



EDITORIAL

Dear HOSPEEM,

Spring is a season for new beginnings - Multiple recently published studies and reports confirm our observation that investing in the health sector is at the same time an investment in society and economy. With this re-found energy, HOSPEEM is eager to contribute with its unique expertise in the field of workforce and industrial relations for the hospital and healthcare sector.

Spring is also a time for farewell and greetings. I want to use this opportunity to thank Sara Fasoli, HOSPEEM's Project and Membership Officer, for her excellent work in the past years at HOSPEEM and express my best wishes for her next career steps. With the recent change in the Lithuanian National Association of Healthcare Organizations, we warmly welcome Mr. Aleksandras Slatvickis as its newly elected President. HOSPEEM also would like to express its gratitude to Sigitas Griskonis for his continued support over the past decade as a representative from Lithuania.

In this edition of the newsletter, you can read news from Finland and the U.K., EU News and publications relevant for hospital employers. In our section dedicated to HOSPEEM member's news, you are always welcome to send [us](#) your contributions for the next newsletters.

Enjoy your reading!

Marta Branca

Secretary General of HOSPEEM

HOSPEEM Steering committee and General Assembly in March 2023



Preparations for the HOSPEEM-EPSU Sectoral Social Dialogue Committee for the Hospital Sector (SSDC-HS) meeting enabled an in-depth-discussion on the ongoing review process of the European Sectoral Social Dialogue as well as an exchange on staff shortages.

The HOSPEEM General Assembly discussed the challenges of staff shortages in the hospital sector which are interlinked with complex issues of health workforce training, planning and forecasting. The HOSPEEM members also exchanged on the role of social partners in preventing Third-Party Violence in the hospital sector.

The year 2022 at a glance - HOSPEEM Activity report

2022 has been a year rich in achievements and fruitful exchanges for HOSPEEM. In May 2022, the HOSPEEM-EPSU Framework of Actions on Recruitment and Retention was revised. In November 2022, the Joint HOSPEEM-EPSU Technical Seminar the Digital Health Transformation of Integrated Care in Europe welcomed presentations from employers in Belgium, Czech Republic and Cyprus. HOSPEEM spoke at various EU fora, for instance, at the European Economic and Social Committee (EESC). This report presents key information on HOSPEEM and the Social Dialogue activities carried out during 2022.



Industrial Relations Journal analysis on the case of the HOSPEEM-EPSU hospital European Sectoral Social Dialogue

This article on the hospital European Sectoral Social Dialogue Committee (SSDC) is based on a 2-year project, qualitative in-depth interviews at the European level and in five Member states, and

participant observation of the HOSPEEM-EPSU SSDC-HS. The researchers propose an analytic shift and shed new light on the effective functioning of the European Sectoral Social Dialogue and on how to strengthen this supra-national level of industrial relations. Participation in SSDCs is providing an opportunity for mutual learning and, therefore, contributing to better industrial relations, at the European, national, sectoral and also personal level:

"In a time of renewed concern for better transnational coordination at EU level and need to develop shared practices to address common problems, our study highlights the importance of cultivating a community through non-exclusionary, sustained participation and valorisation of informal as well as formal meetings and events." (p. 181 Industrial Relations Journal Volume 54, Issue 2, March 2023, M. Galetto GB, S. Weber DE, B. Larsson SE, B. Bechter GB, T. Prosser GB)

[HOSPEEM signs SGIs Network Joint Declaration for the Tripartite Social Summit](#)



SGIs Network Joint Declaration
for the March 2023
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.

NEWS FROM MEMBERS

[Ensuring the sufficiency and availability of healthcare personnel in Finland](#)

This programme sets out over 40 concrete measures to ensure the availability and sufficiency of health staff in Finland, most of which are being implemented. The roadmap, extending up to 2027, builds on strategic priorities: ensuring competence, increasing the effectiveness of work, improving the conditions for good work, and knowledge-based analysis and foresight.



Tiekartta 2022–2027

Sosiaali- ja terveysalan henkilöstön riittävyyden ja saatavuuden turvaaminen

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The aim is to focus the work input of healthcare and social welfare professionals on duties that correspond to their qualifications. The number of assisting personnel and support service personnel will be increased in order not to compromise client and patient safety. In addition to the guidelines, the Ministry put together answers to questions about what different healthcare and social welfare professionals can do within the framework of current legislation. The strategic roadmap and measures were prepared by an intersectoral working group together with the social partners in the field. The article by the Ministry of Social Affairs and Health is available in [Finnish](#), [Swedish](#) and [English](#).

[Read more](#)

[Central agreement on the introduction courses for newly graduated nurses in Denmark](#)



The agreement will support local courses that can facilitate the transition from study to working life and improve recruitment and retention. A good introduction course of newly qualified nurses is an important prerequisite for patient care and the development of the healthcare system of the future. The HOSPEEM member in Denmark, Danish Regions, and the Danish Nurses' Association have negotiated this agreement as part of the collective bargaining between the Danish Nurses' Association and Danish Regions last year, and since then work has been done to formulate the principles. Social partners point out that it is crucial to ensure an introductory programme to all newly qualified nurses.

[Read more \(in DK\)](#)

[The chance to work flexibly: resources from NHS England](#)

These resources from NHS England aim to enhance the approach to flexible working in your organisation. Flexible working' describes a type of working arrangement which gives a degree of flexibility on how long, where, when and at what times employees work.

It's not always immediately easy to accommodate individual work preferences, but becoming a more flexible, modern employer gives the opportunity to retain existing people and attract new talent. Offer a chance to employees to work flexibly, regardless of role, grade, reason, or circumstance build the capacity for employers to offer varied roles and opportunities for different types of flexible working.



[Read more](#)

EU NEWS

[European Working Time Directive](#)

The European Commission published an interpretive communication on the Working Time Directive.

[Read more](#)

[European Year of Skills 2023](#)

The EYS will be launched on 9 May 2023 as the European Parliament and Council of the EU have concluded an agreement.

[Read more](#)

[European Parliament subcommittee on public health created](#)

The Subcommittee's role is to assist the [Committee on the Environment, Public Health and Food Safety](#) (ENVI) that will retain all legislative powers. The mandate is limited to public health and particularly all relevant programmes and actions, including the European Medicines Agency (EMA) and European Centre for Disease Prevention and Control (ECDC).

[Read more](#)

[EU-funded PERISCOPE project launches five MOOCs on crisis preparedness and response](#)

The PERISCOPE Massive Open Online Courses (MOOCs) are now available on Coursera. The five courses, developed by members of the PERISCOPE consortium, draw lessons from the COVID-19 pandemic and propose ways forward for better crisis preparedness and response.

[Read more](#)

[WHO European Region on staff shortage](#)

Representatives from 50 out of 53 Member States of the WHO European Region have adopted the “[Bucharest Declaration](#)”, urging political action and commitment to protect, support and invest in health and care workers across Europe and central Asia.

[Read more](#)

[ELA Reports on labour shortages and surpluses](#)

The European Labour Authority (ELA) and Eurofound published their reports on existing shortages and surpluses as well as measures. The online dashboard allows for cross-border comparisons for different professions.

[Read more](#)

ATTENDED EVENTS

15-16/02/2023: HOSPEEM attended the Kick-off Meeting of the [Joint Action HEROES \(2023-2026\)](#). The Joint Action involves 19 European Countries and aimed at improving the healthcare workforce planning capacities to ensure accessibility, sustainability, and resilience of healthcare services.

24/01/2023: HOSPEEM attended online the [BeWell project](#) partners' Winter General Assembly. HOSPEEM is involved in the project outcome dedicated to skills strategy development.

FUTURE EVENTS

SAVE the DATE!

HOSPEEM events

- 08/06/2023: [HOSPEEM SC/FAC/General Assembly, Online or Brussels](#)
- 10/10/2023: [HOSPEEM Steering Committee, Online](#)
- 23/11/2023: [HOSPEEM Steering Committee/General Assembly, Brussels](#)

HOSPEEM Expert Groups

- 22/05/2023, 17/10/2023: [OSH Expert Group](#)
- 17/05/2023, 08/11/2023: [Skills Expert Group](#)
- 23/05/2023, 24/10/2023: [Social Dialogue Expert Group](#)

HOSPEEM-EPSU events

- 09/06/2023: [SSDC Hospital Sector Working Group 2/2023](#), Brussels/Hybrid
- 24/11/2023: [SSDC Hospital Sector Plenary session 2023](#), Brussels

Other events

- 21/04/2023: European Commission DG Health [Stakeholder event - A comprehensive approach to mental health](#)

PUBLICATIONS

[OECD report: Ready for the Next Crisis? Investing in Health System Resilience](#)

[WHO Bucharest Declaration 2023 on the health workforce crisis in Europe](#)

[WHO European observatory on health - harnessing the co-benefits of health](#)

[OECD Policy paper on priority investments in health systems to protect society and boost the economy.](#)

[WHO European Observatory on Health Systems and Policies Country snapshots "How does the health sector contribute to the economy?"](#)

[EC-OECD Health at a Glance: Europe 2022](#)

[ILO Violence and harassment at work - an employers' guide](#)

[European parliamentary research service briefing on tackling antimicrobial resistance: from science to pharmaceuticals policy.](#)

[ILO Report on the value of essential work. World Employment and Social Outlook 2023](#)

[Eurofound report on involvement of Social Partners in the implementation of national recovery and resilience plans](#)

[Eurofound report on measures to tackle labour shortages: lessons for future policy.](#)

[European Labour Authority EURES report on labour shortages and surpluses 2022](#)

[EC Thematic review 2023 on skills shortages and structural changes in the labour market](#)

[EC Eurostat article on occupational diseases statistics for 24 EU Member States between 2013 and 2020](#)

[SGI Europe final project report on Involving SGIs in the European Semester](#)

[EC Funding opportunities - EU4Health Programme HaDEA Calls for proposals](#)

[BeWell Project Newsletter available for subscription](#)



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