



**Social Dialogue Hospital Sector
Working Group 3/2011
Brussels, 16 September 2011**

Implementation of EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (CoC ECR&R) – DRAFT OUTLINE for report to be delivered by European Social Partners

Reference documents:

- **CoC ECR&R** (in 11 languages): <http://www.epsu.org/a/3715>
- **Evaluation and state of play in The Netherlands:** Table elaborated by NVZ (employers), ABVAKABO FNV, NU 91, CNV Publieke Zaak and FBZ (employees)

Task, according to CoC ECR&R, Paragraph 12. "Implementation, Monitoring and Follow Up":

- Effectively implement the Code, through HOSPEEM and EPSU members within a period of 3 years after adoption
- Monitoring of situation during this three-year period and reporting back at least once a year back to the Social Dialogue Committee about the progress made.
- Elaboration of report on the overall implementation by the end of the fourth year after adoption of code (i.e. 1st quarter 2012)

Questions on process and timeline – to be decided by EPSU and HOSPEEM members

- Based on questionnaire and/or template with list of issues to be covered?
- Document to be available in how many languages? Info to be sent to HOSPEEM and EPSU Secretariat in which languages?
- Separate or joint report (i.e. HOSPEEM and EPSU affiliates) per country?
- Timeline to be agreed; suggestion EPSU and HOSPEEM: 1) adoption of template at Plenary Meeting of 2 December 2011; 2) report to EPSU and HOSPEEM by 28 February 2012; 3) draft implementation report by EPSU and HOSPEEM Secretary by 15 April 2012; 4) discussion before and adoption at Plenary Meeting in July 2012

Issues to be covered in report – list to be approved by EPSU and HOSPEEM affiliates

- Key issues/challenges as to cross-border recruitment and retention in national context
- Activities done to support the implementation/use of CoC ECR&R (since 2008): translation; dissemination activities; meetings; conferences/seminars; steering group
- Form of implementation/use in national context: legislation; collective agreements at national, regional or local level
- Instruments used for this purpose? (regulation; code of practice; toolkits/user guide; campaigns; reference to CoC ECR&R in collective bargaining agreements)
- Good practice as to use of CoC ECR&R
- Difficulties having occurred in implementing/using the text: content-wise; procedural
- Information about extent of implementation, awareness about and actual use of CoC ECR&R by management and workers
- Form and instruments of monitoring of use and effectiveness by employers and trade unions
- What needs to be done to adapt or make more effective the CoC ECR&R?
- How is the CoC used in parallel to/in addition to WHO Global Code of Practice on the International Recruitment of Health Personnel (2010) and the related WHO user guide, cf. <http://www.who.int/hrh/migration/code/practice/en/index.html>
- Have HOSPEEM and EPSU members been involved in the dissemination, implementation and monitoring of impact of WHO GCoP IRHP?