



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

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

### **Minutes Plenary meeting of the Hospitals social dialogue committee Brussels, 23 June 2008**

Separate meetings were held with trade unions and employers groups prior to the Plenary

#### **1. Approval of the Agenda**

The agenda was approved by all participants

#### **2. Code of conduct and follow-up on ethical cross- border recruitment and retention**

Social partners underlined the importance of the text, which is the second to be adopted by the Hospitals social dialogue committee. This document was signed by HOSPEEM and EPSU on 7 April 2008 and should be implemented within a period of 3 years by the affiliate members of the European social partners. A template for the reports back has been sent to the affiliated members with an implementation letter. It was said that the first step for implementation should be for members to agree on a jointly translated version of the code of conduct that should then be disseminated within their constituencies.. It was also suggested to develop jointly or separately further guidance to the member organisation.

#### **3. CEDEFOP workshop on skill needs**

Report was given about the workshop that the social partners organised in Thessaloniki with the support of CEDEFOP on 22 and 23 May 2008. The aim of this workshop was to envisage future skill needs for hospitals in Europe. During this meeting good examples, pilot projects and case studies were presented such as training modules for nurses. However trade unions drew attention on the need to reward new acquired qualifications and to avoid new burdens. Social partners underscored the need of filling the gap on "skill needs", through exploring new ways of work and tasks shifting.

#### **4. Combined meeting on recruitment and retention and ageing workforce**

On ageing work force, social partners agreed to work in the context of a project on the draft of a common guide, which will address amongst others the following themes:

- (1) Age discrimination
- (2) Inter-generational approach
- (3) Concrete measures (practices) to be promoted

- (4) Existing legislation
- (5) Perception of young, middle-aged workers

The project plans will foresee the setting up of a steering committee, workshops with contractors and the designation of moderators on each side of social partners, from the supporting project partners. As the various meetings in the frame of the project will in concrete terms replace the meetings of the ageing workforce working group within the social dialogue calendar. Members of the working group stressed the importance of designing the project in such a way that the full group could participate to the majority of the activities.

On Retention, social partners agreed that the working group should work on the "*working arrangements*" part as mentioned in the cross-sectoral progress report on reconciliation of working, private and family life, enabling the hospital sector to bring specific added value to cross- sectoral discussions on that issue when they will take place and to enhance its visibility. Social partners agreed on deepening their reflection on how they could develop a common tool based on identified best practices and deemed that an active cooperation between social partners was unavoidable on that theme. They also decided to consider an adjustment in the title of the working group to include a reference to work organisation

#### **5. Social dialogue work programme 2008-10**

The draft work programme that circulated amongst participants was finally approved with minor changes. The Social Dialogue chairs, Godfrey Pereira of HOSPEEM and Karen Jennings of EPSU signed the final work programme.

#### **6. Third party violence at work: preparation of the multispectral meeting on 4 of July**

EPSU and HOSPEEM informed participants that they jointly signed with the other involved European social partners a common letter to Mr Van der PAS with a view to agree to set up a multi sectoral working group, open to all interested sectors for preparing practical arrangements for negotiation of a complementary multisectoral social dialogue instrument on third party violence.

#### **7. Final conference HOSPEEM-EPSU' project on strengthening social dialogue**

Social partners circulated an overview report, which aims to draw key findings of the research that accompanied the HOSPEEM-EPSU' project on "*strengthening social dialogue in the hospital sector in the new member states and candidates countries*".

This document comprises amongst others the 27 national reports.

HOSPEEM and EPSU will evaluate results of the project in order to develop appropriate follow-up activities.