



Managing the Ageing Workforce: a joint priority of HOSPEEM and EPSU, the European Social Partners in the hospital sector

**GUIDELINES AND EXAMPLES OF GOOD PRACTICE
TO ADDRESS THE CHALLENGES OF AN AGEING
WORKFORCE** (due to be agreed on 25 June 2013)

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Background information

- Priority “Ageing workforce in the hospital sector” present in work programmes (2006)
- 2006: Working Group created in + ECOTEC Study “Promoting realistic active ageing policies in the hospital sector”
- October 2011 mandate for negotiations adopted (2 instruments: guidelines + collection good practice)
- December 2011: 1st Drafting Group meeting (6 + 6)
- April 2012: Technical Seminar
- Total: 6 negotiation meetings
- Planned to be agreed by HOSPEEM and EPSU members at the “Plenary meeting” of 25 June 2013

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INTRODUCTION

- Aims
- Business case

GUIDELINES

- Age management policy
- Flexible work
- Talent management / training
- Health and safety at work
- Workforce planning
- Preparing for retirement

FOLLOW-UP:

- 2 years after: review of progress made and revision of guidelines/examples, if needed
- 4 years after: follow-up report on the overall implementation
- 1 per year: report back to the Social Dialogue Committee

...an example of good practice

St. Olavs Hospital – Trondheim University Hospital, Norway

Key figures

Annual budget NOK 7.5 billion

Employees 8,000

- age mix 2000 age 55+, 600 age 62+
- average retirement age 2006: 58,7, 2011: 59,2

Action

- Awareness initiatives
- Development initiatives
- Senior Days (from the age of 60)



The annual Senior conversation forms the basis for the selection of actions.

Thank you for your attention!

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For more information on HOSPEEM and EPSU and on outcomes of the SSDC HS referred to in presentation:

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