

**From scarcity to sustainability:**  
can small nations lead workforce innovations?

**Program:**

**Wellton Riverside Spa Hotel,  
11. Novembra krastmala 33 / Riga, Latvia**

**DAY 2 Advancing the solutions**

TIME	SESSION	SPEAKER
09:00–09:10	<b>Recap and Day 2 overview</b>	<b>Tomas Zapata</b> Regional Adviser, Health Workforce and Service Delivery, WHO Regional Office for Europe
09:10–09:25	<b>Retaining health workforce</b>  Setting the scene: sustaining the health workforce by strengthening mental health and well-being (with reference to the WHO Regional Office for Europe Mental Health of Nurses and Doctors (MeND) survey report), improving recruitment and retention (particularly in the public sector and rural areas) and addressing workforce mobility.	<b>Tomas Zapata</b> Regional Adviser, Health Workforce and Service Delivery, WHO Regional Office for Europe
09:25–10:20	<b>Sustaining those who sustain us: strengthening mental health and well-being in the health workforce</b>  <ul style="list-style-type: none"> <li>• Creating psychologically safe and supportive workplaces.</li> <li>• Charting a path forward: how the WHO Regional Office for Europe MeND report informs action for SCI countries.</li> </ul>	<b>Moderator:</b> <b>Margrieta Langins,</b> Nursing and Midwifery Policy Adviser, WHO Regional Office for Europe  <b>Panel</b> <b>Karmen Joller,</b> Minister of Social Affairs, Estonia; <b>Blaž Andoljšek,</b> Adviser, Office for cooperation with WHO, Ministry of Health, Slovenia <b>Karen Vincenti,</b> Director International Affairs and Policy Development, Ministry of Health, Malta.
10:20–10:50	Networking coffee break	
10:50–11:50	<b>Retaining and attracting health workers in the public sector and in rural areas</b>  Incentives for underserved regions: implementing tailored recruitment and retention packages to support rural and peripheral health workforce distribution.  <ul style="list-style-type: none"> <li>• Targeted and streamlined recruitment: accelerating hiring processes and deploying evidence-based strategies to attract priority professions and hard-to-staff roles.</li> <li>• Attracting and retaining young health-care specialists in the public sector.</li> <li>• Solutions to address health workforce pressures from a domestic and international migration flow perspective.</li> <li>• Health workforce migration.</li> <li>• Managing public and private staffing flows.</li> </ul>	<b>Moderator:</b> <b>Jim Buchan,</b> Health Foundation UK/UTS Australia  <b>Helena Mas Santuré,</b> Minister of Health, Andorra; <b>Hosams Abu Meri,</b> Minister of Health, Latvia; <b>Thomas Dentzer,</b> Chief Executive Officer, National Health Laboratory, Luxembourg; <b>Anna Laderchi,</b> International Health Relations and Policy Officer, Authority for the Authorization, Accreditation and Quality of Health, Social and Educational Services, San Marino.
11:50–12:20	<b>Closing reflections and statements of SCI members</b>  <ul style="list-style-type: none"> <li>• Next High-level Meeting of the SCI.</li> <li>• Closing remarks from Latvia and the WHO Regional Office for Europe.</li> </ul>	
12:20–13:20	Light lunch	