

	<b>ASSOCIATION EUROPÉENNE DES MÉDECINS DES HÔPITAUX</b> <b>EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS</b>
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<b>Title: Nordic Resolution on Working Conditions in Hospitals– endorsed by the European Association of Senior Hospital Physicians</b>	
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## Resolution

### The Nordic Senior Hospital Doctors' Views on Night-Time Work and Working Conditions adopted at a Conference in Copenhagen on 16<sup>th</sup> November 2007

The Nordic associations of senior hospital doctors are dedicated to working for good patient safety in the health care services and for a sustainable working environment for the health care employees. Large amount of evidence shows that, due to human physiology, the performance of doctors are lower and the outcome of patients is poorer at night time compared to day-time. Furthermore, social life and personal health of night-workers are worse than those of day-time workers, Therefore, we regard medical investigations and therapies as expert functions that should as far as possible be performed during day-time. Operations and investigations should be performed during night-time only if medically indicated. We endorse the objective of the European Working Time Directive (EWTD) to secure a good working environment and good patient safety. The EWTD should be implemented and adapted by means of local agreements in order to have flexibility beneficial to the health care system as well as to patient safety and the working environment.

We are therefore

#### CALLING FOR A SUSTAINABLE WORKING ENVIRONMENT

- Physicians are daytime employees, with on-call duties when needed
- Physicians' work should as much as possible be performed during day-time
- In order for physicians to function well in their profession there must be possibilities for recuperation and rest between the working periods
- The duration of the working period should be adapted to the content and intensity of the work as well as to the opportunity for recuperation
- Night-time work should be performed in a good working environment. During night-time as well as day-time there must be adequate time for reflection, rest and meals in a quiet environment

- Education and training shall be performed under optimal conditions and if possible during day-time
- Access to good guidance must be possible also at night

#### CALLING FOR GOOD PATIENT SAFETY

- Only medically indicated emergency procedures shall be performed during night-time
- The emergency clinical work should as far as possible be performed during day-time
- Medical clinical work shall have a high degree of continuity in the patient-doctor relationship minimizing the need and frequency of medical reporting on the patient from one doctor to another
- Medical judgments should – when possible – be made by thoroughly rested physicians
- Important clinical decisions should be made when several specialist physicians are present

#### CALLING FOR WELL-FUNCTIONING MEDICAL SERVICES

- A high degree of access to safe medical services is important to the patient
- The EWTD's rules on 11 hours rest per 24 hours and a maximum working week of 48 hours are welcome but need to be adapted locally with due regard to the overall activities
- The "On-call-system" is a cost-efficient way of securing emergency access to high expert competence around the clock. The system can be resident or nonresident. All active service should be remunerated.

#### AND FURTHERMORE RESOLVING THAT

- The Nordic associations of Senior Hospital Doctors shall promote an implementation of the EWTD at the European hospitals in order to safeguard patient safety, the medical services and the working environment.

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