

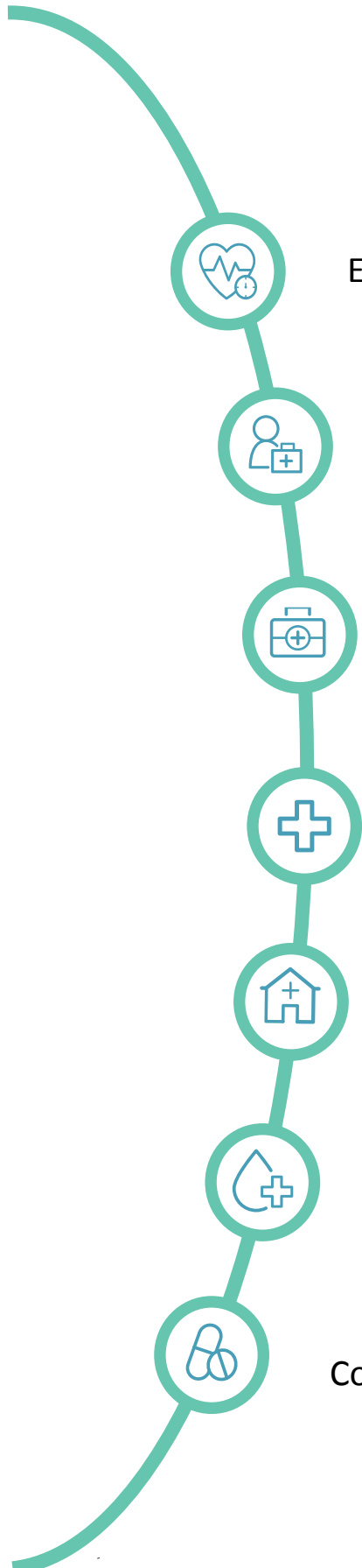









*European Hospital & Healthcare  
Employers' Association*

# ***ACTIVITY REPORT 2017***



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Dear readers,

**2017** was a productive year for HOSPEEM ensuring that the views of hospital and healthcare employers are being heard at the highest level. I proudly highlight below the main achievements.

In February, the new joint HOSPEEM-EPSU project on effective recruitment and retention policies started. In April, European Commissioner Vytenis Andriukaitis expressed his support to the HOSPEEM-EPSU joint declaration on Continuing Professional Development (CPD) and Life-Long-Learning (LLL) for all health workers in the EU. In June, the conference “Working together, learning together – Switching to the learning mode” took place in Amsterdam to pursue and deepen the thematic focus on CPD and LLL. In June together with EPSU, I also met the Bulgarian Minister of Health, Prof. Nikolai Petrov, on the planned priorities of Bulgaria in the context of the Bulgarian EU Presidency in the field of health policies. In November, HOSPEEM and the European Hospital

and Healthcare Federation (HOPE) organised a joint workshop “AMR and workplace learning – The case for a multi-professional approach in hospitals” hosted by MEP Soledad Cabezón Ruiz (Spain, S&D) at the European Parliament in Brussels.

This activity report presents the history of HOSPEEM, the membership structure as well as the main activities carried out during the year. During my mandate 2016-2018 as Secretary General I look forward to actively representing members’ interests in the European social dialogue and beyond. I am convinced HOSPEEM will 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 the interests of national hospital employers' organisations on workforce and industrial relations issues at European level. HOSPEEM has members both in the state or regionally controlled hospital sector and in the private health sector.

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) signed in 2008.

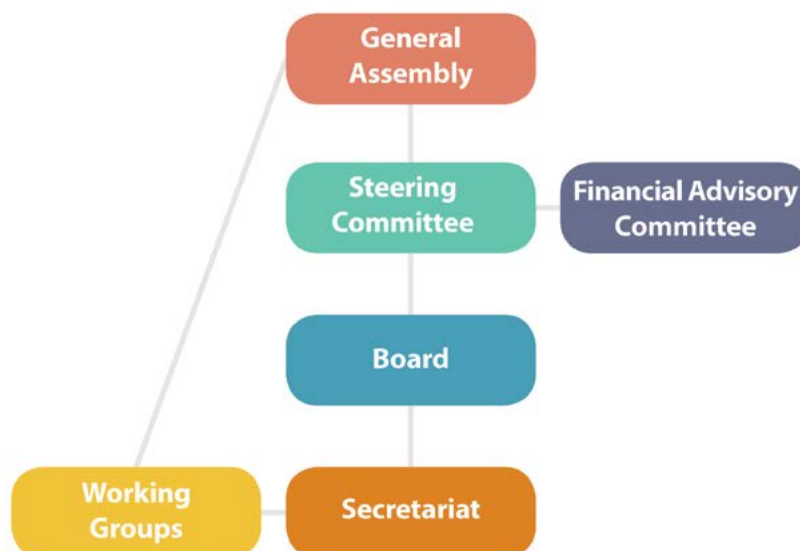
HOSPEEM has two bodies that govern the organisation and set its future direction. These are the General Assembly and the HOSPEEM Steering Committee.

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 consisting 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 2017 was composed of:

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

Steering Committee's composition in 2017 was composed of:

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



*HOSPEEM Financial Advisory Committee – November 2017*



# 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 Sectoral Social Dialogue Committee for the Hospital Sector (SSDC-HS).

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.



*HOSPEEM General Assembly - 2017*

The European Sectoral Social Dialogue Committee for the Hospital Sector (SSDC-HS) also gives national employers the opportunity to take part in European level discussions and increase their influence at national and European level.

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 also can be elected to the HOSPEEM statutory bodies.

the HOSPEEM meetings and without voting rights. Observers cannot be 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

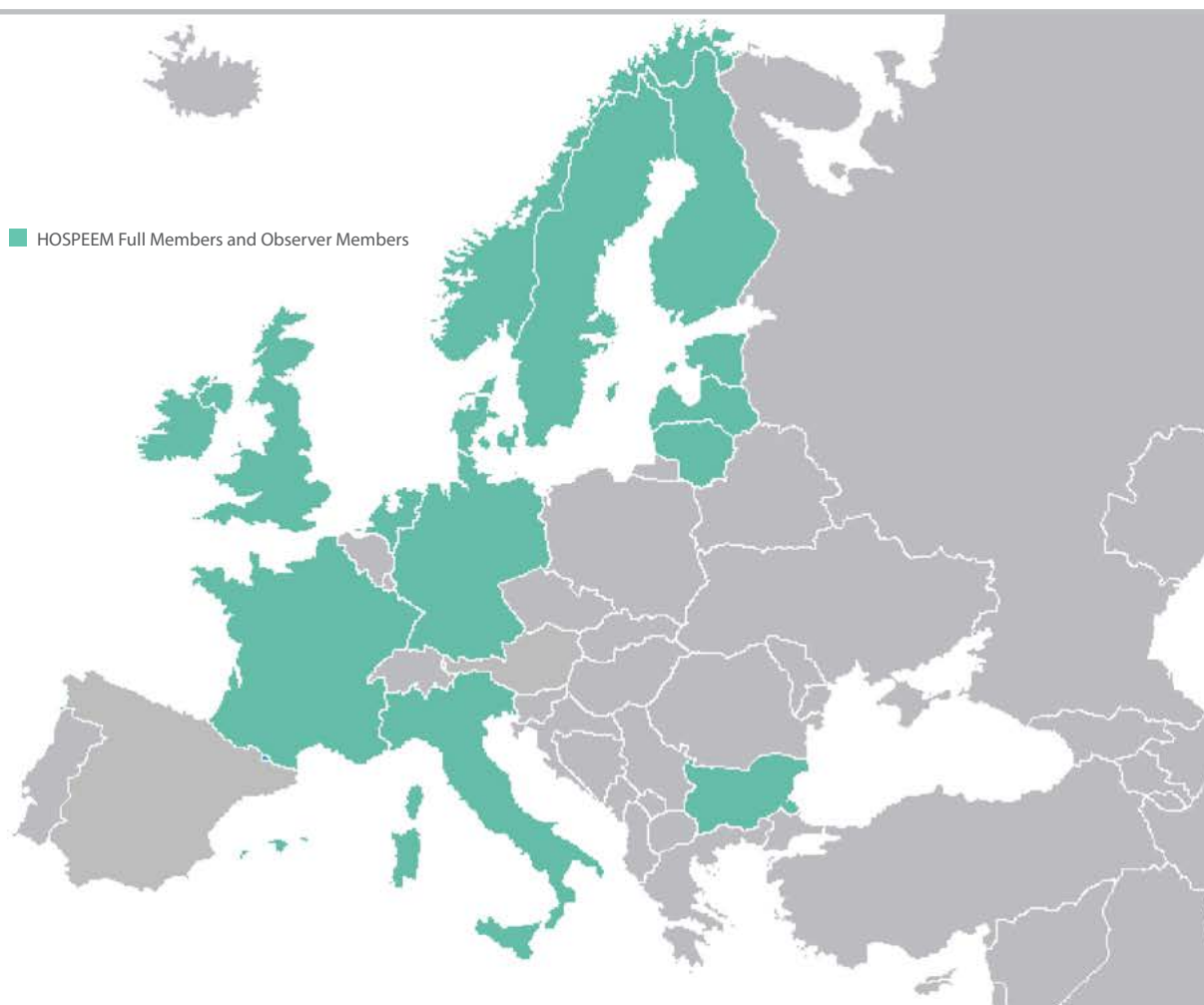
*"Becoming a Member ... allows organisations to have their voice heard at European level"*

### *HOSPEEM full members in 2017:*

- Danish Regions – Denmark
- EHA – 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 Negoziale delle Pubbliche Amministrazioni – Italy
- LHA – Latvian Hospitals Association – Latvia
- Lithuanian National Association of Healthcare organizations – Lithuania
- SPEKTER – Norway
- SALAR – The Swedish Association of Local Authorities and Regions – Sweden
- NUPH – National Union of Private Hospitals – Bulgaria
- NVZ – Nederlandse Vereniging van Ziekenhuizen – The Netherlands
- NHS – European Office – United Kingdom

### *HOSPEEM observers in 2017:*

- UNICANCER – The French Federation of comprehensive Cancer Centers – France
- AGE.NA.S – Agenzia Nazionale per i Servizi Sanitari Regionali – Italy
- 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) according to Article 154 of the TFEU (Treaty on the Functioning of the European Union), has the obligation 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 2017

Amsterdam Conference, June 2017



## Recruitment and Retention project 2017-2018

HOSPEEM and EPSU have been provided with financial support from the European Commission (DG EMPL) for a [new joint project](#) “Promoting effective recruitment and retention policies for health workers in the EU by ensuring access to CPD and healthy and safe workplaces supportive of patient safety and quality care” for the years 2017 and 2018.

The first Social Partners conference “[Working together, learning together– Switching to the learning mode](#)” in June 2017 in Amsterdam deepened the thematic focus on Continuing Professional Development (CPD) and Life-Long Learning (LLL). The conference provided a forum for exchange on a number of social partner-based initiatives presented by HOSPEEM members and EPSU affiliates. The event built on the [HOSPEEM-EPSU Joint Declaration on Continuing Professional Development and Life-Long Learning for All Health Workers in the EU](#) adopted in November 2016. It brought together more than 100 participants from 22 countries. The presentations, videos, graphic recording, media release and report are available [online](#).



A second conference will follow-up on the results and recommendations of the previous [HOSPEEM-EPSU joint project \(2014-2016\)](#) in the field of Occupational Safety and Health (OSH) in May 2018 in Vilnius, Lithuania.

## New work programme 2017-2019

In February 2017 HOSPEEM and EPSU adopted 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 Healthcare Policy. Each sub-theme is presented with specific objectives, deliverables and a timeline.

## HOSPEEM-HOPE Workshop on Antimicrobial Resistance and continuing professional development



In November, HOSPEEM and the European Hospital and Healthcare Federation (HOPE) organised a **joint workshop** on AMR and CPD entitled “AMR and workplace learning – The case for a multi-professional approach in hospitals” at the European Parliament.



The workshop addressed the importance of continuing professional development (CPD) for the correct understanding and use of antibiotics by hospital staff and patients and the prevention of infections. Good practice examples to train staff in combatting AMR in the hospital sector were presented to foster the discussion. The workshop was hosted by MEP Soledad Cabezón Ruiz (S&D, Spain) and joined by MEP Karin Kadenbach (S&D, Austria). The event was connected to the 2017 European Antibiotic Awareness Day (EAAD). *#FightAMRinHospitals*

## Study visit in Bulgaria

HOSPEEM visited its Bulgarian member organisation **NUPH**, the National Union of Private Hospitals in Sofia. HOSPEEM had the opportunity to visit two hospitals. The meetings provided the opportunity to discuss hospitals’ management and human resources, their functioning and activities and to get an insight into the system of bargaining in Bulgaria.



## Study visit in Denmark

HOSPEEM visited its Danish member organisation in March in Copenhagen. This visit provided the opportunity to discuss about the activities and current priorities of **Danish Regions**. The discussions focused in particular on the Danish value-based healthcare initiative and the “Sundheds platform”, a new digital health platform gathering all information about each patient in a single electronic set of medical records, being implemented in Danish hospitals. HOSPEEM also had the opportunity to exchange about assessment of skill needs and cross-sectoral competence development.



## Strong support for the Joint HOSPEEM-EP­SU Declaration on CPD and LLL

The HOSPEEM-EP­SU [joint declaration](#) on Continuing Professional Development (CPD) and Life-Long Learning (LLL) for all health workers in the EU 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.



In April, HOSPEEM and EP­SU Secretary Generals Mr. Tjitte Alkema and Mr. Jan Willem Goudriaan met with EU Commissioner Vytenis Andriukaitis, responsible for Health and Food Safety. He stressed that Social Partners should keep the Joint Declaration on CPD for All Health Workers in the EU on the agenda of EU Member States and of the Council of the European Union.

In June, European Commissioner Vytenis Andriukaitis strongly expressed his support to the declaration in a video address to participants of the HOSPEEM-EP­SU conference on CPD. The Dutch Ministry of Health has also expressed its active support to this social partner initiative.

## Modernisation of communication tools and organisational structure

2017 was a year dedicated to the modernisation of strategic tools for HOSPEEM. The [website](#) and [news-letter](#) were entirely modernised and upgraded. HOSPEEM became regularly active in Social Media, i.e. [Twitter](#) & [LinkedIn](#). These interactive tools facilitate the flow of communication from the EU level and support the exchange of information between members. HOSPEEM has also finalised and published its new statutes and rules of procedures ensuring an efficient functioning of the organisational structure for the years to come.



## Building the health workforce of the future – WHO Global Forum

HOSPEEM participated in the WHO Fourth Global Forum on Human Resources for Health in Dublin in November. Tjitte Alkema spoke in a high-level panel on “Policies and Planning for Labour Market Transformation and Employment for Health”. The panel focused on exploring actions to stimulate investments in creating employment opportunities that respond to the current and future needs of the population.





## 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 - HOPE Cooperation agreement
- D. 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
- E. HOSPEEM - EPSU Framework agreement on prevention from sharp injuries in the hospital and healthcare sector
- F. Multi-sectoral guidelines to tackle third-party violence and harassment related to work and follow-up report on the use and implementation
- G. HOSPEEM – EPSU Framework of actions on “recruitment and retention” and follow-up report on its use and implementation
- H. “Riga Declaration” on strengthening social dialogue in the healthcare sector in the Baltic countries
- I. Final report from the “Feasibility study on the establishment of a European sector council on employment and skills for nursing and the care workforce”
- J. HOSPEEM-EPSU Guidelines and examples of good practice to address the challenges of an ageing workforce
- K. 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](http://www.hospeem.org)*



Let's build the future of  
**HOSPITAL CARE**





# Contacts



## **European Hospital & Healthcare Employers' Association**

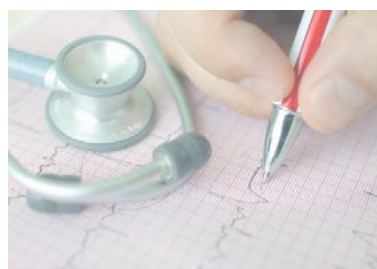
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*European Hospital & Healthcare  
Employers' Association*

***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 co-ordinate their views and actions with regard to a sector and market in constant evolution. HOSPEEM is a sectoral member of CEEP.***