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JOINT ACTION HEALTH WORKFORCE

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Bratislava hosted 140 delegates from all Europe and even beyond



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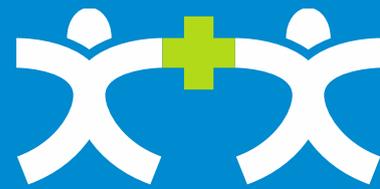
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Joint Action Health Workforce
Planning and Forecasting

Together we can !!!



PROGRAMME MANAGER'S WORDS

2014 is a big year for the Joint Action on Health Workforce Planning and Forecasting. It is the time when all of the surveys, literature reviews and interviews will be delivered, provided for workshops 'discussions and turned into draft chapters of our guidelines and recommendations.

We began this year with our first Joint Action conference held in Bratislava. There we have presented our first deliverable, Minimal Planning Data Requirements. Having delivered a huge and productive agenda we hope to close the year with a second conference in Italy at the end of December, where we hope to bring some more deliverables to the spotlight. It is very inspiring to lead a programme that never sleeps, with many partners offering to provide input and bearing in mind that whole of the healthcare sector is expecting our successful deliveries. It is also very enjoyable to see how work is being achieved and to see supportive partners all around. It is also a good feeling as a manager to see our programme is on target, on scope, time and budget. Counting on the support by the wider Joint Action



team, I am confident that together we will deliver the report on terminology mapping, the handbook on planning methodologies and the users' guidelines on estimating future needs this year. Also, we will launch the network of experts and propose the first recommendations on both technical and political implementations of those products. And I am counting on new partners: join us and help us along the way! We need everyone's expertise.

We believe that the upcoming period will be at least as productive as so far and will bring more results to motivate you in your further work within the project.

Eng. Michel Van Hoegaerden
Programme Manager
FPS Health, Food Chain Safety
& Environment – Belgium

Joint Action Conference in Bratislava

The first Joint Action Conference hosted 140 delegates not only from the EU Member States directly involved in the Joint Action, but we also welcomed delegations from outside of Europe - Brazil and South Africa. We are very happy to see the increasing interest in the project and first deliverables as they were presented during Plenary Assembly meeting. From the online conference evaluation survey that we have sent over to you we can see that the event was success. Early results indicate that discussions showing different realities of health workforce across Europe were most appreciated. Thanks to our guests we were able to create such a wonderful multicultural debate mosaic.



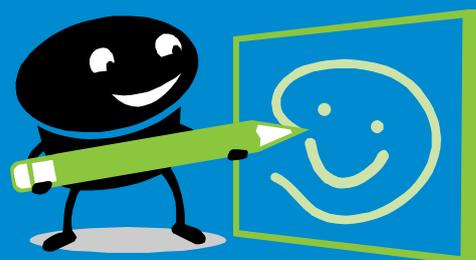
We are looking forward to see you all at the next Joint Action Conference in Rome. Many thanks to all of you to travel even from far distance to spend the enjoyable time with us! We are confident to meet in such an abundant number at upcoming Joint Action Conference in Rome. "Tešíme sa, že Vás znovu uvidíme." We are looking forward to see you all!!!
For more pictures, visit our website:
www.euhwforce.eu



Stakeholders, stakeholders, stakeholders...

We would like to pay special attention to our stakeholders that took part in the first Stakeholder forum and got involved in discussion sharing their points of view on their involvement in the project and further cooperation. Thanks to your inputs we are able to see your needs and develop an action plan to implement workforce planning tools in the daily practice of healthcare and EU policy.

WHO Global Code of Practice workshop



Thanks to the work of the WP4 team, some of you had a chance to take part at the expert meeting on the applicability of the WHO Global Code of Practice that prepared the scene for implementation of the WHO Code. The workshop was held in Bratislava on 30 January following the end of the conference and opened the discussions on relevance of ethical recruitment, cooperation on training capacities to make free movement more transparent, strategies for recruitment of health workforce and monitoring of intra-EU mobility. The presenters from WHO, DG SANCO, WEMOS and other representatives of EU countries brought to the spotlight the implementation of the Code and member states experiences and best practices. The mixture of people involved and the high interest in this topic made the workshop a successful accomplishment. Thank you Hungarian team!



LONDON EXPERIENCE IN WESTMINSTER

Those who have attended the workshop in London would surely agree that it was an interesting event. Under the auspices of the Centre for Workforce Intelligence, the event held on 10-11 February hosted some 30 partners. The workshop comprised of not only interesting speeches and round table discussions but offered valuable practical part-training of partners in conducting

Horizon Scanning interviews with the WP6 stakeholders. Delegates had a chance to witness the live interview of WP6 Content lead John Fellows with Professor Anne Marie Rafferty, Chair of Nursing Policy at Kings College in London, and also a very interesting video of Victor Slenker, CEO at Capaciteitsorgaan, about new amazing technologies in healthcare. Check it out and learn more! More information on the workshop flow and interesting presentations can be found on our website.

...around Europe



...around the tables

WP4 PARTNERS IN UTRECHT

WP4 held a fruitful workshop in the charming Dutch city of Utrecht at the NIVEL headquarters. This vibrant workshop represented the closing workshop of Terminology Gap analysis activity. The OECD and Eurostat representatives had useful and very exciting presentations and Eszter Kovács from Hungarian team

has presented the preliminary results of the WP4 survey and even beyond. Based on this workshop, the team is working hard on deliverable on Terminology Gap Analysis. On the second day the Mobility activity was in the focus, and the participants had an extremely useful discussion on mobility issues. These are also significant inputs to achieving this important deliverable.

WP1 represents the Joint Action at various events and meetings. In addition the Belgian Federal Public Service of Health, Food Chain Safety and Environment is responsible for all communications between the Joint Action's partners, the European Commission and the Consumers, Health and Food Executive Agency (Chafea, previously EAHC). Furthermore they manage the overall strategy and right routing of the JA and provide the helping hand throughout various JA events, workshops and activities. Apart from this support, we would like to hold special thanks for organizing the Plenary Assembly meeting in Bratislava that showed off to be a great success.

PROGRESS OF OUR WORK PACKAGES



WP2's main challenge in the past three months was preparing the JA Conference. The WP2 team along with the Programme Manager and the WP1 team put lot of efforts and teamwork to the conference preparations logistic and developing the agenda. Furthermore we have upgraded the Dissemination plan and also prepared the Leaflet that we hope is to your liking. The leaflet can be downloaded at our website <http://euhwforce.weebly.com/results.html>.

Our upcoming work for the future is mostly focused on the update of the Stakeholder analysis WP2 in terms of collecting the information, evaluating them and inform you on the results. The emphasis of the near future will build on the work done through our network of Knowledge Brokers that we plan to revitalize and strengthen. Yet another big task to do is to create the requirements for the official dedicated website that should be compatible with the web portals of WP5 and WP6.



WP3

After sending out the survey on terminology and mobility mapping, the partner countries provided information via this survey tool. In this way we would like to thank to all WP4 associated partners who have completed the survey. WP4 is busy working on its analysis and on further clarification from the country information provider.

Beyond the survey, WP4 is going to contact more international experts in order to make interviews. One of the most important activities is to initiate discussion on WHO Code of Ethical Recruitment. Day after Bratislava Conference we held the first fruitful workshop on this activity with the participation of many countries representatives and international stakeholders. The Hungarian team also held the Stakeholder forum. The main aim of the forum was to raise awareness on the Joint Action project and to ensure the involvement of the Hungarian HWF planning and forecasting activities. The professional team and the stakeholders will continue collaboration on the development of HWF planning initiatives and activities and regular meetings and forums will be held in the future.

WP3 created an Evaluation tool and produced Evaluation reports on Risk and Issue Management, Minimum Data Set and List of Experts. Furthermore, team formulated an Evaluation tool on the Progress report, Stage plans and Sustainability strategy that was upgraded recently. Work that will be carried out in the upcoming period focuses on establishing the criteria for choosing the experts for the Expert Reference Group. Core team members, Marjukka, Andrew and Johanna are currently busy with creation of the evaluation tools for a number of deliverables including Technical recommendations for the sustainability of the JA, Recommendations towards policy making, User's Guidelines on estimated future needs and Report on Terminology mapping. We are very pleased to welcome on board Ms. Alisa Puustinen from University of Eastern Finland as part of the Work Package 3 core team.

WP4



Italian team was focused on delivering very important outcome of the project - D051 Minimum planning data requirement. The draft was analyzed and approved by the Executive Board in Vienna on December 13th with major changes. The fourth and last draft with major changes done, has been delivered on January 23rd, just before the Bratislava Conference. The final MDS was presented by Giovanni Leonardi during Plenary Assembly Meeting. Furthermore team is proceeding with the analysis of the existing literature, in coordination with WP4 and 6. Another challenge yet to come is preparation of the Expert group workshop that will be held in May in Florence. It is a pleasure to announce that some Italian regions has become Collaborating partners of the JA ready to provide their expertise in developing D054 Report on WP5 pilot study. The Italian and Portuguese team, with the supervision of the WP1, have defined a planning document to organize pilot study organization structure and the activities. This document has been discussed and approved, with minor changes, during the Pilot Study workshop held in Bratislava. In this respect two meetings have been fixed, with the aim of starting the collaboration between stakeholders and public entity of the two countries and visit the countries sites: the 7th of May in Florence and the 17th of June in Lisbon.



WP6

WP5

Work package 6 has had a busy past few months preparing for the recently held workshop in London (10-11th February). We felt the workshop was a success, with partners engaging in lively discussion and debates. WP6 are currently creating a list of actions which have come out of the workshop and will be sharing them with partners shortly. Looking ahead WP6 will be focused on assisting and organising the conduction of Horizon Scanning interviews across member states as a result of the training partners received at the workshop. We will also be moving forward with the development of our toolkit and guidelines, with input from partners in the next few months.



Work package 7 focused on their priorities which was primarily upgrade of the Sustainability strategy, developing List of Experts and conduction of Stakeholder interviews.

List of Experts, as one of the core outcomes of this work package, is yet another deliverable reaching development as was presented on JA Conference in Bratislava. We have now specified the levels and main areas of competence as the criterion for project expertise. On this basis we can consequently edit the existing List of Experts on the basis of chosen criteria. Stakeholder interviews were yet another important tool to help us in creating stronger cooperation with our stakeholders and provide us with essential information and input for further WP7 recommendations. WP7 with support of the programme manager are in progress on interview conduction. After the interviews are carried out, the team will elaborate the results and we will share them with you.



WP7



OPPORTUNITIES FOR KNOWLEDGE EXCHANGE

Campus PARAGONA

We have the exciting offer for you to have a closer look at the reality of Paragona Recruitment Agency. Mr. Soren Vad, Director of Studies at Paragona, who took part at our panel discussion during Joint Action Conference gave us the opportunity to visit the training campus and office in Warsaw, meet the doctors during recruitment process and meet agency's HR staff who every day meet and interview doctors from all of the Europe as part of agencies recruitment process as was closely described during the Panel discussion at Bratislava Conference. The offer is limited to associated and collaborating partners of the JA. If you would like to make use of this opportunity, please contact Soren Vad at soeren.vad@paragona.com.



Health Worker Migration Innovations 2014 Award

We give to your attention another opportunity to share knowledge. Health Worker Migration Innovation Award recognizes the progress made by countries working to address the challenges of health worker migration. This award is a collaboration between the Health Worker Migration Council, IOM, the Global Health Alliance and the Health Worker Advocacy Initiative. The award celebrates progress made by countries working to address the challenges of health worker migration. This competitive non-monetary award honors innovative and scalable approaches in support of the WHO Global Code's Guiding Principles and in accelerating progress toward solutions to health worker migration by addressing WHO Global Code implementation recommendations. You can apply or nominate a country that has made progress in addressing the above mentioned. The application form and instructions are available at www.aspeninstitute.org/HWMIInnovation. You may also submit your application and/or forward any questions to Katie.Drasser@aspeninst.org, Deputy Director, Aspen Global Health and Development.



UPCOMING EVENTS

**MAR
27**

Italian pilot project meeting with the regions hosted by Emilia Romagna region
BOLOGNA

**MAY
7 - 9**

WP5 Pilot project meeting, Expert group on planning methodologies & WP7 Meeting on Network of Experts
FIRENZE

**JUN
4**

Joint Action Executive Board
LEUVEN

**JUN
16 - 18**

Meeting on the applicability of WHO global code, Pilot Project Meeting & Meeting on Sustainable Implementation of HWF planning and forecasting capacity
LISBON

So do not forget that „Together we can“ and check out our website www.euhwforce.eu to learn more on Joint Action news, events and overall work package progress.