

How to make a future health workforce happen? Policy, practice and people

Mid-term Conference, EUPHA Health Workforce Research (HWR) Section
Cluj-Napoca, Romania, 18-19 June 2020

Preliminary Programme;

www.hwrconference.publichealth.ro

Thursday, 18 June 2020

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| 8.00 | Registration |
| 9.00 | Welcome and introduction |
| 9.15-10.30 | How to create and govern a future health workforce? Policy dialogue
Chair and introduction: Matthias Wismar, European Observatory on Health Systems and Policies, Brussels
Participants <ul style="list-style-type: none"> ▪ WHO Regional Office for Europe, Program Human Resources for Health ▪ Miljana Grbic, WHO Office Romania ▪ Ala Nemernco, Former Minister of Health in the Republic of Moldova ▪ Diana Paun, Presidential Advisor on Health to Romania's President |
| 10.30-11.00 | Coffee/ tea break |
| 11.00-12.30 | Research sessions 1 and 2 (parallel) |
| 12.30-14.00 | Lunch break and networking |
| 14.00-15.00 | How to plan the future health workforce? Results from the SEPEN tender
Chairs: NN and Ronald Batenburg <ul style="list-style-type: none"> ▪ Re-assessing the level of health workforce planning in Europe: new ways forward and new insights? Ronald Batenburg, NIVEL, M Kroezen, M van Hoegaerden, W. Sermeus ▪ Latest challenges in health workforce planning in Europe, Eszter Kovacs, SEPEN tender Coordinator, et al. ▪ The importance of mobility data in health workforce planning, Livia Langner, et al. |
| 15.00-16.00 | Research session 3 |
| 16.00-16.30 | Coffee/ tea break |
| 16.30-17.30 | How to strengthen collaboration and develop new visions for the future health workforce? Interactive networking session
Chair: Ellen Kuhlmann, EUPHA section HWR
Input from ASPHER (Associations of Schools of Public Health in the European Region), CPME (Standing Working Committee of European Doctors), European Observatory on Health Systems and Policies, SEPEN (EU Tender), WHO, and everybody in the audience |
| | 17.30-19.00 Guided city walk, optional |
| | 20.00 dinner, optional |

Friday, 18 June 2020

- 8.45 Welcome and introduction
- 9.00-10.30 How to educate the workforce and improve leadership for future healthcare?
Policy Dialogue, Chair: NN
- Kasia Czabanowska, ASPHER Vice President/ Past President, The WHO/ Coalition of Partners Competencies Framework and Roadmap (tbc)
 - Human Resources for Health leadership and management program: answering to the training needs of the health workforce, Cátia Sá Guerreiro, Portugal, et al.
 - Development of a European Centre of Excellence (CoE) for Research in Continuing Professional Development, Catherine Fitzgerald et al., Royal College of Surgeons, Ireland
 - Commentaries: Şoimiţa Suci, Dean of the Cluj-Napoca Medical School, Romania
 - Todorka Kostadinova, Vice President, University of Varna, Bulgaria (tbc)
 - Monica Brînzac, EUPHANxt Representative
- 10.30-11.00 Coffee/ tea break
- 11.00-12.30 Research session 4
- 12.30-14.00 Lunch break
- 14.00-15.30 How to manage transnational mobility of the future health workforce?
Chair: Marius Ungureanu
- Health professional mobility and the Global Code of Practice: evidence from joint EUROSTAT/OECD/WHO survey data, Gemma Williams European Observatory on Health Systems and Policies, UK, G Jacob, C Scotter, I Rakovac, M Wismar
 - The mobile nursing workforce from Portugal to the NHS in England: different expectations of systems, organisations and the individual professional, Claudia Leone, Nuffield Trust, UK, et al.
 - A human side of migration: Serbian doctors and nurses, Milena Santric-Milicevic, M Vasić, Serbia
 - Transnational workforce mobility in long-term care in Europe: a framework for cross-country comparative analysis, Ellen Kuhlmann, Germany, et al.
 - The mobility transition in health professional emigration, Joseph Nwadiuko, USA, K Roa, L Paina
- 15.30-16.00 Summing up and future projects

Farewell with coffee and tea



Sessions

POLICY

Research session 1. Health workforce policy and practice

Human resources for health during and after the reform of the primary health care in Montenegro

Lidija Scepanovic (Montenegro), M Santric Milicevic (Serbia)

How can family doctors in Romania contribute to health system objectives? An analysis of the gaps between professional scope of practice and legal scope of practice

Marius Ungureanu (Romania), E Costiug, MG Brînzac, A Papiu, A Forray

Why should we care about the loyalty of nurses? Insights from Moscow surveys

Ignat Bogdan (Russia), MV Gurylina, DP Chistyakova

Health workforce governance through the lens of the profession: a re-analysis of New Zealand's Primary Care workforce policy actors

Gareth Rees (Peru)

Is integration of combatant health workers in the public health arm possible? Lessons from Nepal

Bhimsen Devkota (Nepal), E van Teijlingen (UK)

Between public policy responses and reality: an analysis of the human resources for health in Romania

Monica Brînzac (Romania), M Ungureanua

PRACTICE

Research session 2: Health workforce capacity and practice

Trainees who started and completed HCA training in Portugal between 2011 and 2018: how many, who and where are they?

André Beja (Portugal), I Craveiro, T Correia, P Ferrinho

Comparative analysis of the health workforce in Post-Soviet countries, *Milena Santric-Milicevic (Serbia), NB Boskovic, SM Milicevic*

How can legal definitions support skill mix adaptation in France

Louise Luan (France), Y Bourgueil

The trends of physicians in the public health sector in Montenegro

Marija Palibrk (Montenegro), M Palibrk, N Terzic

Evidence on health workforce effectiveness of hospitals in Sub Saharan Africa

Philipos Gil (Ethiopia), M Buljac-Samardzic, JJ Van De Klundert

Distribution of workforce in dentistry in Cluj region

Ondine Lucaciu (Romania), R. Bordea, NB Petrescu, I-C Mirica, O Aghiorghieseji, A Mester, M Aluas, RS Campian

Research session 3

Increase of salaries as strategy for preventing migration of young doctors: Romanian experience

Florentina Furtunescu (Romania), M Georgescu, DG Minca, BC Pana, A Dragoescu

Social Responsibility skills of future managers in health care organizations: focus on the EHESP-French School of Public Health

Estelle Bauré (France), C Harpet, A Lefébure

Advocacy for the specialised health workforce: the case of rheumatology physicians in Germany

Ellen Kuhlmann (Germany), D Ernst, A Jablonka

Building public health workforce capacity in the medical field from Tunisia

Madalina A Coman (Romania), O Oltean, RM Chereches, E Bozdog

Universal health coverage and health worker maldistribution in the European Union: solidarity versus subsidiarity

Corinne Hinlopen (Wemos, Netherlands)

Breaking the silos: a roadmap to address the equality, diversity and inclusion challenges in the ever-changing healthcare landscape

Valia Kalaitzi (Netherlands/ Greece)

The SOHE Bridge Project – streamlining bridging studies for obtaining professional rights

Aino Ezeonodo (Finland), K Matinheikki-Kokko

PEOPLE

Research session 4: Taking care of the health workforce, improving work conditions

A large observational study of burnout and quality of patient care in English General Practices

Maria Panogioti (UK), C Grigoroglou, A Hodgkinson, S Zghebi, D Ashcroft, E Kontopantelis, C Chrew-Graham, SD Lusignan, A Esmail

Stretched, strained and unsustainable: the impact of working conditions on the retention of hospital doctors in Ireland

John-Paul Byrne (Ireland), E Conway, A McDermott, J Creese, N Humphries

Workforce factors affecting the emergence of Primary Care Units in Austria

Eva Krczal (Austria), A Franczukowska, A Braun

Health workforce and primary task: practice and people

Marija Jevtic (Serbia/ Belgium)

Using online messenger for teaching health promotion and mentoring skills

Rabiga Khozhamkul (Kazakhstan), Kosherbaeva, LK, Sharipov, S, Nauruzaliyeva, BA

Brain drain of graduate students of medicine at the Faculty of Medicine University of Belgrade

Biljana Buljugic (Serbia)

Practical information

Please visit the conference website for updates; www.hwrconference.publichealth.ro.

Please note: all presenters must register by the deadline; failure to register will result in exclusion from the program and book of abstracts. The registration fee is 150€ (reduced fee of 120€ for young professionals and participants from LMICs). This includes access to all conference sessions and an online abstract book as well as drinks, snacks and 2x lunch during the conference. Dinner is not included, but will be arranged optionally.

Please note: It is initially planned to open the registration from 1 April 2020 through 15 May 2020. However, we are well aware of the uncertainties caused by Covid-19 and will closely monitor the situation and consult with the authorities. We might postpone the registration until May, when the situation is supposedly more clear. We are currently assuming that we will meet as planned but advise, that you postpone your travel arrangements until the registration has opened.

Cluj-Napoca is recommended by the [Lonely Planet](#) as a city to spend some extra days, also given its rich history, architecture and night life. It also has its own international airport, making it easy to access from across Europe. More information and details on the conference venue, travel and accommodation will be available at the conference website.

Please also visit the EUPHA HWR section website (<https://eupha.org/health-workforce-research>) and sign up for the HWR section to receive the quarterly Newsletter and updates.

For queries please contact the conference organizing team (hwrconference@publichealth.ro) or HWR Board member Marius Ungureanu (marius.ungureanu@publichealth.ro) or section president Ellen Kuhlmann (kuhlmann.ellen@mh-hannover.de).

We look forward to seeing you in June in Cluj Napoca!