

ACTIVITY REPORT 2023



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Dear Readers,

2023 has been a year rich in fruitful exchanges for HOSPEEM. 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. Your inalienable contribution and support led to the extension of the role of HOSPEEM in EU affairs.

This year HOSPEEM joined the Harnessing Talent Platform, signed the Pact for Skills and contributed to several EU research studies and consultations to ensure the active involvement of social partners in the decision-making process. In addition, HOSPEEM became a project partner in the Finance4EPSR led by SGI Europe and a member of the Steering Committee of the EU OSHA Healthy Workplaces Campaign 2023-2025.

I spoke at various EU fora, for instance, at the Eurofound-ILO event on job quality for essential workers. Once again this year, I am impressed by the unwavering dedication and commitment demonstrated by our healthcare professionals throughout the year.

Lastly I want to express my sincere appreciation for your continuous support and engagement with HOSPEEM. As Secretary-General, I look forward to continuing our joint efforts as a strong European employers' organisation. This report presents key information on HOSPEEM and the Social Dialogue activities carried out during 2023.

Marta Branca
Secretary General of HOSPEEM

HOSPEEM highlights 2023

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 partners **panel** hosted by Eurofound and ILO in October 2023. She emphasised the importance of strengthening Social Dialogue to address issues such as labour and skills 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 sectors of essential workers. At the beginning of 2023 HOSPEEM also participated in the interview for the Eurofound policy brief.

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 mixes and cross-border cooperation.

HOSPEEM highlights 2023

HOSPEEM participates in the JA HEROES Stakeholder Forum

HOSPEEM Steering Committee member 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 [Joint Action HEROES Project](#). JA HEROES is an EU-funded project addressing the future of Health Workforce planning.



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.

HOSPEEM contributes to a study 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. Vice-secretary General John Delamere and Policy Officer Leonie Martin were interviewed in 2023 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 European 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 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.

HOSPEEM highlights 2023

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.

BeWell project on skills

HOSPEEM is involved as an associated partner in the BeWell project on skills (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 green and digital strategy on upskilling and reskilling the European healthcare workforce to be able to cope with future challenges that can be implemented at a local, regional, national, and at the European level.



EC Consultation meeting on the EU Talent Pool

HOSPEEM, among other social partners, spoke at the dedicated hearing in June 2023 on the EU Talent Pool initiative that aims to improve migration management and address labour and skills shortages. HOSPEEM supports the European Commission EU Talent Pool initiative as labour migration can be one of the important elements to address labour and skills shortages. This EC initiative established in Autumn 2023 an EU-wide platform aimed at facilitating international recruitment

HOSPEEM participates in the EU-OSHA research on OSH in Figures in the Health and Social Care Sector"

Within the OSHA research framework, Kate Ling and Leonie Martin participated in a research interview conducted in 2023 on behalf of EU-OSHA, European Agency for Safety and Health at Work.

The purpose of the research was to develop a report that provides relevant information for a comprehensive statistical, evidence-based overview into the state of the sector. when it comes to occupational health and safety.



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.

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)

Structure

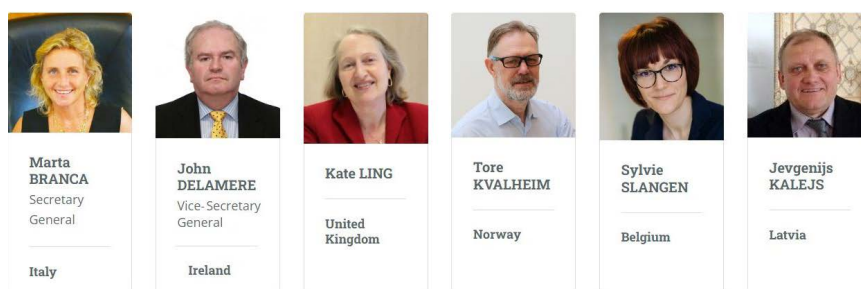


The HOSPEEM Experts Groups meet regularly to share and exchange knowledge on specific themes in the fields of social dialogue, skills development, occupational safety and health. Each expert group contribute to individual policy dossiers.

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)
- Elisa DECHORGNAT (FR)

Steering Committee 2023



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).



Members of the General Assembly and the staff in November 2023

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.

Exchange of Knowledge & Experience



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"

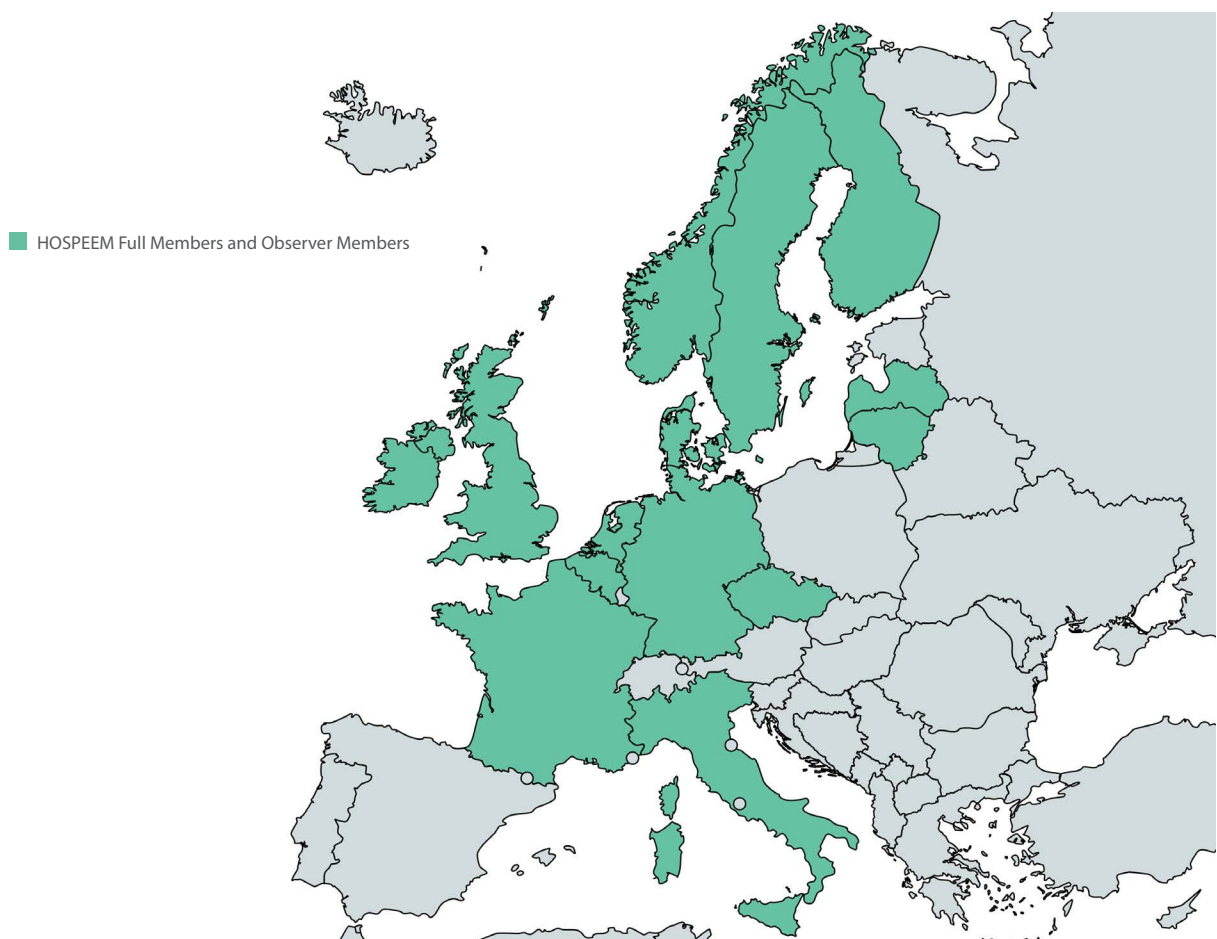
However observers cannot be elected, vote or propose subjects for discussions during the HOSPEEM meetings.

HOSPEEM full members in 2023:

- ZORGNET-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 Negoziiale 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



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

Framework agreement on prevention from sharp injuries in the hospital 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

UPDATED
FRAMEWORK
OF ACTION ON
RECRUITMENT AND
RETENTION
2022



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 social partners to tackle staff shortages and qualification needs. Over the years social partners have been monitoring the implementation of actions and an updated Framework of Actions was signed in Brussels in 2022.

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.



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.

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 on www.hospeem.org



Let's build the future of
HOSPITAL CARE



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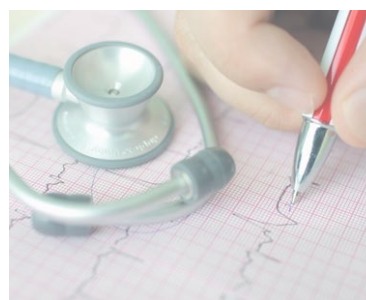
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*European Hospital & Healthcare
Employers' Association*

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 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).