

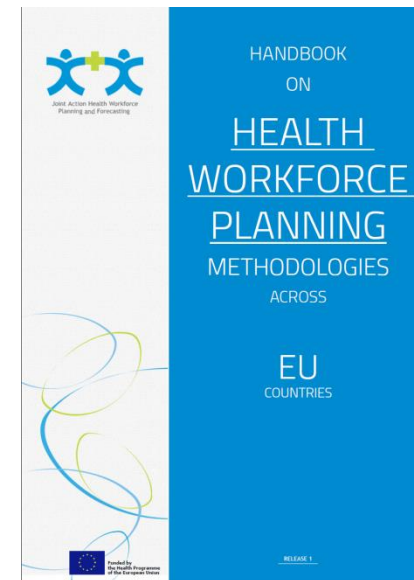


Joint Action Health Workforce
Planning and Forecasting

Workpackage 5 and the HWF Planning Methodologies across EU countries

PAOLO MICHELUTTI
WP5 Project Manager /

Joint Feasibility Study meeting
Bucharest, October 5th, 2015



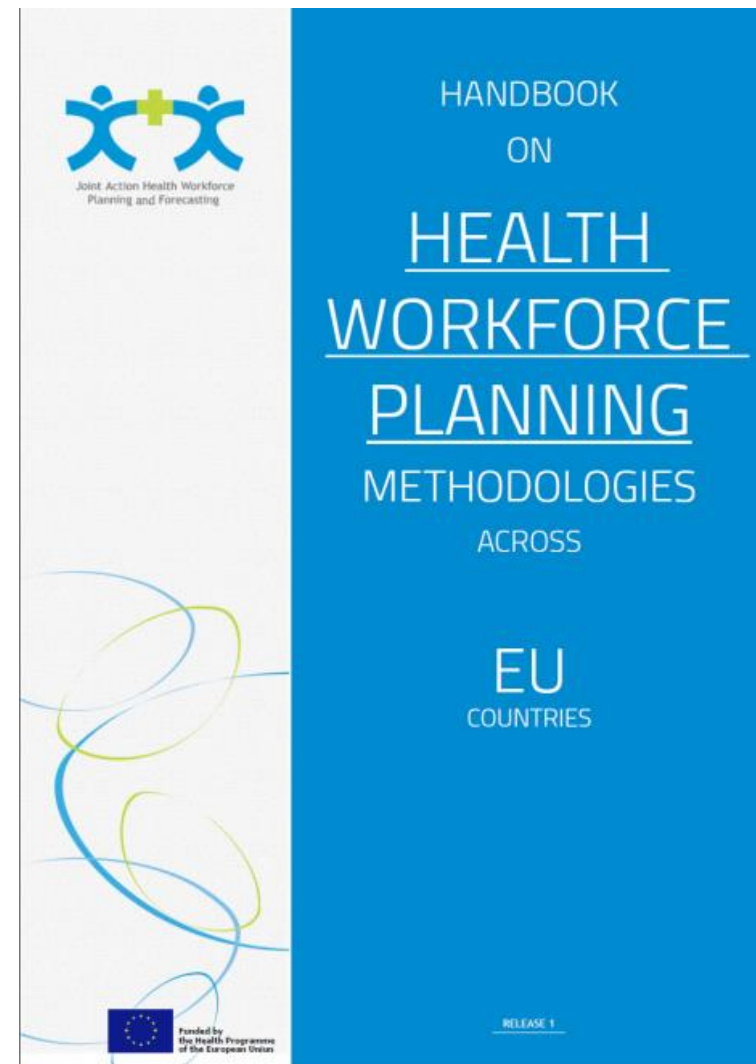
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WP5 Exchange of good practices

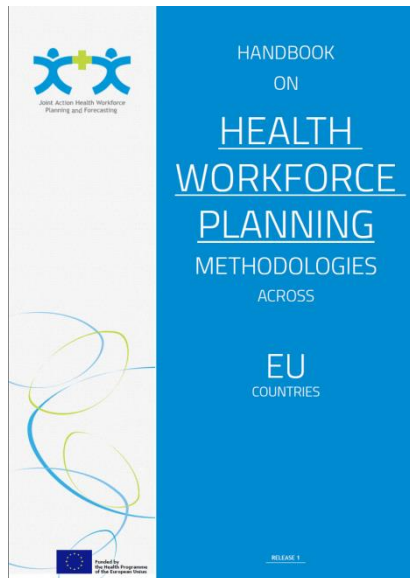


Aim of the Handbook on Planning Methodologies

“To support policy makers, public officials, experts and researchers in **developing** and **improving** the HWF planning system using a basic approach connected with quantitative forecasting”

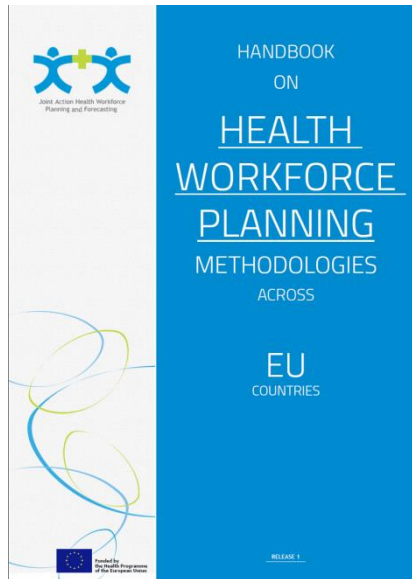


The Handbook is addressed to ...



- 1 those who need guidelines and suggestions on how to implement a new planning system starting from scratch;
- 2 those who want to know the essential theoretical elements for planning the HWF and deepen them through some practical applications;
- 3 those looking for suggestions and ideas to improve their own planning system taking a cue from solutions implemented in other EU Countries.

The Handbook mainly contains



- 1 descriptions of good practices;
- 2 suggestions and recommendations on some critical points;
- 3 theoretical and practical insights.

A basic approach to the HWF planning

To recognise the major imbalances of HWF:

- *assessment of the current situation;*
- *identify imbalances;*
- *evaluation of supply and demand for healthcare.*

To analyse these imbalances focusing on

- *health production;*
- *inflow (training and immigration);*
- *outflow (retirement and emigration).*



Identification

- 7 planning systems in 7 European Countries

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Identification

- 5 key elements and 29 items

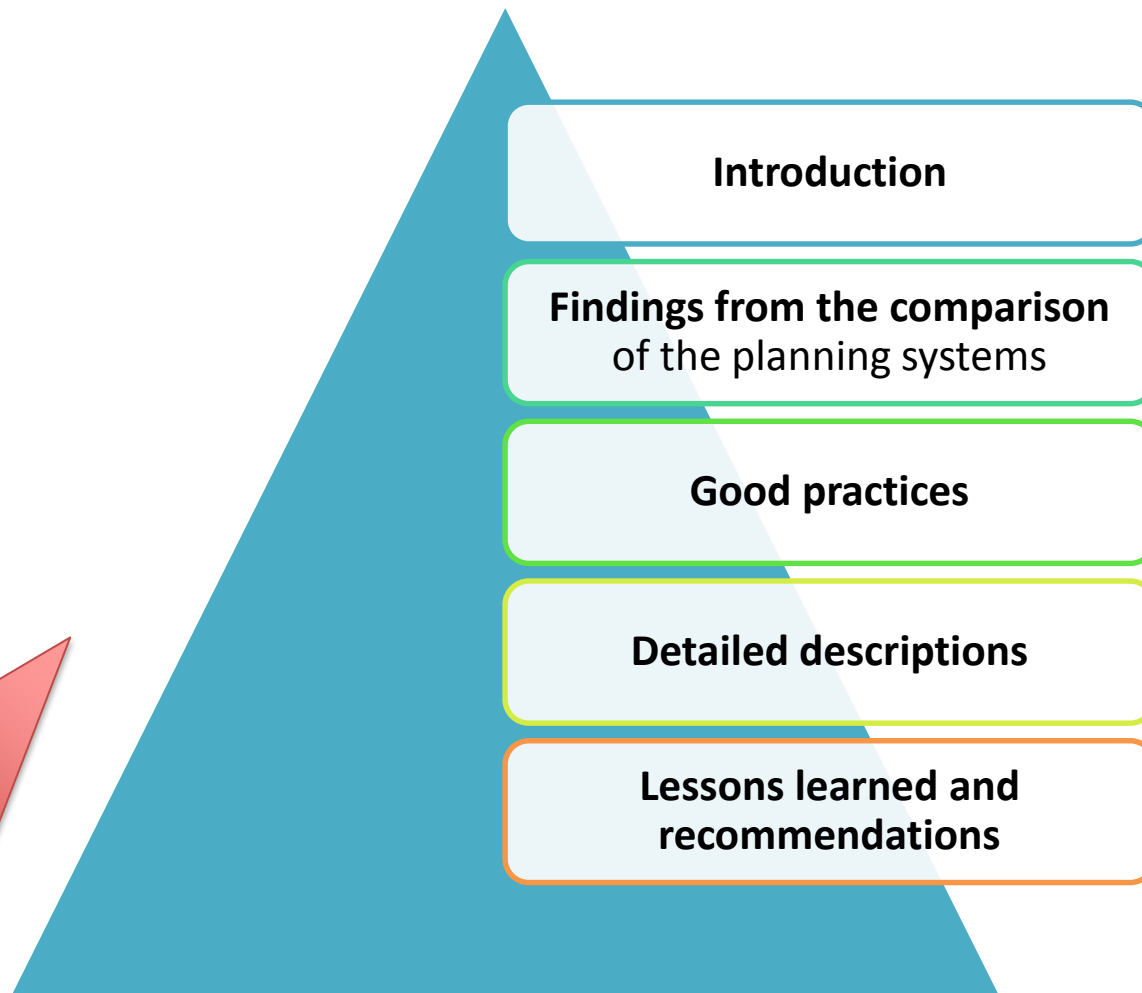
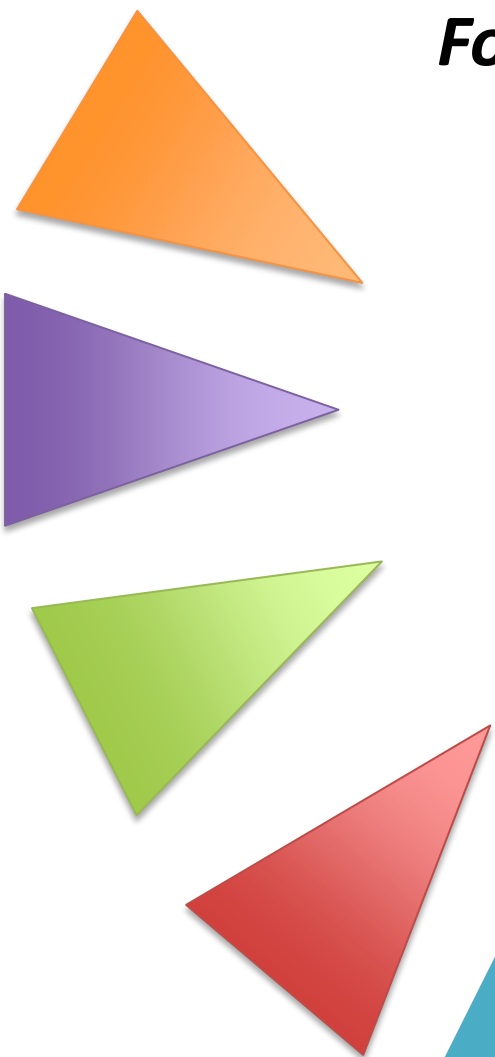


Description and analysis

KEY ELEMENT	ITEM	BE	DK	EN	
GOALS	Goals				
	Forecasting approach				
FORECASTING TOOL	Quantitative forecasting methodology				
	Use of qualitative forecasting methods				
	Scenario analysis				
	Projection period				
	Frequency of updating				
	Migration flows				
	Segmentation of the future estimations				
	Integration between / within professional groups				
	Feedback effects between demand and supply				
	Interaction with other goals of the NHS				
	Assessment of the outputs				
	DATA SET	Data collection			
		Individual / aggregated data			
Unique / multiple sources					
Data updating					
Original aims of data collection					
	Planning measures and actions				

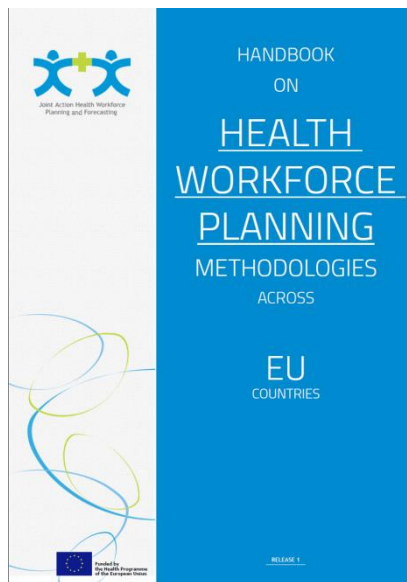
Content of the Handbook

For each of the 5 key elements:



How to use the Handbook

PDF version



Web version



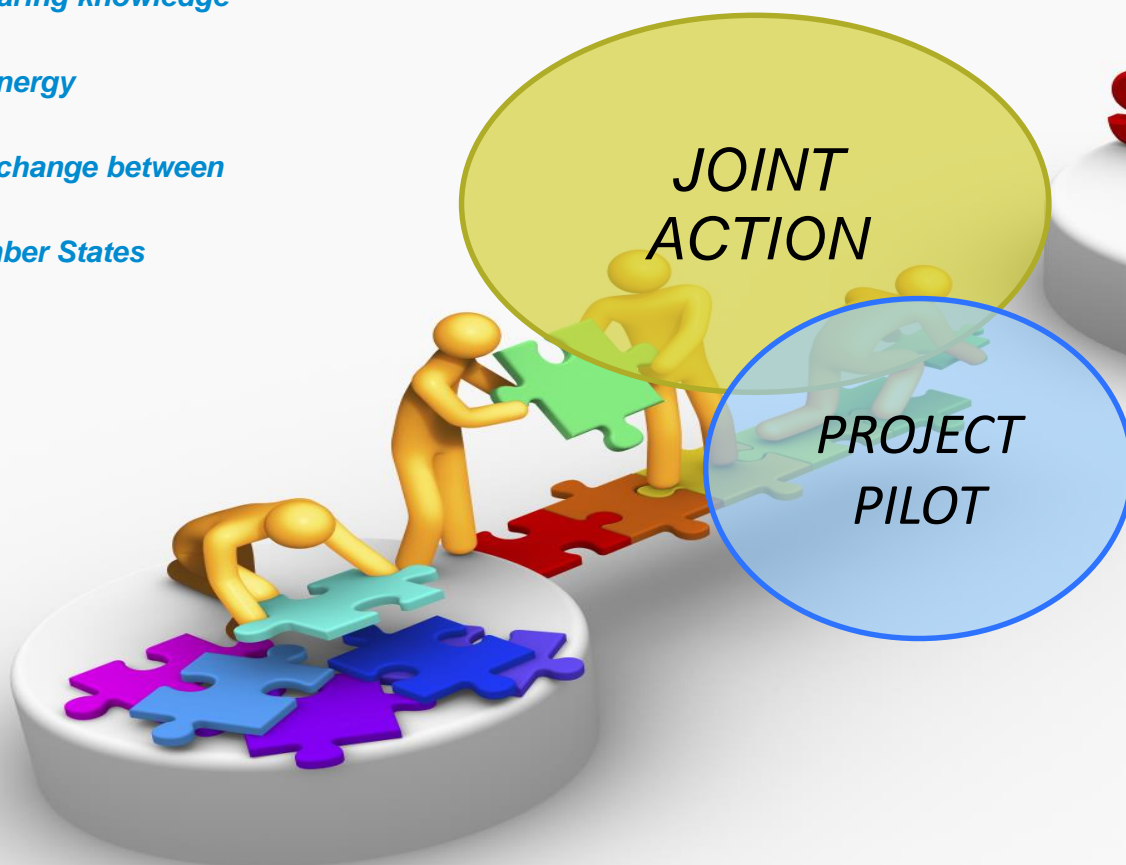
Utility / value

➤ *Sharing knowledge*

➤ *Synergy*

➤ *Exchange between*

Member States



➤ *Outputs*

➤ *Measurable results*

➤ *Focus on practice*

Pilot projects and feasibility studies

Pilot projects in Italy and Portugal



The implementation path

Knowing about current HWF inventory

Making future HWF forecasts

Organizing Stakeholder involvement

Planning capacity evaluation

1

2

3

4

5

6

7

Assessing current HWF situation

Setting the goals

Linking plans with Policy actions

Pilot projects and feasibility studies

Feasibility study in Germany ...



*...and a Joint Feasibility Study
among Romania and Moldova*



Joint Action Health Workforce
Planning and Forecasting

Joint Feasibility Study between Romania and Moldova

Scope and objectives

October, 6th 2015

Paolo Michelutti - Work Package 5 Project Manager



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who?

where?

how?

when?

what?

why?

JFS: why?

*WP5 has considered **Moldova (MD) and Romania (RO)** as an ideal candidate to carry out a “joint” feasibility study (JFS), for the following reasons:*

- *they are both Joint Action partners (Romania is associated partner, via Babeş-Bolyai University, Cluj-Napoca, and Moldova is collaborating partner, through the Ministry of Health);*
- *health workforce mobility is a threat to both their health systems;*
- *they share the language (we could translate part of the Handbook - or a synthesis - in Romanian);*
- *they have a multiple-nationality specific situation;*
- *from a labour market perspective, they can be considered partly as a unique market.*

As matter of input, we look at the ‘system’ MD-RO, where, according to our knowledge:

- *MD has major problems in terms of employment and retention of health workers in the health system but is performing constant effort to improve Human Resources Management;*
- *RO is much bigger than MD and MD’s national (or bi-national) are only a small proportion of the students and workforce in RO, even though relevant;*
- *MD faces a considerable migration flow of MD doctors to Romania (Romania is in the top of priority destination for recognition of doctors medical diplomas issued by medical educational institutions from the Republic of Moldova);*
- *MD-RO signed a Memorandum of Understanding (MoU) in December 2010, with a validity of 5 years and the possibility to be extended afterwards; the MoU included, among others, “public health strategies”, “health professionals’ training policies” and “healthcare reform”.*

JFS: where?



JFS: what?

- I. **A report on the main challenges of the HWF planning** (including a literature study of existing RO/MD HRH information) with hypothesis of collaboration between RO and MD to improve the feasibility of HWF planning.
- II. **A vision paper** towards the (further) development of a planning & forecasting system.
- III. **A proposal of cooperative agreement** between RO & MD (based on the Memorandum of Understanding signed in 2010 between the two Countries) on the data transfer between RO and MD to enable both countries to plan the education capacity.
- IV. **A stakeholder analysis** in RO and MD.

JFS: who?



Babeş-Bolyai University - Cluj-Napoca

- *Coordination of the activities.*
- *Research and stakeholders analysis.*

Main roles and activities



Ministry of Health of Romania

- *Promotion among national stakeholders and dissemination of the results.*
- *Integration of the JFS in the national strategies.*
- *Contribution on the organization of two workshops.*



Ministry of Healthcare of the Republic of Moldova

- *Promotion among national stakeholders and dissemination of the results.*
- *Integration of the JFS in the national strategies.*
- *Contribution on the stakeholder analysis.*



Ministry of Health – Italy

- *Integration of the JFS outputs and timing within the WP5 activities.*
- *«High level» coordination of the activities.*
- *Contribution to the research and analysis based on its own experience.*

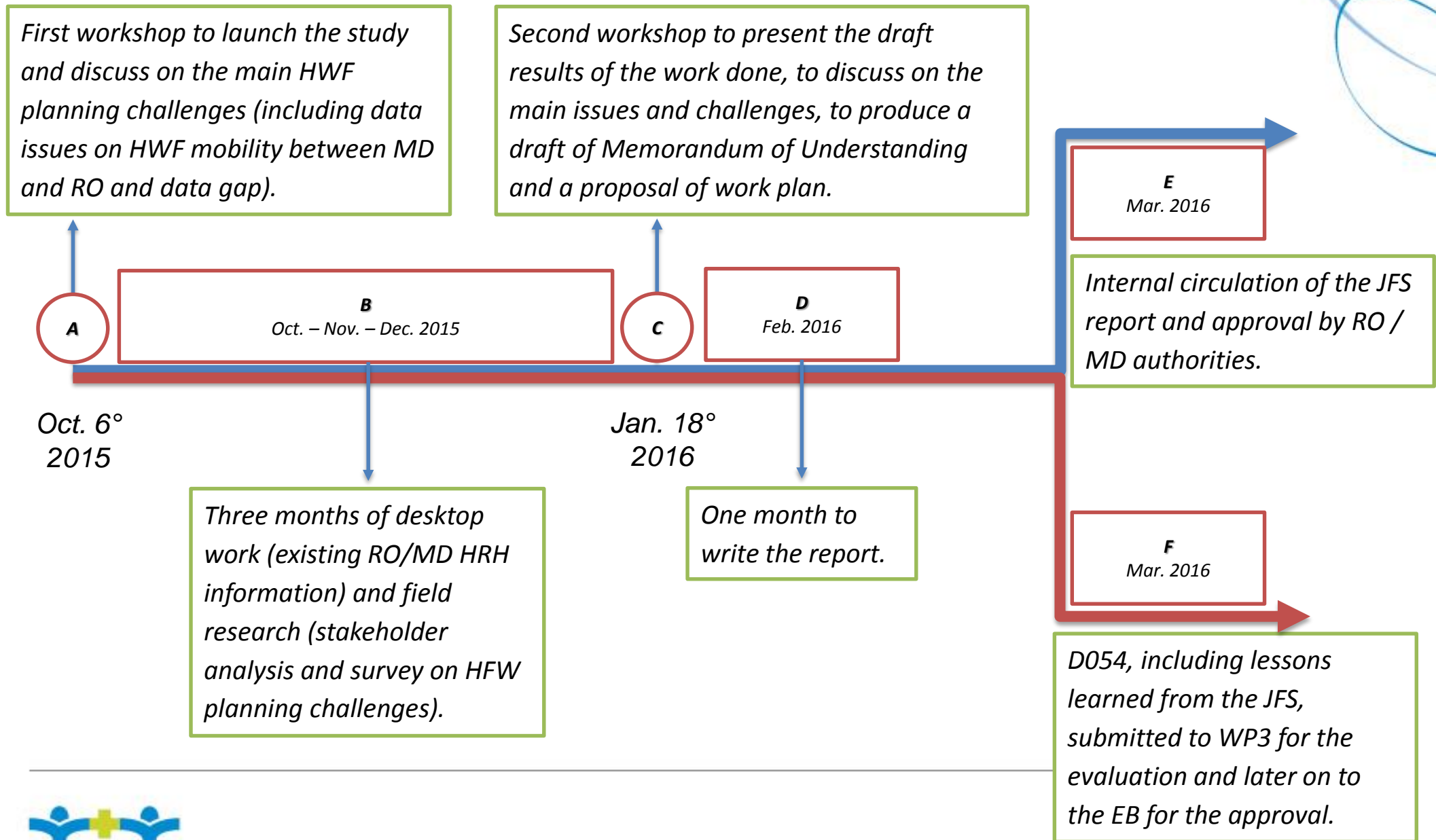
Ministero della Salute



Federal Public Service Health, Food Chain Safety and Environment – Belgium

- *Integration of the JFS outputs and timing within the JA activities.*
- *Contribution to the dissemination and promotion of the results within the JA framework.*

JFS: when?



JFS: how?

Using the good practices out of the Handbook and the Minimum Data Set,

- A. *What are the conditions to identify how many health professionals are professionally active in Romania and Moldova, including the people reported to be active in both countries?*
- B. *What could be the individual and joint actions to undertake in order to improve the data collection in these fields?*
- C. *Is it feasible to evaluate the current situation (equilibrium on the labour market between supply and demand) and compare between both countries?*
- D. *Which are the main stakeholders that would better be involved in the HFW planning in Romania and Moldova? What should be their role? Is a RO-MD bilateral dialogue useful ?*
- E. *Is it feasible to forecast mobility flows in the next ten or twenty years for the RO's and MO's health professionals?*



Main reference documents:

1. *the **Minimal Planning Data Requirements**([D051](#));*
2. *the **Handbook on planning methodologies across EU countries** ([D052](#));*
3. *the **Report on terminology mapping** ([D041](#)).*



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JFS: Next steps

1. Stakeholder interviews

To inform and refine the stakeholder analysis

To collect information about the feasibility of implementing planning methodologies

2. Draft report & vision paper for stakeholders' consultation

To ensure the report reflects realities

3. Final JFS meeting – mid January 2016

To present the report on the JFS

To collect final feedback on the report

To explore further steps



THANK YOU

Questions welcomed.