



SUPPORT FOR THE HEALTH WORKFORCE PLANNING AND FORECASTING EXPERT NETWORK

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EU Health Workforce Network Update

8th edition

Latest news from the “EU Health Workforce Network Update”



Introductory message

COVID and Health Workforces...

Dear Colleagues, dear Experts of the SEPEN network,
Lately, a significant change and challenge has been brought upon the world, significantly affecting our everyday lives. This happened globally, regionally, internationally, and locally. COVID arrived to our health systems, care homes with no regards for continents or countries, and genuinely transformed our working and personal environments everywhere.

Health workforces started combating the outbreak as one unified group, which has been an outstanding common effort so far. Practitioners on the frontlines, managers in the hospitals and decision makers have responded to the crisis and attempted to cope with all emerging difficulties and strengthen our preparedness. Health workforce management became one of the top priorities in every country and the importance of human resources for health planning has become more significant than ever.

SEPEN network is still glad to participate in supporting EU Member States, even during these rapidly changing times, and provide help for improvements and consultation in HWF developments. Since several Member States have recognised and identified obstacles and barriers in the time of COVID, HWF development has been put into focus of national healthcare reforms and policy

measures. As from the international perspective, the cross-border component of HWF planning has become crucial, because pandemic emergency situations have no respect for borders. The collaboration of stakeholders of diverse levels, backgrounds and countries is essential in order to ensure quality healthcare provision and universal health coverage.

Now, please accept our sincere gratitude for your contribution in expertise sharing and knowledge exchanges that benefits all of us in aiding the health systems and workforces in adapting more quickly and efficiently to unexpected circumstances.

We are looking forward to carry on the dialogues with all of you!

Work packages update

Health Workforce Planning and Forecasting Expert Network

On the 18th of March 2020 SEPEN joint tender organised its 8th webinar focusing on “Brexit and its impact on health workforce planning”.

Taking into consideration that Brexit will potentially disrupt the mobility patterns of health professionals, students and researchers and will impact health workforce planning both within the United Kingdom and the EU Member States, this event was seeking to explore the problem from a political, system-level and professional point of view.

The SEPEN webinar presented examples of mobility, the perspective of professionals, and the implications for the health system in term of workforce planning. These insights were provided in an interview with **Professor Raymond Galea** as Head of the Maltese Postgraduate Medical Training Program, **Mr Paul Laffin**, who is EU Public Affairs Manager at the British Medical Association, and **Ms Kate Ling**, the Senior European Policy Manager at the NHS European Office for the NHS Confederation.

If you have missed this webinar, short report and voice recording is available on our website under the title: Technical reports:

<http://healthworkforce.eu/findings/>

The upcoming webinars on the EU Health Policy Platform

The joint tender is planning to organise its upcoming webinars on the:

- 17th of June 2020, with the main focus on the challenges of health workforce in the COVID-19 pandemic situation.
- 24th of July 2020, with the main focus on the presentation of country profiles and results of the SEPEN Mapping study on Health Workforce Planning and Policies in EU-28.

The technical details to join to the webinars hosted by the EU Health Policy Platform will be shared on the healthworkforce.eu website.

Mapping HWF planning and policies in the European Union

The mapping exercise has been finished.

SEPEN has finalised the mapping study and the country profiles of each EU Member States will provide an overview of the main characteristics and a detailed description of the HWF planning systems and policies. These specific country profiles also include appendixes offering several details about HWF information on countries and lists of national level policies and actions.

Merging country information into an e-book will enable experts to access up-to-date country profiles of the EU and a HWF planning and policy repository platform will be available soon.

Workshops update

The fifth “Digital health” SEPEN Workshop goes digital.

As announced earlier, the fifth workshop of SEPEN - which was aimed to be organised in Rome -, was postponed due to the exceptional circumstances and travel restrictions of COVID-19.

Our team was working to find the best solution in order to organise this important SEPEN event, in which many professionals already showed remarkable interest. Hereby, we are glad to inform you that SEPEN's fifth workshop goes digital.

The workshop will be held online in three separate sessions, on three different dates, but the main focus still addresses the same topic, namely:

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

The events will deal 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 health workforce planners need to do to incorporate those implications in their models.

The workshop sessions will present the emerging trends in the development and digital transformation of the health workforce, discuss the main challenges that digitalisation poses upon health workforce planning, and propose solutions to the issues discussed.

Public materials of our previous workshops are available on the joint tender's website at:

[Technical reports](#)

International Events on Health Workforce

EUPHA Health Workforce Research Section

Mid-term Conference, 18-19 June 2020

VIRTUAL EVENT

The EUPHA section Health Workforce Research (HWR), in collaboration with colleagues from 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.

To support WHO recommendations and fight the SARS-CoV-2 pandemic, EUPHA will arrange a virtual conference.

- Four online sessions arranged in a webinar style
- Meet the Network online, Thursday lunchtime
- Research sessions will be available online as poster or PowerPoint sessions.

The posters/presentations will be made available on the conference website, thus participants can go through the presentations individually and contact the authors for comments and questions.

The registration is open, free-of-charge, and mandatory to access the event.

For more information please, visit:

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

L-ead Summer School 2020, 6-17 July 2020

VIRTUAL EVENT

Health Services Management Training Centre, Semmelweis University is announcing the summer school programme for the second time in July 2020, entitled „L-ead - Leveraging e-health workforce by advanced skills“. The partners in this training course are IESE Business School, University de Navarra, and E-Group.

The programme aims to generate awareness and sharing of knowledge about changes that digitalisation is bringing to healthcare systems, to provide a great opportunity to strengthen e-skills, leverage the digital health workforce, and gain a better understanding of the complexity and benefits of digital ecosystems, particularly during this rapidly changing time of the COVID-19 outbreak. The program is supported by EIT Health network.

For more information please, visit:

<https://emk.semmelweis.hu/eithealth/>

**European Health Forum Gastein 2020 - “Dancing with elephants” -
New partnerships for health, democracy, business
30 September - 2 October 2020**

VIRTUAL EVENT

The EHFG 2020 will address the relevant relationships between health and commercial, economic and political agendas. Particular emphasis will be placed on topics which are crucial in the COVID-19 context, such as health systems' emergency preparedness and response, European collaboration and solidarity, the 'infodemic' during the COVID-19 period, and the impact of this crisis on our societies and constitutional democracies as a whole.

For more information please, visit:

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

**16th World Congress on Public Health 2020
12 - 17 October 2020**

VIRTUAL EVENT

The theme of the World Congress, Public Health for the Future of Humanity: Analysis, Advocacy, and Action, is reflecting on the firm commitment of the organisers , who maintain the obligation to respond to these new circumstances in the global public health community.

Organizers aim to enhance the visibility of threats to health, some of which are already emerging; challenge and hold stakeholders to account with the power to make a difference; and to take action, genuinely fulfilling their commitment to health in all policies.

For more information please, visit:

<https://wcp2020.com/index.php>

**EHMA 2020 Annual conference, Health management: realigning
systems, contexts and players
18-19 November 2020, Rotterdam, The Netherlands**

The EHMA Annual Conference is the preeminent place for today's and tomorrow's healthcare leaders to share experiences, skills and competencies through interactive workshops and thought-provoking presentations.

EHMA2020 will elevate the vision of health management by exploring new paradigms that improve the health industry.

The Conference will provide an in-depth discussion of new and emerging models for health services, governance systems, management practices, and tools to aid in the future of healthcare.

The call for abstracts is open till 21 June 2020.

For more information please, visit:

<https://ehmaconference.org/>

**International Foundation for Integrated Care (IFIC): Realising the true
value of integrated care: Beyond COVID-19; By: Leo Lewis and
Nieves Ehrenberg; May 2020**

Stronger and more resilient care systems and communities are able to cope better and more effectively, successfully respond and adapt to new challenges and crises such as the current COVID-19 pandemic. They are able to quickly

come together to 'act as one' and collaborate across disciplines and sectors towards a common goal. Such competencies and capacities are the essence of integrated care and this is what the International Foundation for Integrated Care (IFIC) stands for - creating a more connected health and care system.

IFIC's call for action is clear: the future of health and care is integrated and the journey to achieve it must be accelerated through our response to this global pandemic. Since IFIC was established in 2011, it has been advocating integrated care as an evidence-based and people-centred approach to enhance the quality, value and experience of care, improve population health and wellbeing, and increase job satisfaction in the workforce.

Read the study:

<https://integratedcarefoundation.org/wp-content/uploads/2020/05/IFIC3516-Covid-19-Thought-Leadership-Paper-A4-v7.pdf>

GUEST ARTICLES ON LATEST DEVELOPMENTS ON HEALTH WORKFORCE PLANNING AND POLICY

Too little, too late. Underinvestment in public health capacity is a false economy

Martin McKee

Professor of European Public Health
Past President, European Public Health Association
Research Director European Observatory on Health Systems & Policies

It was always a question of when and not if. It has been clear for decades that a virus that had jumped from animals to humans would spread rapidly throughout the world. There have been many warnings, including swine and avian influenza and, in the early years of the 21st century, SARS. Yet in many countries, these warnings went unheeded. This was especially so as memories of the 1918 flu and, more recently, the scourges of smallpox and polio faded, even if the last of these has yet to be eradicated. The challenges were there for all to see. Some countries undertook exercises in which they tested their response systems but although they find them wanting, many did little to fix them. There were always more pressing short-term problems. In some countries, such as the USA, strong systems that had been in place were dismantled, sacrificing the safety of the population for a dystopian ideology. Suddenly, as COVID-19 spread across the world, the effects of this disinvestment became all too clear. While a few governments, and especially those in Southeast Asia that had recent memories of dealing with SARS, were able to respond quickly and effectively, limiting the spread of disease and resulting deaths, others were floundering. Confronted with the grim reality that they had squandered the assets they had inherited from previous generations, they struggled to develop responses with the limited capacity that was available.

[Read the full article.](#)

COVID-19 and the medical workforce: European doctors report **Sarada Das** **Standing Committee of European Doctors - CPME**

The COVID-19 pandemic has made health and the health workforce headline news. Within a matter of weeks, the availability, distribution and working conditions of health professionals have gained their deserved recognition in the general public as vital questions which have direct effect on public health and security.

In a survey coordinated by the Standing Committee of European Doctors

(CPME), national medical associations are reporting doctors' experience of the COVID-19 pandemic. The information collected underlines how much high-quality patient care is dependent on the organisation of care, effective health workforce planning and safe working conditions.

One obvious challenge is the availability of medical workforce. The pandemic has made existing shortages more acute in many countries, such as Bulgaria and Ireland. Others report that is only thanks to relatively low infection numbers that the workforce is able to deal with the pandemic, but the general shortage of doctors continues to affect patient care beyond COVID-19.

[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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