

APPLICABILITY OF THE WHO CODE FOR ETHICAL RECRUITMENT

- **INPUT #1**
- **Joint Action position at the Consultation on Human Resources for Health for high income countries preparing the Third Global Forum on Human Resources for health (WHO-OSLO September 5th, 2013)**

Context

The Joint Action has been requested to participate, as member of a panel and as overall attendee, to the Consultation on Human Resources for Health for high income countries preparing the Third Global Forum on Human Resources for health.

Even though this participation happened quite early within the planning of the Joint Action, the Programme Manager was delegated to attend and participate. The meeting to place in Oslo September 4th & 5th, 2013. Michel Van Hoegaerden attended September 5th after the Joint Action WP7 Workshop in Sofia.

Preparation

This position was prepared by Prf. Todorka Kostadinova and Michel Van Hoegaerden, and has been discussed with Ms. Caroline Häger (EU Commission) and with the FPS Health, Food Chain Safety & Environment of Belgium (Coordinator of the Joint Action).

The format of the meeting was a set of panel without formal presentation and time for Questions & Answers. No formal document was requested.

The present position report has the purpose of feeding WP4 & WP7 in charge of developing a Joint Action vision on the applicability of the WHO Code on International Recruitment of Health Personnel.



Position

It was requested to present in a few words the Joint Action and our action toward the implementation of the Code.

The speech has been organized as follow:

Definition of the Joint Action

1. A definition has been given of the mechanism of Joint Actions at EU Level. The previous steps of the JAHWF have been highlighted (feasibility study/ various projects/ Policy dialogue).
2. Considering the increasing number of participants, I concluded that the JAHWF receives a major interest.
3. The Joint Action has now tangible objectives – it is not a research project but an implementation project. We still acknowledge a lot of additional expectations coming more than often. This highlights the need for implementation projects, and the importance of the expectations.

The added value of the Joint Action to the implementation of the CODE

4. The JAHWF is synchronized with other initiatives and goals are shared. Regarding the WHO Code on International Recruitment of Health Personnel, the JAHWF is the main EU initiative to implement art. 6 & 7 of the Code (enhancement of the data collection, forecasting & planning capacity)
5. The JAHWF will provide to the partners:
 - a. Methods
 - b. Expertise
 - c. Knowledge ManagementWhich are really needed by the Ms that need to catch up with planning & forecasting HRH¹
6. The Joint Action also believe that the current tools must be used better, or could be enhanced. The JAHWF will try to integrate its proposals in current tools to build IMS²
7. The implementation CODE is ethically undisputed but at EU level must align with the EU philosophy of free mobility of persons, goods and services.
8. The JAHWF believes that creating the capacity of planning and forecasting within the MSs³ of planning is crucial to enable policy makers to take decisions based on scenarios serving as impact assessment.

¹ HRH : Human Resources for Health

² IMS : Information Management System

³ MSs : Member States



9. Building capacity is not only provide the collection of numbers, nor the processing of those numbers, nor even building policy advises based on those numbers if restricted to healthcare. We need to build a capacity to plan cross-policies as economy, labour, social affairs, ... are subject to variation depending on healthcare initiatives and so is healthcare subject to parameters of those policy domains.
10. We know that it is difficult to creat EU-wide capacity to forecast and plan with multiple dimensions. We still acknowledge that the basics are not provided and that's where we start.
11. We share the value that "Difficult does not mean impossible"
12. On mobility issues, we know from various studies that the basics are: create comparability but also both bottom up and top down reporting

Building further than the basics

13. There are a little bit less than 10 EU countries who have already invested a lot in HWF Planning and need to go beyond the basics
14. The Healthcare environment is evolving very fast. Stock Management based on sole HWF education, outflow & throughflow is insufficient as the error factor of any prognose is too large.
15. The Joint Action will involve a large panel of stakeholders and take evolution into account within the planning guidelines, by building and testing Horizon Planning techniques.
16. The JAHWF is convinced that it can help most EU Countries to cut deep in the cost needed to build a planning capacity. Though, the JAHWF thinks that we cannot cut in the time needed to implement the processes and build new policies, as change management applies in each of the MSs.

Next steps

Through the activities of our various Work Packages we will implement the CODE. Especially WP4 and WP7 will address its applicability and recommend related processes. This subject will come several times in the various deliverables.

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Document Change Log

| Version | Author(s) | Content | Date | Reviewer(s) |
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| 0.1 | Michel Van Hoegaerden | Document | 22.11.2013 | Dr Galina Perfilieva & Dr Daniel Reynders |
| 1.0 | Michel Van Hoegaerden | Moved to version 1.0 as no comment came. | 28.11.2013 | - |

