



# Health workforce in EU policies

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# Overview

- **Why EU action on health workforce?**
- **Health workforce in EU policies**
- **Joint Action on health workforce planning and forecasting**



# Why EU action on Health Workforce?

## Common challenges for EU

- Ageing population and ageing workforce
- Changing skills needs
- Increasing cross border mobility and unequal distribution of health professionals
- Economic crisis, budget cuts in healthcare

## ***BUT: High demand for health workers forecast***

- Estimated 8 million job openings between 2010-2020
  - 1 million new jobs in same period

**An efficient and effective health workforce is necessary to respond adequately to these challenges**



European  
Commission

# WHAT CAN EU DO?



## EU Treaty – Public Health- Art 168

### ➤ **Promote European cooperation**

- ✓ Exchange of best practice
- ✓ Support European networks
- ✓ Promote European research

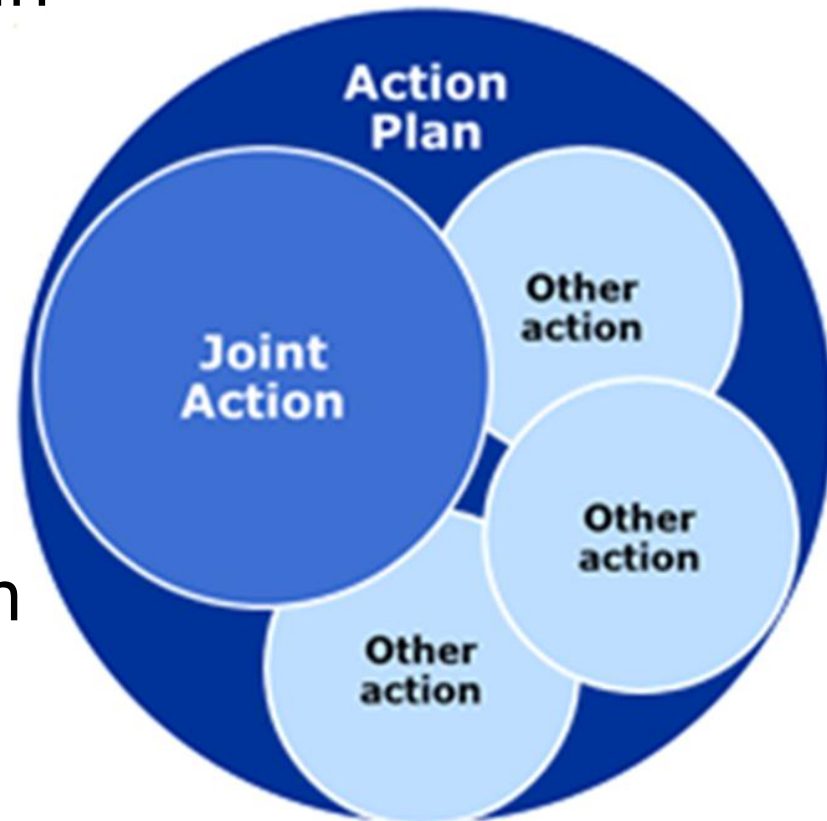


### ➤ **Legislation with impact on health workforce**

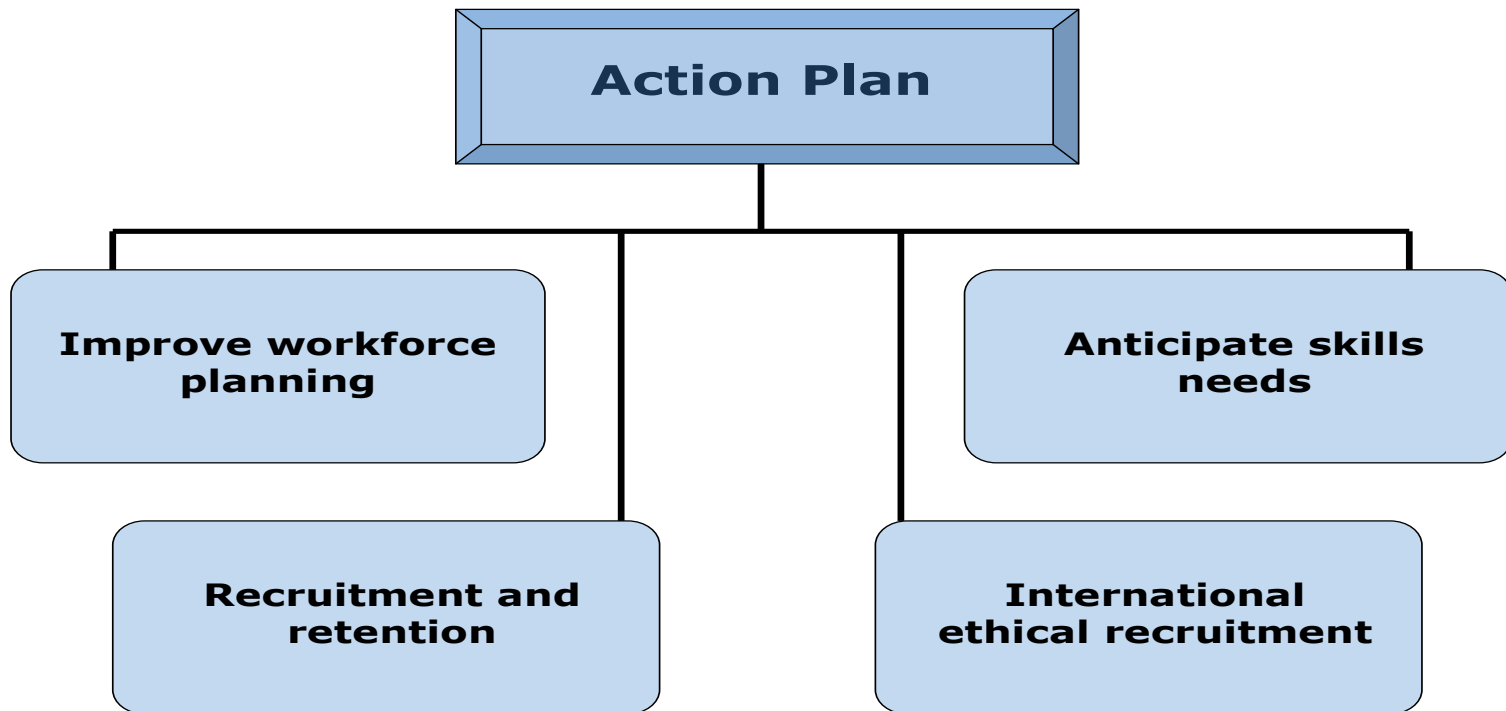
- ✓ Recognition of professional qualifications directive – political agreement and entry into force during JA
- ✓ Directive on the prevention from sharp injuries in the hospital and healthcare sector
- ✓ Directive on Working Time
- ✓ Directive on patients' rights in cross-border healthcare

# The road to the Joint Action

- 2008 European Commission Green Paper on the European Workforce for Health
- 2010 Belgian Presidency Ministerial Conference and Council Conclusions
- 2012 European Commission Action Plan for the EU health workforce



# Action Plan for the EU Health Workforce



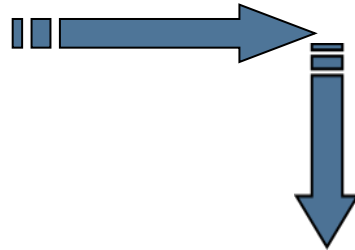
# Action Plan

Improve  
workforce  
planning

Anticipate  
skills needs

Recruitment  
and  
retention

International  
ethical  
recruitment



**Joint Action on  
workforce  
planning**





# EU support for the health workforce

## ➤ **Health Programme**

- Joint Action on Health Workforce Planning and feasibility study
- Studies on education and training, continuous professional development, recruitment and retention of health professionals

## ➤ **EU 7<sup>th</sup> Framework Research Programme**

RN4Cast, MoHProf and PROMeTHEUS (mobility of health professionals), MUNROS on new roles in healthcare

## ➤ **Cooperation with third countries**

- Mobility of health professionals in Moldova
- Promotion of WHO Global Code of Practice in Europe

# Joint Actions

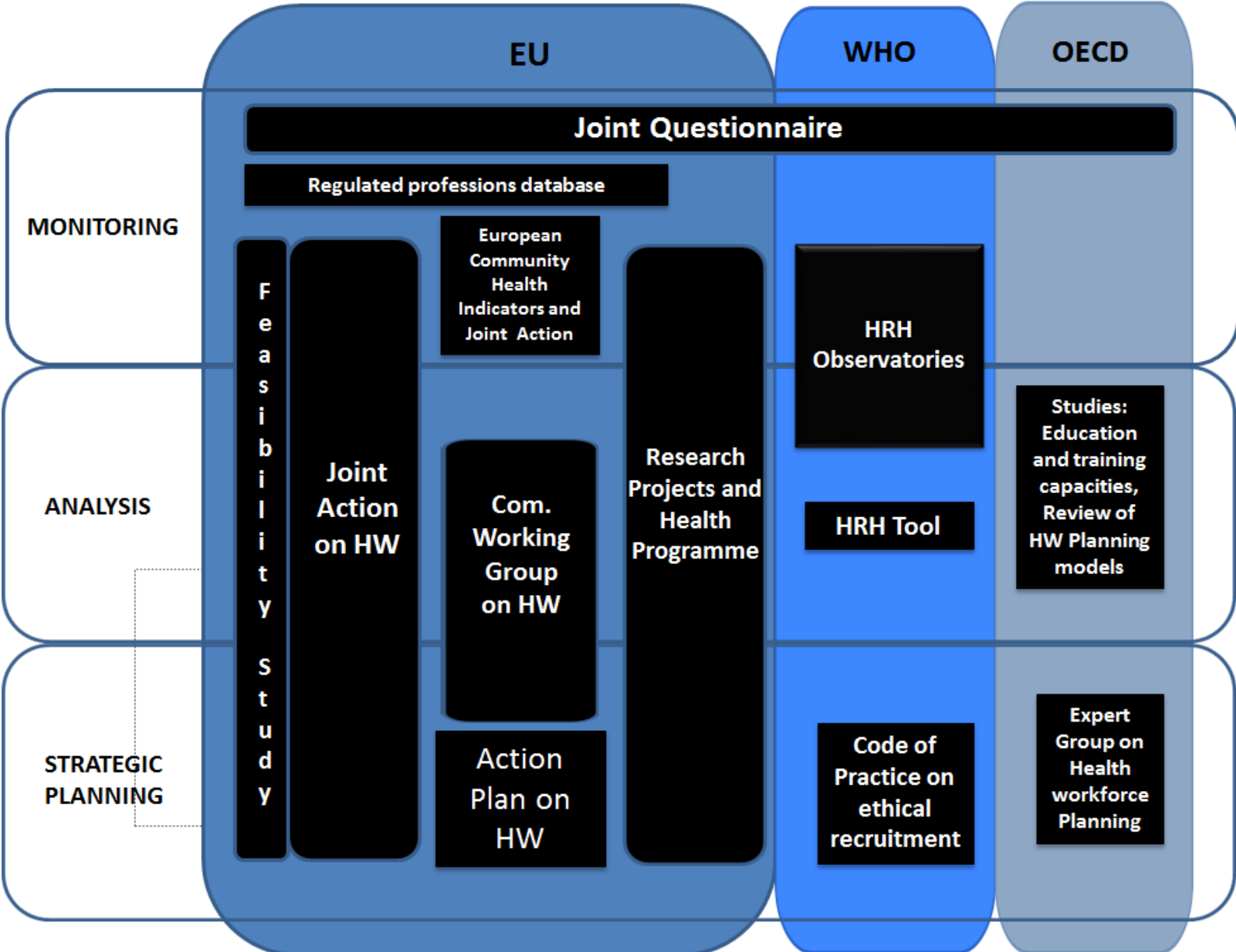


- Joint Actions aim to catalyse cooperation between Member States and other European countries where health policy needs are greatest
- 25 Joint Actions funded from 2008-2012 covering many aspects of healthcare:
  - e-health, patient safety, health technology assessment, organ donation, cancer

# JA on health workforce planning: Unique!

- Higher than average numbers of partners in a JA
- Higher than average number of partners from Central and Eastern European countries. Also on board are Norway, future EU member Croatia, EU candidate countries, Iceland and Serbia, and neighbour country Moldova.
- 6 million EUR budget is largest under the Health Programme 2012 and very significant compared to other Joint Action budget.

# EU and international activities on HW



## Every Euro counts!

- A healthy population is a precondition for economic wealth
- Investing in health helps meet the Europe 2020 targets for education, jobs and research
- Member States can coordinate their health reforms within the European Semester, the EU's annual economic policy coordination,
- **Investing in health also means investing in health workforce**

## Every Euro counts!

- Europe needs to improve evidence-base on future human resource needs in health
- Workforce planning is key for the investment decisions of tomorrow.

JA is ambitious, there will be challenges, however it is one of the major initiatives in health workforce in the years to come.



**Thank you!**