

Developing a health workforce policy: where are we and what's next?

**Health Strategy and Health Systems
Unit**

Brussels, 21 March 2011

Green Paper and public consultation

- **Green Paper on the European Workforce for Health (Dec 2008)**
- **Followed by a public consultation and a series of policy dialogues in 2009-10**
- **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

New Skills and Jobs Communication

Priority 2: equipping people with the right skills for employment

- **Developing labour market intelligence and skills governance**
- **Providing the right mix of skills**
- **Matching people's skills and job opportunities, and capitalising on Europe's potential jobs**
- **Enhancing geographical mobility throughout the EU**
- **Reaping the potential of migration**

New Skills and Jobs Communication

Action: 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**.

Related initiatives

- **EU Working Time Directive 2003/88/EC**
 - currently under revision
- **Directive on the recognition of professional qualifications 2005/36/EC**
 - currently under evaluation
- **The Partnership on Active and Healthy Ageing**
- **The new cohesion policy**

Council Conclusions of 7 Dec 2010 on investing in Europe's health workforce of tomorrow

- **Member States and the Commission are invited to:**
develop an action plan providing options to support the development of MS health workforce policies, in the areas of the assessment of competence profiles, the improvement of planning methodologies taking into account identified health needs, CPD and recruitment and retention strategies, and to tackle the key challenges for the health workforce throughout the EU in the medium and long-term perspectives;
- **The Commission is invited to:**
include in the work plan of the Health Programme a **joint action** providing a platform for cooperation between MS **on forecasting health workforce needs and health workforce planning**

Objectives of the action plan

- Improving workforce planning
- Working on skills and competences
- Helping the MS in equipping the health workforce with the right skills
- Improving retention and recruitment of health personnel
- Implementing the WHO code on international recruitment of health personnel
- Collection of high quality and comparable data

Instruments

- A **joint action** under the Health Programme
- The **Social Dialogue**?
- A **sectoral skills council**?
- An more **permanent structure (Observatory)**?
- **Bilateral agreements**?

Hungarian Presidency

Common thinking about content of the action plan

- **WG public health at Senior level: 18 March**
- **Informal Council 4-5 April**
- **Meeting to prepare Joint Action on workforce planning**
 - (to be organised by Commission in close collaboration with Presidency)



THANK YOU !



EUROPE FOR PATIENTS

