

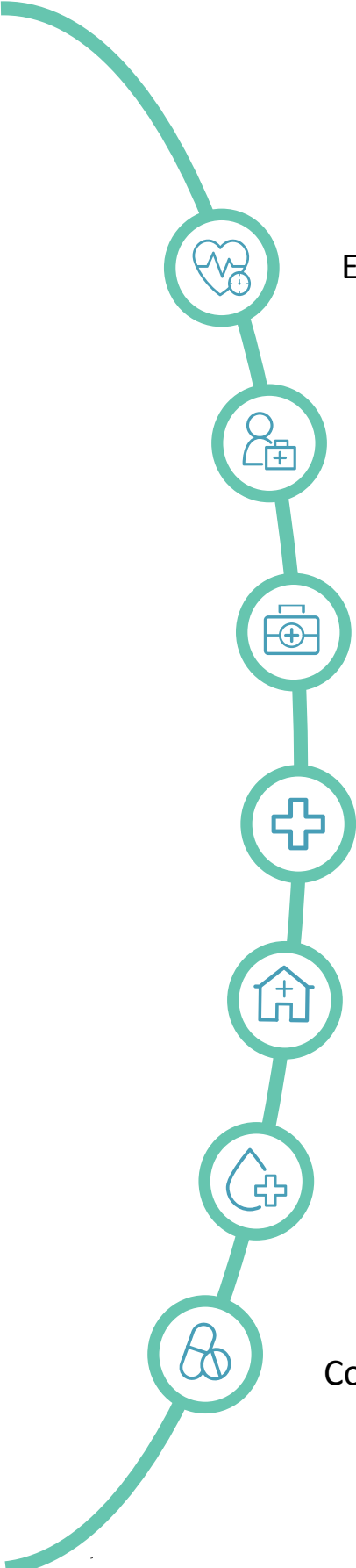









*European Hospital & Healthcare
Employers' Association*

ACTIVITY REPORT 2018



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Dear readers,


2018 has been a year rich in achievements for HOSPEEM ensuring that the views of hospital and healthcare employers are being heard at the highest level in the European institutions. This activity report presents basic information on the structure of HOSPEEM and the main activities carried out during the year.

Firstly, HOSPEEM and EPSU celebrated the 10-year anniversary of the Code of conduct on Ethical Cross-Border Recruitment and Retention in April. Secondly the conference “A sound mind in a sound body- Taking care of those who take care of us” has been organised in Vilnius on musculoskeletal disorders and psychosocial risks and stress at work in May. HOSPEEM and EPSU were honoured by the presence of Dr. Vytenis Andriukaitis, European Commissioner for Health and Food Safety, DG SANTE. Thirdly, a workshop on Occupational Safety and Health and Continuing Professional Development took place in the European Parliament in Brussel, hosted by two MEPs in December. This innovative workshop disseminated the outcomes of the two HOSPEEM-EPSU projects since 2014.

Three years ago, I was re-elected as Secretary General of HOSPEEM for a second three-year mandate period (2016-2018). It was a privilege for me to actively represent members’ interests in the European social dialogue and beyond. I am very grateful for the great support expressed by members throughout the past six years. Although my mandate as Secretary General, at my request, is coming to an end as of January 1st 2019, I look forward to being an active member of HOSPEEM in the future.

Thanks to the continuous commitment of HOSPEEM members, I am convinced more great results are laying ahead of us in the years to come if we continue our joint efforts as a strong European employers’ organisation with a unique expertise in the hospital and healthcare sector.

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 also established a cooperation agreement with the European Hospital and Healthcare Federation (HOPE) signed in 2008.

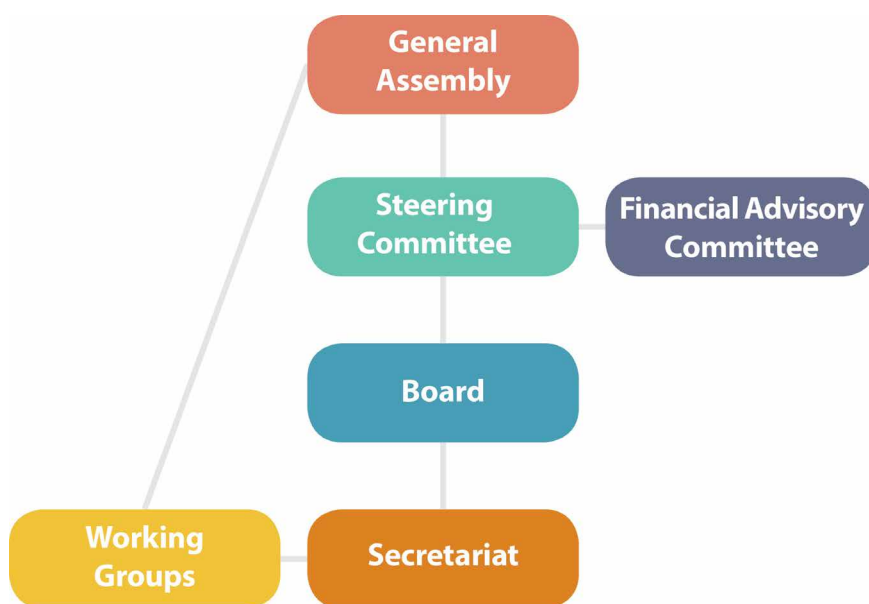
HOSPEEM has two bodies that govern the organisation and set its future direction. These are the General Assembly and the HOSPEEM Steering Committee.

The HOSPEEM Steering Committee consists of the Secretary General, the two Vice-Secretary Generals and 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.

The HOSPEEM Financial Advisory Committee is a separate body responsible for advice on financial matters

Structure



The Financial Advisory Committee in 2018 was composed of:

- Malene VESTERGAARD SØRENSEN (DK)
- Sigita GRISKONIS (LT)
- Laetitia TIBOURTINE (FR)

Steering Committee's composition in 2018 was composed of:

- Tjitte ALKEMA (NL)
Secretary General
- Bjørn HENRIKSEN (NO)
Vice-Secretary General
- Marta BRANCA (IT)
Vice-Secretary General
- Jevgenijs KALEJS (LV)
- John DELAMERE (IE)
- Evelyn KOZAK (DE)



HOSPEEM Steering Committee, Brussels – November 2018

Membership

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.

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

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).



HOSPEEM General Assembly, Brussels - November 2018

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.

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”

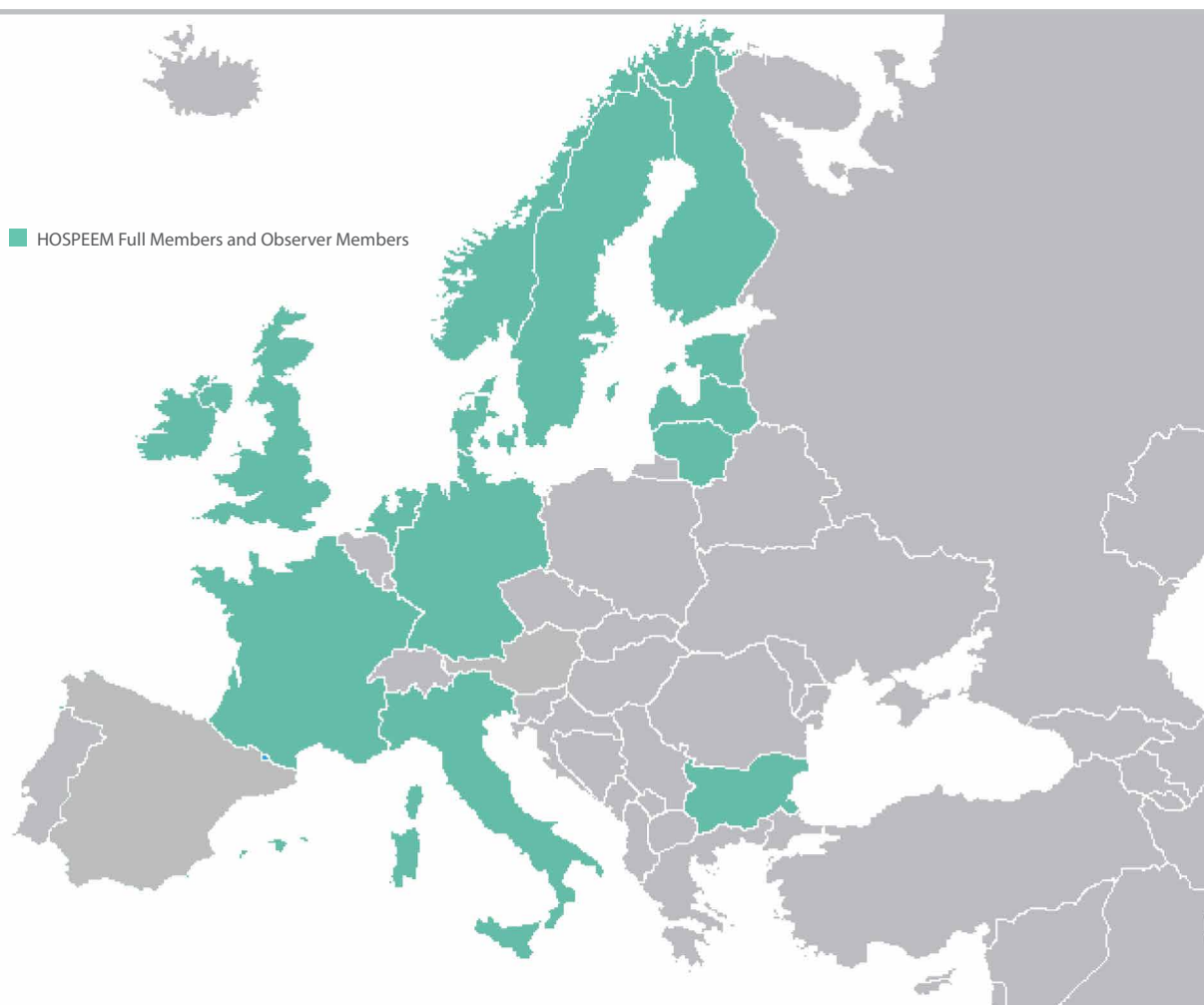
the HOSPEEM meetings and without voting rights. Observers cannot be elected to the HOSPEEM statutory bodies.

HOSPEEM full members in 2018:

- NUPH – National Union of Private Hospitals – Bulgaria
- 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
- NVZ – Nederlandse Vereniging van Ziekenhuizen – The Netherlands
- NHS – European Office – United Kingdom

HOSPEEM observers in 2018:

- 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).



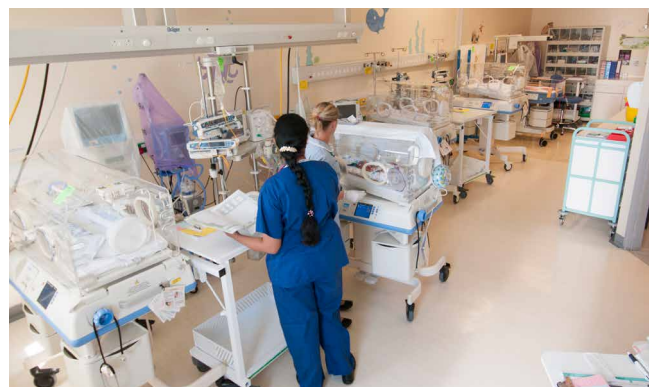
As HOSPEEM is a recognised social partner, the European Commission (according to Article 154 of the Treaty on the Functioning of the European Union TFEU), in particular the Directorate General for Employment, Social Affairs and Inclusion (DG EMPL), has the obligation to consult HOSPEEM on any draft proposals 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.

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 2018

Vilnius Conference, May 2018



Recruitment and Retention project 2017-2018

HOSPEEM and EPSU have been provided with financial support from the European Commission (DG EMPL) for a [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 2017-2018.



The second Social Partners conference entitled “[A sound mind in a sound body - Taking care of those who take care of us](#)” in Vilnius in May 2018 deepened the thematic focus on the prevention and reduction of Musculoskeletal Disorders (MSD) and Psychosocial Risks and Stress at Work (PSR@W). The conference provided a forum for exchange on a number of social partner-based initiatives presented

by HOSPEEM members and EPSU affiliates from Bulgaria, Cyprus, Denmark, Finland, France, Germany, Lithuania, the Netherlands, Sweden and the United Kingdom. HOSPEEM and EPSU were honoured by the presence of Dr. Vytenis Andriukaitis, European Commissioner for Health and Food Safety. The conference brought together more than 100 participants from 19 countries. The presentations, videos, sketch drawings, media release and report are available [online](#).



A Social Partners [dissemination workshop](#) took place at the European Parliament in Brussels in December 2018 and was hosted by MEP Jana Žitňanská (ECR, Slovakia) and co-hosted by MEP Brando Benifei (S&D, Italy). The event presented and discussed the main outcomes from two joint projects on Continuing Professional Development (CPD) and on Occupational Safety and Health (OSH). Participants discussed the way forward to ensure healthy and safe workplaces supportive of patient safety and quality care while also ensuring the efficient provision of services. The workshop was enriched by national social partners’ interventions and gathered approximately 30 participants from health professional organisations, actors from the employment sector as well as EU institutions and agencies. The [presentations](#) and [medial toolkit](#) are available online.

10-year anniversary of the Code of Conduct on Ethical Cross-Border Recruitment and Retention



In April 2018 HOSPEEM and EPSU renewed their **commitment** to promote, guarantee and defend decent recruitment and working conditions for migrant workers, from the EU and from outside the EU, in hospitals and healthcare facilities across Europe.

The **HOSPEEM-EPSU Code of Conduct on Ethical Cross-Border Recruitment** represents an important instrument to support the free movement of workers across the European Union while preventing unethical competition between the Member States and employers in terms of cross-country recruitment process, fair and transparent contracting and the induction of migrant workers at the new workplace.

Tjitte Alkema, Secretary General of HOSPEEM, reflected on the impact of the Code of Conduct signed in 2008: “10 years ago, our Code of Conduct was an inspiration for the work of the World Health Organisation (WHO). Nowadays, given the migration flows to and within the European Member States, it is still very relevant.” The WHO in 2010 adopted the **WHO Global Code of Practice on the International Recruitment of Health Personnel**.

Capacity building for effective social dialogue

HOSPEEM is committed to establish and sustain effective social dialogue participating in a number of high level meetings on capacity-building.

HOSPEEM attended the dissemination workshop in March 2018 in Brussels on **Social Partner Engagement and Effectiveness in European Dialogue (SPEED)**. HOSPEEM also participated in a Eurofound Stakeholders Meeting on capacity-building for effective social dialogue in October 2018.

The first **Italian Health Management Convention** was held in Rome by FIASO, in November 2018 and involved 1,500 decision makers discussing a number of issues such as the working environment, the welfare models, new models of care or governance in the sector. HOSPEEM Vice-Secretary General Marta Branca was invited to present the European Social Dialogue for the hospital sector.

Monitoring trends in international health mobility and migration

Following-up on the WHO Fourth Global Forum on Human Resources for Health in Dublin in November 2017, HOSPEEM participated in the newly established **International Platform on Health Worker Mobility** in Geneva in September 2018. HOSPEEM also participated in the OECD/WHO/ILO workshop on improving the monitoring of health workforce and health workforce migration in October 2018 in Paris.

HOSPEEM visits its members in Lithuania and the UK

HOSPEEM visited its member organisation, the [Lithuanian National Association of Healthcare Organizations](#) (NAHCO) in May 2018 in Vilnius. HOSPEEM had the opportunity to visit the Lithuanian Parliament and one hospital, a member of NAHCO, the Republican Vilnius University Hospital in Vilnius. This year is the 10th anniversary of NAHCO as a full-fledged member to HOSPEEM.



Tjitte Alkema, Secretary General of HOSPEEM, was invited to attend the Confed18 Event in Manchester in June 2018, where he met with Niall Dickson, Chief Executive of NHS Confederation, Layla McCay, International Relations Director of NHS Confederation and Daniel Mortimer, Chief Executive of NHS Employers. They discussed health workforce shortages, the need for Member States to strive for self-sufficiency, the free movement of workers as well as the importance of the [NHS](#) to remain an active part of HOSPEEM post-Brexit.



Dutch Health Managers' visit to HOSPEEM



A group of healthcare managers of organisations representing employers in the Hospital and Healthcare sector visited HOSPEEM to discuss overarching topics relevant in the Dutch context and recent initiatives by the European Commission in January 2018. The participants, representing the interest of organisations with 1,2 million employees in the Dutch Hospital and Healthcare sector found inspiring to discuss topics of national interest in the European setting.

Expansion of communication channels

Further to the usual website updates, emails and newsletters, HOSPEEM is also increasingly active in



Social Media on [Twitter](#)



and [LinkedIn](#). All these

communication channels facilitate the flow of communication from and to the EU level as well as the exchange of information between members.

While HOSPEEM is expanding its communication channels, the compliance with the privacy legislation and the General Data Protection Regulation (GDPR) has been reinforced, namely with the publication of the [HOSPEEM Data Privacy policy](#).

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. A joint report on its implementation was published in 2012 and its 10th Anniversary was celebrated in 2018.

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. HOSPEEM-EPSU Guidelines and examples of good practice to address the challenges of an ageing workforce
- J. 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



Let's build the future of
HOSPITAL CARE



Contacts



HOSPEEM

European Hospital & Healthcare Employers' Association

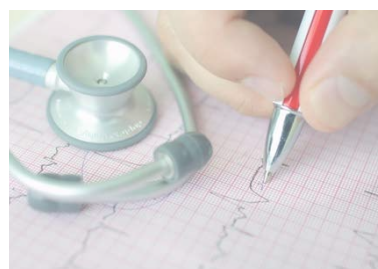
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*European Hospital & Healthcare
Employers' Association*

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.