



EPSU-HOSPEEM Joint Work Programme 2011-2013
European Sectoral Social Dialogue in the Hospital Sector
Annex 2: Explanatory Note on Reference Frames, Priorities and Transversal Tasks

In the Sectoral Social Dialogue Committee for the Hospital Sector on both 18 December 2010 (Plenary Meeting) and 31 January 2011 (Working Group) EPSU and HOSPEEM reaffirmed their **commitment to continue their work and partnership approach** as developed in the context of their first two joint work programmes 2006-2007 and 2008-2010.

The main general tasks for HOSPEEM and EPSU will remain in the coming three years to **strengthen the social dialogue** in the hospital sector at European, national, regional and local level and to **take up our responsibilities as the recognised social partner European organisations** for employers and workers in the hospital sector.

The **third joint work programme** covers the period from **2011 to 2013**. There is ample evidence from the second period 2008-2010 that a three years work programme is instrumental for the Sectoral Social Dialogue Committee to discuss, plan, implement, complete and follow up on agreed priorities. Halfway through this period, in autumn 2012, the Committee will take stock of the work accomplished by then and assess its outcomes in order to – where appropriate – adapt planned activities and/or update priorities. The EPSU-HOSPEEM Work Programme 2011-2013 sketches out **planned activities and projects** under the European Sectoral Social Dialogue in the Hospital Sector.

It reflects the intention of both European social partners in the field of health and social service to pursue their work under **three reference frames**, by concretely

- Making active use of the HOSPEEM-EPSU Framework of Actions “Recruitment and Retention”, adopted on 17 December 2010 by developing targeted activities and joint projects in view of improving the quality of services, their effectiveness and efficiency as well as working and employment conditions
- Taking up and contribute to the implementation of the European Action Plan on the Health Care Workforce (to be adopted during 2011) to address challenges in particular related to qualification, ageing, the cross-border mobility of patients, workers and service providers and the use of eHealth
- Implementing and further developing on all levels – enterprise, sector, member state, EU, as appropriate – documents adopted and agreements concluded until the end of 2010 in the context of the European Sectoral Social Dialogue.

The **three main priorities** at least until mid 2012 as identified at the 31 January 2011 Working Group of the Sectoral Social Dialogue Committee were

- Qualifications and skills
- Ageing workforce and balanced workforce development and planning
- Cross-border mobility of workforce within the EU and migration from third countries

The planned activities and projects are being complemented in a continuous manner by a **three transversal tasks** HOSPEEM and EPSU.

The first consists in building up and strengthening the capacity of social partners in the sector across all Member States to engage in collective bargaining and cooperation on different levels and in different contexts (social dialogue; decision making processes; tripartite arrangements). A particular focus will be on Central and Eastern Europe.

- HOSPEEM-EPSU project on social dialogue in the Baltic countries (2010-2011)
 - Organising three events (workshops; conference) in 2011, in Vilnius, Tallinn and Riga



- HOSPEEM and EPSU members to fill in questionnaire (deadline: 28 February 2011)
- Presentation of analysis of questionnaires dealing with three topics: retention and recruitment; skills development; transposition of Directive 2010/32/EU on the prevention from sharp injuries in the hospital and health care sector
- Discussing GHK project report, its insights and conclusions in view of improving the functioning and effectiveness of social dialogue in the Baltic countries and beyond
- Exploring further steps for the Baltic countries and/or similar projects for other countries to address specific needs and weaknesses identified in view of capacity building of social partners
- HOSPEEM and EPSU will encourage and support to the extent possible national affiliates to make use of available resources for social partnership funding under the European Social Fund and PROGRESS

Secondly EPSU and HOSPEEM also endeavour doing joint efforts and activities

- to enhance the representativeness of their organisations in the hospital and health care sector throughout the European Union and its candidate countries;
- to support the development and the strengthening of European, national, regional and local social dialogue structures in relation to the hospital sector;
- to promote an exchange of knowledge and experience in the fields of health care, social and employment policy between social partner organisations and their representatives;
- to maintain an active working relationship with the relevant cross-sectoral partners and complement their work where suitable.

Thirdly, EPSU and HOSPEEM intend to influence policy developments at EU level on the basis of the Lisbon Treaty. This includes policy monitoring and an involvement in European consultation procedures or legislative initiatives in those cases where the initiatives would have an impact on the hospital sector, its financing, organisation, regulation and workforce. HOSPEEM and EPSU reaffirm their ambition to develop as social partners own initiatives using the available bipartite and autonomous social dialogue instruments. They will promote the application of equality principles and legislation – where appropriate and agreed.

Looking at European consultation procedures or legislative initiatives (as known at the time of setting up this work programme and therefore subject to later changes), EPSU and HOSPEEM intent to put particular emphasis on

- Evaluation, consultation and revision of the Directive on the Recognition of Professional Qualifications 2005/36/EC of 30 September 2005
- Directive on Patient Rights in Cross-border Healthcare (expected to be adopted by the European Parliament and the European Council during 1st half of 2011)
- Monitor implementation, building on joint HOSPEEM-EPSU statement [EPSU website: <http://www.epsu.org/a/6009>]
- Explore idea of producing a joint HOSPEEM-EPSU assessment paper of the process of transposition in national legislation and administrative practice; including recommendations as to appropriate possible further adaptations
- European Voluntary Quality Framework on Social Services of General Interest (SSGI), adopted by the Social Protection Committee (SPC) on 12 October 2010, endorsed by the EPSCO Council on 6 December 2010

HOSPEEM and EPSU do not consider this work programme to be exhaustive. The parties may thus jointly decide to up-date it, e.g. in the light of relevant developments in the EU.

Comment [H1]: We would like to ask you to take out policy monitoring. From HOSPEEM understanding it is referred to European Directives already in place. It is for the European Commission to monitor the European Legislation, it would request a double work for the Social Partners. MM: DONE, "policy monitoring" cut out