

Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector: Main activities and outcomes in 2017

In 2017 the Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector (SSDC HS) dealt with a wide range of topics in the framework of the EPSU-HOSPEEM Joint Work Programme and carried out project-related activities that are presented below.

- **Key topics:** 1) Recruitment and retention of healthcare workforce 2) Occupational safety and health related issues 3) Promotion of Continuing Professional Development and Life-Long Learning for all healthcare staff 4) Health care policy

- **Main results:**
 1. In February 2017 [EPSU](#) and [HOSPEEM](#) adopted the [Joint Work Programme for the period 2017 to 2019](#). It is structured around the four major thematic priorities: 1) Recruitment and retention of healthcare workforce 2) Occupational safety and health related issues 3) Promotion of Continuing Professional Development and Life-Long Learning for all healthcare staff 4) Health care policy. Each subtheme is presented with specific objectives, deliverable and related timeline.
 2. With the financial support of the European Commission a joint [EPSU-HOSPEEM](#) project aiming at **“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”** has been running since January 2017 and it will continue until December 2018. The purpose of the project is to provide an appropriate framework to continue to focus on continuing professional development (CPD) and Occupational Safety and Health risks as the main policy priorities for HOSPEEM and EPSU. Built on the [HOSPEEM-EPSU](#) Joint Declaration on Continuing Professional Development and Life-Long Learning for All Health Workers in the EU, the project collects, discusses and evaluates social partner-based initiatives and policy measures on a range of aspects linked to the aim of facilitating access to CPD and guaranteeing quality services supportive of patient safety and provided by a workforce fit for practice. The project is secondly be geared towards the follow-up to results and recommendations of the HOSPEEM-EPSU joint project (2014-2016) in the field of occupational safety and health (OSH). In the project framework, a first social partners’ conference on CPD titled [“Working together, learning together - Switching to the learning mode”](#) took place on 19-20 June in Amsterdam. It brought together more than 100 participants from 18 EU Member States and four non-EU countries. A [report](#) from the conference has been drafted by the contracted expert and is available on the [EPSU](#) and [HOSPEEM](#) websites, along with other relevant documents. On 30 November 2017 EPSU and HOSPEEM discussed a list of possible future action points in the field of CPD and LLL, including e.g. on CPD in relation to digitalisation, on CPD responding to the increased demands of work in teams or on provisions to improve access to CPD for groups of health workers often under-represented in CPD.
 3. On 12 April 2017 [EPSU](#) and [HOSPEEM](#) Secretary Generals, Mr. Jan Willem Goudriaan and Mr. Tjitte Alkema, met with the **European Commissioner responsible for health and food safety, Vytenis Andriukaitis**. The Commissioner expressed his support for the Joint Declaration on CPD and LLL, reiterating what he wrote in a letter addressed to EPSU and HOSPEEM on 14 February 2017, and more generally also for the work of the EU-level SSD-HS in the field of CPD and recruitment and retention. More information on the meeting can be found on [EPSU](#) and [HOSPEEM](#) websites.
 4. On 1 June 2017 HOSPEEM and [EPSU](#) met with the Bulgarian Minister of Health, Professor Nikolai Petrov, in preparation for the Bulgarian EU Presidency. The main purpose of the



meeting was to allow for a first exchange on the planned priorities and major fields of action of Bulgaria in the field of health policies and with regard to the health workforce in the context of the Trio Work Programme agreed upon by Estonia, Bulgaria and Austria and to identify possible fields of common interest with the European social partners in the hospital/health care sector. On 2 June 2017, HOSPEEM and EPSU contributed to a [seminar](#) to improve the capacity building of national sectoral social partners to more effectively engage in EU-level social dialogue and also to use its results and deliverables.

HOSPEEM and EPSU

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 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 four sectoral social dialogue committees, including for the hospital and healthcare sector (<https://www.epsu.org/sectors/health-and-social-services-0>). 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 2017-2019 (see [EPSU](#) and [HOSPEEM](#) websites). A range of joint documents (declarations, code of conduct, framework of actions, framework agreements) have been adopted (cf. [list for 2006-2016](#)) and a number of projects and activities have been successfully completed.

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