



SUPPORT FOR THE HEALTH  
WORKFORCE PLANNING AND  
FORECASTING EXPERT NETWORK

## **EXPERT NETWORK 3RD WEBINAR – SUMMARY REPORT**

14 December 2018



Funded by  
the Health Programme  
of the European Union

*This webinar was organised by the Semmelweis University and the Standing Committee of European Doctors (CPME) in the frame of EU Health Programme 2014-2020 under a service contract (no. 20167301) with the Consumers, Health, Agriculture and Food Executive Agency (Chafea) acting under the mandate from the European Commission. The information and views set out in the webinar are those of the author(s) and do not necessarily reflect the official opinion of the Commission / Executive Agency. The Commission / Executive Agency do not guarantee the accuracy of the data included in the webinar. Neither the Commission / Executive Agency nor any person acting on the Commission's / Executive Agency's behalf may be held responsible for the use which may be made of the information contained therein.*

*The contract is signed with the joint tender led by Semmelweis University (SU), and further partners are KU Leuven (KUL), the Italian National Agency for Regional Health Services (AGENAS), the Italian Ministry of Health (MDS) and the Standing Committee of European Doctors (CPME).*

## INTRODUCTION

The presentations screened during the webinar are available here:

- [Presentation on preliminary outcomes of the 2018 consultation on WHO Global Code of Practice on the International Recruitment of Health Personnel, Ms Gabrielle Jacob, WHO-Europe](#)
- [Presentation on implementing ethical recruitment – examples, Ms Simone Mohrs, European Hospital and Healthcare Employers' Association \(HOSPEEM\)](#)

On 14 December 2018, the joint tender '[Support for the Health Workforce Planning and Forecasting Expert Network](#)' (SEPEN) organised its third webinar for the expert network. This edition focussed on 'Ethical recruitment of health professionals – where do we stand in 2018?'. A video of the webinar is available [here](#).

## SUMMARY OF DISCUSSIONS

Against the background of the upcoming SEPEN workshop on workforce mobility data, Ms Sarada Das welcomed participants to the webinar on ethical recruitment of health professionals. Ms Gabrielle Jacob, Programme Manager for the 'Human Resources for Health Programme' at WHO-Europe and Ms Simone Mohrs, Policy Officer at the European Hospital and Healthcare Employers' Association (HOSPEEM) were introduced as speakers to offer a comprehensive overview of the policy framework for ethical recruitment and its implementation.



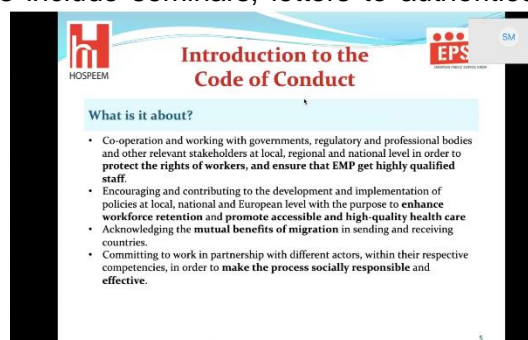
Ms Jacob opened her presentation on the [WHO Global Code of Practice on the International Recruitment of Health Personnel](#) by setting out general trends, e.g. the increase in the mobility of healthcare professionals and the complexity of mobility patterns. She went on to outline the history of the Code which was adopted by the World Health Assembly in 2010. It comprises ten articles which set out principles for ethical recruitment and beyond. There have been three rounds of consultation on its implementation, addressed both to national designated authorities and now also stakeholders, showing a progressively higher uptake of the Code. A first analysis of the reports received from 30 countries the WHO European region so far shows that implementation has consisted of i.a. communication activities,



reforms, and good practice sharing. 9 EU Member States have adopted reforms to laws or policies to implement the Code. All European region countries have reported that they continue to work towards self-sufficiency as to health professionals trained. The reports also include information on bilateral agreements between countries, both within the EU and with global partners. The analysis is coordinated by the WHO headquarters and is

ongoing and will be presented to the World Health Assembly in 2019, a year ahead of the Code's 10<sup>th</sup> anniversary. A preliminary report is available [here](#).

To provide examples on the implementation of ethical recruitment practices, Ms Mohrs gave an overview of the collaborative efforts of HOSPEEM and the European Federation of Public Service Unions (EPSU). In response to demand and supply pressures on the health workforce, a [EPSU-HOSPEEM Code of Conduct and Follow Up on Ethical Cross-Border Recruitment and Retention in the Hospital Sector](#) was signed in 2008. The Code aims to support sustainable management and comprises 12 key principles and commitments, addressing i.a. workforce planning, equal rights and non-discrimination, and the promotion of ethical recruitment practices. EPSU and HOSPEEM support their national members in the implementation of the code and collect information on progress made. In a recent survey, social partners report that implementation activities include seminars, letters to authorities highlighting the Code's principles, and the introduction of commitment in collective bargaining agreements. Examples include language courses organised by university hospitals for their staff, or support to health professionals in preparing for licensing exams. With 2018 marking the 10<sup>th</sup> anniversary of the social partners' Code, commitment to its principles had recently been renewed.



The presentations were followed by a question and answer session which raised interesting details. For one, both WHO and EPSU-HOSPEEM clarified that their Codes had been translated into various language, thus facilitating uptake at national level. WHO has observed that implementation requires patience, in particular if different branches of government are involved and ministerial silos must be bridged. It was also discussed how shortages and mismatches can be tackled. EPSU and HOSPEEM highlighted the European job mobility portal [EURES](#) which is hosted by the European Commission and lists vacancies published by public employment services across the EU. As regards skills mismatches, reference was made to research conducted by the OECD, as well as joint reports by the social partners, all of which look at options to prevent professionals being placed in positions which do not match their skill set and seek ways to overcome this. The question of finding reliable data on numbers of health professionals, but also carers, was raised. WHO referenced the WHO-OECD-Eurostat joint questionnaire on health workforce employment and mobility as a useful source, as well as the rapidly developing system of National Health Workforce Accounts (NHWA) hosted by the WHO, which provide data beyond the most frequent health professions and also look at social services such as long-term care.

To conclude, SEPEN project leader Dr Eszter Kovacs welcomed the fruitful exchange and highlighted the SEPEN workshop on 'Mobility matters - Aggregated data and individual pathways hidden behind', taking place in Budapest on 14-15 February 2019, at which the debate will be continued. Ms Das closed the webinar by thanking all participants for the lively exchange and inviting them to keep in touch via the online forum for news on the next SEPEN activities. It was also announced that a short evaluation survey would be disseminated to further improve SEPEN's expert network activities, all members are invited to participate.