

# ***ACTIVITY REPORT 2019***



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Dear Readers,

**2019** 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 key information on the structure of HOSPEEM and the main activities carried out during 2019.

Firstly, the HOSPEEM-EPSU project on “Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe” has successfully started with regional workshops taking place in Bucharest in June and in Rome in November. HOSPEEM and EPSU were honoured by the presence of the European Commission during these events aimed at building the capacity of the hospital sector social partners in targeted countries. Secondly, several HOSPEEM experts and representatives shared their knowledge across Europe joining their efforts to actively represent members’ views in the European arena. Thirdly, a new work programme 2020-2022 for the European sectoral social dialogue was successfully adopted.

This year we were elected as Vice-Secretary Generals of HOSPEEM for a three-year mandate period (2019-2021). We are very grateful for the support expressed by members and we look forward to actively representing members’ interests in the European social dialogue and beyond.

Thanks to the continuous commitment of HOSPEEM members, we hope to achieve great results to further build the future of hospital care and healthcare in the years to come.

Enjoy your reading!



Marta BRANCA  
Vice-Secretary General of HOSPEEM



Tjitte ALKEMA  
Vice-Secretary General of HOSPEEM

# HOSPEEM highlights 2019

## Strengthening Social Dialogue in the hospital sector 2019-2020



HOSPEEM and EPSU have been provided with financial support from the European Commission (DG EMPL) for a **joint project** on “Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe” for the years 2019-2020. The project provides a framework to address the capacity building needs of social partners. It focuses on building the capacity of the hospital sector social partners in 14 targeted countries (Bulgaria, Hungary, Poland, Romania, Cyprus, Greece, Italy, Malta, Portugal, 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.



The **kick-off meeting** of this joint project took place in Brussels in March 2019 and was attended by the project Advisory Committee as well as by external stakeholders such as Permanent Representations to the EU and the European Commission.

In June 2019, HOSPEEM, EPSU and the project partner, Sanitas (EPSU affiliate) organised the **first regional workshop** in Bucharest, Romania. The geographical focus was on Eastern Europe. Next to an **intervention** from SALAR (HOSPEEM Member) on the role of social partners in the European Semester, the project partners welcomed the contribution from the Romanian Ministry of Health and Labour, as well as a **video message** by European Commissioner for Employment and Social Affairs, Marianne Thyssen.



The **second regional workshop** on strengthening social dialogue in Southern Europe brought together around 60 participants from 18 EU Member States in Rome in November 2019. The event was co-organised with the HOSPEEM Member ARAN and its Italian partners FIASO and INMI and gathered representatives from trade unions and employers from the targeted countries and from beyond as well as academia.



## Follow-up on the Directive 2010/32/EU on the prevention from sharps injuries

During the meeting of the Sectoral Social Dialogue Committee for the Hospital Sector in February 2019, HOSPEEM and EPSU adopted the **final report** on 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 HOSPEEM-EPSU Work Programme 2017 – 2019. The report provides information on the role and impact of the national social partners during relevant stages of the transposition and implementation of the Directive.

### HOSPEEM-EPSU REPORT

Follow-up on the Directive 2010/32/EU  
on the prevention from sharps injuries  
in the hospital and healthcare sector



#### RESULTS AND KEY FINDINGS

HOSPEEM and EPSU conducted a study of the transposition of the Directive 2010/32/EU in 2019. The study was carried out in 2019. The study was carried out in 2019. The study was carried out in 2019.

The practical implementation was assessed on the basis of the transposition of the Directive 2010/32/EU in 2019. The study was carried out in 2019. The study was carried out in 2019. The study was carried out in 2019.

Overall, the transposition of the Directive 2010/32/EU in 2019 was assessed as satisfactory. The study was carried out in 2019. The study was carried out in 2019. The study was carried out in 2019.



The report builds on thirty replies from HOSPEEM members and EPSU affiliates from twenty countries, including from outside the EU. It also contains recommendations to the **national and EU-level social partners**, to **European institutions** as well as to **EU Member States**. Three report brochures summarising the key findings were also published.

This 2019 report is the second follow-up activity carried out by HOSPEEM and EPSU in relation to the **Directive 2010/32/EU** after the 2012-2013 **joint project**.

## HOSPEEM experts across Europe



HOSPEEM is a source of expertise in healthcare and workforce-related issues. In 2019, several experts shared their knowledge across Europe.

Evelyn Kozak (VKA, DE), the HOSPEEM Co-Lead Expert on Occupational Health and Safety, spoke at the **Young Leaders for Health** event in Berlin in July 2019.

Kate Ling (NHS, UK), the HOSPEEM Co-Lead Expert on Occupational Health and Safety, spoke on the topic of **tackling stress in the workplace** at an event organised by Eurocadres in Lisbon in October 2019, in her capacity as the NHS' representative for CEEP.

John Delamere (HSE, IE), the HOSPEEM Lead Expert on Industrial Relations, spoke at a CEPS Conference on **Enhancing the Effectiveness of Social Dialogue Articulation in Europe** in Lisbon in October 2019.

Alice Casagrande (FEHAP, FR), a HOSPEEM Expert on CPD and LLL, spoke at the European Patients' Forum Congress in Brussels during the plenary session “**Patients as teachers – a deep dive into professional education**” in November 2019.

### HOSPEEM visits its member in France

In May 2019, HOSPEEM visited its French member organisation, the Federation of private not for profit healthcare institutions and care services – [FEHAP](#).

HOSPEEM had a meeting with Mr François Grimonprez, FEHAP Director for Networks and Institutional Services. The meeting provided the opportunity to exchange information on FEHAP and HOSPEEM current priorities and discuss EU recent initiatives in the healthcare and hospital sector. It also provided an insight into the system of collective bargaining in France and into the role of the independent employers. HOSPEEM also had the chance to visit the [Institut Mutualiste Montsouris](#), FEHAP member.



### SALAR' visit in Brussels

In November 2019, a group of Swedish colleagues from SALAR visited their Brussels liaison office. SALAR works with the regions to describe good learning environments and models of training at the workplace. The HOSPEEM staff gave an overview of its latest achievements, highlighting the HOSPEEM-EPSU Joint Declaration on CPD adopted in 2016. The group also met with Members of the European Parliament.



### Danish Regions' visit to HOSPEEM



In May 2019, the Danish Regions' Wage and Practitioners Committee visited HOSPEEM in Brussels. The Committee is constituted by regional politicians and advises the Danish Regions' board of directors.

The HOSPEEM staff gave an overview of its latest activities, highlighting the Joint Declaration on Continuing Professional Development, the Code of Conduct on Ethical Recruitment and the follow-up report on the medical sharps. The Committee also met with representatives from the European Commission having the opportunity to discuss the role of Denmark in the European Semester as well as the latest legislative developments on occupational safety and labour law.

### New work programme 2020-2022

In 2019, HOSPEEM and EPSU prepared the new joint work programme 2020-2022 of the European Sectoral Social Dialogue Committee for the Hospital Sector. It is structured around four major thematic priorities, i.e. Occupational Safety and health, Recruitment and Retention of the health workforce, Continuing Professional Development and Life-Long Learning, European/EU-level healthcare policy.

## 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 2019 was composed of:

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

Steering Committee's composition in 2019 was composed of:

- Tjitte ALKEMA (NL)  
*Vice-Secretary General*
- Marta BRANCA (IT)  
*Vice-Secretary General*
- Jevgenijs KALEJS (LV)
- John DELAMERE (IE)
- Evelyn KOZAK (DE)



*HOSPEEM Steering Committee, Brussels – May 2019*

## 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*

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.

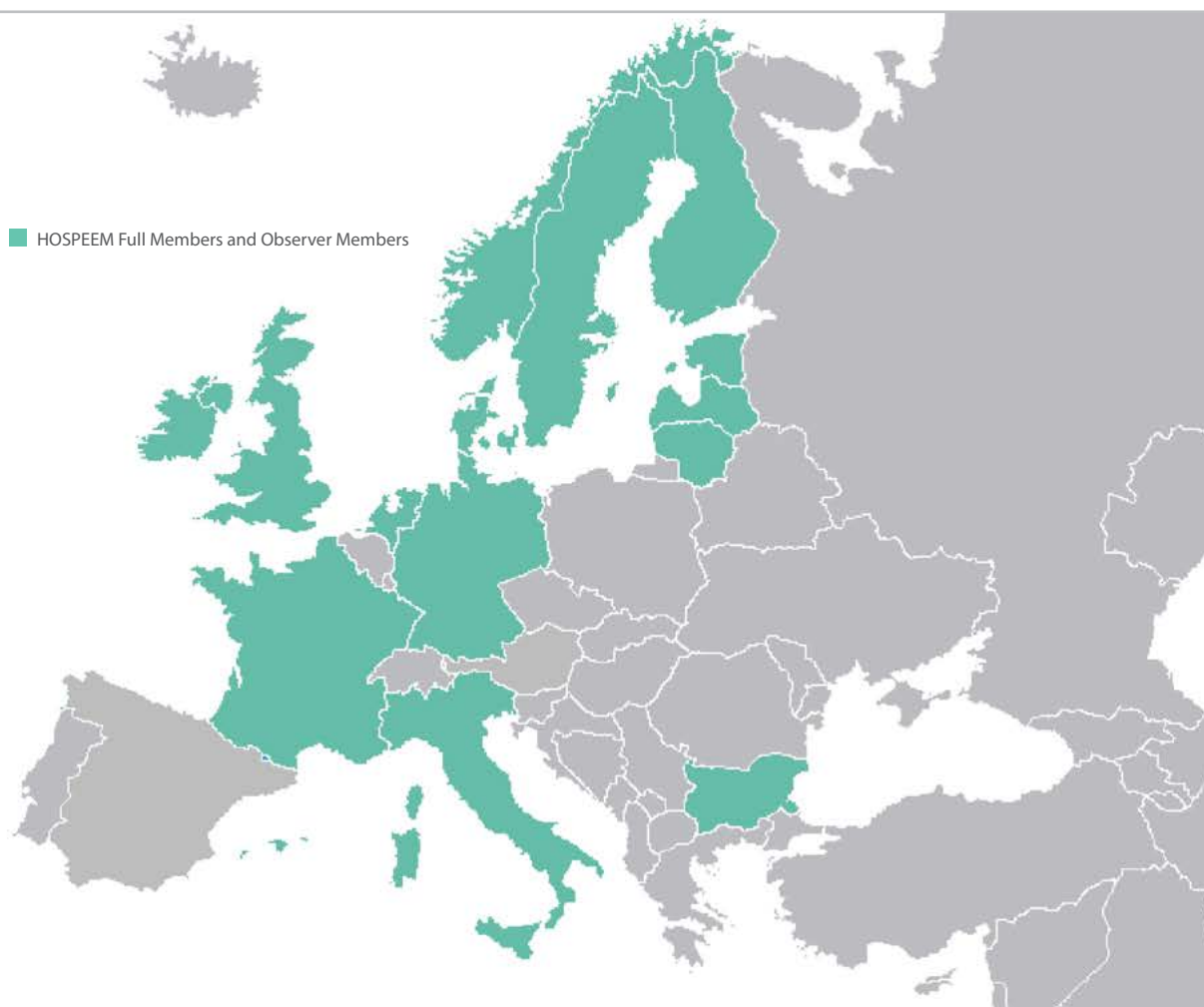


*HOSPEEM full members in 2019:*

- 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 2019:*

- NFU – The Dutch Federation of University Medical Centers – The Netherlands





## What we do

HOSPEEM aims at ensuring that hospital employers' views are 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 in 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.



## Past achievements

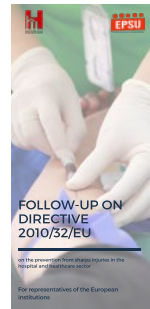
### Code of conduct on ethical cross-border recruitment and retention (2008)



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 healthcare sector (2009)

HOSPEEM and EPsU agreed upon a [framework agreement on the prevention from sharps injuries](#) in the hospital and healthcare sector which was transposed into [Directive 2010/32/EU](#). In 2019, a [follow-up report](#) was published on the role and impact of the national social partners.



### 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 and follow-up report
- 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 in pdf format : [www.hospeem.org](http://www.hospeem.org)*



Let's build the future of  
**HOSPITAL CARE**



# Contacts



## **European Hospital & Healthcare Employers' Association**

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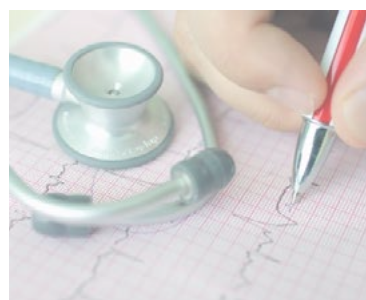
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Sandra Bergendorff	Sweden
Sabine SCHEER	The Netherlands
Kate LING	UK

### **Observers**

Dirk KRAMER	The Netherlands
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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.***