HEALTHCARE PROFESSIONALS:
NEW CHALLENGES, NEW SKILLS.

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UEMS SECTION OF SURGERY

4000 LIEGE BELGIUM.

BERLIN. March 28, 2015
HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

- CHALLENGES.
- PEOPLE MIGRATION and MOVEMENTS
- THEATER MANPOWER
- TRAINING / CERTIFICATION.
HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

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HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

- 150 - 200,000 YEARS AGO

PALEOLITIC MIGRATION of HOMO SAPIENS... spreading all over the world
One of the main cause of population evolution in Europe
HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

- MOVEMENTS
  (2012: 3.4 millions IN – 2.7 millions OUT)

- From Inside EUROPE
  Mainly from East to West.
  2012: 1.7 millions

- From Outside EUROPE
  Mainly from poorer countries (Africa, Middle East, Indian subcontinent)
  2012: 1.7 millions

Eurostat 2012
HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

Migration of physicians in Europe – 2011
From V. Costigliola – EPMA J. 2011; 333-339
Health care professionals: New challenges, ...

Figures & Projections...

- Mobility will affect the performance of health care (gains or losses).
- Reliance on foreigners varies very much from one country to another (2008).

By 2020, lack of 1,000,000 health professionals in Europe...
HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

• PROBLEMS for SURGEONS...

- SOCIO-CULTURAL DIFFERENCES
  - < inside Europe
  - < outside Europe

- MEDICAL STUDIES DIFFERENCES

- SURGICAL TRAINING DIFFERENCES

- In destination countries:
  - ethical recruitment practices
  - protection of rights of foreign healthcare workers
  - increased education and training for health sector students
  - pairing of needs and supply.

- In source countries:
  - improved conditions for healthcare professionals
  - continued medical training and increased opportunities
  - incentives to retain physicians and nurses in countries with human resource shortages.
HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

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HEALTH CARE PROFESSIONALS: NEW CHALLENGES,...

• Dramatic shortage!

In **France**, actually 8000 doctors missing...
   reduction of 60,000 healthcare professionals in the coming years...
   >>> strikes!
   CHU of Grenoble: physicians could have the possibility to work till 72 years old...

In **Switzerland**, 190,000 posts should be created by 2030 (= double the actual number)!!!

In **UK**, the city of Birmingham is employing more Malawi nurses than Malawi itself !!!
HEALTH CARE PROFESSIONALS: NEW CHALLENGES, ...

• Shortage of healthcare professionals

Causes

- Ageing healthcare professionals >> increased retirement
- Decrease of interest for healthcare studies and profession
- Hard-working professions
- Movements to “more attractive” countries (wages, weather)

- Ageing global population >> increased need for third and fourth-year care.
CHANGES IN THE DEMOGRAPHIC COMPOSITION

- Shrinking in working age population
- Higher proportion of elderly population
- Increasing old age dependency rate

>>> increased work load for smaller active surgical population...

HEALTH CARE PROFESSIONALS: NEW CHALLENGES,...

- PROJECTIONS ...

- MORE ATTRACTIVE HEALTHCARE PROFESSIONS (politics).

- CREATE NEW PROFILES IN NURSING (OR technicians, technicians in endoscopy...)
  - in Canada: “scrubbed nurse” with special training allowed to
    - skin incision, skin suturing,...
    - soft tissue dissection
    - haemostasis in depth, clamping,...
    - ...
  - in Netherlands, Luxembourg, technician in OR (independent from the nursing staff)
  - in USA, screening endoscopy done by nurses...

- HARMONISATION of SURGICAL CULTURE
HEALTH CARE PROFESSIONALS: NEW CHALLENGES,...

- CHALLENGES.

- PEOPLE MIGRATION

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HEALTH CARE PROFESSIONALS: NEW CHALLENGES,...

28 COUNTRIES...

28 DIFFERENT WAYS TO BECOME A SURGEON!
HEALTH CARE PROFESSIONALS: NEW CHALLENGES,...

- MEDICAL STUDIES IN EUROPE

  ✓ Variation in duration (5 or 6 years – lately 7 years in some countries)
  ✓ Variation in program
  ✓ Variation in clinical approach

- SURGICAL TRAINING

  ✓ Variation in length of training years
  ✓ Variations in working hours (despite EWTD 2009)
  ✓ Variations in case load and training under supervision
  ✓ Variations in scientific sessions requested / year....
  ✓ Variations in titles and diplomas
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<tr>
<th>HEALTH CARE PROFESSIONALS: NEW CHALLENGES,...</th>
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<tbody>
<tr>
<td>• NEED of...</td>
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<tr>
<td>- “Standardisation”, “harmonisation” of learning</td>
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<tr>
<td>• “Standardisation”, “harmonisation” of training</td>
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<td>- creation of an European portfolio (working group)</td>
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<td>- recommended use across Europe</td>
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<td>- recommended use of European exams for nationals and non-nationals</td>
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<td>(Reforming surgical training is ongoing in Belgium and it is clearly stated that the European exams are highly recommended, though not mandatory yet)</td>
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<td>• Network of accredited european surgical training centres</td>
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<td>• Wider use of NASCE network</td>
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HEALTH CARE PROFESSIONALS: NEW CHALLENGES,...

« I HAVE A DREAM !!! »

EUROPEAN-LABELLED SURGEON
( no matter where you come from !!!)