



Work Package 5 Meeting
 Rome, 16th and 17th of May 2013



Models

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Joint Action on European
Health Workforce
Planning and Forecasting



Objectives of the WP5

- Mapping the actual use of
 - planning methods to govern the Health Workforce market;
 - quantitative forecasting models for a systematic assessment of future workforce needs.
- Condensing the best planning methods and forecasting models in a cook–book to be used by member states and a minimum data set for forecasting.
- Experimenting the methods and the models in two countries.
- Health professions in focus are doctors, nurses, pharmacists, dentists and midwives (the five health professions covered by the Recognition of Professional Qualifications Directive).



Literature

- ▶ The feasibility study "Forecasting Health Workforce Needs, Workforce Planning and Health workforce trends" (European Commission)
- ▶ Health workforce planning in the OECD countries: A review of 26 Projection models from 18 countries" (OECD)
- ▶ International litterature of planning and forecasting.



The comprehensive model

It is necessary to distinguish between

- A. Planning system: the project which involves planning resources, stake-holders,..... and that produces results.
- B. Planning model: the elements taken into account in the planning

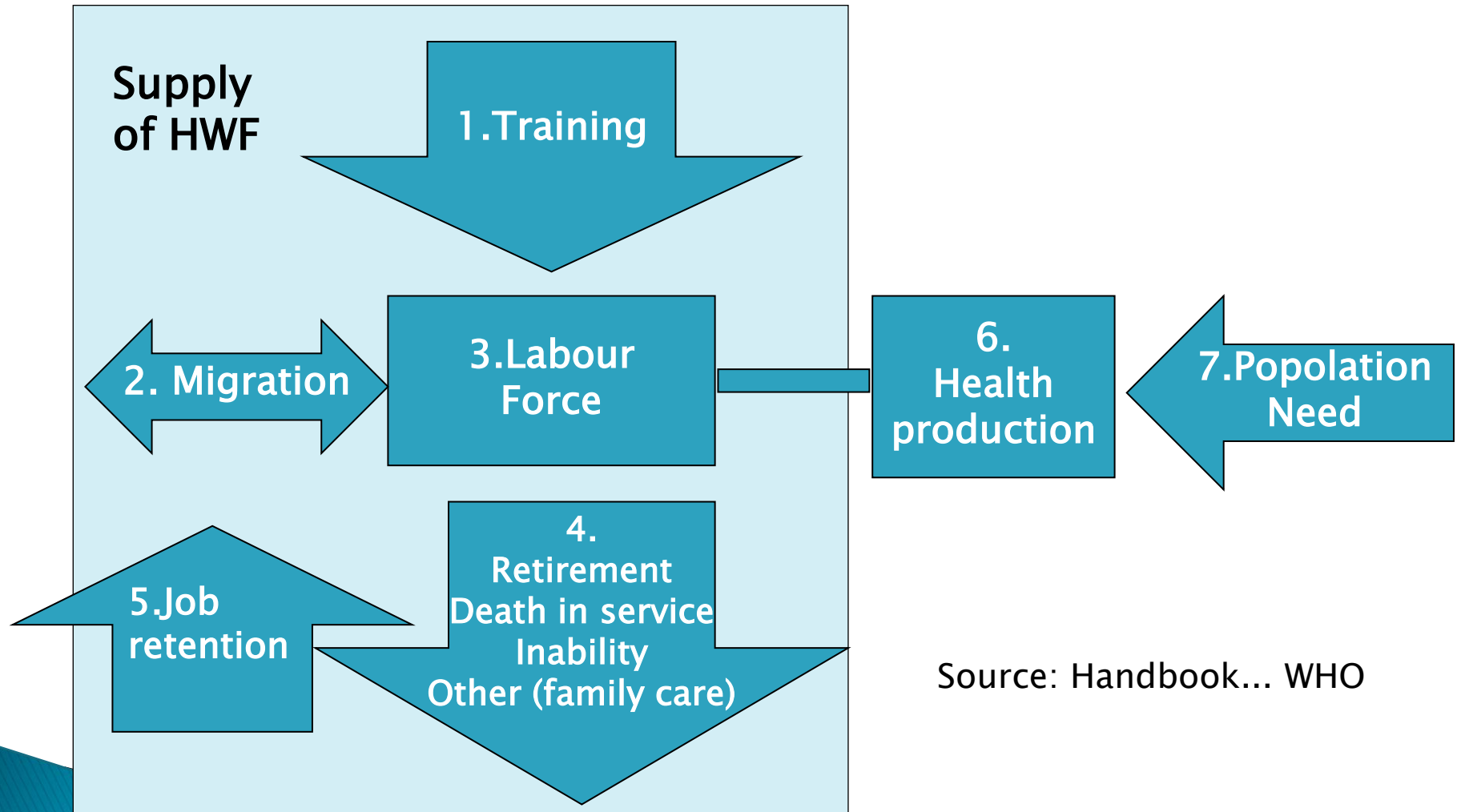


A. Planning system

1. Definition of the profession and sources of information
2. The objectives of the planning system (determine outcome indicators)
3. Planning procedures (define planning model and process indicators)
4. National and regional legislation
5. Actors and organization of the planning process
6. Measuring the actual situation today (indicators)
7. Set reference values (indicators)
8. Forecasting (time horizon, frequency)
9. Determine actions for reaching the reference values
10. Resources for planning
11. Measure benefits of planning (outcome indicators)



B. Planning model of the HWF system



Source: Handbook... WHO



Benchmark



But the benchmark frightens me!!!



What is a good european benchmark?

Physicians			
Country	Stock N°/100.000		Italy pop. 60,5 m
Austria	460	177%	280.000
UK	260	100%	160.000

- ▶ Selection from stabilized Western European Countries (Feasibility study p. 52).
- ▶ There is no shortages in GB (Feasibility study p. 82)



Bench for nurses /Care personnel

Nurses			
Country	Stock N°/100.000		Italy pop. 60,5 m
Denmark	1500	200%	910.000
Austria	750	100%	450.000

Care personnel			
Country	Stock N°/100.000		Italy pop. 60,5 m
Denmark	1000	1000%	610.000
Austria	100	100%	60.000



Nurses (Ireland) what is the need?

Occupation		Baseline scenario (Population Growth only)	
		Density per 100,000 (2008)	Assessment of gap, 2009-2020
Nurses and Midwives	Specialists in public health medicine	1.5	Shortage
	Nurses & Midwives	1 265	Shortage
	General	943	Shortage
	Children's	38	Oversupply
	Psychiatric	156	Oversupply
	Intellectual disability	40	Oversupply
	Midwives	38	Oversupply
	Public health nurses	50	Oversupply



The Dentists

Dentists			
Country	Stock N°/100.000		Italy pop. 60,5 m
Norway	80	160%	50.000
UK	50	100%	30.000



The Pharmacists

Pharmacists			
Country	Stock N°/100.000		Italy pop. 60,5 m
France	120	240%	70.000
Netherlands	20	40%	10.000

- ▶ How is the work organized in the Netherlands and in France?



The WP5 working group

- ▶ Italy has started but the whole WP5 working group will work together to:
 - share the proposal of the Cookbook index
 - start to apply on their own situation (country/professional)
 - make a joint development of the elements of the Cookbook



European experiences of planning

	What done?	Problems met?	Problems solved?
Coverage (health professionals)			
Sources used			
Outcome indicators			
Model and process indicators			
National and regional legislation			
Actors and organization of the planning process.			
Indicators for measure todays situation			
Reference values			
Forecasting (data, time horizon, frequency)			
Actions to reach the reference values			
Resources of planning			
the planning results (outcome indicators)			



Milestones and Deliverables of the WP

1. **Minimum data set** (for planning and forecasting)
2. **Exchange of good practices** (web-platform)
3. **Defining and experimenting guide lines on HWF planning** (“cookbook” to be used in two countries, Portugal and Italy)



THANK YOU