



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

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

Hospitals social dialogue committee

Plenary meeting

7 December 2007

Minutes

The plenary meeting was co chaired by Godefrey Perera (HOSPEEM) and Karen Jennings (EPSU)

The agenda is approved by the participants and Hospeem suggests adding in the programme a presentation by their Polish colleagues on the envisaged conference to be organised at Warsaw in May next year and that is funded by the European Commission.

Update of last EU developments in Health sector

Lee Mc Gill from DG SANCO presents, with slides, last developments on the topic of "Patients' Safety" led by the European Commission. This presentation is available on the European Commission site. After this short presentation, EPSU underlines the need to strengthen a "cleaning culture" in Hospitals backed by accurate health and safety training. More, all contractors should be involved in this process. HOSPEEM recalls that new medical technologies should also be mutually recognised by the Member States with a view to facilitate mobility and patients' safety. Lee Mc Gill is warmly thanked for its contribution.

Signing of the joint EPSU HOSPEEM declaration on health services

The social partners announce their agreement on a **common declaration on Health services**, by which they express their common opinion on that issue. HOSPEEM and EPSU underscore that the signature is the first common document adopted, since the social dialogue committee was established.

This is deemed as a clear signal for working together while strengthening the hospitals' social dialogue at European level.

Working Group on Recruitment and Retention

A discussion took place on the content of the code of conduct, clarification was given on issues like equal pay and the concept of ethical recruitment. It was strongly felt that implementation was very important in this issue, and commitments by both parties on this are necessary. The participants of both HOSPEEM and EPSU approved then the content of the code of conduct, and will recommend this for adoption to the members of

their respective organisations. It is the intention to formally agree on the text in January 2008 with due regard to the internal procedures. **Working group on new skill needs**

At the backdrop of the minutes of 12 September 2007 (to be adopted), social partners agreed on working together on case studies on the "skills needs" issue and proposed that the second separate meeting should explore the feasibility of the preparation of a workshop. Social partners agreed on elaborating, with the moderators, a common template to collect with the help of the national social partners useful case studies where necessary with a view to prepare a common workshop in spring 2008.

Jean François Lebrun, Head of "working conditions" Unit to the Commission presents with slides studies on the "Project Innovation, skills and jobs" that the Commission is launching with the close cooperation of social partners on the new skills' needs related to Change and restructuring.

This presentation will be circulated.

Prevention of needlessticks injuries.

With the back of the Commission, a technical seminar on needlessticks' injuries will be held on 7 February 2008 with the presence of the Bilbao Agency. A common letter has been sent to Commissioner Spidla, accordingly. National members of HOSPEEM and EPSU are called on to present case studies and common presentations during this meeting in order to prepare the debate on exploring common initiative on that topic.

With this prospect, attention is drawn on the need to cover all medical professions and other type of injuries.

The second phase consultation should be launched by the Commission before Christmas.

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Third parties Violence

Social partners informed on the plurisectorial initiative launched with the help of the Commission with a view to explore the feasibility of completing the cross-industry autonomous Agreement signed in April on "Harassment and Work related Violence". This initiative is deemed very useful by HOSPEEM and EPSU who will jointly attend the technical seminar of 14 March 2008.

A.O.B

The Polish delegation from HOSPEEM informed the participants that the Commission decided to fund its conference, which will be held in Warsaw (date to be confirmed) in May 2008. More information will follow.

2008 dates (*indicative always to be confirmed one month before*)

07.02.2008: technical seminar on needlesticks injuries

14.02.2008: working group on new skills needs

14.03. 2008: technical seminar on third party violence

24.04.2008: working group on

24.06.2008: Plenary meeting

11. 09.2008: working group

27.10.2008: working group

04.12.2008: plenary meeting

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