Keynote 9: oral health inequalities
The importance of a good workforce planning in reducing health inequalities
1st October 2016, 10.00 - 10.30

21st EADPH-Congress, 29th September-1st October, 2016, Budapest, Hungary
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1. Introduction
Poverty in EU and Germany

Poverty and social exclusion in 2013, proportion of the population in %

Source: European Union Statistics on Income and Living Conditions, EU-SILC 2013
Picture: dpa / picture alliance / Paul Zinken
Inequalities in oral health: A major public health burden in Europe

Access to oral healthcare services remains a major problem among vulnerable and low income groups.

Only 41% of Europeans still have all their natural teeth.

- **Unmet needs** for dental care remain
- **Specific at risk groups**: “poor” children, immigrants, frail elderly, Roma ...
- **Caries**: a problem for Eastern Europe and for socioeconomically deprived groups in all EU Member States
- higher incidence of **oral cancer** and **periodontal diseases** in lower SES-groups

Oral Hygiene

Prevalences (%) and trend of more-than-once-a-day toothbrushing among 11–15-year-old schoolchildren in 20 different countries from the HBSC-surveys (1994-2010)

2. Health inequality and workforce planning - Challenges
Healthy environments and oral health promotion

improving the Availability of oral healthcare services targeting disadvantaged population

Access to (oral) health services

Affordability of services

Financing of the system

Workforce planning (WP)
What means workforce planning (WP)?

“Workforce planning (WP) is the process of estimating the number of persons and the kind of knowledge, skills and attitudes they need to achieve predetermined health targets and ultimately health status objectives.” Hall TL, Mejia A (1978): Health Manpower Planning - Principles, Methods, Issues. WHO, Geneva

1. forecasting the numbers of workers

WP

2. training, education, skills, competencies, clinical experience and expectations of persons

to achieve oral health targets and health status objectives:
reducing health inequalities, improving oral health

Ideal steps for good workforce planning:
1. Analyse current human resources,
2. Making future human resources forecasts,
3. Developing related employment programmes and
4. Design related training programmes.
Challenges in (health) workforce planning

- demographic changes (incl. the ageing of the health workforce)
- facilitation of health worker mobility within the EU
- extra community recruitment, which prevents "brain drain"
- improvement of workforce data collection
- coordination of training and education

Challenges in (health) workforce planning

Example: Demography

Health care is labour intensive!

<table>
<thead>
<tr>
<th>Health Professionals or Other Health Workers</th>
<th>Estimated Shortages by 2020</th>
<th>Estimated Percentage of Care not Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>230,000</td>
<td>13.5%</td>
</tr>
<tr>
<td>Dentists, Pharmacists and Physiotherapists</td>
<td>150,000</td>
<td>13.5%</td>
</tr>
<tr>
<td>Nurses</td>
<td>590,000</td>
<td>14.0%</td>
</tr>
<tr>
<td>Total</td>
<td>970,000</td>
<td>13.8%</td>
</tr>
</tbody>
</table>

Demography \(\rightarrow\) workforce \(\rightarrow\) limited access \(\rightarrow\) health inequality shortage to service

Task of the commission: to make recommendations to stimulate and guide the creation of at least 40 million new jobs in the health and social sectors, and to reduce the projected shortfall of 18 million health workers, primarily in low- and lower-middle-income countries, by 2030.

Challenges in (health) workforce planning

Example: Migration

Emigration from Greece
Number of Greeks (15-64 years) who have left the country 2008-2014

<table>
<thead>
<tr>
<th>Year</th>
<th>Tsd.</th>
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<tbody>
<tr>
<td>2008</td>
<td></td>
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<tr>
<td>2010</td>
<td></td>
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<tr>
<td>2012</td>
<td></td>
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<tr>
<td>2014</td>
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</tbody>
</table>

Poverty ➔ Migration ➔ more Poverty ➔ (health) inequality

3. Workforce planning - Areas of action
Areas of action

Ottawa Charter for Health Promotion, 1996

1. Population based
   Public Health and Health Promotion

2. Collective or group oriented

3. Individual disease prevention

Building healthy public policy
Creating supporting environments
Strengthening community action
Developing personal skills
Reorienting health services
EU Joint Action on Health Workforce Planning (2013-2016)

RESULTS of 7 work packages

- information and exchange best practices about planning methodologies in use;
- Estimation of future needs in terms of skills and competences of the health workforce and their distribution;
- Advise on how workforce-planning capacities can be built up in EU;
- EU guidance on how donor and receiving countries can cooperate in order to find a mutually beneficial solution in terms of training capacities and mobility,
- information on mobility trends of health professionals in EU.

www.healthworkforce.eu
Good workforce planning is …

… needs-based workforce-planning at regional, national and international level.
4. Workforce planning in oral health: politics, team work and education
Importance of developing capacity and skilled dental team

Appreciating the role that WHO collaborating centres, partners and non-governmental organizations play in improving oral health globally, [...].

URGES Member States:

(12) to address human resources and workforce planning for oral health as part of every national plan for health; [...].

Source:
Importance of interdisciplinary work and team approach

**Dental team**
- Dentists
- Expanded function chair-side assistants (dental nurses)
- Dental Hygienists
  - Denturists
  - Dental therapists

**Other health professionals**
- General practitioners (GP)
  - Nurses
  - Dieticians
  - Pediatricians
  - Teachers
  - Community oral health workers/aides/coordinators

Pic.: www.theyoungdentist.com/images/featured/big/team-of-ants.jpg
Importance of training and inter-professional education

Inter-professional education (IPE) is: “when two or more professions learn about, from and with each other to enable effective collaboration and improve health outcomes. Professional is an all-encompassing term that includes individuals with the knowledge and/or skills to contribute to the physical, mental and social well-being of community.” (WHO 2010).

Training the next generation of dental professionals to promote greater oral health equity.

Source: FDI, Version 5.1, 2nd April 2015
Educating health professionals to address the topic of health inequality


Specificity of Workforce Planning in the health sector

Forecasting future human resources is cumbersome - education of health professionals needs long time.

Health needs of the population change continuously - defining future health needs is difficult.

Design related training programmes taking into consideration future health needs and objectives.
5. Policy implications
Policy implications and demands on politicians

Simply increasing the numbers of health workforce will not be enough

- **Create Health(y) Legislation**: integrate workforce planning in national Health Programmes, ...
- **Training next generation of dental professionals to promote equity**: integrate inequality topic into training and education
- **Interdisciplinary work and team approach**: Working in partnership across relevant sectors and professions
- **Encourage cross-sector partnership**: develop the roles of health and social care professionals
- **Coordinate needs-based work force planning**: pan-european approach; recruitment-strategies, which prevents "brain drain"
- **Invest in healthy environments and oral health promotion**: long-term, commitment, sustainability, access ...
- **Coordinate existing oral health strategies to reduce health inequalities in Europe**
- **Connect research and politics**
Political focus on health inequality in Europe

Examples of good practice

- **Denmark**: preventative health care model
- **Sweden**: community-centred based programmes: oral health promotion targeted at immigrants families + advice for self-management of periodontal diseases
- **Germany**: fluoridated salt programmes
- **Hungary**: oral cancer screening in high-risk groups
- **UK**: evidence-based toolkit for prevention + Child Smile in Scotland
- **France**: national prevention programme targeting teenagers
- **Latvia**: network of oral health centres
- **Public online best practice portals**
- **Promoting sugar-free products**
- **Fluoridated milk programmes (targeted to the population)**
- **Restricting marketing & improving the labelling of certain food products**

Additional initiatives include:

- Fluoridated milk programmes (targeted to the population)
- Restricting marketing & improving the labelling of certain food products
- Water fluoridation programmes (drinking water)
- Diabetes screening in high-risk groups
- Promoting healthy diets
- Public online best practice portals

**Research and Policy**

- **Global Oral Health Inequalities Research Network (GOHIRN)**
- **European Association of Dental Public Health (EADPH)**
- **World Health Organization**
- **International Centre for Oral Health Inequalities Research & Policy (ICOHIRP)**
- **The Council of European Chief Dental Officers (CECDO)**

**pic.: Dr P. Vassallo, President of POBOHE, CDO Malta**
THANK YOU FOR LISTENING!

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