

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 are now arranging a **virtual conference. Please join us and make it a success!**
We all need to be creative in order to strengthen health workforce research in times it is most needed!

The new programme at a glance:

- Four webinar sessions
- Meet the Network online, webinar, everybody welcome!
- Research sessions will be available online as poster or PowerPoint presentation. 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 be prepared.

Thursday, 18 June 2020

- 9.00 Welcome and introduction, Marius Ungureanu, Ellen Kuhlmann [livestream](#)
- 9.15-10.45 [COVID-19 – what to learn for a future health workforce?](#)
[Webinar](#) Chair and introduction: Matthias Wismar, European Observatory on Health Systems and Policies
Participants
- Natasha Azzopardi-Muscat, EUPHA past President and WHO Europe Senior Advisor
 - Paolo Michelutti, AGENAS – National Agency of the Regional Health Services, Italy
 - Ala Nemernco, Former Minister of Health in the Republic of Moldova
 - Miljana Grbic, WHO Office Romania
 - Diana Păun, Presidential Advisor on Health to Romania's President

[Research sessions](#), presentations are available at the website

- 13.00-13.45 [Meet the Network online](#), exchanging knowledge, ideas and expertise
[livestream](#)

14.00-15.00 **How to plan the future health workforce? Results from the SEPEN tender Webinar** Chairs: Michel van Hoegaerden (tbc), 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 Kovács, Hungary, SEPEN tender Coordinator, et al.
- The importance of mobility data in health workforce planning, Livia Langner, Hungary, E Kovács, P Szegner, M Szocska, M van Hoegaerden, B Snyers, W Sermeus

Research sessions, presentations available on the website

Friday, 19 June 2020

9.00-10.30 **How to educate the health workforce and improve leadership?**

Webinar Chair: Ellen Kuhlmann

- WHO Coalition of Partners Competencies Framework and Roadmap, Kasia Czabanowska, ASPHER Vice President/ Past President
- Human Resources for Health leadership and management program: answering to the training needs of the health workforce, Cátia Sá Guerreiro, Portugal, A Aguiar, W Amde, G Cometto, Z Cserhádi, M Dal Poz, P Ferrinho, E Kovács, U Lehmann
- Development of a European Centre of Excellence (CoE) for Research in Continuing Professional Development, Catherine Fitzgerald, T Kearns, Royal College of Surgeons, Ireland
- Learning from COVID-19, strengthening global health in medical education: the perspective of students, Annika Kreitlow, S Steffens, E Kuhlmann, Medical School Hannover, Germany
- Comments: Șoimița Suciu, Dean of the Cluj-Napoca Medical School, Romania; Todorka Kostadinova, Vice President of the University of Varna, Bulgaria; Monica Brînzac, EUPHANxt Representative

Research sessions, presentations available on the website

12.00-13.30 **How to manage transnational mobility of the future health workforce?**

Webinar 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, AM Rafferty, JE Anderson, G Dussault
- 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



Research sessions, presentations available online

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), Koshbaeva, 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 further information and updates:

www.hwrconference.publichealth.ro.

Please note: presenters in the webinar will receive further technical instructions. All other authors selected for the research sessions **must send their presentation as a pdf file until 8 June 2020** to hwrconference@publichealth.ro and register for the conference. Presentations will be accepted in the format of a poster or a power point 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.

A book of abstracts will be available at the conference website. Please note: registering and sending the pdf presentation until 8 June 2020 is mandatory to be included the abstract in the book of abstracts.

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!