

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR

Hospital Policies Constantly Changing

Health personnel employed in hospitals	
Hospital employment (headcount)	N/A
Medical doctors (headcount)	41 935
Nursing professionals and midwives (headcount)	134 480
Hospital beds/100 000 inhabitants	664
Medical doctors/100 000 inhabitants	110
Nursing professionals and midwives/100 000 inhabitants	354

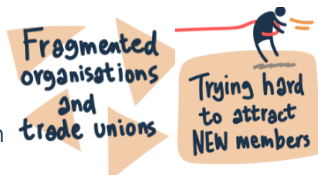
Source: Eurostat, 2016



Social partners: Situation fragmented on both sides

Trade unions

- NSZZ Solidarność
- National Trade Union of Nurses and Midwives in Poland
- Federation of Trade Unions of the Health Care and Social Assistance Employees



Employers' organisations

- Employers of Poland
- Polish Confederation of Private Employers "Lewiatan"
- Business Centre Club
- Nationwide Union of Private Healthcare Employers
- Polish Hospital Federation (PFS)

Most social partners are members of the national Council of Social Dialogue. The Tripartite Healthcare Team affiliated to the Ministry of Health is the platform of national social dialogue.

European Social Dialogue: Social partners' limited involvement on sectoral level

Federation of Trade Unions of Health Care and Social Assistant Employees

- EU level sectoral social dialogue committee for the Hospital and Healthcare Sector through EPSU



Reasons for non-participation: language and finances

Employers of Poland

- Member of European Centre of Employers and Enterprises providing Public Services and Services of general interest (CEEP);
- European and Economic and Social Committee (EESC).

European Semester: Mixed involvement across Poland

EUROPEAN SEMESTER

- Some trade unions are **occasionally informed**;
- **Others are not involved at all and not interested to be involved** in reforms proposed within the European Semester procedure.
- No information received from employers' organisations.

Priorities for the EU level: Support on working conditions to ensure patient safety

- ### Priorities of the trade unions in the healthcare sector
1. Increasing the staff of nurses in hospitals to ensure patient safety;
 2. Financial demands regarding wage increase, in particular for nurses;
 3. Increase in healthcare investment;
 4. Act on effective qualification demands of healthcare professionals of non-business providers;
 5. Staff retention in the context of ongoing changes in the organisation of the hospital sector.

EXPECTATIONS: Support in collective bargaining

no information received from employers' organisations.

Further information

The fact sheet is the result of a survey dedicated to social dialogue and desk research conducted in April – June 2019 and information provided at the Regional Workshop in Bucharest on 14 June 2019 within the joint project of HOSPEEM and EPSU. The answers of the survey are generalised, therefore, information might not apply to all organisations listed above. More detailed results on Poland are available in the Regional Workshop report: Eastern Europe and the comprehensive comparative report of the targeted countries available online on HOSPEEM and EPSU websites.