

Joint Action Health Workforce Planning and Forecasting





Joint Action on Health Workforce Planning and Forecasting

Plenary Assembly Meeting

Bratislava, January 28, 2014



Agenda

9 am - 9.15 am	Welcome and Introduction	Mr Christiaan Decoster, General Director of the General Direction of Health Care, Belgian Federal Public Service of Health, Food Chain Safety and Environment
9.15 am - 9.30 am Commission	Introduction	Mr Martin Seychell, Deputy Director General, Directorate General for Health and Consummer, European
9.30 am - 9.45 am	Outline of the overall objectives and scope of the JA EUHWF	Michel Van Hoegaerden, Programme Manager
9.45 am - 9.50 am	Recapitulation of the objectives of the Plenary Assembly meeting	Michel Van Hoegaerden, Programme Manager
9.50 am - 10.10 am	Progress of the JA EUHWF	Lieve Jorens, WP1 leader
10.10 am - 10.30 am	WP1, WP2, WP3 and WP7 deliverables	WP1,WP2, WP3, WP7 leaders
10.30 am - 10.45 am	Coffee break	
10.45 am - 11.25 am	Minimal Data Set in an overall JA perspective	WP4, WP5, WP6, WP7 leaders
11.25 am - 11.45 am	Concept of the List of Experts	WP7 leader and co-leader
11.45 am - 12 pm	Planning of the upcoming year	Lieve Jorens, WP1 leader
12 pm - 12.15 pm	Closure	Michel Van Hoegaerden, Programme manager





Overall objectives and scope of the JA EUHWF(1)

General Objective

To collaborate and exchange between Member States to support them in their health workforce planning and to increase Member States' and Europe's capacity to take effective and sustainable measures.

Focus on 5 professions:

- doctors
- nurses
- pharmacists
- dentists
- midwives



Starting date:
April 1st 2013

Duration:

3 years (+ 3 months)





Overall objectives and scope of the JA EUHWF(2)

Increased knowledge:

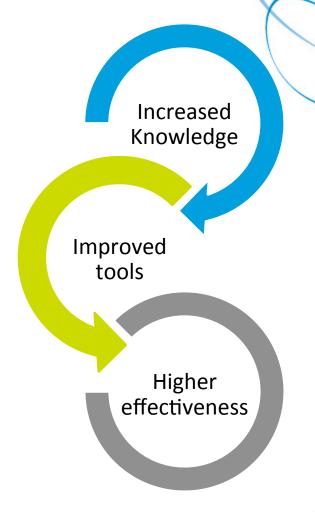
- Better understanding of terminology
- Updated information on mobility trends
- Estimation of future skills and competencies needed for the HWF

Improved tools:

- Guidelines on quantitative and qualitative planning methodologies
- Platform for cooperation to find possible solutions on expected shortages

Higher effectiveness:

- Better monitoring by access to timely data
- Increased quantitative and qualitative planning capacity
- Higher impact of HWF planning and forecasts on policy decision making







Objectives of the Plenary Assembly meeting

J.A. PROJECT POLICY

The Plenary Assembly is the major governing and policy setting body of the Joint Action.

It represents all associated partners and collaborating partners in the Joint Action and is gathered once a year.

The Plenary Assembly takes a strategic overview of the work of the Joint Action and provides awareness on related projects and actions or changes within the EU Health Program.

ROLES

- BE INFORMED OF THE DELIVERABLES APPROVED BY THE EXECUTIVE BOARD AND MAKE SURE THE PARTNERS SUPPORT THOSE PRODUCTS
- DISCUSS THE STRATEGIC DIMENSION OF THE SCOPE AND OF THE WAY THE JOINT ACTION IS FILLING IT





The JA EUWHF: 7 work packages WP 1 WP 2 WP3 Coordination Dissemination **Evaluation** Slovakia **Finland** Belgium & EHMA & Malta WP 4 WP 7 WP 6 WP 5 Quantitative Horizon **HWF** planning Sustainability methodology scanning data Bulgaria & Belgium UK Hungary Italy





The JA EUHWF: Horizontal work packages



The horizontal work packages support the core work packages in achieving their purpose. They form together the **Management Office** of the JA EUHWF.





The JA EUHWF: Core work packages

WP 4

HWF planning data

Hungary

Quantitative methodology

WP 6

Horizon
scanning

UK

WP 7

Sustainability

Bulgaria
& Belgium

- Terminology mapping
- Mobility data
- HWF planning data

- Minimaum data set
- Quantitative planning methodology
- Pilot project

- Estimation of future needs
- Qualitative planning methodology
- Pilot project

- Network of experts
- Policy advice
- Technical recommendations





The JA EUHWF: Planning

Kick Off Month 12 Month 24

Month 36 Towards next steps

Analysis & Production of Guidelines, Tools & Models

Recommandations on sustainability

Pilot projects

Recommandations on sustainability





The JA EUHWF: Progress

Raising number of partners

High attendance at meetings

2013 : Minimum data set Early 2014:

Results of WP4 & WP6 surveys

First WP7 recommendations

And inventory of experts





Overall JA Progress *

Progress in deliverables

- Work packages are moving forward!
- Currently no important delays
- Several deliverables have already been EB approved, several more will be proposed to the EB soon.
- However, the workload and the number of deliverables for the Core work packages will go up in the upcoming months.
 - > Progress of the deliverables remains a point of attention

* Up to date until November 2013





Overall JA Progress *

Progress in Working days

	WP1	WP2	WP3	WP4	WP5	WP6	WP7
Difference between planned and executed working days	-92,5	-109,25	-87	-49,5	-27,25	-45	-24

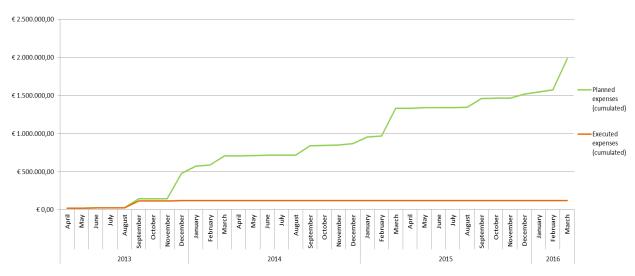
- Number of executed working days is too low for all WPs.
- Multiple partners have not yet contributed much.
 - Work packages can appeal more on associated partners to help out with their work





Overall JA Progress *

Progress in Budget



- Every WP is currently underspending.
 - > This creates several positive points for the next periods of the project:
 - If additional meetings, workshops or travel is needed, there is room in the budget
 - If necessary, there is also room for 'crisis' spending in case of risk or issue mitigation
 - When the current spending trend continues, we might have extra budget for additional activities at the end of the project





WP 1 update

Belgium: Coordination

Activity

2013

Upcoming

Meetings

Kick Off, 1PA, 2 EB, 2 WPL, 5 WPLe, bilateral meetings, ...

2PA, 5EB, 5 WPL, multiple WPLe & other, Closure

Project documents

Project policy, initial project plan, Consortium agreement

Have consortium agreement signed by all partners

Templates and tools

Activity log, risk & issue register, progress report, stage plan, sharepoint

Optimalisation Sharepoint

Financial management

First payment to partners,
Public procurement
Revisor

Collection and control of supporting documents, Second and third payment to partners

Reporting

Regular updates to EC and CHAFEA

Regular updates to EC and CHAFEA, intermediate and final technical and financial reporting





WP 1 update

Belgium: Coordination

- Continues activities :
 - Risk and Progress Management
 - Change management :
 - Continuously keeping track of progress and requested changes
 - 1 time contract amendment
 - Network management :
 - recruitment of new collaborating partners
 - representing JA at international conferences and events
 - Other activities :
 - website updating incl news section
 - helping hand to other WPs: organisation workshops, review and feedback, organisation of conference





JA EUHWF: WP2 update

Slovakia & EHMA: Dissemination

2013 **Upcoming Activity** Dissemination Creation of first version Update and next versions plan Stakeholder Inventory of stakholders Update and next versions analysis in 3 phases Knowledge In country knowledge Professional knowledge brokers and guidelines brokers broker network Logo, house style, Visual identity Website, update leaflet leaflet Newsletters, stakeholder Newsletters, Conference, Other forum, dissemination of stakeholder forum, results





JA EUHWF: WP3 update

Finland & Malta: Evaluation

Activity

2013

Upcoming

Evaluation plan

Creation of evaluation plan and indicators

Update of indicators

Evaluation tools & exercices

Risk&Issue reg., MDS, list of experts, stage plan & progress report

Evaluation tools & exercices for all upcoming deliverables

Expert groups

Creation of expert groups for evaluation, reference group reports

Evaluation Report

Intermediate and final evaluation report





JA EUHWF: WP4 update

Hungary: Data for health workforce planning

Activity	2013		Upcoming
Terminology mapping	First workshop June , literature review, survey		Analysis survey ongoing, workshops, report
Mobility data	First workshop June, analysis of available data, survey		Analysis survey ongoing, workshops, report
Applicability of WHO code	First meeting on applicability	2	Second and last workshop June '14, report
HWF Planning data			First workshop October '14, workshops, report





JA EUHWF: WP5 update

Italy: HWF planning methodologies

Activity

2013

Upcoming

Minimum Data set

Literature review, survey, workshop, report

Update MDS if needed

Report on planning methodologies

Literature review, survey, meeting with IT regions

Workshops, survey analysis, report

Pilot study

Design scope and road map, select participants

Preparation of pilot study, training, execution of pilot study, report

Web portal

Creation of a web portal in collaboration with WP2





JA EUHWF: WP6 update

UK: Horizon scanning

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2013

Upcoming

Guidelines on qualitative methods

Literature review, Survey, update country profiles Workshop, Validate comparison of qualitative methods, create user guidelines

Report on future skills and competences

Literature review, input other projects

Workshop, training of partners, country interviews, policy briefs, 2nd workshop, toolkit and report

Pilot study

Design scope and road map, prepare training

execution of pilot study, report on experiences

Web portal

Prepare content web portal

Creation of a web portal in collaboration with WP2





JA EUHWF: WP7 update

Bulgaria & Belgium: Sustainability

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2013

Upcoming

Sustainability strategy

Strategy developped

Strategy will be updated if needed

List of experts

Workshop, Concept and approach for list of experts created

First call for experts, update list of experts, create continuity of experts network

Technical recommendations

Workshop, approach for creating technical recommendations created

workshops, interviews, recommendations for all JA deliverables

Policy recommendations

Workshop, interviews, stakeholder forum

Society survey, interviews, research, creation of policy recommendations





Preview: Outline of the overall HWFP Guide

- 0. Introduction
- 1. Summary
- 2. History of HWF in EU
- 3. Description of the Joint Action
 - 1.Introduction
 - 2.Scope
 - 3.Methodology
- 4. Chapter on terminology & HWF planning data types
- 5. Chapter on Mobility data
- 6. Chapter on quantitative methods for EU HWF planning and forecasting
- 7. Chapter on horizon scanning
- 8. Chapter on recommendations
 - 1.Chapter on technical recommendation
 - 2.Chapter on policy recommendation
- 9. Chapter on experts network
- 10. Proposal for next steps
 - 1.Content of Next steps & Cost-benefits analysis
 - 2. Future of the experts network
 - 3. Potential planning overview
- 11.Conclusions
- Appendix 1 List of contributors, in alphabetical order
- Appendix 2 References
- Appendix 3 list of consultations
- **Document Change log**





JA EUHWF: Save the date



Horizon Scanning Workshop London (complete)

WP Leaders & Expert Meeting on the implementation of the Minimal Data Set London

MAR Data workshop 6-7 Utrecht

MAY 8-9

FEB

12

Expert Conference on planning methodology

Florence





Thank you for your attention!





