

**Joint Action on European Health Workforce
Planning**



Sustainability Joint Action:

- Technical &
- Policy recommendations

EU Expert Group Meeting

17th June 2015

Brussels

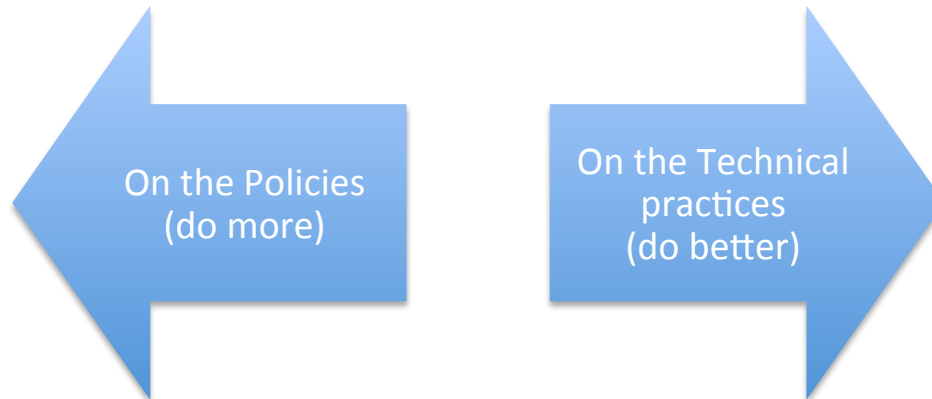
Introduction

- It is an indisputable fact that the availability of enough health professionals, their qualification and the conditions for their continuous support and increase, are essential for the provision of on time and quality health service to the population.
- Unfortunately, along with the other serious imbalances in the health system in the countries in the EU, the insufficient medical personnel in territorial and professional aspect, creates many difficulties.
- The imbalances are worsened by unplanned production, important migrations, demographic changes and many other factors. A limited set of policies and action can nevertheless improve the figures.
- **Planning is enabling the policy and technical dialogue based on reliable scenarios of future evolution**

Joint Action MUST DO :
Ensure the sustainability of the results of the
Joint Action and proposal of new projects

Sustainability strategy in a nutshell

- Have **impact** on the Health Workforce MSs practices through :
 - A credible and prioritized presentation of recommendations
 - Dialogues preparing for national and international adoption of good practices and new projects
 - A community of experts further exchanging on Planning discipline and supporting the policies & projects

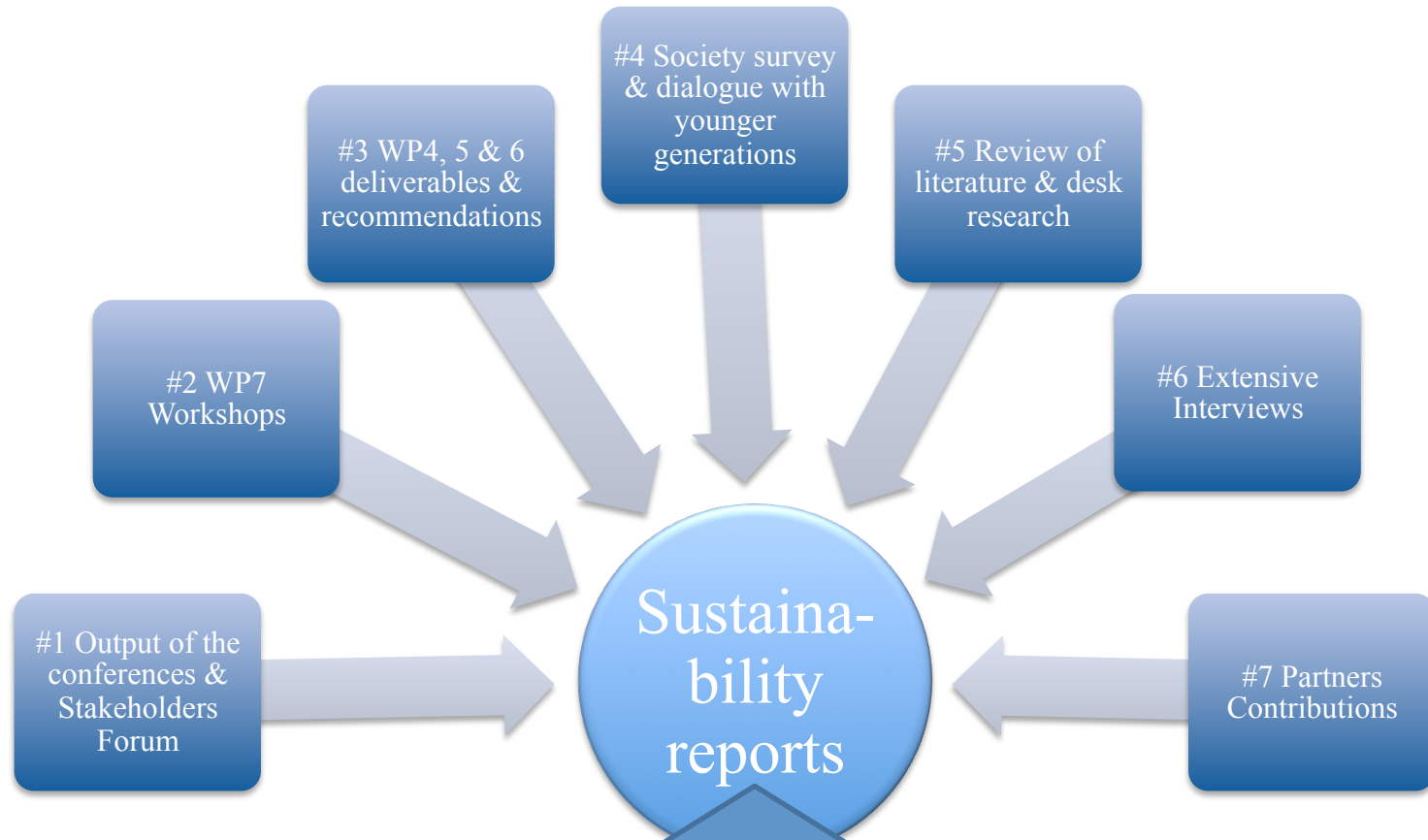


How can
the Joint
Action on
Health
Workforce
Planning
and
Forecasting
help you
address...



... the
challenges
of Health
Systems in
Europe?

METHODOLOGY



Structured presentation of the main messages with special attention to the feasibility and added value

Final reports

Grouping the messages

Structured presentation of the main messages with special attention to the feasibility and added value



5 Policy headers structure for sorting out all the material



8 Technical headers structure for sorting out all the material

- Supported policy recommendations from Joint Action material

- Supported by technical recommendations (e.g. tools, instruments) from Joint Action material

Joint Action POLICY RECOMMENDATIONS

Policy recommendations should convince decision makers to start and/or improve Health workforce planning and forecasting.



Link to the EU agenda for sustainable health systems.

5 Policy headers structure for sorting out all the material



EUROPEAN
UNION
PROGRAMME OF COOPERATION
IN THE HEALTH FIELD

Joint Action on Health Workforce Planning & Forecasting
Work Package 7 - Sustainability



KU LEUVEN



KNOSTER MODEL



A STRATEGY TO INDUCE
CHANGES

THEREFORE WE USE THE
KNOSTER CHANGE MODEL

HEADERS FOR A SUSTAINABLE CHANGE:

VISION – SKILLS – INCENTIVES – RESOURCES – ACTION PLAN

Joint Action Policy recommendations

DRAFT 5 HEADERS

1. To improve health systems and address health inequities across Europe, **governments** should **cooperate at European and international level** on all the dimensions for sustainable health systems through health workforce planning (e.g. impact of migration, healthcare reforms, promote gender equity).
2. To **ensure sustainability of the healthcare systems** in Europe and proactively act on health risks and imbalances of health workforce (e.g. cross border mobility), **governments** should invest in improving their **health workforce planning and forecasting** to deliver high quality care, which is accessible and effective.
3. To professionalise health workforce planning, **governments** should invest in **capacity building**, requiring specific training and advanced (inter)national labour market intelligence (data & analysis).
4. To encourage sustainable health workforce planning, **governments** in Europe should invest in a **permanent network of experts** in collaboration with educational bodies, civil society and professional organisations.
5. To implement new health policies, **governments** should ensure to **incorporate health workforce dimensions** in developing and pursuing evidence-based **action plans** with systematic involvement of the relevant stakeholders from health, education, finance and employment.

Vision

Incentive

Skills

Resources

Action Plan

Joint Action TECHNICAL RECOMMENDATIONS

Technical recommendations aim at enhancing the current methodologies for planning. In order to do that, they require a strong projects understanding of the planning and forecasting process and sound technical knowledge.



Technical recommendations articulates on the policy recommendations



8 Technical headers structure for sorting out all the material



DRAFT TEXTS :

To **improve the use and comparability of data & information** in health workforce planning and forecasting, ...

To **incorporate health workforce policies** in all relevant policies/projects, ...

To **start health workforce planning and forecasting** ...

To **advance health workforce planning and forecasting**, ...

To better **anticipate the competences (knowledge, attitude and skills)** needed for complex healthcare, ...

To **improve the expertise** on health workforce planning and forecasting, ...

To **develop mechanisms addressing cross-border mobility** issues ...

To **benefit from experiences** on health workforce planning of other countries, ...

Policy & Technical Headers Process

Current status

Draft Headers (5 policy & 8 technical) presented in Madrid

Consultation among all associated partners

Ongoing:
Processing the 19 responses

Consultation results:

- Mainly positive
- Many proposals on all 5 policy headers
- Less proposals on the technical headers / 5 of them with low comments

Proposal #1

2d Consultation on revised headers among the EU EXPGROUP

Processing of the responses and submission to the JA Executive Board (October)

Final presentation at the November meeting of the EU EXPGROUP

HIGH LEVEL FRAMEWORK

VARNA WORKSHOP
October 2015

DRAFT VERSIONS
EB October 2015

VARNA SEEHN WORKSHOP
& Conference
February 2016

FINAL VERSIONS & FINAL
GUIDE

EVENTS

Review of the Draft documents & WP7 proposals
Inventory of additional topic to handle
Discussions on WP7 literature review & lessons out of
previous unimplemented recommendations

Network of Experts proposal
Policy & Technical Recommendations

Applied recommendations for sending
countries and endangered health systems
Additional important next steps.

Network of Experts proposal
Policy & Technical Recommendations
Strategy for next steps

HIGH LEVEL FRAMEWORK

VARNA WORKSHOP
October 2015

Proposal #2

DRAFT VERSIONS
EB October 2015

Proposal #3

EVENTS

Review of the Draft documents & WP7 proposals
Inventory of additional topic to handle
Discussions on WP7 literature review & lessons out of previous unimplemented recommendations

Invitation to the Members of the EU ExpGroup to join the workshop in Varna and contribute to the major policy deliverables

**Network of Experts proposal
Policy & Technical Recommendations**

Reporting to and discussion at the EU ExpGroup of the sustainable networking on HWF Planning & Forecasting