

ASPHER 2016-20: Meeting Strategic Objective 3 Status and proposed development plans

Strategic/general objective 3:

Setting up a public health profession for public health services in Europe

Lead:

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Specific objectives under strategic/general objective 3 include:

Objective 3.1.

Shape a public health profession in European countries by developing a European Public Health Reference Framework (EPHRF) and its online repository for individual career as well as services planning;

Visions following specific objective 3.1:

- *Develop tools for individual career and systems human capacity planning based on the relationship between population health challenges, EPHOs and competences.*
- *Develop European lists of public health core competences for all categories of public health workforce and for all educational and training levels.*
- *Support the shaping of a professional identity and culture in schools of public health and national associations of public health.*

Activity 3.1.1.

Revision and further development of ASPHER's lists of PH core competences by the Council under the EPHRF

ASPHER's lists of competences arranged by EPHOs

Expected result

Revised lists published and endorsed by member SPHs – *Timeframe* 2016, 2018, 2020

Status

- The European Public Health Reference Framework (EPHRF) Council has been established and has had 2 meetings. Chair: AF.
- ASPHER's 2011 lists of PH competences, endorsed by WHO Europe member states, have been revised and individual competences numbered during 2014-15, with contributions from the EPHRF Council, and will be included in the combined EPHO-Competences lists.
- The general/comprehensive lists of PH competences are being arranged by EPHOs in a comprehensive volume by now in two parts (October 2015: altogether around 170 pages) to be finalised in January 2016 and published thereafter – please see the following. EPHO 7 needs to be accomplished and, in general, newly identified competences need numbering

and inclusion. Author: AF with acknowledgements to the EPHRF Council.

- Application for a WHO Collaborating Centre at the Department of Public Health, Aarhus University, focussing on workforce standards development, has been started August 2015 on invitation from WHO Europe (Elke Jakubowski), with AF as lead of the proposed centre and the EPHRF Council as advisory panel. Also a local scientific and educational supportive network has been established for the proposed WHO CC and will have its first meeting in Mid-December 2015. The WHO CC application process is estimated to last about one year if successful, as indicated by a diploma signed by the Secretary General.
- Applications for funding of AF's wages, to allow full-time functioning concerning the standards development with preserved academic affiliation, are being prepared, mainly intended for Danish foundations in early 2016

Plans

- January 2016: Finalising the general/comprehensive EPHO-Competences volume(s) to be ready for printing and dissemination
- February-March 2016:
 - Dissemination of the EPHO-Competences volume(s):
 - Printing and dissemination of hard copies to:
 - Member schools
 - European ministries of health
 - European public health associations, including EUPHA, EPHA, EHMA, FPH, other
 - Inclusion in ASPHER's '50th Anniversary Package'
 - Production of an internet version to be placed on ASPHER's homepage
 - Starting inclusion of the EPHO-Competences combinations into the IT tool – see below.
- March-May 2016:
 - Creation of plans for the development of the next generations of lists of competences and the combined EPHO-competences lists
 - Based on discussions with ASPHER's leadership, member SPHs and ASPHER's Honours Committee: enlargement of the EPHRF Council to constitute an integrated network with internationally respected special expertise on:
 - Individual competency chapters and segments, e.g. epidemiology and biostatistics, sociology, health economics, leadership and management, qualitative methods, health promotion, health protection, disease prevention, ethics, selected health determinants (smoking, diet, exercise, infections, other)
 - Specific levels of the Bologna circle
 - Bachelor
 - Master
 - CPD
 - PhD
 - Public health education
 - Medical education
 - Nurses' and midwives' education

Principles for Council structure and functioning as well as timeframes until 2020 to be developed and approved by April 2016.

- Initiation of an EPHO-competences-implementation programme in member schools (see 3.1.3.)
- Applications for funding of AF's wages to be sent to Danish foundations

Main responsible

Foldspang (paid by Aarhus University), EPHRF Council, local Aarhus support network

Activity 3.1.2.

Setting up a pilot for the online tool for individual careers and human capacity systems planning under the European Public Health Reference Framework

Expected results

Online tool piloted – *Timeframe* 2016

Comprehensive analyses published in indexed/IF journals – *Timeframe* 2016, 2018, 2020

Inclusion of the PH professional category in international work statistics – *Timeframe* 2020

Status

- The online tool
 - Has been initially developed and piloted 2014-15, so that a homepage showing the structure and functioning is available since spring 2015
 - The lists of competences and EPHOs have been in-dated as parallel lists
- Comprehensive analyses
 - Analyses based on data from ASPHER's Four Country Study (2014) have been presented in Newcastle (Foldspang, Birt; Faculty of Public Health annual conference) and Milan (Foldspang, Otok, country representatives; EPHC) in 2015
- The inclusion of the PH professional category in international work statistics
 - An editorial on shaping the profession was published in EJPH May 2015 (Foldspang)

Plans

- Spring 2016:
 - The online tool
 - The combinations of competences and EPHOs in-dated (see 3.1.1.)
 - Piloting of the IT tool with the EPHO-competences combinations
 - Initiation of input of data on:
 - Member SPHs' programmes' competences and EPHO's profiles
 - Population health challenges by region or country
 - Initiation of structuring and planning the process of acquiring information on PH jobs
 - Comprehensive analyses
 - First generation of manuscripts from the Four Country Study for publication to be finalised and submitted (Otok, Foldspang)

- Initiation of planning of publications based on data from the online tool
- The inclusion of the PH professional category in international work statistics
 - Activities to support the inclusion of the professional category in statistics have to be planned/a strategy to be developed/resources to be acquired

Main responsible

Foldspang (preferably principles and data sources; manuscripts), Otok (preferably principles and IT technology; manuscripts), the EPHRF Council (monitoring, evaluation)

Activity 3.1.3.

Implementing the lists of competences in member SPHs

SPHs forming regional/national networks

Expected results

Continuing implementation, strengthening and monitoring plan available – *Timeframe* 2016

European SPHs organized in networks supported by alumni programmes (towards 2020)

Status

- Discussions have been conducted on a national basis as part of the Four Country Study
- Main responsables: Foldspang, Otok, the EPHRF Council, members of ASPHER's leadership

Plans

- Implementation, strengthening, monitoring and publication strategy to be developed, financed, organised and implemented in 2016, cf. 3.1.1.

Main responsible

Foldspang, Otok, ASPHER's leadership

Objective 3.2.

Lead on the work of WHO Europe's essential public health operation 7 (EPHO7) working group established under the framework of the European Action Plan on Strengthening Public Health Capacities and Services – a key pillar of the overarching regional policy framework, Health 2020, to ensure a sufficient and competent public health workforce in the region;

Visions following specific objective 3.2:

- *Assess the present human capacity and the capacity needs in public health in WHO European member states regarding all categories of public health workforce.*
- *Assess the need for development of public health education and training in WHO European member states and give advice to WHO European member states concerning meeting*

estimated needs for the development of education and training capacity.

Activity 3.2.1.

Development of the EPHO7 toolkit

Expected result

EPHO7 toolkit developed – *Timeframe* 2016

Status

- The above aspects have been discussed for the last three years with our WHO partners as part of the EPHO 7 collaboration
- A toolkit may still not be realistic but rather a flyer, a journal manuscript, a book chapter
- I have been invited together with Vesna and Robert to contribute to a book chapter on PH workforce needs in Europe, part of a WHO volume on health workforce needs in Europe, edited by Galina Perfilieva, WHO

Plans

- A flyer to be produced; first edition by Robert Otok (December 2015), second by AF (December 2015) – and then discussed January with our WHO partners
- A manuscript on PH workforce needs in Europe should be written and published spring 2016 as an initiative of our own, not binding WHO
- Contribute to the book chapter on PH workforce needs in Europe mentioned just above
- Further considerations with our WHO partners

Main responsible

Foldspang, Bjegovic-Mikanovic, Otok

Activity 3.2.2.

Advice to WHO Europe member states as indicated above

Expected result

Consultations with all WHO Europe member states – *Timeframe* On regular basis towards 2020

Status

- Like just above

Plans

- Like just above

Main responsible

Foldspang, Bjegovic-Mikanovic, Otok

Objective 3.3.

Advocate the public health profession based on the code of conduct (professionalisation).

Visions following specific objective 3.3:

- *Develop and agree on the professionalisation model and its structural and attitudinal attributes with respect to professionalisation of public health workforce.*
- *Launch a systematic advocacy campaign for public health professionals to influence relevant processes in the area of health workforce planning and development.*
- *Support the development of national and European professional chambers safeguarding professional regulations and access to the profession.*
- *Initiate and support the development of the ethical code of conduct for public health professionals.*

Activity 3.3.1.

Development of professionalization model

Expected result

Professionalisation model developed and endorsed by all relevant stakeholders – *Timeframe* 2016

Status

- The three-category workforce model developed by Foldspang and Otok has been accepted by WHO Europe and in October 2013 included in the Terms of Reference of the EPHO 7 Working Group:
 1. Public health professionals, mainly defined by education:
 - a. Comprehensive public health bachelor or master degree,
 - b. Public health specialists with a basis in, e.g., medicine, nursing, midwifery
 - c. Other seniors with extensive experience in comprehensive public health
 2. Health professionals, also defined by education
 - a. Physicians
 - b. Nurses
 - c. Midwives
 - d. Other
 3. All other, including, e.g., politicians, teachers, policemen
- An editorial on shaping the profession and presenting the three-category model published in EJPH May 2015 (Foldspang)

Plans

- Spring 2016
 - Advocacy group to be initialized (see 3.3.2.)
 - Professionalization model to be
 - Developed
 - Discussed by relevant stakeholders
 - Decided about

- Develop and agree on the professionalisation model and its structural and attitudinal attributes with respect to professionalisation of public health workforce.
- Launch a systematic advocacy campaign for public health professionals to influence relevant processes in the area of health workforce planning and development.
- Support the development of national and European professional chambers safeguarding professional regulations and access to the profession.
- Initiate and support the development of the ethical code of conduct for public health professionals.
- Fascinating process! Let's go!

Main responsible

Foldspang, Bjegovic, Otok, Advocacy group,

Activity 3.3.2.

Setting up an advocacy group for PH professionals to influence relevant processes in the area of health workforce

Expected result

Advocacy group for PH professionals set up – *Timeframe* 2016

Supporting discussion in PH associations/academia/chambers about authorisation of PH professionals; also consultations with medical and nursing professional chambers – *Timeframe* On regular basis towards 2020

Supporting discussions in ministries/national boards of health and among decision-makers about authorisation of PH professionals, in support of the development of professional chambers - *Timeframe* On regular basis towards 2020

Status

- Discussions have been conducted in various forums - as part of the Four Country Study 2014, at EPHCs 2013, 2014 and 2015, at UK FPH's annual conference in 2015

Plans

- Spring 2016
 - Principles for advocacy group membership and work to be decided
 - Advocacy group to be set up
 - Advocacy material to be decided about
 - Dissemination of material to relevant stakeholders – governmental as well as non-governmental
 - Discussion with stakeholders
- Later
 - Plans to be developed

Main responsible

Foldspang, Bjegovic, Otok, Advocacy group

Activity 3.3.3.

Development of guidelines with code of conduct for PH professionals

Expected result

Guidelines developed and endorsed by all relevant stakeholders – *Timeframe* 2017

Charter for public health professional - *Timeframe* 2017

Status

- Initial search related to European PH associations and ministries of health started

Plans

- Development and endorsement to be planned
 - Collection of existing national guidelines with code of conduct for PH professionals and for other health professionals
 - Development of proposal for European guidelines with code of conduct for PH professionals
 - Dissemination to relevant stakeholders – governmental as well as non-governmental
 - Discussion with stakeholders
 - Development of final proposal
 - Contact with colleagues to identify existing guidelines – including also the Honours Committee

Main responsible

Foldspang, Bjegovic, Otok, Advocacy group