*[DATE]*

*[AUTHOR (Organisation, not name)]*

**LV-C[C4]-R[4-2-1-r-] Human resources and upskilling**

**LV-C[C4]-R[4-2-1-r-]-M[146] Adoption of a model for health workforce planning**

**Date of completion:** **Q4 2024**

**1) Context: description of the measure and relevant context from the CID annex** [text in full from the English version]

The objectives of the measure are to improve the human resources management and upskilling in the health sector. The reform consists of the development of a human resources strategy that includes a comprehensive approach to the health workforce planning and lifelong learning model, coordination mechanism for training and a simulation approach in training. The human resources strategy for the health sector shall be based on a mapping of human resources. The strategy shall cover such actions as the development of a new salary model, the provision of basic medical training and the number of residence places in line with demand, retention measures as well as the development of a human resources database. The reform shall also establish a framework to strengthen the medical education system, providing for the introduction of a sustainable model for continuing education and a coordination mechanism to ensure and monitor the quality of educational content, as well as a simulation approach at all levels of education. An IT tool for forecasting the future needs of health workforce shall be developed. The reform shall be implemented by 31 December 2024.

**2) Copy of the milestone/target wording** [text in full from the English version]

| Seq.num | Measure (reform or investment) | Milestone/Target | Name | Qualitative indicators (for milestones) | Quantitative indicators (for targets) | | | Indicative timetable for completion | | Reporting and implementation responsibility | Description of each milestone and target |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Unit of measure | Baseline | Goal | Quarter | Year |
| 146 | C4.4-2-1-r- Human resources and upskilling | Milestone | Adoption of a model for health workforce planning | Adoption and deployment of a model for forecasting future health workforce needs |  |  |  | Q4 | 2024 | Ministry of Health | A model (IT tool) to forecast the future needs of health workforce delivered and approved by the Ministry of Health. The model is to be used for planning purposes. The model shall provide estimates, based on projected population health care needs and the organisation of healthcare service delivery, on:  - The need for healthcare professionals, by specialty and geographic area / place of practice;  - The need for professional development of health professionals, - Expected gaps in workforce supply. |

Verification mechanism:

Summary document duly justifying how the milestone (including all the constitutive elements) was satisfactorily fulfilled, with appropriate links to the underlying evidence. This document shall include as an annex the following documentary evidence: a) report by a third party shall be provided to certify that the IT tool (model) is developed and operational, and that the estimates described in the milestone are available to the authorities; b) extract of the relevant parts of the technical specifications of the IT tool proving alignment with the description of the milestone and investment in the CID Annex.

Further specification: (if relevant)

The model (IT tool) is planned to be developed internally by the Ministry of Health

**3) List of key evidence provided in FENIX**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Identifier [same as in FENIX] | Name of the evidence.  For legal acts please provide the full legal reference and date of entry into force | Short description | Link to the requirements below |
| 1 |  |  |  |  |
| 2 |  |  |  |  |
| 3 |  |  |  |  |

**4) Detailed justification**

*[Explain clearly how the achievement of the milestone/target is demonstrated by the evidence provided,* ***covering ALL elements of the milestone/target and the elements of the measure description that are directly or indirectly linked to the milestone/target’s requirements.***  *(e.g. the fact that (i) a certain institution had (ii) to accomplish something (iii) in a certain way in order (iv) to achieve a certain goal (v) by a certain date). Please provide* ***a clear link between all the below elements and the one or more evidence items listed above.***

Requirement 1: ‘[excerpt from the milestones/target or the measure description]’

*[Explanation of fulfilment]*

Requirement 2: ‘[excerpt from the milestones/target or the measure description]’

*[Explanation of fulfilment]*

Requirement 3: ‘[excerpt from the milestones/target or the measure description]’

*[Explanation of fulfilment]*

[…]

Contribution to the achievement of other elements from the measure description: [evidence related to the elements that are not directly addressing the M/T but in the measure, where relevant]