

## **Joint Action on Health Workforce Planning and Forecasting**

Expert meeting on the applicability of the WHO Code on ethical recruitment of health personnel (Bratislava, 30<sup>th</sup> January 2014, 9:00-13:00)

### **Scope and purpose**

The expert meeting, as an introductory act of the WHO Code activity of WP4 is aiming at a general awareness-raising and mapping of best practices regarding the implementation of the Code (objective 1) and at initiating a discussion on the applicability of the WHO Code within a European context (objective 2).

#### Part 1 – Objective 1

In its first part the meeting has the objective of awareness-raising among participants as regards the implementation of the Code. In this part of the meeting some presentations followed by an open discussion focusing on ethical recruitment are planned. We are planning to set the scene by the introduction of the Code's main principles and the experiences of the first implementation round by the representative of the WHO and by presentations of best practices (measures taken, tools developed) from the Member States. Also EU tools which can potentially support the implementation are planned to be introduced together with running projects. Participants in an open discussion could make it clear which topics are of more interest from their side.

**Outcome:** beside awareness-raising which is an outcome itself this session will show in which direction we need further and deeper work and which topics are of more interest from Member States and are worth discussing further in the June workshop.

#### Part 2 – Objective 2

EU Member States face a number of common challenges, while at the same time the availability of adequately trained health professionals in adequate number – which is a key condition to the operation of modern, dynamic healthcare systems all across Europe – is varying. This session is aiming at examining whether the principles of the Code – especially the principle of ethical recruitment – have a relevance in the context of the EU, or the basic principle of free movement overrules any other possible considerations, as solidarity, equal access to good quality health care and sustainability of health systems as guiding values and principles of health systems of the EU. We find it important to address emerging inconsistencies, as – while not questioning the importance of free movement – we have to recognise, that rapidly growing problems due to major losses of well-trained health professionals evidently increase inequalities.

The method of dealing with this topic is to start with a kind of panel discussion, where representatives of countries who are affected by international mobility in a different way, can discuss their opinions and share the experiences on efforts taken in order to sustain or recruit sufficient health workforce. It could be followed by a discussion in pairs on the basis of pre-defined questions and finished by a group-discussion on the possible ways forward. Pre-defined questions could focus on possible cooperation on training capacities, the relevance of ethical recruitment, strategies for preservation and recruitment of health workforce, the role of monitoring of intra-EU movements, and the availability of data (e.g. in the context of Directive 2005/36/EC).

**Outcome:** awareness-raising and collecting food for thoughts for the June workshop and the report on this activity