EHMA 2025
Taking action to
improve health for all

EJD

Healthier teams, safer care: a summary of workforce-driven insights for QoC

Context

- Up to 10% of patients are affected by gaps in care and safety across Europe

- Workforce shortages, aging populations, and poor conditions hinder care delivery

- Burnout and long hours increase error risk

- **Aim**: To present workforce-driven strategies to improve QoC through better workforce conditions.

Methods

«Healthier Teams, Safer Care» co-organized by EJD and WHO/Europe

- **Participants**: Junior healthcare leaders from 15 countries alongside WHO/Europe experts

- **Focus Areas**: Workforce well-being, standardized training, equitable distribution of healthcare professionals

Capacity-Building Sessions

Policy Dialogues

Group Discussions
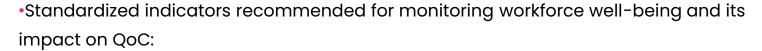
Examples and Recommendations

EHMA
2025

World Health Organization
European Region

European Junior Doctors Association

Copenhagen, Denmark   11 November 2024

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Key strategies

•Standardized indicators recommended for monitoring workforce well-being and its impact on QoC:

- Consensus on fostering a non-punitive culture for error reporting

- Wellbeing

- Digital tools

- Mental health

WORKFORCE WELL-BEING   **DIGITAL TOOLS**   **MENTAL HEALTH STRATEGIES**

Discussion

- **Workforce well-being** underpins safe, high-quality care
- **Task-shifting** and **digital tools** ease pressure and improve efficiency
- **Mental health support** boosts staff resilience
- **Unified workforce data** drives smarter policies

- **Call to Action:** Ensure safe working conditions, invest in staff well-being, and align training with evolving care needs

Conclusion

1. Workforce well-being is key to quality care and patient safety

2. Reforms like fatigue management and AI tools help address shortages

3. «Healthier Teams, Safer Care» shows well-being is vital for system sustainability

THANK YOU

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