MORNING SESSION

08.45 – 09.15 HOSPEEM–EPSU Steering Committee

09.15 – 10.30 Separate trade unions' and employers' group meetings

10.30 – 12.30 Plenary

Kirsi Sillanpää, (They, Finland, Trade Union), Vice-President of EPSU’s Standing Committee “Health and Social Services”, chaired the morning session.

She asked for approval for the agenda, gave an overview on the topics to be dealt with and welcomed Kristine Krivmane, Policy Officer, DG EMPL, European Commission (EC), responsible liaison for the SSDC HS.

1. Points for information

Simone Mohrs (HOSPEEM) and Mathias Maucher (EPSU) presented updates on three items.

- **Joint HOSPEEM-EPSU Project Proposal “Strengthening social dialogue in the hospital sector in the East, South and Central Europe” (2019-2020), submitted on 25 September 2018:** Summary information

Simone Mohrs informed about the objectives and activities planned within a new joint HOSPEEM-EPSU project proposal “Strengthening social dialogue in the hospital sector in the East, South and Central Europe”. DG EMPL is expected to decide until the end of 2018 if the project proposal, submitted end of September, will be retained for co-funding by the EC.

- The project is expected to be instrumental to support the identification of gaps in memberships coverage and, second, to address the capacity building needs of the national social partners in the hospital/healthcare sector.
- It should provide a framework 1) to discuss and evaluate the core priorities and outcomes of the sectoral dialogue between EPSU and HOSPEEM for the targeted regions and also 2) to feedback the topics of high relevance for the national social partners into the sectoral social dialogue committee for the hospital/healthcare sector (SSDC HS) in a “bottom-up” process to support the aim of building capacity.
- The second main objective is to obtain information on the current involvement of the national sectoral social partners in the hospital/healthcare sector the European Semester with the aim to strengthen their role in this regard.
- A survey will cover the two aspects. Results from the survey will be put in a factsheet per country and then presented and discussed at the regional workshops.
- In order to elaborate the project deliverables 3 regional capacity building workshops (in Bucharest in June 2019, in Rome in November 2019 and in Zagreb in May 2020)
and 1 final dissemination workshop (in Brussels, in the second half of 2020) are planned, all as a one-day event. The regional capacity building workshops in Romania and Croatia will coincide with the EU Council Presidency of these two countries.

- The project targets 14 European Union Member States, but HOSPEEM and EPSU affiliates from other countries will also be invited to actively participate in one of the three regional capacity building workshops and/or the final dissemination workshop
  - Bucharest: (South) Eastern Europe: Bulgaria, Hungary, Poland, Romania
  - Rome: Southern Europe: Cyprus, Greece, Italy, Malta, Portugal and Spain
  - Zagreb: Central Eastern Europe: Croatia, Czech Republic, Slovakia, Slovenia

- Project partners
  - HOSPEEM (lead applicant)
  - EPSU (co-applicant)
  - 3 affiliated entities: Federaţia SANITAS din România (Sanitas), Romania [EPSU affiliate]; Agenzia per la Rappresentanza Negoziale delle Pubbliche Amministrazioni (ARAN), Italy [HOSPEEM member]; Hrvatski strukovni sindikat medicinskih sestara - medicinskih tehničara / Croatian Trade Union of Nurses and Medical Technicians (HSSMS-MT), Croatia [EPSU affiliate]

- Project duration: January 2019-December 2020

**Stakeholders Meeting on capacity-building for effective social dialogue – Eurofound event on 24-25 October 2018, Brussels**

Simone Mohrs reported back from a seminar Eurofound organised on 24 and 25 October 2018 in Brussels to obtain feedback from EU-level social partner organisations on provisional outcomes of the project “Exploring how to support capacity-building for effective social dialogue” and a draft report circulated prior to the event.

- The objective of the project is to contribute to capacity-building of national social partner organisations for an effective and well-functioning social dialogue by identifying specific challenges and solutions by comparing the EU MS.
- The research focuses on capacity building needs of national social partners in relation to national frameworks for autonomous collective bargaining, their involvement in European (sectoral or cross-sectoral) social dialogue and in view of stabilising and extending their membership. The study aims at summarising which gaps and needs for capacity building have emerged from research or can be identified through the social partners’ own work and which initiatives constitute good practice and could be the subject of mutual learning across countries.
- The research is framed by the European Employment Guidelines (No. 7 reads: “Building on existing national practices, and in order to achieve more effective social dialogue and better socioeconomic outcomes, MS should ensure the timely and meaningful involvement of the social partners in the design and implementation of employment, social and, where relevant, economic reforms and policies, including through support for increased capacity of the social partners”) and recommendations of the European Social Partners (“Capacity Building of Social Partners and the ESF”)
- Building on a survey of the EU MS and 28 country reports, the gaps and barriers national social partners face when it comes to their capacity to negotiate and their representativeness were discussed. The researchers also elaborated on the support needed for national social partners to overcome the deficits identified in their own country and to improve their participation in EU-level social dialogue.

Simone Mohrs informed the participants that the definition for “capacity building” to be used for the research is still being discussed and that concepts used by Eurofound and ILO were looked into the stakeholder seminar. HOSPEEM and EPSU made a written contribution to the draft report, building on existing information on criteria for the effectiveness of European Social Dialogue and on the insights from the SPEEED Project that had investigated the conditions for the effective functioning of European Sectoral Social Dialogue and of the Sectoral Social Dialogue Committees (cf. Notes of the SSDC HS WG 2/2018 on 21 June 2018). When published the report will be circulated to HOSPEEM and EPSU members.
Based on the results of the 6th European Working Conditions Survey (EWCS), Eurofound will undertake in the next months a comparative analysis of the working conditions in 10 sectors of the economy in the EU28.

- The five main objectives of the EWCS are: 1) Assess and quantity working conditions of both employees across Europe; 2) Analyse relationship between different aspects of working conditions; 3) Identify groups at risk and issues of concern as well as of progress; 4) Monitor trends by providing homogeneous indicators on these issues; and 5) Contribute to European policy development in particular on quality of work and employment issues.

- Data on a broad range of working and pay conditions are available for 35 countries and about 100 questions, including for nearly 3,000 persons working in the sector “health and social services”.

One of the economic sectors covered by this exercise will be “health and social services” (NACE Codes 86-88). HOSPEEM and EPSU have asked if it will be possible to distinguish in the analysis and presentation of results between “hospitals/health care” (NACE Code 86) and “residential and non-residential social services” (NACE Codes 87-88). The answer by Eurofound is pending.

Mathias Maucher informed the participants about an offer by Eurofound to HOSPEEM and EPSU (as to some other EU-level social partner organisations involved in sectoral social dialogue committees representing with a workforce of several millions of workers) to support them in conducting an in-depth analysis of working conditions for the health care/hospital sector. The research should support the work of the EU-level sectoral social partners with additional evidence on one or more topics included in their work programme. The thematic areas and related issues covered by the EWCS are shown in the graph below.

This offer depends on a joint demand by EPSU and HOSPEEM to Eurofound. Mathias Maucher and Simone Mohrs said that one option to realise the research proposed by Eurofound – namely to provide the relevant data to EPSU and HOSPEEM and they both paying a researcher with their own means – can already be disregarded. Another option proposed by Eurofound is to submit a project proposal in the context of the social dialogue funding programme to obtain money from DG EMPL for the costs for the research.

Christina McAnea (UNISON, UK, Trade Union) and Maryvonne Nicolle (CFDT-SSS, France, Trade Union), expressed a principle interest for EPSU to engage in such a targeted analysis based on data of the 6th EWCS to accompany and underpin the work of the SSDC HS on one or two selected topics.

It was agreed that the HOSPEEM and EPSU Secretariats would gather updated information for discussion and decision for the next meeting of the SSDC HS on 13 February 2019, based on further information by Eurofound on how the research could be organised and
financed which was promised for the next weeks and taking into consideration the thematic priorities of the work programme SSDC HS.

2. Occupational Safety and Health

2.1 Follow-up to Vilnius Conference on OSH (MSD & PSRS@W)

- Videos with representatives of HOSPEEM and EPSU members

Participants watched the summary video produced from the Vilnius conference. It is also uploaded to the dedicated webpages set up by HOSPEEM and EPSU as this is the case for the other 16 videos with representatives of EPSU and HOSPEEM members and Commissioner Andriukaitis. Participants welcomed this additional and new type of material for the dissemination of the project and conference results (including graphical recording), alongside the “traditional” conference report, the media release (produced in EN and LT).

Nico Knibbe (LOCOMotion) presented the main insights and conclusions from the EPSU-HOSPEEM Conference “A sound mind in a sound body” held on 23 and 24 May 2018 in Vilnius. He illustrated take home messages for each of the 5 main thematic and action fields identified.

Kirsi Sillanpää thanked Nico Knibbe – on behalf of the colleagues of EPSU and HOSPEEM present – for his work as consultant in the two projects and for his last conference report.

The report was adopted with one change (highlighted in light grey) in the second bullet point of section 3 “Take Home Messages”. It was agreed to formulate this point: “Develop guidelines, tools and good practices for social partners so existing laws, regulations and procedures (for example on risk assessment) can be implemented and enforced”, taking up concerns expressed with the initial wording by HOSPEEM.

- Presentation of Summary Document of Amsterdam and Vilnius conference
- Priorities of future joint work by HOSPEEM and EPSU on MSD and PSRS@W

Simone Mohrs introduced the DRAFT “Summary Document” prepared by the Secretariats. As this was done for the last joint project (2014-2016) on the prevention and reduction of MSD and PSRS@W the document – following one page of introduction and contextualisation – contains the take-home messages from both conferences held in the context of the current project (2017-2019) and sets out possible joint follow-up activities by EPSU and HOSPEEM in the section “Moving forward”.

Simone Mohrs informed about the following six changes the HOSPEEM delegation would like to see:
1. Change the title of the document into “Summary document and discussion on possible next steps” in order to better reflect the content and objective of the document.
2. Include a phrase before the two lists of take-home messages: “Based on the speakers’ presentations, the plenary discussions, the presented videos, the post-it’s on the message wall and the concluding remarks of the closing panel the following ‘take-home messages’ can be formulated”, as initially been proposed by EPSU.
3. Add “implemented” in addition to “enforced” into the second bullet point under section 3. Take Home Messages.
4. In the section “Moving forward – Possible follow-up” the first sentence under the heading “OSH” should be reformulated: HOSPEEM and EPSU could consider to explore the possibility to elaborate a Framework of Actions on occupational safety and health” instead of “HOSPEEM and EPSU have the intention to elaborate (…)".
5. In the same section change “should” in the second sentence into “could” and also take out the third sentence as it should not yet be defined which of the OSH risks such an instrument could cover whereas for MSD and PSRS@R it would be o.k..
6. Take out the second paragraph in the same section starting “The relevance …”

The first three points were agreed. Regarding the forth to sixth point it was agreed that the Secretariats should coordinate on a proposal for a revised wording for the next SSDC HS, taking into account the different points raised by representatives of HOSPEEM and EPSU in the longer exchange on the DRAFT summary document for the ongoing project.


Sara Fasoli (HOSPEEM) introduced the concept note and the draft agenda for this event on 3 December 2018 in the EP. The dissemination workshop is to present and discuss key outcomes from the two recent joint projects “Assessing health and safety risks in the hospital sector and the role of the social partners in addressing them: the case of musculoskeletal disorders and psycho-social risks and stress at work” (2014-2016) and “Promoting effective recruitment and retention policies for health workers in the EU by ensuring access to Continuing Professional Development and healthy and safe workplaces supportive of patient safety and quality care” (2017-2019). It was not initially foreseen as a deliverable of the project and insofar will add to the dissemination and communication activities already realised. The workshop will be hosted by MEP Jana Žitňanská (ECR, Slovakia), rapporteur of the EP report on pathways for the reintegration of workers recovering from injury and illness into quality employment (2017/2277(INI), adopted on 12 June 2018, and co-hosted by MEP Brando Benifei (S&D, Italy). Nico Knibbe will be one of the speakers. Two presentations, one from the conference in Amsterdam on CPD and one from the conference in Vilnius on MSD and PSRS@W, will be given to illustrate good practice by social partners. Kate Ling, NHS Office Brussels, will moderate the workshop. It is primarily targeted to partner organisations of HOSPEEM and EPSU in Brussels and to European institutions (EC, EP, EU-OSHA). If interested and available HOSPEEM and EPSU members are kindly invited to participate, too. The costs of travel and accommodation could be covered by the project budget.

**AFTERNOON SESSION**

Bjørn Henriksen, (SPEKTER Norway, Employers) and Vice-Secretary General of HOSPEEM, chaired the afternoon session. The order of the outstanding agenda items was revised, starting with 4., then 3. and then 2.2.

**2.2 Prevention of injuries with medical sharps**

- **Information on meeting of HOSPEEM and EPSU with DG EMPL Health and Safety Unit, 15 October 2018, Luxembourg**

Mathias Maucher summarised key points from the meeting involving Simone Mohrs, himself, Yoline Kuipers, Policy Officer, and Silviya Obaydi, Legal Officer, Unit B.3, Health, Safety and Hygiene at Work, DG EMPL, Luxembourg. The meeting was organised following mail sent on 6 July 2018 to Charlotte Grevfors-Ernoult, DG EMPL, Head of Unit Health and Safety, in order to discuss the joint request of EPSU and HOSPEEM to the EC to conduct an assessment of the implementation of Directive and to elaborate an implementation report.

- The main objective of the meeting was to substantiate the joint HOSPEEM-EPSU call on the European Commission (EC) to conduct an assessment of the implementation of Directive 2010/32/EU and to elaborate on an implementation report, indicating improvements and still existing problems and how they could be addressed by the EC, by the authorities and/or by other relevant stakeholders.
- The work done by EPSU and HOSPEEM since the joint project on the “Promotion and support of the implementation of Directive 2010/32/EU on the prevention of sharps injuries in the hospital and healthcare sector” in 2012 and 2013, including and in particular with EU OSHA, was illustrated.
• EPSU recalled that they were informed in 2014 that, once the EC will have issued its communication, its evaluation report and proposals for revisions for OSH directives – which actually happened (only) in January 2017 – the EC would do an evaluation of and follow-up with an own implementation report to Directive 2010/32/EU as this has been done for the other EU OSH directives.

• The EC staff informed about the conformity assessment for Directive 2010/32/EU duly operated by DG EMPL and confirmed that the formal transposition of Directive 2010/32/EU has been done in all 28 EU MS.

• The EC staff underlined that, in cases where directives are based on autonomous agreements, the social partners being the signatory parties stay the “masters of the game”, also for any follow-up activities.

• The supportive role of EU OSHA in the follow-up to an evaluation of the positive effects and still existing problems (and their reasons) was also exchanged upon.

• HOSPEEM and EPSU explained in detail the benefits they see with an active role of the EC in the evaluation of Directive 2010/32/EU and their related expectations. The EC staff invited them to formulate the final version of the recommendations and conclusions of their report in a way as to be clear about the added value and importance of EC action.

He finally informed the participants that the Secretariats had agreed with the colleagues of the DG EMPL Health and Safety Unit that they would send their comments on draft notes shared with them on 22 October 2018 in order to have a jointly agreed written trace of the discussions and planned next steps. As of the day of the SSDC HS, this feedback, however, is still outstanding.

• DRAFT HOSPEEM-EPSU Report “Follow-up on the Directive 2010/32/EU on the prevention from sharps injuries in the hospital and healthcare sector” (6 July 2018)
  o Feedback on Table 3 “Possible joint actions and recommendations“ (pp. 27-29)
  o Finalisation of report

Between December 2017 and February 2018 HOSPEEM and EPSU ran an online survey with their members on the implementation of Directive 2010/32/EU on the prevention of injuries with medical sharps and still existing problems, difficulties and open questions. In total 11 HOSPEEM members, 21 EPSU affiliates and 3 organisations not affiliated to either of the ESP from 21 countries (19 EU MS plus Norway and Serbia) replied. The secretariats elaborated a report that was presented, discussed and endorsed at the last meeting of the SSDC HS on 21 June 2018 with the exception of the joint recommendations and actions.

Simone Mohrs and Mathias Maucher went through a presentation listing all issues on which comments were received to the wording of Table 3 as presented on 21 June 2018. The Secretariats presented the initial wording and a suggested final wording, taking up comments and proposals for alternative formulations received by HOSPEEM members. All points were agreed upon as presented. On two minor issues on which EPSU had questions for clarification the Secretariats were asked to propose a final wording. It was agreed that the Secretariats produce a “clean” version and to circulate this version within the next weeks for a last feedback by the HOSPEEM and EPSU members with the aim to finalise work on the report before the end of 2018.

3. Eurofound Representativeness Study for the Hospital/Health Care Sector

• Information on Representativeness Study for the Hospital/Health Care Sector, undertaken by Eurofound (2018-2020)
  • Kristine Krivmane, Policy Officer “Sectoral Social Dialogue“, Social Dialogue Unit, DG EMPL

Kristine Krivmane informed the participants about updates from an exchange with the responsible research officer at Eurofound.

• The Representativeness Study for the hospital/health care sector would be launched by end of November 2018.
Before doing so the Secretariats would receive the draft questionnaire for any comments on terminology, concepts, etc.
National correspondents of Eurofound would then contact the members of EPSU and HOSPEEM to share relevant information on their trade union and/or employers’ organisation.
The data collection phase is planned for the period November 2018 to January 2019.
A first draft report that should be ready in spring 2019 would be shared with the Secretariats for internal checks, including with HOSPEEM and EPSU members.

The second Representativeness Study for the hospital/health care sector is expected for finalisation and publication in the first half of 2020, following a tri-partite assessment of the report on 20 and 21 February 2020 in Dublin. The first Representativeness Study for the Hospital/Healthcare Sector was conducted in 2008 and released in 2009.

Simone Mohrs and Mathias Maucher urged the representative of DG EMPL to ask the Eurofound researcher for sufficient time for the feedback on the draft questionnaire. They asked the HOSPEEM and EPSU members to share the relevant data with the Eurofound researcher as this will be essential to show the representativeness and role of both organisations as the EU-level sectoral social partners for the hospital/health care sector.

4. Health workforce planning and forecasting expert network (SEPEN)

Presentation of latest developments and recent events in the context of the “Health workforce planning and forecasting expert network” (SEPEN) (Dr. Eszter Kovács, Assistant Professor, Semmelweis University Health Services Management Training Centre)

Eszter Kovács gave a presentation on the main objectives, work packages and activities already done and/or planned in the context of the “Health workforce planning and forecasting expert network” that started work about a year ago and will operate for 3 years. She informed about the type of information available via the webpage set up (www.healthworkforce.eu) that also should serve as a virtual platform for exchange. Eszter Kovács focused on the activities under Work Package 3 that comprise 5 thematic workshops. The forth workshop will be built around the topic of working conditions and will be organised in September 2019 in Leuven, co-organised by the KU Leuven. She invited EPSU and HOSPEEM to participate in the event and to share proposals in view of thematic foci and outcomes of the workshop.

Mathias Maucher and Simone Mohrs added that HOSPEEM and EPSU were involved in the first workshop on skills needs organised in February 2019 in Brussels and that HOSPEEM will send a representative to the third workshop on mobility in Brussels in September 2019. The Chair expressed the expectation on behalf of the EU-level sectoral social partners for the hospital/health care sector for a future good exchange and coordination and welcome the openness of the consortium to involve EPSU and HOSPEEM from an early stage in the planning and preparation of the workshop on working conditions.

5. AOB

Open issues for 2019 from Work Programme 2017-2019
Outlook on Work Programme 2020-2022: Steps and timeline to prepare it

For lack of time this agenda item was postponed to the next meeting of the SSDC HS on 13 February 2019.

Nobody asked for the floor for any other issue.

Bjørn Henriksen, (SPEKTER, Norway, Employers) and Vice-Secretary General of HOSPEEM, closed the meeting by wishing all participants a nice Christmas time and a good start into 2019.