



Joint Action Health Workforce
Planning and Forecasting

Joint Action on Health Workforce Planning and Forecasting

STAKEHOLDER FORUM

Madrid, 23rd March 2015

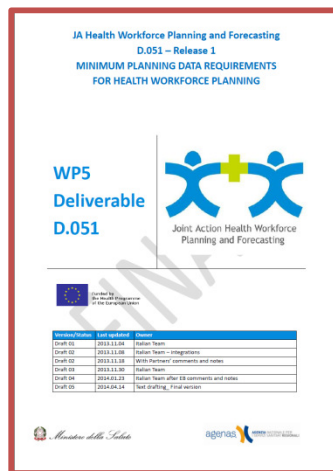


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STAKEHOLDER FORUM – SESSION 1

Stakeholder Forum on improving our data collection & knowledge on planning methodologies to fill the needs of stakeholders
(Moderated by WP7 & WP5)

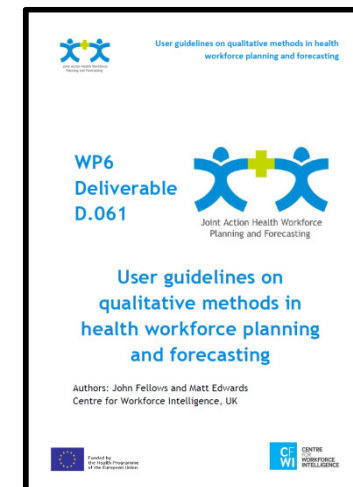
- Introduction
- Setting the objectives of the forum
- Methodology



D051



D052



D061

And so we have brought our knowledge together ... and then ?

Remember Milano ... we listed your most favorite principles and target about HWF planning

Principles	Targets
Planning & forecasting are must do's to allow both monitoring and policy making.	Current HWF.
Shortages are no options as it is a threat to the coverage and quality.	Benchmark against population information's (incl. real coverage).
Universal coverage.	Measuring the impact of policies.
Affordability.	Monitoring the effect of HWF on cost.
Effectiveness.	Monitoring the effectiveness of HWF.
Education to meet Healthcare needs.	Monitoring HWF workload.
Quality of work/private balance.	Evaluate potential new strategies.

Then ? We build and share more knowledge

Planning including effectiveness

Planning including quality of care

Planning including workload dimension

Planning including a cost target

Planning including the evaluation of past policies

Planning including new organisations of care

Planning including social care

...

Aim of the session:



Discussing the stakeholders contributions for building such knowledge in the future



Input tot
WP5, 6, 7
& Final guide



Limitations of the Joint Action products



Limitations of D052

- There's more emphasis on similitude than differences between the various systems. Indeed some topics, as not “commonly” encountered in the analyzed practices, were not developed in the Handbook:
 - future health workforce reengineering,
 - the issue of skill mix and task shifting,
 - more generally to the subject of setting and implementing policies regarding the future health workforce (with regard, of course, to the related decision making processes).
- It does not contain instructions.
- It does not contain forecasting mathematical tools ready to use.
- It looks at what has been developed at today, not on what is going to be implemented.

Limitations of D061

- These user guidelines describe the qualitative methods which are in established use in MSs who are Work Package 6 partners. As a result there is an inherent bias towards those MSs who are WP6 partners and particularly those who have published work in English.
- The Joint Action pilot studies are likely to give information on potential adaptations for MSs evaluating the applicability of methods to their specific national contexts.
- In addition, especially considering the new and anticipated evidence from the pilot studies, Member States and partners, it is recommended that any new and innovative developments in the use and application of qualitative as well as quantitative methods in combination for workforce planning and forecasting should be examined as part of future research at national, European and international levels.

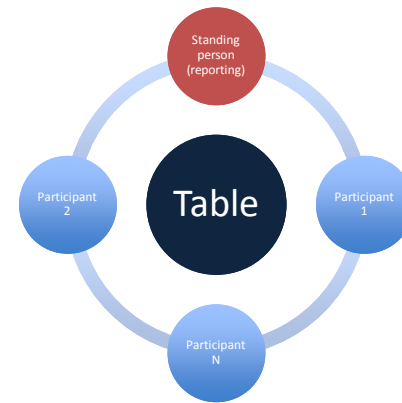
Feedback on previous discussions (Lisbon 2014)

Some demands from the potential users were not (or not completely) developed in the Handbook - Release 1:

- Test/self-evaluation for countries to estimate their situation
- Not only in English.
- A set of leaflets to use as policy brief / advocacy material
- Link the health work force planning to "cost effectiveness planning" from a planning process point of view.
- The handbook shall contain specific software tools that helps the planner to make projections and build scenarios

Organisation of the session

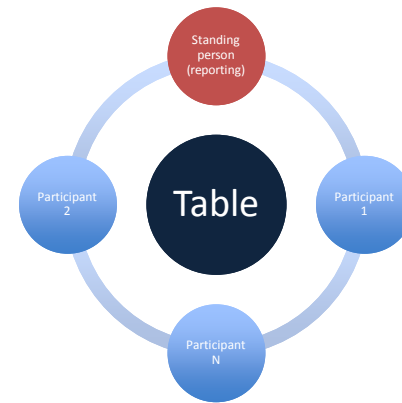
Table 1/ Topic (moderator: Isabella Notarangelo)



- Cost & Planning of HWF
 - Is budget stronger than planning ?
 - Looking for medical performance from a patient perspective and from a financial perspective is not the same. How can we then set planning targets ?
- Free discussion with as goal to feed recommendations on developing the knowledge on planning of HWF in a next action

Organisation of the session

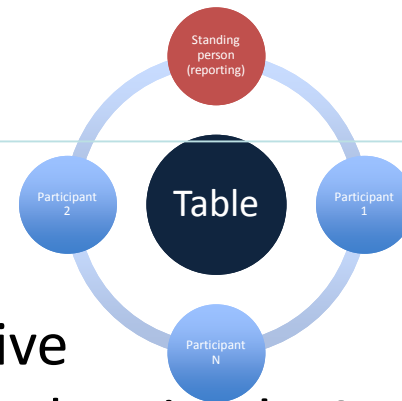
Table 2/ Topic (moderator: Carsten Mohrhardt)



- Education and Employment of HWF
 - Which is the perspective of employers on Planning of HWF when shortage is a business risk and push the cost up ?
 - Global shortages but local oversupplies – what to learn from the process of *numerous clausus*.
- Free discussion with as goal to feed recommendations on developing the knowledge on planning of HWF in a next action

Organisation of the session

Table 3/ Topic (moderator: Sarada Das)



- Health professionals and patients perspective
 - HWF are all human – not numbers on a planning ! - Are limitation of intakes legitimate from a health worker perspective
 - Are they good practices in involving patients ... Or are we waiting for Apple/Google/Samsung/... to rule the interaction.
- Free discussion with as goal to feed recommendations on developing the knowledge on planning of HWF in a next action

FREE DISCUSSION FORMAT

