

Joint Action on Health Workforce Planning and Forecasting

Presentation of the Joint Action status
to the sectoral social dialogue meeting
for the hospital sector

Eng. Michel Van Hoegaerden, Programme Manager - October 23d, 2013



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REMINDER: GOALS OF THE J.A.



- Current HWF shortages
- Rising need for care
- Rising health care costs



- Changing demographics
- Working conditions
- Mobility of HWF

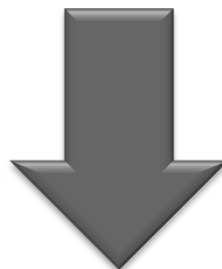


**Health
Workforce Planning
is crucial !**

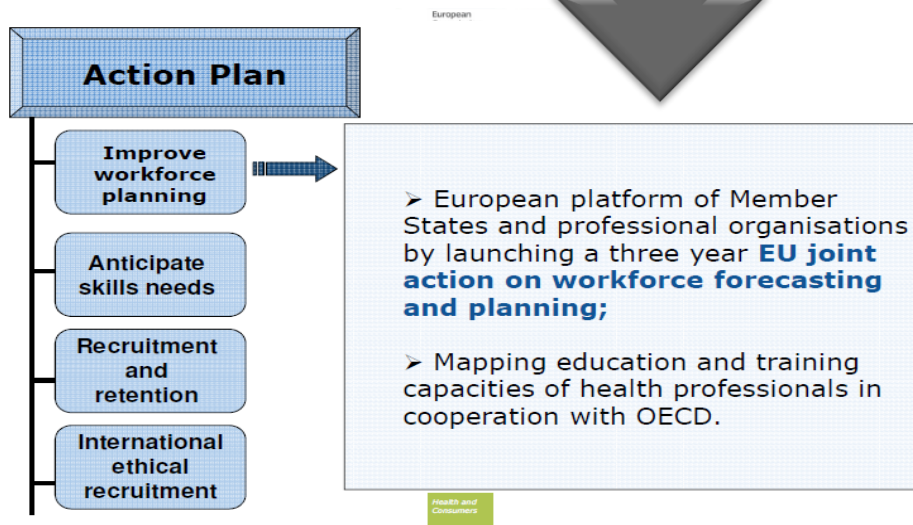


REMINDER: GOALS OF THE J.A.

- Great variety in HWF planning methods across MSs
- Great variety in HWF planning levels across MSs
- Sharing and exchanging practices will support MSs capacity in HWF Planning

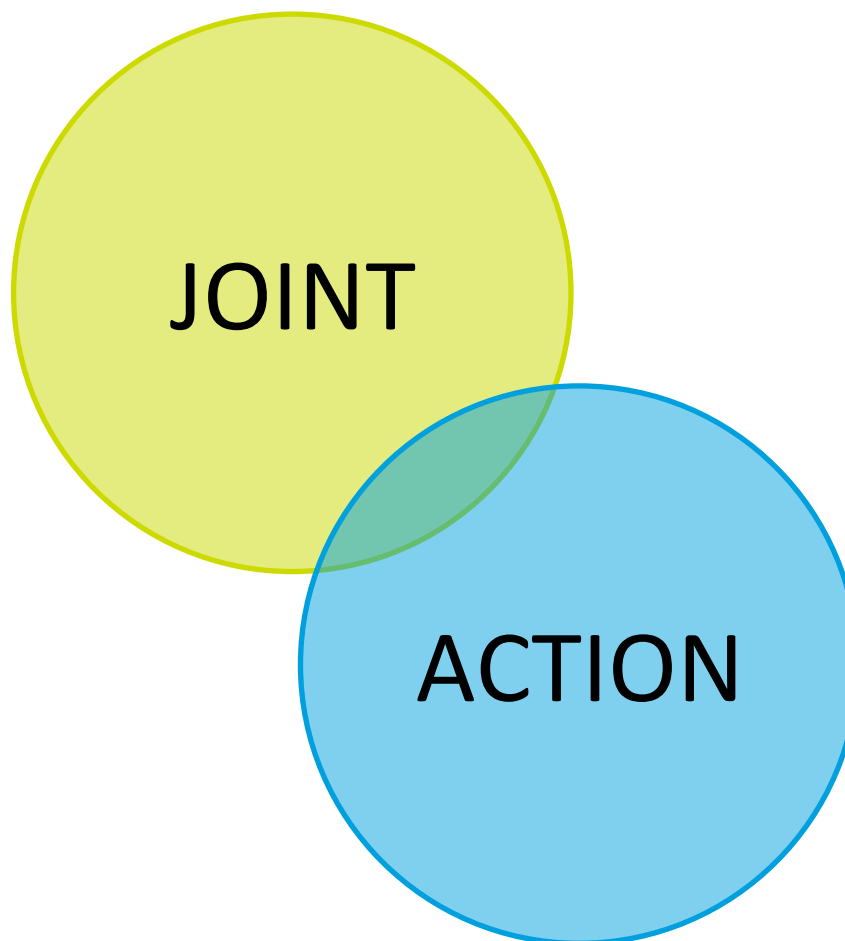


2012: EU Action Plan for the Health Workforce



REMINDER: GOALS OF THE J.A.

- Sharing Knowledge
- Working together
- Exchange between Member States, Professional organizations, and many other stakeholders



- Useful output
- Tangible outcome
- Focus on practice



REMINDER: GOALS OF THE J.A.

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



Our specific JA HWF objectives

Increased knowledge :

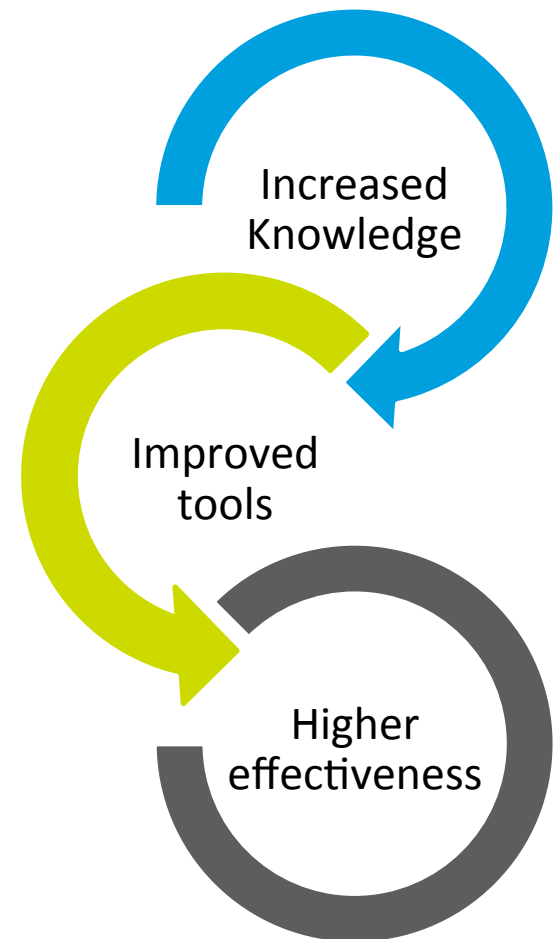
- Better understanding of terminology
- Updated information on mobility trends
- Estimation of future skills and competencies needed for the HWF

Improved tools:

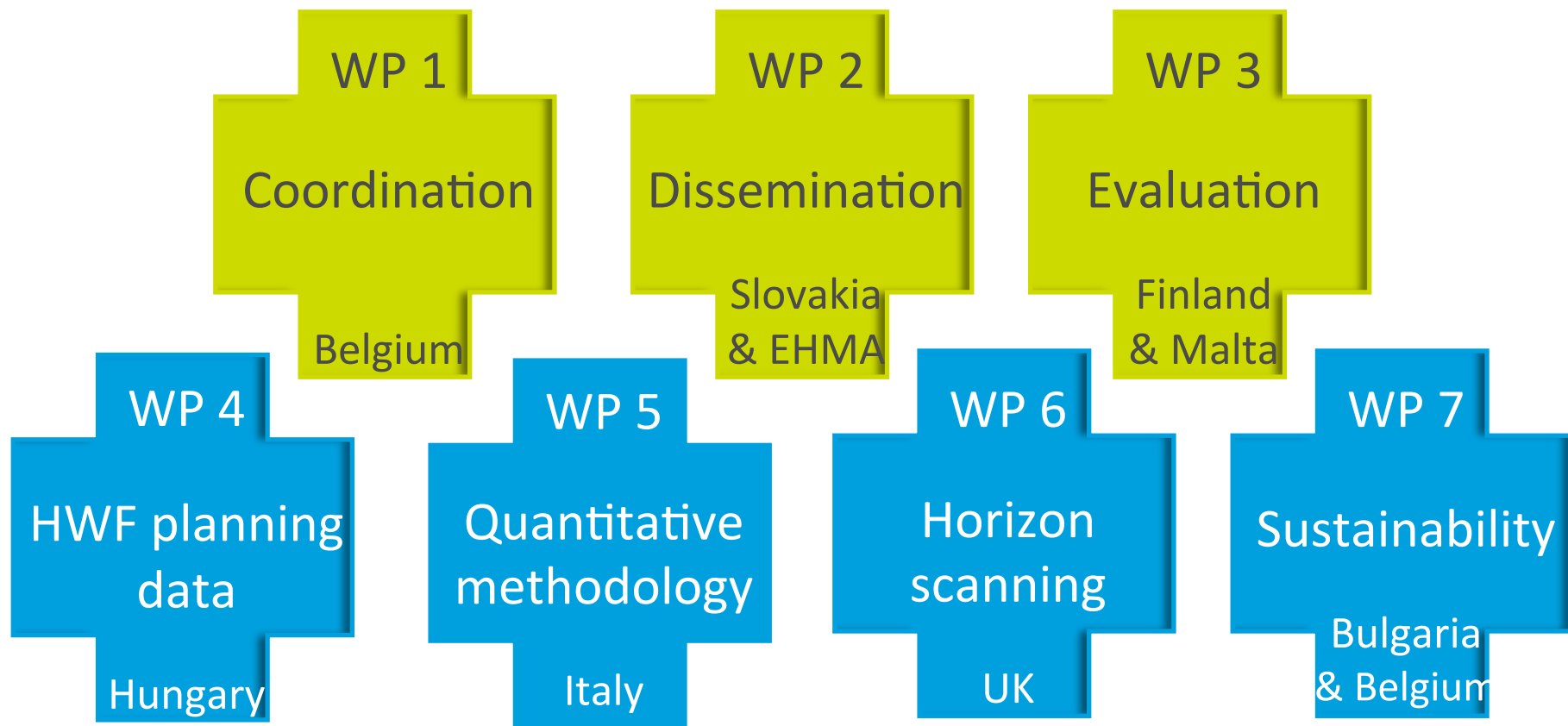
- Guidelines on quantitative and qualitative planning methodologies
- Platform for cooperation to find possible solutions on expected shortages

Higher effectiveness:

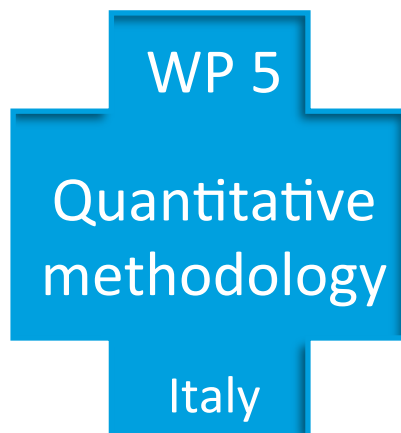
- Better monitoring by access to timely data
- Increased quantitative and qualitative planning capacity
- Higher impact of HWF planning and forecasts on policy decision making



JA EUHWF STRUCTURE



Our JA HWF core work packages



- Terminology mapping
- Mobility data
- HWF planning data

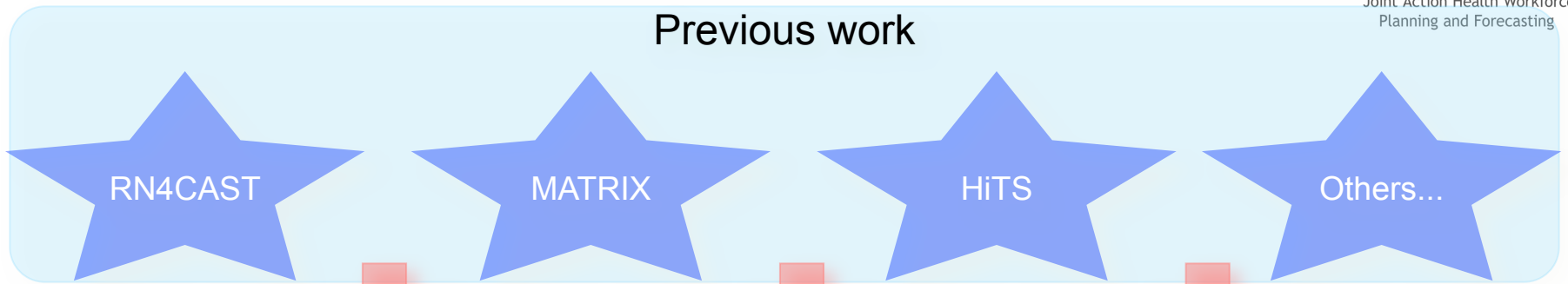
- Minimal data set
- Quantitative planning methodology
- Pilot project

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

- Network of experts
- Policy advice
- Technical recommendations



J.A. HWF – Full picture



DATA

PLANNING

RECOMMENDATIONS

WP4: Common terminology dictionary

WP5: Minimal common data set

WP4: Best practice of Data collection

WP4: Refreshing Data

WP4: Specific Data Collection on Mobility

WP5: Review of literature

WP5: Cookbook of Best Practices & guidelines to implement planning

WP5: Try out on 2 countries

WP6: Guidelines on horizon scanning

WP6: Try out on 1 country

WP4&7: Recommendations on data collection

WP4&7: Recommendations on mobility

WP5,6 & 7: Recommendations on planning methodology

WP7: Recommendations on **further actions**

WP4: Specific recommendations on Mobility

Joint Action EUHWF

Together
creating the foundations of a
collaborative platform



Further actions

Are we progressing?

Yes, we are!

- Huge enthusiasm and impressive number of partners (30 associated & 25 collaborating ... with raising numbers)
- Attendance to all meeting above expectations
- 2013 : Minimal planning data set (WP5)
- Early 2014 :
 - Results of WP4 & WP6 surveys
 - First WP7 recommendations
 - First WP2 / WP7 inventory of stakeholders & experts



Specific review of some Work Packages



Work Package 4: Better data for better planning

WP4 Context

- The work carried out in the Work Package 4 of the Joint Action is intended to provide key building blocks for health workforce planning and forecasting systems, by contributing to a better understanding of health workforce data available at Member State and European levels



The specific objectives for Work Package 4 are:

- Analyse the differences between the Joint Questionnaire data definitions and the actual contents of data supplied by MSs participating in WP4
- Having a better understanding of HWF mobility in Europe by mapping available data
- Understanding what data countries have available and what they still lack for health workforce planning

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MANAGEMENT
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Work Package 4: Better data for better planning

Working with HOSPEEM

- WP4 welcomes feedback and involvement by HOSPEEM:
 - **Literature review** – Literature review to identify major challenges concerning HWF terminology in Europe as well as contributions to mobility data mapping
 - **Discussion on the applicability of the WHO Code** on International Recruitment of Health Personnel mobility on European HWF mobility, taking into account the existing codes

WP4 overall progress to date

- **D041** - Report on terminology, conformity of data structures and data definitions
- **D061** - Baseline on available data in DG MARKT, feasibility study, MovHProf, Health Prometheus, RN4cast
 - **For D041 and D061:** Survey sent out to partners in the WP4, submission deadline: 10th December, Literature review also started
- **D062** - Report on the implications of WHO Global Code of Practice on mobility: Initial meetings have started with WHO to prepare discussions, and first workshop scheduled for January where current players are very welcome



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Work Package 6: Horizon Scanning (WP6)

WP6 Context

- Changes in health systems design, delivery and demographics have a significant impact on the health workforce. In order to do effective workforce planning, these changes need to be identified and considered in a systematic way using long-term strategic thinking and planning.

Challenge for WP6

- The key challenge of work package 6 is to identify best practices in **qualitative workforce planning methodologies** from across MSs and stakeholder groups and apply this learning to understanding future skills and competency requirements across Europe for the health workforce.

The specific objectives for work package 6 are:

- Objective 4: Identification and classification of the various methodologies used to do qualitative health workforce planning across member states.
- Objective 5: Estimation of future skill and competencies needed in the health workforce over the next 20 years.



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**HORIZON
SCANNING**

Work Package 6: Horizon Scanning (WP6)

Working with HOSPEEM

- WP6 have welcomed feedback and involvement by HOSPEEM so far:
 - **Expressions of interest and support** where HOSPEEM are able and their ongoing receipt of our WP6 communications

WP6 overall progress to date

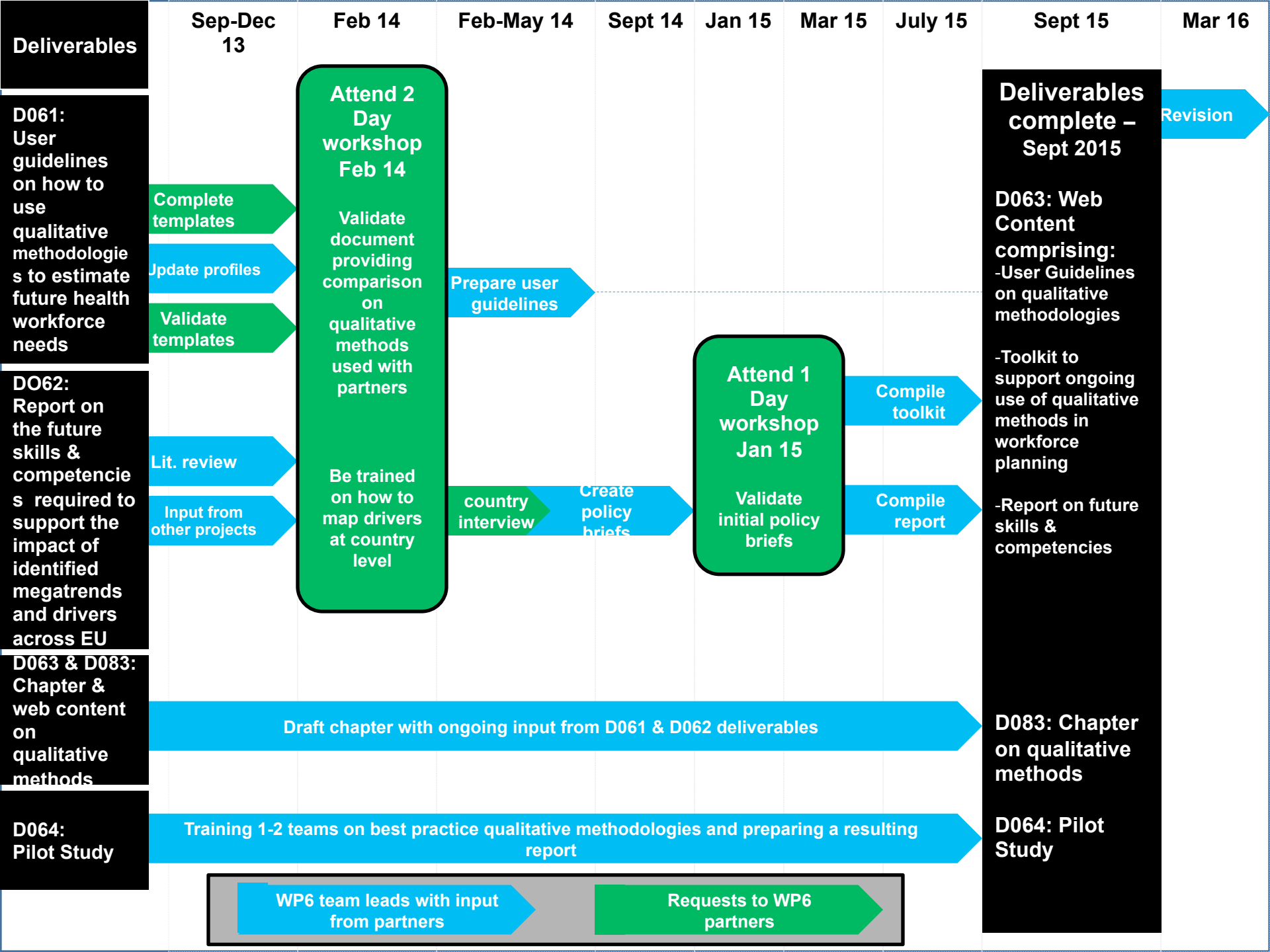
- **D061** - templates on qualitative methods of workforce planning used by partners received and returned to partners for validation by 2nd October
- **D061** - updated Matrix feasibility study WP6 country profiles and issued for validation with each country
- **D062** - Literature review on identifying megatrends completed and being reviewed by partners
- Third communication from WP6 sent out to partners , date and location confirmed for WP6 workshop - **10-11 February 2014** in London, UK
- **M2, (D061,D062)** produced outline of chapter on qualitative methods - submitted to WP1 as official milestone on 7th October for discussion at WP Leaders meeting 25th October before further dissemination
- **Ireland – Department of Health** have joined WP6 as a collaborating partner



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**HORIZON
SCANNING**



Work Package 6 Partners

| WP6 Associated partners | | WP6 Collaborating partners |
|---|--|---|
| UK – Department of Health & CfWI | Netherlands – Ministry of Health & Capaciteitsorgaan | International Organization for Migration |
| Belgium – Federal Public Service Health | European Federation of Nurses Association | Republic of Moldova |
| Spain – Ministry of Health | European Hospital and Healthcare Federation | Federaal Planbureau Belgium |
| Finland – Ministry of Social Affairs and Health | Pharmaceutical Group of the European Union | European Network of Medical Competent Authorities |
| Iceland – Ministry of Welfare | European Union of Medical Specialists | European Union of General Practitioners (UEMO) |
| Greece – Ministry of Health | Slovakia – Ministry of Health | European Hospital and Healthcare Employers' Association (HOSPEEM) |
| Germany – University of Bremen | France – Ministry of Health | The Norwegian Ministry of Health and Care Services |
| Hungary – Semmelweis University, Health Services Management Training Centre | Council of European Dentists | European Federation of Public Service Unions (EPSU) |
| European Health Management Association | Standing Committee of European Doctors | European Health Futures Forum (EHFF) |
| | | Ireland – Department of Health Kassenärztliche Bundesvereinigung National Association of Statutory Health Insurance Physicians (NASHIP) |

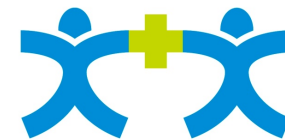


Dissemination (WP2) & Sustainability (WP7)

- WP2 produced an inventory of the stakeholders
 - Phase 1: inventory in all associated partner's countries.
 - Phase 2:
 - collection of position papers
 - Inventory of international organizations
 - Phase 3: Together with WP7 and long term : Interview of Major Stakeholders (starting next week).

Dissemination (WP2) & Sustainability (WP7)

- WP7
 - Will provide a first list of experts and a proposal for establishing a EU network.
 - Will provide first draft of major stakeholders opinions as orientation for recommendations on sustainability and next actions
 - Based on:
 - Stakeholders input, Stakeholders forum (organized together with WP2), Experts opinions, Position papers.



Joint Action Health Workforce
Planning and Forecasting

Save the date



JAN
**28 -
29**

Plenary Assembly Meeting
Conference & Stakeholder meeting on
Health Workforce Planning and
Forecasting

Bratislava

FEB
**10 -
11**

Horizon Scanning workshop

London

March
6 - 7

Data Workshop

Utrecht



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Main source of Information

Website

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

Contact information

Email

EUHWForce@health.belgium.be or using the contact form on the website



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Thank you for your attention !



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