

# **Recruitment and Retention – a Joint Priority for the Social Partners in the Hospital/Health Care Sector: Report on Use of EPSU-HOSPEEM Framework of Actions “R&R” (2010) + Examples for own initiatives**

**Expert Group on European Health Workforce**

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# Introduction – Key Challenges for R&R – Important Issues for R&R – Role of SD and CA

- Introduction [1.]
  - Importance of issue for social partners
  - EPSU-HOSPEEM Framework of Actions “Recruitment and Retention” (FoA R&R) (2010) – Main topics covered
  - Follow-up “obligation” contained in FoA R&R + Decision to draft a report and to collect existing good practice (2014)
  - Draft report discussed in SSDC HS on 15 June 2015
  - Focus in own initiatives/measures of social partners
- Main drivers and key challenges for effective R&R [2.1]
- Important topics for social partners and governments [2.2]
- What is the role of social dialogue and collective agreements when it comes to the elaboration and implementation of effective R&R policies? [2.4]

# Main types of measures/initiatives – Illustrations – Comparison with Study DG SANTE

- Main types of measures/initiatives done by social partners [2.3]
- Some examples [4. Annex]
  - Improvement of work organisation (I): Working time: Combination of work and care [NL]
  - Improvement of work organisation (II): Ageing workforce: Working Longer Review [GB]
  - Development and implementation of workforce planning mechanisms: Tripartite Agreement [N]
  - Initial training, LLL and CPD: Vocational introduction employment [S] + Health Care and Care Services College [S]
  - Working environment/OSH: Social partner booklet in the context of work with Danish Working Environment Authority [DK]
- Outcomes of Study DG SANTE: Comparisons [2.5]

# First conclusions – Outlook

- First conclusions [3. + SSDC HS 15 June 2015]
  - Different starting points and priorities for R&R in different countries
  - Link between R&R policies and staffing levels and skills mixes
  - Stronger focus needed (also for social partners) on retention policies, also for younger workers / health professionals in training
  - More attention needed (also for social partners) on CPD measures
- Outlook on further EPSU + HOSPEEM work
  - Report for use by own members („source of inspiration“), but also to be addressed to European institutions, in particular to DG SANTE
  - Possibility to (jointly) disseminate/promote good practice?

THANK YOU FOR YOUR ATTENTION !

QUESTIONS / COMMENTS ?

