



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

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### EU Health Workforce Network Update

7th edition

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



#### **Introductory message**

In 2020, we stepped into the final calendar year of SEPEN joint tender.

SEPEN is continuously committed to foster exchange of health workforce experts and to enable sharing good practices, exchange of knowledge, tools, methods, publications and expertise in various health workforce planning and policy topics in the SEPEN network. Experts are also motivated and opened to strengthen collaboration and to support information exchange and learn from country practices, as we could see the active participation and feedback at SEPEN events.

We do thank the experts, who participated in the evaluation survey. We are encouraged to see that the majority of respondents feel that their contacts with other experts have developed, their own contribution to SEPEN activities and their knowledge on health workforce planning have continuously increased. Based on the results, there is a constant need for more information, documents and webinars on health workforce planning policy, and data collection and analysis and professional education. SEPEN will take the feedback into account for the next months of activity planning.

The webinars and workshops looking into the organized and the actual topics in health workforce planning and policy attract increased attention and the growing number of interactive participation shows the real need for discussions among experts of this field. We had a successful workshop in Leuven a few weeks ago in February, we discussed health workforce planning in the context of quality of care, working conditions and patient safety.

In 2020, we have three more webinars and one more workshop still to come, e.g. the role of good data in health workforce planning and the influence of digital transformation on health workforce planning.

Last but not least, SEPEN has been working actively with knowledge brokers on the mapping exercise of health workforce planning and policies of the EU Member States. Intensive exchanges have been carried out and a valuable data and up-to-date information were gathered on national level health workforce data, planning mechanisms and policy challenges. This intensive work also facilitates the implementation of tailor made interventions offered by SEPEN for EU Member States.

Still, a lot to do ahead of us, as always we will keep you informed through our regular communication channels, and look forward to delivering fruitful dialogues to you, with you.

## Work packages update

### Health Workforce Planning and Forecasting Expert Network

#### Check out our last webinar summaries

The joint tender had organised two webinars in the third quarter of last year, one in October and one in December 2019.

The October 29th webinar focused on '*Health workforce planning in international politics*' with the participation of Mr Jürgen Schefflein Representative of European Commission, Mr Ortwin Schulte, Head of the Health Unit at the Permanent Representation of Germany to the European Union and Dr Otmar Kloiber, Secretary General, World Medical Association (WMA).

The topic of the event held on the 5th December was '*The digital transformation and digital skills of the health workforce*'. The speakers of this webinar: Mr Clayton Hamilton from the Division of Health Systems and Public Health at World Health Organization Regional Office for Europe; Ms Linda Keane, from the Irish Computer Society; Ms Kaisa Immonen, Director of Policy at the European Patients Forum, and Dr Piret Väli, Vice-President and the Chair of the WG eHealth at Council of European Dentists.

If you have missed the events please, find the short reports of our previous webinars on our website at: [Technical reports](#)

### The upcoming webinar on the EU Health Policy Platform

SEPEN is planning its upcoming webinar on 18th March 2020, 14:00-15:00 Brussels time, with the main focus on "*Brexit and its impact on health workforce planning*".

Speakers of the event will be:

Ms Kate Ling, Senior European Policy Manager, NHS European Office and  
Mr Paul Laffin EU Public Affairs Manager, British Medical Association

The technical details to join to the webinar hosted by the EU Health Policy Platform will be shared on the [healthworkforce.eu](http://healthworkforce.eu) website.

## Mapping HWF planning and policies in the European Union

The mapping exercise has come close to the end

SEPEN provided a platform for dialogue on the recent country specific situations of health workforce planning and policy. Country informants were invited to discuss and share national level overview.

Country sheets and online appendixes for each country were designed, offering detailed information and description of the health workforce planning systems, and policies in each EU Member State. The main topics mapped and explored are the following: HWF planning and data, stock and mobility, HWF policies, density at sub-regional level and future challenges of HWF development.

In the last phase, SEPEN is editing an e-book on the content gathered in this exercise.

**Once again, we thank you for all the experts participating in the mapping exercise, and contributing to disseminating the most up-to-date, valid and reliable national level information about HWF planning and policy.**

### Workshops update

In February 2020 the joint tender has organised its fourth workshop in Leuven, Belgium.

The focus of this event was: *“Health Workforce Planning, Quality of Care, Patient Safety and Working Conditions”*

Workshop 4 addressed the topics of quality of care, patient safety and working conditions that have not been discussed very often by experts in health workforce planning context. This focus enabled experts to exceed their comfort zones and open the perspectives wider. In HWF planning, we often concentrate on the supply side and needs-based approach, where the composition of the HWF and the vacancies could be mapped. Health policy shall pay attention to these in order to manage the workforce and prepare appropriate staffing for the future. Obviously, the demand side has also a significant influence on projections and planning practices, because health consumption and the utilization of health services might be modified by chronic conditions and altered care demand from the population, and sources available.

The organizers stressed the significance of continuous policy dialogues in the areas of supportive, non-toxic, safe working environment, the engaged healthy HWF, and also the shared responsibility with patients. The take away message was pointed to all leaders in healthcare, as they are key players in managing change.

As in all workshops we provided the livestreaming option, the webstream link with the keynote presentations is available if you wish to watch the video again, or if you missed the event.

The following keynote speeches were recorded:

- Scientific update on the impact of health workforce and working conditions on quality of care and patient safety; Dr Luk Bruyneel, KU Leuven, BE; Prof. dr. Paul Aylin, Imperial College, UK
- Impact of mental health issues and well-being of HWF on the productivity rate and patient safety; Prof. dr. Maria Panagioti, The University of Manchester, UK
- From second victimhood to joy in work; Prof. dr. Kris Vanhaecht, KU Leuven, BE
- Future minded session; Mr. Peter Szegner, Semmelweis University, HU

Please, find the link of the video: [HERE](#)

## The fifth SEPEN Workshop is postponed due to the exceptional and unexpected circumstances of the COVID-19

SEPEN joint tender will organize its fifth workshop in 2020 focusing on:

*“Digital health: what are the implications for supply, demand, monitoring and organisation of health workforce?”*

The event deals with the impact of the development of digital technologies and information technology on the current and future health workforce. Through an interactive format, it will particularly focus on the implications of digital health on the “barriers to” and “strategies for” improving the availability, accessibility, acceptability and quality of the health workforce and what the health workforce planners need to do to include those implications in their models.

The workshop aims to present the emerging trends in the development and digital transformation of the health workforce, discuss the main challenges that digital transformation poses to health workforce planning, and propose solutions to the problems discussed.

Please, stay tuned for news and updates regarding the new date and venue of the SEPEN closing workshop.

Thanks for understanding.

Public materials of our previous workshops are available on the joint tender’s website at: [Technical reports](#)

### Tailored advice and guidance through exchange of expertise

SEPEN is dedicated to 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. This activity is progressing in ensuring the expertise for countries that submitted a request for tailored advice and guidance to SEPEN.

What is a tailored advice and guidance that SEPEN offers?

Tailored advice and guidance through exchange of expertise is a consultation process. This consultation involves three experts selected from the SEPEN Expert Network, and it has a maximum duration of three working days in the beneficiary country. Based on the needs of the country workshops, training/coaching or peer reviewing are organised. All the costs are covered by the SEPEN joint tender.

Upon their express of interest, several EU Member States have accepted to receive advice and guidance from the SEPEN experts network; the first successful intervention has already taken place in Lithuania on 26-28 February 2020 and further discussions are being run with several other Member States.

Preparation process and analysing the exact needs was the first stage that goes efficiently with the beneficiary countries in order to give them the most precise expertise they need. The selected intervention type later on gives the opportunity for the stakeholders to gain high level expertise and learn from good practices and experiences.

For example, in Lithuania, the Ministry of Health invited the national stakeholders to identify the most urgent issues in the health workforce agenda. Last year a forecasting model developed by STRATA was adopted to estimate the future demand of health workforce in Lithuania. This model, based mainly on quantitative variables but offering also three alternative future scenario, needs improvements, specifically including those qualitative items which are more likely to impact on the future health workforce demand (targets of the national health system, possible changes in politics, medicine, technical devices and innovations, etc.). On the national workshop in February, SEPEN experts discussed the factors affecting future health workforce demand in Lithuania and a bootcamp aimed to improving the forecasting tool.

## International Events on Health Workforce

### International Year of the Nurse and the Midwife

In May 2019, the World Health Organization confirmed that 2020 would be dedicated to nurses and midwives, providing a “once in a generation opportunity” to showcase these professions. Nurses and midwives play a vital role in providing health services. Throughout this year, WHO will work closely with partners to celebrate the contributions of nurses and midwives, highlight the challenges they often face, and advocate for planned investment in the nursing and midwifery workforce.

WHO has pulled together a campaign toolkit (see link below), describing the next 12 months as a unique opportunity to get involved and demonstrate broad public and political support for more nurses and midwives. In April 2020, WHO will publish a State of the World’s Nursing report on progress and challenges to deliver effective coverage and quality midwifery services. It will provide an overview of each nation’s nursing workforce, including number and type of nurses, education, regulation, practice, leadership and gender issues.

At European level, WHO-Europe has identified eight recommended actions to strengthen the nursing and midwifery workforce, including “developing effective workforce planning strategies”. Action to implement these recommendations will also take into account the 2015 European strategic directions for strengthening nursing and midwifery towards Health 2020 goals.

Read more:

<http://www.euro.who.int/en/media-centre/events/events/2020/01/year-of-the-nurse-and-the-midwife-2020>

<https://www.who.int/campaigns/year-of-the-nurse-and-the-midwife-2020/get-involved>

<https://www.who.int/docs/default-source/documents/yonm-2020/campaign-toolkit.pdf>

### HOSPEEM- EPSU Regional Workshop 3

**15 May 2020 Zagreb, Croatia**

HOSPEEM and EPSU have been provided with financial support from the European Commission for a joint project in the field of sectoral social dialogue capacity building: “Strengthening social dialogue in the hospital sector in the East, South and Central Europe” in the years 2019 and 2020.

The geographical focus of this third workshop is on Central Europe, specifically targeted at Croatia, Czech Republic, Slovakia, and Slovenia.

For more information please, visit:

<https://hospeem.org/activities/projects/workshop-3-central-europe-zagreb/>

### EHMA 2020 Annual Conference

**9-11 June 2020 Rotterdam, The Netherlands**

The conference will provide the ground for in depth discussion of new emerging models for health services planning and delivery, new governance schemes, new management practices and tools. With the aim of educating today’s healthcare leaders on new skills and competencies through interactive workshops and scientific presentations.

In the expectation of having EHMA’s largest ever Conference, bringing together educators, researchers, managers and health professionals from Europe and beyond, with a wide and rich programme of events.

For more information please, visit:

<https://ehmaconference.org/>

### EUPHA Health Workforce Research Section

**Mid-term Conference: ‘How to make a future health workforce happen? Policy, practice and people’**

### **18-19 June 2020 Cluj-Napoca, Romania**

The EUPHA section Health Workforce Research (HWR), in collaboration with the European Observatory on Health Systems and Policies, WHO Regional Office for Europe/ Programme on Human Resources for Health, ASHPER, and EUPHA section Health Services Research (HSR), seeks to provide a platform for knowledge exchange across the health workforce community and to enhance dialogue between research, policy and practice.

By combining a research workshop format based on competitive posters and presentations they wish to actively engage different stakeholders in building capacity for a future health workforce.

For more information please, visit:

<https://hwrconference.publichealth.ro/>

### **3rd International Congress of Health Workforce Education and Research**

#### **2-4 September 2020 Barcelona, Spain**

There is now significant evidence to indicate that effective interprofessional education is an innovative strategy that enables effective collaborative practice and improves healthcare systems. The 2010 WHO Framework states that “after almost 50 years of enquiry, the World Health Organization and its partners acknowledge that there is sufficient evidence to indicate that effective interprofessional education enables effective collaborative practice”. The development of strong interprofessional teams to aid collaborative working practices must be imbedded thought out the working career of health professionals. This continual reinforcement of interprofessional skills will allow the health workforce to deal with an increasingly changing healthcare landscape.

For more information please, visit:

<https://inhwe.org/barcelona-2020>

### **Magnet4Europe: Horizon2020 project to Improve Mental Health and Wellbeing of Health Professionals and Patient Safety in European Hospitals (2020-2023)\***

On January 1, 2020, Magnet4Europe was launched. It is one of the largest initiatives to improve hospital work environments to date, with an award of 4 million Euros from the European Union’s Horizon 2020 program. The project is led by the Katholieke Universiteit Leuven, Institute for Healthcare Policy, Belgium in collaboration with some of the world’s leading Universities such as the University of Pennsylvania, USA, The University of Southampton, United Kingdom, the University College Cork, Ireland, the Technische Universität Berlin, Germany, Karolinska Institutet, Sweden, London School of Hygiene and Tropical Medicine, United Kingdom and King’s College London, United Kingdom. The aim of the initiative is to redesign hospital workplaces to improve the mental health and wellbeing of nurses and physicians and to improve patient safety.

The project is meeting the EU requirements in putting health professionals’ mental health and wellbeing as a main priority. Burnout, depression, and fatigue are far too common among nurses and physicians in fast paced hospital settings, and suicide rates are alarming. Patient safety depends upon vigilance, quick thinking, and intense attention to detail by health professionals which is made more difficult by stressful work settings.

Magnet4Europe will implement an evidence-based intervention based on the successful Magnet Recognition Program®, a voluntary hospital designation for nursing care excellence by the American Nurses Credentialing Center. Countless studies have shown that Magnet-recognized hospitals have lower health professional burnout and safer patient care. Sixty hospitals in five European countries (Belgium, England, Germany, Ireland, and Sweden) will receive a full-blown redesign of their workplaces-- supported by one to one twinning with an experienced Magnet recognized hospital and an annual learning collaborative.

A rigorous research evaluation will determine the success of the initiative. There are currently 502 Magnet Recognized hospitals in 8 countries, with most

located in the United States. Only one hospital in Europe, University Hospital Antwerp and also partner in the project, has achieved Magnet recognition. This initiative will test the feasibility and sustainability of the Magnet Model® for organizational redesign in the context of health care in Europe.

\* Sermeus W., Bruyneel L., Kohnen D., Dello S., De Witte H., Schaufeli W. KU Leuven, Belgium; Aiken L., McHugh M. University of Pennsylvania, USA; Ball J., Griffiths P., Bridges JM. University of Southampton, UK; Drennan J. University College Cork, Ireland; Busse R., Maier C. Technische Universität Berlin, Germany; Köppen J., Eriksson L., Lindqvist R., Smeds Alenius L. Karolinska Institutet, Sweden; McKee M. London School of Hygiene & Tropical Medicine, UK; Rafferty AM. Kings' College London, UK; Van Aken P., Van Heusden D., Siebens K. University Hospitals Antwerp, Belgium; Sergeant O. Mepilis, Belgium

For updates, please visit: <https://cordis.europa.eu/project/id/848031>

## GUEST ARTICLE ON LATEST DEVELOPMENTS ON HEALTH WORKFORCE PLANNING AND POLICY AT NATIONAL LEVEL

### **Mangomoment, a small act of kindness & leadership**

Prof. Kris Vanhaecht & Dr. Eva Marie Castro, Leuven Institute for Healthcare Policy, Belgium

#### **1. Background**

The impact of an adverse event to the involved healthcare worker is underestimated. These healthcare workers are the second victim after adverse events. But what are Mangomoments all about?

#### **2. The Mangomoment concept**

Originating in the healthcare sector, the Mangomoment has become a well-known concept and is rapidly conquering the world. A Mangomoment is a moment of great value brought about by small, unexpected gestures that require little or no time, money or effort.

Everyone needs respect cooperation and compassion. But in our busy world, these things cannot be taken for granted. All too often, we lapse into procedures, protocols and guidelines, as a result warm, empathic and caring humanity gets lost in the mix. Mangomoments allow to create instants of great value for the people in your everyday personal and professional life, thereby increasing both happiness and satisfaction.

[Read the full article](#)

Find our previous newsletters on our [website](#).

**Join our online community on EU Health Policy Platform!**

<https://webgate.ec.europa.eu/hpf/>

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