



# **Building the Knowledge & Sharing Expertise for a sustainable health workforce**

**Joint Action  
Closing Event  
3-4 May 2016**

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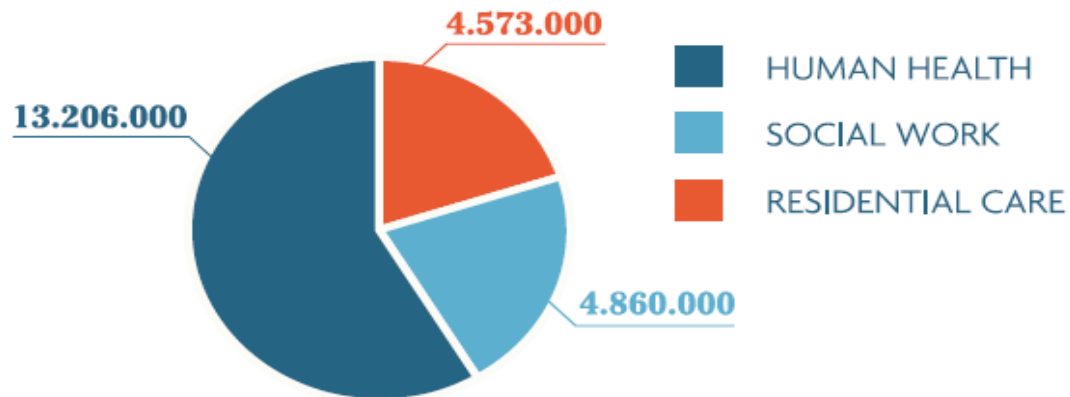
Health



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# Health workforce

## Jobs in the health and social sectors



**ONE** EMPLOYEE **IN TEN**  
WORKS IN THE HEALTH  
AND SOCIAL SECTOR





**EU Support  
Building evidence and  
knowledge towards  
sustainable health  
workforce**



## STEP 1:

Increase evidence for health workforce policies by implementing health workforce planning and improving health workforce data

1) Implementation/ improvement of health workforce planning



2) Improvement of HWF data



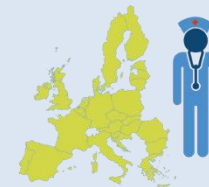
## STEP 2:

Implement evidence-based policy to address health workforce challenges

1) Adjustment of intake students (numerus clausus)



2) Recruitment & Retention policies (including migration)



3) Skills and Continuous Professional Development



## STEP 3:

Evaluate analysis and health workforce policies to adjust them



1) Identification of what works and what doesn't work

2) Adjustment of health workforce planning and evidence-based policies



# Drivers of Recruitment & Retention of Health Professionals in Europe

- Forecasted shortages of certain health professionals – reported in Austria, Germany, Norway, Switzerland and UK
- High attrition rates due to career change, retirement, emigration – reported in Central and Eastern Europe, Greece, Ireland, Portugal & Spain
- Difficulties in recruiting and retaining certain health professions, specialities - GP, emergency medicine
- Imbalances in geographical distribution between rural/urban areas



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# Recruitment and Retention of the Health Workforce in Europe

Final Report

*Barriball L, Bremner J, Buchan J, Craveiro I, Dieleman M,  
Dix O, Dussault G, Jansen C, Kroezen M, Rafferty AM,  
Sermeus W*



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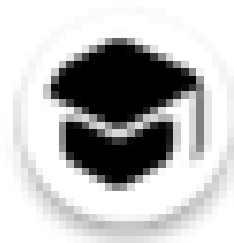
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# Recruitment and Retention of the Health Workforce in Europe (2015)

- 1.** Attracting young people to healthcare
- 2.** Attracting and retaining GPs to strengthen primary care in underserved areas
- 3.** Providing training, education and research opportunities for a life-long career
- 4.** Attracting nurses through the extension of practice and development of advanced roles
- 5.** Providing good working environments through professional autonomy and worker participation
- 6.** Making the hospital workplace more attractive by improving family-friendly practices
- 7.** Return to practice for healthcare professionals
- 8.** Providing supportive working environments for the ageing workforce

# Good practices - Conditions for success

- **Education**
  - Offer (time for!) Continuous Professional Development
  - Recruit young from deprived areas for training/jobs
  - Recognize (and award) importance of mentor role
- **Regulation**
  - Review scope of practice, allow task substitution
- **Financial incentives**
  - Make them convincing and attractive
  - Combine them with other measures
- **Professional and personal support**
  - Create supportive work environment (tailored to life stage of employees)
- **Mix/other interventions**
  - Combine measures → best results!



## Future Skills needs

- Europe needs a **digitally smart health workforce**
- Digital technology, e-health, telemedicine, electronic health records
- MS, employers, education and training providers, health professionals to work together and boost investment in digital skills

## **Future Skills needs**

### **Multidisciplinary teams to deliver integrated care**

- increasing deployment of cross-specialist teams to provide integrated care
- patient-centred care – importance of soft skills such as communication
- strengthening health professionals competences in public health and prevention



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# Continuous professional development of health professionals

- Comprehensive & comparative overview of CPD for health professionals in 31 European countries
- Share good practice & facilitate a discussion: policy-makers, regulatory and professional bodies



EAHC/2013/Health/07  
Study concerning the review and mapping of continuous professional development and lifelong learning for health professionals in the EU

Contract no. 2013 62 02

**FINAL REPORT**

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# Continuous professional development of health professionals

- **No evidence that one CPD structure is preferable to another** and mandatory and voluntary CPD consist of many different arrangements
- **Learning comes from the practice itself** and there is no single best method of learning to ensure better patient safety and quality of care.
- **New systems to revalidate health professional licences** have been introduced in a number of countries. An **important success factor** is a shared vision whereby the regulators work in partnership with the health professionals.
- **Inter-professional education** aims to change multidisciplinary cooperation between health professions to bring about interdisciplinary collaboration, i.e. working together as a medical team with shared common goals, important for delivery of integrated care.



# EU Support for Building Evidence Base and Knowledge for Sustainable Health Workforce

- Networks of expertise and knowledge sharing
- Translating results into practice, ensure uptake to support health systems reforms
- Maximise use of EU funding instruments