

Health Workforce Workshop - Peer review

Overview of experience:

Health Workforce and HWF Planning in ITALY

16 May 2018

Ministry of Health

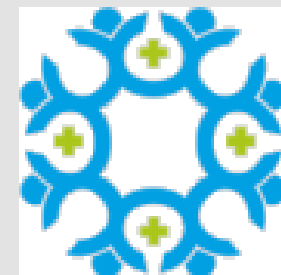
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SUPPORT FOR THE
HEALTH
WORKFORCE
PLANNING AND
FORECASTING
EXPERT NETWORK



healthworkforce.eu

Overview of experience

Paolo Michelutti

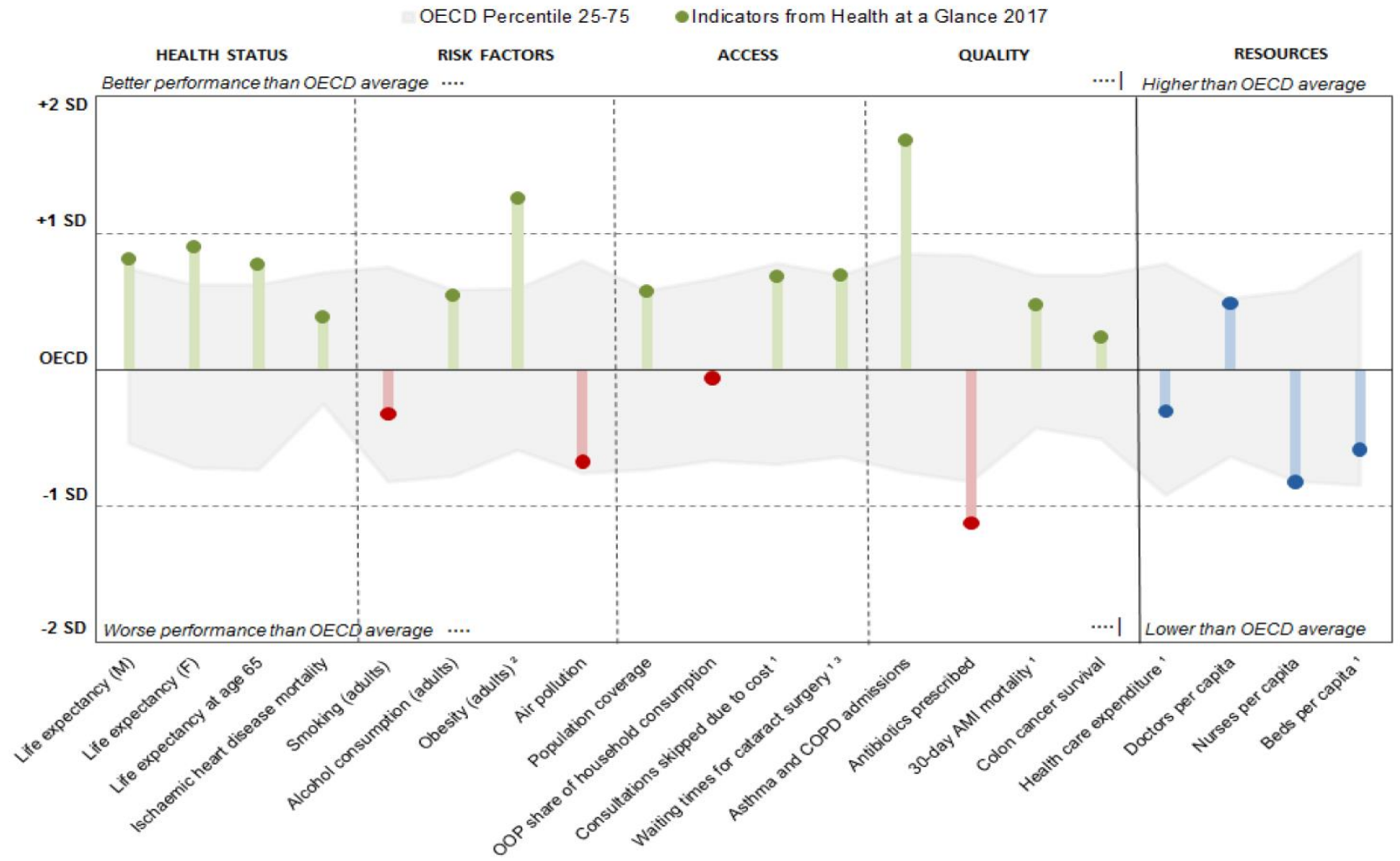
1. Main features of the Italian HWF.
2. The added value of the Italian participation to the EU Joint Action on Health Workforce Planning and Forecasting (2013-2016) and the improvements to the HWF planning system.
3. The policy actions to face the current and future HWF challenges.

Health performance in Italy

(Health at a Glance, 2017)



Italy – Relative performance compared to the OECD average



- Labour supply in the social and health care sector has increased steadily for the last 10 years.
- Total health and social employment represents 7,6% of total civil employment.
- They include more than one million recognized health professionals.
- In Italy there are 30 recognized health professions,
- The most numerous are nurses and doctors.

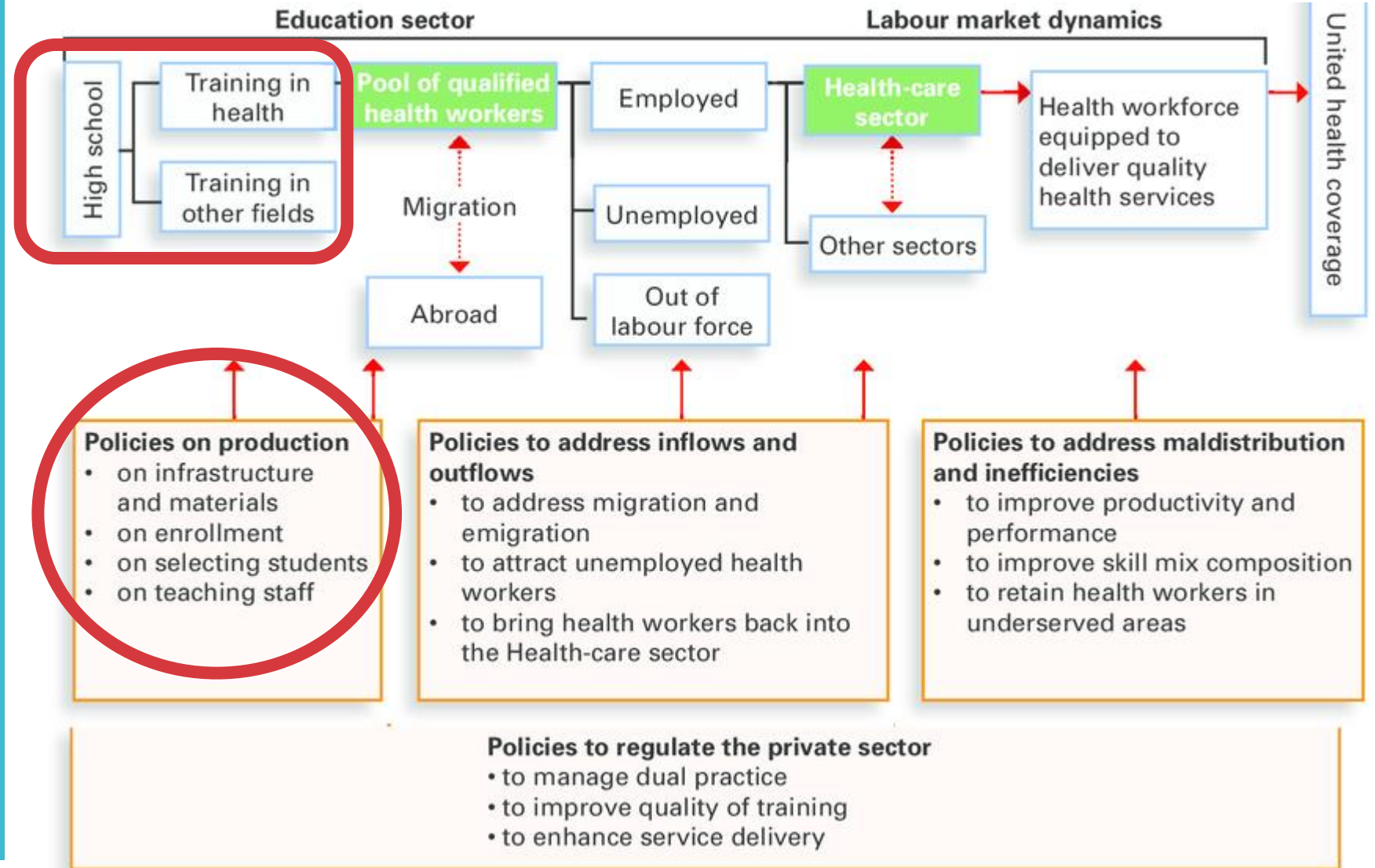
HWF professionally active stock - 2016 (Source OECD)	Headcounts	Density (per 1 k population)	Past trend (2011-2016)
Total health and social employment	1.857.100	30,58	5,4%
Physicians	251.161	4,14	3,7%
Nurses	396.539	6,54	3,0%

- Italian health workforce is characterized by a high number of doctors with a high average age: almost 2 professionally active physicians out of 3 are over 55 years old.
- The nurses stock is expected to increase in the next future and their role is being strengthened in Italy, especially with regard to the management of chronic care patients and the introduction of nurse-led professional groups in primary care.

HWF trends in Italy



HWF labour market regulation in Italy



HWF planning system in Italy



Up to 2014



Stakeholders involvement and networking

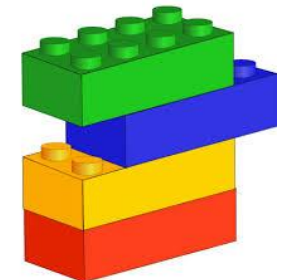
From 2015



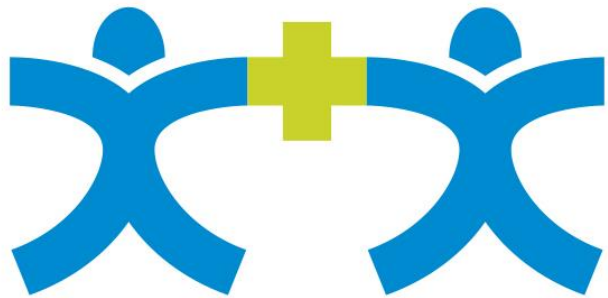
A wider timeframe



Arising from the good practice to construct a solid and shared methodology



HWF planning system in Italy



Joint Action Health Workforce Planning and Forecasting

Up to 2014



Stakeholders involvement and networking

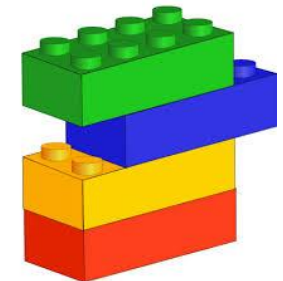
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A wider timeframe



Arising from the good practice to construct a solid and shared methodology

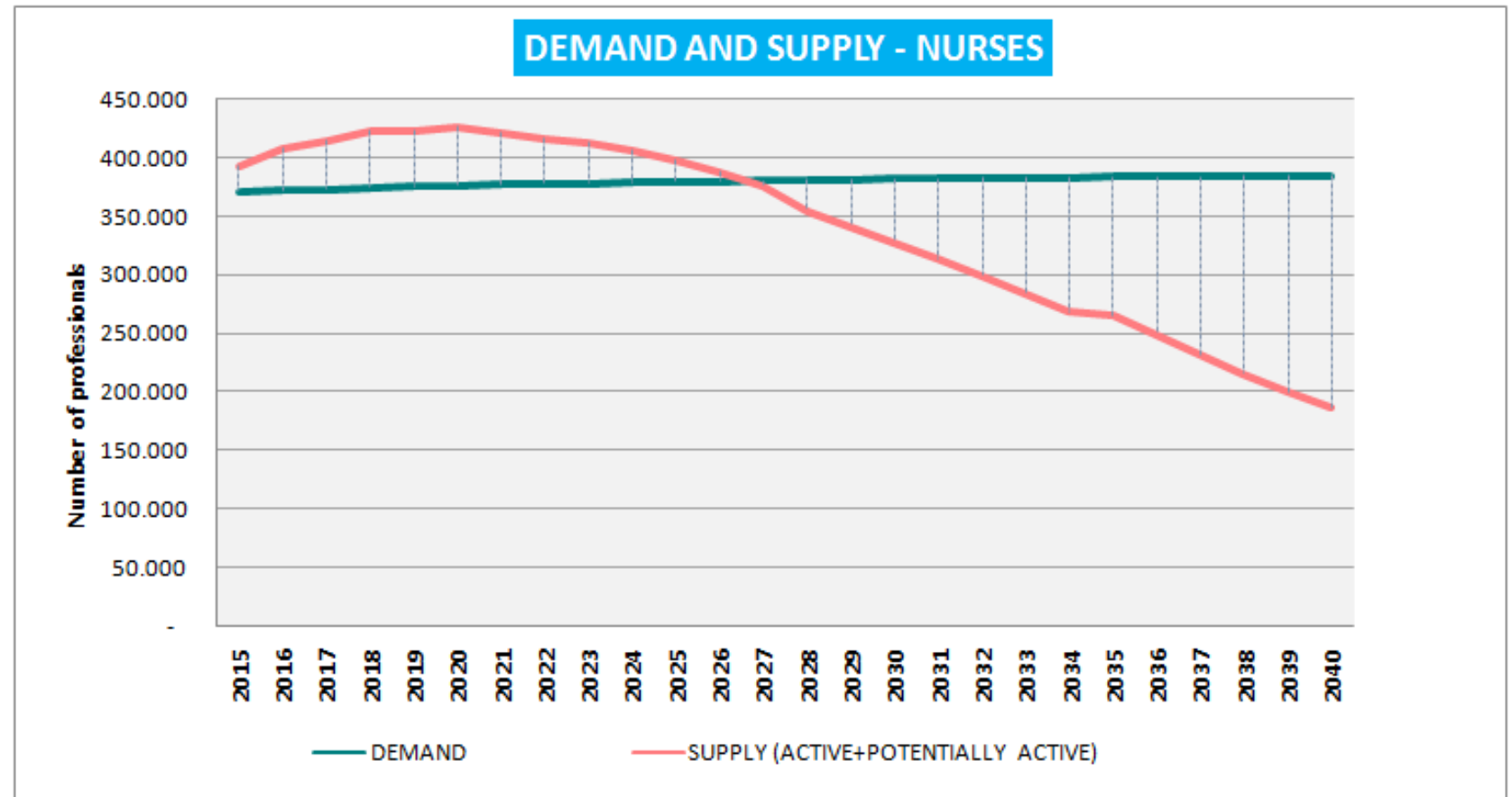


HWF forecasting in Italy

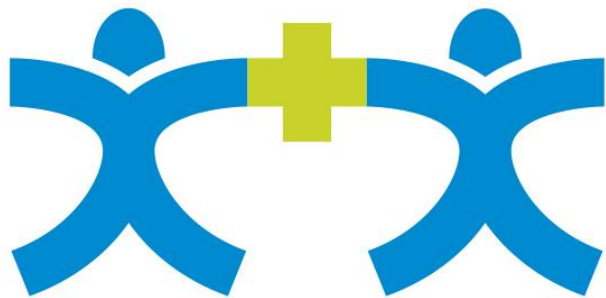


Joint Action Health Workforce Planning and Forecasting

Scenario with zero training quota since 2016

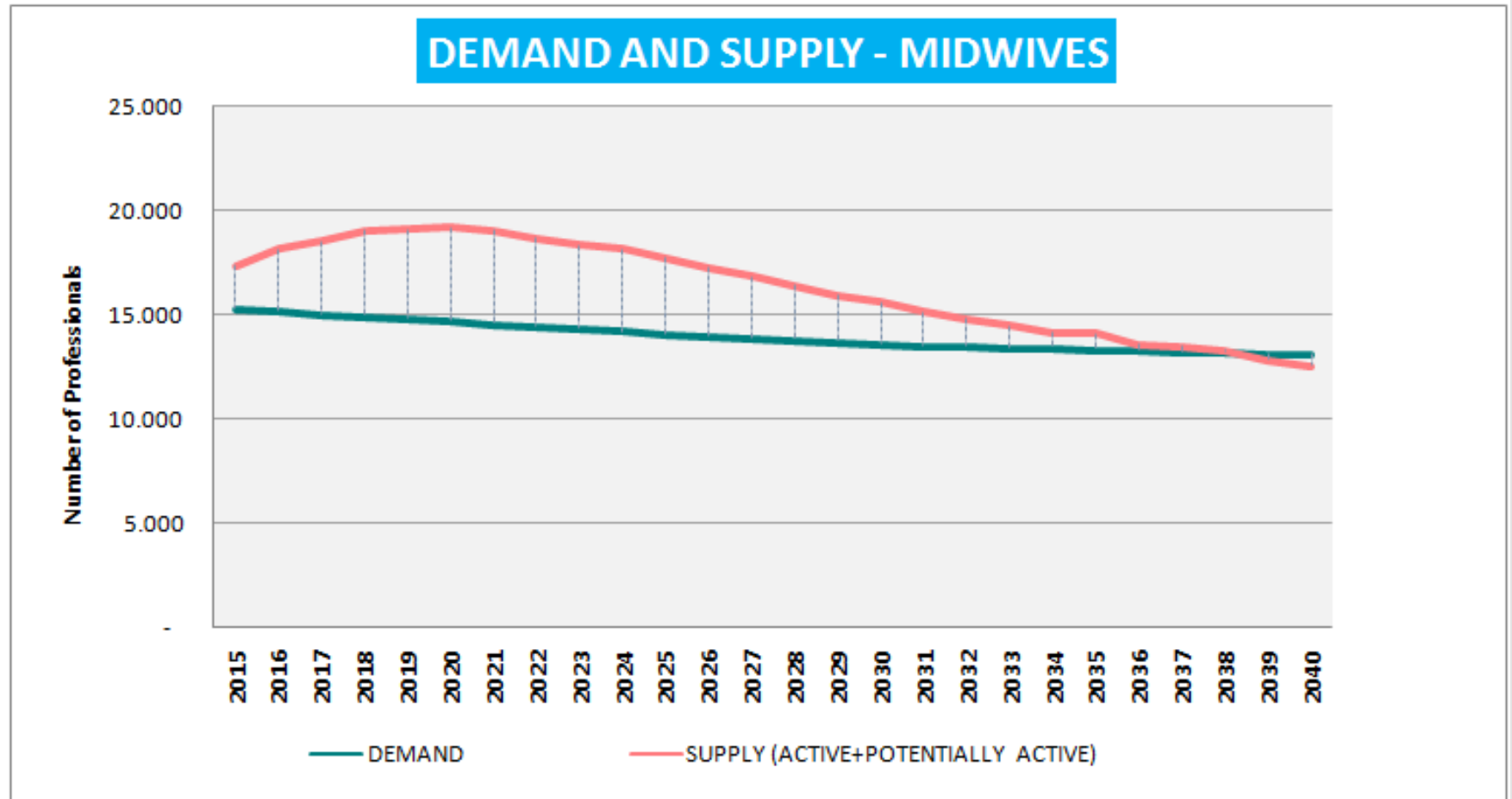


HWF forecasting in Italy

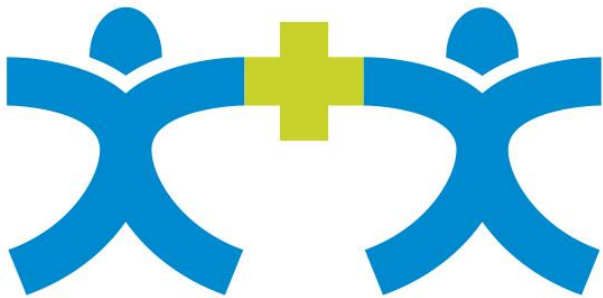


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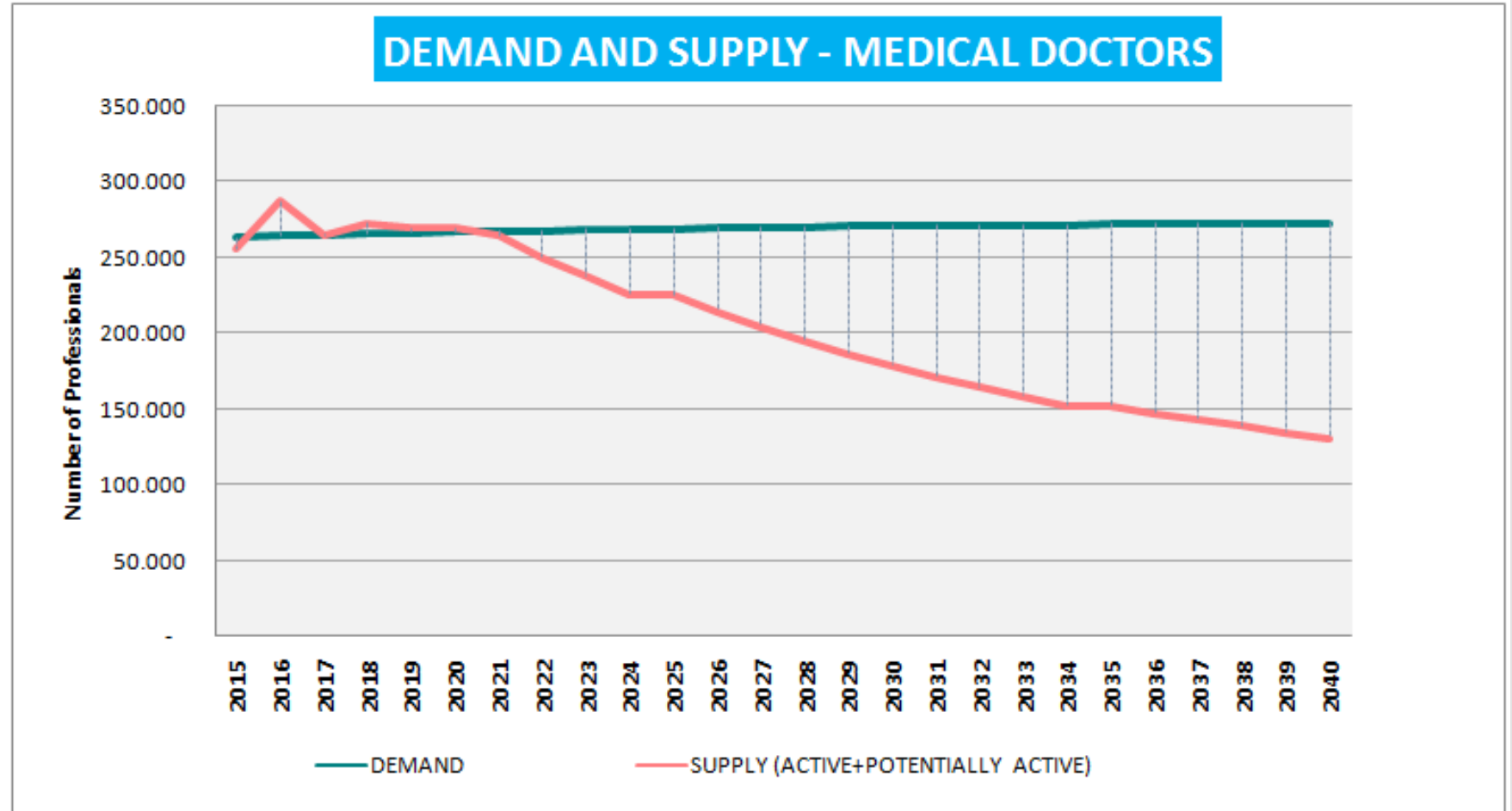


HWF forecasting in Italy



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Scenario with zero training quota since 2016

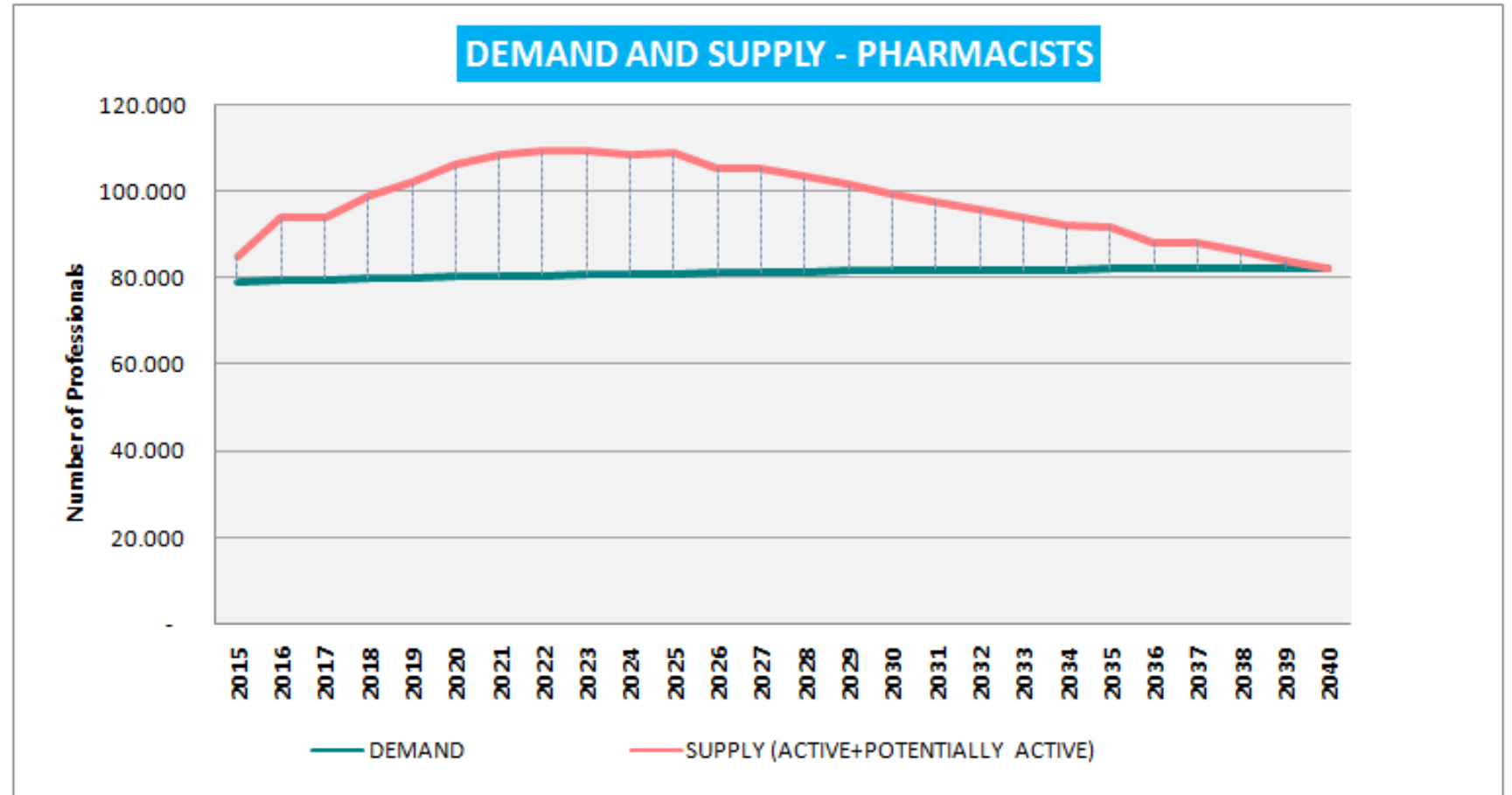


HWF forecasting in Italy



Joint Action Health Workforce Planning and Forecasting

Scenario with zero training quota since 2016



HWF future challenges in Italy



1. An ageing population will require reorienting health service.
2. Regional inequalities are still of major concern, even in the light of a reformed health basket
3. We don't know if the current workforce have the skills to deal with many more elderly and their specific needs: Continuous Professional Education) is mandatory but NO punishment system and NO skills assessment system or revalidation of the skills.
4. Probably no shortages in the next 10-15 years for some professions (nurses and doctors, for example).
 - But what about the med specialties (for example GPs)? At the current we have no evidences for the next 20 years.
 - And what about "future" professions?
 - And what about social care workers, ancillary workers, no paid care givers?
5. We have to re-thing the health system and the welfare model. Sustainability is the real critical issue.