

FROM TRADITION TO TRANSITION

NAVIGATING THROUGH THE HEALTH CARE WORKFORCE CRISIS

JUNIOR DOCTORS' EXPERIENCES
AND PROPOSALS FOR THE FUTURE

ÁLVARO CERAME - PRESIDENT
EUROPEAN JUNIOR DOCTORS



Member Countries (25)

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
- 26 national members / 2 observers & guests (UEMS, UEMO, CPME, CEOM, FEMS, AEMH, EMSA)
- Name change in 2011 and 2017
- Fully registered under Belgian law
- Brussels office (permanent secretariat)



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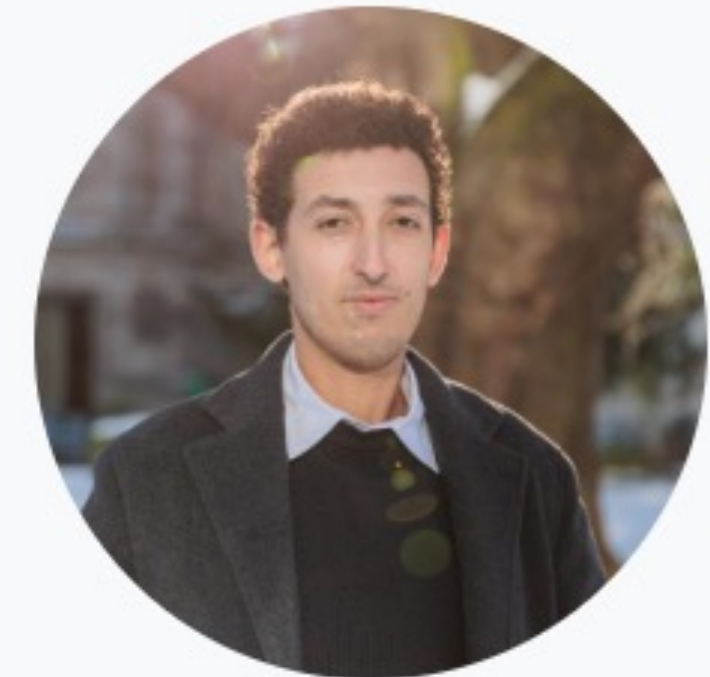
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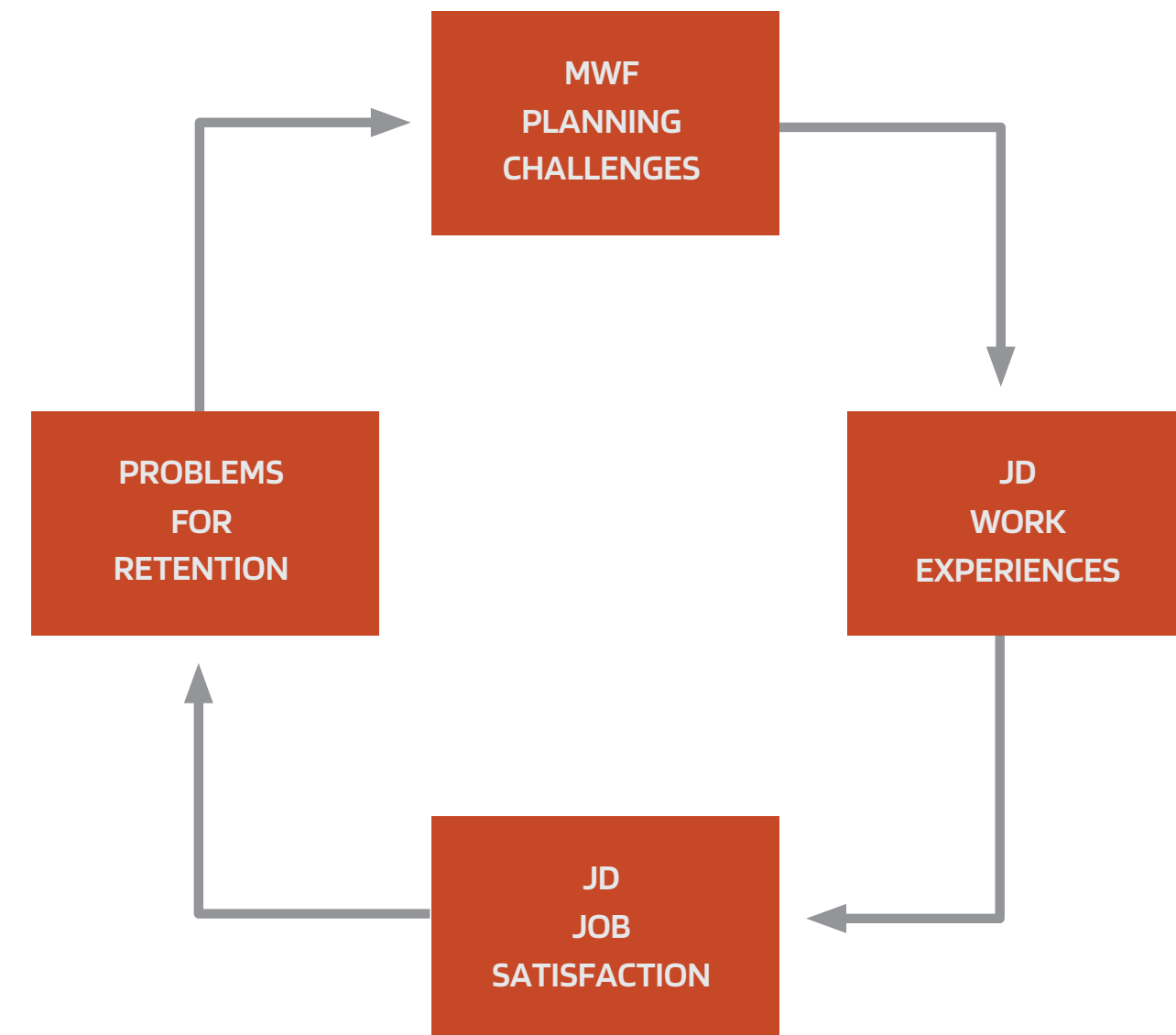
CHAIRPERSON EUROPEAN
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More Doctors than ever?

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

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

OBJECTIVE

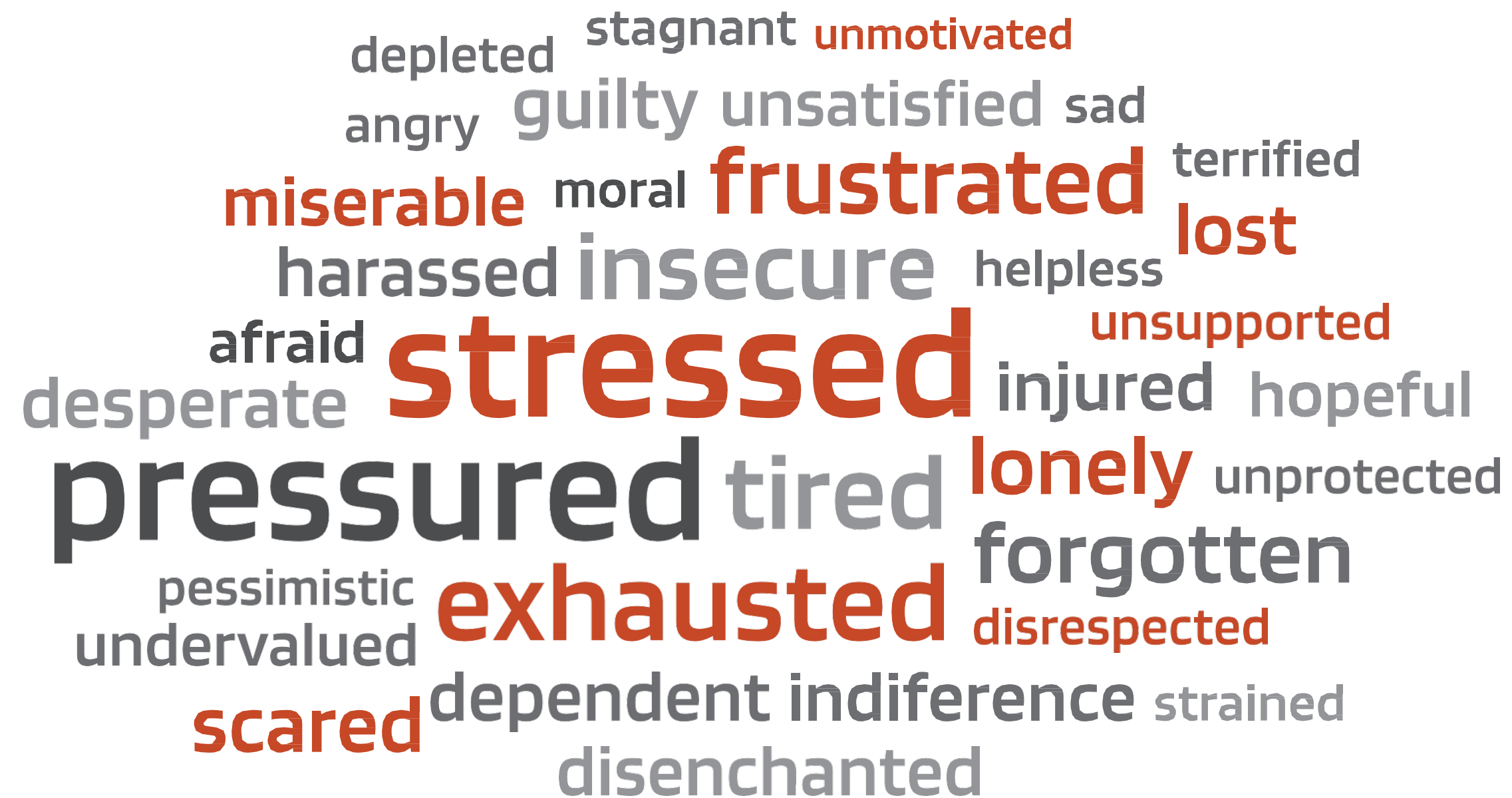
To explore European junior doctors' work-related experiences and the impact of those experiences on their personal and professional lives

METHOD

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

How are Junior Doctors feeling?

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Junior Doctors' emotions and feelings: word cloud



Uniformly across Europe, Junior Doctors face many challenges compromising both patient care & their own well-being

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

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

A

WORK- RELATED EXPERIENCES

- › Work overload
- › Poor working environment
- › Compensation concerns
- › Lack of flexibility
- › Mobility and employment concerns

B

TRAINING-RELATED EXPERIENCES

C

WORK-LIFE BALANCE



Implications of Ignoring the Crisis

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

- 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!**

