

Let's build the future of
HOSPITAL CARE





Editorial



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Secretary General of HOSPEEM

HOSPEEM is a structured platform of employers supplying services of general interest with unique expertise in the field of workforce and industrial relations' issues for the hospital and healthcare sector and with a distinct voice influencing EU policy-making. This brochure presents HOSPEEM's focus areas and our major achievements. As a recognised social partner HOSPEEM has been a key player in the European Sectoral Social Dialogue for more than a decade.

Since 2006 HOSPEEM has been working closely with the European Federation of Public Service Unions (EPSU) to establish and sustain a fruitful European Social Dialogue for the Hospital and Healthcare Sector. In this context, we build a climate of mutual trust leading to the signature of a number of significant guidelines and agreements. As an independent European membership-based organisation, HOSPEEM supports its members to implement outcomes of social dialogue through exchanges of good practices and innovative capacity building activities.

HOSPEEM is successfully ensuring that the views of employers are being heard at the highest level in the European institutions. In the years to come, HOSPEEM is looking forward to further build the future of hospital care empowering on-the-ground hospital employers and managers.



The voice of hospital employers in Europe

HOSPEEM represents national hospital employers' organisations and promotes their interests on workforce and industrial relations issues. HOSPEEM is the privileged link between hospital and healthcare employers, the European Union, and other important stakeholders. HOSPEEM relays the views of our sector to the EU institutions to ensure that policymakers are well informed of the impact of potential new policies on these crucial social matters. We commit to expressing the interests our members have to help maintain a strong and sustainable healthcare system in Europe.

Our members benefit from our network of influential stakeholders at EU level, and a structured platform to exchange information and experiences to promote our main objective: the optimal functioning of the hospital and healthcare sector.



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Our commitments

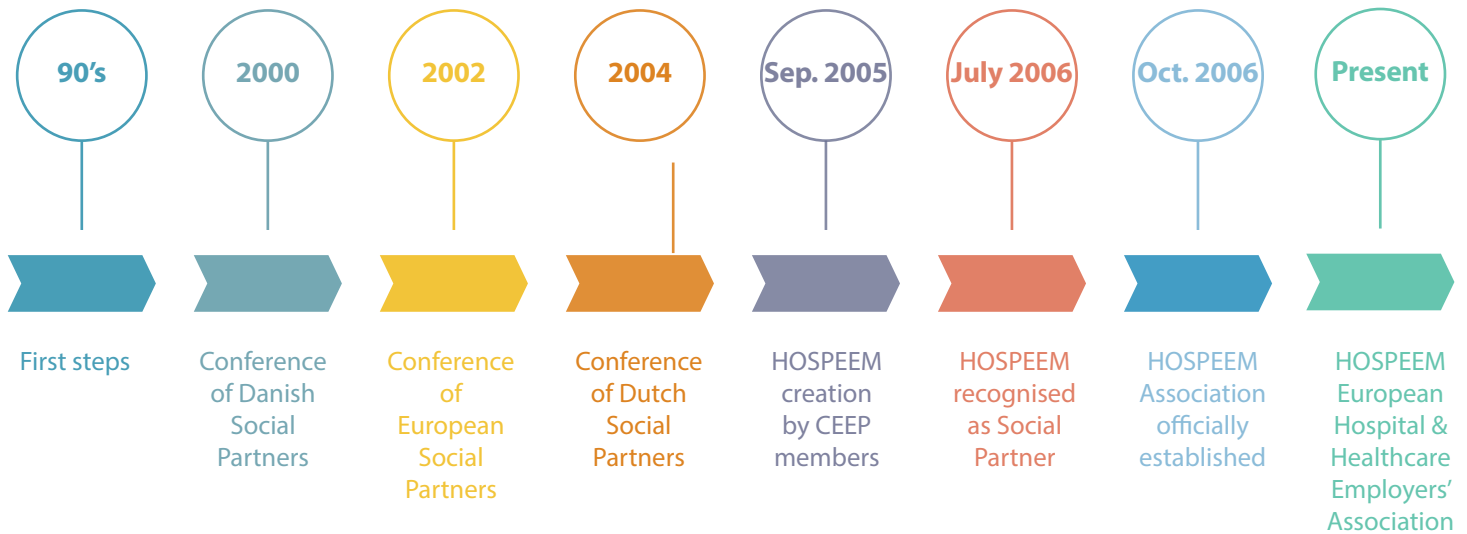
Since the late 1990s, employers and trade unions have worked closely to create Social Dialogue in the European hospital sector. One important step was the establishment of the European Hospital and Healthcare Employers' Association (HOSPEEM) in September 2005. HOSPEEM was founded by the members of

the European Centre of Employers and Enterprises providing Public Services (CEEP), who had identified a need for a distinct voice on health workforce issues at European level. One year later, in July 2006, HOSPEEM was officially recognised as a Social Partner in the Hospital Sector Social Dialogue by the European Commission.





Timeline



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Hospital care across Europe

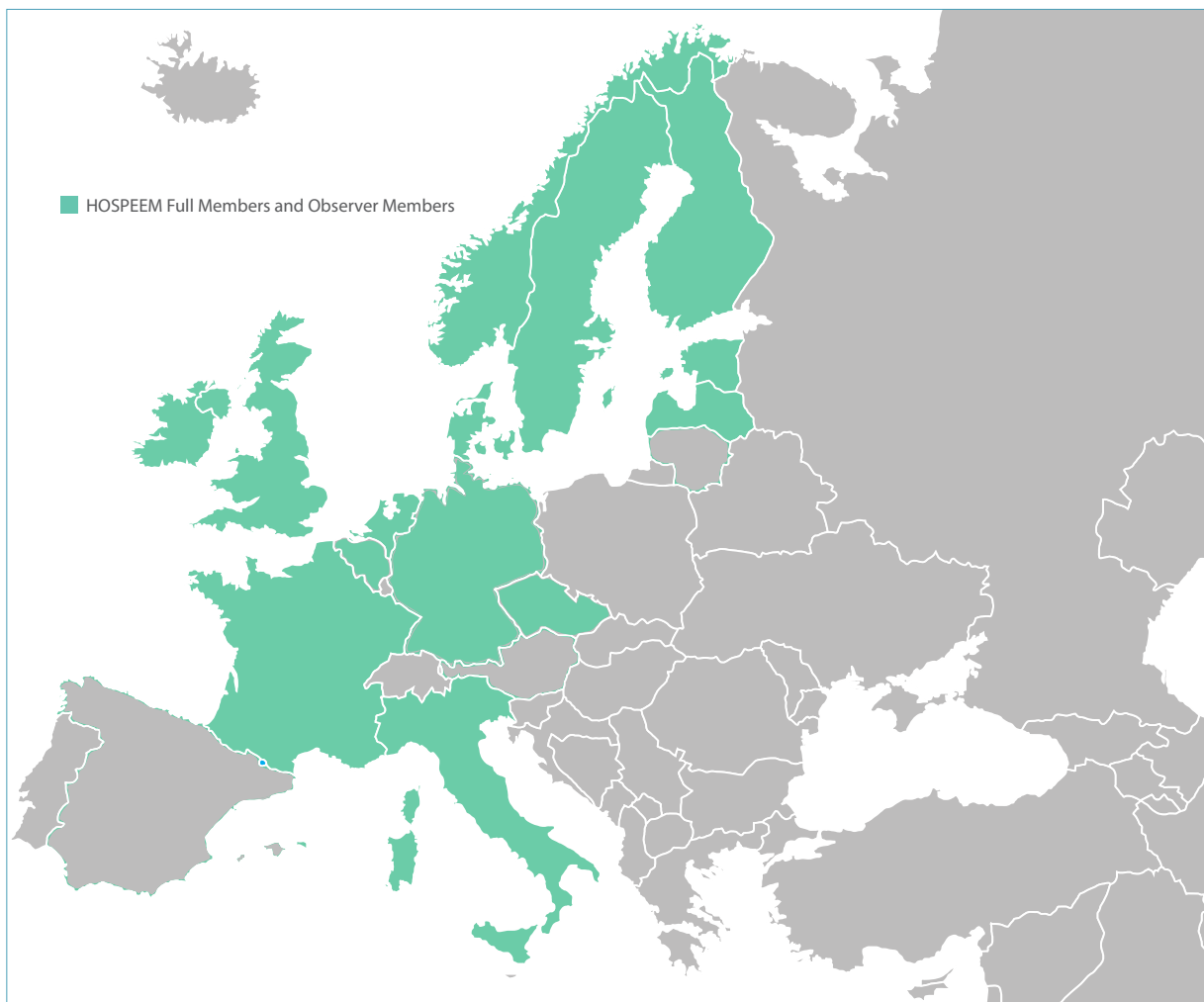
HOSPEEM represents both public and private hospital and healthcare providers across Europe. Our members are national organisations of employers supplying services of general interest and operating in the sector of management of hospitals and healthcare.

HOSPEEM members, located in EU Member States and EFTA countries, have powers to negotiate on pay and on terms and conditions of service with their respective trade union partners.

List of members

FULL MEMBERS	
Belgium	Zorgnet-Icuro – the Flemish network of care organisations
Denmark	Danish Regions
Finland	KT – Local Government and County Employers
France	FEHAP – Fédération des Etablissements Hospitaliers et d’Aide à la Personne Privés Non Lucratifs
Germany	VKA – Die Vereinigung der kommunalen Arbeitgeberverbände
Ireland	HSE – Health Service Executive
Italy	ARAN – Agenzia per la Rappresentanza Negoziabile delle Pubbliche Amministrazioni ↳ FIASO – Federazione Italiana Aziende Sanitarie e Ospedaliere ↳ INMI Lazzaro Spallanzani – Istituto Nazionale Malattie Infettive
Latvia	Latvian Hospitals Association
Lithuania	Lithuanian National Association of Healthcare organizations
Norway	SPEKTER – The Employers’ Association Spekter
Sweden	SALAR – The Swedish Association of Local Authorities and Regions
The Netherlands	NVZ – Dutch Hospital Association
United Kingdom	NHS European Office – National Health Service
OBSERVER MEMBERS	
The Netherlands	NFU – Netherlands Federation of University Medical Centres
Czech Republic	UZS ČR – Union of Employers’ Associations of the Czech Republic

Members map



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A key player in the European Social Dialogue for ten years

HOSPEEM is a key player in the European Sectoral Social Dialogue Committee for the Hospital Sector (SSDC HS) that was set up on 20 September 2006, together with the European Federation of Public Service Unions (EPSU), our trade union counterpart. As HOSPEEM is a recognised Social Partner, the European Commission, in particular the Directorate General for Employment, Social Affairs and Inclusion, must consult us on any

draft proposal concerning social policies in the hospital and healthcare sector¹. This allows the European policymakers to be properly informed before any decision is made. On the other hand, HOSPEEM members benefit from an early involvement in the draft proposals of the European Commission and have a direct voice on healthcare and workforce-related issues at European level.

¹ Article 154 of the TFEU (Treaty on the Functioning of the European Union)



A growing expertise

Social dialogue has always been our core competence. But in just ten years, HOSPEEM has widely broadened its scope of activities. HOSPEEM is increasingly being recognised as an important source of expertise and information on healthcare and workforce-related issues in the European arena.

HOSPEEM closely co-operates with a wide range of EU stakeholders: European institutions and agencies, relevant European and international organisations and platforms as well as researchers. Through these permanent contacts, we promote the interests and views of our members on a daily basis.



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Our core focus areas

The activities of HOSPEEM are built around the following core focus areas:

- Continuing Professional Development and Life-Long Learning for all health workers
- Qualifications and skills
- Recruitment and retention of healthcare workforce
- Occupational safety and health
- Sustainable cross-border mobility of health professionals
- Active and healthy ageing
- Capacity building / Strengthening social dialogue



Our achievements

- Code of conduct on ethical cross-border recruitment and retention (2008)
- Framework agreement on prevention from sharp injuries in the hospital and healthcare sector (2009)
- Framework of Actions on Recruitment and Retention (2010, 2022)
- Multi-sectoral Guidelines to Tackle Third-Party Violence and Harassment related to Work (2010)
- Guidelines and examples of good practice to address the challenges of an ageing workforce (2013)
- Joint declaration on Continuing Professional Development and Life-Long Learning for all health workers in the EU (2016)

Not only has HOSPEEM signed important agreements but it has also effectively supported its members in the implementation at national level of initiatives and outcomes of European Social dialogue. In addition to its regular work, HOSPEEM is successfully organising EU-funded projects, alone or jointly with EPSU.

HOSPITAL

HEALTHCARE

Active and healthy ageing

Life-Long Learning

OCCUPATIONAL HEALTH AND SAFETY

Continuing Professional Development

SOCIAL DIALOGUE

Hospital and healthcare sector

Recruitment and retention

Quality of care

Social partner



HOSPEEM

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