

Work Life Balance for Junior Doctors in Family Medicine

A Danish National Review



May 2019 - Dr. Kim Agerholm Brogaard

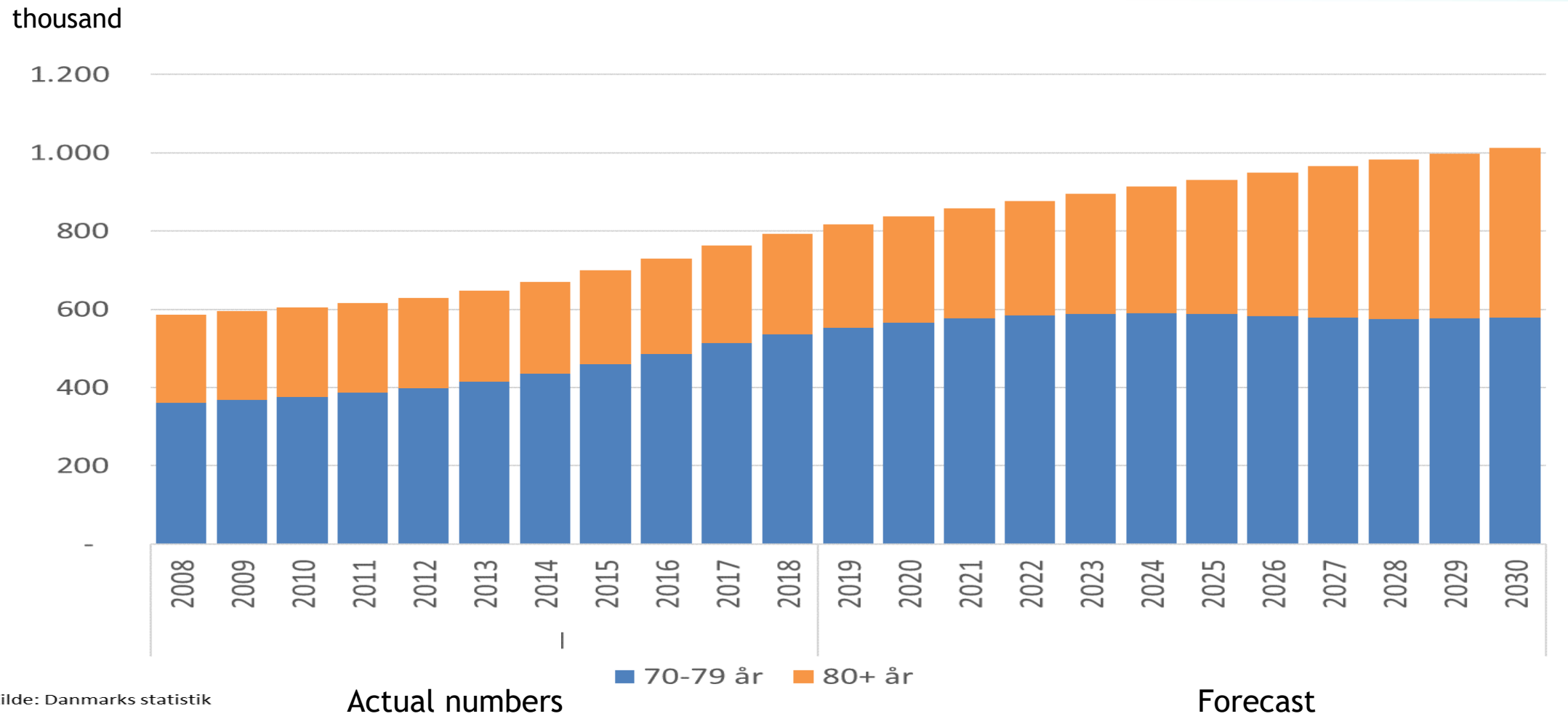
Board member of the Junior Doctors Association, Denmark

Introduction

- ◇ We experience a declining number of GP's over time
- ◇ An increasing and aging population
- ◇ Increasing pressure on the Danish National Health Care System
- ◇ A political desire for increased proximity in the Health System - a strengthening of the primary health sector
- ◇ Risk of distorted work-life balance for GPs and junior doctors in Family medicine



The increase of patients aged 70 to 80+ from 2008 to 2030



Kilde: Danmarks statistik

Hypotheses

- ◇ How do we ensure there are enough GP's in the future?
- ◇ What are the thoughts of the future GP's?
- ◇ Do the current labour market match the wishes and demands the Junior doctors within the primary care have for working as GP's?



The system and education - General Practitioner

- ◇ Clinical Basic Training - Year 1 after graduation
 - ◇ 6 months in a hospital
 - ◇ 6 months with at General Medical Practice
- ◇ Introduction - Year 2 after graduation
 - ◇ 6 - 12 months in a general medical practice depending on whether you already have spend 6 months or not in a General Medical Practice
- ◇ Post Graduate Specialist Training
 - ◇ Part 1: consists of 6 months in a GMP plus 2,5 years in different hospital wards e.g. Gynaecology/obstetrics, paediatrics, surgery, psychiatry, internal medicine
 - ◇ Part 2: 6 months in a GMP
 - ◇ Part 3: 12 months in a GMP



The system and education - a threat to our work environment?

- ◇ Many shifts between workplaces more times every year
- ◇ Lack of affiliation creates rootlessness
- ◇ Lack of professional and collegial sparring creates loneliness
- ◇ New procedures + new areas of responsibilities



The Danish Primary Health Care System

- ◇ A GP is traditionally self-employed with sole ownership of a practice
- ◇ Works often alone with help from a secretary and maybe a nurse
- ◇ In the recent years more and more have settled into a joined practices where each is the sole owner of their own practices but share the same address and maybe different medical facilities, the secretary and a nurse.

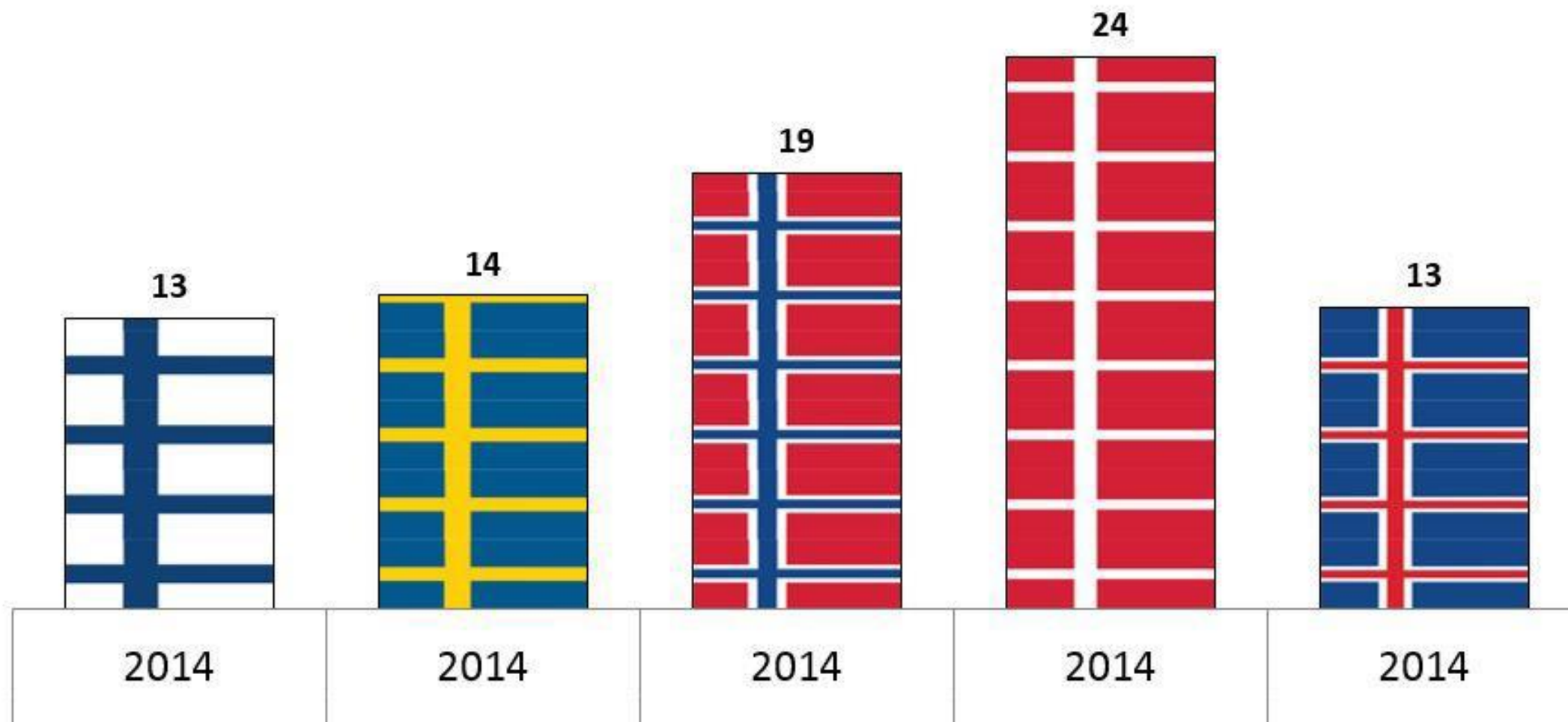


The number of patients allocated to a General Practitioner (GP)

- ◇ The total of active GP's in 2018 is only 3402 persons
- ◇ The number of GP's has decreased with -6,5 % from 2008 to 2018
- ◇ In average a GP is assigned 1643 patients in 2018
- ◇ 70% of the GP's have “closed” for new patients
- ◇ Approximately 10 % of the GP's are aged 65 or more



Number of patients face-to-face in a GPs practice on general day



The survey

- ◇ The purpose was to investigate the challenges for Junior Doctors in family medicine - from the Junior Doctors own perspective
- ◇ The study was conducted in June 2018
- ◇ The survey was especially focused on:
 - ◇ Stress and illness among Junior doctors
 - ◇ Work-private life balance
 - ◇ Loneliness
 - ◇ Worries about complaints from patients
- ◇ It was important to reach all the Junior Doctors in family medicine and questionnaire was forwarded through the regional post graduate training secretariat where they are all registered
- ◇ 1.827 persons were forwarded the questionnaire
- ◇ 744 respondents - a response rate of 40 %



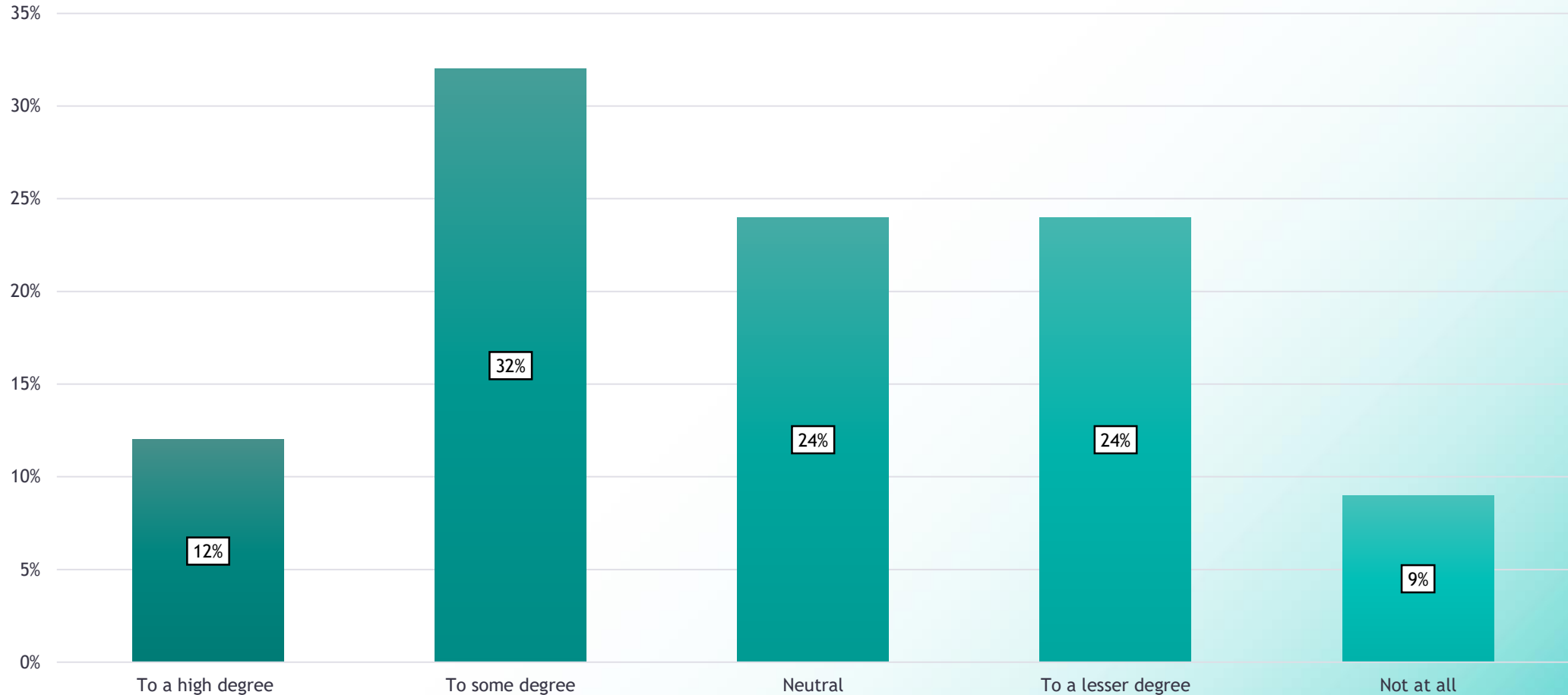
The general profile of a Junior doctor in training

- ◇ The majority are women
- ◇ Average age is 36 years.
- ◇ Civil status - the majority is married or in a steady relationship
- ◇ Most have 2 to 3 children



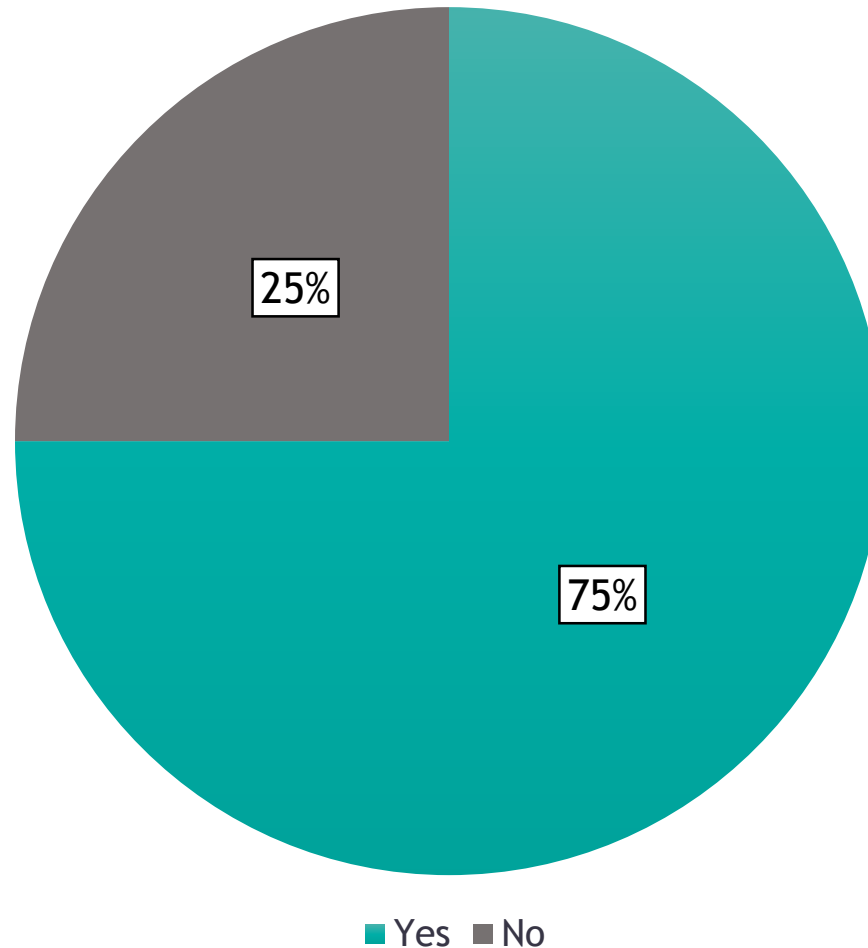
The working life of the future - the work environment

Have you felt stressed during your general working day through the last 3 months?



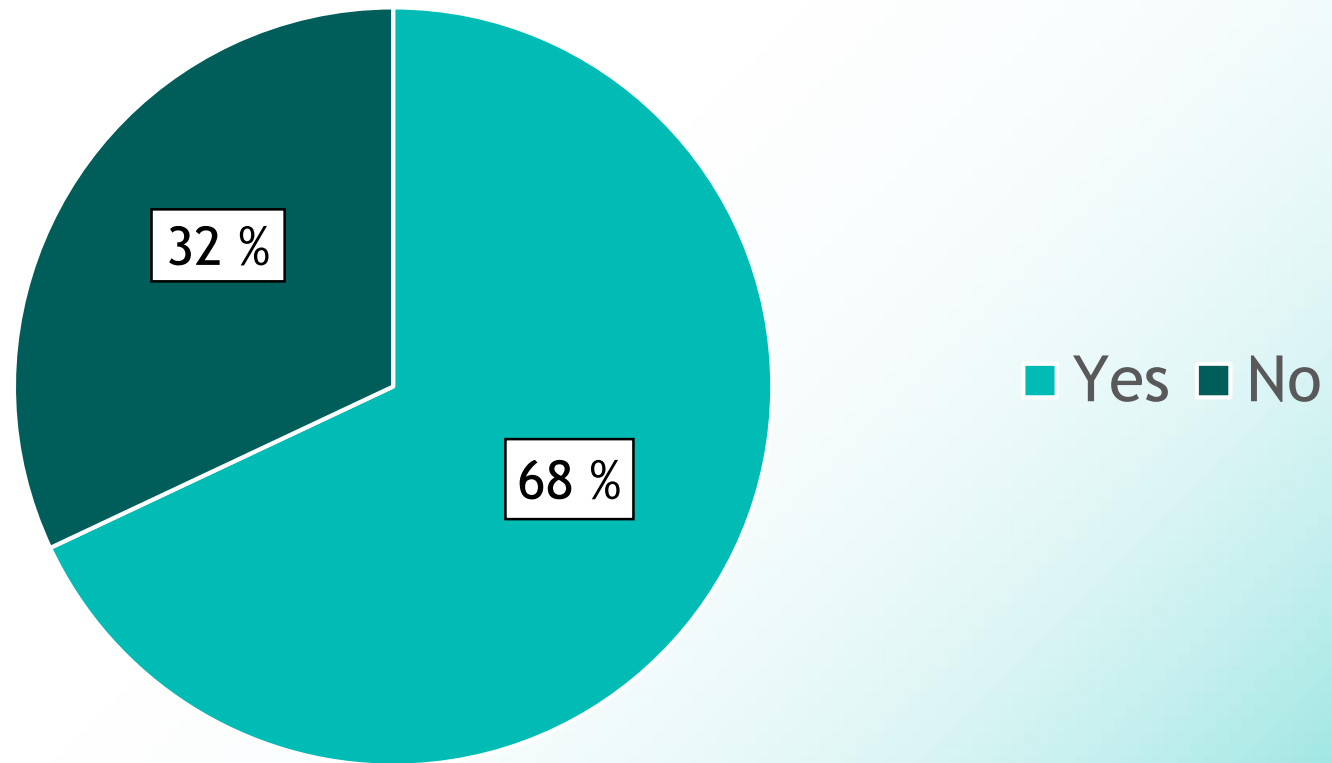
The working life of the future - the work environment

Do you tend to shorten the length and/ or the number of breaks during your working day?



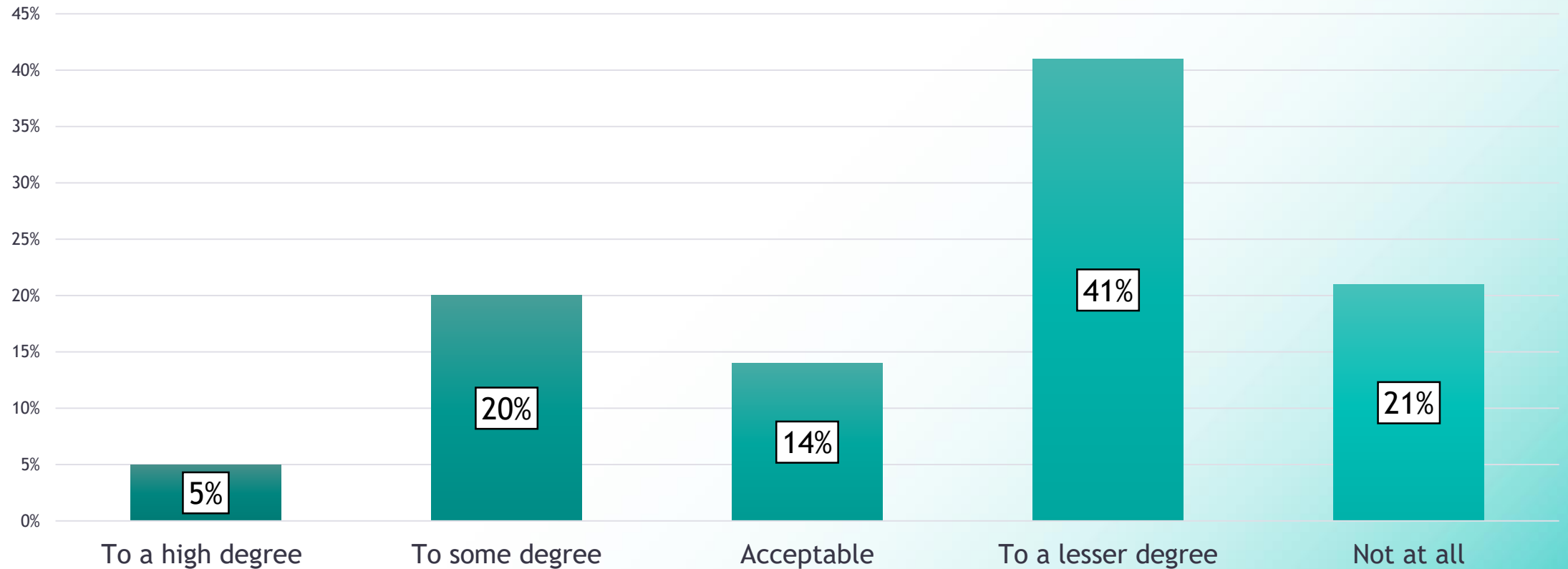
The working life of the future - the work environment

Have you gone to work even though you were ill during the last 12 months?



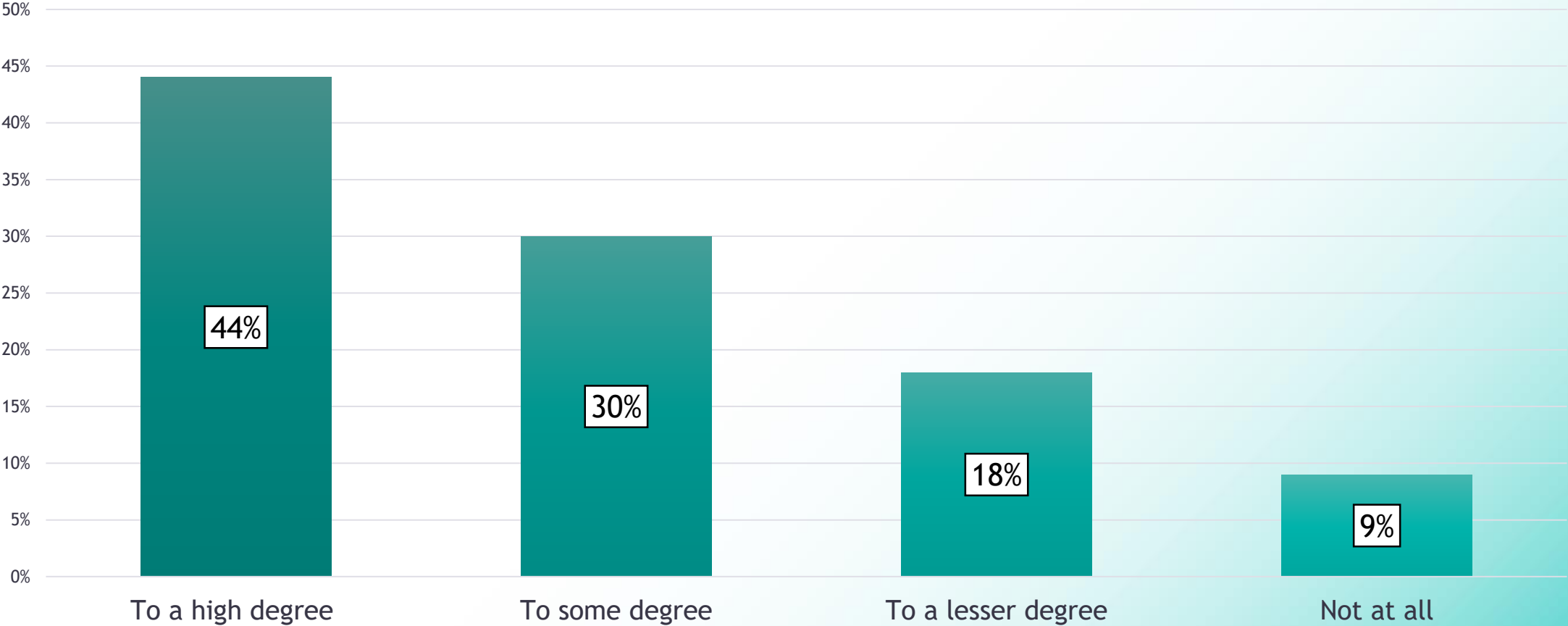
The working life of the future - the work environment

Do you find it difficult to "let go" of your work when you are off?

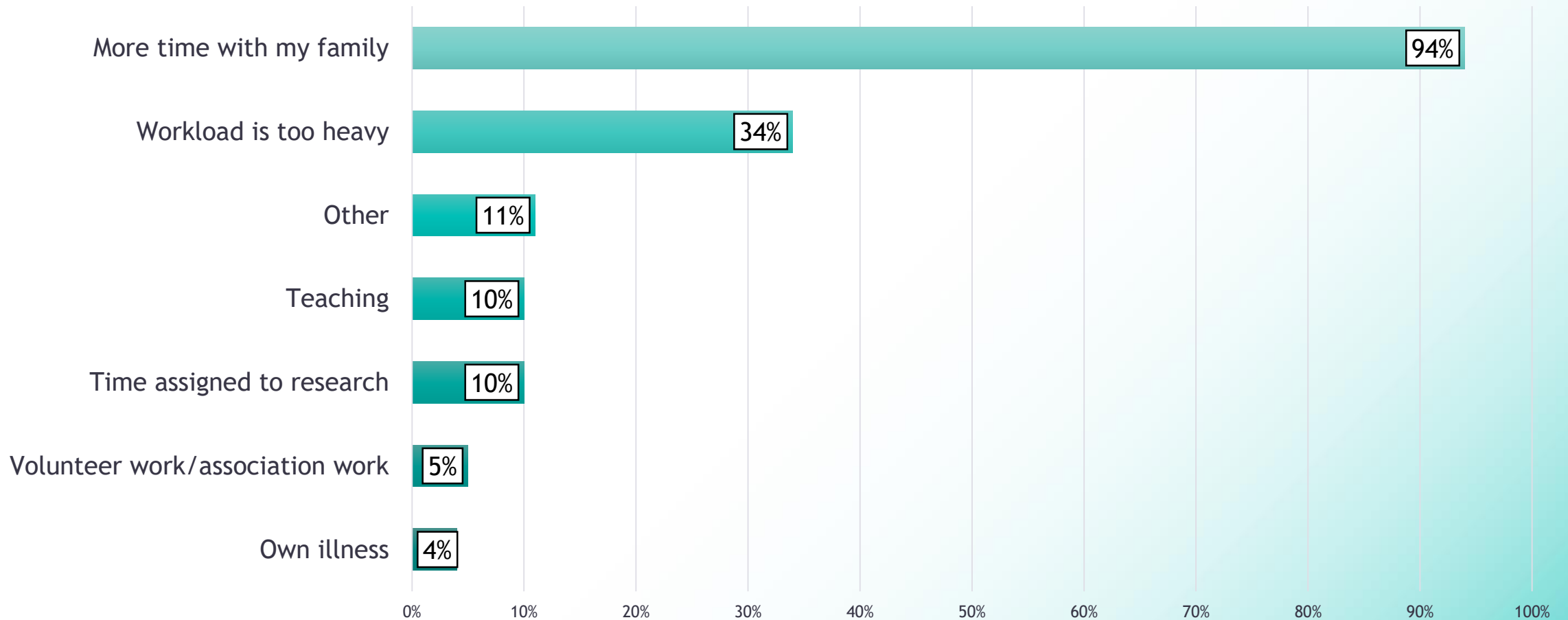


The working life of the future - the work environment

Would you like to work reduced hours?

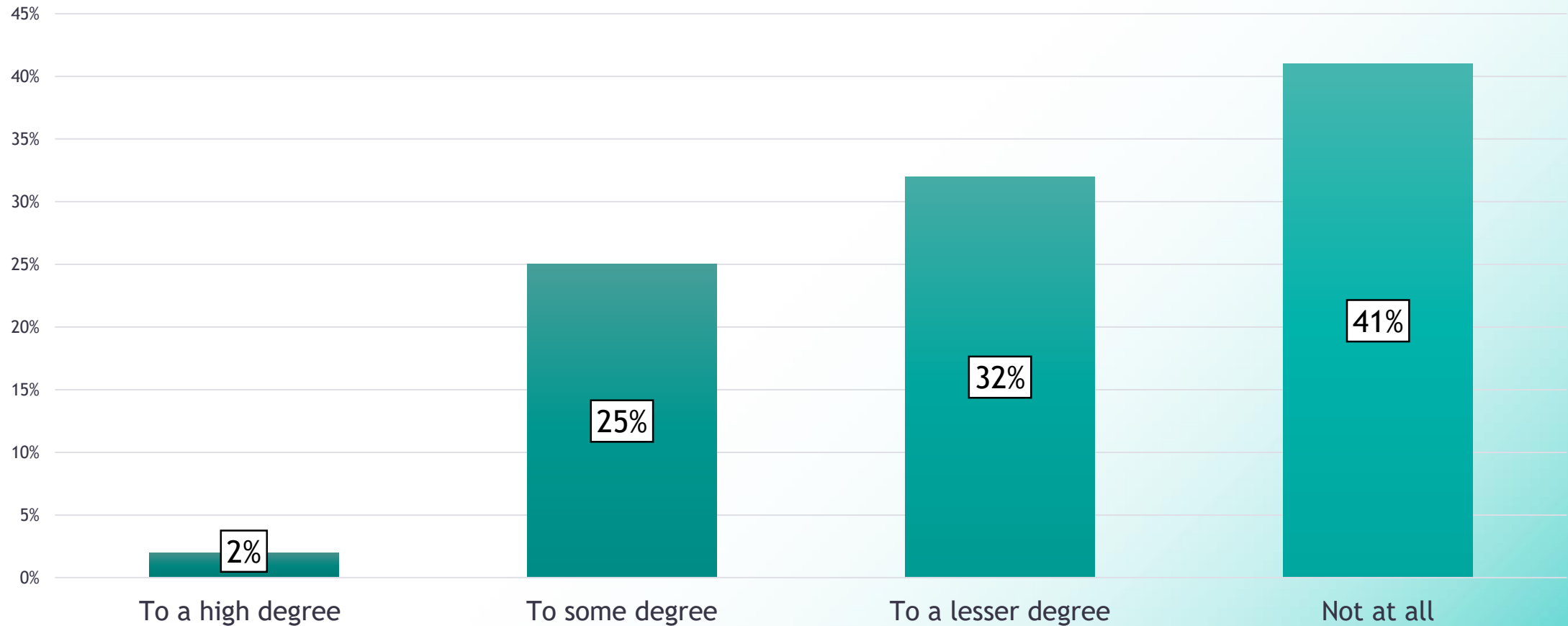


What are your reasons for wanting reduced hours?

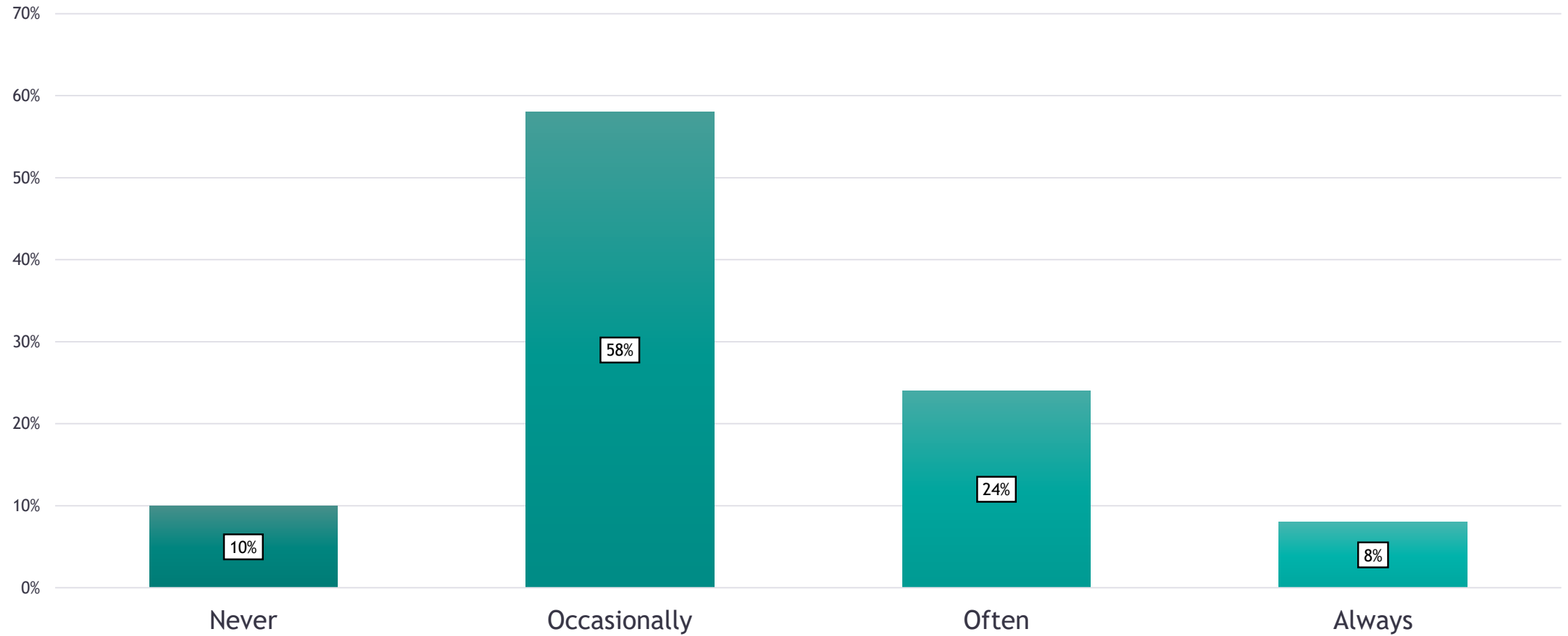


The working life of the future - the work environment

Do you ever feel lonely during a normal work day ?

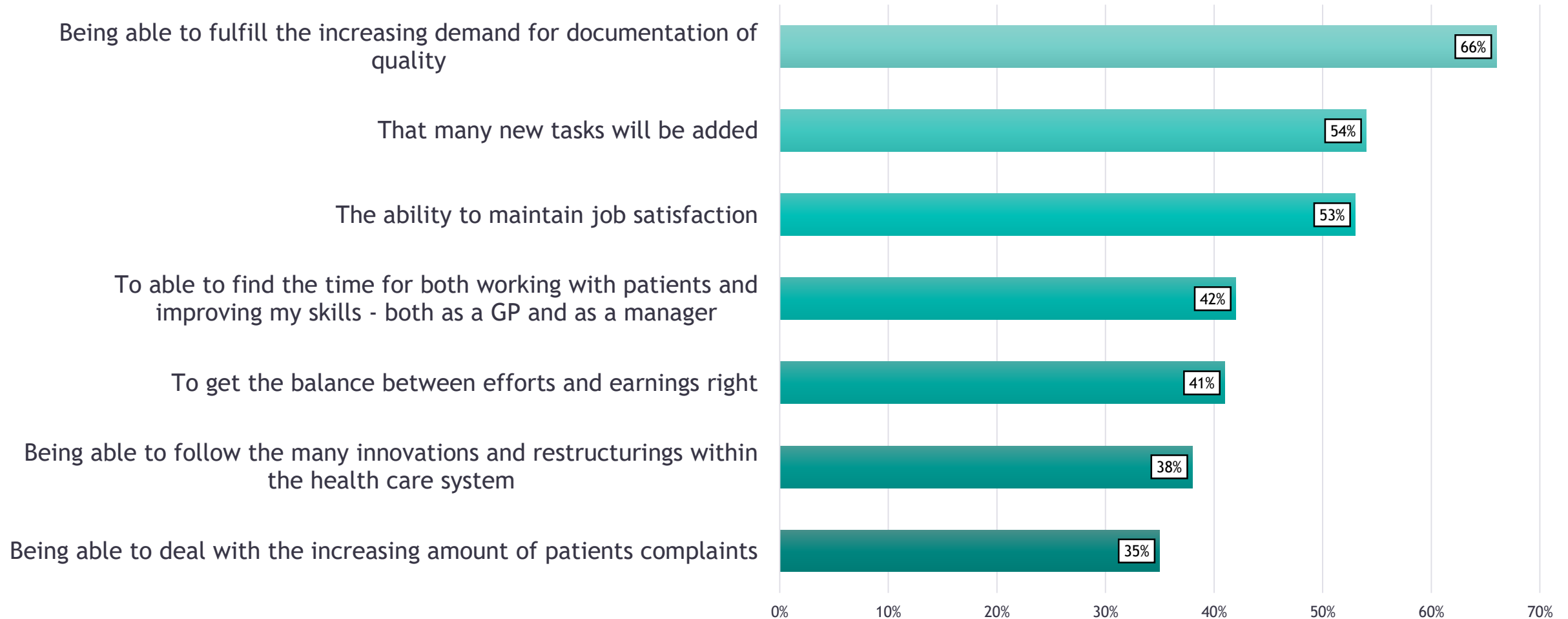


Do you worry about the risk of being involved in patients complaint cases on a daily basis?



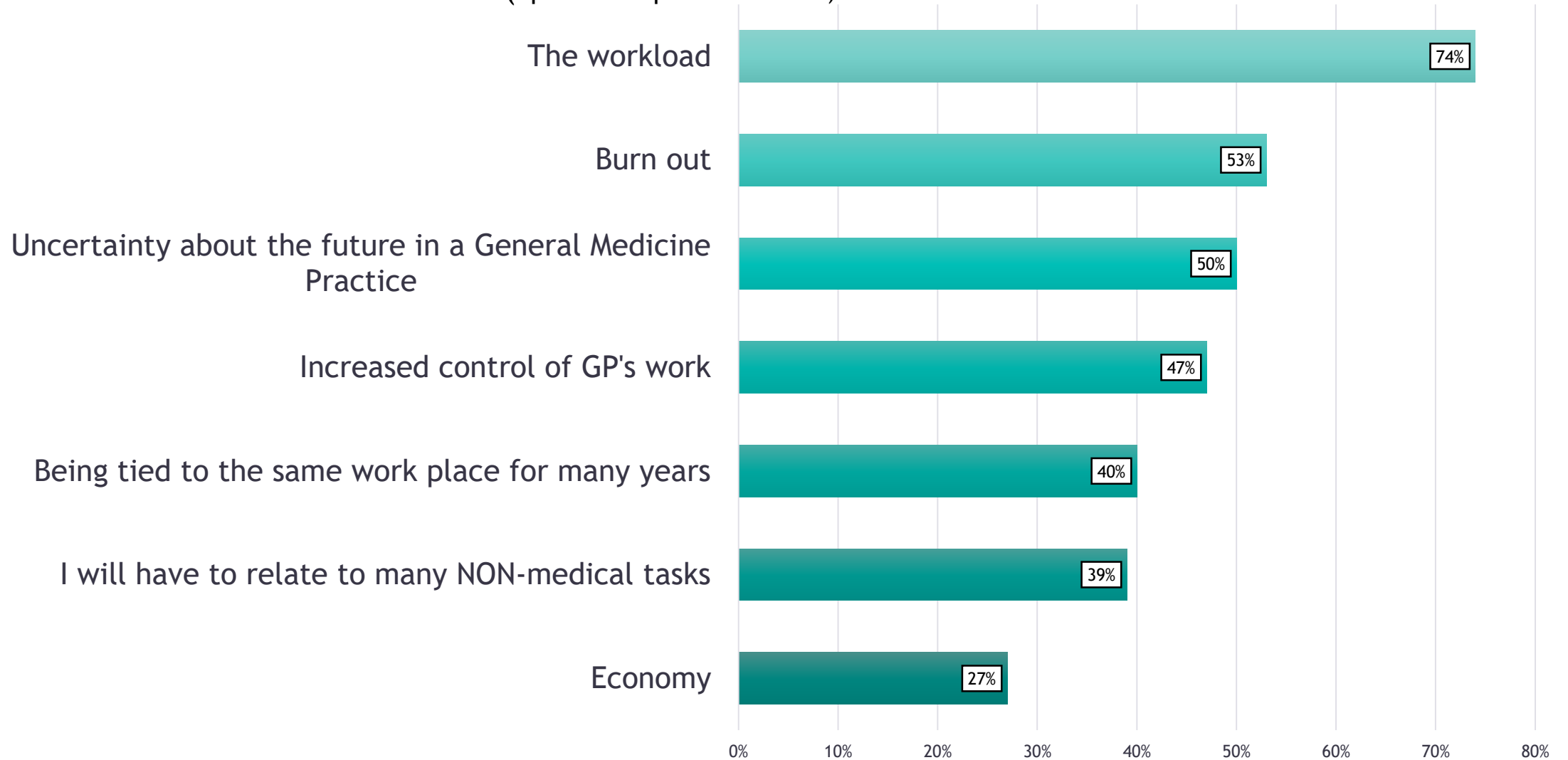
What do junior doctors in family medicine worry about?

(up to five options allowed)



What do you worry about regarding the purchase of your own general practice?

(up to five options allowed)



What did the survey show us? -The result

- ◇ Most Junior Doctor experience a stressed work life
- ◇ Breaks are often shortened in order to manage all the patients
- ◇ Many turn up on work even when they are ill - especially pronounced among Junior Doctors working with family medicine at hospitals
- ◇ Many have a desire to work part time with reduced hours

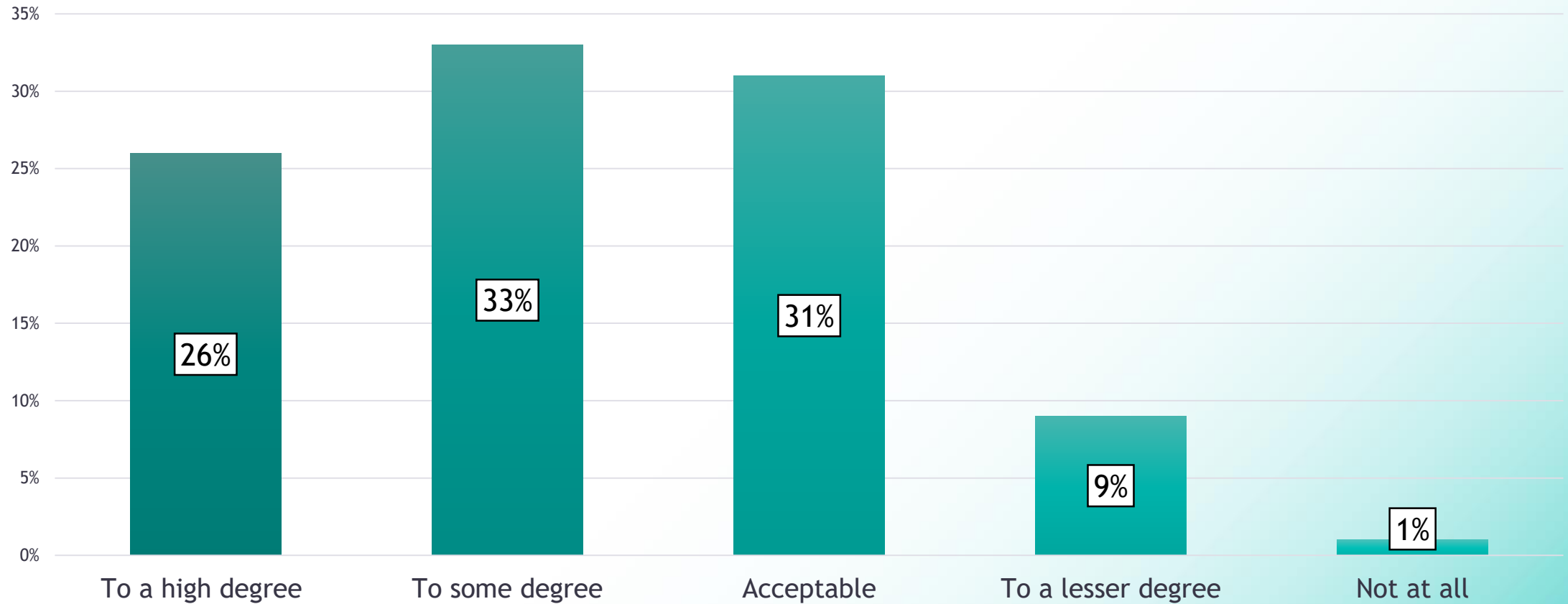


What would Junior Doctors like?

- ◇ 75 % would work reduced hours is possibly
- ◇ Both to reduce their workload but also in order to spend more time with their families
- ◇ Junior Doctors want colleagues during their workday but many still feel lonely at work - mainly in the hospital departments



Do you feel you have a reasonable balance between your work life and private life?



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