



CHALLENGES FOR HEALTH PROFESSIONALS IN THE EUROPEAN- MEDITERRANEAN REGION IN THE 21st CENTURY

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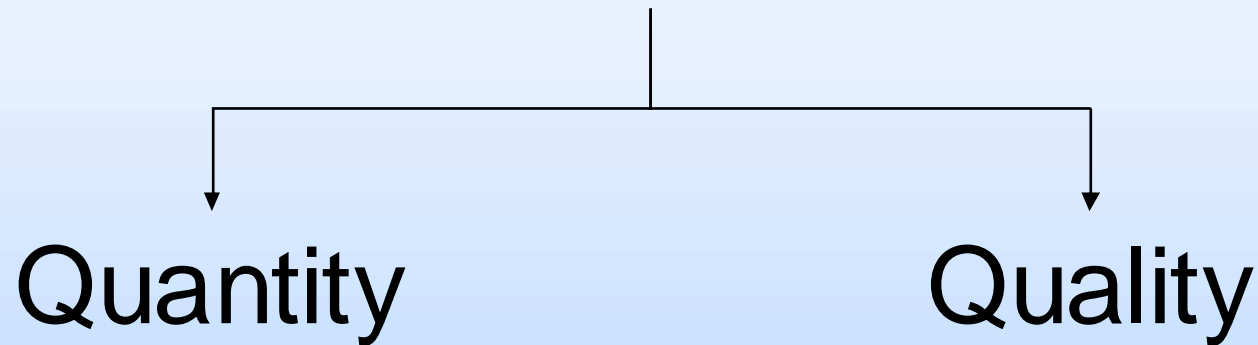


CHALLENGES OF THE HUMAN RESOURCES FOR HEALTH POLICIES

- **To address the integral development of health professions to the needs of the citizens.**
- **To ensure the coherence of social and health needs and professional competences**
- **To avoid imbalances in the availability of the health care professions**

White Paper on Health Professions in Catalonia, 2003
<http://www.gencat.net/salut>

PLANNING HUMANS RESOURCES FOR HEALTH



Dynamic and cyclical process in a changing context
Should assure professionals with the proper skills
Should include evaluation mechanisms



Planning HRH Globalisation

imbalances of the health care
professionals
(doctors and nurses)



Past Trends Assessment and Future Forecasts of
Health Workforce. 21-23 April 2005. Barcelona
OMS, Centre de Sociologie et de Démographie Médicales, Institut
d'Estudis de la Salut



Quantity elements

number of required professionals

Quality elements

professional competences and skills
to carry out the tasks assigned

To redefine professions in terms of competences and skills
and to develop evaluations mechanisms

The Observatory of Human resources



Professional migration

“To move or stay as a right”

“One country’s solution may become another’s problem”.

J. Buchan, 2005

<http://www.bmj.bmjournals.com/cgi/content/full/330/7485/210>

“To develop strategies to mitigate the adverse effect of migration of health personnel and minimise its negative impact on health systems”

World Health Assembly Resolution 57.19



Professional migration

“To retain and to recruit”

To introduce mechanisms to develop professional careers, to recognize the work, to motivate professionals and to assure good work conditions.



Professional migration

“Reasons for increased professional migration are thought to be a convergence towards international standards for education and skills acquisition”

Human resources for health 2003. B.Stilwell et al.
<http://www.human-resources-health.com/content/1/1/8>



SUMMARY

- Challenges of the HRH Policies
- Globalisation
 - Imbalances on the health care professions
 - Professional migration
- Evaluations mechanisms