



EFN POSITION STATEMENT ON THE GREEN PAPER ON EUROPEAN WORKFORCE FOR HEALTH

The EFN welcomes the European Commission Green Paper on the European Workforce for Health. The EFN members are pleased that the Green Paper on Workforce for Health addresses the wider aspects of the workforce shortages and the need to raise awareness throughout Europe of careers in health and social care, to go with the need for better recruitment and retention strategies. The Green Paper puts flesh on the bones of the political words "Health is Wealth" and is therefore complementary to the WHO Health System Charter, endorsed by 53 Member States.

Nevertheless, the EFN wants the Green Paper to be focussed by setting out clear priorities and actions. Therefore the Green Paper needs to:

- Put in place an EU monitoring system collecting data to support decision-making and providing information for a collective planning of health professionals in all healthcare delivery settings;
- Putting in place human resource strategies building on a European Ethical Code for Recruitment covering recruitment from within and outside the EU. If the global WHO code will have no 'teeth', nothing will change and the EU needs to take its responsibility;
- Putting in place an EU Continuous Professional Development (CPD) Framework to maintain a highly skilled and motivated workforce. The EFN believes it is essential to identify and standardise the structure and funding sources in each Member State for CPD to improve health outcomes; and,
- Taking a gender approach to workforce planning and valuing the increased participation of women is crucial. The nursing workforce is getting older and mostly women have next to their daily job a lot of other responsibilities. Therefore, the EFN welcomes the emphasis is given to valuing the increased participation of women in workforce planning.

The EFN realises the Green Paper is only the beginning of a long policy-process but it provides the basis for action within the European Union, to which the EFN is willing to contribute. The Green Paper cannot be taken forward in isolation. Therefore, the EFN finds it important that progress is made on the implementation of the Council Recommendations on Patient Safety and Healthcare Associated Infections, on the Commission initiative on Health Services Standards and on the Directive on Patients' Rights in Cross-Border Healthcare.

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