

Hôpital Kirchberg

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## Implication of Doctors in Hospital Management



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## Implication of Doctors in Hospital Management

- The Hospital Management depends
  - on the National Health Care System (NHS, public/private, monistic/dualistic)
  - on the national laws in Health Care
  - on the kind of budgetisation (fixed or flexible)
  - on the hierarchical structure

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## Implication of Doctors in Hospital Management

- Common points in the hospital structure - 3 main departments:
  - Medical Department
  - Nursery Department (PRN)
  - Administrative Department

patient

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## Implication of Doctors in Hospital Management

- The challenge for every hospital management in 2006:
  - Provide high quality of care with a maximum of safety for the patient within an affordable and balanced budget

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## Implication of Doctors in Hospital Management

- The Key Question:
  - Are Quality and Safety still guaranteed under less financed resources?
    - Examples: - chemotherapy
      - new medical techniques and equipment (IRM...)
      - « utile et nécessaire »= helpful and necessary

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## Implication of Doctors in Hospital Management

- The conditions for a better implication of Doctors in hospital management are depending on:
  - the Health Care System (slide 2)
  - the interest of the doctors
  - the global hospital culture of the doctors

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## Implication of Doctors in Hospital Management

- Key word: Good information
  - about the system
  - about the laws → safety
  - about CME/CPD → Quality

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## Implication of Doctors in Hospital Management

« The implication and the influence of the doctors in hospital management is inversely proportional to the distance they have to the deciders »

R.L.

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## Implication of Doctors in Hospital Management

Example of flowchart

The flowchart illustrates the organizational structure of Hôpital Kirchberg. At the top is the Fondation François-Elisabeth, which oversees the Conseil d'Administration and the Administrateur/Directeur. Below this are the Comité de Direction FFE and the Comité d'éthique. The main operational units are Hôpital Kirchberg and Clinique Ste-Marie. Hôpital Kirchberg is divided into several departments: Dép. Méd., Dép. Soins, and Dép. Adm. The Clinique Ste-Marie also has a Dép. Méd. and a Dép. Soins. Each department contains various sub-units, such as Ambulatoire, Services externes, and specialized medical services. The chart also shows the presence of various committees and councils, including the Conseil Médical and the Commission Régionale de Santé (CRS).

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## Implication of Doctors in Hospital Management

- The medical bodies inside the hospital
  - the Medical Manager
  - Senior Hospital physicians
  - the Medical Council
- The most important councils for medical implication:
  - Department (// with the nurses)
  - Medico-pharmaceutical Council
  - Nosocomial infections committee
  - CME/CPD
  - Investment Commission
  - Management of adverse events

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## Implication of Doctors in Hospital Management

- The medical bodies outside the hospital
  - Medical orders (laws, ethics...)
  - NMA's
  - Governmental Hospital Commission
  - Quadripartite (Luxembourg)

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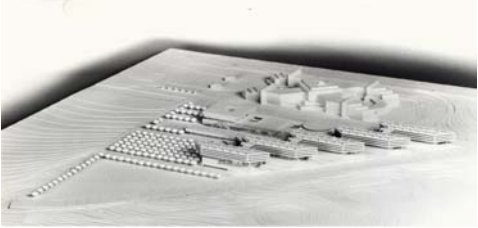
## Implication of Doctors in Hospital Management

- Examples of doctor's implication (1)
  - Planning a hospital
    - Choice of the hospital (maquettes)
  - Participation in the Technical Commission « Baukommission » and the User's Forum « Nutzerbesprechungen »

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## Implication of Doctors in Hospital Management


4th price: Groupe 6, F-Grenoble; ass. Gubbini & Linster, L-Luxembourg



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## Implication of Doctors in Hospital Management


3rd price: Atelier 5, CH-Bern



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## Implication of Doctors in Hospital Management


2nd price: Paczowski & Fritsch, L-Luxembourg



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## Implication of Doctors in Hospital Management

1st price: INCOPA, D-Saarbrücken



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## Implication of Doctors in Hospital Management

- Examples of doctor's implication (2)
  - Running a hospital
    - Regular meetings between management and medical bodies → strategies
    - EFQM (quality bonus)
    - Commission of Investments
    - Information about financial balance

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## Implication of Doctors in Hospital Management

- Conclusion: The involvement of doctors in management is a must for the doctors and the patients
  - The doctors in the management of hospitals are only successful if they respect
    - the quality in care linked to patients safety
    - the symbiosis with the nurses and administrators

and if they know how a hospital is financed and what are the resources.

Finally, they have to be active and not only reactive.



## Implication of Doctors in Hospital Management

