

2nd News bulletin on the 'CC4HCA' study December, 2015

Overview of Health Care Assistants across the European Union (EU)

During the summer, national informants from 14 European countries¹ completed a questionnaire on the role of Health Care Assistants (HCAs) in their country. Based on this questionnaire and updated information of a previous EU study (2012), the Consortium prepared a draft summary document on the characteristics of healthcare assistants in all 28 Member States of the EU.

Preparation of the CC4HCA Delphi survey

The next step of the CC4HCA study is to execute a Delphi survey. This survey, that will take place in multiple rounds, is to explore among EU Member States what knowledge, skills and competences a potential Common Training Framework (CTF) for HCAs should include. Text box 1 explains the Delphi survey more in detail.

As input for the CC4HCA Delphi an outline has been prepared, including a minimum set and a 'long list' of skills, knowledge and competences of HCAs that *can* be part of a proposal for a CTF for HCAs. This outline is based on the results of the EU-wide data collection, while taking the CTF specific conditions of the Directive 2005/36/EC into account. In September, several European level stakeholders were consulted on the draft outline for the Delphi.

Text box 1: What entails a Delphi survey?

In a Delphi survey, participants are invited to express their views in several successive rounds on a given subject, in this case through an online survey on the desirability and potential content of a CTF for HCAs. After each round, the study facilitator (i.e. the Consortium) will provide the participants with an anonymous summary of all participants' views from the previous round, as well as the comments of participants provided along with their answers. Based on this information, participants are asked to complete the survey again, eventually reconsidering their earlier answers and views, and to reflect on a number of new and additional items.

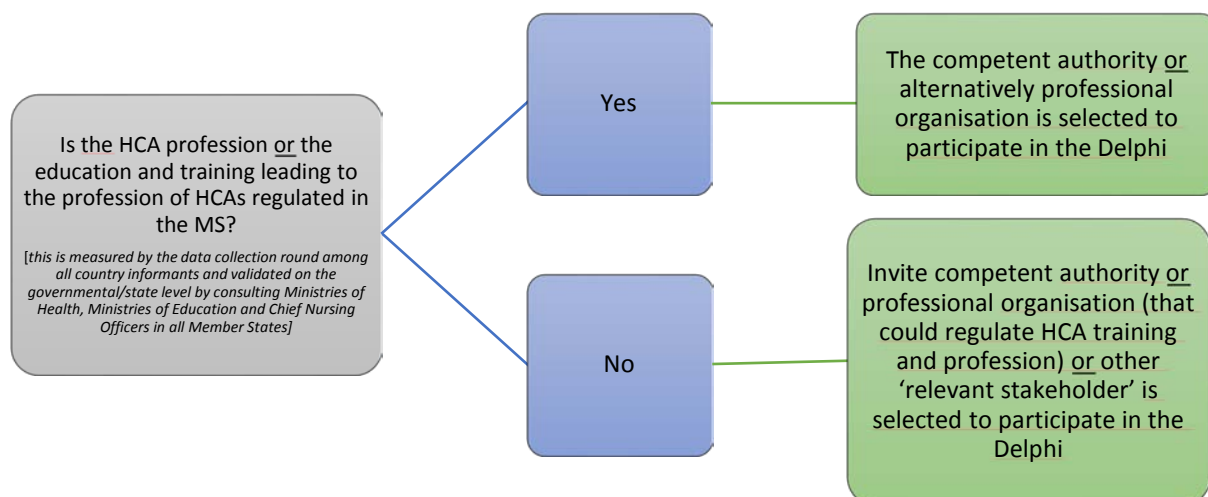
After each round or 'iteration', levels of consensus can be assessed or, formulated differently, how close or distant views of participants are on all the different items regarding the desirability and potential content of a CTF for HCAs.

Identification and selection of Delphi participants

Between June and October stakeholders from all 28 EU Member States were approached to identify the competent authorities, professional and representative organizations interested in working on a suggestion for a CTF for HCAs. Based on the answers received, participants for the online Delphi consultation were selected. This selection was based on the criteria for CTFs as prescribed by Directive 2005/36/EC. Based on the Directive, the 'unit of interest' is the Member State level (see article 49a (2b)). The resulting selection scheme for the CC4HCA Delphi participants can be found below in Figure 1 and Text box 2.

¹ Croatia, Cyprus, Estonia, France, Greece, Hungary, Latvia, Lithuania, Luxembourg, Malta, Portugal, Romania, Slovakia and Sweden

Figure 1: Selection scheme for CC4HCA Delphi participants:



Text box 2: Selection rule for Delphi participants:

<p><u>For countries where, according to the information collected by the Consortium, either the HCA profession or HCA training is regulated:</u></p>	<p><u>For countries where, according to the information collected by the Consortium, the HCA profession and HCA training are not regulated:</u></p>
<p>1. First, the competent authority is selected for the Delphi if:</p> <ul style="list-style-type: none"> a. A competent authority is identified in that country and; b. The competent authority is interested to participate. <p>2. If (1) does not apply, a professional organisation is selected for the Delphi if:</p> <ul style="list-style-type: none"> a. A professional organisation is identified in that country and; b. The professional organisation is interested to participate. <p>3. If neither (1) or (2) apply, the country will not be invited participate in the Delphi survey.</p>	<p>1. First, a competent authority is selected for the Delphi if:</p> <ul style="list-style-type: none"> a. A competent authority is identified in that country and; b. The competent authority is interested to participate. <p>2. If (1) does not apply, a professional organisation is selected for the Delphi if:</p> <ul style="list-style-type: none"> a. A professional organisation is identified in that country and; b. The professional organisation is interested to participate. <p>3. If neither (1) or (2) apply, a 'relevant stakeholder' is selected for the Delphi if:</p> <ul style="list-style-type: none"> a. A relevant stakeholder is identified in that country and; b. The relevant stakeholder is interested to participate.

Start of the Delphi consultation

The first round of the CC4HCA Delphi survey started in the second week of November. In the first round 27 competent authorities from 22 EU Member States were invited to participate. All 27 respondents completed the questionnaire, a 100% response rate. Two Member States were not included in the Delphi according to the selection scheme above, as the competent authority nor the professional organisation in these countries were interested to participate while the HCA profession and/or education are regulated. Four Member States did not participate in round one of the Delphi survey as the selection process of the participants for these countries took longer than expected. We aim to include them in the second round of the Delphi. Some countries have multiple competent authorities for HCAs in place, hence the number of participants invited for round 1 (27) is higher than the number of Member States (22).

Continuation of the Delphi consultation

In the last week of November, all participants of Round 1 of the Delphi received a Summary Report with the anonymous responses from all respondents, together with their own answers. In this way, they can easily compare their answers with those from other Member States and consider adjusting their views in the Second Round of the Delphi Consultation. In this way, a real discussion between Member States is simulated. The Second Round started on the 27th of November. In the beginning of

2016, a final and shorter Third Round of the Delphi Survey will be conducted. The outcomes of the Delphi survey will be used as input for the workshop.

CC4HCA Workshop April 2015

In April 2015, a discussion workshop will be organized which aims to extend and deepen the exploration of the desirability and potential content of a CTF for HCAs in Europe. The Consortium aims at a representation of all 28 EU Member States (as these are the key 'units of interest') as well as relevant stakeholders on the European level and other experts in the field. Participation to the workshop will be invitation only.

Communication

The outline and design of the CC4HCA study was recently presented at the meeting of the Expert Group on European Health Workforce, on 16 November 2015 in Brussels. The slides presented at this meeting can be found [here](#).

If you have any questions about the study or this newsletter, please don't hesitate to contact us at cc4hca@nivel.nl.

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