

**Joint Action on European Health Workforce  
Planning**



# Sustainability Joint Action:

- Technical &
- Policy recommendations

**EU Expert Group Meeting**

**17<sup>th</sup> June 2015**

**Brussels**

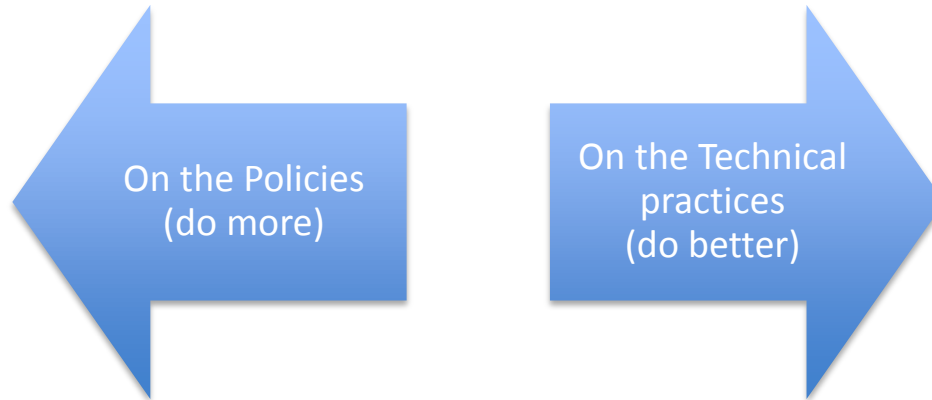
# Introduction

- 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

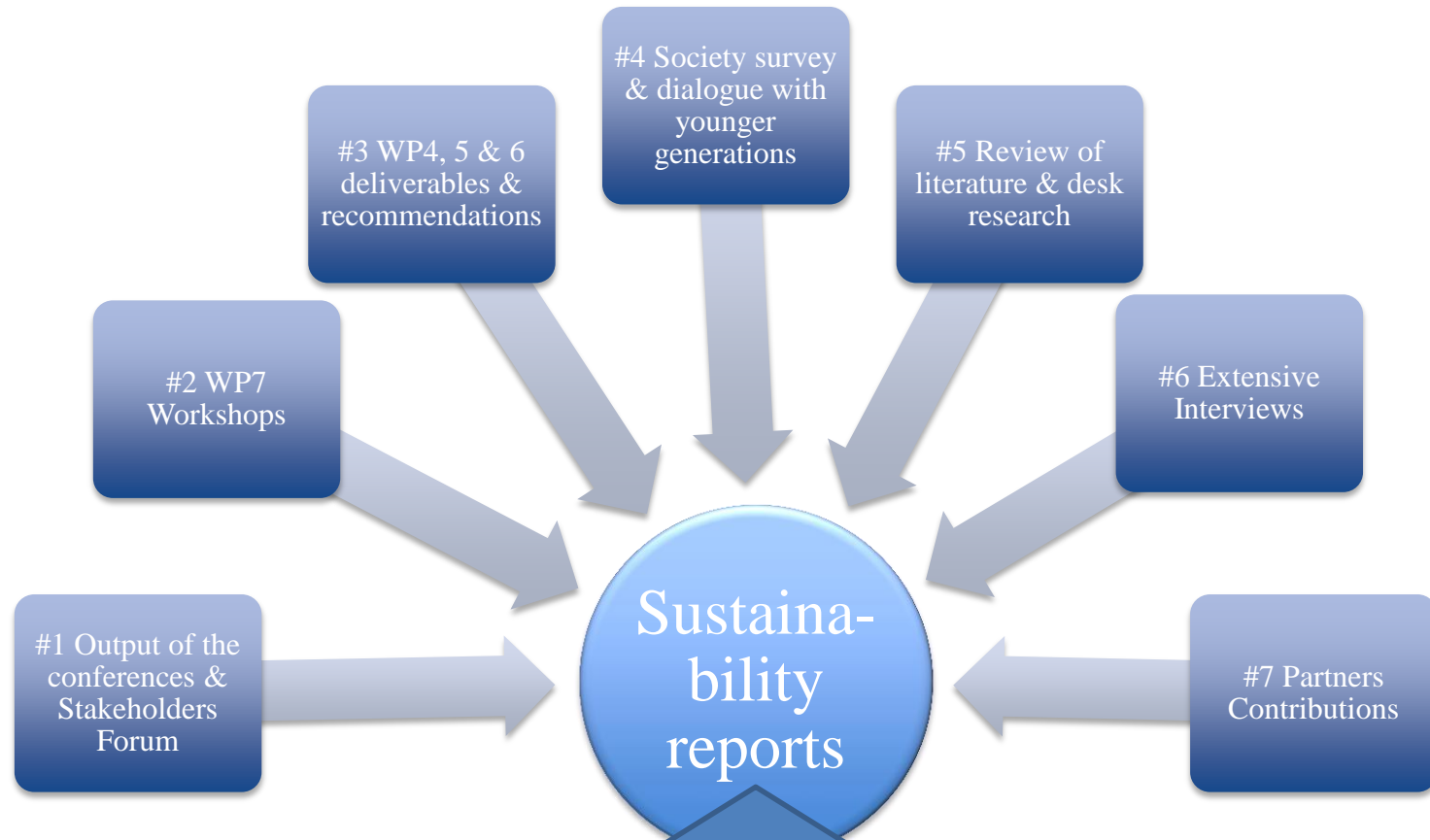


How can  
the Joint  
Action on  
Health  
Workforce  
Planning  
and  
Forecasting  
help you  
address...



... the  
challenges  
of Health  
Systems in  
Europe?

# 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

# Joint Action POLICY RECOMMENDATIONS

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.

5 Policy headers structure for sorting out all the material



UNIVERSITY OF BRISTOL  
SCHOOL OF MANAGEMENT

Joint Action on Health Workforce Planning & Forecasting  
Work Package 7 - Sustainability



KU LEUVEN



## KNOSTER MODEL



A STRATEGY TO INDUCE CHANGES

THEREFORE WE USE THE KNOSTER CHANGE MODEL

### HEADERS FOR A SUSTAINABLE CHANGE:

VISION – SKILLS – INCENTIVES – RESOURCES – ACTION PLAN



# Joint Action Policy recommendations

## DRAFT 5 HEADERS

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.

Vision

Incentive

Skills

Resources

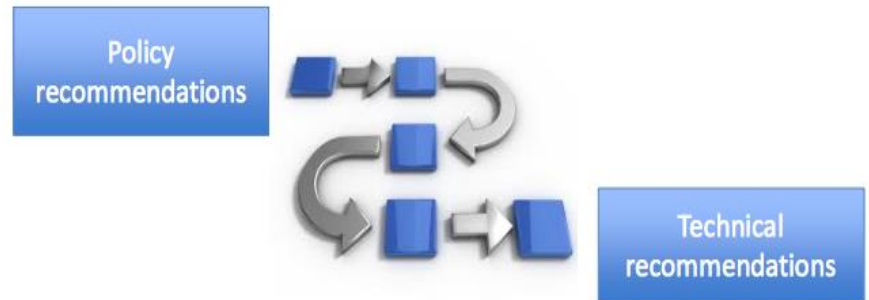
Action  
Plan

# Joint Action TECHNICAL RECOMMENDATIONS

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.



Technical recommendations articulates on the policy recommendations



## 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 policies/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

# 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

**Proposal #2**

DRAFT VERSIONS  
EB October 2015

**Proposal #3**

# 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

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

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**Network of Experts proposal  
Policy & Technical Recommendations**

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