

ASSOCIATION EUROPÉENNNE DES MÉDECINS DES HÔPITAUX EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE EUROPESE VERENIGING VAN STAFARTSEN DEN EUROPÆISKE OVERLÆGEFORENING EYPΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΔΤΡΩΝ ΔΙΕΥΘΎΝΤΩΝ ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI DEN EUROPEISKE OVERLEGEFORENING ASSOCIAÇAO EUROPEIA DOS MÉDICOS HOSPITALARES ASOCIACIÓN EUROPEA DE MÉDICOS DE HOSPITALES EUROPEISKA ÖVERLÄKARFÖRENINGEN EVROPSKO ZDRŽENJE BOLNIŠNIČNIH ZDRAVINIKOV EUROPSKA ASOCIACIA NEMOCNICNÝCH LEKAROV EUROPSKA UDRUGA BOLNIČKIH LIJEČNIKA

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MANAGEMENT AND BUDGETISATION

Economical and budgetary role of the doctor

The situation in your country: NORWAY

1. Status of the hospital doctors

Are doctors employees?

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If YES, describe the terms of the contract (the fundamental parts).

- -FULL TIME + EXTENDED WORKING HOURS
- -ON CALL DUTIES AND COMPENSATIONS

Do hospital doctors have also an ambulatory activity?

ILS	Λ	NO	
VEC	\mathbf{v}	NO	

VOLUNTARY, SPECIAL AGREEMENTS

If YES, privately, or as part of the accreditation contract?

privately	contract	X
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What about private patients?

Or do they benefit from an agreement according to the fee for service principle?

YES X NO

FOR ~80 % OF THE SERVICE

If YES, what are the agreement conditions?

Or is there a combination of both depending on whether the patient is public or private or other criteria?

Other criteria: Medical Condition/Indication

Are hospital doctors associated to the elaboration of national public hospital budgets

YES	X	NO	

Or do only salaried doctors get involved and is the self-employed professional excluded?

VES	Y	NO	
ILS	Λ	110	

If YES, in which way can doctors in self-employed practice get the possibility to express their opinion? *Through negotiations*.

Are public hospital budgets submitted for approval to your professional association?

YES	NO	X

If YES, are your remarks taken into consideration?

YES NO

If NO? Why?

2. The role of hospital doctors in the hospital economic policy.

Are doctors associated to the elaboration of regional hospital budgets?

YES	NO	X
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If YES, does this mean that they are not at a the national level?

YES	NO	

Are the colleagues committed to this task salaried heads of departments?

YES	NO	

Do they carry an outpatient medical practice beside it?

YES		NO		
Or are th	ey civil s	servants	of the pu	blic health services of the state?
YES	X	NO		

Can they be self-employed professionals with an accreditation contract?

YES	NO	X

Are these regional hospital budgets submitted for approval to your professional association?

YES	NO	X
1 LB	110	2 X

If YES, are your remarks taken into consideration?

YES	NO	

If NO? Why?

Are other health professionals associated to the establishment of the economic policy of the hospital ?

YES	NO	X

If YES, who and to which extent?

3. Training

Is training financed exclusively by the ministry of social affairs and health?

YES	NO
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or is the ministry for national education also involved?

YES	X	NO	

Are the interlocutors from the government medical doctors?

YES	NO	

If NO, what are their qualifications?

Is the budget for education separate from the operational budget of the hospital?

YES X	NO	
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FOR THE BASIC TRAINING

If NO, is education taken into consideration in the establishment of the budget and how?

Is the hospital chief medical staff associated?

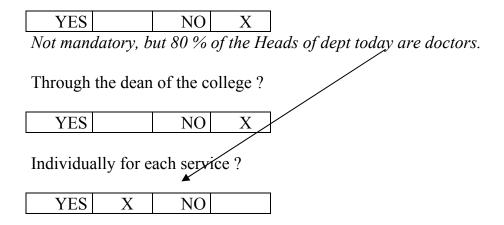
YES NO X

How?

In one case or the other are professional associations consulted in the establishment of the education budget ?

4. Role of hospital doctors - heads of departments

Are doctors heads of departments participating in the establishment of the budget of the hospital where they practice?



Do self-employed professionals with an accreditation contract participate?

YES X NO

Regional agreements

Is the budget of each department imposed by the administrative direction of the hospital?

YES	X	NO	

Are they responsible for the management of their department, e.g.

Staff	recruitm	ent		Purchase of	of technic	al infras	tructure
YES	X	NO		YES	X	NO	

Do they share the responsibility for the management of their department with the administration?

YES	X	NO	

How?

On Infrastructure.

5. Financing conditions

Is the hospital financing based on fixed amount or on DRG?

Fixed	amount	60 %		DRG	40	%	
YES	X	NO		YES	X	NO	

(not ambulant services)

Do doctors participate in the establishment of the classification of the patients?

125 11 110

Do they participate in the establishment of cost weights and the valuation of fixed amounts in monetary units ?

YES X NO	
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Are the doctors involved heads of departments?

YES	X	NO	

But not mandatory

Do they keep an individual practice in beside this task?

YES X	NO	
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As employees in small departments

Or are they civil servants of the public health department of the state? *In large departments*

Is the valuation of the fixed amounts nation wide or specified for each hospital?

National	individual
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Ī	VEC	37	NIO		VEC	37	NIO	
	YES	Λ	NO		YES	Λ	NO	

If the valuation is specified for each hospital, do the doctors-heads of department participate in the establishment of the valuation into monetary units?

Through the dean of the college?

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Separately for each department?

|--|

Do self-employed professionals with an accreditation contract participate in the calculation?

VEC	NIO	37
YES	NO	X

How is dealt with an eventual deficit?

Carri	Carried forward to the next year			Adaptation of the fixed amount/DRG of the next year			
YES	X	NO		YES	X	NO	

On a hospital level

on a national level

In case of a deficit do doctors get penalized?

YES	X	NO	

If YES, how? Future wage negotations

Has the method of fixed amount or DRG modified medical practice?

YES	X	NO	

Have hospital stays become shorter?

YES	X	NO	

Did it lead to an indirect selection of patients?

VES	X	NO	
LLO	Λ	INO	

Are complicated pathologies transferred to another specialised hospitals?

VES	Y	NO	
LES	Λ	NO	

Does the financing of these specialised hospitals obey to the same fixed amounts rules?

TITO	**	3.70	
IVHS	l X		
ILD	2 X	110	

BUT WITH A FIXED ADDITION FOR THE HIGHER COMPETENCE

If NO, how are they financed?

Are other health professionals associated to the financing modalities of your hospital unit or department?

YES	X	NO	
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If YES, who and in which respect?

Nurses economists