

Formation: Ombre et lumière

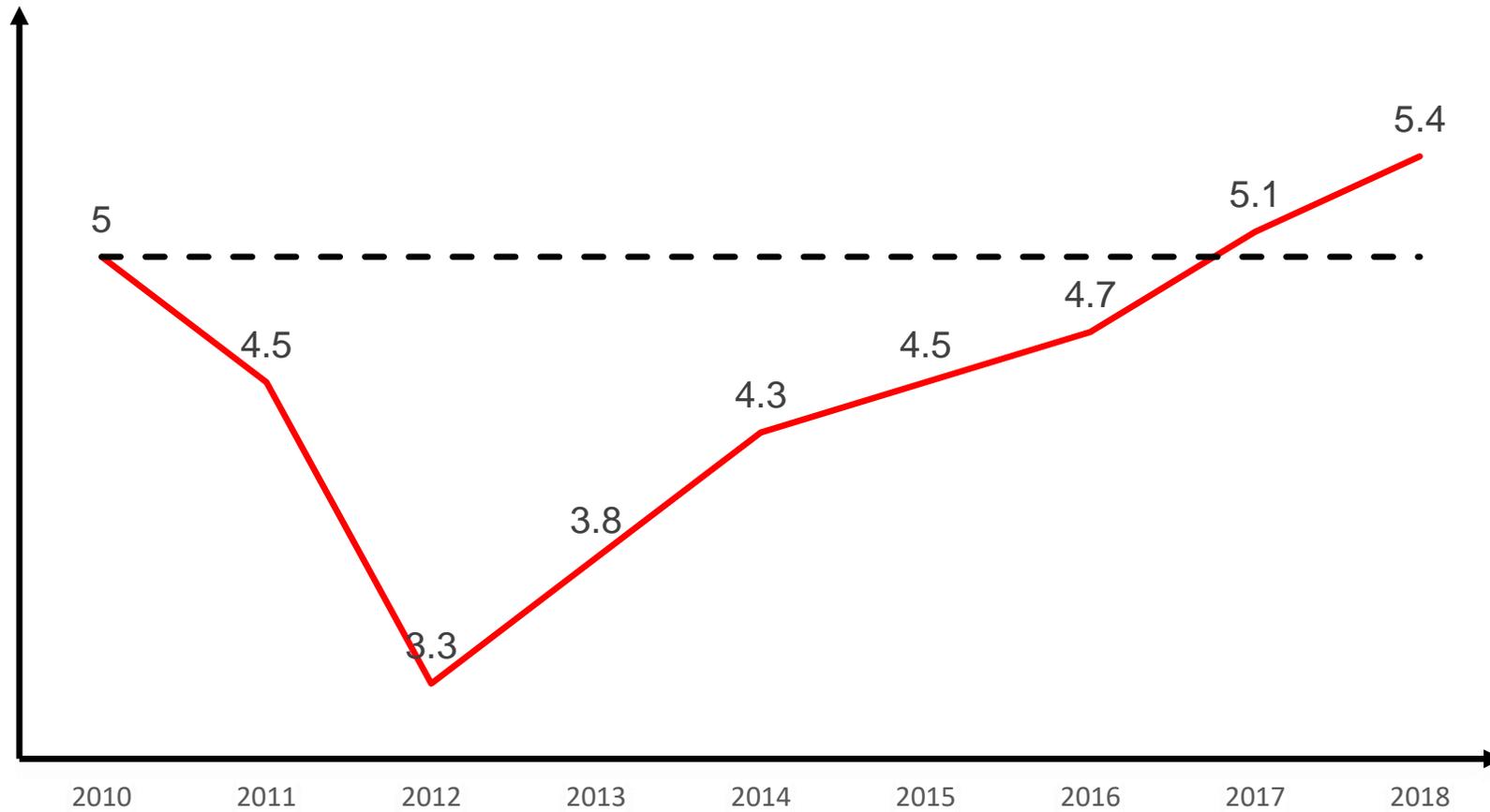
Prof Dr med Daniel Genné

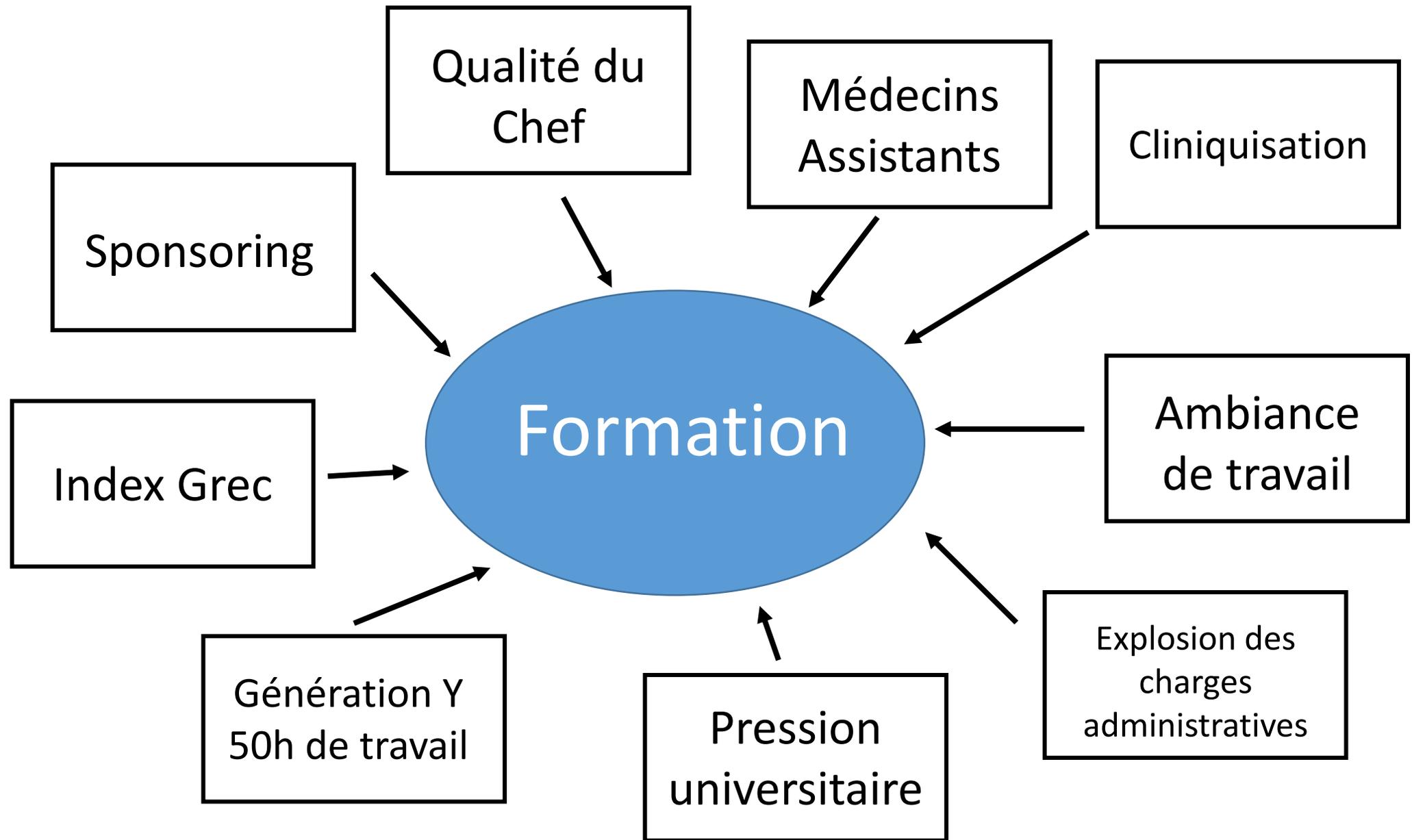
Médecin chef

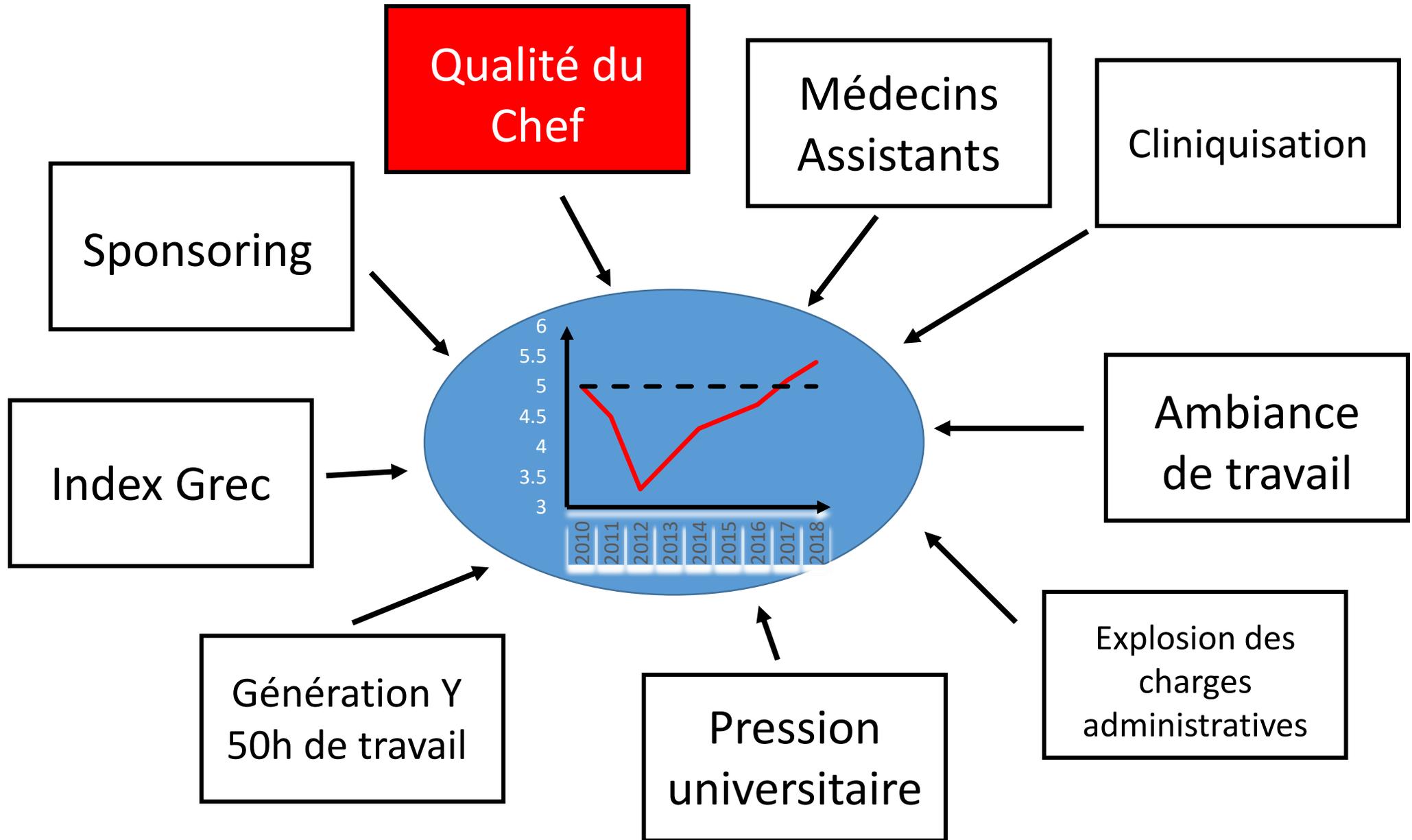
Service de médecine interne

Centre Hospitalier de Bienne

Evaluations ISFM/SIWF (FMH) Service de médecine interne Centre Hospitalier Bienne



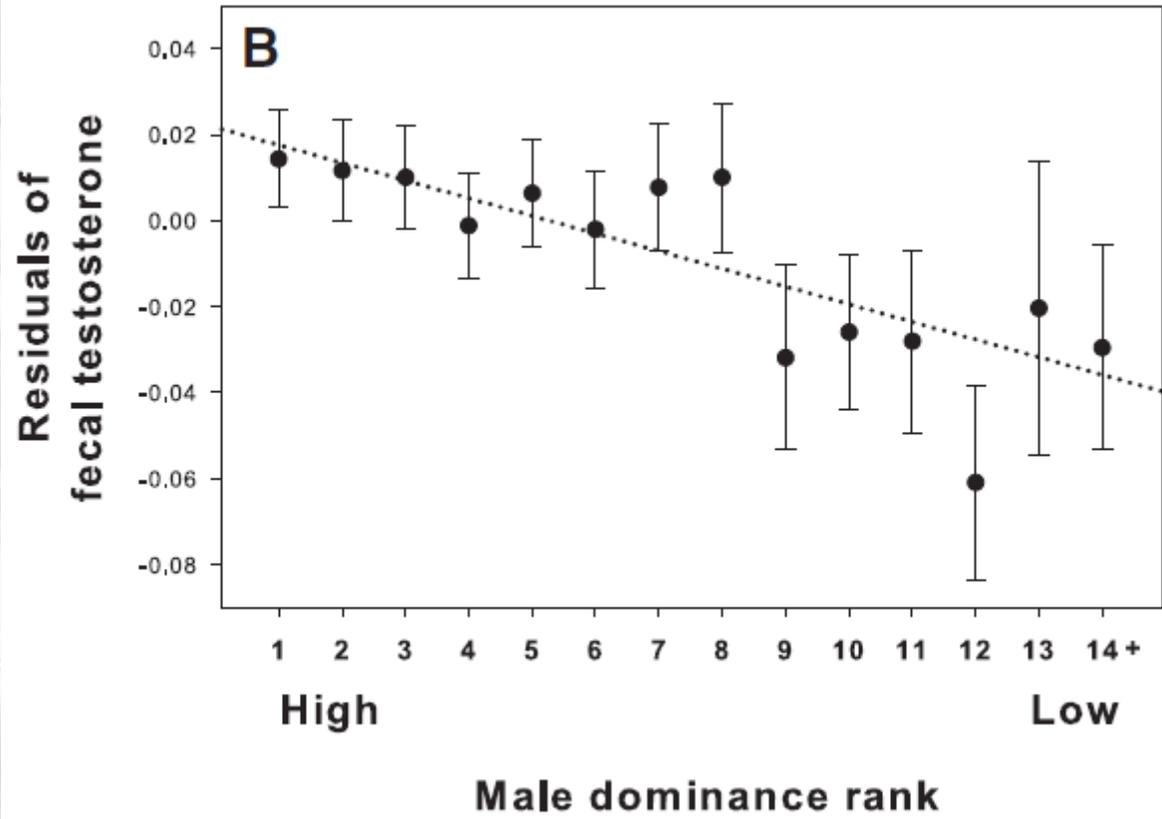


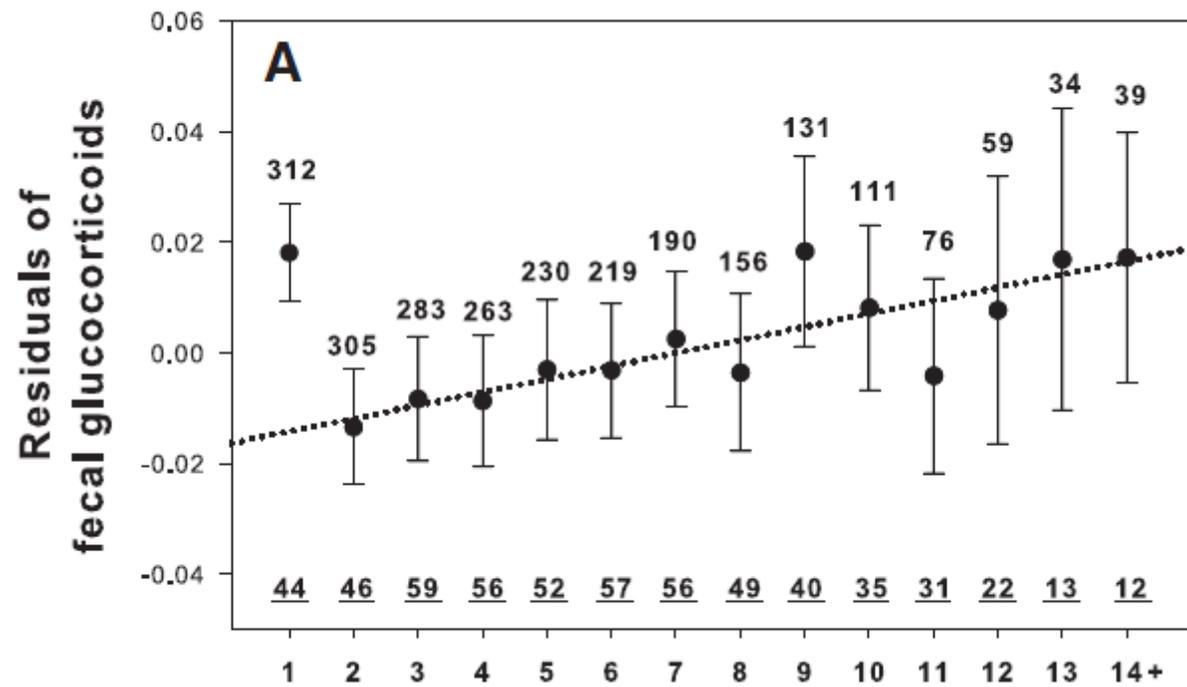


Life at the Top: Rank and Stress in Wild Male Baboons

Laurence R. Gesquiere,^{1*} Niki H. Learn,¹ M. Carolina M. Simao,¹ Patrick O. Onyango,¹
Susan C. Alberts,^{2,3} Jeanne Altmann^{1,3,4}







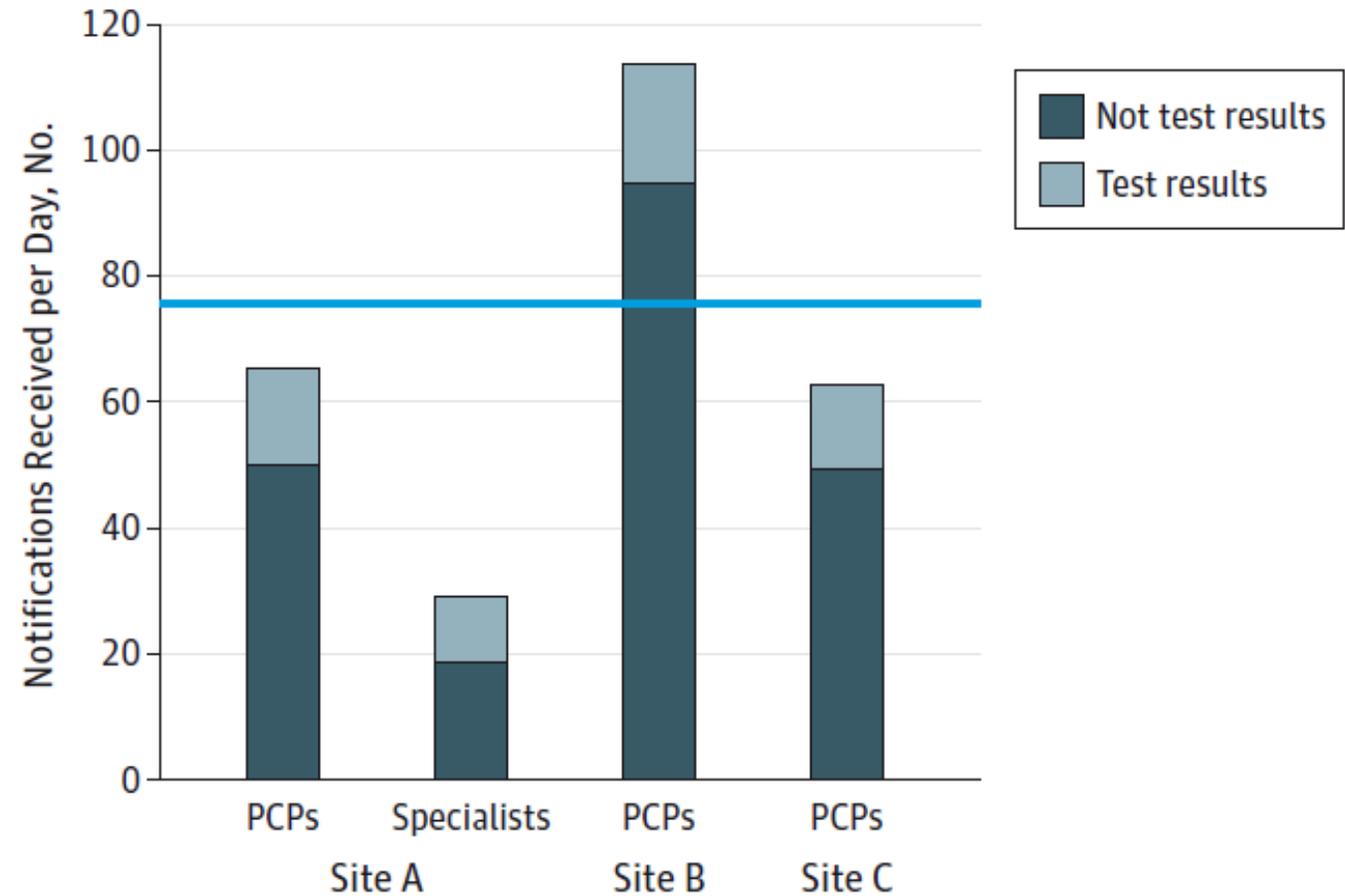
Rôle des médecins cadres formateurs

- Médecins
- Chercheurs
- Managers
- Financiers
- Journalistes
- Avocats
- Enseignants

The Burden of Inbox Notifications in Commercial Electronic Health Records

77 emails x 1min = 1h15/j

Figure. Quantities and Types of Notifications Received by Site and Physician Role

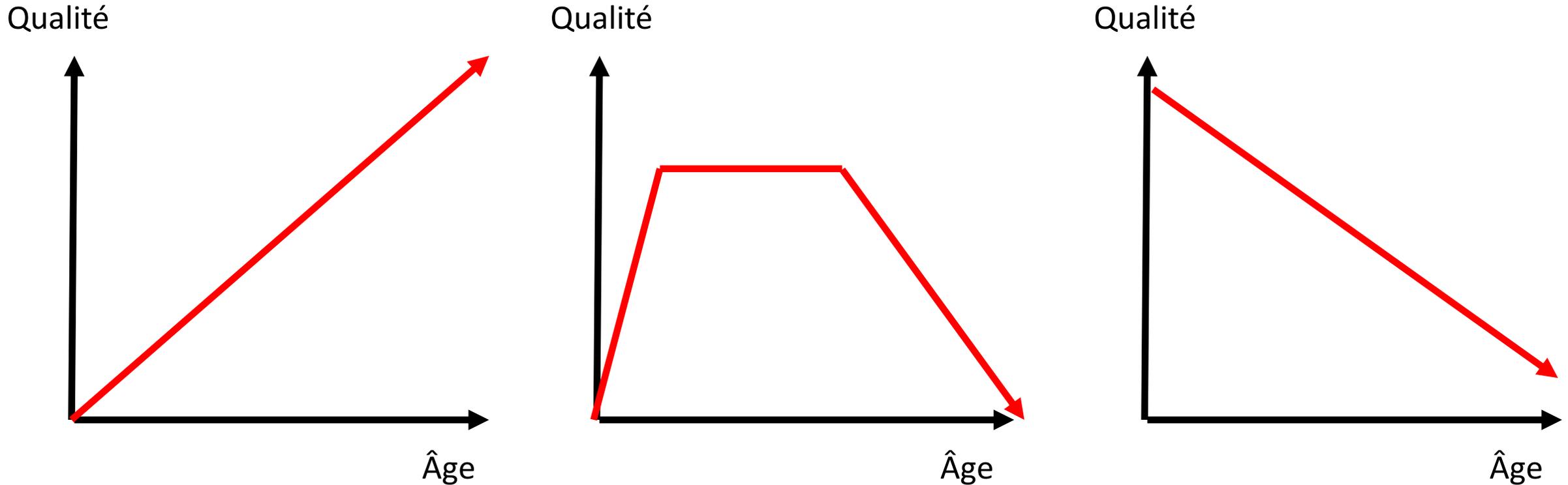


Primary care providers (PCPs) received an overall mean of 76.9 notifications per day (blue line). Specialists (site A only) received a mean of 29.1 notifications per day ($P < .001$).



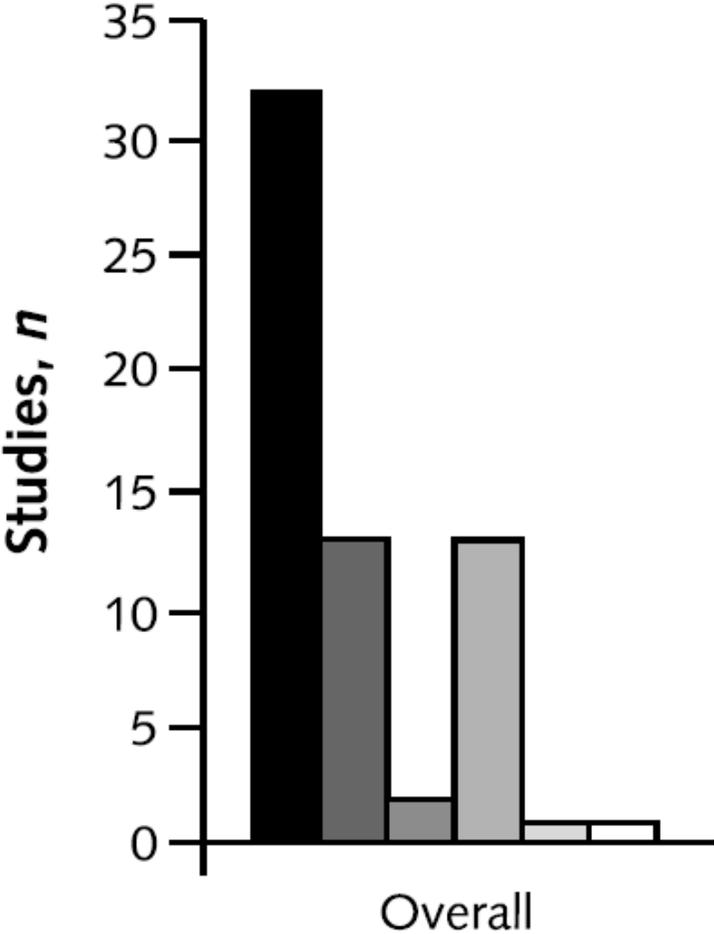
Systematic Review: The Relationship between Clinical Experience and Quality of Health Care

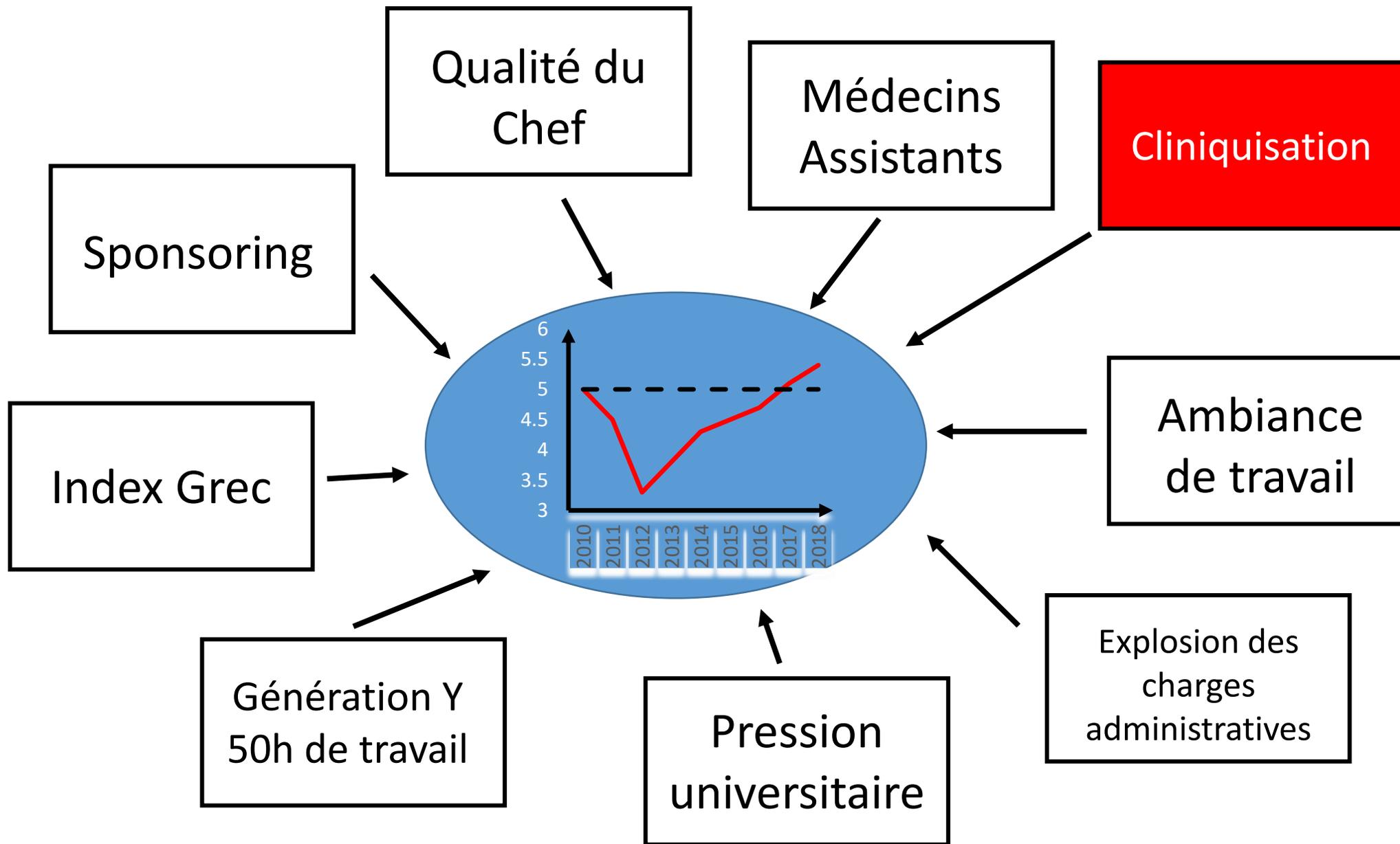
Niteesh K. Choudhry, MD; Robert H. Fletcher, MD, MSc; and Stephen B. Soumerai, ScD



Systematic Review: The Relationship between Clinical Experience and Quality of Health Care

Niteesh K. Choudhry, MD; Robert H. Fletcher, MD, MSc; and Stephen B. Soumerai, ScD







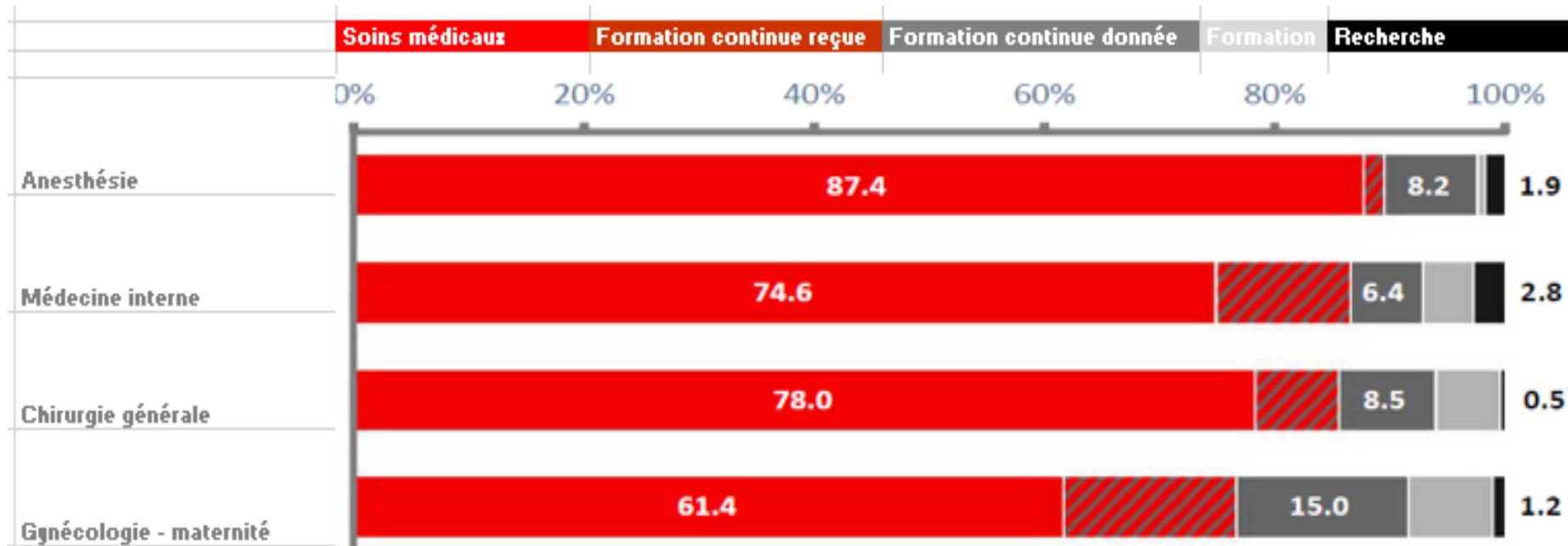
Donnez moi les
hôpitaux publics et
je vais les sortir des
chiffres rouges

....et nous n'aurons plus de
médecins formés dans deux ans

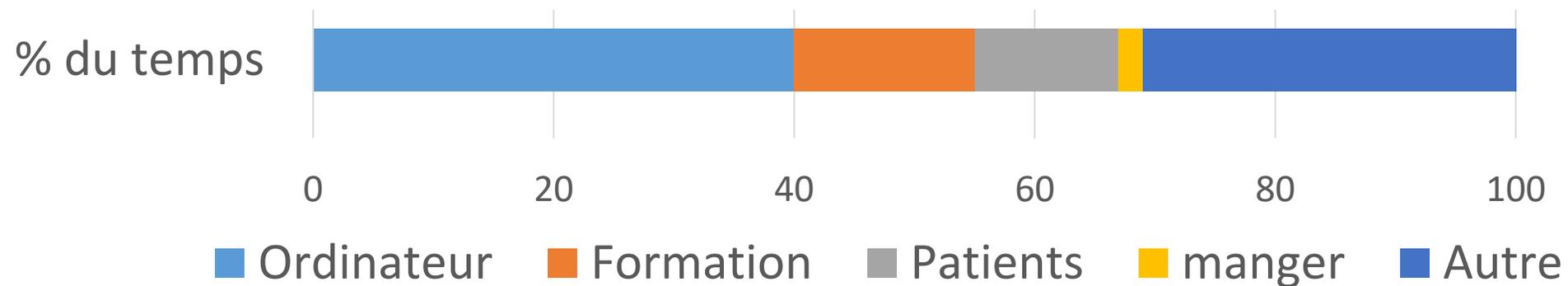
Fonctions des médecins hospitaliers

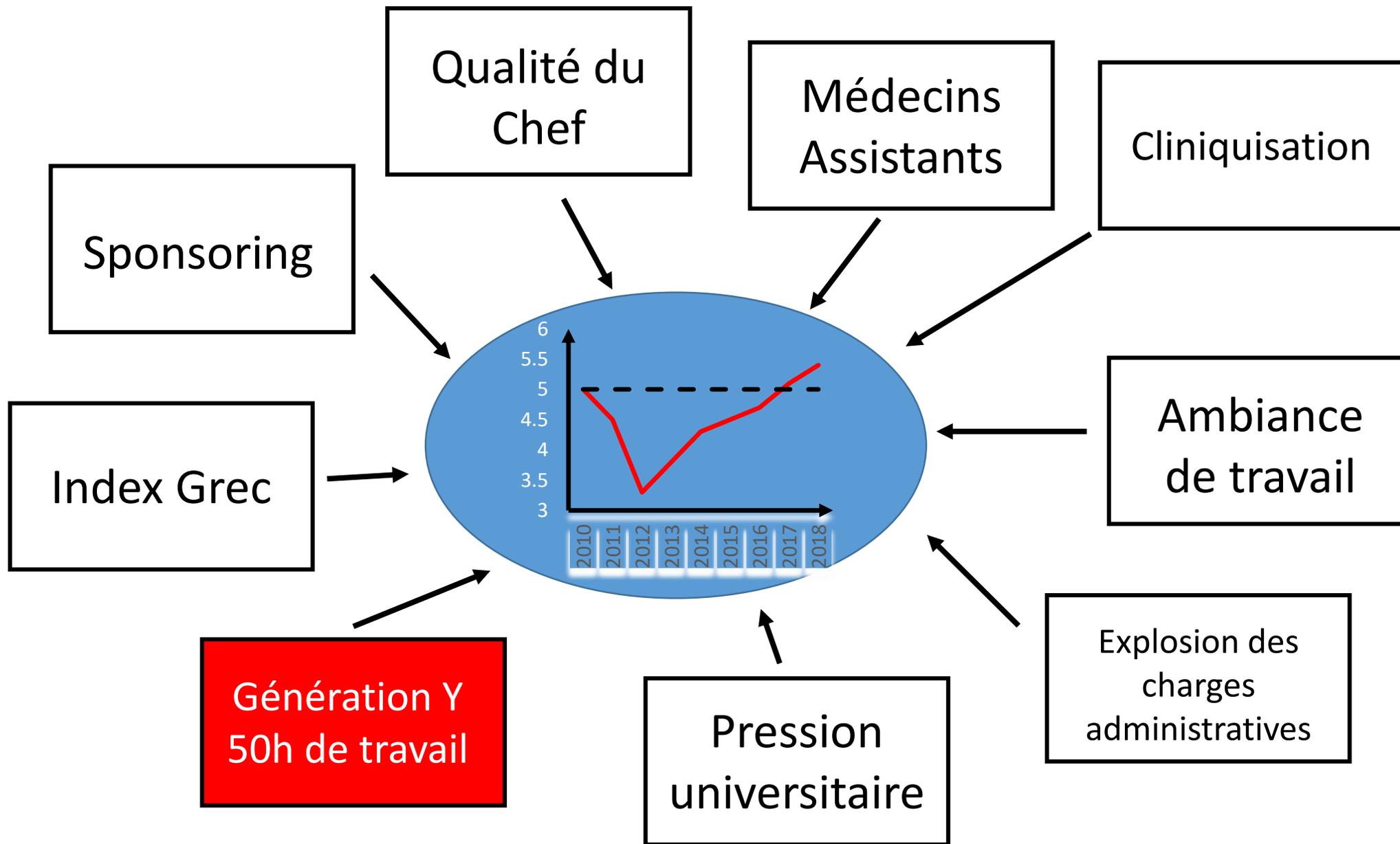
1. Soins aux malades
2. Formation
3. ...
4. ...

Place de la formation dans le quotidien des médecins hospitaliers (SZB/CHB)



Combien de temps pour la formation?





Les générations se succèdent et se ressemblent pas

Génération	Année de naissance
Babyboomer	1944 – 1964
Génération X	1965 – 1980
Génération Y	1981 – 1999
Génération Z	2000 – à ce jour

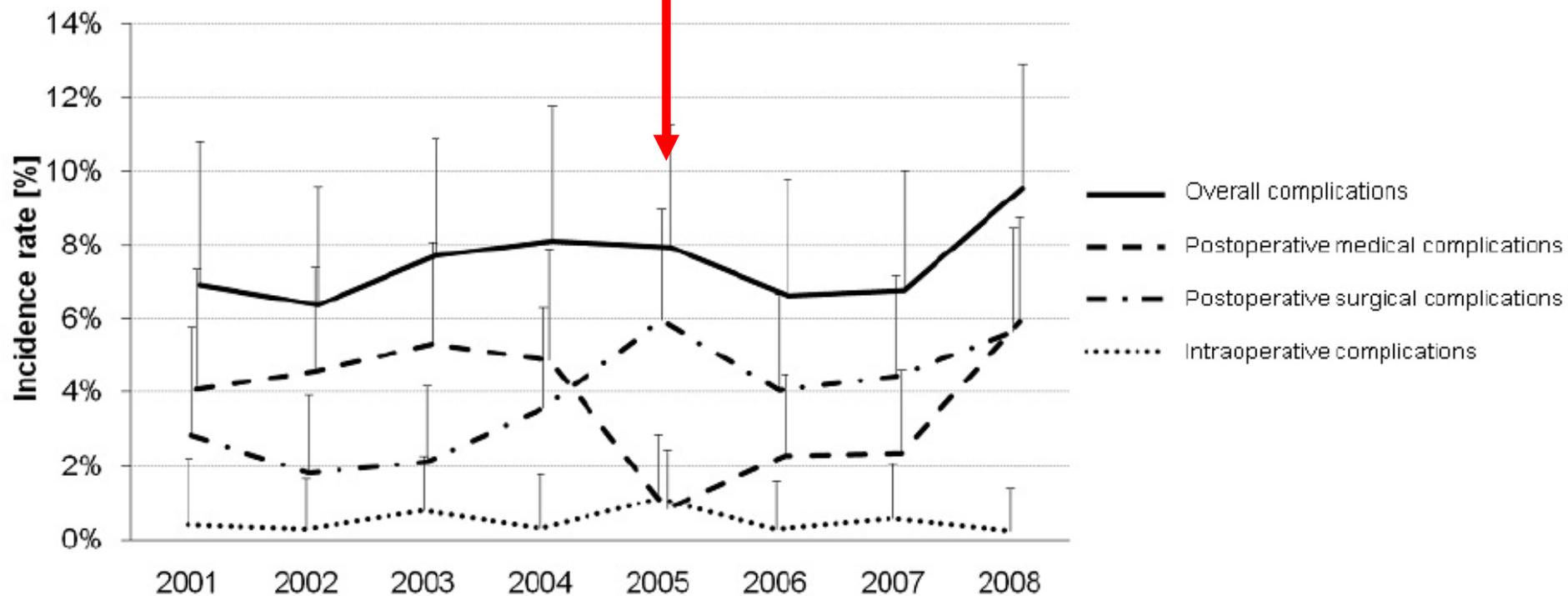
Generation Y im Spitalumfeld Masterthesis Lea Bohm (2019)

- Umfrage aller Ärzte der Inselgruppe AG
- 590/1782 (33.1%) haben teilgenommen
- 371 (63%) Generation Y
- 219 (37%) Babyboomer und Generation X

Generation Y im Spitalumfeld Masterthesis Lea Bohm (2019)

- Wichtige Erwartungen:
 - Work-Life-Balance
 - Teilzeitarbeitsmöglichkeiten (50%-80%)
 - Möglichkeit für internationales Sabbaticals
 - Möglichkeit für Auszeiten für private Projekte
 - 24-h-Kita
- Wichtige Erwartungen an ihre Vorgesetzten:
 - Ausgezeichnete Fachwissen
 - Regelmässiges und zeitnahes Feedback (1x/Woche)
 - Intensive Coaching
 - Reduktion des Administrationsaufwandes

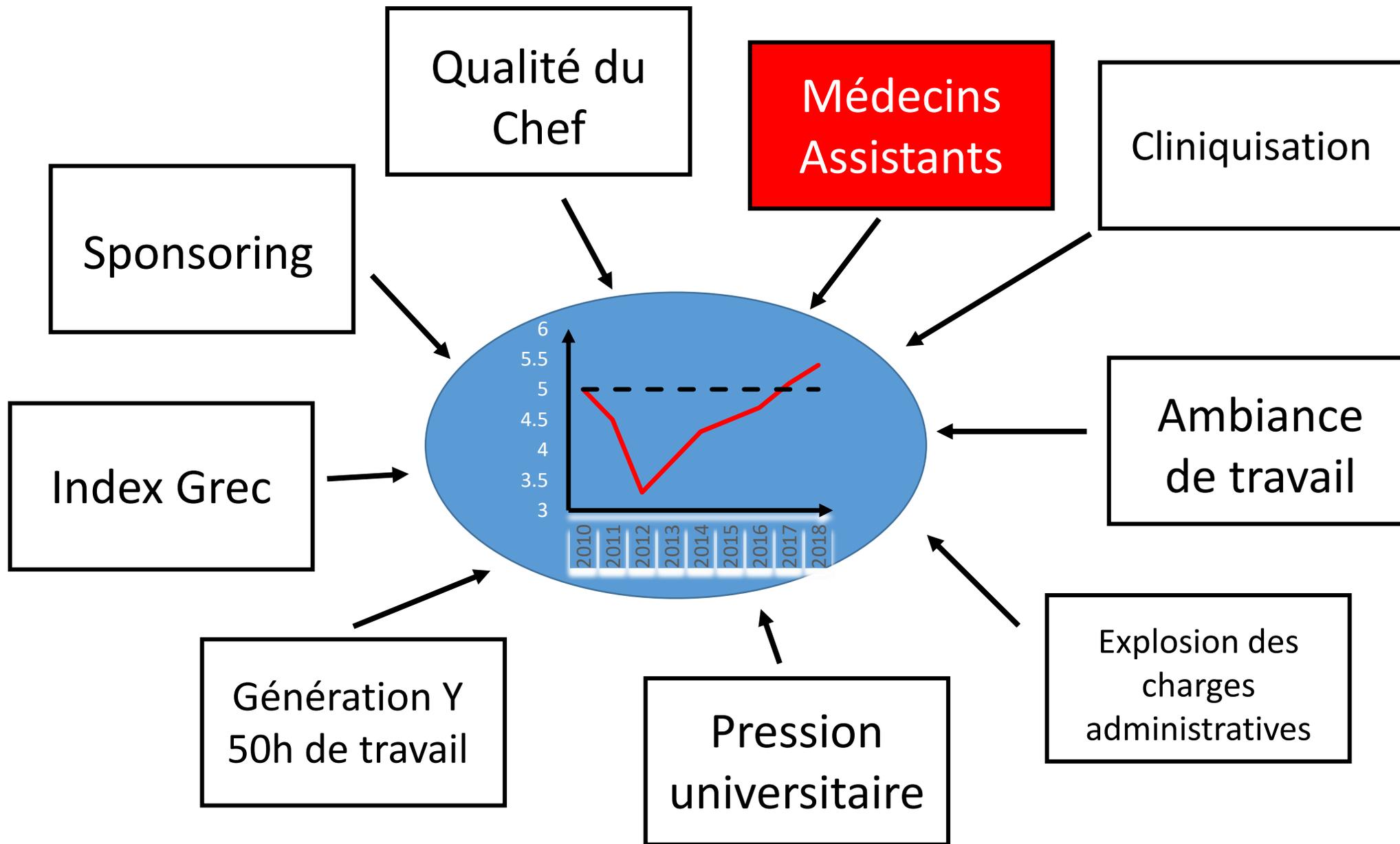
Morbidity in surgery: impact of the 50-hour work-week limitation in Switzerland



Incidence rates in % and 95%-confidence intervals.

Generation Y im Spitalumfeld Masterthesis Lea Bohm (2019)

- Konsequenzen:
 - Regelmässige Feedback aber gleichzeitig limitierte Kritikfähigkeit
 - Teilzeitarbeit: verlängert die Ausbildung
 - Work-Life-Blance: weniger Zeit für berufliche Erfahrung. Kompetenz und Qualitätsverlust in der Patientenversorgung
 - Ausbildung durch Internet zu Hause wenn möglich
 - Ihr Beruf soll sich an Ihr Life Style anpassen. Schwierig für ein Kaderarzt, ein Medical Direktor,....
 - Schwierigkeit von den Babyboomer und Generation X Patientent betreut zu sein

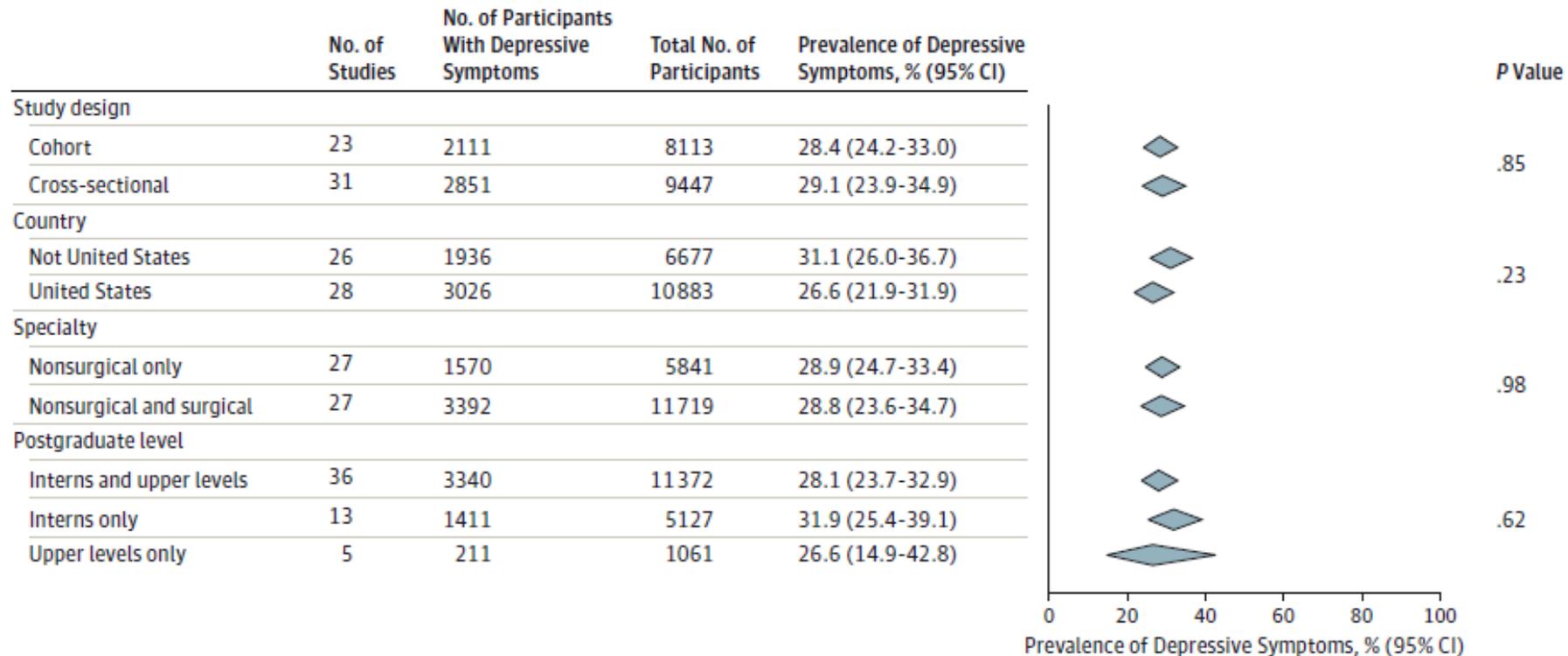


Prevalence of Depression and Depressive Symptoms Among Resident Physicians

A Systematic Review and Meta-analysis



Figure 4. Meta-analyses of the Prevalence of Depression or Depressive Symptoms Among Resident Physicians Stratified by Study-Level Characteristics



Comment allez-vous Docteur?



- 1/5 médecins américains présentent des abus de substances Am J Addict 2015
- 15% des étudiants en médecine dépriment aux USA JAMA 2016
- 2/5 médecins anglais ont des problèmes psychologiques BMJ 2018
- Parmi les médecins assistants français en formation de psychiatrie:
 - 40% consomment de l'alcool à risque
 - 24% de l'ecstasy
 - 12% du cannabis
 - 10% des antidépresseurs
 - 12% ont été agressés psychiquement durant leurs études J Affect Disord 2018

The Well-being of Swiss General Internal Medicine Residents

Brigitta Zumbrunn¹, Odile Stalder², Andreas Limacher², Maxime Schmutz¹, Peter E. Ballmer³, Stefano Bassetti⁴, Edouard Battegay⁵, Jürg Hans Beer⁶, Michael Brändle⁷, Daniel Genné⁸, Daniel Hayoz⁹, Christoph Henzen¹⁰, Lars Christian Huber¹¹, Pierre-Auguste Petignat¹², Jean-Luc Reny¹³, Peter Vollenweider¹⁴, Drahomir Aujesky¹

Results:

- Response rate : 54% (472/880)
- 19% had a reduced well-being, 60% felt burned out, and 21% had career choice regret
- Less than 2.5 personally rewarding work hours per day (OR 3.01, 95% CI 1.62-5.61), low satisfaction with training quality (OR 2.40, 95% CI 1.34-4.31), and low satisfaction with job autonomy (OR 2.42, 95% CI 1.36-4.28) were significantly associated with reduced well-being
- Respondents with children were less likely to experience a reduced well-being (OR 0.10, 95% CI 0.02-0.41)
- Working hours, administrative workload, and income were not statistically significantly associated with well-being.

Swiss Medical Weekly

Formerly: Schweizerische Medizinische Wochenschrift

An open access, online journal • www.smw.ch

Original article | Published 15 December 2018 | doi:10.4414/smw.2018.14696

Cite this as: Swiss Med Wkly. 2018;148:w14696

What makes internal medicine attractive for the millennial generation? A survey of residents in internal medicine in Switzerland

Cribari Marco^a, Holzer Barbara M.^b, Battegay Edouard^b, Minder Christoph E.^c, Zimmerli Lukas^a

^a Department of Internal Medicine, Kantonsspital Olten, Switzerland

^b Department of Internal Medicine, University Hospital Zurich, Switzerland

^c Horten Centre, University Hospital Zurich, Switzerland

- 50% des AA mécontents avec work-life balance
- Très dévoués a leur travail mais veulent du temps pour autres activités et familles, la médecine n'est plus une vocation
- Diminution des charges administratives
- 65% de femmes, désirent des horaires flexibles (temps partiel)

RESEARCH ARTICLE

Computer usage and task-switching during resident's working day: Disruptive or not?

Marie Méan*, Antoine Garnier, Nathalie Wenger, Julien Castioni, Gérard Waeber, Pedro Marques-Vidal

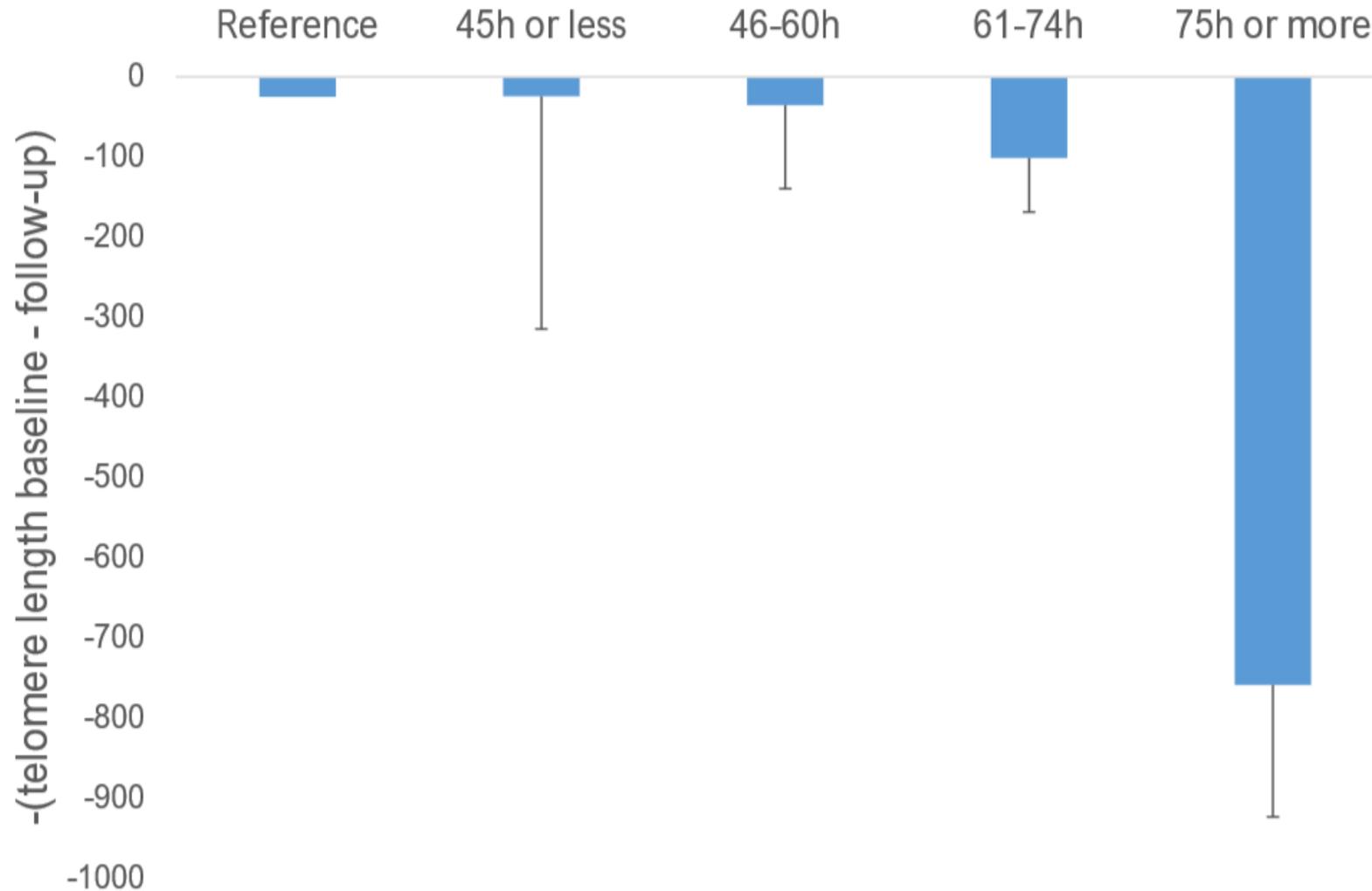
During day shifts, residents spent 5.4 hours using a computer

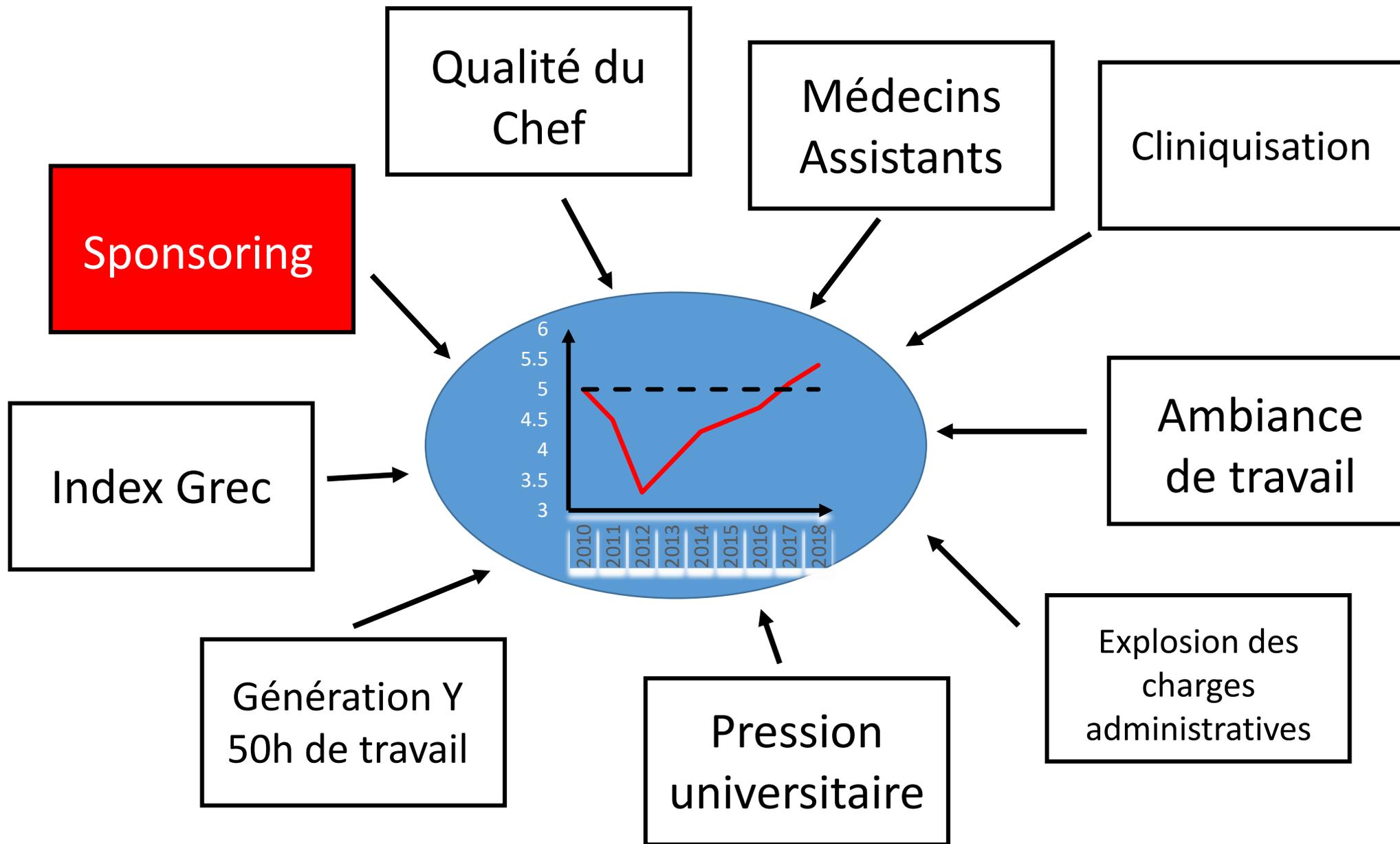
On average, residents switched 15 times per hour from a task to another.

16 min/patient/day

Physician Training Stress and Accelerated Cellular Aging

[Kathryn K.RidoutM.D., Ph.D.^{1,2}](#)[Samuel J.RidoutM.D., Ph.D.¹](#)[ConstanceGuilleM.D.³](#)[Douglas A.MataM.D., M.P.H.^{4,5}](#)[HudaAkilPh.D.⁶](#)[SrijanSenM.D., Ph.D.⁶](#)

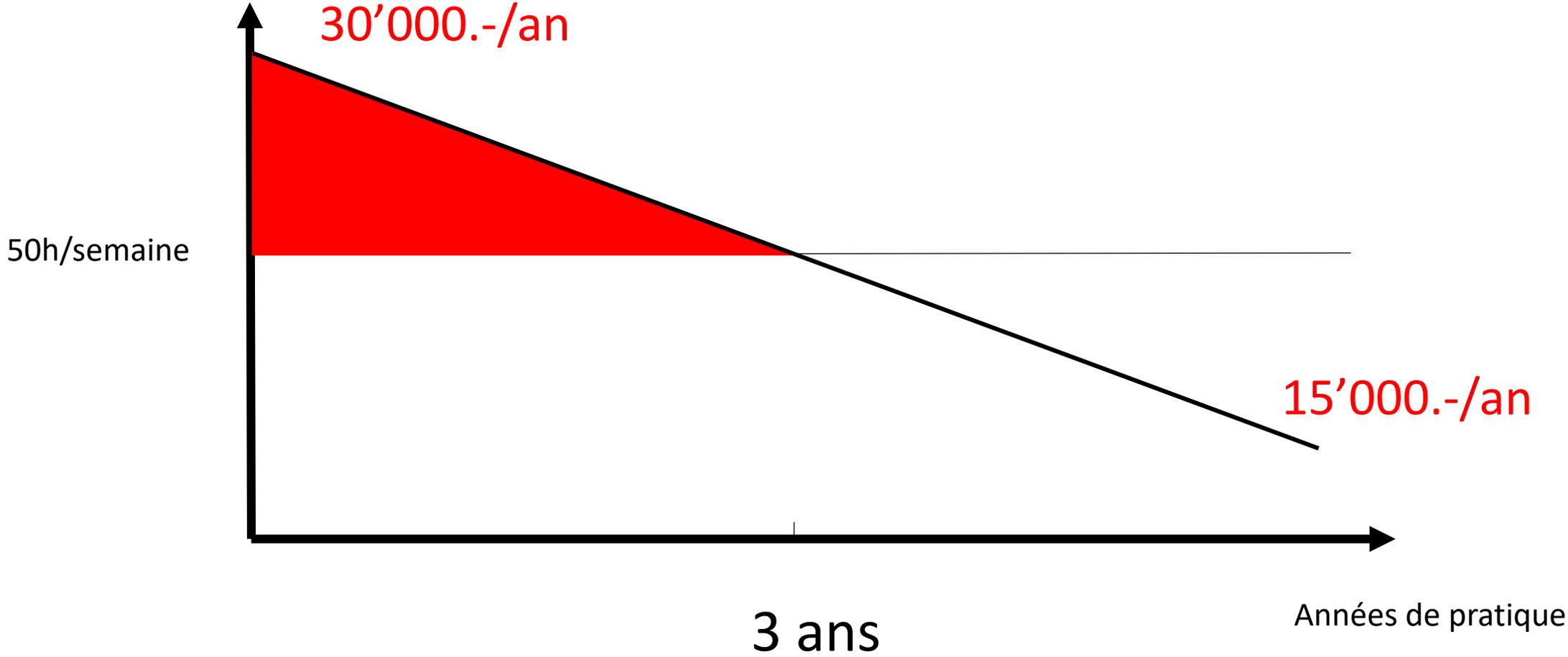


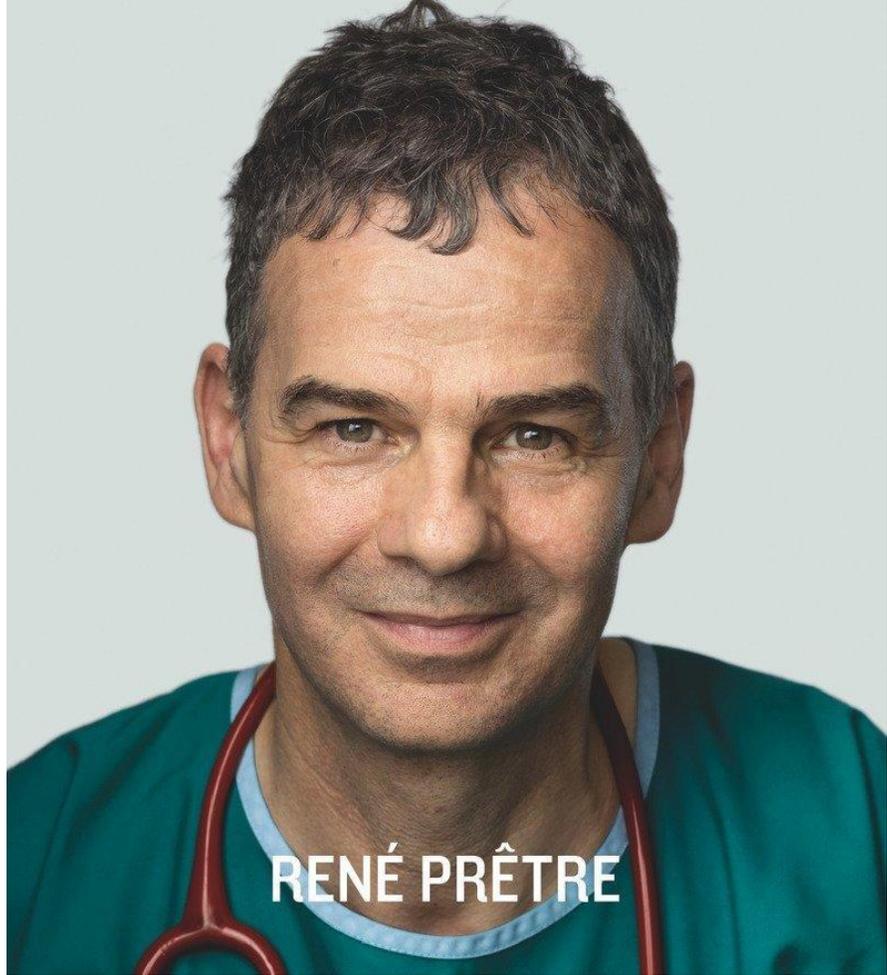


Prestations d'intérêt général (PIG), canton BE

- 15'000.-/assistant/année
- Coût réel ~30'000.- au minimum

Heures supplémentaires des médecins assistants





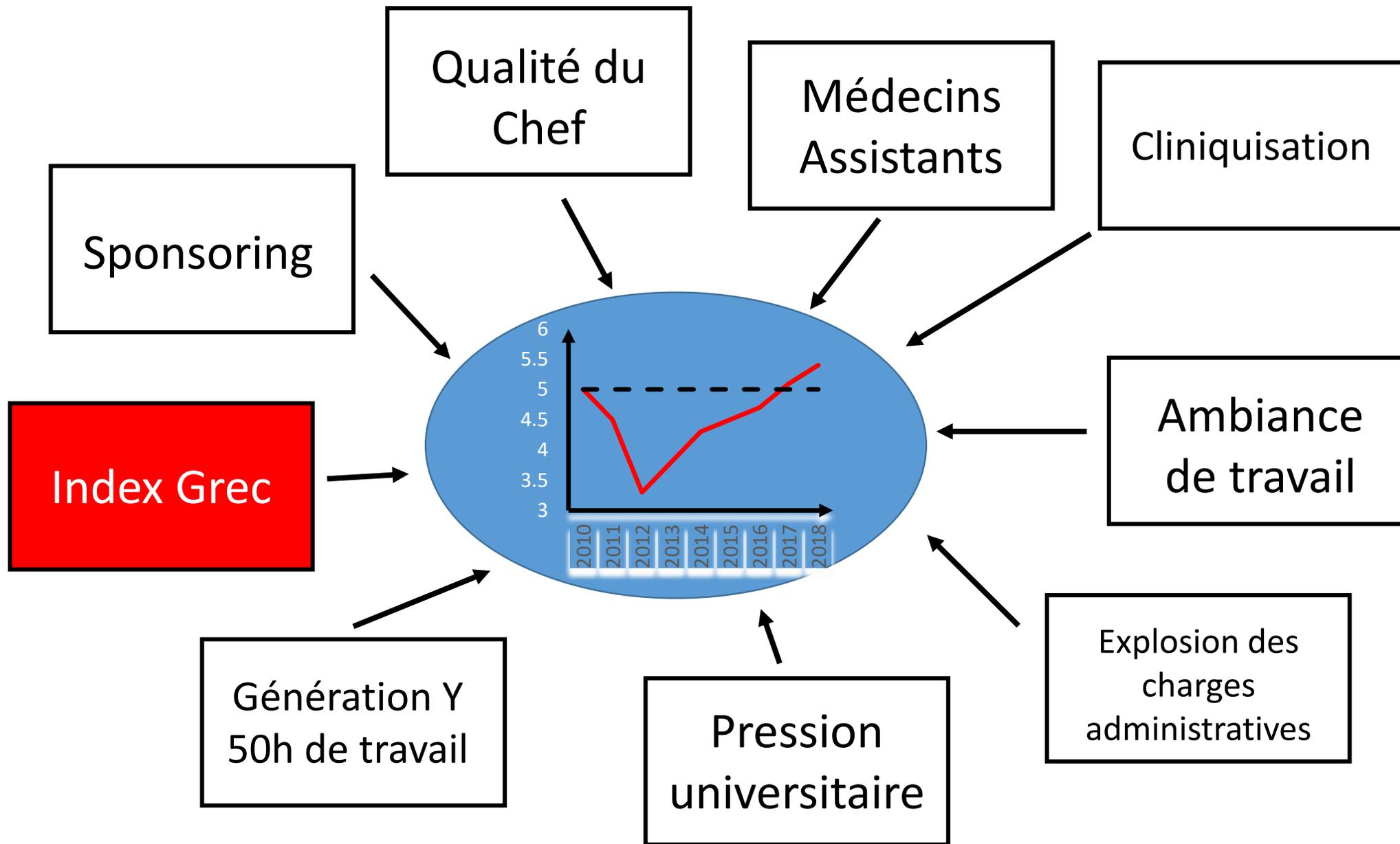
2012: Transfert de Zürich à
Lausanne, pour ?



2017: Transfert de Barcelone au
PSG Paris pour 222 millions d'Euro

Transferts de médecins: Proposition innovante

- Selon une échelle de points qui dépendent de:
 - Nombre d'années de formation
 - Catégorie du service (clinique) de formation: A - B - C – D
 - Selon les notes d'évaluation globales de la SIWF/ISFM au moment des années de formations.
- Rémunération des services (cliniques) formateurs par les hôpitaux qui engagent les médecins cadres
- L'argent doit intégralement être utilisée pour la formation



Evaluating Obstetrical Residency Programs Using Patient Outcomes

David A. Asch, MD, MBA

Table 4. Adjusted Rates of Maternal Complication by Quintile Ranking of Residency Programs^a

	Mean Adjusted Rate, % (95% Confidence Interval)					High-Low Quintile Difference
	Residency Program Maternal Complication Rate Quintile					
	High (Q5)	Q4	Q3	Q2	Low (Q1)	
All deliveries, any major complication	10.3 (10.1-10.5)	11.3 (11.3-11.4)	11.9 (11.9-12.0)	12.4 (12.3-12.5)	13.6 (13.1-14.0)	3.3 (2.8-3.8)
Vaginal delivery						
Laceration	5.0 (4.8-5.2)	5.7 (5.6-5.7)	6.2 (6.1-6.2)	6.6 (6.5-6.6)	7.1 (7.0-7.3)	2.2 (1.9-2.4)
Hemorrhage	2.7 (2.6-2.8)	3.1 (3.1-3.1)	3.3 (3.3-3.3)	3.4 (3.4-3.5)	3.8 (3.7-3.9)	1.1 (1.0-1.3)
Other	2.4 (2.4-2.5)	2.8 (2.7-2.8)	3.0 (3.0-3.1)	3.3 (3.3-3.4)	4.2 (3.8-4.5)	1.7 (1.4-2.1)
Cesarean delivery						
Hemorrhage	3.6 (3.5-3.7)	4.2 (4.1-4.2)	4.4 (4.4-4.5)	4.7 (4.7-4.8)	5.5 (5.1-5.8)	1.8 (1.5-2.2)
Infection	3.3 (3.2-3.4)	3.6 (3.6-3.7)	3.8 (3.8-3.9)	4.1 (4.0-4.1)	4.8 (4.5-5.1)	1.5 (1.2-1.8)
Other	1.4 (1.4-1.4)	1.6 (1.6-1.7)	1.8 (1.8-1.8)	1.9 (1.9-1.9)	2.2 (2.1-2.3)	0.8 (0.7-0.9)

^aEach quintile structure has been created separately for each outcome measure. Other complications of vaginal deliveries include infections and thrombotic complications, and other complications of cesarean deliveries include operative and thrombotic complications.

Différentes complications



Diplômé du top quintile

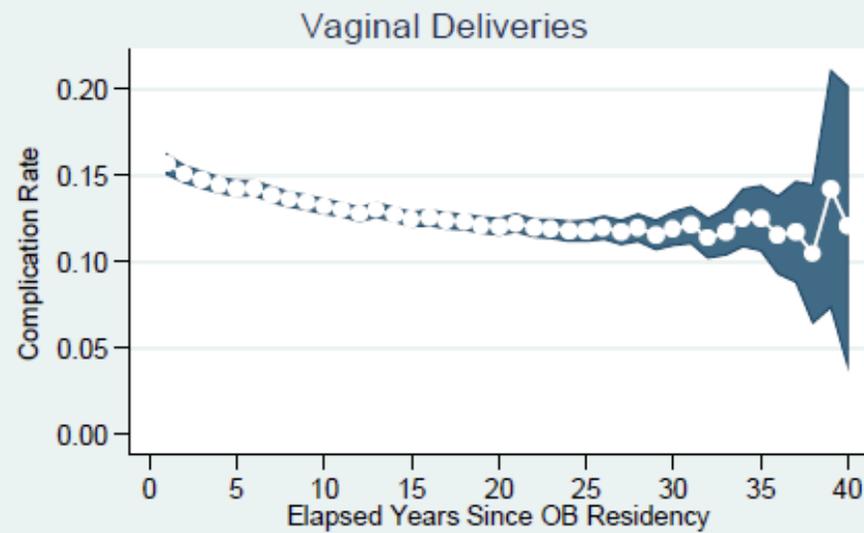
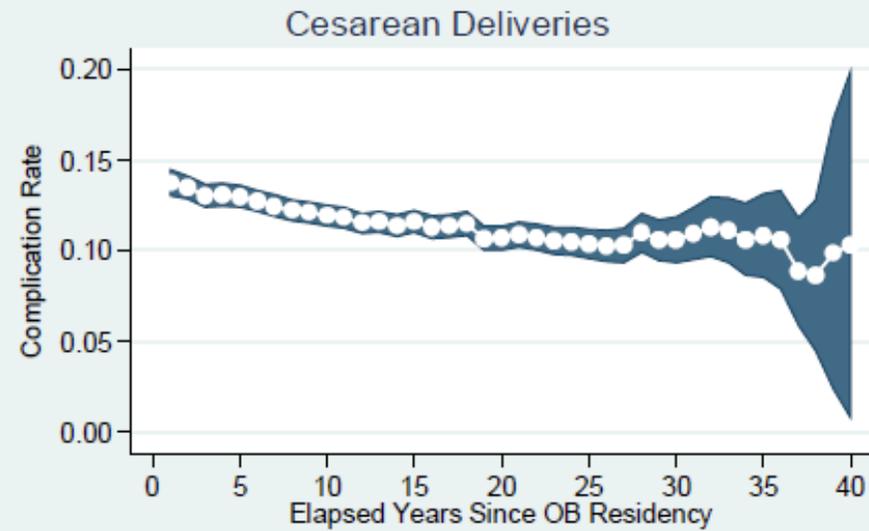
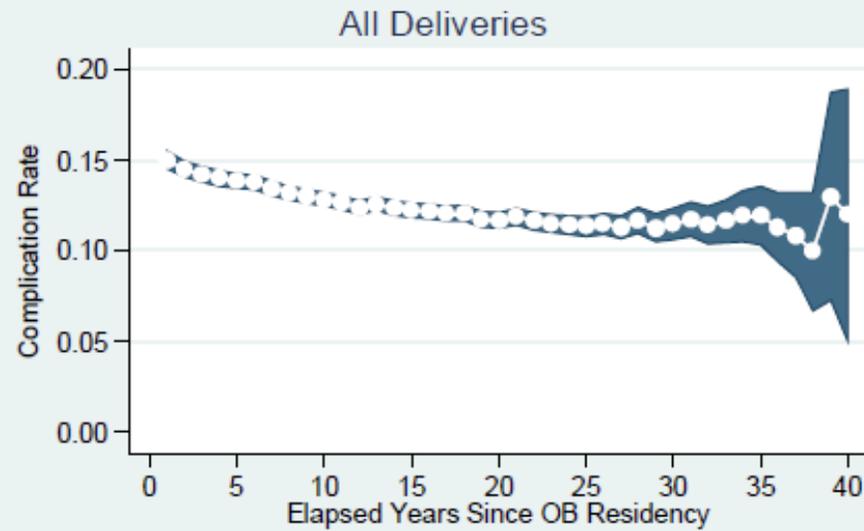


Diplômé du bottom quintile

How Do You Deliver a Good Obstetrician? Outcome-Based Evaluation of Medical Education

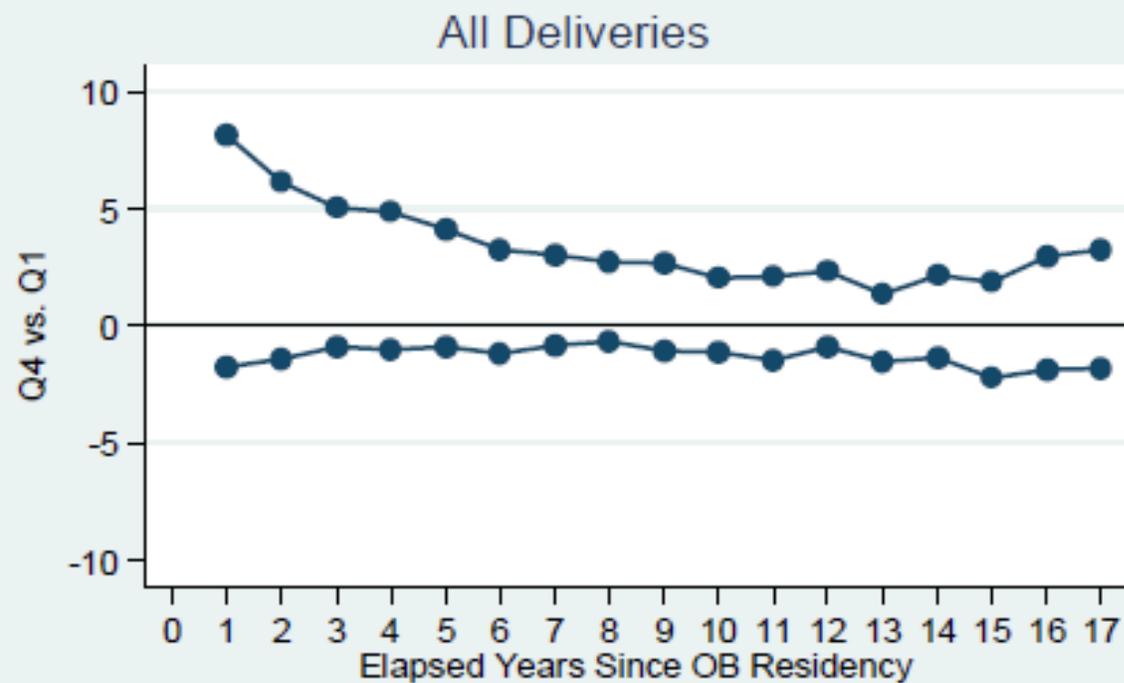
David A. Asch, MD, Sean Nicholson, PhD, Sindhu K. Srinivas, MD, MSCE,
Jeph Herrin, PhD, and Andrew J. Epstein, PhD, MPP

Academic Medicine, Jan 2014



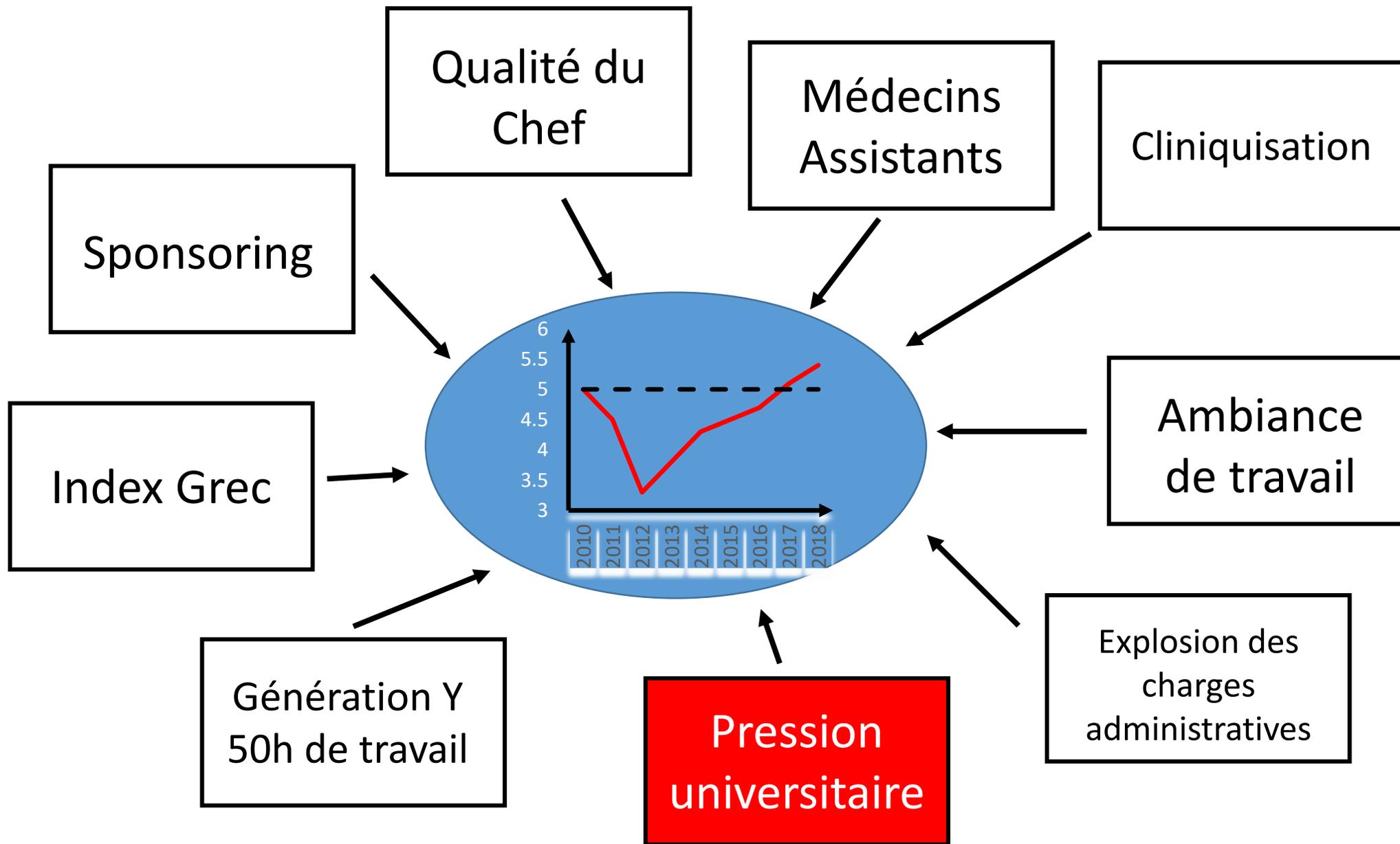
Maternal complication rates decline with experience:

- Persistent declines in maternal complication rates through 30 years of experience
- No change when adjusting for survivor bias



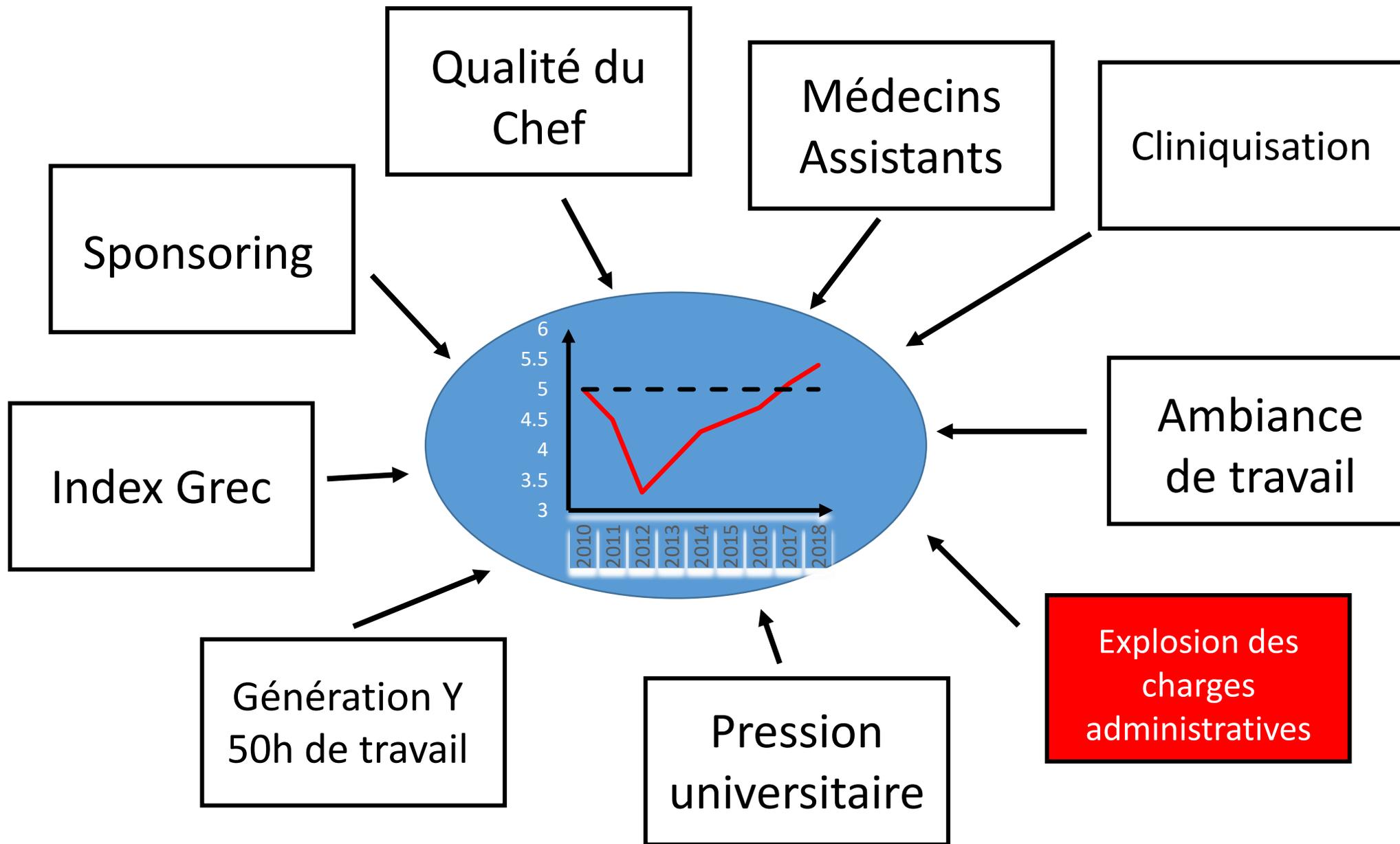
Initial complication rates predict later complication rates:

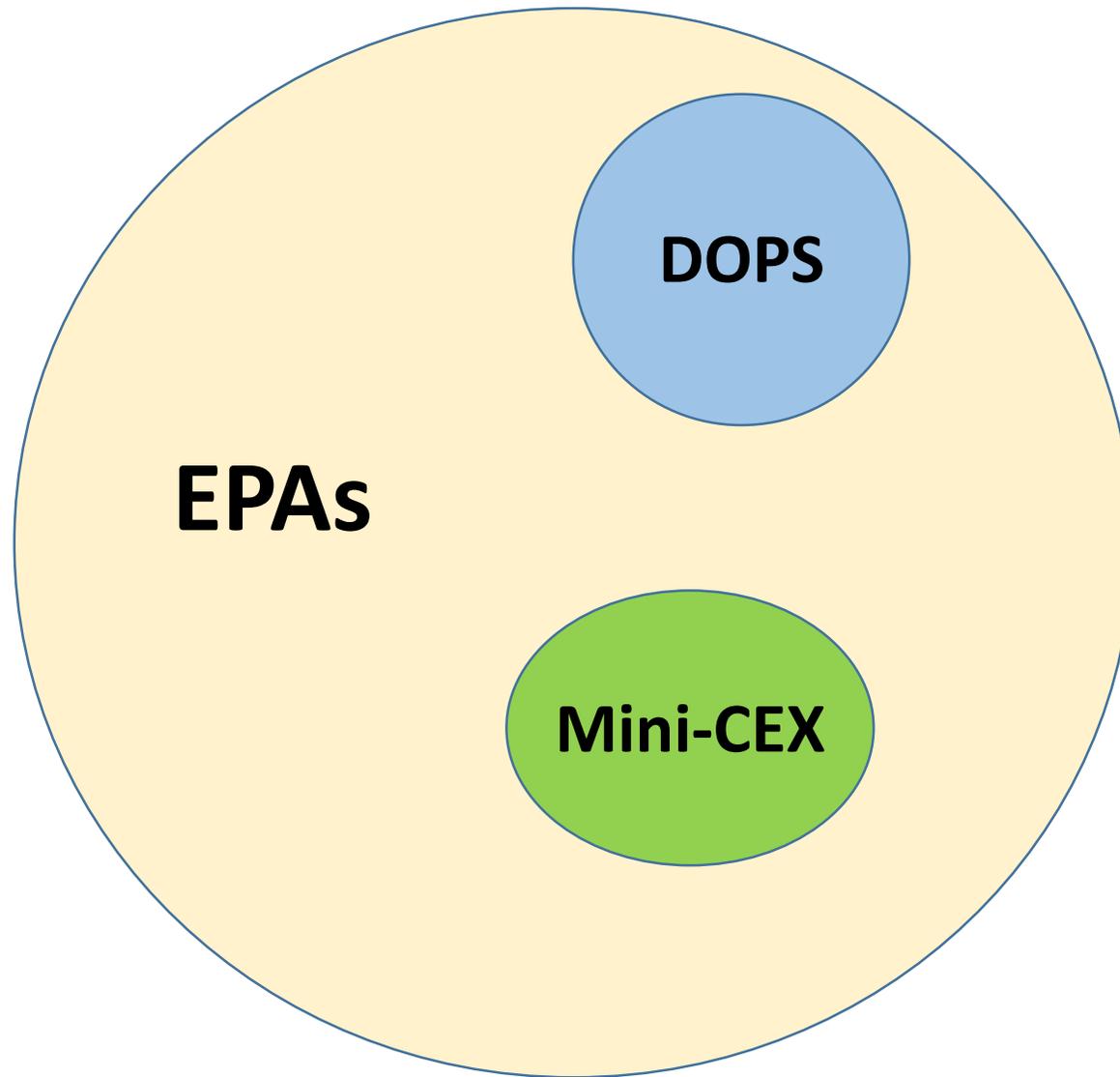
- Over time, the best and worst quartiles approach the mean.
- They do so gradually.
- They never get there, meaning that differences persist



Augmentation du nombre d'étudiants en médecine

- Université de Bern:
 - 100 étudiants/an de plus dès 01.08.2018
 - Total de 320 étudiants (228 termineront leur Master en 2019)
- Université de Genève:
 - + 125 étudiants en 2007
 - + 220 étudiants en 2014
 - Total de 567 étudiants (Master)
- Les Hôpitaux périphériques sont sommés de prendre en charge plus d'étudiants sans contre-partie





Entrustable Professional Activities (Compétences acquises)

Entrustable Professional Activities

- = Compétences acquises
- Etre capable de réaliser une tâche médicale seul
 - Mener une réanimation
 - Faire une nuit de garde aux urgences
 - Faire la visite médicale
- Permettrait aux chefs de service de connaitre le niveau de leurs assistants lorsqu'ils passent d'un hôpital à un autre
- Les candidats au titre FMH devrait remplir une certaine liste d'EPAs
- Une liste d'EPAs devrait remplacer la liste du Logbook..à mettre sur pieds, elle s'ajouterait aux mini-CEX et DOPS

The O-Score for Entrustment

- I had to do (learner watched)
- I walked them through (hands on supervision; learner contributes)
- I prompted (learner performed but guided)
- I had to be there just in case
- I did not need to be there (entrusted)



Figure 2. Spectrum of skills acquisition (Dreyfus & Dreyfus 1980).

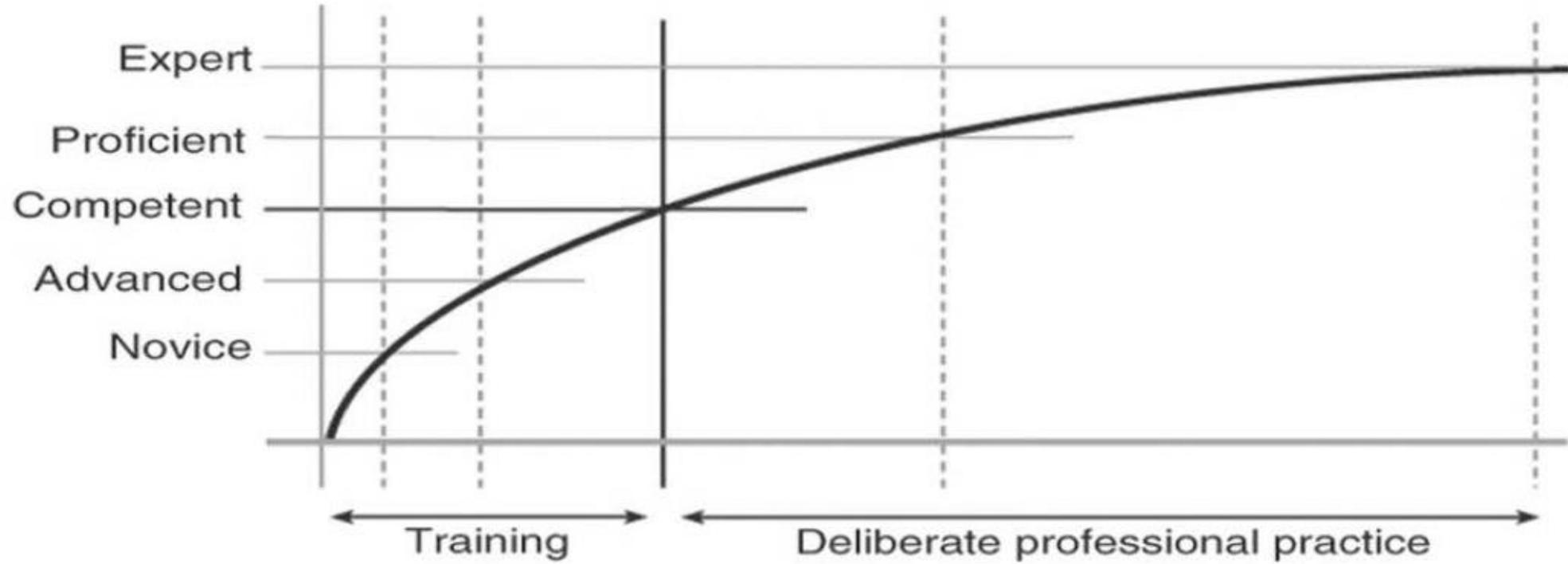
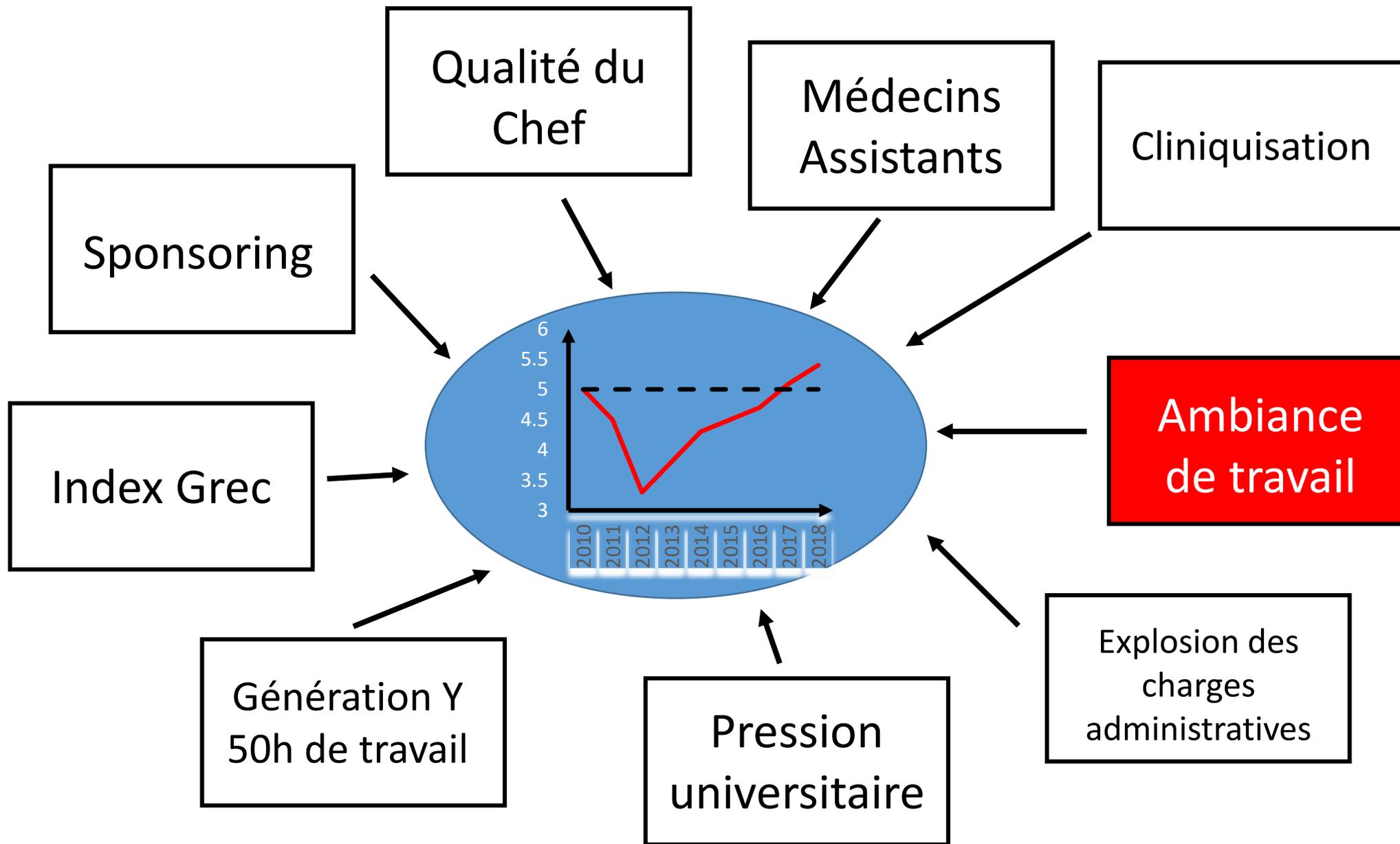
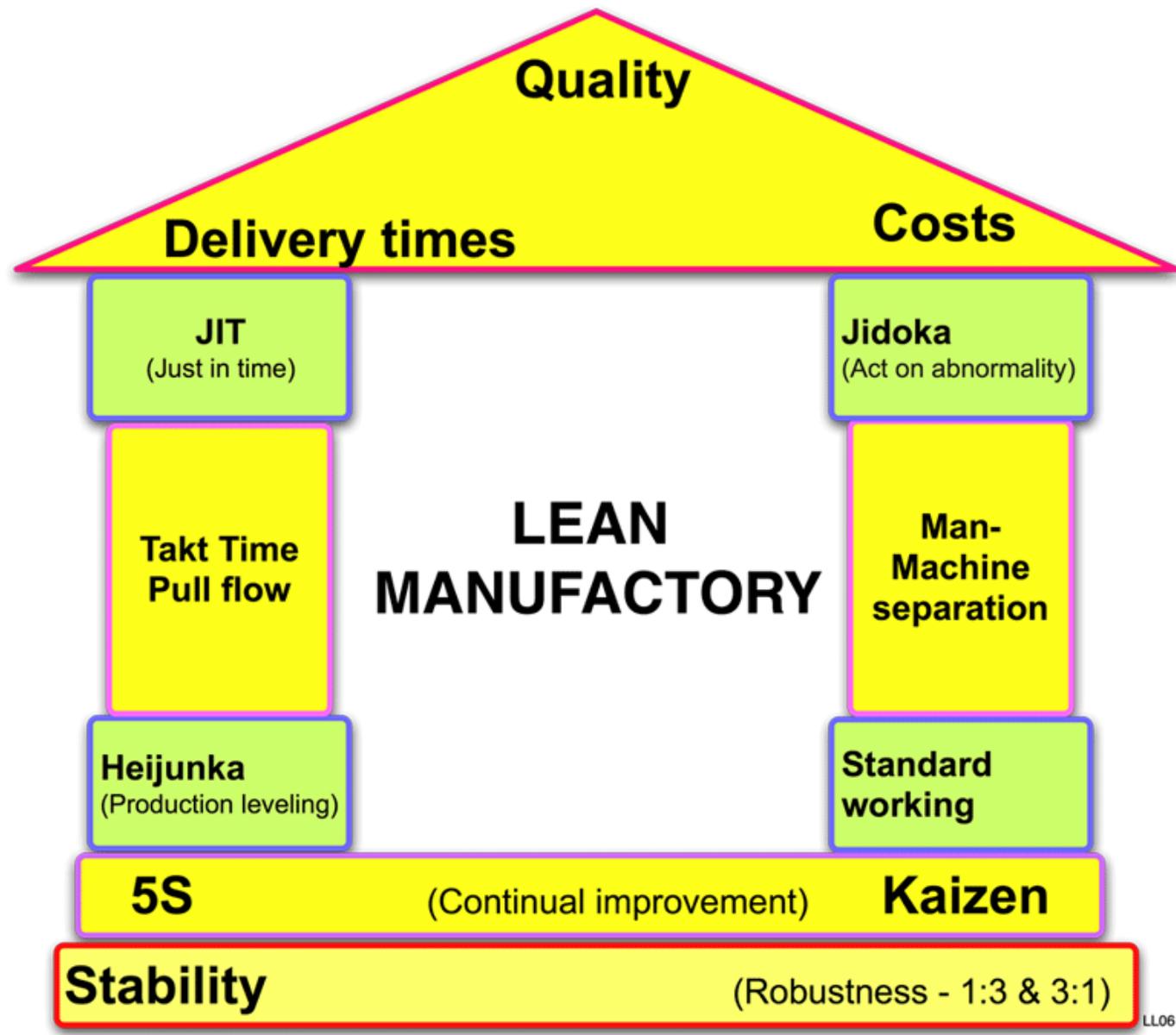


Figure 3. General curve of skills acquisition reproduced from ten Cate (2010).

Entrustable Professional Activities: Risques

- Conséquences médico-légales (ex: un AA fait une nuit seul aux urgences mais ne remplit pas les critères)
- Il n'existe pas d'EPAs pour les cadres
- Avec le temps, le médecin perd ses compétences s'il ne les utilise pas régulièrement





100Km Bienne 2019



Bienvenue au Bêtisier 2019

Le dimanche soir 3 mars à 18h00

Rue des Allées 2

La Chaux-de-Fonds

Mani Matter



Ir Ysebahn

Journal of Personality and Social Psychology
1976, Vol. 33, No. 5, 541-546

Personal Space Invasions in the Lavatory: Suggestive Evidence for Arousal

R. Dennis Middlemist
Oklahoma State University

Eric S. Knowles
Ohio State University

Charles F. Matter
University of Wisconsin—Green Bay



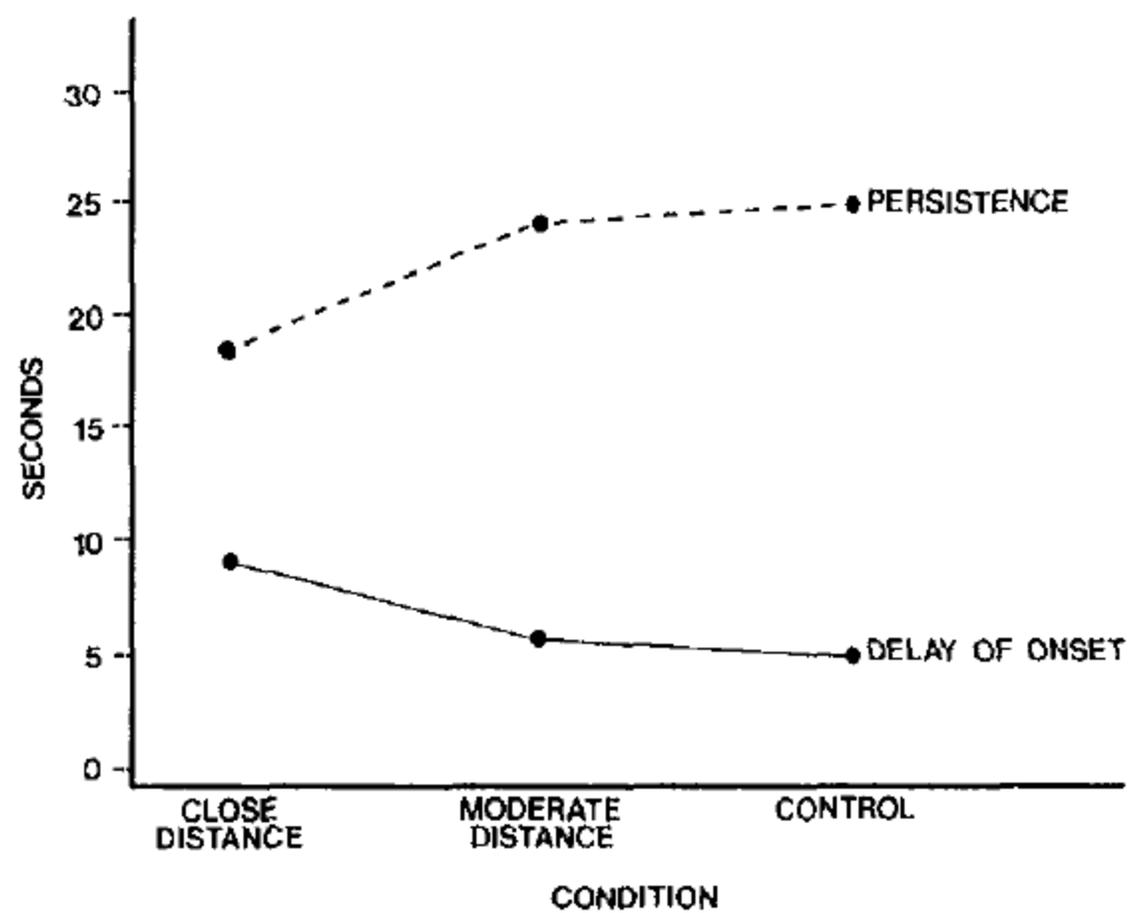


FIGURE 1. Micturation times.

Take home messages

- Faire revenir les médecins praticiens dans les services formateurs
- Plus d'argent pour les assistants les 3eres années puis moins les suivantes
- Introduire un marché des médecins cadres au bénéfice de la formation
- Index grec: méfiance
- Génération Y aux commandes ?!?!
- Introduire les EPAs avec intelligence
- Assurer une bonne ambiance de travail

« Vis comme si tu devais mourir demain, et apprends comme si tu devais vivre toujours »

Gandhi 1869 - 1948