

The future coverage and recruitment of doctors as General Practitioner in Denmark

As seen by the Junior Doctors point of view



May 2019 - Dr. Kim Agerholm Brogaard

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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 Care System - a strengthening of the primary health sector

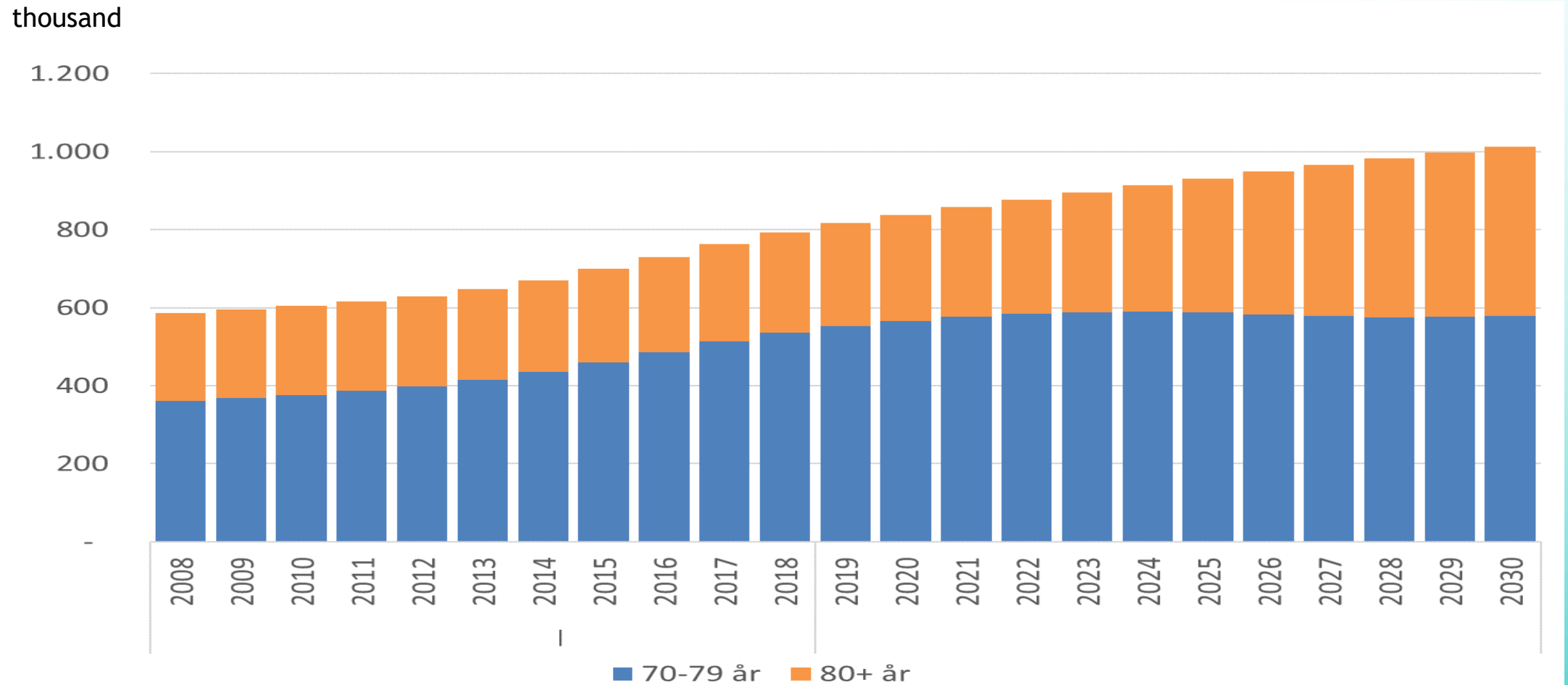


Hypotheses

- ◇ 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 increase of patients aged 70 to 80+ from 2008 to 2030

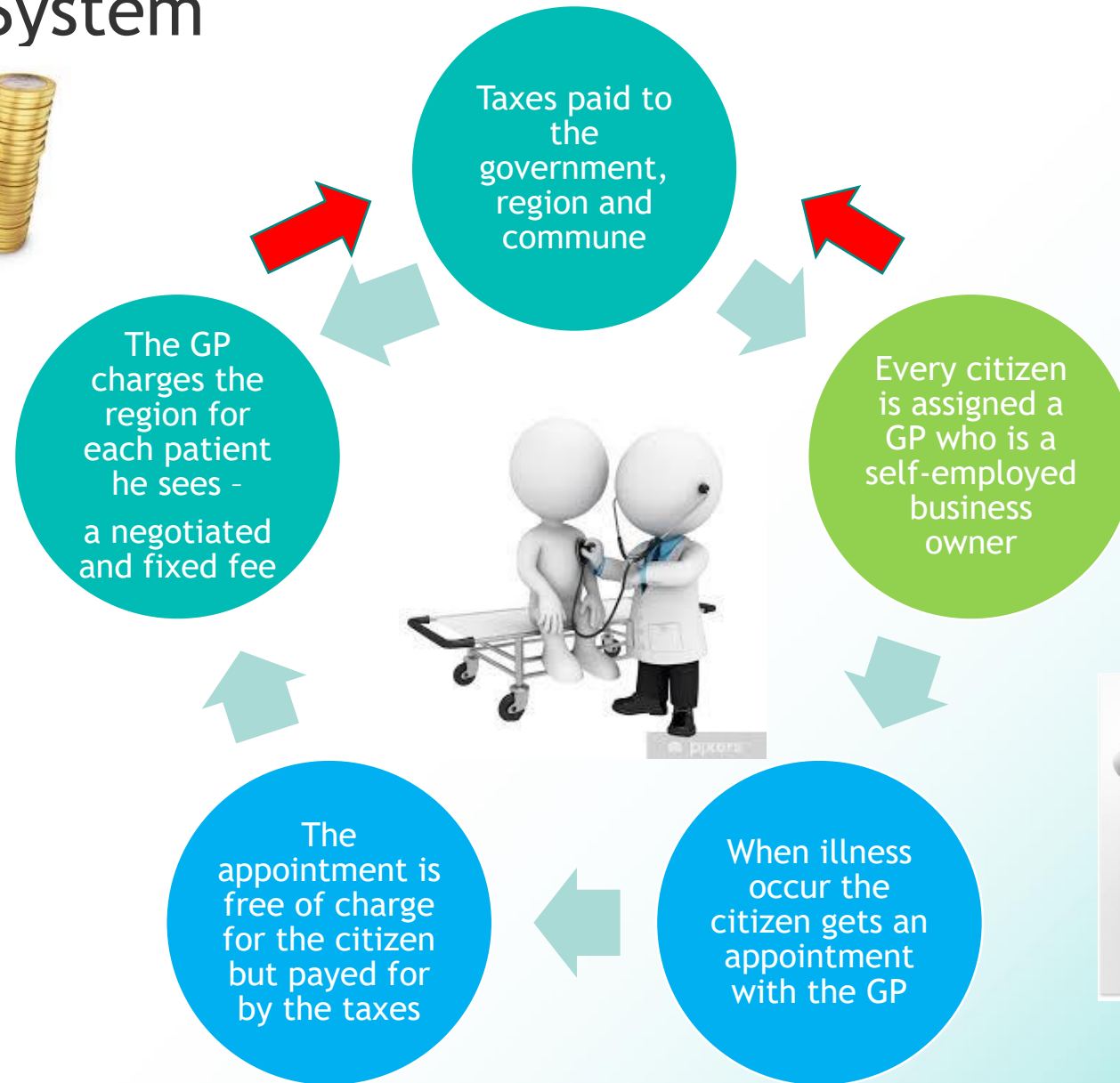


Kilde: Danmarks statistik

Actual numbers

Forecast

The Danish System

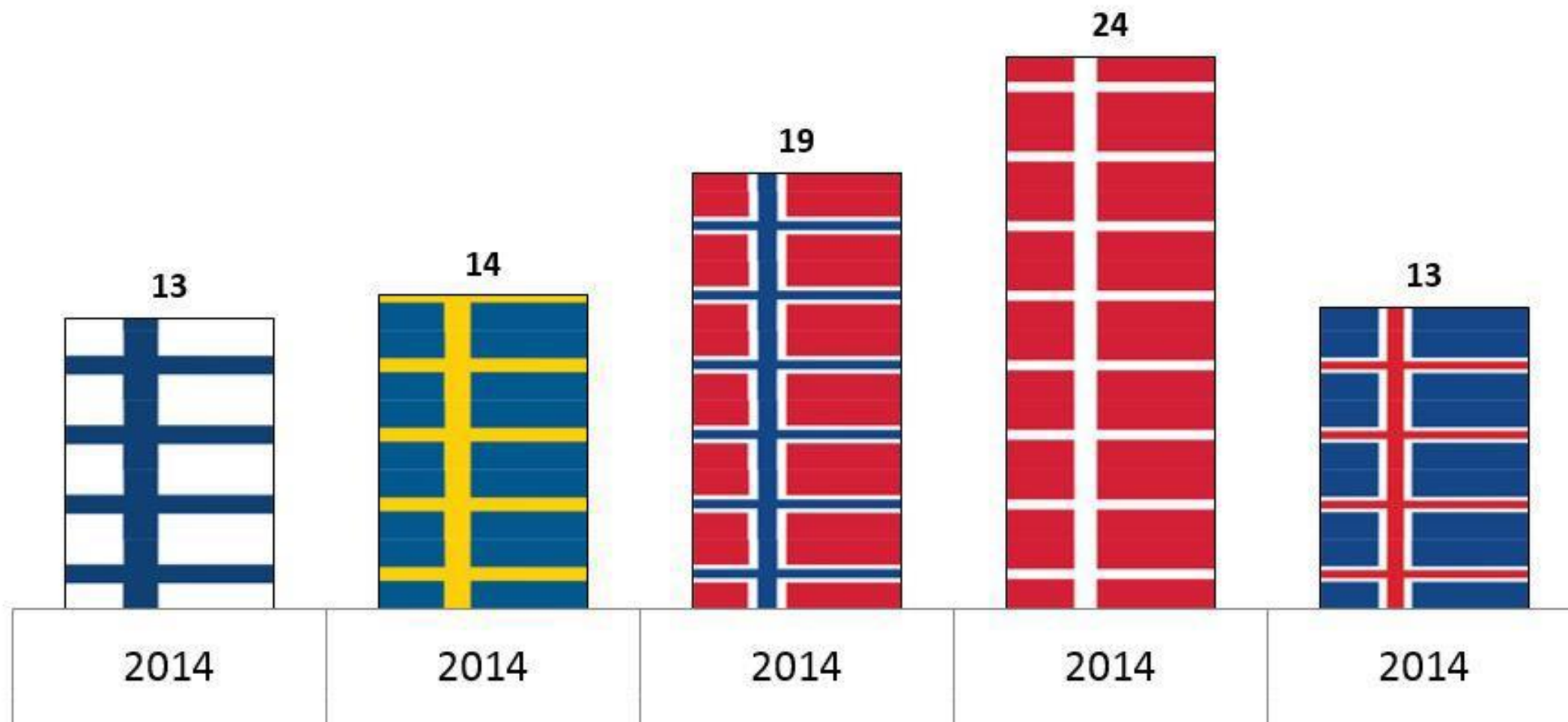


The number of patients allocated to a General Practitioner (GP)

- ◇ 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
- ◇ App. 10 % of the GP's are aged 65 or more



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



A General Practitioner - the system and education

- ◇ 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. Some enter into a more formal partnership with other GPs with shared ownership of the practice



The survey

- ◇ The purpose was to investigate the challenges for Junior Doctors within the GP system - from the Junior Doctors own perspective
- ◇ Many rumours which we wanted to either confirm or verify
- ◇ It was important to reach all the Junior Doctors in post graduate training to Family medicine
- ◇ The questionnaire was forwarded through the regional post graduate training secretariat where all junior doctors are registered
- ◇ 1.827 persons received the questionnaire
- ◇ 744 respondents - a response rate of 40 %
- ◇ From June 2018

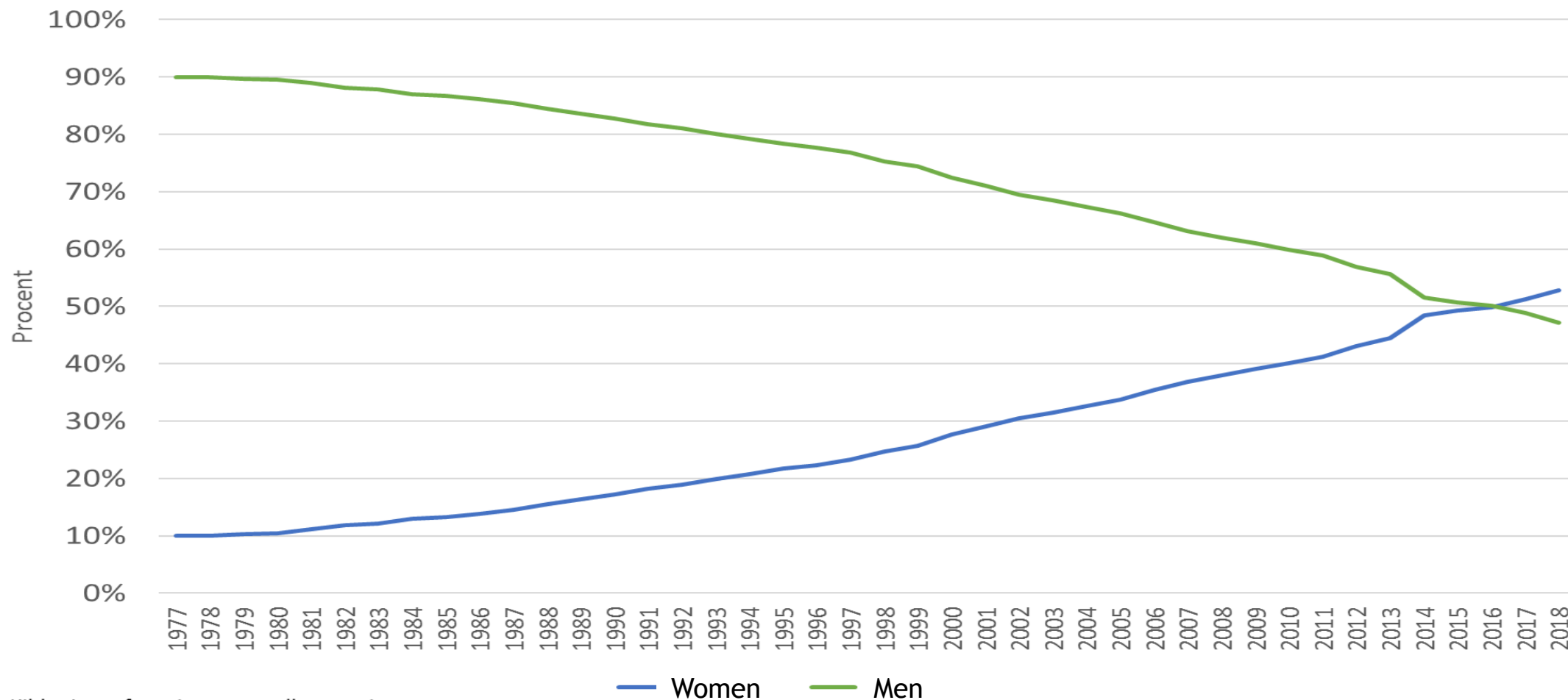


The general profile of a Junior doctor in training

- ◇ 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

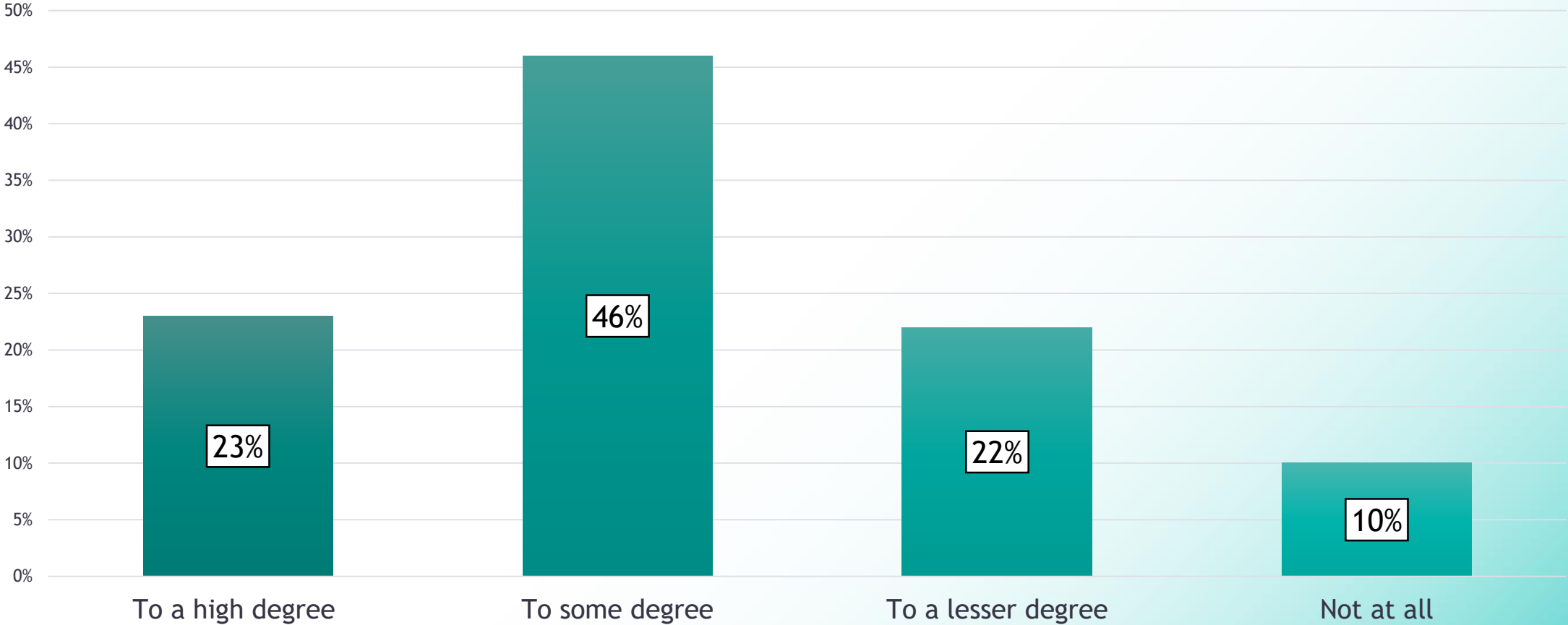


The change in gender distribution since 1977 to 2018

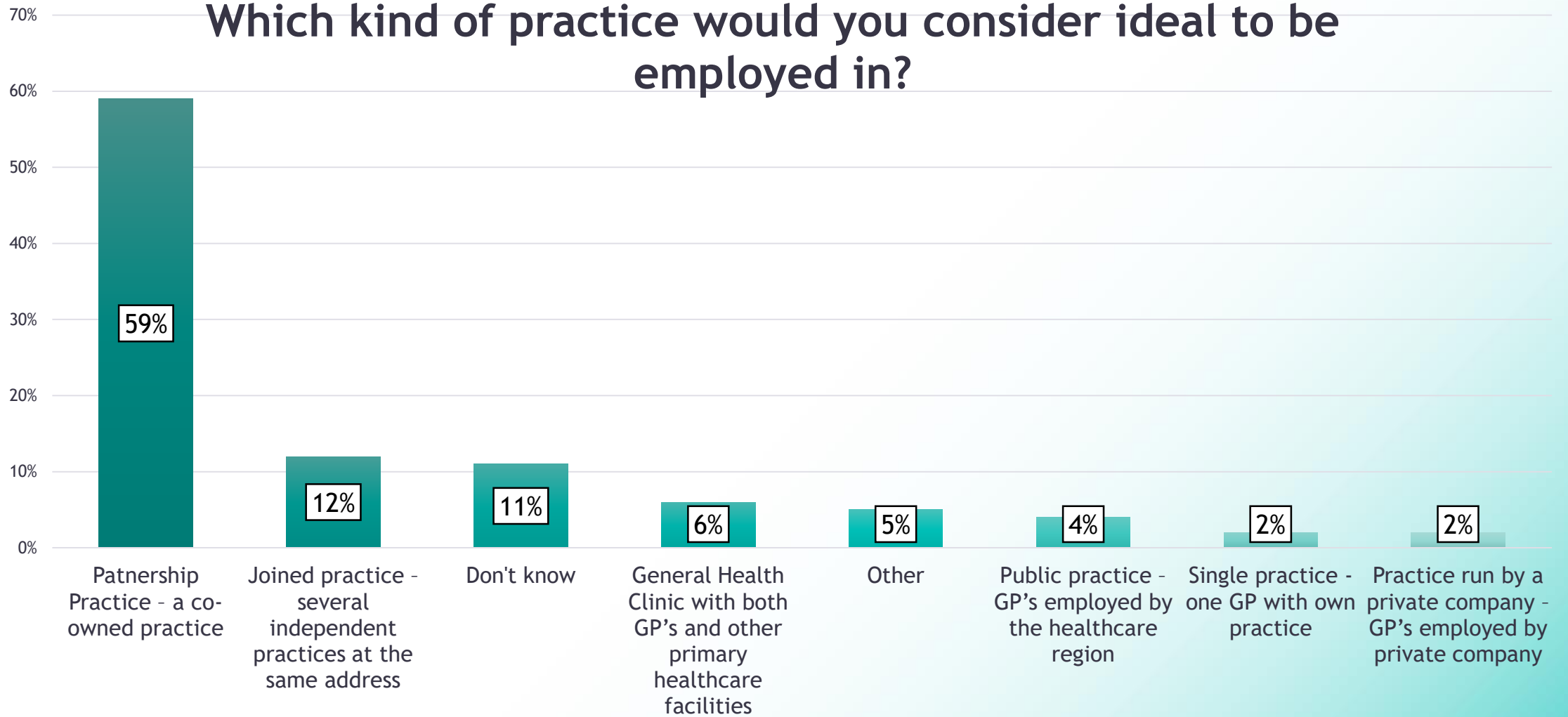


Kilde: Lægeforeningens medlemsregister

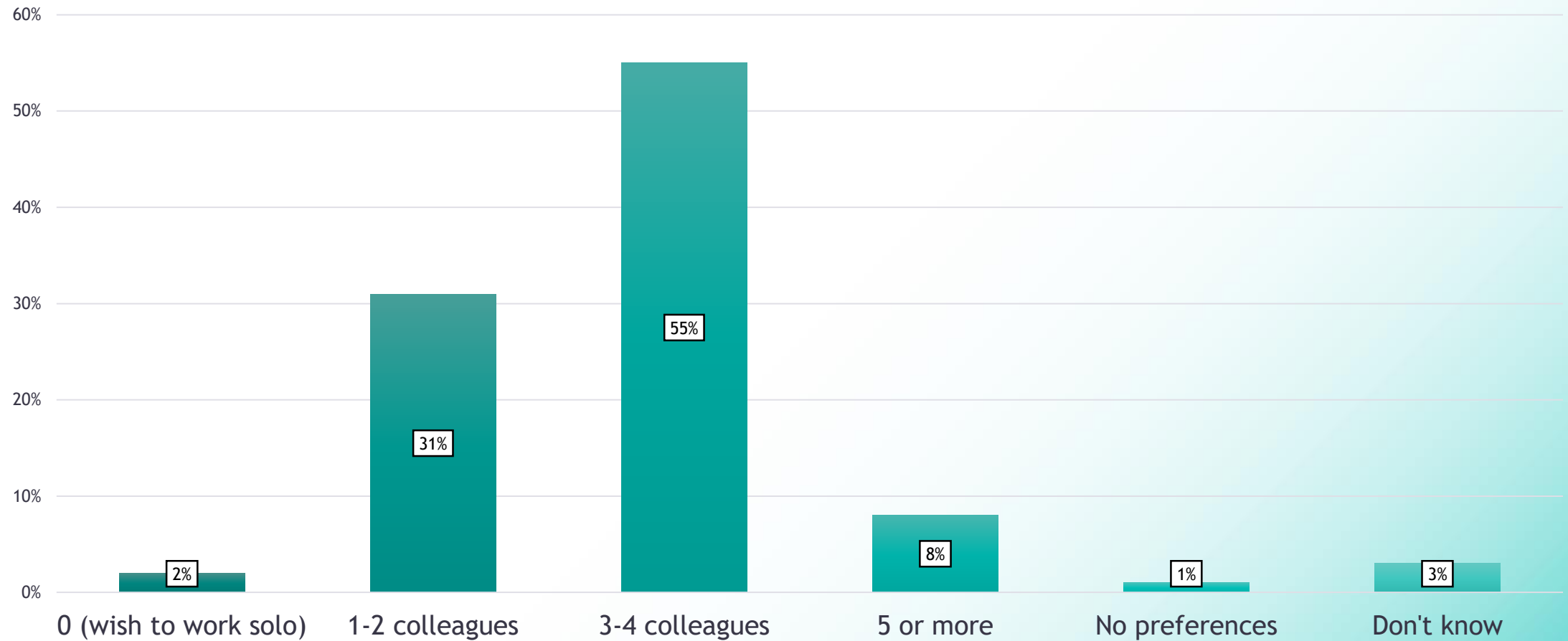
Would you want to work as an employee in a practice?



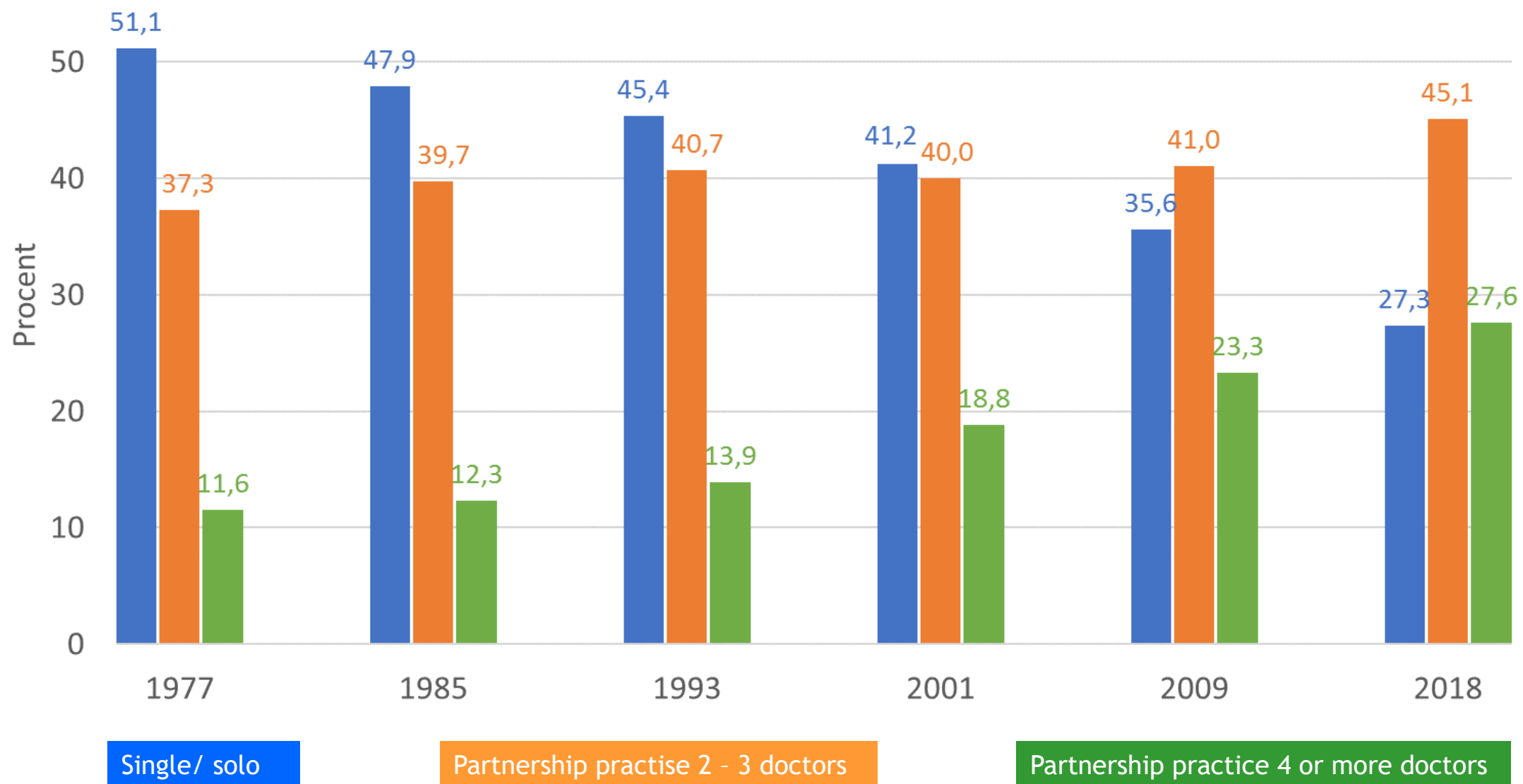
Which kind of practice would you consider ideal to be employed in?



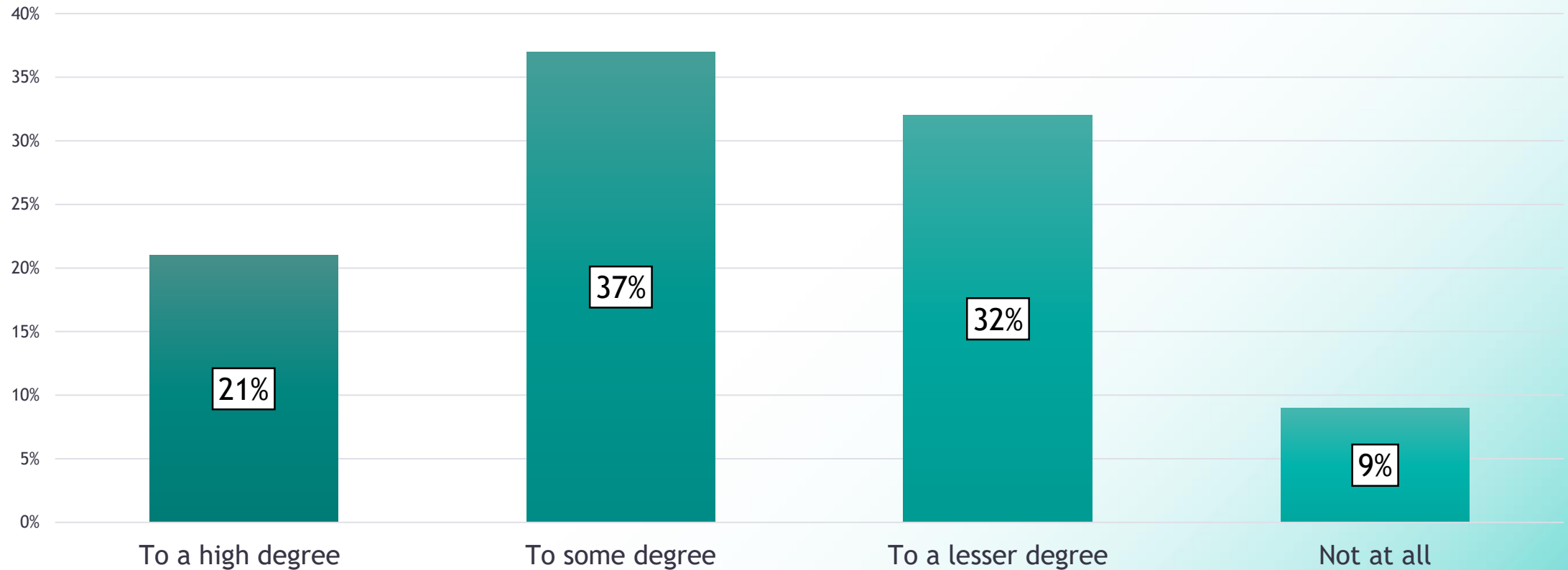
What number of medical colleagues do you consider ideal in a practice?



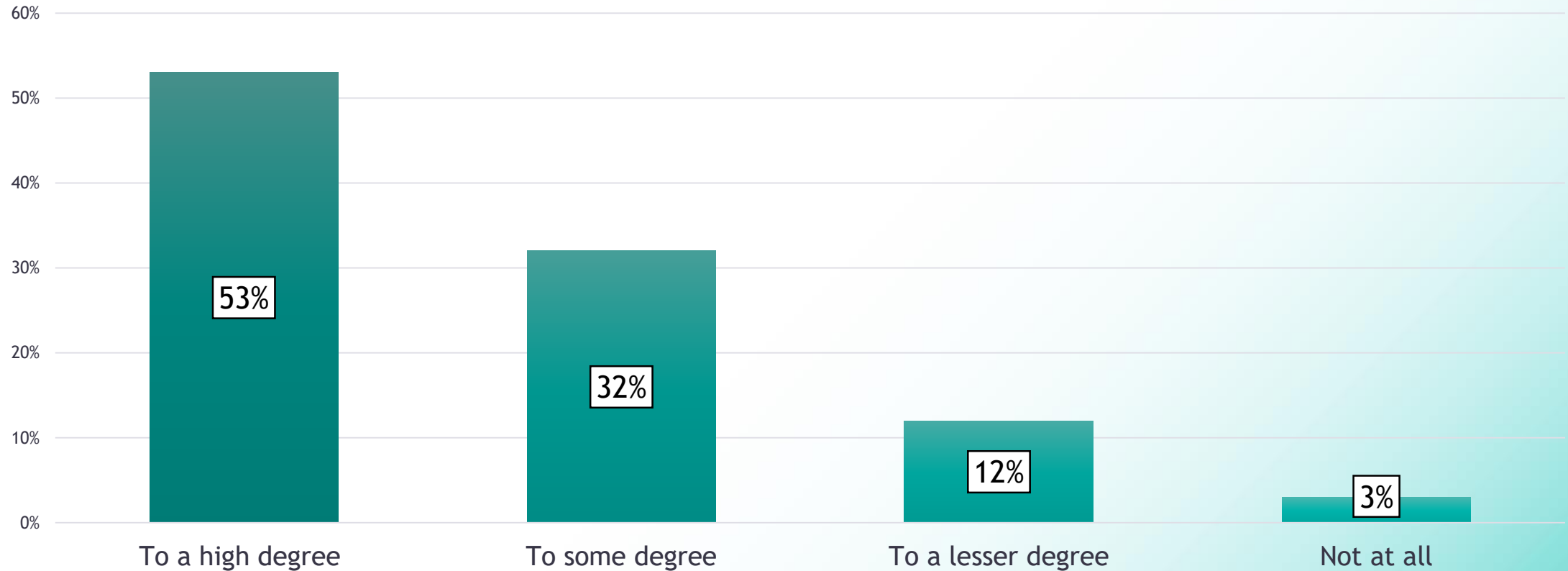
The development in the form for GP practises from 1977 - 2018



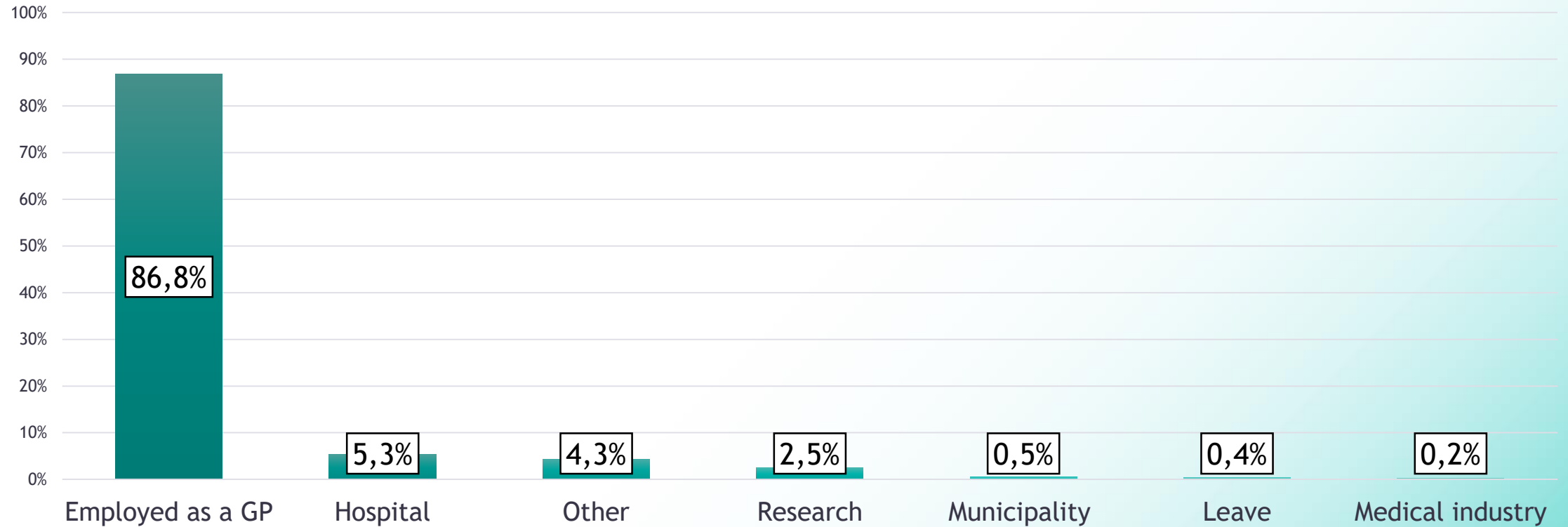
Do you consider getting your own practice right after you have finished your specialization in general medicine?



Do you consider getting your own practice at a later stage?



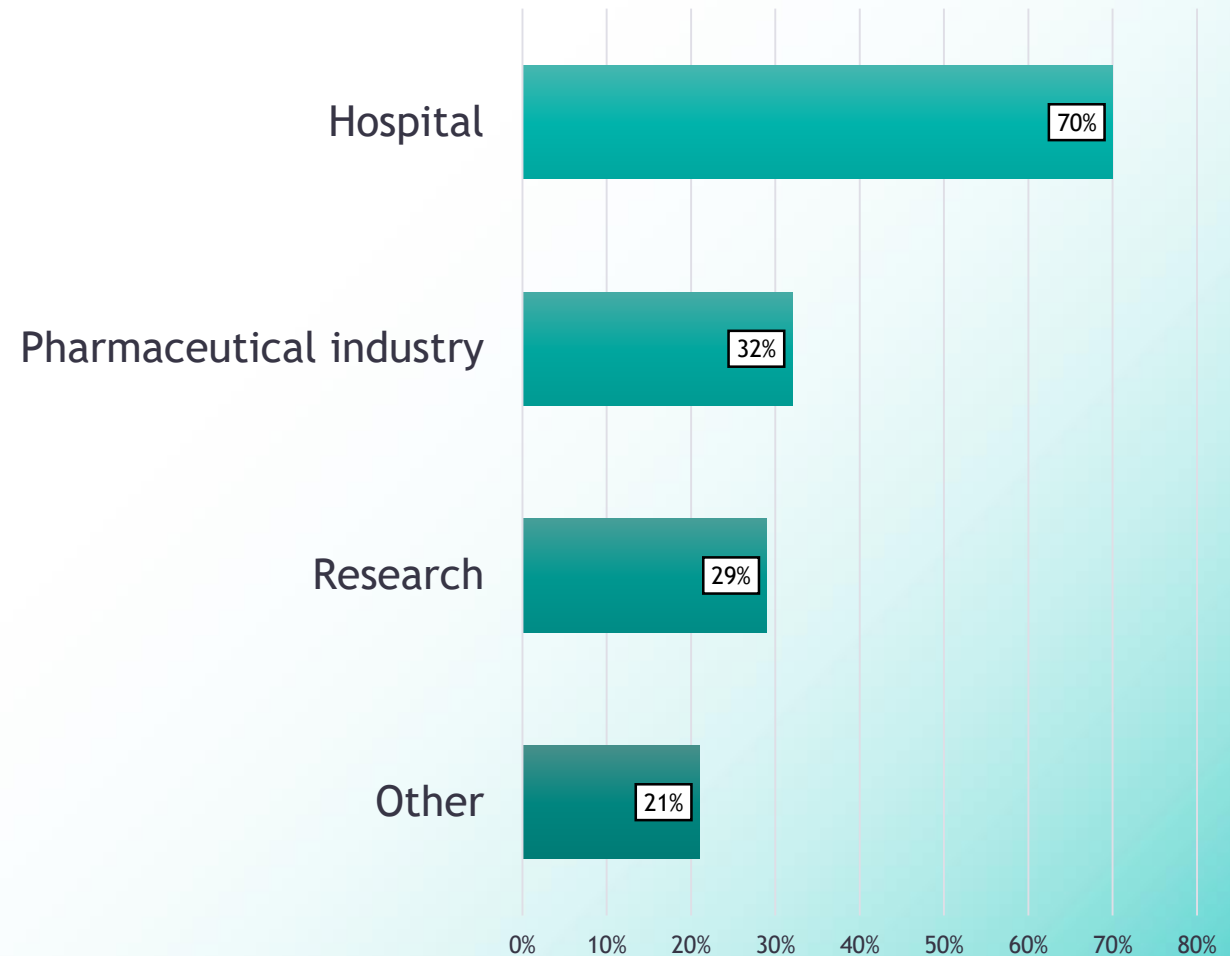
Which kind of employment would you consider before getting your own general practice?



Other career possibilities

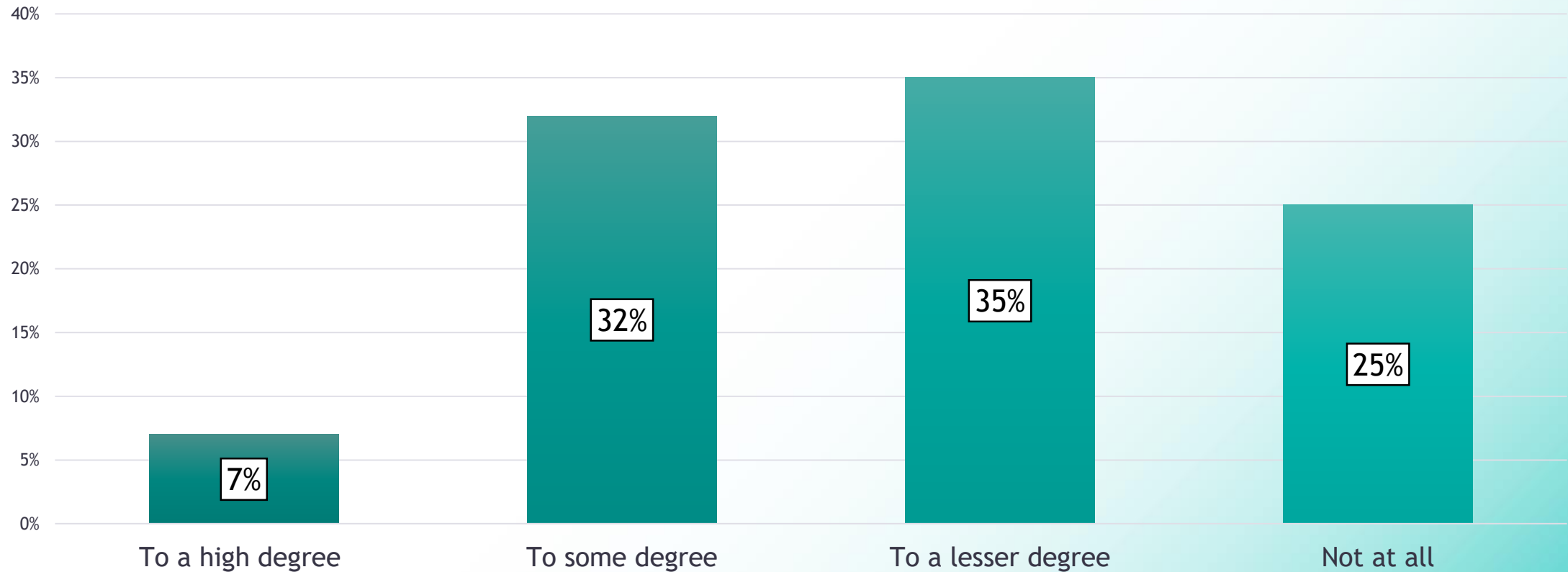
- ◇ More than 50 % of the respondents would be prepared to work elsewhere - e.g.
 - ◇ the secondary primary care
 - ◇ The pharmaceutical industry
 - ◇ Research positions

Which other possibilities are open to you?



A broad labour market with extensive employment opportunities

Can you imagine yourself working in a public practice or general health clinic operated by the region?



What do the Junior Doctors want?

- ◇ Most still want to work in the primary care - but not necessarily as a GP
- ◇ Junior Doctors want colleagues during their workday
- ◇ Junior Doctors worry about demands for even more extensive documentation of quality in their work - which takes away their focus of the proper care for their patients



The result - what did the survey show us?

- ◇ 1 in 4 (25%) Junior Doctor is undecided whether or not to be the owner of their own GP clinic
- ◇ Many are still set on working as a GP - but employed by another GP - before eventually being self-employed
- ◇ Joined or partnership practices are preferred as the majority prefers to work together with other GPs for professional sparring and company at work
- ◇ Almost 75 % have a general concern about getting a too heavy workload as a GP



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