



**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 ΑΣΟΪΙΑΪΙΑ ΗΑ ΣΤΑΡΣΗΤΕ ΒΟΛΗΙΧΝΗ ΛΕΚΑΡΗ
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

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AEMH Conference 2011 and AEMH 64th Plenary Meeting
Montreux/Switzerland, May 26-28, 2011

AEMH Conference 2011 “Skill Mix in Hospitals”

9 high-level speakers covered the following topics:

- Skill-mix matters: what next towards sustainable hospital management?
- Teamwork and Collaborative Care
- Hospital Staff Assessment
- Recognition of qualification of hospital doctors
- Shortage of hospital doctors
- Task Shifting
- Task shifting and liability

[AEMH Conference Programme and presentation
Speakers' list](#)

64th AEMH Plenary meeting

1. European Affairs

The delegates discussed the following topics currently high on the European agenda:

- **EWTD** (European Working Time Directive) state of affairs, Briefing [AEMH 11-061](#)
- **RPQ** (Recognition of Professional Qualification) state of affairs, Briefing [AEMH 11-062](#)
- **European Health Workforce**, Briefing [AEMH 11-063](#)
- **European Directive on Cross-border Healthcare**, Briefing [AEMH 11-064](#)

2. External affairs

- a) AEMH is a member in **EPHA** (European Public Health Alliance), which is Europe’s leading NGO advocating for better health. EPHA is a dynamic member-led organisation, made up of public health NGOs, patient groups, health professionals, and disease groups working together to improve health and strengthen the voice of public health in Europe.

EPHA drafted a **European Charter for Health Equity** [AEMH 11-048](#)
which received the full support of the AEMH plenary.

- b) AEMH co-signed the **Declaration of Health Professionals towards non-discriminatory access to health care**, initiated by Doctors of the World and handed over on 22 March 2011 to MEPs in the European Parliament [AEMH 10-035](#)

3. EMOs

The AEMH plenary reinforced its good-will for collaboration and mandated the board for taking up negotiations to integrate a European Domus Medica, while stressing that collaboration is a prerequisite for this project.

4. Internal affairs

The **financial situation** of AEMH is very positive and we reached for the first time in 2010 the recommendations of our external auditors, i.e. the reserved savings amounting one year operational budget. This avoided the time and energy consuming debates of the past years and the plenary could fully concentrate on AEMH's core values, aims and means, and achieve significant advances in our works.

The plenary divided in three working groups, which met simultaneously. The outcome is resumed hereafter.

AEMH Working Group "Skill Mix"

Report of the working group

[AEMH 11-076](#)

The working group concluded on the definitions of task shifting and skill mix:

"**Task shifting**" is a task normally performed by a health professional, which is transferred "**vertically**" to a health professional with a lower or limited level of education and training. "**Skill-mix**" is the combination of activities or of various skill levels of peer health professionals shared in a "**horizontal**" way with the aim to provide effective care, either within a particular discipline or of total staff within a health organization.

The working group expects that **new competencies and tasks will lead to individual achievement, recognition and job satisfaction** and ensure that personnel work to their full potential.

AEMH Working Group Training

AEMH Policy Document on Learning Needs Assessment
(adopted unanimously)

[AEMH 11-075](#)

The document defines the different expressions:

- Learning needs is the gap between current and desired knowledge.
- Perceived needs are stated by the individual doctor. Unperceived and misperceived needs are only detected in peer dialog
- Assessment means the measurement of the performance.
- The assessment of learning needs is the key for CPD to focus more on quality improvement and quality assurance than on quality control.

Working Group on Recognition of Professional Qualifications

Report from the WG

[AEMH 11-077](#)

The working group commented on the Public Consultation on the Modernisation of the Directive 2005/36/EF.

The group favours **simplification of the existing system of recognition of professional qualifications** rather than by establishing new regimes. A further development of the IMI (internal Market Information) system is important.

The working group supports that **family medicine** is a **medical speciality** on equal terms with all other professional medical specialities.

The working group is sceptical to the idea of a **European Professional Card**.

Adaption and modernisation of the training requirements should be the responsibility of the Member State.

The system must react faster and more flexibly to changes at a national level when it comes to **notifying new diplomas**.

Regarding an **early warning system**, it should be strongly emphasised that personal data protection issues must be taken fully account of. **It is important that warnings are not given until final decisions are made.**

The working group emphasises the importance of physicians' knowledge of the national language.

Upcoming event	<u>1st European Hospital Conference</u>
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The world's biggest and most important healthcare exhibition – the MEDICA – will take place from 16 – 19 November 2011 in Düsseldorf/ Germany. 4 500 exhibitors from 70 countries will present their products.

In this context, on **Friday, 18th November 2011** will take place the **1st EUROPEAN HOSPITAL CONFERENCE**, co-organised by **AEMH**, **HOPE** (European Hospital and Healthcare Federation) and **EAHM** (European Association of Hospital Managers).

The **EUROPEAN HOSPITAL CONFERENCE** will tackle „**Current European Hospital Policy**“and the „**Impact of the European Patients Rights Directive on Hospitals in Europe**“

The Health Minister of Luxembourg, **Mars Di Bartelemo** will hold the keynote speech. The Presidents of **EAHM**, **HOPE** und **AEMH** will also express their views.