



HOSPEEM-EPSU Joint Declaration on Continuing Professional Development (CPD) and Life-Long Learning (LLL) for All Health Workers in the EU

Expert Group on European Health Workforce

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Background information

- CPD and LLL: **core concern for hospital social partners.**
 - Ensuring access to CPD and LLL for all health workers : **key priority of the HOSPEEM-EPSU joint work programme 2014-2016** and beyond.
- **DG SANTE study** on continuous professional development and life-long learning for health professionals in the EU (January 2015) **used as a reference document.**
- Purpose of the declaration:
 - **Provide inspiration, guidance and support** to social partners in the field of CPD and LLL in the different Member States.
 - **Encourage initiatives and investments** in CPD and LLL.

Hospital & healthcare sector

Context and challenges

- Ageing workforce
- Workforce shortages
- Retention problems
- Increased use of new technologies
- Development of new care patterns
- Rising number of elderly patients and patients with multiple chronic conditions
- Increasing expectations of patients for higher quality care
- **CPD and LLL are key to meet these challenges**

Main features of the declaration

HOSPEEM and EPSU have identified key principles that should guide activities undertaken in the field of CPD and LLL.

- Maintenance and improvement of **quality of care and patient safety** are paramount.
- CPD and LLL should be **available for all health workers in an equal manner** across all age groups, occupational groups, working patterns and types of contracts.
- CPD and LLL initiatives should be considered as a **long-term investment in the health workforce** and not as a cost factor.
- CPD must be **linked to the organisational and managerial priorities** of healthcare service providers.

Main features of the declaration

- Undertaking CPD is a **shared responsibility of employers and workers.**
- **Financing** and making mandatory CPD available is the **prime responsibility of employers** and competent authorities.
- **Social partners** have a major role to play, in partnership with competent authorities and other relevant stakeholders.
- Managers have an important leadership role to play in **fostering a positive learning environment** in their organisation.
- CPD should be built into **team and personal development planning.**
- **Groups under-represented** in CPD and LLL (workers aged 45+, part-time workers...) should benefit more from these activities.

Main features of the declaration

- CPD leads to **improved recruitment and retention** of healthcare staff.
- Employers and employee organisations should work together to **create opportunities** for professional development and to **eliminate barriers** to access to CPD and LLL.
- Importance of taking **local specificities** into consideration when designing CPD systems and respecting the different national **legal and regulatory frameworks**
- **Evaluating CPD and LLL** plans is important for continuous improvement.

Use of the joint declaration and next steps

- Make use of the joint declaration at EU, national and local level
 - to **create new and innovative solutions** to make CPD and LLL work more effectively.
 - to **contribute to policy initiatives** and actions concerning CPD and LLL.
- Wish to link it to current initiatives of the European Commission: new skills agenda, digital skills and jobs coalition.
- Follow-up work in 2017: **gathering of good practice examples** in the context of a joint HOSPEEM-EPSU project funded by DG EMPL
 - Conference in the Netherlands in June 2017
 - Elaboration of a separate document

Thank you for your attention

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