



MUNROS CONFERENCE

*'New and Extended Roles for Health Care
Professionals: Practice, Outcomes, and Costs'*

FP7-HEALTH-2012-INNOVATION-1



February 6, 2017

Surgeons Hall,
Royal College of Surgeons of Edinburgh o
Nicolson Street
Edinburgh EH8 9DW
Scotland, U.K



MUNROS Partners



This project has received funding from the European Union's Seventh Framework Programme for research, technological development and demonstration



About MUNROS

MUNROS 'Health Care Reform: the iMPact on practice, oUtcomes and costs of New roles for health pROfeSSionals' is a Seventh Framework Programme Collaborative project scheme funded in October 2012 by the European Commission under the FP7-HEALTH-2012-INNOVATION-1 programme grant agreement No 305467. The project reaches completion in March 2017. The study design was cross-sectional and multi-level and was organised into 10 Research Work packages with a lead partner for each. A systematic evaluation of the impact of 'new professional roles' on practice, outcomes and costs in a range of different health care settings within European Union and Associate Countries was undertaken.

Partner countries were purposively chosen to capture countries with different healthcare systems, which are at different stages of reform and experiencing different workforce pressures. These are strong drivers of the training and employment of the new professional roles.

MUNROS Partners:

Scotland - University of Aberdeen, Coordinating University

Germany - Technische Universität Berlin

The Netherlands - Erasmus University Rotterdam

Italy - Università Cattolica del Sacro Cuore, Rome

Czech Republic - Charles University, Prague

Turkey - TOBB University of Economics and Technology

Norway - University of Bergen

England - University of Manchester

Poland - University of Warsaw



The MUNROS Project

CONFERENCE PROGRAMME

New and Extended Roles for Health Care Professionals: Practice, Outcomes, and Costs

5th and 6th February 2017, Royal College of Surgeons, Nicolson St., Edinburgh EH8 9DW

Monday Feb 6th
8:45 – 9:15

Arrive & Register
Tea and Coffee

Session 1
9:15 – 10:35

Opening & Welcome 9.15 – 9.40

Professor Bob Elliott – Health Economics Research Unit, University of Aberdeen and MUNROS Project Coordinator

Providing the wider policy context and the contribution of the MUNROS project

Mark Pearson Deputy Director of Employment, Labour and Social Affairs OECD

Chair: Lise Rochaix, Professor and Scientific Director of the Hospinomics Chair at University of Paris 1, Pantheon-Sorbonne. Chair MUNROS Expert Advisory Board

MUNROS Project Overview Professor Bob Elliott 9.40 – 10.00

Topic 1

Measuring variation in who does what on three healthcare pathways 10.00 – 10.35

Dr Jon Gibson and Professor Matt Sutton, University of Manchester, UK

The first of three topic specific presentations, each of 10 - 15 minutes followed by discussion, that draw on data from the project.

10.35 – 10.55

Tea and Coffee

Session 2
10:55 – 12:15

Topic 2

Barriers and facilitators to task substitution 10.55 – 11.15

Dr Iris Wallenburg, Erasmus University Rotterdam, The Netherlands and **Dr Zeynep Güldem Ökem**, TOBB University of Economics and Technology, Turkey

Topic 3

Integrated care and its association with task substitution 11.15 – 11.35

Professor Antoinette de Bont, Erasmus University Rotterdam and **Dr Hana Svobodova**, Charles University, Prague, The Czech Republic



MUNROS Conference 2017: New and Extended Roles for Health Care Professionals: Practice, Outcomes, and Costs

Discussion groups 11.35 – 12.15

Three parallel discussion groups, relating to one of Topics 1-3

12:15- 13.10

Lunch

Session 3 13:10 – 14:35

Round Table: Practice, Outcomes and Planning

Chair: Professor Reinhard Busse, Department Head for Health Care Management at Technische Universität Berlin, Germany (10 min each)

Patient Experiences

Dr Silvia Coretti, Università Cattolica del Sacro Cuore, Rome, Italy and **Professor Christine Bond**, University of Aberdeen and Project Co-ordinator

Outcomes

Professor Jan Erik Askildsen, and **Muhammad Kamrul Islam**, University of Bergen, Norway

Costs

Professor Job van Exel, Erasmus University Rotterdam

Building Effective Teams

Claudia Maier, Technische Universität Berlin

Workforce Planning: modelling and planning a changing workforce

Professor Steve Birch, University of Manchester and McMaster University, Canada and **Dr Anne McBride**, University of Manchester

Session 4 14.35 – 16.15

Chair: Professor Christine Bond, University of Aberdeen and Project Coordinator

14.35 – 14.50

Ministerial Address - Shona Robison, Cabinet Secretary for Health and Sport, Scottish Government

14.50 -15.00

Tea and Coffee

15.00 – 15.40

Discussion groups

Parallel discussion groups relating to Round Table Topics

15.40 – 16.10

Capturing Policy Makers priorities on Optimal Care

Professor Matteo Ruggeri, Università Cattolica del Sacro Cuore, Rome and **Professor Job van Exel**, Erasmus University Rotterdam

16.10 – 16.25

A personal reflection on the MUNROS findings, their implications and next steps

Caroline Hager, Policy Officer, Directorate General for Health and Food Safety, European Commission

16.25

Conference Close – **Christine Bond**

16.30

Tea/coffee & Informal Discussion



Speaker Biographies

Mark Pearson is Deputy Director of Employment, Labour and Social Affairs at the Organisation for Economic Co-operation and Development (OECD). Prior to 2014, he was Head of the [Health Division](#) where he helped countries to improve their health systems by providing internationally comparable data, state-of-the-art analysis and appropriate policy recommendations on a wide range of health policies. Major current work of the Division is on the economics of preventing obesity; comparisons of the prices of health care goods and services; assessing long-term care policies; trends in health spending; expanding health coverage; co-ordination of care; pay-for-performance; use of evidence in health care; the migration of the health-care workforce; health care quality indicators; measuring health care outcomes, outputs and inputs; and health and ICTs. Mark gave evidence to the US Senate on health reform during their recent deliberations. Before moving to Paris, he was employed by the Institute for Fiscal Studies in London, and he has been a consultant for the World Bank, the IMF and the European Commission.



Lise Rochaix, Ph.D., is Professor of Economics at the University of Paris 1 Panthéon-Sorbonne which she joined in 2014 and she has since set up the Paris School of Economics research chair in health economics, 'Hospinnomics', endowed by the Hospitals of Paris (AP-HP). From 2006 till 2013, she was a member of the Board of the French National Health Board (Haute Autorité de Santé –HAS), by appointment of the President of the French Senate, where she developed HAS's economic remit and chaired a new dedicated committee (CEESP: Commission d'Evaluation Economique et de Santé Publique). She has recently been appointed Chair of the Board of Directors of the agency in charge of hospital information (ATIH: Agence technique d'Information Hospitalière). Her research interests focus on the evaluation of public policies, in an international comparative perspective. She has published widely on topics related to regulatory issues in the healthcare sector, with both equity and efficiency considerations. She is President Elect of the European Health Economics association, EuHEA.



Caroline Hager is Policy Officer, Directorate General for Health and Food Safety, at the European Commission. She has been responsible for the implementation of the European Commission Action on European Health Workforce since 2011. She chairs the expert group on European health workforce and participates in the Executive Board of the Joint Action on health workforce planning and forecasting. She has 25 years' experience in a wide range of EU policy areas both in the European Commission and in the UK. She is former Head of European Affairs, Environment Agency for England and Wales and EU Affairs Manager for the Institute of Directors.



MUNROS Conference 2017: New and Extended Roles for Health Care Professionals: Practice, Outcomes, and Costs

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Professor Bob Elliott, Co-ordinator, University of Aberdeen: Bob is an Emeritus Professor in the Health Economics Research Unit at the University of Aberdeen. He joined HERU as Director in December 2001, a post he held until September 2012. He is a Fellow of the Royal Society of Edinburgh and between 2007 and 2015 was a Commissioner on the Low Pay Commission, which sets the UK minimum wage. Together with Christine Bond he coordinates the MUNROS project



Dr Jon Gibson, University of Manchester: Jon is currently a Research Associate in the Manchester Centre for Health Economics working with Professor Matt Sutton and Professor Steve Birch on the MUNROS project. Jon completed his Economics PhD in 2015 at the University of Manchester. Jon is also involved in the National GP Worklife Survey of GPs in England. This survey examines the impact of recent changes in primary care on GPs' work-related satisfaction and stress.



Professor Matt Sutton, University of Manchester: Matt is the Centre Lead for the Manchester Centre for Health Economics. He has held posts at the Centre for Health Economics at the University of York, the National Drug and Alcohol Research Centre at the University of New South Wales in Sydney, the University of Malmo in Sweden, the Department of General Practice & Primary Care at the University of Glasgow and the Health Economics Research Unit at the University of Aberdeen. His research addresses the financing and organisation of health care, the healthcare workforce and influences on health and health behaviours. His research examines the intended and unintended consequences of the introduction of contracts that link provider payments to activity, quality indicators and/or outcomes. He has also undertaken research that has underpinned the resource allocation formulae used in England, Scotland and Northern Ireland.



Dr Iris Wallenberg, Erasmus University Rotterdam Iris Wallenberg is an assistant professor and programme director master Health Care Management, she trained as a nurse and health scientist (Erasmus University Rotterdam). Her research focuses on the work and role of healthcare professionals in evolving healthcare systems, and the quantification and valuation of healthcare. Iris uses qualitative and mixed-methods research designs, to study how healthcare professionals shape and reshape professional practices.



MUNROS Conference 2017: New and Extended Roles for Health Care Professionals: Practice, Outcomes, and Costs

Dr Zeynep Güldem Ökem, TOBB University of Economics and Technology: Zeynep Güldem Ökem,



PhD is a health economist and an associate professor at TOBB University of Economics and Technology, Department of International Entrepreneurship, Ankara, Turkey. She has an extensive experience on international and nationally funded research projects working as a coordinator and a researcher in the field of health economics and health policy, innovation in health sector and long-term care systems.

Professor Antoinette de Bont, Erasmus University Rotterdam: Antoinette de Bont is an associate



professor and director of research at the Institute of Health Policy and Management at the Erasmus University. She holds master of health sciences from the University of Maastricht. In 2010, she was a Harkness fellow at Kaiser Permanente in the United States. The research question that defines her research agenda is: how do interdependencies between people and technology explain innovation in health care.

Dr Hana Svobodova, Charles University, Prague: Hana Svobodová is a graduate of the School of



Philosophy, Charles University Prague (teaching – care of patients). She has long practice as a nurse in a coronary unit, in surgical and internal departments and as a teacher of nursing clinical practice at Nursing School as well. From 2001 she is teaching in the Medical School, and has been Head of the Nursing Department since 2007. She cooperated with Czech Ministry of Health as a member of the

Transformation Committee for Reform of the Non-physician Fields Education. She is centered on the Research and Ethics in Nursing

Professor Reinhard Busse Dr. med. MPH FFPH, Technische Universität Berlin: Reinhard Busse, is



department head for health care management in the Faculty of Economics and Management at Technische Universität Berlin, Germany. He is also Head of the Berlin hub of the European Observatory on Health Systems and Policies. His research focuses on methods and contents of comparative health system analysis and health services research (with emphasis on hospitals, human resources, cross-border care, health reforms in Germany, role of EU, financing and payment mechanisms as well as disease management), health economics and health technology assessment

(HTA). He is the director of the Berlin Health Economics Research Centre, one of four centres in Germany funded by the Federal Ministry of Research. He is President of the German Health Economics Association.



MUNROS Conference 2017: New and Extended Roles for Health Care Professionals: Practice, Outcomes, and Costs

Dr Silvia Coretti, Università Cattolica del Sacro Cuore, Rome: Silvia Coretti is post-doctoral research



fellow at the Postgraduate School of Health Economics and Management of the Università Cattolica del Sacro Cuore (Rome, Italy). Her research for her PhD was into Health Related Quality of Life measures. She has a Masters in Health Technology Assessment and an MSc in Health economics. Her current research is in Health Technology Assessment with a specific focus on methodological aspects of outcome measures and patients' preferences.

Professor Christine Bond, Co-ordinator, University of Aberdeen: Christine Bond is Professor of



Primary Care (Pharmacy) and was Head of Centre of Academic Primary Care, University of Aberdeen. From 1996-2012 she was part time Consultant in Pharmaceutical Public Health (NHS Grampian). Her research focuses on the contribution of the wider health care team with a focus on pharmacy and the evidence based cost effective use of medicines. She is Editor of the International Journal of Pharmacy Practice. She is Chair of the Royal Pharmaceutical Society of Great Britain Expert Advisory Panel for Science. In 2010 she was awarded the Pharmas Lifetime Achievement Award.

Professor Jan Erik Askildsen, University of Bergen: Jan Erik Askildsen is professor and chair of



department at the Department of Economics, University of Bergen, Norway. He is also a research professor at Uni Research Rokkan Centre, where he was formerly the research director. His main research field is health economics, with a focus on the labour market for health care personnel, prioritisation and finance of the health care sector.

Professor Job van Exel, Erasmus University Rotterdam: Job van Exel is professor of Economics &



Values at Erasmus School of Economics since 2016 and has been affiliated to the Institute of Health Policy & Management of Erasmus University Rotterdam, the Netherlands, since 2000. Most of his work has focused on the methodology of economic evaluations in the field of health care, in particular questions on the distribution of health and health care, and the measurement and valuation of outcomes for patients and their families and informal carers. Job is also researching individual time orientation, risk attitudes, health attitudes, health expectations and their relation to health behaviour.



MUNROS Conference 2017: New and Extended Roles for Health Care Professionals: Practice, Outcomes, and Costs

Claudia Maier, Technische Universität Berlin: Claudia is a researcher at the Department of



Healthcare Management, Technische Universität Berlin, since October 2015, and a consultant to the OECD. Her research interests include cross-country comparative analyses of the health workforce, such as the changing professional roles of nurses and other providers in primary care, the mobility of health professionals and health systems analyses. Previous posts include a fellowship at the University of Pennsylvania, USA, a position with UNAIDS on health systems strengthening and HIV/AIDS programs and the European Observatory on Health Systems and Policies. She has also held prior positions with the European Commission (DG Santé), a state-level Institute of Public Health in Germany (LÖGD), WHO, and the University of Bielefeld, Germany.

Professor Stephen Birch, University of Manchester and McMaster University: Stephen Birch is



professor of health economics at McMaster University, Canada, part time professor at the Centre for Health Economics at University of Manchester and senior scholar at the WHO Collaborating Centre for Health Human Resources Planning at Dalhousie University, Canada. His research includes the development and evaluation of health workforce planning models, alternate models of service delivery and provider payments and health care resource allocation. He has led the development and application of an integrated needs-based planning model that links planning of health care funding, service delivery and workforce development. He has served as consultant for Ministries of Health in several countries as well as the World Bank and WHO.

Dr Anne McBride, University of Manchester: Anne is a member of NIHR GM-CLAHRC (Greater



Manchester Collaboration for Leadership in Applied Health Research and Care (<http://clahrc-gm.nihr.ac.uk/>). This involves working with a range of practitioners in a variety of settings and studying the employment relations implications of different models of care. She is a member of a Bangor University research team funded by NIHR to conduct a realist synthesis of the implementation and impact of nursing workforce planning and deployment technologies.

Professor Matteo Ruggeri, Università Cattolica del Sacro Cuore: Matteo Ruggeri is Associate



Professor of Policy and Economics at UCSC. He has an MSc in Economics an MA in Business Engineering and a PhD in Health Economics. He is project leader at ALTEMS (UCSC Graduate School in Health Economics and Management) where he teaches several graduate courses in Health Economics and Pharmacoeconomics. His main research interests focus on Experimental Economics and decision modeling in the field of healthcare and Health Technology Assessment. He is an auxiliary Officer (Lieutenant) of the Italian Red Cross Military Corps. He is married with two children.



Thank you for attending the
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