

Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector (SSDC HS)

HOSPEEM-EPSU Joint Work Programme 2020-2022

Final version – adopted at the SSDC HS Plenary Meeting 17 December 2019

The sub-themes under the four main headings are presented in order of priority

Themes	Sub-theme	Objectives	Timeline	Deliverables / Activities
Occupational Safety and Health	Opportunities and challenges related to Occupational Safety and Health	Follow-up on the project on Musculoskeletal Disorders and Psycho-Social Stress and Risk at Work (2015 – 2016) and Recruitment and Retention (2017 – 2018) building on further work on the project findings and results.	2020-2021	Updating the existing HOSPEEM-EPSU Framework of Actions on Recruitment and Retention (2010) with information acquired during the two previous projects.
			2020-2022	1.) The SSDC HS to become an Official Campaign Partner to the EU-OSHA Healthy Workplaces Campaign and make use of campaign material and events. 2.) Dedicated SSDC HS meeting to exchange good practices of national social partners in the field of MSD by inviting EU-OSHA and DG EMPL Health and Safety Unit representatives in light of the final year of the campaign. Continue to exchange on the relevance of the current regulatory framework on MSD, assessing potential gaps and loopholes in the legal framework.
	Third-party violence and harassment at the workplace	Exchange on the role and successful initiatives of social partners in the field of third-party violence and harassment on the occasion of the 10th Anniversary of the signature of the Multi-sectoral guidelines to tackle third-party violence and harassment related to work	1 st half of 2020	Use the opportunity of the 10 th anniversary of the Multi-sectoral guidelines for an assessment and consideration of possible next steps jointly with other signatories.
Follow-up on the Directive 2010/32/EU on the prevention from sharps injuries in the hospital and healthcare sector		Disseminate the results of the follow-up report to relevant stakeholders on national and European level and seek the improvement of the compliance to meet the provisions of the Directive with relevant European institutions	2020	Exchange with representatives of EU-OSHA on the dissemination of the follow-up report on EU-OSHA's webpage and OSHwiki. Presentation of the follow-up report to the Senior Labour Inspectors' Committee.

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				Explore possibilities to share national training materials or the adaption of existing documents on sharps between national social partners
	Prevention of exposure to hazardous drugs at the workplace	Exchange on the role and successful initiatives of social partners (at national and or workplace level) in the field of preventing and/or reducing exposure to hazardous drugs at the workplace.	1 st half of 2020	Dedicated SSDC HS meeting with the involvement of OSH experts to exchange on the approaches to prevent exposure to hazardous drugs at the workplace.
Recruitment and retention of the health workforce	Active and healthy ageing /prolongation of working careers/end of career planning/management of older workers' replacement	Taking stock of the EPSU-HOSPEEM Guidelines and examples of good practice to address the opportunities and challenges of an ageing workforce.	2020-2021	Sharing of good practices and elaboration of an overall implementation report on the "EPSU-HOSPEEM guidelines and examples of good practice to address the challenges of an ageing workforce" and exchange on possible follow up activities.
	New models of care, roles and skills for sustainable future healthcare systems	Explore the role of social partners in the design and delivery of healthcare services to meet future needs, and in particular how to foster the skills needed by the workforce to deliver these services.	2021-2022	Exchange of on the main trends and models in delivering healthcare and explore possibilities and good practices on the impact of such models for the quality, delivery and efficiency of healthcare systems.
		Understanding and promotion of the role of social partners on delivering a consistent approach towards healthcare support staff.		Exchange on delivering a consistent approach towards healthcare support staff, also in light of task-shifting with a focus on understanding and promotion of the role of social partners.
	Labour mobility and migration of health workers within the EU	Consolidate and strengthen cooperation with international organisations such as WHO, OECD, and ILO, also in light of the International Platform on Health Worker Mobility and the "Working for Health" action plan.	2021	Presentation and discussion of policy brief on use and implementation of EPSU-HOSPEEM Code of Conduct on Ethical Cross-Border Recruitment and Retention in light of the second review of the WHO Global Code of Practice by also inviting WHO for an exchange.
Invitation of WHO, OECD and ILO on the implementation of the "Working for Health: A Five-Year Action Plan for Health Employment and Inclusive Economic Growth"				

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	Integration of refugees/asylum seekers with a professional background in healthcare into the labour market	Address the challenges linked to the integration of refugees/asylum seekers in the hospital/healthcare sector and identify good practice in this field for cross-country learning and inspiration from experiences and measures.	2021	Technical seminar for a knowledge and good practice exchange including issues such as the validation of professional qualifications / skills / competences, by also inviting OECD, IOM and WHO.
	Management of the diversity of workforce (gender, age, culture, disability, under-represented group and refugees)	Exchange on role and successful initiatives of national social partners in the field of diversity management.	2021	Technical seminar meeting on the relevance of, on approaches to and in particular on national social partner-based initiatives on diversity management.
	Long-term and youth unemployment / re-integration of workers	Exchange on role and successful initiatives of national social partners in the field of long-term unemployment and re-integration of workers.	2022	Working together with DG EMPL to exchange best practices in the field of long-term unemployment and re-integration of workers and the role of national social partners.
Continuing Professional Development (CPD) and Life-Long Learning (LLL)	Promotion of CPD and LLL for all healthcare staff, also in the context of the digitalisation of the hospital/healthcare sector	Follow-up activities to the HOSPEEM-EPSU Joint Declaration on CPD and LLL for All Health Workers in the EU (2016), and the joint project conference on CPD and LLL (2017) and resulting suggestions for possible follow-up: How can CPD and LLL programmes relate to a changing world of work and service provision?	2020	Technical seminar to exchange on: 1) Existing systems or provisions for sustainable funding of CPD at national, sectoral and enterprise level; 2) Practice models at sectoral or national level for CPD responding to the increased demands of work in teams; 3) Measures/initiatives that facilitate easier access to CPD on groups traditionally under-represented in CPD and LLL.
		Focus on the use of the principles and on the collection and exchange of good practice examples	2020	Enrich the Joint Declaration with a separate document gathering existing good practice examples and illustrations of social partners' initiatives.
		Exchange on CPD and LLL opportunities and challenges related to the digitalisation of healthcare	2 nd half of 2021 - 2022	Technical seminar on sharing of good practice examples of national social partner initiatives related to the digitalisation of healthcare 1) Identification of possible common priorities 2) Presentation of existing instruments/tools and joint social partner work, agreed upon by social partners (e.g. collective agreements or

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				workplace-agreements), to address the opportunities and challenges of digitalisation) 3) Consider the elaboration of joint messaging
European/ EU-level healthcare policy – hospital and healthcare sector workforce	Capacity building of national social partners for better involvement of social partners in the work of the SSDC HS and better uptake of the outcome of the SSDC HS at the national level	Broadening membership by identifying and facing gaps in membership coverage.	2021	Follow-up on the 2020 Eurofound Representativeness study – Hospitals and Healthcare.
		Address capacity building needs of national social partners in the hospital and healthcare sector with the support of DG EMPL.	2020	Project with the financial support of DG EMPL “Strengthening Social Dialogue the hospital sector in the East, South and Central Europe”.
	Role of EU-level sectoral social dialogue (committee) and sectoral social partners with regard to the European Economic Governance (European Semester / Annual Growth Survey)	Improving the involvement and the possibility to influence the European Economic Governance by the EU-level sectoral social dialogue committee and relevant for the healthcare services or systems or the hospital workforce	2 nd half of 2022	Technical seminar on participation in the European Semester and presentation of good examples of national social partners’ initiatives.

Annex – Background documents:

Updating the existing HOSPEEM-EPSU Framework of Action of Recruitment and Retention (2010)

Follow-up report on the Directive 2010/32/EU (2019)

- R&R project summary report (2019)
- MSD & PSRS@W project summary report (2016)
- Joint Declaration on CPD and LLL for all health workers in the EU (2016)
- HOSPEEM-EPSU report on the use and implementation of the Framework of Actions on Recruitment and Retention (2015)
- The Framework of Actions on Recruitment and Retention (2010)

Healthy Workplace Campaign partner and dedicated session at SSDC HS

- MSD & PSRS@W project summary report (2016)
- Paris conference report (2015) and Materials and guidelines

Third-party violence and harassment at the workplace

- Report on the follow-up and implementation of the multi-sectoral guidelines to tackle work-related third-party violence (2015)
- Multi-Sectoral Guidelines to tackle work-related third-party violence at work in the hospital sector (2010)
- ILO Report Ending violence and harassment in the world of work (2019)
- ILO Violence and Harassment Convention (2019) and Violence and Harassment Recommendation (2019)

Follow-up on the Directive 2010/32/European Commission

- Follow-up report on the Directive 2010/32/EU (2019)

Prevention of exposure to hazardous drugs at the workplace

- Directive 2019/130 (2019)

Active and healthy ageing/ageing workforce/prolongation of working careers/end of career planning/management of older workers' replacement

- European Social Partners Autonomous Framework Agreement on Active Ageing and an Intergenerational Approach (2017)
- EPSU-HOSPEEM guidelines and examples of good practice to address the challenges of an ageing workforce (2013)
- Promoting realistic active ageing policies in the hospital sector (2006)

New models of care

- Core Competences of Healthcare Assistants in Europe (CC4HCA) (2018)

Labour mobility and migration in the EU – Migration of healthcare workers within the EU

- ICF Study on the Movement of Skilled Labour in Europe (2018)
- [UN Global Compact for Safe, Orderly and Regular Migration \(2018\)](#)
- [ILO, OECD and WHO Working for Health": A Five-Year Action Plan for Health Employment and Inclusive Economic Growth \(2017–21\)](#)
- EPSU-HOSPEEM Code of Conduct on Ethical Cross-Border Recruitment and Retention (2008)
- ILO General principles and operational guidelines for fair recruitment (2016)
- First review of relevance and effectiveness for the WHO Global Code of Practice on the International Recruitment of Health Personnel (2015)
- WHO Code of Practice on International Recruitment of Health Personnel (2010)

Promotion of CPD and LLL for all healthcare staff, also in the context of the digitalisation of the hospital/healthcare sector

- Good practices examples from EPSU and HOSPEEM Members (2019)
- EPSU-HOSPEEM 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" (2017-2019)"
- Joint Declaration on CPD and LLL for All Health Workers in the EU (2016)

Capacity building of national social partners

- Representativeness study – Hospitals and Healthcare (2020) (To be published)

Role of EU-level sectoral social dialogue (committee) and sectoral social partners with regard to the European Economic Governance (European Semester / Annual Growth Survey)

- Presentation "European Semester and Health Systems", Ana Xavier, DG EMPL (SSDC HS WG 2/2)