



# Health workforce : EU actions

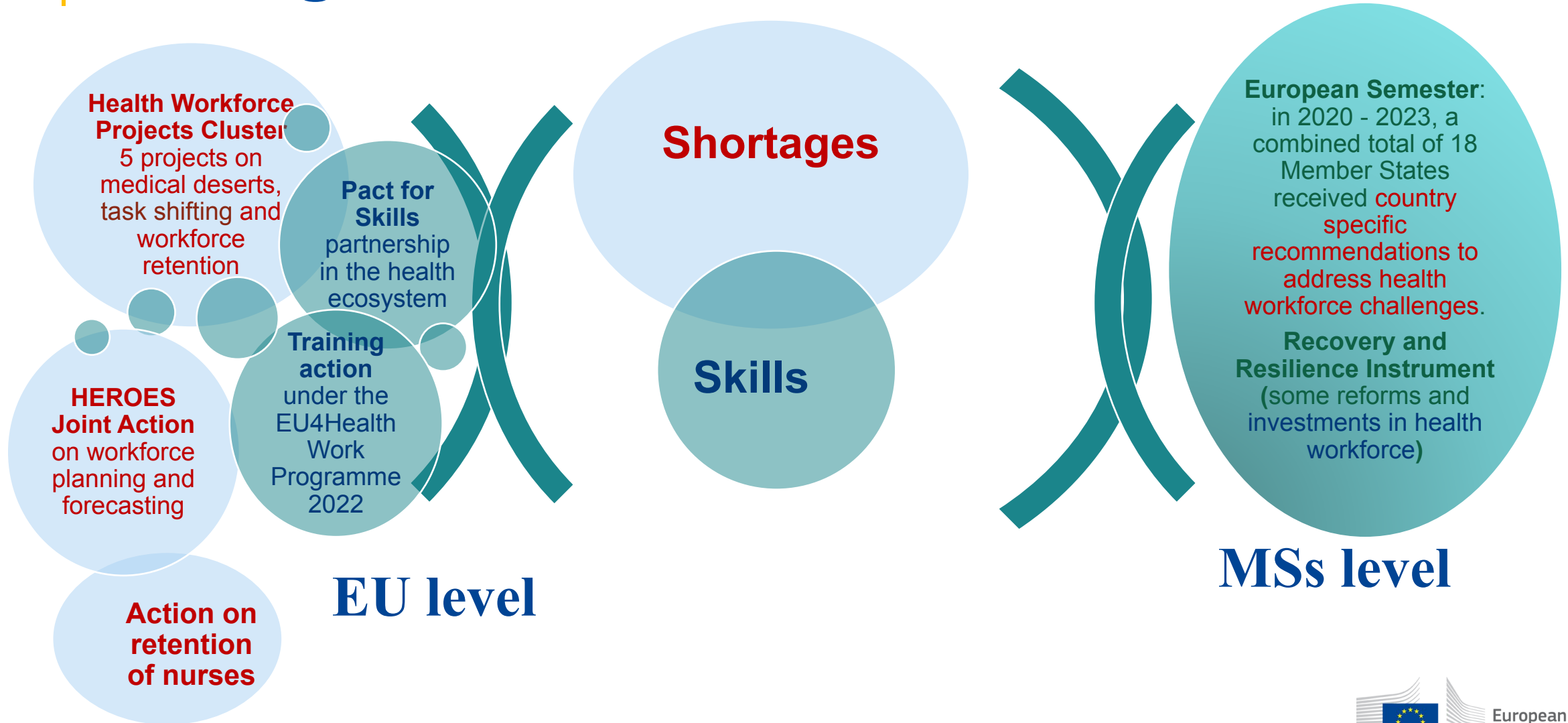
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# Current actions on health workforce: shortages and skills



# Shortages of health professionals in EU actions

## Cluster of 5 health workforce projects (2021-2024)

**Medical deserts:** diagnostic tools, spatial access tool package, country level research, case studies, policy briefs, guidelines to measure and monitor medical deserts.

**Retention:** survey on mental wellbeing in 8 hospitals in 4 MSs and policy recommendations on improving retention of health workers.

**Task-shifting:** tools, practices, case studies, policy guidebook, policy recommendations, training materials.

# Shortages of health professionals in EU actions

## Cluster of 5 HWF projects

### Medical deserts

**AHEAD:** [AHEAD The project Action for Health and Equity](#)

**OASES:** [OASES Project – Promoting evidence-based reforms on medical deserts](#)

**ROUTE:** [ROUTE-HWF – A Roadmap OUT of mEdical deserts into supportive Health WorkForce initiatives and policies \(ROUTE-HWF\).](#)

### Retention of health workers

**METEOR:** [Home - Meteor Project](#)

### Task-shifting

**TASHI:** [Tashi \(tashiproject.eu\)](#)

# Shortages of health professionals in EU actions

## Joint Action HEROES

(2023-2026)

*JA HEROES | Health  
Workforce Planning Project  
– A WordPress Full-Site  
Editor Theme*

- **Objectives:**
- 1) improve databases used in HWF planning;
- 2) develop effective tools and methods to carry out HWF planning;
- 3) define the best skill-mix needed by professionals to carry out HWF planning.
- Activities organized around three main clusters of countries with similar characteristics. Each MS will design a **road- map and carry out an implementation strategy to cover identified gaps.**

# Skills of health professionals in EU actions

BeWell Blueprint  
alliance for a future  
health workforce  
strategy on digital  
and green skills  
(2022-2026)

<https://bewell-project.eu/>

- **Objective:** establish a framework for modernization of curricula for medical professions, putting emphasis on skills required for digital and green transition of health systems and challenges related to ageing.
- **Achieved:** establishment of the Skills Partnership (13 December 2022).
- **Next steps:**
  - assessment of needs for training in the EU (on-going);
  - a comprehensive EU strategy to improve skills of health workers (consultation to be launched in 2024);
  - innovative training programmes and their pilots (on-going).

# Skills of health professionals in EU actions

Training initiative for health professionals with a focus on digital skills (2023-2026)

- Seven projects of European scope (covering each at least 5 Member States).
- They provide training opportunities covering areas of anti-microbial resistance, oncology care, gynaecological surgery, future e-hospital, but also basic and more advanced digital skills, including use of AI.
- Each project includes modules for nurses, GPs, specialists and non-clinical staff.

# Skills of health professionals in EU actions

## Training initiative for health professionals with a focus on digital skills

**AMR EduCare:** improving skills for responsible use of antimicrobials and reduction of antimicrobial prescription (over 4 thousand persons in 6 MSs) [AMR EDUCare | Education on antimicrobial resistance for the health workforce](#)

**E-hospital for future:** digital skills in hospital settings, including in clinical practice, use of data and AI and management aspects (at least 1 thousand health professionals in 5 MSs and 2 non-EU countries) [e-Hospital4Future \(eh4future.eu\)](#)

**Gynaecological Endoscopic Surgical Education:** training for doctors and nurses assisting in gynaecological endoscopic surgeries and participating in the follow-up of patients, including through remote consultations (at least 600 professionals in 8 MSs) [Home | GESEA Educational Programme](#)

**Digital skills in oncology:** training for doctors and nurses in oncological care, focusing on interprofessional, communication skills, skills to increase the use of digital tools, data and AI and skills for remote consultations (240 persons in 6 MSs) [Contact us - DigiCanTrain \(turkuamk.fi\)](#)

**Health Professionals' and the "Digital team Skills Advancement:** courses for doctors and nurses to equip them with general and advanced digital skills, transversal skills to manage change and reach digital maturity in healthcare settings (550 professionals in 6 MSs) [H-Pass \(healthworkforce.eu\)](#)

**Dynamic Digital Skills for Agility and Resilience in Medical and Allied Professions:** digital skills and preparedness to deal with current and emerging issues in healthcare, module on wellbeing of health professionals in multidisciplinary teams (700 persons in 9 MSs). [DDS-MAP \(webbaysolutions.com\)](#)

**Transition Digital TRANSition and dlgiTal resilience in Oncology:** training for doctors and nurses in cancer care to strengthen their digital skills and other relevant skills needed for surge capacity and resilience. The project will also provide courses to improve shared decision making, cancer prevention, monitoring and supporting care, modules for non-clinical staff focusing on improvement of organisation of cancer care and digital innovations (10800 professionals in 14 MSs) [TRANSITION - Digital TRANSition and dlgiTal resilience in ONcology - EHMA](#)



# EU4Health action on retention of nurses

**Nurses at the heart  
of more resilient  
health systems and  
safe healthcare  
(2024-2027)**

- **Measures to attract more students and people in mid-careers** to nursing professions (mentoring programmes, support in professional insertion, recruitment action plans);
- **Measures to retain nurses** (impact assessments, twinning strategies to improve workload and promote better career options, training for nurses associations and managers, good practices on multi-disciplinary co-operation).

# Supporting mental health of health workforce and other essential workers

The recommendations in the opinion call to change the focus from 'mental health' to 'mental wellbeing', incorporating the idea of staff wellbeing as an inherent part of the workplace. The recommendations are addressed to EU and national decision makers in the field of health, employment and education policies, as well as senior managers of organisations which employ a high number of essential workers. They cover a number of areas from planning, screening, reporting to training, research and knowledge sharing.



# National perspective: European Semester

<u>CSRs on health workforce</u>	
<u>2020 CSRs</u>	Shortages in health professionals, uneven distribution: BG, CZ, DK, EE, FR, HR, LV, LT, LU, HU, NL, RO, SI, SK, SE Shortages in recitals: AT, BE, DE, IE, ES, CR, IT, CY, LU, MT, PL, FI Skills in recitals: IT, LU, RO, SL
<u>2022 CSRs</u>	Shortages: EL, NL
<u>2023 CSRs</u>	Shortages: EE, EL, LV

# Recovery and Resilience Programmes: health workforce

MS	Reforms and investments
AT	reform to improve working conditions in primary care, establishment of a network of community nurses
BG	reform to improve attractiveness of healthcare professions and ensure a more balanced distribution of health workforce
CZ	improvement of education of health professionals
EE	expanding the role of nurses within the primary care reform
ES	reform of the status of health workers, including working conditions and reduction of temporary employment, reform of education of health professionals, training measures
HR	specialist training (emergency medicine)
IT	various training measures (GPs, ARM, digital skills, managerial skills)
LT	health workforce reform, including working conditions and education, competence platform
LU	reform of the education system to establish new professions or increase quotas of selected faculties, electronic register of health professionals
LV	reform and investment to <u>improve human resources management</u> and upskilling in the health sector
MT	development of a <u>health workforce planning tool</u> and the implementation of measures to improve the wellbeing and integration of foreign health workers
SI	training of professionals for mobile palliative care teams, training for nurses, increasing quotas of students of medicine and dentists
SK	Improving processes for recognition of qualifications
SE	regulation of the profession of a nursing assistant

# Thank you

