



## **Summary Information: Joint EPSU-HOSPEEM Project Proposal**

(submitted 30 June 2016, approved 18 January 2017; information last updated: 20 April 2017)

### **Promoting effective recruitment and retention policies for all health workers in the EU by ensuring access to continuing professional development and healthy and safe workplaces supportive of patient safety and quality care**

#### 1) Short summary of the action

HOSPEEM and EPSU decided to request the European Commission to provide them with financial support for a joint project in the years 2017 and 2018. The project is expected to be instrumental in **supporting two objectives in line with EPSU's and HOSPEEM's policy priorities**, including through two **European conferences**, the support work of two **thematic steering groups** made up of HOSPEEM members and EPSU affiliates and the **activation of expert knowledge to prepare, facilitate and support the follow-up to the joint events. The project results and recommendations will be fed back into the regular meetings of the SSDC HS.**

The project will provide an appropriate framework to **continue to focus on continuing professional development (CPD)** as the first joint policy priority. The work will serve to collect, discuss and evaluate examples of social partner-based initiatives and policy measures on a range of aspects linked to the aim of facilitating access to CPD and guaranteeing quality services supportive of patient safety and provided by a workforce fit for practice. It will build on the Joint Declaration of HOSPEEM and EPSU on "Continuing Professional Development and Life-Long Learning for All Health Workers in the EU" (cf. [EPSU's](#) and [HOSPEEM's](#) webpage).

The project will secondly be geared towards the **follow-up to results and recommendations of a joint project (2014-2016) in the field of occupational safety and health (OSH)**. HOSPEEM members and EPSU affiliates have identified the prevention, management and reduction of "musculoskeletal disorders" and "psychosocial risks and stress at work" as their two key priorities also for the near future. In June 2016 they agreed on a "Summary Document" (cf. [HOSPEEM's](#) and [EPSU's](#) webpage) setting out a number of follow-up activities to support policy implementation EPSU and HOSPEEM have agreed to consider in a next step.

#### 2) Implementation of the action

The project will run over 24 months (01.02.2017-01.01.2019). This will allow the **delivery of a full project cycle** including preparatory activities, the implementation of the work programme and the dissemination of results already fully under the project (not excluding further dissemination efforts after the end of the project).

EPSU (<http://www.epsu.org/article/epsu-hospeem-project-2017-2018-cpd-and-msd-and-psrsw>) and HOSPEEM (<http://hospeem.org/activities/projects/recruitment-retention-cpd-ill-osh/>) have set up dedicated pages on the websites.



The action will be delivered by organising **two European conferences**, by drafting **a report from each event**, by **setting up dedicated webpages** on the HOSPEEM and EPSU websites to disseminate project outcomes and relevant material to the target groups mentioned in the sections below, and by **inviting and involving external stakeholders** (i.e. EU institutions such as the European Commission, EU-OSHA or CEDEFOP; professional organisations; national ministries, regulatory bodies or competent authorities) in the events as speakers or participants, where appropriate.

Orientation and guidance will be provided by two **Steering Groups** composed by a number of representatives of the EU-level sectoral social partners jointly carrying out the project. EPSU and HOSPEEM aim at a broad geographical representation and at a gender balance in the delegations. The Steering Group together with the contracted expert will also be responsible for advising and deciding on the final design of the **project deliverables** to improve the practical use of the project results and recommendations by both management and workers and their (trade union) representatives. Instruments considered in this regard comprise e.g. learning partnerships in the field of CPD and LLL or the setting up of an expert network in the field of OSH.

In order to improve the involvement of affiliates into the activities and the design of the project outcomes, EPSU and HOSPEEM plan a **survey** on good practice on CPD as well as on project outcomes and deliverables of most practical use for them prior to the first conference. This survey should be done by means of an electronic questionnaire. The same holds for the **collection of feedback** on 4 to 5 main aspects national members would like to have dealt with at the second conference on the MSD and PSRS@W as well as in relation to results they consider most useful for their future work.

Based on an improved understanding of the issues at stake and after identification of the action points for the most effective follow-up that HOSPEEM and EPSU can take in the context of the joint work programmes 2014-2016 and 2017-2019, the **project results and recommendations will be fed back into the work of the sectoral social dialogue committee for the hospital/health care sector (SSDC HS)** to be further discussed and assessed there, not least in view of their use to influence EU-level policy making.

This project is a **key action of HOSPEEM and EPSU to continue, deepen and make practically more relevant for their affiliates the work done earlier as well as the results and recommendations from past or running projects or documents adopted in the last two to three years.**

- The first main purpose is to strengthen their role and to improve their concrete impact in the field of occupational safety and health (OSH) in view of their activities for the better prevention, management and reduction of “musculoskeletal disorders” and “psychosocial risks and stress at work”.
- The second key objective is to gain profile and better visibility both at European, but also at national level in the field of continuing professional development (CPD) and life-long learning (LLL) by raising awareness for and by illustrating the relevant roles, functions and contributions of the sectoral social partners in the hospital sector.



Both aims should contribute to the overarching joint priority of achieving effective recruitment and retention conditions in the hospital/health care sector, to be supported by a better and more effective management of healthcare institutions and workplaces and by reduced costs due to losses of productivity, sick leave and occupational diseases.

### 3) Workplan

The action will be delivered by organising **two European conferences**, the first in June 2017 in Amsterdam or Utrecht (The Netherlands), the second in April or May 2018 in Vilnius (Lithuania). The preparation and organisation of the first event will be supported by NVZ. LSADPS will have the same responsibilities in a joint effort with the EPSU Secretariat for the second event.

Building on the experiences of the past two joint projects, EPSU and HOSPEEM concluded that there would be even greater added value to the action with having a duration of 1.5 days for the two main events. This also includes working groups or break out sessions on the morning of the second day. This would provide for more time and space for contributions from a range of countries – with different intensity and “quality” of sectoral social dialogue and variations as to the coverage of the sector by collective agreements and/or workplace-based agreements) –, for an intensive and in-depth exchange amongst representatives of EPSU and HOSPEEM members and between them and the experts from the European and/or international institutions or from other relevant stakeholders. This will allow the colleagues involved in the two Steering Groups and the contracted expert to design agendas that reflect a good range of relevant topics and in addition make use of innovative tools for the communication during the events, not least to facilitate the interactive and participative nature of the joint work of HOSPEEM and EPSU. This planned set-up is also the reason to foresee active interpretation for 4 languages and the participation of about 50 to 65 colleagues from HOSPEEM and EPSU member organisations from a maximum number of EU MS.

In order to improve the involvement of affiliates into the activities and the design of the project outcomes, the EPSU and HOSPEEM Secretariats plan to run – for the period for March to May 2017 – a **survey** on good practice on CPD as well as on project outcomes and deliverables of most practical use for them prior to the first conference. This survey should be done by means of an electronic questionnaire. The same holds for the **collection of feedback** on 4 to 5 main aspects national members would like to have dealt with at the second conference on MSD and PSRS@W as well as in relation to results they consider most useful for their future work, foreseen for the period from July to September 2017. In this regard EPSU and HOSPEEM can build on the insights of the ongoing project (see above), which is the reason for suggesting a “feedback loop” only. Both “tools” will build on the advise and input from the two Steering Groups and the contracted expert.

The political and content-wise steering of the action will strongly rely on the active involvement of experts working with HOSPEEM and EPSU members. Again building on experiences on successful working methods 5 meetings are foreseen for both **Steering Groups**, the first and last for practical and political reasons as joint meetings, all except meeting 4 tied to regular meetings of the SSDC HS.



The Steering Groups should operate in English and a second language (most probably French). EPSU will be responsible for the practical organisation of meetings (renting of rooms; catering; interpretation services), HOSPEEM the lead organisation as to contents (preparation of agenda, notes, follow-up) for the meetings 1, 2 and 5, EPSU for the meetings 3 and 4.

The **dissemination** of provisional outcomes will start already after conference 1. The two secretariats and their members foresee a particular dissemination effort prior to and after the December 2018 Plenary Meeting of the SSDC HS, once the **final results and recommendations** have been **endorsed** by the participants of this meeting and (the day before) by the two Steering Groups.

#### 4) Expected results

As main deliverables the project will produce **two reports** (that will be made available in three languages, most probably English, French and German) from the conferences to be drafted by the expert and to be agreed upon by the members of the two Steering Groups on CPD and OSH (MSD & PSRS@W) and the HOSPEEM and EPSU Secretariats. These reports should allow the sectoral social partners and their members in the EU MS to enhance the common understanding of the issues and challenges at stake, to obtain the criteria to assess possible measures and initiatives – be they in the realm of the social partners or also involve an intervention or financial support from governments or public authorities in the member states – and set out options to (where possible jointly) act to address them. As to this project this means measures and initiatives aimed at an improved access to and a successful participation of all health workers in CPD as well as at the prevention, better management and reduction of health and safety risks at the workplace and of the exposure to occupational hazards, in particular musculoskeletal disorders and psycho-social risks and stress.

Another deliverable is a **brief document summarising the main insight, conclusions and recommendations** – in the current 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” (2014-2016; VS/2014/0324) called “Take Home Messages” –, **but also setting out possible next steps**. This exercise will be done after the two conferences. The document will be drafted by the EPSU and HOSPEEM Secretariats (with the EPSU Secretariat producing the first draft) and to be agreed by the Steering Groups. This document will also be presented for adoption near the end of the project to the representatives of HOSPEEM members and EPSU affiliates at one of the meetings of the Sectoral Social Dialogue Committee for the Hospital Sector (SSDC HS).

The Steering Groups together with the contracted expert will be responsible for advising and deciding on the final design of the project deliverables to improve the practical use of the project results and recommendations by both management and workers and their (trade union) representatives. Instruments considered in this regard comprise e.g. learning partnerships in the field of CPD and LLL or the setting up of an expert network in the field of OSH.



For more info on the expected contribution of a **survey** on good practice on CPD as well as on project outcomes and deliverables of most practical use for them prior to the first conference see above under 3). The same holds for the **collection of feedback** on 4 to 5 main aspects national members would like to have dealt with at the second conference on MSD and PSRS@W as well as in relation to results they consider most useful for their future work.

The information gathered, the outcomes of the conferences' debates, the contents of the two reports and the summary documents with the "Take Home Messages" (or of an interactive tool to support live inputs/feedbacks from participants into the conference) mentioned above, will be the input into the regular meetings of the Sectoral Social Dialogue Committee for the Hospital Sector (SSDC HS).

All relevant documents gathered in the framework of the project and provided by HOSPEEM members and EPSU affiliates will be **made available and publicly accessible on the website of EPSU and HOSPEEM.**