

EU - Health Workforce expert group meeting 17.06.2015



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The Joint Action Health Workforce Planning and Forecasting

The Joint Action on Health Workforce Planning and Forecasting (JA EUHWF) is a **three-year programme** running from April 2013 to June 2016, **bringing together partners** representing countries, regions and interest groups from across Europe, but also some non-EU countries and major international organisations. It is supported by the European Commission in the framework of the European Action Plan for the Health Workforce, which highlights the risk of critical shortages of health professionals in the near future.

Currently, the Joint Action Health Workforce Planning and Forecasting has 89 partners among which 26 Member States. Of those Member States, 15 are represented by the Ministries of Health.

The main objective of the JA EUHWF is to provide a platform for collaboration and exchange between partners to better prepare Europe's future health workforce. The Joint Action aims at improving the capacity for health workforce planning and forecasting by providing state of the art knowledge on quantitative and qualitative workforce planning. By participating in the Joint Action, competent national authorities and partners are expected to increase their knowledge, improve their tools and succeed in achieving a higher effectiveness in workforce planning processes. The outcomes of the Joint Action, among other things, should contribute to developing sufficient health professionals, minimizing of the gaps between the needs and the supply of health professionals equipped with the right skills, forecasting the impact of healthcare engineering policies and re-designing education capacities for the future.

In particular, the JA EUHWF is also a strong medium to implement the chapter 6 of the WHO Global Code of Practice on International Recruitment of Health Professionals by improving the monitoring and planning capacity of the Member States.

The JA EUHWF is an action executed in health systems in operations. It is not a stand alone scientific research project. **The JA EUHWF aims at providing guidelines and handbooks based on experience and case studies and by launching relevant pilot projects and feasibility studies.**

The JA EUHWF is coordinated by Belgium through the Federal Public Service of Health, Food Chain Safety and Environment.

JA EUHWF PROGRESS REPORT

The following deliverables have been presented at the Plenary Assembly of the JA EUHWF on March 23rd & 24th in Madrid :

- A report on the **data terminology gap** used by the EU Member States for filling in the international reporting (Joint Questionnaire (JQ) on Non-monetary data by WHO/EUROSTAT/OECD).

This report addresses the major issue of the strong terminology discrepancies that hamper the quality, reliability and comparability of international data.

The report provides a sound analysis and 24 recommendations, aimed at improving the JQ data collection process itself and a majority of improvements aimed at the data collection by Member States (MS) level.



DELIVERABLE D041. – Version 09/5
Terminology gap analysis

WP4, Semmelweis University,
Health Services Management Training Centre, Hungary

WP4
Terminology gap analysis
D041



At JQ level, collaboration with all three partners, WHO, OECD & EUROSTAT, has been sought and obtained. At MS level, the JA EUHWF will seek to deliver an integrated planning and data collection implementation recommendation by the end of 2016 through WP7.

What's next with this report ?

- Publishing this week on the web site
- Providing to all partners, knowledge brokers and this EU Expert Group
- Suggestion to MSs to take the Joint Action recommendations into consideration
- Specific presentation to EUROSTAT, OECD & WHO by September 2015

- The first **handbook on planning methodologies across EU Countries**. This handbook is an important knowledge repository, written as an iBook, enabling its usage from different perspectives, depending on the readers' interest.

The reading paths are:

- Guidelines and suggestions on how to implement a new planning system starting from scratch;
- Paths for those who want to know the essential theoretical elements for planning the HWF, detailed through some practical applications;
- Path for people looking for suggestions and ideas to improve their own planning system and want to learn from solutions implemented in other EU Countries.

The countries that have been selected and added to the handbook are Belgium, Denmark, England, Finland, Norway, Spain and The Netherlands.



First web-handbook on planning methodologies across EU Countries



The handbook offers an invaluable overview of the knowledge built during the last decades by those seven countries. It does not intend to be a recipe, but a collection of essential building blocks helping a local construction.

The handbook shall prove its value through pilot projects.

Two pilot projects at country level will be presented with ambitious objectives :

- The Italian project, targeting the implementation by 2016, with a data collection and modelling process, across regional and national healthcare

departments and education departments.

- The Portuguese project targeting the roll-out of a national planning process across the main regulated professions, supported by a new data collection and goal setting method. The 2016 objectives are the set-up of the data collection, modelling HWF trends and national dialogue for nurses and medical doctors.

Also a feasibility project in Germany is started, investigating the relevance of some good practices in planning in the specific self-regulated context of Germany, and a second feasibility study is in construction within the Romanian-Moldovan geographic system.

What's next with this handbook ?

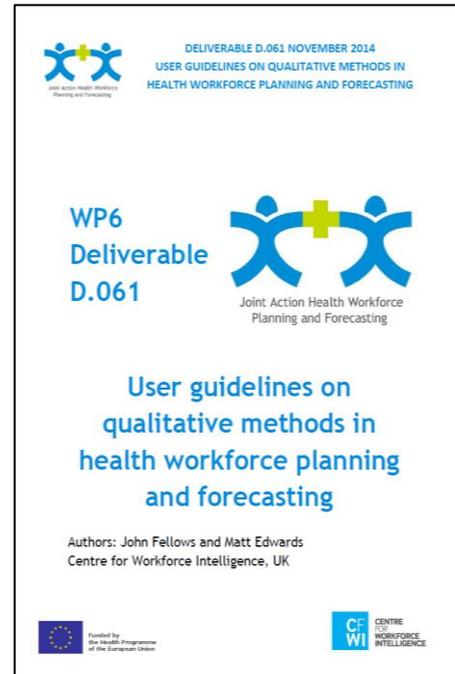
- Currently in publishing - due June 22nd
- Will be provided to all partners, knowledge brokers and this EU Expert Group
- Suggestion to MSs to progress within their own HWF planning programme
- Focus on the pilot projects leading to a version 2 of the handbook and of the Minimal Data Requirements in May 2015
- Web-based handbook in progress

- **The User guidelines on qualitative methods in health workforce planning and forecasting.**

Most countries that implemented a strong planning process experience issues related to the qualitative parameters with a strong influence on the long-term forecasts. Planning is often a global exercise with low sensibility. A qualitative approach proves to be necessary next to a quantitative approach for supporting a policy decision making processes.

The inventory brings together the available knowledge on the methods used across the EU and recommends their application.

The Horizon Scanning method, defined within the inventory, is to be brought into practice through a pilot project assessing the mid- and long term future of Family Medecine in Belgium. This pilot project has already started.



What's next with this report ?

- Available on our Web Site
- Usage within the coming deliverable on future skills need for a sustainable EU HWF
- Horizon Scanning demonstration in Belgium



- **A proposal for a Network of Experts across EU**, in a sustainable and cost effective approach. Such a network among existing experts is key for further sharing of knowledge after the JA EUHWF term and for helping countries that are willing to enhance their planning capacity.

Taking into account all previous MSs' requirements, the network should continue the impressive dynamics that the JA EUHWF has already created, through many meetings, conference and workshops.

This deliverable is currently being refined taking many valuable comments into account, and drawing an economically viable proposal that fits in the current landscape.

- A report on the applicability to EU of the WHO Global Code of Practice on International Recruitment of Health Personnel (WHO CoP).

The EU has a very specific challenge in putting into practice the WHO CoP related to the free movement of workers and of health services. Still, the important flows from mainly Eastern countries to mainly Western countries induce higher inequalities and risks for the health services of the sending countries. Therefore, the principals of the WHO CoP are potentially relevant to the EU.



The JA EUHWF organised two expert workshops to review the applicability of the WHO CoP to EU MSs. The report expresses a variety of point of views and identifies possible statements for further discussions.

This deliverable is subject to constructive exchanges with WHO representatives and feeds the review process of the WHO CoP.

What's next with this report ?

- Available on our Web Site
- Will be provided to all partners, knowledge brokers and this EU Expert Group
- Suggestion to use this report to feed the country process on Code awareness and position within the next WHO WHA
- Special distribution to WHO HQ & WHO European Office
- WP7 to propose next steps at EU level

- **The stakeholder analysis** across the EU related to HWF planning. This analysis enhances our knowledge about the variety of actors across the EU, enabling EU authorities and MS to define a dissemination and involvement dynamics.

A version 2 has been provided and a version 3 is in the finalisation phase.

- **The interim Evaluation Report** of the Joint Action has been issued providing various very valuable recommendations. This report is available on our web site.

JA EUHWF PERSPECTIVES

The Council Conclusions adopted under the Greek Presidency on June 20th, 2014 recognised shortages and uneven distribution of health professionals and recommends to build on the outcomes of the Action Plan for the EU health workforce. Particular attention should be drawn to the recommendations from the Joint Action Health Workforce Planning and Forecasting, to further cooperate on ways to strengthen health workforce policies in the Member States and to help them to ensure sustainable health workforce with the necessary skills to guarantee accessibility, safety and quality of care. With this renewed mandate, the JA EUHWF targets to deliver further reports on top of the pilot projects already mentioned:

- A report on mobility data is expected to propose data set analysis and recommendations towards building and monitoring of HWF migrations;
- A report on EU MSs HWF data situation is expected to map good practices and recommendations for improvement;
- A report and four to five policy briefs on future skills needs;
- A full report on circular migration of HWF;
- A set of proposals for the technical and policy sustainability of the acquired results (see presentation).

The Luxembourg presidency, followed by the Dutch & Slovakian presidencies could benefit from this abundant material to further foster the dialogue and obtain political commitment to manage the HWF crisis on the EU territory and in partnership with our neighbours.

Up to the end of the Joint Action, several important meetings are planned as follows :



June, 2015

Workshop on HWF data collection across EU (Budapest)

October, 2015

Workshop on the sustainability options (Varna)

February, 2016

Workshop on the implementation of planning capacity (Varna)

February, 2016

3rd Joint Action Conference Bulgaria (Varna)

May, 2016

Final Joint Action Plenary Assembly & Closure Event (Belgium)