



Enhancing Social Dialogue Within the Hospital

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Réussir le dialogue social dans la fonction publique hospitalière

préface de Zeynab Riet

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Ten years ago, the Bercy Agreements enshrined in the Law of July 5, 2010 laid the groundwork for the renewal of social dialogue in the civil service. The public hospital service in particular has been innovative early on, with the establishment of CHSCTs (Committees for Health, Safety and Working Conditions) and CTEs (Institution's Technical Committees), and, later on with its reform in 2001, of local negotiation arrangements on working hours. However, the traditional model of social dialogue in public hospitals is currently being challenged, particularly by the territorial reform of 2015. It is projected that the traditional model will evolve with the new policy orientations of 2017 which aim for an in-depth reform of the public service.

The book

The first part of the book details the development of social dialogue, following from the various reforms that aim to create a statute for civil servants and to reform it by enshrining their rights to unionize and participate.

The second part deals with the different forms of social dialogue, and the material and human resources available to trade unions. The e-voting system for the elections of public hospital professionals is also analyzed.

The third part looks at the way in which social dialogue in public hospitals is conducted with staff representative bodies whose composition and missions are briefly presented. It also identifies the different components of a qualitative and beneficial dialogue (e.g.: social agenda, charter, etc.).

In the fourth part, the main issues prevalent in the current social dialogue of public hospitals are presented (such as working time management, job training, quality of life in the work environment, psycho-social risks, etc.). The tensions that affect the oscillation between trust and suspicion in social relationships are also examined in this section.

The fifth part projects the continuous evolution of social dialogue in hospitals, including the reconstruction of negotiation bodies and further work transformations which are mostly the result of technological advancements.

The book's targeted audience

This book is intended for public hospital directors, directors of Human Resources, hospital administration officers, hospital managers, and staff representatives.

The authors

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