

European Commission
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uw referentie --

onze referentie 0900206/ros.st

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onderwerp **NVZ response on Green Paper (COM(2008) 725/3)**



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Dear Sir, Madam,

We are writing you this letter in response to the green paper (COM(2008)725/3). The NVZ association of hospitals is an association that focuses on the interests of the hospitals in the Netherlands. The NVZ is aware of the importance of the principle of the free movement of persons. However, considering the current and future scarceness on the labour market, the NVZ is of the opinion that every effort must be made to prevent hospitals from competing with one another in terms of the labour market and the employment relationships. The means that are used to that end cannot be used to improve the care itself.

It is from this perspective that the NVZ wished to point out the following to the European Committee.

1. Reliable data regarding this issue is lacking. This should first be assessed in order to be able to determine whether or not there is a problem and, if so, the extent of the problem.
2. Hospital care is the work of humans. Many of the people who work in the care sector demonstrate much commitment, expertise and enthusiasm. An adequate and appealing employership is a prerequisite in order to hold on to them and to recruit extra staff members. Among other things, this implies: constant optimisation of the process of providing care and services, mature employment relationships, increasing the productivity, optimising the availability of the personnel, and offering effective and efficient training.
3. An assessment should be made of the extent to which the effects of innovations and new technology can contribute to reducing the problems.

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4. The working hours guideline as proposed by the European Parliament does not contribute to solving the problems of the medical specialists.
5. The hospital sector is carried by highly educated knowledge workers. The long term will show a shortage of these within Europe. The NVZ proposes that the committee consider the possibilities of involving the 'blue card' in solving this issue.
6. Various parts of the document are vague and/or inconsistent. This requires further clarification before we can provide a response.

The NVZ is willing to explain its reaction at any time.

Kind regards,



Gita Gallé
Director