



**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
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ΕΒΡΟΠΕΪΣΚΑ ΑΣΟCΙΑCΙΑ ΗΑ ΣΤΑΡΣΗΤΕ ΒΟΛΗΝΙΧΝΗ ΛΕΚΑΡΗ
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

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National report from the Norwegian Association of Senior Hospital Physicians (Of)

Amendments to the Working Environment Act

The government, consisting of the Conservative Party and the Progress Party, has adopted amendments to the Working Environment Act that will increase employers' access to temporary employment and expansion of working time. Amendments regarding age limits are also included, increasing the limits from 70 to 72 years.

Of are negative to the first two amendments. It is Of's opinion that these weaken workers' protection. We believe that the amendments shift the balance of power regarding working time in direction of the employers.

We support the amendments regarding age limits. This amendment will give our members opportunity to continue working longer. We believe that these workers are an important resource to society and that they have valuable experience and expertise that should be utilized.

Labour contract negotiations for doctors in hospitals

In last year's negotiations, Of focused particularly on hospital physician's working hours and work load. Doctors are experiencing an increased pressure against our collective agreements, especially regarding working hours and the work load. We are experiencing increasing demands for efficiency in hospitals. Reference is made to last year's report for further details on this point.

In addition to this, we experience strained relations between doctors and employers, and also between The Norwegian Medical Association and The Employers' Association "Spekter". This year we will only negotiate wages and economics, but we expect working hours and work load to be key topics also in the negotiations in 2016. However, this will depend on how the relationship between the parties evolves the coming year.

Permanent positions for junior hospital physicians

The Junior Hospital Physicians have for several years fought for permanent positions for the physicians whom are temporarily employed during their specialization period at the hospital. Of have supported their claim. Finally, in the labour contract negotiations in 2014, The Norwegian Medical Association's requirement for permanent positions for junior hospital physicians was granted. The amendment is effective from 1 July 2015.

Supreme Court decision in case concerning defamation of a surgeon

The so-called "Surgery case" was handled by the Supreme Court in late 2014. The case concerned a surgeon's claim for damages from a newspaper because the newspaper had printed slanderous and untrue allegations against the surgeon. The newspaper claimed among other

things that the surgeon had operated healthy patients without reason and that patients had been injured for life.

The Supreme Court concluded that the allegations against the surgeon were defamatory and contrary to law. The newspaper was sentenced to pay NOK 400,000 (approximate EUR 47,600) in restitution to the surgeon, in addition to covering legal costs.

Among others, Of have been involved in the case, even before it was tried in the courts. The case has aroused an unusually large commitment in The Norwegian Medical Association, and has received a great deal of publicity.

However, the newspaper maintains its stance on the matter. The newspaper believes that the decision involves a violation of the right to freedom of expression, and has therefore brought the matter before the European Court of Human Rights. We are awaiting decision from the Court on whether the case will be tried.

National Hospital plan

Of's initiative on a Norwegian "National hospital plan" has yielded results. The topic of the plan is the national structure for, and organization of hospitals in Norway. In autumn 2015 the Government will present the national health and hospital plan for Parliament. The plan will be the government's main tool for organizing hospitals and specialist services in the future. We hope that this initiative will contribute to a more comprehensive and realistic health policy in Norway.

Project on alternative organizational models for Norwegian hospitals

Of are just starting out a project to study alternatives to the current organizational model in hospitals. Of believe that the hospitals' funding system, their distinct desire for financial management and the accompanying bureaucracy is not expedient. Today's organizational model results in unsatisfactory patient care and unsatisfactory working environment.