

NEWSLETTER

EDITORIAL

Dear HOSPEEM Members,

I have the pleasure to provide you with the fourth edition of the HOSPEEM Newsletter. For your convenience we created a special section on our [website](#) which contains this issue together with all the previous newsletters.

In the fourth edition you can find among others the information about the Working Group meeting of the Sectoral Social Dialogue Committee for the Hospital Sector, news on the publication of the HOSPEEM's Activity Report 2012, update on the revision of the Professional Qualifications Directive and information about other relevant initiatives at European level.

Moreover, in the section "News from Members" we have published the "Principles concerning Danish Regions priorities for the future EU strategy on health and safety at the workplace 2013 – 2020" and an article on FEHAP's initiative addressing youth unemployment in the French healthcare sector. The Secretariat would like to thank our Danish and French Members for these interesting contributions.

Enjoy your reading!

Tjitte Alkema
Secretary General of HOSPEEM

HOSPEEM NEWS

HOSPEEM-EPSU Working Group meeting, 23 October 2013

The key item on the agenda of the meeting was the 2013/2014-2015 Work Programme of the Sectoral Social Dialogue Committee for the Hospital Sector. Moreover, HOSPEEM and EPSU members discussed developments of the project on implementation of the Directive 2010/32/EU on sharps injuries, multi-sectoral guidelines on third-party violence, youth unemployment issues and HOSPEEM's influence on the revision of the Directive 2005/36/EC on the recognition of professional qualifications. Additionally, they received an update on the European Commission's actions as regards recruitment and retention (Caroline Hager, DG SANCO), new EU innovation strategies (Peter Dröll, DG Research and Innovation) and "Joint Action Health Workforce Planning & Forecasting" (Michel Van Hoegaerden, on behalf of the Belgian Ministry of Health responsible for the Joint Action project).

Minutes and presentations from the meeting will be circulated among HOSPEEM and EPSU members.

Mutual recognition of professional qualifications: HOSPEEM welcomes the new text of Directive 2005/36/EC approved by European Parliament

On 9 October the European Parliament voted on the revised directive on recognition of professional qualifications, confirming an informal agreement reached by EU decision-makers in the summer.

The new EU law will regulate how professionals (including health professionals) who qualified in one EU member state can move to and practise in another.

HOSPEEM has worked to ensure that the revision of the Directive secures the best possible improvements for healthcare employers. HOSPEEM has also worked closely with EPSU on this topic by issuing joint responses and lobbying together, showing this way the successful potential of partnership working within the social dialogue.

Overall, HOSPEEM is pleased that significant improvements to the original proposals have been achieved and that the provisions to make it easier for professionals to move around Europe do not compromise patient safety and quality in healthcare.

The main **key achievements** for HOSPEEM are:

- **Language controls:** regulators will be allowed to check language skills before granting access to the profession, and employers will be able to undertake their language checks too when recruiting for a particular job.

- **Warning system:** Member States will have to establish an “alert system” to warn each other within three days when a health professional is banned or their practice is restricted, even temporarily.

- **Training, access to professional recognition and CPD:** health professionals will only get professional registration if they meet all the minimum training requirements for their profession. There are important changes to the minimum training requirements for doctors (now 5 years AND 5,500 hours instead of 6 years OR 5500 hours), and for nurses (now three years and 4,600 hours, preceded by 12 years’ general education for degree level courses or 10 years for vocational training courses). Member States will also be expected to support continuing professional development for the doctors, dentists, nurses, midwives and pharmacists and to report to the EC on the progress made.

Next steps:

HOSPEEM members will now need to influence their own governments to ensure a good transposition of the directive into domestic law, which will have to be completed within 2 years after entering into force (expected end of 2013 or early 2014).

The European Commission will need to develop further implementing and delegated legislation during 2014 and 2015 to complete the details of the Directive, for example on how the new procedures for the warning system will work. HOSPEEM and its members will need to engage to influence this process to secure the best possible outcomes.

Read more: [New text adopted](#), [EC Memo](#), [NHS Briefing](#)

HOSPEEM Activity Report 2012 published

The Activity Report 2012 prepared by the HOSPEEM Secretariat has been published on our website. It contains among others, the information about HOSPEEM successes in carrying out the Work Plan of the Sectoral Social Dialogue Committee for the Hospital Sector, enhancing the organisation's network and increasing its membership.

[Read more: HOSPEEM website](#)

Tripartite Social Summit, 24 October 2013, Brussels

The participants in the summit discussed the *Next steps towards the social dimension of the EU/EMU: improving policies, implementation and monitoring*. The meeting was also an occasion to present the Joint Declaration of the Public Services Employers' Forum: *For a positive forward-looking Europe*, endorsed among others by HOSPEEM.

[Read more: CEEP press release](#)

NEWS FROM MEMBERS

Principles concerning Danish Regions priorities for the future EU strategy on health and safety at the workplace 2013 – 2020

By Malene Sørensen and Eva Weinreich-Jensen, Danish Regions



As one of three public employers in Denmark Danish Regions is the employer organization for 130.000 people nationwide. They are primarily employed in the health sector, since the regions are responsible for the healthcare system in Denmark. In connection to the employer function, Danish Regions participates in a number of national and international forums related to work environment. Additionally Danish Regions is cooperating with different employee organisations concerning work environment.

In this perspective Danish Regions welcomes the Commission initiatives for a new strategy on health and safety at the workplace in 2013 – 2020.

One of the strengths of the previous strategy for 2007 - 2012 was that it assisted to a heightened focus on work environment and served as inspiration for national initiatives related to work environment, health and safety.

In relation to a new strategy for 2013 – 2020 Danish Regions has identified five principles concerning safety, health and work environment. The principles highlight Danish Regions' position on securing a good work environment. The principles are identified on the basis of the Danish government's 2020 strategy on health and safety. The principles emphasize that a new EU strategy should underpin national strategies on work environment, support national law and the social partners' competence in securing health, safety and a good work environment for the employees.

The following principles should be prioritized in the work with a new EU strategy on health and security on the workplace towards 2020:

1. The strategy should set a broad framework for national strategies and actions in health, safety and work environment.
2. The strategy should as far as possible reflect priorities concerning work environment, including a special focus on work accidents, psychological work environment and musculoskeletal injuries.
3. The strategy should help to set focus on health, safety and work environment and create a framework for cooperation, coordination and exchange of best practice between the member states.
4. The strategy should primarily help to implement and simplify existing legislation rather than introducing new EU legislation.
5. The strategy must take into account the differences in national labor markets and respect the social partners' competences in the working environment.

Danish Regions support an EU strategy which defines common strategy objectives and helps coordinate actions in the different EU member states. It is thus important to address that there are differences between the member states. In Denmark the labor market is largely regulated by the social partners through collective bargaining. It is therefore considered important that a new strategy respect the national scope and the social partners' competence in securing health, safety and a good work environment for the employees.

For questions or elaborations please contact Danish Regions (regioner@regioner.dk).

FEHAP acts to boost youth employment

By Nadège Houdeau, FEHAP



Almost 25% of young people in France is unemployed. Thus, their situation in the labour market is particularly alarming. At the same time private non-profit social and medico-social healthcare institutions are experiencing recruitment difficulties in certain fields of activity. That is why, together with the French Government, FEHAP decided to address this issue with an active approach aimed at developing the action "Emplois d'Avenir" ("employment of the future") within its member structures. The measure "Emplois d'Avenir", created by a law issued on 26 October 2012, is aimed at facilitating access of young people with limited or no qualifications in the labour market.

On 9 September 2013 Antoine Dubout, President of FEHAP, signed an agreement with the French government for the promotion of youth employment within the FEHAP member structures. The agreement will help to meet the needs of the not for profit sector identified for certain activities with social nature and a real potential for job creation. The organisation committed to hire 1500 young people in its members' structures in the period of 2013/2014.

This action, partially financed by the French government, will give the opportunity to less and non qualified young people aged between 16 and 25 to have a first professional experience and to acquire professional competences with the support of a tutor within the receiving structure.

"This commitment of FEHAP fully corresponds to the values of solidarity characterising our sector, with its primary goal of enabling young people to find their path to employability. It also aims to cope with difficulties related to the recruitment of personnel in the private non-profit sector and to foster professional development and retention of employees in the FEHAP member structures providing health, social and medico-social services." said Antoine Dubout.

Read more: [FEHAP website](#) (in French)

EU NEWS

Regulatory Fitness and Performance Programme (REFIT)

On 2 October 2013 the European Commission published its communication COM (2013) 685 on regulatory fitness and performance which outlines the plans to simplify the EU legislation, including the regulations in the social affairs field (health and safety, consultation of workers, etc).

Read more: [Website of the European Commission](#)

Innovation Union and Workplace Innovation

The European Union aims to boost research and innovation in the upcoming years. For this reason the organisation launched the Innovation Union strategy. The EU activities with respect to innovation are also focused on labour issues. On 10 April 2013, at European Parliament, more than 100 business managers, employees' representatives and policy-makers brought together by the European Commission launched EUWIN, the European Workplace Innovation Network.

Read more:

-Innovation Union – [Website of the European Commission](#)

-Workplace Innovation – [Website of the European Commission](#)

OSHA Healthy Workplaces Campaign 2012–13 'Working together for risk prevention'

The campaign was aimed to improve safety and health conditions at workplaces across the European union through risk prevention, managing risks, encouraging top managers to actively engage in risk reduction, etc. It was finalised at the Healthy Workplaces Summit in Bilbao on 11 and 12 November 2013.

Read more: [Website of the Campaign](#)

Implementation of Youth Guarantee

All EU Member States must submit a Youth Guarantee Implementation Plan setting out how the scheme will function in practice and how it will be financed. The deadline is mid-2014. However, the countries eligible additional funding must submit their plans before the end of this year.

Read more: [Website of DG Employment, Social Affairs and Inclusion](#)

European Commission's Communication on the social dimension of the Economic and Monetary Union (EMU), 2 October 2013

The Communication contains a proposal of the European Commission to build on the rules under the European Semester ensuring strong social dimension in the Economic and Monetary Union. It includes:

- Reinforced surveillance of employment and social challenges and policy coordination;
- Enhanced solidarity and action on employment and labour mobility;
- Strengthened social dialogue.

Read more: [Website of the European Commission](#)

HealthEquity -2020 project

The objective of the HealthEquity-2020 project is to assist Member States/regions to develop evidence-based action plans on reducing health inequalities, which also includes the use of Structural Funds. The project is financed under the EU Health Programme. The project leaders welcome collaborative ideas.

Read more: [Newsletter of the project](#)

EU EVENTS

Thematic Liaison Forum on 15 Years of EU Sectoral Social Dialogue – Quo Vadis? 11 December 2013, Brussels

The aim of the meeting is to assess the achievements the sectoral social dialogue at European level and to discuss the way it should function in the future. The main focus will be put on identifying, analysing and solving issues at sectoral level; relation between the EU sectoral social dialogue and industrial relations systems at national level; follow-up and reporting mechanisms of the sectoral social dialogue outcomes; and its visibility.

More information: available at the HOSPEEM Secretariat

The European Employment Forum, 12-13 November 2013, Brussels

The event is an annual networking forum for entities dealing with employment issues. This year the main focus was put on the changes in EU policy that should be made in order to achieve sustained growth. The organisers included in the agenda three key subjects in this respect, i.e. youth employment, social inclusion and enterprise issues.

Read more: [Website of the European Employment Forum](#)

European Social Partners meet High Commissioner of DG Education and Culture, 16 October 2013, Brussels

The European social partners, including CEEP discussed with Commissioner Androulla Vassiliou the possibilities to broaden their cooperation with DG Education and Culture. In the meeting the partners endorsed a document called "Proposals to guide the way forward for a strengthened cooperation between the Commission's education and training services and the European social partners in the field."

Read more: [The proposals are available on CEEP website](#)

The meeting of EU's Council of Employment and Social Policy Ministers, 15 October 2013, Luxembourg

Key items in the agenda of the meeting were: the posting of workers enforcement directive, the social dimension of the European Monetary Union and the implementation of measures to tackle youth unemployment. As regards the last subject the participants discussed the European Alliance for Apprenticeships and the Youth Guarantee (See the "EU News" section).

Read more: [Rapid - Press release database](#), [European Alliance for Apprenticeships](#), [Youth Guarantee](#)

Dublin Foundation seminar series 2013 - Promoting diversity at the workplace: a strategy for inclusion and competitiveness, 3-4 October 2013, Vienna

The Foundation Seminar Series (FFS) aim to exchange national employment policies and practices between the participating countries, foster the debate at national level through tripartite discussions and facilitate networking. The 2013 sessions contribute to the Europe 2020 strategy. The participants in the October session discussed the issue of diversity at workplace, including differences related to age, ability, ethnicity, race, gender, sexual orientation, or religion.

Read more: [Eurofound website](#)

PUBLICATIONS

Eurofound's publication: Social innovation in service delivery: New partners and approaches

Read more: [Eurofound website](#)

Eurofound's publication: Mobility and migration of healthcare workers in central and eastern Europe

Read more: [Eurofound website](#)

EU-OSHA report on key priorities for occupational safety and health research

Read more: [OSHA website](#)

Enterprise survey on new and emerging risks (ESENER)

ESENER examines how health and safety is managed in practice in European workplaces.

Read more: [OSHA website](#)

EU Social Dialogue Newsletter, 4th edition

Read more: [Website of the European Commission](#)

Materials from the European Commission's Thematic Liaison Forum on Psycho-social risks at work

Available at the HOSPEEM Secretariat

EU Employment and Social Situation Quarterly Review

Read more: [Rapid - Press release database](#)

Results of the OECD Survey on Adult Skills

Read more: [Rapid - Press release database](#)



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