



Joint Action Health Workforce  
Planning and Forecasting



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## Joint Action on Health Workforce Planning and Forecasting WP5 - Planning & WP7 – Sustainability

### WP5&7 “Minimal Data Set” implementation workshop London, February 12<sup>th</sup> , 2014

#### Participants :

Dora Kostadinova (group chair)	BG_MUV – WP7 Leader
Lieve Jorens (also reporting)	BE_FPS – WP1 Leader
Matt Edwards	UK_CfWI – WP6 Leader
Ragnar Gullstrand	IT_Agenas – WP5 Senior Expert
Reka Kovacs	HU_MoH – WP4 Senior Expert
Dr Edit Eke	HU_SU – WP4 Senior Expert
Prf. Emanuela Mutafova	BG_MUV – WP7 Senior Expert
Zoltan Aszalos (group chair)	HU_SU – WP4 Leader
Paolo Michelutti	IT_Agenas – WP5 Project Manager
Giovanni Leonardi	IT_MoH – WP5 Leader
Dr Plamen Dimitrov	BG_NCPHA – WP7 Senior Expert
Ezster Kovacs	BG_SU – WP4 Expert
Baiju Khanchandani	IT_AIC - Representative
Caroline Hager	EUCOM – SANCO Senior Expert

Organiser: Michel Van Hoegaerden (acting as BE\_KUL)

This document has to be viewed together with the slideshow for this meeting:

<http://euhwforce.weebly.com/140212-wp5--wp7-implementation-data-collection.html>

## Welcome and objectives

The objectives of the workshop are described as follows:

- Approval of the concept and structure of the document D073 – part “implementation of D051”
- Discuss the high level best practice on implementing a data collection process
- Prepare the build of MDS 2.0 within the WP7 activities

These objectives should help defining an action plan to create recommendations for the implementation strategy for the D051 – Minimum Data Set (WP5 deliverable).

Only the first part of the agenda could be performed. The first objective was even not addressed due to intense discussions resulting in lack of time.

## Brainstorm session on the data collection and MDS 2.0

The following presentations provided an introduction to the discussion:

- Presentation on the BE legal instrument on data collection for planning purpose
- Presentation on the Gap analysis DMS/D051 vs countries data collection

After the presentation, discussion was held on two topics, through alternating workgroups (see slides):

- Best practices on legal instruments for data collection
- Strategy to build MDS 2.0 within WP7

## Workshop summarized results

On data collection:

- The need to share knowledge and enhance to usage of data has been made explicit. Especially the measurement of the “DEMAND” needs additional investment.
- Regulation is seen as important instrument, but could take at EU level the form of agreements. Regulation goes along with political awareness and involvement, which needs improving.
- Various propositions are to be studied by WP7. Most of them are still first step actions as not much has been done yet.

On Minimal Data Set:

- Clarification has been built that WP5 proposition is valuable as to be used and promoted.
- Sharing planning indicators fed by the MDS is an important objective of the JA.
- Still, it is acknowledge that the MDS will evolve along the further collection of best practices and of the health care framework.

Finally, D052 (Handbook of Planning Methodologies) will be most relevant for future discussions of implementation pathways.

## Outcome of the discussions:

- **Best practices on legal instruments for data collection / Standing chairwoman – Prf. T. Kostadinova**

### Needs identified:

- To improve visibility of the planning imbalance
- Discuss the Methodology about the Needs assessment
- To help clarification about Needs and Demand
- To acquire the proper knowledge about the Professional Issues (Needs, Demand, Planning, ...)
- To make study about needs for prevention (New disciplines)
- Need of resources (money / people)
- Need to share data & knowledge

### Blocking points identified:

- No boundaries between regions
- Low competence to manage data on regional level (some participants believe that the competent body should be set on a national level)
- Privacy is highly regulated by national law
- Political Commitment to work with data is very important
- Important to collect the proper data for Planning, not only for Statistics
- Financial resources + Capacity (Human Resources) (sensitivity about money and people)
- Debates on membership in EU
- Not achieving consensus can be a risk
- Political willingness on EU level
- Political consensus and experience in collecting such kind of data
- Private sector is not obliged to give data!
- Resistance to collect additional data
- Sharing data + knowledge could be a blocking point

### First inventory of recommendations:

1. To propose a Set of Best Practices and to give opportunity and space to have a choice to use the Best Practices according the needs (relation with D052)
2. Strong support from EU regarding the importance on Long Term Thinking (because of dynamic changes; awareness rising)
3. To propose to have 1 central/main point Registration Body/Authority at national level where we can find (or ask for) whole data and information about the human resources for the given country. Further more - the Ministry of health or a National Agency should have access to the data despite of the fact these data are collected in various repositories and by various bodies (Union of Physicians, Associations, Centres etc.).
4. To propose Agreement Framework (not legal framework)
5. To highlight the Issue about Information exchange (Collective EU and global goals regarding HWF shortage)
6. To improve existing mechanisms for planning / information exchange and to add new proposals

8. To propose the integration of data / to agree on goals
9. Emphasize on the rapid change of data (no static but continuous and flexible data collection)
10. Emphasizing on sharing – to be addressed to EU
11. Plan the Human Resources with regard to financial issue

- **Strategy to build MDS 2.0 within WP7 / Standing chairman – Z. Aszalos**

Discussion lead to the following statements :

- 1) The Minimum Planning Data Requirements (MDS/D051) presented by Giovanni Leonardi, Leader of Work Package 5 of the Joint Action during the Work Package 7 workshop in London on 12 February 2014 - are accepted as the MDS, the set of data necessary and sufficient for HWF planning.

Future activities in the Joint Action will strongly base their activities on this MDS, especially the following activities:

- the pilot studies by WP5
- the analysis of existing planning methodologies by WP5
- the WP4 HWF data gap analysis, comparing HWF data countries have available with the Minimum Planning Dataset

Data requirements of the Minimum Dataset may change on the long run, due to factors emerging with an impact on HWF and consequently on its planning. But for the purposes of the current Joint Action, the MDS as currently presented is what we will work with.

- 2) One of the objectives of the Joint Action is to provide the Planning Indicators to the Minimum Dataset - and not a Minimum Planning Model.

Health Workforce Planning is done in Member States on the basis of national or regional policies with a high impact on the actual national planning model. Therefore, the Joint Action aims at offering Planning Goals as well as the Key Planning Indicators and their sub-categories. (The MDS serves the calculation of the Key Planning Indicators, while these indicators in turn serve to indicate the achievement of the Planning Goals.)

WP5 will present in detail the existing planning models for countries (D052) so they may compare their national models. WP5 is also to propose a composite model to run the pilots.

- 3) National vs international level data collection

The MDS is a set of data categories that is suggested to be collected at national level in countries that wish to improve or launch HWF planning. The question of which data should be collected on national and which on international level has to be dealt with as a separate issue.

- 4) The Joint Action promotes among EU states the Minimum Dataset as well as the related Planning Goals and the Key Planning Indicators as a tool for running professional HWF planning at national level



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This promotion strategy recognises the complexity of data collection required for the planning, but puts a special emphasis on highlighting the benefits of HWF planning based on this tool. The communication strategy is to be further developed, presenting in depth the benefits of planning and forecasting.

## Closure

The organiser thanks the participants for their valuable contribution. Further steps in creating the D073 – implementation of D051 will be communicated.