Prevention and Reduction of PSRS@W
Activities, Priorities and Perspectives / Fields of Action for EPSU – Focus: Hospital/Health Care Sector

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Definition PSRS@W – Prevention Principles / Dimensions

Content in directive on PSR

Definition PSR
Prevention principles

Workers participation
Risk assessment
Professional counselling
Management training and knowledge
Shift and night work
Change management
Influence and control
Support (peers & management)

Timepressure workload
Work-life balance (right to disconnect)
Clear role
Emotional demands
Work-related violence
Bullying and sexual harassment

FTF (Confederation of Professionals), Denmark © : Content of EU-Directive on PSR, ETUC PSR WG, 16 March 2018
Prevention and Protection of PSRS@W – Work of EPSU (1)

- EPSU Background Paper MSD + PSRS@W to frame work in hospital sector & elderly care (18 February 2015)
- Joint Project EPSU-HOSPEEM 2014-2016 “Assessing health and safety risks in the hospital sector and the role of the social partners in addressing them: the case of MSD and PSRS@W”
  - Conference PSRS@W, Helsinki, 10 November 2015: Presentations affiliates + external experts
  - Conference report: Take-home messages & Follow-up activities + Summary Document
- Joint Project EPSU-HOSPEEM 2017-2019 “Promoting effective recruitment and retention policies for health workers in the EU by ensuring access to CPD and healthy and safe workplaces supportive of patient safety and quality care”
  - Conference MSD + PSRS@W, Vilnius 23 & 24 May 2018: Presentations affiliates + external experts
  - Conference report: Take-home messages & Follow-up activities + Summary Document
Prevention and Protection of PSRS@W – Work of EPSU (2)

• Joint Project EPSU-HOSPEEM 2017-2018 (continued)
  • Possible EPSU-HOSPEEM Action Points on MSD & PSRS@W => Proposal EPSU (4 October 2017)

• Planned follow-up to projects
  • HOSPEEM “Offer/Proposal”: Framework of Actions “OSH”, incorporating the OSH risks dealt with in the SSDC HS (MSD; PSRS@W; TPV; injuries and infections with medical sharps) and setting out joint activities targeted to social partners and to EC
  • EPSU “Proposals/Demands”: Sectoral Agreement on Addressing MSD / Enforcement Directive Risks Assessments / (Sectoral) Directive MSD and/or PSR


• EPSU inputs into ETUC plans on PSR (19 December 2017)
Prevention and Protection of PSRS@W – Work of ETUC

- ETUC PSR Working Group (last meeting: 16 March 2018)
  - Elaboration of ETUC Action Plan on PSR

- Annual Workshop “ETUI Network on Psychosocial Risks” (most recent meeting: 25 & 26 April 2018, Helsinki)

- ETUI Training Course “Psychosocial risks and work organisation”, 19-21 June 2018, Oostende

- Eurocadres Proposal => ETUC: Joint campaign on PSR

- Outcomes of EU-level cross-sectoral social dialogue Framework Agreements on work-related stress (8 October 2004) + harassment & violence at work (26 April 2007)
Prevention and Protection of PSRS@W – Perspectives

• **Contextualisation for activities of sectoral social partners**
  
  • European Pillar of Social Rights => 8) Social dialogue and involvement of social partners + 10) Healthy, safe and adapted work environment + 16) Health care


• **HOSPEEM and EPSU:** 1) Framework of Actions on OSH + 2) binding sectoral (framework) agreement, e.g. on MSD in the hospital/health care sector or on comprehensive and enforceable risk assessments including on PSR and with a participative approach to follow-up on enterprise level

• **ETUC:** 1) Elaboration of unified negotiating guidance for dealing with stress at work and PSR + 2) Development of political strategy: a) Awareness raising campaign + b) Demand for single directive on PSR to be anchored in manifestos of political parties for 2019 EP election

• **EU-OSHA** 1) Guidance on addressing PSR, including for small and micro-enterprises (June/September 2018) + 2) Healthy Workplace Campaign on MSD (2021-2022)
Links to other topics and risks when addressing PSRS@W

- Occupational safety and health/well-being at the workplace => Links to policies/strategies/measures (by governments, social partners, public agencies, etc.) to prevent health and safety hazards (e.g. musculoskeletal disorders, third-party violence, injuries and infections with medical sharps or carcinogens and mutagens) or to protect (an ageing health and social care) workforce from exposure to them
- Effective workforce recruitment and retention measures
- TU organising and recruitment and retention of members
- TU work/activities (internal with members; external with or towards other stakeholders such as governments, employers, etc.) to achieve or defend (mandated) safe and effective staffing levels
- Financing mechanisms of health care and social services with elements of solidarity/financial redistribution
- Sustainable funding of health care systems and of appropriate staffing levels (<= e.g. DRG not appropriately „covering“ care work, but “only” medical interventions)
HOSPEEM-EPSU project “Assessing health and safety risks in the hospital sector and the role of the social partners in addressing them: the case of musculoskeletal disorders and psycho-social risks and stress at work”

10 November 2015, Conference 2, Helsinki: Addressing psycho-social risks and stress at work in the hospital sector
HOSPEEM-EPSU project “Assessing health and safety risks in the hospital sector and the role of the social partners in addressing them: the case of musculoskeletal disorders and psycho-social risks and stress at work”

10 November 2015, Conference 2, Helsinki: Addressing psycho-social risks and stress at work in the hospital sector

Anna Lönnberg, JHL, Anna Kukka, TEHY, Sari Bäcklund, JHL and Mounia Boudhan, EPSU
HOSPEEM-EPSU project “Assessing health and safety risks in the hospital sector and the role of the social partners in addressing them: the case of musculoskeletal disorders and psycho-social risks and stress at work”

25 March 2015, Conference 1, Paris

Marta Branca, ARAN, Italy
Effective approaches to tackling third party violence in the workplace: Multi-Sectoral Project “RESPECT”

22 October 2009, Project Conference, Brussels

Valeria Ronzitti (HOSPEEM), Jean-Paul Tricart (DG EMPL, Head of Unit Social Dialogue) and Penny Clarke (EPSU)

Kim Sunley, RCN, UK
Effective approaches to tackling third party violence in the workplace: Multi-Sectoral Project “RESPECT”

30 September 2010, Multi-sectoral guidelines to prevent and tackle third party violence, Press Conference of signatory parties and representatives of DG EMPL
Signature of the Joint Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector

17 July 2009: EPSU represented by the President of EPSU’s SC HSS, Karen Jennings and HOSPEEM, represented by the General Secretary, Godfrey Perera, signed a European Framework Agreement, which is set to prevent medical sharps injuries for the whole health workforce in Europe.

HOSPEEM-EPSU Project “Promotion and support of the implementation of Directive 2010/32/EU on the prevention of sharps injuries in the hospital”

20 June 2013, Final Conference, Barcelona

Herbert Beck, ver.di, Germany

Anita Rabben Asbjørnsen, Norwegian Nurses Organisation and Bjørn Henriksen, Spekter, Norway

André Falba, FPSPSS-FO, France, Maryvonne Nicolle, CFDT Santé Sociaux, France, Slava Zlatanova, FTU-HS, Bulgaria and Rudy Janssens, CGSP-ACOD, Belgium
HOSPEEM-EPSU Project “Promotion and support of the implementation of Directive 2010/32/EU on the prevention of sharps injuries in the hospital”

20 June 2013, Final Conference, Barcelona

Final panel session withFrançois Ziegler (DG EMPL, Social Dialogue Unit), Francisco Jesús Alvarez Hidalgo (DG EMPL, Health and Safety Unit), Carola Fischbach-Pyttel (EPSU), Paulo Cristiano do Nascimento Simões, Portuguese Employed/Hospital Doctors’ Union (on behalf of FEMS), Tjitte Alkema (HOSPEEM) and Tina Weber (project expert)
EPSU-HOSPEEM Guidelines & Good Practice Examples
"Ageing Workforce in the Hospital/Healthcare Sector"

11 December 2013: EPSU and HOSPEEM signed the "Joint EPSU-HOSPEEM guidelines and examples of good practice to address the challenges of an ageing workforce in the healthcare sector"

Tjitte Alkema,
Secretary
General of
HOSPEEM,
François
Ziegler, DG
EMPL, and
Liza di Paolo
Sandberg,
Kommunal,
Sweden, Chair
of EPSU’s
Committee on
Health and
Social
Services
Common and specific agendas of different actors on “Safe and Effective Staffing Levels” (SESL) & Role of Trade Unions

Patient Agenda
To have health needs met

Employer Agenda
Efficient & productive investment of resources

Shared Agenda
Health needs are met while making efficient & productive use of resources & in the context of sustainable, decent work

Workforce Agenda
Sustainable, decent work

Trade Unions

Professional Organisations

Jane Lawless, EPSU, Brussels, June 2015 ©
Nurses Reporting Too Few Staff to Provide Quality Care

Too few staff to get the work done

Source: RN4CAST Study

Jane Lawless, UNISON, Cardiff, March 2016 ©
Types of SESL systems (by levels of enforceability)

- Legislation with enforceability
  - Enterprise agreement with enforceability
    - Legislation without enforceability
      - Enterprise agreement without enforceability
        - Guideline
          - Professional Consensus
          - Customary Practice

- AUS: Victoria
- USA: California
- Germany 2018?
- UK: Wales
- Czech Republic
- NZL
- UK: England
- Norway?

Jane Lawless, UNISON, Cardiff, March 2016 ©
Expected impacts of safe and effective staffing provisions

Source: Online Survey EPSU Affiliates HSS (10-11/2016); n_{max}=18
Achieving/defending mandated SESL: TU Action in AUS

Jane Lawless, UNISON, Cardiff, March 2016 ©
EPSU Health & Social Services – Thematic Priorities

- More and better jobs => e.g. attractive recruitment and retention (R&R) conditions; access to continuing professional development (CPD); save and effective staffing levels (SESL); public investment
  - Influencing EU legislation => e.g. working time; occupational safety and health (OSH); (cross-border) recognition of professional qualifications & proportionality test for regulated professions; public procurement & service concessions
- Promotion of social dialogue in hospitals/health care & in social services (elderly, disability, child care) at national and EU-level
- Organising in workplaces/sector (focus on social services)
- Health and safety at work => prevention of and protection from e.g. musculoskeletal disorders, psycho-social risks and stress at work, third-party violence, injuries and infections with medical sharps
- Europeanisation of health care => e.g. cross-border mobility of health workers and of patients, Common Training Framework Health Care Assistants (CTF HCA); setting up of European Works Councils (EWC) in multi-national enterprises (MNE) delivering health and social services
- European Economic Governance /European Semester => country-specific recommendations (CSRs) on healthcare, childcare, elderly care; structural reforms/restructuring; access to HSS
EPSU Health & Social Services – Topics & Lobbying & Projects & Publications

- **EU legislation**: working time; recognition of professional qualifications (2015ff); proportionality test for regulated professions (2018); patients’ rights in trans-border provision of health care (2011ff); public procurement & service concessions (2014ff); health and safety at the workplace (2017ff)
- **EU policies**: social services (job quality, working conditions, recruitment and retention conditions; social dialogue); personal & household services; Recruitment and Retention; Continuing Professional Development/Life-Long Learning; European Economic Governance/European Semester
- **European sectoral social dialogue in the hospital sector**: ethical cross-border recruitment; prevention from sharps injuries; prevention of third-party violence and harassment; recognition of professional qualifications; ageing workforce; musculoskeletal disorders; psycho-social risks and stress at work; continuing professional development
- **Projects**: cross-border mobility and migration of health workers; promotion of social dialogue in the field of social services (elderly, disability, child care) at national and EU-level (PESSIS I & II & III & +); shaping restructuring in health care services in Central Eastern Europe [+ follow-up project]
- **Publications**: Care Services for Older People (2011); Report EPSU European Health Conference (2012); Cross-border health worker mobility/migration & related TU initiatives (2012); Eligibility of MNE in HSS for EWC (2012 + 2013); Social Investment Package & HSS (2013); European Economic Governance/Country-Specific Recommendations & health, elderly and child care (2014); Health Care Reforms and the Crisis (2015); Safe & Effective Staffing Levels (2016)
Thank you for your interest and attention!

Links for further information

EPSU
http://www.epsu.org/
Health and Social Services
http://www.epsu.org/sectors/health-and-social-services-0
Social Services
European Social Dialogue Hospital/Health Care Sector
EPSU Newsletter
http://www.epsu.org/epsu/news-room/newsletter
Collective Bargaining Newsletter
http://www.epsu.org/search/type/epsucob_article