



HOSPEEM-EPSU EU-funded project

***“Promoting effective recruitment and retention policies for health workers in the EU by ensuring access to CPD and healthy and safe workplaces supportive of patient safety and quality care”
(2017-2018)***

Detailed description

HOSPEEM and EPSU have been provided with financial support from the European Commission for a joint project in the field of recruitment and retention in the years 2017 and 2018. The project will be instrumental in supporting objectives in line with EPSU and HOSPEEM policy priorities.

Objectives of the project

The project will provide an appropriate framework to continue to focus on continuing professional development (CPD) as a first joint policy priority. The work will serve to collect, discuss and evaluate 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 HOSPEEM-EPSU Joint Declaration on Continuing Professional Development and Life-Long Learning for All Health Workers in the EU (cf. [HOSPEEM's](#) and [EPSU's](#) and webpage).

The project will secondly be geared towards the follow-up to results and recommendations of the HOSPEEM-EPSU joint project (2014-2016) in the field of occupational safety and health (OSH). The prevention, management and reduction of “musculoskeletal disorders” (MSD) and “psychosocial risks and stress at work” (PSRS@W) have been identified by HOSPEEM and EPSU members as two key priorities for their future joint work. The project will strongly build on the take home messages identified during the two European conferences in Paris and Helsinki and on the summary document (cf. [HOSPEEM's](#) and [EPSU's](#) webpage) agreed in June 2016 that lists a number of possible follow-up activities.

Both components of the project must be seen in the broader context of joint efforts towards improved and attractive recruitment and effective retention conditions in the hospital/health care sector.

Implementation of the action

The project will run over 24 months (01.02.2017-31.01.2019). This will allow the delivery of a full project cycle including preparatory activities, the implementation of the workplan and the dissemination of results already fully under the project (not excluding further dissemination efforts after the end of the project).

The action will be delivered through the organisation of two European conferences, the first in June 2017 in Amsterdam (The Netherlands) on CPD and LLL in the hospital sector, and the second in April or May 2018 in Vilnius (Lithuania) on OSH (MSD and PSRS@W). The preparation and organisation of

the first event will be supported by NVZ (HOSPEEM member, Netherlands). LSADPS (EPSU affiliate, Lithuania) will have the same responsibilities in a joint effort with the EPSU Secretariat for the second event.

Orientation and guidance will be provided by two Steering Groups composed by a number of representatives of HOSPEEM and EPSU experts in the field of CPD and/or OSH. The Steering Groups will have the task – together with an expert to be contracted – to help the Secretariats to prepare, support, monitor and evaluate project-related activities.

Expected results

As main deliverables, the project will produce a report from each conference to be drafted by the expert and to be agreed upon by the members of the two Steering Groups and the HOSPEEM and EPSU Secretariats.

Another deliverable is a brief document summarising the main insight, conclusions and recommendations of the project. This exercise will be done after the two conferences.

Dedicated webpages have been set up on the HOSPEEM and EPSU websites to disseminate project outcomes and relevant material to the target groups and the general public, see here for more information (EPSU: <http://www.epsu.org/article/epsu-hospeem-project-2017-2018-cpd-and-msd-and-psrsw>; HOSPEEM (<http://hospeem.org/activities/projects/recruitment-retention-cpd-ill-osh/>)).

The information gathered in the framework of the project as well as the project results and recommendations will be fed back into the regular work of the Sectoral Social Dialogue Committee for the hospital/health care sector (SSDC HS) to be further discussed and assessed, in particular in view of their use to influence EU-level policy making.