Joint Action on European Health Workforce Planning
Sustainability Joint Action:
- Technical &
- Policy recommendations

EU Expert Group Meeting
17th June 2015
Brussels
Introduction

• It is an indisputable fact that the availability of enough health professionals, their qualification and the conditions for their continuous support and increase, are essential for the provision of on time and quality health service to the population.

• Unfortunately, along with the other serious imbalances in the health system in the countries in the EU, the insufficient medical personnel in territorial and professional aspect, creates many difficulties.

• The imbalances are worsened by unplanned production, important migrations, demographic changes and many other factors. A limited set of policies and action can nevertheless improve the figures.

• Planning is enabling the policy and technical dialogue based on reliable scenarios of future evolution

Joint Action MUST DO:
Ensure the sustainability of the results of the Joint Action and proposal of new projects
**Sustainability strategy in a nutshell**

- **Have impact** on the Health Workforce MSs practices through:
  - A credible and prioritized presentation of recommendations
  - Dialogues preparing for national and international adoption of good practices and new projects
  - A community of experts further exchanging on Planning discipline and supporting the policies & projects

... the challenges of Health Systems in Europe?

![Diagram](https://via.placeholder.com/150)

*On the Policies (do more)*

*On the Technical practices (do better)*

Funded by the Health Programme of the European Union
METHODOLOGY

Structured presentation of the main messages with special attention to the feasibility and added value
Final reports

Grouping the messages

Structured presentation of the main messages with special attention to the feasibility and added value

5 Policy headers structure for sorting out all the material

- Supported policy recommendations from Joint Action material

8 Technical headers structure for sorting out all the material

- Supported by technical recommendations (e.g. tools, instruments) from Joint Action material
Policy recommendations should convince decision makers to start and/or improve Health workforce planning and forecasting.

Link to the EU agenda for sustainable health systems.
A STRATEGY TO INDUCE CHANGES

THEREFORE WE USE THE KNOSTER CHANGE MODEL

HEADERS FOR A SUSTAINABLE CHANGE:
VISION – SKILLS – INCENTIVES – RESOURCES – ACTION PLAN
1. To improve health systems and address health inequities across Europe, governments should cooperate at European and international level on all the dimensions for sustainable health systems through health workforce planning (e.g. impact of migration, healthcare reforms, promote gender equity).

2. To ensure sustainability of the healthcare systems in Europe and proactively act on health risks and imbalances of health workforce (e.g. cross border mobility), governments should invest in improving their health workforce planning and forecasting to deliver high quality care, which is accessible and effective.

3. To professionalise health workforce planning, governments should invest in capacity building, requiring specific training and advanced (inter)national labour market intelligence (data & analysis).

4. To encourage sustainable health workforce planning, governments in Europe should invest in a permanent network of experts in collaboration with educational bodies, civil society and professional organisations.

5. To implement new health policies, governments should ensure to incorporate health workforce dimensions in developing and pursuing evidence-based action plans with systematic involvement of the relevant stakeholders from health, education, finance and employment.
Technical recommendations aim at enhancing the current methodologies for planning. In order to do that, they require a strong projects understanding of the planning and forecasting process and sound technical knowledge.
8 Technical headers structure for sorting out all the material

**DRAFT TEXTS:**
To improve the use and comparability of data & information in health workforce planning and forecasting, ...
To incorporate health workforce policies in all relevant polices/projects, ...
To start health workforce planning and forecasting ...
To advance health workforce planning and forecasting, ...
To better anticipate the competences (knowledge, attitude and skills) needed for complex healthcare, ...
To improve the expertise on health workforce planning and forecasting, ...
To develop mechanisms addressing cross-border mobility issues ...
To benefit from experiences on health workforce planning of other countries, ...
Policy & Technical Headers Process

Current status

Draft Headers (5 policy & 8 technical) presented in Madrid
Consultation among all associated partners
Ongoing: Processing the 19 responses

Consultation results:
- Mainly positive
- Many proposals on all 5 policy headers
- Less proposals on the technical headers / 5 of them with low comments

Proposal #1

2d Consultation on revised headers among the EU EXPGROUP
Processing of the responses and submission to the JA Executive Board (October)
Final presentation at the November meeting of the EU EXPGROUP

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**HIGH LEVEL FRAMEWORK**

- **VARNA WORKSHOP**
  - October 2015

- **DRAFT VERSIONS**
  - EB October 2015

- **VARNA SEEHN WORKSHOP**
  - & Conference
  - February 2016

- **FINAL VERSIONS & FINAL GUIDE**

**EVENTS**

- Review of the Draft documents & WP7 proposals
- Inventory of additional topic to handle
- Discussions on WP7 literature review & lessons out of previous unimplemented recommendations

- Network of Experts proposal
- Policy & Technical Recommendations

- Applied recommendations for sending countries and endangered health systems
- Additional important next steps.

- Network of Experts proposal
- Policy & Technical Recommendations
- Strategy for next steps
**HIGH LEVEL FRAMEWORK**

**VARNA WORKSHOP**
October 2015

**DRAFT VERSIONS**
EB October 2015

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- Review of the Draft documents & WP7 proposals
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**Proposal #2**

- Invitation to the Members of the EU ExpGroup to join the workshop in Varna and contribute to the major policy deliverables

**Proposal #3**

- Network of Experts proposal
- Policy & Technical Recommendations

- Reporting to and discussion at the EU ExpGroup of the sustainable networking on HWF Planning & Forecasting