



**ASSOCIATION EUROPÉENNE DES MÉDECINS DES HÔPITAUX  
EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS  
EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE  
EUROPESE VERENIGING VAN STAFARTSEN  
DEN EUROPÆISKE OVERLÆGEFORENING  
ΕΥΡΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΑΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ  
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI  
DEN EUROPEISKE OVERLEGEFORENING  
ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES  
ASOCIACIÓN EUROPEA DE MÉDICOS DE HOSPITALES  
EUROPEISKA ÖVERLÄKARFÖRENINGEN  
EVROPSKO ZDRŽENJE BOLNIŠNIČNIH ZDRAVINIKOV  
EUROPSKA ASOCIACIA NEMOCNICNÝCH LEKAROV  
EUROPSKA UDRUGA BOLNIČKIH LIJEČNIKA**

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<b>MANAGEMENT AND BUDGETISATION</b>
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Economical and budgetary role of the doctor
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The situation in your country : NORWAY

### 1. Status of the hospital doctors

Are doctors employees ?

YES	X	NO	
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If YES, describe the terms of the contract (the fundamental parts).

*-FULL TIME + EXTENDED WORKING HOURS*

*-ON CALL DUTIES AND COMPENSATIONS*

Do hospital doctors have also an ambulatory activity ?

YES	X	NO	
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*VOLUNTARY, SPECIAL AGREEMENTS*

If YES, privately, or as part of the accreditation contract ?

privately		contract	X
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What about private patients ?

Or do they benefit from an agreement according to the fee for service principle?

YES	X	NO	
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*FOR ~80 % OF THE SERVICE*

If YES, what are the agreement conditions ?

Or is there a combination of both depending on whether the patient is public or private or other criteria ?

*Other criteria : Medical Condition/ Indication*

Are hospital doctors associated to the elaboration of national public hospital budgets ?

YES	X	NO	
-----	---	----	--

Or do only salaried doctors get involved and is the self-employed professional excluded ?

YES	X	NO	
-----	---	----	--

If YES, in which way can doctors in self-employed practice get the possibility to express their opinion ?

*Through negotiations.*

Are public hospital budgets submitted for approval to your professional association ?

YES		NO	X
-----	--	----	---

If YES, are your remarks taken into consideration ?

YES		NO	
-----	--	----	--

If NO? Why ?

## 2. The role of hospital doctors in the hospital economic policy.

Are doctors associated to the elaboration of regional hospital budgets ?

YES		NO	X
-----	--	----	---

If YES, does this mean that they are not at a the national level ?

YES		NO	
-----	--	----	--

Are the colleagues committed to this task salaried heads of departments ?

YES		NO	
-----	--	----	--

Do they carry an outpatient medical practice beside it?

YES		NO	
-----	--	----	--

Or are they civil servants of the public health services of the state ?

YES	X	NO	
-----	---	----	--

Can they be self-employed professionals with an accreditation contract?

YES		NO	X
-----	--	----	---

Are these regional hospital budgets submitted for approval to your professional association ?

YES		NO	X
-----	--	----	---

If YES, are your remarks taken into consideration ?

YES		NO	
-----	--	----	--

If NO? Why ?

Are other health professionals associated to the establishment of the economic policy of the hospital ?

YES		NO	X
-----	--	----	---

If YES, who and to which extent ?

### 3. Training

Is training financed exclusively by the ministry of social affairs and health ?

YES		NO	
-----	--	----	--

or is the ministry for national education also involved ?

YES	X	NO	
-----	---	----	--

Are the interlocutors from the government medical doctors ?

YES		NO	
-----	--	----	--

If NO, what are their qualifications ?

Is the budget for education separate from the operational budget of the hospital ?

YES	X	NO	
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*FOR THE BASIC TRAINING*

If NO, is education taken into consideration in the establishment of the budget and how ?

Is the hospital chief medical staff associated ?

YES		NO	X
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How ?

In one case or the other are professional associations consulted in the establishment of the education budget ?

YES		NO	X
-----	--	----	---

#### 4. Role of hospital doctors - heads of departments

Are doctors heads of departments participating in the establishment of the budget of the hospital where they practice ?

YES		NO	X
-----	--	----	---

*Not mandatory, but 80 % of the Heads of dept today are doctors.*

Through the dean of the college ?

YES		NO	X
-----	--	----	---

Individually for each service ?

YES	X	NO	
-----	---	----	--

Do self-employed professionals with an accreditation contract participate ?

YES	X	NO	
-----	---	----	--

*Regional agreements*

Is the budget of each department imposed by the administrative direction of the hospital ?

YES	X	NO	
-----	---	----	--

Are they responsible for the management of their department, e.g.

Staff recruitment				Purchase of technical infrastructure			
YES	X	NO		YES	X	NO	

Do they share the responsibility for the management of their department with the administration?

YES	X	NO	
-----	---	----	--

How?

*On Infrastructure.*

## 5. Financing conditions

Is the hospital financing based on fixed amount or on DRG ?

Fixed amount 60 %				DRG 40 %			
YES	X	NO		YES	X	NO	

*(not ambulant services)*

Do doctors participate in the establishment of the classification of the patients ?

YES	X	NO	
-----	---	----	--

Do they participate in the establishment of cost weights and the valuation of fixed amounts in monetary units ?

YES	X	NO	
-----	---	----	--

Are the doctors involved heads of departments ?

YES	X	NO	
-----	---	----	--

*But not mandatory*

Do they keep an individual practice in beside this task ?

YES	X	NO	
-----	---	----	--

*As employees in small departments*

Or are they civil servants of the public health department of the state ?

*In large departments*

Is the valuation of the fixed amounts nation wide or specified for each hospital ?

National		individual
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YES	X	NO			YES	X	NO	
-----	---	----	--	--	-----	---	----	--

If the valuation is specified for each hospital, do the doctors-heads of department participate in the establishment of the valuation into monetary units ?

YES		NO	X
-----	--	----	---

Through the dean of the college ?

YES		NO	X
-----	--	----	---

Separately for each department ?

YES		NO	X
-----	--	----	---

Do self-employed professionals with an accreditation contract participate in the calculation?

YES		NO	X
-----	--	----	---

How is dealt with an eventual deficit ?

Carried forward to the next year				Adaptation of the fixed amount/DRG of the next year			
YES	X	NO		YES	X	NO	

*On a hospital level*

*on a national level*

In case of a deficit do doctors get penalized ?

YES	x	NO	
-----	---	----	--

If YES, how ? *Future wage negotiations*

Has the method of fixed amount or DRG modified medical practice ?

YES	X	NO	
-----	---	----	--

Have hospital stays become shorter ?

YES	X	NO	
-----	---	----	--

Did it lead to an indirect selection of patients ?

YES	X	NO	
-----	---	----	--

Are complicated pathologies transferred to another specialised hospitals ?

YES	X	NO	
-----	---	----	--

Does the financing of these specialised hospitals obey to the same fixed amounts rules?

YES	X	NO	
-----	---	----	--

*BUT WITH A FIXED ADDITION FOR THE HIGHER COMPETENCE*

If NO, how are they financed ?

Are other health professionals associated to the financing modalities of your hospital unit or department?

YES	X	NO	
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If YES, who and in which respect?

*Nurses*  
*economists*