FEMS GENERAL ASSEMBLY

EUROPEAN JUNIOR DOCTORS

ALVARO CERAME DEL CAMPO
EXECUTIVE BOARD

Palma de Mallorca 6th May 2023

Member Countries (24)

EUROPEAN JUNIOR DOCTORS



PWG
PERMANENT WORKING GROUP OF EUROPEAN JUNIOR DOCTORS

PWG
PERMANENT WORKING GROUP OF EUROPEAN JUNIOR DOCTORS

EJD

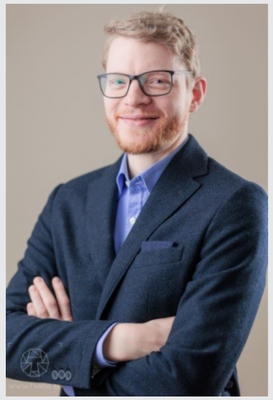
Facts and Changes

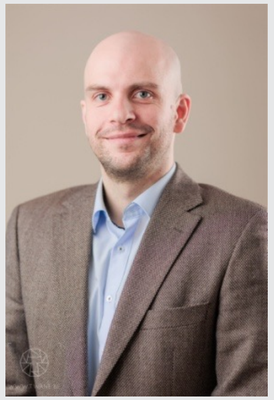
EUROPEAN JUNIOR DOCTORS

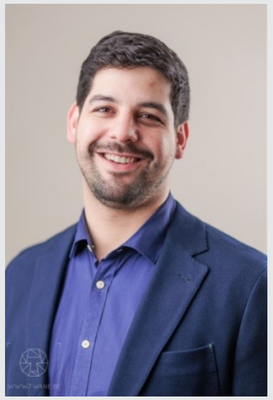
- Founded 1976
- Representing 300.000 JDs from all over Europe
- 24 national members / 2 observers & guests (UEMS, UEMO, CPME, CEOM, FEMS, AEMH, EMSA)
- Name change in 2011 and 2017
- Fully registered under Belgian law
- Brussels office (permanent secretariat)

EXECUTIVE BOARD

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







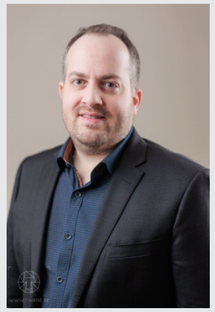
Mathias Körner – PRESIDENT

Antanas Montvila – VICE PRESIDENT

Francisco Ribeiro - TREASURER



Sara Launio – EU/EEA COMMITTEE



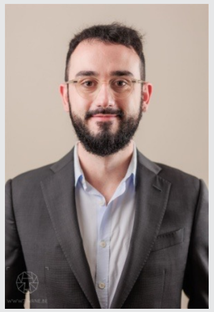
Kostas Roditis – COMMUNICATIONS OFFICE



Shruti Sharma – POSTRAGRADUATE TRAINING COMMITTEE



Ellen McCourt – ADMINISTRATIONS OFFICER



Álvaro Cerame– MEDICAL WORKFORCE COMMITTEE



Diana Voicu– PERMANENT SECRETARY



EJD PROJECTS

- European Working Time Directive
- Minimum environmental training requirements in PGT
- Medical Workforce planning
- Digitalization in healthcare
- Psychosocial wellbeing (burnout, VaD)

OSLO AUTUMN MEETING 2022 / SPRING MEETING MAY 2023





OSLO AM 22

- Two new members Luxembourg and Austria.
- Policy on Health Workforce and EWTD
- 90 participants from 24 national members / 2 observers & guests (UEMS, UEMO, CPME, WHO, ECDC)

RIGA SM 23

- New candidate for membership (PL)
- Policy on burnout psychosocial wellbeing
- Policy on E-Health
- Policy on Postgraduate training



MEDICAL WORKFORCE PLANNING

EUROPEAN JUNIOR DOCTORS

- MEDICAL WORKFORCE PLANNING IN EUROPE. PRELIMINARY SURVEY RESULTS
- ONGOING QUALITATIVE RESEARCH

EJD

Medical Workforce Planning in Europe

Overview and 2022 preliminary survey's results

SEPTEMBER 2022
MEDICAL WORKFORCE COMMITTEE 2022 — MWF PLANNING

MEDICAL WORKFORCE COMMITTEE
ÁLVARO CERAME — MWF COMMITTEE CHAIRPERSON

Europe) and several stakeholders' forums (Madrid 2015) took place annually. In 2018, the EJD was invited to take part in the EU commissions continuation of the JAHWF named SEPEN, which stood for "Support for the health workforce planning and forecasting expert network". It was launched with the aim of implementing and activating a health workforce planning and forecasting expert network with aims aiming to identify and solve real-life problems in workforce planning processes. In 2018-2019 there were several seminars organized within the project, but the EJD was not able to attend. In 2020 the seminars and meeting of the SEPEN network were cancelled due to COVID.

3. Preliminary MWFP Survey

3.1. Aims and objectives

The aim of the survey is to explore the main MFWP challenges different countries suffer from, and the perception which different EJD member organizations have on them, focusing on commonalities and differences. Another objective was to understand the needs of different JD's national organizations and gather information about the relevant sources of information.

3.2. Methodology

We used an open question survey comprising three questions:

1. Could you explain in your organization's view what are the main challenges regarding MWFP in your country?

2. Which kind of information would be useful / would you like to have regarding this topic?

3. Are there any relevant documents / reports which you think would be of interest? If so, could you provide the document or the link to it.

The survey answers were analyzed to figure out the main trends which different countries expressed in their open answers with emphasis in those answers which could be clustered in different groups or general trends. Firstly, commonalities were laid out and in the end the differences which existed between countries were also analyzed.

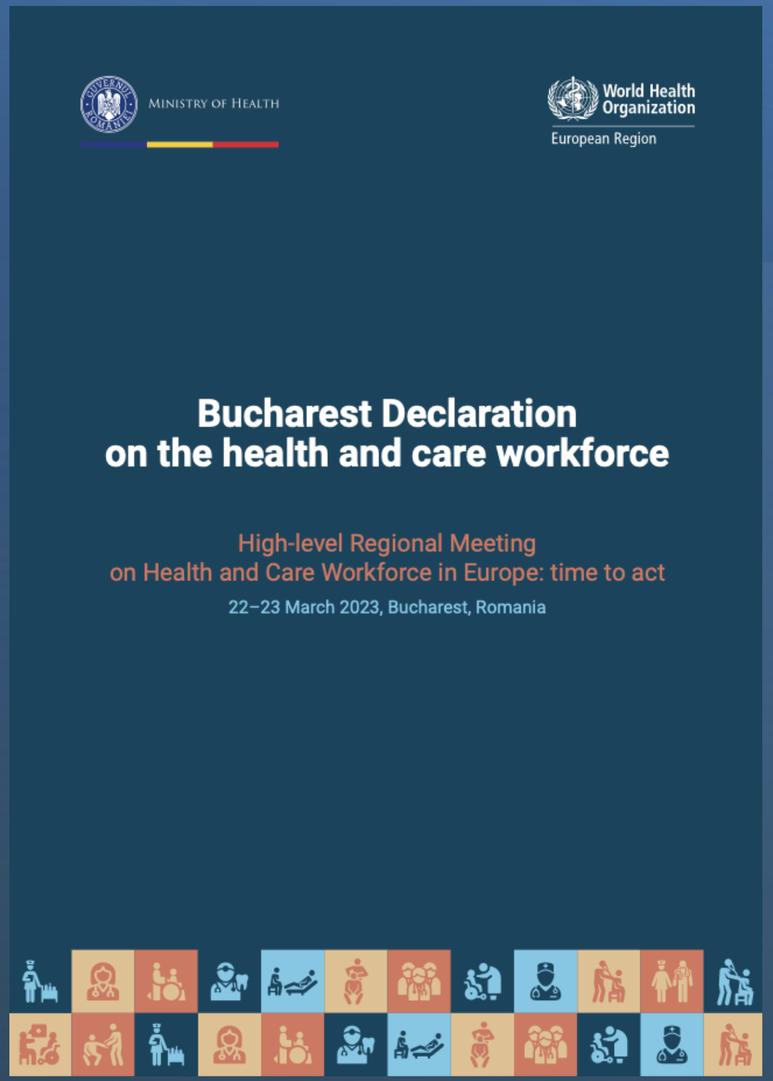
3.3. Results

13 countries out of the 22 members of our organization answered the survey.

Participants
Czech Republic
Denmark
Estonia
Finland
Germany
Greece
Italy
Portugal
Slovenia
Spain
Sweden
The Netherlands
UK



Figure 2. **Participants**


Ministry of Health
World Health Organization
European Region
Bucharest Declaration
on the health and care workforce
High-level Regional Meeting
on Health and Care Workforce in Europe: time to act
22–23 March 2023, Bucharest, Romania


World Health Organization
European Region
High-level Regional Meeting on Health and Care Workforce in Europe
TIME TO ACT

European Junior Doctors

STATEMENT OF SUPPORT OF JUNIOR DOCTORS IN ENGLAND

The European Junior Doctors Association supports Junior Doctors in England in their industrial action this week. Over 40,000 Junior Doctors across England will take 96 hours of full strike action this week for the second time this year. This second round of industrial action by junior doctors in England follows years of underinvestment in, and devaluing of, the medical profession. The decision to strike has not been taken lightly and is truly the last resort for any doctor, however the overwhelming mandate for industrial action in England demonstrates the strength of feeling that the UK government must do more to value and secure the medical workforce now and for the future.

Salaries for junior doctors in England have not kept pace with inflation for over a decade leading to a massive gap between what a junior was paid in 2008 and what a junior doctor is paid today in 2023; junior doctors have experienced a pay cut of over 26%. The British Medical Association Junior Doctors Committee call for restoration of pay to the level 0f 2008.

The European Junior Doctors Association stands with Junior Doctors in England in their demand for fair pay and working conditions and call upon the UK Government to urgently make a fair pay offer, to enable full pay restoration and to secure the high quality of care doctors feel their patients deserve.

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European Junior Doctors

STATEMENT AGAINST THE FORCED ALLOCATION OF JUNIOR DOCTORS TO COVER PERSONNEL SHORTAGES

Following the European Junior Doctors Association (EJD) Autumn 2022 General Assembly in Oslo, Norway, EJD would like to voice its deep concern regarding different initiatives across Europe aiming to forcibly allocate junior doctors to fill vacant posts in under-resourced areas, so called medical deserts.

The European medical workforce faces many challenges to safely staff healthcare in Europe; a transition from a surplus of doctors to a deficit of doctors, an increased demand for healthcare and an aging population, austerity policies in the health sector after the 2008 economic crisis, the COVID-19 pandemic, war in Ukraine, and now a further financial crisis. However, poor workforce planning must not result in the destructive mandated employment of junior doctors in areas that lack supervision, provide poor training, disempower them, and take them away from their families and support structures.

EJD is concerned about the potential lack of clinical supervision in these posts and the subsequent negative impact on postgraduate training and patient care. EJD instead advocates for improved working conditions in these medical deserts. Changes to medical postgraduate training must be evidence-based and developed in partnership with junior doctors' representatives. Whole scale system changes, where the most vulnerable doctors are used to plug rota gaps will damage wellbeing, promote burnout, and drive doctors out of the workforce.

In many cases rural areas experience a lack of primary health care professionals. In primary care settings continuity of care is of the utmost importance for optimal and secure patient care. Forced allocation of junior doctors would only fill these vacancies temporarily at the risk of compromising continuity of care and hindering the possibility of establishing a stable local workforce through the appropriate incentives.

Necessary incentives such as the promotion of work-life balance, improvement of working and learning environments and fair and adequate remuneration must be put into place to ensure the coverage of these positions in hard-to-staff regions; negative incentives have only shown to worsen personnel shortages in the medium and long-term. Lack of professional autonomy is a driving factor in burnout among junior doctors; mandatory posts where junior doctors have no control of their geography or specializing and where supervision is lacking can only escalate rates of burnout and force them out of the workforce, thus negatively impacting patient care. A lack of adequate numbers of health professionals must never be a reason to lower qualifications and training standards. Any compromise to the training process aiming at covering system shortages will likely result in a severe impairment of the quality of healthcare for future generations.

The European Junior Doctors Association (EJD) represents more than 300 000 junior doctors in Europe. We advocate for Junior Doctors' rights, the improvement of training systems and optimal patient care.

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Brussels, 16 March 2023

Open statement in support of Croatian doctors

The Croatian doctors have shared worrying reports about the state of financing and organisation of the health system which has created unsustainable conditions for doctors to provide patient care. We hereby express our support for our Croatian colleagues in their calls for lawful and decent working conditions.

The medical profession's experiences during the COVID-19 pandemic leave no doubt as to the importance of doctors' conditions of practice both for the healthcare system and society as a whole. Governments must ensure sustainable education and training conditions, adequate remuneration, and lawful working conditions as well as safe staffing levels.

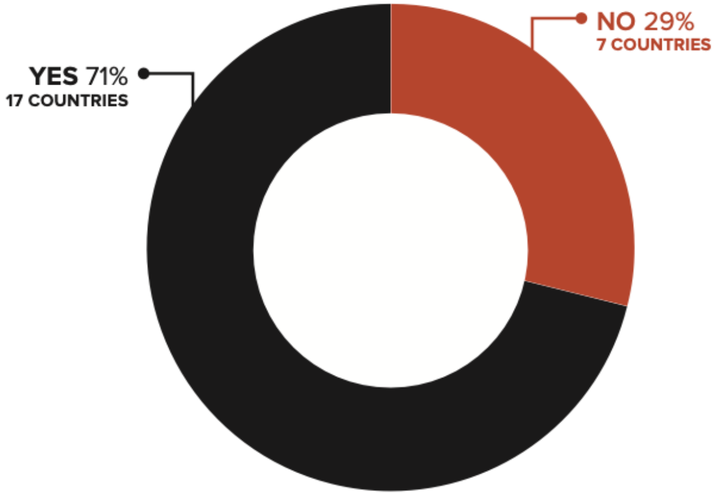
The undersigned European Medical Organisations support their Croatian colleagues in their action to this end and call on the government of the Republic of Croatia to find a sustainable agreement with health professionals which enables the delivery of the highest quality of healthcare to every patient.

European Association of Senior Hospital Physicians (AEMH)
European Council of Medical Orders (CEOM)
Standing Committee of European Doctors (CPME)
European Junior Doctors (EJD)
European Medical Students Association (EMSA)
European Federation of Salaried Doctors (FEMS)
European Union of General Practitioners/ Family Physicians (UEMO)
European Union of Medical Specialists (UEMS)

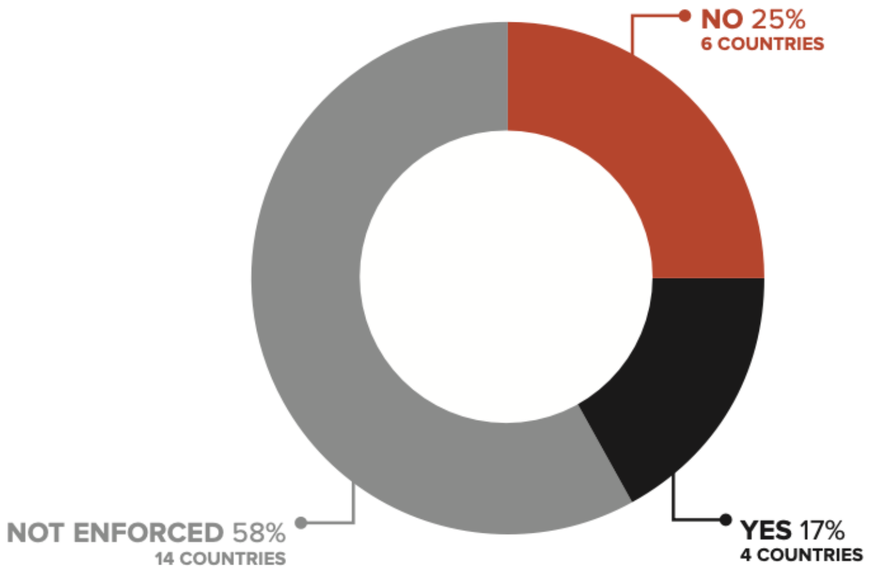
RECENT STATEMENTS

QUESTION 1

Is the EWTD fully implemented in national law?



Graphic 1. **Is the EWTD fully implemented in national law?**



Graphic 2. **Is the EWTD implemented and enforced?**

Figure 1. **Is the EWTD fully implementd in national law?**

● YES ● NO

QUESTION 2

Is it possible for Junior Doctors to go on strike?

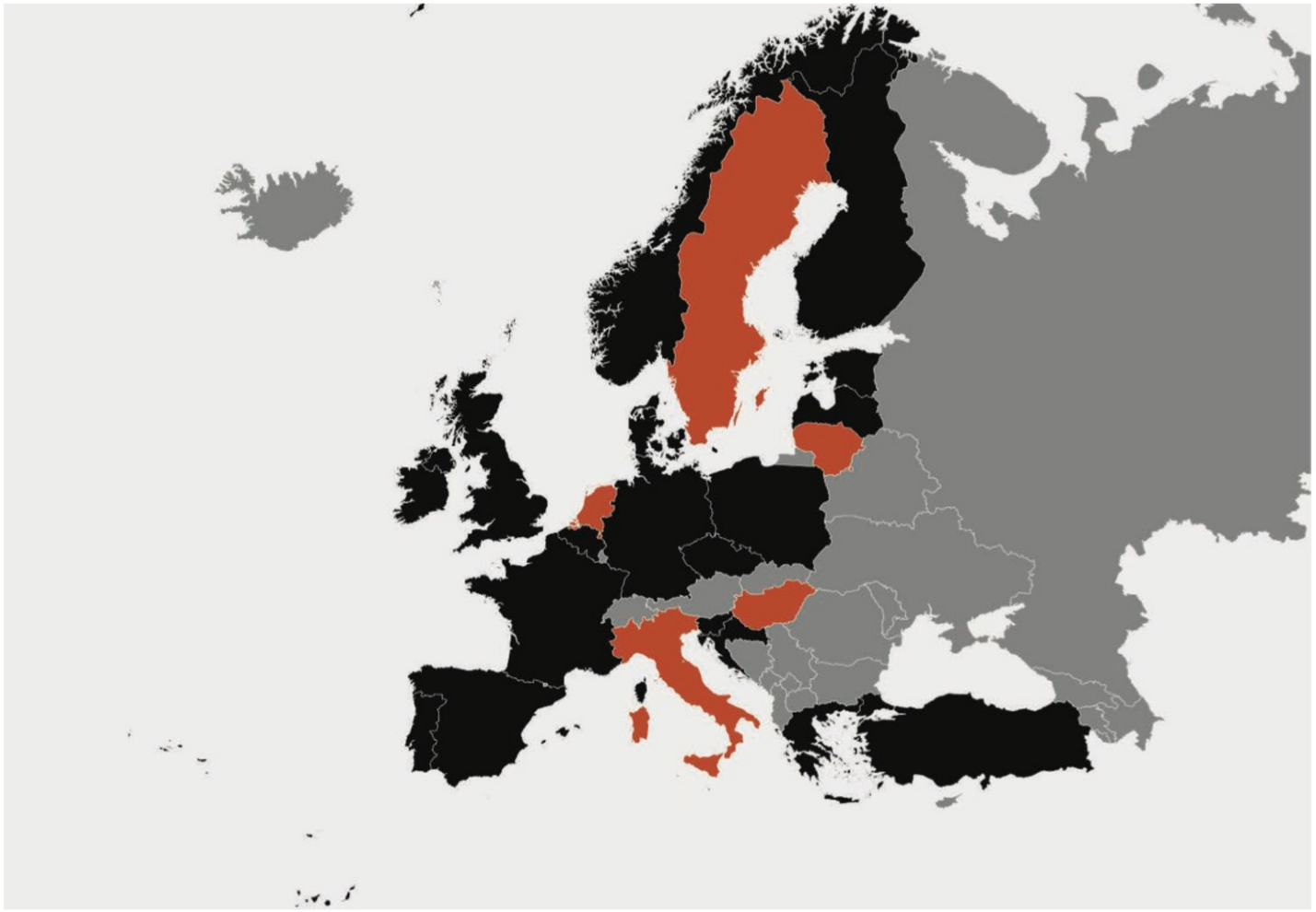


Figure 2. **Is it possible for Junior Doctors to go on strike?**

● YES ● NO

THANK YOU !

EUROPEAN JUNIOR DOCTORS

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