



## SUPPORT FOR THE HEALTH WORKFORCE PLANNING AND FORECASTING EXPERT NETWORK

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### EU Health Workforce Network Update

4th edition - December 2018

#### Latest news from the “EU Health Workforce Network Update”



#### Introductory message

Dear Experts, the Joint Tender “Support for the health workforce planning and forecasting expert network” (SEPEN) is running for more than one year, and we are very grateful for your active contribution to our online community and participation at our different events. Nearly 300 experts joined the expert network and the EU Health Policy Platform SEPEN group has been activated for information exchange. Feel free to share your latest information about health workforce topic-related events, national initiatives, new publications or any items of news that could be of interest of experts working in the field. SEPEN held two webinars on the tender activities, and two workshops provided opportunity for discussions on new health workforce skills and planning data required for projections and evidence-informed policy making. Several experts joined these events from different countries and disciplines, and exchanged views, experiences and expertise in the dedicated topics. Our continuous goal is to facilitate knowledge sharing and support Member States in their health workforce planning developments, therefore we offer our assistance for the community. Do not forget the possibility for receiving tailored-consultation in the frames of SEPEN interventions on health workforce planning development. Discussions in essential topics of health workforce planning were already facilitated, and we expect tangible actions to be implemented at national level and sustainable impact on the ongoing and future dialogues.

**We wish you Happy Holidays!**

**The SEPEN team awaits you next year to continue our fruitful**

## Work packages update

### Health Workforce Planning and Forecasting Expert Network

On 26 September 2018, the Joint Tender organised its **second webinar** on 'Fostering development of national/regional health workforce planning'. Paolo Michelutti introduced and explained in details the possibility for receiving customized SEPEN interventions in order to enhance national health workforce planning developments. Participants had a lively discussion of the broad range of tailored interventions available in the frames of the SEPEN Joint Tender. Dr. Marius Ungureanu from the Babes-Bolyai University in Romania raised some important questions on practical examples and experiences.

At the webinar session very important clarifications were underlined, such as the interventions are free of charge for interested Member States, meaning that all expenses incurred by the experts involved is covered by SEPEN. It was also highlighted that ministries of health as crucial stakeholders in implementations, dissemination and governance should have a role in the interventions to ensure sustainable actions and effective developments.

If you missed the event, find information of the webinar: [here](#)

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The Joint Tender is organising its **third webinar** on: Ethical recruitment of health professionals - where do we stand in 2018? Save the date of the event that is **11:00 am** on the **14th December 2018**. Experts interested in the topic are warmly welcome to participate and ask questions or make comments on the presentations.

Join us and find all practical information: [here](#)

## Workshop update

The Joint Tender organised its [second workshop](#) in Budapest on the 29-30 October 2018. The title of this event was: "Dialogue on key health workforce planning data definitions" and it focused on exploring key health workforce planning data among minimum planning data requirements elaborated by the [Joint Action on European Health Workforce Planning and Forecasting](#) in relation with the implementation of the WHO National Health Workforce Accounts. The workshop resulted in exciting discussions at the interactive sessions, where 43 experts from 20 European Member States shared their experiences and views on various core topics concerning health workforce planning data. The report on this event will be uploaded to our [website](#) soon.

The **third workshop** of SEPEN Joint Tender will be organized in Budapest in 14-15 February 2019. This upcoming event will focus on health workforce

mobility data, the use and interpretation of mobility data in health workforce planning. The title of the workshop is “Mobility matters - Aggregated data and individual pathways hidden behind”. Our aim is: to discuss how Member States tackle the issue of health workforce mobility and produce aggregated mobility data; how different countries deal with student mobility and cross-border patient mobility in their health workforce planning strategies; and with qualitative data we aim to see beyond aggregated quantitative data. Stay tuned for further information.

### Call for interest

The Call for interest to receive tailored advice in health workforce planning has been opened“ Support for the health workforce planning and forecasting expert network” Joint Tender published at the **healthworkforce.eu** website a “Call for interest” for EU Member States to receive tailored advice and guidance in health workforce planning. The aim of the activity is to sustain cross-country cooperation and provide support to Member States to increase their knowledge, improve their tools and succeed in achieving a higher effectiveness in health workforce planning processes and policy.

- Do you need improvements in your national/local health workforce planning?
- Are you committed to develop your health workforce planning capacity in your country?
- Would you like to have a tailored consultation on your country’s most acute health workforce planning challenges from experts?

Express your interest in health workforce planning improvements:  
**here**

### Upcoming International Events on Health Workforce

#### 2nd European Conference of Health Education and Research 2019

Conference theme: Interprofessional Education, 9-10 January 2019, Dublin, Ireland

The 2nd European Conference of Health Workforce Education & Research will take place at the Royal College of Surgeons in Ireland (Coláiste Ríoga na Máinleá in Éirinn) in Dublin, Ireland on 9th and 10th January 2019. 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, training and development. The event will bring together researchers, educators, trainers and policy makers from around the world.

For more information please, visit: <https://inhwe.org/dublin-2019>

#### HPCB conference: Mobile professionals, safe patients, 4th February 2019 Dublin, Ireland

The 2019 HPCB conference - mobile professionals, safe patients - is taking place at a critical time of European change and is a good opportunity for you to engage with and influence European healthcare professional regulators, professional bodies and national government representatives to ensure that key issues facing health and social care mobility are kept on the European healthcare agenda.

The agenda will focus on the future of the professional qualifications framework,

eHealth and trends and expectations in healthcare mobility.  
For more information please, visit: <https://www.hpcb.eu/meetings/events.aspx>

**ESNO Congress 2019 on Integration of Primary and Secondary care:  
role of the nurse specialist and impact on quality of care, 21  
February 2019**

Join innovative nursing leaders across all health arena's and learn how to contribute to high performance through goals, data and feedback. Discuss health aims, management best practices, share insights on driving operational excellence and get excited to transform your organization practice!

- Top speakers and both European and global nurse leaders
- Learn how goals help ESNO, its members and the health community
- Network and connect with peers
- Help to build the European Specialist Nursing community

For more information please, visit: <http://www.esno.org/esno-congress.html>

**Guest article on latest developments on health workforce  
and policy at national level**

**Healthcare Worker Planning in Czechia:  
high, but as yet untapped, potential**

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**Introduction**

Although health workforce planning is important for the stability of a region's healthcare system, Czechia has only recently begun such planning. Until the beginning of the 21st century, there were almost no estimates that could be used to forecast changes in the number and population structure of healthcare employees generally, or in healthcare specialist groups.

This issue first gained attention in 2010, when I wrote my Ph.D. thesis on the topic (Šídlo, 2010a), and looked at model estimates of the future number and population structure of primary healthcare physicians, specifically, in general practice (GP), general paediatrics, dentistry and outpatient gynaecology. As part of this work, modelling projections were produced for all four specialist groups – five model projections at the national level and two at the regional level (NUTS 3 regions), all up to 2040. These estimates were produced mainly to highlight serious imbalances in the age structure of the physician population and the potential problems that could – due to the lack of conceptual steps to ensure generational change – affect Czechia in a relatively short time. The results of these estimates were published in Czech journals only, but they are available in the Scopus database for instance (e.g., Šídlo, 2010bc).

**[READ THE FULL ARTICLE](#)**

**Guest article on latest developments on health workforce  
planning and policy at international level**

**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**

**Gaetan Lafortune**

Senior Economist, and Gaelle Balestat, Statistician, OECD Health Division

Introduction: Concerns about a looming crisis in the health workforce are not new.

In 2008, the OECD released a report entitled “The Looming Crisis in the Health Workforce: How Can OECD Countries Respond?”. This report called for a series of actions that OECD countries could take to avoid such a crisis in the face of growing demands for health care arising from population ageing, without having to rely too much on the recruitment of doctors and nurses from other countries. The range of actions included training more new doctors and nurses domestically to replace those who will retire, improving retention rates and delaying the retirement of existing health workers, and promoting a more effective use of the existing workforce.

These concerns around a looming crisis in the health workforce also triggered the adoption of the Global Code of Practice on the International Recruitment of Health Personnel by the World Health Assembly in May 2010. The Global Code called for all countries to pursue a more ethical recruitment of health personnel to avoid recruiting in countries with acute shortages of skilled health workers. It also called for a regular monitoring and reporting on the international mobility of health workers.

[\*\*READ THE FULL ARTICLE\*\*](#)

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