



FINNISH MEDICAL
ASSOCIATION

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Finnish physicians' health and wellbeing in relation to work

Dr. Hannu Halila MD PhD

Deputy CEO, Finnish Medical Association

Specialist in obstetrics and gynecology

Adjunct professor of health care administration, eMBA

Hannu Halila

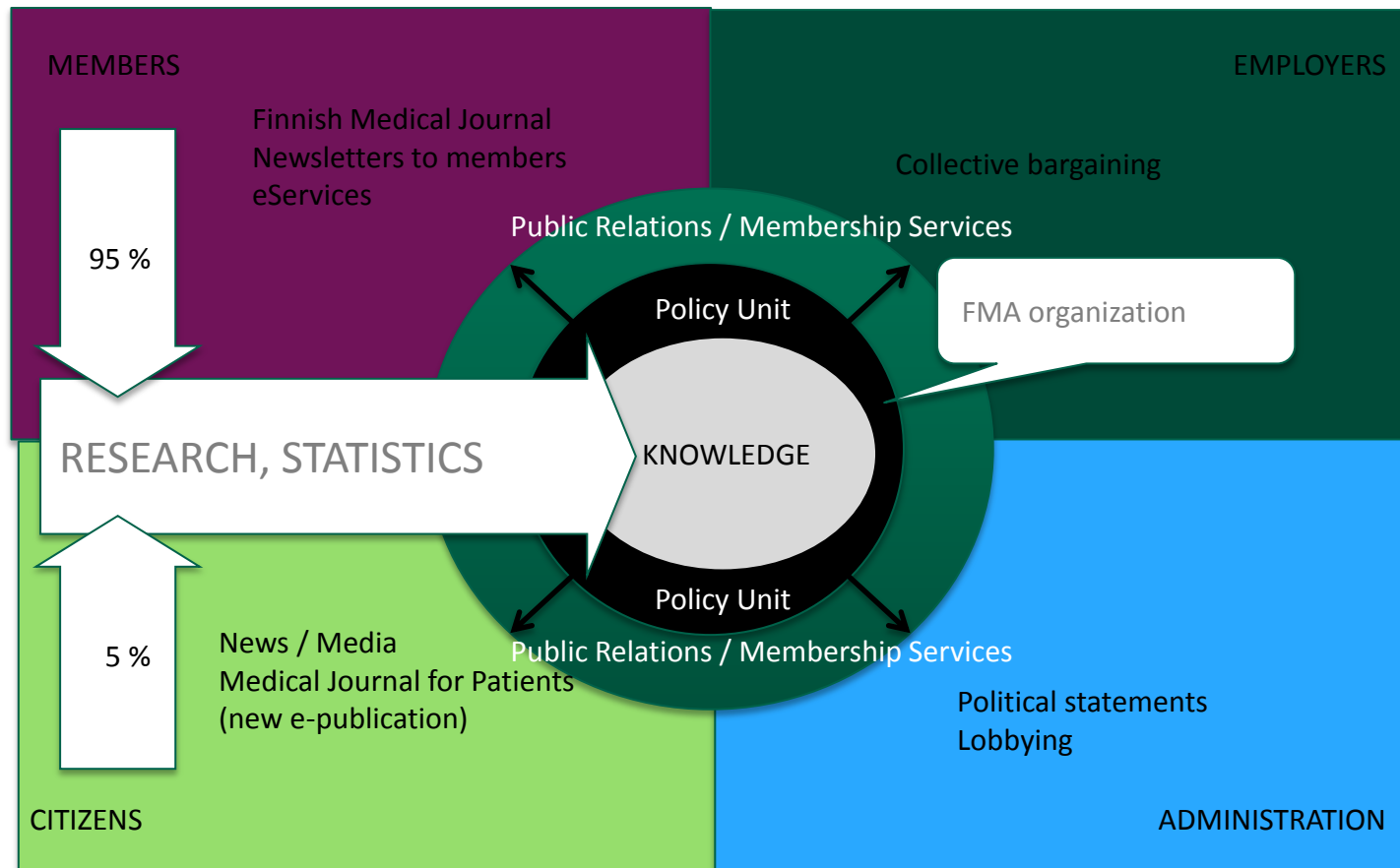
Disclosure

- Employed by the Finnish Medical Association
- Adjunct professor of health care administration, University of Helsinki
- Practicing gynaecologist
- Past-President, UEMS, European Union of Medical Specialists
- Member of the Rome CME/CPD Group sponsored by the Society for Worldwide Medical Exchange

The purpose of research in FMA

- The main purpose of the research is to produce, by itself or together with other research institutions, information and statistics on the medical profession and health care, which support union activities, or which may otherwise be used for improving physicians' working conditions and health care system.
- The main target: FMA has the most current and accurate information on the medical profession in Finland.
- The research data is widely used and utilized by our own organization and the interest groups (government, research institutions, media etc).

Research information is widely used in FMA organization



Research topics – comprehensive information on Finnish physicians

- The number of Finnish physicians
- Sociodemographic structure and labour market positions of physicians
- Salary, working time
- Health and health behaviour
- Working conditions, work load etc.
- Medical education
- Physicians' opinions on the topical issues

Physicians' working conditions and health 2010 Survey

- In collaboration: Finnish Medical Association, Institute of Health and Welfare, Institute for Occupational Medicine
- Corresponding survey previously done in 1986, 1997 and 2006
- Research Topics:
 - Possibilities to influence one's work
 - Job demands
 - Social support at work
 - Plans to change work
 - Plans to retire
 - Justice in decision making
 - Occupational health services for doctors
 - Health behaviour and health officisions

Physicians' working conditions and health 2010 Survey

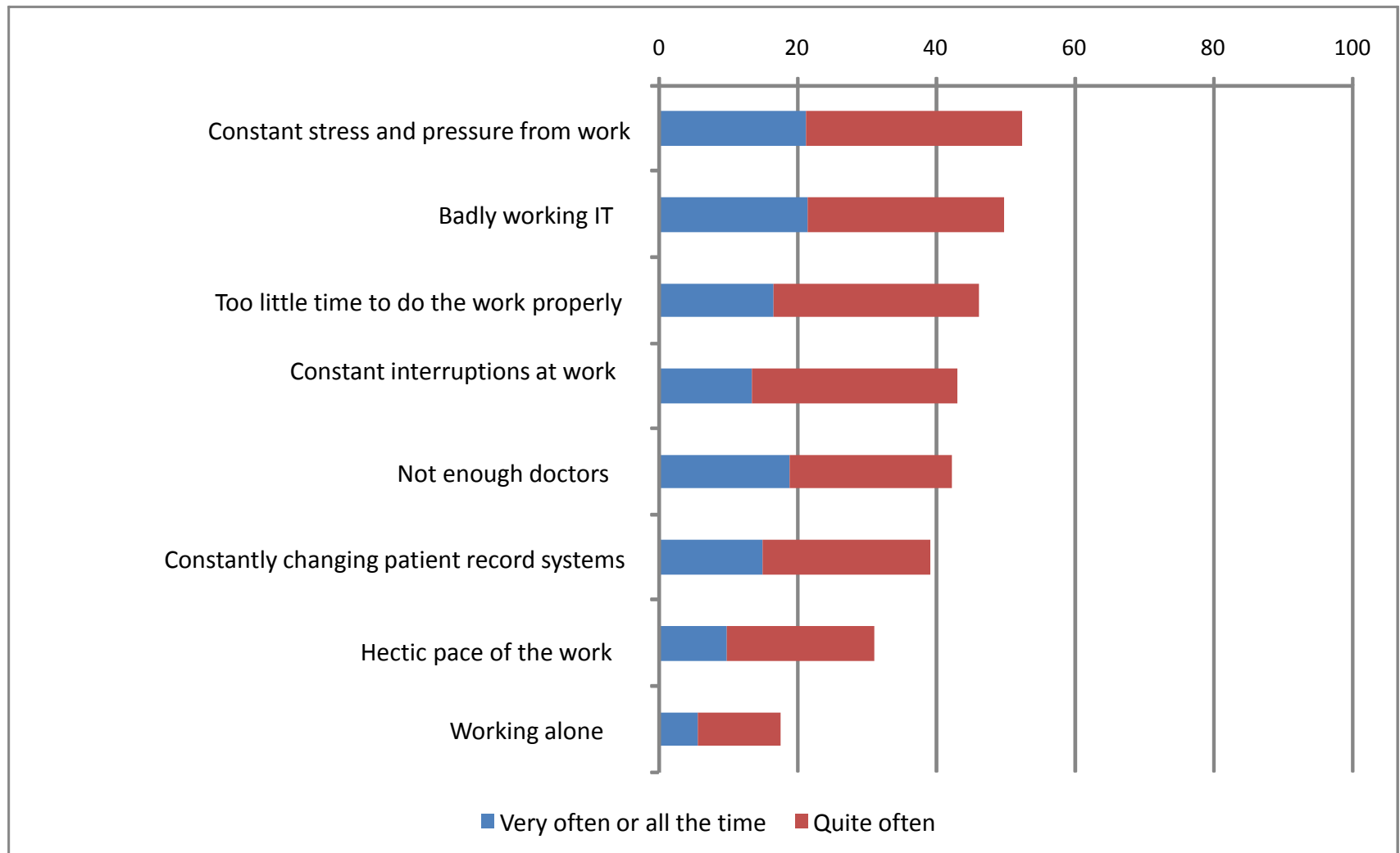
- Questionnaire to all doctors living in Finland under 70 years
- Sample 7000 doctors, response rate 54 %
- A group of foreign born doctors had more questions relating to for example integration into the Finnish labour market, their response rate 33 %

Physicians' Working Conditions and Health 2010 survey

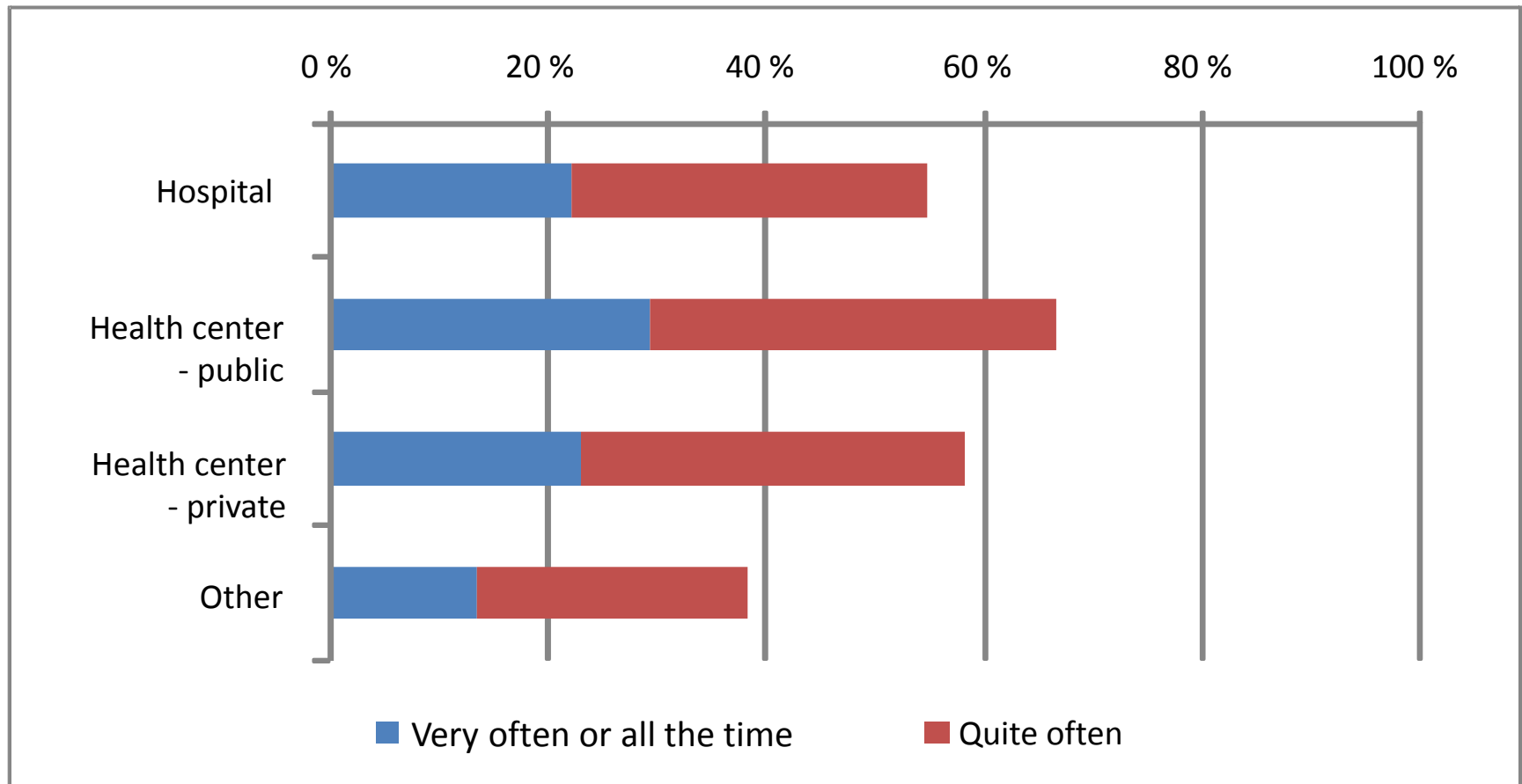
Research questions / Measures

- Labour market position
- Psychosocial factors at work:
 - Job control (Karasek 1985, 3 items)
 - Job demands (Harris 1989, 5 items)
 - Patient-related stress (Kivimäki and Lindström 1992, 3 items)
 - Organizational justice (Colquitt 2001, 8 items)
 - Job satisfaction (Hackman and Oldham 1975, 3 items)
 - Balance between work and family life (3 items)
- Health (sleeping problems, diseases, sickness spells, working when sick)
- Health behaviour (alcohol consumption, smoking, physical exercise)

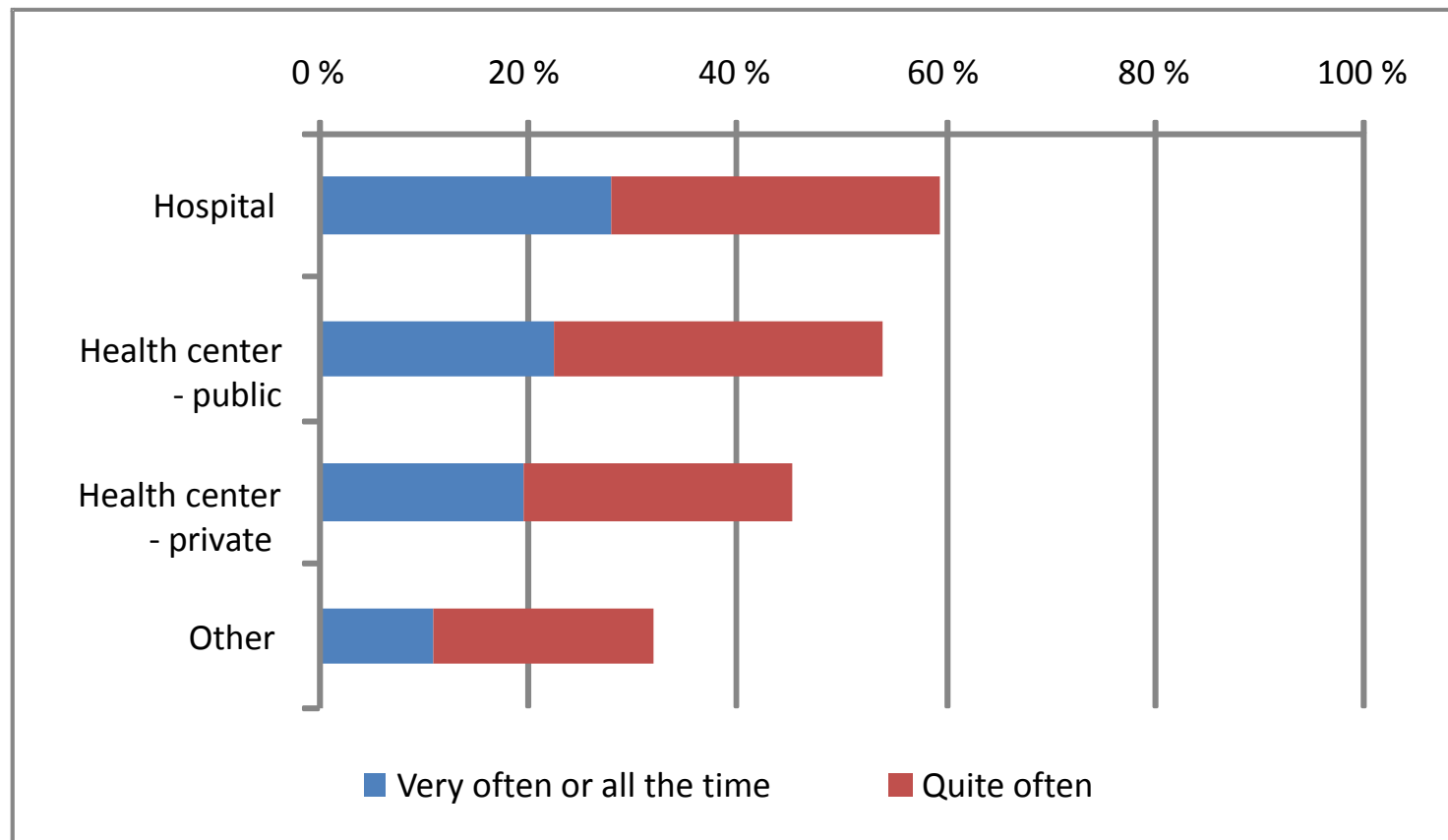
How often suffered from the following during the last 6 months (% of very often or quite often answers)?



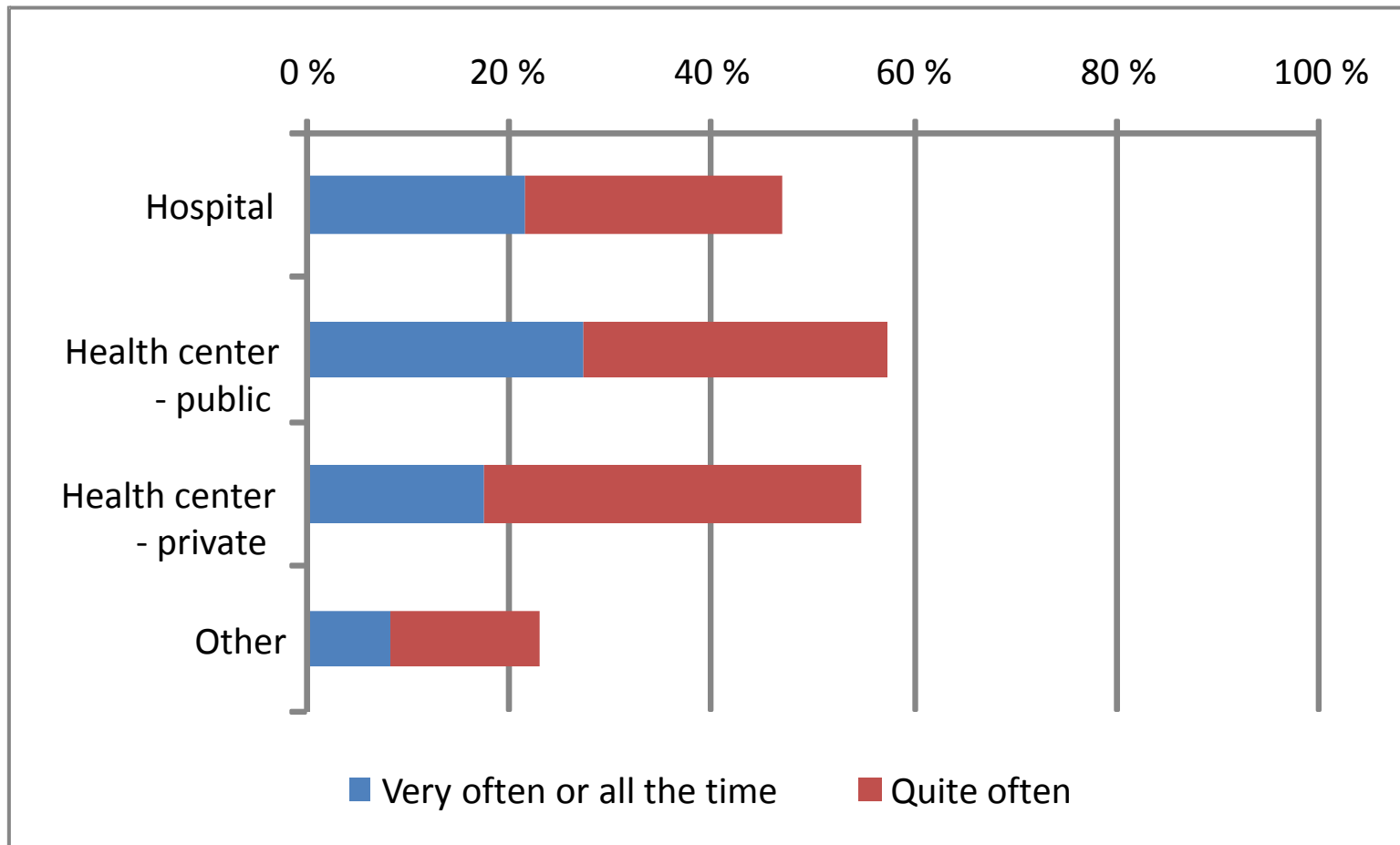
...constant stress and pressure from work undone?



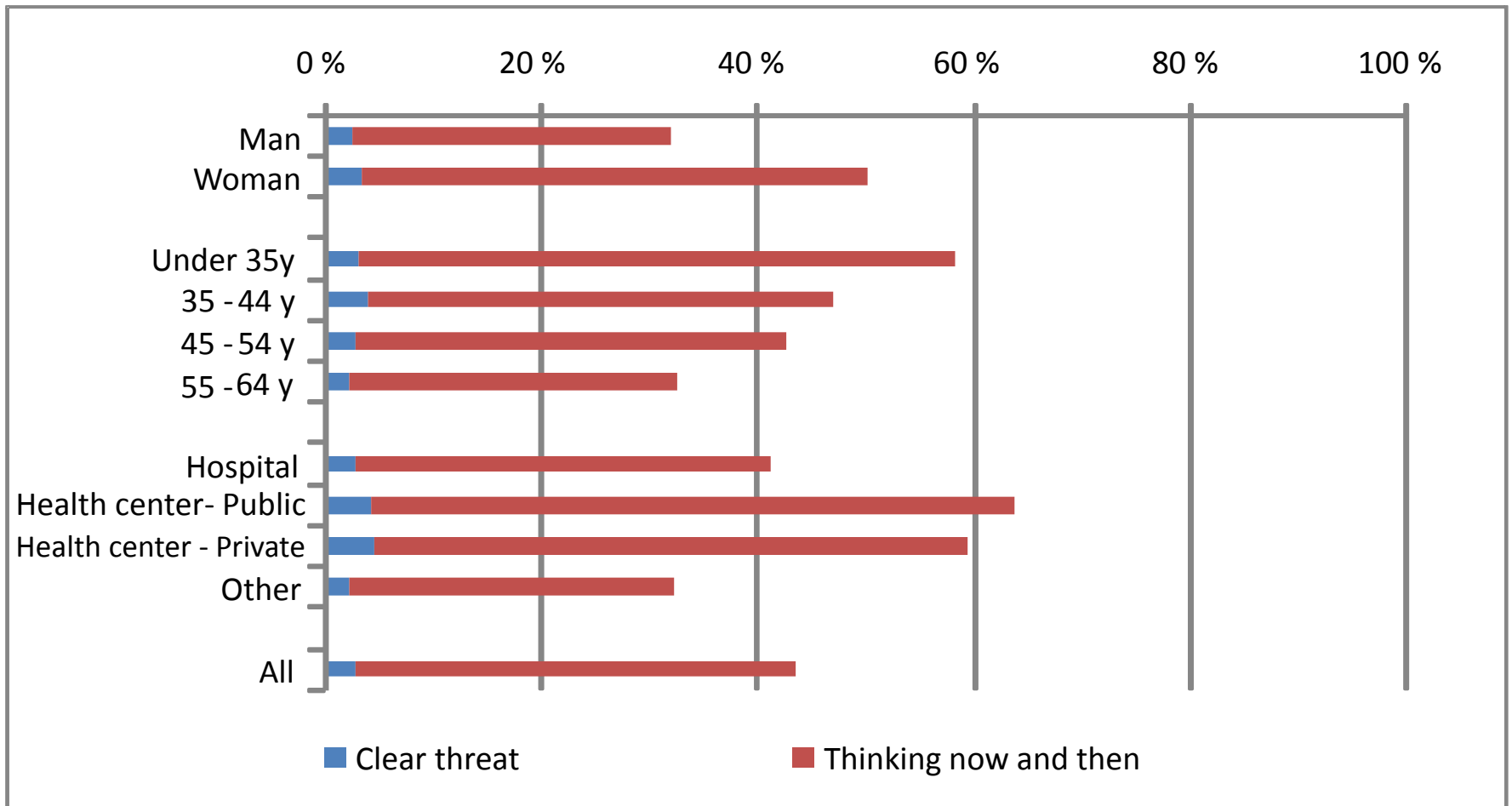
...badly working IT



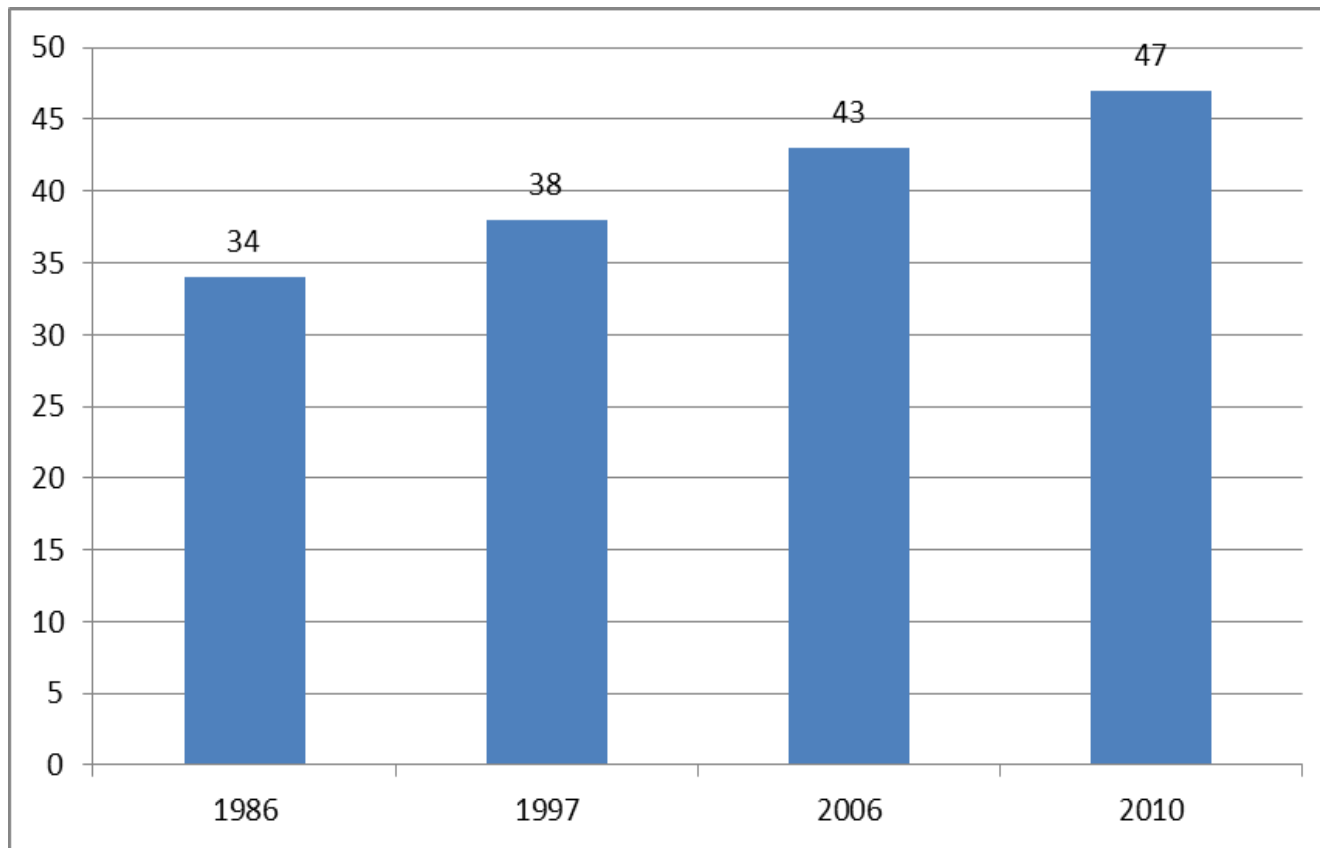
...not enough doctors



Fear of violence at work

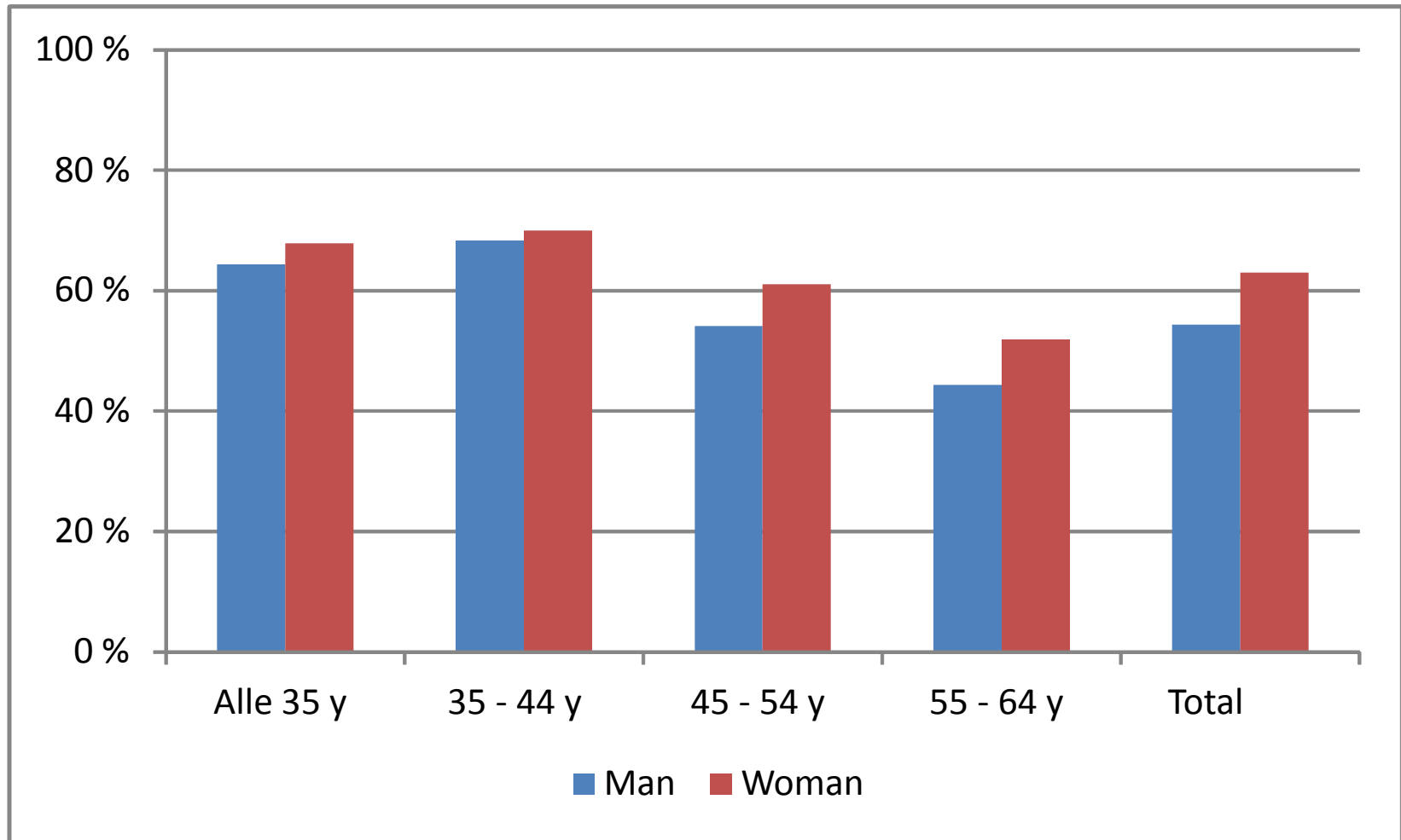


Sick leave during the last 12 months



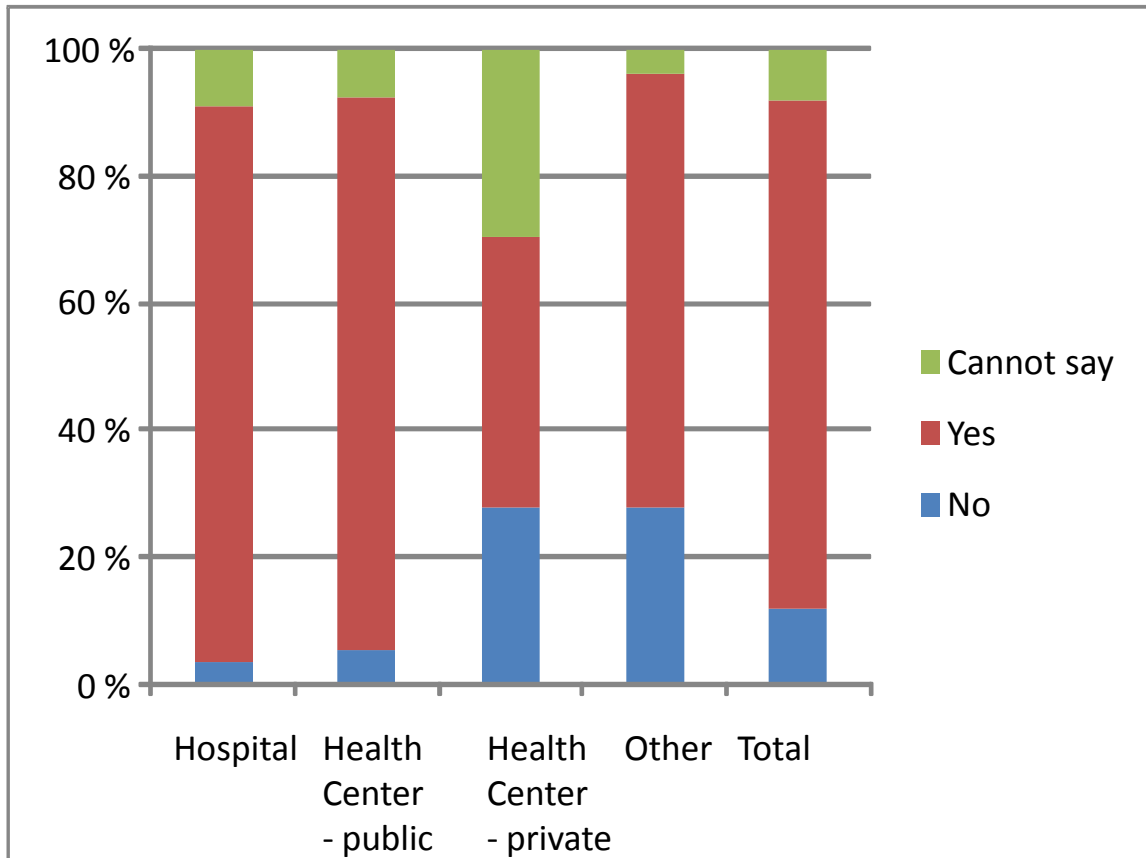
- Sick days
- 1986: 11,1 days
- 1997: 12,0 days
- 2006: 13,5 days
- 2010: 11,3 days

Worked while sick during the last 12 months



Year 2006: 69 % of women and 61 % of men had been working while sick

“Do you have occupational health provided?”



Visited occupational health during the last 3 years:

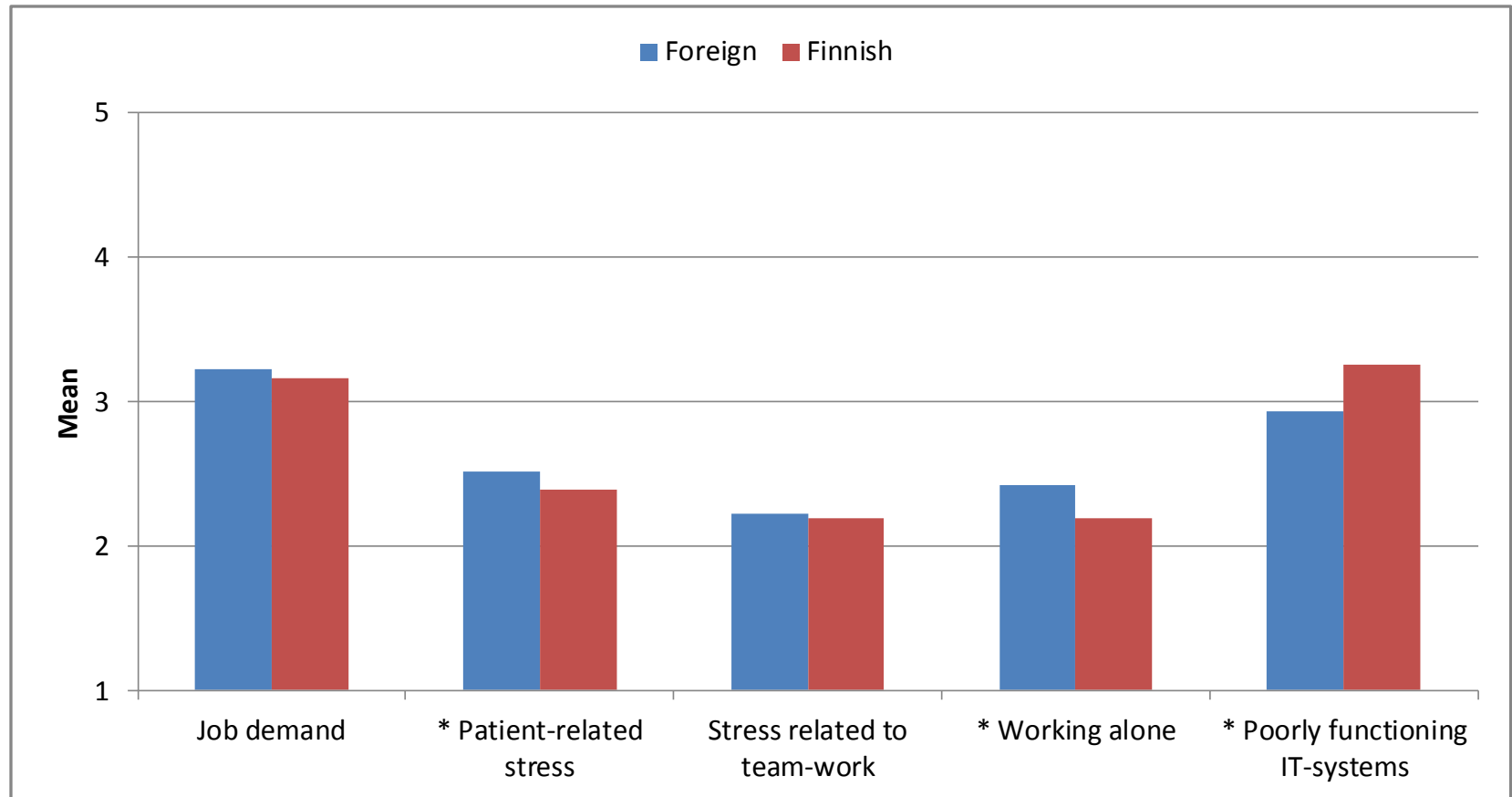
- 33 % as a patient
- 45 % in health check-up

Year 1997: No 11 %, yes 85 %, cannot say 4 %

Year 2010: No 12 %, yes 80 %, cannot say 8 %

Psychosocial stressors at work

Differences between foreign and Finnish physicians



Indicators for health and health behaviour

Differences between foreign and Finnish physicians

	Foreign physicians	Finnish physicians	Sig.
Self- reported work ability, mean (Scale 1-10)	8,5	8,4	
Self-reported health (Good or fairly good, %)	75,4	78,1	*
Smoking (regular smokers, %)	6,6	4,1	*
Alcohol consumption			
- 6 doses or more, 2-3 times a month, %	4,7	12,2	*
Physical exercise			
- Two times a week, 30 mins, %	49,2	62,8	*

The associations between psychosocial stress factors and intention to leave job (0=no, 1=yes) – differences between foreign and Finnish GPs. Logistic regression analyses with odds ratios (OR) and 95% confidence intervals (95% CI).

	Model 2**					
	Foreign GPs			Finnish GPs		
	OR	(95% CI)	<i>p</i>	OR	(95% CI)	<i>P</i>
Job demand	2.17	(1.23-3.81)	0.07	2.09	(1.74-2.51)	<0.001
High job-control	0.71	(0.43 –1.18)	0.191	0.43	(0.35-0.54)	<0.001
Patient-related stress	0.94	(0.55-1.62)	0.820	1.55	(1.27-1.90)	<0.001
Stress related to teamwork	1.21	(0.71-1.78)	0.630	1.94	(1.60-2.36)	<0.001

**Adjusted for age, gender, specialization status, on-call duty and employment contract

(Source: Kuusio H, Heponiemi T, Vänskä J, et al. 2012,

Wellbeing from physicians' work 2012

- The results of this large survey led to the formation of a large project within the Finnish Medical Association to promote the wellbeing of doctors
- The final report of this project was accepted in October 2012
- The project contained 52 proposals for further work within the FMA
- These proposals were divided under the following areas
 - Factors behind wellbeing at work
 - Self-treatment and taking care of oneself
 - Collegiality
 - Leadership

Tutoring

Wellbeing of newly graduated doctors

The use of occupational health services

Sickness of doctors

FMA's system on "trusted" doctors

Rehabilitation

The effects of on-call work and work loads



Kiitos!

Tack!

Thank you!