

### News

**EURPHA HWR** section is delighted to announce its first **midterm Conference 'How to make a future health workforce happen? Policy, practice and people'**, which will be held in collaboration with partners at **Cluj Napoca, Romania, 18-19 June 2020**. Please find a Call for Papers and further details below. Abstract submission opens on 15 January and closes 29 February 2020. More information will be available soon at <https://eupha.org/health-workforce-research>; a conference website and online submission portal will also be set up.

Be part of the world public health family: **EPH Conference 2020 will be an integral part of the 16<sup>th</sup> World Congress on Public Health in Rome, 12-17 October 2020** (<https://wcph2020.com/>). Abstract submission is open, deadline 1 March 2020 (please note, no extension possible); <https://wcph2020.com/abstract-submission-for-rome-2020-6>.

**Skills building seminar** organised by EUPHA HWR section at the EPH Conference in Marseille, free download: [https://eupha.org/section\\_page.php?section\\_page=166](https://eupha.org/section_page.php?section_page=166).

Everybody interested in the **EUPHA HWR section**, do not miss the conference updates and the quarterly newsletters. Please sign up; <https://eupha.org/health-workforce-research>.

Many thank for a wonderful collaboration to **Judith de Jong**, outgoing President of **EUPHA Health Services Research (HSR)** and congratulations to new President **Johan Hansen**.

### Conferences

**The 16<sup>th</sup> World Congress on Public Health, 12-17 October 2020, La Nuvola, Rome, Italy;** <https://wcph2020.com/index.php>

**Public health for the future of humanity: analysis, advocacy and action**



**Abstract submission is open,  
deadline 1 March 2020.**

**Please choose track 'V. Health  
Workforce and Leadership'.**

**Registration is open.**

Abstracts and workshops can be submitted via the website from 1 December 2019 until 1 March 2020; <https://wcph2020.com/abstract-submission-for-rome-2020-6>.



## Call for Papers

### How to make a future health workforce happen?

#### Policy, practice and people

**Mid-term Conference, EUPHA section Health Workforce Research (HWR)**

**Cluj-Napoca, Romania, 18-19 June 2020**

The importance of a sustainable health workforce is increasingly recognised in Europe. Novel policy frameworks and comprehensive tools, such as the National Health Workforce Accounts (NHWAs), are now available. Data, monitoring systems and research evidence have all markedly improved over recent years, thus we know better what is driving change in the supply, need and demand for healthcare workers, and what strategies could improve people-centred health workforce governance and service delivery. However, it is not well understood *how* to make a future health workforce happen and how this impacts healthcare services for the population. 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 mal-distribution of skills and staff, and to demand for new competencies related to eHealth, globalisation and climate change. Growing migration and mobility flows add further challenges, which may threaten Eastern European healthcare systems the most, thus reinforcing European and global inequality. Health workforce challenges have arrived at a critical point where action is urgently needed.

This mid-term Conference sets the focus on implementation of new health workforce policies. The EUPHA section Health Workforce Research (HWR), in collaboration with colleagues from the European Observatory on Health Systems and Policies, WHO Regional Office for Europe/ Programme on Human Resources for Health, ASHPER, and EUPHA section Health Services Research (HSR), seeks to provide a platform for knowledge exchange across the health workforce community and to enhance dialogue between research, policy and practice. By combining a research workshop format based on competitive posters and presentations with invited panels and policy dialogue, we want to actively engage different stakeholders in building capacity for a future health workforce. We invite research that addresses what works why and how in health workforce development, but other themes are also welcome. Abstract submission will open on 15 January and close on 29 February; following EUPHA policy no extension is possible!

Save the date and join us in Cluj-Napoca, Romania, for this first mid-term Conference hosted by EUPHA HWR section Board member Marius Ungureanu. More details will follow soon, please visit <https://eupha.org/health-workforce-research>.



## Practical information

- Abstract submission deadline: 29 February 2020
- Abstracts must follow the general guidelines for individual abstracts as set up by EUPHA for the annual Conferences (<https://wcph2020.com/index.php>); please note, submitting longer abstracts and other formats will be excluded.
- Online submission will open soon at the following address:  
[www.hwrconference.publichealth.ro](http://www.hwrconference.publichealth.ro)
- Decision: abstracts will be scored independently by 3-4 experts.
- Notification of decision: 27 March 2020.

Registration will open 15 April 2020, please expect a conference registration fee of about 120-150€. This includes access to all conference sessions and an online abstract book as well as drinks, snacks and 2x lunch during the conference (dinner is not included, but will be arranged optional).

The midterm Conference is planned as a full two-day workshop, starting 18 June, 9.00h and closing 19 June, 16.00h.

Note that Cluj-Napoca is recommended by the [Lonely Planet](#) as a city to spend some extra days, also given its rich history, architecture and night life. It also has its own international airport, making it easy to access from across Europe. More information and details on the conference venue, travel and accommodation will follow. Please visit the EUPHA HWR section website (<https://eupha.org/health-workforce-research>) and sign up for the HWR section to receive the updates.

For any further queries please contact the local organiser and HWR Board member Marius Ungureanu ([marius.ungureanu@publichealth.ro](mailto:marius.ungureanu@publichealth.ro)) or section president Ellen Kuhlmann ([kuhlmann.ellen@mh-hannover.de](mailto:kuhlmann.ellen@mh-hannover.de)).

## Conference Reports

### EPH Conference Marseille



The 12<sup>th</sup> EPH Conference held from 20-23 November 2019 in Marseille was a big success and attracted more than 2000 delegates from many countries, the highest number ever; check out for more information; <https://ephconference.eu/conference-2019-marseille-271>.

Major events (co-) organised by the **EUPHA HWR section** include:

- Preconference 'Real-life skill-mix challenges in the current and future health workforce', with the European Observatory on Health Systems and Policies
- Skills Building Seminar
- Meet the Network session

- Health workforce coordination and agency across sectors, organisations and professions, workshop co-organised with the EUPHA section Health Services Research (HSR)
- Health workforce meets HSR: Tackling regional inequalities in health service provision, workshop co-organised with the EUPHA HSR section
- Care4Care: the migrant care workforce in Europe, workshop co-organised with HWR and PHPP sections

More information, including a report on the 'Meet the Network' session and an annual HWR section report will shortly be available at the EUPHA section website; <https://eupha.org/health-workforce-research>.

### **Global Symposium on Health Workforce Accreditation and Regulation, 2019**

The 2019 Global Symposium on Health Workforce Accreditation and Regulation was held 10-12 December in Istanbul; [www.healthworkforce2019.org](http://www.healthworkforce2019.org). Co-organised by the World Health Organization (WHO), Educational Commission for Foreign Medical Graduates (ECFMG®) and the Global Health Workforce Network (GHWN), the symposium focused on health workforce-related accreditation and regulation, data sharing across Member States and relevant stakeholders, and to support institutional readiness which is consistent with the Global Strategy on Human Resources for Health: Workforce 2030 and its 2020 milestones. More than 250 representatives from 58 countries (educators, regulators, NGOs and many others) participated in the symposium, including some EUPHA HWR section members. In particular, EUPHA HWR Vice President Gilles Dussault was a plenary coordinator (Plenary panel 2: Present and future challenges across countries with respect to advancing core functions of health worker accreditation and regulatory systems), and HWR Secretary Milena Santric Milicevic contributed two research papers; for more information please visit: <https://www.cvent.com/events/2019-global-workforce-symposium-on-accreditation-and-regulation/event-summary-4a0ef785b27d419b99d0df76f5a81665.aspx>.

### **First international Forum Sociology of Health 'Focusing on a patient-orientated approach', Moscow, Russia**

The first Forum 'Sociology of Health: Focusing on a patient-orientated approach' was held in Moscow, 12 November 2019, with international participation. The Forum was arranged by the NIIOZMM Research Institute for Healthcare Organisation and Medical Management on behalf of the Moscow Healthcare Department. The Forum was attended by Heads of Federal/ Regional authorities, scientific and educational organisations, chief physicians of medical organisations, representatives of patient organisations and leading companies in the field of health sociology. Key themes of the keynotes and discussions include: problems of Big Data and other new methodological solutions, management decision-making, health workforce development, and people's expectations of healthcare service and delivery.

The WHO Representative to the Russian Federation and Head of Office, Melita Vujnović, gave an opening keynote. EUPHA HWR President Ellen Kuhlmann contributed a keynote 'Healthcare management: how can sociology and comparative research help?' For more information please visit: <https://socforum.nioz.ru/en>. For collaboration and exchange of experience, please contact Ignat Bogdan, PhD, Head of Medical and Social Research

Division, NIIOZMM Research Institute for Healthcare Organization and Medical Management ([bogdaniv@zdrav.mos.ru](mailto:bogdaniv@zdrav.mos.ru)).

**International Congress – the 53rd Days of Preventive Medicine**, 24-27 September 2019, Niš, Serbia; <http://media.dpm.izjz-nis.org.rs/2019/09/53-Days-of-Preventive-Medicine-Programme.pdf>. HWR Secretary Milena Santric Milicevic was invited to give a talk entitled 'National accounts of health workers for better policy planning and decision making'.

**WHO-HRH Expert Consultation on the Workload Indicators of Staffing Need**, 15-17 October 2019, Istanbul, Turkey. Milena Santric Milicevic presented the case of Serbia and participated in consultations.

## Conference Announcements

**Expert Network SEPEN – Support for the Health Workforce Planning and Forecasting Expert Network** – funded by the Health Programme of the European Union

SEPEN is organizing an invitational workshop 'Health Workforce Planning, Quality of Care, Patient Safety and Working Conditions' at KU Leuven, Belgium, 13-14 February 2020. The event focuses on the relations between health workforce staffing, working conditions and healthcare outcomes. SEPEN also regularly organises webinars to discuss a range of 'hot topics' of health workforce issues. Please visit the website [www.healthworkforce.eu](http://www.healthworkforce.eu) for latest news, or contact the SEPEN Consortium coordinators Eszter Kovács, Semmelweis University, Budapest, [healthworkforce@emk.sote.hu](mailto:healthworkforce@emk.sote.hu), or Sarada Das, Deputy Secretary General, Standing Committee of European Doctors (CPME), [Sarada.Das@cpme.eu](mailto:Sarada.Das@cpme.eu).

**5th European Congress of the European Region WCPT on Physiotherapy – Education – 2020, 11-12 September 2020, Leuven, Belgium**

Registration is open. A call for Papers and further information are available at: [https://www.erwcpt.eu/events\\_and\\_news/ER-WCPT\\_congresses/53-5th%20European%20Congres](https://www.erwcpt.eu/events_and_news/ER-WCPT_congresses/53-5th%20European%20Congres).

## Projects

A project entitled NAVICARE (funded by the German Ministry of Education and Research) and based at Charté, Berlin, Germany, explores among other things collaboration between GPs and Care Points; further information is available at: <https://navicare.berlin/de/>.

## Publications

OECD (ed.). **Recent Trends in International Migration of Doctors, Nurses and Medical Students**. Paris: OECD, 2019; <https://www.oecd.org/health/recent-trends-in-international-migration-of-doctors-nurses-and-medical-students-5571ef48-en.htm>.

Marius Ungureanu (HWR Board Member, and mid-term conference organiser) has contributed (with Karoline Socha-Dietrich) a co-authored chapter 'Romania: A growing international medical education hub'.

Abstract: For international medical students, the attractiveness of Romanian medical schools has increased since the country's accession to the European Union in 2007, as they offer diplomas with EU-wide recognition for relatively low tuition fees and living costs. At present, nearly all medical schools offer programmes in English and/or French, taking up around 30% of the total teaching capacity. The internationalisation of medical education in Romania has taken place in the absence of any formal national strategy. Rather, medical schools have developed their own strategies to attract international students as a way to generate additional income, to be able to recruit and retain academic staff and to develop their infrastructure. Although Romania has become increasingly attractive for international medical students, owing to poor working conditions and relatively low salaries, the country's health system is not attractive as a workplace, and most international medical graduates leave after obtaining their first degree; <https://www.oecd-ilibrary.org/sites/5571ef48-en/1/2/6/index.html?itemId=/content/publication/5571ef48-en&mimeType=text/html&csp=66c6de543a12108c60fc09cd6f3a3f37&itemGO=oecd&itemContentType=book>.

**ECDC** launched the first survey on healthcare workers' knowledge, attitudes and behaviour on antibiotics, antibiotic use and antibiotic resistance in the EU/EEA. Stockholm: ECDC; <https://www.ecdc.europa.eu/en/news-events/18-november-european-antibiotic-awareness-day-2019>

**Perform2Scale. Improving health workforce performance**, findings to date October 2019; [www.perform2scale.org/our-findings-so-far-october-2019](http://www.perform2scale.org/our-findings-so-far-october-2019).

A recent briefing paper summarises PERFORM2Scale's progress and successes to date. Key messages include:

- The management strengthening intervention is functioning effectively in Ghana, Malawi and Uganda.
- There have been successes in addressing workforce performance and service delivery problems including increases in yaws case detection, TB cure rate and officers developing work plans.
- Despite being only 18 months into the implementation phase of the programme there are indications that management skills are being strengthened in all three countries.
- Champions who support the MSI scale-up are emerging and the institutionalisation of the scale-up in government policies or processes is progressing.

A full version of the brief is available on the website; [www.perform2scale.org/our-findings-so-far-october-2019](http://www.perform2scale.org/our-findings-so-far-october-2019). For more information, please contact Tim Martineau (tim.martineau@lstmed.ac.uk) or Marjolein Dieleman (m.dieleman@kit.nl).

**CPME Statement on the Medical Treatment of Refugees**; <https://www.cpme.eu/cpme-statement-on-the-medical-treatment-of-refugees-2/>

Baathe F, Rosta J, Bringedahl B, Rø KI. How do doctors experience the interactions among professional fulfilment, organisational factors and quality of patient care? A qualitative study in a Norwegian hospital. *BMJ Open*, 2019;9:e026971

**A call for action to establish a research agenda for building a future health workforce in Europe**, Health Research Policy and Systems, 2018, 16:52; <https://rdcu.be/1hZv>

**Health Policy, Special Issue: A people-centred health workforce in Europe: how to make it happen?** Guest editors: Ellen Kuhlmann, Ronald Batenburg and Gilles Dussault, 2018, 122, 10, 1053-1148

This special issue sets the focus on a people-centred health workforce in Europe and brings attention to issues of policy implementation, thus moving the debate one step further. The special issue is closely connected to the work of EUPHA Health Workforce Research and comprises 12 articles and a guest editorial, see <https://www.sciencedirect.com/journal/health-policy/vol/122/issue/10>.

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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 2020. Please send your notices, conferences, new publications and other relevant information until 20 March 2020 ([Kuhlmann.ellen@mh-hannover.de](mailto:Kuhlmann.ellen@mh-hannover.de)).

*Ellen Kuhlmann*  
*EUPHA HWR section President*  
<https://eupha.org/health-workforce-research>