



**HOPE**

**European Hospital and Healthcare Federation**





## The new requirements of hospitals as employers to health workforce skills and competences

**Pascal Garel** – Hope General secretary

**Prof. D-r Valentin Ignatov** – chair of the  
Association of university hospitals in Bulgaria

# HOPE, a membership organization

- ❑ **Created in 1966 in Rome**
- ❑ **36 organizations in the 28 EU Member States + Switzerland and Serbia**
- ❑ **Covering almost 80% of hospital activity in the EU and almost all the research developed in hospitals but not only hospitals in some countries: other healthcare and social services**

# Association of University Hospitals (BG)

- ❑ **Established 22.03.2002r. In Sofia**
- ❑ **Members are the university hospitals in Bulgaria – more than 23 hospitals working together with the Medical universities in Bulgaria ( 5 ) in Sofia, Varna, Plovdiv, Pleven, St. Zagora)**
- ❑ The mission of AUB includes working on improving the quality of health services
  - high quality of university medical education
  - better working conditions for the health professionals
  - improving the financial conditions and adequate remuneration for the medical staff

# Skills and competences

- ❑ **Skills:** the **learned** ability to carry out a task with pre-determined results
- ❑ **Competences:** the ability of an individual to do a job **properly**

# Trends

- ❑ Ageing patients
- ❑ Personalised medicine
- ❑ Patients empowered
- ❑ Invasive communication tools

# Diversity of situations

## ❑ Professionals

- ❑ Ratio doctors/nurses
- ❑ Ratio nurses/patient

## ❑ Institutions

- ❑ Day surgery
- ❑ Ambulatory care in mental health
- ❑ Hospitalisation at home

## ❑ Patients

- ❑ Non communicable
- ❑ Chronic

# The risk of a panacea

- ❑ We cannot generalise...
- ❑ We even should not generalise...
- ❑ But accept complexity,
- ❑ With modesty...



# Example 1: patient safety

- ❑ **Communication**
- ❑ **Patient as a partner**

## Example 2: integrated care

- ❑ **Multiprofessional**
- ❑ **Health and social together**
- ❑ **IT skills**

# Initial and Continuing Education

- ❑ **Initial training**
- ❑ **Continuing training**

## Contact details:

Avenue Marnix, 30 B-1000 Bruxelles

Tel.: +32 2 742 13 20

Fax: +32 2 742 13 25

sg@hope.be

<http://www.hope.be> 1431 София

Sofia, Bulgaria

Bul. St. Georg" №1

Тел: 02/ 9230 811

Fax: 02/ 9230 646

e-mail: [aub@aub.bg](mailto:aub@aub.bg)

[www.aub.bg](http://www.aub.bg)

[www.hope.be](http://www.hope.be)