

Social Partners signed a Framework of Actions on Recruitment and Retention on 17 December 2010

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Press Communication

This framework constitutes an important basis for social partners at European and national levels to develop concrete action to tackle staff shortages and qualification needs now and in the future.



“Our framework shows that social partners can produce practical results that will improve health care delivery in the interest of patients, health care providers and workers. To have the right workforce planning mechanisms in place is key from an employers’ perspective in the health and hospital sector. Innovative workplace designs can be supported by ICT-instruments, actively involving the healthcare workforce and their representatives.” says **Godfrey Perera**, HOSPEEM Secretary General.

The chief executive of HOSPEEM also warned against short-sighted cuts in health expenditure in the context of the current crisis. “It not only takes a long time to train qualified staff, but also requires the necessary resources. We therefore should deal carefully with these resources.”

“Our healthcare systems cannot function properly without a well-trained and motivated workforce. Their contribution must be recognised also in their terms and conditions of work,” stresses **Carola Fischbach-Pyttel**, EPSU General Secretary. She underlines the added value of facilitating full-time work and integrating fix-term and agency workers into the regular workforce. “This objective we need to pursue over time through concrete steps. We see it as our task to make the healthcare and hospital sector an attractive workplace for women and men. We therefore need measures for improved work-life balance in the sector.”

The social partners have agreed to develop joint model initiatives, supported also by the collection of case studies and good practice.

They also committed themselves to jointly monitor relevant European legislation and policies and to embark on follow-up action on the implementation of the Code of Conduct on Ethical Cross-border Recruitment and Retention in the Hospital Sector.