

Junior Doctors' Proposals for Healthcare Workforce Retention

Patrick Pihelgas, MD

Medical Workforce Committee
Chairperson

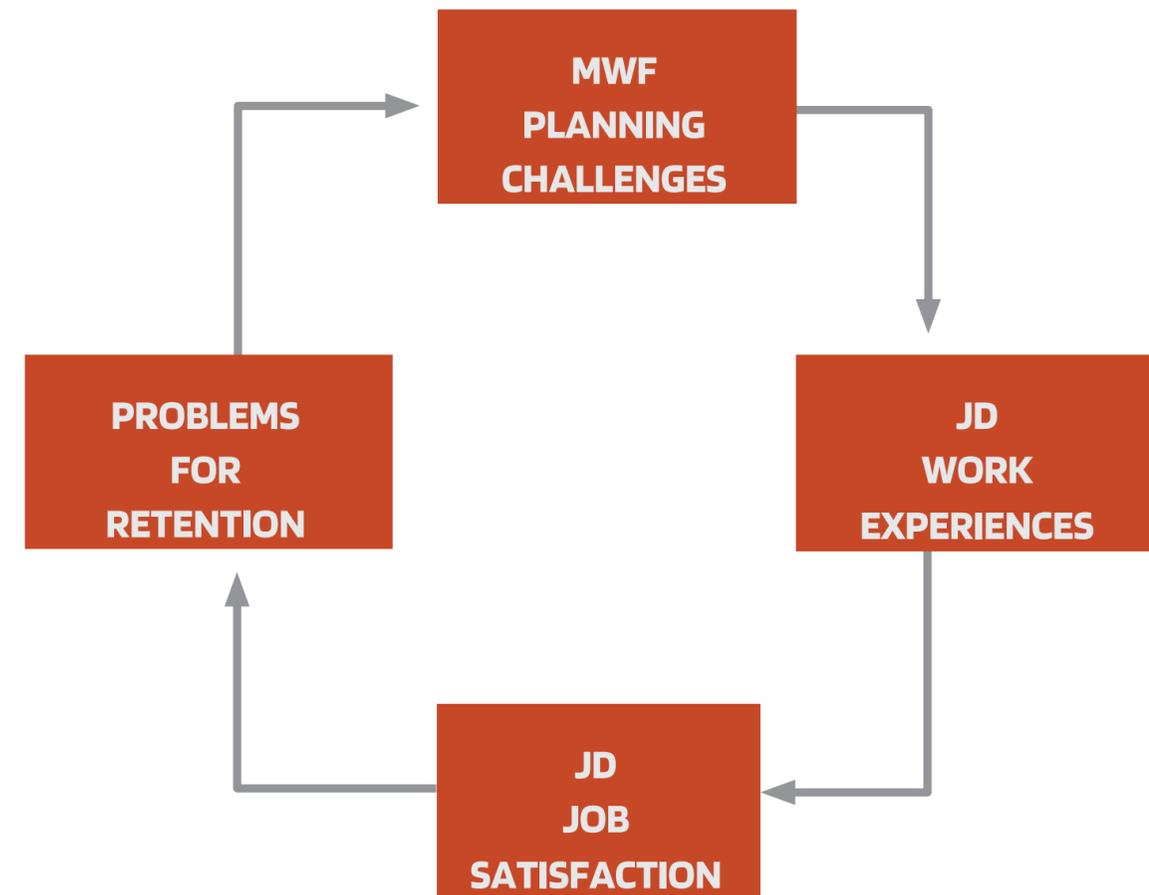


More Doctors than ever?

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 and to explore potential solutions.

METHOD

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

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

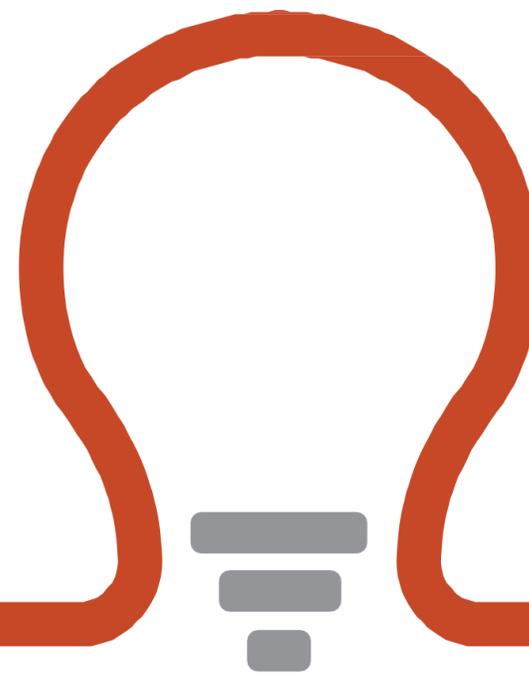
1 Governance



- **Prioritization of Medical Workforce**
- **Need for planning and forecasting systems**
- **Increased investment in Medical Workforce**
- **Considering junior doctors' changing values**

2

**Working
Conditions**



3

**Work & Work-life
Balance**

- **Increased flexibility in work**
- **Strategies to improve working environment**
- **Monitoring and reducing workloads**
- **Monitoring compliance with EWTD**
- **Adequate remuneration**
- **Enhancing job stability**

4

Occupational Wellbeing



- **Need for indicators on wellbeing**
- **Promotion of professional networking**
- **Monitoring and increasing professional satisfaction**
- **Developing strategies against institutional violence**

5 Training



- **Protecting training of residents**
- **Reducing variability in training**
- **Ensuring time for training and supervision**
- **Increasing accountability during residency**
- **Supporting academic activities**

6

Addressing Inequalities



- **Reducing gender gap in active professional careers**
- **Achieving gender representation in positions of responsibility**
- **Narrowing pay gap**
- **Increasing recruitment of women in underrepresented specialties**
- **Educating health workers on inequalities**



Discussion

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

- Focus on **better working conditions, mental health and work-life balance.**
- Recruitment is important, but **retention** needs to be prioritized.
- Junior doctors are **vulnerable.**
- Strive for a **supportive environment with equal opportunities.**
- **Need for indicators.**
- Proposals affecting **all healthcare workers.**



Action needs to be taken on every level.



Retention needs to be prioritized.



THANK YOU FOR YOUR ATTENTION!

TOGETHER, LET'S FORGE A RESILIENT
HEALTHCARE FUTURE!

Patrick Pihelgas, MD

medicalworkforce@junior doctors.eu

Medical Workforce Committee Chairperson

