



Health Workforce Research proposed section

Newsletter 3, September 2017

News

The Health Workforce Research (HWR) group has achieved the status of a 'proposed section' and a final decision on approval as a section is expected to be taken at the next Executive meeting. The first HWR '**Join the Network**' meeting is scheduled for 3 November, lunchtime, at the EUPHA Conference – everybody welcome, please save the date!

The new proposed section seeks to strengthen the voice of HWR in Europe and enhance collaboration with other groups in the field. The EUPHA HWR Preconference, the contribution to the 4th Global Forum on Human Resources for Health, and collaboration with EHMA are important steps in this direction. The HWR group has also contributed to a joint EUPHA, EHMA and ASPHER statement to the 67th session of the WHO Regional Committee for Europe on the WHO 'Framework for Action for a Sustainable Health Workforce'.

10th EUPHA Conference 'Sustaining resilient and healthy communities'

Stockholmsmässan, Stockholm, 1-4 November 2017, <https://ephconference.eu/>

Health workforce research will be presented in a number of sessions, please check the programme; three events organised by the HWR proposed section are introduced below:

Pre-Conference 'Creating a sustainable people-centred health workforce in Europe: how to make it happen?', EUPHA Health Workforce Research proposed section

EUPHA Health Workforce Research proposed section organises a one-day preconference in collaboration with the European Observatory on Health Systems and Policies, the OECD, and the WHO Regional Office for Europe – Wednesday, 1 November 2017. The preconference is sponsored by the WHO Regional Office for Europe, registration fee 70€. Registration is still possible and open to everybody who is working in the field; EUPHA membership and registration for the main conference are not mandatory for the preconference registration.

Workshop 'Primary care in the "driving seat": how to create an integrated people-centred workforce?', 4 November, 11.40-13.10h

- Innovating skill mix to strengthen primary care in high- and middle-income countries, I Glinos, M Wismar, European Observatory for Health Systems and Policies
- Changing skill mix in the primary care workforce: a comparison across nine European countries and the patient experience, C Bond on behalf of MUNROS team
- Community orientation of general practitioners in 34 countries, PP Groenewegen, NIVEL, The Netherlands
- The system leadership challenge facing the primary healthcare workforce, D Hunter, Durham University, UK
- Comparing primary care workforce models in high-income countries: how health systems matter, E Kuhlmann, Goethe-University Frankfurt, V Burau, Aarhus University

'Join the Network' meeting, HWR proposed section, 3 September, 12.10-13.40h

EUPHA WG Health Workforce Research at the 4th Global Forum on Human Resources for Health

The Panel 'Governing diversity, enhancing collaboration: the building of a future European health workforce', supported by the EUPHA Office, has been accepted for the 4th Global Forum on Human Resources for Health, Dublin, Ireland, 13-17 November 2017. The panel is preliminary scheduled for Thursday, 16 November, 15.30-17.00h (sub-theme 4), Chair Ellen Kuhlmann. Topics and speakers:

- Akiko Maeda, OECD, Paris: Monitoring skill mixes in Europe
- Ronald Batenburg, Netherlands Institute for Health Services Research/Radboud University: Cross-national variation in health workforce planning, skill-mixes and labour market problems in the EU
- Niamh Humphries, Royal College of Physicians of Ireland: Research and policy responses to doctor emigration in the European Union: the case of Ireland
- Mathias Wismar and Irene Glinos, European Observatory on Health Systems and Policies, Brussels: Enhancing cross-country collaboration in the EU to support effective health workforce governance
- Ellen Kuhlmann, Goethe-University Frankfurt/ Karolinska Institutet Stockholm, and Viola Burau, Aarhus University Denmark: Comparing health workforce governance in Europe: institutional conditions and stakeholder involvement to create a future health workforce

The aim is to strengthen European and global connections in health workforce research and improve policy learning across countries. The Forum represents a unique opportunity to engage actors across the education, finance, health and labour sectors; multilateral and bilateral agencies; academic institutions; and health professional associations and civil society in a coherent advocacy platform. For further information, please see <http://hrhforum2017.ie/congress-programme/>.

WHO 67th session of the Regional Committee for Europe, September 2017

The health workforce is the beating heart of any health system, and the cornerstone of universal health coverage (Hans Kluge, Director of the Division of Health Systems and Public Health, WHO Copenhagen)

The WHO Regional Committee for Europe agreed on strategies to transform the health workforce to respond more effectively to future needs. Building on a broad consultation process, the Framework 'Towards a sustainable health workforce in the WHO European Region: a framework for action' interprets the 'Global strategy on human resources for health: Workforce 2030' in a regional context. It has four strategic objectives: to transform education and performance; to align planning and investment; to build capacity; and to improve analysis and monitoring"; for further information, <http://www.euro.who.int/en/about-us/governance/regional-committee-for-europe/news/news/2017/09/day-3-highlights-the-health-workforce-is-the-beating-heart-of-any-health-system>.

Joint EUPHA, EHMA and ASPHER Statement at the 67th session of the WHO Regional Committee for Europe, Budapest, Hungary, 11–14 September 2017

Towards a sustainable workforce in the European region: a framework for action

The European Public Health Association (EUPHA), the European Health Management Association (EHMA), and the Association of Schools of Public Health in the European Region (ASPHER) congratulate the WHO Regional Office for Europe on the development of the new framework for action 'Towards a sustainable workforce in the European region'. The Framework will help countries to transform healthcare systems and organisations and promote sustainable development of a health workforce that is responsive to the needs of the population. We support the guiding principles, vision, goals and objectives of the Framework, which are consistent with the aims and activities of our associations and with a public health and people-centred approach. Investment in the health workforce is essential to ensure universal access to safe and high quality services and improved health.

Both EUPHA and EHMA have established health workforce groups and contributed to major European research projects, creating networks for sharing experience and establishing a joint research agenda for building a future health workforce in Europe.

We call on European member states to:

- align health workforce policy and planning with the needs of health systems,
- build capacity for policy implementation, knowledge dissemination and leadership on the health workforce,
- build health workforce as an independent, interdisciplinary and multi-professional field.

EUPHA, EHMA, and ASPHER offer their full support for making the vision of the action plan a reality.



Conference announcements

European Health Management Association (EHMA) 2018 annual conference

The EHMA 2018 Annual Conference will take place in Budapest, Hungary, at Semmelweis University from 20 -22 June 2018. The conference theme 'Making it happen' aims to raise discussions about delivering change and overcoming challenges in policy implementation. This will also include health workforce issue – more information and also a call for papers by EHMA's Special Interest Group on Health Workforce will be available at www.ehma2018.org.

International Network for Health Workforce Education 2018 Conference

The Network organises the 'European Conference of Health Workforce Education & Research', hosted by the National School of Public Health, Athens, Greece, 24-25 May 2018. Key themes are leadership, communication and intercultural education. The Call for Papers is open, please visit <http://inhwe.org/athens-2018>.

Conference reports

The European Forum of Primary Care

The annual meeting of the Forum – 24-26 September, Porto, Portugal – has set the focus on 'the citizens' voice in primary' and discussed among other things how to prepare the primary care workforce for new tasks. Workshops topics include, for instance, training material for primary healthcare staff providing care for refugees and migrants, inter-professional education/training for Primary Care professionals, and training modules for Primary Care professionals working in palliative care for older people in care and nursing homes in Europe. For more information, see <http://www.euprimarycare.org/porto/efpc-2017-porto-conference-24-26-september>.

New publications

Public Health Panorama, Journal of WHO Regional Office for Europe (2017) *Tomorrow's human resources for health – today's priorities*, Special Issue, 3 (3), http://www.euro.who.int/_data/assets/pdf_file/0011/348329/PUBLIC_HEALTH_PANORAMA_SEPTEMBER.pdf?ua=1&utm_source=WHO%2FEurope+mailing+list&utm_campaign=ae536d00d3-Public_Health_Panorama_Vol_3+issue_3_sep_2017&utm_medium=email&utm_term=0_60241f4736-ae536d00d3-110538917

Aiken LA, Sloane D, Griffiths P, Rafferty AM, Bruyneel L, McHugh M, Maier CB, Moreno-Casbas T, Ball JE, Ausserhofer D, Sermeus W, For the RN4CAST Consortium (2017) Nursing skill mix in European hospitals: cross-sectional study of the association with mortality, patient ratings, and quality of care, *BMJ Quality and Safety*, 26, 559–568

Blank RB, Bureau V, Kuhlmann E (2017) *Comparative Health Policy, 5th edition* (with a new chapter on health workforce policy), Basingstoke: Palgrave

Buchan J, Kluge H, Perfilieva G (2017) Future human resources for health – today's priority. Investment in the health workforce can yield returns in improved population health, wealth and well-being, *Public Health Panorama*, 3 (3), 366-372

Bureau V, Carstensen K, Fleron SL, Kuhlmann E (2017) Professional groups driving innovation in healthcare: interprofessional working in stroke rehabilitation in Denmark, *BMC Health Services Research*, 17:662; <http://rdcu.be/vUxF>

Cavalcante de Oliveira AP, Dussault G, Craveiro I (2017) Challenges and strategies to improve the availability and geographic accessibility of physicians in Portugal, *Human Resources for Health*, 15:24

- Cavalcante de Oliveira AP, Gabriel M, Dal Poz MR, Dussault G (2017) Challenges for ensuring availability and accessibility to health care services under Brazil's Unified Health System (SUS), *Revista Ciência & Saúde Coletiva*, 22 (4), 1165-1180
- Dussault G, Cobb N (2017) A new generation of physicians in Sub-Saharan Africa?; Comment on "Non-physician clinicians in Sub-Saharan Africa and the evolving role of physicians", *International Journal of Health Policy and Management*, 6 (1):57-59; see also <https://youtu.be/7t-S9DzPF-I>
- Esch TEM van, ... Groenewegen PP, Jong JD de (2017) Increased cost sharing and changes in noncompliance with specialty referrals in The Netherlands, *Health Policy*, 121, 180-188
- Holmes B, Best A, Davies H, Hunter DJ, et al. (2017) Mobilising knowledge in complex health systems: a call to action, *Evidence & Policy*, 13(3), 539-560
- Inch J, ..., Bond CM (2017) It's not what you do, it's the way that it's measured: quality assessment of minor ailment management in community pharmacies, *International Journal of Pharmacy Practice*, 25(4), 253-262
- Kuhlmann E, Burau V (2017) Strengthening stakeholder involvement in health workforce governance: why we need to talk about power, *Journal of Health Services Research & Policy*
- Lapão LV, Dussault G (2017) The contribution of ehealth and mhealth to improving the performance of the health workforce: a review, *Public Health Panorama*, 3(3), 463-471
- Lescure D, Schepman S, Batenburg R, Verbakel E (2017) Preferences for birth center care in the Netherlands: an exploration of ethnic differences, *BMC Pregnancy and Childbirth*, 17: 79
- Maurits EEM, Veer AJE de, Groenewegen PP, Francke AL (2017) Home-care nursing staff in self-directed teams are more satisfied with their job and perceive more autonomy over patient care: a nationwide survey, *Journal of Advanced Nursing*
- Pozo-Martin F, Lopes SC, Nove A, Siyam A, Cometto G, Campbell J, Buchan J, Dussault G, Kunjumen T (2017) Health workforce metrics post-2015: A stimulus to public policy and planning, *Human Resources for Health*, 15: 14
- Vicarelli GM, Pavolini E (2017) Dynamics between doctors and managers in the Italian Health Care System. *Sociology of Health & Illness*, online first

Please forward this Newsletter to your colleagues and friends, who might be interested in health workforce research and in joining our EUPHA Health Workforce Research proposed section. New members are warmly welcome – please send an email with your address (e.kuhlmann@em.uni-frankfurt.de). The emailing list is open to everybody working in the field; EUPHA membership is encouraged but not mandatory.

The next Newsletter is scheduled for end of December. Please send your announcements, new publications, and comments as word file/ email attachment until 20 December 2017.

Ellen Kuhlmann, Coordinator (e.kuhlmann@em.uni-frankfurt.de)

If you want your address to be removed from this emailing list, please send an email.

Health Workforce Research proposed section



Pre-Conference to the 10th European Public Health Conference
Stockholm, 1 November 2017

Creating a sustainable people-centred health workforce in Europe: how to make it happen?

EUPHA 'Health Workforce Research' proposed section
in collaboration with the European Observatory on Health Systems and Policies,
the OECD, and the WHO Regional Office for Europe
Chair: Ellen Kuhlmann

<https://ephconference.eu/2017-pre-conference-programme-327>

Background. The importance of a people-centred and sustainable health workforce is increasingly recognised in Europe. Data sources and planning systems have improved on national/regional and European level. There is now better knowledge on what *should* be done to respond to changing population needs more effectively. However, it is not well understood *how* to make this happen. For instance, none of the European countries has sufficiently prepared their workforces to effectively responded to the demographic change and the increase of chronic diseases and multi-morbidity. In many countries a sustainable health workforce is challenged by demographic developments and by geographic maldistribution, and in some countries it is threatened by the effects of austerity politics. Professional 'silo' approaches remain dominant and consequently, coordination and integration within and between healthcare systems, sectors, providers and professional groups are weak.

Organisation and aims of the pre-conference. The pre-conference will be organised by the EUPHA 'Health Workforce Research' proposed section in collaboration with the European Observatory on Health Systems and Policies, the OECD and the WHO Regional Office for Europe. The aim is to exchange knowledge, identify relevant gaps in research and stimulate critical debate on how to create an integrated, people-centred and sustainable health workforce. More specifically, the pre-conference seeks to clarify three main questions: (1) how to provide supportive policy and research frameworks, (2) how to prepare health professionals and organisations and plan for a sustainable integrated health workforce, and (3) how to practice skill-mix changes and a people-centred health workforce?

Policy relevance. The pre-conference will improve knowledge and perspectives for better health workforce governance and facilitate translation of research evidence into policy and

practice. It will contribute new knowledge about health workforce innovation and effective policy implementation. Furthermore, the event will strengthen networking across countries and health workforce research, policymaking and practice.

Format. The pre-conference will present latest health workforce research in Europe. The sessions are built around the three major themes – provide frameworks, prepare and plan, and practice a people-centred health workforce – and a break-out session. The pre-conference will follow an interactive workshop style with a mix of session formats and time for discussion (at least half of the overall time). Session 1 opens the box with an expert panel followed by a plenary discussion. Session 2 and 3 include short keynote statements on latest research findings and policy models followed by a facilitated discussion. Session 4 concludes with working groups and summing-up statements. For all sessions, participants are invited to actively contribute to the discussion; preparatory material will be circulated prior to the event.

Programme

Wednesday, 1 November 2017

9.00-10.30 Session I

Providing frameworks: how can research and policy support the creation of an integrated, sustainable and people-centred health workforce?

Session I opens the debate with an expert panel exploring how policy and research frameworks can support the creation of a people-centred health workforce. What action has been taken to better respond to changing population needs, to labour market conditions, and to health workforce needs, and what is planned in future? The session will promote critical debate to develop supportive frameworks for implementing new health workforce policies.

Panelists:

- Hans Kluge, WHO Regional Office for Europe
- Josep Figueras, European Observatory on Health Systems and Policies
- Gaetan Lafortune, OECD
- Usman Khan, European Health Management Association (EHMA)
- Natasha Azzopardi-Muscat, EUPHA President
- DG Santé, European Commission (participant to be decided)

Plenary discussion

11.00-12.30 Session II

Preparing and planning a sustainable and competent health workforce

Session II explores how to educate health professionals and continuously develop their competencies, and how to monitor, plan and organise an integrated and people-centred health workforce. The session will among others discuss options for overcoming 'professional silos' and for improving integrated and team-based approaches and effective skill-mixes in both education and monitoring/planning. This will help to prepare the individual health workers as

well as the organisations, health systems and policymakers to better respond to changing population needs.

Keynote statements

- Health workforce education: new approaches, *David Smith, International Network for Health Workforce Education (INHWE)*
- Fostering the utilisation of available knowledge and evidence in the policy development and implementation process, *Gilles Dussault, Instituto de Higiene e Medicina Tropical Lisboa, Portugal*
- Identifying and evaluating team skills required for integrated and people-centred care, *Akiko Maeda, OECD*
- Health workforce planning from a skill-mix perspective, *Ronald Batenburg, NIVEL, The Netherlands*

Plenary discussion

13.30-15.00 Session III

Practicing an integrated, people-centred health workforce

Session III looks at health workforce innovation and facilitators of skill-mix changes. It explores integrated and transsectoral approaches and developments in Europe. Selected illustrative case studies complement the picture by setting the focus on currently under-researched areas: the integration of health and social care in high-resourced healthcare systems, and the sustainability of future health workforces in poorly-resourced central-eastern European countries. The discussion will improve knowledge exchange on health workforce innovation and explain best-practice examples and facilitators as well as challenges.

Keynote statements

- Reform strategies and skill-mix innovation, *Matthias Wismar, Irene A. Glinos, Observatory on Health Systems and Policies*
- Stakeholder involvement as facilitator of an integrated health workforce, *Ellen Kuhlmann, Goethe-University Frankfurt, Germany/ Karolinska Institutet, Sweden, and Viola Burau, Aarhus University/DEFACTUM – Public Health and Health Services Research, Denmark*
- Connecting health and social care: the 'Aging at Home' project in Norway, *Walter Schönfelder, UiT – The Arctic University of Norway*
- Health workforce needs in Serbia, *Milena Santric Milicevic, University of Belgrade, Faculty of Medicine, Serbia*
- Health workforce needs in Romania, *Marius Ungureanu, Babes-Bolyai University, Romania*

Plenary discussion

15.30-17.00 Session IV

Making change happen: how to create an integrated, sustainable and people-centred health workforce?

Session IV is built on facilitated working groups to bring together and critically review the previous results and to discuss conclusions for health workforce policy, research and practice. Summary statements will suggest ways to improve governance, leadership and capacity building for an integrated, sustainable and people-centred health workforce in Europe. This session will move the health workforce debate further and contribute new knowledge on governance and policy implementation, that will help countries in Europe to respond to the health workforce challenges more effectively.

Facilitated Working Groups built on sessions 1 to 3, followed by a plenary discussion and summing up.

17.00 Closing comment

Hans Kluge, WHO Regional Office for Europe

This Preconference is sponsored by WHO Regional Office for Europe. Registration is open, registration fee is cut by half to 70€, for more information please visit <https://ephconference.eu/2017-pre-conference-programme-327>.