Joint Action Health Workforce
Planning and Forecasting

WP 7 – SUSTAINABLE IMPLEMENTATION STRATEGIES FOR THE JA, NETWORK OF EXPERTS, HANDBOOKS & TOOLS

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Objectives of the WP7 implementation & next steps Wksp

First part

- Prepare the writing of version 2 of the D072_List of Experts Document
  - What the network could be
  - What the network shouldn't be
- Discuss the next actions on sharing information (observatory function)

Second part

- Discuss the potential next actions on implementing a data collection (& planning) processes

Agenda of the WP7 implementation Wksp (1)

8:30 - 9:00 Registration
9:00 – 9:10 Welcome and introduction

PART I - Recommendation on the network of experts (final workshop) - Building on the WP7 workshop of Firenze

9:10 – 9:30 Summary of the conclusions of Firenze
9:30 - 10:45 Workgroups on the following topics that came high and clear in Firenze

> #1- "A network must have local branches, help translation and support local policies" - positively seen and voted as important
> #2- "A network can be a virtual observatory" - negatively seen and voted as important

10:45 - 11:00 Drawing conclusions on the network of experts (release 2) document
11:00 – 11:30 Break

Agenda of the WP7 implementation Wksp (2)

PART II - Recommendations on the improvement of Planning capacities - *Building on the workshop in London / and on the draft conclusions of WP5 Firenze conference on the Best Practice*

11:30 – 11:45 Introduction

11:45 – 13:00 Group discussion on implementing Data Collection & MDS

13:00 - 13:45 Sandwiches lunch

13:45 – 14:00 feedback and presentation of next activity

14:00 – 15:15 Group discussion on Implementation of planning best practices

15:15 – 15:30 Feedback

15:30 - 16:00 Day conclusions & next steps.

PART I
Recommendation on the network of experts (final workshop)

WHAT SHOULD THE NETWORK BE AND DO ?

REMINDER

The role of WP7

- Creating and sustaining a network of experts within EU,
- Together with the participants in WP4, 5 and 6, and the identified experts, WP7 will propose working modalities of a network capable of. supporting any roll-out projects across the EU.
- **By the end of 2014**, WP7 will examine the added value for a new proposal to continue the European network on health workforce planning with the aim to implement the roll-out plans with the support of the technical and scientific expert groups in all EU members. WP7 will develop a business plan, including a cost/benefit analysis for this proposal, and a request or co-funding under the Health Programme 2014-2020.
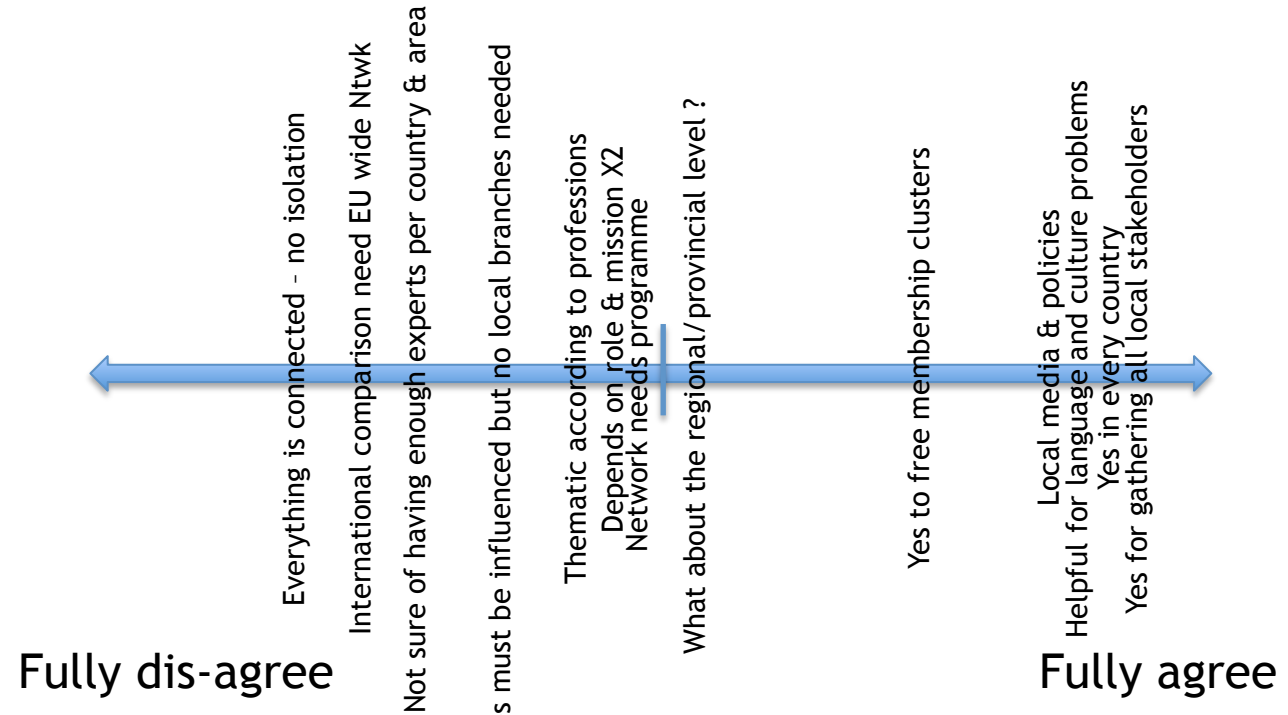
CONCLUSIONS OF WP7 WORKSHOP

Topics	Most striking idea
Meet & train	**Globally favourable, but not necessary physically and concerns about the cost** / *twice per year*
Local branches	**Majority favourable** / *free to join and not necessary everywhere*
Share info.	**Definitely Yes** / defining the goals of the network is vital
Publication	**Major way to disseminate in current context, but it is not the main task** / *Many positive against some resistance*
Consulted on policies	**We should propose, inform and follow up** / *how to motivate it – what about the feasibility*
Portal	**Very important as next step of the project** / *close forum, open forum – various options*
Virtual observatory	**No** / *hard to define, important for comparison analysis but variety of systems*
JA netw. Vs EU existing networks	**Not merging, but affiliate** / *learning from each other, funding?*

TOPIC 1
"A network must have local branches, help translation and support local policies"

Statements collected

Everything is connected – no isolation

International comparison need EU wide Ntwk

Not sure of having enough experts per country & area

Local policies must be influenced but no local branches needed

Thematic according to professions

Depends on role & mission X2
Network needs programme

What about the regional/provincial level ?

Yes to free membership clusters

Local media & policies
Helpful for language and culture problems
Yes in every country
Yes for gathering all local stakeholders

Fully dis-agree   Fully agree

TOPIC 1

"A network must have local branches, help translation and support local policies"

AS POSITIVELY SEEN – WHICH STRUCTURE?

METHOD : #1 IDENTIFICATION OF THE OBJECTIVES OF THE NETWORK

Proposal out of MATRIX & Firenze

- Support to EU through advising & studies
- Support to MSs through advising & studies
- Exchange of information
- Promotion of Good Practice
- *Develop new experts*

Sustainability plan

- To follow-up the recommendations on HWF and especially out of the JA;
- Make sure the technical experts provide input to policy makers;
- Provide data / Evidence based evaluation of policy / Observatory role;
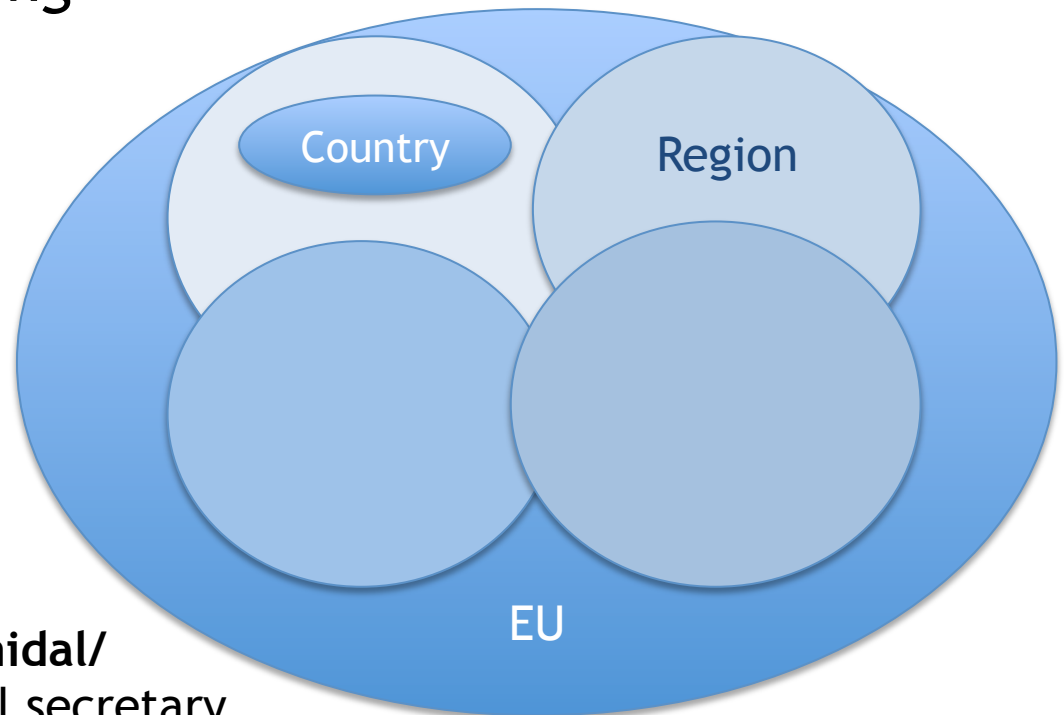- Knowledge Management / Sharing & Internal Consultancy all through EU.

FILL IN & DISCUSS

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Method :

2 structures are proposed
#2. – Pro's & contra's of both structure for reaching the objectives
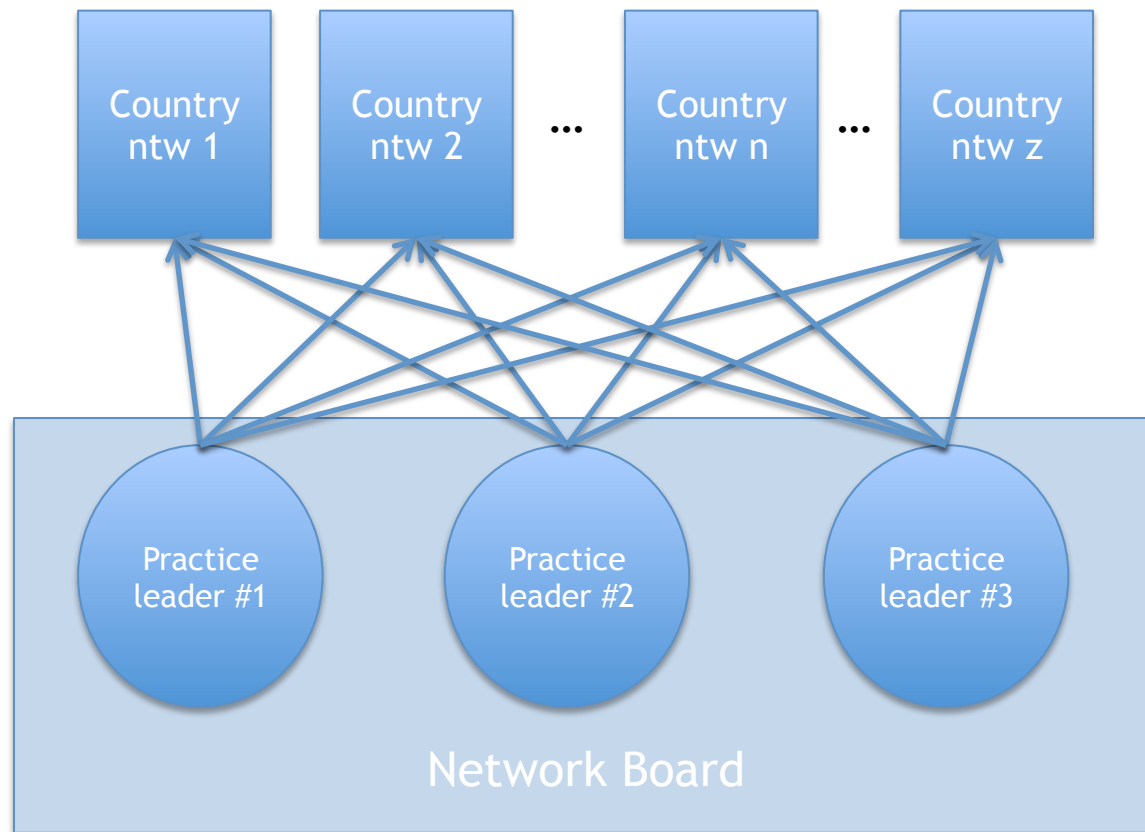*#3. - Propose an alternative structure if applying*

A. Pyramidal/
- EU level secretary
- Regional level secretary (ex. SEE region)
- Country level secretary

B. Practice leadership/
- EU level secretary
- Regional level secretary (ex. SEE region)
- Country level secretary

TOPIC 2
"A network can be a virtual observatory"

Statements collected (Firenze)

Fully dis-agree   Fully agree

Won't work on its own
There are a lot of Observatories yet
Exists already so no need
What is an observatory?
Various country demands
Better face to face than virtual

Need Obs to enrich the analysis
Need Obs for homogenious measure
Need Obs for comparison & mobility stats
Decision makers would need it
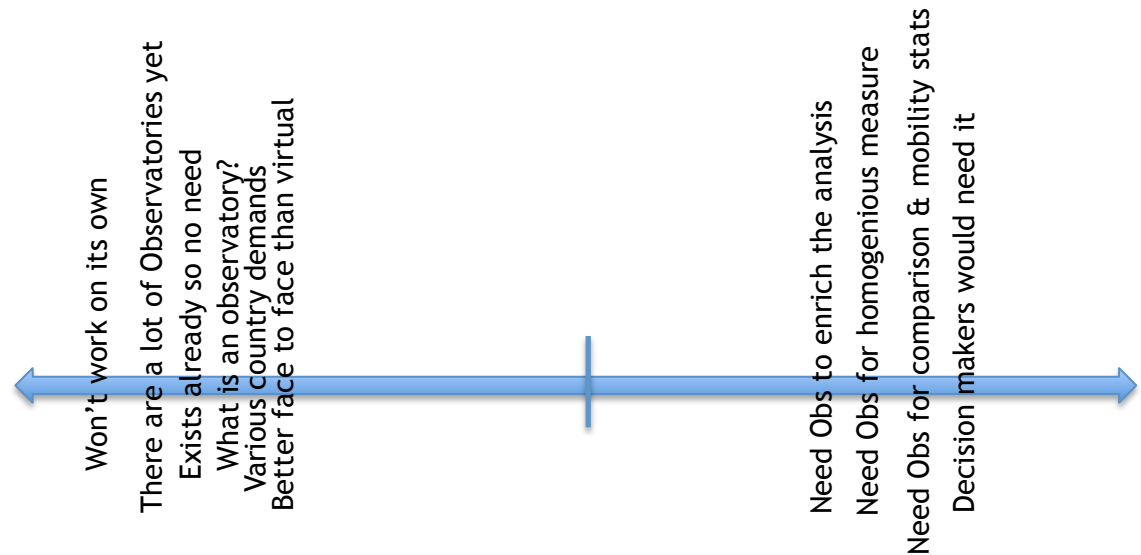
Matrix said :

European Observatory : to provide national health workforce planners with the data, tools and training necessary to meet present and future health needs (p.167)

If concluded that an Observatory would be needed, but not on top of existing structures, what then ?

1. Definition Observatory & list of task with input from matrix

2. Discuss the Alternatives
- International bodies (OECD, IOM, EUROSTAT ...)
- Specific bodies like
  - European Observatory of Medical Demography
    - to carry out a state of play (numbers, density, distribution, modes of exercise and medical and surgical specialties)
    - to tend to a harmonization of the databases between the Member States
    - to carry out an analysis of the migratory movements between the Member States
  - Or HPCB for migration
    - HPCB works to ensure that health professionals can effectively take up their rights of free movement while enabling regulators to establish that these healthcare professionals are fit and safe to practise.
- Network of National Planning units
- Network of competent authorities (ENMCA/EurHeCa)
- Network of Health Observatories / Public Health Institutes
- -... others

NETWORKING & HYGIENIC BREAK

11:00 to 11:30

PART II

Recommendation on the implementation and next actions on D051 (minimal data set) and D052 (Handbook on guidelines)
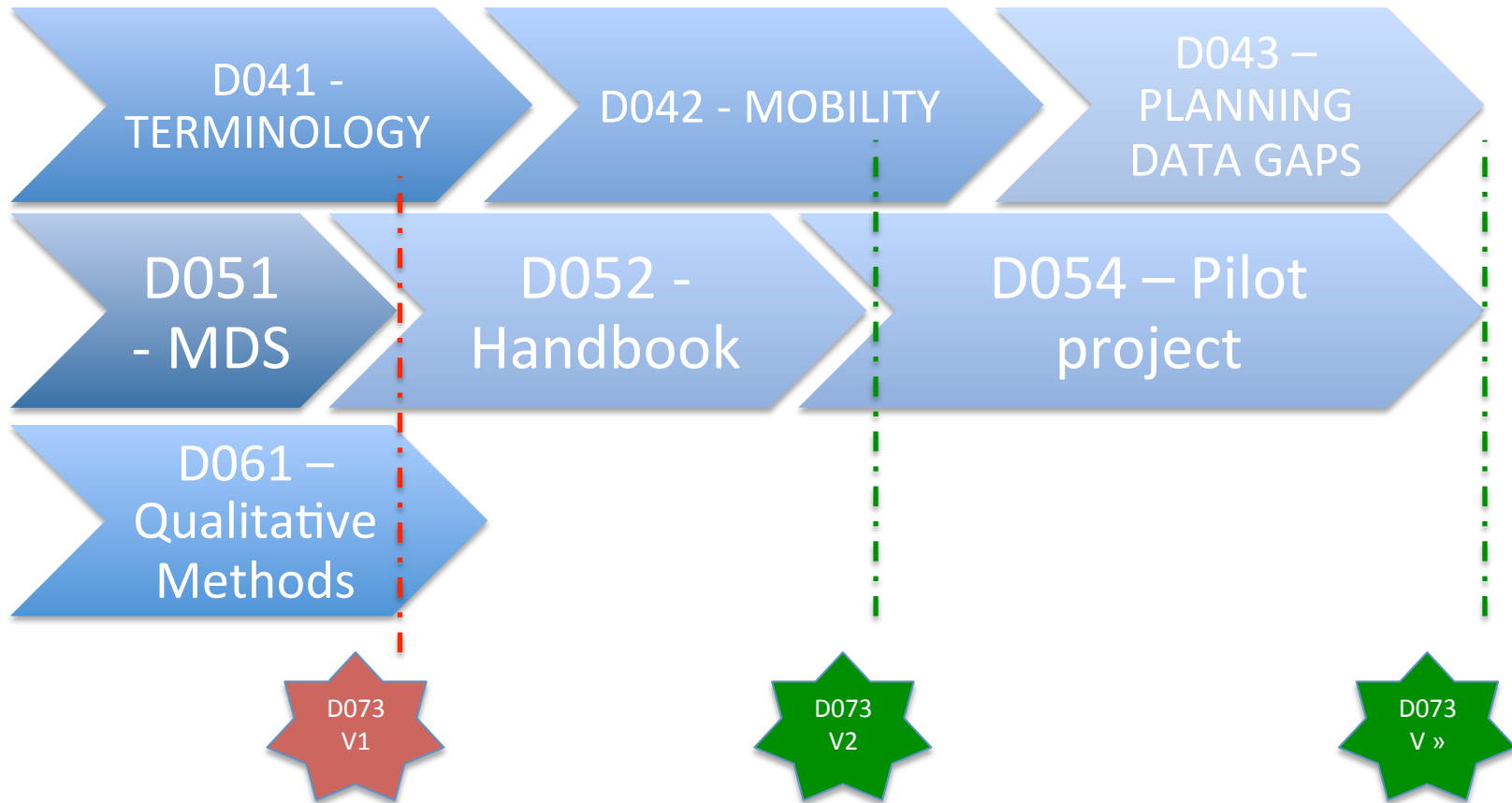
Setting the scene (1)

Missions of WP7

Mapping the technical outcomes of JA
The JA delivers through WP4, 5 and 6 several technical deliverables, which WP2 will promote towards EU/JA partners. WP7 aims at defining the best path to enhance the uptake of this material and ensure its sustainability.

Recommendations for future actions in policy making
WP7 will propose future cooperation on health workforce planning within the EU or other international policy making events, for example, organised by OECD and WHO

Setting the scene (2)

D041 - TERMINOLOGY

D042 - MOBILITY

D043 – PLANNING DATA GAPS

D051 - MDS

D052 - Handbook

D054 – Pilot project

D061 – Qualitative Methods

D073 V1

D073 V2

D073 V »

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Setting the scene (3)

Release 1 (suppressed)

D073	Focus on WP5 first delivery which is D051 Minimum planning data requirements

Release 2 (current target)

D073	We will focus on: WP4-D041 Report on terminology mapping WP5-D052 Handbook on planning methodologies WP5-D053 (part of D024) Web portal on HWF planning methodologies WP6-D061 User's guidelines on estimating future needs

Keep in mind the relevant **overall objectives of the Joint Action**
- better monitoring of the health workforce by access to timely data
- increased quantitative and qualitative planning capacity
- a higher impact of the health workforce planning and forecasts on policy decision-making

Recommendations on the improvement of Planning capacities, and next steps

DATA : WHAT ARE THE URGENT NEXT STEPS AFTER D051 & D041-D043

PLANNING : WHAT ARE THE NEXT STEPS TO CONVINCE COUNTRIES TO USE D052 ?

Current available deliverable => OUR FOCUS

DATA

Matrix said :

Ensuring that data sources are accessible across countries. (Chapter 7.1.1 page 144)
- Common web portal
- Local Web portal
- Link to data

Common indicators to help close data gap (Chapter 7.1.2 page 146-147)
- Improving MSs Data
- Comparability
- Better targetting of data collection activities

Common Minimum Dataset (Chapter 7.1.3 p 150)
- For Local use
- Exchange of data between (neighbouring) countries
- Comparability

DATA COLLECTION IS KEY AND MAY NEEDS IMPROVEMENT NOW

Group 1 / from LONDON

The question was: How to propose best practices on legal instruments for data collection?

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

Most are in line with MATRIX
=> Confirmation & Acceptance

Objectives of the WP7 implementation & next steps Wksp

Selected conclusions/

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

Group discussion 1

- **List up arguments for mandatory EU Data Collection**
- **List up recommendations to MSs/Region/CA level**

CONCRETE PROPOSALS – SENTENCES NEEDED (2 per list)

Milano - Distribution of targets

1a

1 Identify in land MACRO level demands for health work force

2 identify supply of health work force

! Focus on demand of **health workforce**

3 Identify high level shortage of Health work force

4 Monitor overall coverage

1b

Identify detailed shortage

Monitor geographical variances of coverage

Identify if in land production meets the needs

Identify major costs aspects of HWF

First evaluation on impact of shortages on quality

Focus on **population needs/demands for health care**

2

Impact on scenario like skills transfert

Impact on scenario on coverage

Impact on scenario on updating the in-land production

Evaluate effectiveness & cost vs. Results

Balance between primary care & Specialized care

International migration aspects

…

Milano - Distribution of targets

D051 JOINT ACTION MINIMAL DATA SET

(focus on identification of imbalances & fine tuning production)
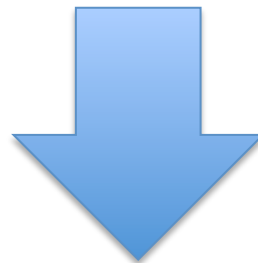
UPGRADED VERSION OF THE MINIMAL DATA SET THAT ADRESSES "2" REQUIREMENTS

2
Impact on scenario like skills transfert
Impact on scenario on coverage
Impact on scenario on updating the in-land production
Evaluate effectiveness & cost vs. Results
Balance between primary care & Specialized care
International migration aspects
...

Group discussion 2:
- Identify concrete proposal for next action
- Discuss the criticality & timing

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PLANNING

D052 – Handbook of planning methodologies

GA/ A handbook on best practices will be created and a movement towards planning in **all** MSs will be created

Obviously, WP5 will experiment the Handbook through the pilot studies and start a movement toward planning.

GROUP DISCUSSION 1

How to motivate countries/regions/CA that are currently planning to take the results of D052 seriously into consideraiton and enhanced / adapt their current tools & practices

GROUP DISCUSSION 2

How to motivate countries/regions/CA that are currently not planning to take the results of D052 seriously into consideraiton and roll-out a planning process

WORKSHOP CONCLUSIONS

- Thank to all of you for this discussion on this topic.

- We are now working further on the documents with the plan to deliver their draft in September to WP7 partners & extend reviewer group.

- **LISTING / SUMMARY OF THE CONCLUSIONS**

NEXT ON WP7

APPOINTMENTS	DESCRIPTION
JUNE	REMINDER - MAILING LIST OF EXPERTS
SEPTEMBRE	SEND OUT OF DRAFT D072v2 & D073v1
OCTOBRE	SIDE EVENT – WP4 MOBILITY WORKSHOP
OCTOBER	START OF SOCIETY SURVEY ROLL-OUT
DECEMBER	CONFERENCE OF ROMA KICK-OFF NETWORK OF EXPERT