

## 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](http://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](http://www.hwrconference.publichealth.ro).

Please note: **all presenters must send their presentations as a pdf file until 8 June 2020** to [hwrconference@publichealth.ro](mailto: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](mailto:hwrconference@publichealth.ro)).

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

VIRTUAL CONFERENCE