



Code of conduct and follow up on Ethical Cross-Border Recruitment and Retention in the Hospital Sector

The employers' organisation NVZ, the Dutch Hospitals Association, and the Dutch trade unions ABVAKABO FNV, CNV Publieke Z zaak and NU'91 have committed themselves to the *EPSU- HOSPEEM code of conduct and follow up on Ethical Cross-Border Recruitment and Retention in the Hospital Sector*. This code of conduct has been drafted by the European employers' organisation HOSPEEM (European Hospital and Healthcare Employers' Association), of which NVZ is a member, and the European trade unions association EPSU (European Public Services Union), of which ABVAKABO FNV, CNV Publieke Z zaak, NU'91 are members. The FBZ, the Dutch federation for professional bodies in the health sector, also supports the principles of the code of conduct.

The internationalisation of the labour market in the health sector in a European context will further develop. We believe it is important to put preconditions to this development in place. Please find attached the code of conduct itself and the evaluation of the Dutch state of play in view of the code of conduct.

Evaluation

Dutch state of play in view of the code of conduct on Ethical Cross-Border Recruitment and Retention in the Hospital Sector.

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Key principles and commitments	Legislation/ Initiatives of the Dutch government	Agreement between employers' and employees' organisations	Initiatives of - or one of - employers' and employees' organisations
1. High quality health care, accessible for all people in the EU	<ul style="list-style-type: none"> - Medical Insurances Act of 2006 (Zorgverzekeringswet) - National budget (Rijksbegroting) - Common agenda of the social partners in the health sector and the Ministry of Health, Welfare and Sport the labour market of the health sector agreed 3rd of June 2010 		<ul style="list-style-type: none"> - Job satisfaction research is regularly conducted
2. Registration and data collection	<ul style="list-style-type: none"> - Research of the European Migration Network (EMN) 2006: Management of migration and the labour market 		<p>In the Netherlands there is the BIG registration system to administer the registration of healthcare professionals and the quality register for professionals in the hospital sector. These, however, cannot provide the necessary information needed to base analyses on as indicated by the code of conduct.</p>
3. Workforce planning	<ul style="list-style-type: none"> - Research programme labour market of the health care sector (Onderzoeksprogramma Arbeidsmarkt Zorg en Welzijn) - Labour market advise of the Health Innovation Platform (Zorginnovatieplatform ZIP) 		<ul style="list-style-type: none"> - Research programme labour market of the health care sector - Regional research programmes such as SIGRA (Foundation of cooperating health organisations in the region of Amsterdam) – Labour in the health care sector

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	<ul style="list-style-type: none"> - Interdiction of price agreements (Netherlands Competition Authority (NMa)) - Common agenda of the social partners in the health sector and the Ministry of Health, Welfare and Sport the labour market of the health sector agreed 3rd of June 2010 		<ul style="list-style-type: none"> - Labour market agenda 2015 for the total scope of the health care sector
4. Equal access to training and career development	<ul style="list-style-type: none"> - Fiscal stimulation policy 	<ul style="list-style-type: none"> - Collective agreement of the hospital sector 2009-2011, see articles 3.2.2, 3.2.18 en articles 7.2 en 7.3. 	<p>Linked to this principle the social partners would like to stress that they believe that certain language requirements are of high importance for positions involving work with patients. These requirements entail, for example, the minimum requirement of the language course NT2 and proficiency in health care specific vocabulary. In addition this contributes positively to the safety of health care and cure.</p>
5. Open and transparent information about hospital vacancies across the EU	<ul style="list-style-type: none"> - www.EURES.info 		<p>In the Netherlands a wide scope of websites with vacancies in the health care sector can be found.</p> <ul style="list-style-type: none"> - The websites of the individual hospitals - National websites, such as the website of association of tertiary medical teaching hospitals (STZ). - Regional websites with

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			vacancies in the health sector in a specific region. – Vacancies published in daily and weekly magazines and in sector specific journals.
6. Fair and transparent contracting		– All the aspects mentioned under this principle can be found in the Collective agreement of the hospital sector 2009-2011	– Initiative of the employers side: certification scheme which assesses the employment agencies for cross-boarder recruitment (Keurmerk Bemiddelingsbureaus Buitenlandse Werknemers (KBBW)) – Social partners advise to use the code of conduct for recruitment of the Dutch Association for Personnel Management & Organisation Development; the NVP-code. This recruitment code entails the main rules that organisations should abide during recruiting.
7. Registration, permits and recognition of qualifications	– Residence permit – Work permit – BIG-registration – The Ministry of Health, Welfare and Sport decides on the recognition of foreign degrees and certificates – Commission for Foreign Medical Graduates (Commissie Buitenslands Gediplomeerden)		– Employers' organisation point to the needed official recognition, such as the BIG registration or the recognition of the Netherlands Board of Hospital Education (College Zorg Opleiding (CZO)) – Declaration of competence for reserved acts (Bekwaamheidsverklaring van

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	<p>Volksgezondheid CBGV) advises the responsible Minister</p> <ul style="list-style-type: none"> - Nuffic (assessment of foreign degrees and certificates on higher education level) - Colo (amongst others, assessment of foreign degrees and certificates on vocational training level) - Commission for the registration of medical specialists (Medisch Specialisten Registratie Commissie (MRSC)) - Registration commission of nursing professions (Registratiecommissie Specialismen Verpleegkunde (RSV)) 		<p>voorbehouden handelingen)</p>
8. Proper Induction, Housing and standards of living		<ul style="list-style-type: none"> - Collective agreement of the hospital sector 2009-2011, see article 3.2.1 	
9. Equal rights and non-discrimination	<ul style="list-style-type: none"> - Dutch Constitution - Dutch Civil Code7: art.16 e.v. (Burgerlijk Wetboek) - Act adjustment working time (Wet Aanpassing Arbeidsduur) - Act Labour and Health (Wet Arbeid en Zorg) - Working Time Act and Decision (Arbeidstijdenwet en – besluit) - Act concerning Safety and 	<ul style="list-style-type: none"> - Collective agreement of the hospital sector 2009-2011 applies in the same way for all employees hired by a Dutch hospital 	<p>This key principle is met in the Netherlands: employees from the Netherlands and abroad have the same rights when having the same contract modalities.</p>

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	Health at work (Arbowet) – Act Equal Treatment (Wet Gelijke Behandeling) – Health Insurance Act (Ziektewet) – Unemployment Act (Werkloosheidswet (WW)) – Act Income according to related to work Productivity (Wet Inkomen naar Arbeidsvermogen (WIA))		
10. Promoting ethical recruitment practices			– Social partners advise the application of the NVP-code mentioned above. – In case that recruitment agencies do not comply to ethical recruitment practices as described in this code, the social partners will publish a black list of these agencies on the website of the Organisation for Social Partners in Hospitals in the Netherlands (StAZ).
11. Freedom of association	– Yes	– Yes	– Yes
12. Implementation, Monitoring and Follow-up	– Implementation of the legislation applicable – Evaluation of policy initiatives	– Parties	– The Organisation for Social Partners in Hospitals in the Netherlands (StAZ) has set up a working group of Dutch social partners in the hospital sector in order to discuss this code of conduct. The working group has met twice on the 23rd of June

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			<p>2010 en the 12th of October 2010.</p> <ul style="list-style-type: none"> - The Code of Conduct has been translated from English to Dutch by these social partners and the matrix from Dutch to English. - The social partners have agreed to actively distribute this matrix and the code of conduct to their stakeholders and other interested parties.