



MINISTRY OF HEALTH



World Health Organization

European Region

High-level Regional Meeting on Health and Care Workforce in Europe: TIME TO ACT

22-23 MARCH 2023, BUCHAREST, ROMANIA

PROVISIONAL PROGRAMME



WEDNESDAY 22 MARCH 2023		ROOM
08:00–09:00	Registration/coffee	
09:00–09:30	<p>Opening ceremony</p> <p>Moderator: Natasha Azzopardi Muscat, Director, Division of Health Systems and Public Policy, WHO Regional Office for Europe</p> <p>Opening address: Nicolae-Ionel Ciucă, Prime Minister of Romania</p> <p>Welcome address: Alexandru Rafila, Minister of Health, Romania</p> <p>Welcome address: Hans Kluge, WHO Regional Director for Europe</p> <p>Young doctor testimony: Sarah Abrams, School of Medicine, Imperial College London, United Kingdom</p> <p>Nurse testimony: Daniela Trandafir, Nasta National Pneumology Institute, Romania (introduced by Mircea Timofte, President of The Order of Nurses, Midwives and Medical Assistants of Romania)</p>	Atlas 1+2
09:30–09:45	<p>Technical keynote:</p> <p>Setting the scene: Health and care workforce in Europe: time to act Tomas Zapata, Regional Adviser, Health Workforce and Service Delivery, WHO Regional Office for Europe</p>	Atlas 1+2
09:45–10:45	<p>Plenary session: Investing in the health workforce: diverse approaches from across the WHO European Region</p> <p>Chair: Caroline Clarinval, WHO Representative to Romania</p> <p>Moderator: Matthias Wismar, European Observatory on Health Systems and Policies</p> <ul style="list-style-type: none"> • Keynote: Investing in the health and care workforce for strengthening health system resilience: making the case for governance and funding allocation <i>James Campbell, Director, Health Workforce, WHO</i> • Slido • Panel discussion: <ul style="list-style-type: none"> » <i>Danica Grujičić, Minister of Health, Serbia</i> » <i>Clemens Martin Auer, President, European Health Forum Gastein</i> » <i>Radu Gănescu, European Patients Forum, President, the Romanian Association of Chronic Disease Patients (COPAC)</i> <p>Q&A</p> <p>Conclusions</p>	Atlas 1+2
10:45–11:15	Group photo/coffee break (Atlas foyer)	
11:15–12:15	<p>Plenary session: Health and care workforce recruitment and retention: addressing the challenges of rural and remote areas</p> <p>Chair: Geraldine McWeeney, WHO Representative to Albania</p> <p>Moderator: Tomas Zapata, Regional Adviser, Health Workforce and Service Delivery, WHO Regional Office for Europe</p> <ul style="list-style-type: none"> • Setting the scene: rural retention as a policy priority <i>James Buchan, consultant, WHO Regional Office for Europe</i> • WHO guideline on health workforce development, attraction, recruitment and retention in rural and remote areas: what does the evidence tell us? <i>Michelle McIsaac, Economist, Health Workforce Department, WHO</i> • Panel discussion <ul style="list-style-type: none"> » <i>Ala Nemerenco, Minister of Health, Republic of Moldova</i> » <i>Philippe Charpentier, Deputy Director of Health System Human Resources, Ministry of Health, France</i> » <i>Katarzyna Ptak-Bufkens, Policy Officer, Directorate General for Health and Food Safety, European Commission</i> » <i>John Wynn-Jones, Senior Lecturer in Rural & Global Health, University of Keele, United Kingdom, European Rural and Isolated Practitioners Association (online)</i> • Q&A • Closing 	Atlas 1+2
12:15–13:15	Lunch (Atlas foyer)/Ministerial lunch (Sterope)	

WEDNESDAY 22 MARCH 2023					ROOM
13:15–14:15	Technical session Digital health (new skills and competencies, new roles)	Technical session Advanced nursing practice	Technical session Formulating the bundle of retention policies	Technical session Good practices from other WHO regions	See session outlines
14:15–14:45	Screens in common areas with projected outcomes of each session Coffee/tea break (Atlas foyer)				
14:45–16:00	Plenary session: Mental health and well-being of the health and care workforce Chair: Diana Paun, Presidential Adviser, Romania Moderator: Ledia Lazeri, Regional Adviser for Mental Health, WHO Regional Office for Europe <ul style="list-style-type: none"> • Testimony from the front-line <i>Eeva Tuunainen, emergency doctor, Finland</i> • Work and well-being – why it matters <i>Aisha Malik, Mental Health Specialist, WHO (online)</i> • Panel discussion <ul style="list-style-type: none"> » Country spotlight: Albania <i>Entela Ramosacaj, Deputy Minister of Health and Social Welfare</i> » Country spotlight: Ukraine <i>Lidiiia Dombrovska, Chief Specialist on Mental Health, Department on Healthcare Services Provision, Ministry of Health</i> » Country spotlight: Italy <i>Sergio Iavicoli, Director General for Communication and European and International Relations, Ministry of Health</i> » Country spotlight: Ireland <i>Rachel Kenna, Government Chief Nursing Officer, Department of Health</i> • Global health and care worker compact <i>James Campbell, Director, Health Workforce, WHO</i> • Conclusion 				Atlas 1+2
16:00–16:45	Declaration adoption: Adoption of the Bucharest Declaration on Health and Care Workforce				Atlas 1+2
17:00–18:30	Special Small Countries Initiative session Specific human resources for health challenges in smaller countries (Alcyone)	Memorandum of Understanding signing WHO Regional Office for Europe and European Forum of National Nursing and Midwifery Associations (Caleano)			
19:00–21:00	Gala dinner Venue: Athénée Palace Intercontinental Bucharest				



THURSDAY 23 MARCH 2023					ROOM
09:00–09:15	Recap from previous day <i>Phyllida Travis, Consultant, WHO Regional Office for Europe</i>				
09:15–10:15	<p>Plenary session: Health and care workforce governance and planning</p> <p>Chair: Nikica Daraboš, Permanent Mission of the Republic of Croatia to the United Nations and WHO</p> <p>Moderator: Cris Scotter, Health Workforce Policy Adviser, WHO Regional Office for Europe</p> <ul style="list-style-type: none"> • Introduction: the nature of planning and governance: a 12-country study <i>Levan Samadashvili, consultant, WHO Regional Office for Europe</i> • Country experiences <ul style="list-style-type: none"> » Establishing an intersectoral commission on the health workforce (Denmark) <i>Steen Dalsgård Jespersen, Deputy Director General, Danish Health Authority, Denmark</i> » Forecasting medical specialists supply and demand in 2021–2035 (Spain) <i>Beatriz Gonzalez, Professor, Department of Quantitative Methods for Economics and Management, Universidad de Las Palmas de Gran Canaria, Spain</i> » Nuts and bolts: country experiences (Netherlands) <i>Ronald Battenburg, Professor Health Workforce Studies, Netherlands Institute for Health Services Research, the Netherlands</i> » Difficulties faced and how to overcome them: a real-world example (Georgia) <i>Akaki Zoidze, Associate Professor, Ilia State University, Georgia</i> • Q&A • Conclusions 				Atlas 1+2
10:15–10:45	Coffee/tea break				
10:45–11:45	<p>Technical session</p> <p>Human resources for health data for informed policy decision-making</p>	<p>Technical session</p> <p>Practicalities and working across the system</p>	<p>Technical session</p> <p>Forecasting methods</p>	<p>Technical session</p> <p>Bridging scientific evidence and policy-making</p>	See session outlines
11:45–13:00	<p>Screens in common areas with projected outcomes of each session</p> <p>Lunch (Atlas foyer)</p>				
13:00–14:00	<p>Plenary session: Improving attractiveness of the health and care professions: challenges and opportunities</p> <p>Chair: Nadir Zeynalov, Deputy Minister of Health, Azerbaijan</p> <p>Moderator: Natasha Azzopardi Muscat, Director, Division of Health Systems and Public Policy, WHO Regional Office for Europe</p> <ul style="list-style-type: none"> • Roundtable discussion: <ul style="list-style-type: none"> » <i>Benedicte Molnes, President, European Nursing Student Association, ENSA</i> » <i>Diana Chiriacescu, Federation of Social Services of Romania</i> » <i>Antanas Montvila, Vice President, European Junior Doctors Association</i> • Responses and reflections: <ul style="list-style-type: none"> » <i>Alexandru Rafila, Minister of Health, Romania</i> » <i>Ogerta Manastirliu, Minister of Health and Social Protection, Albania (TBC)</i> » <i>Bjørn Guldvog, Director General of Health and Chief Medical Officer, Norway</i> • Conclusions 				Atlas 1+2

THURSDAY 23 MARCH 2023					ROOM
14:00–15:00	Technical session Attracting young professionals into health professions	Technical session Migration/mobility	Technical session Working conditions to promote work–life balance	Technical session Gender pay gap in health and care in Europe ... it's there!	See session outlines
15:00–15:30	Screens in common areas with projected outcomes of each session Coffee/tea break (Atlas foyer)				
15:30–17:00	Panel discussion: 2nd technical consultation on draft Framework for Action on Health and Care Workforce				Atlas 1+2
17:00–17:30	Closing plenary				Atlas 1+2



TECHNICAL SESSIONS OUTLINE



Digital health (new skills and competencies, new roles)

Session will be held in Russian and English

Wednesday 22 March 2023, 13:15–14:15 Room: Atlas 1+2

Programme

Facilitator: Cris Scotter, Health Workforce Adviser, WHO Regional Office for Europe

TOPIC	
13:15–13:20	Introduction: Digital health: new horizons and new opportunities in the WHO European Region <i>David Novillo Ortiz, Unit Head, Data and Digital Health, WHO Regional Office for Europe</i>
13:20–13:29	Digital health: world view: exciting prospects and international experience <i>Derrick Muneene, Unit Head, Digital Health Capacity Building and Collaboration, WHO</i>
13:29–13:33	Digital health: lessons from the field – Sweden: the enabling role of digital health in primary health care <i>Andreas Lundqvist, Professor, Karolinska Institute, Sweden</i>
13:33–13: 42	Putting the patient in the centre: process optimization <i>Javier Arcos, Medical Director, Hospital Universitario Fundación Jiménez Díaz, Spain</i>
13:42–13:51	Use of digital technologies in noncommunicable disease management <i>Kremlin Wickramasinghe, Regional Adviser (Nutrition, Physical Activity and Obesity), WHO Regional Office for Europe (online)</i>
13:51–14:10	Q&A
14:10–14:15	Conclusion <i>David Novillo Ortiz, Unit Head, Data and Digital Health, WHO Regional Office for Europe</i>



Advancing nursing practice

Session will be held in Russian and English

Wednesday 22 March 2023, 13:15–14:15 Room: Alcyone 1+2

Programme

Facilitator: Maggie Langins, Nursing and Midwifery Policy Adviser, WHO Regional Office for Europe

THE EVIDENCE	
13:15–13:30	Advanced practice - an example of health system innovation <i>Claudia Maier, consultant, WHO Regional Office for Europe</i>
MAKING IT HAPPEN: PANEL DISCUSSION	
13:30–13:40	United Kingdom <i>Charlotte McArdle, Deputy Chief Nurse, NHS England</i>
13:40–13:50	Norway <i>Liv Heidi Brattås Remo, Government Chief Nurse</i>
13:50–14:15	Netherlands <i>Inge Rinzema, Chairman of the Dutch Association of Advanced Nurse Practitioners</i> Reflections <i>Howard Catton, Chief Executive Officer, International Council of Nurses</i> Q&A Closing



Formulating the bundle of retention policies to secure equitable access to health services for rural and remote populations

Session will be held in English

Wednesday 22 March 2023, 13:15–14:15 Room: Caleano 1+2

Programme

Facilitator: Niclas Forsling, Project Manager, Integrated Healthcare and Care through Distance Spanning Solutions

CASE STUDY

The case study will incorporate the following elements in the description of the case:

- background, including socioeconomic (population, geographical distribution, country income group, burden of diseases) and health and care workforce description in a hypothetical setting (stock and flow of health workers, health and care workforce density (urban versus rural), nurse-to-doctor ratio ...);
- education (number of annual graduates, proportion of new graduates entering rural practice, continuing professional development description ...);
- regulation (scope-of-practice description, provision of scholarships ...);
- support (infrastructure, working environment ...); and
- outcomes: health and care workforce (turnover rate, vacancy rate, duration/proportion of stay in rural area); satisfaction (health and care worker and population); coverage (percentage of unmet need); referral time; health outcomes (mortality).

FACILITATOR

The facilitator of the session will take into account the following elements:

- an appropriate bundle of interventions should be selected, taking into account the specific context described in the case study;
- success in improving access to health and care workers in rural and remote areas depends on the selection of appropriate, context-relevant, feasible, acceptable and affordable interventions from the menu of evidence-informed recommendations presented in the *WHO guideline on health workforce development, attraction, recruitment and retention in rural and remote areas*;
- the right selection and coordinated implementation of those interventions will yield more sustained improvements than implementing all of the recommendations, or trying to address attraction, recruitment and retention in a fragmented fashion; and
- indicators to measure success, or at least progress, also need to be agreed upon from the early planning stage.



Good practices from other WHO regions

Session will be held in English

Wednesday 22 March 2023, 13:15–14:15 Room: Merope 1+2

Programme

Facilitator: James Campbell, Director, Health Workforce, WHO

INTRODUCTION	
13:15–13:25	Addressing global health workforce challenges: what can we learn from each other? <i>James Campbell, Director, Health Workforce, WHO</i>
REGIONAL PERSPECTIVES	
13:25–13:55	Regional experiences from the WHO African Region <i>James Avoka Asamani, Team Lead, Health Workforce, WHO Regional Office for Africa</i> Regional experiences from the WHO Western Pacific Region <i>Lluís Vinals Torres, Unit Lead, Health Workforce, WHO Regional Office for the Western Pacific</i> Regional experiences from the WHO Eastern Mediterranean Region <i>Gulín Fethiye Gedik, Unit Lead, Health Workforce, WHO Regional Office for the Eastern Mediterranean</i>
13:55–14:15	Discussion and conclusion



Human resources for health data for informed policy-making

Session will be held in Russian and English

Thursday 23 March 2023, 10:45–11:45 Room: Atlas 1+2

Programme

Facilitator: Nichola Hattie, Senior Team Lead, Health Workforce, Scottish Government, United Kingdom

TOPIC	
10:45–10:57	Why we need human resources for health data <i>Miklos Szocska, Dean, Faculty of Health and Public Administration, Semmelweis University, Hungary</i>
10:57–11:07	National Health Workforce Accounts: evolution and role in assisting Member States <i>Khassoum Diallo, Unit Head, Data, Evidence and Knowledge Management, Health and Care Workforce, WHO</i>
11:07–11:17	Organisation for Economic Co-operation and Development/Eurostat/WHO Regional Office for Europe Joint Data Collection mechanism <i>Gaetan Lafortune, Senior Economist, Health Division, Organisation for Economic Co-operation and Development</i>
11:17–11:27	What does good data look like? Principles and how to apply them <i>Graham Willis, consultant, WHO Regional Office for Europe</i>
11:27–11:37	Effective policy-making: how data-based information provides context and assures relevance <i>Ronald Battenburg, Professor Health Workforce Studies, Netherlands Institute for Health Services Research, the Netherlands</i>
11:37–11:42	Questions from the floor
11:42–11:45	Summary and close <i>Nichola Hattie, Senior Team Lead, Health Workforce, Scottish Government, United Kingdom</i>



Planning the workforce: practicalities and working across the system

Session will be held in Russian and English

Thursday 23 March 2023, 10:45–11:45 Room: Alcyone 1+2

Programme

Facilitator: Gabrielle Jacob, Special Advisor to the Regional Director on Transformation and Organization Development, WHO Regional Office for Europe

TOPIC	
10:45–10:50	Planning for a modern workforce (systems perspective) <i>Alexandre Lourenço, Hospital Administrator, Coimbra University Hospital; Adjunct Professor, Nova School of Public Health, Portugal</i>
10:57–11:09	Moving from serendipity to planned strategy (focus) <i>Maureen Mahoney, Director General (People Management), Ministry of Health, Malta</i>
11:09–11:21	Managing scarce workforces in challenging environments (adaptability) <i>Ged Byrne, Global Director, Health Education England, United Kingdom</i>
11:21–11:33	Governance: how involving stakeholders is important for planners and how it supported the emergency COVID-19 response (flexibility) <i>Shoshy Goldberg, Chief Nursing Officer, Ministry of Health, Israel</i>
11:33–11:45	Q&A and conclusion



Forecasting methods

Session will be held in English

Thursday 23 March 2023, 10:45–11:45 Room: Caleano 1+2

Programme

Facilitator: James Buchan, consultant, WHO Regional Office for Europe

TOPIC	
10:45–10:57	Forecasting need and planning in a complex health economy: NHS England—a regional example <i>Rob Smith, Director Workforce Planning, Health Education England, United Kingdom</i>
10:57–11:07	Forecasting workforce need – how this happens in devolved systems: Sweden <i>Åsa Olsson, Programme Manager, National Planning Support, Department of Evaluation and Analysis, Ministry of Health, Sweden</i>
11:07–11:17	Experiences of planning in the COVID-19 emergency: Georgia <i>Elene Godziashvili, Programme Officer, Continuous Professional Training and Development Division, National Center for Disease Control and Public Health, Georgia</i>
11:17–11:27	Planning for integrated care strategies: Scotland (United Kingdom) <i>Steve Lea-Ross, Deputy Director, Health Workforce, Scottish Government, United Kingdom</i>
11:27–11:37	Using government strategy as a lens: backcasting <i>Gareth Rees, Professor, Faculty of Economic Sciences and Administration, Universidad ESAN, Peru</i>
11:37–11:42	Slido: is forecasting done and what kind of methods are being used?
11:42–11:45	Summary and close <i>James Buchan, consultant, WHO Regional Office for Europe</i>



Bridging scientific evidence and policy-making: responding to health and care workforce needs, improving retention

Session will be held in English

Thursday 23 March 2023, 10:45–11:45 Room: Merope 1+2

Joint session of the WHO Regional Office for Europe, European Observatory on Health Systems and Policies, and the European Public Health Association Health Workforce Research

Programme

Facilitators: Michelle Falkenbach, Technical Officer, European Observatory on Health System and Policies, and Ellen Kuhlmann, President, European Public Health Association Health Workforce Research, and Hannover Medical School, Germany

TOPIC	
10:45–10:50	Introduction
10:50–10:55	Health labour-market data and policy: what evidence is there on retention? <i>Michelle Falkenbach, Technical Officer, European Observatory on Health Systems and Policies, Ellen Kuhlmann, President, European Public Health Association Health Workforce Research, and Tomas Zapata, Regional Adviser, Health Workforce and Service Delivery, WHO Regional Office for Europe</i>
10:55–11:00	The nursing workforce, exhausted, exploited, harassed: how to improve decent work and mental health <i>Karen Bjørø, 2nd Vice-President, International Council of Nurses, Norway</i>
11:00–11:05	What evidence is there on the needs of health and care workers and why should it matter in health and care workforce policy? <i>Ellen Kuhlmann, President, European Public Health Association Health Workforce Research</i>
COUNTRY CASES	
11:05–11:10	Country case. Bringing evidence of health and care workforce needs into practice, improving retention in the Republic of Moldova <i>Victoria Olaru, Head, Department of Human Resources and Special Problems, Ministry of Health, Republic of Moldova</i>
11:10–11:15	Country case. Bringing evidence of health and care workforce needs into practice, improving retention in Portugal <i>Sara Alidina, Coordinator, Healthcare Workers' Planning, Management, Recruitment and Monitoring Unit, Portugal</i>
11:15–11:20	Country case. Bringing evidence of health and care workforce needs into practice, improving retention in Ireland <i>Breda Rafter, Principal Officer, Strategic Workforce Planning Unit, Department of Health, Ireland</i>
11:20–11:40	Q&A and interaction with the audience
11:40–11:45	Summing up and conclusion



Attracting and retaining young professionals into health professions

Session will be held in English

Thursday 23 March 2023, 14:00–15:00 Room: Atlas 1+2

Programme

Facilitator: Antanas Montvila, Vice President, European Junior Doctors Association

TOPIC	
14:00–14:10	Improving the attractiveness of health professions to young people: what does the evidence show? <i>Janusz Janczukowicz, Association for Medical Education in Europe</i>
14:10–14:20	Creating supportive education-to-work transitions <i>Benedicte Molnes, President, European Student Nursing Association</i>
14:20–14:30	What are attractive and supportive work environments for young health professionals and how can they be created? <i>Alvaro Cerame, Chairperson, Medical Workforce, European Junior Doctors Association</i>
14:30–15:00	Case study: new policy to support students during studies and first year of employment, Ireland <i>Karen Greene, Deputy Chief Nursing Officer, Department of Health, Ireland. Respondent: Katie Shanley, fourth-year student nurse, Dundalk Institute of Technology, Ireland</i> Case study: improving nursing student conditions in Azerbaijan <i>Gultekin Guluzade, student, Baku Medical College, Azerbaijan</i> <i>Gorkem Gulsoy, General Secretary, Nursing Students Association, Türkiye</i> Open floor discussion Closing



Migration and mobility of health and care workforce

Session will be held in Russian and English

Thursday 23 March 2023, 14:00–15:00 Room: Alcione 1+2

Programme

Facilitator: James Buchan, consultant, WHO Regional Office for Europe

CONTEXT	
14:00–14:10	Overview of global instruments and agreements <i>James Campbell, Director, Health Workforce, WHO</i>
14:10–14:20	Overview of flows across the Region <i>Tomas Zapata, Regional Adviser, Health Workforce and Service Delivery Unit, WHO Regional Office for Europe</i>
COUNTRY PERSPECTIVES	
14:20–14:45	Migratory flows from other European countries to EU: case of Albania <i>Entela Ramosaçaj, Deputy Minister, Ministry of Health and Social Protection, Albania</i> Migratory flows within the EU: the case of Slovakia <i>Katarína Kohýlová, Modernization of Psychiatric and Psychological Care Unit, Section of Health, Ministry of Health, Slovakia</i> Migratory flows to EU: the case of Ireland (TBC) <i>Rachel Kenna, Chief Nursing Officer, Department of Health</i>
14:45–15:00	Discussion and conclusions



Better employment and working conditions to improve the attractiveness of health and care work

Session will be held in Russian and English

Thursday 23 March 2023, 14:00–15:00 Room: Caleano 1+2

Programme

Facilitator: Niclas Forsling, Project Manager, Integrated Healthcare and Care through Distance Spanning Solutions

TOPIC	
14:00–14:05	Session opening and objectives of the meeting
14:05–14:15	Securing decent work for nursing personnel and domestic workers, key actors in the care economy <i>Anna Torriente, International Labour Organization</i>
14:15–14:25	Magnet4Europe – organizational redesign of clinical health-care work environments in six European countries <i>Walter Sermeus, Professor, Department of Public Health and Primary Care, Faculty of Medicine, Leuven University, Belgium</i>
14:25–14:35	Financial incentives – implementation of P4P in primary health care in Kyrgyzstan <i>Marat Kaliev, former Head, Health Insurance Fund, Kyrgyzstan</i>
14:35–14:55	Moderated discussion
14:55–15:00	Closing



Gender pay gap in health and care in Europe ... it's there

Session will be held in English

Thursday 23 March 2023, 14:00–15:00 Room: Merope 1+2

Programme

Facilitators: Margrieta Langins, Nursing and Midwifery Policy Adviser, WHO Regional Office for Europe and Isabel Yordi Aguirre, Gender Policy Adviser, WHO Regional Office for Europe

OPENING SEGMENT	
14:00–14:05	Setting the scene and moderation <i>Isabel Yordi, Gender Policy Adviser, WHO Regional Office for Europe</i>
TECHNICAL PRESENTATIONS	
14:05–14:15	Gender pay gaps in health and care in Europe ... it's there <i>Dr Michelle McIsaac, Economist, Health Workforce, WHO</i>
14:15–14:25	Occupational segregation in Europe ... it's there <i>Gaetan Lafortune, Senior Economist, Health Division, Organisation for Economic Co-operation and Development</i>
14:25–14:35	Working with indicators and the role of pay transparency <i>Jolanta Reingarde, European Institute for Gender Equality (TBC)</i>
14:35–15:00	Q&A

КАБИНЕТ

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культуры



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