



**Social Dialogue Hospital Sector
Working Group 4/2011
Brussels, 26th October 2011
Draft Minutes**

MORNING SESSION

09.30 – 10.15 EPSU – HOSPEEM Steering Committee

10.15 – 11.15 Separate Trade Unions' and Employers' group meetings

11.15 – 13.00 Plenary

The morning session was chaired by Margret Steffen, Unified Service Union (*Vereinigte Dienstleistungsgewerkschaft/ver.di*), Germany.

1. Working Group “Ageing health care workforce”

- Adoption of the outline on ageing healthcare workforce
- Adoption of mandate for Working Group
- Definition of calendar of meetings of Working Group and timeline for work/negotiations
- Nominations for the drafting group
- First round of exchange/negotiations on key topics and content of product(s) to be elaborated on ageing healthcare workforce
- Presentation of good practice example from EPSU (ver.di; RCN)
- Presentation from Katja Neubauer DG SANCO on the Joint Action on Health Workforce Planning (t.b.c.)

Documents made available

- EPSU-HOSPEEM Working Group “Ageing Workforce” (November 2011-July 2012): DRAFT OUTLINE (with comments by EPSU of 22 September 2011) – in EN, FR, DE and SV
- Joint letter of HOSPEEM and EPSU of 22 September 2011 to Jean-Paul Tricart, Head of Unit “European Social Dialogue”, DG EMPL: Re: Hospitals Social Dialogue Committee – Negotiations on the ageing healthcare workforce – Additional drafting group meetings and a technical seminar in the first quarter of 2012 – in EN only

Presentations

- Balasz Lengyel, DG SANCO: Joint Action on Health Workforce Planning
- Margret Steffen (ver.di, D): *Demographischer Wandel in der Pflege Thesen zum Erhalt und zur Förderung der Arbeits- und Beschäftigungsfähigkeit von Belegschaften in Krankenhäusern* (Demographic change in long-term care: Theses in view of supporting and promoting working and employment conditions of hospitals staff)
- Kim Sunley (RCN, GB): Challenges presented by an ageing nursing workforce in the UK

Balasz Lengyel promised to update EPSU and HOSPEEM on relevant new developments.

Issues elaborated on by Margret Steffen (in addition to those contained in the slides)

- One major problem is the lack of systematic organisational development and of targeted, individual human resources management
- Policies on the ageing health workforce can and should become part of European structural policies, by using the European Social Fund for a range of measures
- It is important to recall regional differences as to health infrastructures and policy priorities
- One major challenge is organisational and human resource management to allow for the development of multi-professional teams
- There are three major strategies used to reorganise processes in hospitals: 1) individualisation, e.g. based on case management and tracking of patients, 2) standardisation, e.g. to reduce the duration of treatments and hospitalisation, often based on guidelines, 3) combination of new technologies with reorganisation of personnel, e.g. in multi-functional teams

Issues elaborated on by Kim Sunley (in addition to those contained in the slides)

- An increasing number of nurses enters (and also re-enters) the profession in later years, after having done another profession and/or family/caring work.
- Traditionally nurses not being able anymore to cope with shift work were put into community services. Nowadays also there on-call time and around the clock work are no exceptions anymore
- Many older nurses are looking for part-time employment to better cope with physically demanding work
- Ageing strategies need to include work on health workplaces
- Increasing/higher job satisfaction as a rule is correlated with flexibility of working hours and own influence on defining working hours
- A high percentage of nurses is affected by chronic diseases themselves

Discussion

- Comments on the revised draft outline and mandate for a Working Group and a Drafting Group “Ageing Workforce” as made in the separate TU and employers meetings were presented.
- The EPSU Secretariat summarised three remarks by its members
 - Rudy Janssens (CGSP-ACOD, B): When looking at measures to support health care workers aged 50+ and to improve their working and pay conditions as well as their safety and health situation it is important not to neglect the design of pension systems. E.g. does early retirement, i.e. prior to legal retirement age, have a negative effect on actual and/or potential pension entitlements? Is their different treatment of different categories of health workers (in B e.g. between “*personnel nommé*” and “*personnel non-nommé*”) as to their pension rights? These aspects should be taken into account by the Drafting Group “Ageing Workforce”
 - Margret Steffen (ver.di, D): Need to recall the link between the employment of older workers and the quality of the work/good working and pay conditions. These insofar also are an important parameter to influence the attractiveness and longer careers in the health sector. Policies for the ageing workforce start at an early age. They are positively influenced and framed by a range of measures aiming more generally at an improvement of recruitment and retention conditions.
 - Kim Sunley (RCN, GB): In the draft outline one aspect should be still explicitly mentioned, the relevant occupational safety and health conditions critically influencing the quality of the work and supporting longer employment/careers.
- It was agreed to adopt the draft outline and mandate with one textual change, taking up the third bullet point above. There also was agreement that the other two remarks should be revisited and taken into consideration when starting the negotiations and work with the Drafting Group.
- EPSU informed all participants that it had received three nominations for the Drafting Group “Ageing Workforce” prior to the meeting. These are Herbert Beck (ver.di, D),

Nina Bergman (Vårdförbundet, S) and Merja Hyvärinen (Superliitto, FIN). During the meeting Ivana Štěpánková (OSZSP ČR, CZ) announced her interest in joining. The British affiliates announced to finally coordinate their proposal and nominated Nicola Lee (RCN, GB) in the days after the meeting. HOSPEEM did not yet communicate any names on 26 October 2011.

- DG EMPL in principle confirmed to be ready to give financial support to the work of a Drafting Group (with 5 representatives of HOSPEEM and EPSU each) and also to hold a Technical Seminar in spring 2012.
- DG EMPL suggested tying the meeting of the Drafting Group “Ageing Workforce” to other meetings under the SSDC HS, mainly for organisational reasons. If these meetings were held the same day, either before or after the joint plenary sessions, the facilities (i.e. meeting rooms and if need be also the interpretation) offered to the social partners by the European Commission could also be used by the Drafting Group “Ageing Workforce”. This proposal was accepted.
- The first meeting of the Drafting Group will be held AFTER the next Plenary Meeting on 2 December 2010, starting at 15h00 or 15h30 and ending around 18h00. The meeting therefore has to start earlier. The dates of the next meetings of the Drafting Group will depend on the dates for the first two working group meetings in 2012, to be soon communicated by DG EMPL.
- There will be a second meeting tied to the first working group meeting of the SSDC HS, normally end of January 2012, a third meeting tied to the second working group meeting of the SSDC HS, planned for March 2012 and a fourth meeting of the Drafting Group “Ageing Workforce” at a separate date (“off-shore meeting”) in May/early June 2012. This fourth meeting should serve the purposes of finalising work on the guidelines and the good practice examples and to prepare their presentation to the first Plenary Meeting of the SSDC HS end of June/early July 2012.
- A Technical Seminar with about 40 participants (and with interpretation at least for EN, FR and DE) to support the work and negotiations on “Ageing Workforce” content-wise and to broaden up the work of the Drafting Group is planned for end of March/beginning of April 2012.
- Members of the Drafting Group at the first meeting should decide upon their meeting hours, their working methodology, the distribution of responsibilities and tasks and designate two co-chairs, one representing HOSPEEM, the other representing EPSU.
- For pragmatic reasons, in particular to facilitate the direct exchange of drafting group members amongst themselves during and between the meetings, the EPSU Secretariat recommended to stick to the proposal of the EPSU-HOSPEEM Steering Committee and to organise the negotiations and the work on documents in English language only. There are also no resources (finances; time) at the EPSU Secretariat to organise the work process in various languages. Provisional text versions, however, will be translated into other languages prior to the meetings of first two working groups under the SSDC in 2012.
- It offered to all other EPSU members to transmit their input, also provided in other languages than English, to the EPSU members of the Drafting Group “Ageing Workforce”, translated into English and with explanations, if need be
- To fully involve all HOSPEEM and EPSU members in the work the drafting group would give an update on the work and progress made done during each working group or plenary meeting in the second half of 2012. Their work would then be subject to comments by all HOSPEEM and EPSU affiliates.
- **TO DO 1 for EPSU affiliates only:** EPSU members are invited to confirm their interest of become member of the Working Group “Ageing Workforce”, in addition to nominations already received by or orally communicated to the EPSU Secretariat, the latest by 1 December 2012.

AFTERNOON SESSION

14:30 – 16:00 Plenary

The afternoon session was chaired by Ulrike Neuhauser, Austrian Hospital and Health Services Platform in the Austrian Association for Public and Social Economy (*Verband der Öffentlichen Wirtschaft und Gemeinwirtschaft Österreichs/VÖWG*), Austria

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

- *N.B.* See <http://www.epsu.org/a/3715> for this document, currently available in 12 languages: EN, FR, DE, BG, CZ, FIN, HU, NL, PL, ROM, RU, SV
- Exchange on and definition of structure of report to be produced by EPSU and HOSPEEM on the implementation of the Code of Conduct (according to Work Programmes 2008-2010 and 2011-2013)
- Exchange on draft questionnaire/list of items to be reported back by EPSU and HOSPEEM members to draft the report, on methodology and timelines
- Exchange on planned activities of HOSPEEM and EPSU members to promote its dissemination and use
- Taking stock of available relevant material dealing with the cross-border mobility and migration of health care workforce

Documents made available

- EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention, adopted on 7 April 2008, <http://www.epsu.org/a/3715>
- Code of conduct and follow up on Ethical Cross-Border Recruitment and Retention in the Hospital Sector: Evaluation: Dutch state of play in view of the code of conduct on Ethical Cross-Border Recruitment and Retention in the Hospital Sector – in EN and NL => Table jointly produced by NVZ, the Dutch Hospitals Association, and the Dutch trade unions ABVAKABO FNV, CNV Publieke Zaak and NU'91 (in NL and EN) and presentation given on 1 July 2011, <http://www.epsu.org/a/3723>
- Draft questionnaire (EPSU proposal, 24 October 2011) for the Report on Implementation of EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention, adopted on 7 April 2008 – in EN only

Discussion

- Ulrike Neuhauser thanked Mathias Maucher for having prepared a draft questionnaire. She gave an overview on the objectives of the questionnaire. She asked for first comments. She encouraged further written feedback in the run towards the Plenary Meeting on 2 December 2011.
- Mathias Maucher gave an overview on the five sections of the document. He pointed to section 5 with an annex and links to relevant documents. All documents mentioned there will be put on a publicly accessible webpage under EPSU's website by mid November 2011.
- Ulrike Neuhauser asked HOSPEEM members and EPSU affiliates to prepare for this meeting information on their planned activities to promote the dissemination and use of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention (cf. bullet point 4 above)
- Ulrike Neuhauser also encouraged all participants to provide relevant material they have been produced or they know about and dealing with cross-border mobility and migration of the health workforce to the HOSPEEM and EPSU Secretariats (cf. bullet point 5 above).
- Mathias Maucher has received a study done by its Finnish member Tehy entitled "Immigrants at the workplace in the health care sector. Tehy survey on multiculturalism", published in 2006
- **TO DO 2:** HOSPEEM members and EPSU affiliates are invited to send any comment they might have as to the content, scope and wording of the suggested questions in

the draft questionnaire to their respective secretariats, the latest by 1 December 2012.

- These comments will be presented at the Plenary Meeting where the final version of the questionnaire should be approved.
- **TO DO 3:** Given the existence of the WHO Code of Practice on the International Recruitment of Health Personnel and related implementation activities by the WHO, national governments and other stakeholders, HOSPEEM members and EPSU affiliates are asked to get into touch with their competent ministries to learn if and how the WHO Code of Practice is being used and/or promoted.
- **TO DO 4:** Preparation of information on already done or planned activities of EPSU and HOSPEEM members to promote the dissemination and use of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-border Recruitment and Retention
- The HOSPEEM and EPSU Secretariats invite their members to inform them about their interest in giving a presentation on related activities at the Plenary Meeting to have a second and if possible third example, following the presentation of the Dutch colleagues during the Plenary Meeting on 1 July 2011.
- **TO DO 5:** Provision of relevant material produced by EPSU and HOSPEEM affiliates or know to them that deal with cross-border mobility and migration of the health workforce to the HOSPEEM and EPSU Secretariats

3. Prevention of Sharps Injuries

- Update on coordination meeting between the relevant stakeholders on 25th October 2011.
- Ulrike Neuhauser gave a short overview on a meeting held at the EPSU Secretariat on 25 October 2011, jointly chaired by Godfrey Perera and Carola Fischbach-Pyttel.
- The purpose was to bring around a table various stakeholders interested in the promotion of Directive 2010/32/EU of 10 May 2010 implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU, first to exchange on ongoing and planned activities, initiatives and projects and second to explore possibilities of cooperation during 2012 and 2013.
- Participants included representatives of HOSPEEM, EPSU, DG EMPL, EFN, the European Biosafety Network, the Aesculap Academy and the ETUI. OSHA had sent apologies, as had done the WHO European Office. DG SANCO was invited, too, but had not reacted prior to the meeting, DG EMPL will liaise with them.
- Minutes will be drafted by the EPSU Secretariat during November 2011 and will then be made available to HOSPEEM and EPSU members.
- HOSPEEM and EPSU affiliates will have to decide by end of 2011/in early 2012 if they are interested in submitting a project proposal to DG EMPL (in March 2012). Project activities could cover the following elements: awareness raising, dissemination of information, organisation of regional seminars, final conference, survey on progress as to the implementation of Directive 2010/32/EU

4. Any other business

No contributions made

Mathias Maucher, EPSU Policy Officer "Health and Social Services"
Brussels, 4 November 2011