



**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 BOLNIČKIHI LIJEČNIKA
ΕΒΡΟΠΕΪΣΚΑ ΑΣΟCΙΑCΙΑ ΝΑ ΣΤΑΡΣΗΤΕ ΒΟΛΝΗCΗΝΗ ΛΕΚΑΡΗ**

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The Norwegian Association of Senior Hospital Physicians (Of)

Negotiations – agreement.

After years of conflicts concerning wages and working conditions for hospital physicians in Norway, we finally made an agreement through negotiations for the main group of our members concerning wages and working conditions. An average increase in wages was approximately 5,5 %.

We had, however, a great challenge when it came to the employers` demand for flexibility and disposal of the physicians` place of employment. A lot of mergers have been carried out in the hospital sector, and the employers` have been arguing in favour of disposing the physicians in any hospital or department in the new merged health enterprises. In Norway the distances in one health enterprise may imply many hours of travelling, and an agreement to be at the employers` disposal at any geographical place will give unpredictable working conditions and not be in accordance with the Working Environment Act.

The Norwegian Association (NMA) argued that working in another hospital or department in the health enterprise should only take place by voluntary agreements. After 13 hours we succeeded to keep up a system of voluntariness.

Negotiations – strike

A new hospital, Lovisenberg, has become a member of the same employers` organisation as the main group of hospital physicians, but has to negotiate separately with the same counterpart Spekter. The results in this area did not turn out to be acceptable, and after mediation the only course of action was to go on strike. This was a well prepared strike, and after 20 days the employers took an initiative to end the strike by reopening the negotiations. The result turned out to be acceptable compared to the results of the main group of senior hospital physicians.

Oslo University Hospital – OUS.

The big issue in the Oslo area has been the merger of three former University hospitals to a new hospital – Oslo University Hospital (OUS). The process has been running by the South-Eastern Regional Health Enterprise and has caused a lot of challenges in the hospital sector.

The Association of Senior Hospital Physicians (Of) as well as the Norwegian Medical Association (NMA) give support to a hospital structure aiming optimal medical treatment and resource management. It has, however, been made several remarks on the process.

The process has been carried out in a very short period of time, less than 1 year, resulting in uncertainty and scepticism when it comes to medical and economical advantages as well as the employment situation for the hospital physicians. But the decision of a new hospital

established January 1st 2009 were made in spite of insufficient reports on consequences, risks and estimates on capacity/economy.

When it comes to working conditions, it is important that the employees feel safe in the process, and that the Associations (Of/NMA) assist in meetings as well as when it comes to the physicians individual employment contracts. There is a lot of work to do.

Hospital management.

A major concern for Of continues to be the medical management of our hospitals and hospital departments. 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. The annual meeting in April this year has decided to earmark a certain amount in the budget for scholarship in management education.