

# **CME and continuous professional development European experience and SEE**


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*“General practice is the easiest job in the world to do badly,  
but the most difficult to do well.”*

*Professor Sir Denis Pereira Gray*

# Learning is a life-long process.

**Childhood ...**



**medical school**

(should teach FM to give an overview)



**vocational training or specialization**

(at least 3 years – at least ½ in GP setting)



**practice**

# COMPETENCES

- 1. To manage complaints in primary care*
- 2. To be person centred in delivering care*
- 3. To apply specific problem solving skills*
- 4. To use comprehensive approach*
- 5. To be orientated towards community*
- 6. To use holistic modelling*

# COMPETENCES

- 1. To manage complaints in primary care**  
**first contact**  
**coordination**  
**utilization**
- 2. To be person centred in delivering care*
- 3. To apply specific problem solving skills*
- 4. To use comprehensive approach*
- 5. To be orientated towards community*
- 6. To use holistic modelling*

# COMPETENCES

- 1. To manage complaints in primary care*
- 2. To be person centred in delivering care**  
**doctor – patient relationship**  
**circumstances**  
**autonomy**
- 3. To apply specific problem solving skills*
- 4. To use comprehensive approach*
- 5. To be orientated towards community*
- 6. To use holistic modelling*

# COMPETENCES

- 1. To manage complaints in primary care*
- 2. To be person centred in delivering care*
- 3. To apply specific problem solving skills**
  - management of patients' information**
  - use of interventions**
  - use of time**
  - uncertainty**
- 4. To use comprehensive approach*
- 5. To be orientated towards community*
- 6. To use holistic modelling*

# COMPETENCES

- 1. To manage complaints in primary care*
- 2. To be person centred in delivering care*
- 3. To apply specific problem solving skills*
- 4. To use comprehensive approach**  
**multiple complaints**  
**co-ordination**
- 5. To be orientated towards community*
- 6. To use holistic modelling*



# COMPETENCES

- 1. To manage complaints in primary care*
- 2. To be person centred in delivering care*
- 3. To apply specific problem solving skills*
- 4. To use comprehensive approach*
- 5. To be orientated towards community  
inequalities and differences  
legal issues  
health needs  
limited resources**
- 6. To use holistic modelling*

# COMPETENCES

- 1. To manage complaints in primary care*
- 2. To be person centred in delivering care*
- 3. To apply specific problem solving skills*
- 4. To use comprehensive approach*
- 5. To be orientated towards community*

## **6. To use holistic modelling**

**whole person**

**subjective values and beliefs –**

**evidence based th.**

**= bio-psycho-social model**

# ESSENTIAL APPLICATION FEATURES

- **Contextual aspects**

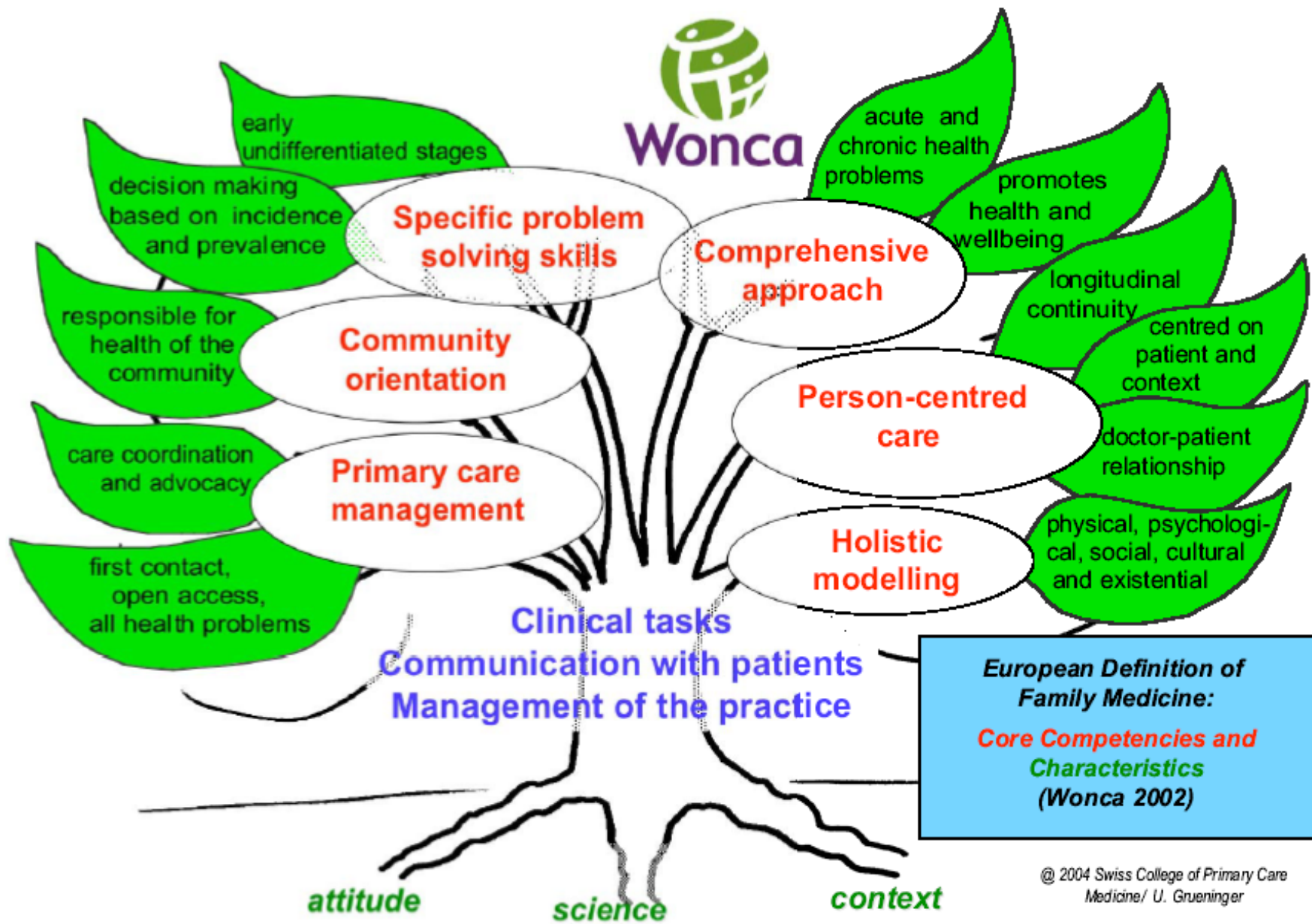
(local community, culture, facilities, workload, finances, legislation, ...)

- **Attitudinal aspects**

(professional capabilities, values and ethics; GP's private life, ...)

- **Scientific aspects**

(critical approach to work, evidence-based practice, ability to learn and maintain quality improvement, ...)



# Learning is a life-long process.

**childhood ...**



**medical school**

(should teach FM to give an overview)



**vocational training or specialization**

(11 characteristics in 6 core competencies)



**moment**

**practice (with CME – CPD  
continous professional**

**towards EXCELLENT**

# EUROPE

Produced by the Cartographic Division  
**NATIONAL GEOGRAPHIC SOCIETY**  
GEORGE P. BROWN, President and Chairman  
WILLIAM L. GAYNE, Executive Director  
JAMES H. HAYES, Director of Cartography



Scale in kilometers and miles for the entire map

ELEVATION	
0-100 meters	0-300 feet
100-200 meters	300-600 feet
200-300 meters	600-900 feet
300-400 meters	900-1,200 feet
400-500 meters	1,200-1,500 feet
500-600 meters	1,500-1,800 feet
600-700 meters	1,800-2,100 feet
700-800 meters	2,100-2,400 feet
800-900 meters	2,400-2,700 feet
900-1,000 meters	2,700-3,000 feet
1,000-1,100 meters	3,000-3,300 feet
1,100-1,200 meters	3,300-3,600 feet
1,200-1,300 meters	3,600-3,900 feet
1,300-1,400 meters	3,900-4,200 feet
1,400-1,500 meters	4,200-4,500 feet
1,500-1,600 meters	4,500-4,800 feet
1,600-1,700 meters	4,800-5,100 feet
1,700-1,800 meters	5,100-5,400 feet
1,800-1,900 meters	5,400-5,700 feet
1,900-2,000 meters	5,700-6,000 feet
2,000-2,100 meters	6,000-6,300 feet
2,100-2,200 meters	6,300-6,600 feet
2,200-2,300 meters	6,600-6,900 feet
2,300-2,400 meters	6,900-7,200 feet
2,400-2,500 meters	7,200-7,500 feet
2,500-2,600 meters	7,500-7,800 feet
2,600-2,700 meters	7,800-8,100 feet
2,700-2,800 meters	8,100-8,400 feet
2,800-2,900 meters	8,400-8,700 feet
2,900-3,000 meters	8,700-9,000 feet
3,000-3,100 meters	9,000-9,300 feet
3,100-3,200 meters	9,300-9,600 feet
3,200-3,300 meters	9,600-9,900 feet
3,300-3,400 meters	9,900-10,200 feet
3,400-3,500 meters	10,200-10,500 feet
3,500-3,600 meters	10,500-10,800 feet
3,600-3,700 meters	10,800-11,100 feet
3,700-3,800 meters	11,100-11,400 feet
3,800-3,900 meters	11,400-11,700 feet
3,900-4,000 meters	11,700-12,000 feet
4,000-4,100 meters	12,000-12,300 feet
4,100-4,200 meters	12,300-12,600 feet
4,200-4,300 meters	12,600-12,900 feet
4,300-4,400 meters	12,900-13,200 feet
4,400-4,500 meters	13,200-13,500 feet
4,500-4,600 meters	13,500-13,800 feet
4,600-4,700 meters	13,800-14,100 feet
4,700-4,800 meters	14,100-14,400 feet
4,800-4,900 meters	14,400-14,700 feet
4,900-5,000 meters	14,700-15,000 feet
5,000-5,100 meters	15,000-15,300 feet
5,100-5,200 meters	15,300-15,600 feet
5,200-5,300 meters	15,600-15,900 feet
5,300-5,400 meters	15,900-16,200 feet
5,400-5,500 meters	16,200-16,500 feet
5,500-5,600 meters	16,500-16,800 feet
5,600-5,700 meters	16,800-17,100 feet
5,700-5,800 meters	17,100-17,400 feet
5,800-5,900 meters	17,400-17,700 feet
5,900-6,000 meters	17,700-18,000 feet
6,000-6,100 meters	18,000-18,300 feet
6,100-6,200 meters	18,300-18,600 feet
6,200-6,300 meters	18,600-18,900 feet
6,300-6,400 meters	18,900-19,200 feet
6,400-6,500 meters	19,200-19,500 feet
6,500-6,600 meters	19,500-19,800 feet
6,600-6,700 meters	19,800-20,100 feet
6,700-6,800 meters	20,100-20,400 feet
6,800-6,900 meters	20,400-20,700 feet
6,900-7,000 meters	20,700-21,000 feet
7,000-7,100 meters	21,000-21,300 feet
7,100-7,200 meters	21,300-21,600 feet
7,200-7,300 meters	21,600-21,900 feet
7,300-7,400 meters	21,900-22,200 feet
7,400-7,500 meters	22,200-22,500 feet
7,500-7,600 meters	22,500-22,800 feet
7,600-7,700 meters	22,800-23,100 feet
7,700-7,800 meters	23,100-23,400 feet
7,800-7,900 meters	23,400-23,700 feet
7,900-8,000 meters	23,700-24,000 feet
8,000-8,100 meters	24,000-24,300 feet
8,100-8,200 meters	24,300-24,600 feet
8,200-8,300 meters	24,600-24,900 feet
8,300-8,400 meters	24,900-25,200 feet
8,400-8,500 meters	25,200-25,500 feet
8,500-8,600 meters	25,500-25,800 feet
8,600-8,700 meters	25,800-26,100 feet
8,700-8,800 meters	26,100-26,400 feet
8,800-8,900 meters	26,400-26,700 feet
8,900-9,000 meters	26,700-27,000 feet
9,000-9,100 meters	27,000-27,300 feet
9,100-9,200 meters	27,300-27,600 feet
9,200-9,300 meters	27,600-27,900 feet
9,300-9,400 meters	27,900-28,200 feet
9,400-9,500 meters	28,200-28,500 feet
9,500-9,600 meters	28,500-28,800 feet
9,600-9,700 meters	28,800-29,100 feet
9,700-9,800 meters	29,100-29,400 feet
9,800-9,900 meters	29,400-29,700 feet
9,900-10,000 meters	29,700-30,000 feet

POPULATION	
0-100,000	0-100,000
100,000-200,000	100,000-200,000
200,000-300,000	200,000-300,000
300,000-400,000	300,000-400,000
400,000-500,000	400,000-500,000
500,000-600,000	500,000-600,000
600,000-700,000	600,000-700,000
700,000-800,000	700,000-800,000
800,000-900,000	800,000-900,000
900,000-1,000,000	900,000-1,000,000
1,000,000-2,000,000	1,000,000-2,000,000
2,000,000-3,000,000	2,000,000-3,000,000
3,000,000-4,000,000	3,000,000-4,000,000
4,000,000-5,000,000	4,000,000-5,000,000
5,000,000-6,000,000	5,000,000-6,000,000
6,000,000-7,000,000	6,000,000-7,000,000
7,000,000-8,000,000	7,000,000-8,000,000
8,000,000-9,000,000	8,000,000-9,000,000
9,000,000-10,000,000	9,000,000-10,000,000
10,000,000-20,000,000	10,000,000-20,000,000
20,000,000-30,000,000	20,000,000-30,000,000
30,000,000-40,000,000	30,000,000-40,000,000
40,000,000-50,000,000	40,000,000-50,000,000
50,000,000-60,000,000	50,000,000-60,000,000
60,000,000-70,000,000	60,000,000-70,000,000
70,000,000-80,000,000	70,000,000-80,000,000
80,000,000-90,000,000	80,000,000-90,000,000
90,000,000-100,000,000	90,000,000-100,000,000
100,000,000-200,000,000	100,000,000-200,000,000
200,000,000-300,000,000	200,000,000-300,000,000
300,000,000-400,000,000	300,000,000-400,000,000
400,000,000-500,000,000	400,000,000-500,000,000
500,000,000-600,000,000	500,000,000-600,000,000
600,000,000-700,000,000	600,000,000-700,000,000
700,000,000-800,000,000	700,000,000-800,000,000
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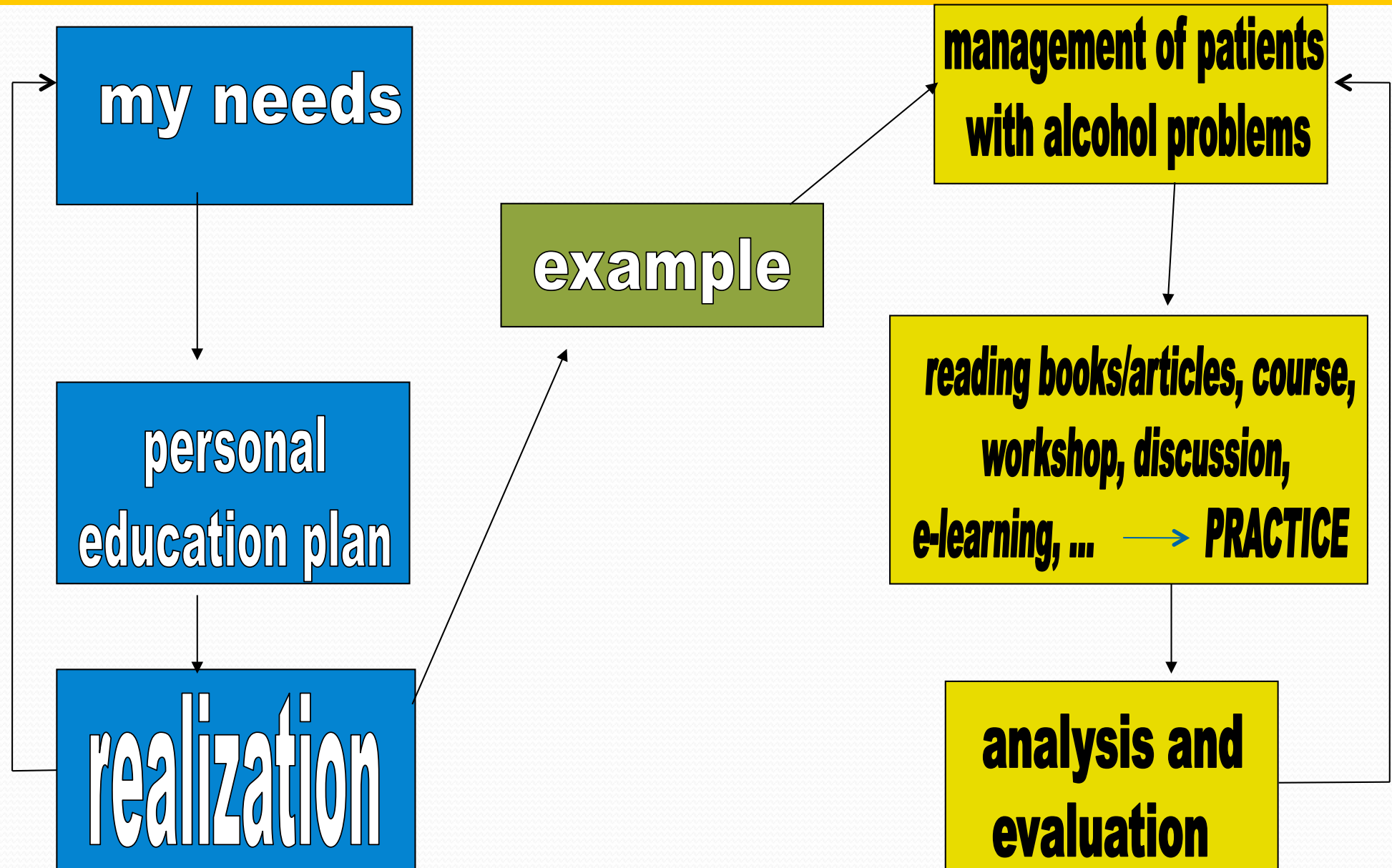
2<sup>nd</sup> Congress of  
Association of General Practice/Family  
Medicine of South East Europe

## POSSIBLE LEARNING ACTIVITIES

lectures, round tables, workshops, courses, practical training, work in small groups, oral presentations, posters

studying a literature, audit, educational visits, article, protocol, incident, information leaflet, guidelines, case report, family report, role playing, quality circle, Ballint group, internet for CME and CPD, etc.

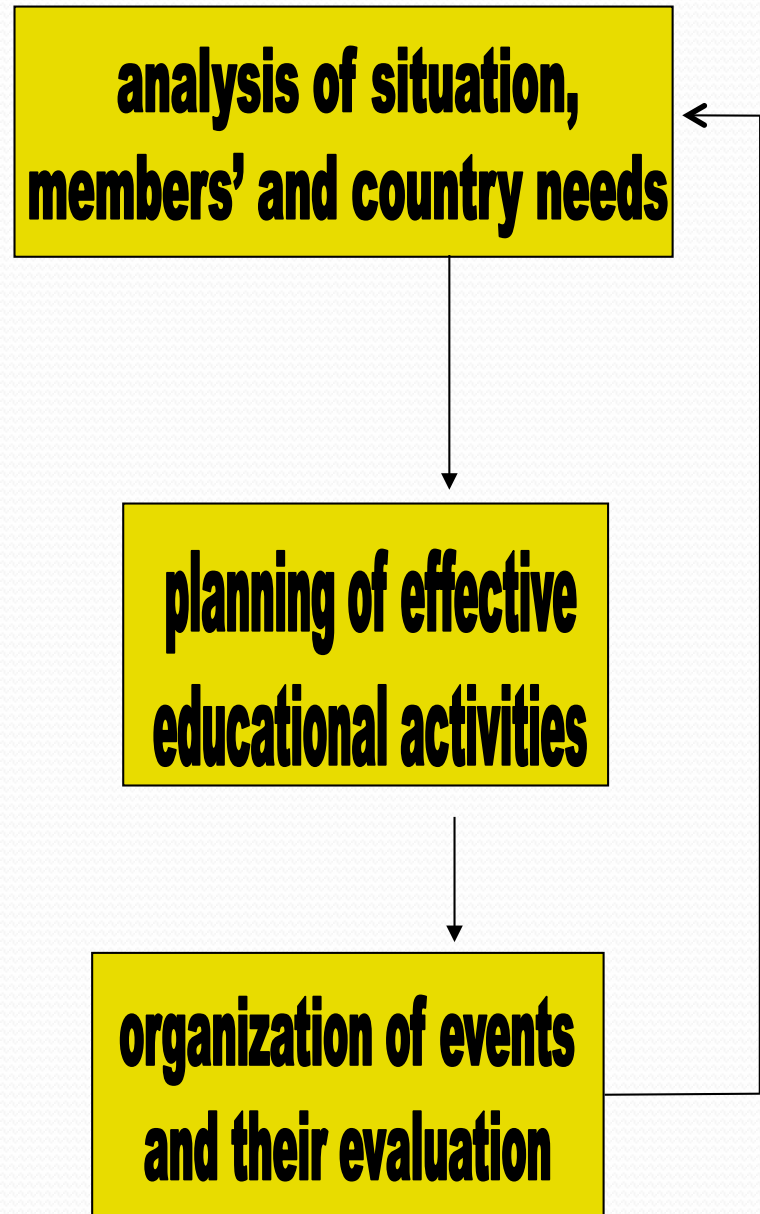
# What do I need to supplement or renovate now - not know, don't like, difficult for me, ...?





# What are the educational needs of our members, what's new, country needs, ...?

**PROFESSIONAL ORGANISATIONS**



# How to be successful?

1. strong GPs' professional organisations  
(*enthusiastic, altruistic, capable to listen and coordinate differences*)
2. professional dedication to quality of care
3. shared responsibility for policy
4. strong academic position (*education, research*)
5. organized training opportunities (*continuous, needs based, monitored, teaching methods reflect learning needs*)
6. good public image

# some CHALLENGES and/or PROBLEMS

## PHARMACEUTICAL INDUSTRY

- *production of medicines*
- *sponsoring education*



## BUT also

- *influence prescribing*
- *influence guidelines*
- *misuse of educational events for own promotion*

## some CHALLENGES and/or PROBLEMS (2)

### MULTIMORBIDITY

- *chronic deaseses*
- *demografic trends*
- *the art of coordination of multiple different problems in accordance with possibilities*



*I 10*

*E 14*

*J 44*

*M 54*

*M 81*

*K 29*

### Chris van Weel:

*H 80*

- “A GP has to be an expert for the management of multimorbid chronic patients.”

## some CHALLENGES and/or PROBLEMS (3)

### MEDICALISATION

*before conception*

*pregnancy*

*delivery*

*childhood*

*adolescence*



(for healthy people)

.....

*Who is healthy anyway?*

*What are normal changes through lifetime?*

## some CHALLENGES and/or PROBLEMS (4)

### “INFORMATION OVERLOADING”

*traditional knowledge*

*parents, friends*

*books*

*journals*

*internet*



*How to orientate?*

## some CHALLENGES and/or PROBLEMS (5)

### *“INFORMATION TECHNOLOGY”*

*doctor - patient*

*doctor – computer - patient*

*patient – computer - doctor*

*patient – doctor*

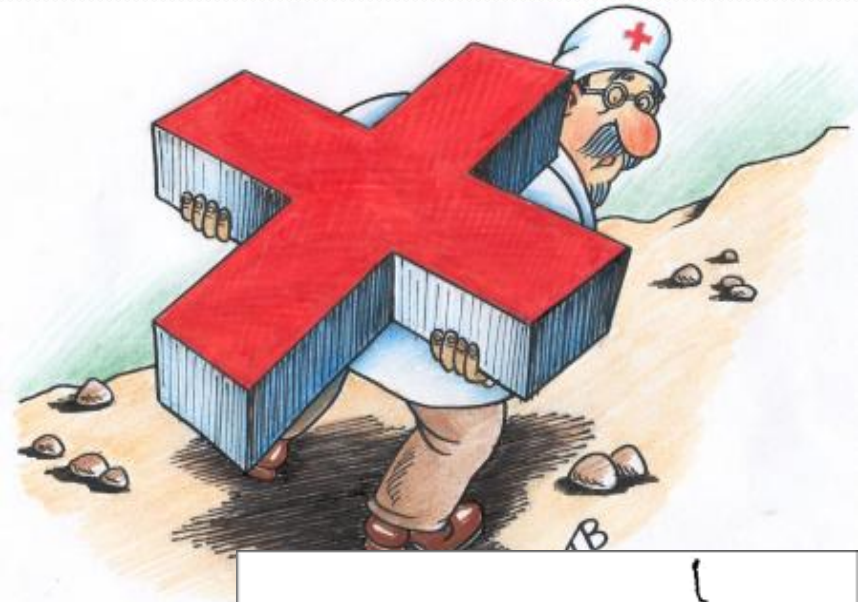
*Communication?*



# some CHALLENGES and/or PROBLEMS (6)

## OVERLOADED DOCTORS

*Burning out?*



Burnout



## ***SO: Why to stay in FM anyway?***

- ***we love it***
- ***happy to get new knowledge, skills, experiences***
- ***we care for patients' suffering***
- ***we love to help them***
- ***patients' gratitude gives us hope and satisfaction***
- ***we are not alone – there are many of us***

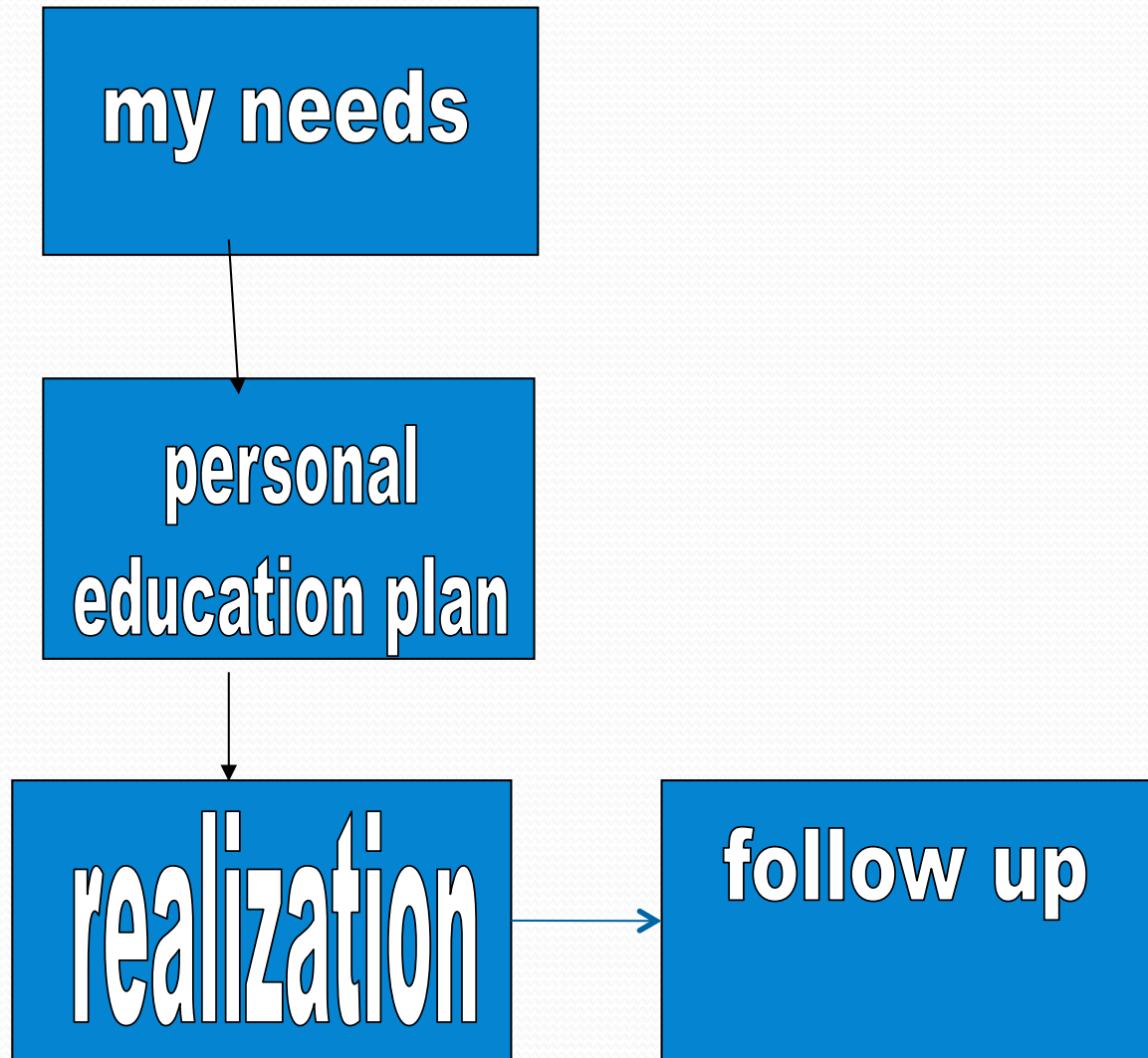
***BUT: also patients have to take their part of responsibility***

The age of primary care is **in front of us**, not behind us.\*

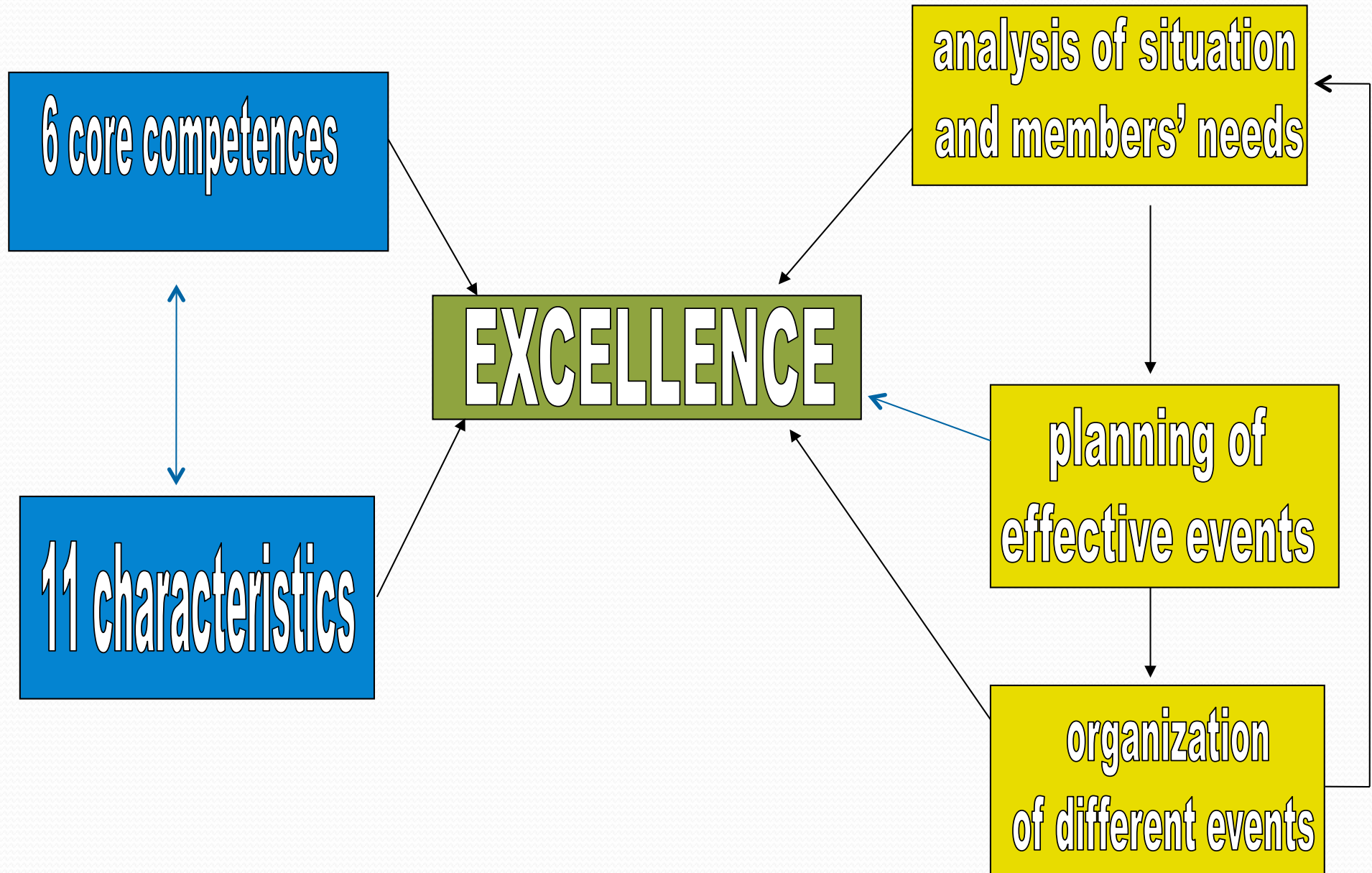


*Larry Green, October 4, 2007. BMJ Listserver discussion*

# Where am I now and where I would like to go to?



# Where Europe and SEE countries are to go to? EURACT educational agenda



# What is my - OUR way?

my – our  
patients

my – our  
colleagues

politicians

myself - ourselves

PROFESSIONALISM

QUALITY

EXCELLENCE