

**Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector
HOSPEEM-EPSU Joint Work Programme 2017-2019**

Final version adopted on 27.02.2017 – N.B. The sub-themes under the four main headings are presented in order of priority

THEMES	SUB-THEMES	OBJECTIVES	TIMELINE	DELIVERABLES
Recruitment and retention of health workforce	New models of care, new roles and skills for sustainable future healthcare systems, including digital skills and skills of health care support staff	Explore the role of social partners in the design and delivery of healthcare services to meet future needs, and in particular how to foster the skills needed by the workforce to deliver these services. Address the challenges linked to digitalisation in the hospital/healthcare sector and digital skills needs of health workers and identify good practice in this field. Understanding and promotion of the role of social partners on delivering a consistent approach towards health care support staff	Starting 2 nd half 2017	Mapping how Member States are proposing to rise to the challenge of delivering quality healthcare services within the constraints of finite financial and human resources, by developing different models of care requiring new roles and skills. Exchange of good practice/seminar on this topic, with a focus on how social partners can contribute positively (for example, by social partners' agreements on different job roles, teams, working patterns, training). Organisation of a technical seminar on e-health. Understanding and promotion of the role of social partners on delivering a consistent approach towards health care support staff
	Successful integration of refugees/asylum seekers with a professional background in	Address the challenges linked to the integration of refugees/asylum seekers in	2 nd half 2017	Organisation of a technical seminar for a knowledge exchange and exchange of good practice about fast track programmes and

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	health or social care into the labour market	the hospital/health care sector and identify good practice in this field.		issues such as the validation of professional qualifications / skills / competences
	Career development and planning (mobility, employability, end of career planning and management) Active and healthy ageing - Sustainable working lives	1) Exchange on role and successful initiatives of social partners in the field of innovative approaches to career paths including end of career planning 2) Contribution to the EU-OSHA “Healthy Workplaces for All Ages” Campaign	1 st half 2018	1) Organisation of an exchange on the approaches to active and healthy ageing during a SSDC working group meeting and presentation of good examples of national social partners’ initiatives. 2) Promotion of the HOSPEEM-EPSU guidelines and examples of good practice to address the challenges of an ageing workforce in the healthcare sector (2013) 3) Exchange on possibilities to use and to promote the Framework Agreement on Active Ageing and Intergenerational Solidarity currently negotiated between the cross-industry social partners (with input from EPSU and HOSPEEM in the negotiation process)
	Labour mobility and migration in the EU - Migration of healthcare workers within the EU	Exchange on role and possible initiatives of social partners in relation to EC initiatives (e.g. cross-border mobility of third-country nationals/follow-up to Forum DG HOME 01/2016; possible revision of blue card) and/or of the WHO, the ILO and in following up to existing instruments, reports, etc.	2 nd half 2018	Thematic seminar (in the framework of a WG meeting) on the basis of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-Border Recruitment and Retention (2008) Relevant instruments, reports, etc.: - WHO: Code of Practice on International Recruitment of Health Personnel - ILO: ILO Guidance Fair Recruitment - UN: Report of High-Level Commission on Health Employment and Economic Growth

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	Management of workforce diversity (gender, age, culture, disability, under-represented groups, refugees)	Exchange on role and successful initiatives of social partners in the field of diversity management	2 nd half 2018	Organisation of a technical seminar (in the framework of a WG meeting) on the relevance of, on approaches to and in particular on social partner-based initiatives on diversity management
	Improving the attractiveness of the hospital and healthcare sector (attracting new groups from the labour market, providing sufficient training possibilities, investing in health staff)	Stock taking of initiatives at national level on active labour market approaches to prevent (future) shortages in health staff	Spring 2019	Organisation of a topic on active labour market initiatives during a SSDC working group meeting and presentation of good examples of national social partners initiatives.
	Youth employment (recruiting young workers) Promotion of apprenticeships in the healthcare sector to increase youth employment	Gathering experiences in the field of youth employment/apprenticeships related to the EU commission initiatives (European Alliance for Apprenticeships) to stimulate a more active role of Health Care sector Stakeholders to create a sustainable health staff age-pyramid in organisations	2018	Organisation of a meeting with experts in the field of youth employment/apprenticeships related to the EU commission initiatives (European Alliance for Apprenticeships) during a SSDC working group
	Social innovation (capacity of organisations to adapt to changes) Involvement in workplaces innovation	Exchange on role and successful initiatives of social partners in the field of social innovation with a focus on self-rostering/innovative rostering and self-management initiatives	Spring 2019	Organisation of a topic on social innovation during a SSDC working group meeting and presentation of good examples of national social partners initiatives.
	Health Care Assistants	Joint Assessment of the Feasibility Study on a Common	Early 2017	Joint letter to be sent to DG SANTE, taking stock of the findings of the DG SANTE study on core

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		Training Framework on Health Care Assistants (FS CTF HCA)		competences for HCA and the recommendations contained in the final project report.
Continuing Professional Development (CPD) and Life-Long Learning (LLL)	Promotion of CPD and LLL for all healthcare staff, also in the context of the digitalisation of the hospital/healthcare sector	Follow-up activities to the HOSPEEM-EPSU Joint Declaration on CPD and LLL for All Health Workers in the EU adopted in November 2016, in the context of a joint project on the promotion of effective recruitment and retention policies 2017-2018 (VS/2017/0017) Focus on the use of the principles and on the collection and exchange of good practice examples	2017 and 2018	See proposal for joint project (May 2016). See HOSPEEM-EPSU Joint Declaration on CPD and LLL for All Health Workers in the EU (November 2016). Enrich the Joint Declaration with a separate document gathering existing good practice examples and illustrations of social partners' initiatives.
Occupational health and safety and well-being at work	Follow-up on the HOSPEEM-EPSU joint project on musculoskeletal disorders and psychosocial risks and stress at work 2014-2016	Identify priorities and follow-up on the results and recommendations of the HOSPEEM-EPSU OSH project 2014-2016 in the context of a HOSPEEM-EPSU joint project on the promotion of effective recruitment and retention policies 2017-2018 (VS/2017/0017) Building further work on the project findings and results as included in the summary document from the OSH project (MSD & PSRS@W)	2018 and 2019	See proposal for joint project (May 2016). See summary document of the joint project on MSD and PSRS@W 2014-2016 adopted in June 2016, including the take-home messages of the Paris and Helsinki conferences (March and November 2015). This document lists a number of possible follow-up activities.

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	Follow-up on the Directive 2010/32/EU on the prevention from sharps injuries in the hospital and health care sector	Monitor the implementation and impact of the Directive 2010/32/EU on hospital staff in the Member States	End 2017/Early 2018	Report with updates on the implementation of Directive 2010/32/EU – for HOSPEEM and EPSU members and to be shared with the European Commission 1) Formal request to DG EMPL to obtain evaluation by European Commission of transposition and implementation of Directive 2) Concise survey (final format and content to be defined, but also covering the role/influence of social partners in relevant processes and at different levels) with EPSU and HOSPEEM members on the effective transposition and implementation of the Directive, building on the final report (2013) of the joint project in 2012 and 2013
Health Care Policy Hospital and Health Care Sector Workforce	Capacity building of social partners – Involvement at national and European level	Identify gaps in membership coverage. Address capacity building needs of social partners in the hospital and healthcare sector with the support of DG EMPL and Eurofound	2017 and 2018	Possible project with DG EMPL and Eurofound on capacity building for social partners in the hospital and healthcare sector
	Role of EU-level sectoral social dialogue (committee) and sectoral social partners with regard to European Economic Governance (European Semester / Annual Growth Survey)	Presentation on possibilities for social partners to participate in/influence the elaboration of the country-specific recommendations (CSR) relevant for health care services or systems or the hospital workforce	2018	Invitation of representatives of DG EMPL, DG SANTE and if need be of DG ECFIN and/or an external expert (e.g. from <i>Observatoire Social Européen</i> , as this has been done in 2016 in the SSDC LRG and the SSDC CGA)