

Background to project

Health professionals have always moved to, from and within Europe. However, concerns about the scale of movement and their impacts are increasing. New patterns of disease, new technology and increasingly global markets have multiplied pressures on health systems. Policy-makers and managers need to respond but robust data and information are scarce. This information gap is addressed by PROMeTHEUS, a consortium of 11 international partners.

Overarching aims of PROMeTHEUS

The project aims at understanding the scale, relevance and directions of health professional mobility, the reasons behind it and the tools most adequate to respond to it. It will consider the positive and negative impacts of mobility on health systems and map international, national and regional policies and organizational responses. Scientific evidence will in this way be used to support policy-relevant recommendations.

Acronym

HEALTH PROMeTHEUS

Full title

Health Professional Mobility in the European Union study

Coordinator

European Health Management Association, Brussels, Belgium

Scientific coordinator

European Observatory on Health Systems and Policies, Belgium, Brussels

Consortium

11 partners

Project web sites

<http://www.ehma.org/index.php?q=node/46>

http://www.euro.who.int/observatory/Studies/20090211_1

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Objectives of PROMeTHEUS

The project addresses six key objectives by answering the following questions:

- How much professional mobility is there?
- What is it about countries, health systems and people that encourage health professionals to move?
- What does mobility do to health systems, professionals and patients?
- What policy responses make a difference?
- What are the future challenges?
- What can decision makers do to develop appropriate health workforce policies?



The recommendations will be formulated for policy-makers and managers, and will reflect the likelihood of future change. They will emphasize accessible options and implementation of initiatives whether to recruit, integrate or retain staff.

Methods and contents

The project will combine different research methods, including quantitative data analyses, literature reviews, case studies, focus group interviews and scenario techniques. The project will also consider the multiple levels at which health professional mobility interacts, from the international, national, subnational and institutional levels to the individual's perspective.

Launched in January 2009 for a three-year project, the research covers all Member States of the European Union and selected neighbouring countries.

The project's outcomes will generate advice for stronger, more appropriate human resource policies in a Europe where health systems increasingly interact. The project is timely, particularly given the complexity, risks and benefits of a mobile workforce, the growth of the EU and the sometimes competing agendas of Lisbon and a social Europe. It also relates to the development of the draft Global Code of Practice for International Recruitment of Health Personnel, currently developed by the World Health Organization. Another related policy initiative is the European Commission Green Paper on the EU Workforce for Health.



The work of PROMeTHEUS is organized in 12 distinct work packages

- WP1** Developing the conceptual framework and building a template for country and topical analysis
- WP2** Mapping the magnitude of professional mobility and testing the data
- WP3** Understanding health system and contextual drivers and the impacts of mobility in countries
- WP4** Understanding personal drivers
- WP5** Assessing effective international policy responses
- WP6** Assessing effective responses in countries from national policy to managerial innovation
- WP7** Recommendations and implementation
- WP8** Modelling future scenarios of professional mobility
- WP9** Dissemination
- WP10** Testing the policy and managerial relevance
- WP11** Scientific leadership and coordination
- WP12** Project management

Partners of the PROMeTHEUS project

- European Health Management Association, project coordinator, Belgium
- European Observatory on Health Systems and Policies, scientific project coordinator, Belgium
- Semmelweis University, Health Services Management Training Centre, Hungary
- King's College London, United Kingdom
- Kaunas University of Medicine, Lithuania
- Technische Universität Berlin Healthcare Management, Germany
- National Institute for Health and Welfare, Finland
- London School of Economics and Political Science, United Kingdom
- Veneto Region, Italy
- Institute of Public Health (Inštitut za varovanje zdravja), Slovenia
- University of Las Palmas de Gran Canaria, Spain

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