Factors influencing job satisfaction in the European health workforce

A Junior Doctors' Perspective
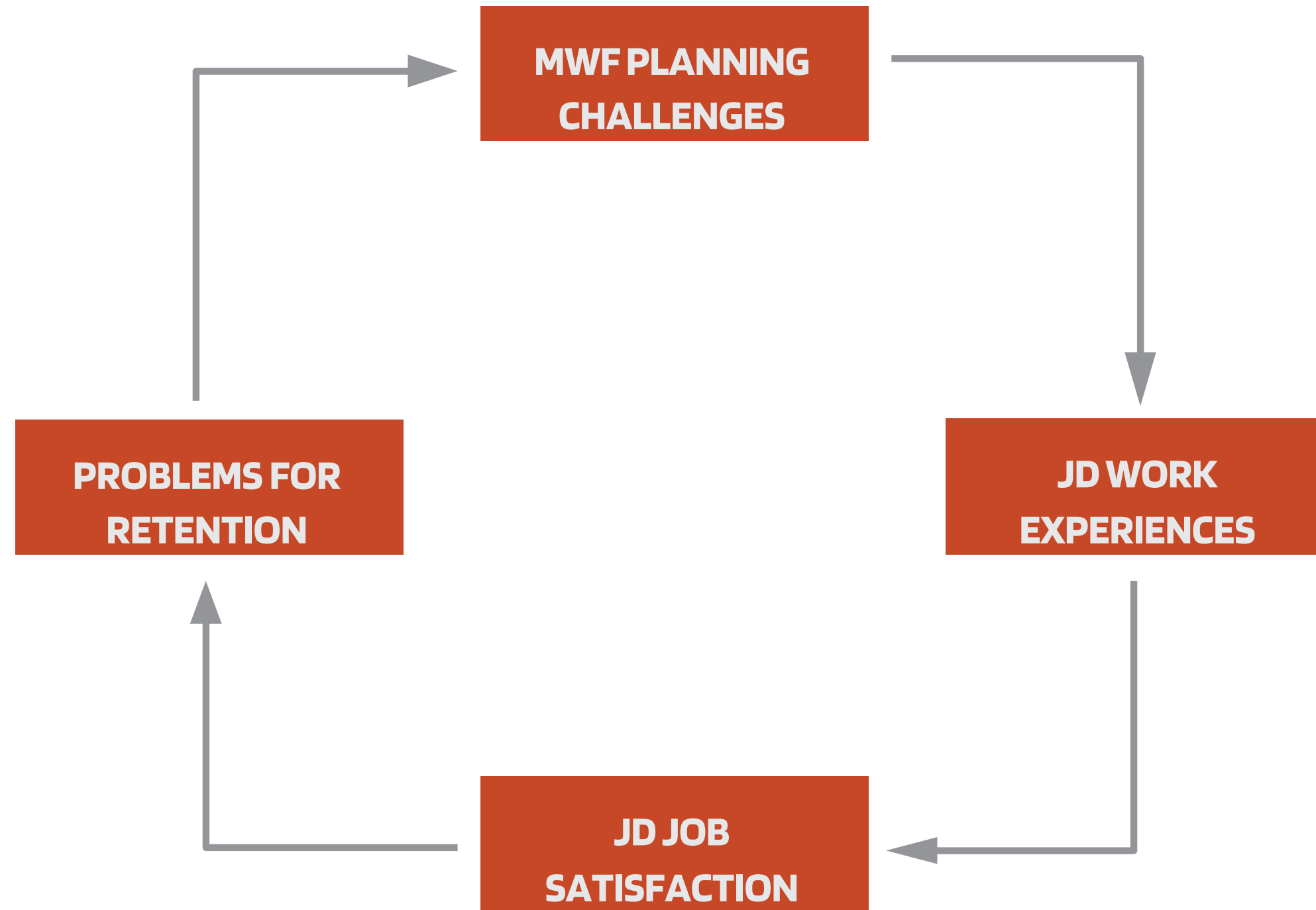
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Background

Relationship between the work experiences of JD and MWF planning challenges

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

Objectives and methods

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.

Pillars of Job Satisfaction: The Crumbling Edifice

EUROPEAN JUNIOR DOCTORS

A

WORK-RELATED EXPERIENCES

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

B

TRAINING-RELATED EXPERIENCES

› High workload
› Insufficient supervision
› Limited time for academia
› Inadequate clinical progress

C

WORK-LIFE BALANCE

› Inflexible schedules
› Career impact

Dire trends

EUROPEAN JUNIOR DOCTORS

- Aging doctors retiring

- Growing demands for work-life balance

- Need to focus on retention

- Action needed on all levels, despite

  limitations of the study.

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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?

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

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THANK YOU FOR YOUR ATTENTION!

TOGETHER, LET'S FORGE A RESILIENT HEALTHCARE FUTURE!

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