



WORKFORCE POLICY DIALOGUE VENICE, 11 – 12 May 2009

How will the EU add value to effective workforce planning at national level? The role of the Green Paper

**Elisabeth Kidd
SANCO C5**



Current Legal Framework

- EU Treaty Article 152
- Delivery of health services responsibility of MS
- « Community shall encourage cooperationand ... lend support »
- Take any initiative to promote coordination



Legal Framework (2)

- How can EU add value when the competence lies with Member States?
- Clearly difficult – but aim of consultations is to find out extent of what MS and Stakeholders want
- This helps in development of future EU policy



Aims of the Green Paper on the EU Workforce for Health

- EU adopted a Green Paper on the EU Workforce for Health in Dec 2008
- Launched a debate on the challenges facing the health workforce, including ethical issues
- Asked stakeholders to give opinion on a range of soft options for EU support or actions



What can we do at EU level?

- Shared evidence base - improving monitoring and statistical system through available funding (EU, OECD, WHO)
- Sharing good practice – supporting networks
- Guidance; Guidelines; Recommendation
- Support from European Social funds – train and reskill health workers; under-developed regions



What can we do at EU level? (2)

- Could be support for recruitment and training campaigns; return to practice campaigns
- Training mature workers
- Fostering cooperation between Member States – training /exchanges/ Leonardo
- Creating an « observatory » to assist future workforce planning, training needs, implementation of new technology



What next?

- There are many possibilities – much depends on views contained in responses to the consultation
- We are encouraged by the enthusiastic response we have received from stakeholders



Responses to consultation

- An encouragingly high number of responses – approximately 200 and some of those consolidate responses from several individual stakeholders
- We now have to analyse the responses and this will take several weeks



Early results

- Very early to say but similar views emerging on certain issues
- Eg training (especially in context of mutual recognition of prof qualifications and exchange of inf.
- Importance of CPD
- Ethical issues



Early results (2)

- Public health capacity an important issue (even before flu outbreak)
- New technology; improved data
- Language training and induction/orientation for recruits
- Above all, robust human resource strategies to improve retention



Next steps

- After the analysis we will need to carry out an impact assessment
- We need to test ideas against principles of subsidiarity (Art. 152);
- Financial impacts; bureaucratic burdens etc



Conclusion

- Financial crisis - having an effect on health systems and budgets and, thus, on human resources for health
- There will be long term adverse effects from decisions made now.
- We can only strongly urge MS not to cut investment in health budgets
- Difficult for some MS. Summits taking place



End

 Thank you


