

EHMA 2024

Shaping and managing
innovative health ecosystems

Reforming the workforce

A case study of the Romanian National Recovery and
Resilience Plan

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Politehnica University of Bucharest, Bucharest, Romania

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Romanian context



CAPITAL CITY

Bucharest



TOTAL AREA

238 397 km²

POPULATION

19 318 000

LANGUAGE

Romanian

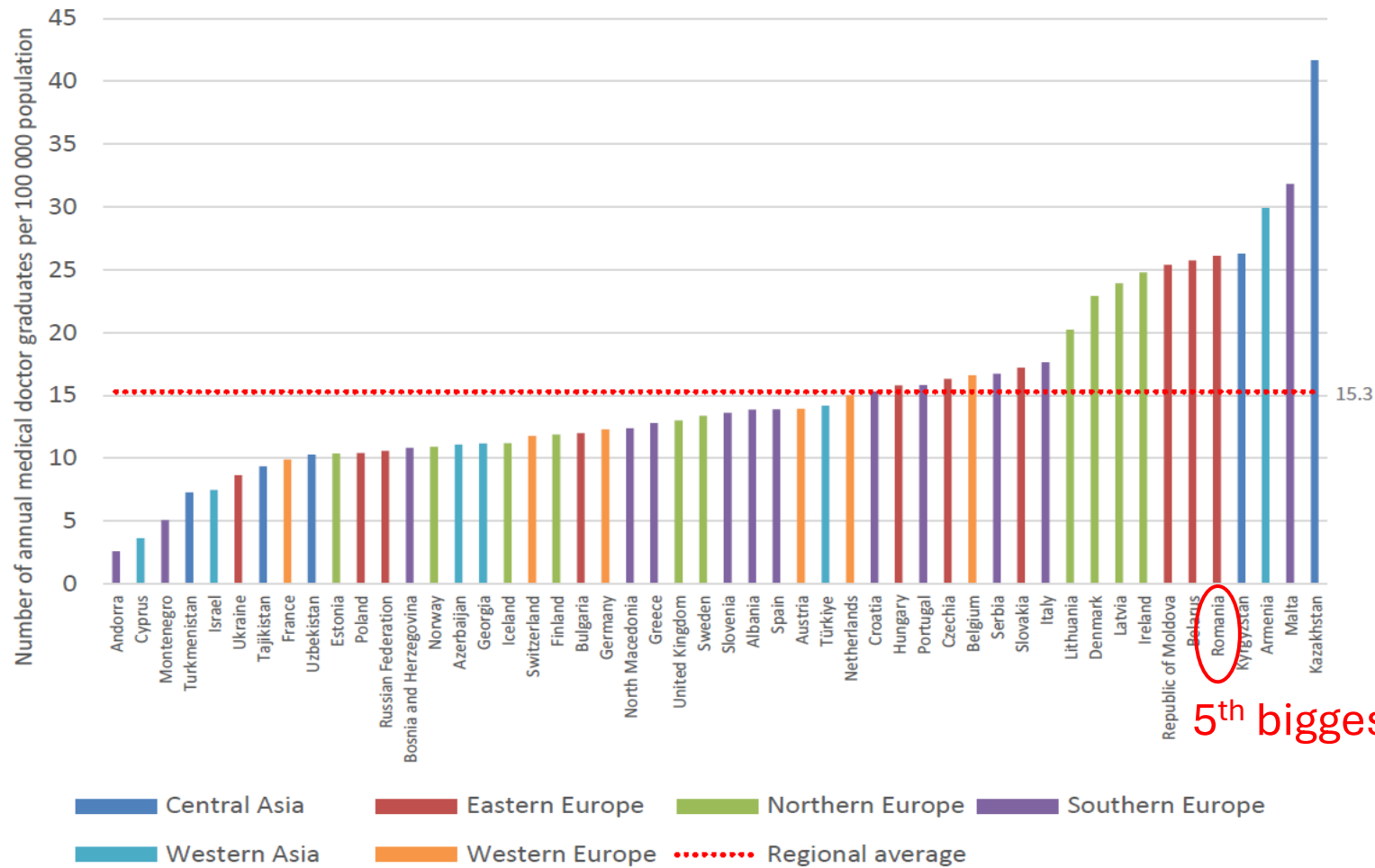
Human Resources in Health in Romania

- context

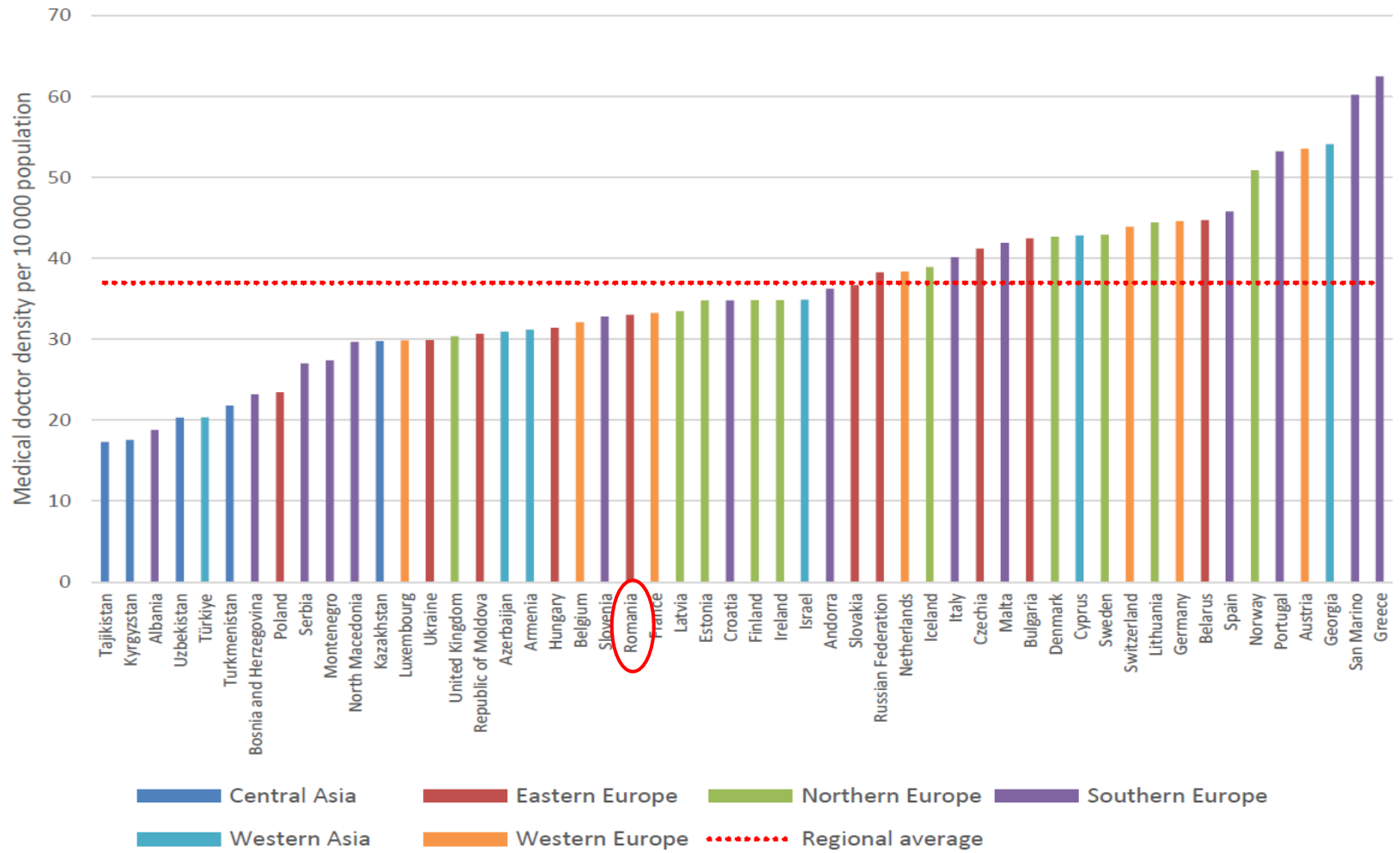
- Capacity gaps in certain medical specialities and professions
- Imbalances in the geographical distribution
- Significant differences between the skills HW have and those they should have
- Aging workforce in the next 5 years
- Bucharest Declaration and the Framework for action in the health and care workforce in the WHO European Region 2023 – 2030

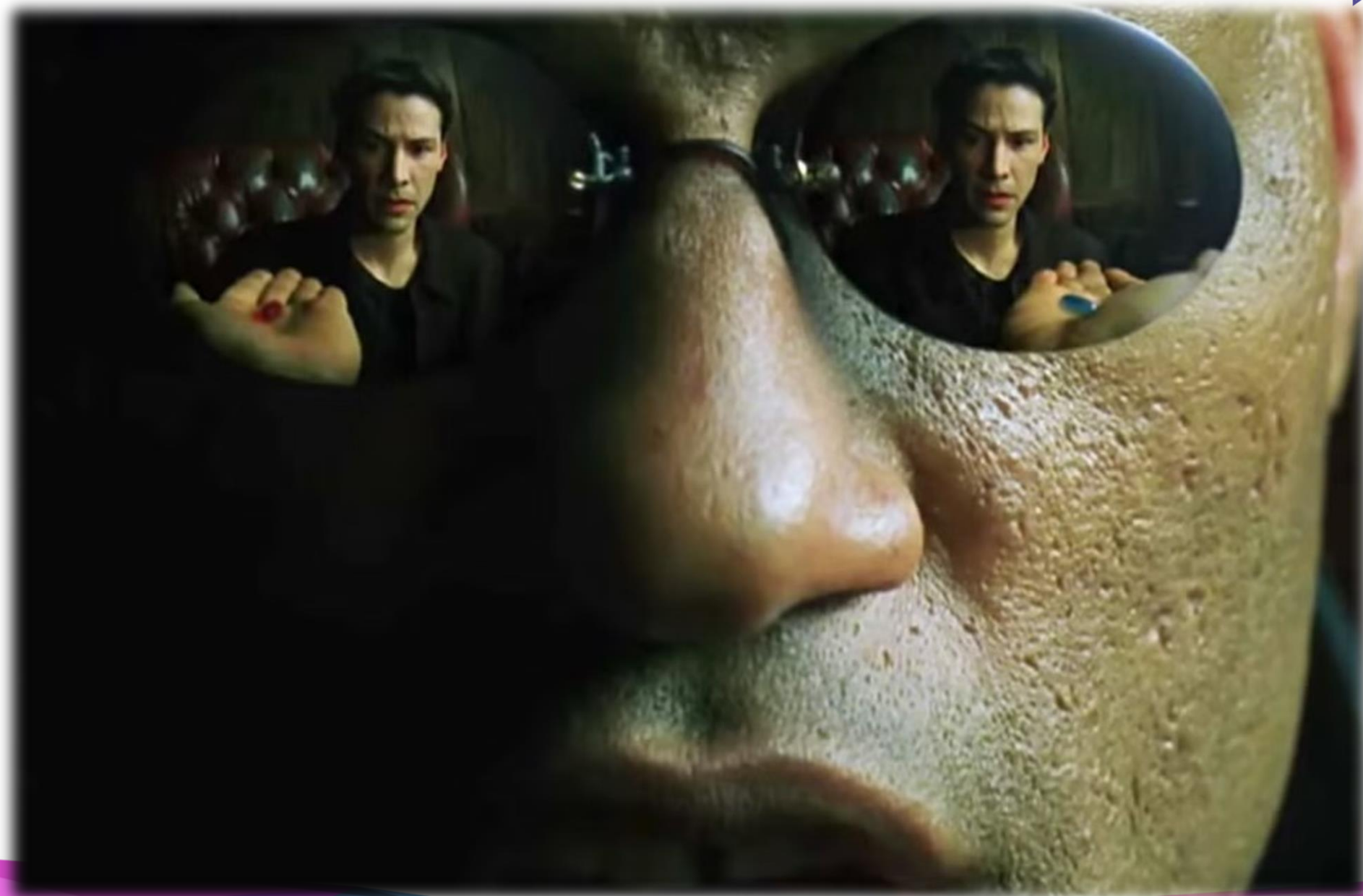


Number of MD graduates per 100 000 population/year



MD density per 10 000 population





NRRP – Reform 3 Capacity building for HSM and human resources management in health

- Health Labour Market Assessment
- Multiannual Strategic Plan for Human Resources in Health 2022 – 2030
- 5 Sectoral Action Plans: horizontal objectives and specific to sector strategic objectives + recommended actions



Policy Recommendations

- Assurance of quality workforce data
- Empowering the HRH Planning Unit with the appropriate governance support
- Developing formal and systematic stakeholder relationships
- Establishing an inter-agency committee to promote coordination and policy development



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Thank you!

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