

# Joint Action Health Workforce Planning and Forecasting

**Planning & Educating  
Health Workforce  
without borders**

**Varna**

**18 - 19 February 2016**

Internet Connection at International Hotel  
Wifi Network: International  
No password needed

Conference evaluation survey:  
[http://healthworkforce.eu/  
events/18022016-varna/](http://healthworkforce.eu/events/18022016-varna/)



Funded by  
the Health Programme  
of the European Union



# Welcome

## PLANNING AND EDUCATING HEALTH WORKFORCE WITHOUT BORDERS

The Joint Action Health Workforce is a three year project aiming at improving the capacity for health workforce planning and forecasting by supporting European collaboration. The general objective is to provide a platform for collaboration and exchange between member states, and to support them in the preparation of the future health workforce.

After two successfully organized Joint Action conferences in Bratislava and in Rome, we are happy to welcome you at the third and final Joint Action Conference in Varna. The main focus of this conference will be on highly discussed topics of health workforce mobility and migration not only from data perspective but also from ethical and social aspects with rich casuistic portfolio. Theme of education in health workforce questions the ethical aspects of education abroad and opens the way for the topic of health professionals' education for the future. The effects of the changing demography on health workforce needs concludes the three intertwined conference themes. The programme brings together a balanced mixture of research, theoretical and rich practical experiences.

We believe that this event will support the interactive encounters not only among the Joint Action partners, stakeholders and professional organizations but also with policy makers' representatives, presenters and key note speakers from all across Europe and even beyond.

We are happy to host you all and believe that the conference will be an inspirational and yet practical experience for your further work, expertise and research in the field.

Enjoy the Third Joint Action Conference in Varna!

# Programme at a glance

THURSDAY 18

Conference Opening and Policy Forum

Networking lunch

Mobility Data Session

HWF Education Abroad

Networking coffee break

Mobility Data Session

HWF Education Abroad

End of the Day

Social event

FRIDAY 19

HWF Planning and Changing Demography

HWF Planning and Changing Demography

New Skills in Changing Population Needs - HWF Perspective

Networking coffee break

New Skills in Changing Population Needs - Population Perspective

New Skills in Changing Population Needs - HWF Perspective

Adapting the Capacity of Education Systems to Health Care Needs

Networking lunch

New Skills in Changing Population Needs - Population Perspective

New Skills in Changing Population Needs - HWF Perspective

Adapting the Capacity of Education Systems to Health Care Needs

Networking coffee break

Conference Closing

Social event



**Joint Action Health Workforce Planning and Forecasting**  
**Conference on Planning & Educating Health Workforce without borders**  
**Varna, 18<sup>th</sup> - 19<sup>th</sup> February 2016**

# Programme Overview Day 1

## Thursday 18 February 2016

09.00 - 10.00	<b>Registration &amp; Welcome coffee</b>	Conference lobby Art zone - Level 2
10.00 - 12.00	<b>Conference opening and Policy forum</b>	Plenary session Impresia room
10.00 - 10.15	<b>Introduction</b> Michel Van Hoegaerden, Joint Action Health Workforce Programme Manager, Belgium Krasimir Ivanov, Rector of Medical University of Varna	Plenary session Impresia room
10.15 - 10.30	<b>Opening of the conference</b> Ministry of Health, Bulgaria	Plenary session Impresia room
10.30 - 10.45	<b>Keynote speech of the Slovakian representative</b> Mario Mikloši, Secretary of State of the Ministry of Health, Slovakia	Plenary session Impresia room
10.45 - 11.00	<b>Keynote speech of the Moldovan representative</b> Nicolae Jelamschi, Secretary of State of the Ministry of Health, Moldova	Plenary session Impresia room
11.00 - 11.15	<b>Keynote speech of the European Commission</b> Caroline Hager, Directorate General for health and food safety, European Commission	Plenary session Impresia room
11.15 - 11.30	<b>Keynote speech of the Belgian representative</b> Michel Devriese on behalf of the Federal Public Service of Health, Belgium – Joint Action Coordinator	Plenary session Impresia room
11.30 - 11.45	<b>Strategic objective of the conference</b> Michel Van Hoegaerden, Joint Action Health Workforce Programme Manager, Belgium	Plenary session Impresia room
11.45 - 12.00	<b>Health Professional Mobility in Europe</b> Irene A. Glinos, European Observatory of Health Systems and Policies	Plenary session Impresia room
12.00 - 13.15	<b>Lunch</b>	Restaurant

The challenge of mobility for health professionals - 3 parallel topics/themes to choose:

Parallel topic no 1. Mobility Data session: Could we move easily and swiftly towards a European monitoring of health workforce mobility information?

13.15 - 13.45	<b>Health workforce mobility data serving policy objectives</b> Zoltan Aszalos, Semmelweis University, Hungary Zoltan Cserhati, National Institute for Health Development, Hungary	Impresia room
13.45 - 14.05	<b>Mobility of health professionals in Belgium</b> Veerle Vivet, Federal Public Service for Public Health, Belgium	Impresia room
14.05 - 14.25	<b>Monitoring health workforce migration through international data collection: Progress with the OECD/Eurostat/WHO-Europe Joint Questionnaire</b> Gaetan Lafortune, The Organisation for Economic Co-operation and Development	Impresia room
14.25 - 14.55	<b>Questions &amp; Answers</b> – Panel moderated by Michel Van Hoegaerden, Joint Action Programme Manager, Belgium	Impresia room
14.55 - 15.40	<b>Coffee break</b>	Conference lobby Art zone - Level 2
15.40 - 16.00	<b>Migration of the highly skilled: the case of Romanian medical doctors</b> Irina Boncea, Presidential Administration, Romania	Impresia room
16.00 - 16.20	<b>Mobility challenges for medical doctors in the European Union: A systematic review of intracommunity migration difficulties</b> Marius Ungureanu, Cluj School of Public Health, Romania	Impresia room
16.20 - 16.40	<b>Attempt to obtain reliable data on the scale of migration of Polish medical personnel – Polish Case Study</b> Szymon Nowak, Poznan University of Medical Sciences, Poland	Impresia room
16.40 - 17.00	<b>Questions &amp; Answers</b> – Panel moderated by Paolo Michelutti, Agenzia Nazionale per i Servizi Sanitari Regionali, Italy	Impresia room



Parallel topic no 2. Health workforce education abroad session: Is this a business, an opportunity, a need, a real brain drain... or all this together?

13.15 - 13.35	<b>What are the United Kingdom context and lessons learned about training migration between 4 countries?</b> Ian Cumming, Health Education England, United Kingdom	Harmonia room
13.35 - 14.05	<b>The view of Medical University of Varna on training foreign doctors – Bulgarian – German case</b> Todorka Kostadinova, Medical University of Varna, Bulgaria Helmut Nawratil, German hospitals in Middle Franconia, Germany Matthias Keilen, German hospitals in Middle Franconia, Germany	Harmonia room
14.05 - 14.25	<b>What are the favourable conditions for healthcare students to study and get a steady employment in home country?</b> Diogo Fernandes da Silva, International Federation of Medical Students' Association	Harmonia room
14.25 - 14.55	<b>Questions &amp; Answers</b> – Panel moderated by Melanie Böckmann, University of Bremen, Germany	Harmonia room
14.55 - 15.40	<b>Coffee break</b>	Conference lobby Art zone - Level 2

Parallel topic no 3. European mobility session: Is an action at European level possible or would bilateral cooperation first be applicable?

15.40 - 16.00	<b>Health Workforce Mobility across EU - The perspective from a neighboring non-EU country – The Moldovan experience</b> Nicolae Jelamschi, Secretary of State of the Ministry of Health, Moldova	Harmonia room
16.00 - 16.20	<b>Mobility pathways of patients and health professionals from Eastern European countries</b> Eszter Kovacs, Semmelweis University, Hungary	Harmonia room
16.20 - 16.40	<b>Intentions for mobility of next HWF generation</b> Aline Breidung, Vania Asenikova, Elena Ignatova, Sven Eger, Dorian David Westerdorf & Petia Sarkizova, International students team from Medical University of Varna, Bulgaria	Harmonia room
16.40 - 17.00	<b>Questions &amp; Answers</b> – Panel moderated by Caroline Hager, Directorate General for health and food safety, European Commission	Harmonia room
17.00	<b>Closure of Day 1</b>	
17.00 - 17.45	<b>Freetime</b>	Hotel International Lobby
17.45 - 20.00	<b>Social event: Varna Archeological Museum Tour (optional)</b>	Hotel International Lobby + bus to Varna
20.00 - 22.00	<b>Social event: Dinner (optional)</b>	Restaurant of the International Hotel



# Programme Overview Day 2

## Friday 19 February 2016

Parallel sessions :

1. The effect of a changing demography on health workforce needs
2. The education of health professionals for the future

### 1.A. What are the main ageing consequences on health workforce and on the growing imbalances?

09.00 - 09.20	<b>Horizon Scanning: future skills and competences of the health workforce in Europe</b> Matt Edwards, Centre for Workforce Intelligence, United Kingdom	Impresia room
09.20 - 09.40	<b>The roles of the pharmacist in the context of an ageing and mobile population</b> Ilko Getov, Pharmaceutical Group of the European Union, Bulgaria	Impresia room
09.40 - 10.00	<b>Impact of health determinants and demographic factors on distribution of health professionals</b> Nadia Veleva, Medical University - Pleven, Bulgaria Silviya Yankulovska, Medical University - Pleven, Bulgaria	Impresia room
10.00 - 10.20	<b>Questions &amp; Answers</b> – Panel moderated by Linda Mans, Wemos, The Netherlands	Impresia room

### 1.B. Can we further finance our health systems without changing their organization and the roles of health workers?

09.00 - 09.20	<b>Attracting and retaining GPs to strengthen primary care in underserved areas</b> Marieke Kroezen, Catholic University Leuven, Belgium	Harmonia room
09.20 - 09.40	<b>Low birth rate and increasing longevity: which consequences on health workforce today and tomorrow?</b> Heinz Rothgang, University of Bremen, Germany	Harmonia room
09.40 - 10.00	<b>Can a small country be self-sustainable in training the workforce needed by its health system?</b> Margaret Björk Svavarsdottir, Ministry of Welfare, Iceland	Harmonia room
10.00 - 10.20	<b>Questions &amp; Answers</b> – Panel moderated by Michel Van Hoegaerden, Joint Action Programme Manager, Belgium	Harmonia room

10.20 - 10.50	<b>Coffee break</b>	Conference lobby Art zone - Level 2
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## 1.C. New skills in changing context - population perspective : Do we have other options than producing more health professionals?

10.50 - 11.10	<b>The key principles of nursing in today's European health workforce</b> Ber Oomen, European Specialists Nurses Organisations, The Netherlands	Impresia room
11.10 - 11.30	<b>Can technology reduce the need for health workers?</b> Magda Rosenmoller, European Innovation Partnership on Active and Healthy Ageing	Impresia room
11.30 - 11.50	<b>Questions &amp; Answers</b> – Panel moderated by Marieke Kroezen, Catholic University Leuven, Belgium	Impresia room
11.50 - 13.15	Lunch	Restaurant
13.15 - 13.35	<b>What is the new demand in dental care?</b> Tsvetan Tonchev, Medical University of Varna, Bulgaria Metodi Abadjiev, Medical University of Varna, Bulgaria Stefan Peev, Medical University of Varna, Bulgaria	Impresia room
13.35 - 14.05	<b>Population ageing: Challenges for the health services</b> Albena Kerekovska, Medical University of Varna, Bulgaria Klara Dokova, Medical University of Varna, Bulgaria	Impresia room
14.05 - 14.35	<b>Strategic health planning approaches in focus</b> Kerstin Kittenberger, NÖ Gesundheits- und Spezialfonds, Austria	Impresia room
14.35 - 14.55	<b>Questions &amp; Answers</b> – Panel moderated by Todorka Kostadinova, Medical University of Varna, Bulgaria	Impresia room
14.55 - 15.30	Coffee break	Conference lobby Art zone - Level 2

## 2. The education of health professionals for the future

### 2.A.What are the lessons learned from the shortage on skills mixes?

09.00 - 09.20	<b>The new requirements of hospitals as employers to health workforce skills and competences</b> Pascal Garel, European Hospital and Healthcare Federation Valentin Ignatov, Association of University hospitals, Bulgaria	Aria room
09.20 - 09.40	<b>Nursing Education developments in Italy in light of the increased EU mobility of health care professionals: emerging challenges and issues</b> Alvisa Palese, University of Udine, Italy	Aria room
09.40 - 10.00	<b>Preparing the midwives for the future of the job - the Belgian French-speaking experience</b> Ana Hernandez, Parnasse - ISEI, Belgium	Aria room
10.00 - 10.20	<b>Questions &amp; Answers</b> – Eszter Kovacs, Semmelweis University, Hungary	Aria room
10.20 - 10.50	Coffee break	Conference lobby Art zone - Level 2





## 2.B. How should health workforce and education policies be coordinated to provide the future health professionals we need?

10.50 - 11.10	<b>In a changing environment, how to upgrade the skills of 'under trained' nurses to fit with the new current and future roles of nursing? – The nursing bridging courses</b> Dorota Kilanska, European Federation of Nurses Associations	Harmonia room
11.10 - 11.30	<b>Educating nurses for new roles: why and how to educate nurses in the university sector?</b> Anne-Marie Ryan, Department of Health, Ireland	Harmonia room
11.30 - 11.50	<b>Questions &amp; Answers</b> – Panel moderated by Andrew Xuereb, Ministry for Energy and Health, Malta	Harmonia room

10.50 - 11.10	<b>How to match medical students aspirations and a planned amount of professional positions ?</b> Stijntje Dijk, International Federation of Medical Students' Association	Aria room
11.10 - 11.30	<b>How to match pharmacy students aspirations and a planned amount of professional positions?</b> Adela Firlova, European Pharmaceutical Students' Association	Aria room
11.30 - 11.50	<b>Questions &amp; Answers</b> – Panel moderated by Stefka Koeva, Medical University of Varna, Bulgaria	Aria room

11.50 - 13.15	Lunch	Restaurant
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13.15 - 13.35	<b>Student's orientation, selection and support to the development of professional identity: experience and ongoing research in Italy</b> Fabrizio Consorti, University Sapienza of Rome, Italy	Aria room
13.35 - 14.05	<b>The coordination between policies and education - The Bulgarian experience</b> Anelia Klisarova, Medical University of Varna, Bulgaria Emanuela Mutafova, Medical University of Varna, Bulgaria Maria Rohova, Medical University of Varna, Bulgaria	Aria room
14.05 - 14.25	<b>The post-bologna medical education policy - Could a European Core Curriculum advance the efforts on medical workforce planning?</b> Aphrodite Adamidou, European Medical Students' Association	Aria room
14.25 - 14.55	<b>Questions &amp; Answers</b> – Panel moderated by Walter Sermeus, Catholic University Leuven, Belgium	Aria room
14.55 - 15.30	Coffee break	Conference lobby Art zone - Level 2

## 2.C. Can health workforce be converted to new skills during their career?

13.15 - 13.45	<b>Anatomy of modern medical teaching</b> Anton Tonchev, Medical University of Varna, Bulgaria	Harmonia room
13.45 - 14.15	<b>The dimensions of e-learning in the health care education</b> Ivan Merdzhanov, Medical University of Varna, Bulgaria Silviya Nikolova, Medical University of Varna, Bulgaria	Harmonia room
14.15 - 14.35	<b>Education of medical specialists in scientific, project and mobility skills</b> Mariana Murdjeva, Medical University – Plovdiv, Bulgaria Victoria Sarafian, Medical University – Plovdiv, Bulgaria	Harmonia room
14.35 - 14.55	<b>Questions &amp; Answers</b> – Panel moderated by Isabella Notarangelo, European Hospital and Healthcare Federation	Harmonia room
14.55 - 15.30	<b>Coffee break</b>	Conference lobby Art zone - Level 2

15.30 - 15.50	<b>Conclusions</b> by Michel Van Hoegaerden, Joint Action Programme Manager, Belgium	Plenary session Impresia Room
15.50 - 16.20	<b>Closure</b> by Todorka Kostadinova, Medical University of Varna, Bulgaria	Plenary session Impresia Room
16.20 - 19.00	<b>Freetime</b>	
19.00 - Open	<b>Social event: Thematic dinner (optional – prior booking requested)</b>	Restaurant of the International Hotel



## Conference opening and Policy Forum



### Michel Van Hoegaerden

Michel is currently Programme Manager, on behalf of Belgium of the Joint Action on Health Workforce Planning & Forecasting, co-financed by the EU. By the time of the 2010's Belgian EU Presidency Conference on Health Workforce and of the build of the Joint Action that followed, Michel was General Manager in charge of Primary Care & Crisis Management within the Belgian Federal Public Service of Health, with responsibility on Health Workforce policies. He is also scientific staff from the Catholic University of Leuven, Programme Manager at the Federal Public Service of Finance and guest Lecturer. Michel studied Civil Engineering and obtained a Master in Environmental Sciences at the Université libre de Bruxelles, the Belgian city where he is born. He has a very diverse career, with both public and private positions, including various Public Management positions, Teaching, Reengineering, Consulting & Policy advising, building a broad experience in programme and public management.



### Krasimir Ivanov

Prof. Krasimir Ivanov, MD, PhD, DSc is Rector of the Medical University of Varna. He is professor of abdominal surgery, practicing surgeon-oncologist with over 25 years of experience and an expert in healthcare management. Prof. Ivanov is a National Consultant in surgery and President of the Board of Directors of "St. Marina" University Hospital in Varna. His main scientific interests are in the fields of coloproctology, visceral surgery, oncology, tele-medicine in the diagnosis and treatment of surgical diseases. Prof. Ivanov is the Knowledge Broker for Bulgaria in the Joint Action on Health Workforce Planning and Forecasting of the European Commission within the framework of the European plan for action for forecasting and planning of the health workforce.

## Ministry of Health



### Mario Mikloši

In 1991 MUDr. Mario Mikloši, PhD. graduated from the Faculty of Medicine of Comenius University in Bratislava. In 1994 he gained the 1st degree specialization in urology and five years later specialization of the 2nd degree. In 2003 he completed the PhD study. In 1991 and 1992 he worked at the Department of Pathology at Medical Faculty of Comenius University in Bratislava. From 1992 to 1995 he worked at the Department of Urology of Derer Hospital with Policlinic in Bratislava. In 1995 and 1996 he completed the study programme at the Department of Urology at Academic Hospital in Maastricht in Netherlands. Upon his return he worked at the Department of Urology of Derer Hospital with Policlinic in Bratislava until 2009, from 2003 he worked there as a part-time employee. In 2003 and 2004 he held the post of a director of Hospital with Policlinic in Malacky. In 2004 he worked at the Ministry of Health of the Slovak Republic as a spokesperson. Year later he held the post of a chairman secretary of Health Care Surveillance Authority. A year later and 2011 he held the post of a director of Section of Health at the Ministry of Health of the Slovak Republic. Since 2007 he has performed his medical practice as a urologist. He was appointed the State Secretary of the Ministry of Health of the Slovak Republic by the Government of the Slovak Republic on November 20, 2014.



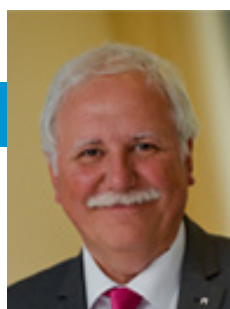
## Nicolae Jelamschi

Nicolae obtained his Dr Degree in dermatology and STD at the State University of Medicine and Pharmacy in Chisinau in 1994. He started working as a specialist in Dermatology and STD at the Municipal Dermatological Hospital and as a lecturer in Dermatology and STD at the Department of Dermatology and STD of the State University of Medicine and Pharmacy. From 2007 he started his activity in Public Health and Public Health Policies, obtained his Master Degree in Public Health (2008) and PhD in Social Medicine and Health Management (2013). His professional activity was focused in special on Health Workforce policies, management and education. He was the promoter to establish the South-Easter Europe Health Network (SEEHN) HWF Observatory in Republic of Moldova and successfully led it. At the moment he is a Chair of the Executive Committee of the SEEHN. He participated as an expert in several missions, organised by EURO WHO, as well had a fruitful collaboration with the EU Project "Better Managing the Mobility of Health Workers in Republic of Moldova" and the Joint Action on European Health Workforce Planning and Forecasting Project. In his current position of Secretary of State he is responsible for overall policy development and implementation within the health system, including HRH policies. His areas of expertise are HRH data, policies and strategies, HWF Mobility, Health Workforce Education.



## Caroline Hager

Policy Officer, Directorate General for Health and Food Safety, European Commission, responsible for the implementation of the European Commission Action on European health workforce since 2011, chairs in the expert group on European health workforce and participates in the Executive Board of the Joint Action on health workforce planning and forecasting. She has 25 years' experience in a wide range of EU policy areas both in the European Commission and in the UK: former Head of European Affairs, Environment Agency for England and Wales and EU Affairs Manager for the Institute of Directors.



## Michel Devriese

General dentist. Chairman of the Société de Médecine Dentaire asbl, (French speaking Dentists Society of Belgium). Holder of numerous mandates in the INAMI (social security institution) and in the Federal Public Health Service. Initiator of health and public health promotion campaigns in French speaking Belgium. He participated in launching the planning concept in Belgium, and has been a member of the Planning Commission since its creation.



## Irene A. Glinos

Senior researcher at the European Observatory on Health Systems and Policies, Brussels, Belgium. Scientific contribution to EU research projects including 'Health Professional Mobility in the European Union Study' (PROMeTHEUS) and 'Evaluating Care Across Borders' (ECAB). Author and editor of numerous publications targeting policy makers, practitioners and academic audiences. Awarded doctoral degree in 2013 by Maastricht University, The Netherlands.

## 1. Mobility Data session: Could we move easily and swiftly towards a European monitoring of health workforce mobility information?



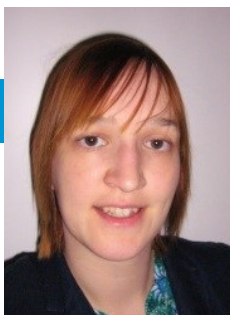
### Zoltan Aszalos

Chief advisor of the Health Services Management Training Centre of Semmelweis University, Budapest, Hungary. Contribution to various national and EU projects in health care. Since April 2013 leader of Work Package 4 the Joint Action on European Health Workforce Planning and Forecasting, focusing on health workforce data. Former CEO of a Budapest based international health workforce recruitment agency. Zoltan Aszalos holds a MA in Economics, a MPhil in Law, an executive MBA and follows currently MSc studies in Data Analytics.



### Zoltan Cserhati

Advisor of the National Institute for Health Development in Hungary. Between 2012 and 2015 he worked as the Head of Department for Health sector Human Resources Strategy in the Ministry of Human Capacities with responsibilities for health workforce strategy, monitoring and planning, regulations on health care employment, education and training. Contribution to various national and European projects in health care, including the EU Joint Action on Health Workforce Planning and Forecasting. Former lecturer at the Institute of Behavioural Sciences of Semmelweis University in the field of doctor-patient communication, contribution to the establishment of the University Career Center. Zoltan Cserhati holds a Medical doctor (MD), Specialisation in Family Medicine and a MA in Economics.



### Veerle Vivet

2012 – 2016: analyst statistician, at the federal public service of Health

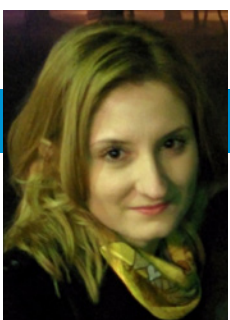
Field: Health Workforce Planning & Forecasting  
Collection and analysis of education, workforce and health data.

Development of workforce planning scenarios using the Belgian Harmonized Mathematical Planning Model



### Gaetan Lafortune

Gaetan Lafortune is a Senior Economist in the OECD Health Division. Over the past ten years, Mr. Lafortune has acted as the coordinator and editor of the OECD publication 'Health at a Glance', which presents international comparisons of health and health systems across European and non-European countries. He has also carried out a number of research projects on the training, remuneration and migration of health workforce. Before joining the OECD, Mr. Lafortune worked on a range of labour market and health policy issues for the Government of Canada in Ottawa. Ga etan Lafortune holds a Master's Degree in Economics from the University of Sherbrooke (Canada).



### Irina Boncea

2016-Present: Advisor, Department of Public Health, Presidential Administration

2011-Present: Teaching Assistant, Department of International Business and Economics, Bucharest University of Economic Studies

2013-2015: Director for the Civil Society, Department of External Affairs, League of Romanian Students Abroad (NGO)





## Marius I. Ungureanu

Dr. Marius I. Ungureanu is currently coordinating the Health Policy & Management Unit within the Department of Public Health, College of Political, Administrative and Communication Sciences, Babes-Bolyai University, Romania. His research interests are in health workforce management, leadership and healthcare reform, quality management in healthcare, and health services management. Dr. Ungureanu is actively involved in the Joint Action on Health Workforce Planning and Forecasting, most recently by coordinating the Romania-Moldova Joint Feasibility Study on health workforce planning. Since 2015, Dr. Ungureanu is a member of the European Health Management Association (EHMA) Young Board, which runs in parallel to the formal Board of EHMA and helps to define and shape the strategic direction of EHMA.



## Szymon Nowak

Szymon Nowak, M.D. is a PhD Student at the Department and Clinic of Tropical and Parasitic Diseases, Poznan University of Medical Sciences and his work focuses on the markers of acute clinical course of *Plasmodium falciparum* malaria. Moreover, he is doing a specialization in internal medicine and works as a general medicine doctor. Additionally, Szymon Nowak works in the Humanitarian Aid Foundation Redemptoris Missio as a volunteer and Board Member and participates in the EU Programm Health Workers for All (HW4All) as a national focal point.

## 2. Health workforce education aboard session: Is this a business, an opportunity, a need, a real brain drain... or all this together?



## Ian Cumming

Professor Ian Cumming is Chief Executive of Health Education England, an organisation that has an annual budget of £5bn which it spends on the education, training and development of the current and future health which it spends on healthcare workforce in England including commissioning undergraduate and postgraduate education, workforce planning, and lifelong learning. Previously Ian spent 11 years as Chief Executive of acute hospital Trusts, and three years as the Chief Executive of a healthcare commissioning organisation prior to being appointed Chief Executive of the NHS in the West Midlands in 2009. In this role, as one of the 10 top leaders in the NHS, Ian also became a member of the national NHS Management Board.



## Todorka Kostadinova

Todorka Kostadinova is a professor at Medical University - Varna, Faculty of Public Health, Department of Economics and Healthcare management. She is a Vice Rector for International Cooperation, Accreditation and Quality. Her main scientific interests and publications are the field of strategic management, social and healthcare marketing, integrated care, management of change and risk management, management of international projects and programmes, team building and management, social entrepreneurship and innovations. In the period 2009-2010 Prof. Kostadinova was Deputy Minister of Health of the Republic of Bulgaria. Since 2013 she has been coleader of the WP 7 "Sustainability" in Joint Action on Health Workforce Planning and Forecasting of the European Commission within the framework of the European plan for action for forecasting and planning of the health workforce.



## Helmut Nawratil

Helmut Nawratil is Master of Business Administration. He has 20 years professional experience in the field of health and hospital sector. He has worked as a freelance interim manager in rehabilitation and acute care hospitals. Since 2013 he is President of Bezirkskliniken Mittelfranken.





## Matthias Keilen

Dr. Matthias Keilen is Chief medical officer (CMO) at Bezirkskliniken Mittelfranken. He studied medicine in Cologne and London. Dr. Keilen started a career in anaesthesiology and specialized in intensive care, emergency medicine and palliative-care as well as pain-medicine. Besides his medical qualifications, he is also qualified in operation theatre management, quality management and has an MBA in Health Economics. In the period 2009-2014 he was Head of a Department of Anaesthesiology. Since 01.01.2016 he is Second Vice President of Bezirkskliniken Mittelfranken.



## Diogo Fernandes da Silva

Recently graduated medical doctor, working in the northern part of Portugal, he has been involved in the human resources for health discussions for 2 years now, firstly by facing the national problems in Portugal as a member of the Board of the Portuguese Medical Students International Committee (PorMSIC) and now facing the regional and international issues around this topic, as the Regional Director for Europe in the International Federation of Medical Students' Associations (IFMSA).

### 3. European mobility session: Is an action at European level possible or would bilateral cooperation first be applicable?

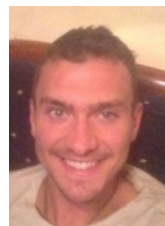
**Nicolae Jelamschi** - see Opening conference and Policy forum



## Eszter Kovacs

Eszter obtained her MSc degree in Sociology at University of Szeged in 2007. She started working as a lecturer in Sociology of medicine at the Institute of Behavioral Sciences and as a statistician at the unit of Psychiatry of Children and Youth, Faculty of Medicine, University of Szeged. She obtained her PhD degree in Health Sciences at the Institute of Behavioral Sciences, Semmelweis University in 2012. Eszter works as an assistant professor at the Health Services Management Training Centre, Faculty of Health and Public Services, Semmelweis University, in Budapest, Hungary. She has participated in several international projects, e.g., Health Prometheus, European Cross-border Care Collaborations and the Joint Action on European Health Workforce Planning and Forecasting. Her areas of expertise are human resources, HRH data and related health policy issues, health workforce planning, health professionals' mobility, cross-border health care, patients' rights and health/medical tourism.

## Internatinal students team from Medical University of Varna



Aline Breidung is forth-year student in Medicine at Medical University "Prof. Dr. Paraskev Stoyanov" Varna, Bulgaria | Vanya Asenikova is from Pomorie, Bulgaria. She is forth-year student in Healthcare Management at Medical University "Prof. Dr. Paraskev Stoyanov" Varna, Bulgaria | Elena Nedyalkova is from Varna, Bulgaria. She is forth-year student in Healthcare Management at Medical University "Prof. Dr. Paraskev Stoyanov" Varna, Bulgaria. | Sven Alexander Eger is from Hannover, Germany. He is second-year student in Medicine at Medical University "Prof. Dr. Paraskev Stoyanov" Varna, Bulgaria. | Dorian Westerdorf is from Cologne, Germany. He is second-year student in Medicine at Medical University "Prof. Dr. Paraskev Stoyanov" Varna, Bulgaria. | Petya Sarkizova is from Varna, Bulgaria. She is forth-year student in Healthcare Management at Medical University "Prof. Dr. Paraskev Stoyanov" Varna, Bulgaria.



## 1. The effect of a changing demography on health workforce needs

### 1.A. What are the main ageing consequences on health workforce and on the growing imbalances?



#### Matt Edwards

Matt leads the CfWI's horizon scanning and international workforce futures work that includes the Horizon 2035 initiative and work package 6 as part of the EU Joint Action on European Health Workforce Planning. Matt serves as an expert working with governments across the world, most recently via the EU JA, the World Bank, WHO and the Ebola affected countries. He has over 15 years' experience of long-term strategic leadership and delivering continuous improvement across the health, social care, technology and aviation sectors.



#### Ilko Getov

Prof. Ilko Getov, PhD, MSc Pharm is President of the Bulgarian Pharmaceutical Union from June 2013. He is the head of the Bulgarian Pharmaceutical Union delegation at PGEU from 2008, member of PGEU ExCo from 2013 to 2015. First Vice President for 2016.

He has over twenty five years of professional experience as a pharmacist and manager of community and hospital pharmacy, pharmaceutical industry consultant, and currently lecturer at the Medical University-Sofia, Faculty of Pharmacy. He was a speaker in numerous scientific and practically oriented events for students, pharmacists, and other health professionals; guest lecturer in Bulgarian and foreign universities, member of editorial boards and expert of national and international bodies.



#### Nadia Veleva

Nadia Veleva, M in International Economic Relations (2002), PhD in Public Health (2013), post-graduate specializations in Healthcare economics (2006) and Medical informatics and healthcare management (2014). Currently, associate professor in Health Economics and Healthcare Management at the Faculty of Public Health, Medical University – Pleven. Scientific interest: Health Economics, Human resources for health, Health Technology Assessment etc. Co-author of one textbook and more than 35 articles in Bulgarian and international scientific journals. Member of Bulgarian Union of Scientists, EUPHA and EHMA.



#### Silviya Yankulovska

Silviya Aleksandrova-Yankulovska, MA in Medicine at Medical University of Pleven, Bulgaria (1996), M in Bioethics at Catholic University of Leuven, Belgium (2004), PhD in Public Health (2008) and DSc (2015). Currently, Dean of the Faculty of Public Health at Medical University of Pleven, Bulgaria. Author of 8 and co-author of 9 textbooks and more than 100 articles in national and international scientific journals. Member of European Clinical Ethics Network, International Association on Ethics Education, World Association for Medical Law, EUPHA, ASPHER, Bulgarian professional organizations.



## 1.B. Can we further finance our health systems without changing their organization and the roles of health workers?



### Marieke Kroezen

Dr. Marieke Kroezen was trained as a medical sociologist and currently works as a postdoctoral researcher at the KU Leuven Institute for Healthcare Policy at the Catholic University Leuven, Belgium. She works on several studies on a broad range of issues related to the health workforce, including recruitment & retention, planning and forecasting and common training frameworks. In the past, she worked as a research associate at the Centre for Health Innovation, Leadership and Learning (CHILL) at the University of Nottingham (UK) on major trauma networks and the Netherlands Institute for Health Services Research (NIVEL). In 2014, she completed her PhD entitled 'Nurse prescribing: a study on task substitution and professional jurisdictions'.



### Heinz Rothgang

Heinz Rothgang completed his PhD in Political Science at the University of Cologne in 1995 and his Habilitation (second doctorate) in Health Economics at the University of Bremen in 2005. He works in the fields of health economics, health care systems, long-term care insurance, and welfare economics in general. As an economist he follows an interdisciplinary approach, reaching out to political science, law and demography. He is interested in the German welfare state and the ways it can be changed to improve its performance, but also in international comparisons.

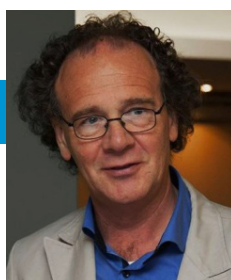
Since 2006 Head of Dept. of Health, Long-Term Care and Pensions, SOCIUM Research Center on Inequality & Social Policy (formerly ZeS), University of Bremen  
Since 2005 Professor of Health Economics, University of Bremen  
2005 Habilitation (second doctorate) in Health Economics, University of Bremen  
1995 PhD in Political Science, University of Cologne  
1989 Diploma in Economic & Political Science, University of Cologne



### Margaret Björk Svavarsdóttir

Margrét Björk Svavarsdóttir is an economist with a MSc. in health economics (2011) from the University of Iceland. She is currently working in the department of Economic Analysis in the Ministry of Welfare. She is responsible for tasks related to resource allocation, analysis of health care and cost statistics, management of statistics and data on health care and costs and other economic evaluations e.g. on efficiency and profitability. She has experience in workforce forecasting and staff analysis, data collection, data reviewing and verification.

## 1.C. New skills in changing context - population perspective : Do we have other options than producing more health professionals?



### Ber Oomen

Ber Oomen has started in 1981 his career as clinical nurse and specialized in mental health nursing. In 2001 he joined the Dutch National Nursing Association and took a board position as secretary and treasurer of the section psychiatric Nursing. In that role he took the initiative to form a European network of national representative in mental health and was founder of the European association of Psychiatric Nurses. In 2005 he joined the first meeting of specialist nurses organisations in Brussels, is co-founder of the ESNO and currently executive Secretary.





## Magdalene Rosenmüller

Magdalene Rosenmüller, Professor, IESE and Academic Director IESE CRHIM. PhD Health Policy (Univ London), MBA (IESE), MD (ULP Strasbourg). Teaching IESE MBA elective on health management and executive education in different settings. Ample experience in leading large scale research projects, and involvement in EIP AHA and EIT Health. Interests: health management, eHealth, innovation, business creation, EU policies and global health issues.



## Tsvetan Tonchev

In 1988 Tsvetan Tonchev has graduated Dental Medicine in Sofia. Since 2010, he is associate professor and dean of the Faculty of Dental Medicine in Medical University of Varna. Acquired specialties: "Surgery" (1992); "Maxillofacial Surgery" - adapted to the requirements of the European Union and EACMFS (European Association for Cranio-Maxillo-Facial Surgery) Curriculum (2003); Master in "Healthcare Management" (2008). Since 2006, assoc. prof. Tonchev is PhD with the topic "Clinical and functional results in the plastic on the bottom lip Karapandzic".



## Metodi Abadjiev

Assoc. Prof. Metodi Abadjiev has graduated Dental Medicine at Medical University of Plovdiv. Since 2007 PhD with thesis: "Opportunities for the treatment of patients with allergies to metals and alloys in structures of composites laboratory on natural teeth and implants". He has more than 26 publications and 36 participations in scientific congresses. Basic research in the field of denture implants, prosthetic dentistry, periodontology, dental allergy.



## Stefan Peev

Assoc. prof. Stefan Peev is head of the Department of Periodontology and Dental Implantology in Medical University of Varna. He is also a Director of University Dental Centre in Medical University of Varna. Since 1997 he is M.Sc. (Dental Medicine). He graduated in Medical University of Sofia. His dissertation for Ph.D. (Medicine) was on the topic: "Immediate Functional Loading of Intraosseal Osseointegratable Implants". Since 2015 Assoc. prof. Peev is D.Sc. (Medicine) with Dissertation: "Application of Dental Implants at Reduced Bone Volume".



## Albena Kerekovska

She is a Public Health professor at the Faculty of Public Health, Medical University of Varna with over 20 years of academic experience. Since 2012 she has been a Vice Rector for educational affairs of the Medical University of Varna.

She has medical background and numerous specializations in leading European institutions in the areas of public health.

Holds a PhD in Health Policy from Glamorgan University, Wales, UK.

Research interests include: epidemiology of noncommunicative diseases; health promotion; determinants and inequalities in health; contemporary bioethical issues; publication and research ethics; training and professionalization of Public Health.

She has authored or co-authored over one hundred papers and scientific reports.

She is a member of the European Public Health Association and an expert in Bioethics at UNESCO.



## Klara Dokova

Klara Dokova is an Associate professor in Public Health at the Faculty of Public Health, Medical University of Varna with over 15 years of academic experience. Since 2013 she is a Vice Dean of the Faculty of Public Health at the Medical University of Varna.

She has medical background and a Master's Degree in Public Health from Maastricht University, NL.

She has a PhD in the field of epidemiology of non-communicable diseases. Her research interests include also inequalities in health with a focus on geographical and urban rural inequalities; training and professionalization in Public Health.

She is a member of the European Public Health Association and the International Epidemiological Association.



## Kerstin Kittenberger

Kerstin is currently working as a project manager at the Health and Social Fund of Lower Austria in the department of EU affairs. Her main responsibilities include the developing and monitoring of cross-border EU projects and representing Lower Austria in different health networks in the field of health planning, prevention and cross-border health care. She holds a master degree in Health Management from the University of Applied Sciences Austria/Krems.

## 2. The education of health professionals for the future

### 2.A. What are the lessons learned from the shortage on skills mixes?



## Pascal Garel

Pascal Garel is since September 2005 Chief Executive of HOPE, the European Hospital and Healthcare Federation. Educated in political science (Institut d'Etudes Politiques de Paris, 1986) and European law (University of Rennes, 1992), he became Hospital Manager in 1989 with the diploma of the French National School of Public Health. Mr. Garel has been actively involved in mechanisms of decision in the hospital sector on various issues including research, hospital management, quality and patient safety development for more than twenty years, at hospital level, in national, European and international contexts. His main professional background is healthcare management, with a twelve year experience in France in two Teaching Hospital Centres, Nantes and Rouen. Previous posts also include director of the European and International Department of the French Hospital Federation and responsibilities for Central and Eastern Europe at the French Ministry of Health. Associated lecturer at the University Paris Dauphine, he also teaches at the Alexandria University Senghor and at the French National School of Public Health.





## Valentin Ignatov

Prof. Valentin Ignatov, MD, PhD graduated the Higher Medical Institute of Varna in 1986. He acquired a specialty in surgery in 1995 and a Master's Degree in "Health Management" in 2012. He is a Director "Medical Diagnostic and Treatment Activities" at "St. Marina" University Hospital since 2014. In 2005 he acquired the scientific degree "Doctor" defending a dissertation entitled "Diagnostic and Curative Tactics and ND: Laser Therapy in Acute Bleeding from Gastric and Duodenal Ulcers". He specializes in the field of mini-invasive surgery - endoscopic and laparoscopic. He has gained experience in endoscopic procedures such as endoscopic removal of biliary stones, polypus of the colon and the rectum, the esophagus, stomach, duodenum, endoscopic treatment of pseudocysts of the pancreas. The scientific activity of Prof. Ignatov is presented in 321 scientific articles and reports published in Bulgaria and abroad. The scientific activity of Prof. Ignatov has personal impact factor 22,593. He participates as a co-author in a variety of monographies and manuals: "Surgery", "Emergency Surgery", "Pathological Physiology". Prof. Ignatov is head of Association of University hospitals in Bulgaria.



## Alvisa Palese

Alvisa Palese is Associate Professor in Nursing Science, Italy. She is the General Secretary of the National Conference of the Bachelor's Degrees for Health Care Professionals, which has the mission to develop strategies to increase the quality of higher education in Italy. Alvisa's research focus is on nursing education, workforce issues and neuroscience nursing. She has more than 180 articles indexed in Medline database, and more than 200 papers in non-indexed journals. Her lectures are offered in different basic and advanced nursing education programs (Udine, Verona, and Trieste Universities), with the following topics: Evidence based nursing, Fundamentals of nursing care; Nursing workforce issues and Research.



## Ana Hernandez

Lecturer – Midwifery department at Parnasse ISEI (HE Léonard de Vinci) in Brussels  
Midwife at Hopitaux IRIS Sud in Brussels till 2014  
Since 2009 Consultant for the Office de la naissance et de l'enfance (The Office of Birth and Childhood) in Brussels  
2004 Master in Public Health Sciences  
2001 Bachelor diploma in Midwifery  
1998 Bachelor diploma in Nursing

## 2.B. How should health workforce and education policies be coordinated to provide the future health professionals we need?



## Dorota Kilanska

Director of EFN Board of Directors of the European Nursing Research Foundation (ENRF)  
Expert MOH on bridging courses for nurses and development of competencies for the curricula at the Bachelor and Master Degree and advised European Federation of Nurses Associations on modernizations of the Professional Qualifications Directive 2005/36/WE Advanced Practice Nurse (APN), CPD  
Past President of Polish Nurses Association, Member of Executive Committee (ExCom) of European Federation of Nurses Associations (EFN)



## Anne-Marie Ryan

Dr. Anne-Marie Ryan, is the Deputy Chief Nursing Officer with a responsibility for education, policy and legislation in the Department of Health in Ireland. Prior this she was the Chief Education Officer with the regulator for nursing and midwifery (NMBI), overseeing the implementation of the degree programme for nurses and midwives, setting and approving educational standards for nurse and midwife education and guidance to the professions. Anne-Marie has led many national committees to develop policy and guidelines including projects to implement the regulatory structures to support the developing role of the nurse and midwife including nurse prescribing of medicinal products, x-ray and advanced practice. In relation to European education policy Anne-Marie took an active role in the consultation for the modernisation of the Professional Qualifications Directive of the European Union (2005/36/EC). She was an expert reviewer for the profession of nursing with a TAIEX mission for enlargement of the EU.



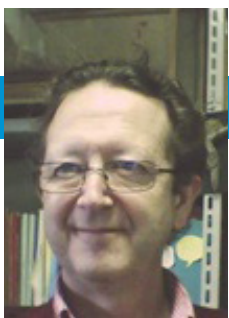
## Stijntje Dijk

Stijntje Dijk is serving for a second term as the Liaison Officer for Medical Education issues for the International Federation of Medical Students' Associations, that brings together 1.3 million medical student worldwide. Within her mandate, she also serves within the World Federation for Medical Education and Association for Medical Education in Europe Executive Boards, and has previously served as the IFMSA Medical Education Director and Regional Assistant for Europe and has worked with local national and international institutions and medical student associations to enhance the quality of medical education systems and student participation worldwide. She is currently a fourth year medical student at the Erasmus University in Rotterdam.



## Adela Firlova

Adéla Firlová is fifth year pharmacy student and current Vice President of Education in European Pharmaceutical Students' Association (EPSA). Within Association, she maintained the position of Social Services and Public Health Coordinator in previous mandate (2014/2015). She got in touch with European Affairs in her second year of pharmacy studies, when she acted as an EPSA Liaison Secretary for Czech Republic. She is in charge of the Joint Action on behalf of the European Pharmaceutical Students' Association.



## Fabrizio Consorti

Fabrizio Consorti is professor of general surgery at the Faculty of Medicine and Dentistry, Univ. Sapienza of Rome and vice-director for medical education of a medical curriculum.

Since 2012 he is the President of the Italian Society for Medical Education and a member of the European board of societies of medical education gathered by the Association for Medical Education in Europe (AMEE). He has been a member of the expert team for the production of the national Guidelines on Narrative Medicine at the Consensus Conference held in Rome, June 2014.

In 2004 and 2009 he was actively involved in two national projects funded by the Ministry of University and Research about e-learning in medical education.

Beyond clinical research (colorectal surgery, thyroid surgery), since 1992 he has been involved in European research projects and concerted actions in the field of ICT in healthcare, within UE Programmes.





## Aneliya Klisarova

Prof. Dr. Aneliya Klisarova is Head of Clinic of Nuclear Medicine and Metabolite Therapy at University Hospital "St. Marina" – Varna. She has graduated the Medical University of Varna first as Master Physician, then became a specialist in radiology and nuclear medicine. Master of healthcare management. Doctor of medical sciences. Two mandates as Rector of the Medical University of Varna, 2008-2012. Minister of Education and Science, 2013-2014. Doctor honoris causa of three universities – "Ovidius" University in Constanta, Romania, Trakya University in Edirne, Turkey and Odessa State Medical University in Ukraine. Author of more than 150 publications and articles in scientific journals.



## Emanuela Mutafova

Emanuela Ivanova Raycheva-Mutafova is Associate Professor of Health Economics and Statistics and Dean of the Public Health Faculty at Medical University of Varna. She graduated as economist at Varna University of Economics and holds a PhD degree from the Medical University of Varna. Assoc. Prof. Emanuela Mutafova has specialties in Health Care Management and Informatics and Health Care Economics and numerous post-graded specializations in the field of Health Care Economics and Health Care Management. She is author of more than 100 scientific publications.



## Maria Rohova

Maria Rohova is Chief Assistant Professor at the Department of Health Economics and Management in Medical University of Varna. She holds a Master degree in Management from Varna University of Economics, specialty in Health Care Management and Informatics from Medical University of Varna and a PhD degree in Management at Varna University of Economics. Author of more than 40 scientific publications.



## Aphrodite Adamidou

Since OKT 2015: European Institutions Liaison Officer of the European Medical Students' Association (EMSA)  
OKT 2012- SEP 2014: National Officer for European Integration of the German Medical Students' Association and National Coordinator for Germany of EMSA  
Since OKT 2010: Studying Medicine in Freiburg, Germany  
Went to school and grew up in Karlsruhe, Germany since 1993.  
Born in Kavala, Greece 1991

## 2.C. How should health workforce and education policies be coordinated to provide the future health professionals we need?



### Anton Tonchev

Anton B. Tonchev has graduated Medicine at the Medical University-Varna, Bulgaria ([www.mu-varna.bg](http://www.mu-varna.bg)). He has done doctoral and postdoctoral studies at the Kanazawa University Graduate School of Medical Sciences, Kanazawa-city, Japan ([www.kanazawa-u.ac.jp](http://www.kanazawa-u.ac.jp)), and the Max-Planck-Institute for Biophysical Chemistry.

Since 2008, he was appointed a position at the Department of Anatomy, histology and embryology, Medical University – Varna, Bulgaria. Since 2012 he was elected Chairman of the Department. We are interested in novel methods of teaching human anatomy that will prepare the next generation of medical physicians with interdisciplinary background and molecular thinking toward patient-directed personalized medicine.



### Ivan Merdzhanov

Since May 2014 Associate Professor at the Medical University of Varna and director of the e-learning Center. He develops electronic German courses for medicine, dentistry and pharmacy. Since 2013 doctor of pedagogy and didactics. Specializations in Düsseldorf, Salzburg, Munich and Krems in the field of foreign language for specific purposes and e-learning. Graduated German Philology in Veliko Tarnovo and Rostock, Germany.



### Silviya Nikolova

Since May 2014 Dr. Nikolova works as an Assistant Professor at the Medical University of Varna and as an Administrative Assistant at the e-learning Center. She facilitates the work of the faculty with individual and group trainings and assists students with continuous support during the academic year. Since 2013 she is an alumni of the University of Texas at Arlington, the USA and the Autonomous University of Nuevo Leon, Mexico where she received her PhD in Social Policy and Social Work.



### Mariana Murdzeva

Mariana Murdzeva holds a MD, a PhD and a HMM. Vice Rector of International relations and project activity at Medical University-Plovdiv, Bulgaria. Professor in Immunology, Head of Department of Microbiology and Immunology. Specialties in Microbiology and in Clinical Immunology.



### Victoria Sarafian

Victoria Sarafian holds a MD, a PhD and a DMSc. Vice Rector of Science and Research at Medical University-Plovdiv, Bulgaria; Director of Doctoral School. Professor in Immunology, Head of Department of Medical Biology. Specialties in Medical Biology and in Clinical Immunology. Visiting Research Associate at the University of Cambridge, UK; University of Namur, Belgium; University of Nantes, INSERM, France.





## Social events

### 18/02/2016 : Tour of Archeological Museum in Varna + Dinner

The departure from the International Hotel to visit the museum will be at 17.45. We will meet in the hotel lobby. It will take approximately 30 minutes from International Hotel to the Archeological Museum. The trip will be arranged by the Medical University of Varna and will be by bus. Buses will be back in International Hotel for the dinner at 20.00.

The cost for the tour will be covered by the Medical University of Varna.

Address of the Archeological Museum: 9000 Varna, 41, Bul. Maria Louisa.

The dinner will be served in the restaurant of the International Hotel at 08.00 pm. The dinner will be on buffet with a variety of vegetarian and non-vegetarian dishes.

The cost for the dinner will be covered by the joint Action.

### 19/02/2016: Thematic Dinner: "Be creative, stay sustainable, share ideas, join the action"

The dinner will take place in the restaurant of the International Hotel.

Creative dinner on the topic "Sustainability" with many surprises;

Traditional Bulgarian reception;

Folklore show with Bulgarian dances;

Dinner price: 35€ per person;

The registered persons will receive a voucher for the event against payment on the Registration desk from 10:00 till 17:30 on 18.02.2016.

## Venue



**Address:** 9007, Golden Sands, Front beach alley

**Phone number:** +359 52 357 180

**Website:** [www.hotelcasinointernational.com/en](http://www.hotelcasinointernational.com/en)

## About the resort

Golden Sands Resort offers all visitors quick and easy access from the motorway, airport, train station and port.

- 17 km north of Varna;
- 25 km from Varna Airport (VAR);
- 125 km from Bourgas Airport (BOJ);
- Longitude / Latitude: 28.0429565906525 / 43.283711604983

## Public Transport to Golden Sands from Varna

- Bus 409 - **Varna Airport** – Vl. Varnenchik Blvd. – Bus terminal – **Varna Cathedral – Sevastopol** - St. Constantine Resort;
- Buses 9, 109 - **Varna Cathedral** – Sevastopol - St. Constantine Resort – **Golden Sands Resort**;
- Taxi transport.



# Practical-info



## Taxi

From Varna airport to Golden Sands is about BGN 30 (approx. EUR 15). The price is BGN 0.79 per kilometer. You can book by phone call on the following numbers:

Triumf Taxi: +359 879 64 44 44, +359 882 64 44 44 or +359 898 64 44 44

Omega Trans: +359 878 38 88 88, +359 888 38 88 88 or +359 898 38 88 88

Hippo taxi: +359 876 34 44 44, +359 899 34 44 44 or +359 883 34 44 44

## Bus

Bus station of line 409 is located in front of the arrival terminal at the airport. The ticket can be purchased directly on the bus. You have to change the bus at bus station Varna Cathedral or bus station Sevastopol with bus 9 or bus 109 in direction Golden Sands Resort. More information about bus stations and bus schedules you can find at: <http://varnatraffic.com/Station/Index>.

**Total duration of the trip:** 1 hour

**Total price of the trip:** BGN 4.00 (approx. EUR 2.00)

## Rent a car

The car rental offices are located in the arrivals terminal. You can check the available offers and book at the following link:

<http://www.varna-airport.bg/GettingAround/Rent-a-Car/tabid/258/language/en-US>

## Currency

The national currency is the Bulgarian Lev (BGN). Bank notes of the following denominations are in circulation: 2, 5, 10, 20, 50, 100 Levs. **1 Euro = 1,95 BGN.**

There are numerous foreign exchange offices and ATMs around the city center and in the Golden Sands resort. We recommend to carry a little foreign cash, however, in case you can't find an ATM or bank office nearby.

## Electricity

220 Volts, 50 Hz, 2 pins plug-in system

## Language

The meeting will be held in English.

## Connection to Internet at the International Hotel

Wifi code: International

No password is needed

## Documentation and Conference evaluation survey

The programme of the conference and the evaluation survey of our event are available on our website: <http://healthworkforce.eu/events/18022016-varna/>

**May we kindly ask you to fill in the conference evaluation survey after your participation, please?**

In addition, here is the link to a useful website on Varna with cultural and practical information:

[www.varnainfo.bg/index.php?page=varna&lang=en](http://www.varnainfo.bg/index.php?page=varna&lang=en)

## Have a pleasant stay in Varna!

Yours sincerely,

**Joint Action Team**









## Joint Action

The Joint Action on Health Workforce Planning and Forecasting (JA EUHWF) is a three-year project running from April 2013 to June 2016 coordinated by Belgium Federal Public Service of Health, Food Chain Safety and Environment. The Joint Action is bringing together 30 associated and 62 collaborating partners representing EU and (non-EU) countries, regions and interest groups, as well as international organisations. It is supported by the European Commission in the framework of the European Action Plan for the Health Workforce, which highlights the growth possibilities of the health workforce sector and the need to adapt the supply of health workforce to the demand in Europe.

Joint Action aims to provide a platform for collaboration and exchange between partners, to better prepare Europe's future health workforce. Furthermore it aims also at improving the capacity for health workforce planning and forecasting, by supporting the collaboration and exchange between Member States, and providing state of the art knowledge on quantitative and qualitative planning.

By 2016, the Joint Action will put forward a set of recommendations asking for sustained effort and practical proposals. Thanks to the support of the European Commission and to the strong investment of the many countries, professional organizations and other stakeholder, a new dialogue has been made possible to identify solutions to today's health workforce challenges, crucial for the sustainability of Europe's health system.



## Website

To raise the informative and interactive value of the project, Joint Action Health Workforce has launched a new website that is fully accessible at [www.healthworkforce.eu](http://www.healthworkforce.eu).

The website provides all the necessary information about Joint Action's history, objectives, results (deliverables can be downloaded), news, partner's information and events conducted within or outside of the Joint Action. All this can be found on the home page menu bar. In the near future, the main menu will be **enriched by the blog**, where website visitors will be invited to share their thoughts and ideas with us. Blog posts will be open to comments and hopefully will stimulate the discussion among partners and wide range of Joint Action stakeholders. Besides the informative value on the project, the website will be soon **amended by two important web portals**.

**Web portal on quantitative planning methodologies** will include the interactive Handbook on Health Workforce Planning Methodologies with collection of good practices and theoretical examination of the health workforce planning across 7 EU countries. Blog on Pilot projects will keep a track on the work done for the pilot projects conducted in Italy and Portugal.

**The portal on qualitative planning methodologies** will provide insights into future skills and competencies by providing a qualitative description of the forces and factors driving change to the skills and competencies of the overall health workforce. Pilot study experiences will demonstrate qualitative methods brought into practice and will provide general transferability of qualitative methods into workforce planning systems.

We will keep you fully informed about website's new functionalities and about the launch of the web portals!