

Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector: Main activities and outcomes in 2014 and 2015

In 2014 and 2015, the Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector (SSDC HS) dealt with a wide range of topics, carried out project-related activities and agreed on documents whose main highlights are presented below.

- **Key topics:** 1) Recruitment and retention of healthcare workforce 2) Occupational safety and health related issues 3) Promotion of Continuous Professional Development and Life-Long Learning for all healthcare staff 4) Health Care Assistants
- **Main results:**
 - 1) On 10 December 2015 HOSPEEM and EPSU adopted a **joint follow-up report on the use and implementation of their Framework of Actions on Recruitment and Retention (FoA R&R)** signed on 17 December 2010 (see [EPSU](#) and [HOSPEEM](#) websites). It gathers good practice examples for each of the 5 key thematic areas covered by the FoA R&R, presents the main challenges faced by HOSPEEM members and EPSU affiliates with regard to recruitment and retention of health workers in their countries and focuses on social partner based measures and activities. It also contains some conclusions and recommendations. It has been elaborated in parallel to and in exchange with the researchers working on the DG SANTE Study “Recruitment and retention of the health workforce in Europe”. The final version will be published in early 2016 on the EPSU and HOSPEEM webpages.
 - 2) A joint **EPSU-HOSPEEM project aiming to assess health and safety risks in the hospital sector and the role of the social partners in addressing them** has been running since October 2014 and will continue until September 2016. **Musculoskeletal disorders (MSD)** and **psychosocial risks and stress at work (PSRS@W)** have been identified as the two main topics. The purpose of this project is to identify how actions aimed at preventing and managing these two most prevalent occupational hazards can contribute to improved health as well as to more attractive retention conditions in the hospital sector and can lead to improved efficiency in the management of healthcare institutions by reducing costs linked to loss of productivity, sick leave and occupational diseases. 2 conferences have been organised in Paris and Helsinki in March and November 2015 with the financial support of the European Commission, bringing together around 90 participants from 20 Member States. A report from each conference is to be drafted by the contracted expert; the first will soon be made available on the HOSPEEM and EPSU websites. A webpage presenting European and country specific documents related to MSD and PSRS@W prevention has been set up (see [EPSU](#) and [HOSPEEM](#) websites).
 - 3) HOSPEEM and EPSU are currently working on a **joint declaration on Continuous Professional Development (CPD) and Life-Long Learning (LLL) for health workers in the EU**, intended to provide guidance and support to social partners as to their actions in the field of CPD and LLL. This joint declaration, providing general principles governing CPD and LLL and making available good practice examples from across the EU, should serve as an inspirational document for HOSPEEM and EPSU members to create new and innovative solutions in the field of CPD and LLL at national level to make them work more effectively. This document is addressed to all workers in the hospital and healthcare sector, irrespective of age, profession and employment contract. In their joint work HOSPEEM and EPSU aim at taking into account the DG SANTE Report on CPD issued in January 2015 and the thematic work of CEDEFOP.
 - 4) In September 2015, **HOSPEEM and EPSU replied to the Expert Consultation Round for the DG SANTE Study “Support for the definition of core competences for Health Care Assistants”**. The Feasibility Study on a Common Training Framework for Health Care Assistants has been presented and discussed in the 2015 Plenary Meeting of the SSDC HS. EPSU and HOSPEEM are seeking an active role in the study and related initiatives.



HOSPEEM and EPSU

Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector

HOSPEEM is the [European Hospital and Healthcare Employers' Association](#). The association represents at European level national employers' associations operating in the hospital and healthcare sector, in order to coordinate their views and actions with regard to a sector and a market in constant evolution. 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 employers' organisations with the powers to negotiate on pay and on terms and conditions of service with their respective Trade Union partners. HOSPEEM is also a member of the European Centre of Employers and Enterprises providing Public services (CEEP).

EPSU is the [European Federation of Public Service Unions](#). It is the second largest federation of the European Trade Union Confederation (ETUC) and comprises about 8 million public service workers from over 260 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 Neighbourhood. EPSU is involved in five sectoral social dialogue committees, including for the hospital sector (<http://www.epsu.org/r/20>). EPSU is the recognised regional organisation of Public Services International (PSI). EPSU represents 3.5 million health and social services workers across Europe (ranging from social worker to doctor to hospital cleaner to medical secretary to nurse), and is engaged in a wide range of issues on their behalf. EPSU is involved in legislative initiatives at EU-level, monitors and aims at influencing EU policies and runs projects in health and social care.

[HOSPEEM](#) and [EPSU](#) 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 and Healthcare Sector was set up in September 2006. HOSPEEM and EPSU agree on joint work programmes, stretching upon periods of two to three years; the current work programme covers the period 2014-2016 (see [EPSU](#) and [HOSPEEM](#) websites). A range of joint documents (declarations, code of conduct, framework of actions, framework agreements) have been adopted and a number of projects and activities have been successfully completed ever since.

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