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Author :	Prof. Claude-François DEGOS
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Working Group: « Doctors' Involvement in Hospital Management »

Chairman: Dr Raymond Lies

Members of the Working Group :

Prof Degos – France
Dr Hawliczek – Austria
Dr Konstantinov – Bulgaria
Dr Kalan Zivcec – Slovenia
Prof Stolpmann – Germany
Dr Sanchez-Garcia – Spain
Dr Christopoulos – Greece
Dr Alexandropoulos – Greece
Dr Helle – Norway
Ms Blindheim – Norway
Dr Bertrand – Belgium
Dr Cuénoud - Switzerland

DRAFT STATEMENT - « Doctors' Involvement in Hospital Management »

The European Association of Senior Hospital Physicians has for many years taken an interest in the health economy and particularly in hospital management. The topic has become even more paramount with the economic financial crisis that hit the western world and especially Europe 2 years ago.

Therefore, the AEMH wishes to reaffirm strongly its determination to foster the involvement of doctors in hospital management.

In this respect, the AEMH provide again its perspective by addressing physicians and hospital oversight authorities.

WHY is it necessary to involve doctors in management?

- In order to provide the medical aspects to strategic decisions.
This «medicalization» in management will have an influence in defining priorities and the hierarchization of achievements.
- In order to involve doctors in economic considerations (involvement with the financial survival of the institution)
- In order to have doctors share responsibility in the risks of organizing the delivery (responsibility towards patients and when faced by possible legal action).

HOW to encourage doctors to become involved in hospital management?

- build up training in management during their medical education in order to cover the basics of human resources and financial management and to raise awareness in students of this aspect of medical practice.
- Make this post more attractive,
 - Introduce the concept of a dual care/management mission of medical hospital practice and to reflect on the opportunity to make it mandatory at least for some posts, even to create full time posts for some management responsibilities (president of medical committees, head of department, ...)
 - Achieve a management professional career accompanied by continued education, contractual remuneration, or even provide incentives.

The participation of the doctors in hospital management should be practised at several levels of responsibility, from central administration of a group of several institutions, the management of a healthcare institution or leading a department team. Initial and continuous management training for physicians should thus focus on developing the attachment of doctors to the common cause, fostering decision sharing with the team as well as developing leadership by persuasion rather than by authority.