



Date:	20-12-2013	Document:	<b>F13-081 EN</b>
Title:	<b>EPSU-HOSPEEM signed Guidelines &amp; Good Practice Examples "Ageing Workforce Healthcare Sector"</b>		
Author:	Excerpt from EPSU Newsletter		

## **EPSU-HOSPEEM Guidelines & Good Practice Examples "Ageing Workforce Healthcare Sector" Signed**



(Brussels, 11 December 2013)

On 11 December 2013, at the Plenary Meeting 2013 of the Sectoral Social Dialogue Committee for the Hospital Sector, Tjitte Alkema, Secretary General of HOSPEEM, and Liza di Paolo Sandberg, Chairperson of EPSU's Standing Committee "Health and Social Services", signed the "Joint EPSU-HOSPEEM guidelines and examples of good practice to address the challenges of an ageing workforce in the healthcare sector".

The aim of the document is to provide guidance to support social partners as well as decision makers, managers, workers and other stakeholders at national, regional and local level, addressing different aspects related to age management policies such as flexible working arrangements, talent management and training, health and safety at work, workforce planning and retirement planning. It is for the social partners at all levels to work in partnership and to consider how this guidance can complement their own systems, initiatives and measures.

### **EPSU-HOSPEEM**

Guidelines & Good Practice Examples Challenges Ageing Workforce Health Care Sector –



HOSPEEM and EPSU express their wish that the joint guidelines dealing with a major challenge for health workforce policies and management at different levels could be a source of inspiration in the context of other EU-level initiatives, such as the Action Plan on an EU Health Workforce – in particular in the context of a Study on Effective Recruitment and Retention Practices launched in January 2014 – and the Joint Action on Health Workforce Planning.

HOSPEEM and EPSU will undertake regular reviews of progress made by their members and consider whether the document needs to be updated two years after adoption. In 2017 a report will be issued on the overall implementation of the guidelines.

EPSU and HOSPEEM have collected - in the course of their work on the topic and the negotiations that started late 2011 - [thematically related studies, reports, presentations](#) we now share with the interested public.

You can also access [EPSU's Position Paper \(31 May 2012\)](#), available in EN, FR and DE.