

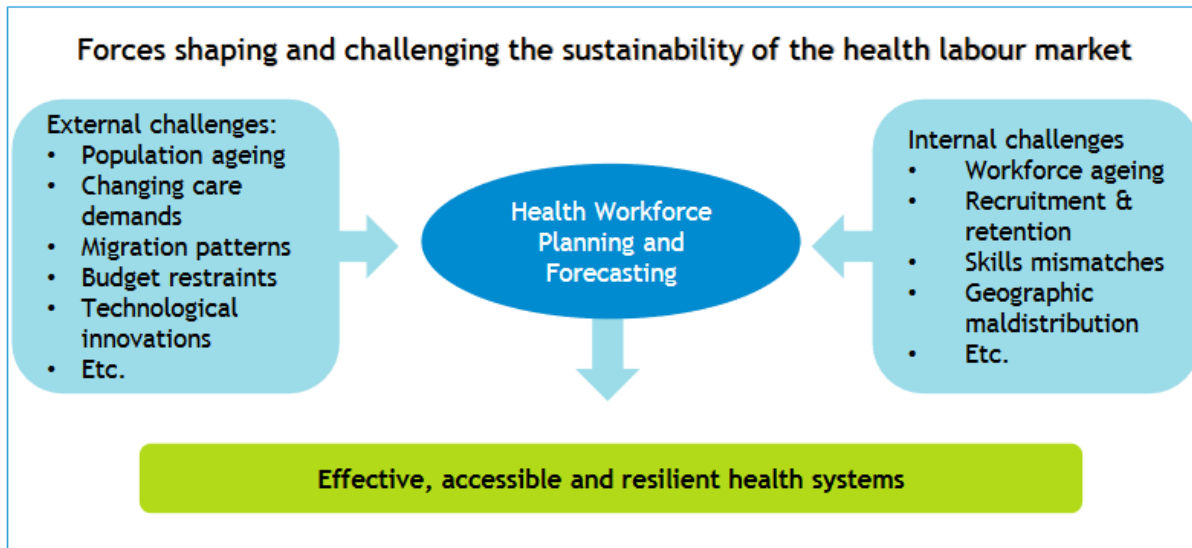


# On the way to more precise health workforce planning – Combining quantitative datasets with qualitative information

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# Health workforce planning is evolving



Emerging skill needs  
Mobility patterns  
Working conditions  
Mental health  
Digital transformation



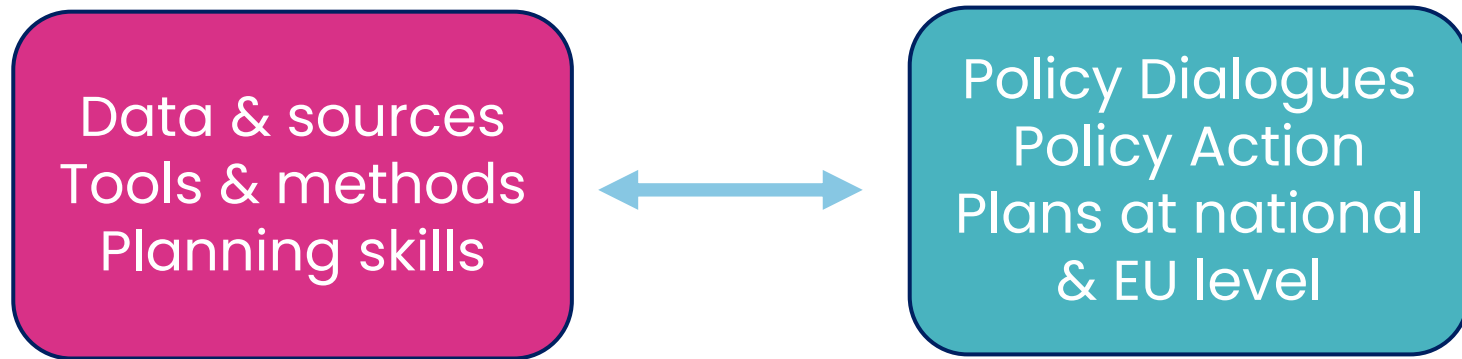
Task shifting  
Retention practices  
Mitigating medical deserts



Joint Action on European Health Workforce Planning and Forecasting, 2016

<http://healthworkforce.eu/archive/>

# Evidence-informed, strategic HWF planning



# Advanced Minimum DataSet of HEROES

is based on

- JA EUHWF deliverables
- SEPEN mapping study results and WS outcomes
- Contemporary literature and expert dialogues in HWF Projects Cluster
- Baseline/AS IS reports in HEROES
- **AMDS exercise & bi- and multilateral country discussions** in HEROES conducted with 19 MS



Areas		Supply					Demand	
Category	Characterisation	Labour force	Training	Retire-ment	Migration (outflow)	Migration (inflow)	Populatio-n	Health Consumption
	Profession	X	X	X	X	X		
	Age	X	X	X	X	X	X	X
	Head count	X	X	X	X	X	X	X
	FTE	X						
	Geographical area	X	X	X	X	X	X	X
	Specialisation (where relevant)	X	X	X	X	X		
	Country of first qualification	X	X	X	X	X		
	Gender	X						

Joint Action on European Health Workforce Planning and Forecasting, 2015

European Commission’s action plan for EU health workforce required: improvement by the identification of **a set of key indicators** and a process of measurement through the collection of the proper related data.

Clearly articulated the need for an **agreement at the international level on minimum data requirements for health workforce planning**, to define a "minimum" data set that will fulfill the **basic need for planning** in a MS that starts the HWF planning process. MDS allowing for development of common practices and an exchange of meaningful data and reports in the EU.

# Minimum DataSet for planning

# Advanced Minimum DataSet of HEROES

Supply & demand side data segments – impact of active ageing

**High level drivers of change** – considering **qualitative** data & estimates

Items in discussion:

## Health indicators

Mortality &  
morbidity of HWF  
Mental health &  
well-being of HWF  
HWF equity

## Care organisation

Teamwork  
Task shifting & skill  
mix  
Reconfiguring  
health services  
including digital

## Labour market

Financial investment,  
economic background  
Performance &  
productivity  
Governance including  
high level stakeholder  
commitment



# THANK YOU

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HEROES Joint Action, 2023–2026



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