

Ministry of Health Cyprus

Comments on GREEN PAPER On the European Workforce for Health

The Cyprus Ministry of Health welcomes the « Green Paper on the European Workforce for Health» and recognizes the importance of the European Workforce for Health not only for the rational distribution of Human Resources in the field of Health but also for the viability of the Health Systems. The Green paper is considered to be a general overview on the health workforce in the Member States, aiming at the provision of high quality health services throughout the European Union. Moreover, MoH Cyprus would like to focus attention on the following suggestions:

- Future policy actions should involve providences for the transitional changes of Health Systems, the healthcare reforms and their repercussion in the Healthcare Workforce. These providences should also encompass the terms of work for the transitional period as well as the new educational and training programmes, in order for the health workforce to accept changes comfortably and efficiently adapt them, given the new working conditions.
- Special attention should be given to the adoption of policies which will enable the motivation and morale of employees, for their more effective deployment, training and recruitment. Investment in these areas will lead to the achievement of productive Healthcare Workforce with high delivery rates in terms of qualitative healthcare services.
- Explore possible solutions for covering the deficit of workforce in specific healthcare professions, especially in small countries with confined labour market.

Additionally, some proposed areas that should be taken into account for any future related actions are the followings:

- Tackling Health Inequalities in the context of the EU is an important challenge for the Healthcare Systems, given the great gaps that exist in terms of socio-economic status of the population.
- EU actions shall focus increasing staff motivation and morale, and involving various stakeholders from the Community. At the same time, ensuring better working conditions for health workers, especially for those working in demanding environments with special difficulties, such as Prison, is essential.
- Healthcare professional associations / organisations should be encouraged to keep records and / or data on the health needs of the population, in order to facilitate the process of long term planning as regards Human Resources.
- Another possible area for action is considered to be the Promotion of Community Nursing for specialised nursing services within the Community (e.g. Mental Health Nursing Services, Health Visitors and Home Visits for treatment of Patients with chronic diseases, terminal diseases e.t.c.)

- Common Educational Programmes between member states addressed to Health Workforce, especially in areas evolving prevention of diseases and health promotion could be introduced.

- Participation of the Community in training and development programmes related to health prevention and control of chronic diseases and other health problems, under the coordination and supervision of the European Commission and other related EU Bodies
Moreover, it is recognised the need for funding development and other programs related to health prevention and control of chronic diseases and other health problems from EU budget.

- Member states should be encouraged to exchange Health Workforce where there is surplus within the bilateral relations context, as it would be of their benefit.

Ministry of Health Cyprus
26 May 2009

This paper represents the views of its author on the subject. These views have not been adopted or in any way approved by the Commission and should not be relied upon as a statement of the Commission's or Health & Consumers DG's views. The European Commission does not guarantee the accuracy of the data included in this paper, nor does it accept responsibility for any use made thereof.