

NEWSLETTER

EDITORIAL

Dear HOSPEEM Members,

I warmly invite you to find out more about our past and upcoming initiatives in the third edition of the HOSPEEM Newsletter.

It contains information about the WHO consultation in Oslo where HOSPEEM was represented, the draft final report from the successful HOSPEEM-EPSU Sharps project, HOSPEEM reply to the Commission's health & safety consultation, etc. You can also find here information about other relevant activities at European level, including upcoming events.

Additionally, starting from this edition we publish news from national level that might be relevant for your respective organisations. We would like to thank NVZ for the first article and we are looking forward to receiving further contributions from your side.

Enjoy your reading!

Tjitte Alkema
Secretary General of HOSPEEM



HOSPEEM NEWS

Health & safety at work: HOSPEEM replies to the European Commission's public consultation on future policy framework

In its reply HOSPEEM supported the approach to define common general objectives for the future health and safety policies at European level. However, the organisation stated that actions in this field have to be targeted on each national situation, legislation, organisation and practice. HOSPEEM emphasised also the importance of involving social partners in the future health and safety-related projects.

Read more: [HOSPEEM website](#)

Final report from the HOSPEEM-EPSU Project on Sharp Injuries

ICF GHK drafted the final report from the HOSPEEM-EPSU Project on Sharp Injuries. It takes up the key issues that emerged during three regional seminars and a conference organised within

the project, and the survey on the implementation of the Directive 2010/32/EU. HOSPEEM and EPSU affiliates were asked to revise the draft. The updated version can be found on the project website.

The report after the final approval will be presented to the European Commission, published on the HOSPEEM and EPSU websites and translated from English into four languages (most probably French, German, Spanish and Italian).

Read more: [Final Report](#), [Webpage of the project](#)

Consultation of the World Health Organization on Human Resources for Health in High Income Countries, 5 September 2013, Oslo

After the successful presentation by Tjitte Alkema at the WHO Conference on Recruitment and Retention in Amsterdam, HOSPEEM has been invited to the WHO Consultation on Human Resources for Health in High Income Countries. Mr Alkema took part as a panelist in the discussion on “Code of Conduct on Ethical Cross-Border Recruitment and Retention in the Hospital Sector and its follow-up”.

In his speech Mr Alkema stressed the importance of the HOSPEEM-EPSU Code of Conduct Ethical Cross-Border Recruitment and Retention in the Hospital Sector signed two years ahead of the WHO code in this respect and the social partners’ involvement in that successful initiative.

“It often seems that WHO and National Governments do not easily connect with social partner organisations. The effective approach of the dilemmas in the field of cross-border ethical recruitment calls for close cooperation with all relevant stakeholders.” – said Mr Alkema.

Read more: [HOSPEEM website](#)



NEWS FROM MEMBERS

Dutch Hospital Association stimulates regional labour market for healthcare professionals

Article by Niels Oerlemans, NVZ

Achieving the right balance on the (regional) labour market for healthcare professionals, is a true challenge. In the recent decade, the Dutch hospital association (Nederlandse Vereniging van Ziekenhuizen (NVZ), has implemented several instruments that have given excellent results.

One of the latest achievements, has been the establishment of a fund for the education of specialised nurses and paramedical professionals. Before, the funding and planning of these professionals was the sole responsibility of each individual hospital. Quite often there was a shortage of professionals in a particular region, which forced hospitals to close departments or reduce production.

The NVZ decided to establish a fund that compensates hospitals on a pay-for-performance basis. All hospitals in the Netherlands contribute equally to this fund with 0.8% of their budget.

A healthy labour market is a common responsibility. Therefore, the NVZ also urged the hospitals to join forces and to develop an active labour market policy for the regional markets. Last year, all hospitals established regional partnerships and shared data on the regional workforce. Overall, these data showed a surprising development: against all expectations there is a decline in the number of students in the coming years.

How can this decline be explained? Are all developments taken into account?

In 2014 the *Capaciteitsorgaan* (Advisory Committee on Healthcare Workforce Planning) will develop a model that can help regional partnerships to get a better understanding of the regional labor market.

Read more: [NVZ website](#) in Dutch.

EU NEWS

Preliminary ruling of the Court of Justice of the European Union on remuneration for annual leave

The ruling of the Court of Justice of the European Union in case C-155/10, Williams vs. British Airways from September 2011 had a significant impact on recent judgments of Dutch courts and can have influence also on interpretation of labour law in other EU Member States.

Read more: [InfoCuria website](#)

Lithuanian Presidency to the EU – Employment, social policy and health priorities

Lithuania assumed the Presidency of the Council of the European Union in the second half of 2013. The Presidency aims to seek better implementation of EU employment, social and health policy. As regards social policy, main focus is placed on increase of youth employment and implementation of the social investment package. In the frame of health policy, the Lithuanian Presidency focuses among others on discussions concerning modern, accessible and sustainable health systems.

Read more: [Website of the Lithuanian Presidency](#), [Programme of the Lithuanian Presidency](#)

The European Parliament's resolution on youth unemployment

On 11 September 2013 the European Parliament adopted the Resolution on implementation of the EU Youth Strategy 2010-2012.

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

Patient Mobility Project: HoNCAB

HoNCAB is a project co-financed by the European Commission under the Second Programme of Community Action in the Field of Health 2008-2013. It aims to create the network of hospitals related to payment of care for cross border patients (HoNCAB) in order to share between Member States practical experiences, problems and solutions related to cross-border care.

Read more: [HoNCAB website](#)

EVENTS

Conference: EU Labour Law, 21 October 2013, Brussels

European Commission is organising the conference in order to gather stakeholders' opinions on the upcoming initiatives in the field of the labour law at European level. The aim of the event is also to engage the public in debate on future priorities in this respect.

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

EC Thematic Liaison Forum on Psycho-Social Risks at Work, 7 October 2013, Brussels

The Forum will be an occasion to discuss with the European Commission and social partner organisations at European level past activities and future perspectives in the field of psycho-social risks at work. Among speakers invited for the meeting there are representatives of the European Agency for Safety and Health at Work and the European Foundation for the Improvement of Living and Working Conditions.

Meeting on European social model as a key driver for competitiveness, 25 September 2013, Brussels

Four EU agencies: Cedefop, EU-OSHA, ETF and Eurofound in cooperation with the Employment and Social Affairs Committee of the European Parliament are organising a meeting on their impact on strengthening European Social Model.

Read more: [Cedefop website](#)

HealthPort Network Hearing on Innovation Systems in Health Economies, 26 September 2013, Brussels

The event will concern regional, transnational and macro-regional cooperation for sharing and disseminating innovation in health care systems. It is organised by an interdisciplinary network in the field of modern life sciences and health care.

Read more: [Programme of the event](#)

Conference: “Brave New World: Inclusive Growth and Well-Being or Vested Interests and Lost Generations?”, 4-5 September 2013, Brussels

The Conference was an official event of the Lithuanian Presidency of the Council of the European Union, and the European Public Health Alliance (EPA). The audience consisted of more than 200 participants from all across Europe’s health professions, experts and civil society along with several institutional actors.

Read more: [EPA website](#)

Conference: Creating New Opportunities for Young People, 4 September 2013, Brussels

The conference was an initiative of the European Commission aiming to promote strong education, youth policies and respect for young people’s demands in Europe. The invited experts discussed the situation young people are confronted with when entering the labour market and the preconditions of participation and inclusion of young people.

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

PUBLICATIONS

Growing job opportunities in the healthcare sector

Despite crisis, the demand for labour in the healthcare sector is increasing, according to the European Vacancy Monitor (EVM), a quarterly bulletin published by DG Employment.

Read more: [European Vacancy Monitor/September 2013](#)

Social Agenda 34 - Free movement of EU workers

The European Commission has published the Social Agenda 34 in order to address the discrimination in the labour market being faced by numerous EU citizens working in another EU country.

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

Occupational safety and health in figures – reports by the European Risk Observatory of the European Agency for Safety and Health at Work

Read the [reports](#).



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