



**European Sectoral Social Dialogue in the Hospital Sector
EPSU-HOSPEEM Joint Work Programme 2011-2013
Annex 1: Explanatory Note on Planned Activities**

Reference Frame 1: HOSPEEM-EPSU Framework of Actions (FoA) “Recruitment and Retention” (2010) [EPSU website: <http://www.epsu.org/a/7158>]

- Addressing challenges related to new skill needs and life-long learning to support a sustainable workforce management (FoA 3.5)
 - Exchange on priority issues and objectives for revision of Directive on the Recognition of Professional Qualifications 2005/36/EC
 - Explore the possibility of joint HOSPEEM-EPSU contribution to the consultation run by the European Commission (until first half of March 2011)
 - Discuss next steps in view of the Green Paper 2011 and the revision of the directive announced for 2012 in the framework of a dedicated plenary meeting [**proposal: 1/2011**] building on the preparatory work as described above
 - Collect and exchange good practice concerning the identification of skill needs (also related to technology/ICT/eHealth) and measures to address them in order to improve workforce planning and to promote recruitment and retention policies
 - Explore the added value of a joint HOSPEEM-EPSU initiative on the basis of the FoA to close skill gaps and to promote the development of competencies and qualifications across professional careers to meet new needs of work organisation, service delivery and patients

- Improve well-being of workforce at work, including work-life balance, in the context of improved work organisation (FoA 3.2 and 3.4)
 - This entails e.g. measures to improve the reconciliation of work and family obligations, working patterns, innovative work place design, technical equipment and devices alleviating physical strains, measures to prevent from and address mobbing and harassment
 - Identify effective solutions that exist and have been or are currently negotiated and jointly developed by social partners
 - Discuss their transferability and spreading in the framework of a dedicated plenary meeting [**proposal: 2/2012**] including preparatory work

- Encourage diversity in and work towards a balanced health workforce (FoA 3.4)
 - This comprises e.g. a better mix younger and older staff, initiatives to increase number of male staff and to cater for special needs of migrant workers
 - Collect and exchange good practice of projects and policies in support of these objectives in view of producing a booklet for decision makers and management staff
 - Assess which policies and instruments have been further developed or set up by social partners under different regulatory frameworks, in particular in the context of a dedicated plenary meeting [**proposal: 2/2012**] including preparatory actions

Reference Frame 2: European Action Plan on the Health Care Workforce (2011, currently under discussion between European Commission and various stakeholders)

N.B.: At the time of drafting this document the main objectives and contents of this action plan are not yet definitively known. It is highly probable that there will be a certain overlap with initiatives and projects developed on the basis of the FoA, listed under Section 1. It can be expected that the action plan will build on conclusions and recommendations contained in the Report on the consultation on the Green Paper on the European Workforce for Health and of the Green Paper on the European Workforce for Health (COM(2008)725final) of 10 December 2008

- Develop policies and instruments to address the challenges and new needs related to the ageing health care workforce
 - Collating case studies and collecting good practice based on the 2006 HOSPEEM-EPSU study “Promoting realistic active ageing policies in the hospital sector”
 - Update existing material and produce booklet for management and staff
 - Working towards a HOSPEEM-EPSU agreement on the ageing health care workforce to be prepared for a dedicated plenary meeting [**proposal: 2/2011**]
 - Exchange on good practice models and key elements of the planned agreement with European institutions and other stakeholders related to actions/initiatives of the European Action Plan on the Health Care Workforce
 - Explore possibilities for dissemination of results under the EY2012 for Active Ageing

Reference Frame 3: Follow up to documents adopted and implementation of agreements concluded between 2008 and 2010 in the context of the European Sectoral Social Dialogue

- EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (2008) (cf. FoA 2.2 and 3.3) [EPSU website: <http://www.epsu.org/a/3718>]
 - Collect and share information on follow-up and implementation by social partners in different member states to prepare assessment agreed upon for 2012 in HOSPEEM-EPSU work programme 2008-2010
 - Present examples in the context of a dedicated plenary meeting [**proposal: 1/2012**] to discuss good practice and existing deficits including ways to address them
 - Explore to commission study [**proposal: end of 1/2011**] to map migration flows and to dress up related opportunities and challenges for migrant workers, local health care workforce and health care systems in receiving and sending countries
 - Focus is on putting together, re-analysing and updating existing material
 - Could comprise an enquiry (questionnaire-based) to affiliates
- Framework Agreement on the prevention from sharp injuries in the hospital and health care sector (2010) (cf. FoA 3.6) [EPSU website: <http://www.epsu.org/a/5581>]
[= Council Directive 2010/32/EU of 10 May 2010 implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:134:0066:0072:EN:PDF>]
 - Collect during 2011 (Social Dialogue in Baltic States Project) and 2012 information on follow-up and implementation (successes and deficiencies) by social partners
 - Explore possibilities of setting up a project to organise a series of seminars during 2012, financially supported by the European Commission (lead: EPSU)
- Multi Sector Guidelines to tackle third party violence and harassment related to work (2010) (cf. FoA 3.6) [EPSU website: <http://www.epsu.org/a/6782>]
 - Collect information on follow-up and implementation (successes and deficiencies) by social partners in different member states as well as of good practice examples
 - Participate in seminars to promote awareness raising and dissemination in 2011
 - Present suggestions for follow-up to plenary meeting [**proposal: 2/2011**]