

# Social Partners' Conference on Occupational Safety and Health

## A SOUND MIND IN A SOUND BODY

Taking care of those who take care of us

Vilnius, 23 - 24 May 2018

### BIOGRAPHIES

**Wednesday, 23 May 2018**

*Chair of the day*

#### **Dr. Margret Steffen**

*Vereinte Dienstleistungsgewerkschaft – Ver.di*

Margret Steffen is Trade Union Secretary in the fields of health policy, health promotion and occupational health and safety at the Federal Office of the Vereinte Dienstleistungsgewerkschaft – Ver.di, Germany. Before working for ver.di she was coordinating national and European projects for the Regional Office of the German Trade Union Confederation in Saxony. From 2009 to 2014 Margret Steffen was one of the Vice-Presidents of EPSU's Standing Committee "Health and Social Services" and has been elected President of this Committee in 2014. She is also Head of the board of the German work accident and occupational health and safety insurance for health and social services.

#### **Welcome Note**

#### **Rita Zubkevičiūtė**

*State Labour Inspectorate for Accidents and Occupational Diseases*

Rita Zubkevičiūtė is the Chief Labour Inspector of the Lithuanian State Labour Inspectorate for Accidents and Occupational Diseases that operates under the Ministry of Social Security and Labour of Lithuania. She works in the Accident and Occupational Diseases Division. She is also a member of the Lithuanian Association of Ergonomics Revision Commission.

#### **Aldona Baublytė**

*Lithuanian Trade Union of Healthcare Employees – LSADPS*

Aldona Baublytė is President of the Board of LSADPS since 1993, in March 2018 she was elected for her 6th term. She is a medical biologist, has worked as Head of the Vilnius Head of the Clinical Diagnostic Laboratory of the Central Polyclinic and is Secretary of the Lithuanian Laboratory Medical Society. Aldona Baublytė is Member of the Board of the Lithuanian Trade Union Confederation. She is a member of the Compulsory Health Insurance Board.

#### **Prof. Habil. Dr. Vinsas Janušonis**

*Lithuanian National Association of Healthcare Organizations – NAHCO*

Vinsas Janušonis is Director of Klaipeda University Hospital, Habil. Dr., Professor of Klaipeda University, President of the Lithuanian National Association of Health Care Organizations, Member of Klaipeda University Senate, Expert of the Health Affairs Committee of the Lithuanian Parliament, Member of the Editorial Board of Scientific Journals, Honorary Lithuanian Health Care Worker, Former Minister of Health of the Republic of Lithuania.



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**Wednesday, 23 May 2018**

**Keynote Speech**

**Anna Karlsson**

*West Skaraborg*

Anna Karlsson is a physician and soon-to-be specialist in geriatrics. She has worked in the integrated mobile care team in West Skaraborg for six years. Through the last years, she has acquired an interest in action research and a passion for narrative medicine. Would like to work more towards patients with dementia.

**Setting The Scene**

**Nico Knibbe**

*LocoMotion*

Nico Knibbe is a senior researcher at LOCOMotion. LOCOMotion, a research institute established by Hanneke and Nico Knibbe in 1988, is known for the variety of studies funded by social partners, inspectorates, research institutes and government focussing on patient handling and movement. LOCOMotion has published many publications in outstanding, well-known research journals (partly peer reviewed) and hands-on nursing magazines. They also developed a range of educational material in the field of ergonomics in health care, like videos, books, checklists, e-learning modules, teaching guidance, guidelines etc.

**Plenary 1 – Psychosocial Risks and Stress at Work**

**Mag. Pharm Slava Zlatanova**

*Federation of Trade Unions in Health Care – FTUHC*

Slava Zlatanova is Deputy Chairwoman at FTUHC, Federation of Trade Unions in Health Care. She is Member of Women and Gender Equality Committee of EPSU and Member of Women's Committee of PSI. She has a university degree in pharmaceuticals and a specialisation in organisation and management of pharmacies in Bulgaria. Prior to her current position at FTUHC, she was Executive Secretary of FTU-HS CITUB.

**Krasimir Grudev**

*National Union of Private Hospitals – NUPH*

Krasimir Grudev is an Elected Member of the Board at NUPH, National Union of Private Hospitals. He has a university degree in philosophy. Prior to coming to NUPH, he has been a lecturer in various Universities in Bulgaria. He is Founder and Majority Owner of „Trimontium Medical Center" and „Trimontium" Hospital in Plovdiv and Chief of the administrative and business unit of the hospital.

**Alice Casagrande**

*Fédération des Etablissements Hospitaliers et d'Aide à la Personne Privés Non Lucratifs – FEHAP*

Alice Casagrande is Head of the CPD department in FEHAP, an employer's federation operating in the health-care and social-care non-profit sector in France. She is also in charge of the promotion of ethics, patients' rights and social care users empowerment in this federation. These various aspects of her mission led her to implement several actions like the one she will present in Amsterdam. Alice Casagrande also teaches managerial ethics at the University of Paris Dauphine and has recently directed a book of collective contributions on this issue (Ethics and management in health and social care activities, Dunod, 2016).



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**Thursday, 24 May 2018**

**Chair of the day**

**Tjitte Alkema**

*European Hospital and Healthcare Employers' Association – HOSPEEM*

Tjitte Alkema is the Secretary General of the European Hospital and Healthcare Employers' Association. He is mainly responsible for leading the negotiations in the framework of the European Sectoral Social Dialogue Committee for the Hospital Sector. Besides, he currently works at NVZ Dutch Association of Hospitals as manager of the Department of industrial relations and education. He previously worked at the Erasmus University Rotterdam as Head of the Education Department of the Erasmus School of Economics.

**Speech by Commissioner for Health & Food Safety**

**Dr. Vytenis Andriukaitis, Commissioner for Health & Food Safety**

*DG SANTE – European Commission*

Commissioner Andriukaitis was born in 1951 in Siberia, where his family was deported from Lithuania. He practised as a cardiac surgeon for 20 years and was a Member (and Deputy Speaker) of the Lithuanian Parliament for six terms. He is the co-author of the Independence Act of Lithuania and of the Constitution of the Republic of Lithuania, and one of the founders of the Lithuanian Social Democratic Party. Vytenis Andriukaitis was Minister for Health for two years and then became Commissioner in 2014.

**Plenary 2 – Organisational Climate**

**Sebastian Starystach**

*University of Heidelberg*

Sebastian Starystach obtained his PhD on “The Social Practice of Court Procedure” in 2017. Alongside sociology of law, his main research interests are organizational and medical sociology. Here his main field of interest is the working conditions of hospital staff. In addition, he is currently a postdoctoral research fellow in the project “The fight against corruption and manipulation. Investigating bribery and manipulation in industrial enterprises and transplant centres.” at the Max Weber Institute for Sociology. Sebastian Starystach studied sociology, political science and philosophy at the Universities of Heidelberg and Wrocław. After graduating in 2012, he was a research assistant at the Max Weber Institute for Sociology in Heidelberg (2012-2017) and visiting lecturer at the Collège Universitaire de Sciences Po Campus Européen Franco-Allemand de Nancy (2014-2016).

**Christina Streib**

*University of Heidelberg*

Christina Streib is currently enrolled in a Master's degree programme in sociology at the University of Heidelberg. Prior to that, she obtained her Bachelor's degree in sociology and psychology at the University of Jena. Her main research interests are organisational and medical sociology as well as demographic change and gerontology. In addition to her studies, she works in a project concerning “Risk assessment of psychosocial stress for nursing staff” at the Max-Weber-Institute for sociology Heidelberg. Furthermore, she collaborated in a project on “ageism in hospitals” for the Network Ageing Research in Heidelberg.



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**Anouk ten Arve**

*Stichting IZZ*

Anouk ten Arve is Programme Manager in Occupational Health and Safety in Healthcare at Stichting IZZ. Her biggest passion is to find the ultimate balance between positive business results and healthy employees. Only when these two combines perfectly one reaches the ultimate result for healthy employees, quality of work and quality of patient care. Before joining Stichting IZZ, she worked at KLM Health Services as Manager in Consultancy and Education and as a Project Manager / Consultant in the Dutch Centre for workplace health promotion. Among others, she holds a degree in Occupational Therapy from Amsterdam University of Applied Studies, as well as a Master in Occupational Health Sciences from Maastricht University and three post-Masters in Learning, developing and organisational change, Corporate Social Responsibility and Strategic Innovation in Cure and Care from Radboud University Nijmegen.

**Marc Spoek**

*Stichting IZZ*

Marc Spoek has been working with IZZ since 2008 in different roles. At the moment he is working as manager Occupational Health and Safety in Healthcare. He has been active in the field of innovation and new business development in healthcare, health insurance, ICT and research. Before IZZ he worked at AEGON (insurance company) and Solera (ICT company) as a business line manager. He studied Business Administration and General Management at the Erasmus University Rotterdam.

**Dr. Sabine Gregersen**

*Paritarian Accident Insurance Fund for Health and Welfare Services (bgw) Prevention and Rehabilitation, Labour Medicine and Dangerous Substances*

Sabine Gregersen works at the Paritarian Accident Insurance Fund for Health and Welfare Services (bgw) since 1996; from 1996 to 2001 as representative in Education Management / Leadership, from 2001 to 2015 as a research associate in the field of health protection/psychology and since 2016 as Head of Health Sciences. Her main topics there are 1) Mental stress, 2) Workplace health promotion through personal development and 3) the Research Study "Leadership and Health": Relationships between Leadership & Health. Sabine Gregersen has a diploma in psychology with a focus on work, organizational and organizational psychology.

***Break-out Session 1 – Psychosocial Risks and Stress at Work***

**Taija Hämäläinen**

*KT Local Government Employers*

Taija Hämäläinen works as a labour market adviser at Local Government Employers in Finland. In her work, she focuses on the issues relating to occupational safety and health, occupational healthcare and wellbeing at work. She is fascinated by the relations between productivity, wellbeing at work and smooth, well-functioning work processes. She has studied both in the University of Helsinki and the University of Stockholm and has a master's degree in political science.



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**Zoyia Antoniou**

*Cyprus Nurses and Midwife Trade Union – PASYDY*

Zoyia Antoniou is Secretary of the Cyprus Nursing and Midwifery Council and Secretary of Pancyprian Union for Public Services for the Nursing Branch. Since 2006 she is seconded to the Ministry of Health dealing with Nursing Administration. She has eight years of work experience as a Nurse in the Accident and Emergency Department of Nicosia General Hospital and many years of experience as a Health Visitor working in Schools (coordination of the Health Promotion Schools program), Maternity and Infant Welfare as well as with the enclaved Greek Cypriots. She is a Registered General Nurse in the Republic of Cyprus and holds a Bachelor of Science Degree in Nursing as well as a postgraduate diploma in Community Nursing.

**Gunnar Sundqvist**

*Swedish Association of Local Authorities and Regions – SALAR*

Gunnar Sundqvist is a Senior Administrative Officer at SALAR, Swedish Association of Local Authorities and Regions. He has worked with health and safety for more than twenty years. Prior to coming to SALAR, he worked as a labour inspector at the Swedish Work Environment Authority and as an expert in health and safety at the Swedish Agency for Government Employers (SAGE). He has university degrees in psychology and in engineering.

**Margaretha Johansson**

*Kommunal*

Margaretha Johansson is National Officer at the Swedish Municipal Workers Union. Her area of responsibility is the health and medical care sector where she negotiates collective agreements. Furthermore, she is the representative of the Kommunal in the sectoral social dialogue.

**Revd Kevin Charles**

*East Midlands Ambulance Service NHS Trust – EMAS*

As well as undertaking pastoral responsibilities for EMAS, Kevin Charles developed and leads on a structured Peer 2 Peer (P2P) staff support scheme which has become part of the bedrock of staff wellbeing and support since its concept in 2015. The scheme uses the best assets of any organisation which is its staff. The scheme is featured as a case study on the NHS Employers website. In addition to the P2P support scheme, Kevin Charles has also introduced to EMAS an additional level of support which is Trauma Incident Management (TRiM). TRiM is used widely across the UK in the military, Police, Fire services as well as some ambulance services and the rail networks in the UK.

**Tracy Cunningham**

*East Midlands Ambulance Service NHS Trust – EMAS*

Tracy Cunningham is working for the East Midlands Ambulance Service for the last 14 years as a Community Paramedic based in Derbyshire. As a frontline clinician herself, she has an awareness of the mental health/well-being issues experienced by staff on a daily basis and contributes by being a P2P lead having availability to listen and to talk and signpost if necessary. She is currently on a 6-month secondment as a Clinical Navigator working within Primary Care Multidisciplinary Team on a Health Education England pilot.



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**Break-out Session 2 – Musculoskeletal Disorders**

**Malene Vestergaard Sørensen**

*Danish Regions*

Malene Vestergaard Sørensen has been working with the Danish Regions since 2001; from 2001 to 2007 as a Senior Adviser and since 2007 as the Chief Adviser in the area of labour and employment law. Working in an employers organisation and being part of the system of collective bargaining makes it valuable to be focused on the well-being of the employees and quality of work environment. She hopes to gain more knowledge during the conference and to learn more from good practices and experiences. Before joining the Danish Regions Malene Vestergaard Sørensen worked at the Lawyers office in the Danish Ministry of Industry. She has a Master of Law from Copenhagen University.

**Lars L. Andersen**

*National Research Centre for the Working Environment – NFA*

Lars L. Andersen's current research on work environment covers 1) epidemiological studies to investigate risk factors for sickness absence and disability pension 2) randomized controlled trials with physical exercise programs and participatory ergonomics to prevent and reduce back or neck pain and to improve workability and wellbeing, 3) laboratory studies with physiological measurement to study responses to office work as well as heavy and fatiguing work.

**Anna Kukka**

*Union of Health and Social Care Professionals in Finland – TEHY*

Anna Kukka has worked as a Work Environment Specialist in Tehy, the Trade Union of Health and Social Care Professionals since 2011. Before, Anna Kukka had varied career from physiotherapist to General Secretary and Development Expert in the Finnish Association of Physiotherapists. Anna Kukka's experience and expertise are focused mainly on societal relations, social and health policies and working in a tripartite working group to promote workplace safety and occupational health. She has been a member of the EU Working Group of European Region of World Confederation for Physical Therapy (2010-2014). She has been a member of Steering Groups of the last two joint HOSPEEM-EPSU Projects dealing with MSD and PRS@W. Anna Kukka holds a Bachelor's Degree in Physiotherapy and a Masters Degree in Health Sciences.

**Leena Tamminen-Peter**

*Independent Occupational Health Ergonomic and Economics Expert, formerly Finnish Institute of Occupational Health*

Leena Tamminen-Peter, PhD is an Occupational Physiotherapist and teacher of Nursing Science. As a Specialised Research Scientist at Finnish Institute of Occupational Health, she has worked for over three decades in ergonomics and prevention, participating in several intervention studies in the healthcare sector and developed the teaching of ergonomics in social and healthcare education. She is the author of the Finnish guidebook for Patient Handling and the Teacher's Manual. As a member of the writing group she contributed to ISO Technical Report 12296 "Manual handling of people in the healthcare sector". She was leading the development of the ergonomic teaching scheme of patient-handling in healthcare education, which is published as the Ergonomic patient handling card® -scheme.



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**Break-out Session 3 – Organisational Climate**

**Herbert Beck**

*Vereinte Dienstleistungsgewerkschaft – Ver.di*

Herbert Beck is President of the Works Council/Representatives of the Personnel of the University Clinics Heidelberg and member of the Federal Trade Union Board of ver.di, representing workers from the sectors health, social services, welfare and churches. Herbert Beck has been actively involved in the work of EPSU's Standing Committee "Health and Social Services" and the Sectoral Social Dialogue Committee for the Hospital/Healthcare Sector since its inception. He was a member of the negotiating delegation of EPSU on the Code of Conduct for Ethical Recruitment and Retention and on the Framework Agreement to prevent injuries with medical sharps. Ever since he has been a member of numerous EPSU negotiation groups/delegations. Herbert Beck represents Ver.di, in the Health and Social Services Taskforce of Public Services International (PSI) and in the PSI Board.

**Merja Hyvärinen**

*The Finnish Union of Practical Nurses – SuPer*

Merja Hyvärinen has worked as a Legal Adviser in the negotiations unit of the Finnish Union of Practical Nurses since 2006. She is specialised in occupational safety and equality issues. Before joining SuPer, she was a Legal Adviser at the Occupational Safety Inspectorate of Uusimaa District. Merja Hyvärinen holds a Masters of Law from the University of Helsinki, specialising in criminology.

**Konan Midy**

*Centre Hospitalier Douarnenez, Bretagne French Democratic Confederation of Labour Health and Social Services – CFDT SSS*

Konan Midy is a worker in the hospital restaurant and Secretary of the Council for Health and Safety and Working Conditions (CHSCT) of the Douarnenez Hospital Centre.

**Fabienne Tartaise**

*Centre Hospitalier Douarnenez, Bretagne French Democratic Confederation of Labour Health and Social Services – CFDT SSS*

Fabienne Tartaise is a healthcare assistant by training and Sectoral Trade Union Secretary for the CFDT SSS.

**Plenary 3 – Occupational Safety and Health**

**Anna-Mari Jaanu**

*Kunteko*

Program Manager Anna-Mari Jaanu (M.Soc.Sc) has worked more twenty years with EU-funded projects and programs dealing with working life improvement, employment issues, adult education and development of SME's. As a Program Manager, she coordinates and manages the Kunteko Programme which includes service design, marketing, customer relations and customer guidance, co-operation with service providers and stakeholders, administration, budgeting, reporting and evaluation as well as procurement of the development services provided for local and county government workplaces.



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**Raimonda Eičinitė-Lingienė**

*Center for Occupational Health of the Institute of Hygiene*

Raimonda Eičinitė-Lingienė is Head of the Center for Occupational Health of the Institute of Hygiene of the Republic of Lithuania. She is representing Lithuania in various international Organisations such as the Nordic Dimension Partnership Public Health and Social Welfare (NDPHS) EG on Occupational Health and Safety, Baltic Sea Network (BSN) on Occupational Health and Safety, EU-OSHA-European Agency on Occupational Health and Safety, and a representative from the Ministry of Health in the Commission on Occupational Health and Safety, Lithuania.

***Closing Panel***

For the biography of Dr. Margret Steffen Tjitte Alkema please refer to page 1 and page 3 respectively.

**Dr. Malgorzata Milczarek**

*European Agency for Safety and Health at Work – EU-OSHA*

Malgorzata Milczarek is Programme Manager at the European Agency for Safety and Health at Work. In the Agency's Prevention and Research Unit she manages projects on work-related stress and other psychosocial risks such as violence and harassment. She was an expert manager in charge of the EU-OSHA European Campaign 'Manage Stress' (2014-15). In 1998-2006 she worked as a senior researcher in the Central Institute for Labour Protection - National Research Institute (Poland). She graduated in Psychology from the Warsaw University and received a PhD in work psychology from the University of Silesia.



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