WORKSHOP #3
SHARING BEST PRACTICES TO HELP ERN ON HUMAN POTENTIAL

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‘ERNS ARE HERE TO STAY’ WHAT ABOUT EXPERTS IN RARE DISEASES?

HEALTH WORKFORCE SHORTAGE

INCREASED WORK PRESSURE

DECREASED JOB SATISFACTION

Maximize human potential

How can HM's create an attractive and stimulating working environment?

How can HM's optimize added value of our professionals?
LEADERSHIP TO STIMULATE HUMAN POTENTIAL

- Leadership dissemination at all levels
- Willing stakeholders across the hospital
- Willingness to listen, ability to understand
- Leading interdisciplinary coalition in RD
RECRUITMENT & MOBILITY

ATTRACTIVENESS OF THE WORKPLACE & WORKING CONDITIONS

ERN-RELATED WORKING TIME RECOGNITION
• What we need are **strong national and international networks** of RD experts in order to exchange knowledge and resources across the EU

• ERN-membership and EC recognitions are considered competitive. Competitiveness should not obstruct collaboration; we should move away from competition towards cooperation and make it worthwhile to work together

• Research into **motivational drivers per target group might** be valuable to create attractive working packages to target RD experts

• Focus on **attracting future talents** (i.e., undergraduate and graduate students). If you have gained no or limited experience with RD during your study, it becomes less likely that you will work within this field after graduating
**DISCUSSION**

*WHAT DO YOU THINK?*

How can we move away from competition towards cooperation and make it worthwhile to work together?

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<tr>
<th>Areas of actions</th>
<th>Examples/ Details</th>
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| Stimulate and strengthen collaborations within the ERN-network | • Joint PhD  
• Clinical exchange  
• Summerschool  
• EU degree in RD |
| Facilitate collaborations which are multi/interdisciplinary (different stakeholder/disciplines) | • Collaborations between different stakeholders (gov. funders, companies, scientists, patient + GP’s)  
• Collaboration between different disciplines (e.g. IPU’s model)  
• .......... |
ATTRACTION & WORKING CONDITIONS

- Opportunities for training and development are key elements of job attractiveness and satisfaction. Not only for our current RD experts but also to attract and engage future experts.

- We can create an attractive working environment by letting professionals work at the top of their license. This means we should limit the time they spend on tasks that can be performed by other individuals.

- To get ‘the right person in the right place at the right time’ we need a clear delineation of tasks and procedures for all members of the team.

- ‘Job carving’ may be a valuable method. By analyzing current work processes and tasks we can determine which ‘basic’ tasks can potentially be performed by more junior staff. This gives them the opportunity to ‘learn by excellence’.
**DISCUSSION**

**WHAT DO YOU THINK?**

**Should we build a program for job carving solutions?**

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| **Job carving program** | • Creation of standard activity packages  
• Automatization of routine work (feasibility study) |
| **Educational program in project management** | • Cross fields competencies  
• PMO skills  
• Complex project management methods  
• Survey on organizational models and motivational aspects |
ERN-RELATED TIME RECOGNITION

• ERN-participation is sometimes describes as ‘more work with the same resources’.

• The challenge for the hospital organisation is to organize time for the professional to dedicate to rare diseases

• What sort of activities are ERN-related activities?
  o The core set of 18 ERN indicators may be a valuable starting point. Two of these indicators are related to ERN-related working time
  o We probably need to measure actual ERN-related time

• Should we broaden our focus and talk about RD-related time instead of ERN-related time?
DISCUSSION
WHAT DO YOU THINK?

How can we define/measure ERN/RD-related time? Would it be valuable to examine ERN/RD-related time within the EU?

Areas of actions

<table>
<thead>
<tr>
<th>Encoding and measuring activities dedicated to each ERN</th>
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<tr>
<td>&quot;ERN Time Sheet&quot;</td>
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<td>Bridging ERN Time Sheet evidence with ERN indicators related working time</td>
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Examples/Details

- .......

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‘WE’LL NEVER KNOW OUR FULL POTENTIAL UNLESS WE PUSH OURSELVES TO FIND IT’

TRAVIS RICE