



Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector: Main activities and outcomes in 2013

In 2013, the Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector dealt with a range of topics, carried out project-related activities, agreed on several documents whereof the main highlights are provided in this document. It also elaborated and agreed the main lines of the Joint Work Programme for the period 2014 to 2016.

- **Key topics:** 1) ageing workforce in the healthcare sector 2) promotion and monitoring of the transposition of Directive 2010/32/EU on the prevention from sharps injuries in the hospital and health sector; 3) evaluation of use of multi-sector guidelines to tackle third party violence; 4) EU occupational safety and health policies 5) updates and evaluation of the outcomes of the Trialogue negotiations on the revision of Directive 2005/36/EC on the recognition of professional qualifications; 6) activities in the context of the Action Plan on the EU Health Workforce.
- **Main results:**
 - Ad 1) Adoption of "[EPSU-HOSPEEM guidelines and examples of good practice to address the challenges of an ageing workforce](#)" in the hospital and health care sector on 23 October 2013, signed on 11 December 2013. A number of good practice examples are annexed to the document [EN, FR, DE]. A thematic webpage collecting studies, reports and presentations and a joint press release have been made available (see [EPSU](#) and [HOSPEEM](#) websites). Annual updates on the use of the guidelines by HOSPEEM and EPSU members will be done and a more detailed report on the overall implementation will be issued four years after adoption.
 - Ad 2) A joint [EPSU-HOSPEEM Project to monitor and promote the implementation of Directive 2010/32/EU on the prevention from sharp injuries in the hospital and health care sector](#) was carried out throughout the year. 3 regional seminars and a final conference brought together about 365 participants from 25 countries to assess the transposition of the Directive into national legislation, to report on the role of social partners in this process and to identify challenges, open questions and good practice examples at workplace level. A [EPSU-HOSPEEM Final Report](#) comprising country reports for 24 EU MS and a number of non-EU countries was elaborated [EN, FR, DE, ES, PL]. A dissemination document (included also in the publication "[Success Stories from the EU sectoral social dialogue](#)" from DG EMPL) to highlight the results that social partners can achieve together to identify risks and to improve safety and health at the workplace and of the patients is available online (see [EPSU](#) and [HOSPEEM](#) websites).
 - Ad 3) A [report on the use of the multi-sectoral guidelines to tackle work-related third-party violence](#) was endorsed (final version of 21 November 2013) (see [EPSU](#) and [HOSPEEM](#) websites) [EN]. It covers the 5 sectors that in 2010 signed the guidelines and contains recommendations, i.a. for (cross-)sectoral follow-up. Data and information from HOSPEEM and EPSU were gathered through a survey addressed to HOSPEEM members and EPSU affiliates in the first half 2013.
 - Ad 4) On 11 December 2013 HOSPEEM and EPSU agreed on a Joint [Statement on the new EU occupational safety and health policy framework](#) [EN, FR, DE] (see [EPSU](#) and [HOSPEEM](#) websites). [EPSU](#) and [HOSPEEM](#) had submitted their individual responses to the EC consultation at the end of August 2013.



HOSPEEM and EPSU

Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector

HOSPEEM (<http://hospeem.org/>) is the **European hospital and healthcare employers' association**. The association represents at European level national employers' associations operating in the hospital and healthcare sector, in order to co-ordinate their views and actions with regard to a sector and a market in constant evolution. HOSPEEM was formed in 2005 in order to represent the interests of European Hospital and Healthcare Employers on workforce and industrial relations issues. HOSPEEM has members across the European Union both in the state or regionally controlled hospital sector and in the private health sector. HOSPEEM members are health employers' organisations with the powers to negotiate on pay and on terms and conditions of service with their respective Trade Union partners. HOSPEEM is also a member of the European Centre of Employers and Enterprises providing Public services (CEEP).

EPSU (<http://www.epsu.org>) is the **European Federation of Public Service Unions**. It is the second largest federation of the European Trade Union Confederation (ETUC) and comprises about 8 million public service workers from over 260 trade unions. EPSU organises workers in the energy, water and waste sectors, health and social services and local and national administration, in all European countries including in the EU's Eastern Neighbourhood. EPSU is involved in five sectoral social dialogue committees, including for the hospital sector (<http://www.epsu.org/r/20>). EPSU is the recognised regional organisation of Public Services International (PSI). EPSU represents 3.5 million health and social services workers across Europe (ranging from social worker to doctor to hospital cleaner to medical secretary to nurse), and is engaged in a wide range of issues on their behalf. EPSU is involved in legislative initiatives at EU-level, monitors and aims at influencing EU policies and runs projects in health and social care.

HOSPEEM (<http://hospeem.org>) and **EPSU** (<http://www.epsu.org/r/2>) participate in the European Social Dialogue as the recognised European Social Partners in the Hospital and Health Care Sector. The Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector (<http://www.epsu.org/r/20>) was set up in 2006. They agree Joint Work Programmes, stretching upon periods of two to three years; the current work plan covers the years 2011 to 2013 (see [EPSU](#) and [HOSPEEM](#) websites). A range of joint documents (declarations, code of conducts, framework of actions, framework agreements) have been adopted and a number of projects and activities have been successfully completed ever since.

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