



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

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

Social dialogue committee in the hospital sector **Working group "skill needs"** **14 February 2008** **Minutes**

The aim of this meeting was to finalize the workshop and questionnaire on "future skill needs in the Health care sector" in cooperation with CEDEFOP, in Thessaloniki on 22-23 May 2008.

A presentation of the project and study was given with slides (which were circulated) by Tormod Skjerve, Project Manager, CEDEFOP.

He namely underlined the Parliament resolution of 15 November 2007 inviting the Commission to analyse, in the context of Copenhagen process and cooperation with higher education, the need for added value advisory mechanisms to strengthen the identification of new types of jobs and skill needs at the European level, making use of existing sectorial skills activities and project under lifelong learning enterprise **and social dialogue policies**.

He also made a link with the comprehensive sectoral analysis of emerging competences and economic activities in the European Union, launched in January 2008 and aiming at analysing 17 sectors.

He then detailed the approach to be applied for setting up the Health care workshop, by identifying trends and future skill needs and target group. He suggested that the agenda should be based on modular scheme with 3 working groups on "technology and ICT", "Health care management" and "Training and education".

Against this backdrop, social partners agreed on enhancing the role of social partners through synergies, good practices and case studies to be identified.

On practicalities

The workshop should target around 50 participants: 30 social partners (15X15) and 20 (Institutions, member states and researchers)

On content,

It was suggested that 2 presentations (case studies) should be given for each working group on the issues of Technology and ICT, Health care management, and Education and Training.

On "technology and ICT":

Social partners agreed on addressing this issue and deemed that the title is appropriate. The hospital sector faces more and more demands on in-depth diagnosis. A reflection is necessary in order to know what policy is needed, while the demand of skills is increasing. A link should also be made with the "on-the-job" training. This working group should focus on the interaction between technologies; ICT and skill needs and on the impact of technology innovation on future skill needs in hospital based and community based care.

On "Health care management"

A global approach should be adopted on that issue.

The concept of "leadership" should be incorporated as well as the concept of "New public management", but social partners recognise the lack of common understanding on that last topic. Management should be addressed by medical and non-medical staff.

On "Education and Training"

Social partners agreed on focusing also on job training, training needs and on the role of providers (link with Universities and Training institutes)

The presentation made by CEDEFOP was used, discussed and changed accordingly by social partners during the meeting.

Last, a common template aiming at identifying case studies to be presented during the workshop was circulated for approval by social partners. This template will be sent to national members as a questionnaire and replies should be sent prior to the end of March.

Presentations of case studies shouldn't last more than 20 minutes.