

## **Ramsay Santé signs an ambitious agreement concerning Quality of Life and Working Conditions**

- **Ramsay Santé, the leader in private hospitalisation and primary care in Europe, is proud to announce its first Quality of Life and Working Conditions Agreement (QLWC) signed unanimously by its trade unions (CFDT, CGT, FO).**
- **Ramsay Santé is the first health group, public or private, to sign a QLWC agreement with all its partners.**

For Ramsay Santé, employee well-being and fulfilment are an integral part of the company's strategic vision. For several years, and more particularly since the emergence of the Covid-19 health crisis, the health sector has been confronted with many challenges. One of these is a shortage of staff, which can only be resolved by extensive action.

Beyond the necessity of maintaining wage-rises, Ramsay Santé is at the forefront of tackling these crucial issues for the future of the sector by making strong commitments to its 28,000 employees in France in terms of working conditions and a better work/life balance.

*"Ramsay Santé was the first of the private health sector players to treat patients suffering from COVID - 20,000 of them since the pandemic began. I would like to salute all our employees for their unwavering commitment. We have developed this new QLWC agreement with our social partners to reinforce the balanced, fulfilling and inclusive framework that will allow staff to grow within the company,"* says **Pascal Roché, CEO of Ramsay Santé France and Europe.**

### **The agreement's main measures**

- **Managing quality of life at work**

Ramsay Santé has created a "prevention, health and safety" management group, responsible for identifying, evaluating and reducing risks. The Group intends to set up and nurture bodies for the development of quality of life in the workplace, with, for example, the creation of a QLWC committee for each facility. It is offering an ambitious training programme for managers to help them improve quality of life at work for their teams.

- **A prevention policy in favour of employee health and safety**

Ramsay Santé has announced the implementation of a procedure and a telephone hotline for the prevention of psychological or sexual harassment, as well as a training and awareness module for all managers in the coming months.

- **Working conditions and organisation in favour of health and safety**

Ramsay Santé has made respecting work cycles a priority: the stability of schedules and respect for the advance notice period will now be encouraged in the organisation of our facilities. Ramsay Santé has also announced the launch of workload regulation commissions providing anticipation and coordination of all players in the care pathway as well as consultation and multidisciplinary workload analysis.

- **Support for parenthood, work/life balance**

Ramsay Santé has announced a 20% increase in the number of cots available in childcare centres. Furthermore, to facilitate access to accommodation, the Group will provide 200 housing units for its employees. Discussions are also being held in facilities to define conditions of remote working and, if necessary, reach an agreement.

- **Doing more for employees in difficulty**

Ramsay Santé intends to bolster the return-to-work process, with reinforced liaison following 30 days of sick leave and better support for employees who are unfit for work.

### **About Ramsay Santé**

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Following the acquisition of Capió group in 2018, Ramsay Santé has become the leader in private hospitalisation and primary care in Europe. Today, the group has 36,000 employees and works with nearly 8,600 practitioners. Present in 5 countries (France, Sweden, Norway, Denmark and Italy), the group treats more than 7 million patients per year in its 350 facilities. Ramsay Santé offers almost all medical and surgical specialities in three domains: Medicine, Surgery, Obstetrics (MSO), Follow-up Care and Rehabilitation (FCR) and Mental Health. In all its territories, the group contributes to public service health undertakings and providing proximity care, as in Sweden where the group has more than a hundred local health centres. Safe, quality care is the group's priority in all the countries where it operates. This is what has made it a reference in modern medicine, particularly in outpatient surgery and enhanced recovery after surgery (ERAS). The group also invests more than €200 million every year in its facilities, whether in new surgical and imaging technologies or in the construction and modernisation of facilities. To best serve patient interests, it innovates constantly with new digital tools and by developing its organisations to improve efficiency of care.

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