

**Sectoral Social Dialogue Committee for the Hospital Sector  
Plenary Meeting 2016  
Brussels, 2 December 2016  
Draft Notes**

**MORNING SESSION**

**08.45 – 09.15 HOSPEEM–EPSU Steering Committee**

**09.15 – 10.15 Separate trade unions' and employers' group meetings**

**10.15 – 12.30 Plenary**

The morning session was chaired by Kirsi Sillanpää, TEHY (Finland), Vice-President of EPSU's Standing Committee "Health and Social Services". She briefly presented the agenda and the objectives of the meeting and introduced the two guest speakers.

**1. 10 Years Sectoral Social Dialogue Committee (SSDC HS) in the Hospital/Health Care Sector 2006-2016**

EPSU and HOSPEEM celebrated the tenth anniversary of the Sectoral Social Dialogue Committee for the Hospital and Health Care Sector (SSDC HS) with a little ceremony. An all-time record number of 70 representatives from HOSPEEM members and EPSU affiliates from a total of 24 EU Member States (employers' and trade union group taken together) attended.

EPSU and HOSPEEM were honoured and delighted by the presence of Michel Servoz, Director General of DG EMPL, and Xavier Prats Monné, Director General of DG SANTE. They both gave speeches and answered questions from participants representing HOSPEEM members and EPSU affiliates. The main points of their interventions are summarised in the [article](#) EPSU put online to cover the event as well as in the [article](#) published on the HOSPEEM webpage. The ceremony was closed by speeches of Jan Willem Goudriaan, General Secretary of EPSU, Margret Steffen, ver.di (Germany), Chair of EPSU's Standing Committee Health and Social Services, and Tjitte Alkema, Secretary General of HOSPEEM, addressing the representatives of DG EMPL and DG SANTE. The three interventions are summarised in the HOSPEEM and EPSU articles mentioned above.

The main results and key activities of the first ten years of European sectoral social dialogue were illustrated in a [presentation](#) of important milestones and joint documents. The HOSPEEM and EPSU Secretariats had also prepared a comprehensive [overview](#) of all key activities and outcomes of the SSDC HS for the period 2006 to 2016. DG EMPL will update the database with outcomes from the (cross-sectoral and sectoral) European social dialogue in early 2017 accordingly. On this occasion a film with short extracts from the conference "*Addressing psycho-social risks and stress at work in the hospital sector*" (Helsinki, 10

November 2015) was prepared in order to illustrate the practical work of the SSDC HS in relation to a recent joint activity. It can be accessed from the two articles referred to above.

## **2. Points for information and exchange**

Emilie Sourdoire, HOSPEEM Secretariat, and Mathias Maucher, EPSU Secretariat, gave updates on the six following items indicated in the agenda:

- **Meetings dates 2017 SSDC HS**

Emilie Sourdoire presented the meeting dates agreed upon with DG EMPL for 2017. The first working group will take place on Monday, 27 February 2017, the second on Friday, 8 September 2017 and the plenary meeting on Monday, 4 December 2017.

Further meetings will add in case the project proposal submitted in June 2016 will be co-funded by DG EMPL, i.e. two Steering Groups meetings and a conference in the context of the planned joint project (see 3. and 4.)

- **Joint HOSPEEM-EPSU Declaration on CPD and LLL for All Health Workers in the EU: Final version (as of 8 November 2016)**

Emilie Sourdoire explained the process of revision of the document since the meeting of the WG 2/2016 of 2 June 2016. A final version was agreed upon on 8 November 2016, following different rounds of internal consultations within EPSU and HOSPEEM and based on a number of textual revisions suggested by EPSU. The Joint Declaration on CPD and LLL for All Health Workers in the EU is available in EN, FR, DE, ES and SV. It will be the starting point and reference document for EPSU's and HOSPEEM's work on CPD and LLL in the context of the planned joint project. Prior to the plenary meeting the Joint Declaration was sent to DG SANTE – as Commissioner Andriukaitis had considered politically supporting it at a meeting in January 2016; how this can be best done is being explored – and to DG EMPL.

Mathias Maucher informed HOSPEEM colleagues about a reservation the Belgian and French EPSU affiliates expressed about some formulations in the document related to the issue of the (legal and actual) responsibility of employers for providing/supporting access to CPD. They have made the endorsement of the declaration and its use “back home” conditional on clarifications to be shared with HOSPEEM and indicated on the EPSU webpage and/or in the document. The EPSU Secretariat will approach the HOSPEEM Secretariat on this issue to see if and how these concerns can be dealt with by HOSPEEM.

- **Report from DG SANTE Expert Group “European Health Workforce”, 22 November 2016, Brussels**

Mathias Maucher referred to the [meeting](#) and highlighted four agenda items: first, the [presentation](#) of the Joint Declaration on CPD and LLL for All Health Workers in the EU by Emilie Sourdoire. Second, the [presentation](#) of the final report on the CC4HCA Project on Healthcare Assistants in Europe by Ronald Batenburg, NIVEL. Already in view of a proposal in the Work Programme he thirdly mentioned the [presentation](#) of Prof. Robert Elliott, University of Aberdeen, with main insights from the MUNROS Project on new roles for healthcare professions as well as a [presentation](#) by OECD Senior Health Economist Akiko Maeda on a feasibility study for a health workforce skills assessment (recently started). The presentations (or the links to them on the DG SANTE webpage) will be shared with HOSPEEM members and EPSU affiliates after the meeting.

- **Update on NIVEL Study “Support for the definition of core competences for healthcare assistants (CC4HCA)” and on joint EPSU-HOSPEEM feedback to the draft report**

Mathias Maucher reported that the Commission Services represented by DG SANTE (Health Workforce Unit) and DG GROW (Unit Recognition Professional Qualifications) had informed the participants of the DG SANTE Expert Group “European Health Workforce” on 22 November 2016 in Brussels that – given the insights and conclusions from the final report of the Core Competences for Health Care Assistants (CC4HCA) Project – the European Commission would (for the time being) not pursue any regulatory/legislative initiative in view of the elaboration of a Common Training Framework for health care assistants. Interested EU MS and/or relevant stakeholders could, however, submit such a proposal or continue working together to (politically and/or content-wise) enable such an initiative in the future. The final version of the study is expected to be published soon.

HOSPEEM and EPSU – as currently indicated in the Draft Work Programme for the years 2017 to 2019 – would plan to do (i.a.) a joint assessment.

- **Follow-up to presentation by CEDEFOP on 2 June 2016**

Mathias Maucher referred to a document compiled by Roman Cosmin, CEDEFOP Office Brussels, and received on 1 December 2016. It will be distributed to everybody via the EPSU and HOSPEEM Secretariat. The file contains answers to questions for clarification and/or further information asked by colleagues of HOSPEEM and EPSU at WG 2/2016 SSSC HS on 2 June 2016, including on the way CEDEFOP intends to study the profile of HCA (2.), the ambitions of CEDEFOP to reach out to the sectoral social partners (3.) and on the thematic cooperation between CEDEFOP and the European Commission (5.).

- **DG CONNECT Digital Skills and Jobs Coalition**

Tjitte Alkema and Jan Willem Goudriaan shortly explained HOSPEEM’s and EPSU’s contact so far with and involvement in the [Digital Skills and Jobs Coalition](#), initiated and coordinated by DG CONNECT and officially launched on 1 December 2016. The Digital Skills and Jobs Coalition, that is also part of the “Skills Agenda”, builds on earlier initiatives (Grand Coalition for Digital Jobs 2013-2016; EU e-skills strategy) and aims to bring together Member States and stakeholders, including social partners, to pledge action and to identify and share best practices, with the intention that they can be more easily replicated and scaled up. HOSPEEM and EPSU were invited to a high-level meeting with cross-sectoral and sectoral social partners on 20 September 2016, in presence of Commissioner Oettinger, not least to share with DG CONNECT their priorities and possible joint action to address the impacts of digitalisation (in the case of the hospital sector e.g. e-health, m-health, telemedicine) on the work organisation and the workforce (professional qualifications, preparation of introduction, evaluation of impacts of use).

HOSPEEM and EPSU do not have the intention to make a pledge but plan to cover the topic of digitalisation as part of the broader vocational education and training (VET) agenda, in particular in the framework of their work as of 2017 on Continuous Professional Development (CPD). Both Secretary Generals wondered if DG CONNECT did pay sufficient attention so far to the role and working methods of EU-level sectoral social partners and to the inputs made by both organisations. The Joint HOSPEEM-EPSU Declaration on CPD and LLL for all health workers in the EU was shared with DG CONNECT as sectoral input into the Coalition.

- **State of play of the revision of EU directives in the field of health and safety at the workplace**

On the day of the meeting the European Commission Communication on the revision of the EU Health and Safety Legislation (23 directives, excluding Directive 2010/32/EU) and other related documents were expected to be issued on 21 December 2016. The actual date of

publication was 10 January 2017. The [EC initiative](#) comprises five documents, three of which will be relevant for the work of the SSDC in the years to come, in particular:

- Communication 2017(12): Safer and Healthier Work for All – Modernisation of the EU Occupational Safety and Health Legislation and Policy. It is to be noted and relevant in view of the future Joint Work Programme SSDC HS 2017-2019 that in the Annex (p. 19) of Communication 2017(12), an EU-OSHA publication on best practices in managing psychosocial risks and ergonomic risks is being announced for early 2018.
- Staff Working Document 2017(10): Ex-post evaluation of the European Union occupational safety and health Directives (REFIT evaluation)
- Staff Working Document 2017(9): Health and Safety at Work is Everybody's Business A Practical guidance for employers

### 14.00 – 16.00 Plenary (cont.)

The afternoon session was chaired by Tjitte Alkema, NVZ (the Netherlands), Secretary General of HOSPEEM.

### 3. Joint HOSPEEM-EPSU Work Programme 2017-2019

Emilie Sourdoire introduced the DRAFT Joint HOSPEEM-EPSU Work Programme SSDC HS 2017-2019 and retraced the work process to elaborate and revise it so far. She underlined the key points for HOSPEEM, as added to the document on 20 and 30 November 2016. Mathias Maucher summarised the main lines of exchange from the trade union group meeting. He recalled that the planned work programme is built around the same three main topics as the current one – recruitment and retention; continuous professional development; health and safety at the workplace – to which the category “general health care policy & general hospital/health care workforce” including the sub-category “capacity building” was added. Participants were asked to give a general feedback and to share the topics with the highest priority for them to allow the EPSU and HOSPEEM Secretariats to do a final round of revisions and to prepare a revised proposal.

The bullet point list below summarises the main comments made by EPSU and HOSPEEM colleagues on the Draft Work Programme (as of 30 November 2016) as presented in the plenary session.

- A decision on the work programme can only be made during the first Sectoral Social Dialogue Committee meeting in 2017 (27 February 2017) as the version of the document integrating all proposals from HOSPEEM members and EPSU affiliates only became available two days before the plenary meeting.
- Tjitte Alkema expressed HOSPEEM’s interest to work towards a version agreed in a way that it can be formally adopted on 27 February 2017. He also underlined that the work programme should cover the period until the next EPSU Congress (in June 2019) as then adaptations to it would anyway be needed. These two points were seen similarly by the EPSU colleagues.
- There was general agreement that no major new topics should be incorporated, perhaps with the exception of “digitalisation” and “new models of care, new roles and skills” (both grouped under the heading “recruitment and retention”). It was said that the key issues had been well identified. It was agreed that the work should build on previous work, deepened at an occasion or pursued on aspects linked to earlier activities and documents. There was a broad agreement that the four broad topics mentioned above should form the framework for the joint activities in the context of the SSDC HS for 2017 to 2019. Maryvonne Nicolle, FSS-CFDT (France), suggested “ranking” the different topics included in the work programme, depending on whether they come under a follow-up activity or an evaluation or whether they are new.
- There was also general agreement that the practical involvement of EPSU affiliates and HOSPEEM members in the regular meetings and in the projects jointly implemented should be strengthened. This means on the one hand a focus on exchange of national practice and experiences, if possible jointly prepared by the social partners of a given country, that can be presented during meetings. On the

other hand this means the expression of interest to contribute to the work on a particular topic in a regular meeting (could also be in the format of a “Technical Seminar” to which also external experts can be invited) or in joint project-based activities. Tjitte Alkema asked the colleagues to also already indicate their interest/availability for these tasks when giving the feedback on the work programme and indicating their thematic priorities and how they should be dealt with.

- The following topics already in the meeting received a strong support:
  - “Models of integration of newly arrived migrants/refugees, including based on “fast track programmes” and arrangements for the validation of professional qualifications” (introduced by Nina Bergman, Vårdförbundet, Sweden, and supported by the Swedish unions and SALAR).
  - “New models of care, new roles and skills”
- The following topics were indicated as having a priority for EPSU colleagues:
  - Joint action to prevent and reduce musculoskeletal disorders and psycho-social risks and stress at the workplace, in the framework of a structured “action plan” and in the context of the ongoing EU-OSHA Campaign “Healthy Workplaces for All Ages”
  - Evaluation of transposition of Directive 2010/32/EU (on medical sharps)
  - Use of Joint HOSPEEM-EPSU Declaration on CPD and LLL for All Health Workers in the EU, also to be underpinned by exchange of successful national practice and experiences
  - Focus on minimum qualification requirements of health support staff workforce, also taking up the insights and conclusions from the CC4HCA Study
  - More generally: Focus on points that can be directly influenced by the social partners. This could also cover the topic of apprenticeships in the broader context of making the sector more attractive for recruitment of young(er) workers.
- The following topics were indicated as having a priority for HOSPEEM colleagues:
  - New models of care, new roles and skills for sustainable healthcare systems
  - End of career planning
  - Capacity building of social partners – Involvement at national and European level
  - Following-up on the Joint HOSPEEM-EPSU Declaration on CPD and LLL for All Health Workers in the EU, in particular in the context of the joint HOSPEEM-EPSU project on R&R
  - Drafting a Framework of Actions on OSH related issues on the basis of the previous and new project
  - The joint HOSPEEM-EPSU project on R&R should structure the work programme
  - Overall, the importance of gathering and exchanging good practice in the framework of the European hospital social dialogue
- The chairman suggested 25 January 2017 as deadline for comments and feedback to be received by the HOSPEEM and EPSU Secretariats on the contents and the prioritisation of the topics.

The feedback round on topics, activities and achievements in the framework of the HOSPEEM-EPSU Work Programme 2014-2016 was postponed to the next meeting.

#### **4. Planned Joint HOSPEEM-EPSU Project “Promoting effective recruitment and retention policies for all health workers in the EU by ensuring access to continuing professional development and healthy and safe workplaces supportive of patient safety and quality care” (2017-2018)**

Mathias Maucher referred to the main topics to be covered by the planned joint project as well as to the provisional project key dates. A final decision by DG EMPL on whether the project proposal would be retained for funding (social dialogue budget) was expected still before Christmas.

- He recalled the main reference documents related to the two main thematic fields, building on joint activities in the years 2015 and 2016 respectively: Reference document 1 is the final version of the joint declaration of HOSPEEM and EPSU on CPD and LLL for all health workers in the EU. Reference documents 2 to 4 for the

thematic focus on health and safety at the workplace (OSH) are the “Summary Document” and the reports on the conferences on musculoskeletal disorders (MSD) held on 25 March 2015 in Paris – accessible on the webpages of HOSPEEM and EPSU – and on psycho-social risks and stress at work (PSRS@W) held on 10 November 2015 in Helsinki – uploaded to the webpages of EPSU and HOSPEEM.

- The first conference on CPD and LLL in the hospital sector is planned (as a one and a half day event, with interpretation in Dutch and three other languages) for 19 and 20 June 2017 (in either Amsterdam or Utrecht). The second conference would follow in March 2018 in Vilnius (again as a one and a half day event, with interpretation in Lithuanian and three other languages).
- Mathias Maucher called upon the colleagues present to submit to the HOSPEEM and EPSU Secretariat by 25 January 2017 their expressions of interest for becoming one of the (five or six) members of the HOSPEEM and EPSU delegation for the Steering Groups or to ask experts working with their organisations to do so.
- The Steering Groups on CPD & LLL on the one hand and on OSH: MSD & PSRS@W on the other hand will have the task – together with an expert to be contracted – to help the Secretariats to prepare, support, monitor and evaluate project-related activities.
- In view of the first conference mid 2017 he asked the HOSPEEM and EPSU colleagues to share with the EPSU and HOSPEEM Secretariats the priority topics that should be dealt with and deepened at the first conference and to build – for this exercise – mainly on points covered by the Joint Declaration on CPD and LLL for All Health Workers in the EU.

It was agreed that if the project was granted the Secretariats would prepare a summary document on the project to be shared with HOSPEEM members and EPSU affiliates.

## **5. AOB**

Nobody asked for the floor. Tjitte Alkema closed the meeting by wishing all participants a relaxing and peaceful Christmas’ and New Year’s period and a good start in the year 2017.