models

PROCEDURES

MOBILITY

drivers

supply

FORECASTING

DOCTORS

planning

Health professions

nurses♪

dentists

GOOD PRACTICE

demand

PHARMACISTS

TOOLS

2013 /2015

Work Package 5
«Minimum data set» workshop
Milan, 19th and 20th of September 2013

The results of the first WP5 survey – an overview.

Paolo Michelutti– WP5

Joint Action on European
Health Workforce
Planning and Forecasting

How many templates collected?

TEMPLATE A + TEMPLATE B
sent on the 28° of July 2013 to 15 Partners representing 15 MSs

Up to now we have had answers from 14 Partners and 12 completed templates (both A + Bs)

THANKS TO ALL OF YOU!!!

What we asked in the template?

TEMPLATE A:
- ▸ A1 The professions in focus
- ▸ A2 Interactions between professions

TEMPLATE B:
For each profession (what the work involves, which problems are encountered, solution of problems)
- ▸ B.1) GOVERNANCE OF THE PLANNING SYSTEM
  - ◦ Specification of the profession
  - ◦ The objectives of the planning system (set outcome indicators)
  - ◦ Measure benefits of planning (outcome indicators)
- ▸ B.2) THE PLANNING PROCESS
  - ◦ National and regional legislation
  - ◦ Actors and organization of the planning
  - ◦ Organizational resources for planning
  - ◦ Definition of the model of forecasting / simulation
  - ◦ Set of reference values (targets for the planning process)
  - ◦ Forecasting (time horizon, frequency)
  - ◦ Determine actions for reaching the reference values

What we asked in the template?

TEMPLATE B:

▸ For each profession, analysis of each part of the model identifying the (institutional) stakeholders to involve and the useful / necessary information to collect and process.

  ◦ **Supply side**
    • Training
    • Migration
    • Labour force
    • Outflow
    • Job retention
  ◦ **Demand side**
    • Health production
    • Population needs

An overview of the planning system

Country	Professionals included in planning					
	Physicians	**Nurses**	**Pharmacists**	**Dentists**	**Midwives**	
1 Italy	1	1	1	1	1	
2 Netherlands	1	1	0	1	0	
3 Belgium	1	1	0	1	0	
4 Denmark	1	0	0	1	0	
5 Finland	1	1	1	1	1	
6 Germany	1	0	0	1	0	
7 Greece	0	0	0	0	0	
8 Hungary	1	0	0	0	0	
9 Iceland	1	1	1	1	1	
10 Poland	1	1	0	1	1	
11 Portugal	1	1	1	0	0	
12 Slovenia	1	1	1	1	1	
13 Spain	1	0	0	0	0	
	12	**8**	**5**	**9**	**5**	

What about planning the physicians / dentists / pharmacists?

TARGETS OF THE SYSTEM

Adapt the supply to the variations of the demand	**100%**
Guarantee a constant supply with the hypothesisi of a constant demand	**50%**
Adopt the supply to economic constraints	**33%**
Eliminate differences between cities and rural zones	**42%**
Give correct information in order to permit young people choosing the training pathway	**58%**
Increase the level of education of the population without considering the demand for professionals	**8%**
Adapt the demand to the forseen supply	**25%**
Other	**17%**
Indicators for monitoring the fulfillment of the goals	**17%**

What about planning the physicians / dentists / pharmacists?

SUPPLY SIDE (24 items)

Training (7 items): **79%**

Migration (3 items): **89%**

Labour force (9 items): **62%**

Outflow (4 items): **44%**

Retention (1 item): **25%**

Tot. Average: **66%**

What about planning the physicians / dentists / pharmacists?

DEMAND SIDE

Health production (8 items): **21%**

Population needs (6 items): **56%**

Tot. Avarage: **36%**

What about planning the physicians / dentists / pharmacists?

SUPPLY SIDE

And the most measured are…

1. Basic Training – Starting university (100%)

2. Immigration from abroad (100%)

3. Labour Force: Geographic level (100%)

What about planning the physicians / dentists / pharmacists?

DEMAND SIDE

And the most measured are...

1. Population size (67%)

2. Morbidity (67%)

What about planning the nurses / midwives?

TARGETS OF THE SYSTEM

Adapt the supply to the variations of the demand	**100%**
Guarantee a constant supply with the hypothesisi of a constant demand	**57%**
Adopt the supply to economic constraints	**43%**
Eliminate differences between cities and rural zones	**43%**
Give correct information in order to permit young people choosing the training pathway	**43%**
Increase the level of education of the population without considering the demand for professionals	**14%**
Adapt the demand to the forseen supply	**29%**
Other	**14%**
Indicators for monitoring the fulfillment of the goals	**14%**

What about planning the nurses / midwives?

SUPPLY SIDE (24 items)

Training (7 items): **65%**

Migration (3 items): **76%**

Labour force (9 items): **59%**

Outflow (4 items): **68%**

Retention (1 item): **14%**

Tot. Average: **62%**

What about planning the nurses / midwives?

DEMAND SIDE

Health production (8 items): **29%**

Population needs (6 items): **45%**

Tot. Avarage: **26%**

What about planning the nurses / midwives?

SUPPLY SIDE

And the most measured are…

1. Basic Training – Starting university (100%)

2. Basic Training – Graduated (100%)

3. Immigration from abroad (100%)

4. Labour Force: Age Structure (100%)

5. Labour Force: Geographic level (100%)

6. Retirement (100%)

What about planning the nurses / midwives?

DEMAND SIDE

And the most measured are...

1. Population size (57%)

2. Population age and gender structure (57%)

Next steps for deepening the existing planning systems

1. To pick up information from the other MS countries not involved in the WP5 → *knowledge brokers*

2. Exchange information with WP$ and WP6.

3. Reccomandionts from literature.

Now we are going to ……

TOOLS FOR THE MDS

Presented by Ragnar Gullstrand and Annalisa Malgieri