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

Tjitte Alkema (NVZ, Employers, the Netherlands), acting Secretary General of HOSPEEM, chaired the morning session.

He 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 as well as Constantin-Ovidiu Dumitrescu, Policy Officer DG SANTE, European Commission (EC).

1. Points for information

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

- **Update on the 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**

Simone Mohrs introduced the development on the newly granted joint HOSPEEM-EPSU project “Strengthening social dialogue in the hospital sector in the East, South and Central Europe”. A project description and poster have been prepared by HOSPEEM. The Call for Tender to subcontract a team of experts was launched on 1st February 2019. The deadline for the call is set for the 22nd February followed by an evaluation by the Secretariats and the kick-off meeting with project partners Sanitas, ARAN and HSSMS-MT in mid to end March.

The first of three regional workshops will take place in Bucharest, Romania, with a tentative date on 13 or 14 June 2019. Member organisations from both HOSPEEM and EPSU which are located in any of the target areas have precedence to participate at the regional workshops. Taking restrictions set by the venues and project budget as well as by the “concept” to have a forum for intensive exchange into account, the three workshops are in principle open to the participation of HOSPEEM and EPSU members from countries outside the “target countries” of the regional capacity building workshop in question and can attend.

The second workshop will take place in Rome in November 2019, the third is planned for May (or June) 2020 in Zagreb.

**HOSPEEM and EPSU will provide further information in due course.**

Sara Fasoli provided a short overview of the Dissemination Workshop “Taking stock and the way forward”, which took place at the European Parliament on 3 December 2018 in Brussels.

The dissemination workshop presented and discussed 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). The workshop was hosted by MEP Jana Žitňanská (ECR, Slovakia) and co-hosted by MEP Brando Benifei (S&D, Italy). Participants also engaged in two presentations illustrating good practices developed and implemented by national social partners in Denmark and in the Netherlands.

HOSPEEM and EPSU Secretariats concluded the dissemination workshop by elaborating on planned next steps by HOSPEEM and EPSU, building on the insights and take-home messages from the two projects.

Update on the 6th European Working Conditions Survey (EWCS)

Mathias Maucher informed the participants about an offer by Eurofound to HOSPEEM and EPSU to support them in conducting an in-depth analysis of working conditions for the healthcare/hospital sector that still need to be finalised by Eurofound as to the concrete “conditions” in the weeks to come. To be financially supported by Eurofound, the research should prove to be in support of the work of the EU-level sectoral social partners with additional evidence on one or more topics included in their work programme.

Participants noted that the only feasible option for the Sectoral Social Dialogue Committee to agree on this request is when the in-depth analysis of data from the 6th wave of the EWCS stemming from 2015 (or possibly even only from 7th wave for which data should be available as of 2020) will accompany certain themes of the Work Programme. Furthermore, it will be interesting to benchmark the hospital and healthcare sector to the overall outcome of the study and there might be the option to compare data across different waves of the EWCS.

Tjitte Alkema noted that the outcome of a possible in-depth analysis should underpin and enrich internal discussions by additional cross-country evidence based on data from the EWCS and not be seen as an approach to launch negotiations in the Sectoral Social Dialogue Committee. The social partners should stay focused on the existing topics of the work programme and refrain from raising new topics for discussion.

The Secretariats will continue monitoring the offer by Eurofound as to a targeted analysis of EWCS data for sectoral social dialogue committees and explore options for its inclusion in the upcoming Work Programme.

Simone Mohrs and Mathias Maucher informed the participants that the Secretariats have prepared the document “Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector: Main activities and outcomes in 2018”. It should facilitate the HOSPEEM and EPSU members to have easy access to the main deliverables of the past year, as done for the years before. The document has also been translated from EN into FR, DE, ES, IT, RU and SV.

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1 Here are the articles published by HOSPEEM and EPSU.
2 You can access the information via this page on the EPSU website.
2. Occupational Safety and Health

2.1 Follow-up to Recruitment and Retention Project (2017-2019)

- Call for good practice examples on PSRS@W and MSD, as well as CPD and LLL

Simone Mohrs informed participants about the opportunity to provide good practice examples on PSRS@W and MSD, as well as CPD and LLL until 9 May 2019 which will be uploaded on the respective HOSPEEM and EPSU websites.

Good practices may include social partner initiatives on MSD and social partner initiatives on PSRS@W. These will feed into the already existing dedicated web pages of HOSPEEM and EPSU from the project of 2016-2017.

Secondly, good practice examples on CPD may include but are not limited to effective CPD, inter-professional cooperation and skills development, funding of CPD, innovative workplace learning, CPD for new models of care and new professional roles, and CPD related to the digitalisation of health care. These examples are based on the take-home messages of the Amsterdam conference in June 2017 and the action points on CPD, which have been discussed and agreed at the Sectoral Social Dialogue Committee in November 2017.

Members will receive a separate follow-up email after the Working Group meeting with the deadline on 9 May 2019, which is one week before the second Working Group meeting. In May, the Secretariats will then provide a first unfiltered overview, providing information on numbers, kind of best practices, from whom etc.

Then, over summer 2019, HOSPEEM and EPSU will review the documents. The first outcome will be presented at the Plenary Meeting in December 2019.

Tjitte Alkema stressed that the review carried out by the Secretariats will be based on the usefulness of these good practices for HOSPEEM and EPSU members at the national level, avoiding any judgement regarding their content before uploading them.

- Discussion and approval of Summary Document

Simone Mohrs presented the summary document including information on possible next joint steps that was already discussed at the SSDC HS in November 2018.

The main area for discussion was the potential follow-up on the Framework of Action.

Tjitte Alkema informed EPSU that in the summary document HOSPEEM would like to the precise reference to the update on the Framework of Action on Recruitment and Retention jointly adopted in 2010 which would now take into consideration the aspects of MSD, PSRS@ from outcomes of the two HOSPEEM-EPSU projects, the follow-up report on the implementation of the Directive on Medical Sharps as well as the content of the Joint Declaration on CPD/LLL.

He continued that for HOSPEEM there is no need to create a new Framework of Action on Occupational Health and Safety only, considering that the content of the Framework of Action on Recruitment and Retention (2010) is still relevant today and it would only need to be updated with the latest work of the Sectoral Social Dialogue Committee. Furthermore, if an update would take place, for HOSPEEM no formal negotiation on the revisions is needed either.

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3 See for HOSPEEM and for EPSU what already has been collected in earlier years on MSD and PSRS@W.
Herbert Beck (ver.di, Trade Union, Germany) emphasised the need for EPSU to internally revise the proposal made by HOSPEEM and welcomed the points mentioned by HOSPEEM to be taken account of when doing the update.

Mathias Maucher noted that a more detailed exchange should take place on the topics on which the update should take place.

EPSU has the mandate to conduct an assessment together with ETUI on the Council Directive 90/269/EEC of 29 May 1990 on the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers. Depending on the outcome of the assessment of the relevance of the current regulatory framework at EU-level about musculoskeletal disorders, as contained in this directive, and of potential loopholes identified – not least given changes in the work environment in the last decades and based on the insights and recommendations from the two joint projects covering the prevention and reduction of MSD with HOSPEEM – EPSU expressed their interest in negotiating a autonomous Framework Agreement (FA) on this issue.

HOSPEEM considers requesting the EC to amend a cross-sectoral Directive on the basis of a sectoral assessment as very delicate. HOSPEEM does not want to negotiate on a FA because the Directive is of cross-sectoral nature but HOSPEEM would like to be kept informed about the assessment EPSU is envisaging. Should the assessment reveal that action is necessary by the Sectoral Social Dialogue Committee, HOSPEEM welcomes further discussion on appropriate next steps with EPSU.

AFTERNOON SESSION
14.00 – 16.15 Plenary (cont.)

2.2 Prevention of injuries with medical sharps

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

EPSU and HOSPEEM informed participants that DG EMPL Health and Safety Unit, sent their comments on the minutes agreed upon by EPSU and HOSPEEM of the meeting held on 15 October 2018, in Luxembourg.

In the suggested revision DG EMPL confirmed that there are not two different types of directives (as asserted during the meeting) but that, nevertheless, some directives contain explicit provisions requiring a subsequent evaluation of the directive at stake. In the case of Directive 2010/32/EU, no such obligation for the EC is foreseen. The text of the agreement between the social partners being annexed to the Directive, clause 11 of the Agreement, refers instead to the role and responsibilities of the signatory parties, HOSPEEM and EPSU.

In the present case, on the substance, the Directive is only reproducing the autonomous agreement between social partners, which is included in the annex thereof. As foreseen in the agreement, it is up to the social partners, who are the signatory parties of the agreement, to decide on any follow-up measures regarding the evaluation of the directive. The EC would also not have the means to go to the ground in the EU MS to assess in any detail the extent of and possible specific implementation and/or enforcement issues.

The exchange then turned around the expectations HOSPEEM and EPSU would have from an active role of the EC in the evaluation of Directive 2010/32/EU, following up to and building on the work done by the EU-level sectoral social partners for the hospital and health care sector, as summarised in the reports of 2013 and the report of 2018.

After reviewing and accepting further input from VKA, Employers, Germany, the report was approved by the Sectoral Social Dialogue Committee.
• Next steps by HOSPEEM and EPSU on prevention of injuries with medical sharps

Mathias Maucher updated the Sectoral Social Dialogue Committee on the next steps: EPSU will take the lead in sending an official letter to the Health and Safety Unit of DG EMPL, with a call to the EC to follow-up on targeted areas and principles together with the final report.

The letter will be signed by Marta Branca (ARAN, Employers, Italy), Vice-Secretary General, HOSPEEM and Jan Willem Goudriaan, General Secretary, EPSU.

The wording of the main points of the letter was agreed by the participants.

EPSU and HOSPEEM see the following benefits of an active role of DG EMPL:
• In assisting in facilitating the enforcement of the Directive across the EU, benefiting from the synergy of a joint approach of EU-level sectoral social partners and the EC, led by DG EMPL;
• Increasing the credibility and visibility for HOSPEEM and EPSU and of their national members respectively vis-à-vis national actors, if HOSPEEM and EPSU work and the report are being disseminated and supported by the EC;
• Conducting an EC-led evaluation of existing problems to achieve comprehensive coverage of a broader range of workplaces and more countries.

HOSPEEM and EPSU will provide further information in due course.

3. Open issues for 2019 and Outlook on Work Programme 2020-2022

Simone Mohrs provided information on the open issues for 2019. Currently, open issues for 2019 are: 1.) New models of care, new roles and skills, whereby social partners could explore and exchange on the role of social partners as well as to assess opportunities and challenges linked to digitalisation; 2.) Integration of refugees/asylum seekers trained in health/social care and labour mobility into and within the EU. Social partners could exchange on the role of social partners in response to initiatives of EC or existing instruments of the World Health Organisation and the International Labour Organisation and; 3.) Management of workforce diversity. Social partners could exchange on the role and successful initiatives of social partners in the field of diversity management.

The Secretariats invited the Sectoral Social Dialogue Committee to share their joint good practice examples on areas of new models of care, integration of refugees (with a focus on the Southern Member States), and social partners initiatives in the management of the diversity of the workforce.

Herbert Beck noted that the UN Global Compact for Migration might be a relevant reference for the open issue on the integration of refugees and/or asylum seekers with a professional background in health care. He emphasised the fact that national social partners should come forward to suggest presentations about the integration of refugees and on digitalisation in the hospital/health care sector.

Simone Mohrs suggested contacting the responsible unit at the EC to get further information on EC initiatives on the first topic.

The Secretariats also would like to work on gathering good practice examples on CPD and LLL and in the frame of the project work on capacity building (see also above 2.1).

In regard to the HOSPEEM proposals for the Work Programme 2020-2022, the EPSU delegation welcomed the themes and sub-themes on:
• Occupational Safety and Health
  o Follow-up on the project on recruitment and retention
  o Third-party violence and harassment at the workplace
• Healthcare policy – hospital and healthcare sector workforce
- Capacity building of social partners – involvement at national and European level
- Role of EU-level sectoral social dialogue committee and sectoral social partners with regard to the European Economic Governance
- **Continuing Professional Development and Life-Long Learning**
  - Considering if existing CPD programmes take account of the changes in the way health services are provided
  - CPD challenges related to the digitalisation of healthcare

Maryvonne Nicolle, CFDT, Trade Union, France, proposed that the European Semester could be one overarching topic in the new Work Programme. Another proposal made by her was that the beginning (i.e. the recruitment and retention of young workers) and end-of-career planning could be taken up with a certain emphasis in the context of continued work. Christina McAnea, UNISON, Trade Union, United Kingdom, highlighted the importance of quality healthcare and patient safety in healthcare as topics her organisation would like to be reflected in the next Work Programme.

The EPSU delegation announced it would still need to discuss internally which particular aspects from the thematic priority “Recruitment and Retention” it would like to see taken up and then would continue the conversation with HOSPEEM in May 2019.

4. **AOB**

- **Update SEPEN Webinar on “Ethical recruitment”, 14 December 2018**

Simone Mohrs gave a presentation on the main contents of the EPSU-HOSPEEM Code of Conduct on Ethical Recruitment and information on the national follow-up in the SEPEN Seminar on 14 December 2018. It has been shared with HOSPEEM and EPSU members. At the same meeting WHO representatives gave an update on the WHO Global Code of Conduct.

- **Preparation of 4th SEPEN Workshop on “Working conditions”, planned September 2019, Leuven**

Mathias Maucher updated the Sectoral Social Dialogue Committee that there will be a working conditions workshop planned in Leuven on most likely 19 September 2019 and that a first contact with the organiser has been made in this regard. HOSPEEM and EPSU are following the development and the elaboration of the programme closely.

Tjitte Alkema thanked the interpreters and participants for the meeting.

No other business was raised.