

AN EVOLVING LANDSCAPE

JUNIOR DOCTORS IN EUROPE TODAY

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EUROPEAN JUNIOR DOCTORS



Member Countries (26)

E U R O P E A N J U N I O R D O C T O R S



Facts and Changes

E U R O P E A N J U N I O R D O C T O R S

- Founded 1976
- Representing 300.000 JDs from all over Europe
- 25 national members / 1 associate member and 1 observer.
- Name change in 2011 and 2017
- Fully registered under Belgian law
- Brussels office (permanent secretariat)

FROM TRADITION TO TRANSITION

NAVIGATING THROUGH THE HEALTH
CARE WORKFORCE CRISIS

JUNIOR DOCTORS' EXPERIENCES
AND PROPOSALS FOR THE FUTURE

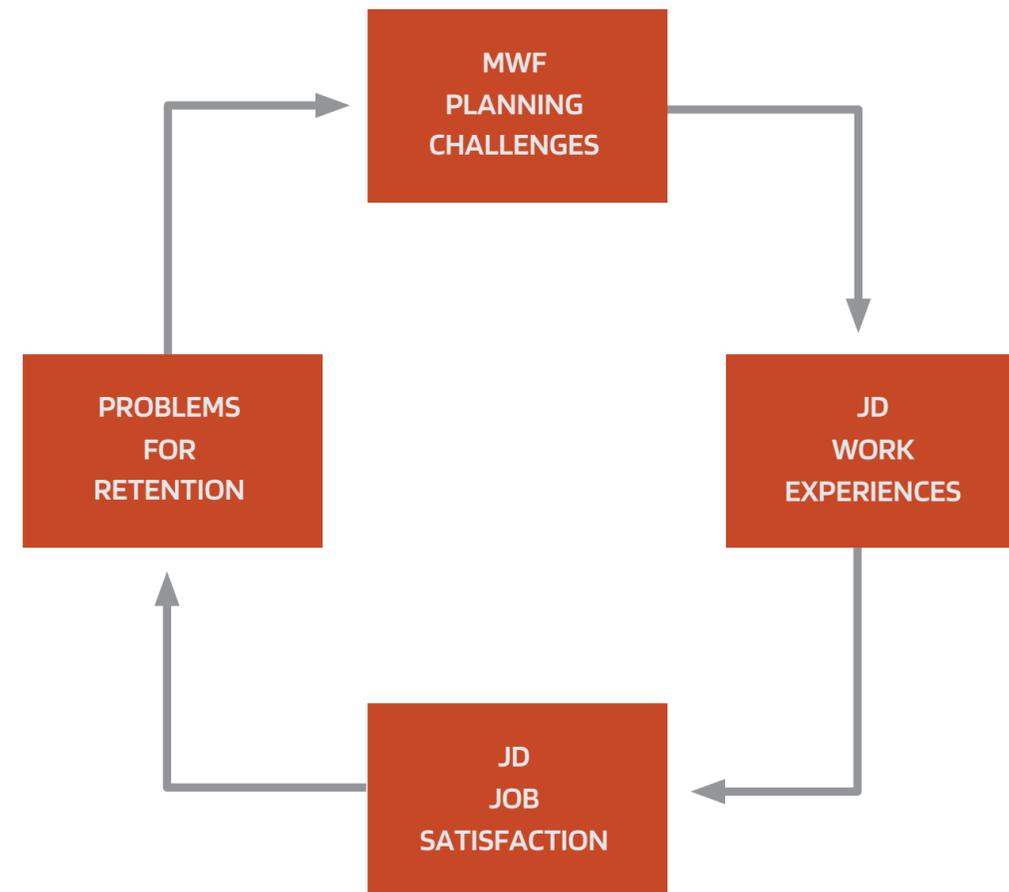


More Doctors than ever?

E U R O P E A N J U N I O R D O C T O R S



Despite rising numbers, there's a growing concern over the shortage of healthcare professionals due to heightened demand & attrition



Relationship between the work experiences of JD and MWF planning challenges

Abbreviations: MWF (Medical Workforce); JD (Junior Doctors)



Objectives and methods

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OBJECTIVE

To explore European junior doctors' work-related experiences and the impact of those experiences on their personal and professional lives

METHOD

Qualitative research. Thematic analysis of in-depth interviews with the leaders of 24 Junior Doctors associations across Europe.

Overview of JD's situation in Europe

E U R O P E A N J U N I O R D O C T O R S

I

SHARED
DISAPPOINTMENT
AND JOB
DISSATISFACTION

II

WORKLOAD
STRAINS DUE
TO HEIGHTENED
HEALTHCARE
DEMAND

III

GENERATIONAL
SHIFT

IV

REDEFINING
PROFESSIONAL
CALLING

V

RISING
RESIGNATIONS
FROM CLINICAL
ROLES

VI

SHIFT IN
SPECIALTY
AND CAREER
CHOICES

VII

GENDER
INEQUALITIES

VIII

CROSS-BORDER
MOBILITY
RELATED
EXPERIENCES

Why are they feeling this way?

"We have doctors being overworked, which leads to poor-quality training. And poor-quality training combined with overwork leads to exhaustion and burnout, and that leads to dropout. And increasing dropout leads to more overwork for the ones who stay, who then have poor training, have more burnout, more dropout"



“There comes a time when the weeks become eternal if you have 2 or 3 on-call shifts, really. The impact of physical fatigue to withstand the dynamics of work, becomes very complex, doesn't it?”



"I: Do you think this [not getting supervision] has an impact on junior doctors?"

P: Of course, because you wanna get better in your job, you wanna be able to do more things on your own, you wanna get more experience. And you depend on someone else who teaches you the technical skills, and this is often the problem, that there's nobody here who can supervise you. So yes, it has an impact".



“There’s not really any flexibility like other people with an academic background have. And I think that is tough for a lot of postgraduate doctors. Yeah, because they have the family where sometimes they have to take the kids to the doctor or see us, go to the school, or whatever they have to do. And the flexibility isn’t really there to do that.”



“You can feel so depleted from work, and you feel like you’ve given so much of yourself to patients and colleagues that there’s nothing left for your family, or for your friends, or for going out or, I suppose, importantly, pursuing your hobbies and things like that.”

Pillars of Job Satisfaction: The Crumbling Edifice

E U R O P E A N J U N I O R D O C T O R S





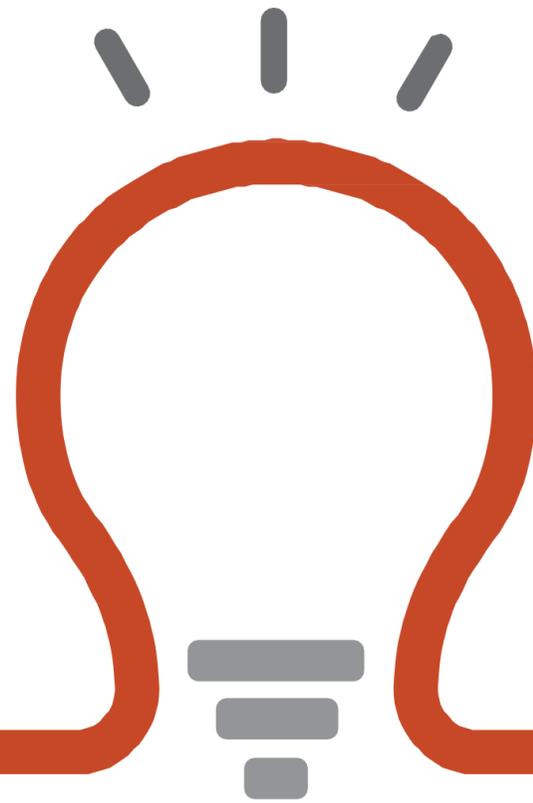
Implications of Ignoring the Crisis

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- Threat to the sustainability of healthcare systems
- Patient safety at risk
- Deterioration of professional well-being

A Way Forward: Recommendations from Within

E U R O P E A N J U N I O R D O C T O R S



A Way Forward: Recommendations from Within

E U R O P E A N J U N I O R D O C T O R S

- 1 Governance
- 2 Working Conditions
- 3 Work & Work-life Balance
- 4 Occupational Wellbeing
- 5 Training
- 6 Addressing Inequalities



THANK YOU FOR YOUR ATTENTION!

**TOGETHER, LET'S FORGE A RESILIENT
HEALTHCARE FUTURE!**

