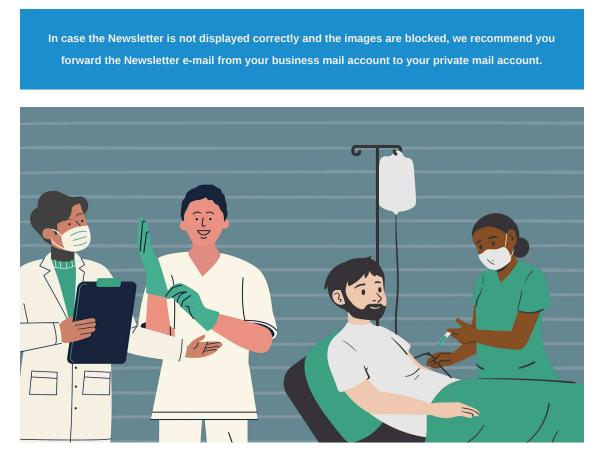
# **X HEROES**

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## **NEWSLETTER NO. 2**

**MARCH 2024** 



## Joint Action on HEalth woRkfOrce to meet health challEngeS

19 European countries and 51 partner organisations working together to improve the health workforce planning capacities so as to ensure accessibility, sustainability, and resilience of healthcare workforce.

#### INTRODUCTION

Welcome to the 2nd issue of the JA HEROES Newsletter!

Our JA HEROES Newsletter regularly brings you various interesting news from our activities, as well as regular columns. In the Spotlight on countries section, all HEROES countries provide space to write an article on their national HWF issue. Viewpoint is a space for views from EU stakeholders. My expert opinion offers the opinions of experts on HWF mostly from academia.





I am pleased to welcome you to the second issue of the HEROES Newsletter as the new Programme Manager of AGENAS, the coordinator of HEROES Joint Action.

workforce strategy that Spain, Poland, and Slovakia will implement, with an overview of each country's backgrounds, challenges, and stakeholders (HOSPEEM, EHMA, ESNO) and the expert opinion (Luděk planning, the most relevant issues in terms of governance and the appropriate modalities to manage and overcome the related constraints.

You will also find information on the main events and initiatives related to HEROES Joint Action. I am also glad to introduce you to the new main

The process of the Joint Action involves a stepwise approach with a first phase called "AS IS", an analysis of the current situation in terms of data, tools, models and skills already existing in the countries, together with the type of stakeholder involvement; the second step, "TO BE", concerns the main goals that each country would like to achieve and the third phase, called "TO DO", represents the implementation of the actions to

planning issues with key stakeholders from each country. At the end of last year, face-to-face workshops were organised (in Budapest, Utrecht and Porto), during which all the cluster countries worked together on the Planning tools, HWF Planning skills and Stakeholder involvement.

current situation of the health workforce in starting reasoning about the the following steps during a face-to-face event in Rome at the beginning of February, and you will be updated regarding the "TO BE" and "TO DO" phases by reading the following Newsletters.

For more information on Joint Action HEROES, visit our website at healthworkforce.eu.

I hope you will enjoy reading it!

Lisa Baldini



The second year of our HEROES project has started.

The first year of Joint Action is over. We have two more years of hard work ahead of us. Together we face the health challenges. Together we are stronger!

## **SPOTLIGHT ON COUNTRIES**

## **Spain**

We understand that Human Resources departments can and must participate in the planning and actions to be taken to determine...

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## **Poland**

Medical staff is one of the most important health care resources, and their possible lack makes it difficult to meet the health needs of society...



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In the intricate ecosystem of healthcare, the strategic planning and management of the health workforce (HWF) stand as pivotal elements...

**Read more** 

## VIEWPOINT

#### HOSPEEM

The European Hospital and Healthcare Employers' Association With a growing demand for healthcare services that are integral to the European social model...





ЕНМА

EHMA The European Health Management Association

health workforce landscape, including the...

Effective and efficient health workforce planning

hinges on a deep understanding of the current

**Read more** 

## ESNO The European Specialist Nurses Organisation

On the 10th of October, the European Specialist Nurses and the European Advanced Nurse Practitioners gathered in the European...



## **MY EXPERT OPINION**



effective.

**Read more** 

Luděk Šídlo **Charles University in Prague (Czechia)** Healthcare systems in many developed countries are currently facing a significant challenge...

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## **HOT NEWS**

**1st Stakeholder Forum Online, 3 October 2023** 

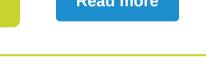
The Forum took place on 3 October. Stakeholders from HEROES countries participated together with main EU umbrella associations. We are grateful for the rich

Participants highlighted that COVID-19 created a new paradigm in health workforce planning. Besides data and models, the social dynamics related to work should be taken into consideration. A negative trend followed the pandemic causing the loss of prestige and attractiveness of the profession. Stakeholders agreed that more attention should be paid to promoting health professions and preserving the mental health of healthcare workers. At the system level tackling geographical imbalances, and introducing new models of care like task sharing or task shifting would be highly

discussions and views: useful input for the upcoming Policy Board meeting.

Joint Action on the 25-26 October 2023.









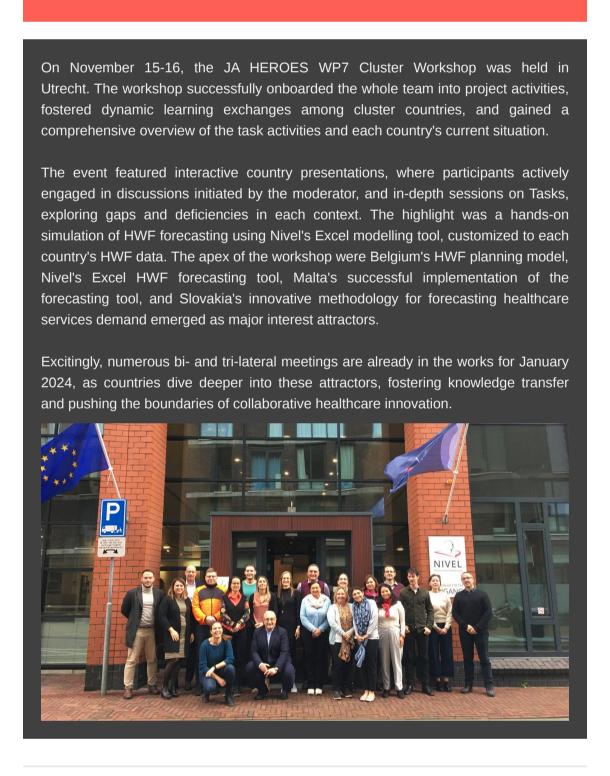


WP6 Cluster Meeting & Workshop Budapest, Hungary, 25 - 26 October 2023

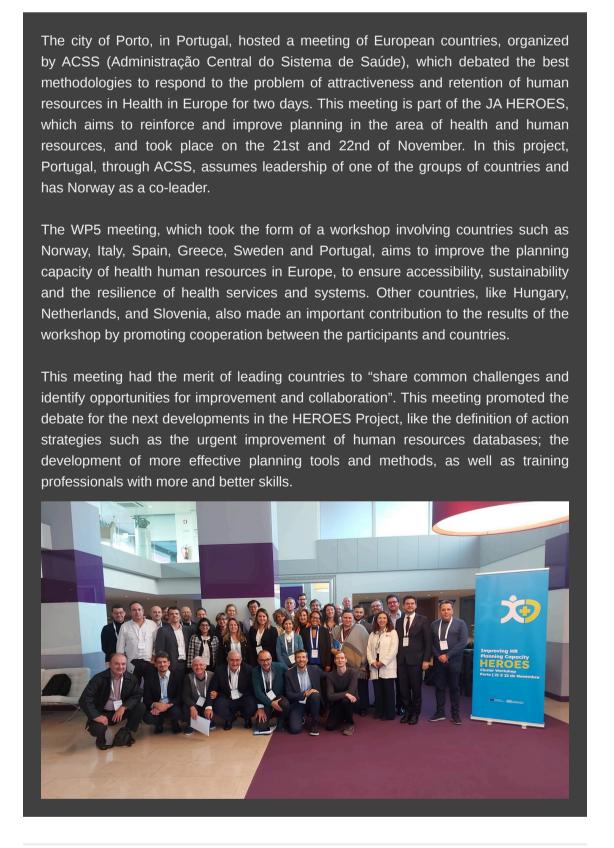
Budapest hosted the 1st two-day Cluster Meeting and Workshop of the HEROES

Hungary participates in the WP6 cluster on Improving Health Workforce Planning Capacity along with Croatia, Romania, Slovenia, Lithuania and Poland where OKFŐ leads cluster activities as the Competent Authority. Whereas the Health Services

> WP7 Cluster Meeting & Workshop Utrecht, the Netherlands, 15 - 16 November 2023



WP5 Cluster Meeting & Workshop Porto, Portugal, 21 - 22 November 2023

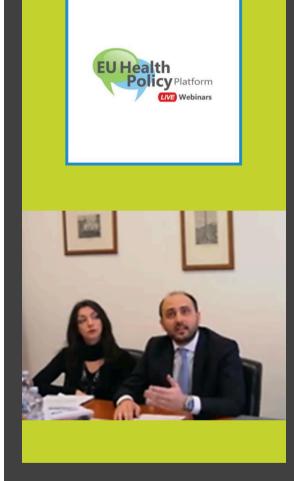


#### **1st Policy Board** Online, 23 January 2024

The HEROES Policy Board (PB) met for the first time on 23 January 2024. The PB brings together policy experts from the 19 participating countries to provide input and feedback from their experience as policy makers. At this first meeting, 3 topics were discussed: the main challenges of HWF planning from a policy perspective, the supportive role the EU can play to improve HWF planning, and the policy changes needed to optimise HWF planning. The valuable input we received from these policy experts will inform the work to be carried out in the coming months. A second PB is planned for 2024.

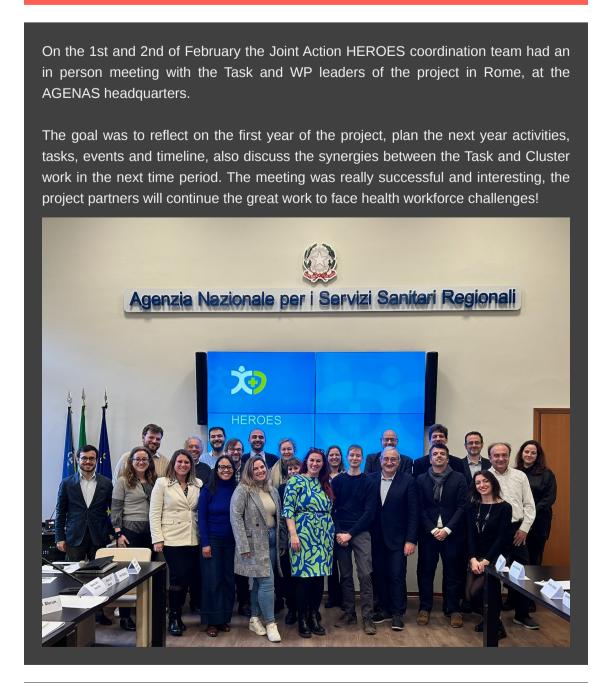
#### **EU Health Policy Platform - Conference:** "Health workforce challenges: ways forward for policy making"

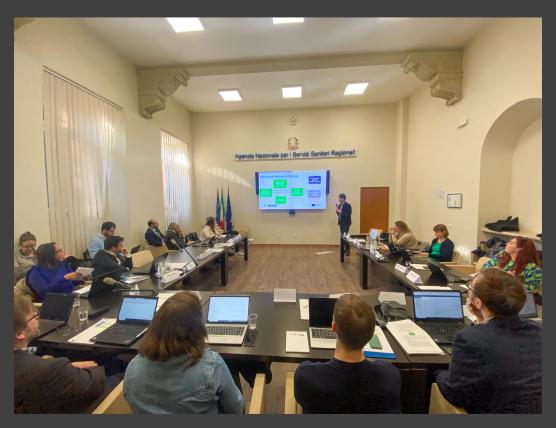
The HWF Projects Cluster of the EU
Health Policy Platform organised the
Europe-wide conference to discuss



relevant policy recommendations, developed on the basis of the results achieved within the cluster, and launched a call to translate them into action. The online webinar "Health workforce challenges: ways forward for policy making" on 26 January 2024 was an exciting event dealing with essential themes on the health workforce, such as task shifting, medical deserts, and retention. AGENAS, as coordinator of the JA HEROES, had the opportunity to participate in the second panel, discussing perspectives to meet the challenges of the health workforce and debating possible future initiatives and policies which could help mitigate the health workforce crisis.

Work Package & Task Leaders Meeting Rome, Italy, 1 - 2 February 2024





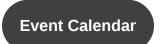
#EU4HEALTH #HEALTHUNION #HEALTHCAREWORKFORCE WE ARE **沙 HEROES** HEALTH WORKFORCE TO MEET HEALTH CHALLENGE

The JA HEROES Leaflet

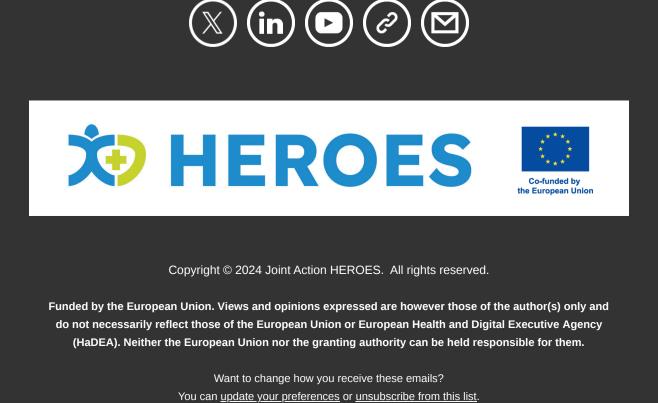
We would like to draw your attention to our Leaflet, where you find useful information about our Joint Action. Feel free to share it.

**Preview & Download** 





Check out our JA HEROES Website and follow us on Social Media!



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