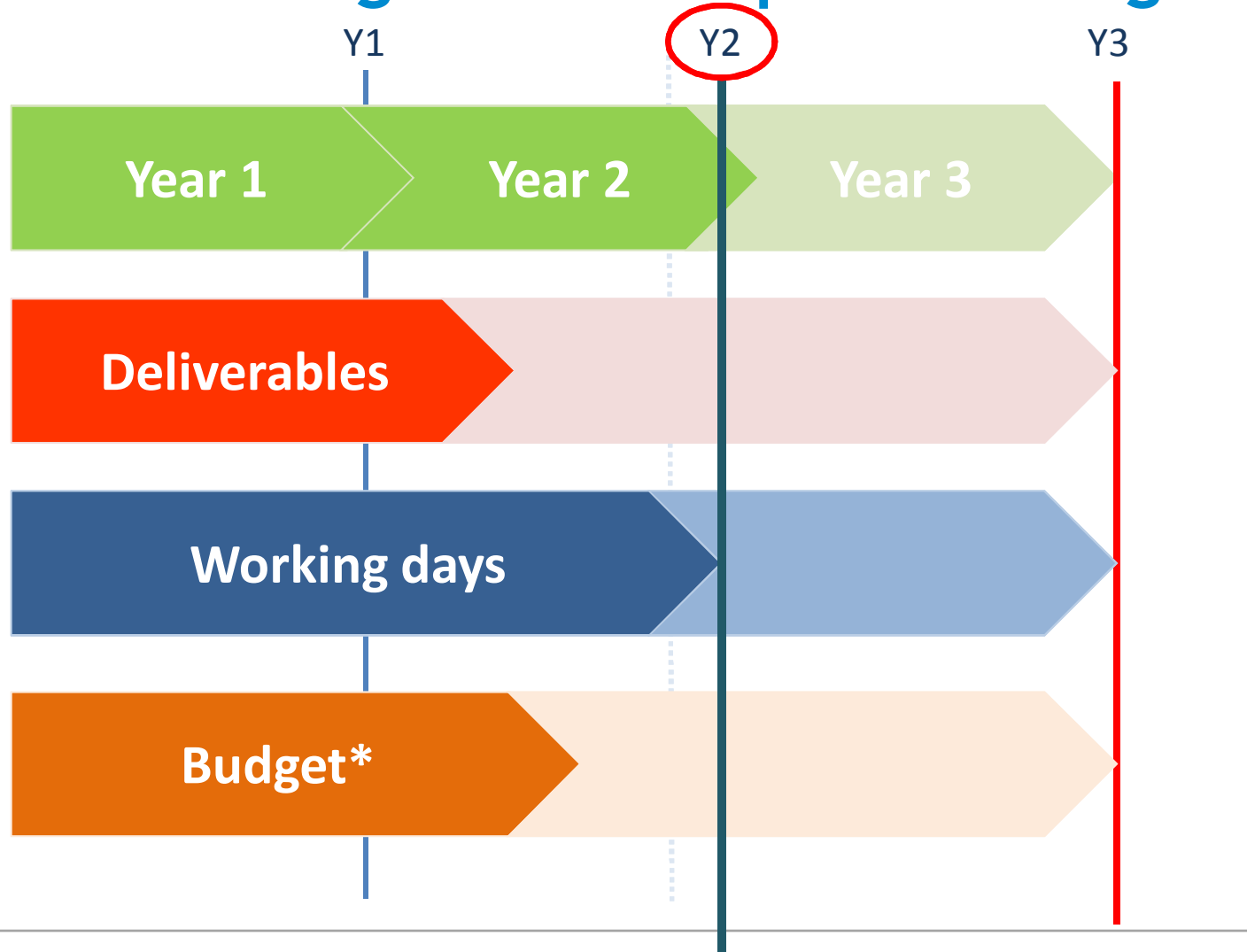
Final Guide on HWF
Planning &
Forecasting

New website
with web
content

Platform of
collaboration

Final Technical &
Financial Report

Overall Progress on scope and budget





Change management (1)

- Changes have already been proposed in
 - Budget
 - Planning
 - Involvement of partners
- *Revised Grant Agreement*

Decision of Executive Board*: OK



Final approval by CHAFEA
will be requested**

Change management (2)

More changes will be proposed in

- Budget
- Timing
- Involvement of assoc. partners



→ You
as an associated partner
can be contacted by WP1!

Conclusion

- Underspending of budget
- Delay in production of deliverables
- Changes in scope or quality are **not** an option
- More intense cooperation with some partners

- More changes will be proposed in
 - **Budget**
 - **Timing**
 - **Involvement of assoc. partners**



Coordination activities by Belgian team (WP1) (1)

– PLANNING

- Last Milestones achieved:
 - ✓ M1.3 Executive Board Meeting 5
 - ✓ M1.4 Work Package Leader Meeting 5 (WPLM5)
 - ✓ Plenary Assembly 2 (here)
- Future:
 - ✓ Plenary Assembly 3 & Closure
 - ✓ 2 extra Executive board meetings + WPLM
- Deliverables achieved:
 - ✓ Interim Financial and Technical Report
 - 2nd payment
- Future Deliverables:
 - ✓ Financial and Technical Report
 - 3rd payment



Coordination activities by Belgian team (WP1) (2)

– STRATEGIC ACTIVITIES

- Political dissemination (in collaboration with EU COM)
- Specific support to WP2 - 2-day conference

– COORDINATION ACTIVITIES

- Project follow up
- Intense support to core work packages
- Strong coordination with horizontal work packages
- Budget management
- Website management
- Organisation of several coordination meetings (Executive Board, Work Package Leader (Electronical) Meetings, EC/CHAFFEA,...)

Coordination activities by Belgian team (WP1) (3)

– MANAGEMENT ACTIVITIES

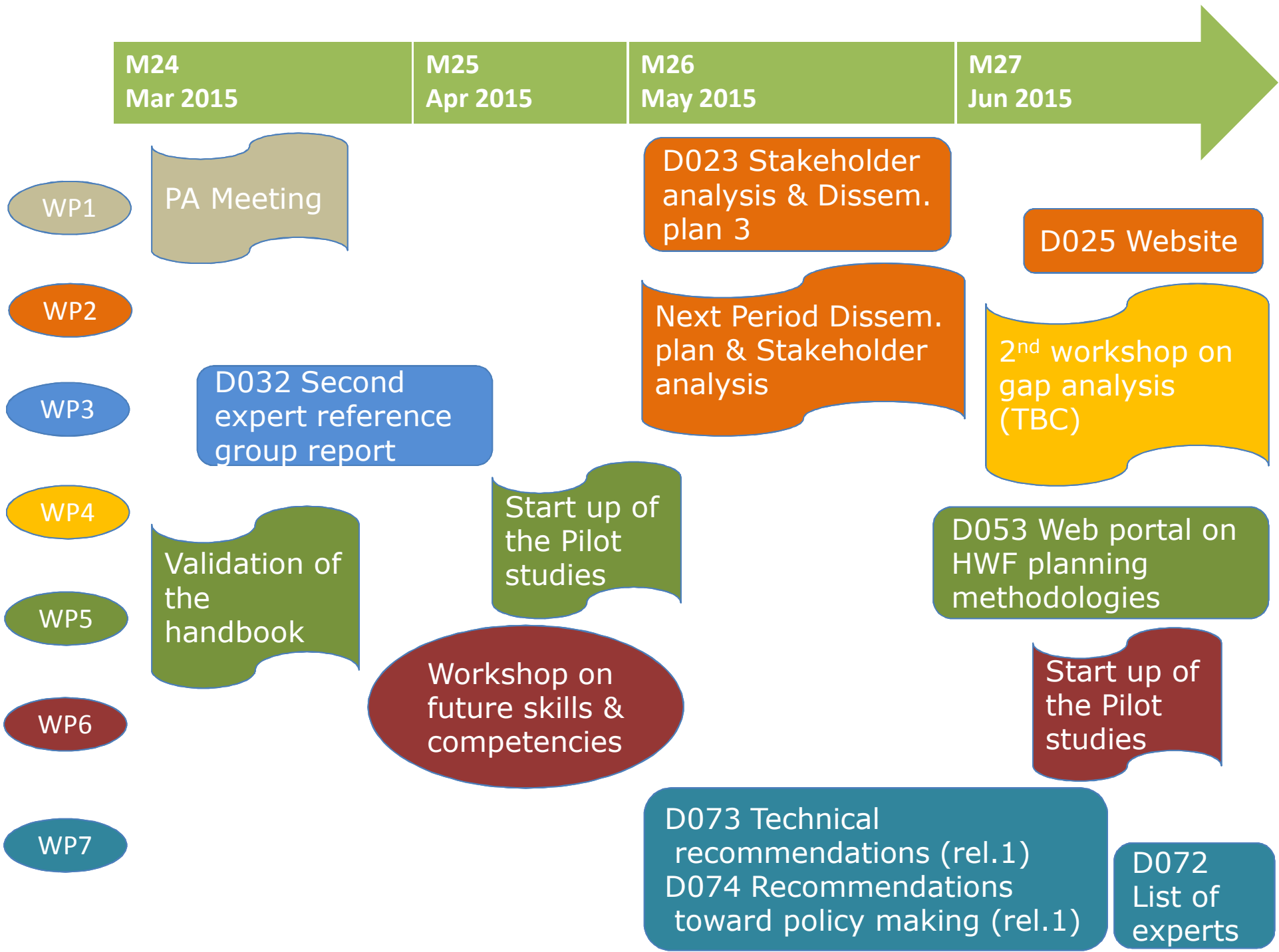
- Contract Management: Amendment process of GA ongoing (change request)
- Risk, Issue and change management
- Bilateral meetings & coaching
- Content Management & scientific coordination (PGM*)
- Coaching Core Work packages

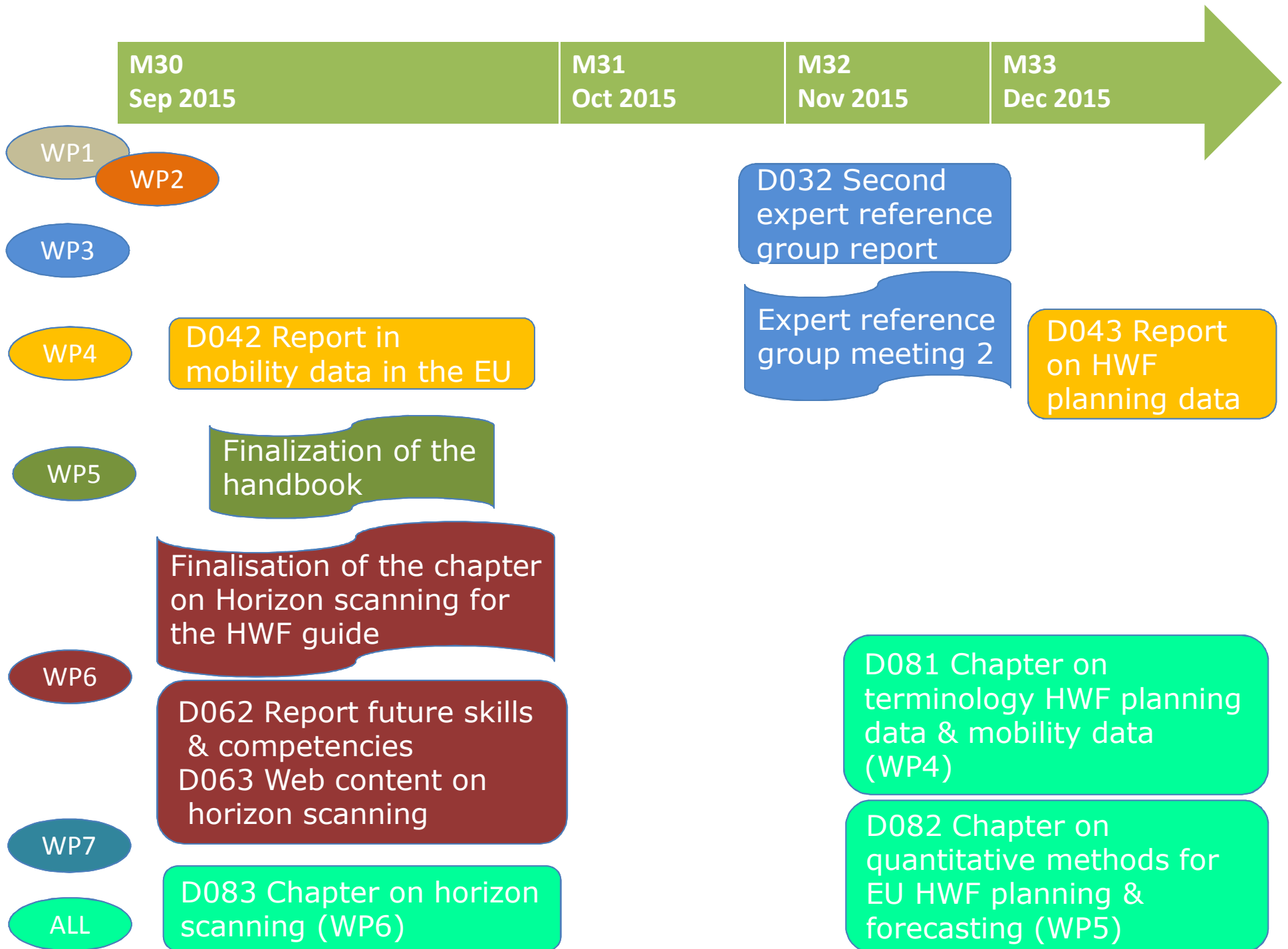
– INTERNAL CHANGE

- New organisation of FPS team









M34 Jan 16	M35 Feb 16	M36 Mar 2016	M37 Apr 16	M38 May	M39 Jun
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WP1

D014 Final technical & financial report

3rd P.A. & Closure event

WP2

D024 Layman techn. report

Joint Action Closure

D024 Final Diss. report

WP3

3rd Conference (Bulg.)

Publication of final guide

D034 Final evaluation report

WP4

WP5

D054 Report on WP5 pilot study experiences

WP6

D064 Report on WP6 pilot study experiences

D072 List of experts
D073 Technical recommendations
D074 Recommendations toward policy making

WP7

Sustainability expertise
Finalization of advice on circular mobility & next steps
Final out roll & next steps

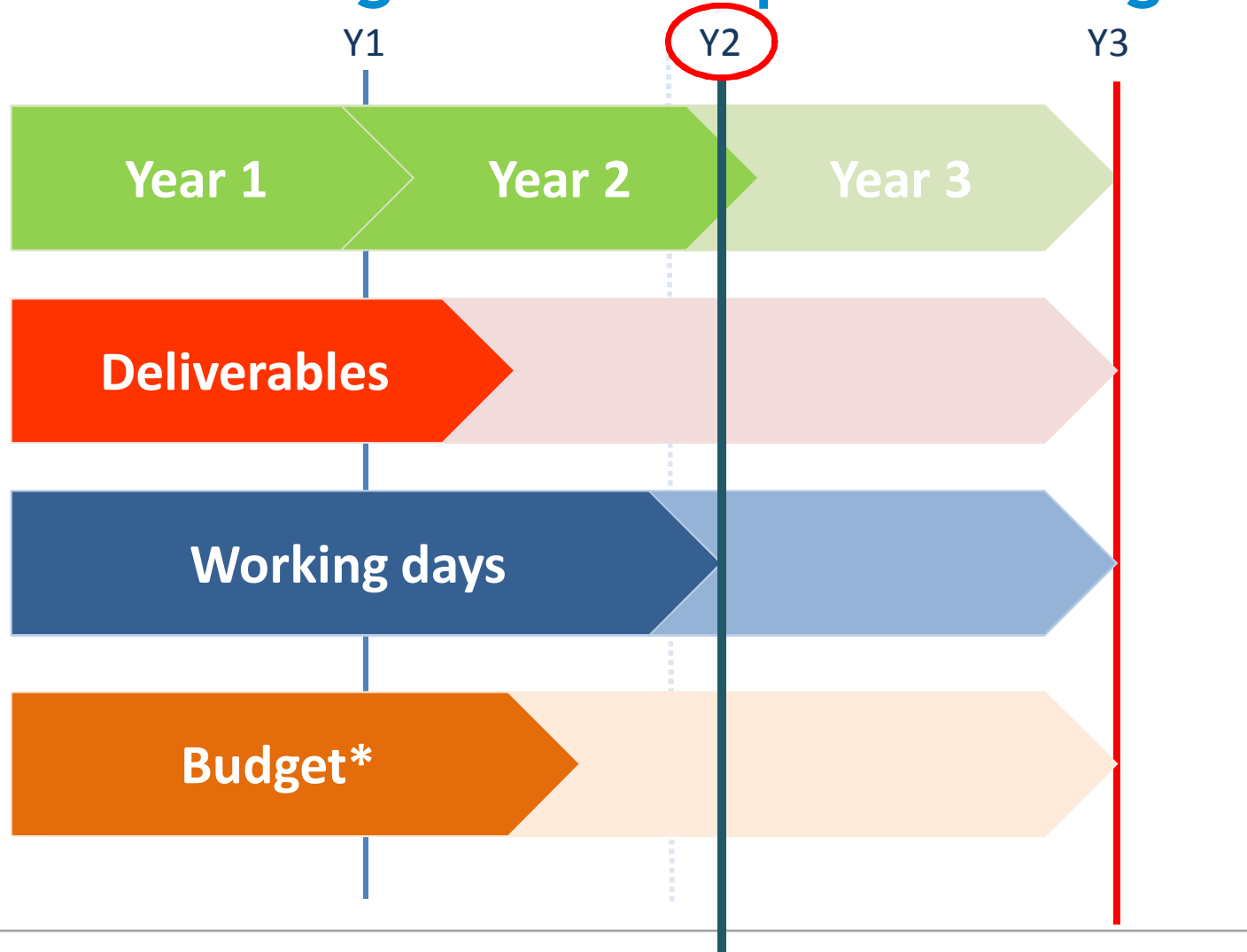
ALL

D084 Complete HWF Planning & Forecasting Guide (ALL)

Point of attention!



Overall Progress on scope and budget



Worst case scenario

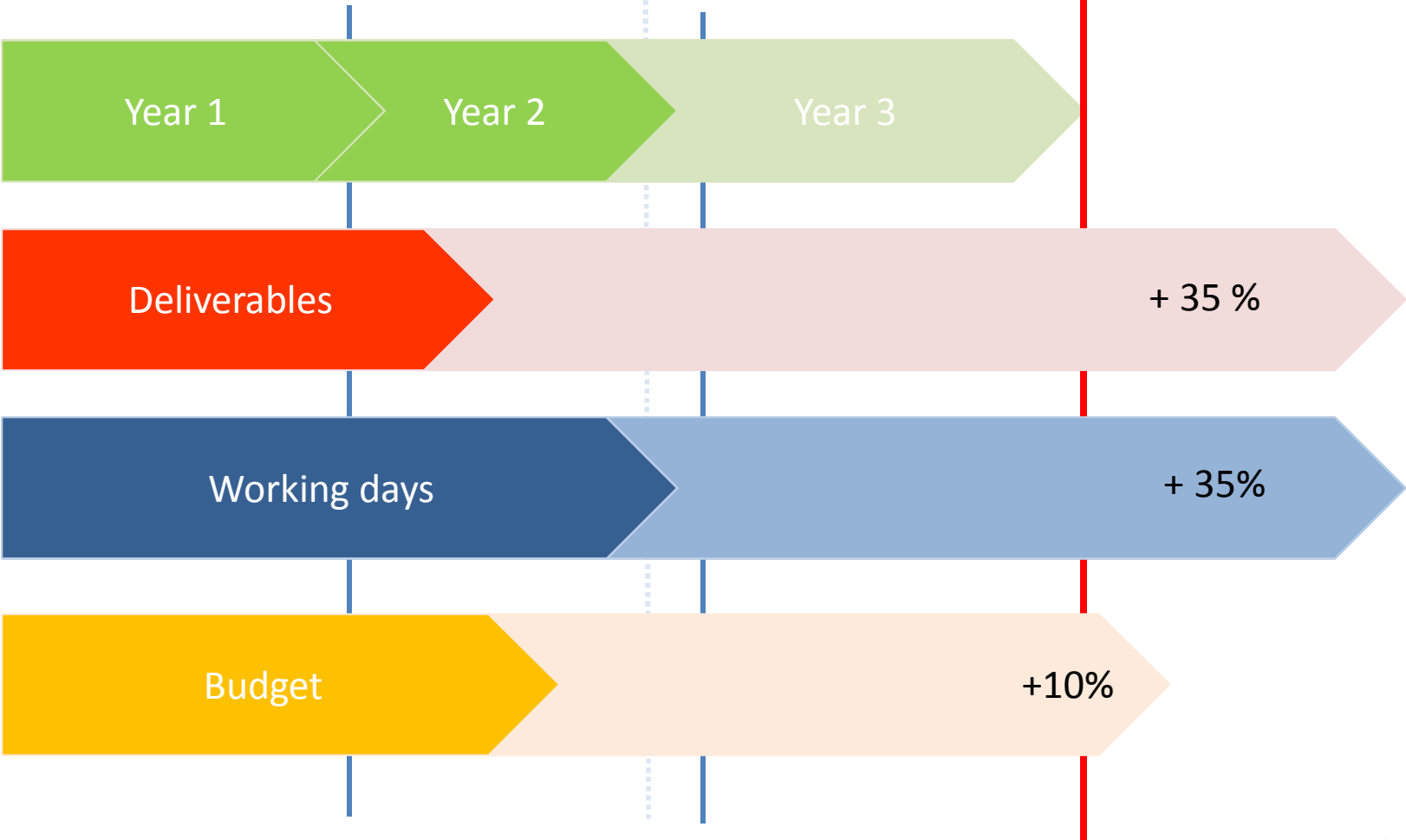
What if...

some of the final deliverables*

are delivered late?

Simple extrapolation of progress on scope and budget

Linear to % complete



Risk & Issue Management (1)

We have faced several risks in the past:

- Low quality of products
- Low involvement of partners
- Low involvement of work packages

→ We are now facing the **issue** of being late

We need your help!



Risk & Issue Management (2)

How can all partners help?

- Raise involvement & efforts for Joint Action in
 - Production of deliverables
 - Dissemination of deliverables

How can associated partners help?

- Raise involvement & efforts for Joint Action in
 - Specific deliverables
 - Helping WP1 with budget changes
- Good reporting

**“The numbers
tell the tale”**

The JA EUHWF : Save the date



**23 Apr
2015**

WP6 Workshop

London

**Jun
2016**

WP4 Workshop (To be confirmed)

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)

The JA EUHWF : More information

Website

<http://www.euhwforce.eu/>

Email

EUHWForce@health.belgium.be



Thank you for your attention !