



SUPPORT FOR THE HEALTH WORKFORCE PLANNING AND FORECASTING EXPERT NETWORK

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EU Health Workforce Network Update

6th edition

Latest news from the “EU Health Workforce Network Update”



Celebrating the second year anniversary of SEPEN

SEPEN is celebrating its second anniversary and would like to thank all the experts for the active contribution in the network. SEPEN Expert Network is still growing, now comprises more than 300 experts from various countries, backgrounds, priorities and expertise.

Anniversaries always find us taking stock...

If we look back, many activities have been carried out throughout the year. Consider the events: four webinars on the EU Health Policy Platform and two workshops in Budapest were organized in various topics relating to health workforce planning, e.g. data, interprofessional education and health workforce mobility. Each event attracted approximately 40-45 experts to discuss these challenging topics and to exchange expertise and best practices. International findings and developments summarized by WHO, OECD, EPSU-HOSPEEM; national level case studies from Belgium, the Netherlands, Italy and Hungary; HWF research results from Poland and Ireland, and even personal testimonials of migrant health workers contributed to better understanding of different aspects of the complex HWF planning environment. In conclusion, we can state that each country has its own issues concerning health workforce, e.g. determining the ideal coverage, intake and attrition in education, national and international training capacities, ageing workforces, unequal distribution,

available capacity and vacancy, recruitment and retention, integrating foreign workforce, building central data warehouse to monitor and collect evidence on HWF, but the facilitated information exchange and knowledge sharing bring cumulative experience together, and help health systems in the EU to operate more effectively.

Our recent evaluation survey results show that health workforce mobility is still among the top interest of SEPEN experts, along with further topics of health policy and the emerging skills of health professionals. Additionally, it is important to note that the majority of the participating experts demonstrated in the survey that knowledge is improving and contacts are expanding due to different SEPEN activities. We were grateful to hear that most of you felt that you can contribute to the activities, particularly in the ongoing phase of country level information update. SEPEN is carrying out a mapping exercise that collects evidence for an overview of health workforce planning systems in all EU Member States. Some experts have already been contacted to support this activity with information validation, but we still need your engagement and contribution to finalize this updated information repository. In terms of tailored advice and guidance through exchange of expertise of the joint tender, SEPEN received some interest from Member States for advice on the implementation of HWF planning. We do count on you in expressing your interest for exchange of expertise in the form of workshops, peer reviews and training/coaching.

...and forecasting the upcoming year.

Looking forward, there are more events to come: for this calendar year two webinars are already planned for autumn and winter. The topic of the first event will be health workforce planning in international politics, while the latter webinar will focus on digital transformation of healthcare and its influence on HWF.

As to workshops, the next one will be organized in Belgium in November 2019. It will discuss a topic that has rarely been debated before, namely, the aspect of quality of care, patient safety and working conditions in HWF planning and preparations are ongoing for all these events, so keep an eye on our announcements. For 2020 more activities, more webinars and one more workshop are planned, which will continuously provide us the opportunity for further exchange.

Furthermore, let us briefly summarize some international events, at which SEPEN took part in 2019. These include the Health Professionals Crossing Borders conference in Dublin, the European Health Professionals Competent Authorities (EurHeCA) Workshop in Brussels, the International Network for Health Workforce Education (INHWE) conference in Nicosia, the European Federation of Employees in Public Services (EUROFEDOP) Seminar in Podgorica, the EHMA Annual Congress in Espoo, the Peer learning event on brain flow in Europe workshop in Brussels, the Human Resources Management and Performance Appraisal in the Health Sector, CEFPAS in Sicily, the Conference on The future of health - Advancing the UN 2030 Sustainable Development Agenda in Europe, (PACT) in Brussels, and the Health Workforce Planning and Forecasting ALTEMS (School of Economics and Management of Health Systems) in Rome.

Not lastly, SEPEN was selected to be part of CHAFEA Success Stories at the [EU Health Programme High Level Conference](#) in Brussels on 30th September 2019. The event was hosted by Vytenis Andriukaitis, European Commissioner for Health, and organised by the Consumers, Health, Agriculture and Food Executive Agency (CHAFEA) with support by the European Commission Directorate-General for Health and Food Safety. If you could not attend, you can watch the programme online here.

SEPEN is grateful to all the partners for collaboration and happy to have you on board to foster the information sharing and enriching the knowledge.

Work packages update

Health Workforce Planning and Forecasting Expert Network

Watch our last webinar and join the next one

On 5 July 2019, SEPEN joint tender organized its fifth webinar for the expert network.

This time, the webinar referred to the workshop on health workforce mobility that took place earlier this year. The purpose was to revisit some of the main outcomes, receive an update on what has happened so far and see how SEPEN is supporting the health workforce mobility agenda.

The first keynote speaker of the webinar, Mr Ibadat Dhillon from the Department of Health Workforce at the World Health Organisation (WHO) presented an overview of some of the trends in relation to international health workforce mobility, the work undergoing at WHO and an update on the WHO Global Code of Practice on the International Recruitment of Health Personnel.

Dr. Eszter Kovacs from Semmelweis University elaborated on how the SEPEN expert network addresses health workforce mobility issues. Key information, main messages and findings from SEPEN activities were summarized to highlight the importance of improving quantitative and qualitative data collections, developing more precise measurement tools, strengthening policies and collaboration in managing HWF mobility in the EU, considering patient and student mobility and their implications to HWF composition.

Mr. Paolo Michelutti from the Italian National Agency for Regional Healthcare Services (AGENAS) illustrated how the SEPEN tender can support Member States in their mobility-related policy agendas. He presented how to request and receive tailored advice and guidance from SEPEN and how to benefit from the expertise SEPEN Expert Network can offer.

If you missed the event or you would like to watch it again, the video of the webinar is available: [here](#)

The sixth webinar of the joint tender is coming up on the 29th of October between 15:00-16:00 Brussels time, with the main focus on "Health workforce planning in international politics".

Technical details to join the webinar hosted by the EU Health Policy Platform are shared: [here](#)

Mapping HWF policies in EU 28

SEPEN is still seeking for knowledge brokers, to be part of our validation exercise

In the ongoing mapping exercise, we aim to provide an overview of the main characteristics and a detailed description of the HWF planning systems and policies in each EU Member State. SEPEN team has created two-page templates for each country, which also include an online appendix offering more details about the country HWF information.

Topics in health workforce field mapped and covered on the country sheets are the following: HWF planning and data, stock and mobility, HWF policies, density at sub-regional level and future challenges of HWF development. We are looking for knowledge brokers, national experts, who can revise and validate national information on HWF planning systems and policies. We have already completed the evidence mapping and gathered the data, you just need to revise it!

As a final outcome of this work an e-book will be generated involving all updated information and knowledge gathered through this exercise. Thank you very much for all the experts participating in the validation exercise so far, and

contributing to share the most up-to-date national level information in the SEPEN network.

Do you wish to be part of the SEPEN Knowledge Broker network that validates the latest updates of country information?

If yes, be part of our Knowledge Broker network and let us know till 31st October 2019 by clicking on the button below. We will discuss further details with you.

(Clicking on the button opens up an email to SEPEN email address)

[Send an email now](#)

Workshops

The joint tender is organising its fourth workshop in Leuven, Belgium early next year. This event will focus on health workforce planning from the perspectives of quality of care, patient safety and working conditions.

The workshop aims to generate discussions among quality of care experts and health workforce experts. This event is intended to be an interactive forum and will ensure that experts are active while pursuing the learning objectives.

More details of this workshop will be available on the tender's website soon.

Public materials of our previous workshops are also available on the joint tender's [website](#).

Tailored advice and guidance

Benefit from the accumulated expertise of SEPEN experts free of charge

SEPEN calls your attention to the offer of tailored advice and guidance, specific support through national exchange of expertise. EU Member States can apply and benefit from tailored advice and guidance such as workshops, training/coaching or peer reviewing. This consultation involves three experts selected from the SEPEN Expert Network, and it has a maximum duration of three working days in your country. All the costs are covered by the SEPEN joint tender.

Some examples of tailored advice requested by EU Member States are:

- To support the Ministry of Health in the implementation of the Health Workforce National Strategy;
- To help the Ministry of Health in finding effective solutions to retain nurses and doctors in the NHS avoiding significant loss of health workforce to abroad;
- To share good practices and knowledge with national stakeholders on the ideal ratio of medical specialties in primary care.

Your country will gain practical expertise with this opportunity, so do not let it pass!

The interest in tailored advices and guidance by SEPEN experts should be expressed on the below link latest till 13th January 2020:

[Call for interest](#)

[Register my interest](#)

International Events on Health Workforce

EU Health Programme High Level Conference

30 September 2019 Brussels, Belgium

The conference highlighted the results of the current and previous EU Health Programmes and presented the new approach in the future Multiannual Financial Framework for 2021-2027.

The event was hosted by Vytenius Andriukaitis, European Commissioner for Health, and was organised by the Consumers, Health, Agriculture and Food Executive Agency with support by the European Commission Directorate-General for Health and Food Safety.

SEPEN was presented at this High Level conference as part of CHAFEA's Success stories. Project manager of SEPEN, Eszter Kovacs summarised the successful and fruitful exchanges of SEPEN network in the session of Objective 3: 'Contribute to innovative, efficient and sustainable health systems.

For more information please, visit:

https://ec.europa.eu/chafea/health/newsroom/news/18032019/index_en.htm

'Health for the EU' Booklet is available: [here](#)

European Health Forum Gastein

2-4 October 2019, Austria

The European Health Forum Gastein is an independent, non-partisan organisation, founded in 1998 as a European health policy conference.

Its aim is to provide a neutral platform for the discussion and advancement of health policy in the EU and beyond. Its founding principle is the equal representation of all stakeholders from the fields of public health and healthcare.

For more information please, visit:

<https://www.ehfg.org/>

EPF (European Patients' Forum) Congress 2019

12-14 November 2019 Brussels, Belgium

Over the past 15 years the European Patients' Forum has been representing patients' voices in a united and influential way to drive better health in Europe. This event will provide a good opportunity for dialogue, engagement with a wide range of health players who aspire to make patient involvement a reality. Together, we will explore why this will lead to better outcomes for patients and society, and how we can achieve this in practice across the European Union.

For more information please, visit:

<https://epfcongress.eu/>

HOSPEEM-EPSU Project 2019-2020 on Strengthening social dialogue in the hospital sector

15 November 2019 Rome, Italy

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 project will provide an appropriate framework to continue addressing capacity building needs of social partners. The work will serve to help building the capacity of the hospital sector social partners in 14 targeted countries (Bulgaria, Hungary, Poland and Romania, Cyprus, Greece, Italy, Malta, Portugal and Spain, Croatia, Czech Republic, Slovakia and Slovenia) by exchanging on and collecting the relevant issues and priorities in view of the EU-level sectoral social dialogue.

SEPEN will attend this event, Mr. Paolo Michelutti from Agenas will represent the Joint Tender.

For more information please, visit:

<https://hospeem.org/activities/hospeem-epsu-project-2019-2020-on-strengthening-social-dialogue-in-the-hospital-sector-in-the-east-south-and-central-europe/>

Pre-conference workshop to the 12th European Public Health Conference

20 November 2019, Marseilles, France

An interesting programme is offered among the EUPHA pre-conferences on Wednesday 20th November.

The workshop will include the topics of digital health solutions, climate change issues, challenges of the current and future health workforce. This pre-conference can be added to your registration after you have already registered.

For more information please, visit:

<https://ephconference.eu/2019-pre-conference-programme-225>

EIT Health Summit - 'Defining Unmet Need - How much does it matter?'

2-3 December 2019, Paris, France

Needs-based health innovation is fundamental to generate true transformation in the lives of patients and citizens. How do we create innovation that meets both the societal needs of today, and yet is future proofed for tomorrow? A solution that does not meet a clear unmet need, or addresses a gap in the market, has little chance of navigating the complex path to market. The shift towards supporting health innovations that truly meet healthcare's biggest challenges must be reinforced - this is reflected not only within EIT Health, but is also recognised in the new framework programme of Horizon Europe which is specifically focused with its missions approach.

For more information please, visit:

<https://summit.eithealth.eu/ehome/eithealthsummit/home/>

Innovations in Health and Social Care - Enhancing Health and Wellbeing in Europe

3 December 2019, Brussels, Belgium

The economy of wellbeing is one of the umbrella themes for the health and social sector during the Finnish Presidency. The event focuses on enhancing a structured cooperation across Member States to generate evidence for policy making that will support European health and social care systems to meet the challenges of a rapidly changing environment.

The event is organised in collaboration with the EC-funded TO-REACH initiative, in which both the Finnish Institute for Health and Welfare (THL) and the Academy of Finland are partner institutes. The event will bring together representatives from different policy areas, as well as stakeholders from public and private sector, and academia.

For more information please, visit:

<https://thl.fi/en/web/thlfi-en/whats-new/events/thl-s-eu-2019-side-events/supporting-health-and-social-care-innovation>

Global Symposium on Health Workforce Accreditation and Regulation

10-12 December 2019, Istanbul

The World Health Organization (WHO), Educational Commission for Foreign Medical Graduates (ECFMG), and the Global Health Workforce Network (GHWN) are jointly hosting a global symposium on health workforce accreditation and regulation in Istanbul on 10-12 December 2019. The event will support the implementation of the WHO Global Strategy on Human Resources for Health, aiming to "expand the global health workforce and optimize its performance,

quality, and distribution". It will showcase good practices around data exchange and institution building.

For more information please, visit:

<https://www.cvent.com/events/2019-global-workforce-symposium-on-accreditation-and-regulation/event-summary-4a0ef785b27d419b99d0df76f5a81665.aspx>

GUEST ARTICLE ON LATEST DEVELOPMENTS ON HEALTH WORKFORCE PLANNING AND POLICY

Managing health workforce mobility in Hungary - Policy measures to retain health professionals

Hanna Páva, Zsolt Béltéki – Directorate for Human Resources for Health Development, National Healthcare Service Center
Eszter Kovacs, Márta Sziklai – Health Services Management Training Centre, Semmelweis University

Health workforce (HWF) mobility - moving within the European Union - and migration - moving in and out of the European Union - are considered as global phenomena. Crossing borders in the European Union (EU) is even better facilitated, as the knowledge and skills are harmonized within the EU by the Directive on mutual recognition of qualifications (2005/36/EC) in the sectoral health professions, and therefore could be easily mobilised. The member states of the EU often face significant inflows and outflows of health professionals on a system level, as mobility is fostered within the EU internal market.

Some countries can be identified as sending countries that experience high outflows and shortage of health professionals (e.g., Romania or Bulgaria), and some as recipient countries that highly rely on foreign health workers (e.g., the UK, Germany, or the Scandinavian countries). The main trends in HWF mobility are the following: from East to West, from South to North, and cross-border movements are very frequent, particularly in countries with high proximity e.g., Benelux countries.

[Read the full article here](#)

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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