



**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**

Document :	AEMH 12-008
Title:	Draft Minutes 62nd Board Meeting Paris Roissy CDG 21st January 2012
Author :	Brigitte Jencik
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**Draft Minutes 62nd AEMH-Board meeting
21st January 2012, 10:00 – 16:00**

Venue : **Novotel Paris Roissy CDG**

Participants:

Dr Joao de Deus, AEMH-President
Prof Claude-François Degos, AEMH 1st Vice-President
Dr Hrvoje Sobat, AEMH-Treasurer
Dr Thomas Zilling, AEMH 2nd Vice-president
Brigitte Jencik, EU-Liaison Officer

The president opened the session welcoming the participants. He conveyed the apologies for Dr Mikulas Buzgo's absence for health reasons. In the message sent, Dr Buzgo expressed his wish to resign from his post as 3rd Vice-President. The members of the board declined this resignation and expressed their support to Dr Buzgo to remain in his function.

1. Approval of the Agenda

AEMH 11-117

Dr Zilling asked to be added:

- Statement adopted by the Norwegian, Swedish and Danish Association of Senior Hospital Physicians on the Regulation of training;
- The financial (and possible profital) impact of the Crossborder Healthcare Directive for hospitals.

Dr Sobat asked to send a message of support to Dr Buzgo.

The agenda was approved with this additional topics.

**2. Approval of the Minutes of the 61st AEMH Board Meeting
in Düsseldorf 19th November 2011**

[AEMH 11-111](#)

The minutes were approved with two changes.

Point 8c) replace ...one voice byone vote.

Point 8e) rewrite:new president of the Junior Doctors, Carsten Mohrhardt, a personality who does not seem to be under any external influence.

3. President's Report

- AEMH Activity Report (updated)

[AEMH11-098 FIN](#)

The President commented that the activity report has been updated especially as to the Conference in Düsseldorf, which gave very positive response, amongst which an invitation to speak at "The World Healthcare Congress" at 23-24 May in Amsterdam. AEMH delegates will be offered special rates to attend this congress.

- List of AEMH Documents

[AEMH 12-001](#)

The President complimented B. Jencik on this initiative, which is a very helpful tool to access all documents and resumes well our activities and relevant information.

- Presentation at the EHC (for information)

[AEMH 11-114](#)

- Analysis and state of play President's Action Plan 2010-2012

[AEMH 10-001](#)

The president explained that as he enters the last year of his mandate and as he has decided to run for a second term, he wanted to make a state of play on the programme he had proposed for his first term of office. He stated that a great deal was accomplished and thanked the members of the board for their active participation in this achievement. He also thanked his home organization for supporting him in his actions, as well organizationally as financially. Solely, the problem of the working groups has not much improved, exception made for Mrs Signe Gerd Blindheim, who he

complimented for her commitment for the working group on the Professional Qualification directive.

He expressed his satisfaction on the improvement of our presence in external meetings, but his disappointment that we did not succeed to attract new members. But there are opportunities: in Düsseldorf he met a doctor from a Polish hospital organisation, who expressed interest to join the AEMH. He will invite them to the Varna meeting.

Thomas Zilling mentioned the good contact with the new president of the Danish Association of Senior Hospital Physicians, Dr Anja Mitchell. We will invite her also to Varna and propose observer status.

The president concluded that a great deal of the action plan has been accomplished and hopes that we can be even more active.

Report from other Meetings (EMO Pres.Committee meetings to be discussed in common meeting FEMS)

a) **CPME** Board and General Assembly

25-26 November 2011 Warsaw, attendance J. de Deus

The president attended the first day a pre-conference “Mobile Doctors-Mobile patients”, which tackled the crossborder healthcare directive. He had the opportunity to ask the floor and highlight the points he brought forward in his lecture at the European Hospital Conference in Düsseldorf.

He reported from the election for the position of Dr Lemye, who had resigned, as Vice-president. Candidates were Dr Maillet, UEMS Secretary General who is now delegate for Belgium, Dr Palve from Finland and Dr Gordana Kalan from Slovenia. Dr Palve won the election.

Outside the meeting, he met with UEMS President-elect Dr Romuald Krajewski to discuss future collaboration within and beyond the Domus Medica. Dr Krajewski confirmed that money will not be a problem to make office space available and affordable. They also discussed the document on common staff positions. He was impressed and showed interest.

b) **HRH** -Ensuring tomorrow’s health: workforce planning and mobility, [AEMH 11-118](#)

7-9 December 2011 Brussels, attendance B. Jencik

B. Jencik reported on a three days meeting during which especially country experiences on migration were presented. She retained from the conference a slogan which came in all presentations: the push-pull-stick and stay factors for migration and the ethical guidelines for recruitment.

She had the opportunity to meet two potential speakers for the AEMH Conference in Varna, Tit Albrecht, co-author of the Policy Brief “How to create an attractive and supportive working environment health professionals”, and Dora Kostadinova from the medical school in Varna.

c) Meeting **EPSU** (European Public Services Union) – FEMS –AEMH

13 December 2011 Brussels, attendance B. Jencik

FEMS had approached EPSU five years ago, but no follow-up on this first meeting, except for common actions in the demonstration against the revision of the EWTD in 2008.

A change in the staff opens new opportunities, at least on a mutual exchange of information. The meeting was arranged with EPSU SG Carola Fischbach-Pyttel, EPSU Health Policy Officer Matthias Maucher (both German natives), FEMS-President Dr Claude Wetzel and B. Jencik for AEMH. Mrs Fischbach informed that the negotiation with social partners on the

European Working Time Directive have started in which she takes part. Dr Wetzel proposed to send information on the position of European Doctors and the negative effects of night shifts and long working hours. B. Jencik invited Mrs Fischbach to give a state of affairs on the EWTD at the AEMH Conference in Varna. She will consider. It was agreed to meet regularly and to exchange information.

4. EMO Collaboration within the framework of the EMO Alliance

[AEMH 08-064](#)

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

[AEMH 11-092](#)

The president referred to his meeting with UEMS President-elect Dr Krajewski, who showed interest in the proposal for common staff. It is doubted that this will be the case of the CPME.

Prof Degos informed that the French Medical Order might not be interested in integrating the domus medica. They would prefer owning premises instead of renting. Furthermore, at the meeting the day before, the CEOM announced that they do not want to be in relation with the CPME anymore.

Dr Sobat advocated that Dr Krajewski is the key person. And that is not too early to start discussions and to bring our proposal for an EMO lobbyist forward to the EMO Presidents committee.

Prof Degos expressed doubts whether it is necessary to have a lobbyist.

Dr Zilling agreed that AEMH does not need a lobbyist, he is in favour that B.Jencik continues her job in the same way.

The president nevertheless thinks that it is important to have a liaison officer to coordinate the actions of EMOs.

It was commonly agreed to change slightly the profile of the position of EMO Liaison officer in the document AEMH 11-092 and to erase the indications on lobbying activities.

5. Financial Report

a) Closing of Accounts 2011 (interim report end Sept 2011)

[AEMH 11-108](#)

b) Treasurer's Report

[AEMH 12-004](#)

Dr Sobat referred to the closing of accounts, which turned out to be even better than expected. Despite we increased the activities, the travel costs are far below budget. The reason is that the Portuguese Medical Association covers the travel costs of the president.

c) Prevision 2012 , budget 2012

[AEMH 11-016 FIN](#)

Dr Sobat alerted that the meeting in Bulgaria will not be as cost-saving as expected.

d) Budget 2013

[AEMH 12-003](#)

Seen the positive financial situation, Dr Sobat proposes not to increase the contributions for another year.

The contract for the bonds will expire at the end of the year, we will have to investigate for new conditions and negotiate a new contract.

6. AEMH Conference 2012 Varna, 17 May "Working Conditions in European Hospitals"

The president proposed to adapt the presentation he gave at the European Hospital Conference in Düsseldorf to the topic of the conference in order to suit as a short introduction. Other confirmed speaker:

Tit Albreht (how to create an attractive and supportive working environment)

Janet Grant (improving the learning environment)

Dora Kostadinova, Medical University of Varna
Carsten Mohrhardt, (the perspective of Junior Doctors)
+ the President of the Bulgarian Nurse Association

We will propose FEMS to cover a topic and propose a slot to our Bulgarian hosts.

We also expect Dr Stefan Konstantinov, Bulgarian health minister and former AEMH delegate to give a speech.

Dr Sobat mentioned “the consequences of mergers on working environments” and the Swedish experience.

Dr Zilling agreed that the topic would be interesting and proposed to give a presentation on the topic, which he would complete by “is there a lesson to learn?”

This means that we can close the speaker invitations.

7. AEMH 65th Plenary Meeting Varna, 18-19 May 2012

- Finances
- EMO EU Lobbyist, liaison officer
- Elections
- Adoption of documents

The president reminded that the whole board except the treasurer will have to be renewed. He confirmed to run for another term.

Prof Degos informed that after 20 years as board member he will not candidate.

Dr Zilling confirmed that he wishes to pursue to act as member of the board and he aspires to the post of 1st vice-president.

All agreed to convince Dr Buzgo to prolong his mandate for another term of office and be candidate for his succession.

In case of successful election and re-election, the post 2nd vice-President would be vacant.

As potential candidates, the members of board named Dr Hawliczek from Austria and Prof Tica from Romania or Dr Cuénoud from Switzerland.

8. 1st Joint AEMH-FEMS Plenary Meeting

- European affairs update and strategy
- EMOs Alliance, Domus Medica,
- Common working groups
- Reports from the working groups
- Evaluation

Dr Zilling pleaded to install a working group on the impact on hospitals of the new directive on patients' rights concerning crossborder healthcare. He sees great opportunities for hospitals to make money. It should be the role of the AEMH to take a lead in this matter. To be proposed to the plenary.

B. Jencik reminded the proposal to hold the meeting in one room, as it seems that the part that could be held in common is bigger than the internal one. Only the President's Report, the Finances, the Elections need to be in the internal part.

The common part would comprise: European affairs update and strategy - EMOs Alliance, - Domus Medica, - Common working groups, - Reports from the working groups - Evaluation of the Meeting.

The internal part can be handled in 1 ½ hours in the beginning of the day, meaning the common part would start at 10:30.

The advantage would be that we need only one meeting room and we could share the interpreters. It was agreed to propose the following time schedule to FEMS.

Friday 18th May 2012

9:00 -10:30 FEMS General Assembly (internal part)

Coffee break

10:30 -12:30 AEMH – FEMS common part

Lunch

14:00 -15:00 common part including common working groups

Saturday 19th May 2012

9:00 – 10:30 AEMH Plenary Meeting (internal part, including elections)

Coffee break

10:30 – 13:00 AEMH-FEMS common part

9. International meeting Calendar

Date	Place	Organisation	To be attended by
21-23 March 2012	Milano	EAHP Congress "Special patient groups - hospital pharmacists creating standards for care"	J. de Deus
28 March 2012	Ljubljana	20th Anniversary Slovenian Medical Chamber	
		EMOA PCom meeting	J. de Deus
20-21 April 2012	Brussels	UEMS Council	T. Zilling
4-5 May 2012	Brussels	CPME WG and Board	J. de Deus, B Jencik
11 May 2012	Zurich	EJD Meeting	H. Sobat
17 May 2012	Varna	63 rd AEMH Board Meeting	All
		AEMH-FEMS Conference "Working Conditions in European Hospitals"	
18-19 May 2012	Bulgaria	AEMH-FEMS Plenary and GA	All
23-24 May 2012	Amsterdam	World Healthcare Congress Europe 2012	J. de Deus (speaker)
<i>Harnessing the power of clinical involvement in health management to transform health care</i>			
<ul style="list-style-type: none"> • <i>Exploring the evidence base that demonstrates the efficiency of involving physicians in hospital management</i> • <i>Increasing clinical accountability for the use of financial resources through the devolvement of decision making to a clinical level</i> 			
<i>Lessons from clinically led organizations</i>			
6-7 June 2012	Brussels	EPHA General Assembly	B. Jencik
11-12 June 2012	Berlin	HOPE Agora	
27-28 September 2012	Athens	24 th Congress of the European Association of Hospital Managers (EAHM)	Maybe J. de Deus
5-6 October 2012	Strasbourg	FEMS	J. de Deus, B. Jencik
19 October 2012	Spain	EJD meeting	H. Sobat
23-24 Nov. 2012	Cyprus	CPME WG, Board and GA	J. de Deus

10. Next Board Meeting : 17 May 2012 9:00-12:00 in Varna/ Bulgaria

11. Any other business

It was agreed to send a greeting and supportive message to Dr Buzgo from the Paris meeting on behalf of all members of the board.

Joint Board Meeting AEMH – FEMS

AEMH-President Joao de Deus chaired the meeting.

1. EMO Presidents Committee Meetings

- **Warsaw 27th November 2011, Minutes**

[AEMH 11-115](#)

J.de Deus presented the topics discussed in the meeting. CPME was negative about the rules of procedures, they fear a supra-organization. EJD raised the same concerns. He will ask to modify the minutes concerning his statement on the ROP. He didn't say we don't need the rules, but proposed to make them less explicit.

C. Wetzel said that it seems that CPME is constantly against any proposal brought to the presidents committee. He reminded that in many aspects EMOs have reached common position which proves that we need to collaborate in order to be stronger and more recognized. He also informed that CEOM will stop the relationship with CPME, apparently due to their negative attitude in the presidents' committee meeting.

- **EMO Joint Statement RPQ Directive**

[AEMH 11-095](#)

J.de Deus presented the statement, which are the minimum outlines all organizations could agree. UEMS wanted to include the content of training, CPME, EJD and AEMH are against.

C.Wetzel informed on the professional card, which will be included in the directive proposal. It will not be a plastic card, but an electronic ID. 43% of the regulated professions are health professionals.

- **Declaration on to support Slovakian Doctors**

[AEMH 11-116](#)

The Presidents Committee reached a common position concerning the Slovak doctors.

In the meantime an agreement was signed with trade union and government, which will be adopted by parliament.

C. Wetzel reported on corruption in Slovakia.

2. **European Domus Medica - Rue de l'Industrie 24, Brussels**

[UEMS EDM Photos](#)

- **State of play**

J. De Deus informed on the talks he had with UEMS president-elect Romuald Krajewski who informed that UEMS makes the changes needed to host all interested organizations. The costs to integrate the Domus Medica will be kept low and money should not be an obstacle. He also confirmed the willingness to political cooperation.

- **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](#)

J. de Deus informed that the AEMH-board had discussed the document and decided to change slightly the profile of the EMO liaison officer, as it was agreed that no lobbyist is needed, but the work of EMOs needs to be coordinate. We need somebody to implement the EMOs political decisions.

C. Wetzel agreed that this change will make the proposal acceptable to more EMOs as some of them have own lobbyists.

3. Joint Conference and Plenary Meeting/ GA - 17-19 May 2012 in Varna/ Bulgaria

Concerning the conference, J. de Deus proposed that FEMS should provide a speaker.

C. Wetzel agreed to hold a lecture on the impact of long working hours, sometimes leading to burn-out.

B. Jencik gave an update on the other confirmed speakers, who are

Tit Albrecht (how to create an attractive and supportive working environment)

Janet Grant (improving the learning environment)

Dora Kostadinova, Medical University of Varna

Carsten Mohrhardt, (the perspective of Junior Doctors)

the President of the Bulgarian Nurse Association

We also expect Stefan Konstantinov, health minister and former AEMH and FEMS delegate.

One slot will be reserved for the Bulgarian Medical Association.

J. de Deus proposed the meeting schedule as decided in the morning under point 8 and explained the advantages. He furthermore asked that FEMS holds its internal session the first day, which would give time to AEMH to prepare the elections to be held during their internal session on Saturday.

All agreed that the internal part of the GA / Plenary can be held in 1 ½ hours and should include the financial matters, the president's report and for AEMH the elections.

The members of FEMS-board agreed on the time table.

The common part would be : European affairs update and strategy, EMOs Alliance, Domus Medica, National Reports, Common working groups, Reports from the working groups, Evaluation and Working Groups on

Training , chaired by Dr Thomas Zilling

Patients' Safety – Task shifting - Skill Mix , chaired by Dr Hrvoje Sobat

Working conditions, chaired by Claude Wetzel.

AOB

C. Wetzel gave an update on the EWTD. The European social partners have agreed to open negotiations aimed at revising the EWTD. Under EU rules, they have nine months to reach an agreement and they do, they are entitled to ask for its implementation as a Directive - member states would only be able to accept or reject. In the event that the social partners do not reach an agreement, the European Commission would leave the directive as it is or come forward with a new legislative proposal.

J. de Deus closed the session at 16:00.