



SUPPORT FOR THE HEALTH
WORKFORCE PLANNING AND
FORECASTING EXPERT NETWORK

EXPERT NETWORK 5TH WEBINAR – SUMMARY REPORT

5 July 2019



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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

On 5 July 2019, the joint tender '[Support for the Health Workforce Planning and Forecasting Expert Network](#)' (SEPEN) organised its fifth webinar for the expert network. This edition focused on 'health workforce mobility'. A video of the webinar is available [here](#).

SUMMARY OF DISCUSSIONS

Ms Sarada Das from the Standing Committee of European Doctors (CPME), welcomed the participants. This time, the topic of 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 to see how SEPEN is supporting the health workforce mobility agenda.



[Mr Ibadat Dhillon](#) from the Department of Health Workforce at the World Health Organisation (WHO) opened with his keynote presentation that included 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. Mr Dhillon outlined that the overall international health worker mobility is increasing yearly, with mobility patterns becoming more complex. This is also reflected

in policy activities. In December 2018, 164 UN Member States adopted the [Global Compact for Safe, Orderly and Regular migration](#). It includes health worker density and distribution as one of six indicators related to migration given that the health workforce is a highly mobile sector. As an example, health workers make up over three quarters of migrants and refugees applying for recognition of their qualifications through the streamlined 2012 German Recognition Act. The WHO expert also provided an update on the [WHO Global Code of Practice on the International Recruitment of Health Personnel](#) which includes the broadest possible articulation of the ethical norms, principles and practices related to international health worker migration.

Mr Dhillon shared some interesting mobility data that OECD gathers. The number of migrant doctors and nurses working in OECD countries increased by 60% over the last 10 years. Globally, it is projected that around 40 million new health sector jobs will be created by 2030 and the projected shortfall will be around 18 million. Mr Dhillon emphasised that the current patterns of mobility are more complex than simply from the south to the north and it also includes a lot of temporary movements, with migration patterns varying strongly between countries and occupations. Another important aspect is the significant medical education movement. He gave the example that less than half of European medical school graduates have EU nationality. WHO is currently working on compiling the existing bilateral agreements regarding health workers' mobility between countries and will be preparing a joint working paper together with the World Trade Organisation. The WHO expert concluded his presentation by highlighting the work of the [International Platform on Health Worker mobility](#) created jointly by ILO, OECD and WHO. It brings together Member States, the private sector,

civil society and international agencies. A short discussion followed the presentation. The main issue raised was the complexity of data collection – e.g. regarding hypermobility of workers. The problem of categorising the nationality of medical students who have graduated from a medical school in a different country than their home Member State was also addressed, as a problem for data collection methodologies.

Following the first presentation, [Dr Eszter Kovacs](#) from Semmelweis University elaborated on how the SEPEN expert network addresses health workforce mobility issues. She recalled some of the outcomes from the [SEPEN workshop](#) focused on mobility that took place in February 2019. One of the conclusions was that there are many different international data collections which aim to provide an overview of numbers of health workforce. She highlighted the other two main messages of the workshop namely: the most relevant indicators to monitor mobility patterns are the numbers of foreign-trained professionals

(inflow), and the migration potential (outflow); and interactions between health care and social care require

specific attention (intersectoral mobility). Dr. Kovacs referred to the SEPEN Newsletters in which guest articles disseminate cumulative knowledge in the relevant fields of interest. In [EU Health Workforce Network Update 4th edition](#) a guest article was published by Gaetan Lafortune, Gaelle Balestat titled: "Has the looming crisis in the health workforce hit European countries? - The most recent data suggest that the "worse case scenario" has been avoided so far".

In the [5th edition of EU Health Workforce Network Update](#) and interesting article can be found by James Buchan, James Campbell, Ibadat Dhillon and Anita Charlesworth titled: "Labour market change and the international mobility of health workers". She underlined that SEPEN has an "active community" of experts, who in the latest opinion survey expressed three topics of interest what they would like to have involved in SEPEN activities: Health policy, mobility and skills.

Experts also agreed that it is essential to develop a measurement tool that would support the health workforce forecast.

Dr Kovacs assured that future SEPEN work will also continue the dialogue on mobility.

2. Active dialogues

- **Workshops (5) and webinars (10)** are organized continuously
- Providing opportunities to continue dialogues and foster the exchange of knowledge in targeted health workforce-related topics
- Approx. participation number at events 40-45 experts

05/07/2019



[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 tailored advice and guidance from the SEPEN tender. As a first step, a self-evaluation toolkit is available for interested Member States. On its basis, the Member State and the SEPEN joint tender develop a technical site visit which involves senior experts from the field of interest

to look at the problem. Interventions can take different forms such as lectures, workshops and last to 3 days. For each intervention, costs are covered by the SEPEN budget. He referred interested participants to the [SEPEN webpage](#) which contains all relevant information and instructions.

To conclude, Ms Das thanked the speakers as well as the participants for the active debate. The next SEPEN expert network webinar will take place in September 2019 and the precise date will be shared soon.