

PWG PERMANENT WORKING GROUP OF EUROPEAN JUNIOR DOCTORS

PWG

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PWG:

what it is and how it works

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History

- European Union - Treaty of Rome 1957: free movement of workforce
- "Doctors' Directive" 1975 made it easier for doctors to move and work within the EU
- Need to get information on working conditions, training and work opportunities
- 9 junior doctors' organisations founded PWG in Bad Neuheim, Germany, 1976

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Members

"Membership of the PWG shall be open to a single representative, national, nongovernmental organisation representing junior doctors in each of the countries of Europe."

- No individual membership!



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Members

- Austria
- Croatia
- Denmark
- Estonia
- Finland
- France
- Germany
- Hungary
- Iceland
- Ireland
- Italy
- Latvia
- Malta
- Netherlands
- Norway
- Portugal
- Slovenia
- Spain
- Sweden
- Switzerland
- Ukraine
- United Kingdom

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Members

- AUSTRIA » ÖSTERREICHISCHE ÄRZTEKAMMER
- CROATIA » CROATIAN MEDICAL CHAMBER
- DENMARK » DEN ALMINDELIGE DANSKE LÆGEFORENING
- ESTONIA » ESTONIAN JUNIOR DOCTORS ASSOCIATION
- FINLAND » NUORTEN LÄÄKÄRIEN YHDISTYS
- FRANCE » I.S.N.I.H.I.S.N.C.C.A
- GERMANY » MARBURGER BUND
- HUNGARY » HUNGARIAN MEDICAL ASSOCIATION
- ICELAND » FELAG UNGRA LÆKNA
- IRELAND » IRISH MEDICAL ORGANISATION - HOSPITAL DOCTORS GROUP
- ITALY » A.M.S.C.E.
- LATVIA » LATVIAN ASSOCIATION OF JUNIOR DOCTORS
- MALTA » MEDICAL ASSOCIATION OF MALTA
- NETHERLANDS » LANDELIJKE VERENIGING VAN ARTSEN IN DIENSTVERBAND
- NORWAY » YNGRE LEGERS FORENING
- PORTUGAL » ORDEM DOS MÉDICOS
- SLOVENIA » SEKCIJA MLADIH ZDRAVNIKOV
- SPAIN » CONSEJO GENERAL DE COLEGIOS OFICIALES DE MÉDICOS
- SWEDEN » SWEDISH JUNIOR DOCTORS ASSOCIATION
- SWITZERLAND » VERBAND SCHWEIZERISCHER ASSISTENZ- UND OBERÄRZTE
- UKRAINE » UKRAINIAN FEDERATION OF YOUNG DOCTORS
- UNITED KINGDOM » BRITISH MEDICAL ASSOCIATION

Who is a junior doctor?

"For the purpose of this Charter, a junior doctor is defined as a doctor who has not yet attained a final senior post as an independent medical doctor within the health care system of his or her country."

- National definitions variable

Purpose

The PWG shall have the following objectives:

- to represent and further the interests of junior doctors in Europe;
- to exchange information and develop a common approach, and formulate common views on relevant matters such as medical manpower, postgraduate medical education, and working conditions;
- to improve relations between junior doctors in European countries;
- to improve and protect the standards of health care in Europe.

Organisation

- Plenary Assembly – highest authority in PWG
 - 2 meetings per year, around 60 delegates
- Subcommittees and working groups
 - EU/EEA
 - Postgraduate medical training
 - Medical workforce
 - Newly joined members
 - PWG Economy
 - PWG Support Fund

How PWG influences

- National lobbying based on common opinions
 - National Medical Association
 - Training authorities
 - Government officials and other politicians
 - Public opinion – press
- European lobbying
 - Influencing other organisations – co-operation
 - Members of European Parliament, officials of the European Commission

Major achievements

- Surveys on medical workforce - prognosis
- 2000: junior doctors included in the European Working Time Directive
- 2004: part-time specialist training will be an equal training alternative with full-time training in the European "Qualifications Directive"

Quality and Patient Safety

- High prevalence of underreporting
- Results from several coincident factors and mistakes at several levels of organization
- Identify common mistakes
 - Errors of omission
 - Errors of commission

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Quality and Safety

- Conceptualizing different levels (factor systems)
 - Patient factors
 - Task factors
 - Provider factors
 - Team factors
 - Training and education
 - Environment

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Quality and Safety

- Active attempts to prevent mistakes from occurring
- Mistakes made visible before harm occurs
- Mitigate the potential harm

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Quality and Safety

- Junior doctor is in the cornerstone of all this variables
- Normally the weakest link in the equation

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Quality and Safety

- Training, Education and Supervision
 - Challenge in balancing training mission with patient safety
 - “We want perfection without practice”
 - System of graduated responsibility and supervision

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Quality and Safety

- Training, Education and Supervision
 - 2003 Southampton University Hospitals (NHS trust) pleaded guilty for failing to properly supervise 2 junior doctors
 - “Not all patients need to be seen by a consultant, but it is the responsibility of the consultant to ensure that trainees only work within their own level of competence and know when to seek the advice of a senior colleague” National Confidential Enquiry into patient Outcome and Death (NCEPOD)

Quality and Safety

- Training, Education and Supervision
 - Every doctor in training must have a named clinical and educational supervisor
 - No trainee should be required to assume responsibility for or perform clinical, operative or other techniques in which they have insufficient experience and expertise
 - Both trainee and supervisor should at all times be aware of their direct responsibilities for the safety of patients in their care

Quality and Safety

- Training, Education and Supervision
 - System of great complexity for all team members
 - Quantitative evidence from studies that supervision has a positive effect on patient outcome
 - Quality of supervisory relationship strongly affects the effectiveness of supervision
 - Apply the most effective theoretical model of supervision

Quality and Safety

- Working time
 - Working as junior doctor is stressful
 - High proportion of junior medical doctors are simply unable to cope with the stress of the job
 - Signs of being "in difficult", "stressed" or "distressed"
 - 25% show signs of burnout
 - 25% are mildly depressed

Quality and Safety

- The importance of the European Working Time Directive
- Overnight workload
- Full shift working