

ACTIVITY REPORT 2023



HOSPEEM highlights 2023

HOSPEEM signs SGIs Network Joint Declaration for the Tripartite Social Summit

HOSPEEM is a signatory of the SGIs Network Joint Declaration for the Tripartite Social Summit of 22 March 2023, calling for ensuring quality and access to essential services are core elements to a successful twin transition. The SGIs Network gathers associations representing providers and employers of services of general interest (SGIs) and public services.



**SGIs Network Joint Declaration
for the March 2023
Tripartite Social Summit**

Consultation meeting on the EU Talent Pool

HOSPEEM among other social partners speaks at the dedicated hearing on the upcoming EU Talent Pool initiative that aims to improve migration management and address labour and skills shortages. HOSPEEM stands in favour of the EU Talent Pool initiative as labour migration can be one of the elements to address staff shortage.

HOSPEEM contributes to the consultation on a Quality Framework for Traineeships

Following the call of the European Parliament to review the Recommendation on Quality Traineeships, the European Commission launched a consultation on further improving traineeships to which HOSPEEM contributed to. Notably, John Delamere and Leonie Martin were interviewed for a 'Study on the context, challenges and possible solutions in relation to the quality of traineeships in the EU' conducted by CEPS on behalf of the Commission. It aims to assess possible ways to improve traineeships as well as potential impacts. HOSPEEM position is in favour of keeping the scope of the Council Recommendation.

HOSPEEM highlights 2023

HOSPEEM attends the OSH summit in Stockholm

HOSPEEM Steering Committee member Kate Ling attended the Occupational Safety and Health summit organised within the framework of the Swedish Council Presidency, which influenced the publication of the Mental Health Communication. The participants jointly exchanged on the progress of the European Commission's Strategic Framework on Health and Safety at Work 2021-2027 with the focus on mental health in working life, and the role of social partners.

Marta Branca at the Eurofound/ILO event on job quality for essential workers

On the occasion of the publication of the Eurofound policy brief on essential workers, HOSPEEM Secretary General Marta Branca participated in the social partner panel hosted by Eurofound and ILO, on 10 October 2023. She emphasized the importance of strengthening Social Dialogue to address issues such as staff shortages, mental health and attractiveness of jobs in the healthcare sector.

European Commissioner for Jobs and Social Rights Nicolas Schmit highlighted the importance of key workers. The presentation of the ILO and Eurofound experts pointed out challenges and possible solutions across the sectors of essential workers. At the beginning of the year HOSPEEM participated in the interview for the Eurofound policy brief.

HOSPEEM participates in the research "OSH in Figures in the Health and Social Care Sector"

Within the OSHA research framework, Kate Ling and Leonie Martin participated in the interview conducted on behalf of EU-OSHA, European Agency for Safety and Health at Work. The purpose of the research is to develop a report that provides relevant information for a comprehensive overview of the state of play when it comes to OSH in the Health and Social Care Sector, as well as the main factors that influence OSH in the sector.



HOSPEEM highlights 2023

SGI Europe's Event on the Future of the EU Single Market

HOSPEEM Policy Officer Leonie Martin participated in the event "Democracy in Action: Putting citizens and SGIs at the heart of the Single Market", organised by SGI Europe. The panel discussions are part of the preparation of the high-level report on the future of the single market led by the rapporteur Enrico Letta.

In her speech, Leonie Martin emphasised the critical importance and uniqueness of healthcare as a heart of the single market. It is thus important to treat it differently in the face of increasing demographic, climate and digital challenges. In addition, she highlighted the key role of the European Semester in building an efficient healthcare system, capable of addressing the challenges of staff shortages, looking at e.g. skill mix and cross-border cooperation.



HOSPEEM participates in the 1st Stakeholder Forum

Kate Ling joined the discussion together with representatives from Portugal, Norway, Greece, Sweden, Spain, Italy and selected EU stakeholders regarding the Health Workforce planning organised by the JA HEROES Project. Participants identified ageing population, staff retention and attraction as the most pressing challenges and barriers to effective healthcare workforce planning. Kate Ling highlighted that there is never enough staff to meet the healthcare demand and this factor should always be considered while developing policies to attract healthcare workforce. Joint Action HEROES is an EU-funded project addressing the future of Health Workforce planning.

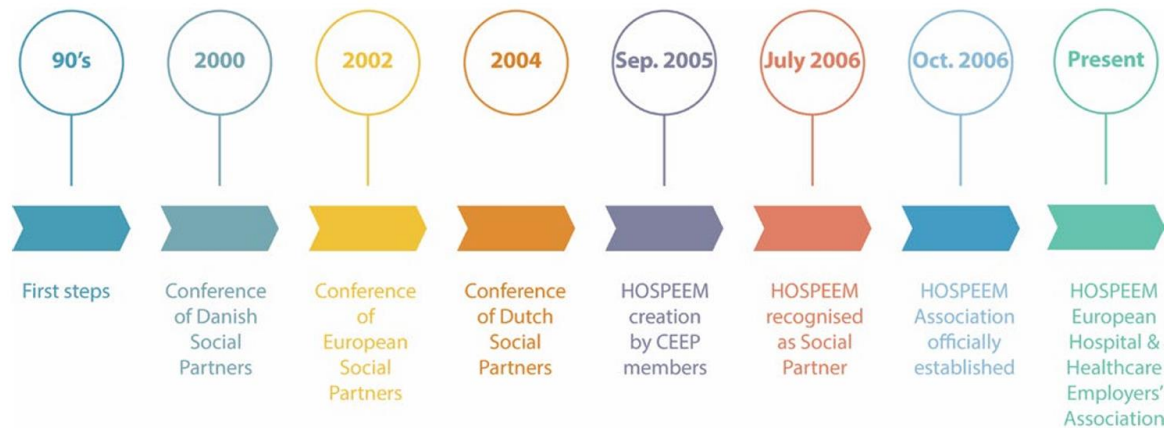
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Who we are

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 region ally controlled hospital sector and in the private health sector. HOSPEEM was created by 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.

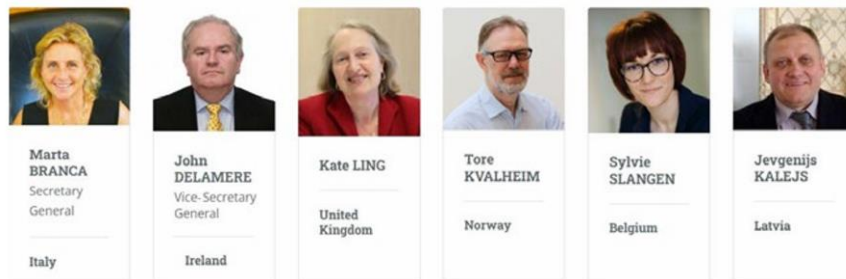
Who we are

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 elected members. 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.

In 2023, the HOSPEEM Steering Committee was composed of:

- Marta BRANCA (IT) *Secretary General*
- John DELAMERE (IE) *Vice-Secretary General*
- Sylvie SLANGEN (BE) *Daily Management*
- Jevgenijs KALEJS (LV)
- Kate Ling (UK)
- Tore Kvalheim (NO)

Steering Committee 2022-2025



Structure



The HOSPEEM Financial Advisory Committee (FAC) is a separate body responsible for advice on financial matters. In 2023, the FAC was composed of:

- Malene VESTERGAARD (DK)
- John DELAMERE (IE)

The HOSPEEM Experts Groups meet regularly to share knowledge on specific themes and contribute to individual dossiers.

Membership

Becoming a Member of Membership 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 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).

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



Members of the Steering Committee, Financial Advisory Committee and Staff in 2023

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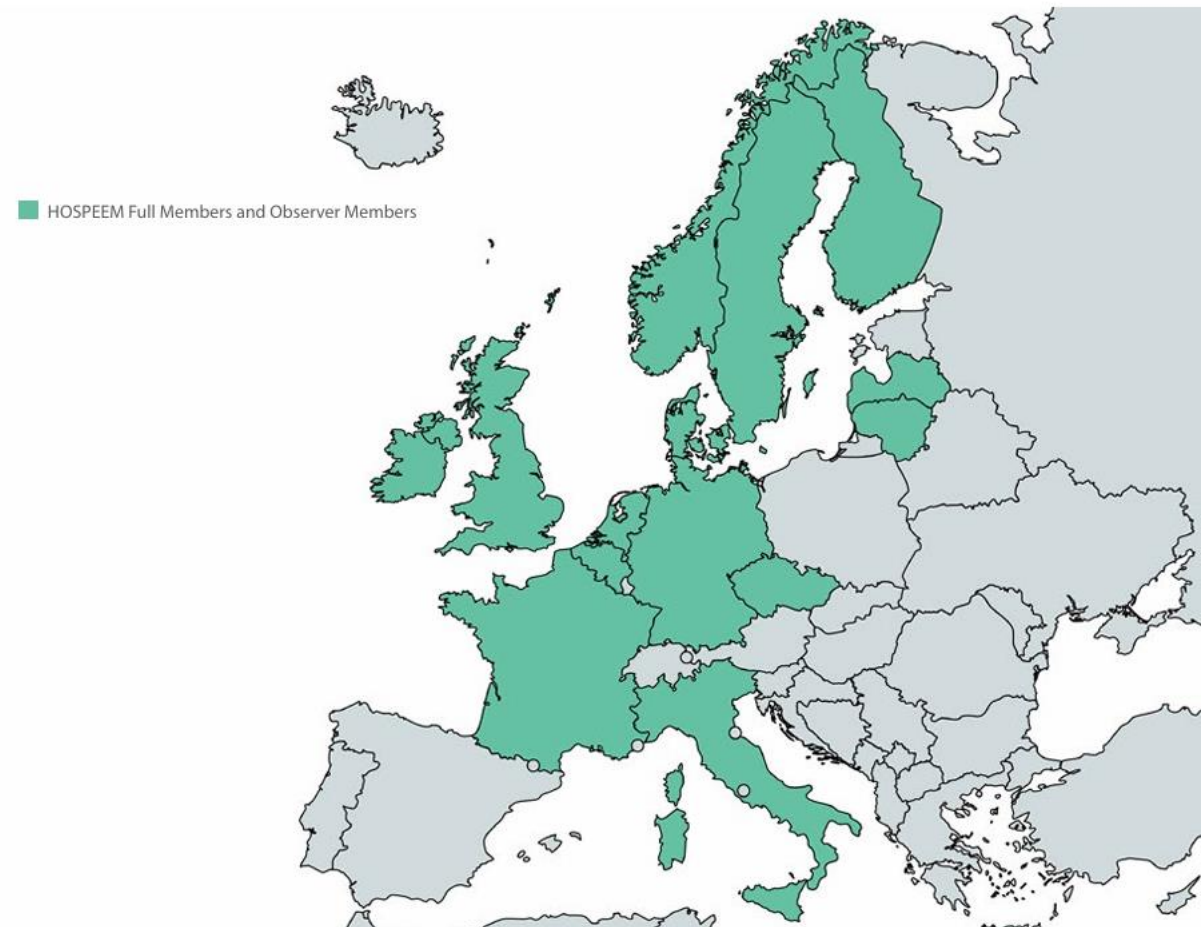
Membership

HOSPEEM full members in 2023:

- ZORGNET-ICURO – The Flemish network of care organisations – Belgium
- Danish Regions – Denmark
- KT – Local Government and County 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
- 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
- NHS – United Kingdom HOSPEEM

Observers in 2023:

- NFU – The Dutch Federation of University Medical Centers – The Netherlands
- UZS – Union of Employers' Associations – Czech Republic



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](#)

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).