

Country	Organisation
Italy	National Agency for Regional Health Services
Belgium	Sciensano
Croatia	Croatian Institute of Public Health
Czech republic	Ministry of Health of the Czech Republic
Estonia	Ministry of Social Affairs
Greece	Health Quality Assurance Organization
Hungary	National Directorate General for Hospitals
Lithuania	Ministry of Health of The Republic of Lithuania
Malta	Ministry for Health
Netherlands	Netherlands Institute for Health Care Research
Norway	Norwegian Directorate of Health
Poland	Ministry of Health of the Republic of Poland
Portugal	Central Administration of the Health System IP
Romania	Ministry of Health
Slovakia	Ministry of Health of The Slovak Republic
Slovenia	National Institute of Public Health
Spain	Catalan Health Institute
Sweden	National Board of Health and Welfare

Country	Organisation
Belgium	Federal Public Service (FPS) Health, Food Chain Safety and Environment
Czech republic	National Center of Nursing and Non-medical Health Care Professions
Czech republic	Institute of Health Information and Statistics of the Czech Republic
Czech republic	Charles University
Greece	National and Kapodistrian University of Athens
Hungary	Semmelweis University
Italy	Università Cattolica del Sacro Cuore
Italy	Emilia Romagna Region
Italy	National Institute of Statistics
Lithuania	National Health Insurance Fund under the Ministry of Health of the Republic of Lithuania
Lithuania	State Health Care Accreditation Agency under the Ministry of Health of the Republic of Lithuania
Norway	Statistics Norway
Portugal	Nova University Lisbon
Romania	Public Health Directorate of Mures county
Romania	George Emil Palade University of Medicine, Pharmacy, Science and Technology of Targu Mures
Spain	Institute for Health Research Marques de Valdecilla
Spain	Murciano Health Service
Spain	Andalusian School of Public Health
Spain	Foundation for Health Research and Training in the Region of Murcia
Sweden	Statistics Sweden
Sweden	Swedish Higher Education Authority

Country	Organisation
Italy	Marche Region
Italy	National Federation of the Associations of Medical Radiology Health Technicians and Technical, Rehabilitation and Prevention Health Professions
Italy	Azienda ULSS 4 Veneto Orientale
Italy	Ministry of Health
Belgium	Standing Committee of European Doctors
Belgium	European Health Management Association
Estonia	National Institute for Health Development
Estonia	Health and Welfare Information Systems Centre
Estonia	Health Board
Germany	Federal Institute for Vocational Education and Training
Germany	Federal Ministry of Health
International Organizations	World Health Organization Regional Office for Europe



CONTACT

Coordination team:
National Agency for Regional Health Services (Age.Na.S), Italy

Dissemination team:
Ministry of Health, Slovak Republic

 heroes@agenas.it

 [@JA_HEROES](https://twitter.com/JA_HEROES)

 www.healthworkforce.eu

JA HEROES

Joint Action on **HEALTH woRkfoRce**
to meet **healht challeNGes**

19 European countries and 51 partner organizations working together to improve the health workforce planning capacities so as to ensure accessibility, sustainability, and resilience of healthcare workforce

Granting authority:
European Health and Digital Executive Agency (HaDEA) under the powers delegated by the European Commission
Project duration: 36 months
1 February 2023 - 31 January 2026



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FACTS

Despite the development of technology, digitalisation, medical devices, pharmaceutical research and innovation, the foundation of an effective and resilient health system, is the health workforce.

Complex systems such as health systems, characterised by emergencies and a rapid evolving population needs, require advanced planning systems that can support countries to manage:

- a) the balance between the current supply of health workforce, the health workforce demand and the needs of the population;
- b) the balance between training capacity, future supply and future estimated demand of the health workforce;
- c) the balance between specialised and high-level skills and sustainability and flexibility of the health workforce.

Countries need to equip themselves with systems, models, tools, data and information that enable policy makers to make long term decisions about training, recruitment and retention of the health workforce in health facilities at different levels, taking into account the changing demand of the population, the models for organising the health services to meet those demand and the possibility that such systems may be exposed to health shocks and crises.



THE GENERAL OBJECTIVE OF JA HEROES

Is to improve the countries capacity for health workforce planning to ensure accessible, sustainable and resilient health systems focusing on **4 MAIN AREAS**:

- 1 databases, data collection, analysis, linkages, sources, on health workforce supply and demand;
- 2 forecasting tools and planning methodologies to address health workforce future challenges;
- 3 development and enhancement of skills and capacities for effective management of the health workforce planning systems at national and regional levels;
- 4 stakeholders engagement for a successful and sustainable health workforce governance.

STEPS

a) defining a sustainable framework for health workforce intelligence and data gathering

b) assessing the current situation in each country involved in HEROES

c) defining area of improvement, identify key stakeholders and possible actions to be taken at national and/or regional level

d) testing and piloting good practices in the four domains at national/regional level

Moreover, the Joint Action HEROES will also create:

- + a forum bringing together all key stakeholders to explore ways of promoting and leveraging the improvement of the health workforce planning system in each country;
- + a community of practice where all partners can develop, collect and share knowledge through "twinning actions", dedicated seminars and workshops, and other activities.

HEROES Work Packages



Work Package 1: Coordination

Ensuring the appropriate management and coordination of the project.

Work Package 2: Communication and Dissemination

Disseminating high quality information on the results and progress of the Joint Action in order to contribute to the development of a sustainable health workforce planning in the EU Member States.

Work Package 3: Evaluation

Evaluating the quality of the overall project to verify and ensure that the outputs are effective, innovative and fit for purpose in order to guarantee a high impact.

Work Package 4: Sustainability

Supporting the uptake of good practices and the scaling up of pilot projects with new knowledge and understanding, based on the main evidence of implementation and results achieved.

Work Package 5

Improving health workforce planning capacity in Portugal, Norway, Greece, Sweden, Spain, Italy.

Work Package 6

Improving health workforce planning capacity in Croatia, Romania, Slovenia, Lithuania, Hungary, Poland.

Work Package 7

Improving health workforce planning capacity in Belgium, Estonia, the Netherlands, Slovakia, Czechia, Malta, Germany.