



Health Workforce Research section Newsletter, September 2018

News

Join us at the **EUPHA Conference 2018** and celebrate the **first anniversary of the Health Workforce Research (HWR) section**. Friday, 12.30-13.30, 'Join the network' session, room TR2. Everybody welcome! The full conference programme is now available, <https://ephconference.eu/dynamic-programme-127>

Preconference 'Working together for a people-centred health workforce', organised by EUPHA Section on Health workforce research, TO-REACH Project, in collaboration with ASPHER, EHMA, European Observatory on Health Systems and Policies, and WHO Regional Office for Europe; <https://ephconference.eu/2018-pre-conference-programme-117>.

Health Policy, Special Issue 'A people-centred health workforce in Europe: how to make it happen?', edited by E Kuhlmann, R Batenburg and G Dussault, will be published as volume 122, issue 10, October 2018. All articles are available online, <https://www.sciencedirect.com/journal/health-policy>; see a preview of the Contents below in the 'publication' section. A launch is planned at the EUPHA Conference 'Join the Network' session and special promotion/ sample copies to be arranged with Health Policy/ Elsevier.

Congratulations and all good wishes from EUPHA HWR to **Gabrielle Jacob, new Head of Human Resources for Health/ Health Workforce Programme at WHO Regional Office for Europe**. We look very much forward to the collaboration.

Professionalisation of the public health workforce, close collaboration established with ASPHER. ASPHER President Kasia Czabanowska focuses her presidency (2017-19) on the further development and professionalisation of the public health workforce and on strengthening evidence-based public health training and education; www.aspher.org. EUPHA HWR seeks to contribute to this project and to support ASPHER. A Report presenting a roadmap and competences framework, among others, will shortly be available. Collaborative activities also include a Preconference and a co-organised ASPHER – HWR Workshop at the EUPHA Conference.

New members are very welcome. Please encourage your colleagues to sign up for EUPHA Health Workforce Research (HWR);
<https://eupha.org/health-workforce-research>.

Becoming a EUPHA HWR section member is free of charge; EUPHA membership is encouraged but not a condition.



EUPHA Conference 2018

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

Health workforce events

A wide range of health workforce related abstracts have been submitted. The research will be presented in all categories – workshops, panels, oral and pitch presentations, and poster walks. Selected events and Workshops (co-) organised by HWR section:

Wednesday, 9.00-17.00

3rd Preconference 'Working together for a people-centred health workforce', organised by EUPHA Section on Health workforce research, TO-REACH Project, in collaboration with ASPHER, EHMA, European Observatory on Health Systems and Policies, and WHO Regional Office for Europe. 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. Registration is open, full day preconference 140€; <https://ephconference.eu/2018-pre-conference-programme-117>.

Thursday

9.00-10.30 1G Health workforce meets health services research, EUPHA HWR and HSR, room E2

9.00-10.30 1H How health workforce innovation in Europe can support interprofessional coordination across healthcare sectors, room E3

Friday

12.30-13.30 JTN19 Health workforce research: Join the network, room TR2

16.20-17.50 7H Developing a competent and sustainable public health workforce: how to make it happen?, ASPHER and EUPHA HWR, room 3

Visit the interactive programme website and develop your personal programme, <https://ephconference.eu/dynamic-programme-127>.

Conferences and networking



Third Meeting of the Coalition of Partners (CoP) to strengthen public health capacities and services in the European Region, 27–28 November 2018, Cankarjev dom, Ljubljana, Slovenia

The Coalition of Partners (CoP) project, led by WHO Europe, will be continued during the 3rd CoP meeting. The meeting is held in Ljubljana prior to the EUPHA Conference and co-hosted by the Ministry of Health of Slovenia and WHO/Europe's public health services programme. EUPHA HWR will participate in the meeting and continue the collaboration to strengthen public health professionalization and health workforce issues. The Coalition of Partners (CoP) is an international network that brings together experts and practitioners from within national public health services, international organizations, civil society and academia. The goal is to catalyse action to strengthen public health services at the national level; <http://www.euro.who.int/en/health-topics/Health-systems/public-health-services/coalition-of-partners>.



The next EHMA Conference is scheduled for June 2019. It will again include sessions organised by EHMA's Special Interest Group (SIG) on Health Workforce; further information will shortly be available, www.ehma.org.

International Network for Health Workforce Education (INHWE) 2019, Dublin and Nicosia

The International Network for Health Workforce Education are very pleased to announce that they will be running two events in 2019! Both our events, Dublin 2019 and Nicosia 2019, taking place in January and May respectively, are specifically designed to create the perfect opportunity for active networking and knowledge sharing while also facilitating multi-stakeholder discourse by bringing together educators, policy makers, researchers and experts from across the globe. The Dublin event will look at the theme of "Inter-Professional Education" with Nicosia focusing on "Future Education for Healthcare". Both events have a comprehensive list of sub-themes and the Call for Abstracts for both events is now open!

Invitation to join "Public Health Advocates" – an email-list / Google-Group of early-mid career public health advocates

- Why? To connect, to learn from each other, to become more effective advocates. Because "advocacy" is a skill which can be learned, but which is rarely part of formal public health education.
- Who? Early to mid-career public health professionals who define themselves as "advocates" (which can e.g. mean to be regularly in the media or to be part of a campaign or NGO). Participants are from different countries and focus on different issues (e.g. tobacco control or climate change).
- What? In this group, participants can share different kind of information, experiences and questions. E.g. articles about advocacy skills, stories about effective advocacy campaigns and questions about how to get covered by the media.
- How to join? Joining the email-list is without obligations and can be cancelled at any time. If you are interested, contact florian.stigler@medunigraz.at

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

The SEPEN project organises a technical workshop entitled 'Dialogue on key health workforce planning data definitions' in Budapest, 29-30 October 2018. Contact: Eszter Kovacs, Semmelweis University; <http://healthworkforce.eu/>.

International Society on Priorities in Health (ISPH) 12th biannual conference 'Priorities in health: ideas in practice', Linköping, Sweden, 13-15 September 2018

Human resources for health and the challenges of creating a future health workforce were addressed in a key note as a priority issue of health systems and policymaking; <http://www.priorities2018.se/>.

Publications

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

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 the European Public Health Association (EUPHA) section on 'Health Workforce Research'. For more information, see <https://www.journals.elsevier.com/health-policy/recent-articles>.

Contents - preview

Guest editorial

A people-centred health workforce in Europe: how to make it happen?
E. Kuhlmann, R. Batenburg, G. Dussault (Germany, The Netherlands, Portugal)
<https://doi.org/10.1016/j.healthpol.2018.09.006>

What matters in developing a people-centred health workforce?

Primary care workforce development in Europe: an overview of health system responses and stakeholder views

E. Kuhlmann, P.P. Groenewegen, C. Bond, V. Burau, D.J. Hunter (Germany, The Netherlands, UK, Denmark)

<https://doi.org/10.1016/j.healthpol.2018.07.021>

Interprofessional education for a collaborative practice-ready workforce: does national culture matter in Malta?

M. Bonello, J. Morris, N. Azzopardi Muscat (Malta, UK)

<https://doi.org/10.1016/j.healthpol.2018.06.013>

Community orientation of general practitioners in 34 countries

L. Vermeulen, W. Schäfer, D. Rotar Pavlic; P.P. Groenewegen (The Netherlands, USA, Slovenia)

<https://doi.org/10.1016/j.healthpol.2018.06.012>

New professional roles and patient satisfaction: evidence from a European survey along three clinical pathways

M. Ruggeri, C. Drago, V. Moramarco, S. Coretti, J. Köppen, K. Islam, J. Gibson, R. Busse, J. van Exel, M. Sutton, J.E. Askildsen, C. Bond, R. Elliott, on behalf of the MUNROS team (Italy, Germany, Norway, UK, The Netherlands)

<https://doi.org/10.1016/j.healthpol.2018.07.020>

Health workforce planning and the changing skills mix

Health workforce planning: which countries include Nurse Practitioners and Physician Assistants and with which effects?

C.B. Maier, R. Batenburg, S. Birch, B. Zander, R. Elliott, R. Busse (Germany, The Netherlands, Canada, UK)

<https://doi.org/10.1016/j.healthpol.2018.07.016>

Optimal scale size in the Portuguese public hospitals: how human resources should be reallocated

D. Ferreira, A.M. Nunes, R.C. Marques (Portugal)

<https://doi.org/10.1016/j.healthpol.2018.06.009>

Work hour constraints in the German nursing workforce: A quarter of a century in review

M. Alameddine, S. Otterbach, B. Rafii, A. Sousa-Poza (Dubai, Germany, Lebanon)

<https://doi.org/10.1016/j.healthpol.2018.07.023>

New professional groups and roles

Healthcare assistants in EU Member States: an overview

M. Kroezen, W. Schäfer, W. Sermeus, J. Hansen, R. Batenburg (The Netherlands, Belgium)

<https://doi.org/10.1016/j.healthpol.2018.07.004>

What are the motivating and hindering factors for health professionals to undertake new roles in hospitals? A multi-country study among physicians, nurses and managers in Europe

J. Köppen, C.B. Maier, R. Busse, MUNROS team et al. (Germany, UK, Czech Republic, Italy, The Netherlands, Norway, Poland, Turkey)

<https://doi.org/10.1016/j.healthpol.2018.07.018>

Health workforce mobility

Migration intentions of Lithuanian physicians, nurses, residents and medical students
B. Goštautaitė, I. Bučiūnienė, Ž. Milašauskienė, K. Bareikis, E. Bertašiūtė, G. Mikelionienė (Lithuania)

<https://doi.org/10.1016/j.healthpol.2018.07.001>

The relationship between dual practice, intention to work abroad, and job satisfaction: a population-based study in the Serbian public healthcare sector

M. Gacevic, M. Santric-Milicevic, M. Vasic, M. Milicevic, V. Horozovic, N. Milic (Serbia)

<https://doi.org/10.1016/j.healthpol.2018.09.004>

Health professions in a changing political landscape

Healthcare governance, professions and populism: is there a relationship? An explorative comparison of five European countries

E. Pavolini, E. Kuhlmann, V. Burau, R. Mannion, E. Speed (Italy, Germany, Denmark, UK)

<https://doi.org/10.1016/j.healthpol.2018.08.020>

Other Publications

WHO Regional Office for Europe. The toolkit for a sustainable health workforce in the WHO European Region. WHO: Copenhagen, 2018;

The toolkit is aimed at policy-makers, human resources for health (HRH) planners and professionals, and other stakeholders, such as education institutions and those implementing policy. It is intended to support *Towards a sustainable health workforce in the WHO European Region: framework for action*, which adapts the *Global strategy on human resources for health: workforce 2030* to the context of the WHO European Region; http://www.euro.who.int/data/assets/pdf_file/0004/375547/WH11_TK_text_AW-2.pdf?ua=1.

Buchan J, Shaffer FA, Catton H. Policy Brief Nurse Retention. Philadelphia: International Centre on Nurse Migration, 2018; www.intlnursemigration.org

Domagala A, Bala MM, Peña-Sánchez JN, Storman D, Swierz MJ, Kaczmarczyk M, Storman M. Satisfaction of physicians working in hospitals within the European Union: state of the evidence based on systematic review. *European Journal of Public Health*, 2018, 1–10; doi:10.1093/eurpub/cky117.

Dubas-Jakóbczyk K, Domagała A, Mikos M. Impact of the doctor deficit on hospital management in Poland: A mixed-method study. *International Journal of Health Planning and Management*, 2018;1–9; doi: 10.1002/hpm.2612.

Kuhlmann E, Batenburg R, Wismar M, Dussault G, Maier CB, Glinos, IA, Azzopardi-Muscat N, Bond C, Burau V, Correia T, Groenewegen PP, Hansen J, Hunter D, Khan U, Kluge H, Kroezen M, Leone C, Santic-Milicevic M, Sermeus W, Ungureanu M, for the EUPHA section Health Workforce Research. 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://health-policy-systems.biomedcentral.com/track/pdf/10.1186/s12961-018-0333-x>.

Marques-Pinto A, Jesus ÉH, Mendes AMOC, Fronteira I, Roberto MS. Nurses' Intention to Leave the Organization: A Mediation Study of Professional Burnout and Engagement. *Spanish Journal of Psychology*, 2018, 21:E32; doi: 10.1017/sjp.2018.30.

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 December 2018. Please send your notices, conferences, new publications etc. until 20 December (Kuhlmann.ellen@mh-hannover.de).

Ellen Kuhlmann
EUPHA HWR section President