



SUPPORT FOR THE HEALTH WORKFORCE PLANNING AND FORECASTING EXPERT NETWORK

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EU Health Workforce Network Update

9th edition

Latest news from the “EU Health Workforce Network Update”



Introductory message

Dear Colleagues of the SEPEN Expert network!

SEPEN announces to continue its operation in the autumn of 2020. We are coming close to the farewell of the Joint Tender by the end of this year. These last few months of SEPEN still enable us, all experts in the network to keep on working closely for the common mission of advanced HWF planning systems in the EU.

Our team has already started preparing the wrap up, we are collecting our findings, conclusions and key messages of the last three years, which went by very quickly. In the same time, there has been tremendous work ongoing in the different EU Member States regarding HWF management, plenty of exchanges happened face-to-face and online, and we could all see together the evolution of HWF planning within the EU, and HWF policy developments in the national health agendas.

We wish you a pleasant time for reading of the 9th edition of the EU Health Workforce Network Update, and looking forward to seeing you in the last activities in the last months of SEPEN.

Thank you for your valuable contribution!

Health Workforce Planning and Forecasting Expert Network

SEPEN joint tender organised two webinars in summer 2020, and one on the 2nd of September 2020.

The 9th webinar of SEPEN was organised on the 17th of June focusing on *“What are the preliminary lessons of the COVID-19 pandemic for health workforce planning?”*

Most health professionals have had to face the COVID-19 pandemic with no comparable prior experience. In some countries, the coronavirus spread early, leaving systems little time to prepare. Others were able to learn from the health systems which were affected first. In terms of health workforce policy and planning, the pandemic posed challenges in terms of healthcare for all systems, i.a. the availability of health professionals with suitable skills to deal with the pandemic. With Italy being one of the countries affected early and severely, the experience of Italian health professionals is of great value to understanding the effects of the pandemic on the workforce. Therefore, **Ms Enrica Capitoni, Ms Monica Casati and Ms Simonetta Cesa** from the Department for Research, Education and Development of the Papa Giovanni XXIII hospital in Bergamo were invited to open the webinar.

The 10th webinar was held on the 24th of July this time the focus was:

“Mapping national health workforce planning and policy in EU: where do we go from here?”

The SEPEN joint tender was tasked with the mapping of national health workforce policies in the EU and the UK. The exercise was led by KU Leuven and Semmelweis University and resulted in the creation of country fiches and online appendices outlining each country's health workforce density and mobility, current policy framework and planning tools, as well as data collection mechanisms. They are intended to advance the discussion both at national and EU level. The webinar therefore presented the results of the mapping exercise and launched the debate with knowledge brokers from national level and international experts.

SEPEN Project manager **Dr Eszter Kovacs**, from Semmelweis University provided the [background and the first results on the mapping exercise](#), after which the webinar focused on the experiences and results of two of the participating countries in order to provide some clear examples of the challenges and successes, by **Ms Maria Filina-Kossatšova**, Analyst, Health Board of Estonia, and **Prof. Dr Ronald Batenburg**, Programme coordinator for Health Workforce and Organisation Studies at the Netherlands Institute of Health Services Research (NIVEL) and Professor at the Sociology Department of the Radboud University Nijmegen. As a closing part, the international perspective was disputed by **Mr Gaetan Lafortune**, Senior Economist, Health Division, from the Organisation for Economic Cooperation and Development (OECD).

The 11th webinar of SEPEN was held on the 2nd of September 2020, with the focus on:

“Supply = demand? How to optimise health workforce planning baselines”

Prof. Luís Lapão from the IHTM Portugal shared a presentation on how to rethink approaches to health workforce planning and improve its outcomes. He argued that health workforce planning needs to move beyond the concept of shortage based purely on numbers and take in consideration both a health system's organisation and health workforce performance. To achieve this, management is key, for example in order to consider the automation of some

part of the processes, to optimise the internal functioning of organisations and how professionals' time is spent. In specific, digital tools should be considered as a major influence factor in health workforce planning in the future.

Mr Pieter-Jan Miermans, who is a lead analyst-statistician for the workforce planning team at the Belgian Ministry of Public Health, presented the preliminary outcomes of a report on alternative approaches to health workforce planning. He introduced the current Belgian model, which draws on administrative databases for data on professionals, which alongside education data and population care consumption data is fed into a mathematical model.

Finally, **Dr Andrew Woodward**, provided workforce information and analysis to the Department of Health and Social Care, presented the UK's planning approach to supply model baselines. Electronic Staff Records which have almost 100% coverage provide granular data on a wide variety of factors, including stock and flow, as well as in-country mobility and can be linked to other data sets, with only few limitations. He explained that it seems that the model is more sensitive to some variables rather than others, therefore it may be helpful to segment those variables which are subject to special interest or future dynamic to achieve greater accuracy in the long-term.

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

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

SEPEN FAREWELL

CLOSING EVENT OF THE JOINT TENDER WILL BE HELD ON THE 28th OCTOBER 2020

The final, closing event of the joint tender will be organised on the 28th of October 2020 starting at 13:00 and closing at 15:00 Brussels time. This special event will emphasise and release the important milestones and achievements of SEPEN.

The focus of this online event will be: *"SEPEN and beyond: how can EU support Member States health workforce planning policies' contribute to healthier societies?"*

To reflect on the conclusion of the SEPEN joint tender and offer a springboard for future EU health workforce policy actions, this final closing event offers a public platform to present the outcomes of SEPEN and to discuss HWF planning in the current policy context, including the COVID-19 pandemic. Special focus will be on the trends discussed by SEPEN in its activities e.g. in digital transformation, interprofessional collaboration, and mobility. Members of the SEPEN expert network representing e.g. national ministries and stakeholders as well as international organisations will carry out the dialogue and participants will have the opportunity for the last SEPEN exchange and look at opportunities for future EU level action on health workforce planning.

Mapping HWF planning and policies in the European Union

The mapping exercise of SEPEN was presented on the summer webinar. We are glad to announce that the report on the mapping study will be published together with an interactive webplatform in order to support readers to find the most relevant information. The link and the final report will be shared with the expert network in our SEPEN EU Health Workforce Network Update last edition soon.

Please follow the updates among the news:

<http://healthworkforce.eu/>

Workshops update

The main focus of the fifth workshop was:

"Digital Health. What Are the Implications for Supply, Demand, Monitoring and Organization of Health Workforce?"

Through interaction and discussion among invited experts - health workforce planners, eHealth experts, policy makers, health professionals' and patients' representatives - the aims of the final SEPEN workshop were:

- Present the emerging trends of the health workforce digital transformation by facilitating knowledge transfer and sharing Member State experiences from recent initiatives, and also informing on activities carried out by the main European networks and organizations;
- Discuss the main challenges and opportunities that digital transformation brings to health workforce planning from different perspectives:
 - the policies needed to ensure a resilient health workforce that can facilitate and accompany this transformation;
 - the necessary organisational changes that can make the most of the contribution of healthcare workers by exploiting their full potential while ensuring their safety, improving their working conditions and ensuring the motivational environment;
 - the most appropriate health workforce planning and forecasting methods to anticipate the changes brought about by digital transformation and thus better inform policy makers;
- Propose solutions and recommendations for the issues discussed during the workshop.

The first part of the three part series of the workshop took part on the 25th June 2020. On the 10th of September the joint tender carried out the second part of the 5th virtual workshop. The second part focused on how eHealth/mHealth can improve health workforce productivity, health workforce monitoring and health workforce planning and forecasting. The third and final part of the workshop on the 1st of October focused on health workforce demand and skills needed - both from professionals and citizens - in the digital ecosystem.

The report will be available on the website in the coming weeks.

Tailored advice and guidance through exchange of expertise

Due to the extension of SEPEN joint tender, tailored advice and guidance activity has been also prolonged.

This allowed SEPEN to discuss needs of more Member States and accept more support request from them. Among the first beneficiary of SEPEN assistance, more countries indicated interest for the expertise exchange of SEPEN. Experts identified the needs with the applicants in order to find the best option for the technical support.

In the first half of 2020, SEPEN successfully carried out the specific tailored expert exchange in Lithuania with a great success. The Latvian national exchange was also conducted with a very active contribution of the participating

stakeholders. Last but not least, the Estonian exchange is currently proceeding and this activity will be completed during the course of October. Due to the special circumstances caused by the COVID-19 pandemic, guidances are carried out currently online.

If you wish to read more about the interventions click: [HERE](#)

International News and Events on Health Workforce

New Primary Health Partnership Models - Redesigning Health Systems During COVID-19 and Beyond

Webinar, 7 October 2020, 11:30 AM in Universal Time UTC

This webinar on 7 October 2020 will highlight and explore primary healthcare partnerships during and beyond COVID-19. It is organised by the HSG Private Sector in Health Thematic Working Group in collaboration with the Gates Ventures Exemplars in Global Health program.

The webinar will feature a panel of speakers, including from Singapore's Public Health Preparedness Clinics initiative, and the MomConnect initiative in South Africa.

The webinar is the third roundtable in a digital mutual learning series hosted by members of the Private Sector in Health Thematic Working Group of Health Systems Global, and follows two previous forums on Emerging New Health Partnerships and Managing New Health Partnerships.

For registration please, visit:

https://us02web.zoom.us/webinar/register/WN_3LvNnpHNSii5gd_6rPnfAg?fbclid=IwAR3Kxbygl7y9mrFV1k16ieIaVj6Rly3DsWg1V4VxYa2R-x6ffVgbS20XSAY

16th World Congress on Public Health 2020

Public health for the future of humanity: analysis, advocacy and action

Online event, 12 - 16 October 2020

The theme of the World Congress, Public Health for the Future of Humanity: Analysis, Advocacy, and Action, reflects our firm commitment that we, in the global public health community, have an obligation to respond to these new circumstances. We must make visible the threats to health, some of which are already emerging. We must challenge and hold to account those with the power to make a difference. And we must act, making real our commitment to health in all policies.

For more information please, visit:

<https://wcph2020.com/>

Hearing of the expert panel on effective ways of investing in health **Webinar, 20 October, 10-12 CET Brussels time**

The COVID-19 pandemic has put national health systems in Europe and elsewhere under immense pressure. In order to ensure the good quality and accessibility of health care provision in the European Union despite disruptions like COVID-19, we need to go beyond the immediate lessons learnt from the pandemic, and to look at how we can improve structures and organisation of

health care in the longer term. We need to use this opportunity to transform health systems so that they are stronger and less vulnerable to similar shocks as well as other challenges in the future.

The aim of this hearing is to provide stakeholders with an opportunity to share their views on the draft opinion of the Expert Panel on the above-mentioned subject. The draft opinion will be available at the Expert Panel website prior to the hearing.

For more information please, visit:

<https://webgate.ec.europa.eu/hpf/item/item/28924>

Mental health and our health and care workforce - WHO Europe Webinar series

WHO/Europe is organising a three part webinar series which will explore HOW to implement mental health and psychosocial supports for our health and care workforce.

Part 1 was organised on the 24 September, with the focus on: Promoting and protecting the mental well-being of the health and social care workforce; from self-care to dedicated support.

Part 2 topic: Employer practices and policies to support the well-being of the health and care workforce. The webinar will be held on: **22 October 2020, 11.00 - 12.30 CET**

Registration:

https://who.zoom.us/webinar/register/WN_mm09VHI5R9GT_RDhlyB93A

Part 3 topic: Engaging our communities in the well being of the health and care workforce.

The webinar will be held on: **19 November 2020, 9.30 - 11.00 CET**

Registration: https://who.zoom.us/webinar/register/WN_iTGiqzchTxSY97iHJP4-tQ

EHMA 2020 Annual conference, Health management: realigning systems, contexts and players Online event, 17-19 November 2020

European health systems are navigating through a period where challenges and opportunities have never been greater or starker. While public finances remain constrained, innovation in technology and evolution in therapeutic possibilities have reached unprecedented highs. And every day we get closer to full exploitation of opportunities given by big data, artificial intelligence and robotics.

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

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.

For more information please, visit:

<https://ehmaconference.org/>

3rd European Conference of Health Workforce Education & Research INHWE 2021

Online event, 7-8 January 2021

The event will take place across multiple time zones (and be streamed live on YouTube) which will enable many members to attend. Hosted in collaboration with the RCSI Faculty of Nursing & Midwifery, the International Network for Health Workforce Education holds the conference to promote interdisciplinary co-operation and critical understanding of the latest research in the field of health workforce education, research, training and development. The event will bring together researchers, educators, trainers and policy makers from around the world.

The INHWE Virtual Conference of Health Education and Research allows participants to discuss the diverse possibilities and challenges of "Team Based Learning and Leadership" with international colleagues. The online event would welcome presentations adopting local, national and/or international perspectives on:

Teaching/Training: pedagogy, assessment methods, curricula, innovation, technology

Research: results from large-scale surveys, research projects, studies using innovative methods

Policy: new policy initiatives, future policy directions being pursued by governments and private/non-governmental organisations.

For more information please, visit:

<http://www.inhwe.org/inhwe-online-2021>

Mental Health Promotion and Intervention in Occupational Settings Project funded by European Union's Horizon 2020 programme

The project's primary aim is to improve mental health in the workplace by developing, implementing and evaluating a multilevel intervention targeting mental health difficulties in Small and Medium Enterprises (SMEs) in the construction, health and ICT sectors. The secondary aim is to reduce depression and suicidal behaviour.

The project brings together experts in mental health, suicide prevention, depression, stigma, implementation science, health economics and other interdisciplinary fields from Albania, Australia, Belgium, Denmark, Finland, Germany, Hungary, Ireland, Kosovo, the Netherlands, Spain, the United Kingdom and the USA.

For more information please, visit:

<https://www.mentupproject.eu/>

COVID-19 Health Systems Response Monitor (HSRM)

The HSRM has been designed in response to the COVID-19 outbreak to collect and organize up-to-date information on how countries are responding to the crisis. It focuses primarily on the responses of health systems but also captures wider public health initiatives. This is a joint undertaking of the WHO Regional Office for Europe, the European Commission, and the European Observatory on Health Systems and Policies.

The HSRM has a dedicated section for human resources and collects the relating policy measures in response to the COVID-19.

For more information please visit:

**GUEST ARTICLES ON LATEST DEVELOPMENTS ON HEALTH WORKFORCE
PLANNING AND POLICY**

**Relocate, repurpose, reorganize: the roles of leadership and staff
resilience during the COVID-19 pandemic**

Jonathan Erskine

Executive Director, European Health Property Network

Honorary Professor, The Bartlett School of Construction and Project
Management, UCL

Non Executive Director, North Tees and Hartlepool NHS Foundation Trust

The Director-General of the WHO declared the novel coronavirus outbreak a public health emergency of international concern (PHEIC) on 30 January 2020. This was the catalyst for governments across the world, most of which had already been monitoring the development of what was then categorized as an epidemic (i.e. limited to just a few countries and a few thousand cases) to unleash the full resources of their public health, medical science and health service organisations to plan and implement a comprehensive response. Some countries, as we now know, took the warning very seriously and acted early with great energy. Others, however, were slower to react and found it harder to mobilise the necessary components of their public health systems. A few barely responded at all, for a variety of reasons – conflict, political inertia, lack of public health resources, poorly developed systems of governance.

[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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