

CEOM Report_2023

Good morning, dear president, board members, FEMS members and EMO's representatives.

Thank you for this invitation.

The main propose of CEOM founding is to promote the practise of a hight quality medicine and the respect of patient's needs, within the European Union and the European Free trade Associations.

CEOM is working in harmony and closely with all EMOs and other medical Associations to be an active voice in Europe, promoting the ethical and deontological values, the protection of doctors and patients, the Medicine quality and the principles that must be preserved on the doctor/patient's relationship.

I would like to emphasize the importance of "The Memorandum of understanding of all EMOs" achieved during president's meetings in Brussels (supported by UEMS/CPME) were the European Medical Organizations reaffirm their commitment to work and to promote the highest quality of Medical Education, Training and Practice to provide the best possible health and healthcare for every patient in Europe.

In this perspective, CEOM support CPME in two projects that are extremely important for the citizens health in European Union and in the world:

Immunion Project (just finished) whose mission was so important to strength and develop the greatest vaccination coverage in Europe and we are supporting, at the same time the "Coalition for Vaccination"

- with FEMs working more closely on the issue of violence, burnout, and work conditions.
- with AEMH on violence, and mainly on the "Innovative Clinical Leader Project", the creation of the European Academy of Clinical Leadership and promoting new fellowships. In this sense we are working together to promote and disseminate a awareness project so that European doctors can quickly acquire these skills.
- with UEMS we supported technically (ethics and deontology CEOM guidelines) the new "Thematic Federation for Bioethics and Medical Deontology" and participating on Private Practise Declaration.
- We are also collaborating and involved in projects with other European Medical Organizations, as UEMO, EJD and EMSA.

Following this thoughts and goals, CEOM is leading, in Europe, the issue regarding Violence against health workers and burnout as a way of violence.

Having as a basic and unquestionable principle that all health professionals have the right to work in a safe environment, with no physical or psychological risks (PSR), CEOM is working this issue since 2016.

December 2016 – In Paris was approved the survey on violence against doctors.

December 2017 – In Modena, with AEMH support, the Observatory launch on violence.

December 2017 – In Paris CEOM approved a declaration on violence.

June 2018 – In Timisoara the CEOM presentation on violence on health sector.

November 2018 – In Madrid CEOM statement on violence against doctors and other health professionals

November 2019 – In Lisbon, by proposal from Spanish Medical Chamber, CEOM marked the 12th of March as “Awareness Day on violence against doctors and other health professionals” and proposed the guidelines for reflection on violence and burnout among doctors.

During the same meeting EMO’s presidents decided to create working groups, led by CEOM, to discuss violence against and burnout among doctors and other health professionals.

On the 11th of March 2020, CEOM organized the first EMO’s working Group and EMOs prepared a joint statement on violence, where European Medical Organizations recognize the hugely negative impact that violence has on the sociopsychological wellbeing on doctors, the care received by patients and its contribution to rising level of burnout experienced by doctors.

On the 22 of March 2021, CEOM organized the second working group on violence/burnout (and we discussed types of violence and changes experienced and observed since the pandemic crises) and EMOs recognized professional burnout as a type of sociopsychological violence that doctors also must face in their workplaces (Draft press released the 21st of June on the 3rd working group on violence/burnout).

During the third working group, on 25th of February 2022, we discussed Legislation/Training/ Security/Communication.

Finally, on the 17th of June 2022, CEOM organized the 4th working group with their proposals about violence/burnout during an armed conflict (the Russian invasion of Ukraine) – EMOs signed a statement on violence against and burnout among doctors and other health professionals in the context of war.

By an honourable invitation of OMC (Spanish Medical Chamber) and to celebrate the 12th of March as “the Awareness Day on violence against doctors and other healthcare workers, in Europe”, on 9th March 2023 OMC/CEOM organized a forum meeting only focused on this subject.

Gathering all the work carried out in these recent years by CEOM with the unconditional support of the European Medical Associations and the extensive work carried out in this area by the Spanish Medical Chamber, after Madrid meeting, we concluded:

- A unanimous observation, by medical associations in Europe, of an increase of verbal and physical aggressions,
- We must encourage doctors and healthcare workers to report acts of violence against them.
- The inflation of violence is the reflex of the incapacity of the healthcare systems to face the pandemic situations and of the low budgets in health care areas.
- All health professionals have the right to work in a safe environment, with no physical or psychological risk.
- We strongly require a zero-tolerance policy towards violence in the workplaces.

As violence is a global phenomenon and as a huge increase in incidents all around Europe, we proposed 10 key points for the future, to improve and avoid the harmful consequences of violence and burnout:

- 1- Continue awareness-raising campaigns on assaults on health workers and their consequences.
- 2- Strengthen preventive measures by increasing security measures in healthcare.
- 3- Develop, on the part of the administrations, training programs on how to deal with violence.
- 4- Promote training and coaching on how to deal with verbal, physical or psychological violence and possible basis on burnout.
- 5- Leadership development as a way of improving work conditions, better physician-patient relationship and decrease the incidence of violence/burnout. We must develop, at the level of the health services management, a culture of consideration and recognition of the violence against health professionals.

- 6- Continue to request the legal consideration of the crime of assaults in the private exercise of the profession.
- 7- Ensure that judicial procedures are swift, expeditious and exemplary.
- 8- Strengthen communication and agreements with health Administrations, the Public Prosecutor's Offices, and the State Security Forces for a comprehensive approach to the aggressions.
- 9- Call for the enactment of a specific law and considerer priority crimes to address violence in the health sector.
- 10- Promote resilience.

To finalize, I would like to express the incredible honour that we all have to be part of this huge European Medical family, working together towards the values of ethics and medical deontology, the quality of medicine, the prevention of violence and burnout, as other important issues, but never forgetting the humanitarian values, dignity and solidarity.

Thanks.