

NEWSLETTER

EDITORIAL

Dear HOSPEEM Members,

I am pleased to present to you the first edition of the HOSPEEM Newsletter on social dialogue activities in the healthcare sector. In this information bulletin you can find news on past and future activities, projects, events and publications that might be of interest to you.



From the next edition onwards, we would also like to include a section on the issues at national level based on the input of our Members. Thus, I warmly invite you to send the HOSPEEM Secretariat any information from your respective countries related to social dialogue or other relevant news for healthcare employers' organisations which you wish to share with your HOSPEEM colleagues.

I hope you will find the newsletter useful. If you have any comments/ remarks on its content and/ or structure, please do not hesitate to share them with the HOSPEEM Secretariat. This newsletter is intended to inform you, therefore we would very much appreciate your active involvement in its shaping.

Wishing you pleasant reading!

Tjitte Alkema

Secretary General of HOSPEEM

HOSPEEM NEWS

Dublin, Rome and Vienna Seminars within the HOSPEEM-EPSU Project on Sharp Injuries

HOSPEEM and EPSU have already organised all the regional seminars within the Project on the implementation of [Directive 2010/32/EU](#) on the prevention from sharp injuries in the hospital and healthcare sector.

The events took place in Dublin (31 January 2013), Rome (7 March 2013) and Vienna (16 April 2013) and were attended by almost 300 participants from 29 countries representing employers, employees, national authorities, scholars and other stakeholders.



Participants in the Vienna Seminar

The participants had the opportunity for mutual exchange on the experiences related to the implementation of the Directive, including both most effective solutions being applied and challenges that may have occurred.



One of the working groups in the Dublin Seminar

They were also updated by Tina Weber (ICF GHK) on the results of the survey on the progress so far in the transposition and implementation of the directive.



Participants in the Rome Seminar

The seminars will be followed by a final conference in Barcelona on 20 June 2013. Members are invited to register for the event by 31 May.

Read more: Webpage on the Sharps project - <http://www.epsu.org/r/629>

Events sections, containing ICF GHK reports, presentations made by speakers and other relevant documents/ information:

- Dublin seminar – <http://www.epsu.org/a/9264>
- Rome seminar – <http://www.epsu.org/a/9393>
- Vienna seminar - <http://www.epsu.org/a/9396>
- Final conference Barcelona - <http://www.epsu.org/a/9131>

WHO Policy Dialogue on International Health Worker Mobility and Recruitment Challenges, 2-3 May 2013, Amsterdam

WHO Regional Office for Europe, in cooperation with the Western Pacific Region and the Royal Tropical Institute in Amsterdam, organised a meeting on policy dialogue on International health worker mobility and recruitment challenges.



The meeting took place at the Royal Tropical Institute in Amsterdam on 2-3 May, 2013. It aimed at analysing the challenges in implementing the WHO Code of Practice on International Recruitment of Health Personnel and identifying policy options, areas of technical cooperation to these challenges.



Tjitte Alkema speaking at the event

Among the participants invited for the second day session was Tjitte Alkema, Secretary General of HOSPEEM, who gave a presentation in the panel on “International recruitment and integration of migrant health workers”. It concerned HOSPEEM’s experience in implementation of the EPSU-HOSPEEM Code of Conduct on Cross-border Recruitment and Retention and the context of the Netherlands. The meeting was also an opportunity to discuss future WHO–HOSPEEM cooperation on the recruitment and retention issues.

Shaping the plan of HOSPEEM activities in the coming years

In March this year HOSPEEM launched for the first time a questionnaire to its Members on the strategic issues for their respective organisations. The questionnaire aimed to map the topics of relevance for the HOSPEEM activities and it will be useful especially in the discussions on the work programme 2013-2015 of the Sectoral Social Dialogue Committee for the Healthcare sector between EPSU and HOSPEEM. On the basis of the numerous proposals received, the Secretariat prepared a follow-up document in order to rank them and define the instruments to be applied.

As input for HOSPEEM in the discussion with EPSU the HOSPEEM Secretariat will also make use the evaluation of the current HOSPEEM activities related to the social dialogue that will be circulated shortly.

OTHER RELEVANT UPDATES

Joint CEEP – ETUC Conference on "Fostering Youth Employment in Public Services", 24 April 2013, Brussels

The European Cross-Sectoral social partners, CEEP and ETUC presented at the conference for the first time the result of the negotiations for a framework of actions on youth employment. The draft text of the framework has been approved. The participants discussed the practices of public services providers and national policy-makers related to skills, attractiveness of public services for high-profile people, incentives to employ younger people, etc.

Read more: CEEP website -

http://www.ceep.eu/index.php?option=com_content&view=article&id=258&Itemid=153&c43417316a8c0ddb72ab1893be164a25=03a52e448fe4721d2a8084b4e2362ea7

CEEP extranet - The draft text of the Framework of Actions on youth employment, its annex and the CEEP mandate for the negotiations

http://www.ceep.eu/index.php?option=com_vfm&Itemid=136&dir=general-assembly|Request-forwritten-approval-Framework-of-Actions-on-youth-employment

Conference on "Active ageing through lifelong learning", 18 April 2013, Brussels

The conference was organised by CEEP, BUSINESSEUROPE and UEAPME in the framework of the European social partners Integrated Programme 2013-14. It was an opportunity to present the results of employers and trade unions' project related to promotion of education for senior employees. The participants learned more about numerous best practices on this issue from across Europe.

Read more: General information about the project and the text of the paper "Employers' practices for Active Ageing":

<http://ec.europa.eu/social/main.jsp?langId=fr&furtherNews=yes&newsId=1805&catId=89>

Presentations available on the webpage of the ETUC social dialogue resource centre:
<http://resourcecentre.etuc.org/Home-53.html>

Working Group on Healthcare Workforce, 12 April 2013, Brussels

The meeting was organised by DG SANCO to review the state of play of the Action Plan for the EU health workforce, one year after its adoption as part of the European Commission's Communication "Towards a job rich recovery". Among the presented issues were also results of the EU research on health workforce mobility and the Structural/Cohesion Funds 2014-2020. HOSPEEM was one of the participants in the meeting.

DG SANCO website – http://ec.europa.eu/health/workforce/events/ev_20130412_en.htm

Kick-off of the Joint Action on European Health Workforce Planning and Forecasting, 11 April 2013, Brussels

After two years of preparation the Joint Action was officially launched. The inauguration meeting gathered together seven Work Packages' teams, including collaborative partners, representatives of the European Commission and other stakeholders. The main aims of the project are to improve data collection on mobility at EU level; support the healthcare workforce planning and forecasting; estimate future needs in terms of skills and competences; establish a European network for planning and forecasting. HOSPEEM participated in the meeting as a collaborative partner interested in particular in the Work Package 4 on Data for Healthcare Workforce Planning and Work Package 6 on Horizon Scanning.

Read more: Project Management Portal of the Joint Action - <http://www.euhwforce.eu/>

March Tripartite Social Summit, 14 March 2013, Brussels

The Tripartite Social Summit for Growth and Employment took place on 14 March 2013 in Brussels. At the event, the European Council addressed unemployment issues, in relation to its discussions on the EU Semester.

The Public Service Employers' Forum (PSEF), composed of CEEP, CER, CEMR, EFEE, EURELECTRIC, HOSPEEM and UITP, prepared the [joint declaration](#), which was delivered to the Council before the summit.

The declaration was focused on the need to ensure optimal operation over the medium- and long-term and to adopt a long-term view in planning the future. The PSEF also emphasised the importance of providing support to the younger generation.

Read more: CEEP website - <http://ceep.eu/>, TV Newsroom, Webpage of the European Council - <http://tvnewsroom.consilium.europa.eu/event/tripartite-social-summit-march-2013/tripartite-social-summit-march-2013>

EPSU Conference on Health Workforce Migration from Bulgaria and Romania - challenges and trade union actions, 20-21 February 2013, Bucharest

The conference concerned the mobility of the healthcare employees in the two newest EU member states, including both opportunities and challenges that it can lead to. Among the discussed topics there was the influence of the migration on the access and quality to health services and on the working conditions of the healthcare employees.

Read more: EPSU website - <http://www.epsu.org/a/9326>

EU ACTIVITIES

EU institutions agreed on the new directive protecting workers from potential risks associated with electromagnetic fields, 26 March

The new directive will replace the Directive 2000/40/EC establishing the minimum health and safety requirements regarding the exposure of workers to the risks arising from electromagnetic fields, and most probably will have to be implemented at national level by July 2016.

Read more: DG EMPLOYMENT website - <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=1875&furtherNews=yes>

European Commission proposed rules to make Youth Employment Initiative a reality, 12 March 2013, Brussels

The European Commission presented the operational rules to implement the Youth Employment Initiative to combat youth unemployment. The initiative was proposed “(...) to support young people not in education, employment or training (NEETs) in the Union's regions with a youth unemployment rate in 2012 at above 25%.”.

Read more: Press releases RAPID - http://europa.eu/rapid/press-release_IP-13-217_en.htm

Speech by László ANDOR: Harnessing Everyone's Skills and Talents as a Way out of the Crisis, 18 April 2013 , Nitra

Europa.eu published the speech of the EU Commissioner for Employment, Social Affairs and Inclusion, made at the Job Expo Fair Conference in Slovakia. The speech was related to the creation of more inclusive labour markets, in particular for young employees, through the involvement of the EU member states in the Youth Guarantee framework. The Commissioner emphasised also the importance of higher education that should correspond with markets needs and the role to be played in this respect by the EURES and the EU Skills Panorama.

Read more: Press releases RAPID - http://europa.eu/rapid/press-release_SPEECH-13-335_en.htm

Speech by László ANDOR: Industrial Relations in Europe 2012, 11 April 2013, Brussels

The speech concerned the publication of the Industrial Relations in Europe 2012 report by the European Commission. The report draws a comprehensive picture of relations between employers, employees, their respective representatives, and governments throughout Europe.

Read more: Press releases RAPID - http://europa.eu/rapid/press-release_SPEECH-13-305_en.htm

Speech by László ANDOR: European strategies for health and safety at work: the role of social partners, 27 March 2013, Brussels

The speech was given at the European Trade Union Institute conference on "Trade unions and civil society for a strong and ambitious EU strategy for health and safety at work 2013-2020". It concerned the results of the EU Strategy on Health and Safety at work for 2007 to 2012, which will be evaluated in detail in the European Commission's report in the coming weeks. The Commissioner emphasised the key role of social partners in implementation of the future EU policies concerning healthcare.

Read more: Press releases RAPID - http://europa.eu/rapid/press-release_SPEECH-13-272_en.htm

Speech by László ANDOR: Public employment services role in implementing the Youth Guarantee, 13 March 2013, Berlin

Europa.eu published the speech of the EU Commissioner for Employment, Social Affairs and Inclusion made on 13 March 2013 at the Youth Guarantee Seminar in Germany. The speech concerned the involvement of public employers in ensuring that under-25 year-olds receive a quality offer of employment, continued education, an apprenticeship or a traineeship within four months after leaving school.

Read more: Press releases RAPID - http://europa.eu/rapid/press-release_SPEECH-13-219_en.htm

ARTICLES, REPORTS, STUDIES

ICF GHK Reports of regional seminars in Dublin and Rome on the Promotion and Support of Implementation of Directive 2010/32/EU on the prevention of sharp injuries in the hospital and healthcare sector

Available on the webpage of the HOSPEEM-EPSU Sharps project:

- Dublin: <http://www.epsu.org/IMG/pdf/Regional-Seminar-1-Dublin-Report-ICF-GHK-04-03-13.pdf>

-Rome: <http://epsu.org/IMG/pdf/Regional-Seminar-2-Rome-Report-ICF-GHK-Final-29-04-13-EN.pdf>

The report of the Vienna seminar will be available soon on the following webpage:
<http://epsu.org/a/9131>

"Silver workers golden opportunities" - Publication of the European Centre for the Development of Vocational Training (CEDEFOP) on the benefits of investing in an ageing workforce

Available on the CEDEFOP website:
<http://www.cedefop.europa.eu/en/articles/21122.aspx>

EU Employment and Social Situation: Quarterly Review analyses deepening social crisis

Available on the DG EMPLOYMENT website:
<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=1852&furtherNews=yes>



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