



EPSU-HOSPEEM Joint Work Programme 2011-2013
European Sectoral Social Dialogue in the Hospital Sector
Overview on and Timeline for Planned Activities and Projects [EPSU proposal – second draft 16.02.2011]

The EPSU-HOSPEEM Work Programme 2011-2013 is structured around thematic priorities that will be focused on in different semesters.

Year	Months	Thematic Priority	Activity/Deliverable
2011	01-07	Qualifications and skills	Exchange on priority issues and objectives for revision of Directive on the Recognition of Professional Qualifications 2005/36/EC and explore the possibility of joint HOSPEEM-EPSU contribution to the consultation Collect and exchange good practice concerning the identification of skill needs (also related to technology/ICT/eHealth) and measures to address them; to be carried on through 2011 and early 2012
2011	07-12	Ageing workforce	Update existing material (case studies and good practice and produce booklet Elaborating a HOSPEEM-EPSU agreement on the ageing health care work force [HOSPEEM proposal]
2012	01-07	Quality of services	Explore possibilities how to use European Voluntary Quality Framework for SSGI
2012	07-12	Well-being of workforce	Identify effective solutions that exist and have been negotiated and jointly developed by social partners
2012	07-12	Diversity of workforce	Collect and exchange good practice and asses policies and instruments

Follow up to documents adopted and implementation of agreements concluded between HOSPEEM and EPSU in the period 2008 to 2010:

Year	Months	Document	Activity/Deliverable
2011	07-12	EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (2008)	Commission study to map migration flows [EPSU proposal] as well as opportunities and challenges for migrant workers, local health care workforce and health care systems in receiving and sending countries
2011	07-12		Collect information on follow-up and implementation by social partners to prepare assessment agreed upon for 2012
2012	01-07		
2011	07-12	Multi Sector Guidelines to tackle third party violence and harassment related to work (2010)	Participation in and contribution to series of seminars
2011	07-12	Framework Agreement on the prevention from sharp injuries in the hospital and health care sector (2010)	Explore possibilities of setting up a project to organise a series of seminars in the sector during 2012
2012			

Comment [H1]: We do agree that skill needs is an important issue to work on. However, collecting and exchanging good practices to identify measures to address skill needs would request more then 6 months. MM: For sure we agree; what we meant is that work should start in the first semester and then be carried over to the second semester 2011 and if need be into early 2012.

Comment [H2]: HOSPEEM do not cover this field, so for the time being we would prefer to take it out from the agenda. We would like to ask you if you could let us have some bullets points explaining why this is an issue of relevance. MM: We will do so and provide you with some bullet points in the week starting 14 March

Comment [H3]: We are happy to discuss well-being at work, but we think that the first step should be collecting good practices. The idea is to start to know more about the topic and to see what can be done in this field. We are not sure that negotiations are the best way forward to address this issue. MM: The wording indeed is misleading, but mainly due to the fact that we had to shorten things to one line. What we meant is that we should start to do a mapping of what exists and is going on focusing on initiatives that ... [1]

Comment [H4]: We do agree with this proposal. However, for HOSPEEM would be difficult to put this idea into practice, due to the reduced staff resources. Would EPSU be willing to lead this project? MM: We would need to talk about practicalities. We are open to assuming the main responsibility/taking the lead in drafting and submitting a project proposal or similar things, to be discussed and defined

We are happy to discuss well-being at work, but we think that the first step should be collecting good practices. The idea is to start to know more about the topic and to see what can be done in this field. We are not sure that negotiations are the best way forward to address this issue. MM: The wording indeed is misleading, but mainly due to the fact that we had to shorten things to one line. What we meant is that we should start to do a mapping of what exists and is going on focusing on initiatives that have been negotiated and jointly developed by social partner, not to start a negotiation