



Public Services International (PSI)

Health Services Task Force

Geneva, 18 and 19 April 2012

Sessions on Wednesday, 18 April 2012

Main topics/priorities for the European Public Service Union (EPSU) in the field of health and social services (HSS)

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Overview on selected results of European Sectoral Social Dialogue (Commitee) in the hospital/healthcare sector

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<http://www.epsu.org/r/2> (HSS) + <http://www.epsu.org/r/20> (social dialogue)

EPSU Health and Social Services MAIN TOPICS/PRIORITIES



- **EU legislation:** working time; recognition of professional qualifications; patients' rights in trans-border provision of health care; public procurement (and health and social services)
- **Policies:** social services of general interest => foci: elderly care/LTC; service quality; employment conditions
- **European sectoral social dialogue in the hospital sector:** recruitment and retention; ageing workforce; (code of conduct on) ethical cross-border recruitment; prevention from sharps injuries; prevention of third-party violence and harassment; recognition of professional qualifications
- **Projects:** Europeanisation of health care; cross-border mobility and migration of health workers; European Sector Councils on Employment and Skills for Nursing and the Care Workforce; social dialogue in the field of social services/care/work
- **Publications:** Care Services for Older People (2011); Report EPSU European Health Conference (2012)

Sectoral Social Dialogue Hospitals (1)

OVERVIEW MAIN RESULTS/PRODUCTS



- Project “Strengthening Social Dialogue in the hospital sector in the new Member States and candidate countries” (CZ + SK), 2007
- EPSU-HOSPEEM Joint Declaration on Health Services (context: legislative process + debates on Services Directive), 7 December 2007
- EPSU-HOSPEEM Code of Conduct on Ethical Cross-Border Recruitment in the Hospital Sector, 7 April 2008 [<http://www.epsu.org/a/3715>]
- EPSU-HOSPEEM Framework Agreement on the prevention from sharp injuries in the hospital and healthcare sector, 17 July 2009
- Multi-sector Guidelines to tackle Third-party Violence and Harassment related to work, 16 July 2010 (HOSPEEM, EPSU, UNI EUROPA, ETUCE, CEMR, EFEE, EUROCOMMERCE, COESS)
- Project “RESPECT: Effective approaches to tackle third party violence in the workplace”, 2010 + 3 regional seminars and 1 final conference, 2011
- EPSU-HOSPEEM Framework of Actions on Recruitment and Retention, 17 December 2010 [= reference frame for work of SSDC HS 2011-2013]
- Project “Strengthening social dialogue in the hospital sector in the Baltic countries” (EST + LT + LV), 2011 + Riga Declaration, 26 May 2011

Sectoral Social Dialogue Hospitals (2)



PREVENTION OF SHARPS INJURIES (2009ff)

<http://www.epsu.org/r/426> + <http://www.epsu.org/a/8250> + <http://www.epsu.org/a/8217>

- **Directive 2010/32/EU** of 10 May 2010 implementing the Framework Agreement concluded by HOSPEEM and EPSU on 17 July 2009 and making it legally binding across the European Union (needs to be transposed into national law and/or procedures within 3 years; sharps defined as work equipment)
- **Key features of this new EU health & safety legislation:** 1) Risk assessment (technology, work organisation, working conditions, level of qualifications, work-related psycho-social factors; working environment); 2) Elimination, prevention, protection (safe procedures; medical devices with safety-engineered protection mechanisms; ban of recapping; safe disposal); 3) Information, awareness raising; 4) Training; 5) Reporting
- **Action to support implementation:** cooperation with WHO European Region Office, EU-OSHA and others (including EBN, in particular in context of 2nd and 3rd EBS Forum); films (EC; PSI); stakeholder meeting to coordinate activities (25 October 2011); elaboration of guidance for health workers; planned: joint EPSU-HOSPEEM project (10/2012-09/2013) co-funded by EC to raise awareness of legislation and its key features, to monitor its implementation in EU27 and to promote the role of TU/social partners in OSH



FIGHTING THIRD PARTY VIOLENCE (2010ff)

<http://www.epsu.org/a/6782>

- **Cross-Sector Framework Agreement on Harassment and Violence at Work** (26 April 2007) [3 signatory parties = cross-industry European social partners: Business Europe, UEAPME, CEEP)
- **Project “RESPECT: Effective approaches to tackle third party violence in the workplace”**, 2008-2009, including a Technical Seminar (14 March 2008) and a final conference (26 October 2009) + Joint Declaration
- **Multi-Sector Guidelines to tackle Third-party Violence and Harassment related to work** (16 July 2010) [8 signatories, of which 5 employers’ federations: HOSPEEM, EUROCOMMERCE, COESS, EFEE, CEMR and 3 trade union federations: EPSU, UNI EUROPA, ETUCE] + **3 regional seminars and 1 final conference**, 2011
- **Objective:** Make sure that each workplace has/puts in place a proactive, joint-up and successful strategy to tackle TPV
- **Main elements:** 1) increase awareness and understanding; 2) demonstrate commitment; 3) partnership approach; 4) provide guidelines to identify, prevent, manage and tackle problems linked to TPV and harassment; 5) prevention through risk assessment, awareness raising, training; 6) reporting, follow-up and evaluation

Sectoral Social Dialogue Hospitals (4)

FRAMEWORK OF ACTIONS

“RECRUITMENT & RETENTION” (2011ff)



<http://www.epsu.org/a/7158>

- **EPSU-HOSPEEM FoA R&R**, signed on 17 December 2010, after nearly 1 year of intensive negotiations
- **Context** : Council Conclusions on “Investing in Europe’s Health Workforce of Tomorrow” of 7 December 2010 – inviting MS to raise the awareness of the importance of attractive working environments, working conditions and professional development opportunities as well as to stimulate training and education of the health workforce, also by making use of EU financial instruments (Structural Funds)
- **Main points**: 1) Support R&R (i.a. thanks to well-equipped health services and to a well trained and motivated workforce); 2) Improve work organisation; 3) Develop and implement workforce planning mechanisms; 4) Encourage diversity and gender equality; 5) Invest in initial training, life-long learning and continued professional development; 6) Achieve safest possible working environment
- **Agreement sets frame for ongoing and future priorities of the work of European social partners**, e.g. on the ageing workforce (since December 2011 negotiations towards elaborating guidelines and good practice examples) or on the diversity of the health workforce