

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

Updated programme; www.hwrconference.publichealth.ro

To support WHO recommendations and fight the SARS-CoV-2 pandemic, we will arrange a **virtual conference**. Please join us and make it a success. We need to be creative in order to strengthen health workforce research in times it is most needed.

The new programme at a glance:

- Four online sessions arranged in a webinar style
- Meet the Network online, Thursday lunchtime
- Research sessions will be available online as poster or PowerPoint sessions. The posters/presentations will be made available on the conference website, thus the participants can go through the presentations individually and contact the authors for comments and questions. A book of abstracts will also be prepared.

Thursday, 18 June 2020

9.00 Welcome and introduction by the organisers

9.15-10.45 **COVID-19 – what to learn for creating and governing a future health workforce?**

Chair and introduction: Matthias Wismar, European Observatory on Health Systems and Policies, Brussels

Participants

- 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 Păun, Presidential Advisor on Health to Romania's President
- Paolo Michelutti, AGENAS Italy

Research sessions to be arranged individually, presentations are available online

13.00-13.45 **Meet the Network** online, exchanging knowledge, ideas and expertise

14.00-15.00 **How to plan the future health workforce? Results from the SEPEN tender**
Chairs: NN and Ronald Batenburg

- 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.

Research sessions to be arranged individually, presentations are available online

Friday, 18 June 2020

9.00-10.30 **How to educate the workforce and improve leadership for future healthcare?**

Chair: Ellen Kuhlmann

- 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: Șoimița Suciu, Dean of the Cluj-Napoca Medical School, Romania
- Monica Brînzac, EUPHANxt Representative

Research sessions to be arranged individually, presentations are available online

12.00-13.30 **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

13:30-14:00 Summing up and future projects



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 Ungureanu

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 Aghiorghiese, 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 Baurè (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 send their presentations as a pdf file until 8 June 2020** to hwrconference@publichealth.ro. Presentations will be accepted in the format of a poster or a PowerPoint presentation (no more than 5 slides, strictly, as online capacity/storage is limited); please provide your name and email address on the first power point slide, thus participants may contact you for questions and comments.

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).

**Thank you very much for your support in difficult times!
Keep safe and stay healthy!**

VIRTUAL CONFERENCE