ACTION PLAN 2024

European Network of Medical Residents in Public Health
EuroNet MRPH

Authors: Board & Leads 2024

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INTRODUCTION

EuroNet MRPH brings together Public Health residents, not necessarily from a medical background, from 9 European countries. Since its creation in 2011, EuroNet organized more than 34 meetings in 10 different countries, promoting research, joint work, and the exchange of good practices.

What started as a collaboration between two countries; Italy and France, is today the largest and most interconnected network of Public Health residents in Europe, spreading from Portugal to Turkey, from the UK to Croatia. Still, we aim for much more: we are inspired by the vision of what EuroNet MRPH can become.

That's why 2024 will be a year of consolidation, union, and expansion. We will consolidate the realizations of the past few years, organizing our structure and way of work and optimizing the articulation between countries, members, and partners. Union of the members of this network, making them increasingly central to the work developed. Members are encouraged to be active drivers of the network's work and the direction it will take.

Finally, after the consolidation phase, we want to attract more countries and more partners to collaborate with us, to create more opportunities for public health residents, and to strengthen the Public Health workforce across Europe.

We have a dream: to raise engagement within the network, offer more opportunities for the residents, increase our visibility, establish solid partnerships, and influence capacity building in the Public Health workforce. As an association of associations, the contribution and involvement of National Commissions will be crucial to fulfill this dream.

To achieve this goal, we are strengthening our connection with different European associations, like the WHO Youth Council and the European Public Health Alliance (EPHA). Furthermore, we decided to add six new Leads positions: Advocacy, Capacity Building, Members, Meeting, and Newsletter. This Action Plan will briefly describe their goals and activities, as well as those of the historic positions.

This Action Plan aims to be a strategic document that presents our roles, goals, and activities for this year, based on four pillars: governance, cooperation, accountability, and innovation. It is also a commitment between all parties involved and a joint effort to achieve all the proposed goals. We look forward to continuing working with all and for all of you.

Your 2024 Board&Leads Team

2024 Board & Leads team

President: Marta Caminiti
Vice-President: Kate Ndocko
Secretary: Anna Zannoner
Treasurer: Lyvio Lin
Communication Lead: Alp Özünlü
Newsletter Lead: Antonio Pujol de Castro
Research Lead: Sofia Beretta
Internships Lead: João Martins
Webmaster Lead: Giulia Gatti
Advocacy Lead: Giorgia Soldà
Capacity Building Lead: Carlotta Carboni
Members Lead: Lucía Rodríguez-Borlado Salazar
Meetings Lead: Maryoli Veloso Fraigola

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The main missions of EuroNet

PRESIDENCY

Goals

- Support and connect National Commissions (NCs) to create a strong and unified network
- Renovation of EuroNet's Statute according to the current core values, vision, and goals of the network.
- Supporting the treasurer in planning financial sustainability for the network.
- Consolidating active international partnerships (WHO, WHO-Europe, EUPHA, EPHA) and exploring new partnerships.
- Define EuroNet's role in advocacy matters, representing the National Commission's view on relevant public health issues.
- Supporting the new Leads positions in the vision for their roles (Advocacy, Capacity Building, Meeting, Members Lead).
- Organizing one in-person Spring Meeting and one in-person or online Winter Meeting.
- Organizing one Tele-Conference every month inviting speakers who are relevant for public health residents' education and career.
- Support the B&Ls members to work in a sustainable, empowering, kind, supportive environment.
- Ensuring continuity for the network from 2024 to 2025.
- Creating a EuroNet MRPH Alumni Section for the former residents to remain active in the Network after diplomating.

Activities

- Supporting the Members Lead in organizing online meetings with every NC, and organizing online meetings gathering all NCs to speak about key issues for the network (EuroNet's identity and vision, the role of the NCs, communication workflow, financial sustainability ect.). Making a census of National Associations' and National Commissions' boards and representatives, and creating a Registry of National Associations and Commissions, with updated contacts. Reinforce the communication flow of information from the B&Ls to the NCs, and from the NCs to the NAs' members.
- Create a Working Group that will work on the renovation of EuroNet's Statute and Policy&Procedures document, and have changes voted by the National Commissions.
- Supporting the treasurer in the meeting with the National Commissions and National Association to strategize on how to reach financial sustainability for the network. Supporting the treasurer in the search and evaluation work for possible sponsors and funders. Submitting grant applications to European institutions (e.g. Council of Europe).
- Representing EuroNet in the WHO-Youth Council's monthly meetings, participating in the Youth4Health Network activities, collaborating with EUPHA and EUPHA nxt for organizing events (e.g. European Public Health Week, pre-conference at EUPHC), follow EPHA activities. Contacting International Organisations to establish new partnerships. Undertaking application procedures as required by single organizations (e.g. Youth Health Organization,

the European Youth Foundation of the Council of Europe, the European Centre for Disease Prevention and Control).

- Creating a survey asking National Commissions their vision on the topics EuroNet MRPH should prioritize advocating on during this mandate. Bring the voice of EuroNet MRPH in the international public health debate (e.g. WHO Youth Council, WHO Civil Society Organization).
- Organizing strategic meetings with every new Lead at the beginning of the mandate. Support them during the year in achieving their plan.
- Providing practical, logistical, and institutional support to the Organizing Committee of the Spring Meeting 2024 in Madrid, organizing regular online meetings with the Organization Committee and/or the Meeting Lead. Planning of the Winter Meeting.
- Support the Capacity Building Lead in the organization of the monthly Teleconferences, both contacting speakers and structuring the agenda.
- Organizing monthly meetings with the B&Ls, and bi-weekly meetings with the Board. Maintain regular contact with every member of the B&Ls. Ensure the use of respectful and inclusive language in our internal communication. Allow every member of the B&Ls to be heard and express their thoughts and feelings. Creating a calendar for the B&Ls members to sign their holidays and respect their vacation days. Coordinating the B&L Team to the achievement of the 2024 goals.
- Scouting for the next B&Ls members. Organize elections. Structuring and coordinating the handover process from 2024 to 2025.
- Contacting former EuroNet members and facilitating the set-up of an Alumni Section.

Evaluation (key indicators)

- Number of meetings with every NCs. Number of meetings gathering all NCs. Creation of the Registry of National Associations and Commissions.
- Creation of the working group. Approval of the updated Statute and Policy&Procedures documents.
- Creation of a strategic plan for financial sustainability. Number of sponsors and funders evaluated. Number of grant applications submitted and amount of money fundraised.
- The number of Youth Council meetings and initiatives attended; projects of the Youth Council EuroNet MRPH participated in. The number of Youth4Health activities shared with the network, and actively participated in. Number of events organized with EUPHA/EUPHA nxt. The number of EPHA meetings attended and the number of contributions to EPHA projects. Youth for Health membership; European Youth Foundation of the Council of Europe membership; ECDC Advisory Forum membership.
- Received feedback from NCs on advocacy vision for the network. Number and type of advocacy campaigns EuroNet MRPH participated in.
- Key indicators from all the new Lead's main goals and activities.
- Number of meetings organized with the Spring Meeting OC and the Meeting Lead; evaluation feedback from Spring Meeting participants. Organization of a Winter Meeting, number of meetings organized with the Winter Meeting OC and the Meeting Lead; evaluation feedback from Winter Meeting participants.
- Number of monthly Teleconferences organized.

- Number of B&Ls meetings, number of Board meetings. End of mandate questionnaire for the B&Ls. Goals achieved by the B&Ls 2024.
- Number of B&Ls elected members in 2025. Number of handover meetings organized.
- Having an active EuroNet MRPH Alumni Section.

VICE PRESIDENCY

Goals

- Strengthening international collaborations through partnerships (YHO, ECL, OSH)
- Broadening EuroNet's reach by increasing member associations in Belgium, Germany, Switzerland, Finland, Greece, Austria, Switzerland, and the Balkans.
- Establishing an Alumni Program to sustain involvement in the network post-residency
- Hosting monthly Tele-Conferences featuring relevant speakers for public health residents' education and career advancement
- Support the president, board, and lead in their daily operational tasks.

Activities

- Initiating communication with international networks to forge new partnerships and ensure EuroNet's inclusion in global declarations and policy initiatives
- Participating in the WHO-Youth Council's Working Group on Non-Communicable Diseases.
- Engaging with public health associations in targeted countries
- Providing logistical support to the Organizing Committee of the Spring Meeting 2024 in Madrid and assisting in speaker coordination
- Regularly reaching out to potential speakers for the monthly Teleconferences
- Crafting a survey to solicit input from National Commissions for the development of an Alumni section tailored to network requirements
- Contacting former EuroNet members to facilitate the establishment of an Alumni Section

Evaluation (key indicators)

- Number of partnerships formed with new organizations
- Quantity and quality of active projects initiated with international partners
- Number of treaties, declarations, or position letters signed

- Expansion of the network to include new countries
- Frequency of meetings and collaborations with the WHO Youth Council Working Group on Non-Communicable Diseases
- Successful implementation of Alumni Section

SECRETARIAT

Goals

- Implement the internal communication of the B&L and the NC and facilitate the communication of external members towards the association
- Provide administrative support to the EuroNet team
- Consolidate and expand EuroNet's internal and external network

Activities

- Keep the professional tools handed over to me functional
- Keep track of the different NC members and improve channel and continuity of communication with them
- Help with the writing of notes and/or modification of EuroNet's documents
- Help the rest of the team with everyday life tasks
- Creating flowcharts to help smooth over the process of launching calls for the different lead teams
- Coordinating the Statute & Policies Working Group
- Keep Google Calendar updated
- Sorting the emails, sending news and updates to the right person

Evaluation (key indicators)

- Drive organization
- Zoom links created and sent on time
- Number of sorted email

TREASURY

Goals

- Based on the lessons learned in the past years, reach admissibility on public grants and funding
- Build, with the help of those partnerships and sponsorship, stronger bricks of economic sustainability and resilience
- Efficiently follow and collect the national commission country fees
- Improve financial planning and transparency on our use of financial resources

Activities

- Following up and reapplying on public EU sponsorships and grants
- Solicit support from the numerous possible public sponsors from the NC countries
- Remain up-to-date with EU4 Health Yearly Program and objectives
- Apply for EU call for proposals, call for tenders and grants
- Renew annual contract (Zoom, Canva, Insurance)
- Implement the research, communication, and finance monitoring toolbox
- Support the Spring Meeting's Organizing Committee research for funding
- Search for sustainable banks that participate in green financing
- Assess the feasibility of the opening of an online bank account accessible from all the countries network with an English client support

Evaluation (key indicators)

- 2024 Bank operating costs compared to 2023
- Number of grant applications
- Number of successful applications
- Amount of financial support obtained from grants
- Number of new public sponsorships created
- Amount of financial support obtained from public sponsorships
- Number of countries' fees obtained in full

COMMUNICATION LEAD

Goals

- Enhance the visibility of EuroNet
- Effectively communicate and encourage participation in EuroNet's activities
- Establish a vibrant and engaging social media environment for European Public Health Residents

Activities

- Make good-looking social media content about EuroNet's activities
- Ensure that content is shared at the most opportune times to maximize attendance and engagement with EuroNet's activities
- Manage EuroNet's social media accounts
- Coordinate with:
    - Research Lead: research opportunities and how to advertise them
    - Internships Lead: new internship opportunities and how to advertise them
    - Capacity Building Lead: promoting EuroTuesdays effectively
    - Webmaster Lead: determine the content for sharing across social media and the website

Evaluation (key indicators)

- Number of social media posts and stories
- Number of interactions on social media posts
- Number of followers on social media accounts

NEWSLETTER LEAD

Goals

- To approach the Network's daily work and the people who work on it to its members.

Activities

- Open the call for a newsletter team.
- Regularly collect updates from the B&L and the Network.
- Oversee the publication of 4 issues of EuroNews/year.
- Coordinate with the Communication Lead and the Webmaster to showcase the Network's activities.
- Do a handover document to show how the Newsletter has been managed on 2024.

Evaluation (key indicators)

- Opened the call for a newsletter team (Yes/No).
- Number of issues of EuroNews in 2024 (X/4).
- Handover document done (Yes/No).

RESEARCH LEAD

Goals

- Facilitate the participation of Public Health residents to research, through the participation of research groups and the ESC

Activities

- Define the theme, objectives, and rules of the ESC
- Form a (/two) ESC committees
- Coordinate the ongoing projects:
    - Methodological quality of health economic analyses
    - Systematic Review on Mental Health
- Initiate new research projects
- Coordinate with the Board and Lead, in particular:
    - Meeting Lead: coordinate to organize the ESC
    - Treasury: define an ESC prize
    - Communication: cooperate to promote participation in research groups and ESC
    - Capacity building: cooperate to equip residents with research skills
    - Presidency: organizing and centralizing research within Euronet MRPH
    - Newsletter: give visibility to research groups and research made within Euronet

Evaluation (key indicators)

- ESC successfully organized for spring meeting (yes/no)
- The research projects have advanced according to their schedule
- at least one event has been organized to improve resident's research skills

INTERNSHIPS LEAD

Goals

- Help Public Health residents from member countries access internship opportunities to gain international experience.

Activities

- Review and regularly update the information relating to internships provided on the EuroNet website.
- Actively look for new internship opportunities and advertise them whenever they become available, both on the EuroNet website and on social media.
- Establish a single point of contact per the National Commission (NC) on issues relating to internships.
- Respond to inquiries from Public Health residents about rotations/placements in other European countries, liaising with the respective NC whenever necessary.
- Update the list of suggested rotations/placements available on the EuroNet website, under guidance from each NC.
- Survey to gauge members' awareness of the internship facilitation program and the internship webpages, and to explore areas for improvement.
- Collect brief testimonies from members who completed an internship or rotation abroad with support from EuroNet and create a dedicated page on the website to display this information.
- Create an FAQs page for internships, including information on practicalities and funding sources.

Evaluation (key indicators)

- Internships webpages updated at least monthly, displaying the date of the last update. (Y/N)
- The number of internship and traineeship opportunities identified and advertised.
- List with single point of contacts per NC created.
- The number of contacts received from members requesting facilitation of internships.
- The number of internships facilitated.
- The proportion of successful internships facilitated in relation to the number of contacts received. (%)
- Rotations webpage updated under guidance from NCs.(Y/N)
- Survey completed. (Y/N)
- Number of testimonies collected.
- Testimonies webpage created. (Y/N)
- FAQs webpage created. (Y/N)

WEBMASTER LEAD

Goals

- Update the content of the pages

- Upgrade search ranking of the website on search engines
- Create a connection with the Organizing Committee of the Spring Meeting and Winter Meeting to create pages/posts for the upcoming big events of the EuroNet Community—> create HYPE and simple/clear information to find
- Align the outlook of the website
- Improve anti-spam
- Create a page for National Commissions
- Clean WordPress from trash (drafts that aren't useful anymore, pages that don't exist anymore)

Activities

- Create new pages and contents
- Have good communication with the other members of the B&L to raise suggestions/needs for the website, if they need one own page for each Lead
- Have good communication with the OC of the spring meeting/ Winter meeting
- Have a meeting also with the NCs
- Control access of users, control internal links, structure

Evaluation (key indicators)

- Have updated pages
- Have a position on the search engine as Euronet
- Have an orderly structure for the website
  for example: have tidy pages where all info about the important events/publications/meetings are
- Have a page where all the posts referring to a certain topic update automatically
- Have a homogeneous look throughout the website
- Have a working anti-spam system (reCAPTCHA or other)
- Have a page of NCs
- Have not useless users, draft pages and posts, pages and posts that don't exist anymore

ADVOCACY LEAD

Goals: develop a comprehensive EuroNet MRPH advocacy strategy that reflects NCs' values

Activities

- Initiate an internal "charter of values" that will serve as a foundational guide, unifying the Board, Lead, and National Commissions. This collaboration will solidify our common ground and amplify our direction and impact within EuroNet's advocacy landscape.
- Create a three-year advocacy strategic plan ensuring alignment with inputs from National Commissions, and fostering a collective and cohesive approach toward our advocacy objectives;

- Create 5 policy documents reflecting core topics after input collection from National Commissions;
- Engage with partners and take part in common initiatives;
- Reflect together with the Board & Lead and National Commissions on the political role of EuroNet MRPH, especially within the European Union framework, to clarify the advocacy actions to take in the future;
- Collaboration and synergy with the B&L:
    - Research Lead to establish research projects in a more strategic way and present what already produced to our partners and internal goal;
    - Align efforts with the Communication Lead to ensure our communication strategy and public image resonate both internally and externally;
    - Partnering with the Capacity Building Lead to equip our members with advocacy skills and strategic planning knowledge, envisioning a capacity-building session during the spring meeting;
    - Collaborate with the Treasurer to seek support from partner organizations, drawing inspiration and guidance from established entities such as the Youth Health Organization (YHO) for international grant applications;
    - Ultimately and most importantly give inputs and feedback to the President and Vice-President on new partnership opportunities and collaboration needs to make our network grow (stakeholder mapping activity and policy implementation options)

Evaluation (key indicators)

- Drafting and adopting the “Charter of values”
- Drafting and adopting the “three-year advocacy strategic plan”
- Draft 5 policy documents
- Engage in at least 10 activities with partners
- Initiate an internal discussion on the political role of EuroNet MRPH

CAPACITY BUILDING LEAD

Goals

- Strengthen the skills and knowledge of Public Health residents from member countries
- Enhance networking among Public Health residents from member countries
- Provide information about training opportunities and resources for Public Health residents.
- Organize events and meetings open to Public Health residents from member countries

Activities

- Open the call for a Capacity Building Team. The team will be led by the Capacity Building Lead and will sustain the organization of the following activities and the achievement of the capacity-building goal. particularly the team will contribute to:
    - Indexing platforms and resources relevant for MRPH (long-term outcome)
    - Surveillance of training opportunities to share with the network (through network channels and capacity building box on the newsletter)
    - Needs assessment for capacity building among residents (through the survey cf. Collaboration with Research Lead)
    - Identification of speakers for EuroTuesday together with the Capacity Building Lead

- Organize 10 EuroTuesday events over the year, with a monthly occurrence (except to: May and November due to Spring Meeting and RTC/Pre-Congress Event for EPHC) . These online meetings will focus on different topics related to public health both at a national and international (European) level. These events should be geared towards knowledge-sharing and networking among the members.
- Disseminate training opportunities and resources through the #EuroNetterSkills Box (#ENS Box), a new section of the Newsletter specifically dedicated to capacity building. The #ENS Box will contain information about webinars, training opportunities, resources provided by EuroNet partners, and other relevant information to help PH residents develop their skills.
- Conduct a comprehensive needs assessment survey. The survey will focus on identifying the gaps in knowledge and skills among PH residents and will be conducted among PH residents of member states. The team should also ensure that the survey is accessible to all PH residents in member states and that they are encouraged to participate. The results of the survey will be used to design training programs that meet the specific training needs of PH residents. (Cf. Collaboration with Research Lead)
- Organize a residential training course (RTC) to improve the capacities of PH residents. The RTC will be based on the results of the needs assessment survey and the priorities of EuroNet (cf. Collaboration with Advocacy Lead). The RTC will be designed to provide PH residents with the essential skills needed by a PH professional to face public health challenges. The RTC will be organized as a Pre-Congress Event for the European Public Health Conference (EPHC) - Lisbon, Portugal, November 2024 (Cf. Collaboration with Meetings Lead)
- Maintain strong partnerships with Euronet's partners who work with education (WHO, ASPHER, EPHA, EUPHA). The team should work closely with these partners to identify training opportunities and resources that can be shared with PH residents. The team should also collaborate with these partners to organize events and activities that promote knowledge-sharing and networking among the members. The RTC/Pre-Congress Event for EPHC will probably be organized jointly with EUPHA/Nxt.
- The Capacity Building Team will work closely with the B&L (Board and Leadership) members to ensure the effective execution of the capacity-building activities and synergy within the mission of EuroNet:
    - Newsletter Lead to publish #EuroNetterSkills Box on the newsletter
    - Communication Lead to ensure effective and timely communication about EuroTuesday (this will include communicating the agenda, speakers, and topics covered during each EuroTuesday event) and the comprehensive needs assessment survey.
    - Advocacy Lead to identify key topics that require knowledge and awareness building among the network to enhance advocacy activities. The capacity-building Team will focus the training and capacity-building activities on those topics to have a real impact.
    - Research Lead to conceptualize and conduct the needs assessments to evaluate PH residents' opinions regarding the achievement of skills through the institutional residency programs. Particularly, the survey will investigate their perceptions of non-technical skills such as communication skills, management, system thinking,

leadership, etc. The objective of this evaluation is to define training objectives based on real needs.

- Meeting Lead to jointly organize the RTC/Pre-Congress Event for EPHC. The purpose of this collaboration is to benefit from the meeting lead's expertise and optimize the organization of this event to make it efficient and effective. Hypothetically, this organization will begin following the Spring Meeting in May so as not to interfere with the first activity of the meeting lead. The RTC/Pre-Congress Event for EPHC is expected to take place in November (Main conference 13 - 15 November 2024 /Pre-conferences 12 November 2024).
- President and VicePresident to receive overall guidance and support to the Capacity Building Team, ensuring that all activities are aligned with goals and objectives of EuroNet.
- All members of B&L will be encouraged to contribute ideas and proposals for speakers and topics for EuroTuesday. Members will also be encouraged to gather information about training opportunities from the national and international level, if known, to ensure that the training and resources provided are of the highest quality.

Evaluation (key indicators)

- Opened the call for a Capacity Building Team (Yes/No)
- Number of EuroTuesday organized (X/10)
- Number of #EuroNetterSkills Box (X/Number of published newsletters)
- Survey done (Yes/No)
- Residential Training Course/Pre-congress Event organized (Yes/No)

MEMBERS LEAD

Goals

- Increase the understanding of the way every country that's member of EuroNet works regarding their NC/NA/Individual members, election, representation, etc
- Allow NCs to give their inputs about EuroNet so the network actually answers real needs and makes sense for everyone
- Improve communication with NCs
- Add at least one country to the network

Activities

- Creation of a survey and individual meetings with every NC to understand the way they work
- Coordination of joint NC meetings on different topics such as communication, events, network functioning, etc so they can communicate their points of view
- Constant communication with the NCs
- Mailing and meetings with new countries

Evaluation (key indicators)

- Creation of a NC guide based on the NC survey (Yes/No)
- Update of the directory by all NCs (Yes/no)

- Individual meetings with all of the NCs (Yes/No)
- Joint NC meetings (Number of meetings)
- Addition of countries to the network (Number of countries)

MEETINGS LEAD

Goals: Liaise and advise the Spring Meeting organizing committee about EuroNet's Policies and Statue, and update EuroNet B&L about the Spring Meeting. Facilitate the communication between Board and Lead and the Spring Meeting organizing committee.

Activities

- Regular meetings with EuroNet board and lead
- Regular meetings with the SM organizing committee
- Transfer doubts from the OC to the B&L and vice versa
- Complete a post-Spring Meeting evaluation form
- Collaborate with the organization of the winter meeting

Evaluation (key indicators)

- Post Spring Meeting Evaluation Form

We are looking forward to working with you and remain at your disposal for any further information.

The EuroNet 2024 Board and Leads