



**Health and social services: Combating liberalisation and meeting future needs  
Implementing EPSU Congress Resolution 11  
Work plan and thematic priorities 2015-2016**

FINAL Version for the meeting of the SC HSS on 26 February 2015

Nr	Themes	Policy objectives & priorities	What can EPSU do?	Year
1	Recruitment of trade union members and organisation	Organise and increase trade union membership in the social service sector	Organisation of seminars (e.g. in cooperation with the ETUI) to facilitate an exchange amongst EPSU affiliates on effective strategies and measures	2015
		Cooperate with PSI and its affiliates in other regions	Elaboration of a handbook with strategies and measures (at different levels) that work, using i.a. the “Summary Information on Organising and Recruiting Members in Social Services” ( <a href="http://www.epsu.org/a/9967">http://www.epsu.org/a/9967</a> )	2016
		Sharing of information on the contents and success of strategies and campaigns for organising, recruiting and integrating migrant workers	Collecting examples of good practice of bilateral cooperation between EPSU affiliates and promoting the conclusion of bilateral agreements between trade unions affiliated to EPSU and the ETUC, covering a range of issues for the benefit of their members, thereby also supporting them in reducing the negative consequences of “brain drain” and “care drain”	2015f
2	Adequate and safe staffing levels	Promote at the relevant national, regional and/or local level the definition and application of staff-patient-ratios and mechanisms for the forecasting and calculation of needs for certain categories of staff	Collect information from EPSU (and PSI) affiliates and from research on regulation/provisions for the calculation and definition of adequate and safe staffing levels in health services/health care professions in order to ensure the proper functioning of health and social care institutions/services and specific departments	2015ff
		Cooperate with PSI and its affiliates in other regions	Elaboration of a report facilitating the exchange on experiences, good practice and trade union strategies to guarantee adequate and safe staffing levels in order to ensure the proper functioning of health and social care institutions/services and specific departments	2016
			Input of own information and EPSU recommendations in EU-level debates on workforce planning or skills mix/task shifts	2016

3	Qualification and training, life-long learning/continued professional development	Improve the societal recognition of care work, combat the undervaluation of jobs in the sector and support the professionalisation of the workers	Elaboration of EPSU recommendations and requests on the right to access life-long learning/continued professional development for all health and social services workers, i.a. building on the negotiations with HOSPEEM in the context of the SSDC HS (WG 2 on R&R and LLL/CPD) and the DG SANCO Study “Review and mapping of CPD and LLL for health professionals in the EU” (to be finalised in 2014)	2016
			Follow-up to DG SANCO Study on Education and Training Requirements for Health Care Assistants, with the aim to shape future EU-level policy	2015f
			Monitor implementation of Directive 2013/55/EU on the recognition of professional qualifications and contribute to concrete initiatives (such as the European Professional Card or Common Training Frameworks)	2015f
			Monitor and influence EU-level initiatives on professional qualifications (including VET), skills and competences – in particular as to the skills mix and task shifts – with the aim to defend trade unions’ roles and positions	
4	Social dialogue and collective agreements	Strengthen industrial relations and social dialogue in the health care and social services sectors, in particular by setting up or supporting joint activities or projects with relevant employer organisations / OSH in HSS (2)	Work on activities agreed in the HOSPEEM-EPSU Work Programme 2014-2016, in particular 1) on the two occupational health and safety hazards “musculoskeletal disorders” and “psychosocial risks and stress at work” (WG 1; Technical Seminars; Evaluation and Follow-Up) and 2) in view of the elaboration of a Common Statement on the importance of ensuring access to life-long learning/continuing professional development for all healthcare staff with the aim of improving the quality of service	2015f
		(EU-level) social dialogue in the field of social services	Based on the outcomes of the PESSIS 1 and PESSIS 2 Projects ( <a href="http://www.epsu.org/r/684">http://www.epsu.org/r/684</a> ): Supporting activities that aim at achieving full coverage of social services/sub-sectors of social services such as elderly care, care for persons with disabilities, child care – delivered by local and regional authorities and by not-for-profit providers/social economy – by structures of European sectoral social dialogue <i>[See also Thematic Priorities “Social Services”, same topic and heading]</i>	2015ff
		Support recruitment and retention of health and social care workers through improvements in employment conditions	Elaboration of EPSU recommendations and requests on effective recruitment and retention, based on joint EPSU-HOSPEEM report on the use of the EPSU-HOSPEEM FoA R&R (adopted in 2010) and the DG SANCO Study on Effective Recruitment Strategies in Health Care (to be finalised in 2015)	2015f

		<i>[Could also be put under topic 2]</i>	<i>[See also Thematic Priorities “Social Services”, same topic and heading]</i>	
		Promote the implementation of and monitor the impact of European social dialogue texts / OSH in HSS (1)	Work on activities agreed in the HOSPEEM-EPSU Work Programme 2014-2016 in view of agreed texts on the prevention from injuries with medical sharps, third party violence, the ageing workforce in health care, ethical cross-border recruitment of health personnel (here also as a basis to fight unethical practices and to inform about abuses/exploitation)	2015f
		Defend and promote the principles “Equal pay for equal work at the same place” / “Equal pay for work of equal value”	<i>Concrete activity still to be defined, in particular in close cooperation with thematic priorities and work of EPSU’s “Women and Gender Equality Committee” (e.g. as regards the updating of existing data and reports on the gender pay gap), but also EPSU’s work on collective bargaining</i>	
		Increase collective bargaining coverage (on the basis of increased trade union membership)	Continue coverage of relevant collective agreements and industrial action in the sector in the EPSUCOB Newsletter ( <a href="http://www.epsu.org/r/516">http://www.epsu.org/r/516</a> )	2015f
		Multi-national companies (MNC) and European Works Councils (EWC)	Monitoring the development and activities of the different multi-national enterprises and further supporting the establishment of European Works Councils in health and social care in those companies eligible	2016
		Cooperate with PSI and its affiliates in other regions	Collate information from EPSU members on their work to promote decent work and protect workers from inhumane treatment and precarious work	2016
<b>5</b>	Financing/funding	Call for appropriate funding and long-term public investments in health care and social services	Lobby the European Commission to put into action what has been announced in the Social Investment Package (February 2013) and to support public investment into training and the recruitment and retention of qualified staff in health care, i.a. in the context of the Action Plan on an EU Health Workforce, and in social services	2015f
		Fight against budget cuts in social services and for adequate funding	Update EPSU Article (April 2014) on the content and the impact in the EU MS of Country-Specific Recommendations on health care ( <a href="http://www.epsu.org/a/10360">http://www.epsu.org/a/10360</a> ) in the context of the European Economic Governance with input from EPSU members	2015
			Collect information from EPSU members on the impact of crisis and/or structural reforms on the provision, quality or employment in social services to have an evidence base for communication purposes and joint action against austerity policies and budget cuts	2015f

6	EU-level legal and policy framework	Policy and advocacy work on the health and social services aspects of e.g. the EU internal market rules, economic governance and specific policies	Continue own work and cooperation with HOSPEEM in the SSDC HS towards DG SANCO on selected initiatives and activities in the context of the Action Plan EU Health Workforce in order to influence their shape and outcome (including on the cross-border mobility of health workers, ethical cross-border recruitment, health workforce planning instruments and education and training requirements for health care assistants and other health professions not falling under the sectoral professions under the automatic recognition regime of Directive 2013/55/EU)	2015f
		Fighting for quality health and social services and against various forms of marketisation that worsen or actually lower the quality of jobs or services and undermine the financial sustainability of health and social services	Collating trade union strategies and practices to safeguard and improve pay and working conditions, the coverage of collective agreements and the fields and issues included in them, including for workers in health and social services in private companies	
			Providing an update on applicable EU-law in the fields of state aid, public procurement and the fundamental freedoms of the internal market on SSGI and on the margin of maneuver of LRG and trade unions	2015
		Cooperate with PSI and its affiliates in other regions	Monitor and influence initiatives on personal and household services with the aim to develop policies guaranteeing the quality of services and jobs and to improve cooperation with governments and international institutions to work towards better legal protection of migrant care workers in private households, in small or medium sized enterprises or for those self-employed (including the bogus self-employed)	2015f
		Monitoring and influencing horizontal/transversal policies having an impact on the organisation, regulation, delivery and financing of health and social services	<i>Concrete activities (monitoring; analysis; action/campaigns) on policy dossiers with a horizontal/transversal character, but with an impact on the organisation, regulation, delivery and financing of health and social service (e.g. SGEI, public procurement, international trade agreements) still to be defined, in close cooperation with EPSU's Public Services Network and on the basis of the EPSU's Work Programme 2015-2019</i>	