



## HOSPEEM and EPSU

### Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector

**HOSPEEM** is the **European hospital and healthcare employers' association**. The association aims to regroup at European level national employers' associations operating in the hospital and healthcare sector, in order to co-ordinate their views and actions with regard to a sector and a market in constant evolution.

The European Hospital and Healthcare Employers' Association (HOSPEEM) was formed in 2005 in order to represent the interests of European Hospital and Healthcare Employers on workforce and industrial relations issues.

HOSPEEM has members across the European Union both in the state or regionally controlled hospital sector and in the private health sector. HOSPEEM members are health employer organisations with the powers to negotiate on pay and on terms and conditions of service with their respective Trade Union partners. HOSPEEM members are also concerned with ensuring good employment practice for healthcare staff.

**EPSU** is the **European Federation of Public Service Unions**. It is the largest federation of the ETUC and comprises 8 million public service workers from over 250 trade unions; EPSU organises workers in the energy, water and waste sectors, health and social services and local and national administration, in all European countries including in the EU's Eastern Neighborhood. EPSU is the recognized regional organization of Public Services International (PSI). EPSU represents 3.5 million health and social services workers across Europe, and is engaged in a wide range of issues on their behalf. The categories of workers range from social worker to doctor to hospital cleaner to medical secretary to nurse.

**HOSPEEM** (<http://hospeem.org>) and **EPSU** (<http://www.epsu.org/r/2>) participate in the European Social Dialogue as the recognised European Social Partners in the Hospital and Health Care Sector. The Sectoral Social Dialogue Committee for the Hospital Sector (<http://www.epsu.org/r/20>) was set up in 2006. A range of joint documents (declarations, code of conducts, framework of actions, framework agreements), projects and activities have been adopted and successfully completed ever since.

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## HOSPEEM-EPSU Sectoral Social Dialogue Committee for the hospital and healthcare sector: Main activities and outcomes in 2012

The Sectoral Social Dialogue Committee for the Hospital Sector in 2012 dealt with a range of issues and agreed on several documents. EPSU and HOSPEEM have been involved in negotiations on a joint document on the ageing workforce and a joint project for the implementation of Directive 201/32/EU.

- **Main topics:** 1) revision of Directive 2005/36/EC on the recognition of professional qualifications, 2) ageing workforce in the healthcare sector, 3) cross-border migration of health workers, 4) Commission activities related to the health workforce, and 5) follow-up to Directive 2010/32/EU on the prevention from sharps injuries in the hospital and health sector.
- **Results:**
  - Ad 1) The sectoral social partners in May issued a **joint response** to EC proposal in order to revise Directive 2005/36/EC (<http://www.epsu.org/a/8744>). They undertook **joint lobbying activities** towards the European Parliament. Regarding qualifications, skills and competencies, the sectoral social partners have been involved as partners in a **feasibility study on the establishment of a European Sector Council on Employment and Skills for Nursing and the Care Workforce** (<http://www.ehma.org/index.php?q=node/978>) and in December 2012 proposed criteria to assess its outcome and possible next steps.
  - Ad 2) HOSPEEM and EPSU elaborated **guidance and collated examples of good practice to address the various challenges related to an ageing workforce in the health care sector** [EN, FR, DE, SV]. The negotiations took place in the context of a Drafting Group (<http://www.epsu.org/a/8342>), with a regular reporting to all HOSPEEM members and EPSU affiliates, and were supported by a Technical Seminar on 27 April 2012. HOSPEEM and EPSU expect to approve the document in 2013.
  - Ad 3) We have issued a **Joint Report on the use and implementation of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention agreed in 2008** (<http://www.epsu.org/a/8893>).
  - Ad 4) In September EPSU and HOSPEEM agreed on a **joint statement on the Action Plan for the EU Health Workforce** (<http://www.epsu.org/a/8994>) [EN, FR, DE]. They have been in regular contact throughout 2012 with DG SANCO to identify issues and activities of common interest (such as recruitment, retention and cross-border mobility of health professionals) related to the Action Plan. In 2012 HOSPEEM and EPSU became also collaborative partners of the **Joint Action on Health Workforce Planning**.
  - Ad 5) The **joint HOSPEEM-EPSU project to support and promote the implementation of Directive 201/32/EU** (<http://www.epsu.org/r/629>) has started in October 2012. A survey to our members has been launched (<http://www.epsu.org/a/9154>). Three regional seminars (Dublin, 31 January, Rome, 7 March, and Vienna, 16 April 2013) and final conference (Barcelona, 20 June 2013) will be held in the framework of the project. Close cooperation on the topic with OSHA has continued throughout 2012.