



ADRHESS

ADRHESS' Goals

Structuring a network of key players in the field of Human Resources in public hospitals

Contributing to their profesionalization, through meetings and training sessions

Encouraging awareness and action on labor forces issues, as well as a more human vision of heath management

Learning and studying innovations from various fields of activity, in France as abroad.

ADRHESS in a nutshell

A non-profit organization created in 1993, ADRHESS has gathered since its beginnings Human Resources executives, managing public hospital centers, so as to enhance their professional skills and practices.

ADRHESS has become a recognized association, grouping together HR professionals, CEOs, HR officers, administrative assistants. In many institutional debates set in France. ADRHESS asserts the importance of the human dimension of management and puts the stress on the principles of respect, equity and progress.

ADRHESS promotes a modern and dynamic vision of HR in Health, combining social and economic performance, aiming at reconciling individual expectations and collective needs.

Among ADRHESS main events from 2010 to 2018

Nine annual symposiums

- “HR : facing reforms” (2010)
- “1986-2011 : 25 years of civil service in health” (2011)
- “HR medical la delegation : back to the future” (2012)
- “Working cycle management still drilling ?” (2013)
- “Absenteeism in Health : let’s talk about presenteeism” (2014)
- “A new territorial organization in Health and its consequences on Human Resources” (2015)
- “1986/2016 : 30 years later, reinventing the civil service in health” (2016)
- “Uniting both doctors and nursers in performing the hospital mission” (2017)
- “Enhancing HR management in tomorrow’s hospital“ (2018)



Nine study meetings :

- “HR medical delegation” (2010)
- “Well-being at work health policies in question” (2011)
- “Ethics in HR management” (2012)
- “Driving change : the role of managers” (2013)
- “HR management and digital cloud” (2014)
- “Managing health professionals” (2015)
- “How to manage contract workers in public hospitals” (2016)
- “Supporting both teams and individuals in the hospitals : coaching, mentoring and personal development” (2017)
- “HR, management and legal issues within the current territorial organization“ (2018)

ADRHESS organizes the **National HR in Health** exhibition since 2012 in partnership with the Fédération Hospitalière de France and SPH Conseil.

It is regular invited to various French HR conventions (Ministry of Health and Social Affaires, Private exhibitions, the National Health Convention).

Several members of the board as to be audited as authorized experts in parliamentary and ministerial reports.

A delegation of ADRHESS members took part in four international study sessions in Sweden (2012), Canada (2013), United States (2015) and Denmark (2016).

ADRHESS members published six books :

- **“HR in public hospitals : reflections and practices”**, vol.1 (2011) and vol.2 (2013) by Berger-Levrault editors
- **“New HR challenges in public hospitals”** by Infodium editors (2015)
- **“Improving time managing : optimization and negotiation strategies”**, by LEH editors (2016)
- **“Implementing a new HR management policy in the new territorial organization“** by LEH editors (2017)
- **“Enhancing social dialogue within the hospital“** by LEH editors (2018)



ADRHESS Executive Board 2017



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