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# NEWSLETTER



*Issue 1 - February 2020*

## EDITORIAL

*Dear reader reader,*

In this edition of the newsletter, you will find information about the recent HOSPEEM activities, news from our members across Europe as well as relevant EU News, events and publications for hospital employers.

The HOSPEEM General Assembly and Steering Committee took place on 16 December to mark a formal end to the calendar for the year 2019. HOSPEEM was pleased to host Mr Grigorios Sarafianos from the Panhellenic Union of Private Hospitals from Greece and Mr Danny Mortimer from NHS Employers in the U.K. at this statutory meeting in Brussels.

On 17 December 2019, HOSPEEM and EPSU successfully adopted their new joint work programme 2020-2022 at the Plenary Meeting of the Sectoral Social Dialogue Committee for the Hospital Sector (SSDC HS). HOSPEEM and EPSU are making a kick-start for 2020, in particular, the preparations have already started for the third regional workshop on Strengthening social dialogue in Central Europe (Zagreb, 15 May 2020) and for the final dissemination workshop (Brussels, 19 November 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!

Marta Branca  
Vice-Secretary General of HOSPEEM

## HOSPEEM NEWS

## HOSPEEM-EPSU Work Programme 2020-2022

On 17 December 2019, the Sectoral Social Dialogue Committee adopted the HOSPEEM-EPSU Work Programme 2020-2022. The document provides an overview of the themes, sub-themes, objectives and deliverables/activities of the Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector.



## Second Regional Workshop on Strengthening social dialogue in the hospital sector, Italy

On 15 November 2019, HOSPEEM, EPSU and the project partner, ARAN and its Italian partners FIASO and INMI, organised the second Regional Workshop in Rome bringing together around 60 participants from 18 EU Member States. The meeting was the occasion to discuss the capacity building needs of sectoral social partners in the hospital sector in six Southern Europe targeted countries: Cyprus, Greece, Italy, Malta, Portugal and Spain as well the level of involvement of the sectoral social dialogue partners in the health/hospital sector in those six countries in the European Semester. Next to an intervention from HOSPEEM's member SALAR and the Swedish Trade Union Swedish Confederation of Professional Employees on the role of social partners in the European Semester, the project partners welcomed the contribution from the Italian Trade Unions, as well as a presentation by Kristine Krivmane, Policy Officer and Liaison for the Hospital Sector from the European Commission, Directorate-General for Employment and Social Affairs Unit of Social Dialogue. All the presentations are now [available](#).

## [Report and factsheets of the first Regional Workshop report on strengthening social dialogue in “Eastern Europe” are now published](#)

On 17 December 2019, the Sectoral Social Dialogue Committee approved the regional workshop report “Eastern Europe” and four national sectoral social dialogue fact sheets on national sectoral social dialogue from Bulgaria, Hungary, Poland and Romania in the frame of the HOSPEEM-EPSSU project on Strengthening social dialogue in the hospital sector in the East, South and Central Europe.



#EUSocDia



## [Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector: Main activities and outcomes in 2019](#)

The SSDC for the Hospital and Healthcare sector adopted the summary document on the main activities and outcomes of 2019.

## NEWS FROM MEMBERS

### [Interview of Tjitte Alkema \(HOSPEEM, NVZ\)](#)

Tjitte Alkema is Vice-Secretary General of HOSPEEM and is Manager Industrial relations and Education at the Dutch Association of Hospitals (NVZ). He was interviewed by Zorgnet-Icuro about HOSPEEM achievements:



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“what we can realise is important but also what we can prevent (...) The power of Europe within the healthcare domain is limited and we want to keep it that way (...) What HOSPEEM achieves is not always visible. After all, our greatest successes often consist of stopping unsuitable ideas (...) A realisation of HOSPEEM that is visible is the Medical Sharps Directive.”

## [Brexit: what changes after 31 January 2020?](#)

The HOSPEEM Member in the U.K. has published a blog post by Dr Layla McCay, director of international relations at the NHS Confederation clarifying what Brexit will mean for health and care:



“ The UK will continue to follow most EU law in the same way as it does now (...) While patients and health professionals will probably not notice any difference as a result of the UK leaving the EU on 31 January 2020, this date marks the start of a busy year for negotiators in the UK and EU (...) If the negotiations are successful, we can expect changes to various aspects of health policy and process to occur - hopefully in a planned way - from January 2021.”

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## EU NEWS

### [European Commission encourages Member States to ratify ILO convention on violence and harassment](#)

The European Commission adopted a proposal for a Council Decision allowing the Member States to take forward the process of ratifying at the national level the International Labour Organisations' Convention on the elimination of violence and harassment in the world of work.  
LINK?

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### [EU Commission published its 2020 Work Programme](#)

The European Commission released its Work Programme for 2020. Among others, the Programme highlights the introduction of a legal instrument on fair minimum wages for workers in the EU, in consultation with social partners and all relevant stakeholders. The document stresses that the instrument will respect national traditions and collective bargaining.

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## [European Commission launches the thematic network on Profiling and training the health care workers of the future](#)

The Thematic Network aims at profiling the health care workers' of the future, identifying and improving their core competences and pointing out their critical role in reforming health care systems. The network is organised by EHMA and Health First Europe. NHS European Office and HOSPEEM are members of the network.

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## ATTENDED EVENTS

**13-14/02/2020:** [SEPEN Workshop on Health workforce planning](#) supporting the quality of care, patient safety and working conditions, organised by SEPEN

**04/02/2020:** [EaFA Webinar on Adult Learning at Workplace](#). The webinar addressed the benefits and the different adult learning implementation strategies across the EU.

**03/02/2020:** [Presentation of Multi-sectoral guidelines to tackle third-party violence and harassment related to work at the Sectoral Social Dialogue Committee for Industrial Cleaning](#). The HOSPEEM Secretariat gave an intervention on the Multi-sectoral guidelines to tackle third-party violence and harassment related to work at the Sectoral Social Dialogue Committee for Industrial Cleaning. Whereas the Trade Union represented by UNIEuropa already signed the Guidelines, the European Cleaning and Facility Services Industry (ECFI) are considering to sign the Guidelines.

**17/01/2020:** [EU Skills Agenda-EC Hearing](#) The HOSPEEM Secretariat attended the dedicated Hearing for Social Partners on the updated EU Skills Agenda, to be adopted and launched in March 2020. Its adoption is important, in the implementation of the European Pillar of Social Rights, which has put education, training and life-long learning as its first principle.

**05/12/2019:** [SEPEN webinar on digital skills of the health workforce](#), organised by SEPEN HOSPEEM Secretariat attended the webinar which addressed the current ICT transformations in the healthcare sector, by also exploring the skills needed to face the technological change.

**03/12/2019:** [Innovations in Health and Social Care - Enhancing Health and Wellbeing in Europe](#), organised by the Finnish Institute for Health and Welfare (THL), Brussels

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## FUTURE EVENTS

**SAVE the DATE!****HOSPEEM events**

- 05/03/2020 HOSPEEM Steering Committee/General Assembly, Brussels
- 03/06/2020 HOSPEEM Steering Committee/General Assembly, Brussels
- 17/11/2020 HOSPEEM Steering Committee/General Assembly, Brussels

**HOSPEEM-EPSU events**

- 06/03/2020 SSDC-HS Working Group 1
- 15/05/2020 [Regional workshop 3 on Strengthening Social Dialogue in Central Europe](#), Zagreb
- 04/06/2020 SSDC-HS Working Group 2
- 18/11/2020 SSDC-HS Plenary 2020
- 19/11/2020 [Dissemination Workshop on Strengthening Social Dialogue](#), Brussels

**Other events**

- 19/02/2020 [Senior Labour Inspectorate Committee Working Group Enforcement](#) (SLIC)
- 19/02/2020 [Touch of Brussels](#), organised by the European Nurses Specialist Organisation, Brussels
- 20/02/2020 [European Nurses Specialist Organisation congress](#), Brussels
- 26-27/02/2020 European Council
- 23/03/2020 Eurofound lunch debate with EU level social partners on Capacity-building for effective social dialogue in the European Union
- 19/03/2020 **Save the date: CEEP's renaming event.** [CEEP](#) will host a reception, presenting the new name of the association. The event will take place in Brussels, in the presence of Valdis Dombrovskis, Executive Vice President of the European Commission for of 'An Economy that Works for People'. More information will be communicated via CEEP's newsletter.
- 27-28/04/2020 [EU Health Summit](#), Brussels organised by the EU Health Coalition, Brussels.
- 28/04/2020 ILO [World Day for Safety and Health at Work 2020 - Violence and Harassment in the World of Work](#)
- 29/04/2020 Belgian MedTech Summit: Preventing healthcare workers from sharp injuries
- 29/05/2020 HOSPEEM Presentation of Multi-sectoral guidelines to tackle third-party violence and harassment related to work at the [Sectoral Social Dialogue Committee for Telecommunications](#)
- 25/06/2020 Stakeholder conference for a study supporting the assessment of different options concerning the protection of workers from exposure to hazardous medicinal products, including cytotoxic medicinal products, organised by organised by COWI and European Commission

**PUBLICATIONS****[NHS Employers new international recruitment toolkit](#)**



This international recruitment toolkit aims to encourage and enable good practices and processes for the recruitment of international staff across a wide range of professions. The NHS Interim People Plan acknowledges the need to ethically increase the number of international recruits.

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### [Eurofound publishes research report on sectoral social dialogue](#)

The agency released facts and figure overview on the European sectoral social dialogue and its diversity, social partner organisations, representativeness at EU, Member State and sectoral level. There are currently 43 European sectoral social dialogue committees. The hospitals and healthcare sector represents one of the largest shares of the EU workforce (over 23 million workers).

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### [EU Council set to improve safety and health at work with new conclusions](#)

The Council adopted conclusions inviting the European Commission to present a new EU strategic framework on occupational safety and health (OSH) at work for 2021-2027 and offering the Council's input into that strategic framework. Among other stakeholders, the Council calls upon social partners to intensify their efforts in the area of the changing world of work, including on psychological risks, work-related accidents and diseases and the inclusion of disabled and older workers.

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### [EU-OSHA publishes discussion paper on Exposure to biological agents and related health problems for healthcare workers](#)

In the frame of a project intended to increase knowledge about biological agents in the workplace, the agency published a discussion paper on the exposure to biological agents. In the paper, EU-OSHA is also referring to medical sharps.

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### [EU-OSHA publishes 10 case studies on Work-related musculoskeletal disorders: prevalence, costs and demographics in the EU](#)

The country reports examine national data on MSDs in 10 Member States: Austria, Denmark, Finland, France, Germany, Hungary, Italy, the Netherlands, Spain, and Sweden.

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### [EU-OSHA brochure on digitalisation and OSH](#)

The publication gives an overview of the agency's ongoing work on digitalisation – including a recent foresight project – and its impact on OSH. In addition, the brochure highlights how to potentially minimise the possible negative OSH outcomes of digitalisation and how we can use digital technologies to improve workplace prevention.

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## [European Parliament's Policy Department published a briefing on the mental health of workers in the digital area](#)

This briefing provides insight into how technical innovation and its pace affect the mental well-being of workers.

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## [EU Mental Health Alliance meeting report on “the future of work and mental health”](#)

The report provides insights into the meeting and gives recommendations on what should be done to ensure well-being at work. The HOSPEEM Secretariat was represented in the panel next to representatives of the European Commission and the Eurocadres, Council of European Professional and Managerial Staff.



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