*[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[145] New remuneration model for healthcare staff implemented**

**Date of completion:** **Q2 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 |
| 145 | C4.4-2-1-r- Human resources and upskilling | Milestone | New remuneration model for healthcare staff implemented | Entry into force of a law/regulation ensuring the implementation of a new remuneration model for healthcare |  |  |  | Q2 | 2024 | Ministry of Health | The new remuneration model for healthcare staff shall include a transparent wage calculation mechanism and streamlines the wages across the health sector; solutions to ensure transparency, fairness, as well as gradual wage increases, with a view to improving the availability and quality of services. |

Verification mechanism:

A copy and the link of the publication in the Official Journal, including reference to the provision indicating the entry into force of the law/regulation implementing the new remuneration model for healthcare, accompanied by a document referencing the relevant provisions and 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) details on the transparent wage calculation mechanism; b) details of the solutions to ensure transparency, fairness and gradual wage increases.

Further specification: (if relevant)

**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]