

How the JA and further actions could support the HRH Global Strategy

Strategy and the **code of practice** are complementary papers.

At EU level we, between MSs are within a unique Single Market where mobility of patient, services & workers are primarily opportunities, about also a threat.

Through the EU action Plan and the Joint Action HWF (started in our mind more than 5 years ago now), we want to address both opportunities and threat, by **supporting** the partners entitled with the competence on Health **with knowledge and best practice**, and also by providing a room for **dialogue**.

Support is very essential. We have all across our countries, regions, universities and research institutes, and also among our stakeholders a huge amount of data, very clever people. On the other side we face many challenges, often documented, but less often solved. Our experience and structure **is an opportunity** to share, think together, **and magnify our public investments** in managing health care issues.

The dialogue then, **supported by evidence**, is in my eyes the key point as we share a market but not the health care systems nor social security system, nor even planning objectives

A HRH strategy is **useful** at any level by **setting directions** and reminding **high level** priorities, and **integrating** between other essential policies.

Of course it doesn't suffice on its own.

We recognise within the EU JA that some major moves are needed in terms of capacity building, allowing the various institutional level of the complex Europe to develop a basic planning & monitoring capacity, and preferably a management capacity, but also allowing the

The **Objectives** set in the HRH strategy of course need discussion. Especially their translation into measurable targets, as between the HIC there are of courses major differences.

Nevertheless, **most of them are clearly aligned with the elements that gave birth to our Joint Action.**

- Evidence based HRH policies
- Align HRH investments on the balance between needs and demands
- Reliable data

Of course the last objective “building the national and international capacity” refer to a concept that we - within the JA - express in terms of cooperation rather than leadership, but it is not my task to discuss it here, and doesn’t invalidate the objective.

Future knowledge has to be brought together, as the Joint Action only worked on a part of the broad topic of HWF.

Some terminology gaps are identified but not closed. Basic methodologies on identifying the gaps between Needs and the Offers, and modelling the projections are brought into handbooks, but enhanced analysis is waiting.

Some professions and skills are discussed, but not the whole of health care.

Important objectives like sustainable working conditions, patient safety, performing organisation of care, are not discussed into our common work at this stage.

While we discuss the sustainability of our Action, we sure think about further cooperation and research, but our deliverable insists that MSs and other competent authorities are to use the current JA products, and of course all exogenous products - WHO OECD Others - to develop their capacity, and increase the dialogue at the right level, with all stakeholders.

And this is possible, and the JA pilot projects are our pride, and I want to cheer Italy, Portugal, Germany, Romania, Moldova & Belgium for participating with ambitious demonstrations that capacity building is feasible within the scope of the JA.

Once again before this audience, I repeat, that we consider that our EU effort is needed and unfinished. It is also **immediately available** for the EU Region, and further to the World, and we do not see any reason why or EU knowledge would not be highly beneficial to a global perspective.

We haven’t waited for the HRH strategy to start ambitious cooperation at EU level, but we believe that the JA and the other projects supported by EU or initiated by EU stakeholders and academics are enablers to the HRH strategy, and we are happy to set up a best practice in terms of international joint effort. I call upon the attendees to move forward with such actions at bilateral or multilateral or EU or global level because the work needed to support the strategy is only started.