

Joint Action Health Workforce
Planning and Forecasting



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Draft conclusions of the Conference on Improving planning methodologies & data across Europe

Rome, 4th & 5th December 2014



Funded by
the Health Programme
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Welcome at the
**Conference on
Improving planning
methodologies & data across Europe**



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Thursday 4 December 2014

Opening and welcome

10.30 - 10.50

Opening

Hon. Beatrice Lorenzin, Minister of Health, Italy

10.50 - 11.10

European Commission opening

Dr Andrzej Rys, European Commission DG SANCO

11.10 - 11.30

Strategic objective of the conference

Michel Van Hoegaerden, Programme Manager of the Joint Action (PGM)

11.30 - 12.00

The need for planning

Senator Amedeo Bianco, President of the National Federation of the Orders of Doctors and Dentists, Italy



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LUNCH

12.00 - 13.15

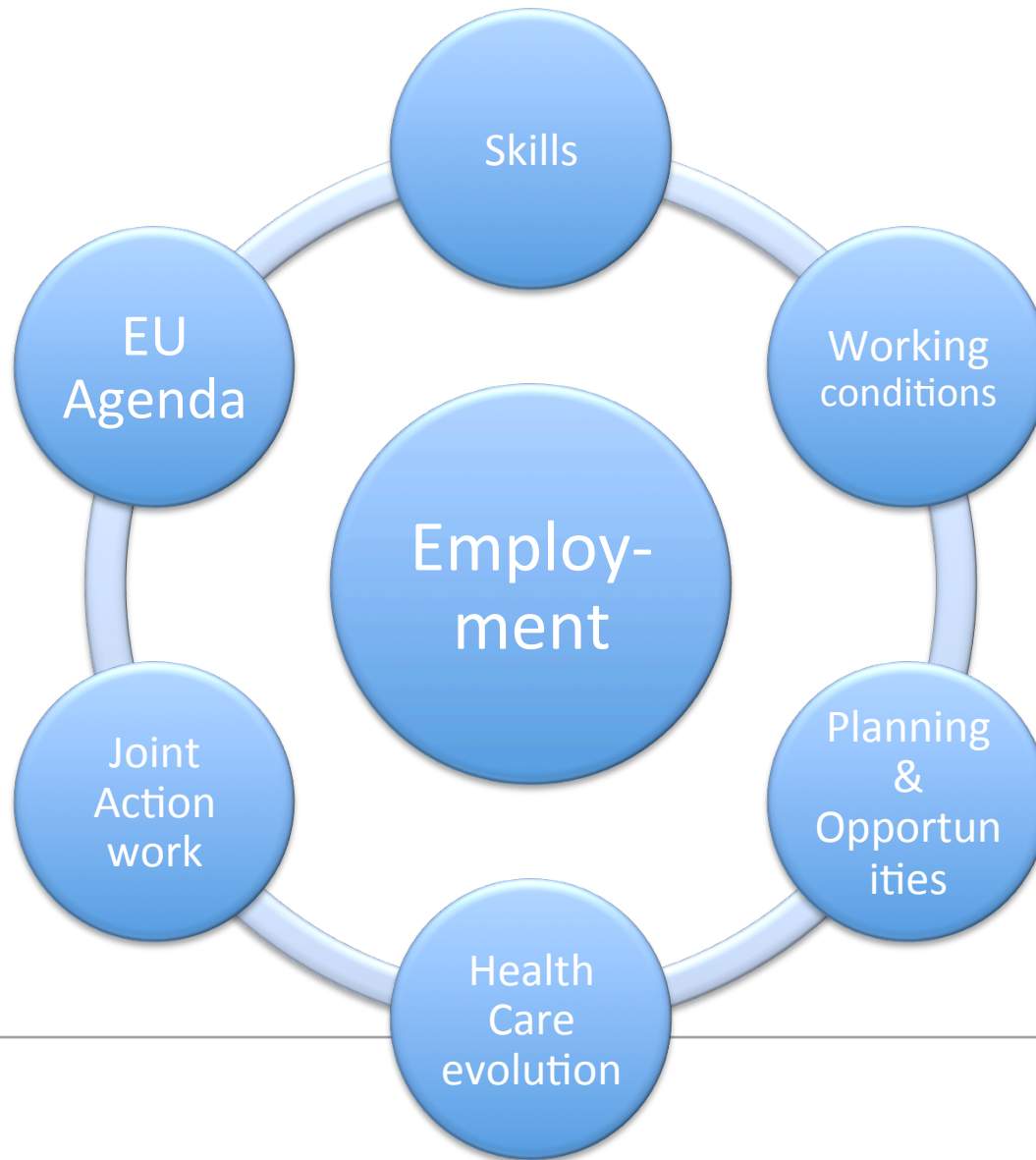


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Conference Conclusions on the Employment Session (Day 1)

- Ministerial speech:
 - Health Workforce and Health care planning is a multisectorial discipline, with strong influence and link with the economic approach and of scientific development.
 - The ambition of Italy within and with Europe are high on supporting together with EU partners to adapt and make evolve our high quality health care systems.
 - Efforts on programming Health Workforce as a essential building block of health care systems are still targetting an improved sustainability, a high quality of delivery and a response to evolving patient needs.

Employment session




Overall Employment

- WHO calls for more Health workforce intelligence and evidence based decision making
- Planning is recognized as an emergency
- Projections to be looked at, discussed with stakeholders and turned into building blocks of decisions



Skills

- Future skills dimension is essential
- Horizon scanning recognized as a very valuable tool
- Tool needs inputs - projects like MUNROS provide data / evidence
- The need for public health management is demonstrated.
- Capacity of Schools for public health in EU are far below critical level



Working conditions

- Are recognised as a major mobility trigger and employment concern
- More study needed on this topic to build on retention and employment policies
- Sending countries urgently need better pictures of the workers perspective

Planning & Opportunities

- Growth & Potential of Health Sector is recognised
- HWF is the engine of sustainable and future minded Health systems
- Need for data and common terminology is universal (also outside EU)
- Employers should be represented as well as stakeholder
- Prepare for within 20 years
- Impact of IT is underestimated
- CPD needed for flexibility

Health Care evolutions

- Health care to be safe, effective, efficient, patient centered, timely and equitable
- Accessibility is key on equity
- Investing in HWF is cost effective
- The need for health care is growing, but the funding is not
- Health must plan the shifts induced by crisis and policy ambitions, and support HWF reorganisation



Joint Action work

- Platform is active
- Pilot projects of major importance for applied results and improvement of knowledge
- Call for expanding the academic involvement
- Call for more applied pilots
- JA tools (like Horizon Scanning CAN be used by all countries
- JA output slowly moving into political territory seeking for commitment on supporting production and using evidences



EU Agenda

- Multisectorial challenges are recognised.
- Employment agenda is important and HWF specificity calls for flexibility
- Supporting cooperation is key
- Call for further temptatives to harmonise & processes (Esco, Skills, Governance, ...)
- Weak connection between policies on EU level, national level and hospital level
- Build a Europe of Hope and opportunities

Conclusions of the conference (Day 2 – PART 1)

PILOT PROJECTS

PLANNING

GOALS

POLICY ACTIONS

FORECASTING
TOOLS

DATA SET

ORGANISATION

Country example Belgium
on data

Country example
Netherlands on modelling

Conclusions of the conference (Day 2 – part 1)

- PLANNING
 - For the countries candidates for implementation: **just start!**
 - For the countries advanced in planning : **look what other** planning systems **are doing** and “copy” their successful practices.
 - For everyone: planning HWF is **feasible** and **networking** is the real “good” solution.
- BUILDING A BOOK OF KNOWLEDGE **TOGETHER** SHOWS TO BE A SUCCESS

Conclusions of the conference (Day 2 – part 1)

- PLANNING LOOKS COMPLEX ...
 - BUT THE FIRST EASY STEPS ARE COMMON SENSE AND WORTH DOING
 - THE SIMPLE METHODS ALREADY PROVIDE GOOD VALUE

- WE HAVE MANY DATA FROM DIFFERENT SOURCES
 - THERE ARE SOLUTIONS FOR PRIVACY PROTECTION
 - THERE ARE SOLUTIONS FOR INTEGRATION OF DATA
 - THERE ARE WORK AROUND FOR ASSESSING EVEN DIFFICULT DATA LIKE FTE

Conclusions of the conference (Day 2 – part 1)

- JOINT ACTION OPPORTUNITY
 - One more Italian region wants to participate to the pilot projects.
 - The pilot projects are an answer to the urgent need for a common methodology.
 - Need to integrate what we are doing on EU level and needs felt at national level.
- PILOT PROJECT
 - The pilot projects, bringing theory into practice are very ambitious, but also a great opportunity for both PT and IT. Ambitions are of 3 steps: analyzing the current situation, identifying imbalances and assess drivers of policy.
 - Decisions need to be taken at national level too; politics need to be involved.
- DIALOGUE
 - The involvement of stakeholders is crucial, but takes also time.
 - The dialogue between the Ministers of Education and Health should be continued
- LONG TERM
 - Need to take into account the changes in new technologies, focus on long term to create strategies

Conclusions of the conference (Day 2 – part 2)

- INTERNATIONAL MOBILITY
 - Taking a picture of the mobility situations is worth the investment and participates in the first step of planning.
- WHO CoP
 - *The WHO Code is much broader than ethical recruitment, more attention needed for integration and fair treatment of foreign health personnel.*

VARIOUS CONCLUSIONS DESCRIBED IN EU CONTEXT

- Further awareness raising on WHO code is necessary
- JA 12 statements, containing concrete recommendations to be disseminated from March 2015
- Some “big recruiter” MS counted paid effort to avoid recruiting from countries w. critical shortage.
- Governments have own responsibility in implementation of WHO code, and thus in engaging stakeholders.
- Creating fair, equitable working conditions in the source country is necessary.
- Automatic monitoring of mobility is to improve.

Conclusions of the conference (Day 2 – part 2)

- COUNTRY CASES

- TO BE DEVELOPED NEXT WEEK

JAHWF shows the added value of EU networking, but that is not enough – political commitment only can ensure sustainability

We have all we need to start analysing and planning, it just needs simple approach and enhanced willingness

Changing HWF in a changing environment

Migration is both opportunity & threat – monitoring and usage of good practices are awaited

Need to study the future perspective, not underestimates the technology changes, demographic changes and others.



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**Thank you for your
participation at our
Conference**



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