

NEWSLETTER



Issue 1 - March 2019

EDITORIAL

Dear Hospeem reader,

In this edition of the newsletter, you will find information about the recent HOSPEEM General Assembly and Sectoral Social Dialogue Committee meeting in February, the HOSPEEM activity report 2018, as well as news from members and relevant EU News, events and publications for hospital employers.

HOSPEEM is pleased to announce that the HOSPEEM-EPSU project on “[Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe](#)” has recently been granted by DG EMPL. The project will provide an appropriate framework to address capacity building needs of social partners in 14 targeted countries. Three regional workshops will be organised in the framework of the project, the first one in Bucharest, Romania in June 2019, the second one in Italy in November 2019 and the third one in Croatia in June 2020.

This [newsletter](#) and the [HOSPEEM website](#) have been conceived as interactive tools to facilitate the flow of communication from the EU level, to support the exchange of information between our members and to give your organisation’s voice a broader diffusion across Europe. Therefore, you are invited to send [us](#) your contributions for future issues.

Enjoy your reading!

*Bjørn Henriksen
Vice-Secretary General of HOSPEEM*

HOSPEEM NEWS

[HOSPEEM GA and HOSPEEM-EPSU SSDC-HS in February 2019](#)

HOSPEEM held its General Assembly meeting on 12 February. HOSPEEM Members discussed the Secretariat's activities, the member priorities and the development of HOSPEEM expert groups.



On 13 February 2019, at the first meeting of the Sectoral Social Dialogue Committee for the Hospital Sector (SSDC-HS), HOSPEEM and EPSU adopted the final report for the "[Follow-up on the Directive 2010/32/EU on the prevention from sharps injuries in the hospital and healthcare sector](#)" as part of the ongoing HOSPEEM-EPSU Work Programme 2017-2019.

Sectoral Social Partners also discussed the remaining Deliverables of the [2017-2019 Work Programme](#) and explored the first potential themes and sub-themes of the new Work Programme for 2020-2022.

[HOSPEEM-EPSU Project 2019-2020 on Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe](#)

This [project](#) will provide an appropriate framework to continue addressing capacity building needs of social partners in 2019 and 2020.



The work will serve to help build the capacity of the hospital sector social partners in 14 targeted countries (Bulgaria, Hungary, Poland and Romania, Cyprus, Greece, Italy, Malta, Portugal and Spain, Croatia, Czech Republic, Slovakia and Slovenia) by exchanging on and collecting the relevant topics and priorities in view of the EU-level sectoral social dialogue. Project partners published a call for tender and will selected an external expert to help facilitating the implementation of the project.

It will also be instrumental to discuss and evaluate the core priorities and outcomes of the sectoral dialogue between EPSU and HOSPEEM for the targeted regions, and to assist in feeding into the sectoral social dialogue committee for the hospital/healthcare sector (SSDC HS) the social dialogue interests and important topics in a "bottom-up" process to support the aim of building capacity.

[The year 2018 at a glance - HOSPEEM Activity Report](#)

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.

The HOSPEEM [Activity Report 2018](#) was published and presents the main activities carried out during the year (p. 9-11) as well as relevant information on the structure and membership of HOSPEEM.



NEMS FROM MEMBERS

Member's testimonial: The Swedish Association of Local Authorities and Regions

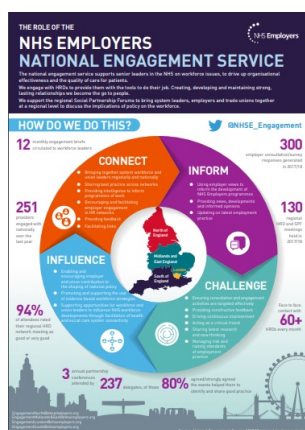


"One of the greatest benefits of the social dialogue at the sector level for [SALAR](#) is the sharing of best practice. To learn from each other and to find inspiration from other HOSPEEM Members and in the dialogue with the trade union (EPSU). With the HOSPEEM membership we can get better equipped for the future of the health care sector through networking and dialogue about possibilities of how to meet new opportunities and challenges as in the questions of digitalisation, the ageing population and the need of competence. Questions connected to the work on recruitment and retention for example."

Sandra Bergendorff, the Swedish Association of Local Authorities and Regions (SALAR)

[Read more](#)

NHS Employers - National Engagement Service



The [National Engagement Service](#) supports senior leaders in the NHS on workforce issues, to drive up organisational effectiveness and the quality of care for patients. The Service engages human resource directors to provide them with the tools to do their job. Further, the Service supports regional Social Partnership Forums to bring system leaders, employers and trade unions together at a regional level to discuss the implications of policy on the workforce.

[Download](#)

EU NEWS

[European Semester Winter Package 2019: Country Reports published](#)

The European Semester offers the European Commission, Member States, social partners and stakeholders at all levels the opportunity to engage in a permanent dialogue with one another throughout the year. The country reports published with this Communication draw on in-depth exchanges with governments, national authorities and stakeholders at a technical and political level. Their findings will be presented in the Commission's representation offices in the capitals of the Member States and will be followed up in further bilateral and multilateral meetings.

[Read more](#)

[New EC study focusing on mapping and assessing developments for nurses responsible for general care](#)

The study will map the current national requirements in all EU and EFTA Member States with regard to the effective theoretical and clinical training of nurses responsible for general care (a profession under the Directive on the Recognition of Professional Qualifications), and the knowledge and skills that they should acquire by such training. Such mapping will particularly focus on and indicate any requirement which goes beyond or extends any of the minimum training requirements of the Directive. It will also consider whether these requirements reflect an adaptation to scientific and technical progress. The European Commission also foresees a workshop, building a common understanding with the relevant national authorities and stakeholders on whether updates to the minimum training requirements under the Directive within the scope of the Commission's delegated powers might be appropriate and if so, to what extent. The outcome of the study shall provide suggestions on possible updates to the Directive.

[Call for Tender](#)

[Transparent and predictable working conditions Directive](#)

The European Commission, the European Parliament and the Council have reached a provisional agreement on the proposal for a new Directive. The provisional agreement aims to put in place new rights for all workers, particularly addressing insufficient protection for workers in more precarious jobs, while limiting burdens on employers, administration and maintaining labour market adaptability.

[Read more](#)

[Improved occupational safety and health measures: EU Presidency reaches a provisional agreement with the European Parliament](#)

The provisional agreement aims to reduce the exposure of workers to five carcinogenic chemical agents - cadmium, beryllium, arsenic acid, formaldehyde and 4,4'-Methylene-bis(2-chloroaniline) (MOCA).

[Read more](#)

[Improved work-life balance for EU citizens](#)

Presidency of the Council and the European Parliament reached a provisional agreement on some key elements of the proposal for a Directive on work-life balance for parents and carers. In line with Article 153 (4) TFEU, Member States may entrust the social partners with the implementation of the Directive, where Social Partners jointly request to do so and as long as the Member States take all the necessary steps to ensure that they can at all times guarantee the results sought under this Directive.

[Read more](#)

[Central Government Administration Social Partners added signatures to the Multi-Sectoral Guidelines to tackle work-related Third-Party Violence](#)

The social partners from Central Government Administration (Trade Union's National and European Delegation and European Public Administration Employers) added their signatures to the Third-Party Violence Multisectoral Guidelines in December 2018, at the Liaison Forum in Brussels.

[Read more](#)

[Provisional agreement on the establishment of a European Labour Authority](#)

The European Commission, the European Parliament and the Council reached a provisional agreement on the Commission's proposal to establish a European Labour Authority (ELA). The provisional agreement aims to establish this new EU authority to support fair labour mobility within the EU, allowing citizens and businesses to seize the opportunities offered by the single market while supporting cooperation between national authorities, including in preventing and tackling social fraud and abuse. It will be steered by a Management Board, with representatives from each Member State and the European Commission. The Management Board will also include EU social partners and an independent expert appointed by the European Parliament. Additionally, a Stakeholder Group including EU social partners will provide further expertise and have an advisory role.

[Read more](#)

ATTENDED EVENTS

07/03/2019: European Parliament roundtable on hazardous drugs in healthcare, organised by the European Biosafety Network, Brussels

The roundtable was hosted by MEP Siôn Simon (S&D, United Kingdom) and supported by MEP Claude Rolin (EPP, France). HOSPEEM Member NHS Europe Office and the HOSPEEM Secretariat listened to Spanish and Italian good practice examples and to a discussion on the next steps which was led by the European Commission and the European Biosafety Network.

04/03/2019: Coalition for Vaccination, European Commission, Brussels

HOSPEEM attended the first meeting of the Coalition for Vaccination, an initiative organised by the European Commission. This coalition is in line with the [objectives](#) of the Council Recommendation on strengthened cooperation against vaccine-preventable diseases, adopted on 7 December 2018. This Coalition aims to bring together European associations of healthcare workers as well as relevant students' associations in the field, to commit to delivering accurate information to the public, combating myths and exchanging best practice. Among others, the coalition's priorities are to improve vaccination education and training of health care workers to advocate and facilitate development, implementation and monitoring of vaccination training in medical curricula and continuous medical training for all health care workers.

27/02/2019: February 2019 Brexit: the impact on healthcare services in the EU27, organised by CEEP, British Medical Association, Irish Medical Association and Standing Committee of European Doctors, Brussels

The Intergroup on Public Services was hosted by MEP Julie Ward (S&D, UK) and MEP Karine Gloanec Maurin (S&D, France). Representatives from the Irish Medical Association and the Standing Committee of European Doctors as well as HOSPEEM Member NHS Europe Office expressed their concern that health workers and patients should not become collateral damage of political impasses irrespectively of where they are from or allowed to practice.

06/02/2019: [Promoting and reinforcing the EU Social Dialogue](#), organised by CEEP, BusinessEurope, SMEUnited and ETUC

At the event, which was attended by Marta Branca, Vice-Secretary General of HOSPEEM, the cross-industry social partners CEEP, ETUC, BusinessEurope and SMEUnited signed their 6th autonomous Social Partners [Work Programme 2019-2021](#). The programme focuses among others on digitalisation, skills, addressing psycho-social aspects and risks at work and capacity building for a stronger social dialogue.

FUTURE EVENTS

SAVE the DATE!

HOSPEEM events

- **09/05/2019:** Danish Regions' Wage and Practitioners Committee study visit, Brussels
- **16/05/2019:** HOSPEEM Steering Committee/General Assembly, Brussels
- **16/12/2019:** HOSPEEM Steering Committee/General Assembly, Brussels

HOSPEEM-EPSU events

- **17/05/2019:** SSDC-HS Working Group 2/2019, Brussels
- **TBC/06/2019:** [Regional Workshop 1](#) on Strengthening social dialogue, Bucharest
- **TBC/11/2019:** [Regional workshop 2](#) on Strengthening social dialogue, Rome
- **17/12/2019:** SSDC-HS Plenary Meeting 2019

Other events

- **4-7/05/2019:** [10th EPSU Congress - Fighting for a Future for All](#) organised by European Public Service Union, Dublin
- **15/05/2019:** Lunch debate with EU level social partners - Key dimensions of IR and Capacity building organised by Eurofound, Brussels
- **3-4/04/2019:** [European Migration Forum](#), organised by the European Economic and Social Committee and the European Commission, Brussels
- **9/04/2019:** European Commission high-level conference on the "Future of Work", Brussels

PUBLICATIONS

[EC reflection on the future of EU investments in health](#)

On 19 February, Commissioners Crețu and Andriukaitis have brought together health professionals to kick-start the reflection on future EU investments in health under the 2021-2027 Cohesion Policy programmes. A [factsheet](#) on the EU Invests in Health is also available.

[EC Expert Panel opinion on Effective Ways of Investing in Health assesses the impact of digital transformation of health services](#)

The Expert Panel has just published an Opinion evaluating the impact of digital health services. A [factsheet](#) summarising the Opinion was also published.

[European Group on Ethics in Science and New Technologies \(EGE\), Opinion on the 'Future of Work, Future of Society'](#)

EGE, an independent advisory body to the Commission, has published an [Opinion](#) describing the trends shaping the new landscape of work, assesses the degree to which current governance frameworks are fit for purpose and analyses the ethical implications for individuals and societies. The report shows that while digital technologies create value, efficiency gains and unparalleled flexibility, evidence indicates a widening inequality gap and limitations.

[CEDEFOP - Eurofound Skills Forecast: trends and challenges to 2030](#)

Cedefop presents the latest results of skill supply and demand forecasts. With this skills forecast and other skills anticipation activities, Cedefop and Eurofound aim to encourage proactive policy approaches and informed decision-making.

[NHS Topol Review - Preparing the healthcare workforce to deliver the digital future](#)

This independent report looks into the impact of new technologies on the roles of clinicians, their

skills and the consequences on the training of the NHS staff. The report recommends training staff to build their digital readiness and to ensure genomics, data analytics, as well as ethics and patient safety are prominent themes in the curricula. Whilst digital solutions will not replace healthcare professionals, it could be used to give more time to directly interact with patients, thus enhancing the patient-clinician relationship.

[NHS Workforce Disability Equality Standard resources and workshops](#)

The subject of disability in the workplace is a priority for the NHS for the future. A suite of resources and regional workshops have been launched by the NHS to support NHS trusts/foundations trusts with implementing the NHS Workforce Disability Equality Standard.

[NHS Streamlining Resource Hub](#)

This hub is designed to implement effective streamlined HR processes for all NHS to NHS staff transfers and to manage doctors in training rotations. Guidance documents, case studies, and links to useful sources of information are available.

[SALAR report on skills and recruitment in healthcare](#)

The recruitment needs are and will be great for the next ten years in Sweden. To meet the needs, municipalities, county councils and regions will, among other things, change the working methods, make better use of the possibilities of digitisation and develop cooperation between different occupational groups. In this [report](#) available in Swedish, we meet four leaders who tell how they have tested and developed new ways of working and what it has meant for employees, businesses, patients and users.

[WHO Global Code of Practice on the International Recruitment of Health Personnel: third round of national reporting](#)

The National Reporting Instrument is an assessment tool to evaluate the implementation of the code. Almost every EU country has submitted a report or has a designated national authority responsible for the implementation. A number of independent stakeholders have issued a report, among them Royal College of Nursing (UK), the Standing Committee of European Doctors and Wemos Foundation (NL).

[ILO Working Paper on the Future of Work in the Health Sector](#)

This paper explores how changing technology, demographics and other drivers will change work in the health care sector. Such changes will provide opportunities and pose challenges to governments, employers and workers in the field.

[WHO Request for proposals \(RFP\) - State of the World's Nursing Report 2020](#)

The World Health Organization (WHO) is seeking support for the development of the [State of the](#)

World's Nursing Report 2020. The report will among others highlights areas for policy development and also provide a technical description of the nursing workforce, including the number and types of nurses, education, regulation, practice, leadership, and gender issues.

WHO COP24 Special report: Health & Climate Change

This report is a contribution from the public health community to support the negotiations of the United Nations Framework Convention on Climate Change (UNFCCC). The report is based on contributions from over 80 health professionals, academic experts, representatives of civil society and international agencies.



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