

75th Session of the WHO Regional Committee for Europe Virtual Side Event

Mental health and wellbeing of the health and care workforce: Launch of the MeND (Mental Health of Nurses and Doctors survey in the European Union, Iceland and Norway) Report

Overview

Over the past few years, health systems globally have faced numerous challenges, with workforce retention and recruitment being a critical concern. In Europe shortages are projected to experience a three-fold increase by 2030 compared to 2013. The growing shortage is exacerbating a mental health and wellbeing crisis among our health workers with approximately one-third of HCWs reporting symptoms consistent with depression and/or anxiety disorders. The consequences are far-reaching, including increased absenteeism, burnout, and the intention to leave the profession altogether. This highlights an urgent need for targeted policy-making to address workforce retention and well-being. High-quality data is essential to fully understand the scope of this issue and inform effective interventions.

In October 2024, WHO EURO launched a survey aimed at HCWs in the EU27, Iceland and Norway. The survey is one of many actions under a collaboration between WHO and the European Commission through which WHO is providing tailored support to these countries to build stronger mental health systems and services. The aim is to improve our understanding of the mental health and wellbeing of HCWs in these countries. The survey was designed to incorporate validated tools that screen for mental health issues and well-being, while understanding their intersectionality with sociodemographics and work-related characteristics.

The proposed side event will present the findings and engage with partners, Member States and professional representatives to discuss public health policies that improve working conditions for HCWs.

Programme

Friday, 10 October 2025

10:00–10:05	Prioritizing mental health of our health and care workforce <i>Natasha Azzopardi Muscat, Director of the Division of Health Systems, WHO Europe</i>
10:05–10:25	Findings of the MeND survey <i>Ledia Lazeri, Regional Advisor, Mental Health and Well-being, WHO Europe</i> <i>Roberto Mediavilla Torres, WHO Collaborating Centre for Mental Health Services Research and Training, Universidad Autónoma de Madrid, Spain; Centro de Investigación Biomédica en Red de Salud Mental (CIBERSAM), Instituto de Salud Carlos III, Madrid, Spain</i> <i>Tomas Zapata, Regional Advisor, Health Workforce and Service Delivery, WHO Europe</i>
10:25–10:45	Reflections from Member States <i>Jo Etienne Abela, Minister for Health and Active Ageing, Malta</i> <i>Liv Heidi Brattås Remo, Government Chief Nursing Officer, Norway</i>
10:45–11:15	Panel discussion and reflections – European Medical and Nursing Association partners <i>Marc Hermans, Officer for European and International Affairs, European Union of Medical Specialists</i> <i>Paul De Raeve, Secretary General, European Federation of Nurses Associations</i> <i>Tiago Villanueva, President, European Union of General Practitioners / Family Physicians</i> <i>Karen Bjørø, Vice President, European Forum for National Nursing and Midwifery Associations</i> <i>Péter Álmos, Vice President, Standing Committee of European Doctors</i> <i>Miglè Trumpickaitė, Vice President, European Junior Doctors Association</i>
11:15–11:25	Audience Q&A session <i>Moderated by Cassie Redlich & Margrieta Langins</i> <i>WHO Europe</i>
11:25–11:30	Closing <i>Natasha Azzopardi Muscat, Director of the Division of Health Systems, WHO Europe</i>

Speakers



**Natasha
Azzopardi-
Muscat**

Director

**Division of Health
Systems**



Ledia Lazeri

Regional Advisor

**Mental Health and
Wellbeing Unit**



Tomas Zapata

Regional Advisor

**Health workforce and
Service Delivery Unit**



Cassie Redlich

Technical Officer

**Mental health and
wellbeing Unit**



**Margrieta
Langins**

**Nursing and
Midwifery Policy
Advisor
Health workforce
and Service Delivery
Unit**



Etienne Abela

**Minister for Health
and Active Ageing,
Malta**



**Liv Heidi
Brattås Remo**

**Government Chief
Nursing Officer,
Norway**



**Javier Padilla
Bernáldez**

**Secretary of State for
Health, Spain**



**Miglė
Trumpickaitė**

**Vice President,
European Junior
Doctors Association**



Karen Bjørø

**Vice President,
European Forum for
National Nursing and
Midwifery
Associations**



Marc Hermans

**Officer for European
and International
Affairs, European
Union of Medical
Specialists**



**Tiago
Villanueva**

**President, European
Union of General
Practitioners / Family
Physicians**



Paul De Raeve

**Secretary General,
European Federation
of Nurses
Associations**



Péter Álmos

**Vice President,
Standing Committee
of European Doctors**

Practical information

Zoom connection details

Register here: <https://bit.ly/MeNDsurvey2025>

Languages

This session will be in English and Russian