

JOINT HOSPEEM - EPSU WORK PROGRAMME 2020-2022 - STREAMLINED VERSION -

SECTORAL SOCIAL DIALOGUE COMMITTEE FOR THE HOSPITAL AND HEALTHCARE SECTOR

The present document provides an overview on the themes, sub-themes, objectives and deliverables / activities of the Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector for the period of 2020 - 2022. The sub-themes under the heading are presented in order of priority. The document was adopted at the Sectoral Social Dialogue Committee on 17 December 2019.





OCCUPATIONAL SAFETY AND HEALTH

Opportunities and challenges related to Occupational Safety and Health

OBJECTIVE

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.

DELIVERABLES / ACTIVITIES


- Updating the existing HOSPEEM-EPSU Framework of Actions on Recruitment and Retention (2010) with information acquired during the two previous projects;  2020-2021
- The SSDC HS to become an Official Campaign Partner to the EU-OSHA Healthy Workplaces Campaign and make use of campaign material and events;  2020-2022
- 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;  2022
- Continue to exchange on the relevance of the current regulatory framework on MSD, assessing potential gaps and loopholes in the legal framework.  2020-2022

Third-party violence and harassment at the workplace

OBJECTIVE

Exchange on the role and 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.

DELIVERABLES / ACTIVITIES




- Use the opportunity of the 10th anniversary of the Guidelines for an assessment and consideration of possible next steps jointly with other signatories.  2020

Follow-up on the Directive 2010/32/EU

OBJECTIVE

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.

DELIVERABLES / ACTIVITIES


- Exchange with representatives of EU-OSHA on the dissemination of the follow-up report on EU-OSHA's webpage and OSHwiki;  2020
- Presentation of the follow-up report to the Senior Labour Inspectors' Committee;  2022
- Explore possibilities to share national training materials or the adaption of existing documents on sharps between national social partners.  2022

Prevention of exposure to hazardous drugs at the workplace

OBJECTIVE

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.

DELIVERABLE

Dedicated SSDC HS meeting with the involvement of OSH experts to exchange on the approaches to  2020 prevent exposure to hazardous drugs at the workplace.


HEALTH WORKFORCE RECRUITMENT AND RETENTION

Ageing workforce

OBJECTIVE

Taking stock of the EPSU-HOSPEEM guidelines and examples of good practice to address the opportunities and challenges of an ageing workforce.

DELIVERABLES / ACTIVITIES


Sharing of good practices and elaboration of an overall implementation report on the “EPSU-  2020-2021 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 healthcare systems

A. OBJECTIVE

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.


DELIVERABLE / ACTIVITY

Exchange of on the trends and models in delivering healthcare and explore possibilities and good  2021-2022 practices on the impact of such models for the quality, delivery and efficiency of healthcare systems.

B. OBJECTIVE

Understanding and promotion of the role of social partners on delivering a consistent approach towards healthcare support staff.

DELIVERABLE / ACTIVITY



Exchange on delivering a consistent approach towards healthcare support staff, also in light of task-  2021-2022 shifting with a focus on understanding and promotion of the role of social partners.

Labour mobility and migration of health workers within the EU

OBJECTIVE:

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.

DELIVERABLES / ACTIVITIES


- 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.  2021
- 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”  2021

integration of refugees/asylum seekers with a professional background in health into the labour market

OBJECTIVE

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.

DELIVERABLE / ACTIVITY

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.  2021

Management of the diversity of workforce

OBJECTIVE

Exchange on role and successful initiatives of national social partners in the field of diversity management

DELIVERABLE / ACTIVITY


Technical seminar meeting on the relevance of, on approaches to and in particular on national social partner-based initiatives on diversity management.  2021

Long-term and youth unemployment/re-integration of workers

OBJECTIVE

Exchange on role and successful initiatives of national social partners in the field of long-term unemployment and re-integration of workers.

DELIVERABLE / ACTIVITY

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.  2022

CPD AND LLL

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

A. OBJECTIVE

Follow-up activities to the HOSPEEM-EPSU Joint Declaration on CPD and LLL, 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?

DELIVERABLES / ACTIVITIES

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. Initiatives that facilitate easier access to CPD on groups traditionally under-represented in CPD and LLL.



2020



2020



2020

B. OBJECTIVE

Focus on the use of the principles and on the collection and exchange of good practice examples.

DELIVERABLE / ACTIVITY

Enrich the Joint Declaration with a separate document gathering existing good practice examples and illustrations of social partners' initiatives.



2020

C. OBJECTIVE

Exchange on CPD and LLL opportunities and challenges related to the digitalisation of healthcare.

DELIVERABLES / ACTIVITIES

Technical seminar on sharing of good practice examples of national social partner initiatives related to the digitalisation of healthcare



2021 - 2022

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 workplace-agreements), to address the opportunities and challenges of digitalisation)
3. Consider the elaboration of joint messaging

EUROPEAN/ EU-LEVEL HEALTHCARE POLICY

Capacity building of national social partners

A. OBJECTIVE

Broadening membership by identifying and facing gaps in membership coverage.

DELIVERABLE / ACTIVITY

Follow-up on the 2020 Eurofound Representativeness study – Hospitals and Healthcare.



2021

B. OBJECTIVE

Address capacity building needs of social partners in the hospital and healthcare sector with the support of DG EMPL.

DELIVERABLE / ACTIVITY

Project “Strengthening Social Dialogue the hospital sector in the East, South and Central Europe”.



2020

C. OBJECTIVE

Address capacity building needs of national social partners in the hospital and healthcare sector with the support of DG EMPL.

DELIVERABLE / ACTIVITY

Technical seminar on participation in the European Semester and presentation of good examples



2022