



Joint Action Health Workforce
Planning and Forecasting

Joint Action on Health Workforce Planning & Forecasting

Sustainability of the proposals after the European Joint Action

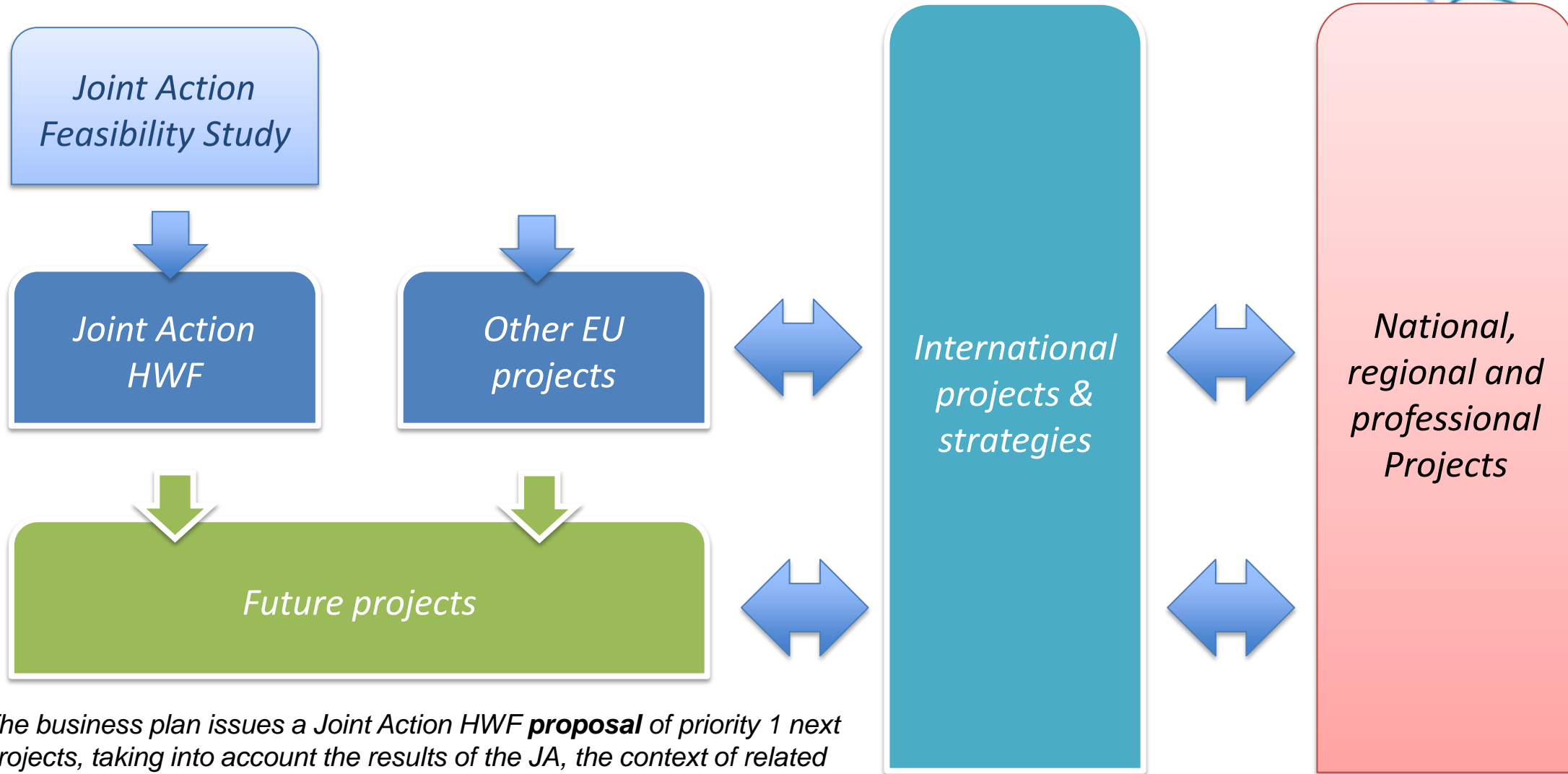
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Italian project dissemination event
Roma, May 2016



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A CONTINUUM OF PROJECTS



*The business plan issues a Joint Action HWF **proposal** of priority 1 next projects, taking into account the results of the JA, the context of related projects and the running international strategies*

IMPORTANT CRITERIA's FOR THE NEXT PROJECTS

Value

- Adding tangible value to existing knowledge

Synchronised

- Optimal coordination with international initiatives avoiding duplication

Catalyst

- Increasing country/region/stakeholder **ownership** and enabling local implementation

Partners

- Building on wide and consistent partners involvement

TOP 3+1 PROPOSALS

Current & future
stock and
demand data

- Support of:
 - The roll-out of international and national data collection
 - The better understanding of stock data beyond the Minimal Data Set

Mobility of
health
professionals

- Support of:
 - Data collection and policy level multi-lateral cooperation
 - e.g. through studies and mapping:
 - Of accurate mobility data incl. activity of migrants



Economic and
labor market
data

- Research on:
 - Economic determinants on Health care labor market
 - Labor market policies and useful practices
 - And impact on Health workforce planning

*FUTURE SKILLS and SKILLS
DISTRIBUTION AGENDA*

Current & future stock and demand data

- Support of:
 - The roll-out of international and national data collection
 - The better understanding of stock data beyond the Minimal Data Set



- JA has:
 - Defined data terminology gaps within JQ data collection
 - Identified a minimal data set
 - Discussed data gap analysis within 12 countries
 - Analysed the future trends data collection in place

Support to:

National implementation of MDS

Responding to JQ

Roll-out of data collection on future trends

Production of:

EU Data dictionary with compared definitions

Research on:

EU effective stock & demand situation



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Mobility of health professionals

EU LEVEL

- Support of:
 - Data collection and policy level multi-lateral cooperation
- e.g. through studies and mapping:
 - Of accurate mobility data incl. activity of migrants



- JA has:
 - Identified mobility data in use
 - Defined indicators for two top mobility questions
 - Discussed potential application of the WHO Global code of practice on ethical recruitment to EU

Support to:

Using the JQ mobility module for bilateral dialogue

Roll-out of data collection on future mobility trends

Production of:

EU wide active mobility map

Research on:

Real activities of health workforce in receiving countries



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Economic and labor market data

EU
LEVEL

- *Research on:*
 - *Economic determinants on Health care labor market*
 - *Labor market policies and useful practices*
 - *And impact on Health workforce planning*



- JA & recruitment and retention study have:
 - Identified basic planning methodologies and data collection
 - Future high level trends related to health workforce and working context
 - Major determinants for recruitment & retention of health professionals

Research on:

Retention determinants incl. salary & working conditions

Future trends related to working context incl. the impact of technology

Translation to planning mathematical models of labor and economic indicators



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FUTURE SKILLS and SKILLS DISTRIBUTION AGENDA

EU LEVEL

- *Research on:*
 - *Skills evolutions in the identified major changes (demographic, technology, organisation of health professions)*
- *Knowledge on :*
 - *Best practices in addressing future challenges through changes in skills pattern*



- JA & CPD study have:
 - Discussed high level impact of future trends on Health Systems and Health Workforce Skills
 - Provided an overview of CPD in use in EU

Recently added subject to a new review round

Research on:

Skills needed to address the technological turn of health care

Skills needed to address the demographic changes

Production of:

Review of useful practices of new skills distributions addressing health workforce chronic maldistributions

Dialogue on planning across professions

Dialogue across Health & Education policies



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Background project

Manage the knowledge through improvement to the handbooks and web-portals

- | | |
|---|--|
| 1 | Adding the EU countries according to implementation planning |
| 2 | Adding several non-EU countries |
| 3 | Adding mathematical models |
| 4 | Referring to a library of useful studies |
| 5 | ... |

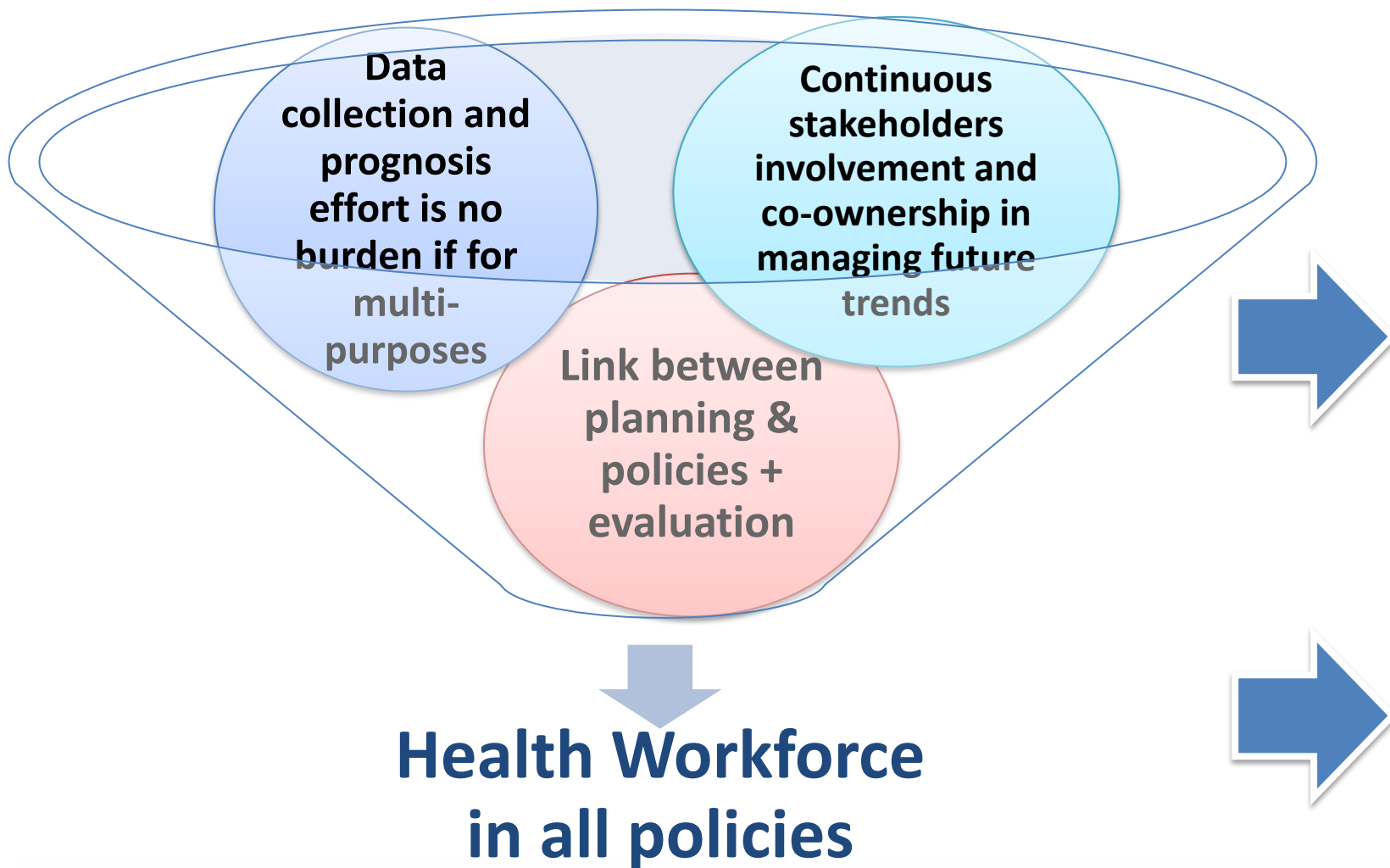
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NEXT STEPS

Countries / Regions & Partners to take ownership of the proposals in a EU process

SPECIFIC RECOMMENDATIONS TO NATIONAL & REGIONAL LEVEL (Selection)

LOCAL LEVEL



Health Workforce as tangible integrator of policies

Keep it simple though be ambitious

EACH LEVEL COUNTS

EU

- Support Research
- Support Exchange of Knowledge
- Support EU Dialogue

COUNTRY

- Institutional responsibilities
- Global approach on major trends
- Global view on inequities
- Exchange of knowledge

REGION

- Institutional responsibilities
- Specific configuration
- Proximity with the needs
- Ad hoc tangible solutions

Participation of all levels provides a global enrichment

PLANNING OF NEXT STEPS

- EU HEALTH PLAN 2016
 - Support for the Health Workforce Planning and Forecasting network of experts
 - Meetings
 - Updating knowledge
 - Analysis on skills needs
 - Maintaining Joint Action Web Site
 - Communication, promotion and dissemination ... of the results of Health Programmes
- EU HEALTH PLAN 2017
 - Under discussion based on Business Plan
- WHO HRH Strategy – next week in Geneva at the WHA
- OECD – Further study on skills

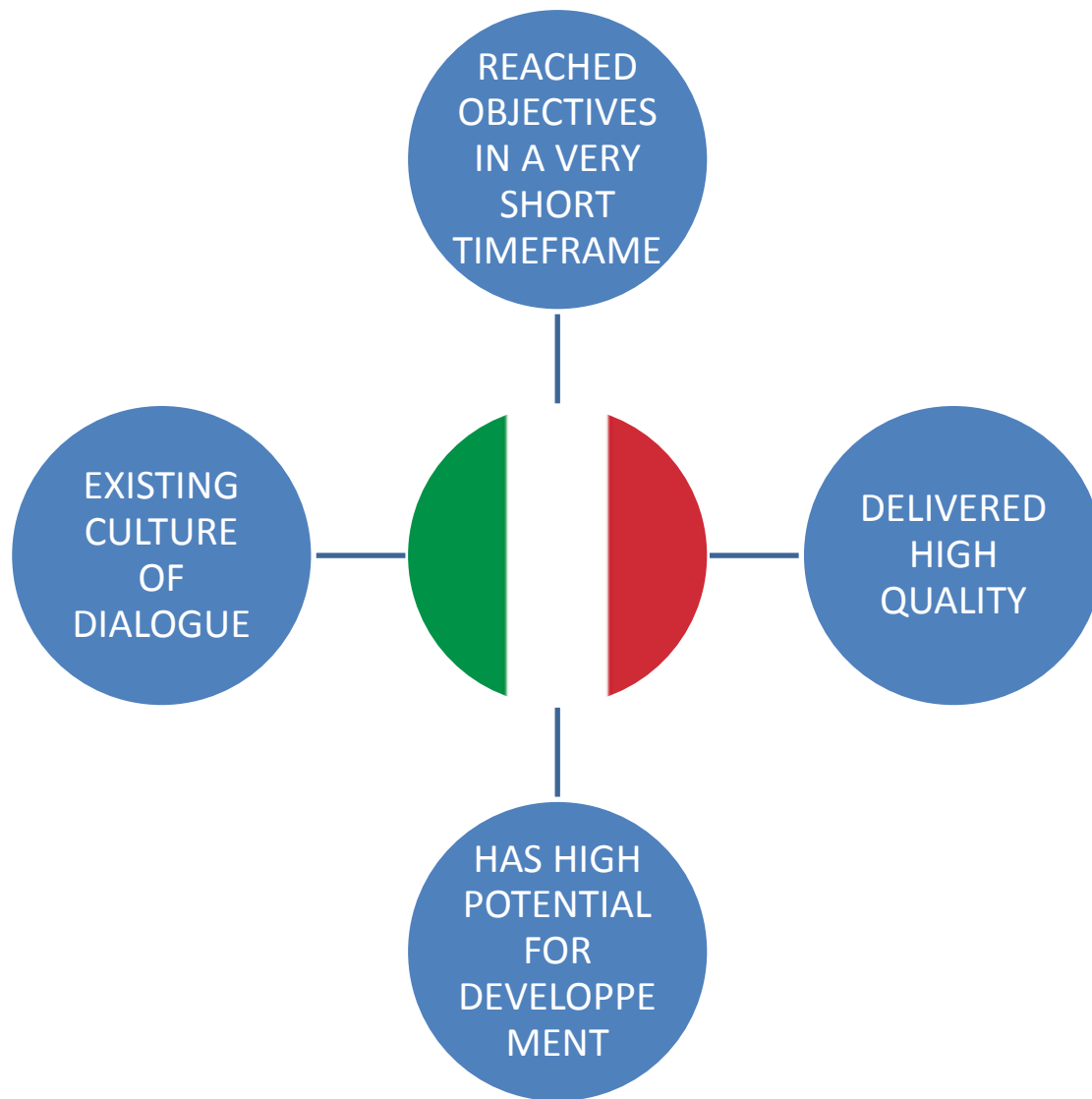
- LOCAL DEVELOPMENTS
 - SWEDEN
 - IRLAND
 - Others ...
 - Further pathway for :
 - ITALIAN PROJECT
 - PORTUGUESE PROJECT
 - Further developments in the 7 countries of the Handbook (BE,NL,FI,UK,SP,DK,N)
 - Major strategies – e.g. France : “Praticiens territoriaux en médecine générale”
 - Many academic & professional researches

- EU PRESIDENCIES
 - Slovakia
 - Malta



CONCLUSIONS

IT
LEVEL



- ITALY IS IN A VERY FAVORABLE CONDITION TO FURTHER INVEST IN HEALTH WORKFORCE MANAGEMENT
- I CALL UPON ITALY TO TAKE ADVANTAGE OF THIS FOR NATIONAL MANAGEMENT & USEFUL INTERNATIONAL PARTICIPATION