



## SUPPORT FOR THE HEALTH WORKFORCE PLANNING AND FORECASTING EXPERT NETWORK

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### EU Health Workforce Network Update

2nd edition - April 2018

#### Latest news from the “EU Health Workforce Network Update”



#### Invitation to join the Health Workforce Planning and Forecasting Expert Network

The Joint Tender “Support for the health workforce planning and forecasting expert network” aims to implement and activate a health workforce planning and forecasting expert network. The joint tender also aims to identify and solve real-life problems in workforce planning processes, by bringing experts together with those who are seeking to build expertise. Joining the network will therefore give you access to a hub for the exchange of expertise, good practices and knowledge sharing, which every expert can both contribute to and benefit from.

The expert network will actively disseminate knowledge and good practices. As expert in the network you will be invited to participate in the joint tender’s activities, as defined in the work packages of the tender.

If you are interested, please register through the link: [here](#)

#### Workshop update

On 6 and 7 February 2018, a workshop on ‘Planning for health professions: how to act on skills needs’ took place in Brussels, organised by the SEPEN tender. As the first of a series of five workshops, it was dedicated to the topic of health workforce planning for

health professionals' skills. The learning objective of this workshop was to identify tools and approaches which integrate the skills dimension with health workforce planning processes. As a supporting case, the improvement of the skills of health professionals in communicating with patients was selected. The learning objective and background were presented to all participants in a discussion paper which was circulated ahead of the event. It was intended that workshop participants have the opportunity to reflect on the health workforce challenges they currently face, exchange good practices and improve their capacities on health workforce planning.

A video stream was set up to allow a broader audience to follow the discussions both on the day of the workshop and in future.

The video of the keynote speeches is available: [here](#)

### Consultation on the scope of interest of health workforce planning data topic

The Joint Tender "Support for the health workforce planning and forecasting expert network" (SEPEN) is organizing its second workshop in autumn 2018. The joint tender aims to organise lively group discussions concerning health workforce planning data, by bringing experts and crucial challenges in the topic together.

The general topic identified for the second workshop is data management and data collection supporting the planning of health workforce process.

While the knowledge on the needed data and the collection of those data has broadly increased since the Commission's feasibility study on EU level collaboration on forecasting health workforce needs, workforce planning and health workforce trends (June 2012), practical data management and collection remains a standing area of improvement for many Member States and competent authorities, as discussed in the frames of the Joint Action on European Health Workforce Planning and Forecasting. Even more, the National Health Workforce Accounts system proposed to and approved by the World Health Assembly – supported by its recently published handbook (October 2017) – clearly underlines the improvement of data availability, quality and use as one of the four key global strategy 2030 objectives on Human Resources for Health by WHO. To tailor the workshop to the needs of the experts, we would like to consult the professional audience regarding the focus of next workshop within the data topic.

We would kindly invite the experts of this field to participate in formulating the most relevant subtopic to the above mentioned workshop.

Please, mark your preferences: [here](#)



### Call for interest

The Call for interest to receive tailored advice in health workforce planning has been opened" Support for the health workforce planning and forecasting expert network" Joint Tender published at the [healthworkforce.eu](http://healthworkforce.eu) website a "Call for interest" for EU Member States to receive tailored advice and guidance in health workforce planning. The aim of the activity is to sustain cross-country cooperation and provide support to Member States to increase their knowledge, improve their tools and succeed in achieving a higher effectiveness in health workforce planning processes and policy.

- Do you need improvements in your national/local health workforce planning?
- Are you committed to develop your health workforce planning capacity in your country?
- Would you like to have a tailored consultation from experts?

## Upcoming International Events on Health Workforce

### Health Workforce Workshop in collaboration with the 'Specialisation in Health' project

In cooperation with the European Commission, the ESI Funds for health project is pleased to announce a series of workshops to share knowledge and build capacities for the development and implementation of EU-funded projects in the area of health. These workshops target ESIF programme managing authorities, beneficiaries and other stakeholders across the spectrum of health and social policy.

The first workshop on Health Workforce will be held 17th May in Sofia, Bulgaria. For more information, please visit: [Workshop on Health Workforce](#)

### European Conference of Health Workforce Education & Research 2018

The European Conference of Health Workforce Education & Research will take place at the National School of Public Health in Athens, Greece on Thursday 24th and 25th May 2018 and is organised by the International Network for Health Workforce Education. The main conference theme is: Leadership, Communication and Intercultural Education.

For further information, please visit: [Conference Athens](#)

### EHMA 2018 "Making it happen!"

European Health Management Association 2018 Annual Conference will take place in Budapest, Hungary, at Semmelweis University from 20 - 22 June 2018. The theme, "Making it happen" aims to raise discussions about delivering change and overcoming challenges in policy implementation.

Health Workforce sub-theme organised by the EHMA Special Interest Group on Health Workforce will address several crucial issues of the European health workforce.

For more information, please visit: [EHMA Conference](#)

### EUPHA 2018 "Winds of change: towards new ways of improving public health in Europe"

European Public Health Association organises its 11th European Public Health Conference in Ljubljana, Slovenia 28 November – 1 December 2018. The event points out the importance of developing partnerships at all levels and across different actors to improve the health of the population. Health workforce themes will be among the key topics of the 2018 EUPHA conference, including high-level events, such as a plenary, as well as a Preconference, workshops and regular sessions organised by the HWR section, including several events in collaboration with partner organisations.

For more information, please visit: [EUPHA Conference](#)

### Guest article on latest developments on health workforce and policy at national level

#### Working Together for Health: A National Strategic Framework for Health and Social Care Workforce Planning

Gabrielle Jacob, Eoin Dunleavy, Sorcha Murray,  
Ministry of Health, Ireland

## Background

Global and regional health workforce demand is expected to increase in the coming decades as a consequence of population and economic growth, combined with demographic, epidemiological and other factors.

The health sector in Ireland is already experiencing challenges in the recruitment and retention of health professionals, including doctors and nurses. While targeted efforts are underway to address current recruitment and retention issues, the potential impact of emerging and accelerating global and regional health workforce shortages on health professional recruitment and retention presents a significant strategic risk to the effective functioning of the Irish health system in the coming years.

In 2016, the Irish Ministry of Health convened an intersectoral Steering Group to develop a strategic framework for health and social care workforce planning for Ireland that will support the recruitment and retention of the right mix of health workers across the health system to meet planned and projected service need.

Chaired by the Ministry of Health, the Group comprised representatives of key Government ministries and agencies, in addition to international and academic members.

The Framework was developed taking into account key national, regional and global developments and initiatives and has both a sectoral and intersectoral focus. It was informed by a significant stakeholder [consultation process](#) and was launched by the Irish Minister for Health, Simon Harris TD, at the 4th Global Forum for Human Resources for Health which was held in Dublin from 13-17 November 2017.

[READ THE FULL ARTICLE](#)

## Guest article on latest developments on health workforce planning and policy at international level

### Health Workforce Skills Assessment: Supporting Health Workers Achieve Person-Centred Care

Akiko Maeda, Senior Health Economist, and Karolina Socha-Dietrich, Health Policy Analyst, OECD

#### Context

The landscape of health service delivery is undergoing significant transformation from a disease-centred clinical care delivery approach towards value-based and personalised models of care. These new demands are leading to major reforms in care models and commensurate changes in the skill-set required by health workers. There is real risk that this transformation will result in a skills mismatch among health care professionals that could intensify as the pace of reforms and innovations increases. This was highlighted at the OECD Health Ministerial Meeting held in January 2017, which called for “a transformative agenda for the health workforce, assessing health professional skills, remuneration and co-ordination, and how these skills and models of care need to adapt in light of digitalisation, wider technological changes, and the evolution of patients’ needs.”

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