

**Sectoral Social Dialogue Committee for the Hospital Sector
Working Group Meeting 1/2017
Brussels, 27 February 2017
Draft Notes**

MORNING SESSION

08.45 – 09.15 HOSPEEM–EPSU Steering Committee

09.15 – 10.30 Separate trade unions' and employers' group meetings

10.30 – 12.30 Plenary

The morning session was chaired by Kirsi Sillanpää, TEHY (Finland), Vice-President of EPSU's Standing Committee "Health and Social Services".

1. Points for information

Caroline Hager (DG SANTE, Cross-Border Healthcare & e-Health team) informed the participants that she will move to another position and that she will be replaced by Concetta Cultrera (DG SANTE, Deputy Head of Unit). Ms Cultrera has been working at the European Commission for the last twenty-two years, dealing with a variety of policy areas: trade and development, competition in the energy sector and social policies. Before joining DG SANTE she was in charge of poverty reduction and of social services in DG EMPL.

Ms. Hager thanked HOSPEEM and EPSU for their engagement in the social dialogue. She will now be responsible for European Reference Networks for Rare Diseases.

Emilie Sourdoire (HOSPEEM Secretariat) informed HOSPEEM and EPSU members about the proposal made by DG Employment to shift the date of the SSDC HS plenary meeting scheduled on Monday 4 December 2017 to Thursday 30 November 2017. The proposed new date was accepted.

- DG SANTE Study on HCA

Caroline Hager informed that the DG SANTE Study on core competences for HCA was finalised before Christmas. DG SANTE will soon send a copy of the report. It will be made available on the website of DG SANTE.

- HOSPEEM-EPSU Joint Declaration on CPD and LLL for all health workers in the EU: Update on HOSPEEM-EPSU request for political support by DG SANTE

Caroline Hager informed that Commissioner Andriukaitis replied mid-February to the joint HOSPEEM-EPSU request for political support to their Joint Declaration on CPD on LLL. No formal signature of the Joint Declaration will be possible but the Commissioner is very supportive to this work. DG SANTE proposed a meeting between Commissioner Andriukaitis

and HOSPEEM and EPSU's Secretary Generals Tjitte Alkema and Jan Willem Goudriaan on 24 April 2017.

Maryvonne Nicolle, CFDT Santé Sociaux (France) stressed that French and Belgian trade unions have a problem with the notion of "*joint responsibility*" contained in the Joint Declaration, in the context of mandatory CPD, as this concept has no legal basis in France.

Tjitte Alkema, NVZ (The Netherlands) said that the Joint Declaration is meant as an inspirational document for HOSPEEM and EPSU members and that the agreement reached on the joint responsibility is what makes the Joint Declaration so relevant. He underlined that the Joint Declaration puts the emphasis on the importance of taking into account and respecting the different national situations and specificities and does not put at risk the national regulatory frameworks. He pointed out that the individual responsibility of employees to participate in training activities could not be taken away.

Maryvonne Nicolle explained that French and Belgian trade unions did not want to call into question the value of the Joint Declaration but that there was a clear translation issue.

Françoise Geng, CGT Santé (France) suggested a nuanced wording, such as "*The employer has the responsibility and the employee must put in place all possible means...*", in order to solve the legal problem.

It was agreed to mention in the notes of the meeting that there is a translation issue related to "*joint responsibility*" in French and that it is a different concept in France.

Margret Steffen ver.di (Germany) reported that the sentence "*respecting national regulation*" is missing in the German translation of the Declaration.

Mathias Maucher (EPSU Secretariat) added that a remark taking up the points and concerns expressed by EPSU colleagues from Belgium and France will be put in the French version of the declaration and on the webpage of EPSU's website to which the document is uploaded.

- State of play of the revision of the EU directives in the field of health and safety at the workplace

Mathias Maucher presented the documents related to the communication on Health and Safety issued by the Commission on 10 January 2017.

- Communication - *Safer and Healthier Work for All - Modernisation of the EU Occupational Safety and Health Legislation and Policy*. Main conclusions of the evaluation:
 - o The OSH framework remains relevant and helpful to achieve workers' health and safety.
 - o The prevalence of work-related cancer remains high.
 - o Investing in health and safety pays off, it is possible to make the business case.
 - o MSD and PSRS@W are of high relevance.
- Employers' guide on how to work in the OSH field and to undertake risk assessment.
- Ex-post evaluation: assessment of the existing health and safety legislation (24 OSH directives: one framework directive and 23 specific directives).

The evaluation does not cover the Directive 2010/32/EU on prevention from Sharp Injuries. The EC still needs to come up with its own assessment of the implementation of the Directive.

Having had an exchange with Stefano Martinelli, DG EMPL, prior to the meeting, Mathias Maucher suggested that EPSU and HOSPEEM would reach out to the head of the Health and Safety Department of DG EMPL to find out about their plans and timeline as to the EC report

on the transposition of the Directive. Precise knowledge on this point would also be useful to decide how HOSPEEM and EPSU will address their own follow-up activity to Directive 2010/32/EU as set out in the Joint HOSPEEM-EPSU Work Programme 2017-2019.

Margret Steffen stressed the need to look carefully at the Communication. She underlined that it would be good to share experiences between countries regarding the implementation of the Sharp Directive.

Stefano Martinelli stressed the link between this Communication and the Pillar of Social Rights. Concerning the implementation of the Sharp Directive, given the importance of the topic, he suggested inviting someone from the Unit B3 of DG EMPL to the next meeting of the Social Dialogue.

Maryvonne Nicolle pointed out that this Communication, in particular the part related to prevention, could serve as a basis for HOSPEEM-EPSU follow-up work and activities on musculoskeletal disorders (MSDs) and psycho-social risks and stress at work (PSRS@W).

- Update on hearing of social partners with DG EMPL on the revision of the Working Time Directive, 19 January 2017, Brussels

Tjitte Alkema (Secretary General of HOSPEEM) reported on his participation in the cross-industry hearing organised by the Commission on the implementation of the Working Time Directive on 19 January in Brussels. The hearing was organised on a short notice as the Commission wants to present the Pillar of Social Rights package during spring 2017.

The Commission plans to issue an Interpretative Communication of the Directive, to be read in combination with the rulings of the European Court of Justice. Employers are uncertain whether this combination will lead to additional unclarity and limit the work of social partners. This initiative has to be seen in the context of the Pillar of Social Rights.

Mathias Maucher said that the Commission will also issue an implementation report of the Directive and specified that EPSU and HOSPEEM are not negotiating on this issue at sectoral level.

- Report from the conference on the Pillar of Social Rights, 23 January 2017, Brussels

Tjitte Alkema reported back from the high-level conference on the Pillar of Social Rights organised by the European Commission on 23 January.

The following topics were discussed during the conference:

- European social and economic model
- How social exclusion and marginalisation can be tackled? This topic has been seen as difficult to manage by most participants.
- Mobility of workers and transferability of social protection
- Minimum wages
- Subsidiarity approach and the role of social partners

Françoise Geng stressed that austerity measures had been applied further beyond the economic crisis and were a major factor of social destruction. She deplored the fact that the positive contribution of migration to the labour market was not discussed. During the conference, she noted a lack of clarity about the final outline of the Pillar of Social Rights.

Stefano Martinelli stressed that the Commission was in a consultation process and said that social partners were fully involved in this process at different levels. In April the Commission will come up with a more concrete plan.

- ILO tripartite sectoral meeting on improving employment and working conditions in health services (24-28 April 2017, Geneva)

Mathias Maucher informed the participants about the organisation of a tripartite sectoral meeting on improving employment and working conditions in health services by the International Labour Organisation (ILO) in Geneva from 24 to 28 April. HOSPEEM and EPSU received an individual invitation.

A delegation of Public Services International (PSI) will attend the meeting. Some EPSU affiliates will also be part of this delegation.

Tjitte Alkema stressed the difficulty for HOSPEEM to confirm its participation in the meeting due to the absence of agenda. He said that the information about the meeting had been circulated among HOSPEEM members.

2. Joint HOSPEEM-EPSU Work Programme 2017-2019

- Feedback round on topics, activities and achievements in the framework of the HOSPEEM-EPSU Work Programme 2014-2016
- Presentation of the final draft Work Programme 2017-2019
- Final round of exchange with HOSPEEM members and EPSU affiliates
- Adoption of the HOSPEEM-EPSU Work Programme 2017-2019

Mathias Maucher stressed the importance of looking at the successful implementation of the previous work programme 2014-2016 and at how useful and beneficial was the work carried out and the outcome reached.

Emilie Sourdoire presented the revised version of the joint HOSPEEM-EPSU work programme 2017-2019 as of 20 February and focused on the changes made since the SSDC HS plenary meeting of 2 December, on the basis of the comments and suggestions made by EPSU affiliates and HOSPEEM members. It is structured around four major thematic priorities, i.e. Recruitment and Retention of Health Workforce, Continuing Professional Development and Life-Long Learning, Occupational Health and Safety and Well-being, and Health Care Policy, and it prioritises the sub-themes under each heading. Each sub-theme is presented with specific objectives, deliverables and a timeline.

She underlined that the Secretariats reduced the length of the work programme and decided to merge some topics, for more clarity and coherence. They also agreed to leave out the issue of work-life balance as it was not considered as a core priority for hospital social partners currently. She added that it would be challenging to cover all the topics listed and that some of them would most likely not be dealt with by the end of 2019.

Mathias Maucher and Kirsi Sillanpää stated that – in addition to the topics covered by the Joint Project, see agenda item 3 – new models of care and the successful integration of migrants in the hospital/healthcare sector, included in the overall theme “recruitment and retention”, had the biggest priority for EPSU.

EPSU made a text suggestion concerning the wording on a focus on health support staff, i.e. *“Understanding and promotion of the role of social partners on delivering a consistent approach towards health care support staff”*, to be included in the objectives and deliverables of the sub-theme related to new models of care. The rewording was accepted by the participants.

EPSU also asked for clarity regarding the second activity listed under the heading “Recruitment and Retention” and to write there “refugees/asylum seekers” to identify the “target group” of the joint activity. This clarification and the rewording were accepted by the participants.

Tjitte Alkema explained that HOSPEEM and EPSU look for the active involvement of their respective members in the work programme. He kindly invited them to express their interest on some specific topics included in the work programme and their willingness to present the measures taken and activities carried out in such field(s) in their home country.

The new joint HOSPEEM-EPSU work programme 2017-2019 was then accepted. It will be the backbone for the HOSPEEM and EPSU joint work until 2019.

Tjitte Alkema and Mathias Maucher specified that the content of the work programme being accepted by everyone, the Secretariats could take a few more weeks to finalise the wording as there should not be misunderstanding.

It was agreed that the final version of the work programme would be shared with HOSPEEM members and EPSU affiliates by the end of March.

12.30 – 14.00 Lunch break

14.00 – 16.30 Plenary (cont.)

The afternoon session was chaired by Tjitte Alkema, NVZ (the Netherlands), Secretary General of HOSPEEM.

3. Joint HOSPEEM-EPSU Project *“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” (2017-2018)*

Emilie Sourdoire presented a brief overview of the 2-year EU project HOSPEEM and EPSU have been granted by the European Commission. The project officially started on 1st February 2017 and will run until 31 January 2019.

This project is a continuation of the work recently carried out by HOSPEEM and EPSU in two core fields and is structured around two main policy priorities, i.e. deepening the work on CPD and LLL (using the HOSPEEM-EPSU Joint Declaration on CPD and LLL for all health workers in the EU as a basis) and following-up on results and recommendations of the HOSPEEM-EPSU OSH project 2014-2016 in view of identifying the most relevant follow-up activities in the field of MSD and PSRS@W.

Two conferences are foreseen in the context of the project. A first conference will take place in Amsterdam (The Netherlands) on 19 and 20 June 2017 on CPD and LLL. A second conference will take place in Vilnius (Lithuania) in spring 2018 on OSH related issues (MSD and PSRS@W).

Orientation and guidance will be provided by two Steering Groups composed by a number of representatives of HOSPEEM and EPSU and an external expert will provide support throughout the duration of the project. The Steering Groups will meet five times during the project.

The deliverables consist of a report to be drafted by the expert from each conference, a document summarising the main recommendations and conclusions of the project and including key take-home messages, and dedicated webpages to be set up on the HOSPEEM and EPSU websites to disseminate relevant material and project outcomes.

A detailed description of the project (as well as a shorter 2-page version) has been prepared by the Secretariats and has been made available to the members respectively.

She informed the participants about the selection process of the consultant. Three bids were received in response to the call for tender published from 20 January to 18 February 2017. On the basis of the selection criteria set in the call for tender, the EPSU and HOSPEEM Secretariats jointly awarded the contract to Nico Knibbe, LOCOmotion Research NL. Nico Knibbe already provided support to HOSPEEM and EPSU in the running of their previous OSH project 2014-2016.

Mathias Maucher and Emilie Sourdoire presented the respective composition of the HOSPEEM and EPSU delegations for the two Steering Groups.

Mathias Maucher added that a concise survey would be conducted on the two broad themes covered by the project prior to both conferences to allow EPSU affiliates and HOSPEEM members to identify the priority topics linked to CPD and OSH that they would like to be addressed during the conferences. The results of these surveys will feed into the preparation of the conferences.

A first exchange of views was held during the meeting on the key topics to be possibly addressed during the first HOSPEEM-EPSU conference on Continuing Professional Development that will take place in Amsterdam on 19 and 20 June 2017.

The priority issues related to CPD raised by the participants can be summarised as follows:

- Guaranteeing access to and funding for CPD for health care support staff (Development of nurse associate role; Demand of health care support staff to access CPD to higher roles; Addressing underinvestment in numeracy and literacy skills).
- CPD and diversity management in a context of good quality care, professional integration and training of migrants. How to manage cultural diversity?
- CPD as part of organisational and personal development strategies
- Learning from failures in the provision of funding for CPD for all types of health workers.
- How to ensure funding for CPD in period of economic crisis?
- Funding for CPD should not focus only on the start of the career (important to invest in CPD for workers aged 40+) and should not focus only on recognised health professions.
- CPD to support the provision of multi-professional team-based care. How can different health staff work together?
- Models for career development as “holistic” approach to CPD
- Physical involvement of patients in training modules dedicated to professionals to help increase both quality of life at work for health professionals and quality of care

Tjitte Alkema stressed the importance of collecting input and suggestions from HOSPEEM and EPSU members. Mathias Maucher explained that EPSU would do the survey on CPD-related priorities for EPSU affiliates first based on an e-mail exchange with its members and second at the meeting of the EPSU Standing Committee “Health and Social Services” on 14 March 2017.

Françoise Geng stressed the importance of clarifying the way to deal with the different topics during the conferences and of addressing cross-cutting topics so that all countries and all participants can feel concerned.

Mathias Maucher underlined that interpretation will be provided from and into 4 languages during both conferences in order to facilitate the work and exchanges and to foster interactivity. He also specified that each conference will last 1,5 day, which will give more leeway.