

# ***ACTIVITY REPORT 2020***



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Dear Readers,

**2020** has been an eventful year. During the COVID-19 crisis, health employers made their voice heard even stronger representing members' interests in ensuring that hospital and healthcare employers' views are being heard at the highest level. This activity report presents information on the structure of HOSPEEM and the main activities carried out during 2020.

Firstly, HOSPEEM published a collection of challenges and lessons learnt in light of the COVID-19 outbreak, providing a first insight into hospital and healthcare employers' experiences. HOSPEEM believes that long-term investments are of vital importance to sustaining a resilient healthcare system and society as a whole.

Secondly, the Eurofound representativeness study for the Hospital Sector was published, confirming that HOSPEEM remains the most representative hospital employer association on the EU level. HOSPEEM called for political support from European institutions to strengthen capacity building of sectoral social partners to be represented in the European sectoral social dialogue.

Thirdly, HOSPEEM and the signatories of the Multi-sectoral guidelines to tackle third-party violence (TPV) and harassment related to work published a statement on the occasion of the 10th anniversary of the guidelines in 2020

As Vice-Secretary Generals of HOSPEEM this year, we are grateful for the continued commitment of our membership. We hope that HOSPEEM will 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 2020

## HOSPEEM calls upon the European Commission to strengthen social dialogue structures



In November 2020, HOSPEEM welcomed the opportunity to provide **input** to the **envisioned Action Plan on the European Pillar of Social Rights**, in particular on Principle 8, which encourages the EU Member States to support the increased capacity of social partners to promote social dialogue. HOSPEEM called upon the European Commission, in collaboration with EU Member States and consultation with European social partners, to develop coherent structures and implement robust mechanisms for: 1) the formation of employer organisations on a national level; and 2) encourage already established employer organisations to become actively involved in European sectoral social dialogue structures while respecting national specificities and autonomy. HOSPEEM reiterated this request with European Commission Special Advisor on Social Dialogue, Andrea Nahles.

In December 2020, HOSPEEM welcomed the findings of the **Eurofound representativeness study for the human health sector**. In a **press release**, HOSPEEM political support by the European Union and the Member States to promote social dialogue at the national level and to create an enabling environment for sectoral social partners in fostering capacity building processes. HOSPEEM also stated that the political support by European institutions and Members States is needed to deliver on the envisaged Action Plan on the European Pillar of Social Rights, in particular, the capacity building of social partners to promote social dialogue as well as on the Country-Specific Recommendations of the **European Semester**.

## Joint Project 2019-2021 on Strengthening Social Dialogue in the hospital sector



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 2019-2021. The project provides a framework to address the capacity building needs of social partners.

The report and factsheets of the **second regional workshop** report on strengthening social dialogue in “Southern Europe” were published in March 2020. Altogether ten factsheets on national sectoral social dialogue in ten targeted countries were already available in 2020 (Bulgaria, Hungary, Poland and Romania, Cyprus, Greece, Italy, Malta, Portugal and Spain). The third regional workshop and final dissemination workshop events were postponed to 2021 due to the exceptional circumstances of 2020.



# HOSPEEM highlights 2020

## COVID-19 outbreak : exceptional challenges and lessons learnt



The COVID-19 pandemic had a tremendous impact on the provision of health services and care, experienced in hospitals and healthcare facilities. Employers in the health sector have faced exceptional challenges that could only be tackled by joint initiatives from social partners, Member States' governments, and European institutions. In April 2020, HOSPEEM highlighted in a [statement](#) the impact of the outbreak on health services and the need to support joint measures across Europe. HOSPEEM also expressed its concern with the structural long-term effect on the healthcare system and its labour market.

Following the publication of the [Expert Panel's opinion](#) on Effective Ways of Investing in Health on the organisation of resilient health and social care following the COVID-19 pandemic in November 2020, HOSPEEM prepared a [summary](#) with a specific focus on the health workforce identifying the building blocks of resilient health systems.



### COVID-19 CHALLENGES LEARNT BY HEALTH SECTOR EMPLOYERS

#### HEALTH WORKFORCE



Flexible & multidisciplinary teams



Easing from employment law



Recruitment outside the sector



#### OCCUPATIONAL SAFETY AND HEALTH



Availability and quality of PPE



Consistent guidance on the use of PPE

#### TRAINING



- Balance between length & quality of training;
- On the job training for staff usually not working in ICU setting;
- Rapid adoption of technology by facilitating (e-)learning;
- Improved training on infection control/ hygiene.

#### RISK ASSESSMENT



Communication with staff & workers' representatives



Attention to vulnerable groups



Continuous adaptation of risk assessment cycle



Country-specific information can be found on our website.

[WWW.HOSPEEM.ORG](http://WWW.HOSPEEM.ORG)

At the end of 2020, HOSPEEM published the [COVID-19 collection of lessons learnt and practices](#) based on data provided by HOSPEEM members across Europe from May until December 2020. This document provided a first insight into challenges and lessons learnt by hospital and healthcare employers. The challenges and lessons learnt were clustered around four areas: Organisational challenges in terms of health workforce and shortages; Organisational challenges related to Personal Protective Equipment; The organisation of training for health workforce usually not working in the ICU setting; Risk assessment for the health workforce to assess their health status and “being fit for work”.

In December 2020, Marta Branca, Vice-Secretary General of HOSPEEM, spoke at the [high-level conference on the European Health Union](#), representing hospital and healthcare employers' interest in the European stakeholder panel next to patient organisations, trade unions, doctors, and European Commission representatives. She stated that to fully profit from the European Health Union and take care of those who take care of us, dialogue between all levels of stakeholders needs to be generated.

## Material and guidance on Continuing Professional Development (CPD)



A dedicated [webpage](#) with guidance, handbooks, training material and good practice on Continuing Professional Development (CPD) and Life-Long-Learning (LLL) was published in 2020. All materials were collected with the support of national social partners during projects and following up on the [HOSPEEM-EPSU joint declaration](#) on Continuing Professional Development (CPD) and Life-Long Learning (LLL) for all health workers in the EU (2016).

## WHO Charter on Health Worker Safety: A Priority for Patient Safety



In November 2020, HOSPEEM signed the World Health Organizations' Charter on Health Worker Safety: A Priority for Patient Safety. HOSPEEM agreed that the health, safety, and well-being of health workers is a prerequisite for an effective response to the COVID-19 pandemic. [HOSPEEM is committed to key measures](#) ensuring the health workers' safety and protection referring to HOSPEEM-EPSU initiatives in the field of CPD-LLL, recruitment and retention, prevention of third-party violence and harassment, good practices on improving the well-being of health workers and promoting the implementation of the Medical Sharps Directive 2010/32/EU.

## Joint Statement on the 10th anniversary of the Multi-sectoral guidelines to tackle TPV and harassment

In July 2020, HOSPEEM and the signatories of the [Multi-sectoral guidelines to tackle third-party violence \(TPV\) and harassment related to work](#) (EPSU, UNI EUROPA, ETUCE, HOSPEEM, CEMR, EFEE, EuroCommerce, CoESS, TUNED, EUPAE) published a [statement](#) on the occasion of the 10th anniversary of the guidelines. The Guidelines' signatories reaffirmed that their respective sectors continue to address third-party violence and all forms of harassment related to work. To this date, the Guidelines are considered one of the most significant achievements of the European Sectoral Social Dialogue.



## EU-OSHA Campaign 2020-2022 Healthy Workplaces 'Lighten the Load'

HOSPEEM and EPSU became official campaign partner of the EU-OSHA Campaign 2020-2022 [Healthy Workplaces 'Lighten the Load'](#). HOSPEEM was actively involved in revising the Discussion paper on MSD in the health-care sector and in updating the EU-OSHA thematic webpage on medical sharps.



## 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 Services of General Interest Europe - SGI Europe (formerly known as 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 SGI Europe.



### 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 2020 was composed of:

- Malene VESTERGAARD SØRENSEN (DK)
- Sigitas GRISKONIS (LT)
- Laetitia TIBOURTINE (FR)
- Elisa Dechorgnat (FR)

Steering Committee's composition in 2020 was composed of:

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



*HOSPEEM Steering Committee, Brussels*

# 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 (SSDC HS) 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 will be to increase its membership to 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 actively in the work of HOSPEEM and to exchange on good practices with other employers' organisations.

*“Becoming a Member ... allows organisations to have their voice heard at European level”*

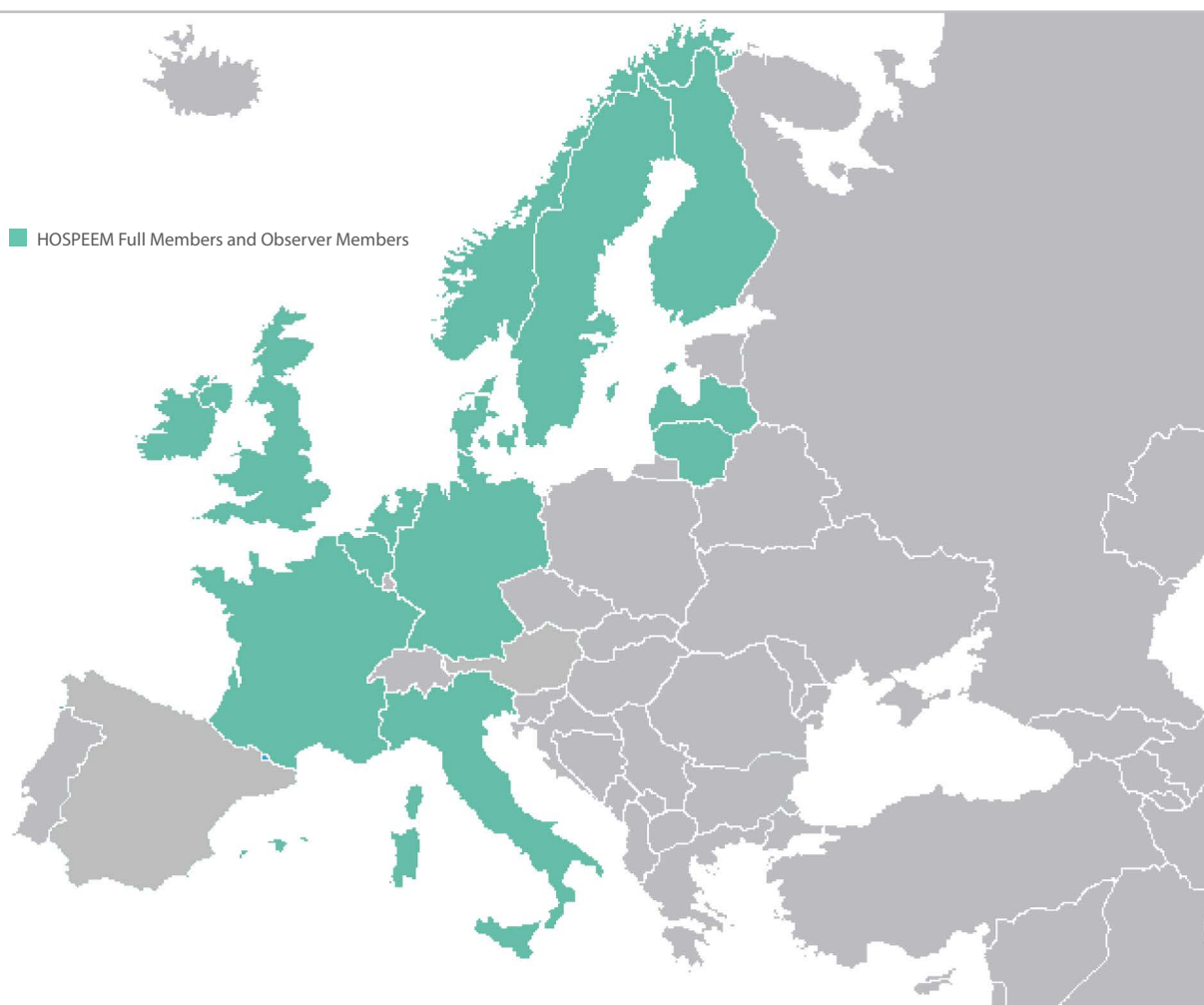
However observers cannot be elected, vote or propose subjects for discussions during the HOSPEEM meetings.

### *HOSPEEM full members in 2020:*

- Danish Regions – Denmark
- 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
  - ↳ FIASO – The Italian Federation of Healthcare and Hospitals
  - ↳ INMI Spallanzani – National Institute of Infectious Diseases
- 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 2020:*

- NFU – The Dutch Federation of University Medical Centers – The Netherlands
- ZORGNET-ICURO – The Flemish network of care organisations – Belgium



## What we do

HOSPEEM ensures 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).



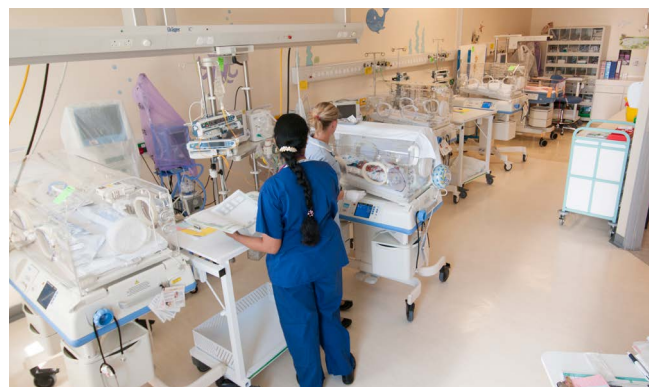
As HOSPEEM is a recognised social partner, the European Commission (according to Article 154 of the Treaty on the Functioning of the European Union TFEU), in particular the Directorate General for Employment, Social Affairs and Inclusion (DG EMPL), has the obligation to consult HOSPEEM on any draft proposals 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**



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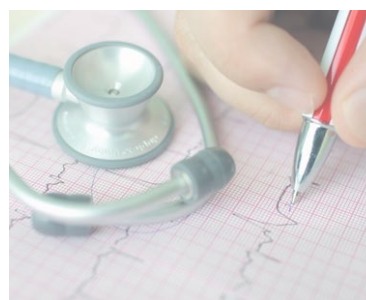
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*Sylvie SLANGEN Belgium*



*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 SGI Europe (formerly known as CEEP).***