



Joint Action Health Workforce
Planning and Forecasting

Joint Action on Health Workforce Planning and Forecasting

COUNTRIES & REGIONS FORUM

Madrid, 23rd March 2015



Funded by
the Health Programme
of the European Union

COUNTRIES & REGIONS FORUM – SESSION 1

Countries & Regions Forum on further use of planning methodologies across EU
(Moderated by EU COM & PGM)

- Introduction
- Setting the objectives of the forum
- EU Process – Flashback reminder
- Methodology

This FORUM:

- **Informal** / No formal conclusions
- Could be a **brainstorm preparing** the Expert Group European Health Workforce (next: June 2015)
- Results of the brainstorm will be **useful** for
 - **You**, the attendees, providing feedback to you home countries/regions
 - **EU COM** for preparing next policy discussions
 - **WP7** for preparing the policy & technical recommendations



COUNTRIES & REGIONS FORUM – SESSION 1

Countries & Regions Forum on further use of planning methodologies across EU
(Moderated by EU COM & PGM)

- So we have in hand most of what EU knows about planning HWF



- What else do we need for planning HWF all over EU ?

Limitations of our knowledge

D051 & D052

- No policy implementation (workforce reengineering, ...)
- No skill mix and task shifting, ...)
- No instructions.
- No forecasting mathematical tools ready to use.

D061



- Inventory of methods already in use
- Other methods to be found in different sectors

Identified dimensions with limited 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
- ...

Objectives of this workshop

The informal discussion should enable highlighting the steps that the MSs and Regions could now take,

- either to implement a HRH planning process
- or to improve the existing one,

and how EU consensus on monitoring and supporting implementations could be found.



March
23

Overall discussion on Planning process

March
24

Further discussion on Data Collection



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Coordinated by the FPS Health, Food Chain Safety & Environment - Belgium



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FLASHBACK REMINDER

HISTORY & PERSPECTIVE OF HWF

DISCUSSION AT EU LEVEL (C. Hager)

Apart presentation



Organisation of the session

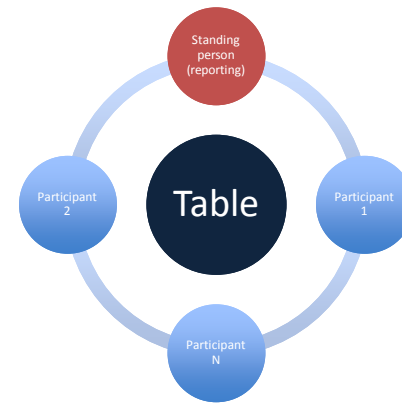
Table 1/ Topic (moderator: John Fellow)

o Countries that participated to the handbook

- Themes

- Why would we update our methods using EU experience & Good practices ?
- Is there a value added by advanced HWF planning ?
- Are the main in-country HWF issues covered by the JA work ?

Free discussion with as goal to feed recommendations on developing the knowledge on planning of HWF in a next action



Organisation of the session

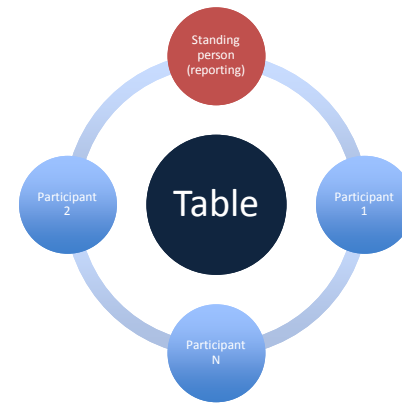
Table 2/ Topic (moderator: Prf. Todorka Kostadinova)

o All Countries except the 7 from the handbook

- Themes

- The handbooks on a shelf, ... or turned into practice ?
- Which steps could now to be taken by all MSs ?
- IT & PT showing the way ... is this enough ? What is expected from EU ?

Free discussion with as goal to feed recommendations on developing the knowledge on planning of HWF in a next action



Organisation of the session

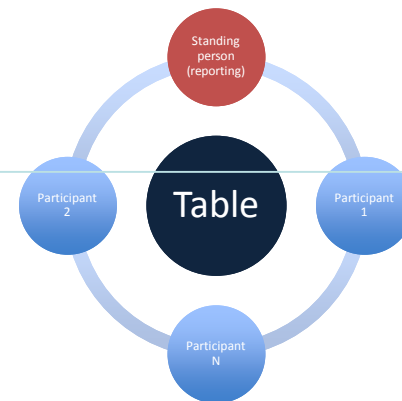


Table 3/ Topic (moderator: Michel Van Hoegaerden)

- Regions
- Themes
 - Specific regionals HWF issues
 - Sharing experience between regions with similar issues
 - What to expect from EU support to regions ?
 - In-country imbalances – Do we need more researches ?

Free discussion with as goal to feed recommendations on developing the knowledge on planning of HWF in a next action

FREE DISCUSSION FORMAT

