



CEOM REPORT

2025

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CEOM President

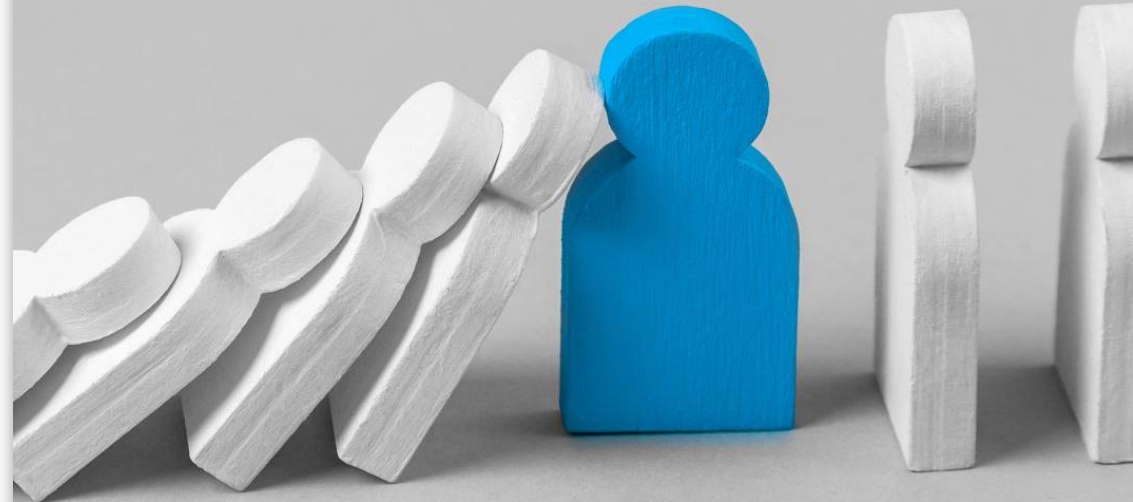
INTRODUCTION

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
- demography
- violence/harassment and burnout
- other issues

At the same time CEOM SUPPORTS :

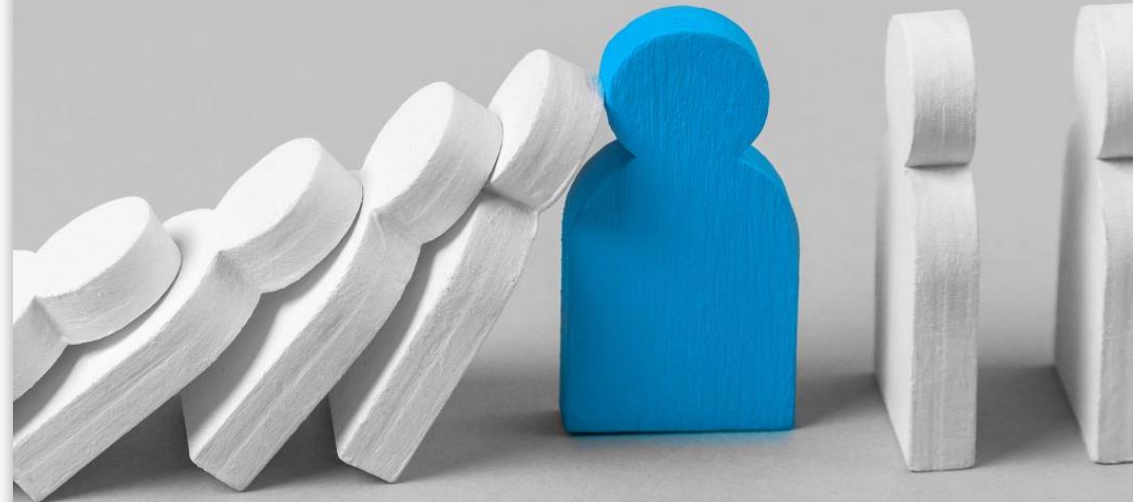
- **AEMH** on the European Academy of Clinical Leadership and by promoting new fellowships.
- **CPME** for the citizens health in European Union:
 - « Workforce Mental Health Project »
 - Policy on health workforce crisis
 - European Health data space (EHDS)
(How to protect and deal with confidentiality)
 - Survey – “Importance of Medical confidentiality in the context of the increasing digitisation of health care”.
- **FEMS “The White Book chapter II”**
Psycho-social working conditions – Burnout and violence



At the same time CEOM SUPPORTS :

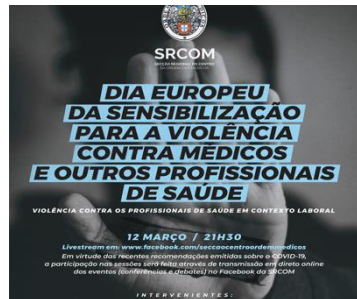
- **UEMS** on the new “Thematic Federation for Bioethics and Medical Deontology” on Private Practise Declaration, and other new projects, such as:
 - CEOM code of ethics and deontological recommendations can be useful strengthen on the UEMS ETRs (European Training Requirements)
- **UEMO, EJD** and **EMSA** on violence and burnout, and our unified form collect data on violence.

and **with other EMOs** - WHO survey on mental health of doctors on EU countries.





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.



FOCUSING

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

CEOM declaration - 2025:

**European Day against violence towards physicians -
A CALL FOR ZERO TOLERANCE**

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



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.

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

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 - Promote resilience.

12- 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.

HIGHLIGHTS



- Conclusion of CEOM working group for **improving our European charter of ethics** and at the same time **adapting our deontological recommendation**.
 - **Artificial Intelligence** – approved in CEOM meeting in Portugal (2024)
 - **Telemedicine** – approved in CEOM meeting in Albania (April 2025)
- Strengthening of European observatory on Medical demography (CNOM/CEOM).
- Our **Unified European Form to collect data on violence against doctors and their staff**, (supported by all EMOs), and its dissemination and implementation at European level.

UNIFIED EUROPEAN FORM TO COLLECT DATA ON VIOLENCE AGAINST DOCTORS AND THEIR STAFF

Adopted in Paris by CEOM Members, November 2023

- 1. Minimum Mandatory Requirements:** Standards applicable to all CEOM members.
- 2. Adaptable Questions** to meet the needs of all countries.
- 3. Data Processing and Analysis:** Collected data will be processed and analyzed by CEOM.
- 4. Objective:** To enable a more detailed analysis of data at the European level, facilitating the adoption of more effective policies.

Some countries have already incorporated the questions on the European form into their own national form (e.g., Portugal, France, Belgium, Italy, Greece) - Working on follow up data collection process for the CEOM survey.

European Observatory on Violence Against Doctors

On June 23, 2017, the European Observatory on Violence Against Doctors was established.

The European data collection form on violence will be based on the framework provided by the European Observatory.

Work in progress:

Objectives and Actions of the Observatory

- **Objectives:**
 - **Record attacks:** The observatory collects data on the types of violence against doctors.
 - **Analyze the causes:** It will analyze the reasons for these acts to better understand the sources of conflict and propose solutions.

European Observatory on Violence Against Doctors

Actions of the Observatory

Assault Reporting: Encourage doctors to report assaults to receive support and enable more thorough analysis of incidents.

Report Publication: The observatory will regularly publish reports detailing reported incidents and observed trends.

Collaboration with Authorities: It will act as a catalyst for close cooperation with public authorities to establish effective protective measures.

Awareness Campaigns: It will play a key role in organizing campaigns to raise awareness among the public and healthcare professionals about risks and preventive measures.

Practical Guides: It will support the creation of guides to help doctors manage conflict situations and adopt safe practices.

Benefits

- Reduce variability and gain stability
- Have a benchmark in terms of quality, volume, and timelines
- Capitalize on know-how
- Have reliable databases and resources





Thank you!

