



SUPPORT FOR THE HEALTH  
WORKFORCE PLANNING AND  
FORECASTING EXPERT NETWORK

## EXPERT NETWORK 2ND WEBINAR – SUMMARY REPORT

26 September 2018



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*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 of SEPEN WP4 by Paolo Michelutti](#)

On 26 September 2018, the joint tender '[Support for the Health Workforce Planning and Forecasting Expert Network](#)' (SEPEN) organised its second webinar on 'Fostering development of national/regional health workforce planning'. A video of the webinar is available [here](#).

## SUMMARY OF DISCUSSIONS

In an interview moderated by Ms Sarada Das, Deputy Secretary General of the Standing Committee of European Doctors (CPME), Mr Paolo Michelutti, leader of SEPEN Work Package 4 on 'Support to advise on the national implementation of health workforce planning' and Dr Marius-Ionut Ungureanu from the Department of Public Health at the Babes-Bolyai University in Romania discussed the benefits and modalities of implementing EU-level good practices at national level.



### The exchange of expertise

**Objectives**

1. To sustain cross-country cooperation and provide support to Member States to increase their knowledge.
2. To improve their tools and succeed in achieving a higher effectiveness in health workforce planning processes and policy.

**The Call for interest**

The SEPEN joint tenderer launched a call for interest to benefit from a **national exchange of expertise, such as workshops, training/coaching or peer reviewing**. Member States will have a positive track record of experience with their own participation to the development of health workforce planning and policy making at national and local/regional level.


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Mr Michelutti introduced the SEPEN activity as an opportunity for Member States to request technical support to the national implementation of health workforce planning in the form of on-site expert visits. He referred to the positive experiences made during the Joint Action on Health Workforce Planning and Forecasting with a series of pilot projects which enabled different Member States to trial the good practices collected in the Joint Action's work including the Joint Action Handbook. The opportunity for the exchange

of national expertise offered by SEPEN builds on the successes of these tailored technical pilots. The expert network built over the past years is the ideal pool of expertise to consult and mobilise in support of national planning.

There is a broad range of interventions available which can be tailored to each Member State's needs, e.g. it can take the form of a peer-review or a workshop. A couple of functional requirements are bound to the application, most importantly that it is available only to EU Member States. Each intervention will involve a maximum of three SEPEN experts and at least ten national experts. It would last for a maximum of three days. Mr Michelutti explained that SEPEN would offer support

to the planning, organise the implementation the intervention and follow-up with the beneficiary Member State. Examples of possible interventions, such as a training on improving the



### Examples for potential expertise exchange

**Topic**  
Organisation of the planning system

**Type of intervention**  
Training/coaching

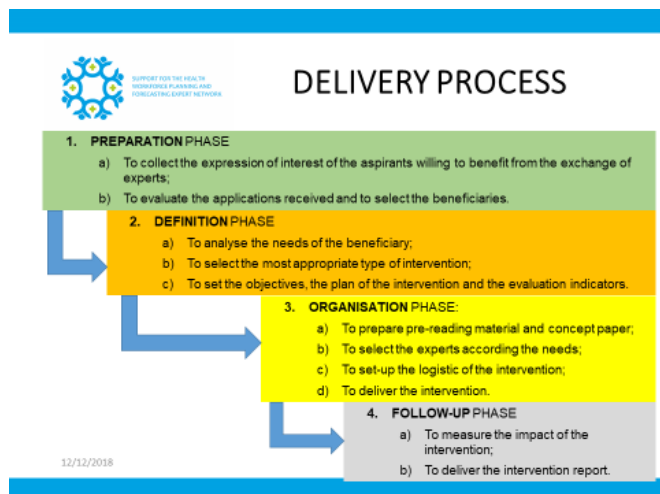
**Description**  
Training in the role of communication in the planning system, with presentation of case studies (failures and successes) on how to involve stakeholders and activate the planning system with effective communication. Coaching on how to build up a staff to manage and support the HWF planning system: what skills? How many people? How to organise the work? Presentation of different solutions with advantages and disadvantages.

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communication in the planning system, or the peer-review of a planning algorithm. It is also possible to request an intervention which combines different formats, e.g. a training followed by workshop or drafting sessions.

In response to this introduction, Dr Ungureanu was invited to comment on his experience of implementing EU-level good practices from the national perspective. He shared some experiences of a feasibility study on the implementation of the Joint Action Handbook which he had coordinated in Romania. Among the benefits this feasibility study offered were the opportunities to learn from the good practices and problems of other Member States and have direct contact with the experts involved. This exercise also contributed to the development of the first Action plan on human resources for health in Romania. Dr Ungureanu was asked for his assessment as to the ways the new SEPEN activity could benefit Romania. He suggested that it could be of particular interest to use the opportunity to further develop the activities of the newly created national institute for human resources for health. In addition, there is legislation for the creation of a professional registry in planning, therefore experts could potentially be invited to provide feedback on this project.

Mr Michelutti was asked to set out the steps for Member States who are interested in benefitting from this opportunity to contact the SEPEN project. He presented the call for expressions of interest for 'Tailored advice and guidance' on the website [www.healthworkforce.eu](http://www.healthworkforce.eu), which was also disseminated on the SEPEN online forum or by email. An online form requesting a preliminary description of the intervention foreseen, is also posted there. This intervention is then evaluated by SEPEN in liaison with the applicants to better define the activity and match potential experts.



In the consequent question and answer session it was clarified that the intervention is free of charge for interested Member States, meaning that all expenses incurred by the experts involved is covered by SEPEN. It was also confirmed that ministries of health must have a role in the intervention and the application to ensure dissemination and implementation. Also it was confirmed that interventions need not target the entire health workforce but can have more focused objectives, e.g. relating to general practitioners. There is also the opportunity and indeed recommendation to involve relevant stakeholders, such as health professions, as is appropriate for the specific intervention. As to languages, there is the option to cover interpretation/translation costs if necessary.

The webinar concluded by Ms Das 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.