



Pre-Conference to the 9th European Public Health Conference
Vienna, Austria, 9-10 November 2016
<https://ephconference.eu/2016-pre-conference-programme-235>

Health workforce governance in Europe: Toward a future research agenda

Organization: EUPHA Health Services Research section Working Group 'Health Workforce Research' and the European Observatory on Health Systems and Policies in collaboration with OECD and WHO Regional Office for Europe

Chairs: Ellen Kuhlmann, Claudia B. Maier and Irene A. Glinos

Background. The health workforce is central to the quality of service provision and overall health system performance. Across Europe, the increasing rates of chronic conditions and multi-morbidity, changes to service delivery structures, and provider shortages in certain specialities and regions or maldistribution have triggered changes to the composition of health workforces. A range of policy and governance options exist, yet, it is not always evident what works in what contexts and why. Moreover, the EU single market impacts directly on the tools of governance options that countries have at hand. It creates new forms of mobile health workers who are challenging country-based health workforce planning, education and governing models.

Overview and aims of the pre-conference. The pre-conference is organized by the EUPHA Health Services Research Working Group 'Health Workforce Research' and the European Observatory on Health Systems and Policies, in close collaboration with the OECD, and the WHO Regional Office for Europe. The sessions will present latest research in health workforce governance in Europe including a wide range of topics, data and policy measures at EU, national and local levels. The aims are to exchange knowledge, promote critical debate and identify gaps in research. On day 2, sessions connect research and policy issues to develop a proposal for an EU-wide future research agenda.

Policy relevance. The pre-conference comes at a time where strengthening health workforce governance as a core function of any health system has gained political momentum. The event will discuss governance options for Europe in light of recent policy developments, including the global WHO Strategy on Human Resources for Health by 2030, the High-Level Commission on Health Employment and Economic Growth, policy strategies of the European Commission and of the OECD, as well as new research evidence from large EU-comparative projects and national data.

Format. The pre-conference will follow an interactive workshop format. Sessions are built around three key themes: (1) Policy, governance and organization of the health workforces, (2) health labour markets and professional development, and (3) health workforce planning and mobility. Each session starts with a short keynote to provide an overview (15 minutes) followed by invited rapid communications (5 minutes each) showcasing additional research findings or experiences, and closes with a facilitated discussion. Day 2 of the pre-conference focuses on developing a future research agenda; deliberations from facilitated working groups will feed into the concluding plenary discussion. For all sessions, participants are invited to actively contribute to the discussion. Two weeks prior to the EUPHA Conference, the keynote speakers will provide material (publication, power point presentation or outline), which will be circulated to the participants.

Programme

Wednesday, 9 November 2016

12.30 Registration and lunch

13.00 Welcome and introduction

13.15-14.45 Session I

Policy, governance and organization: improving the performance of the health workforces, Facilitator: Hans Kluge, WHO Regional Office for Europe

Session I opens the debate on health workforce governance by taking a global view and introducing high-level policy recommendations for improving workforce performance. Four core areas of contemporary health workforce change are then examined through a European lens. Developments include demand for new skills in chronic care provision, for organizational change in primary healthcare, and for comprehensive governance changes in care work through the shifting of tasks from doctors to nurses and through the training of healthcare assistants. The session will promote critical debate to improve performance at the European, national and operational (organization, coordination, education, etc) levels of governance.

Keynote statements

The WHO global strategy on Human Resources for Health by 2030: Implications for Europe,
Hans Kluge, WHO Regional Office for Europe

The EU approach to health workforce policy

Caroline Hager, European Commission

Rapid communications

- Developing skills and competencies for chronic care provision, *Matthias Wismar, European Observatory on Health Systems and Policies*
- Governing the task shifting from doctors to nurses, *Claudia B. Maier, TU Berlin*
- Healthcare assistants in Europe, *Ronald Batenburg/Johan Hansen, NIVEL*
- Organizing change in the primary healthcare workforce, *Viola Burau, Aarhus University and DEFACTUM Public Health & Health Services Research, Central Denmark Region*

Plenary discussion

15.15-16.45 Session II

Health labour markets and professional development: monitoring and motivating changing health workforces, Facilitator: Gaetan Lafortune, OECD

Session II explores how to monitor, motivate and sustain health workforces. Developments in the labour markets and the health professions are brought together to understand the specific conditions of managing human resources. Major topics include developments in the health workforce, changes in the composition, incentives and outcomes of skill mixes, recruitment and retention and the role work conditions play in this context. The session will discuss options for improving monitoring systems and governance to target health labour markets and professional development and help to respond to maldistribution and shortages.

Keynote statement

Health labour markets and developments in the healthcare workforce, *Gaetan Lafortune, OECD*

Rapid communications

- Comparing health professional development and workforce composition in Europe, *Ellen Kuhlmann, Goethe-University Frankfurt/ Emmanuele Pavolini, University of Macerata*
- Cross-country variations in the skill mix of health professionals in care pathways, *Christine M. Bond, University of Aberdeen/ MUNROS Project*
- Improving recruitment and retention of health professionals, *Marieke Kroezen/ Walter Sermeus, Catholic University Leuven*

Plenary discussion

17.15-18.45 Session III

Health workforce mobility: improving collaboration and equity, Facilitator: Claudia B. Maier

Session III looks at country experiences and implications of changing mobility patterns across Europe. With growing awareness of the role health professional mobility can play in capacity planning, service delivery and education pipelines, the presenters will explore how countries can collaborate in a context of health workforce flows, how mobility affects health systems, what policy responses countries employ, and whether there is scope for contextual learning. The discussion will help to clarify how Europe can respond to the challenges of unequal mobility and distribution of health workers within the EU and globally.

Keynote statement

Strengthening cross-country collaboration to make health professional mobility work better,
Irene A. Glinos, European Observatory on Health Systems and Policies

Rapid communications

- Austerity measures in Southern EU and the mobility of doctors and nurses, *Gilles Dussault, Instituto de Higiene e Medicina Tropical Lisboa*
- Nurses' recruitment and mobility patterns from the perspective of a destination country, *Claudia Leone, King's College London*
- A structured system of cross-border cooperation for training in highly specialised health services, *Natasha Azzopardi Muscat, Ministry for Health Malta and University of Malta/ Marieke Kroezen, Catholic University Leuven*

Plenary discussion

Thursday, 10 November 2016

8.30-12.00 Break-out Sessions

European health workforce governance: developing a research agenda

Facilitators: Ellen Kuhlmann, Claudia B. Maier and Irene A. Glinos

The break-out sessions move the focus from discussing current developments in the health workforce towards developing a proposal for a future research agenda. Drawing on an overview of present EU policy and the insights from sessions I-III, the aim is to identify key areas of research and existing gaps. In facilitated group discussions, participants are invited to produce concrete suggestions on the governance of performance and the organization and composition of skills of the health workforce, the monitoring of health labour markets and development of incentives and work conditions to sustain a health workforce, and the responses to growing EU health workforce mobility and its unequal effects on healthcare systems. The suggestions from the working groups will feed back into the concluding plenary discussion.

Keynote statement

Summing up and the way forward

Rapid communications, summaries from sessions I-III

- Facilitator I
- Facilitator II
- Facilitator III

Facilitated Working Groups on the topics of sessions I-III, followed by plenary discussion.

11.30-12.00 Summing up and closing

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