

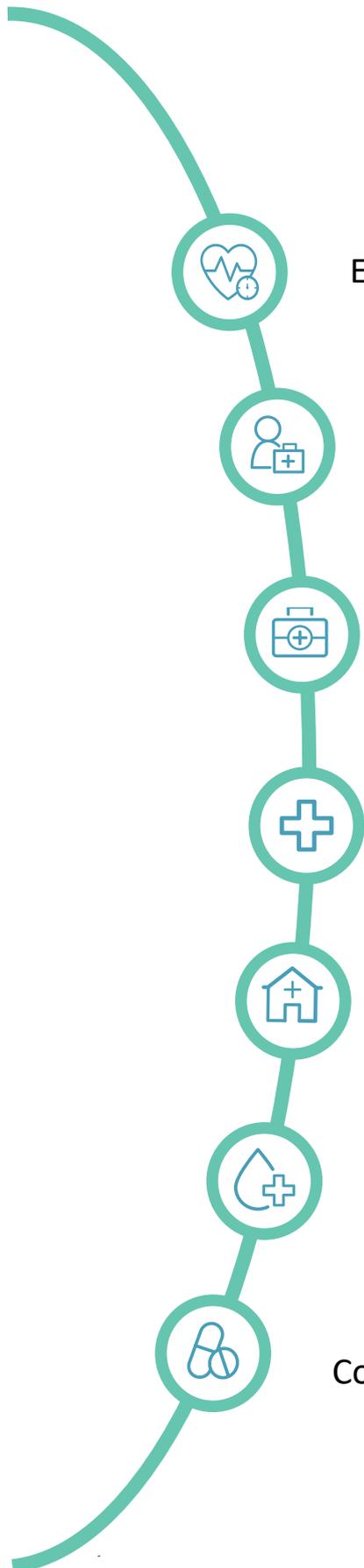


*European Hospital & Healthcare
Employers' Association*

ACTIVITY REPORT 2016



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Dear readers,

2016 was an exciting year for HOSPEEM which celebrated its 10th anniversary at the European Economic and Social Committee on the occasion of the General Assembly on 1st December. Since its creation HOSPEEM has been successfully ensuring that the views of hospital and healthcare employers are being heard at the highest level in the European institutions. 10 years is a milestone providing an opportunity to look back at our major achievements and to look at our future challenges in the current context of recovery after the economic crisis and the climate of uncertainty.

This activity report presents basic information on the history of HOSPEEM, on the membership structure as well as on the main activities carried out during the year. 2016 has been a very successful year with a number of achievements: the closure of the joint HOSPEEM-EPSU project on Occupational Health and Safety (OSH), the publication of the first HOSPEEM corporate brochure, the adoption of the HOSPEEM-EPSU

Joint Declaration on Continuing Professional Development (CPD) and Life-Long-Learning (LLL) for all health workers in the EU, the high-level meeting with EU Commissioner for Health Vytenis Andriukaitis, the preparation of a new joint HOSPEEM-EPSU project on effective recruitment and retention policies, and also a HOSPEEM-EPSU new work programme 2017-2019 for the European social dialogue.

During my renewed mandate 2016-2018 as Secretary General I look forward to actively representing members' interests in the European social dialogue and beyond. I hope together with members we will again achieve great results to further build the future of hospital care in the years to come.

Enjoy your reading !

Tjitte ALKEMA
Secretary General of HOSPEEM

Who we are

The European Hospital and Healthcare Employers' Association (HOSPEEM) was established in September 2005 to represent at European level the interests of national hospital employers' organisations on workforce and industrial relations issues.

HOSPEEM was created by the members of the European Centre of Employers and Enterprises providing Public Services (CEEP) who felt that there was a need for a distinct voice on health workforce issues at European level. HOSPEEM is, since its creation, a sectoral member of CEEP.



Timeline



Since the late 1990s employers and trade unions have worked closely to create Social Dialogue in the European hospital sector. The process of establishment was completed in July 2006, when HOSPEEM was officially recognised by the European Commission as a Social Partner

in the Hospital Sector Social Dialogue alongside the European Federation of Public Service Unions (EPSU).

At its creation, HOSPEEM established a cooperation agreement with the European Hospital and Healthcare Federation (HOPE).

HOSPEEM has two bodies that govern the organisation and set its future direction. These are the General Assembly and the HOSPEEM Steering Committee.

The HOSPEEM Steering Committee consists of the Secretary General, the two vice Secretary Generals plus four other members elected from the HOSPEEM membership.

HOSPEEM has a Board that consists of the Secretary General and the two vice Secretary Generals. The Board is involved in the day-to-day management of HOSPEEM.

HOSPEEM has a separate body responsible for advice on its financial matters, i.e. the Financial Advisory Committee.

Structure



The Financial Advisory Committee in 2016 was composed of:

- John DELAMERE
- Malene VESTERGAARD SØRENSEN
- Sigitas GRISKONIS
- Laetitia TIBOURTINE

Steering Committee's composition in 2016 was as follows:

- Tjitte ALKEMA
Secretary General
- Bjørn HENRIKSEN
Vice Secretary General
- Dirk REIDELBACH
Vice Secretary General
- Marta BRANCA
- Jevgenijs KALEJS
- Johanna KARLSTRÖM
- Elisabetta ZANON



HOSPEEM Steering Committee meeting - 2016

Membership

One of HOSPEEM's key objectives over the coming years will be to increase its membership so that the organisation can become even more representative in the European hospital sector Social Dialogue.

Becoming a Member of HOSPEEM allows organisations to have their voice heard at European level and gives them the opportunity to make connections with employers' organisations from other European Member States and to learn from each other.

The Hospital Sector Social Dialogue also gives national employers the opportunity to take part in European level discussions and increase their influence at national and European level.



HOSPEEM General Assembly - 2016

The HOSPEEM members are divided into two categories:

- full members
- observer members



HOSPEEM full members have the possibility to propose subjects for discussions on the HOSPEEM meetings and possess voting rights. They can be also elected to the HOSPEEM statutory bodies.

Becoming a HOSPEEM observer allows to participate in the work of HOSPEEM as an associate member without the possibility to propose subjects for discussions during

“Becoming a Member ... allows organisations to have their voice heard at European level”

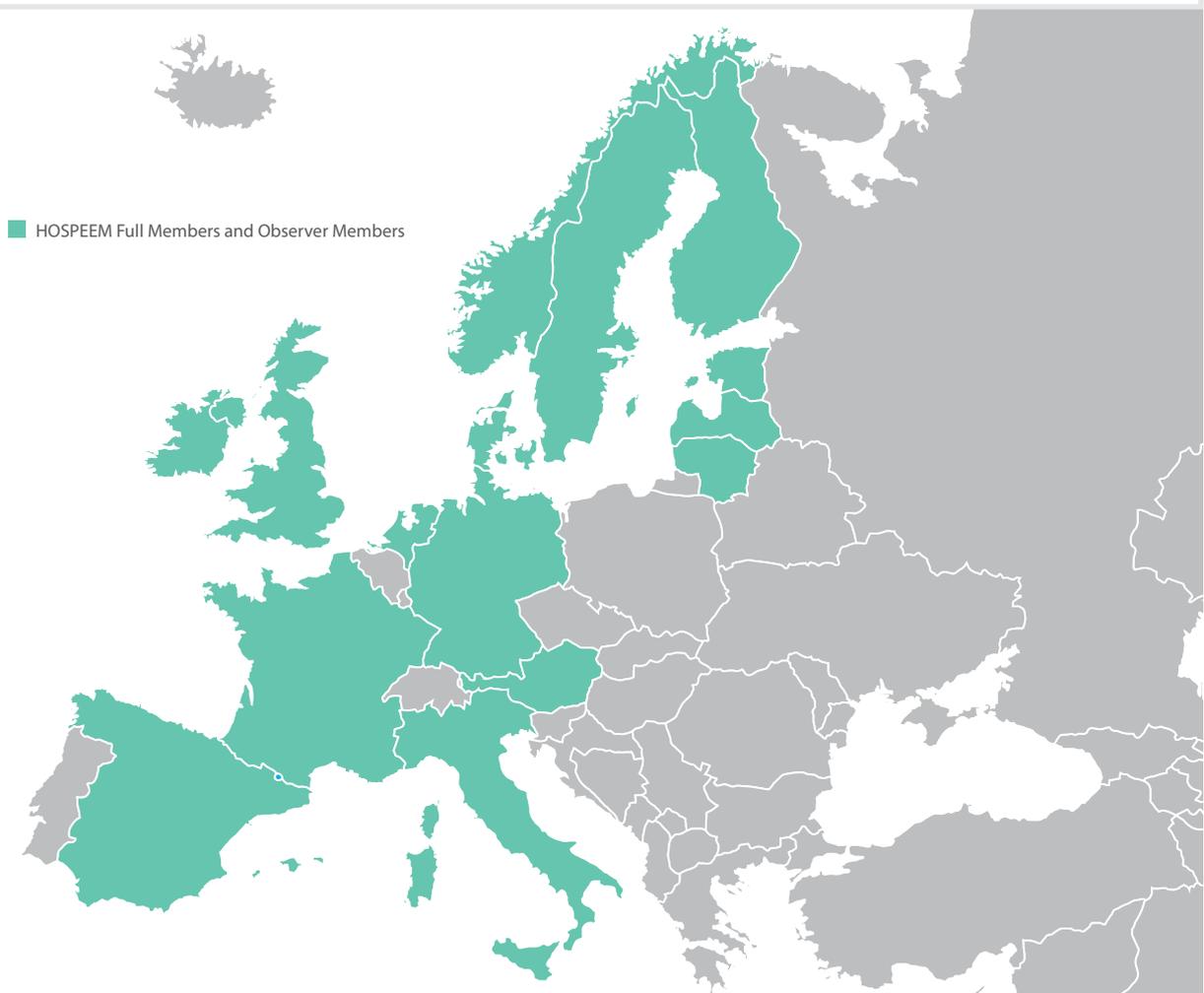
the HOSPEEM meetings and without voting rights. Observers cannot be elected to the HOSPEEM statutory bodies.

HOSPEEM full members in 2016:

- The Austrian Hospital and Health Services Platform – Austria
- Danish Regions – Denmark
- Estonian Hospitals Association – Estonia
- CLAE – Commission of Local Authority Employers – Finland
- FEHAP – Fédération des Etablissements Hospitaliers et d'Aide à la Personne Privés Non Lucratifs – France
- VKA – Die Vereinigung der kommunalen Arbeitgeberverbände – Germany
- HSE – Health Service Executive – Ireland
- ARAN – Agenzia per la Rappresentanza Negoziabile delle Pubbliche Amministrazioni – Italy
- Latvian Hospitals Association – Latvia
- Lithuanian National Association of Healthcare organizations – Lithuania
- SPEKTER – Norway
- SALAR – The Swedish Association of Local Authorities and Regions – Sweden
- NVZ – Nederlandse Vereniging van Ziekenhuizen – The Netherlands
- NHS European Office – United Kingdom

HOSPEEM observers in 2016 :

- UNICANCER – The French Federation of comprehensive Cancer Centers – France
- AGE.NA.S – Agenzia Nazionale per i Servizi Sanitari Regionali – Italy
- ASPE – Alianza de la Sanidad Privada Espanola – Spain
- NFU – The Dutch Federation of University Medical Centers – The Netherlands



What we do

HOSPEEM aims at ensuring that hospital employers' views are properly taken into account by the EU institutions when launching policies that have a direct impact on management and industrial relations in the hospital and healthcare sector at European and national level and therefore at influencing EU policy-making.

HOSPEEM plays an active role in the European Social Dialogue and is a key player in the European Sectoral Social Dialogue Committee for the Hospital Sector (SSDC HS) that was set up on 20 September 2006 together with our trade union counterpart the European Federation of Public Service Unions (EPSU).



As HOSPEEM is a recognised social partner, the European Commission, in particular the Directorate General for Employment, Social Affairs and Inclusion (DG EMPL), has the obligation, following Article 154 of the TFEU (Treaty on the Functioning of the European Union) to consult HOSPEEM on any draft proposals concerning social policies in the hospital and healthcare sector. This legal provision allows HOSPEEM to benefit from an early sight on the draft proposals of the European Commission and to have a direct voice on healthcare and workforce-related issues at European level.

“HOSPEEM (...) is a key player in the European Sectoral Social Dialogue Committee for the Hospital Sector”

Moreover, HOSPEEM has the opportunity to contribute to public consultations relevant to the healthcare sector, such as those launched by the Directorate General for Health and Food Safety (DG SANTE).

HOSPEEM provides access to a network of influential stakeholders at EU level and a structured platform for exchange of information and experiences. HOSPEEM is increasingly being recognised as a source of expertise and information on healthcare and workforce-related issues in the European arena.

This means that HOSPEEM has the opportunity to put forward hospital employers' views directly to key individuals within the European institutions and agencies, relevant European and international organisations and platforms. Through these contacts and close cooperation HOSPEEM constantly promotes the views of its members.



HOSPEEM highlights 2016

SSDC-HS, December 2016



The 10th anniversary of HOSPEEM and the first corporate brochure

HOSPEEM celebrated ten years of commitment at the occasion of the [General Assembly](#) organised at the European Economic and Social Committee on December 1st 2016. Since 2006 HOSPEEM has been successfully ensuring that the views of employers are being heard at the highest level in the European institutions. A first corporate [brochure](#) was published, highlighting the major achievements.



Tjitte Alkema, Secretary General of HOSPEEM stated that :
“As a European independent, membership-based organisation HOSPEEM has effectively supported its members to implement outcomes of Social Dialogue through exchanges of good practices and innovative capacity building activities. In the years to come, HOSPEEM is looking forward to further build the future of hospital care empowering on-the-ground hospital employers and managers.”

The 10th anniversary of the Sectoral Social Dialogue for the Hospital Sector

HOSPEEM and EPSU celebrated the [10th anniversary](#) of their Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector on the occasion of their plenary meeting organised in Brussels on 2 December 2016.

HOSPEEM and EPSU were honoured to host Mr. Xavier Prats Monné, Director General of DG SANTE, and Mr. Michel Servoz, Director General of DG EMPL, on the occasion of this celebration that was attended by more than 70 participants.

HOSPEEM and EPSU have established fruitful cooperation and close working relations with DG EMPL and DG SANTE over the years and appreciated their presence as an expression of support for their work.

This celebration provided the opportunity to stress the crucial role played by the hospital sector social partners and the efficiency of the hospital sector social dialogue.

This event also offered an excellent opportunity to highlight the major achievements of HOSPEEM and EPSU over the last decade as well as to exchange on future challenges and priorities of the next decade.

OSH Project on musculoskeletal disorders and psycho-social risks and stress at work

HOSPEEM and EPSU benefited from the financial support of the European Commission for [a joint project](#) (n° VS/2014/0324) running from 1st October 2014 to 30th September 2016 aimed at implementing a core priority of the joint work programme 2014-2016 of the European Sectoral Social Dialogue Committee for the Hospital Sector, i.e. the promotion of occupational safety and health.

The purpose of this project was to iden-



tify how actions aimed at preventing and managing MSD and PSRS@W 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.

Two conferences and three Steering Group meetings brought together more than 200 participants from 20 Member States exchanging knowledge and good practices and promoting occupational safety and health. [Reports](#) and [resources](#) are available online.

High-level meeting with the EU commissioner Andriukaitis

In January 2016, Tjitte Alkema, HOSPEEM Secretary General, and Jan Willem Goudriaan, EPSU General Secretary, met with Vytenis Andriukaitis, EU Commissioner for Health and Food Safety. [The meeting](#) provided the opportunity to present the main priorities and joint activities on the agenda of HOSPEEM and EPSU, especially their Joint Declaration on CPD and LLL.

The Commissioner expressed his deep interest and full support for the work carried out by HOSPEEM and EPSU, as well as his readiness to take part in it. Vytenis Andriukaitis and the sectoral social partners HOSPEEM and EPSU agreed to meet on a regular basis in the future, to further exchange and strengthen cooperation.



DG SANTE Study on healthcare assistants

HOSPEEM and EPSU played an active role in the DG SANTE study on the “support for the definition of core competences for Health Care Assistants” (CC4HCA) and in its related activities, stressing the hospital social partners’ concerns regarding the initiative and the process. The final report of the study was presented in November 2016.

Joint HOSPEEM-EPSU Declaration on CPD and LLL

In November 2016 HOSPEEM and EPSU adopted a [joint declaration](#) on Continuing Professional Development (CPD) and Life-Long Learning (LLL) for all health workers in the EU. The joint declaration aims at providing inspiration, guidance and support to social partners in their actions in the field of CPD and LLL in the different Member States and at encouraging investments in this field.

It is structured along a statement of key principles that should guide activities undertaken in the field of CPD and LLL. This document is addressed to all workers in the hospital and healthcare sector, irrespective of age, profession and employment contract.

New Recruitment and Retention project

HOSPEEM and EPSU have been provided with financial support from the European Commission for a [new joint project](#) in the field of recruitment and retention for the years 2017 and 2018. It will provide an appropriate framework to continue to focus on Continuing Professional Development (CPD) as a first joint policy priority.

The project will secondly follow-up on the results and recommendations of the HOSPEEM-EPSU joint project (2014-2016) in the field of Occupational Safety and Health (OSH). Two European conferences will be organised, a first one on CPD in June 2017 in the Netherlands and a second one on OSH in spring 2018 in Lithuania.

Study visit in Italy

HOSPEEM visited its Italian member organisation [ARAN](#) in April 2016 in Rome. A [meeting](#) at ARAN provided an insight into their activities and the system of public bargaining in Italy. It also provided the opportunity to exchange about the impact of the economic crisis on the public administration and the major challenges in Italy, such as the reform of the public administration, the reduction in public spending and the improvement of the efficiency of the public administration. HOSPEEM also had the opportunity to visit the Agostino Gemelli Teaching Hospital, one of the largest teaching hospitals in Italy, with more than 1,500 beds and over 5,000 health professionals.



New work programme 2017-2019

In 2016, HOSPEEM and EPSU prepared the [new joint work programme 2017-2019](#) of the European Sectoral Social Dialogue Committee for the Hospital Sector. It is structured around four major thematic priorities, i.e. Recruitment and Retention of health workforce, Continuing Professional Development and Life-Long Learning, Occupational Health and Safety and well-being, and Health care policy. Each sub-theme is presented with specific objectives, deliverables and a timeline.

Past achievements

Code of conduct on ethical cross-border recruitment and retention (2008)

The [HOSPEEM-EPSU code of conduct on ethical cross-border recruitment and retention](#) in the European hospital sector was signed in April 2008 and [a joint report on its implementation](#) was published in 2012.

Framework agreement on prevention from sharp injuries in the hospital and health-care sector (2009)

HOSPEEM and EPSU agreed upon [a framework agreement on the prevention from sharps injuries](#) in the hospital and health-care sector which was transposed into Directive 2010/32/EU.



Framework of actions on recruitment and retention (2010)



HOSPEEM and EPSU agreed on a [framework of actions on recruitment and retention](#) of health workers which constitutes an important basis for European and national social partners to develop concrete actions to tackle staff shortages and qualification needs. In 2015 HOSPEEM and EPSU adopted [a follow-up report on the use and implementation of their framework of actions](#).

Multi-sectoral Guidelines to Tackle Third-Party Violence and Harassment related to Work (2010)

In 2007, the cross-industry Social Partners issued a [framework agreement](#) on harassment and violence at work. In 2011 HOSPEEM participated in a project to translate the Guidelines into all EU languages. In 2013 HOSPEEM and EPSU published and adopted a report on the use and implementation of the Multi-sectoral guidelines.



Guidelines and examples of good practice to address the challenges of an ageing workforce (2013)

This [document](#) provides guidance to support social partners as well as decision makers, managers and workers at national, regional and local level, addressing different aspects related to age management policies.



Annexes

- A. [HOSPEEM - EPSU Code of Conduct and follow up on Ethical Cross-Border Recruitment and Retention in the Hospital Sector](#)
- B. [HOSPEEM - EPSU Joint Declaration on health services](#)
- C. [HOSPEEM Position Statement on the Proposal for a Directive of the European Parliament and of the Council on the application of patients' rights in cross-border healthcare](#)
- D. [HOSPEEM - EPSU Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector](#)
- E. [Multi-sectoral Guidelines to tackle third-party violence and harassment related to work and follow-up report on the use and implementation](#)
- F. [HOSPEEM – EPSU Framework of Actions “Recruitment and Retention”and follow-up report on its use and implementation](#)
- G. [“Riga Declaration” on Strengthening Social Dialogue in the Health Care Sector in the Baltic Countries](#)
- H. [Final report from the “Feasibility Study on the Establishment of a European Sector Council on Employment and Skills for Nursing and the Care Workforce”](#)
- I. [HOSPEEM-EPSU guidelines and examples of good practice to address the challenges of an ageing workforce](#)
- J. [HOSPEEM-EPSU Joint Declaration on Continuing Professional Development \(CPD\) and Life-Long-Learning \(LLL\) for all health workers in the EU](#)

All documents are available online in pdf format at www.hospeem.org



Let's build the future of
HOSPITAL CARE



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*European Hospital & Healthcare
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HOSPEEM is the European Hospital and Healthcare Employers' Association. It regroups at European level national, regional and local employers' associations operating in the hospital and healthcare sector and delivering services of general interest, in order to coordinate their views and actions with regard to a sector and market in constant evolution. HOSPEEM is a sectoral member of CEEP.