



**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 ZDRAVINIKOV  
EUROPSKA ASOCIACIA NEMOCNICNÝCH LEKAROV  
EUROPSKA UDRUGA BOLNIČKIHI LIJEČNIKA  
ΕΒΡΟΠΕΪΣΚΑ ΑΣΟCΙΑCΙΑ ΝΑ ΣΤΑΡΣΗΤΕ ΒΟΛΝΗCΗΝΗ ΛΕΚΑΡΗ  
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

<b>Document :</b>	<b>AEMH 11-111</b>
<b>Title:</b>	<b>Draft Minutes 61<sup>st</sup> Board Meeting Düsseldorf/ Germany – 19<sup>th</sup> November 2011</b>
<b>Author :</b>	<b>Brigitte Jencik</b>
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**Draft Minutes**  
**61st AEMH-Board meeting**  
**19<sup>th</sup> November 2011, 9:00 – 12:00**

Venue : **Radisson Blu Scandinavia Hotel** , Karl-Arnold-Platz 5, 40474 Düsseldorf, Germany

Participants:

Dr Joao de Deus, AEMH-President  
Dr Hrvoje Sobat, AEMH-Treasurer  
Dr Thomas Zilling, AEMH-2<sup>nd</sup> Vice President  
Ms Brigitte Jencik, AEMH EU Liaison Officer

Apologies :

Prof Claude-François Degos  
Dr Mikulas Buzgo

The President opened the meeting at 9 :30.

**1. Approval of the Agenda**

**AEMH 11-091 rev1**

Thomas Zilling wished to add an update on an upcoming Nordic meeting under AOB.  
The agenda was approved.

**2. Approval of the Minutes of the 60<sup>th</sup> AEMH Board Meeting  
in Montreux 28<sup>th</sup> May 2011**

[AEMH 11-082](#)

Changes: first line should read “minutes instead of “agenda. “European Hospital Day” should read “European Hospital Conference”.  
The minutes were approved with these changes.

**3. President’s Report**

AEMH Activity Report

[AEMH 11-098](#)

Besides the enumerated events, the President added that he attended FEMS General Assemblies, the UEMS Management Council and the EMOs Presidents meetings.

Interview “European Hospital”

[AEMH 11-090](#)

The article was based on a telephone interview and published prior to the European Hospital Conference in the journal of the Hospital Managers.

**4. MEDICA– 1<sup>st</sup> Joint European Hospital Conference - 18 November 2011**

Analysis and Follow-up

The President expressed his good impression, without costs and work, we had the opportunity to give a good projection of the AEMH. It was important that doctors were present. He had good contacts with members of the two other organizing parties and even with potential AEMH members.

T. Zilling was also very satisfied, their journalist had excellent contacts with the fair organization. They will publish an article which could be translated in English and published on the AEMH website.

H. Sobat confirmed the excellent impression.

## 5. EMO Presidents Committee Meetings

- a) 11<sup>th</sup> June 2011 KOS/ Greece (attendance C-F. Degos), Minutes [AEMH 11-093](#)  
- CEOM European Charter of Medical Ethics [AEMH 11-099](#)  
BJencik questioned whether it should be proposed to the next plenary meeting for endorsement. This was generally approved as the text is very general, national charter go much farer and are more detailed, but this is a typical consensus document.
- b) 9<sup>th</sup> October 2011 Naples/ Italy (J. de Deus, T. Zilling), Minutes **pending**  
The President reported from the EMO meeting, where CPME was not represented. The Directive on Professional Qualifications was discussed. A joint statement was proposed, which had put some concerns. Since then CPME rewrote the document, which we can approve.  
EMO Joint Statement on the European Directive on Recognition of Professional Qualifications [AEMH 11-095 REV](#)  
H. Sobat reported that the Junior Doctors' position on the topic is very straight forward, they are in favour of whatever serves free movement.

## 6. Preparation of the next EMO Presidents' Committee Meeting

- a) Draft Agenda [EMO PCom Warsaw](#)
- b) Rules of Procedure elaborated by FEMS SG Bojan Popovic, REV BJ and the Management of Documents [AEMH 11-097 REV1](#)
- c) Effects of the crises on public health care and the situation of doctors e.g. Slovakia [AEMH 11-106](#)
- d) Common document on Medical Competence including Task shifting and the definition of the medical act [EMOs Documents](#)  
(decision of the Ljubljana Meeting in March 2011)  
The President reported that he is in charge to draft a document on medical competence which should include the different position of all EMOs. He admitted that he could need some help and requested the assistance of H.Sobat.

## 7. European Domus Medica - Rue de l'Industrie 24, B-1040 Brussels

[UEMS NewsFlash](#)

- State of play

The President reported on talks with the President-elect of the UEMS. There should be no hinder on the financial side. The renovation of the building will take at least one year.

- Collaboration within the framework of the EMO Alliance

[AEMH 08-064](#)

- Proposal for a Collaboration Model European Domus Medica of the EMO Alliance

[AEMH 11-092](#)

The proposals in the document were generally approved. Especially the position of a common Liaison officer – Lobbyist was thoroughly discussed.

B. Jencik reported that she had discussed the matter with Claude Wetzel, President of FEMS, who showed great interest. He will end his second mandate in October next year and will half-time retire from his hospital activities as well. He would like to pursue his European activities and would therefore candidate for this EMO Lobbyist position. FEMS General Assembly has been informed on his intentions. The financial side has though not been mentioned.

T. Zilling questioned whether a strong lobbyist would not weaken the position of the president.

B. Jencik agreed that it had to be made very clear that the position of lobbyist ranks in third line after first the president, second the board.

The members of the board decided to keep the proposal for the time being within the board and to discuss further at the common AEMH-FEMS Board in January.

## 8. Report from other Meetings

- a) 11 July 2011 Royal College London – Green paper RPQ – Signe Gerd Blindheim  
No written report; SG Blindheim nevertheless made the acquaintance of other European stakeholders and considered the meeting and interesting exchange.
- b) 29 September 2011 ANAAO-FEMS Conference “European Doctors’ Working Conditions”  
30 Sept. - 1 Oct. 2011 FEMS General Assembly – J. De Deus  
The President doubted the impact of the meeting, most speakers were FEMS delegates. The subject which raised the most interest was the survey on salaries, which was nevertheless contested by several delegations.  
FEMS’ activity is mainly to support national trade unions in their request for better working conditions and salaries. They adopt no policy documents.
- |                                                             |                         |
|-------------------------------------------------------------|-------------------------|
| (FEMS-President’s Report                                    | <a href="#">F11-087</a> |
| (Endorsement of the CEOM European Charter on Medical Ethics | <a href="#">F11-067</a> |
| (Statement to support Slovakian Doctors                     | <a href="#">F11-089</a> |
| (Motion to support Polish Trade Union Activists             | <a href="#">F11-090</a> |
| (Motion against unfair dismissal                            | <a href="#">F11-091</a> |
| (Survey on European Doctors’ Salaries                       | <a href="#">F11-071</a> |
- c) 7-8 October 2011 UEMS Meeting – Thomas Zilling  
[UEMS Newsletter October 2011](#)  
T. Zilling found the meetings interesting. Financial discussions arose on how to divide the EACCME-income, which was decided to be split. Emergency medicine was accepted as medical specialty.  
He also reported on the very close outcome of President election. Romuald Krajewski won against Bernard Maillet by one voice. Edwin Borman was elected Secretary General, Zlatko Fras becomes Liaison Officer.  
Gerd Hoffmann, current Liaison officer becomes honorary member.
- d) 7 November 2011 EU Commission Internal market Conference:  
Modernisation of the ED Professional Qualifications - B. Jencik, S-G Blindheim

Report

[AEMH 11-107](#)

B. Jencik added to the written report that the consultation process is very well led by the commission and appreciated by stakeholders, who feel listened to.

e) 11-12 November 2011 EJD Meeting, Malta -

H. Sobat

H. Sobat evaluated the new president of the Junior Doctors, Carsten Mohrhardt a square personality who does not seem to be under any external influence. We should not underestimate EJD, they are very active, very fast, working with latest technology. The meeting lasts 3 days, the working groups give report to the GA. The national reports focus on salaries and working conditions. The evolution of Emergency Medecine in UK was presented. H. Sobat mentioned that this is a typical example of skill mix. A new profession arises out of several others. At the meeting Martin Balzan from the Maltese Medical Association gave a speech. R. Parsa-Parsi from the German Medical Chamber reported on the Bologna process in medical studies. Hungary joined the EJD.

EJD's annual income is roughly 60000 €, but they have 350000 € savings. 15000 per year have been reserved for a lobbyist in Brussels.

Their next meetings will take place in Zurich, 11<sup>th</sup> May 2012 and 19<sup>th</sup> October in Spain.

## 9. Financial Report

a) Provisional Accounts 2011

[AEMH 11-108](#)

H. Sobat commented the accounts as being very much in line with the prevision. The costs for the plenary in Montreux showed to be as high as expected, especially concerning the interpreters.

B. Jencik mentioned that the technical equipment has not been invoiced despite her reminder.

d) Budget 2012

[AEMH 11-016](#)

The document was for information and to remind that interpretation has to be solved. We met Dr Chernov from the Bulgarian Medical Association who informed that the interpretation of Spanish and Italian poses a problem to find interpreters. The alternative is to engage again the interpreters from Austria.

The president insisted that we have to keep interpretation at the meetings for the time being, this is a sensitive subject.

B.Jencik proposed to involve the new Italian internal auditor in the solution finding process.

## 10. Working Groups – Evaluation and future

As we will have a common meeting with FEMS and FEMS having no working groups, the AEMH working groups will be attended by FEMS delegates.

1. Training -Dr Thomas Zilling

[AEMH 11-075](#)

T. Zilling proposed to discuss this year on the alternative to CME credit points in a brainstorming session.

2. Patients' Safety – Task shifting - Skill Mix -Dr Hrvoje Sobat

[AEMH 11-076](#)

H. Sobat proposed to tackle multi-lingualisme or pharma abuse.

But as task shifting is still a hot topic also on EMO level, it was decided to pursue.

We will launch a questionnaire to get food for further work and involve the delegations.

T. Zilling questioned on the legal aspect. In Germany there seem to be a law ruling tasks shifting. This could be included in the questionnaire.

3. Recognition of Professional Qualification – Signe Gerd Blindheim [AEMH 11-077](#)  
It was decided to keep this group on stand-by and follow-up on the legislative process, which is in progress now.

The **3<sup>rd</sup> working group** is traditionally dedicated to the topic of the Conference, which is **Working Conditions in European Hospitals**. The lead could be left to FEMS.

#### **11. AEMH Conference 2012 Varna, 17 May “Working Conditions in European Hospitals”**

- a) Brainstorming on title and subtitles  
- e.g. “How to create an attractive and supportive working environment for health professionals” [AEMH 10-074](#)

The President approved the subtitle and we will try to invite one of the authors of the publication.

- The European Working Time Directive could be tackled by EPSU.
- Work-related stressors
- Improving the learning environment of physicians

- b) Proposal for speakers:

- Dr Stefan Konstantinov, Bulgarian Health Minister
- Dr Antonyia Parvanova, Bulgarian MEP (Member of the Committee on Environment, Public Health and Food Safety and of the Committee on the Internal Market and Consumer Protection)
- Carola Fischbach-Pyttel, EPSU (European Public Service Unions) -- -
- HOPE
- Janet Grant
- Carlos Arroz
- Hospital Managers
- Nurses
- EJD

#### **12. AEMH 65<sup>th</sup> Plenary Meeting Varna, 18-19 May 2012**

- a) Internal part AEMH : Finances, Elections, Adoption of documents
- b) Common part with FEMS : European affairs update and strategy, EMOs Alliance, Domus Medica, Common working groups
- c) One hour AEMH and FEMS delegations together for conclusions.

This means that the schedule will be very tight. It was decided to reduce the national report to written reports and only present urgent highlights.

The Bulgarian host must be informed on the details of the schedule in order to provide the adequate rooms and meeting facilities.

### 13. International meeting Calendar

Date	Place	Organisation	To be attended by
11-12 November 2011	Torino	<b>CEOM</b>	Not attended
11-12 November 2011	Torino	<b>UEMO</b>	Not attended
11-12 November 2011	Malta	<b>EJD</b>	H. Sobat
18-19 November 2011	Halle /De	<b>EANA</b>	Not attended
18 November 2011	Brussels	<a href="#">UEMS Conference “The accreditation of CME-CPD in Europe – Contributing to higher standards in medical care”</a>	Not attended
25-26 November 2011	Warsaw	Pre-Conference “Professional qualification Directive” <b>CPME</b> Board and GA	J. De Deus
7-9 December 2011	Brussels	International Conference “Ensuring tomorrow’s health: workforce planning and mobility”	B. Jencik + ?
<b>21 January 2012 (NEW)</b>	Paris	<b>AEMH (62<sup>nd</sup>)-FEMS</b> Board Meeting	all
4-5 May 2011	Brussels	<b>CPME</b> WG and Board	
11 May	Zurich	EJD	H. Sobat
17 May 2012	Varna	63 <sup>rd</sup> <b>AEMH</b> Board Meeting	all
17 May 2012	Varna	<b>AEMH-FEMS</b> Conference “Working Conditions in European Hospitals”	All
18-19 May 2012	Bulgaria	<b>AEMH-FEMS</b> Plenary and GA	All
5-6 October 2012	Strasbourg	<b>FEMS</b>	J. de Deus, B. Jencik

**14. Next Board Meeting :** 21 January 2012 (changed) in Paris with FEMS

### 15. Any other business

T. Zilling reported that 9<sup>th</sup> January the Nordic associations (Norway, Sweden, Denmark) will hold their common meeting. They are going to adopt a common document on Professional Qualifications, which they want to bring to European level. As Denmark has a new President of senior hospital physicians there might be an opportunity to propose Dk to renew membership in the AEMH.

B. Jencik questioned whether it could help to grant a year of observer without membership fee. The president and the treasurer approved the proposal.

No other item was brought forward, the president adjourned the meeting at 14:00.