



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change  
**Social Dialogue, Industrial Relations**

Brussels,

**Minutes of the social dialogue committee  
in the Hospital sector  
Working group on retention and recruitment  
22 January 2007**

This is the first meeting of this group and the session is co-chaired by Tamara Goosens from ESPU and Valeria Ronzitti from HOSPEEM

**The draft agenda is accepted**

In order to make acquainted, social partners are invited to present themselves

The idea of this meeting is to work on the issues of retention and recruitment and to define working methods in order to propose guidelines or any other statement to be adopted during the next plenary meeting, which will take place in Brussels on 6 June 2007. In the format of the social dialogue committee, it is important to maintain a close link between working groups and plenaries. Social partners agree on the need to build a synergy between the 3 working groups with the view to shape tools, likely to fuel added-values to the works of the committee.

1. This approach requires a holistic view, which also includes issues such as work- life balance, diversity, mobility, the need to integrate different categories of workers, the need to combat age discrimination, on a broader prospect.
2. On the other hand, the social partners must focus on tools dedicated to the specific issues of retention and recruitment. These tools can be embodied in statements, guides of good practices, guidelines, codes of conduct with a special attention on "receiving" and/or "sending" countries.

In any case, the tool to be suggested will be a voluntary text, which can only involve and commit national members who are affiliated to the European social partners EPSU and HOSPEEM.

UK' members present their national experience in terms of guidance for ethical recruitment to be applied in public and private sector. This approach was very positive and has tackled the challenge of relevant information for workers and has fought issues such as Harassment. The assessment of this experience was good and it led to a awareness campaign, which involved high-profile employers who were informed in

case of violation of good treatment, at instance. This triggered working progress in a short time.

Tamara Goosens stresses that the present meeting is dedicated to an exchange of views in a total freedom of speech. Social partners from Poland express their concerns about the huge migration that their country faces in the hospital sector. They deem that it is necessary to tackle 3 issues for fighting this problem.

- The Capacity for training and for enhancing personal development
- The Need for improving working conditions
- The Solidarity between countries in order to balance skills shortages in EU 10

The employers group decides to nominate **Ulrike Neuhauser** in her capacity of moderator/facilitator. The employees' group decides to nominate **Lisa di paolao Sandberg** in her capacity of moderator/ facilitator.

Prior to working on a detailed tool, the social dialogue committee should agree on common principles such as the scope of its contribution, the ethical dimension, international or/and national retention. Social partners also deem necessary to think about accompanying measures such as work-life balance, training opportunities, career management, childcare, quality of work.

These "non paid" issues can facilitate retention. It is important to ensure consistency between private and public Hospital sectors as far as the recruitment and retention measures are concerned. Integration of foreign workers requires the need to develop languages training. Integration of foreign workers also entails the protection of their native language in the "receiving" countries.

Social partners from Poland fear that the approach only takes into account the EU 15' concerns. Though discrepancies between Countries, the social dialogue committee aims at raising awareness, bearing in mind that social partners have no direct influence on the level of wages. (Nor the Commission, according to article 137 of the Treaty).

**Social partners agree on the core principles, as followed:**

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| <ol style="list-style-type: none"><li>(1) The need to establish a link between Recruitment and Retention</li><li>(2) Consistency concerning the equal treatment of "inside" and "outside" employees in Countries</li><li>(3) Consistency concerning application of ethical recruitment guidelines in the public and private sectors</li><li>(4) Major changes in the Hospital sector</li><li>(5) Integration of medical staff in the workplace</li><li>(6) Facilitate accompanying measures to integrate “outside” employees outside the workplace</li><li>(7) Need to introduce the solidarity principle in ethical recruitment and retention policies</li></ol> |
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The employees group expresses its willingness to work and to adopt guidelines on international recruitment to be applied not only by national authorities but also by social partners themselves and to address the issue within a broader prospect.

The employers group stresses the need to address all the Hospital sector related employees (doctors and others) within the context of Flexicurity and Solidarity;

The secretariats will jointly circulate a common working paper on the theme of Recruitment and Retention. This paper is devoted for amendments and comments as soon as possible by the members of the working group.

Once finalised, the paper will be submitted to members of the plenary on 6<sup>th</sup> of June as recommendation for further action by the recruitment and retention working group.

In the meanwhile, information will be shared through the secretariats between members of the 3 different working groups.

### **Participants**

AJAKI Faluke

BECK Herbert

BORSBOOM Marco

BRANCA Marta

BRENKOVA Ivana

CARLSEN Christina

CHIEREGATO Alessandro

DIDOVITCH Karen

DI PAOLO-SANDERG Liza

GAVARINA Inta

KAASINEN-PARKATTI Leene

KALEJS Jeugenizs

LINDBERG Leif

MOLDACH Robert

NEUHAUSER Ulrike

REIDELBACH Dirk

TAKS Lia

GOOSENS Tamara

RONZITTI Valeria

CHAPMAN Andrew

ZIEGLER François