



*European Hospital & Healthcare
Employers' Association*

ACTIVITY REPORT 2021

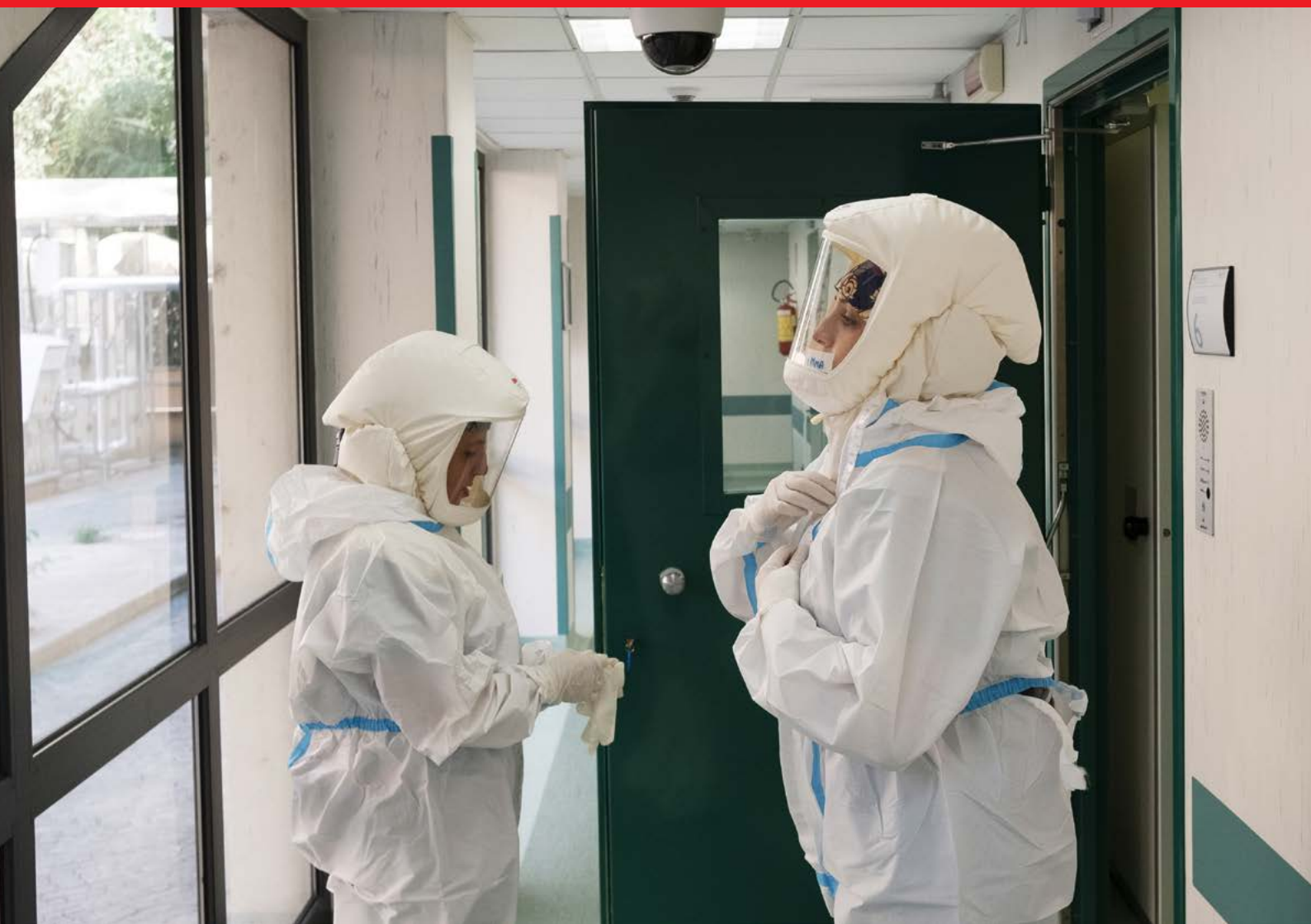


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Dear Readers,

2021 has been a busy year ensuring that hospital and healthcare employers' views are being heard at the highest level in the European institutions. I spoke at various EU fora, for instance, at the a European Economic and Social Committee (EESC) *public hearing* on 'building a European Health Union' highlighting strategic orientations for the hospital and healthcare sector. I underlined that our sector should be considered as an investment rather than an expenditure and the necessity of building a responsive culture to a crisis.

HOSPEEM responded to several consultations throughout the year including the targeted stakeholder consultation on the EU4Health programme priorities and needs of 2022. Together with our trade union counterpart EPSU, HOSPEEM also responded to the road map consultation on Cross-border healthcare – evaluation of patients' rights (Directive 2011/24). In addition, HOSPEEM and SGI jointly responded to the public consultation on the European Commission Green Paper on Ageing.

In my quality as ARAN representative and founder member of HOSPEEM, I strongly believe in the key role of social dialogue in the health sector at national and EU level. In this period of global emergency due to the pandemic, it is essential for health employers to bring their voice up. This year I was elected as Secretary General of HOSPEEM by the General Assembly for a three-year mandate period until end of 2024. I am very grateful for the support expressed by members and I look forward to continuing our joint efforts as a strong European employers' organisation.

In 2021, HOSPEEM helped build the capacity of the hospital sector social partners disseminating across Europe the HOSPEEM-EPSU project outcomes on strengthening social dialogue. This activity report also presents information on the main activities in the field of continuing professional development and occupational health and safety carried out during 2021.

Enjoy your reading!

Marta BRANCA
Secretary General of HOSPEEM

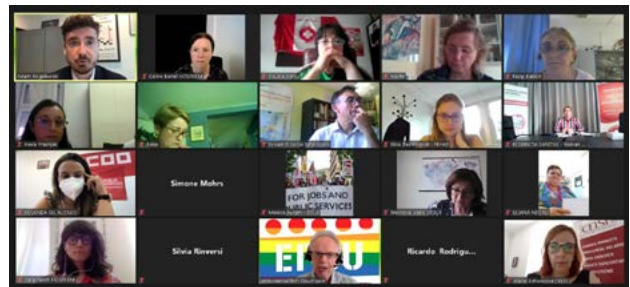
HOSPEEM highlights 2021

Joint project on strengthening Social Dialogue in the hospital sector



HOSPEEM and EPSU benefited from the financial support of the European Commission (DG EMPL) for a [joint project](#) on “Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe” running from February 2019 until December 2021. The project’s purpose provided an appropriate framework to continue addressing the capacity building needs of social partners.

The HOSPEEM-EPSU joint project work served to help build the capacity of the hospital sector social partners in 14 targeted countries (Bulgaria, Hungary, Poland and Romania, Cyprus, Greece, Italy, Malta, Portugal and Spain, Croatia, Czech Republic, Slovakia, Slovenia) by exchanging on relevant topics and priorities for the EU-level sectoral social dialogue.



The [third online regional workshop](#) took place on 20 April 2021 with a geographical focus on central Europe and gathering around 40 participants from over 14 EU Member States. The project was successfully closed with a [final dissemination webinar](#) on 16 June 2021 gathering around 40 participants from over 12 EU Member states with simultaneous interpretation.

The final report summarises the main insights, conclusions and recommendations:

[EN – BG – CZ – EL – ES – HR – HU – IT – PL – PT – RO – SI – SK](#)

14 fact sheets of the targeted countries were published collecting national social partners’ priorities and challenges through survey and desk research:

[EN – BG – CY – CZ – EL – ES – HR – HU – IT – PL – PT – RO – SI – SK](#)

HOSPEEM highlights 2021

Occupational safety and health: from evidence to practice



More than 70 participants attended the [webinar on musculoskeletal disorders \(MSD\)](#), jointly organised by HOSPEEM and EPSU on 25 February 2021. National sectoral social partners from the health sector across Europe exchanged good practices and discussed ideas to prevent MSD at the workplace across Europe. In light of the COVID-19 pandemic and health workforce shortages, the webinar looked into the future, by enabling participants to provide input on the envisioned update on the [Framework of Actions on Recruitment and Retention](#) in 2022. The [webinar video and presentations](#) are available. This event was also part of the EU-OSHA Healthy Workplace Campaign 2020-2022 'Lighten the load'.



Occupational safety and health

HOSPEEM and SGI Europe replied to the European Commission [public consultation on the EU Strategic Framework for Occupational Safety and Health \(2021 – 2027\)](#) in March 2021. It was stressed that the Framework needs to grasp opportunities and anticipate challenges for working life in constant development, for the common good of employees, employers, citizens, and the operations, for long-term sustainable workplaces and society. It is to consider the role of digitalisation: while it could enhance productivity and create safer work processes', its associated risks need to be assessed.



In 2021, HOSPEEM, EPSU, CEMR, CESI as co-applicants and ETF, ETNO, ETUCE, EUPAE, UITP as associated organisations have started a [joint project](#) on “The role of social partners in preventing third-party violence and harassment at work” with the financial support from the European Commission. Four webinars covering gender-based violence, risk assessment and the challenges of digitalisation took place.

HOSPEEM highlights 2021

Skills development for the health workforce



In February 2021, our Secretary General Marta Branca spoke at a high-level round table hosted by Commissioners Schmit, Breton and Kyriakides and organised in the framework of the recent EC Pact for Skills initiative highlighting HOSPEEM's main actions in the field of digital skills. During the summer, HOSPEEM responded to the European Commission public consultations on [Micro-credentials for lifelong learning and employability](#) and on [Individual Learning Accounts](#). HOSPEEM stressed the need for a social partners' led approach that respect the specificity of national industrial relations systems when defining training schemes and opportunities for employment.



The HOSPEEM [Webinar on “Partnerships in Digital Skills Development”](#) took place in November 2021, gathering around 40 participants from across Europe, including employers' organisations from the HOSPEEM membership, EU institutions and other relevant stakeholders. The webinar focused on how the management processes and the related use of digital tools have been changing and adapting, especially during the COVID-19 crisis. It also analysed the impact of these changes on healthcare professionals and patients. All the materials are available online.

A dedicated HOSPEEM [webpage](#) with material and guidance is available 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.



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 (SC).

The HOSPEEM Steering Committee consists of the Secretary General, the two Vice-Secretary Generals and four other members elected from the HOSPEEM membership. In 2021, it was composed of:

- Marta BRANCA (IT)
Secretary General
- John DELAMERE (IE)
Vice-Secretary General
- Sylvie SLANGEN (BE)
- Jevgenijs KALEJS (LV)
- Kate Ling (UK)



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 cooperating closely with the Daily Manager.

The HOSPEEM Financial Advisory Committee (FAC) is a separate body responsible for advice on financial matters. In 2021, the FAC was composed of:

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

Steering Committee 2021



Marta BRANCA
Secretary General

Italy



John DELAMERE
Vice-Secretary General

Ireland



Jevgenijs KALEJS

Latvia



Kate LING

United Kingdom



Sylvie SLANGEN

Belgium

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, online

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”

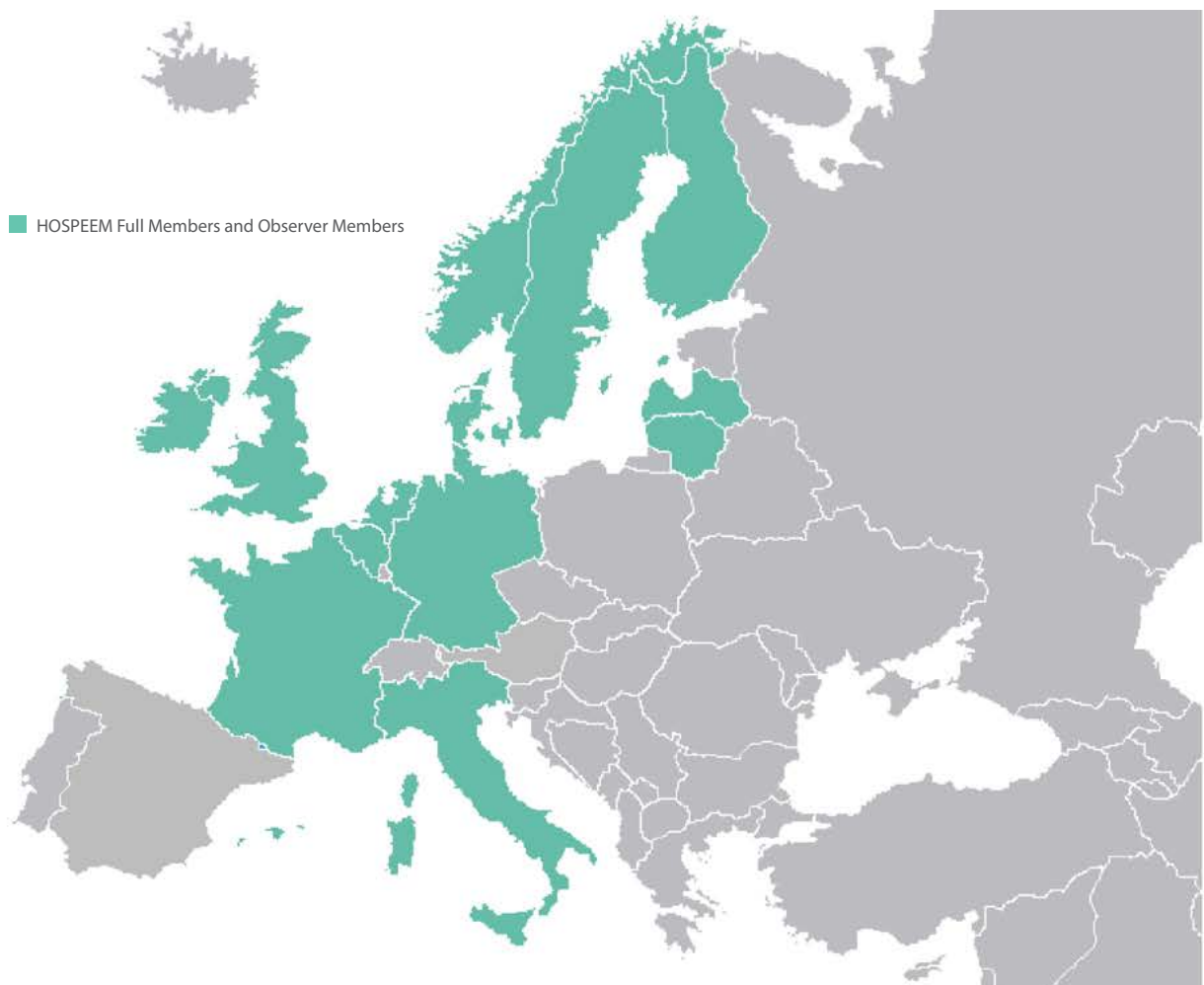
However observers cannot be elected, vote or propose subjects for discussions during the HOSPEEM meetings.

HOSPEEM full members in 2021:

- ZORNET-ICURO – The Flemish network of care organisations – Belgium
- 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 Negoziabile delle Pubbliche Amministrazioni – Italy
 - ↳ FIASO – The Italian Federation of Healthcare and Hospitals
 - ↳ INMI Spallanzani – National Institute of Infectious Diseases
- LHA – Latvian Hospitals Association – Latvia
- NAHCO – Lithuanian National Association of Healthcare organizations – Lithuania
- SPEKTER – The Employers’ Association – Norway
- SALAR – The Swedish Association of Local Authorities and Regions – Sweden
- NVZ – Dutch Hospital Association – The Netherlands
- NHS – European Office – United Kingdom

HOSPEEM observers in 2021:

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



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.



Our achievements

Code of conduct on ethical cross-border recruitment and retention



The HOSPEEM-EPSU code of conduct on ethical cross-border recruitment and retention in the European hospital sector was signed in 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

HOSPEEM and EPSU agreed upon a framework agreement on the prevention from sharps injuries in the hospital and healthcare sector in 2009 which was transposed into Directive 2010/32/EU. In 2019, a follow-up report highlighted the role and impact of the national social partners.



Framework of actions on recruitment and retention

HOSPEEM and EPSU agreed on an initial framework of actions on recruitment and retention of health workers in 2010 which constitutes an important basis for European and national social partners to tackle staff shortages and qualification needs. Since 2015 social partners have been monitoring the implementation of actions. In 2021, negotiations started in order to update the Framework of Actions.

Multi-sectoral guidelines to tackle third-party violence and harassment at work



In 2007, the cross-industry social partners issued a framework agreement on harassment and violence at work. In 2010, HOSPEEM signed the Multi-sectoral guidelines to tackle third-party violence and harassment which were translated into all EU languages. Since 2013, HOSPEEM and EPSU have followed closely the use and implementation of the guidelines.

Joint declaration on CPD and LLL for all Health Workers in the European Union

HOSPEEM and EPSU adopted a joint declaration on Continuing Professional Development (CPD) and Life-Long-Learning (LLL) for all health workers in the European Union in 2016. Materials and guidance by national social partners are also available.



Guidelines and good practice to address the challenges of an ageing workforce



This guidance provides support to 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 Collection of challenges and lessons learnt by hospital and healthcare employers on COVID-19
- 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



Let's build the future of
HOSPITAL CARE



Contacts



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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 coordinate 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).