

## *Keeping our health workforce*

### HOPE Agora 2024 Theme Guidance

#### CONTENT

An important part of the HOPE Exchange Programme is to facilitate the exchange of knowledge and expertise between healthcare professionals in a European context. In pursuance of this, the HOPE Exchange Programme terminates with the HOPE Agora. This closing conference is considered an integral part of the HOPE Exchange Programme giving the participants the possibility to show and to discuss their observations and conclusions.

Every year, as a part of the HOPE Agora, the participants of the HOPE Exchange programme as a group give a presentation of their experiences in the host country on a specific theme identifying up to three good practices. The theme for HOPE Agora 2024 is “Keeping our health workforce”.

Healthcare workers are the backbone of any health system. But despite the historically high numbers of staff across Europe, national health systems are experiencing difficulties in meeting the increased demand for health services because of shortages of personnel. Tackling these shortages is about educating and recruiting enough healthcare staff, but also a question of retaining those who are already employed and working in the sector. The theme of HOPE Agora 2024 will focus on the latter and the potential solutions found by the hospitals.

Although the shortage and leaving of healthcare personnel is not a new topic, it was accentuated by the COVID-19 pandemic. The stabilisation and the reversing of attrition rate of healthcare workers is now one of the highest priorities in the European region, as stated in the [\*Bucharest Declaration on the Health and Care Workforce\*](#) adopted in 2023 at a WHO European Region meeting on health and care workforce in Europe.

There are many different reasons for why healthcare staff leaves the sector: retirement, working conditions, a lack of work-life balance, violence or harassment against healthcare staff, stress and burn-out, a lack of professional development and career progression, salaries, working hours.

For the purposes of the HOPE Agora 2024, the theme will be approached through the lens of the retention of the healthcare workforce. It is thus not aiming at recruitment policies.

In order to identify the up-to-three good practices, the participants are invited to check from where evidence is coming, within which process they are used and with which results.

The following questions should help HOPE Exchange participants to cover those three steps.

- Is there any data available in the country on healthcare personnel retention?
- Are there any national, regional, local or hospital initiatives for human resources?

#### Resources:

Eurostat statistics on healthcare personnel: [Physicians Nursing and Caring Dentists, pharmacists and physiotherapists](#)

[oecd.stat](#)

[Global Strategy on Human Resources for Health: Workforce 2030 \(WHO\)](#)

## PRESENTATIONS

**Participants in the HOPE exchange programme are asked to give three good examples of policies or practises aiming at keeping the health workforce, based on what they have encountered during their stay in their host country,**

In most receiving countries, there will be participants of different nationalities and professional backgrounds. The process of identifying and reaching consensus on practical examples will then be an important, if not the most important, element. The process of producing the end result is at least as important as the content of the PowerPoint presentation.

The PowerPoint presentation for each country should focus on practical examples, stimulating factors/initiatives and barriers that the participants have come across at national, regional, healthcare and/or ward levels. The participants are asked not to include a description of the health care system of the country in which they have stayed.

One of the major objectives of the exchange is to identify elements in the healthcare system they visited that the HOPE participants find inspiring or worth considering when looking at the challenges that they face at home in their own country. Participants are not asked to assess the health system in the country in which they have stayed. Rather, they are invited to reflect on what they would like to see implemented in their own country, region, institution or ward, or what they could learn from their host country. The task is oriented, as all the exchange is, on what to bring back home.

### Working process

#### Step 1

Participants will individually identify examples.

#### Step 2

They will exchange what they have found with other participants staying in the same country. If they do not meet before the end of the programme, national coordinators will organise this exchange by internet.

#### Step 3

Participants will have to choose together up to three practical examples.

#### Step 4

Participants will prepare a PowerPoint presentation of up to three practical examples. The participants are also invited to explain the reasons behind their choice.

### Presentations

- The presentations at the final conference are supposed to be 12 minutes long and should be delivered to the organisers at the latest 14.00 on Friday 7 June 2024. The presentation should not go below the time limit, nor exceed it.
- Presentations should be made in PowerPoint ONLY. Any sound effects and movies should be incorporated in the PowerPoint file.
- Diagrams and graphics are welcomed where appropriate or necessary to explain an idea or to visualise a process.

## Copyright

**Presentations must stand-alone (as a pdf-file) as they will be used for publishing on the website. This must be considered when using special effects or in respect to copyright restrictions.**

- Preferably, use only your own photographs as illustrations within the presentation.
- It is strongly recommended to only download images from websites that offer images free of royalties for commercial use (e.g. [www.pixabay.com](http://www.pixabay.com)).
- The absence of a copyright notice does not mean that an image or illustration may be freely used. If in doubt, assume you cannot use it.
- In case copyright images are being used within the presentation, proof of purchase stating the intended use of those images must be provided to HOPE.
- The names of all participants in a country should be mentioned on the presentation. They will be held personally responsible in case of copyright infringements.