

CEOM Report_2023_update_September

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

Thank you, once more, for this invitation.

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.

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:

- FEMS, working more closely on the issue of violence, burnout, mental health and work conditions. (I must highlight the extensive work carried out by Jean Paul and FEMS supporting us in this issue – White Book)
- 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.
- CPME some projects that are extremely important for the citizens health in European Union, mainly, “Coalition for vaccination” and the “Health Workforce Mental Health Project”.
- 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 and other new project discussed during our past Presidents meeting (health risks of nuclear conflict + UEMO)
- 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), maintaining

a stable mental health and good work conditions, with zero tolerance for violence and preventing burnout, CEOM is working this issue since 2016.

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 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 these some key points for the future, to improve and avoid the harmful consequences of violence and burnout:(as EMOS statement on violence against, and burnout among doctors and other health workers)

- 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.

Following these guidelines and as was approved during our last CEOM meeting in Brussels, we decided to move forward on this issue with an innovative project – “Proposal for a unified European form to collect data on violence against doctors and their staff.

Despite different European healthcare systems and different budgets, we think that a unification in the collect of data on violence/burnout could be useful not only for the knowledge of the reality, but at the same time to propose new future measures about this issue.

This project will be presented to all EMOs for further discussion, before next EMOs presidents meeting and CEOM meeting on 23rd and 24th November, in Paris.

You are all invited

Thanks.