



HOSPEEM

and the employment of the health workforce

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Background information



HOSPEEM – Who we are

- HOSPEEM was formed in 2005 by members of the European Centre of Employers and Enterprises providing Public services (CEEP)
- Currently we represent 16 hospital and healthcare employers' organisations from 14 European countries

What we do

European organisation with a two-fold mission:

- European Sectoral Social Partner representing employers of hospitals and healthcare institutions in the EU
- Lobby organisation representing healthcare public services providers vis-à-vis the European institutions

HOSPEEM combines both missions to increase its influence towards the EU

What priorities for the employment of HW



- **Strengthening social dialogue:** closer involvement of social partners in health care policy planning and reform as employers and front line staff are best placed to provide information on potential efficiency savings and effective service planning.
- **Recruitment and retention:** Framework of Actions "Recruitment and Retention", 2010; contribution to DG SANCO commissioned study on Effective Recruitment and Retention Strategies for Health Workers
- **Cross-border mobility:**
 - Code of Conduct on Ethical Cross-border Recruitment and Retention, 2008
 - Contributions to revision of Professional Qualifications Directive

What priorities for the employment of HW



- **Achieving the safest possible working environment:**
 - Preventing sharps injuries: Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector - Directive 2010/32/EU
 - Tackling third-party violence: Multi-sectoral guidelines to tackle third-party violence and harassment related to work - 2010
 - Preventing psychosocial risks & stress at work and musculoskeletal disorders 2014-2016 project
- **Managing the ageing workforce:** support for adoption of effective age management strategies, Guidelines and good practice examples – 2013



What priorities for the employment of HW

- **life-long learning and continuous professional development:** improvement of qualification needs through life-long learning and CPD: joint work with TU/EPSU and common statement – 2015
- **Employment and retention of younger workers:** follow-up to Framework of Actions on youth employment and participation in EU Alliance for Apprenticeships
- **Develop and implement workforce planning mechanisms:** Participation in Joint Action and dialogue with TU



Dilemmas

- Is the employment situation going to change soon? Is the **employment potential** within HOSPEEM members going to become a **real perspective**?
- How to overcome **recruitment difficulties** faced by members? Is a **“fight” for talents** happening?
- Is **planning & forecasting** a steering instrument or more a pre-warning mechanism to stimulate self-regulation?
- What are the most important measures to avoid shortages in number and/or skills of health professionals? Can **financial incentives** for training the right staff be a viable solution?



Some open questions in our view...

- Is the forecasted creation of 1 million new jobs in the sector reflecting the current labour market trends and constraints?
- How to increase the capacity of effective interventions at EU level by creating a positive circle between the different actors? What actors should be involved?
- Is there a need for rationalising EU initiatives in the field?
- Can the collaboration at EU level on qualification skills and CPD be useful and effective?

Thank you for your attention!

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*For more information on HOSPEEM and
on the SSDC HS referred to in presentation:*
www.hospeem.eu + hospeem@hospeem.eu