

*Issue 3 - October 2022*

## EDITORIAL

*Dear reader,*

The hospital and health sector has been facing staff shortages before the pandemic. With the newly [updated Framework of Actions on Recruitment and Retention](#), the social partners are encouraging initiatives across Europe to strengthen the health workforce. Very fittingly, European Commission President Ursula von der Leyen announced that 2023 is going to be the European Year of Skills in her [State of Union address](#). We look forward to promoting our different initiatives such as the [HOSPEEM-EPSU joint declaration on Continuing Professional Development \(CPD\) and Life-Long-Learning \(LLL\) for all health workers in the EU](#) and showcasing different best practice examples across Europe throughout the next year.

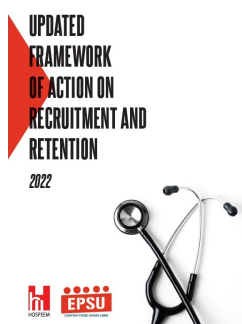
In this edition of the newsletter, you will find information about the recent HOSPEEM activities, news from our members as well as relevant EU News, events and publications for hospital employers. This [newsletter](#) has been conceived as an interactive tool to facilitate the flow of communication, therefore you are invited to send [us](#) your contributions for future issues.

Enjoy your reading!

Marta Branca  
Secretary General of HOSPEEM

## HOSPEEM NEWS

### [HOSPEEM-EPSU Updated Framework of Actions on recruitment and retention](#)



The HOSPEEM-EPSU [updated Framework of Actions on Recruitment and Retention](#) (FoA R&R) was signed by Social Partners in May 2022. The updated document includes aspects related to COVID-19, work-life balance, gender equality and digitalisation, focusing on the Occupational Health and Safety issues for health workers.

## [HOSPEEM involved as associated partner in BeWell project on skills](#)

HOSPEEM is an associated partner in the [BeWell project](#) (Co-funded by the Erasmus+ programme of the European Union), led by EHMA-European Health Management Association and running until 2026.

BeWell aims to prepare a strategy on upskilling and reskilling the European healthcare workforce to be able to cope with future challenges and evolving societal expectations.



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## [Multisectoral project on preventing third-party violence and harassment](#)

After six webinars, the [Final Conference](#) will take place on 25 November 2022 in Madrid coinciding with the international day on the eradication of violence against women.



## NEWS FROM MEMBERS

### [Revised UK Code of Practice for International Recruitment of health staff](#)

This updated code of practice aims to promote high standards of practice in the ethical international recruitment and employment of health and social care personnel, and ensure all international recruitment is conducted in accordance with internationally agreed principles of transparency and fairness protect and promote health and social care system sustainability through international co-operation by ensuring safeguards and support for countries with the most pressing health and social care workforce challenges.

[Read more](#)

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### [A new guidance to access health data in Denmark for researchers](#)

A new guidance in English was published in Denmark, helping researchers find their way around the Danish health data landscape. A new national service offers assistance to public and private researchers to access Danish health data. According to Anders Kühnau, Chairman of Danish Regions, "Better sharing of Danish health data is crucial in retaining a strong health research field (...) The Danish Regions are pleased that both Danish and international researchers are assisted in access to Danish health data".

[Read more](#)

## EU NEWS

### [EC European Care Strategy for caregivers and care receivers](#)

The European Commission presented the strategy, encompassing a recommendation for long-term care and one on childcare.

[Read more](#)

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### [2023 will be the European Year of Skills](#)

On 14 September, Ursula von der Leyen, addressing the European Parliament during their Plenary Session for the annual State of the European Union, announced 2023 as the [European Year of Skills](#).

[Read more](#)

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### [EU Social Partners Work Programme 2022-2024](#)

The cross-sectoral social partners have agreed upon a work programme 2022 - 2024.

[Read more](#)

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### [European Parliament adopts the directive on adequate minimum wages](#)

After European institutions reached provisional agreement on the directive on [minimum wages](#) in June 2022, the European Parliament adopted the new directive in September, the Council in October 2022. The directive applies to all EU workers with an employment contract or relationship. While setting the level of the minimum wage remains a national competence, Member States shall guarantee that they allow for a decent life via adequacy assessment.

[Read more](#)

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### [EC Single Market Emergency Instrument \(SMEI\)](#)

The European Commission proposed the Single Market Emergency Instrument (SMEI) earlier this month to guarantee the functioning of the single market during crises

[Read more](#)

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## [Czech Presidency of the Council of the EU](#)

The Czech Republic holds the Presidency of the Council of the EU from 1 July to 31 December 2022.

[Read more](#)

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## [Ukraine's participation in the EU4Health programme](#)

In July 2022, the European Commission signed an agreement associating Ukraine with the [EU4Health programme](#). This agreement will open access for Ukraine to EU funding in the area of health.

[Read more](#)

## ATTENDED EVENTS

**22/09/2022:** HOSPEEM attended the webinar organised by the European Parliament Interest Group on Innovation in Health and Social Care webinar on '[Strengthening the resilience and skills of the future health workforce](#)'. The webinar explored how the European Institutions, could leverage the findings and learnings from Europe-wide partnerships, to place the health workforce skills' priority high on the political agenda of the next legislative mandate. [Watch the event](#)

**23/09/2022:** Following the successful implementation of the joint project on Strengthening the Social Dialogue in Central and Eastern Europe, EPSU and ILO organised a conference on '[Fighting for a future for all by Strengthening healthcare systems after the COVID-19 pandemic](#)' in Batumi, Georgia, for the EPSU members in the ECE. Leonie Martin presented the Framework of Action on Recruitment and Retention as an example of the work of social partners.

**14-15/07/2022:** The [BeWell Kick-off meeting](#) took place in July and was an occasion for partners to know each other and discuss the project outputs. HOSPEEM will be involved in the project outcome dedicated to skills strategy development. Read the [Press release](#)

## FUTURE EVENTS

SAVE the DATE!

### [HOSPEEM events](#)

- **11/10/2022:** [Steering Committee](#), Online 14:00-15:00 CET
- **25/10/2022:** [Social Dialogue Expert Group](#), Online
- **26/10/2022:** [Skills Expert Group](#), Online
- **08/11/2022:** [OSH Expert Group](#), Online
- **14/11/2022:** [General Assembly/ Steering Committee](#), Brussels
- **12/12/2022:** [Skills Expert Group](#), Online

### HOSPEEM-EPSU events

- 15/11/2022: SSDC Hospital Sector Plenary session, Brussels
- 25/11/2022: Preventing Third-Party Violence project [final conference](#), Madrid
- 30/11/2022: HOSPEEM - EPSU Technical Seminar on Skills and Digitalisation 10.00 to 13.00 CET
- 2023: Capacity-Building Seminar, online

### Other events

- 05/10/2022: EHMA Webinar '[Health Management in action: Fostering health systems' resilience'](#)
- 11/10/2022: EHMA Webinar '[Health service delivery before and after the pandemic: an overview of different perspectives'](#)

## PUBLICATIONS

[EC Employment and Social Developments in Europe \(ESDE\) review 2022](#)

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[Eurofound report on Moving with the times: Emerging practices and provisions in collective bargaining](#)

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[ILO social dialogue report 2022: collective bargaining for an inclusive, sustainable and resilient recovery](#)

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[Eurofound report on Telework in the EU: Regulatory frameworks and recent updates](#)

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[European Observatory on Health Systems and Policies Special issue of Eurohealth, A moonshot for a true European Health Union](#)

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[Report of the EU Health Policy Platform Stakeholder Network on 'Profiling and Training the Healthcare Workforce of the Future'](#)

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[WHO Health and care workforce in Europe: time to act](#)

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[European Commission report on the operation of Directive 2011/24/EU on the application of patients' rights in cross-border healthcare](#)

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[HOSPEEM-EPSU final report and factsheets on strengthening social dialogue in the hospital sector in the East, South and Central Europe](#)

Final report: [EN](#) - [BG](#) - [CZ](#) - [EL](#) - [ES](#) - [HR](#) - [HU](#) - [IT](#) - [PL](#) - [PT](#) - [RO](#) - [SI](#) - [SK](#)

Factsheets: All countries in [EN](#) & per country: [BG](#)-[CY](#)-[CZ](#)-[EL](#)-[ES](#)-[HR](#)-[HU](#)-[IT](#)-[PL](#)-[PT](#)-[RO](#)-[SI](#)-[SK](#)



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