



**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 ΑΣΟΪΑΪΑΝ Α ΝΑ ΣΤΑΡΣΗΤΕ ΒΟΛΝΗΧΝΗ ΛΕΚΑΡΗ  
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

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

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## National Hospital plan adopted

Of's initiative concerning a Norwegian «National hospital plan» has yielded results. The main focus of the plan is the national structure for, and organization of hospitals in Norway. The plan was adopted by the Norwegian Parliament in March 2016, after it was presented by the government in November 2015. The government consists of the Conservative Party and the Progress Party. The plan is the government's main tool for organizing hospitals and specialist services in the future. Of hope that the plan will contribute to a more comprehensive health policy in Norway.

## Labour contract negotiations for doctors in hospitals

2015 was a bi-annual negotiation year with *Spekter* (employers' federation for Norwegian public hospitals), and the only negotiation topic was wages. Negotiations for 2016 concern the main settlement and began in April. In preparation for the negotiations Of main focus is doctors' working hours and the employer's handling of the broad exemptions from the Work Environment Act. Ensuring good working relationships locally has also been an important point for Of.

## Project on alternative organization models for Norwegian hospitals

Among Of's members there is widespread dissatisfaction with the current corporate organization of hospitals. Our concerns are that that economic considerations are far too common for control and management of hospitals. And that this have a negative impact on patient safety and professional standards of care. In addition management is top-heavy, mid-level management has little autonomy, and employee feedback is not heeded. Of has therefore initiated a project to investigate alternative models of organizing the Norwegian specialist health service. In this work, Of has collaborated with experts in health economics, health management and working environment research. Of's initiative has resulted in The Norwegian Medical Association central boards decision to make this issue one of its priorities for the coming period.

## Continuous professional development (CPD)

Of's board and members are persistently concerned that the professional delivery of patient care maintains high quality and develops continuously. This means faster implementation of new treatment methods, new equipment and better drugs. Of believes that this improvement must be a part of health care professionals everyday duties, and that management must increasingly facilitate an environment that fosters high quality. Specialist education must have the necessary quality and capacity, and physicians need both time and funding for continuing education.