Pre-Conference to the 12th European Public Health Conference
Marseille, 20 November 2019, Room Endoume 6

Skill-mix challenges in the current and future health workforce

European Observatory on Health Systems and Polices and
EUPHA 'Health Workforce Research' (HWR) section
in collaboration with the Health Foundation and the WHO Regional Office for Europe

Background. Many countries are facing challenges with the skill mix of the health workforce. Optimizing the skill-mix is a key strategy to strengthen the health workforce and improving health system performance. But identifying really innovative skill-mix models and implementing them is rather challenging. Any effective response to this challenge will need to rest on robust comparative research to identify and assess the 'what' and 'how' of skill-mix innovations. To this end it is of utmost importance to provide a platform for the health workforce research community to develop a common understanding of the health workforce challenges patients, practitioners, policy makers, health systems and researchers are facing.

09:00 - 10:30, Session I:
Skill-mix reforms in France – in the context of international evidence

The aim: of this session is to set the scene for the entire preconference workshop by bringing in the policy maker's perspective on skill-mix reforms in primary and chronic care. To discuss the issue as concrete as possible and to explore to what extend the scientific community and the EUPHA section on Health Workforce Research (HWR) can contribute

Opening of the workshop and Introduction:
- Welcome and overview of the programme (10 min)
  Ellen Kuhlmann and Matthias Wismar

Keynote:
- Health workforce and skill-mix reforms in France. Current activities and future plans and needs (30min)
  Delphine Champetier

Discussants (7 min each)
- The French reforms in the light of Dutch reforms
  Ronald Batenburg
- The French reforms in the light of the English situation
  Anita Charlesworth
- The French reforms in the light of nursing reform trends in Europe and elsewhere
  Claudia Maier
- Reflecting on the research agenda for building a future health workforce in Europe
  Ellen Kuhlmann

Opening the debate to the floor
- Facilitated discussion

10:30-11:00 Break

11:00 - 12:30, Session II
The effectiveness of skill-mix reforms

The aim of this session is to discuss skill-mix topics worth researching to support the health workforce development in countries. The aim is to have a couple of topics and authors that will contribute to a special issue of peer-reviewed journal.

Introduction and Keynote:
- Skill-mix: an overview of what we know and what we don't know (30 min)
  Claudia Maier

Presentations
- Skill-mix experiences from Finland (15min)
  Timo Sinervo
- Skill-mix and CVDs/risk factors for CVD (15 min)
  Gemma Williams
- Skill-mix innovations and palliative care (15 min)
  Elke Berger

Opening the debate to the floor
Facilitation: Claudia Maier

12:30-13:30 Lunch

13:30 - 15:00, Session III
The implementation of skill-mix reforms

The aim of this session is to discuss skill-mix topics worth researching to support the health workforce development in countries. After an overview presentation we would like to discuss articles that could feed into a special issue of a peer reviewed journal

Introduction and Keynote:
- Implementing skill-mix innovations: What we know and what we don't know (30 m)
  Anita Charlesworth, Mathias Wismar

Presentations:
- Skill mix innovations in Romania: design and delivery of out-of-hours primary health care services (15 min)

Monica-Georgiana Brînzac and Marius Ungureanu
- Intersectoral governance and healthcare: professions as ambassadors of better health care(15 min)
Viola Burau, Ellen Kuhlmann and Loni Ledderer
- Pitch presentation (10 min)
Gemma Williams

Opening the debate to the floor. Facilitation Ellen Kuhlmann

15:00-15:30 Break

15:30 - 16:30, Session IV
National Health Workforce Accounts (NHWA) Indicators

Conceptual frameworks and indicators are shaping our view and outlook on current and future health workforce trends and challenges. With the NHWA we have a comprehensive framework with detailed indicators. To what extend can we make use out of them implementing current skill-mix reforms, analyzing problems and forecasting the future? The focus will be on Module 8 "Skill-mix composition for models of care"

Opening of the session (5 min)
Gabrielle Jacob

- Short introduction to the NHWA (15 min)
Ronald Batenburg
- How futureproof are the NHWA indicators for skill-mix (15 min)
Marieke Kroezen

Opening the debate to the floor (15 min)

Summing up (5 min)
- *Gabrielle Jacob*

16:30 - 17:00, Session V
Wrapping up

The aim of this session is first to wrap up and conclude on the evidence needs of policy makers with regards to skill-mix and second, how the Health Workforce Research section of EUPHA can contribute to meet the policymakers needs. We would also need to discuss how to continue with the pre-conference workshop.

- Introduction (5min)
Matthias Wismar
- Discussion on what to conclude from the workshop (10 min)
Claudia Maier
- Joining forces to respond to future skill mix challenges (10 min)
Gabrielle Jacob
- Closing comment