



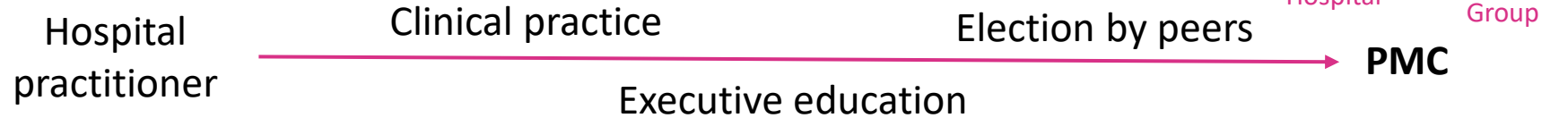
# Strategic Management of Career Transitions for Presidents of Medical Commissions (PMC) in French Healthcare Institutions

Dr David Piney, Dr Thierry Godeau

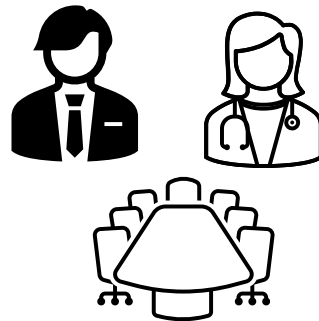
Dr Jean-Marie Woehl, Dr Christophe Schmitt, Pr Rémi Salomon

# The President of Medical Commission

in French public hospital



**Contributes to the governance  
alongside the Chief executive**



Represent the medical community

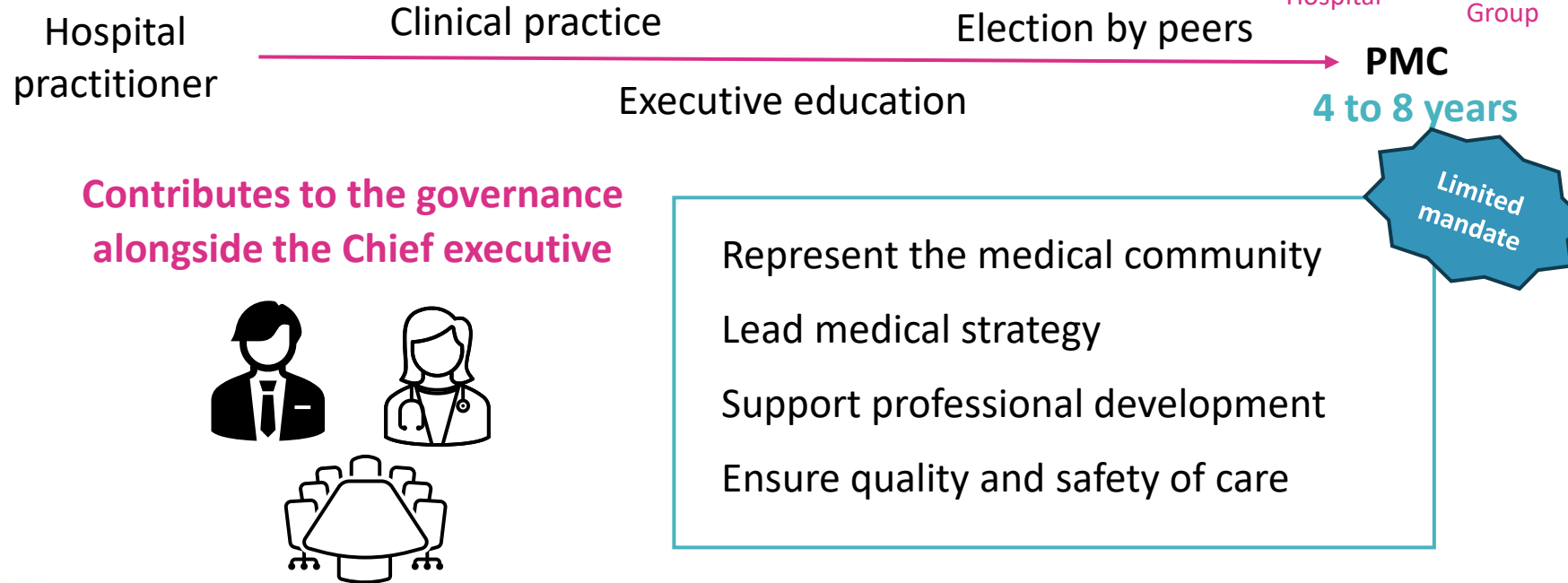
Lead medical strategy

Support professional development

Ensure quality and safety of care

# The President of Medical Commission

in French public hospital



# Purpose and Strategic Objectives

**1**

**Evaluate current career transition experiences and identify needs**

**2**

**Propose structured mechanisms for improved career management**

# Method

## Survey

Period: 14 June – 3 July 2024

Target group: PMC from various healthcare institutions:

- General hospitals
- University hospitals
- Specialised mental health facilities

Data collection: Google Forms®

Data analysis: Microsoft Excel®

## Interviews

Participants:

- Key opinion leaders
- Members of National PMC Conferences



**Led to the identification  
of key action steps**

# Results

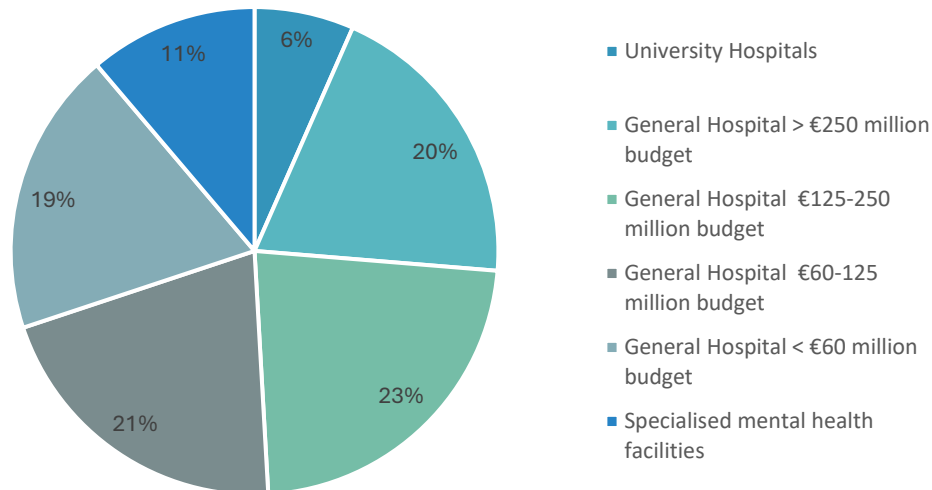
## 262 PMC surveyed

*(across all hospital types)*

- 216 in general hospitals
- 17 in university hospitals
- 29 in mental health facilities

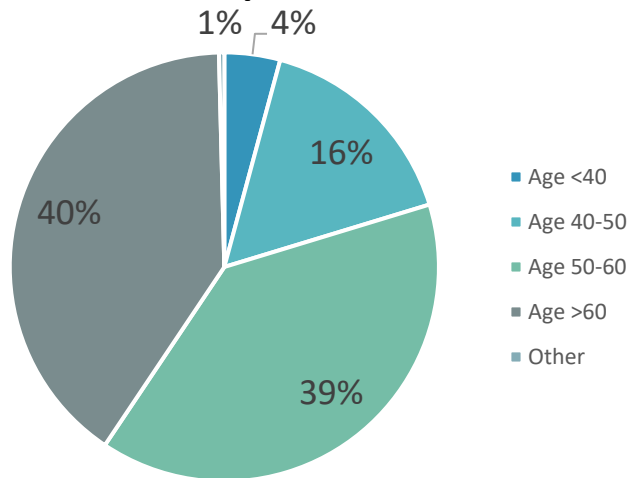
**All french regions  
represented**

## Hospital category



# Results

**Age Profile  
of PMC Respondents**



## Hospital size impacts the age of the PMC

→ *The smaller the hospital,  
the more likely the PMC is under 50*

## A significant number of PMC have substantial experience in this role

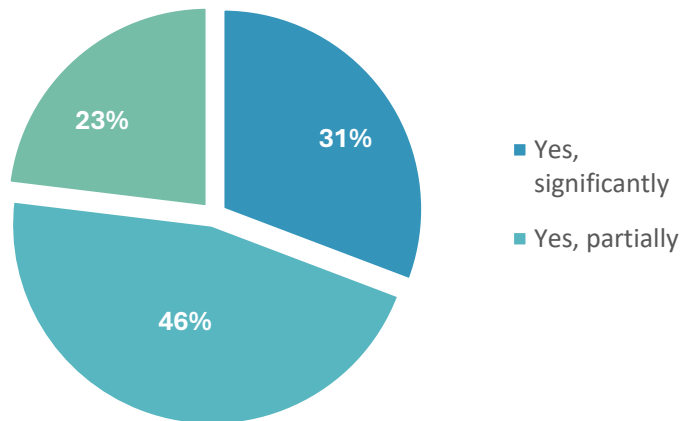
*30% with over 8 years of seniority (± consecutive)*

## Growing engagement in executive training

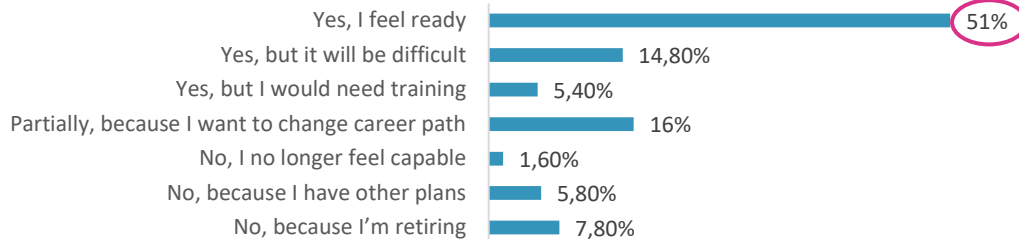
- 43.1% trained in the past 2 years
- 26.2% trained 2–4 years ago
- 12.8% trained 4–6 years ago

# Results

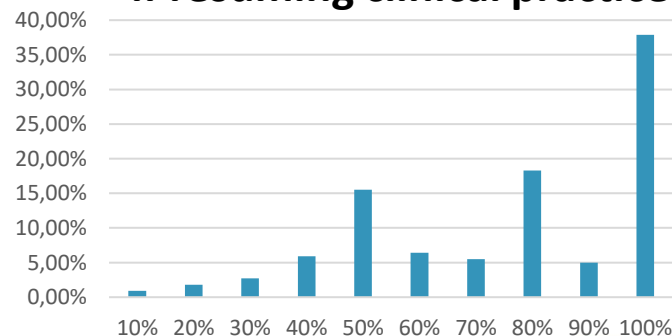
## Impact on Clinical Activities



## Resuming clinical practice after the end of the term



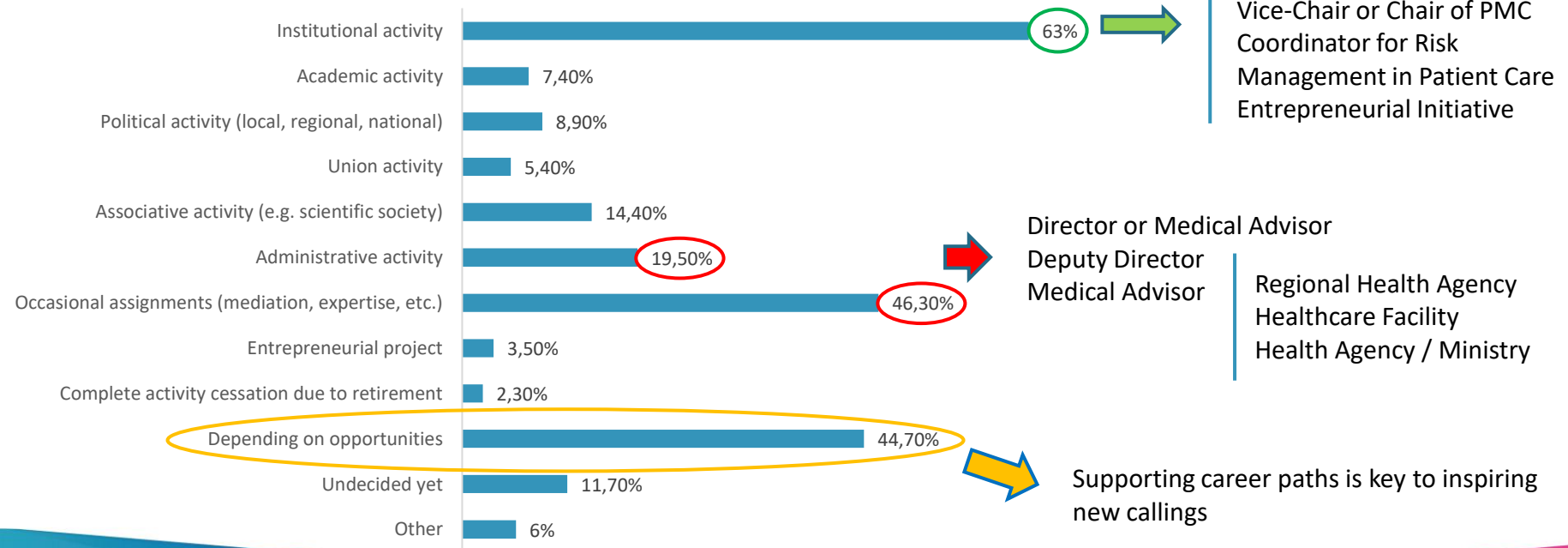
## Weekly amount of clinical work time if resuming clinical practice





# Results

## Personal plans after PMC Term



# Results

**85%** of PMC feel unsupported  
as their mandate ends

**100%** Believe support should be organised  
- either systematically (56%) or upon request (44%)

**77%** lack awareness of available options to support  
their end-of-term career plans

# Discussion and priority actions

1

## **Support the return to clinical and/or institutional activities**

- Time, training and flexible roles for transition
- Joint meeting and governance charter to ensure continuity

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## **Strengthen managerial development paths**

- Training as a continuous process with key milestones
- Managerial passport and national framework for recognition

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## **Strengthen managerial development paths**

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3

## **Identify high potentials and support career paths**

- Peer exchanges and career interviews
- National talent pool and online platform

# Discussion and priority actions

4

## **Recognise the role's professional status**

- Clear definition of the PMC role and its competencies
- Formal recognition through certification or experience validation

# Discussion and priority actions

4

## **Recognise the role's professional status**

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5

## **Facilitate career transitions and new roles**

- Open access to strategic roles and promote new leadership positions
- Communicate and give visibility to the value of medical leadership

# Conclusion

IMPLEMENTATION OF THE ACTION PLAN  
IS NOW UNDERWAY





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A NEW CHAPTER FOR MEDICAL  
GOVERNANCE IS TAKING SHAPE



**Hospital Director**

**Regional Health Agency Director**

**Inspector General for Social Affairs**

**Advisor to the National Health  
Authority**

**Policy Advisor – Ministry  
or Healthcare Directorate**



# THANK YOU



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