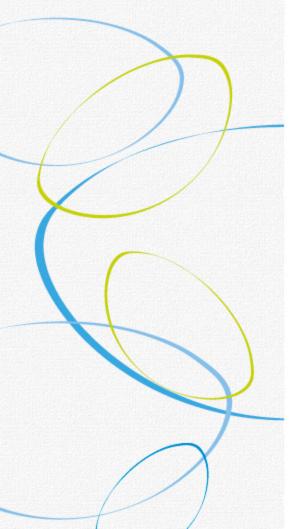


Joint Action Health Workforce Planning and Forecasting





# WP5: The Pilot Study

RAGNAR GULLSTRAND
Agenas

JA Workshop on Pilot Study Bratislava, 29<sup>th</sup> January 2014



## **WP5 - Objectives**

Create guidelines on quantitative HWF planning methodology and increased quantitative planning capacity



- 1. To assess the strengths and weaknesses of quantitative planning methodologies;
- 2. to build instruments for the promotion and dissemination of good practices.
- 3. Experience their effectiveness in some EU countries or regions.





#### **WP5** -Deliverables

1. D051 Minimum planning data requirements

Nov. 2013

2. D052 Handbook on planning methodologies

Sept. 2014

3. D053 (part of D024) Web portal on HWF planning methodologies

Jan. 2015

4. D054 Report on WP5 pilot study experiences

Feb. 2016





#### WP5 ACTION 3.3

# Defining and experimenting guide lines on HWF planning (handbook)



D054: REPORT ON WP5
PILOT STUDY EXPERIENCES
The report will explain
the methodology used, the experiences
and outcome of the two pilot studies.

(JA Grant agreement – Annex 1b)





# The Pilot Study will

- 1. Work on a fixed term project to support national authorities in the implementation of models, procedures and tools, following the handbook.
- 2. Create a Steering Committee to be tasked with strategic control of the pilot study which will inform the Committee on the progress of the works.
- 3. Write a report on the pilot experience.
- 4. Check the value of the implementation and make suggestions to improve it, together with the WP7.





# Phases of the Pilot study

1. May 2013, Italy and Portugal volunteered for the Pilot Study



3. March 2014, starting Phase 2 "Prepare content and roll out"

4. January 2015, starting Phase 3 "Roll out of the pilot project" (collect information, kick-off, planning-circle)

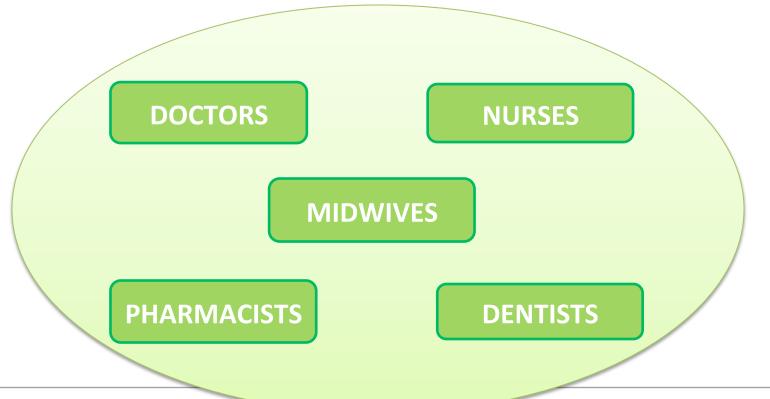
5. October 2015, starting Phase 4 "Evaluation of the pilot project" and "Create report"





#### **Professions**

It is required that all five professionals are covered by the Pilot Studies







### **Project structure**

Steering committee

central

project

group

**Stake holders - doctors** 

Stake holders - nurses and midwifes

**Stake holders – pharmacists** 

Stake holders - dentists

regional project groups

**Stake holders -doctors** 

Stake holders - nurses and midwifes

**Stake holders – pharmacists** 

Stake holders - dentists



The professions are grouped by length of education





## The Steering Committee

Responsibility to coordinate the activities in the two countries and to guarantee the connections between the other work-packages involved



- WP7, for the future
- WP1, for the overall project coordination
- WP5, as the responsible for the Pilot Study,
- Portugal
- Two Italian Regions
- EFN (European Federation of Nurses)
- PGEU (Pharmaceutical Group of European Union)
- ENMCA (European Network of Medical Competent Authorities)





## The Central Project group in each country

Responsability for all the activities in the country, for the project plan and for the deliverables.



#### **PROJECT GROUP:**

- 1. Ministry of Health
- 2. Agenas

#### **STAKEHOLDERS:**

- 1. Ministry of Finance
- 2. Professional Orders & Associations
- 3. ISTAT
- 4. Social security institutions
- 5. Universities





# The Central Project group in each country

Responsability for all the activities in the country, for the project plan and for the deliverables.



#### **PROJECT GROUP:**

- 1. ACSS, IP
- 2. A. R. Norte
- 3. A. R. Centro
- 4. A. R. Lisboa Vale Tejo
- 5. A. R. Alentejo
- 6. A.R. Algarve

#### **STAKEHOLDERS:**

- 1. DGS
- **2. INE**
- 3. DGES
- 4. U. Coimbra
- 5. Prof. Dr. Gilles Dussault
- 6. Ordem dos enfermeiros
- 7. Ordem dos farmacêuticos
- 8. Ordem dos Médicos Dentistas
- 9. Ordem dos Médicos





# Regional project group in each participating Italian region

Responsibility for the regional project plan and for the results collected by the central project group.

#### **REGIONAL INVOLVEMENT**

- 1. Basilicata
- 2. Emilia Romagna
- 3. Lombardia
- 4. Marche
- 5. Puglia
- 6. Sicilia
- 7. Toscana
- 8. ....

#### **STAKEHOLDERS**

- 1. Regional Orders
- 2. Regional Public health companies
- 3. Regional Professional Orders & Associations

4....





# Planning of the activities on three years (1)

Phase	ase Activity		8	9	10	11	12		14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	9	0	31	32	33	34	35
1. Prepare	Create the project teams.	nov-13	dic-13	gen-14	feb-14	mar-14	apr-14	mag-14	giu-14	lug-14	ago-14	set-14	ott-14	nov-14	dic-14	gen-15	feb-15	mar-15	apr-15	mag-15	giu-15	lug-15	ago-15	set-15	ott-15	nov-15	dic-15	gen-16	feb-16	mar-16
scope and team	Have the teams meet and share information on country or region specific information and current planning activities.  Pilot study contract subscribed (Regions with WP1).																													
	Design roles and responsibilities: who will be project leader of the pilot study; who will be point of contact in every region/country; who will work on the field.																													





Planning of the activities on three years (2)

Phase	Activity	M 7	M 8	M 9	M 10	M 11	12							M 19				23					28		0	31	32	33	M 34	35
		nov-13	dic-13	gen-14	feb-14	mar-14	apr-14	mag-14	giu-14	lug-14	ago-14	set-14	ott-14	nov-14	dic-12	gen-15	feb-15	mar-15	apr-15	mag-15	giu-15	lug-15	ago-15	set-15	ott-15	nov-15	dic-15	gen-16	feb-16	mar-16
2. Prepare	Define the draft model and discuss with the teams.																													
content	Finalize the model.																													
and	Present the final model.																													
rollout	Visit the pilot site (Portugal and one of the italian regions).																													
	Identify training needs for the teams and train the teams.														ı															
	Define the stakeholders groups.																													
	Present the model of planning and forecasting and define the role of the stakeholders groups.														ı															
	Define necessity to introduce new regulations on local or central level.																													
	Define the steps for the roll out of the pilot project and create a detailed planning																													
	Define milestones and deliverables for the roll out of the pilot project.																													
	Decide how the project will be evaluated and fix indicators for the evaluation together with WP3.																													

# Planning of the activities on three years (3)

Dhara	A -12 -24	M 7	M 8		M 10	M 11								M 19															M 34	
Phase	Activity	nov-13	dic-13	gen-14	feb-14	mar-14	apr-14	mag-14	giu-14	lug-14	ago-14	set-14	ott-14	nov-14	dic-14	gen-15	feb-15	mar-15	apr-15	mag-15	giu-15	lug-15	ago-15	set-15	ott-15	nov-15	dic-15	gen-16	feb-16	mar-16
3. Rollout the Pilot	Start to collect information and to build up a test model.																													
project	Kick-off.  Perform the planning circle a couple of times with the stake-holders groups.														ı															
4. Evaluation	To be determined together with WP3.														ı															
of the Pilot project	Check the value of the implementation and make suggestions to improve it. To be determined, together with the WP7																													
5. Create the report on the Pilot project	To be determined.																													





# Pilot study - application of the method in a experimental way

A pilot study is like learn to swim: it is not enough to make the rights movement on the beach, you have to jump into the water (in a supported manner)



- High level approval and support
- Nominate a project leader
- Good preparation >> Ready at start
- Sufficient staff >> Be able to make the activities planned
- Involving all partecipants >> Have the partners and the stake holders ready





# Questions & Answers



