



Developing a health workforce policy for the EU



GLOBAL HEALTH POLICY FORUM
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Background

- Green Paper on the European Workforce for Health 2008
- Public consultation 2009
- Policy dialogues 2009-10
- BE Ministerial Conference 2010

Most pressing issue:

**Shortage of health workforce
now and in the future**





Shortage of health workforce in the EU

- By 2020: approximately **1.000.000*** health workers missing
- This means that almost **15%** of the necessary care will not be covered
- The figure of 1.000.000 **doubles** if long-term care and ancillary health professions are taken into account

** Commission internal estimates*



Europe 2020 – EU Strategy for smart, sustainable and inclusive growth

- **5 objectives** to be reached by 2020 - on employment, innovation, education, social inclusion and climate/energy
- **7 Flagship Initiatives** to meet the objectives:
 - Innovation union
 - Youth on the move
 - A digital agenda for Europe
 - Resource-efficient Europe
 - An industrial policy for green growth
 - **An agenda for new skills and jobs – creating the conditions for modernising labour markets, with a view to raising employment levels and ensuring the sustainability of our social models, while baby-boomers retire**
 - European platform against poverty



An initiative of the European Union

Commission Communication: New Skills and Jobs (Nov 2010)

- The Commission, in cooperation with Member States, will develop by 2012 an **Action Plan** to address the gap in the supply of health workers.
- The action plan will be accompanied by a **Joint Action** under the Health Programme on **forecasting health workforce needs and workforce planning**.

Feasibility study* (1/2)

- **Objective:** to support the joint action
- **Study questions**
 1. Can robust and timely **data** to support workforce planning be obtained at EU level?
 2. Can workforce **planning and monitoring** health workforce trends be operational across countries?
 3. What would be the benefits and limits of **EU collaboration** on health workforce?

* "Feasibility study on health workforce" Request for Specific Services (N°AHC/Health/2011/07)



Feasibility study (2/2)

- **Reports:**
 - Data collection methods
 - Health workforce planning
 - Structure of the health workforce in Europe
 - Mobility trends
 - Scenarios for European collaboration on health workforce planning
- **Countries covered:**
 - All 27 EU Member States,
 - EEA countries and Switzerland,
 - Candidate countries (Croatia, Montenegro, FYROM, Iceland, Turkey)
- **Tender awarded** to the Matrix Knowledge Group in partnership with the Centre for Workforce Intelligence (CfWI)
- **Timing:** until February 2012



Preparation of the **Joint Action** on health workforce planning (2012-2015)

Main objective: to address shortage of health workforce in the EU by providing a common platform for MS to work on:

- **Data** for health workforce planning,
- Exchange of good practice with **planning methodologies**,
- Forecasting **future health workforce needs**
- **Sustainability** of the results of the Joint Action and framework of impacting on policy



Specific objectives of the JA (1):

- **Towards a knowledge base on health workforce forecasting and planning in Europe**
 - To get an global overview of the current situation in each Member State
 - To describe the organisational structure that oversees the planning in participating Member States
 - Documenting, looking for common definitions and methodologies
- **Towards tackling the future changes and challenges (Horizon Scanning)**
 - Foreseeing the future in terms of new technologies and social evolution and their impact on the future health care, on health care organisation, on the health workforce and skill-mix
- **Towards common definitions for describing, monitoring and evaluating the health workforce**



Specific objectives of the JA (2):

- Towards better access to timely data, focused on mobility and migration in Europe
- Towards better knowledge of calculation methods for predicting health workforce
 - calculation tools for describing, evaluating and predicting the workforce demands and training needs
- Towards a higher impact of health workforce forecasts on policy decision making



Next steps

- **Feasibility study reports– February 2012**
- **Second preparatory meeting of a Joint Action – 19 September 2011**
- **Dossier submission – April-May 2012**
- **Joint Action: 2012-2015**



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