



**Social Dialogue Hospital Sector
Working Group Meeting 2/2012
Brussels, 4 June 2012
Draft Minutes**

MORNING SESSION

09.15 – 10.00 EPSU–HOSPEEM Steering Committee

10.00 – 11.30 Separate trade unions' and employers' group meetings

11.30 – 13.00 Plenary

1. Ageing Healthcare Workforce

- Follow-up on the Technical Seminar held on 27 April 2012
- Update on the negotiations of the Drafting Group on to Ageing Workforce for the draft of a set of guidelines and good practice examples
- Presentation of the EPSU position paper
- Presentation of the HOSPEEM position paper
- Next steps

- Follow-up on the Technical Seminar held on 27 April 2012

- Elisa Benedetti, HOSPEEM Secretariat, gave an overview of the presentations made during the Technical Seminar “Ageing Workforce” held on 27 April 2012.
- In referring to the minutes of the meeting, she recalled the purpose of the seminar and highlighted various issues brought up by the two researchers and HOSPEEM and EPSU colleagues relevant for the ongoing negotiations on the guidelines and good practice examples on the ageing workforce.
- She mentioned the concluding panel with representatives of DG SANCO and DG EMPL and the Secretaries General of HOSPEEM and EPSU and concluded that all participants had considered the event particularly useful and done at the right moment.
 - Update on negotiating process on guidelines and good practice examples
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 - Presentation of the EPSU position paper
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 - Presentation of the HOSPEEM position paper

- Elisa Benedetti summarised main steps of the negotiating process and the relevant outcomes of the four meetings the Drafting Group had since December 2012.
- A first document was elaborated by the Drafting Group members by mid February. At the meeting of 15 February and afterwards a more concise version was elaborated based on numerous comments from the Drafting Group members.
- Based on the joint document of February, HOSPEEM had elaborated the “employers’ version” (marked on the cover page “9 May 2012”) **document circulated prior to the meeting**, containing what HOSPEEM members would like to see included and how they would like to see the guidelines and “surrounding text” structured. Elisa said that this version most likely was still subject to minor changes, e.g. in view of what risk

- assessment should mean when it comes to challenges related to the ageing of the health workforce. She informed the participants that a section entitled a “business case” and another “workforce planning” had been added. The section “preparing for retirement & beyond retirement” would still need to be screened by HOSPEEM as to the compatibility with the specific legal situations/frameworks in the Member States.
- In a parallel process EPSU has elaborated a position paper [document circulated prior to the meeting] since March 2012. Mathias Maucher, EPSU Secretariat, explained the rationale behind this endeavour. A number of EPSU members had not seen key points they would have liked to see emphasised/included in the February version. They also had expressed concerns or disagreement with various sentences or paragraphs. At the EPSU Standing Committee “Health and Social Services” on 28 March 2012 they had mandated the EPSU Secretariat and Drafting Group members to come up with an own document containing the trade union perspective and topic-related positions and proposals.
- As later explained by Mathias Maucher, in the meantime this document had undergone two rounds of revisions, restructured in line with the “employers’ version” and translated into French and German. It was “approved” by the EPSU members present (and tacitly by the others based on the two consultations) as reference document for EPSU as an organisation, and for the EPSU colleagues in the Drafting Group.
- Elisa Benedetti informed the participants that in May the EPSU and HOSPEEM Secretariats had asked DG EMPL to extend the deadline for negotiations by two months, until after the summer break (not counting July and August). Their request in the meantime had been answered positively by DG EMPL and an additional Drafting Group meeting had been agreed with them and with the colleagues from both EPSU and HOSPEEM for 28 June 2012.
- Elisa explained the next step would be the fifth meeting of Drafting Group “Ageing Workforce” on 28 June 2012. She said the aim of the following meeting is to work towards a quasi final agreement on main contents and wording of the guidelines. After that, the objective would have been to undergo a last round of consultation with HOSPEEM and EPSU members. This should allow a finalisation of the document during the sixth meeting of the Drafting Group (4 September 2012) and the third working group of the SSDC HS (5 September 2012).
- In the following discussion Godfrey Perera, Secretary General of HOSPEEM, mentioned different concerns about the EPSU paper HOSPEEM members had raised after a first quick screening of the contents (the final version had only been sent to HOSPEEM in the week before the Working Group). The concerns included the level of detailedness, terminology used (e.g. working time; better in their view: working hours or working arrangements) the unclarity about possible costs related to a number of messages suggested, the transferability to all or a broad range of countries of some possible measures, the depths of the section on occupational safety and health and the comprehensive approach proposed throughout the EPSU paper (including measures rather or predominantly applying to a wider workforce). He underlined HOSPEEM’s interest to jointly address the question how people can be productive at an older age.
- Guy Crijns, CSC (B), underlined that the final product needed to contain a clause to guarantee that the forthcoming guidelines would not endanger current legislation in place, regulations in collective agreements or already existing measures or standards. He called upon the employers to take up the challenge to implement measures to keep in the working life elder workers with reduced capacities, and to make tangible commitments to work towards an effective age management.

Next steps

- **TO DO 1:** EPSU and HOSPEEM agreed that their Drafting Group members would look into the “other” document respectively. They should try to come up with proposals on how and to which extent to integrate the EPSU position paper in the Employers’ version.
- **TO DO 2:** HOSPEEM and EPSU members to identify/send good practice examples.

2. Prevention from sharps injuries

- Project proposal “Promotion and support of Implementation of Directive 2010/32/EU on the prevention from sharps injuries in the hospital and health sector”
 - State of play on the transposition of the Directive and social partners’ involvement
 - Meeting with Focal Point Network of OSHA, Bilbao, 12 June 2012
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- Elisa Benedetti presented the contents, timeline and main deliverables of the joint project proposal “Promotion and support of Implementation of Directive 2010/32/EU on the prevention from sharps injuries in the hospital and health sector” submitted by EPSU and HOSPEEM in April 2012 [see slides 13-17, slide set of joint HOSPEEM-EPSU presentation at 3rd European Biosafety Summit, London, 1 June 2012].
 - François Ziegler, DG EMPL, said that HOSPEEM and EPSU should normally know by June 2012 if the project proposal has been retained.
 - Mathias Maucher gave a summary of the state of play of the implementation of the directive in Germany and highlighted the involvement of social partners and an institutionalisation of their role in the regulation on biological agents currently under discussion in the country.
 - Mathias Maucher and Godfrey Perera informed about their participation and the joint presentation to make at the 3rd European Biosafety Summit on 1 June 2012 in London. Godfrey Perera informed that a document had been elaborated i.a. by colleagues of the European Biosafety Network to favour the implementation of the Sharps Directive. If approved by members, the document could be used as a social partners’ guidance or at least guidance supported and promoted by HOSPEEM and EPSU. [see slide set mentioned above]
 - Consultations with HOSPEEM members and ESPU affiliates on the content and possible future use and format of this document are on their way (HOSPEEM) or to start soon (EPSU).
 - Mathias Maucher informed about a forthcoming meeting of HOSPEEM and EPSU with the new OSHA Director and with representatives of OSHA’s National Focal Points to exchange on the state of the art of the implementation of Directive 2010/32/EU, open questions, problems, etc. The meeting should also allow a discussion on the possibilities for future exchange and cooperation, in particular in the framework of the project “Promotion and support of Implementation of Directive 2010/32/EU on the prevention from sharps injuries in the hospital and health sector”, should it be finally approved by DG EMPL.
 - Ulrike Neuhauser, KAV (A), asked Mathias Maucher to refer to the example from Germany at the meeting with the OSHA Focal Point Network, as it shows the important role social partners could and should play during the implementation phase. She also mentioned the still low level of awareness and/or preparedness about the Directive 2010/32/EU at the level of the different hospital and of hospital staff. She said that a good example of that was given by the presentation of a doctor and researcher from the University Hospital Frankfurt at the 3rd European Biosafety Summit.
 - Mr Perera and Mr Maucher replied in the negative to François Ziegler’s question if DG EMPL was represented at the event. Mr Ziegler asked HOSPEEM and EPSU to keep the European Commission updated on their political and project-related activities in the months to come – as this would help to coordinate the efforts to promote the effective implementation of Directive 2010/32/EU.

AFTERNOON SESSION

14:30 – 16:00 Plenary

- ### 3. Revision of the Professional Qualifications Directive (Directive 2005/36/EC)
- Joint HOSPEEM-EPSU position to EC proposal of 19 December 2011
 - Next steps towards the European Parliament and European Commission

- Kate Ling, NHS (GB), introduced the draft joint response of HOSPEEM and EPSU [document circulated prior to the meeting] to the EC proposal of 19 December 2011 on the revision/modernisation of Directive 2005/36/EC on the recognition of professional qualifications.
- She recalled the timetable of the EP IMCO Committee. Their report should be issued in July 2012, and discussed around the middle of September. The likely deadline for amendments to the EP report should be 15 October 2012
- She informed colleagues present about a forthcoming meeting of both social partners with the EP rapporteur, French MEP Bernadette Vergnaud (S&D), planned for 21 June 2012
- Kate Ling then went through different points and explained the suggested wording. These include
 - the European Professional Care (developed into an electronic certificate, a secure means of exchanging electronically)
 - partial access (where for the health sector, not least according to the logic of Directive 2005/36/EU, you either are fully qualified or not; patients would not have confidence in health professionals well trained and allowed to do one task but not another that normally is part of their qualification/skills/expertise)
 - delegated acts, allowing the European Commission to do minor changes to a directive in the Lisbon Treaty there is no procedure between a full revision and the use of delegated acts, with Mrs Ling mentioning open questions as to its effect
 - the need to update professional qualifications to be fit for practice (underlining that whatever applies to nationals in this regard should also apply to workers coming from abroad)
 - alert mechanisms (supporting notification to other regulatory bodies if a health professional is stroke from register)
 - language requirements (supporting the possibility to have a two-track system of language controls and recalling the need for clarification of how these controls could work in reality and of which role for which actor during the recognition process)
 - minimum training periods for doctors, midwives, nurses (i.a. supporting the split between practice and theory, underlining the trend towards measuring outcomes and/or competencies at the end of a training course)
- In the questions and answer section Ulrike Neuhauser asked the representatives of DG EMPL and DG SANCO (that promised to seek for clarification with the legal experts) if to their knowledge the European Commission can be forced to involve stakeholders to update the contents of qualifications when using delegated acts or if the EC is free to decide what they want. She recalled the joint EPSU-HOSPEEM objective to make sure the social partners will be involved.

4. Implementation of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (2008)

- EPSU-HOSPEEM Report on the implementation
- Guillaume Duriveaux, currently intern at EPSU, introduced main features and shortly elaborated on selected insights and results from the report on the implementation of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention [document circulated prior to the meeting] he had drafted under the supervision of Mathias Maucher.
- The draft report (only in EN) had been circulated to both HOSPEEM members and EPSU affiliates in advance.
- Issues mentioned included the reasons for the use/implementation of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention, the barriers and problems encountered, the usefulness of the document and future prospects.
- Mathias Maucher came back on some issued and asked about the view of participants as to the future use and/or a possible adaption of the -HOSPEEM Code

of Conduct on Ethical Cross-border Recruitment and Retention. He invited to give additional feedback on the future prospects of the document prior to the next Working Group under the SSDC fro the Hospital Sector on 5 September 2012.

- Guillaume Durivaux will still include elements of the report received from Germany during May 2012 and other additional questionnaires to be received by end of June in a revised version to be finally adopted by EPSU and HOSPEEM.
- **TO DO 3:** Send in additional questionnaires filled in or other relevant information by end of June 2012 to Mathias Maucher, mmaucher@epsu.org

5. Feasibility Study on European Sector Councils on Employment and Skills “Nursing and the Care Workforce”

- Update on project progress
- Mid-term meeting, Warsaw, 19 and 20 June 2012
- Mathias Maucher gave a short update on the progresses made under the project, having mainly focused on a mapping exercise (first round) and on reaching out to potentially relevant stakeholders, prior to the mid-term project seminar to be held on 19 and 20 June 2012 in Warsaw.
- He mentioned that EPSU had elaborated a list of points showing the potentialities and the risks of such an endeavour and listing the open questions
- He announced the lead project partners would be invited to give a presentation on the projects’ provisional outcomes at the 5 September 2012 meeting of the SSDC HS:
- Elisa Benedetti asked if a European Sector Councils on Employment and Skills could also issue recommendations. This question was answered to the negative by Caroline Hager, DG SANCO.

6. Action Plan for the EU health workforce

- Presentation of the Commission Staff Working Document SWD(2012) 93 final

Caroline Hager, DG SANCO, gave a presentation on the Action Plan on the EU Health Workforce [\[see slide set used by Caroline Hager, DG SANCO\]](#).

- She explained that this initiative is part of the so-called “Employment package” entitled “Towards a job-rich recovery” of 18 April 2012, i.a. boost jobs in green economy, ICT, and health care.
- She presented CEDEFOP data on skills gaps and estimations on staff shortages.
- She identified several core areas:
 - Improvement of workforce planning, together with the Member States and professional associations, in the framework of a Joint Action to start in autumn 2012/in the beginning of 2013, also focusing on data availability on the mobility and migration of health professionals
 - OECD study to map education and training capacities, aiming at a better anticipation of skills needs
 - The Feasibility Study on a European Sector Council on Employment and Skills in area of nursing and care workforce, that should allow to update competence profiles
 - Sector Skill Alliances, with a pilote study on the health sector
 - A mapping exercise of systems and practices on continued professional development (CPD)
 - Elaboration o recommendations for training of health care assistants in the context of Nurse Educators and Regulators (project running into 2013)
 - Agreements and document of sectoral social partners, such as the Framework of Actions “Recruitment and Retention” that for DG SANCO provides framework for further work on the issue. The Action Plan should allow to run a mapping exercise of innovative and effective recruitment and retention strategies. Regional and local-level seminars could be used as tool to raise awareness for and to disseminate and operationalise work

- Ethical cross-border recruitment of health workers, by exploiting the strengths of the WHO Code of Practice and the EPSU-HOSPEEM Code of Conduct. An EU statement on implementation of the WOH Code of Practice underlining the need for leadership is being planned
- To deliver the action plan she expressed DG SANCO's intention to enhance the cooperation with the European and national social partners and to maximize the use of European structural funds, in particular of the ESF

Caroline Hager then entered into a first exchange with HOSPEEM members and EPSU affiliates on common priorities, on difficulties perceived by them as well as on their possibilities to contribute to the implementation of the Action Plan and of making use of it.

- Jevgenis Kalejs, Latvian Hospital Association (LV), said the Action Plan would fail in countries such as LV as long as there will not be measures or funds to prevent the outwards migration of health workers and the related brain drain. He suggested to DG SANCO to look into the Riga Declaration of May 2011 and suggested the organisation of regional or national seminars to better involve and make benefit colleagues working in the health care institutions.
- Ulrike Neuhauser expressed the wish that DG SANCO should contribute to the definition of conditions to allow the spending of ESF money for health-related initiatives. She also suggested to ear-mark EU funds to attract people to stay in the countries suffering from outwards migration
- Guy Crijns suggested to use funding from the forthcoming Action Plan on the EU Health Workforce for the implementation of pilot studies to address the various challenges of an ageing workforce in the health sector
- **TO DO 4:** HOSPEEM members and EPSU affiliates are encouraged to start developing ideas and proposals of how social partner-based activities and initiatives to address the challenges of an ageing workforce in the health sector could become part of the Action Plan on the EU Health Workforce (can be shared with Mathias Maucher, mmaucher@epsu.org and Elisa Benedetti, hospeem@hospeem.eu)

7. Any other business

No other issues were raised.

Mathias Maucher
EPSU
Brussels, 14 June 2012