



EU sectoral social partners for Social Services Initiatives for improving working conditions

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Improving working conditions for Long-Term
Care workforce – what works in practice?
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Occupational Safety and Health in Long Term Care

Overview

- Long Term care sector faces some unique challenges in OSH
- Important for workers, organisations, and society at large
- Key topic for social services sector
- Social partners have a critical role in OSH risk prevention and OSH management

Key Risks and Challenges

- ❖ **Psychosocial** – emotional demands, long working hours, understaffing, shift work and working alone, exposure to TPVH risks
- ❖ **Ergonomic** – high incidence of musculoskeletal disorders (MSDs) – lifting, transferring, repositioning
- ❖ **Physical** – slips, trips and falls
- ❖ **Biological** – regular and close exposure to infectious pathogens – eg Influenza and more recently COVID-19 with its deadly results

OSH Research and Regulations

- ❑ Main directive: European Framework Directive 89/391/EEC (Council Directive of 12 June 1989) ('OSH Framework Directive')
- ❑ EU-OSHA report "Occupational safety and health in Europe: state and trends 2023"
- ❑ EU-OSHA's research project 'Health and social care sector and occupational safety and health (OSH)' 2022 to 2026



July 2023
Creation of the 44th EU Sectoral
Social Dialogue Committee:
Social Services

THE SSDC Social Services Work Program

- ✓ Priority main theme of the Work program is Retention and Recruitment of staff
- ✓ Social Partners currently negotiating a Framework of Actions on Retention and Recruitment of social services workers
- ✓ Includes a fully dedicated section to Occupational Safety and Health

Through collaborative efforts between social partners, regulatory bodies and healthcare organizations, it is possible to create safer and healthier work environments in the LTC sector

Social partners projects for working conditions improvement



Gathering of 18 good practices on 6 key topics

- Assessment of working conditions
- Physical risk prevention
- Improving work-life balance
- Welcoming and supporting staff
- Support learning, skills and training for better working conditions



[Link to Forte project](#)

Recommendations on how to improve working conditions

10 topics	
OSH risks assessment at <u>organisation level</u>	Prevention of <u>occupational deintegration & on job reintegration</u>
Physical health risks prevention (including MSDs)	Improving skills, leading to better jobs
Psychological health risks prevention	How to manage change (technologies, green transition, DI) & impact on workforce
Work-life- balance	Diversity management & <u>gender perspective</u>
<u>Management's training</u> on OSH <u>risks prevention</u>	Ageing at the workplace

[Link to IWorCon project](#)



Thank you for your
attention!

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Panel Discussion



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Shared Workforce Priorities

Co-Produced Strategy

