POLICY LEVERS TO PROMOTE MORE EFFICIENT USE OF HEALTH HUMAN RESOURCES

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### Policy levers and other actions (to remove barriers and enable implementation)

<table>
<thead>
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<th>Policy levers</th>
<th>Policy questions</th>
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| **Education and training**                         | • Is the current organisation of education and training programmes constraining the development of new roles and greater teamwork?  
  • What type of transformations in education and training programmes might be needed to support new care models?                                                |
| **Legislations/Regulations**                       | • Are current legislations/regulations overly restrictive in limiting the scope of practice of some providers?  
  • How best to modernise current legislations/regulations to allow more advanced practices, while maintaining sufficient flexibility for adaptations in various settings? |
| **Payment/reimbursement systems**                  | • Are current payment systems providing any disincentive for implementing more optimal scope of practice?  
  • What type of payment systems is most likely to encourage more optimal scopes of practice?                                                  |
| **Financial incentives to kick-start process**     | • Is there a need to provide any financial incentives to initiate the process of reforms towards greater team work and task sharing? (or threats of financial penalties?) |
| **Management/Organisational**                      | • What might be done to overcome any resistance to reforms by managers and providers in various health care facilities?                                                                                        |