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Joint Action Health Workforce
Planning and Forecasting

NEWSLETTER
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**Joint Action Closure
event & Plenary
Assembly**
“Towards sustainable
health workforce for
Europe”

**3rd – 4th May 2016
in Mons, Belgium**

**Read more on the event in
this issue of the newsletter**

PROGRAMME MANAGER'S WORDS

Dear Joint Action followers,

Last February our collaborative project gathered more than 200 experts and partners in Varna on the Black Sea for fruitful exchanges on health workforce migration, future skills and education dimensions. We were delighted to hear the effective developments of knowledge in these areas. Many deliverables were approved and we have presented them at the Plenary Assembly in Mons.

So now two questions arise:

**Was the Joint Action worth it?
What will happen after the Joint
Action finishes?**

You hold the answers to those questions in your hands. Implementation projects are to be started at your level. And you are welcome to support the organization of a network of experts - the nice bunch of people that met all along the JA and are available for more brainstorming and advising. Still, the Joint Action Health Workforce Planning and Forecasting identified future developments and research useful for increasing the knowledge base on the health workforce dimension. The developments will be brought together and summarized into a sustainability business plan.

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The Joint Action is not a stand-alone programme. First of all it fits into an EU health workforce plan, that delivered very useful studies in parallel, and secondly many important researches have been conducted during the last 3 years (e.g. at OECD). These projects, together with the Joint Action, added a significant contribution to new Human Resources for Health (HRH) data collection schemes and to the WHO HRH strategy.

I guess most of you will be part of continued initiatives in this context. The role of EU as supportive body is confirmed and we are delighted to read the adoption of the health plan 2016 with HRH related activities to sponsor further studies and community of expertise.

Thus, although we are heading towards the end of the Joint Action, I'm convinced that our unique partnership will last for some more years through many new projects and co-operations, benefitting the health systems, health workers and patients.



**Eng. Michel Van Hoegaerden
Programme Manager of the
Joint Action Health Workforce
Planning and Forecasting**

WP1

We are approaching the end of the programme. 2016 is an important year for the coordination team of WP1 with the **final report** as its main and last deliverable. During these last months, we need the proactive collaboration of all associated partners to supply WP1 team with their supporting documents and activity logs. Once this final report is approved by CHAFAEA, the final payment will be calculated and transferred.

In February, the **Joint Action Conference** on 'Planning & Educating Health Workforce without borders', jointly organised by the FPS Health of Belgium, the Ministry of Health of Slovakia and by our host the Medical University of Varna, proved to be a success.

WP1 team has organised **two Executive Board Meetings**, one in January and a second one in April. The next and final one will take place in June in Rome.

The WP1 team has also successfully prepared the **Closure Event**, "Towards sustainable health workforce for Europe", that was held on May 3rd and 4th in Mons, Belgium. This Plenary Assembly, presenting all deliverables, was combined with a Stakeholder Forum and a high-level policy session, including presentations by WHO, OECD and a panel discussion. Read more on the events in this Newsletter.



WP2

Work package 2 was busy preparing and implementing the Joint Action dissemination strategies. This process preceded the bilateral calls with all core work package leaders and analysing the target groups and the most effective and efficient means of communication of particular deliverables approved by the Executive Board.

Furthermore, WP2 actively participated in the preparation of the Conference on Planning and Educating Health Workforce for future in Varna and in the preparation of **Stakeholder forum** as integral part the Plenary Assembly held in Mons this month.

Currently, we are heading multiple working challenges before finalizing the Joint Action. It is mainly the elaboration of **Final dissemination report** and **Laymen technical report** that will be submitted for the next Executive Board. WP2 is also responsible for finalizing and dissemination of the Final Health Workforce Guide as the collecting and final deliverable of the Joint Action. Major task ahead of us is also the dissemination of the deliverables approved by the Executive Board.



WP3

WP3 has submitted the expert reference group report on D062 and made all necessary arrangements for focus groups taking place in Helsinki during the Executive Board meeting in April. The output evaluation on web portal was completed and presented to the Executive Board. Furthermore the work package is working on the evaluation reports on multiple deliverables to be presented at the Executive Board in Rome.

The final evaluation report is in process. In addition, two new experts joined WP3 in April in order to work on the last WP3 deliverables and reports.



WP4

WP4 was working on multiple reports. The Report on Mobility Data was successfully approved by the Executive Board. This means that four out of the four WP4 reports are approved, thus WP4 is to fulfill all its tasks by June 2016, the last month of the Joint Action.

The Report on Mobility Data is a unique collection of ideas and facts about mobility data and its collection across European countries. It especially aims to support countries with a significant inflow of health workers (brain drain) or with an inflow that may cause dependence on foreign labour force. The report puts forward indicators as a solid background for evidence based national policy making in managing the in- or outflow of foreign labour force.

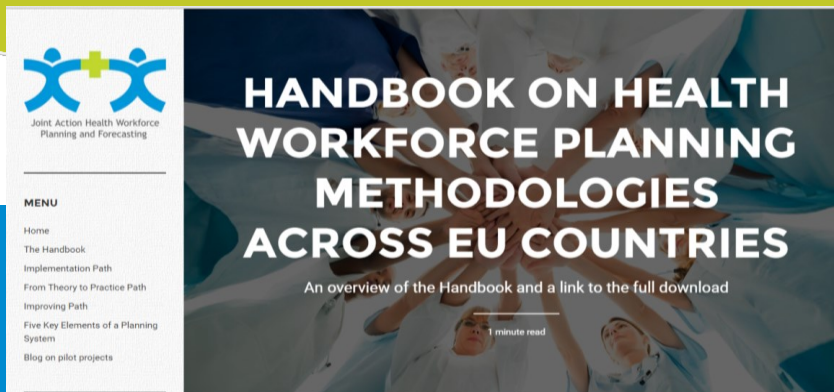
The Report on Health Workforce Planning Data (D043) has been in the focus of WP4 activities in the last months. An Expert Meeting was held in Reykjavik, Iceland to gather views of national experts with respect to the useful recommendations and the WP4 "Toolkit on Health Workforce Planning", designed by the Hungarian Semmelweis team. All the conclusions and feedback from WP4 Partners were incorporated in the report. The report was successfully approved at the Executive Board in Helsinki. The report focuses on the health workforce planning processes and data, and aims to find the strengths and weaknesses in 12 EU Member States. Besides exploring the main gaps that limit health workforce planning in different countries, the report provides practical solutions for overcoming the identified gaps.



WP5

We are happy to announce that there is another milestone with regards to the Handbook on Planning Methodologies achieved. In January 2016, WHO Europe has completed the [translation of the Handbook in Russian](#) and is thinking about an option of launching the Russian version in Russian-speaking countries. In the next months also the translation in Italian, committed by Italian Ministry of Health, will be ready.

The [Web portal on HWF Planning Methodologies](#) (D053) has been approved by the Executive Board held in Bremen on January 2016. The web portal presents to the user, in web portal home page, the three reading paths of the Handbook: "IMPLEMENTATION PATH", "FROM THEORY TO PRACTICE", "IMPROVING PATH", as three gateways to D052 content. Two more gateways are joined to those three: one on the top of the home page which presents an "overview of D052", allowing its full download, and one on the edge containing a browsable synoptic grid which allows the user to obtain, for each one of the key elements, detailed information on the seven considered HWF planning systems. Finally, WP5 web portal contains a blog in which experiences of experimentation and feasibility studies of the Handbook on Planning Methodologies across EU Countries, carried on in Italy, Portugal, Germany, Romania and Moldavia will be related.



WP6

The work on deliverables that work package 6 has carried out with its partners over the last three years paid off. [The report on Future skills and competencies](#) and associated policy briefs which describe the major drivers of change and their potential effects on health workforce were approved by the Executive Board.

Furthermore, the report on pilot study experiences of using horizon scanning and the Delphi method that describe the learning from applying these methods on the Belgium workforce planning context was successfully presented to the EB as well as to the wider audience at the Plenary Assembly.

Professor Lieve Peremans presented the horizon scanning pilot project undertaken with the Belgian colleagues to complement their workforce planning of general practitioners.

WP7

The **Report on Circular Migration of the Health Workforce** was approved by the Executive Board in Bremen in January 2016. It provides an overview on circular migration of the health workforce and provides European Member States with preliminary guidance on how source and destination countries may cooperate in order to find a mutually beneficial solution in terms of circular mobility of the health workforce, within the framework of the WHO Global Code of Practice.

In February - March 2016, WP7 conducted an online Sustainability Survey. The aim of this survey was to gather the views of JAHWF partners and other experts on how to sustain the results of the Joint Action after its official ending.

More specifically, it aimed to identify strengths and opportunities for improvement on the **Policy & Technical Recommendations (D073/D074)**, the action- and project proposals in the Sustainability Business Plan, and the Network of Experts (D072). Twenty-six people participated in the Survey and responses were received from Ministries, professional organizations, the academic sector and NGO's. Results were positive, with support for the relevancy and clarity of the policy & technical recommendations, strong support for a Network of Experts and some clear priorities for further actions were identified, mostly in the field of data collection.

The results were more thoroughly discussed during the **WP7 Workshop on Sustainability Options** in Brussels on the 16th of March 2016. The updated version of Network of Experts was electronically submitted to the Executive Board members for final feedback. Currently the work package is finalizing its last deliverables based on the comments from Brussels workshop as well as comments received during the EB in Helsinki.



Pilot projects & Feasibility studies



Italy

Italy is now finalising with the experimentation and implementation of the Handbook knowledge. In order to define the needs for the five professions (Dentists, Doctors, Midwife, Nurses and Pharmacists), since October, most of Italian Regions have worked using the proposed forecasting model and during the months of February and March their needs have been discussed with main Italian Stakeholders.

As for the demand side, WP5 has studied in depth the future estimation of professionals, through the involvement of a panel of national experts on demography, epidemiology, health services and medical technologies. During the first meeting of the above mentioned panel of experts main drivers of future changes have been identified, consequently the survey was conducted, the results have been discussed and validated during the second and last meeting of the panel of experts held at Italian Ministry of Health on March 10th 2016.

During the workshop, also using the contents of the draft version of D062 Report on Future Skills and Competencies, as a source of inspiration and comparison, WP5 have defined two scenarios, the worst and the best one, for the year 2035, assuming their impact on future needs of professionals. On March 15th 2016 the last Steering Committee of the Pilot Project evaluated the comprehensive results of the project. These were presented at the Plenary Assembly in Mons.

Portugal

The Portuguese team is finishing the activities connected with the Pilot Project and in particular is engaged in the finalization of the National Register of Professionals and in the development of a new forecasting tool.

Germany

The Feasibility Study in Germany has been concluded and its results were presented during a dissemination event held in Bremen on January 26th 2016.

The report, containing useful and interesting evidences on the possibility to develop in the German Federal context a system of HWP planning. It furnishes useful hints for the development of planning methodologies at local or regional level. Likewise it furnished an interesting gap analysis of the application of the D051 Minimum Data Set in the Länders of Hamburg and Bremen. The report was submitted for approval at the Executive Board in Helsinki on April and presented at the Plenary Assembly in Mons.

Romania & Moldova

On February 8th the second and last meeting of the Joint Feasibility Study has been held in Bucharest. During the meeting both Moldova and Romania have presented the results of their interviews with the stakeholders and the two main themes of the Joint Feasibility Study have been analysed: Data Collection and possibility to develop in those two countries a coordinated and collaborative planning system and achieving an active collaboration between them.

Strengths and weaknesses of the two above mentioned main themes were analysed in the final report and presented during the Executive Board in Helsinki and presented in Mons.



EXECUTIVE BOARDS

We have started this year with our 7th Executive Board Meeting (EB) held on January 27-29 in Bremen, hosted during 3 days by our partner, the University of Bremen.

On the first day, we also held a Work Package Leader meeting (WPLM), which had as its objective the improvement of the final guide. In a parallel session, the German team disseminated the results of the German feasibility study.

During this important EB meeting in Bremen, its members approved several deliverables: the 'Report on mobility data in the EU' (D042) for WP4, the 'Web portal on HWF planning methodologies' (D053) for WP5 and the 'Report on Circular Migration' for WP7. These documents will be disseminated after a last phase of editing and lay-out check. The meeting was also the last opportunity to request a change of the Grant agreement. Several other deliverables were presented, but still needed improvements. These improvements have been submitted at the next Executive Board Meeting.

The latest Executive Board took place in Helsinki in the middle of April. Important deliverables were thoroughly discussed and approved. On the first day of the meeting there was a discussion on the Information sheets per every work package as the integral part of the Final Health Workforce Guide. There is a huge leap forward in finalizing this important final output of the project.

Besides the Final Guide, the Executive Board has approved multiple deliverables: Report on Health Workforce planning data (D043), Report on future skills and competencies (D062),. The Executive board has discussed also some crucial final deliverables such as Concept of Technical recommendation and Recommendations towards policy making (D073 & D074) as well as the Network of Experts (D072). Besides the deliverables approval, the Report on Pilot and Feasibility studies (D054), Webcontent on Horizon scanning (D063) and the concept of Report on Pilot study experiences (D064) were presented to the EB. Besides approval of the deliverables, WP3 presented the evaluation reports on multiple deliverables such as Pilot projects and Feasibility studies, Concept of the Technical recommendations and Recommendations towards policy making, Website along with the webportals.

The very last Executive Board will take place in Rome on June 13th – 15th. This last Executive Board Meeting will offer the opportunity to pronounce the final validation of the last deliverables.



3rd Joint Action Conference in Varna

At the beginning of 2016, WP1 together with WP7 and WP2, organised one of the main events of the Joint Action – The conference on Planning and Educating Health Workforce without Borders in Varna, Bulgaria. The conference was a success. It proved to be very interesting and rewarding for all 222 participants.

The Joint Action Conference in Varna brought together the knowledge of experts from all over Europe and thus the event provided an excellent opportunity for active networking of partners, stakeholder and professional organizations. The Conference tackled highly discussed topics on health professionals' mobility and data monitoring based on the case studies of various European countries. Besides mobility, the event focused on the effects of demography changing on health workforce needs, ageing consequences on health workforce, technology impact on health workers and financing health systems linked with the roles of health workers. The content also aimed at educational aspect of health professionals for future, especially coordination of education policies and convert of new skills of health professionals.

We believe that you have enjoyed the flow and overall atmosphere of the conference as we did. For a little flashback, Medical University of Varna prepared very nice video that we are happy to share with you. The video is available on our website [here](#).



CLOSURE EVENT & PLENARY ASSEMBLY

This year's Plenary Assembly and Stakeholder forum were special as they were the last joint event before the end of the Joint Action in June. The meeting was held in Mons on May 3rd and 4th. The meeting took a strategic overview of the work of the Joint Action and focused on the presentation of the Joint Action deliverables. We have presented the results on data for current and future health workforce along with the Pilot project running in Belgium. Furthermore, we have put into spotlight the planning methodologies and related Pilot projects in Italy and Portugal as well as the Feasibility Study in Germany and the Joint Feasibility study in Romania and Moldova. The agenda was enriched by a session on the Health Workforce policies in OECD countries as well as by the presentations of Jim Campbell (World Health Organization). He presented on the contribution of the Joint Action to the Global Strategy on Human Resources for Health and a cross-policy session on Employment in Health. He also introduced the Global strategy for HRH: Workforce 2030 that will be presented at the [69th World Health Assembly](#). The panel of experts, moreover, discussed on the [health employment and economic growth](#).

The Stakeholder forum, as the integral part of the Plenary Assembly, provided a stage for those partners who wanted to share their vision and ideas on the benefits of the Joint Action and its uptake towards sustainability.

We would like to thank you all for your active participation at the event.



ANNOUNCEMENTS



WEBSITE

As the Joint Action is heading toward its end, we have more and more deliverables approved. You can find all approved deliverables on our Joint Action website: <http://healthworkforce.eu/> in the section Results



Conference in VARNA

Please, be informed that all presentations and full programme with speakers' bio from the Conference in Varna along with the conference video are available at: <http://healthworkforce.eu/events/18022016-varna/>

CLOSURE EVENT

All presentations from the Plenary Assembly are at your disposal at: <http://healthworkforce.eu/events/closure-event-plenary-assembly/>

HR INFO:

We would like to inform you that Matt Edwards and John Fellows (WP6) have moved into the Department of Health England and are available at matt.edwards@dh.gsi.gov.uk and john.fellows@dh.gsi.gov.uk



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