Junior Doctors’ Proposals for Healthcare Workforce Retention

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Despite rising numbers, there’s a growing concern over the shortage of healthcare professionals due to heightened demand & attrition.
Objectives and methods

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

EUROPEAN JUNIOR DOCTORS

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

3. Work & Work-life Balance
• Need for indicators on wellbeing
• Promotion of professional networking
• Monitoring and increasing professional satisfaction
• Developing strategies against institutional violence
• Protecting training of residents
• Reducing variability in training
• Ensuring time for training and supervision
• Increasing accountability during residency
• Supporting academic activities
• 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!

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