



**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 ΙΔΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ  
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI  
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ЕВРОПЕЙСКА АСОЦИАЦИЯ НА СТАРШИТЕ БОЛНИЧНИ ЛЕКАРИ**

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## **The Norwegian Association of Senior Hospital Physicians (Of)**

### **Hospital economy and reorganisation.**

The economic situation for Norwegian health care institutions continues to deteriorate. Most institutions have still large budget deficits in spite of the Government's focus on balanced budgets and efforts to reduce public health care expenditure.

Last summer the two largest health regions in Norway were merged to reduce costs and duplication of services. This merger has led to continuous efforts in reorganisation of hospitals. The processes have very narrow schedules, and have created a lot of uncertainty among the physicians. At the time there is a certain focus on what is called the "Capital process", meaning a reorganisation of the hospitals in the Oslo area and the surroundings. A programme for development and reorganisation of hospital is supposed to be fulfilled already in June 2008.

The reorganisation is based on a principle of hospital areas. The hospitals in an area will take care of the patient on the closest level of efficiency, and shall be differentiated in local based and more specialized health services. Ordinary the hospital area will cover 80-90% of the health services.

### **Hospital management.**

A major concern for Of continues to be the medical management of our hospitals. We place a great deal of effort and time into encouraging senior physicians to take leading roles in the management of departments, clinics and hospitals. We do this through lectures and meetings organised by our leadership group, and also through our network of experienced leaders.

Medical leadership is now on the agenda of the Norwegian Medical Association as well, and Of is represented in the working group by 3 experienced leaders. Of has also started to look at the possibilities to establish an education for hospital managers.

### **Negotiations.**

Negotiations for hospital doctors have just started, and we are still in a phase of optimism; hoping that this year must be better than last years' bad experiences of strike and arbitration. The Medical Association (NMA) and our counterpart (Spekter) are participating in a working group tasked with reviewing hospital physicians' working hours. Spekter wishes to gain more influence over the physicians' work schedules whereas we are deeply sceptical. We are concerned that Spectre wish to extend our hospitals' normal opening hours by moving physicians work schedules accordingly. Since the working group will continue the work into the fall 2008, we hope that physicians' working conditions will be postponed as a theme until the negotiations in 2009.

There are still challenges about how to ensure an adequate development of wage level for the physicians. Based on last years experiences, our members have no confidence in the employers' will to offer an acceptable wage level simply by local negotiations. We still need guaranteed minimum wages set by central negotiations.