



Health Workforce Research section Newsletter 4, December 2017

News

Health Workforce Research (HWR) is now established as a new section of EUPHA. A Governing Board was elected during the EUPHA Conference in Stockholm, and a HWR section website has been set up; <https://eupha.org/health-workforce-research>.

Sign up for the HWR section please to receive the quarterly HWR Newsletter and other information. Becoming a section member is free of charge for everybody (EUPHA membership is not a condition). Just visit the EUPHA website and create an account; https://eupha.org/cgi-files/mem_db.cgi?action=new_member, it only takes a few seconds. If you already have an account at EUPHA, please add 'Health Workforce Research (HWR)' to your section preferences.

Health Policy (Elsevier), Special Issue 'A people-centred health workforce in Europe: how to make it happen?', guest editors Ellen Kuhlmann, Ronald Batenburg and Gilles Dussault. Deadline for abstract submission is 1 April 2018; publication is scheduled for December 2018. For details, please see the Call for Papers at the journal website, <http://www.healthpolicyjrn.com/>, and attached to this Newsletter.

EUPHA proposal for a Thematic Network on Health Workforce (HW) for the EU Health Policy Platform. This platform provides a framework for a dialogue between the European Commission and health stakeholders. EUPHA's proposal is on health workforce policy and development in Europe: the network will provide a platform for dialogue between a wide range of stakeholders and health workforce issues. It will address diversity of regional workforce needs visible and help reducing inequality and maldistribution of health human resources and competencies within the European Union; see <https://eupha.org/health-workforce-research>. The platform will allow four Thematic Networks that facilitate the drafting of joint statements. The EUPHA HW proposal received rank 3 in the voting process (December 2017). Thanks very much to everybody who participated in the voting and supported our proposal! A final decision on the selection of Thematic Networks will be made by the Commission in January.

Participation in the WHO-led project '**Coalition of Partners**' (CoP) to Strengthen Public Health Capacities and Services in the European Region; 2nd Expert Meeting in November 2017 in Helsinki. **EUPHA HWR section and ASPHER** initiated a collaborative research project to survey the competences, needs and professional development of the public health workforce in Europe; further information will be available in 2018; http://www.euro.who.int/data/assets/pdf_file/0006/349800/ExpertMeeting_CoP_Invitation.pdf.

Conference announcements



'Winds of Change: towards new ways of improving public health in Europe',
Ljubljana, Slovenia, 28 November – 1 December 2018;
<https://ephconference.eu/>

Save the date, abstract submission will open later in spring. Time slots will be available for the new HWR section; please indicate your preference 'Health Workforce Research/ HWR' when submitting your abstract. It is also planned to organise a **3rd Preconference on Health Workforce** in collaboration with partner organisations. More information will be available in April/May 2018.



ASPHER – Association of Schools of Public Health in the European Region –
Annual Meeting, London, UK, 20-23 June 2018

The ASPHER Deans' and Directors' Retreat will be hosted by Martin McKee, London School of Hygiene and Tropical Medicine; www.aspher.org.



EHMA – European Health Management Association – 2018 Annual Conference
'Making it Happen', Budapest, Hungary, 20-22 June 2018

The theme 'Making it happen' aims to raise discussions about delivering change and overcoming challenges in policy implementation. Call for Abstracts, www.ehma2018.org, abstract submission is open. This will also include health workforce issues: see EHMA's Special Interest Group (SIG) on Health Workforce; for further information, please contact the SIG Chair, Ronald Batenburg (r.batenburg@nivel.nl).

ESHMS – European Society for Health and Medical Sociology – 17th biennial conference ‘Old Tensions, Emerging Paradoxes in Health: rights, knowledge, and trust’, Lisbon, Portugal, 6-8 June 2018

The Conference addresses the tensions involving rights, knowledge and trust in health, including the role of the health professions; <http://www.eshms.eu/conferences/17th-biennial-congress-of-the-eshms>. A Call for abstracts and list of sessions is available at <https://lnkd.in/dA6SwMP>. For further information, please contact Tiago Correia (tiago.correia@iscte.pt).

Reports

HWR section activities at the 10th EUPHA Conference ‘Sustaining resilient and healthy communities’, Stockholm, 1-4 November 2017

Pre-Conference ‘Creating a sustainable people-centred health workforce in Europe: how to make it happen?’, 1 November 2017. This one-day preconference was organised in collaboration with the European Observatory on Health Systems and Policies, the OECD, EHMA (European Health Management Association) and the WHO Regional Office for Europe. Many thanks to Hans Kluge, the WHO Regional Office for Europe, for the generous sponsoring of the Preconference!

Workshop ‘Primary care in the “driving seat”: how to create an integrated people-centred workforce?’, 4 November 2017. Five papers were presented; a collaborative publication is in progress:

- 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, and V Burau, Aarhus University

Join the Network meeting, HWR section, 3 September 2017

A Governing Board of HWR was elected; a report can be found at <https://eupha.org/health-workforce-research>.

EUPHA HWR section at the 4th Global Forum on Human Resources for Health, Dublin, Ireland, 14-17 November 2017

A Panel ‘Governing diversity, enhancing collaboration: the building of a future European health workforce’ was held on 16 November 2017, including the following topics and speakers; <http://hrhforum2017.ie/congress-programme/>:

- 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 Marieke Kroezen, European Observatory on Health Systems and Policies, Brussels: Enhancing cross-country collaboration in the EU to support effective health workforce governance
- Ellen Kuhlmann, Medical School Hannover, Germany, and Viola Burau, Aarhus University Denmark: Comparing health workforce governance in Europe: institutional conditions and stakeholder involvement to create a future health workforce

Projects and activities

WHO, EUR/RC67/R5 Towards a sustainable health workforce in the WHO European Region: framework for action

WHO 67th session of the Regional Committee for Europe, Member States adopted resolution EUR/RC67/R5 to accelerate efforts towards achieving a sustainable health workforce; <http://www.euro.who.int/en/about-us/governance/regional-committee-for-europe/67th-session/documentation/resolutions/eurrc67r5-towards-a-sustainable-health-workforce-in-the-who-european-region-framework-for-action>

WHO/Europe introduces sustainable health workforce toolkit at Dublin Forum; <http://www.euro.who.int/en/countries/ireland/news2/news/2017/11/whoeurope-introduces-sustainable-health-workforce-toolkit-at-dublin-forum>

Coalition of Partners: Strengthening Public Health Capacities and Services in Europe, WHO Regional Office for Europe/Ministry of Social Affairs and Health Finland, 2nd Expert Meeting, Helsinki, 28-30 November 2017; http://www.euro.who.int/_data/assets/pdf_file/0006/349800/ExpertMeeting_CoP_Invitation.pdf

Joint Action on European Health Workforce Planning and Forecasting

Building on the previous work of the Joint Action for Health Workforce Planning and Forecasting (2013-2016), a new action entitled “Support for the health workforce planning and forecasting expert network” was launched funded by the Health programme of the European Union to establish an expert network on health workforce planning and forecasting. The action is led by Semmelweis University and brings together former members of the Joint Action on Health Workforce Planning and Forecasting, i.e. University of Leuven (Katholieke Universiteit Leuven), Italian Ministry of Health (Ministero della Salute), Italian National Agency for Regional Health Services (AGENAS), and the Standing Committee of European Doctors (CPME) into the tender consortium. The key objective of the three year long action is to support and strengthen the cooperation of experts in the field and to

disseminate and share the constantly accumulating knowledge. This action will become the main driver for expertise and knowledge sharing on health workforce, and it also focusses on collecting research evidence and experience of Member States, and supports improvements and implementation of health workforce development in the EU. For further information please visit www.healthworkforce.eu or contact Eszter Kovacs at kovacs.eszter@emk.sote.hu.

Ageing at home – improving quality of care in remote, rural communities

The Ageing project aims at examining the challenges and opportunities that rural communities represent as caring spaces with the objectives strengthen on-going innovation processes and to contribute to new innovative solutions in remote home-based elderly care services. Cases studies were conducted in two smaller municipalities in Northern Norway. Results show that end-users and professionals alike communicate that nursing and medical needs, as well as practical assistance are covered well, supporting the possibilities for elderly citizens to maintain living in their own homes. At the same time, significant unfulfilled needs are emphasized regarding the need for social care, particularly in terms of having access to meaningful activities and social relations. Analysis and suggestions for holistic health and social home care arrangements are summarized in a newly published report, available at https://uni.no/media/manual_upload/Rapport_3-2017_Munkejord_Eggeb%C3%B8_og_Sch%C3%B6nfelder.pdf (Norwegian only). Publications in English will be available in 2018. For more information feel free to get in touch (mai.c.munkejord@uit.no or walter.schoenfelder@uit.no).

Publications

Health Policy and Systems Research Reader on Human Resources for Health, edited by Asha George, Kerry Scott and Veloshnee Govender, WHO, 2017. The Reader promotes greater understanding of the varied health policy and systems research approaches that can be applied to human resources for health HRH and provides resources that can be used for teaching and capacity development on HRH for researchers and practitioners alike. The Reader was launched at the Fourth Global Forum on Human Resources for Health in Dublin, 15 November 2017. The full book, abridged book, individual chapters and training power points can be downloaded for free, please visit <http://www.who.int/alliance-hpsr/resources/publications/9789241513357/en/index.html>. The Reader provides resources that can be used for teaching and capacity development on HRH for researchers and practitioners alike. Contact: Ligia Paina (Ligia Paina, lpaina@jhu.edu).

Women in Global Health (WGH) addresses issues of women's participation in all areas of healthcare and public health policy. A group of leading researchers has put together research evidence on a female leadership gap in public health and healthcare policy, which highlights an urgent need for improving gender equality and for putting gender equality moving up on the public health agenda. Please visit the website for more information and download the articles, <http://www.womeningh.org/>

- Blank RH, Burau V, Kuhlmann E (2017) Comparative Health Policy, fifth edition, Basingstoke: Palgrave; <https://www.macmillanihe.com/page/detail/Comparative-Health-Policy/?K=9781137544957>
- Correia T, Carapinheiro G, Carvalho H; Silva JM, Dussault G (2017) The effects of austerity measures on quality of healthcare services: a national survey of physicians in the public and private sectors in Portugal, Human Resources for Health, 15:82; <https://human-resources-health.biomedcentral.com/articles/10.1186/s12960-017-0256-6>
- European Centre for Disease Prevention and Control (2017) Assessment of infection control, hospital hygiene capacity and Assessment of infection control, hospital hygiene capacity and training needs in the European Union, Technical Report; <https://ecdc.europa.eu/en/publications-data/assessment-infection-control-hospital-hygiene-capacity-and-training-needs>
- European Centre for Disease Prevention and Control (2017) Public Health emergency preparedness: core competencies for EU member states. Training material, technical report; <https://ecdc.europa.eu/en/publications-data/public-health-emergency-preparedness-core-competencies-eu-member-states>
- European Centre for Disease Prevention and Control (2017) Training needs assessment for EU/EEA countries: assessment methodology and 2015 survey, Technical Report; <https://ecdc.europa.eu/en/publications-data/training-needs-assessment-eueea-countries-assessment-methodology-and-2015-survey>
- European Centre for Disease Prevention and Control (2017) Vaccine-preventable diseases and immunisation: core competencies, Technical Report; <https://ecdc.europa.eu/en/publications-data/vaccine-preventable-diseases-and-immunisation-core-competencies>
- Humphries N, Crowe S, McDermott C, McAleese S, Brugha R (2017) The consequences of Ireland's culture of medical migration, Human Resources for Health, 15: 87; <https://human-resources-health.biomedcentral.com/track/pdf/10.1186/s12960-017-0263-7?site=human-resources-health.biomedcentral.com>
- Kroezen M, Van Hoegaerden M, Batenburg R (2017) The Joint Action on Health Workforce Planning and Forecasting: Results of a European programme to improve health workforce policies, Health Policy, online first; [http://www.healthpolicyjrn.com/article/S0168-8510\(17\)30341-X/pdf](http://www.healthpolicyjrn.com/article/S0168-8510(17)30341-X/pdf)
- Maier CB, Aiken L, Busse R (2017) Nurses in advanced roles in primary care: Policy levers for implementation, OECD Health Working Papers, No. 98, OECD Publishing, Paris; <http://dx.doi.org/10.1787/a8756593-en>
- Munkejord MC, Schönfelder W, Eggebø H (2017) Innovations in home-based elderly care in remote areas. Findings from northern Norway. Proceedings of the XXVII Congress. Uneven processes of Rural Change: On Diversity, Knowledge and Justice (pp. 116-117): Institute of Sociology, Jagiellonian University, Krakow, Poland; <http://www.esrs2017.confer.uj.edu.pl/congress-proceedings>
- Van Hassel D, van der Velden L, de Bakker D, van der Hoek L, Batenburg R (2017) Assessing the precision of a time-sampling-based study among GPs: balancing sample size and measurement frequency, Human Resources for Health, 15:81

Van Hassel D, van der Velden L, de Bakker D, Batenburg R (2017) Age-related differences in working hours among male and female GPs: an SMS-based time use study. Human Resources for Health, 15:84

WHO (2017) Women on the move: migration, care work and health. Policy Brief, WHO/FWR/GER 17.2. Geneva: WHO; <http://www.who.int/gender-equity-rights/knowledge/women-on-the-move/en/>. The Gender, Equality and Human Rights team can be contacted through GER@who.int

Please forward this Newsletter to your colleagues and friends, who might be interested in health workforce research and in joining the EUPHA Health Workforce Research section. New members are warmly welcome – please sign up; <https://eupha.org/health-workforce-research>.

The next Newsletter is scheduled for end of March 2018. Please send your notices, conference announcements, new publications etc. until 20 March 2018 via email to Ellen Kuhlmann (Kuhlmann.ellen@mh-hannover.de).



ELSEVIER Call for Papers, Special Issue of Health Policy



A people-centred health workforce in Europe: how to make it happen?

Edited by Ellen Kuhlmann, Ronald Batenburg and Gilles Dussault

The importance of a people-centred, sustainable and integrated health workforce is increasingly recognised in Europe. There are now comprehensive policy frameworks for action and better knowledge on what *should* be done to respond more effectively to changing population needs. However, it is not well understood *how* to make this happen. For instance, all European countries are struggling to prepare their workforce to effectively respond to demographic changes, to an increase of chronic diseases and multi-morbidity, to maldistribution of skills and staff, and to demand for new competencies. In some countries a sustainable health workforce is still threatened by the effects of austerity politics, and by migration and mobility flows. New challenges are arising from right-wing populism hostile to the needs of public health and from armed conflicts. Yet there are also innovative solutions for health workforce challenges. For instance, new forms of transsectoral and transnational governance, stakeholder involvement, professionalism and competence development are emerging that move beyond the traditional 'silo' approaches, and thus support integrated care and the building of a people-centred health workforce.

Health Policy will publish a Special Issue to contribute to the debate and develop sustainable solutions for a people-centred, sustainable and integrated future health workforce, to foster policy implementation and leadership, and to stimulate knowledge exchange in Europe and beyond. The objectives are:

- to inform the policy debate by providing an overview of the evidence on health workforce issues and effective policy implementation;
- to foster comparative research and the development of an integrative and trans-European approach sensitive to national and regional conditions;
- to review how issues of policy, education, planning and management of human resources for health are currently addressed, and
- to discuss how to identify leadership, supportive stakeholders and effective policy levers for the building of a people-centred workforce.

Papers submitted for publication in this Special Issue should offer new insights into health workforce and human resources debates in Europe. We welcome qualitative and quantitative research comparative research and in-depth country or region studies.

Deadline for submission is 1 April 2018 and publication scheduled for December 2018.

It should be noted that Elsevier's copyright statements allow for posting on pre- and post-print servers, as well as personal homepages and institutional repositories, provided a link to the official version on ScienceDirect is also indicated. please visit <http://www.elsevier.com/authorsrights> for a full overview of the copyright policy. Submitted papers should not have been previously published nor be currently under consideration for publication elsewhere. All papers are refereed through a peer review process. A guide for authors, sample copies and other relevant information for submitting papers are available on the page <http://ees.elsevier.com/heap/>. You should submit your manuscript via the online submission system.