



Health Workforce Research section Newsletter, March 2018

News

The **EUPHA Health Workforce Research (HWR) section** is now four months ‘young’ and has already about 100 members. Thanks very much for signing up! Please continue supporting HWR and encourage your colleagues to sign up; <https://eupha.org/health-workforce-research>. Becoming a section member is free of charge for everybody – EUPHA membership is encouraged but not a condition. If you already have an account at EUPHA, please add ‘Health Workforce Research (HWR)’ to your section preferences.

An **advocacy statement ‘Why Europe needs stronger health workforce research’** has been prepared **for the Consultation for the next EU Research and Innovation Programme** – see the flyer attached and the full text copied below. Please use the statement to approach your national representatives in the European Commission and feel free to circulate it widely in your networks. Your support is much needed to bring health workforce issues into research programmes and on the agenda of policymakers.

EUPHA has **proposed a thematic network on Health Workforce for the EU Health Policy Platform** and participated in the public voting. We achieved rang three, many thanks for the support, also to our collaborating partners ASPHER and EHMA. Unfortunately, this **was not successful** as the European Commission did not follow the outcome of the public voting, so we are not among their three selected new thematic networks.

We will now explore other opportunities to strengthen networking and dialogue with policymakers as well as knowledge exchange across countries. The forthcoming conferences (see the next page) provide important platforms and excellent chances for discussing the next steps forward in health workforce research.

Submit your papers! **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 15 April 2018; publication is scheduled for December 2018. For details, please see the Call for Papers at the journal website, <http://www.healthpolicyjrnl.com/>, and copied below to this Newsletter.

Please also consider to present your paper at the EUPHA Conference; information on abstract submission to the HWR sessions is provided below.

EUPHA Conference 2018 – health workforce events



**‘Winds of Change: towards new ways of improving public health in Europe’,
Ljubljana, Slovenia, 28 Nov – 1 Dec 2018; <https://ephconference.eu/>**

Save the date and join us!

Health workforce themes will be among the key topics of the 2018 EUPHA conference, including high-level events, such as a plenary, as well as a Preconference, workshops and regular sessions organised by the HWR section, including several events in collaboration with partner organisations.

Don’t miss to submit your abstract!

3rd Preconference ‘Working together for a people-centred health workforce’ in collaboration with partner organisations is in progress for Wednesday, 28 November 2018. One major aim is to align stakeholders and strengthen dialogue and networking across the major NGOs and EU projects in order to make a people-centred health workforce happen. Building on the previous collaborations and making new connections, a full programme will be available after 1 May 2018.

Workshop proposals

The EUPHA sections on HWR and HSR (Health Services Research) have teamed up to strengthen collaboration across the EUPHA sections and prepare a Workshop entitled **‘Health workforce research meets health services research’**.

Another collaborative workshop proposal is focussing on the **public health workforce** and connecting **ASPHER, ECDC and the HWR section** and others.

A third HWR workshop proposal will discuss **interprofessional and transsectoral work in the health sectors**.

Abstract submission

Regular time slots will be available for the new HWR section; please indicate your preference ‘Health Workforce Research/ HWR’ when submitting your abstract. Abstract submission is now open via the Conference website; please go to <https://ephconference.eu/> and follow the guidelines; deadline is 1 May 2018.



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

The Call of EHMA’s Special Interest Group (SIG) on Health Workforce has met with great interest. Abstracts are currently selected and sessions allocated; a full programme will be available shortly at the conference website; for further information, please contact the SIG Chair, Ronald Batenburg (r.batenburg@nivel.nl). EHMA is also strengthening collaboration with EUPHA HWR; one important event will be the organisation of an expert discussion at Budapest to jointly discuss health workforce development and how to ‘make it happen’.



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. Among other things, the meeting will discuss issues of the public health workforce and their future development; please visit the website or contact ASPHER Director Robert Otok (robert.otok@aspher.org).

European Society for Health and Medical Sociology 17th biennial conference, Lisbon, 6-8 June 2018

'Old tension, emerging paradoxes in health: rights, knowledge, and trust'. Special interest to the HWR EUPHA members: session on 'What role for medical doctors in health system reforms: looking for differences and similarities across countries', chaired by Jean-Louis Denis/ Université de Montréal and (EUPHA HWR member) Tiago Correia/ Lisbon University Institute. For more information about registrations and fees please visit <https://eshms2018.wixsite.com/eshms2018lisbon/single-post/2016/07/11/9-Rules-for-Responsive-Galleries>.

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 June 2018. Please send your notices, conference announcements, new publications etc. until 20 June 2018 via email to Ellen Kuhlmann (Kuhlmann.ellen@mh-hannover.de).

**Consultation for the next EU Research and Innovation Programme
Statement on behalf of the European Public Health Association (EUPHA)
section 'Health Workforce Research'**

Why Europe needs stronger health workforce research

Changing patterns of health and illness with growing multimorbidity and ageing societies create new demand for health and social care services and professional competences. At the same time, health labour markets are shrinking due to demographic change. Educational systems are lagging behind in providing new competences, and occupational systems prioritise specialisation while generalist competences and occupations are lacking. This trend creates a widening gap between demand and supply in many healthcare systems.

The societal challenges of creating a sustainable and people-centred health workforce are increasingly recognised in Europe and globally. However, it is not well understood *how* to make a future health workforce happen that is both sustainable and adaptive. There is a lack of research on successful health workforce policies and innovation in leadership.

Current research puts emphasis on applied research, especially in the Health Program of DG Santé and WHO strategies. And although important, applied research needs to be nurtured by more basic, theory-guided research.

A comprehensive theory-guided research program to stimulate innovation

There is an urgent need for a comprehensive theory-guided research program that is able to stimulate innovation and to systematically connect the different levels of health workforce governance and integrate the substantive areas of health workforce research. As illustrated in the matrix below, such a program can make the connections across the hierarchical levels of health workforce governance. It places organisational innovation at the meso level of healthcare organizations and professional development at the micro level, both within the wider context of health systems and transnational policy and governance.

Hierarchical levels of workforce governance	Content-based dimensions of workforce governance			
	<i>System integration</i>	<i>Sector integration</i>	<i>Occupational integration</i>	<i>Socio-cultural integration and gender equality</i>
<i>Transnational (global/EU level)</i>			Harmonisation of professional requirements	International migration, brain drain
<i>Macro-level (state/regional)</i>	Educational system; healthcare labour market; general labour market	Primary care; secondary care; Mental healthcare; public health; social sector	Relationships between different professions; professional jurisdictions; medical dominance; gender equality	Regional imbalances; deprived areas; population decline areas
<i>Meso-level (organizations/ professions)</i>	Match of education, workforce and population needs	Person-centred organization of care	Task delegation and substitution; power differences within organizations; gender equality	Integration of diverse (incl. foreign) professionals in organizations
<i>Micro-level (actors)</i>	Competences for people-centred care	Cooperation; skill mix in teams	Interprofessional education and practice	Motivation; intercultural relations

Four important substantive areas of health workforce research and innovation

The agenda to take this proposed research program forward should address four areas:

1. *System integration* – develop a system-based research approach that is capable to integrate the educational, healthcare and labour market systems.
2. *Sector integration* – focus on a balanced development and integration of different healthcare sectors, as well as on the balance between generalism and specialism.
3. *Occupational integration* – move from a still dominant focus on physicians towards research into all healthcare professionals (from single professions to their inter-relations, team approaches and intersectoral tasks) and their relationships to informal carers and volunteers.
4. *Sociocultural integration and gender equality* – address power differences within the health workforce, especially gender-based social inequality (including the wage gap), the situation of minority groups and migrant healthcare workers, and the dominance of physicians.

EU added value

We propose to develop a research-based vision on health workforce that is able to balance the interests of different Member States as well as the principle of a common market and free movement with the European Union and the national/regional need of a sufficient density of health professionals to provide universal healthcare coverage for all citizens.

An integrated theory-driven program on health workforce research in the European research agenda adds value especially in the following areas: health workforce migration, conditions for an open health labour market, the investment in Europe-wide availability of both quantitative and qualitative data, and the coordination of health human resources models.

The EUPHA Section on Health Workforce Research is a network connecting major stakeholders (WHO European Office, Observatory on Health Systems and Policies, European Health Management Association/EHMA, Association of Schools of Public Health in the European Region/ASPHER, OECD) and individual researchers in the field of health workforce research. It aims to advance capacity building, knowledge exchange and networking to build health workforce research as an independent, interdisciplinary and multi-professional field; <https://eupha.org/health-workforce-research>.

5 March 2018

On behalf of EUPHA section Health Workforce Research
Ellen Kuhlmann, Peter Groenewegen, Ronald Batenburg





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 15 April 2018; publication is scheduled for December 2018.

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