



CEOM REPORT 2024

AND

AN UPDATE ON VIOLENCE AGAINST AND BURNOUT AMONG DOCTORS, MEDICAL STUDENTS AND OTHER HEALTH PROFESSIONALS

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INTRODUCTION

CEOM is committed to working in harmony and in close collaboration with all European Medical Organizations (EMOs) and other medical associations to actively promote:

- ethical and deontological values
- protection of the doctor-patient relationship
- high quality standards in medical education, training and practice
- Demographie

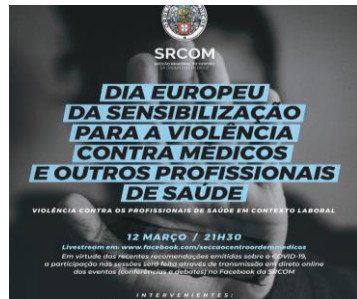
At the same time CEOM SUPPORTS :

- **AEMH** on the European Academy of Clinical Leadership and by promoting new fellowships
- **CPME** for the citizens health in EU :
 - on the « Coalition for vaccination »
 - and the « Workforce Mental Health Project »
- **FEMS**, working in partnership for its White Book :
CHARTER
 - on violence,
 - mental health, burnout, and psychosocial risks
- **UEMS** on the new « Thematic Federation for Bioethics and Medical Deontology » on Private Practise Declaration, and other new projects.
- **UEMO, EJD** and **EMSA** on violence and burnout among doctors, medical students and other health workers.





CEOM is leading, in Europe, since 2017, the issue regarding violence against health workers and burnout



FOCUSING

12 March – European awareness day on violence against doctors and other health professionals

- A. A unanimous observation : an increase of verbal and physical aggressions
- B. The inflation of violence is the reflect of the incapacity of the healthcare systems to face new health paradigm.
- C. All health professionals have the right to work in a safe environment, with no physical or psychological risks.



We update 12 key points to improve and avoid the harmful consequences of violence and burnout

1 - We strongly require a zero-tolerance policy towards violence in the workplaces.

2 - We encourage doctors and healthcare workers to report acts of violence against them.

3 - Continue awareness-raising campaigns on assaults on health workers and their consequences.

4 - Strengthen preventive measures by increasing security measures in healthcare.

5 - Develop, on the part of the administrations, training, and coaching on how to deal with verbal, physical or psychological violence and possible basis on burnout.

6 - Consider professional burnout as a type of psychosocial violence that doctors, and medical students face in their workplace.

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7- Leadership development as a way of improving work conditions.

We must develop, at the level of the health services management, a culture of consideration and recognition of the violence against health professionals.

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 - Ensure that judicial procedures are swift, expeditious and exemplary.

11 - As approved at the last EMOs meeting in Paris on 24 November 2023, we must disseminate and implement in the Member States our unified European form to collect data on violence against doctors and their staff.

12- Promote resilience.

CONCLUSION

We must highlight

- Our **Unified European Form to collect data on violence against doctors and their staff**, is the result of the work and collaboration of all European medical organizations involved in this project.
- A recent **protocol for the prevention on violence against and burnout among doctors in their workplace**, was signed on 12 March between Portuguese Medical Association, the Medical support office of the Portuguese Medical Chamber and the CEOM.
- CEOM working group for **improving our European charter of ethics** and at the same time **adapting our deontological recommendation**.



Thank you!

