



**Developing an EU Standardised Approach to
Vocational Educational Training Awards in Healthcare
Waste Management**

Progress/Final Report

Public Part

Project information

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Executive Summary

Currently there is no unified approach to healthcare waste management NOS and VET across the EU Member States. Different member states have differing approaches to this subject area and some of these approaches are linked to waste management site permitting and inspection regulations however there is a lack of VET in regard to healthcare waste management within the healthcare facility and most member states are focused on the activities in the waste management industry and outwith healthcare facility.

In order to underpin the work done at waste management facilities for the treatment and disposal of healthcare waste it is imperative that the healthcare facility producing that waste adopts high standards of waste management particularly in areas of waste segregation.

Even in what are considered technically advanced member states the issue of healthcare waste management is still a challenging area within the overall field of waste management.

In a fact sheet published in October 2011 the World Health Organisation stated that – “To reduce the burden of disease, health-care waste needs sound management, including alternatives to incineration”.

This challenge was also reflected in a Pan European Market Insight report published by Frost & Sullivan in June 2010 where they reflected on the different paces of development of the healthcare waste management sector within the EU Blok. There was a trend whereby hospitals were subcontracting the waste management function to larger waste management industry players who had the ability to invest in the technology and equipment to manage this function as an external service provider.

This trend further distances the hospital itself from the waste it produces and it is imperative that the hospital has a qualified waste manager to provide a credible interface with the industry partner. This is a two way communication process and the industry sector also needs a credible partner at the healthcare facility in order to ensure that the system operates effectively and safely between both parties.

This project will ensure that the healthcare facilities have a properly trained member of their workforce who is able to ensure that despite the function being sub-contracted the hospital waste management system, internally, is a suitable and smooth interface for the waste contractor to interface with. This is not always the case and it is important that we rise to this challenge and start to provide a unified approach to the NOS and VET in order that we can provide the waste industry and the healthcare providers with suitably qualified members of staff for the healthcare waste management function regardless of the member state in which they undertook the VET.

The project is primarily aimed at those working within the healthcare waste management sector. It is hoped that these individuals will be the end users of the key project outputs, outlined below;

- Communication and Knowledge Exchange Tool
- EU-HCWM Network
- National Occupational Standards for the Healthcare Waste Manger Qualification
- Training Package
- Qualification Handbook and Associated Training Package
- E-Learning Platform in Line With the Qualification Framework

The success of the project is dependent on the consortium of partners involved. It is imperative that the partners reflect the diversity of Europe and a balanced cross section of the key relevant stakeholders. This consortium of partners reflects both European State diversity but also an excellent cross-section of the relevant stakeholder group.

The partners represent a balanced geographical split in the EU, as well as a balanced split in terms of population of member state and of their industrial and infrastructure development.

In addition the partners represent the stakeholders relevant to the project in terms of the process of development of both the NOS and the VET in healthcare waste management. They represent the core elements of the new system including healthcare policy, healthcare waste legislation, VET education developers and providers, healthcare waste treatment technology manufacturers, healthcare providers and their associated networks and associations, chemical waste management experts, biosafety experts, environmental protection institutes and national environment centres.

In addition the selected partners provide the consortium with a multiplier effect in terms of their ability to create extensive networking capabilities in and out EU area through their membership of associations and federations in the specific field of their operations. All partners participate, actively, in several national and international networks relevant to their activities' fields, exhibiting a huge potential for further communicating and disseminating the outputs from the project activities.

The project consortium is characterized by a long and deep record in providing technology transfer and development of skills and competencies in the waste management sector as well as direct involvement of end users.

To date, the project has conducted two assessments within 8 EU countries in order to determine the available healthcare waste management qualifications and professional needs of the healthcare waste management sector, and a general assessment of waste management within the healthcare waste management sector. The results of these assessment were used to develop a set of national occupational standards, which will be used to develop a healthcare waste management qualification framework.

The next stage of the project involves the development of the training package associated with the qualification framework. These outputs will be evaluated before a final version of the qualification handbook and training package, which will be uploaded onto a learning platform – which can be used by selected stakeholders.

More information can be found on the project's website; www.hcwm.eu

Table of Contents

1. PROJECT OBJECTIVES.....	7
2. PROJECT APPROACH.....	9
3. PROJECT OUTCOMES & RESULTS.....	11
4. PARTNERSHIPS	16
5. PLANS FOR THE FUTURE	18
6. CONTRIBUTION TO EU POLICIES	22
7. SPECIFIC DISSEMINATION ACTIONS	24

1. Project Objectives

The aim of EU-HCWM is to provide a national occupational standard for the role of a healthcare waste manager and to develop a vocational educational training programme based on both the agreed standard and in terms of both best available practice and best available technology applications in the healthcare waste management sector.

In the above regard EU-HCWM has set the following objectives:

1. Conduct an assessment of the healthcare waste management NOS and VET in the member states represented by the consortium and provide a report on each member state and its activities in the above regard. There are 12 states represented of which 10 are EU Member States
2. Prepare a comparative analysis report of the finding in each of the 12 member states and on the basis of this develop the framework for the National Occupational Standard.
3. Develop a National Occupational Standard for the post of healthcare waste manager in a healthcare facility.
4. Develop a Vocational Educational Training Programme in line with the requirements of the national occupational standard.
5. Develop an e-learning platform for the NOS
6. Develop an EU wide network for dissemination and support of EU-HCWM outputs

EU-HCWM Target User Groups

EU-HCWM Target User Groups can be clustered in 3 categories including:

- **Direct Beneficiaries** that include Developers of Qualifications and Frameworks at Sectoral and National Level, in EU and non-EU countries, Experts working on EQF and ECVET issues, National and European Accreditation Organisations of Vocational Qualifications and Guidance, Accreditation Centres for Continuing Vocational Training, National and European Organisations for Vocational Education Training, National and European Organisations awarding credits and qualifications, Research institutes on Vocational AND Education Training.
- **Vocational training providers** (training & human resources, departments of companies operating in the sector, training agencies and professionals) **and potential learners** (workers in the sector, unemployed people, job seekers, students of technical environment-related schools).
- **Policy and Decision Makers:** Civil Authorities in the fields of education environment, waste management, National and International Waste Management Associations.

Involvement of Target User Groups

EU-HCWM target user groups have been introduced to the EU-HCWM project from the initial outlay of the project, as they have been recipients of informative material and especially during the two surveys conducted in the 8 participating countries in order to define the qualifications of professionals in the Healthcare Waste Management sector, training procedures and needs in the Healthcare Waste Management industry.

They are also directly involved by participating in all EU-HCWM dissemination communication activities, since they are contacted prior to relevant dissemination events. Members of target groups participate in the EU-HCWM national networks created in all 11 EU countries.

Potential Benefits to the Target User Groups

The waste management sector has been rapidly changing and developing in recent years, mainly due to the initiatives and policies adopted in the E.U. and the new technologies and techniques introduced, giving rise to a huge need in highly qualified engineers, operational managers and processing technicians all over Europe which now, and in the future, will only be made possible through workforce mobility, transparency and mutual recognition of competences and learning outcomes.

In order to meet the needs of the abovementioned groups, the project will be responsible for the development of a new qualification framework and the associated training package for Healthcare Waste Managers, appropriate for those in the field of Healthcare Waste Management. The qualification and training package is aimed at strengthening companies' environmental performance and sustainable development.

2. Project Approach

The methodology proposed for the EU-HCWM project is based on the Logical Framework Analysis during the preparation phase of the proposal. This procedure has resulted in a holistic approach whereby the overall programme of works is split into key Work Packages. The Work Packages have been designed to support the aim and core objectives of EU-HCWM in terms of the following progressive activities:

- **WP 1: *Project Management*** – EU-HCWM management function will be conducted by partner 1
- **WP 2: *Quality Management*** – The quality assurance of the proper project functioning with respect to objectives and expected results will be achieved by the development of a Quality Plan and the continuous monitoring actions during project lifetime. A quality report will be included in the context of the final project report. A set of measurable indicators will be defined and respective target values will be set in order to ensure timely and effectively delivery of project outputs.
- **WP 3: *Assessment strategy development and implementation*** – This package will include the development of tools to be used in the assessment and analysis of existing Healthcare Waste Management NOS's, VET's and skills sets of existing healthcare waste managers. Each partner will be responsible for the establishment of an in country network which it will use as a sounding board for EU-HCWM outputs and of a dissemination mechanism for agreed final project outputs and the implementation action plan. The partners will also be responsible for the preparation of a country based assessment report.
- **WP 4: *Development of NOS for Healthcare Waste Manager*** – Partner 1 will compile a comparative analysis report, from the outputs of WP3. Using the comparative reports as guidance, a draft National Occupational Standard for the post of healthcare waste manager within a healthcare facility will be developed. The draft will be circulated to the partners for their comments and feedback. At the conclusion of this process a final draft will be circulated to the partners and they in turn will circulate to their stakeholder networks for comment.
- **WP 5: *Development of a Vocational Education Programme*** – Each partner will be allocated a module to complete in the context of the VET and in relation to the partners skills set and capabilities. At the conclusion of this process a final draft of the VET will be circulated to the partners and they in turn will circulate to their stakeholder networks for comment.
- **WP 6: *Evaluation*** – Each partner will be responsible for the internal and external evaluation of the developed NOS and the associated training package.
- **WP 7: *Development of an e-learning platform*** – Partner 1 will organise the development of an e-learning platform for the new Healthcare Waste Managers Qualification (based on the NOS) through their IT consultant.
- **WP 8: *Dissemination of Project Outputs*** - Launching EU-HCWM website, forum, weblog and social networks at the early beginning of EU-HCWM; organizing specific dissemination events (workshops, brochures, press articles, newsletters, EU presentations).
- **WP 9: *Development of Project Outputs Exploitation Action Plan*** – Preparation of project Communication and Dissemination Handbook

- **WP 10:** *Implementation planning and network growth and development* – Preparation and realisation of an implementation plan. This plan will include the proposed synergy between all EU member states, to improve standardisation between all member states in vocational training and education through the use of an agreed framework (NOS). The EU network will be expanded further in this stage.

The whole approach is supervised and coordinated, based on a pre-determined work plan, and a flexible management structure comprising of work packages and partner's specific roles in order to ensure the implementation of effective management procedures throughout the EU-HCWM project's duration.

A quality plan has been developed in order to monitor the performance of the project, ensuring the objectives and outputs are met.

A set of measurable indicators were defined and respective target values were set. Special emphasis has been given to the dissemination and exploitation actions and the transferability of EU-HCWM's outcomes to interested parties and foreseen target groups. The dissemination/exploitation strategy has been built on the different networks in the partner countries and all over EU. The EU-HCWM network itself will follow a clear enlargement and sustainability strategy which will support the effects of impact during and also after the funding period.

3. Project Outcomes & Results

To date, the project has accomplished a number of objectives and outputs and will continue, over the next 18 months, to complete the remaining outputs.

The major achievements and results of the EU-HCWM project within the reporting period are outlined below:

Work Package 1

Kick-Off Meeting

The Kick-Off Meeting (1st Coordination Meeting) was hosted by P1 in Scotland on the 6th and 7th February 2014. The Kick-off meeting lasted for two days. During the kick-off meeting the project management structure was established. The working plan of the project, the responsibilities of each project partner and all financial issues was also defined according to the instructions that was provided by the Agency.

Second Coordination Meeting

The 2nd Coordination Meeting was hosted by our German partner, ETLog, on the 1st and 2nd September 2014. The purpose of the Coordination Meeting was to discuss the project status in each participating country, the on-going and future activities, financial and also any administrative issues.

Third Coordination Meeting

The 3rd Coordination Meeting was hosted by our Spanish partner, ClubEMAS, on the 23rd and 24th April 2015. The purpose of the Coordination Meeting was to discuss the project status in each participating country, the on-going and future activities, financial and also any administrative issues.

Work Package 3

Analysis results for the Key Healthcare Facilities in each Country, derived from the Developed Assessment Package

Once the assessments of each of the healthcare facilities were carried out, the participating partners will be responsible for the development of an individual report on the finding of the assessment package findings. Nine reports, compiled from information from the UK, Italy, Poland, Greece, Germany, Macedonia, Spain, Albania and Slovenia, were prepared after the realisation of respective surveys on the qualifications, knowledge, skills, competences and current practices in Healthcare Facilities.

These reports were collated by P1, to create a final comparative report on, inter alia, the waste management practices of each participating country. The

comparative report will act as an invaluable referencing tool in developing the framework and identifying key technical and operational issues and differences in each of the participating countries.

Assessment and national reports on the existing training provisions of professionals in the Healthcare Waste Management industry

Each participating country conducted an assessment of the current available vocational training and vocational qualifications available for healthcare waste management professionals in their country

Nine reports, one for each participating country, were prepared after the respective assessments of the different national VET systems and training programmes. The partners were responsible for the completion of a single survey, based on their findings at a national level. P4 was responsible for the co-ordination and collation of information from these reports. P1 conducted a comparative study and prepared a final report in WP4, identifying and documenting common and different qualifications' demands and training needs, between the countries. Additionally, the possibilities, means and problems concerning the implementation of EQF/ ECVET and the defined occupational profile in relation to Healthcare Waste Management, will be assessed.

No of reports: 9

Communication and Knowledge Exchange Tool

The knowledge base will be developed by P1 and will highlight good practices, as well as any information concerning knowledge, skills and competences.

The Work Package leader has established an initial template of issues under which each partner will be asked to provide relevant information. New knowledge developed during the project would be added to the knowledge base including the experiences gained from surveys, workshops, and conferences. Other European and international competent bodies will be invited to add their work.

EU-HCWM Network

A national network will be created in each participating country. The members of the networks will be representatives of all stakeholders' target groups, i.e. direct beneficiaries like vocational training providers and potential learners; policy and decision makers; other stakeholders like local communities, healthcare providers, and environmental organizations. Each member will have to register with the e-platform. A complete database of contact details will be created and this will comprise the EU-HCWM network. The members of the network will be the core recipients of the project

activities and outputs. Additionally, they will be asked to participate to the on-line internal evaluation process for the validation of the project products. The final synthesis of the network is anticipated after the completion of the internal validation process.

Work Package 4

Comparison report of the identified national qualifications and VET

The aim of the current report is to enhance the comparability and transferability of the Healthcare Waste Managers qualifications in the context of the implementation of the EQF.

The comparison report is based on the national reports and will compare the qualifications of Healthcare Waste Managers in the 9 countries studied on three key dimensions:

- **Governance:** examining the different nature of the system of governance of qualifications and the different modes of VETs associated with them.
- **Education and Training:** examining the preferred mode and length of each country's VET and the content of the respective VET programs (types of knowledge and scopes).
- **Labour Market:** examining the value of qualifications/skills in each country's labour market, the status of Healthcare Waste Management in the occupation/sector/society, the activities that HCW Managers carry out, the basis of the wage and employment conditions, and apprentices/ trainees for each country. The report will be created in English and translated in all languages of participating countries.

Draft National Occupational Standards for a Healthcare Waste Manager

Recommendations for the development of a National Occupational Standard, for the common recognition of the qualifications of the Managers in the Healthcare Waste industry within Europe, have been based on the comparative analysis of the respective qualifications in participating countries.

The approach adapted will be the enumeration and detailed classification of the knowledge, skills and competences currently required and likely to be required by the Healthcare Waste Managers over the next 5 years, derived from relative curricula and consultation within the industry.

The results have been presented in the form of a matrix in line with the EQF standards. As part of the process, the allocation of credit will be defined; the selection of key areas of learning will be defined and these learning points will be designated and grouped to create distinct learning units.

Work Package 6

Report based on the outcomes of internal evaluation

The internal evaluation will be realised via the Communication and Knowledge Exchange Tool by the members of the project Network. The outcomes of the evaluation, including the results of the on-line questionnaire and the forum discussions will be depicted on a report that will be produced by the Work Package Leader. The questionnaire will be available on the IT Platform in English, Greek, German, Italian, German, Spanish, Polish, Slovenian, Macedonian and Albanian. The results of the procedure will be translated by the staff members in English and the report of results will be developed in English as well.

Work Package 8

Dissemination and Communication Handbook

The purpose of this document is to define the proper Dissemination and Exploitation strategy ensuring maximum impact of the project during its life span and sustainable benefits after the project is ended. The Handbook will deal with items like strategic objectives of the dissemination plan, project results, users/interested sectors who will benefit from the project's results, internal and external communication methods and mechanisms, content and instruments of dissemination, activities' timetable, tasks and partners' responsibilities, resources (people and budget) required, EU regulations and logos applied, languages in which the products will be developed, project logo, contact persons, etc.

The contents and the material will be approved by the Steering Committee of the project. A procedure for regular revisions will be included.

The document will be developed in English and will be available in PDF version for download from the project website.

Project Web-site

The project website has been launched in English, Italian, Polish, Greek, German, Macedonian, Spanish, Albanian and Slovenian and contains information on aspects like: project description and objectives, partner's profile, contact details, calendar of events, announcement of meetings, workshops, presentation of results, mutual links to other complementary websites, download area, etc.

The website will be developed gradually starting from the 1st month of the project and will be updated 4 times. The website will stay active 5 years after the conclusion of the project.

Project's Newsletters

A Newsletter providing information about the project's progress and results/products will be issued every six months, in correlation to the

Coordination Meetings. The Newsletters will be disseminated in electronic format via e-mails, according formulated e-mailing lists and to the stakeholders' networks of the project partners. Active links on the electronic form of the Newsletter will lead to the "News" section of the project website. The Newsletter will be available in the languages of all the participating countries.

A total of six newsletters have been published, along with a summer 2015 newsletter to mark the midway point of the project.

Informative Workshops

Partners P1, P3, P5, P6 & P7 have organised one informative workshop at national level for the dissemination of the project identity. Each workshop lasted one day and hosted approx. 50 participants.

Presentations were delivered on the project's actions, anticipated results and outcomes, vocational training aspects and needs on healthcare waste management, vocational training and waste management legislative framework.

The outcomes of the workshops include: agendas, presentations, stationery, poster, banner, photos and list of participants. Presentations and other informative material resulting from the workshop will be uploaded to project website.

Informative Leaflets

Three informative three-folded leaflets will be created. A "start-up" (first) leaflet has prepared in view of the informative workshops at the beginning of the project. The leaflet presented the project structure, objectives, targeted results and activities. The second one will be prepared midway through the project, highlighting achievements and the next steps and the final leaflet will be prepared towards the end of the project and in view of the final conference. The leaflet will present the core results and deliverables that will have been reached by the project.

The initial version of the leaflets will be English. Translations in Greek, German, Italian, Spanish, Polish, Slovenia, Macedonian and Albanian are foreseen.

Articles and Press releases

The dissemination actions of the project are outlined in section 6 of this report.

Participation to Events and Conferences

The dissemination actions of the project are outlined in section 6 of this report.

4. Partnerships

The project partnership incorporates 12 partners, representing 11 European countries and two pan European industry associations, including countries from Northern, Central and Southern Europe.

The EU-HCWM partner's consortium uses and exploits the benefits of an established partnership between enterprises, educational and training institutions as well as with civil society authorities, involved in waste management sector, as outlined within the strategic objectives of EU education and training policies.

The project partners present expertise in qualification frameworks, VET systems and materials as well as in waste management and environmental protection issues. The transnational nature of EU-HCWM consortium in conjunction with the partner's multidisciplinary expertise will create an efficient form of partnership where sharing of practices, technology transfer and joint collaboration in the process, methodologies and deliverables results to more effective learning and will lead to the beginning of a sustainable networking across European educational area. Included in the partnership are members of EU-HCWM target groups and all partners participate, actively, in several networks, thus enhancing EU-HCWM dissemination potential on a wider range of potential stakeholders all over the EU area.

EU-HCWM partners have an obvious interest in enhancing and upgrading the existing cooperation, exploiting and further improving the foreseen learning objects after EU-HCWM completion since they collaborate and/or are in direct contact with several end users of the project's outputs. In this way, the project outcomes will be easily disseminated, accessible and transferable resulting in benefits which will impact on a wide range of potential beneficiaries, even beyond the boundaries of the consortium member countries. The EU-HCWM partners are:

Partner Number	Partner Name	Partner Acronym	Partner Country
1	International Centre for the Environment, Resource Management & Sustainability Limited	ICERMS	UK
2	Società Consortile a responsabilità limitata	SINERGIE	Italy
3	Institute of Environmental Protection - National Research Institute	IEP-NRI	Poland
4	Sigma Consultants	SIGMA	Greece
5	ETLog Health GmbH	ETLog	Germany
6	Regional Environmental Centre for Central and Eastern Europe	REC-FYROM	Macedonia
7	Club EMAS – Association of EMAS registered organisations in Catalonia	Club EMAS	Spain/ Catalonia
8	National Centre for Continuing Education	QKEV	Albania
9	Regional Environmental Centre for Central and Eastern Europe, Country office Ljubljana	REC-SLO	Slovenia

10	NHS Confederation	NHS-Confed	Head office; Belgium
11	European Union of Private Hospitals	EUPH	Head office; Belgium
12	International Solid Waste Association	ISWA	Head office; Austria

5. Plans for the Future

During the second half of EU-HCWM, the following outcomes and results are foreseen to be achieved:

Work Package 1

Coordination Meetings

The 4th Coordination Meeting will be hosted by P6 in Macedonia on the 17th and 18th September 2015.

The 5th Coordination Meeting will be hosted by P2 in Italy. It is planned to be held late February or early March 2016.

The 6th Co-ordination Meeting will be hosted by P3 in Poland. It is planned to be held in June 2016.

The 7th and final Coordination Meeting will be hosted by P1 in the UK. It will be organised and held along with EU-HCWM's Final Conference, in late October or early November 2016.

Final Report

EU-HCWM's Final Report will be submitted till 31/12/2016 according to EU-HCWM's Grant Agreement, the respective specifications and guidelines designated by the EACEA.

Final Quality Report

The Final Quality Report will be produced within the context of the final progress report. It will contain information regarding: the monitoring of EU-HCWM's implemented procedures and tasks and actions elaborated or not, the evaluation of the compliance to EU-HCWM's applicable specifications (according to monitoring and evaluation indicators), the identified deviations resulting from internal audits and the implemented measures/preventive/corrective actions for quality management from the start up to the end of EU-HCWM.

Work Package 3

Communication and Knowledge Exchange Tool

All partners agreed to continue to upload articles at the Knowledge Base on Healthcare Waste management, and training of professionals involved in this sector, during the overall duration of the EU-HCWM project and after its conclusion. It was acknowledged by project partners that this is a good way to trigger the interest of project target groups and other interested stakeholders and also motivate them to register to EU-HCWM Network. New knowledge items developed during EU-HCWM would be added to the knowledge base including the experiences gained from surveys, workshops, and conferences. Other European and international competent bodies will be invited to add their work. The knowledge base will highlight good practices, as well as any information concerning knowledge, skills and competences development of Healthcare Waste Managers. Additionally, the project has set up a LinkedIn (Group: EU-HCWM) group in order to promote the project network, and will stay active for 5 years after the project conclusion.

EU-HCWM Network

EU-HCWM partners have agreed to continue to look for new members for the EU-HCWM Network throughout the duration of the EU-HCWM project. New members will be sourced during dissemination (conferences, seminars, workshops) and exploitation activities (Final Conference) where project partners will participate and present project's results and

outputs. Additionally, project's deliverables will be forwarded to foreseen project target groups like vocational training providers, policy and decision makers on Healthcare Waste management, environmental organizations, etc. and their members, staff will be asked to register to the EU-HCWM Network.

New EU-HCWM Network members will be asked to participate to the on-line internal evaluation process for the validation

Work Package 5

Training Package

The recommendations highlighted in the review of the national occupational standards, for the common recognition of the qualifications of the Managers in the Healthcare Waste industry within Europe is under development. Partners have agreed on a common template for the development and presentation of the recommendations which will also be based on the comparative analysis of the respective qualifications in EU-HCWM participating countries. The approach adapted will be the designation of learning outcomes and then their detailed classification into knowledge, skills and competences descriptors currently required and likely to be required by the Healthcare Waste Managers derived from the comparison report results, direct consultation within the industry and relative curricula. Since there are different Healthcare Waste facilities, it was agreed by all partners involved in the development of the competence framework, each partner to undertake the development of a different Healthcare Waste facility. The results will be presented in the form of a matrix according to EQF standards.

The Training Package will involve 3 key products:

Qualification handbook

The curriculum of the EU qualification as Healthcare Waste Manager will be depicted in detail and will be divided in several major units, derived from the National Occupational Standards. The assessment strategy and a glossary of the relative technical terms will be included in the handbook.

Training material

The training material will complement the qualification handbook and will consist of;

- Learning materials
- Reference Materials
- PowerPoint Presentations for each of the developed units

The training material will be made available on the project's website.

E-Learning Platform

The e-learning platform is outlined below, in work package 7.

Work Package 6

Report based on the outcomes of external evaluation

In each participating country two external experts will be appointed for the evaluation of the proposed competence framework, the proposed training course curriculum and references. The external experts will come from the vocational training and the Healthcare Waste management industry sector. EU-HCWM partners will select the external experts in close cooperation with the national Life Long Learning authorities of each country. External

experts will document their evaluation results and proposals within the External evaluation report.

Revised Competence Frame and Proposals for the project training course curriculum

The Work Package 6 Leader will merge the results of the internal and external evaluation reports and will incorporate the suggested modifications into a final version of the Competence Frame and the proposals regarding the curriculum and the training material references of the training course.

Work Package 7

E-Learning Platform

The E-Learning Platform will provide potential user candidates, who will undertake the new award (derived from the NOS) to undertake the award using state of the art ICT learning methods.

The Learning platform provides an easier and more compact approach to vocational learning and candidate management – as qualification and all associated training materials are available through the E-Learning platform for the candidate to access.

Work Package 8

Project Website

The EU-HCWM website (<http://www.hcwm.eu>) will be updated regularly throughout the project lifecycle. The website will stay active 5 years after the conclusion of EU-HCWM.

Project's Newsletters

Three more e-Newsletters are foreseen to be issued and distributed providing information about EU-HCW's progress and the results/outcomes produced.

Informative Leaflets

Two more informative three-folded leaflet will be compiled, printed and distributed. The informative leaflet will be prepared towards the end of EU-HCWM and in view of the final conference. The leaflet will present the core results and deliverables that will have been reached by EU-HCWM.

Brochure

The core project deliverables that will be produced under during the project will be published in the form of a brochure. The brochure will include and present the key project outputs, including the results of the National surveys, the proposed training package and the e-learning platform.

Articles and Press Releases

One more press release will be published in national press before the realisation of a dissemination event, i.e, in each participating to EU-HCWM country. The second press release is foreseen to be syndicated with EU-HCWM's final conference announcements.

Informative Workshops

SIGMA (P4), QKEV (P8), REC Slovenia (P9), NHS Confed (P10) and ISWA (P12) will organise one one-day informative workshop at national level for the dissemination of EU-HCWM identity later in 2015. SINERGIE (P2) and EUPH (P11) will host a joint workshop in line with a major conference in Italy, later in 2015.

Presentations will be given on project's actions, achieved results and outcomes, vocational training aspects and needs on Healthcare Waste management, vocational training and

waste management legislative framework. Stakeholders from all identified target groups and end users will be invited. Presentations and other informative material resulting from the workshop will be uploaded to project website (<http://www.hcwm.eu>).

Participation to Events and Conferences

P1 will participate in a Waste Management or Vocational Training conference where the main projects outputs will be presented to the public. P1 will contact other UK Healthcare Waste Management, Waste Management, Environmental Management and Vocational Training Associations in order to promote EU-HCWM participation and presentation during a relevant conference within the UK. A specially designed pavilion will be hired, during this event devoted to the promotion of EU-HCWM's outputs.

The other partners will realise at least one presentation at a relevant seminar or workshop (without subscription fees) at national level (some of the partners they already have done it). The participation to the event will be documented via photos, presentations, minutes, list of participants.

Work Package 9

Exploitation Plan Handbook

A 5 years exploitation plan will identify and describe the exploitable outcomes, the potential users (target groups), the activities, the instruments and the channels via which EU-HCWM results will be exploited.

Work Package 10

Development of Implementation Plan

The implementation plan will provide a strategy for the implementation of the products and outcomes of WP 4, 5 & 6. There will be a strong focus on creating mobility between member states and increasing relationships/networking between all member states. Increasing synergy between the member states, increases equal opportunities and creates a standardised framework within European member countries.

Development of EU-HCWM Network

The existing EU-HCWM Network will be expanded to include other member states, in order to create a pan European network of stakeholders, who will be invaluable in creating synergy between all member states.

This will be done using the existing network and by using the partner's contacts and status in an EU context.

Final Conference

The conference will be held in the UK and will be organized by P1. During the conference the main results of EU-HCWM will be presented to interested stakeholders, end users and the public. The partnership will also present its exploitation strategy aiming at a wide support from EU-HCWM target groups for the future network activities. All the members of the EU-HCWM Network, environmental and training authorities, stakeholders as well as experts from relative EU similar projects will be invited to participate.

6. Contribution to EU policies

In terms of EU policy the project is in line with the EU Environment Action Programme to 2020 “ Living well, within the limits of our planet”. It is also specifically in line with the policy of the European Environment Agency in relation to their technical report “Pharmaceuticals in the Environment”. The management of healthcare waste was also highlighted in the publication “Europe’s Environment: the third assessment” in which the links between environment and human health are highlighted and the interface between hazardous waste, the environment and human health is an area being specifically addressed through the project. Additionally, the following categories are also relevant.

Waste Management/Environment

Turning waste into a resource is one key to a circular economy. The objectives and targets set in European legislation have been key drivers to improve waste management, stimulate innovation in recycling, limit the use of landfilling, and create incentives to change consumer behaviour.

The project’s qualification framework and training package are in line with the circular economy concept promoted by the European Union. Additionally, the project outputs share the European Union’s approach to waste management by encouraging a process based on the “waste hierarchy”. The approach to healthcare waste management follows the waste management objectives, listed below, set out in the 7th Environment Action Programme:

- To reduce the amount of waste generated;
- To maximise recycling and re-use;
- To limit incineration to non-recyclable materials;
- To phase out landfilling to non-recyclable and non-recoverable waste;
- To ensure full implementation of the waste policy targets in all Member States.

Climate change mitigation (GHG reduction)

Many European countries have adopted national programmes aimed at reducing emissions. The training programme and qualification framework takes climate change mitigation and climate change adaptation into account. Similar applicable EU-level policies and measures include:

- increased use of renewable energy (wind, solar, biomass) and combined heat and power installations;
- improved energy efficiency in buildings, industry, household appliances;
- reduction of CO₂ emissions from new passenger cars;
- abatement measures in the manufacturing industry;
- measures to reduce emissions from landfills

The EU climate and energy package was adopted in 2009 to implement the 20-20-20 targets endorsed by EU leaders in 2007 - by 2020 there should be a 20 % reduction of GHG emissions compared with 1990, a 20 % share of renewables in EU energy consumption, and energy improvement by 20 %.

Adaptation to climate change

Adaptation means anticipating the effects of climate change and taking appropriate action to prevent or minimise the damage they can cause or exploit opportunities. Early action will save on damage costs later. Adaptation strategies are needed at all levels of administration, from the local to the international level.

Climate change adaptation is one of the key issues addressed in the qualification framework and training package, and aims to promote early mitigation of potential climate change by monitoring energy consumption, resource management, waste management, etc.

Social and employment policy

Another policy addressed by the project is employment across the EU.

Our European society is evolving due to factors such as technological progress, globalisation and an ageing population. Crucially, it was also heavily impacted by the economic and financial crisis of 2008 and its fall-out.

The EU is a catalyst in social change, seeking to increase employment and worker mobility, improve the quality of jobs and working conditions, inform and consult workers, combat poverty and social exclusion, promote equal opportunities and combat discrimination, as well as modernise social protection systems.

By creating vocational qualifications and training programmes which are standardised and applicable on a pan-European level, we can increase mobility and employability within the EU.

Resource Efficiency

The resource-efficient Europe flagship initiative is part of the Europe 2020 Strategy, the EU's growth strategy for a smart, inclusive and sustainable economy. It supports the shift towards sustainable growth via a resource-efficient, low-carbon economy.

In line with this strategy, the project supports resource efficiency, carbon management and sustainable growth through the qualification framework and associated training package for healthcare waste managers.

7. Specific Dissemination Actions

The specific dissemination actions of the project partners are outlined in the table below. Additionally, information on the project's dissemination actions can be found on the project website.

Partner Name	ICERMS Ltd (P1)	
Dissemination Action	Date of action <i>Location of action (if applicable)</i>	Description of Action <i>(e.g. project activities discussed, number of attendees, number printed, outputs, etc.)</i>
Participation to EU conference	17 th Feb 2014 <i>Brussels, Belgium</i>	Attendance to EU Life Long Learning European Conference in Brussels. Project's outputs discussed with other conference members.
Article in CIWM magazine	Aug 2014	Article on HCWM practices and the new EU-HCWM project, published in the CIWM magazine.
Distribution of informative leaflets	Feb14 – Jan15	Informative leaflets distributed to interested parties. Opportunities include events and conferences, meetings with stakeholders and the national workshop.
Website Article	20 th Feb 2014	Article on the EU-HCWM project published on partner website (ICERMS).
National workshop	7 th May 2015 <i>Birmingham, UK</i>	Workshop jointly hosted with NPAG (NHS Waste Management). Presentations on the project outputs to date were delivered to the group. EU-HCWM project discussed in full. Approx. 45 attendees.
Participation to National event	12 th November 2014 <i>Glasgow, UK</i>	Participation to Scotland/Northern Ireland WAMITAB waste management vocational training event. Project's outputs discussed with other event members. Approx. 20 attendees.

Participation to National event	6 th November 2014, <i>Birmingham, UK</i>	HCWM best value group England & Wales (NPAG) meeting for waste management in the NHS. Prepared and delivered presentation on project presentation. Approx. 35 attendees.
Participation to National event	25 th Sept 2014 <i>London, UK</i>	Healthcare waste special interest group event. Prepared and delivered presentation on project presentation. Approx. 40 attendees.
Distribution of newsletter	Quarterly	Newsletter disseminated to the project's UK professional network every 6 months.
Meeting with stakeholder	8 th June 2015 <i>Stirling, UK</i>	Zero Waste Scotland meeting to discuss project activities
Meeting with stakeholder	18 th June 2015 <i>Glasgow, UK</i>	SQA meeting to discuss project activities
Partner Name	SINERGIE Soc. Cons. a r. l. (P2)	
Dissemination Action	Date of action Location of action (if applicable)	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Distribution of newsletter	Quarterly	Newsletter disseminated to the project's Italy professional network every 6 months. Number of contacts: about 2200.
E-mail information and project leaflets to Italian healthcare facilities	April 2014	The healthcare facilities have been informed about the project and have been invited for the audits planned within the project activities. About 20 facilities have been reached by the project information.
Article on Italian best practices for the	February 2015	The article is about best practices for minimise and improve the healthcare waste management in healthcare facilities. The article has been published on the project website.

project website		
Meeting with Italian stakeholder	21 st April 2014, Reggio Emilia	The meeting was organised in Reggio Emilia, by Sinergie, with the ISWA Vice Chair of Working Group Healthcare Waste , Dr. Beatrice Giordani. She was also representing the company Newster Group that is one of the European leaders in manufacturing and marketing certified patented systems offering ecological answers to resolve problems related to hospital hygiene.
Partner Name	IEP-NRI (P3)	
Dissemination Action	Date of action Location of action (if applicable)	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Distribution of informative leaflets	13 th -14 th March 2015 <i>Prague, Czech Republic</i>	V4 Environmental Export Platform, Distribution of informative leaflets. Approx. 60 attendees.
Distribution of informative leaflets	5 th Feb. 2015, <i>Warsaw, Poland</i>	SOSEXPO 2015, Distribution of informative leaflets. Approx. 300 attendees.
Website Article	31 st March 2015	Article on the new legislation on qualification system in Poland published on partner website (IEP-NRI).
National workshop	10 th June 2015 <i>Warsaw, Poland</i>	Presentations on the project outputs to date were delivered to the group. EU-HCWM project discussed in full. Approx. 70 attendees.
Participation to National event	11 th - 12 th September 2014 , <i>Warsaw, Poland</i>	International Conference "Man, Health and Environment". The Conference was organized by Institute of Environmental Protection - National Research Institute and Main Board of the Polish Society of Environmental Medicine. In the poster session information about the EU-HCWM Project were

		presented. Approx. 150 attendees.
Participation to National event	23 th -24 th April 2015, <i>Warsaw, Poland</i>	<p>Sectoral Qualifications Frameworks Conference.</p> <p>During the conference the presentation on the EU-HCWM project "Occupational qualification standards for healthcare waste managers" was given by Anna Bojanowicz-Bablok.</p> <p>All the presentations are available here: http://www.kwalifikacje.edu.pl/pl/konferencje/932-sektorowe-ramy-kwalifikacji-konferencja-miedzynarodowa</p> <p>Approx. 300 attendees.</p>
Distribution of newsletter	Quarterly	Newsletter disseminated to the project's PL professional network every 6 months.
Partner Name	SIGMA Consultants Ltd (P4)	
Dissemination Action	Date of action <i>Location of action (if applicable)</i>	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Participation to International conference	02 – 04 th July 2015 Tinos island, Greece	3rd international conference on Sustainable Solid Waste Management. The conference was organised by National Technical University of Athens, together with the Municipality of Tinos in Collaboration with the European Compost Network, under the umbrella of Life + Programme. The EU-HCWM project was presented on the second day of the Conference at Session 10 "Management of Hospital Waste", whereas a short presentation and dissemination of informative material took place at the opening session of the Conference.
Dissemination and distribution of informative leaflets	10 th October 2014 Thessaloniki, Greece	Participation at the Final Conference of SWFM-QF Project "Towards a European Qualification Framework for Solid Waste Facilities' Managers". Informative leaflets distributed to interested parties. Promotion and discussion on the project's main activities and outputs upon meetings with stakeholders during the Conference

Partner Name	ETLog (P5)	
Dissemination Action	Date of action <i>Location of action (if applicable)</i>	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Participation in the ISWA Healthcare waste working group meeting	April 2015	Participation in the ISWA healthcare waste working group meeting, Update of the members about recent developments in the project. About 20 attendees.
Distribution of informative leaflets	Feb14 – June15	Informative leaflets distributed to interested parties. Opportunities include events and conferences, meetings with stakeholders and the national workshop.
National workshop	5 th May 2015 <i>Königs Wusterhausen, Germany</i>	Workshop hosted by the German “Arbeitskreis Krankenhausökologie“(Working group hospital ecology). Presentations on the project outputs to date were delivered to the group. EU-HCWM project discussed in full. 17 attendees.
Partner Name	The Regional Environmental Center for Central and Eastern Europe (REC) Country Office Macedonia (P6)	
Dissemination Action	Date of action <i>Location of action (if applicable)</i>	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Participation on International Conference	28-30 October Skopje, Macedonia	Dissemination of the Project Leaflet and first Newsletter on the inaugural conference of MASWA (Macedonian Solid Waste Association). Contacts between participants, which were used for the exchange of contacts and experience, coupled with promotional materials provided by companies participating further contributed to an improved networking. The project “Developing an EU Standardized Approach to Vocational Qualifications in Healthcare Waste, which is supported by the Lifelong Learning Programme of the European Union, was introduced to the participants.
National Stakeholder	12 March 2015	Stakeholder Workshop –and relevant authorities (such as the Ministry of Environment and Physical

Workshop		Planning, State Sanitary Inspectoratethe aim of the workshop was introduce the project and its outcomes to a wider group of healthcare waste practitioners, Ministry of Education, National Agency for European Educational Programmes and Mobility etc.), as well as to collect opinions on the applicability of the Vocational Qualification in Healthcare Waste in Macedonia.
Participation on International Conference	29-30 May Ohrid, Macedonia	Participation on International Conference, hosted by DSAM (Disinfection and Sterilization Association of Macedonia)with technical presentation for Treatment of Healthcare waste and presentation of the Project's purposes and goals. Established contacts with professionals interested to cooperate on the development of the training units.
Distribution of newsletter	Quarterly	The EUHCWM Newsletter is distributed to relevant stakeholders, EUHCWM Professional Network every six months, total number of recipients: 176
REC COM web site	When needed	REC COM web site is being updated on a regular basis, with new information, project events, meetings and documents are being uploaded for wider dissemination
Partner Name	Club EMAS (P7)	
Dissemination Action	Date of action Location of action (if applicable)	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Meeting with stakeholders	Barcelona. May 29/2014	EMAS HC-Working Group: Project presentation, involvement of interested parties, provided copy of project description, asked permission in order top involved hospitals for the waste audits. Number of attendees:
Meeting with stakeholders	Palamós December 4th/2014	EMAS HC-Working Group: Project presentation, involvement of interested parties, provide project leaflet. Number of attendees:
Communication on the		Project description and link to the EU-HCWM Project

website		https://www.clubemas.cat/ca/Jornades/eu-hcwm.html
News at the website	11/07/2014:	http://www.clubemas.cat/news/ca_ES/2014/07/11/0001/el-club-emas-ja-ha-iniciat-la-seva-participacio-al-proyecto-europeu-eu-hcwm
Communication through the Club EMAS newsletter	July 2014	Sent to about 2.500 readers.
Communication on Twitter	September 2 nd 2014	About the project and 2 nd coordination meeting
Communication on Twitter	14/01/2015	Twitter events on FuturEnviro
Futur Enviro Magazine	December 2014	<p>Paper format: 7.000</p> <p>Digital: 80.000 e-mails</p> <p>Context of the Health Care waste, situation of HC waste in Spain, presentation of the project, and announcement of the workshop on April/2015.</p> <p>Published at:</p> <p>http://futurenviro.com/sites/futurenviro.com/files/digital-versions/2014-12/index.html#48</p> <p>New link:</p> <p>http://futurenviro.es/la-gestion-de-los-residuos-sanitarios-y-el-proyecto-europeo-eu-hcwm/</p>
Communication on Facebook	February 2015	News on facebook about the workshop (announcement)
Communication on	February 2015	Disemination about the workshop

Twitter		
Club EMAS' website	March 2015	Workshop invitation and announcement
Catalan Waste Agency Newsletter	April/2015	News published on the website of the Catalan Waste Agency at: http://residus.gencat.cat/ca/detalls/Noticia/Jornada-La-gestion-de-los-residuos-sanitarios-en-los-centros-sanitarios-y-hospitalarios
Futur Enviro Events	April 2015	Promotion of the workshop at futureenviro: http://futureenviro.es/eventos
Mention on Twitter	25/06/2015	Reminder on the article on Twitter:
VII Symposium on Environmental Management in Hospitals	Seville, May 27-29/2015	Presentation of the project, distribution of leaflet and material related to the NOS, involvement of attendees in order to obtain feedback for the internal evaluation process.
National workshop	Barcelona, Spain April 22nd/2015	Workshop with the participation of interested parties, representatives of Public Administrations at Regional and National level (Catalonia and Spain) and belonging to different areas (Public Health, Waste, Environment and Education), representatives of waste contractors, representatives of private and public Hospitals and HC centres. Presentations on the project outputs to date were delivered to the group. EU-HCWM project discussed in full. Presentation and discussion of the NOS and evaluation process. Approx. 64 attendees.
Partner Name	REC Slovenia (P9)	
Dissemination Action	Date of action Location of action (if applicable)	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Distribution of informative leaflets	March14 – Jun15	Informative leaflets distributed to interested parties. Opportunities include conference, meetings with stakeholders.
Website Article		Article on the EU-HCWM project on partner website (REC).

Participation to National conference	2-3 October 2014, <i>Olimije, SI</i>	Challenges of recycling industry in Slovenia NHS. Leaflet dissemination and networking. Approx. 150 attendees.
Distribution of newsletter	Quarterly	Newsletter disseminated to the project's SI professional network every 6 months.
Meeting with stakeholder	19 th May 2014 <i>Sempeter, SI</i>	Presentation of project during auditing of facility, networking activities.
Meeting with stakeholder	26 th May 2014 <i>Izola, SI</i>	Presentation of project during auditing of facility, networking activities.
Meeting with stakeholder	27 th May 2014 <i>Golnik, SI</i>	Presentation of project during auditing of facility, networking activities.
Meeting with stakeholder	4 th June 2014 <i>Ljubljana, SI</i>	Presentation of project during auditing of facility, networking activities.
Meeting with stakeholder	1 st July 2014 <i>Ljubljana, SI</i>	Presentation of project during auditing of facility, networking activities.
Partner Name	NHS Confederation (P10)	
Dissemination Action	Date of action Location of action (if applicable)	Description of Action (E.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Distribution of flyers and information about project	Feb 2014 onwards <i>Brussels, Belgium</i>	At various meetings, but specifically at HOSPEEM General Assembly June 2014 (approx. 20 members attending representing associations of healthcare employers in 14 Member States)
Dedicated page on NHS	Ongoing	Permanent feature, regularly refreshed

European Office website		
Short articles on project on HOSPEEM website and in members' bulletin, with link to latest newsletter	As per dates of HCWM newsletters – Sept 2014, Dec 2014/Jan2015, March 2015	Item highlighting project progress and signposting readers to HCWM website
Short articles on project on NHS Confederation website and in members' bulletin, with link to latest newsletter	As per dates of HCWM newsletters – Sept 2014, Dec 2014/Jan2015, March 2015	Item highlighting project progress and signposting readers to HCWM website
Presentation at HOSPEEM/EPSU social dialogue meeting	25 June 2014, Brussels	Presentation and discussion at meeting between HOSPEEM and EPSU (organisations representing respectively healthcare employers and healthcare trade unions across Europe), together with distribution of information leaflets. Approx 50 attendees.
Distribution of information leaflets and newsletters	November 2014 <i>London UK</i>	Participation of NHS European Office in NHS Employers national conference/seminar- approx. 200 attendees (mostly NHS HR managers)
Update at HOSPEEM/EPSU social dialogue meeting	December 2014 Brussels, Belgium	Information and update on project to HOSPEEM and EPSU (organisations representing respectively healthcare employers and healthcare trade unions across Europe), together with distribution of information leaflets. Approx 50 attendees.
Short articles in NHS European Office bulletin (issued monthly)	Occasional	Item highlighting project progress and signposting readers to HCWM website
Stakeholder consultation via NHS confederation website and members'	May 2015	Consultation requesting feedback on draft qualifications framework

bulletin		
Stakeholder consultation via HOSPEEM website and newsletter	May 2015	Consultation requesting feedback on draft qualifications framework
Stakeholder consultation via HEFMA newsletter/network	May 2015	Consultation requesting feedback on draft qualifications framework
Meeting with Royal College of Nursing lead on healthcare waste	May 2015	Meeting to inform RCN about project and discuss with their recent report on the same topic – to disseminate via RCN networks
Presentation to Social Partnership Forum National/Regional group	July 2015	Joint presentation between NHs European Office and RCN on joint employer/trade union health and safety initiatives at European level
Partner Name	UEHP (P11)	
Dissemination Action	Date of action <i>Location of action (if applicable)</i>	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
UEHP Workshop	Athens, 13-14/06/2014	Information, Project's outputs, dissemination inside 16 UEHP Country delegations. Approx. 40 participants.
Article in UEHP newsletter	Brussels office	Information of the project sent to all UEHP Members

Article in UEHP Newsletter	Brussels Office	Information of the project sent to all UEHP Members
Website Article	Brussels office	Article on the EU-HCWM project published on partner website (UEHP).
UEHP Board Working Group	Istambul, 24/10/2014	Creation of a UEHP Working on the project group with the participation of UEHP members of Spain, Poland, Greece, Italy, Germany. Approx. 60 participants.
Participation to the 3 rd coordination meeting	Barcellona	Participation to Barcellona waste management coordination meeting event.
Participation to the Barcellona workshop	Barcellona	Participation of the Spanish President of Private hospitals to the workshop in Barcellona
Meeting with UEHP hospitals	Italy, Spain, Poland, Greece	Participation of 10 UEHP hospitals in the project : Visiting UEHP Hospitals, cooperation with the project partners and UEHP hospitals
Article in the EU-HCWM newsletter		Project Newsletter dissemination.
Rome	<i>18/19 september 2014</i>	Resource documentation
Warsaw	<i>12/ 5/ 2015</i>	Resource documentation
Partner Name	ISWA (P12)	
Dissemination Action	Date of action <i>Location of action (if applicable)</i>	Description of Action (e.g. project activities discussed, number of attendees, number printed, outputs, etc.)
Participation at ISWA Healthcare Waste Working Group meeting in Casablanca	16-18th October 2014 <i>Casablanca, Morocco</i>	ISWA Working Group on Healthcare Waste meeting where project progress and current outputs of the EU HCWM project were presented and discussed.

Participation at ISWA Healthcare Waste Working Group meeting in Istanbul	14-15 th April <i>Istanbul, Turkey</i>	ISWA Working Group on Healthcare Waste meeting where project progress and current outputs of the EU HCWM project were presented and discussed.
ISWA Newsletter	September 2014	The EU HCWM Project was introduced and a brief summary was given from the Berlin coordination meeting.
ISWA Newsletter	December 2014	Updates about the EU HCWM Project were circulated and key outputs of the project communicated.
ISWA Newsletter	April 2015	Updates about the EU HCWM Project were circulated and key outputs of the project communicated. Also
Distribution of 'Healthcare Waste Manager' newsletter	September 2014 and March 2015	Newsletter disseminated to the ISWA HCWM Members additional to other communication with the ISWA Healthcare Waste Working Group
Website	On-going	Information about the EU HCWM project, including description, leaflet, link to EU HCWM Project website and newsletters are available on the ISWA website.