

## **CONTRIBUTIONS TO THE GREEN PAPER BY THE MINISTRY OF HEALTH OF THE AUTONOMOUS COMMUNITY OF CASTILE-LEON**

Having examined the text of the Green Paper on the European Workforce for Health, sent by the Study and Documentation Centre, this Ministry of Health would make the following suggestions:

### **Page 5. Demography and the promotion of a sustainable health workforce.**

One of the major challenges facing the Health Service, and in particular the Medical Emergency Systems, is the ageing of both the general public and health professionals.

This group of health professionals working in the Emergency Units needs dedicated promotion and incentivising plans that could be geared towards;

- Making services of this type more effective by encouraging the intake of new professionals, guaranteeing improvements to working and economic conditions.
- Offering alternatives to professionals who have reached the age of 55 and/or those who are not physically able to correctly perform the tasks required in these services and which in many cases demand that they be fit and well.

There is a need to create plans to enable these highly qualified professionals to give patients the benefit of their knowledge and experience in areas where age and physical condition are no barrier. Furthermore, a forward-looking approach of this type would serve to attract more professionals and could reduce workplace accidents.

### **Page 7. Influencing factors and possible areas for action (Demography and the promotion of a sustainable health workforce)**

Add:

- Systematise a theory of productivity in health with financial and non-financial incentives, such as improvements to the working environment and efficiency in the provision of services.
- Flexible working times as a measure to reconcile professional and family life.

### **Page 8. Influencing factors and possible areas for action (Public Health Capacity)**

Replace:

Sentence reading:

- *Mejor recopilación de información sobre las necesidades sanitarias posibles y reales de la población con objeto de planificar el desarrollo futuro del personal de salud*

*pública*” – “Collecting better information about actual and potential population health needs in order to plan the future development of the public health workforce”.

We propose that this be replaced with the following wording:

- *“Mejorar la recopilación de la información sobre las necesidades posibles y reales de la población con...”* – *“Improve the collection of information about actual and potential population health needs...”* (The previous version gives the impression that things were being done badly rather than an idea of continuous improvement)

*Sentence reading:*

- Promoting scientific vocations in schools by highlighting career options in lesser known public health jobs (biologists, epidemiologists, etc.)

*We propose that this be replaced with the following wording:*

- Promoting scientific vocations in universities by highlighting the career options offered by the various jobs in the public health field. (since we do not think that biology and epidemiology are “lesser known”, or at least they should not be treated as such in the document).

Add:

- Establishing stable and institution-based pathways for coordination between the competent institutions for the correct development of health programmes.

## **Page 8. Influencing factors and possible areas for action (Training)**

Add:

- Increasing regional research capacity, e.g. clinical testing, to retain academic and clinical researchers and prevent the “brain drain” of highly-qualified research professionals leaving our Community.
- Producing a distance training plan for health professionals.

## **Page 14. Influencing factors and possible areas for action (The role of health professional entrepreneurs in the workforce)**

Add:

- Tightening cooperation between the various bodies making up the science-technology system (Universities-Business-Health Authorities), in order to identify scope for improving products, detecting new needs and introducing effective technology into the health system.

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