Workforce innovations for better performing health systems in Europe
IHMT UNL, Lisbon, Portugal, 3-4 May 2018

Towards a sustainable health workforce in the WHO European Region

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An overview

- The European context: Health 2020
- WHO Global strategy and Regional action
- The European framework for action
- A Toolkit to support actions
- Making it happen

The WHO European Region

Europe's diversity: an asset and a challenge

53 Member States from Iceland to Israel…
from Vladivostock to Lisbon…
17 times zones – 4 official languages.
A region with vast variations,
diverse and complex...
Rapidly changing health needs, new demands, challenges, opportunities.
Significant improvements in health,
but …uneven and unequal

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Common health challenges in Europe

In the WHO European Region health is improving overall, but not as rapidly as it could or should.

Countries have different starting points, but share common challenges:

People live longer and have less children.

People migrate within and between countries, cities grow bigger.

Non-communicable diseases dominate the disease burden. Depression and heart disease are leading causes to healthy life years lost.

Infectious diseases, such as HIV, tuberculosis remain a challenge to control. Antibiotic-resistant organisms are emerging.

Health systems face rising costs. Primary health care systems are weak and lack preventive services. Public health capacities are outdated.

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Strategic Vision of the WHO European Region

Health 2020: A European policy framework & strategy for the 21st century

The common shared goal:

"To significantly improve health and well-being of populations, reduce health inequities, strengthen public health and ensure sustainable people-centred health systems".

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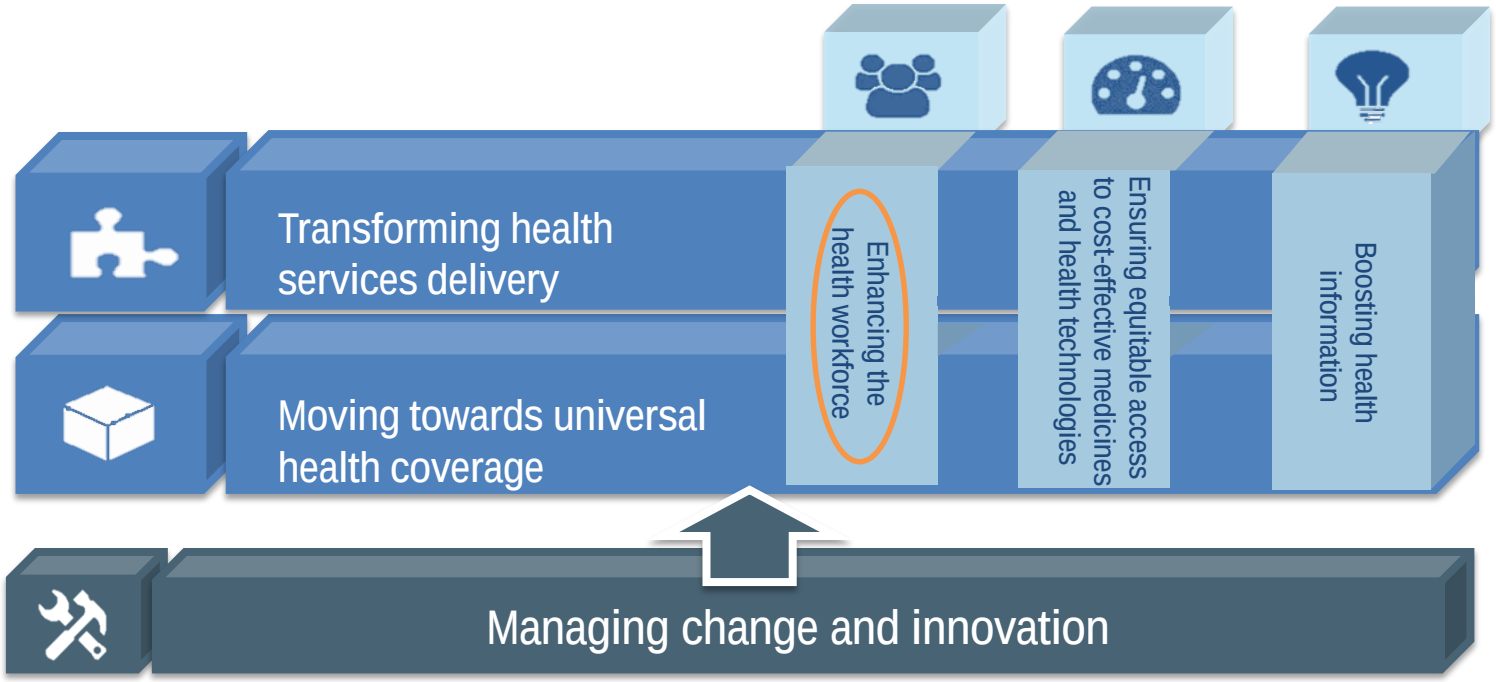
The Regional context: Health 2020

Sustainable Health Systems require an enhanced and transformed health workforce



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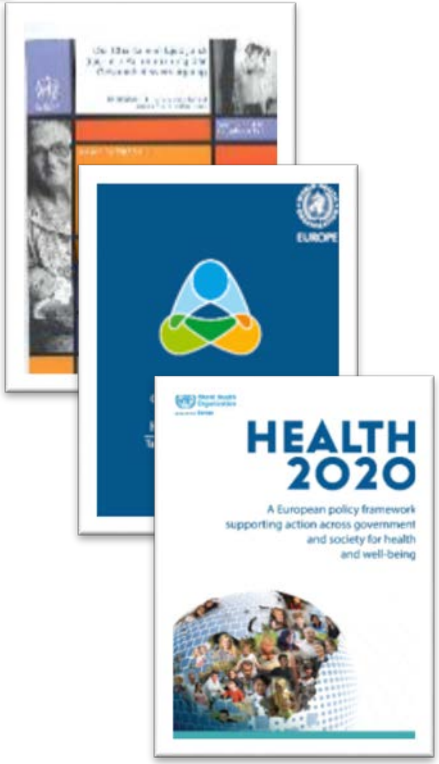
Global context – Regional action

Global context

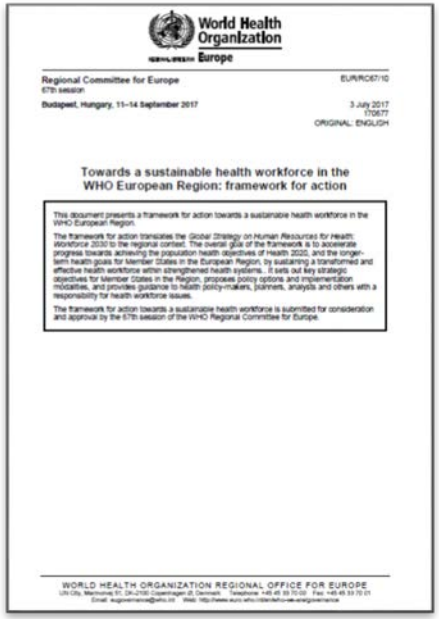
- **UN Resolution A/RES/70/1 2030** Agenda for Sustainable Development;
- **WHA 69.19 -** Global strategy on human resources for health: workforce 2030, and **WHA 63.16** WHO Global Code of Practice;
- **Report of the High-Level Commission** on Health Employment and Economic Growth; and,
- **WHA70.6 "Working for Health": A Five-Year Action Plan** for Health Employment and Inclusive Economic Growth (2017-21).

Regional action

- **The Ljubljana Charter** on reforming healthcare in Europe;
- **The Tallinn Charter:** Health Systems for Health and Wealth;
- **Health 2020**: the European policy for health and well-being;
- **Priorities for health system strengthening** in the WHO European Region 2015-2020;
- **Resolution EUR/RC59/R4** Health workforce policies in the WHO European Region



Towards a sustainable workforce in the WHO European Region: A Framework for Action



World Health Organization
Europe

Regional Committee for Europe
67th session
Budapest, Hungary, 11–14 September 2017

EUR/RC67/10
3 July 2017
170677
ORIGINAL: ENGLISH

Towards a sustainable health workforce in the WHO European Region: framework for action

This document presents a framework for action towards a sustainable health workforce in the WHO European Region.

The framework for action translates the *Global Strategy on Human Resources for Health: Workforce 2030* to the regional context. The overall goal of the framework is to accelerate progress towards achieving the population health objectives of Health 2020, and the longer-term health goals for Member States in the European Region, by sustaining a transformed and effective health workforce within strengthened health systems. It sets out key strategic objectives for Member States in the Region, proposes policy options and implementation modalities, and provides guidance to health policy-makers, planners, analysts and others with a responsibility for health workforce issues.

The framework for action towards a sustainable health workforce is submitted for consideration and approval by the 67th session of the WHO Regional Committee for Europe.

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<u>The framework builds on the commitment of Member States</u> translating the *Global Strategy on Human Resources for Health: Workforce 2030* to the regional context.

<u>It supports accelerating progress towards achieving the population health objectives</u> of Health 2020, and the longer-term health goals for Member States in the European Region

<u>It helps build sustainable transformed and effective health workforces</u> within strengthened health systems and supports the WHO's Global Strategy objectives.

<u>It provides vital support to Member States</u> by identifying policy options, tools and guidance.

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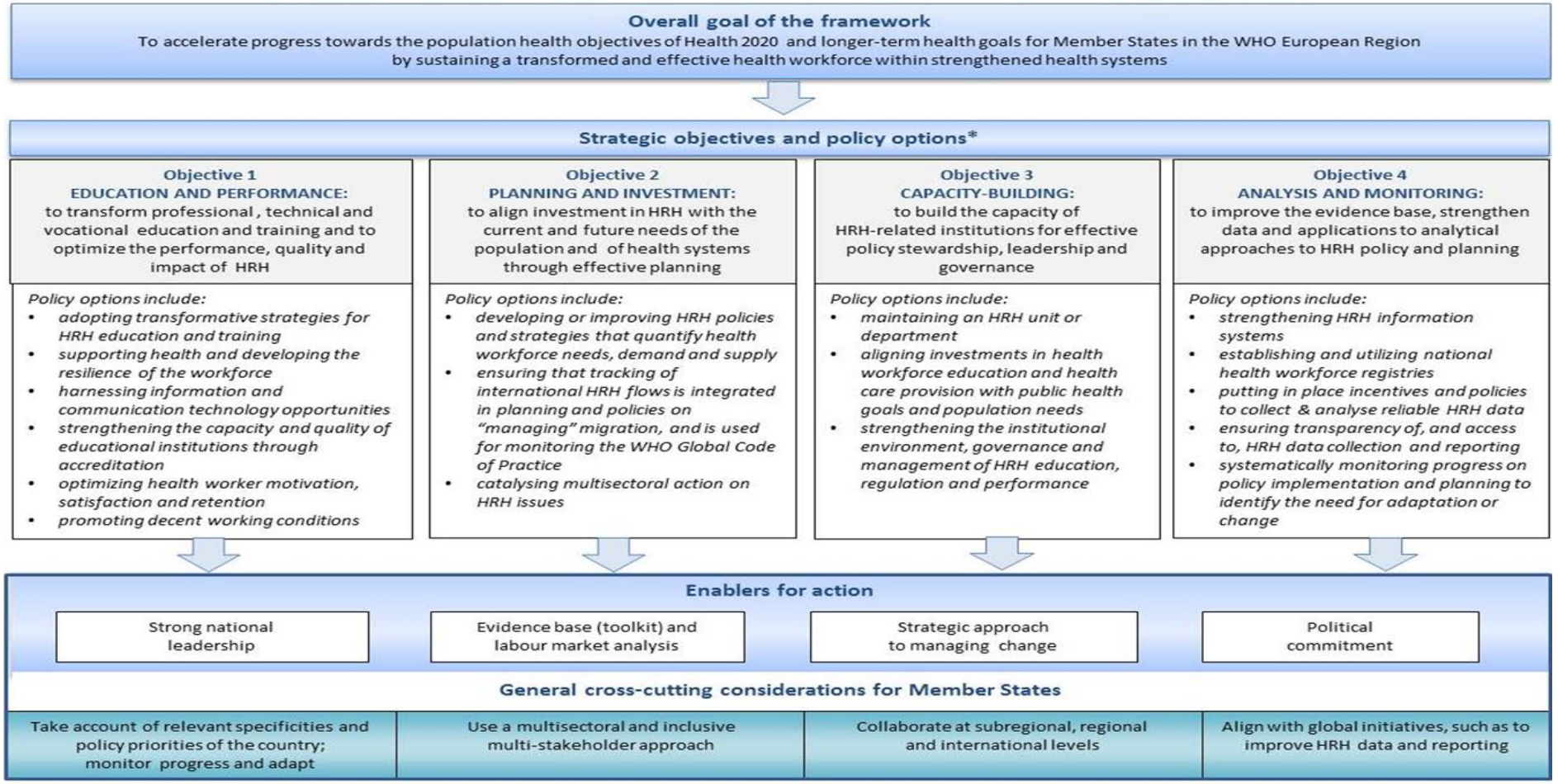
Summary of the framework for action



*Examples of policy options are given; Member States will have to develop, review and prioritize from a broader list

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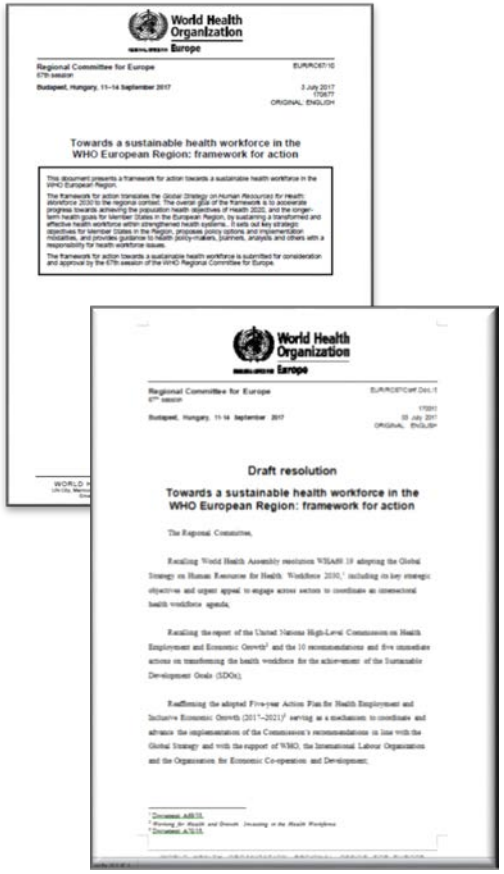
WHO Resolution EUR/RC67/R5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Towards a sustainable health workforce in the WHO European Region: framework for action

World Health Organization Europe

Draft resolution

Towards a sustainable health workforce in the WHO European Region: framework for action

URGES MEMBER STATES;

to accelerate efforts to achieving a sustainable health workforce, engage relevant sectors and ensure effective implementation of the "Framework for action";

CALLS ON;

International, intergovernmental and nongovernmental organizations, including professional associations, to engage in and support the implementation of the "Framework for action" and toolkit;

REQUESTS THE REGIONAL DIRECTOR;

to collaborate with Member States, to support Member States in the implementation of the "Framework for action", facilitate the exchange of information and good practice, monitor and evaluate progress, and report to the Regional Committee.

http://www.euro.who.int/__data/assets/pdf_file/0006/349143/67rs05e_HRH_170891.pdf?ua=1

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The Toolkit to support MSs

Supports Member States to assess their policies for health workforces within a local context

Signposts tools to aide progress and implementation of policies based around four Strategic Objectives

"Makes it Real" by using case study examples from within the WHO European Region

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Toolkit domains 1-2

1. Education and Performance

This section looks at capacity building in the context of:

- 1.1 Transformative learning
- 1.2 Education pathways
- 1.3 Skill mix
- 1.4 Technology in health-care service delivery and health education
- 1.5 CPD
- 1.6 Regulation and accreditation

2. Planning and investment

This section will explore the need to determine:

- 2.1 Investment in health and health systems
- 2.2 Health system planning
- 2.3 Investing in the workforce
- 2.4 Source of investment
- 2.5 Finance governance
- 2.6 Equity and UHC
- 2.7 Investment sustainability

Toolkit domains 3-4

3. Capacity Building

This section looks at capacity building in the context of:

- 3.1 Stewardship, Leadership and Governance
- 3.2 Human Resources for Health Management
- 3.3 The role of HR Management
- 3.4 Certifying and Registering Health Professionals

4. Analysis and Monitoring

This section will explore the need to determine:

- 4.1 HRH Analysis: assessing the current position and future need
- 4.2 Monitoring
- 4.3 Workforce analysis planning
- 4.3.1 Workload Indicators of Staffing Need (WISN)
- 4.4 Examples of analysis mechanisms
- 4.5 Limitations to projections

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Working with partners

The WHO Regional Office for Europe is committed to working with all relevant partners to support MSs:

- European network of WHO CCs and researchers
- European Observatory on Health Systems and Policies
- European Forum of National Professional Associations
- EU - JA on Workforce planning and now the JA on Heath Workforce Planning Networks.
- OECD and Eurostat - Joint data collection, NHWAs
- WHO HQ and other Regional Offices to access knowledge and best practice and make it available in a European context
- others

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Making it happen

- WHO commitments and collaboration with Member States (country specific technical support)
- Collaboration with all relevant stakeholders and international partners
- Conduct regional and subregional events and facilitate the exchange of information and good practice among Member States and international partners
- Lead and maintain technical and professional networks (CCs, EFNNMA)
- Continue work on the toolkit: create an online dynamic resource for Member States, to identify and collect additional specific guides
- Advocacy and communication at all relevant regional, subregional and country events.
- Monitoring progress …

Key References

Global Strategy on HRH: workforce 2030

http://who.int/hrh/resources/globstrathrh-2030/en/

UN High level Commission 2016:

http://www.who.int/hrh/com-heeg/hrh_heeg_call/en

- Resolution EUR/RC67/R5
  http://www.euro.who.int/__data/assets/pdf_file/0006/349143/67rs05e_HRH_170891.pdf?ua=1

Framework for Action:

http://www.euro.who.int/en/about-us/governance/regional-committee-for-europe/67th-session/documentation/working-documents/eurrc6710-towards-a-sustainable-health-workforce-in-the-who-european-region-framework-for-action