



**Social Dialogue Hospital Sector
Working Group 3/2011
Brussels, 16 September 2011
Draft Minutes: Main Points and Decisions Taken**

MORNING SESSION

09.30 – 10.15 EPSU – HOSPEEM Steering Committee

Not reported here

10.15 – 11.15 Separate Trade Unions' and Employers' group meetings

Not reported here

MORNING SESSION + AFTERNOON SESSION

11.15 – 13.00 + 14:30 – 16:00 Plenary

1. Working Group “Ageing health care workforce”

- Exchange on objectives, main topics, instruments and products (**working document: outline HOSPEEM**)
 - Discussion and endorsement of mandate for Working Group
 - Definition of calendar of meetings of Working Group and timeline for work/negotiations
 - Taking up and building on work done in earlier years (reference document: study “Promoting realistic active ageing policies in the hospital sector” (2006) [<http://www.epsu.org/a/7410>])
 - First round of exchange/negotiations on key topics and content of product(s) to be elaborated on
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- Godfrey Perera introduces the handout (2 pages) – “Ageing Workforce – DRAFT OUTLINE” – circulated to participants prior to the meeting
 - Godfrey Perera and Leif Lindberg (on behalf of HOSPEEM) and Kim Øst-Jacobsen and Mathias Maucher (on behalf of EPSU) report back from the meeting of the EPSU-HOSPEEM Steering Committee and the first discussions there as to contents, objectives, deliverables, working methodology and timelines
 - Comments on contents, objectives, deliverables, working methodology and timelines by a number of EPSU affiliates and HOSPEEM members
 - Broad approval of proposal to re-launch/reinstall the working group
 - Broad support to build on work done between 2006 and 2008 => Reference document: Report “Promoting realistic active ageing policies in the hospital sector”, commissioned by EPSU and HOSPEEM in 2006, cf. <http://www.epsu.org/a/7410> + <http://www.epsu.org/r/586>

- Support to work towards guidelines, a collection of good practice models, a framework agreement. The final deliverable(s) still need to be (at least provisionally) decided upon at the next meeting of the WG 4/2011 of the SSDC HS on 26 October 2011
- Specific aspects to be focused on will be defined at this meeting, too. EPSU affiliates and HOSPEEM members will be asked to highlight the issues they would like to see covered. This collection of issues will be facilitated by both the EPSU and HOSPEEM Secretariat prior to the next meeting of the WG 4/2011 of the SSDC HS on 26 October 2011
- EPSU affiliates and HOSPEEM members fully support the proposal to tie work of social partners into activities of the European Commission to give more relevance and to increase to potential positive impact of the future work and negotiations
- The EPSU and HOSPEEM Secretariat are mandated to explore with DG SANCO and DG EMPL what has happened and which initiatives are being run or planned concerning the health workforce
 - as follow-up to the Green Paper on the European Workforce in Health (2008)
 - linked to the revised European Employment Strategy and/or the New Skills for New Jobs Initiative under EU 2020 Strategy
 - linked to Life-long Learning Programmes
 - linked to activities under the European Year 2012 on Active Ageing
 - in planned Joint Action on Health Workforce Planning (coordination: DG SANCO)
- Next steps
 - Focus on topic of ageing workforce in the hospital/health care sector during next meeting of the WG 4/2011 of the SSDC HS on 26 October 2011
 - Planned: Presentations by DG SANCO (on ongoing or planned work relevant in view of the EPSU-HOSPEEM Working Group), by EPSU affiliates (one input already has been suggested by ver.di; another or two others could be added) and by a HOSPEEM member
 - EPSU and HOSPEEM will nominate 4 to 5 representatives for a drafting group that should start working as of November 2011
 - HOSPEEM Secretariat to send to DG EMPL a letter requesting financial report for the drafting group and a technical seminar in the first half of 2012
 - HOSPEEM Secretariat to announce with the same letter to DG EMPL EPSU's and HOSPEEM's intention to work towards tangible deliverables by the end of a 9 month period of negotiations. The final product(s) still need(s) to be defined and (at least provisionally) decided upon at the next meeting of the WG 4/2011 of the SSDC HS on 26 October 2011. It could be guidelines, a collection of good practice models, a framework agreement
 - Intention of both social partners to elaborate a "living document" not for the shelves or archives, but to be used on the ground and in the framework of on-going or planned initiatives of DG SANCO and DG EMPL; how this best could be done needs to be seen, discussed and negotiated with them
 - EPSU Secretariat to share with all EPSU and HOSPEEM members a handout prepared for the meeting of the WG 3/2011 of the SSDC HS on 15 September 2011 summarising work done by the European Social Partners in the Hospital Sector on the topic of the ageing workforce so far

2. Recognition of professional qualifications

- Presentation and discussion of joint EPSU-HOSPEEM reply to consultation on Green Paper (deadline: 20 September 2011)
- Update on new developments at EU-level (DG MARKT; EP)
- Discussion of next steps for/by European social partners in the hospital sector in the process of revision of Directive 2005/36/EC in view of the forthcoming legislative proposal by the European Commission

- Kate Ling presents the draft joint contribution of EPSU and HOSPEEM (=> slide set)
- Presentation (introduction by Mathias Maucher) and discussion of main issues of incoherence or conflict as to positions of the (majority of) EPSU affiliates on the one hand and of the (majority of) HOSPEEM members on the other or of issues specific HOSPEEM members had a difficulty with or needed clarification
- Clarifications were needed in particular with regard to questions 3, 13, 16 and 20. Other issues also have been shortly tackled
- EPSU and HOSPEEM affiliates approved final positions
- Kate Ling, Federica Benassi and Mathias Maucher were asked to take into consideration the comments made and the decisions approved/voted when doing the final revision on 20 September 2011

3. **EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (2008)**

- Exchange on structure of report to be produced by EPSU and HOSPEEM on its implementation (according to Work Programmes 2008-2010 and 2011-2013), on working methodology (***working document “Implementation of EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (2008) – DRAFT outline for report to be delivered by European Social Partners”***)
 - Taking stock of available relevant material dealing with the cross-border mobility and migration of health care workforce
 - Exchange on planned activities of HOSPEEM and EPSU members to promote its dissemination and use
- Reference document: <http://www.epsu.org/a/3715>
 - Mathias Maucher introduces the handout (1 pager) – “Implementation of EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (CoC ECBR&R) – DRAFT OUTLINE for report to be delivered by European Social Partners” – circulated to participants prior to the meeting
 - The proposal was approved as to the main issues to be covered by the questionnaire/template with the list of issues to be reported back on to be sent to EPSU affiliates and HOSPEEM members
 - Participants also supported both the methodology and the broad time line to run, analyse, draft, present, discuss and endorse the implementation report as suggested in the draft outline
 - Mathias Maucher was asked to prepare a draft questionnaire/template with the list of issues to be reported back on for the next meeting of the WG 4/2011 of the SSDC HS on 26 October 2011
 - The final version will be discussed and approved at the Plenary Meeting 2/2011 on 2 December 2011
 - The decision if EPSU affiliates and HOSPEEM members will report back to both Secretariats in one joint and coordinated report or with two separate reports will be decided by the national social partners respectively.
 - EPSU members pointed to problems linked to the fact that HOSPEEM does not have a member organisation in/for all 27 EU MS that could do the reporting back. In these cases separate TU reports would need to be done anyway.
 - The questionnaire/template with the list of issues to be reported back on will be translated (using EPSU money) into other languages than EN (final number tbc)

4. Prevention of Sharps Injuries

- Update on planned joint activities and projects for 2012 and early 2013 to support the implementation of Directive 2010/32/EU.
- Mathias Maucher informed about a meeting hosted by EPSU and HOSPEEM and to take place on 25 October 2011
- The purpose is to coordinate work and activities of EU-level stakeholders and European networks/organisations during 2012 and 2013 in view of promoting the implementation of 2010/32/EU on the prevention of sharps injuries in the hospital and healthcare sector
 - Organisations having confirmed their participation are
 - HOSPEEM, Godfrey Perera (co-chair)
 - EPSU, Carola Fischbach-Pyttel (co-chair) and Mathias Maucher
 - EBN, Cliff Williams and Ian Lindsley
 - Aesculap Academy, Christine Dietzsch and Thilo Rubart
 - EU-OSHA, Zinta Podniece
 - DG EMPL, Jesus Francisco Alvarez and François Ziegler
 - EFN, Paul de Raeve
 - ETUI Health and Safety Department, Marianne De Troyer
 - Confirmation is pending from DG SANCO and the WHO Office European Region
- Opportunities to fund a project to support the transposition on the ground, the production of guides, visual material, etc. will be explored at the meeting, too
- Results of this meeting will be fed back to the next meeting of the WG 4/2011 of the SSDC HS on 26 October 2011 for further consideration
- EPSU will organise an internal seminar in the morning involving EPSU affiliates RCN, UNISON and ver.di and the EBN.
- Godfrey Perera and Mathias Maucher will participate – on behalf of HOSPEEM and EPSU respectively – in a seminar/safety workshop held in Frankfurt/Main on 14 and 15 November 2011, organised by Aesculap Academy and entitled “From legislation to implementation: “What needs to be done to implement the Council Directive 2010/32/EU until May 2013?” - Part II

5. Any other business

- The agenda for meeting of the WG 4/2011 of the SSDC HS on 26 October 2011 will be organised in a manner that will allow us to deal with the main issues and to take all relevant decisions by 14:30, even so the meeting will be scheduled, as usual, from 9:30 (including the meeting of the Steering Committee) to 16:00. This timing will allow those representatives of HOSPEEM and EPSU affiliates to take an afternoon flight to Warsaw to attend the final conference in the 8-partner-project (involving CEMR, CoESS, EFEE, EPSU, ETUCE, EuroCommerce, HOSPEEM and UNI Europa) to promote the implementation of the Multisectoral Guidelines on Third Party Violence of 10 July 2010 (see <http://www.epsu.org/a/6782>) that will take place in the Polish capital on 27 October 2011
- The meeting will be chaired on behalf of HOSPEEM by Ulrike Neuhauser representing Austrian member “Austrian Hospital and Health Services Platform in Verband der Öffentlichen Wirtschaft und Gemeinwirtschaft Österreichs (VÖWG)”.
- As of 1 October 2011 Federica Benassi will leave the HOSPEEM Secretariat for the duration of one year. HOSPEEM will recruit a Junior Policy Officer for this period.

Mathias Maucher
22 September 2011
Brussels