

Joint Action Health Workforce
Planning and Forecasting



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Joint Action on Health Workforce Planning and Forecasting

Steering Committee
European Observatory of Medical
Demography
French Medical Council

Tina Jacob, Project Officer Joint Action
Brussels, 20 June 2014



Funded by
the Health Programme
of the European Union

Background (1)



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



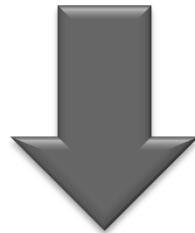
- Changing demographics
- Working conditions
- Mobility of HWF



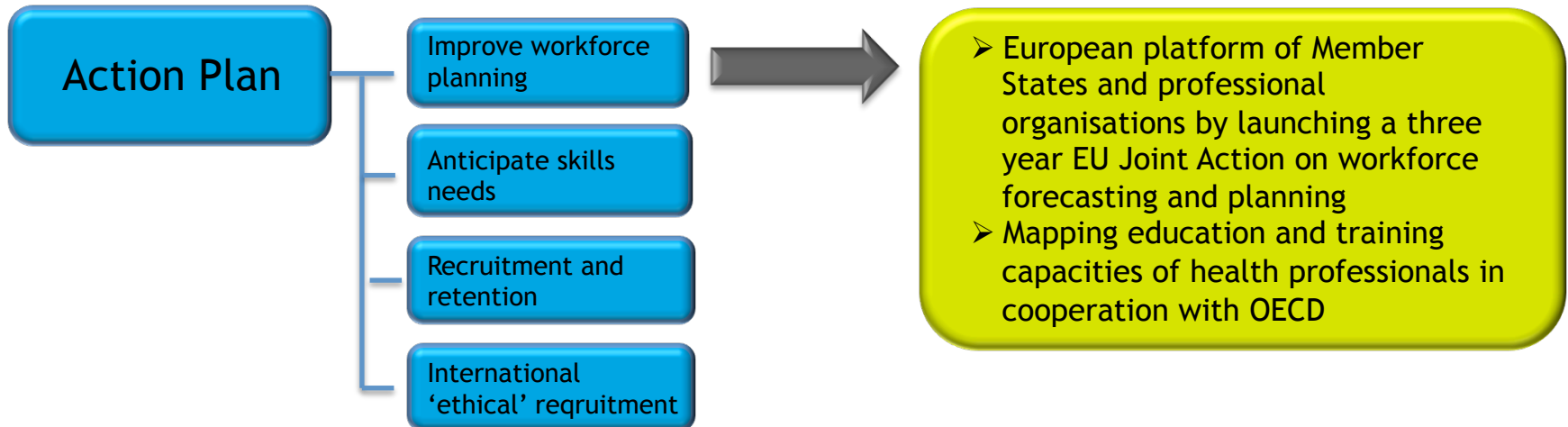
Health
Workforce
Planning
is crucial !

Background (2)

- 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

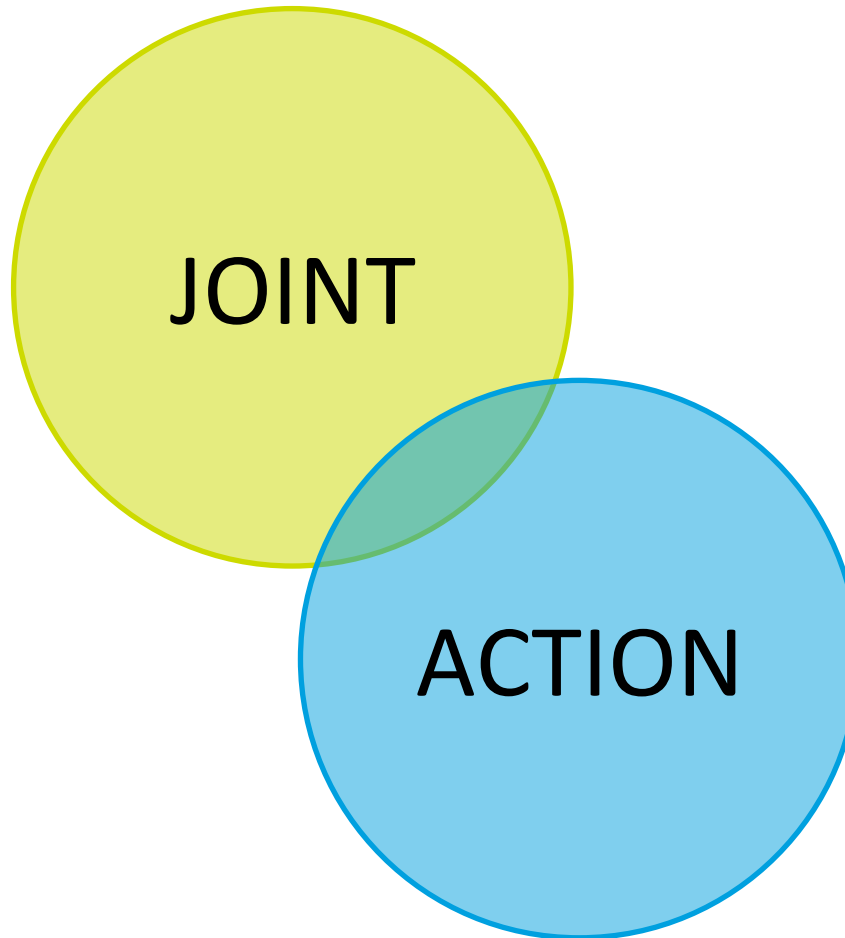


2012: EU Action Plan for the Health Workforce



The JA EUWHF (1)

- Sharing Knowledge
- Working together
- Exchange between Member States



- Usable output
- Tangible outcome
- Focus on practice

The JA EUWHF (2)

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 :

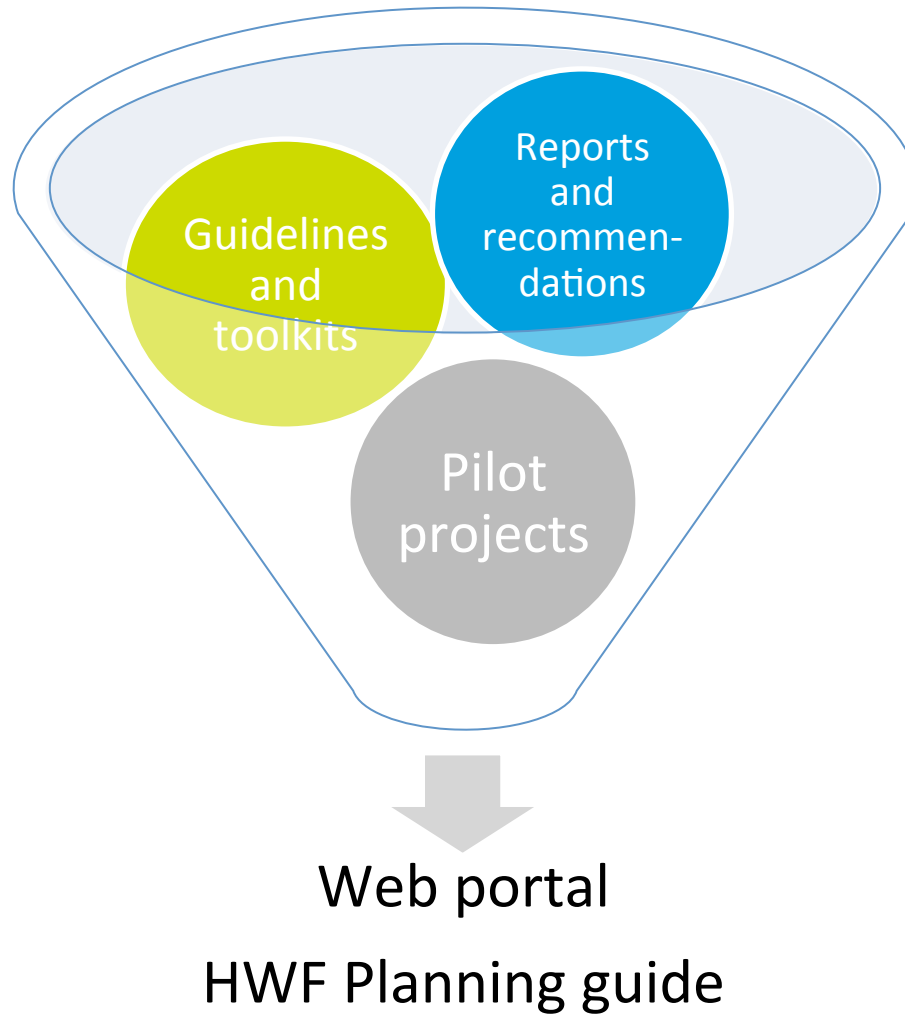
- doctors
- nurses
- pharmacists
- dentists
- midwives



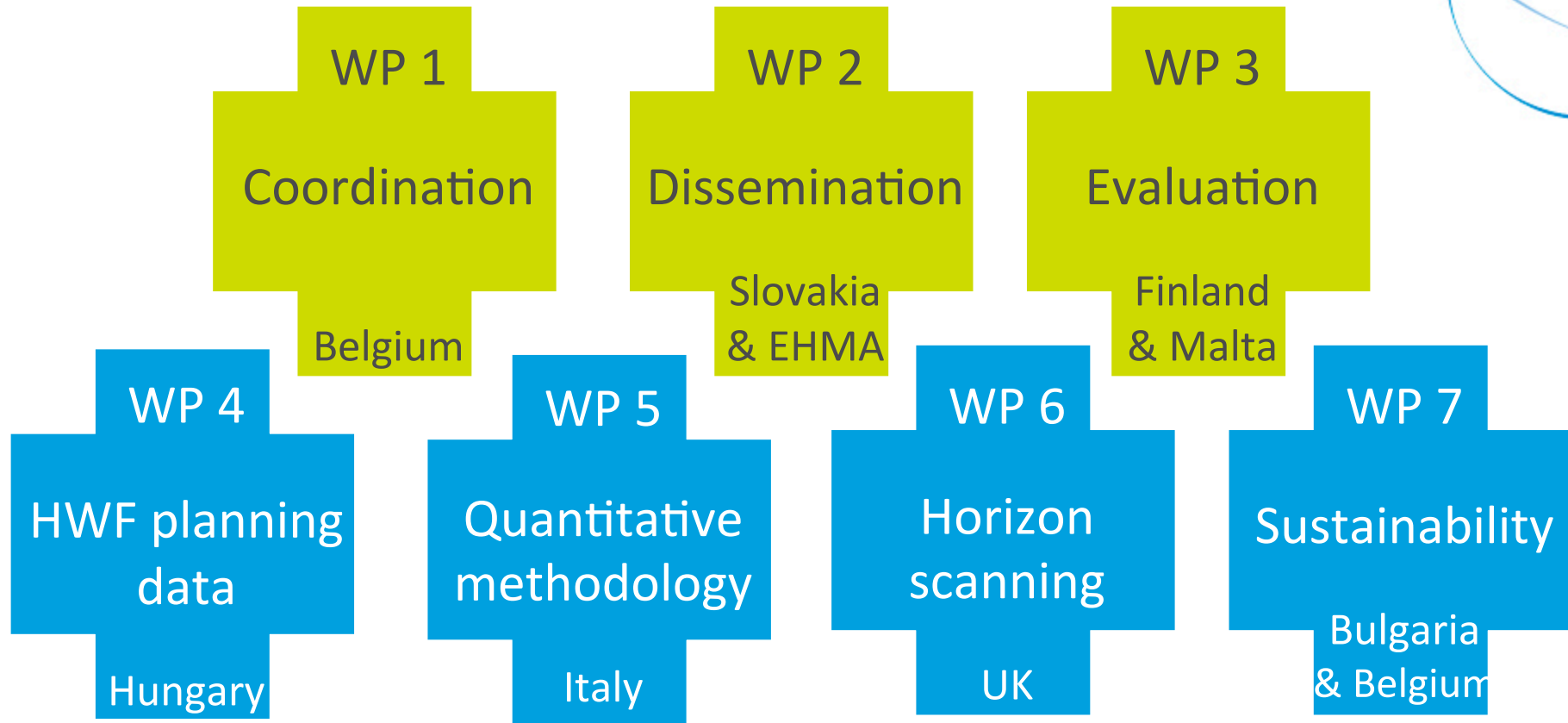
Starting date:
April 1st 2013

Duration:
3 years

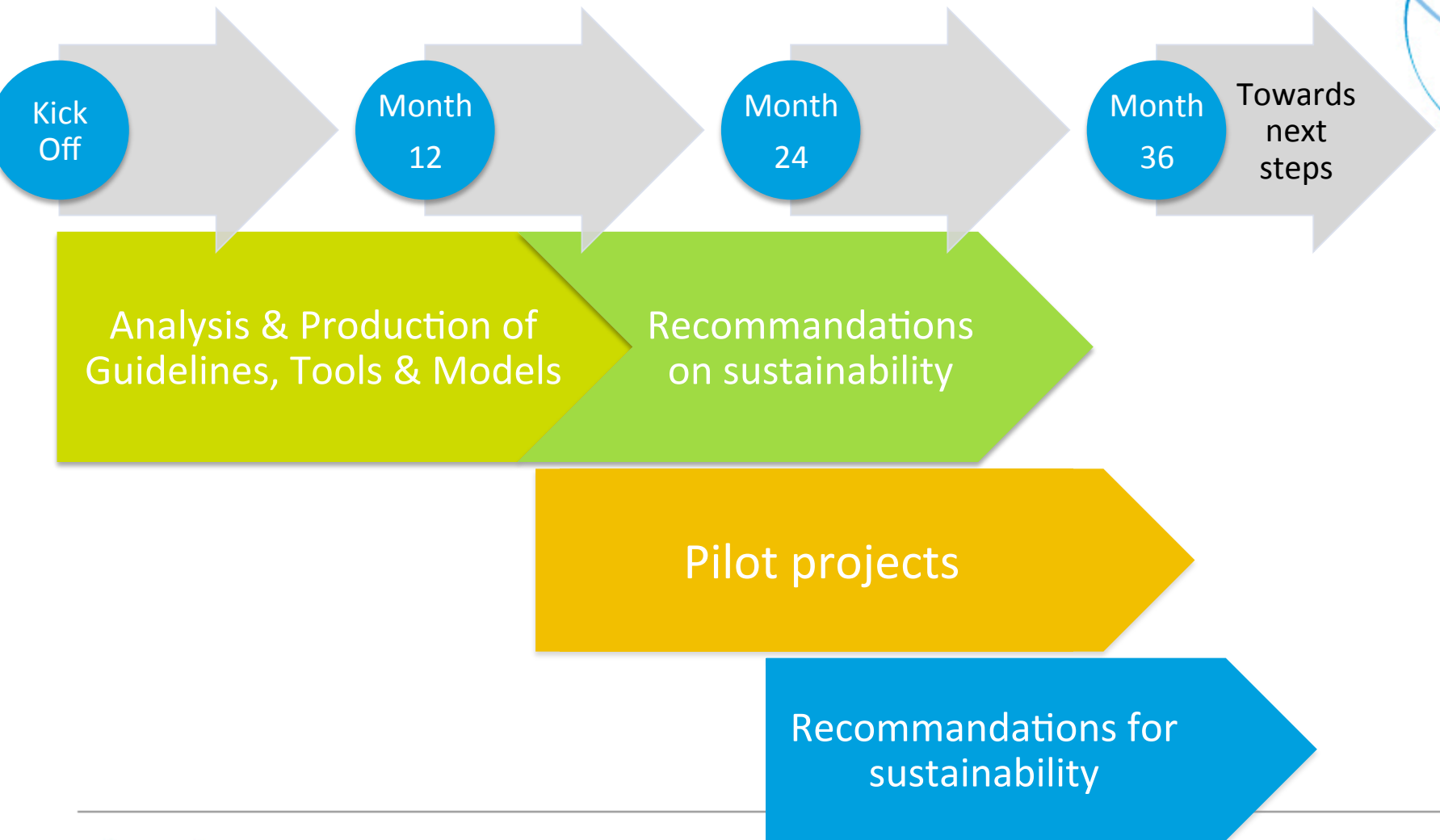
The JA EUHWF : Tangible outcome



The JA EUWHF : 7 work packages



The JA EUHWF : Planning



The JA EUHWF : Progress

Raising number of partners
High attendance of meetings

2013 :
Minimal data set (WP5)

2014 :
Report on terminology mapping (WP4)
Handbook on planning methodologies (WP5)
Guidelines on estimating future needs (WP6)
Inventory of experts (WP7)

The JA EUHWF : Core Work package 4



- **Terminology mapping:** Create better understanding of terminology
- **Mobility research:** Provide updated information on migration and mobility trends of the HWF
- **HWF planning data:** Work towards a more effective monitoring of human resources for health by providing information on data gaps and difficulties in collecting and using data for planning purposes.

- Report on terminology mapping
- Report on mobility data
- Report on HWF planning data

Plenary Assembly - Bratislava (28 January 2014) (1)

The **objectives** of the plenary assembly meeting are :

- informing of the deliverables approved by the executive board and making sure that the partners support those products
- discussing the strategic dimension of the scope and of the way the joint action is filling it

Core Deliverable presented (1):

- Deliverable D051 - **Minimum data set**: Agree on minimum data requirements for quantitative health workforce planning and forecasting

Plenary Assembly - Bratislava (28 January 2014) (2)

Minimal Data Set in an overall JA perspective:

- **WP4 presented the connections between WP4 work and the MDS**
- WP6 presented first insights in how a future MDS can include qualitative data

Next steps:

- **Gap analysis occurring between MDS and WHO/OECD data collection**
 - **Report on HWF planning data (D043)**
- The use of the MDS in the “good practices” of planning methodologies
 - **Handbook on Planning Methodologies (D052)**
- How MDS can be used in the pilot project on planning
- The MDS update on the light of the choice of the methodology of the pilot project
 - **Report on Pilot Study Experience (D054)**

WP4 Meeting in Utrecht (6&7th March 2014)

WP 4

HWF planning
data

Hungary

In preparation for:

- Report on terminology mapping (D041)
- Data on Health Workforce Mobility (D042)

Meeting minutes available on our JA website

Proposed conclusions of inputs on **TERMINOLOGY**, regarding:

- the purposes of JQ data collection
- the scope and contents of the JQ data collection
- practical recommendations to improve data collection

Proposed conclusions of inputs on **MOBILITY**, regarding:

- harmonisation of definitions and approaches on HWF mobility types, definitions and indicators
- cooperation and coordination of all different stakeholders
- possibility of EU level registry on various information on mobile HWF
- ethical recruitment of health workforce (WHO Code)

Executive Board (4th June 2014) (1)

Mission of the Executive Board :

- The Executive Board has the major task to approve the deliverables, allowing the related work packages to proceed further, and allowing the deliverables to be scheduled on the next Plenary Assembly
- The Executive Board also reviews the plan, budget and scope of the JA EUHWF, and is allowed to take decisions on making minor to average changes that do not change the high level terms of the contract

Core Deliverables discussed (2):

- WP6: User Guidelines on Estimating Future Needs
- WP7: First List of experts

WP4 - Next Steps



Upcoming deliverables:

- Report on terminology mapping (D041)
 - **Delayed** until October 2014
 - Will be presented at Conference Rome (Dec. 2014)
- Report on Mobility Data → March 2015 (M24)
- Report on applicability of the WHO code for ethical recruitment*
 - December 2014 (Conference Rome)
- Report on HWF planning data
 - September 2015 (M30)

Upcoming workshops WP4

- Workshop on Mobility Data and on Data Gap Analysis: October 2014, Budapest
- Workshop on Data Gap Analysis - Preparing Recommendations: May 2015

WP7 - Importance of collaboration

WP 7

Sustainability

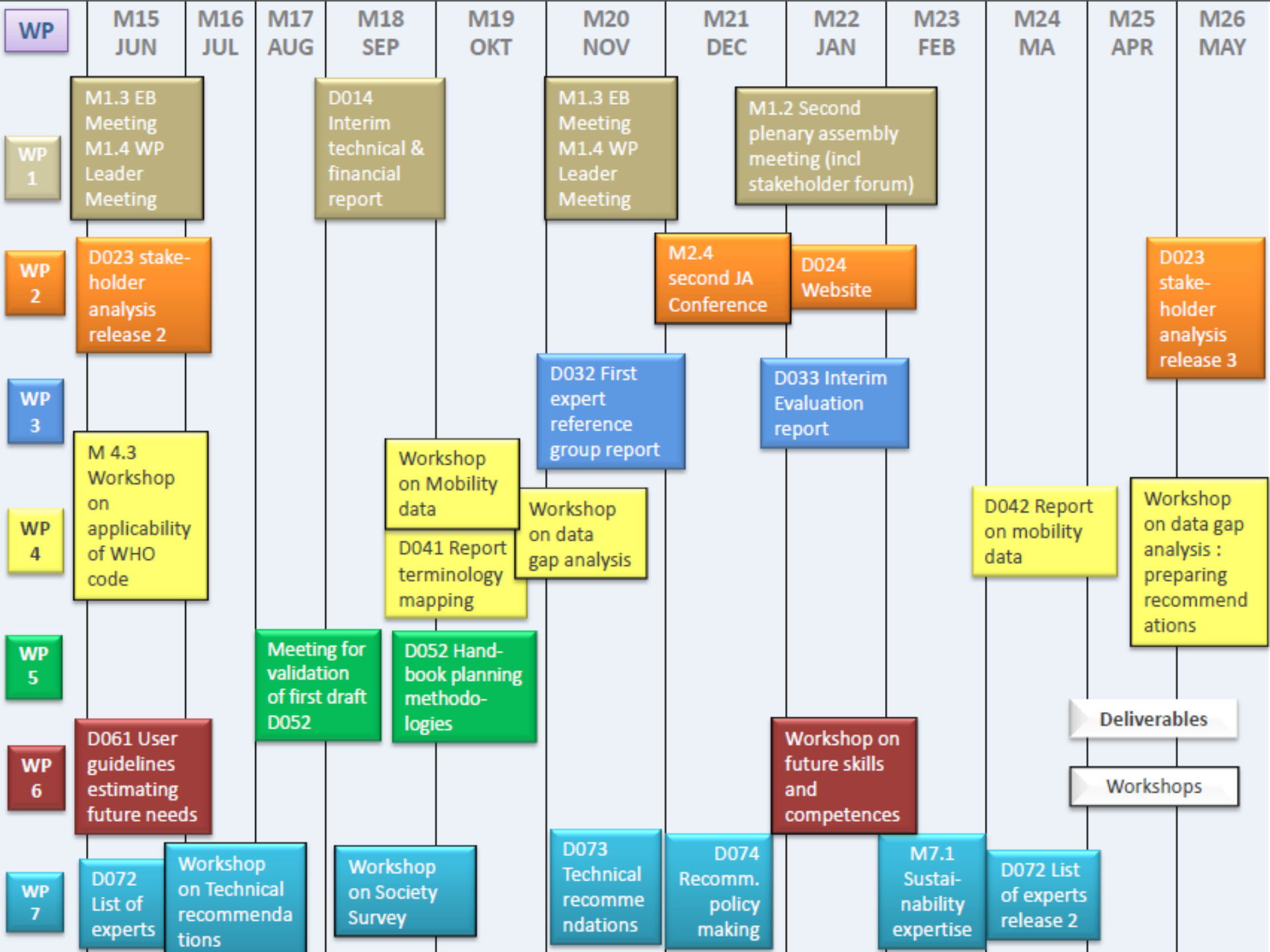
Bulgaria
& Belgium

List of experts

- In progress
- Still possible to register to be part of the network
- On base of self-assessment of expertise

Sustainable health workforce monitoring:

- Your point of view is important to us
- JA would like to have your point of view on sustainable health work force monitoring



The JA E UHWF : Save the date



OCT
20&21

WP4 Workshop on Mobility Data &
HWF Data Analysis

Budapest

DEC
4&5

Joint Action Conference, Stakeholder
forum & Plenary meeting (under the
Italian Presidency)

Rome

The JA EUHWF : More information

Website

<http://www.euhwforce.eu/> (temporary)

Email

EUHWForce@health.belgium.be

Thank you for your attention !

