



Pilot project WP6 - Belgium

Horizon scanning general practitioners

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Overview of the presentation

- 1 Health Workforce Planning in Belgium
- 2 WP6 Pilot goals & methods
- 3 Comparison of methodologies
- 4 Timing of the pilot & reporting



Health Workforce Planning in Belgium



See : p.137 and following

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- Planning Commission: **Advisory organ** – analyzes needs and recommends policy actions to **regulate health workforce** (e.g. setting of access quota for physician & dentist professions)
- Discussions in Planning Commission are based on available **workforce statistics** and **projections** made with a **mathematical forecasting model**

Belgian mathematical model

= Workforce planning tool

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- Stock and flow model with **supply** and **demand** side
- Allows to **quantify the effects** of proposed measures on future workforce stocks. (e.g. access restrictions, work time changes, ...)
- Incorporates **hypotheses about future evolutions** in the calculation of future available workforce size, composition, densities and FTEs
- This model is **descriptive and predictive**, but not prescriptive (= tool for policy makers)

Hypothesis on future evolutions

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- Developed by experts in work group meetings
- Process of **discussion and consensus**
- Planning Unit of the Ministry needs to **'translate' qualitative insights into data series compatible with mathematical model**
 - Process limitations = **workload / unit capacity**

GOALS FROM A BELGIAN PERSPECTIVE

- Pilot aims to **test out a new approach** to integrate **qualitative insights** (expert views) in the development of workforce scenarios

Operational goals:

- Increase stakeholder **participation** & expand the scope of contributions
- expand, improve & enrich the **parameters** used (= possible factors in workforce evolution / 'drivers')
- Deliver data **compatible** with the mathematical model ('ready to use') following the **Delphi quantification**



Goals of horizon scanning pilot

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User guidelines on qualitative methods in health workforce planning and forecasting

WP6
Deliverable
D.061



User guidelines on
qualitative methods in
health workforce planning
and forecasting

Authors: John Fellows and Matt Edwards
Centre for Workforce Intelligence, UK



GOALS FROM A JOINT ACTION PERSPECTIVE

Pilot aims to **test out implementation of the UK approach** in a different health care & planning culture

Operational goals:

- Validate **applicability** of one qualitative approach in a specific Member State context
- Identify the **necessary conditions** for spreading U.K. good practices across EU

Pilot methodology

- Subject:
Evolution of General Practice (workforce offer & demand)
- 3 steps:
 - Literature review : trends in general practice
 - Interviews with experts: 16 people (8 French & 8 Dutch speaking) – identification of drivers/factors
 - Delphi (= structured survey technique- 40 experts): translate qualitative insights into quantitative values compatible with mathematical model
 - UK team will help set up methodology & guide Belgian team

Pilot Team

- A consortium of Belgian Universities



- Federal Public Service Health, Food Chain Safety & Environment (BE)



- Supported by the Centre for Workforce Intelligence (UK)



Current process

Limited number of work meetings

Restricted to participants in work group meetings

Consensus building (fluid process)

Limited cost & manpower involved

Outcome of work group activities requires further steps

Pilot

Literature review, interview of experts, organisation of Delphi

Broader selection of experts

Structured and formalized approach to collect expert views

Cost to be evaluated

Delivery of compatible parameters

Timing – delivery dates

31/03/2015

- Literature review

30/04/2015

- Expert interviews

15/06/2015

- Delphi

Further steps

- Planning Unit will integrate the output of the Delphi process in developing new physicians workforce scenarios (2015/2016)
- Results will be presented during JA conference in Bulgaria (Feb. 2016)
- Reporting & evaluation within final JA documents

Thank you!

Contact : plan.team@health.belgium.be

Consult our publications at:

<http://www.health.belgium.be/hwf>