



**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 ZDRAVNIKOV
EUROPSKA ASOCIACIA NEMOCNICNÝCH LEKAROV
EUROPSKA UDRUGA BOLNIČKIH LIJEČNIKA**

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MANAGEMENT AND BUDGETISATION

Economical and budgetary role of the doctor

The situation in your country : BELGIUM

1. Status of the hospital doctors

Are doctors employees ? *or civil servants*

Many possibilities

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

Legal terms but 1) No limitation of working hours

2) conform to an agreement between Conseil Médical and the hospital

Do hospital doctors have also an ambulatory activity ?

It depends

YES	x	NO	x
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If YES, privately, or as part of the accreditation contract ? *both*

privately	x	contract	x
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What about private patients ?

Payment by the patient or by the social security

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

YES	x	NO	
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If YES, what are the agreement conditions ?

In every case the privileges and terms of contract are decided by agreement between the hospital and the elected Conseil Médical of the hospital

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

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

Through the ABSYM (Association Belge des Chambres Syndicales des Médecins)

YES		NO	
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Or do only salaried doctors get involved and is the self-employed professional excluded ?

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

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

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

In every hospital

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

If YES, are your remarks taken into consideration ?

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

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

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

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

Elected Medical Council in each hospital

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

Do they carry an outpatient medical practice beside it?

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

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

sometimes

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

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

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

We participate as experts in examining budgets by the Medical Council

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	x
-----	--	----	---

or is the ministry for national education also involved ?

in the academic hospitals

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

Are the interlocutors from the government medical doctors ?

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

If NO, what are their qualifications ?

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

Yes= only in academic hospitals

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

Budget for the trainees (doctors in training)

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
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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	x	NO	
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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	
-----	---	----	--

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

After consult of the Medical Council and advice of the paritaire commission of the hospital or the permanent concertation committee Doctors/hospital

YES		NO	
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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	
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How?

Recruitment advice of Doctors decision of technical infrastructure agreement between hospital and Conseil Médical.

5. Financing conditions

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

Fixed amount					DRG			
YES	x	NO			YES	x	NO	

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

YES	x	NO	
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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 ?

Sometimes (elected)

YES		NO	x
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Do they keep an individual practice in beside this task ?

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

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

Sometimes

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

National					individual			
YES	x	NO			YES	x	NO	

Each hospital gets its budget in the frame of a national budget.

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	x	NO	
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Through the dean of the college ?

YES		NO	x
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Separately for each department ?

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

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

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

How is dealt with an eventual deficit ?

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

In case of a deficit do doctors get penalized ?

YES	x	NO	
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If YES, how ?

They are under pressure to give a part of their resources to the hospital.

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

YES	x	NO	
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Have hospital stays become shorter ?

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

Did it lead to an indirect selection of patients ?

YES	x	NO	
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Sending sooner to rehabilitation and chronic diseases or nursing homes

Are complicated pathologies transferred to another specialised hospitals ?

It depends on the planned infrastructures and possibilities

YES	x	NO	x
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Does the financing of these specialised hospitals obey to the same fixed amounts rules?
There are no more specialised hospitals. Each hospital must have surgery, medicine and obstetrics, paediatrics or geriatric or psychiatric services but some have specialised services in addition (for instance "grands brûlés")

YES		NO	
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If NO, how are they financed ?

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

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