



Skill-mix Innovation, Effectiveness and Implementation

What are skill-mix innovations and why are they relevant? This systemic analysis of health workforce skill-mix innovations provides an overview of the evidence and lessons for implementation across multiple countries. The authors focus on six core segments of health systems: health promotion and prevention, acute care, chronic care, long-term and palliative care, as well as access for vulnerable groups and people living in underserved areas. In addition, the book analyses the roles of educational systems, workforce planning and policy, and financing within individual countries' healthcare organisations from a cross-country perspective. Although implementing skill-mix changes may be prone to stakeholder opposition or other barriers, this book helps identify ways to steer the process. The authors ultimately determine what skill-mix innovations exist, who may benefit from the changes and how to implement these changes within health systems. This Open Access title is the sixth book in Cambridge's European Observatory on Health Systems and Policies series.

Claudia B. Maier is Senior Researcher at the Berlin University of Technology.

Marieke Kroezen is Senior Researcher at the Netherlands Institute of Mental Health and Addiction.

Reinhard Busse is a Professor and Director at the Berlin University of Technology.

Matthias Wismar is a Programme Manager at the European Observatory of Health Systems and Policies.

European Observatory on Health Systems and Policies

The volumes in this series focus on topical issues around the transformation of health systems in Europe, a process being driven by a changing environment, increasing pressures and evolving needs.

Drawing on available evidence, existing experience and conceptual thinking, these studies aim to provide both practical and policy-relevant information and lessons on how to implement change to make health systems more equitable, effective and efficient. They are designed to promote and support evidence-informed policy-making in the health sector and will be a valuable resource for all those involved in developing, assessing or analyzing health systems and policies.

In addition to policy-makers, stakeholders and researchers in the field of health policy, key audiences outside the health sector will also find this series invaluable for understanding the complex choices and challenges that health systems face today.

List of Titles

Challenges to Tackling Antimicrobial Resistance: Economic and Policy Responses

Edited by Michael Anderson, Michele Cecchini, Elias Mossialos

Achieving Person-Centred Health Systems: Evidence, Strategies and Challenges

Edited by Ellen Nolte, Sherry Merkur, Anders Anell

The Changing Role of the Hospital in European Health Systems

Edited by Martin McKee, Sherry Merkur, Nigel Edwards, Ellen Nolte

Private Health Insurance: History, Politics and Performance

Edited by Sarah Thomson, Anna Sagan, Elias Mossialos

Ageing and Health: The Politics of Better Policies

Scott L. Greer, Julia Lynch, Aaron Reeves, Michelle Falkenbach, Jane Gingrich, Jonathan Cylus, Clare Bambra

Series Editors

JOSEP FIGUERAS Director, European Observatory on Health Systems and Policies

MARTIN MCKEE Co-Director, European Observatory on Health Systems and Policies, and Professor of European Public Health at the London School of Hygiene & Tropical Medicine

ELIAS MOSSIALOS Co-Director, European Observatory on Health Systems and Policies, and Brian Abel-Smith Professor of Health Policy, London School of Economics and Political Science

REINHARD BUSSE Co-Director, European Observatory on Health Systems and Policies, and Head of the Department of Health Care Management, Berlin University of Technology

Skill-mix Innovation, Effectiveness and Implementation

Improving Primary and Chronic Care

Edited By

CLAUDIA B. MAIER
Berlin University of Technology

MARIEKE KROEZEN
*Netherlands Institute of Mental Health and Addiction
(Trimbos Institute)*

REINHARD BUSSE
Berlin University of Technology

MATTHIAS WISMAR
European Observatory on Health Systems and Policies



CAMBRIDGE
UNIVERSITY PRESS

European
Observatory 
on Health Systems and Policies
a partnership hosted by WHO

CAMBRIDGE UNIVERSITY PRESS

University Printing House, Cambridge CB2 8BS, United Kingdom

One Liberty Plaza, 20th Floor, New York, NY 10006, USA

477 Williamstown Road, Port Melbourne, VIC 3207, Australia

314–321, 3rd Floor, Plot 3, Splendor Forum, Jasola District Centre, New Delhi –
110025, India

103 Penang Road, #05–06/07, Visioncrest Commercial, Singapore 238467

Cambridge University Press is part of the University of Cambridge.

It furthers the University's mission by disseminating knowledge in the pursuit of education, learning, and research at the highest international levels of excellence.

www.cambridge.org

Information on this title: www.cambridge.org/9781009013758

DOI: 10.1017/9781009031929

© World Health Organization 2022

This work is in copyright. It is subject to statutory exceptions and to the provisions of relevant licensing agreements; with the exception of the Creative Commons version the link for which is provided below, no reproduction of any part of this work may take place without the written permission of Cambridge University Press.

An online version of this work is published at doi.org/10.1017/9781009031929 under a Creative Commons Open Access license CC-BY-NC-ND 3.0

All versions of this work may contain content reproduced under license from third parties. Permission to reproduce this third-party content must be obtained from these third-parties directly.

When citing this work, please include a reference to the DOI 10.1017/9781009031929

First published 2022

A catalogue record for this publication is available from the British Library.

Library of Congress Cataloging-in-Publication Data

Names: Maier, Claudia, author.

Title: Skill-mix innovation, effectiveness and implementation : improving primary and chronic care / Claudia B. Maier.

Description: New York : Cambridge University Press, 2022. | Series: European observatory on health systems and policies | Includes index.

Identifiers: LCCN 2021032811 (print) | LCCN 2021032812 (ebook) | ISBN

9781009013758 (paperback) | ISBN 9781009031929 (ebook)

Subjects: LCSH: Public health personnel--Education. | Public health--Study and teaching.

Classification: LCC RA440.8 .M35 2021 (print) | LCC RA440.8 (ebook) | DDC 362.1071--dc23

LC record available at <https://lcn.loc.gov/2021032811>

LC ebook record available at <https://lcn.loc.gov/2021032812>

ISBN 978-1-009-01375-8 Paperback

Cambridge University Press has no responsibility for the persistence or accuracy of URLs for external or third-party internet websites referred to in this publication and does not guarantee that any content on such websites is, or will remain, accurate or appropriate.

European
Observatory
on Health Systems and Policies
a partnership hosted by WHO

European Observatory on Health Systems and Policies



The European Observatory on Health Systems and Policies supports and promotes evidence-based health policy-making through comprehensive and rigorous analysis of health systems in Europe. It brings together a wide range of policy-makers, academics and practitioners to analyse trends in health reform, drawing on experience from across Europe to illuminate policy issues.

The European Observatory on Health Systems and Policies is a partnership hosted by the World Health Organization Regional Office for Europe, which includes the Governments of Austria, Belgium, Finland, Ireland, Norway, Slovenia, Spain, Sweden, Switzerland, the United Kingdom, and the Veneto Region of Italy; the European Commission; the World Bank; UNCAM (French National Union of Health Insurance Funds); the Health Foundation; the London School of Economics and Political Science; and the London School of Hygiene & Tropical Medicine. The Observatory has a secretariat in Brussels and it has hubs in London (at LSE and LSHTM) and at the Berlin University of Technology.

Copyright © World Health Organization (acting as the host organization for, and secretariat of, the European Observatory on Health Systems and Policies) 2021.

All rights reserved.

The European Observatory on Health Systems and Policies welcomes requests for permission to reproduce or translate its publications, in part or in full. Contact us at contact@obs.who.int

The designations employed and the presentation of the material in this publication do not imply the expression of any opinion whatsoever on the part of the European Observatory on Health Systems and Policies concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. The mention of specific companies or of certain manufacturers' products does not imply that they are endorsed or recommended by the European Observatory on Health Systems and Policies in preference to others of a similar nature that are not mentioned. Errors and omissions excepted, the names of proprietary products are distinguished by initial capital letters.

All reasonable precautions have been taken by the European Observatory on Health Systems and Policies to verify the information contained in this publication. However, the published material is being distributed without warranty of any kind, either express or implied. The responsibility for the interpretation and use of the material lies with the reader. In no event shall the European Observatory on Health Systems and Policies be liable for damages arising from its use. The views expressed by authors, editors or expert groups do not necessarily represent the decisions or the stated policy of the European Observatory on Health Systems and Policies or any of its partners.

A catalogue record of this book is available from the British Library.