

STUDY ON THE DETERMINANTS FOR NEW INSTALLED DOCTORS IN FRANCE

CEOM - LISBON 2019

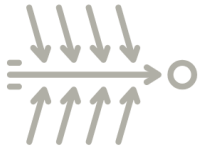
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CEOM SECRETARY GENERAL

CNOM
DATA



ORDRE NATIONAL DES MEDECINS
Conseil National de l'Ordre

OBJECTIVES OF THE STUDY



- **OBJECTIFYING THE DETERMINANTS FOR ESTABLISHMENT**



- **ANALYZING THE COMMON ELEMENTS AND THE DIFFERENCE BETWEEN THE 3 CATEGORIES OF STUDY : RESIDENTS, REPLACEMENTS AND ESTABLISHED DOCTORS**



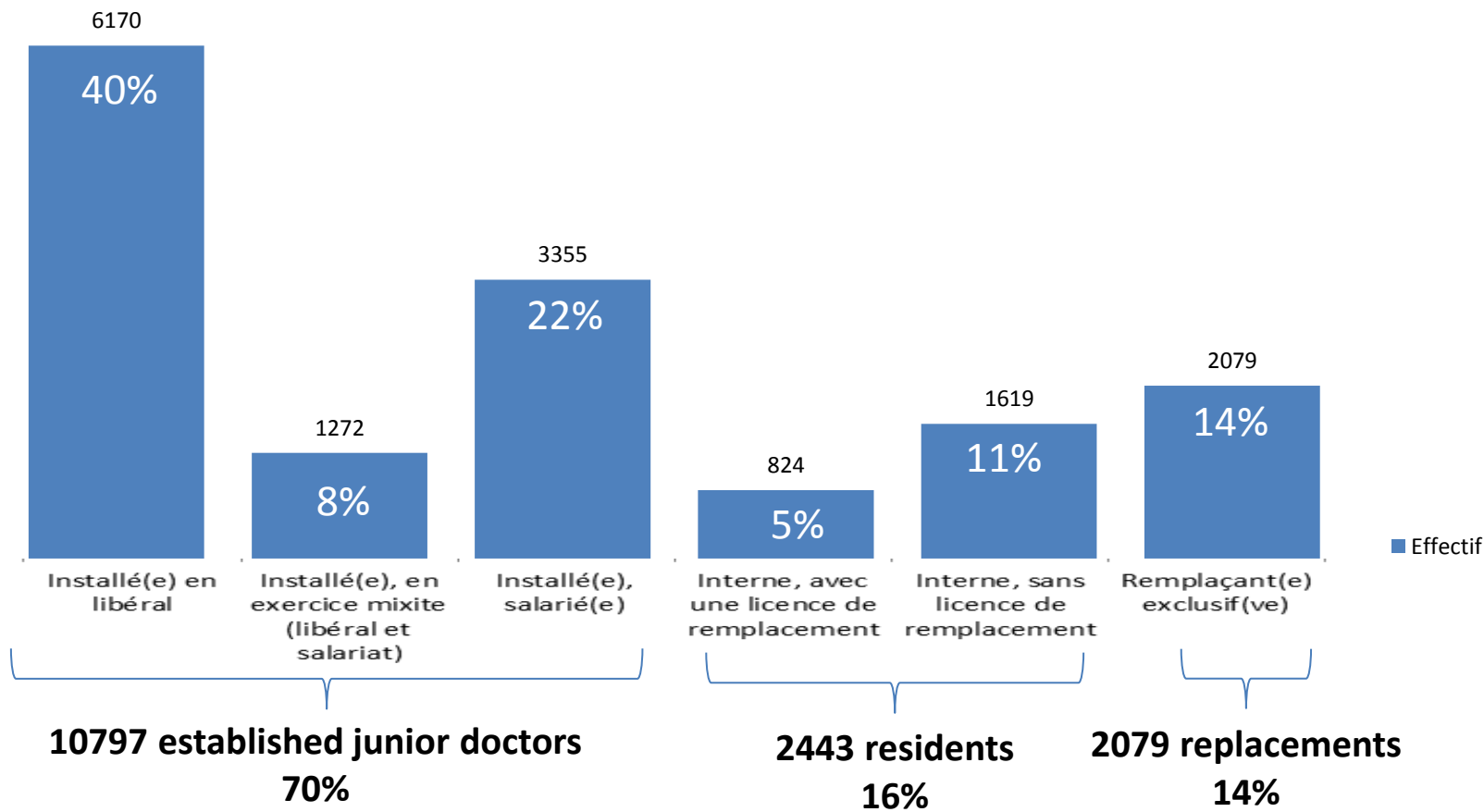
- **ADD A VALUE TO COLLECTED ANSWERS OF OPEN-ENDED QUESTIONS**

METHOD AND COLLECTED DATA

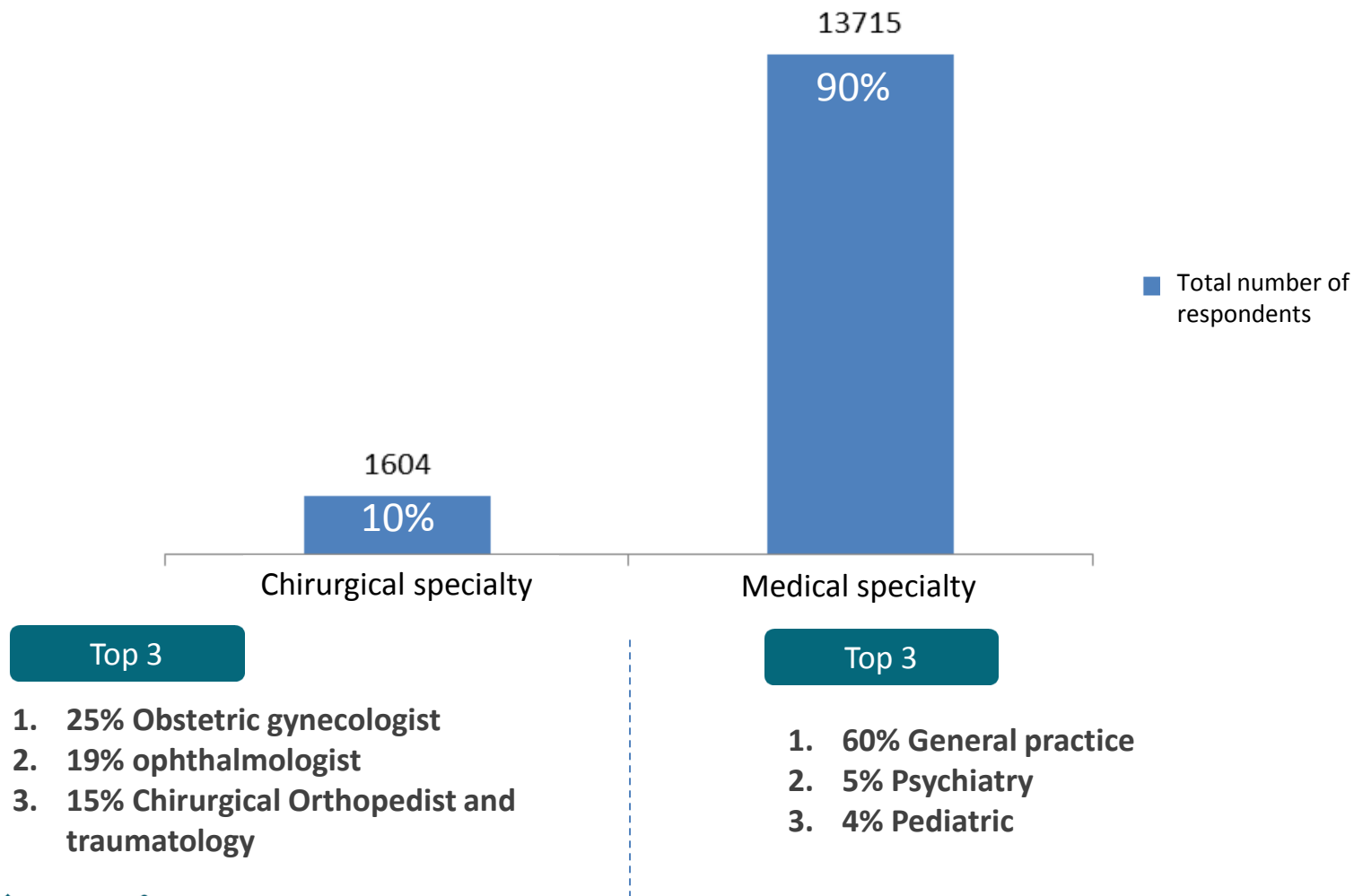
- JANUARY / FEBRUARY 2019
- A SURVEY ADDRESSED TO ALL DOCTORS + THE JUNIOR DOCTORS COMMITTEE
 - Without distinction of age
 - Without distinction of qualification
 - Without distinction of the type of practice
 - Without distinction of degrees or non-degrees
- NUMBER OF RESPONDENTS
 - 15 319 respondents out of 196 740



DESCRIPTION OF STUDY CATEGORIES



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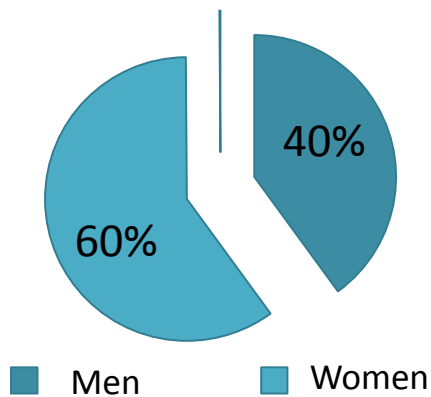


DESCRIPTION OF STUDY CATEGORIES

DEMOGRAPHIC ELEMENTS



Genre distribution



Age distribution

Age group	Number	Percentage
25 and below	44	0%
25 – 29	2392	16%
30 – 35	3915	26%
35 - 40 ans	2512	16%
40 - 45 ans	1476	10%
45 - 50 ans	1101	7%
50 - 55 ans	1039	7%
Above 55 ans	2840	19%



52% are less than 40 years old



DESCRIPTION OF STUDY CATEGORIES

DEMOGRAPHIC ELEMENTS

3 main elements :



- 60% are women



- 90% are medical specialists



- 50% are below 40 years

TYPE OF PRACTICE

A GAP BETWEEN THE WILL TO ESTABLISH AND ITS CONCRETIZATION

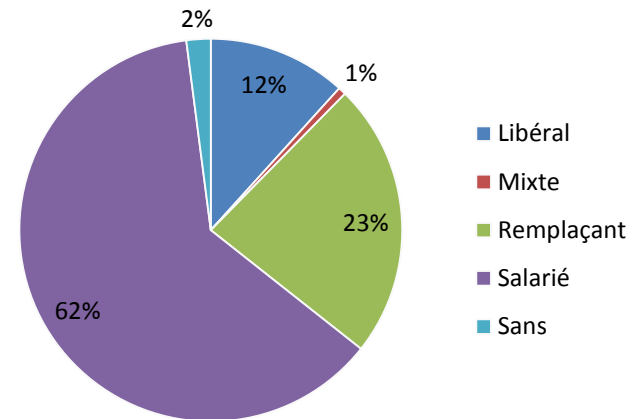
An observation:

- 72% aim for a liberal practice
- 19% wish for a salaried activity

...but

Few newly registered doctors are established in general practice

Practice type of newly registered doctors (%)



DETERMINANTS FOR ESTABLISHMENT

HUMAN SUPPORT

Residents, replacements
and established doctors



KEY FINDING : HUMAN SUPPORT DURING THE PROCESS IS AT THE HEART OF THE DETERMINANTS FOR ESTABLISHMENT

*Question : in the framework of the development of your professional career,
by whom do you wish to be guided ?*

Confrère ou consoeur	68%
Collectivité territoriale	53%
Ordre des médecins	48%
ARS	47%
URPS	28%
DUM	28%
Autre	1%

DETERMINANTS FOR ESTABLISHMENT

FINANCIAL SUPPORT

Residents



KEY FINDING : IT IS AN IMPORTANT ELEMENT FOR RESIDENTS, BUT NOT A DETERMINANT

Question : do financial aids determine your establishment?

A little or partially → **48%**

Absolutely	324	13%	41%
More yes	688	28%	
A little	371	15%	48%
Partially	800	33%	
Not at all	240	10%	10%
NC	20	1%	
Total	2443	100%	

More balanced for younger residents



DETERMINANTS FOR ESTABLISHMENT

Replacements

FINANCIAL SUPPORT



KEY FINDING : IT IS AN IMPORTANT ELEMENT FOR REPLACEMENTS, BUT NOT A DETERMINANT

Question : do financial aids determine your establishment?

A LITTLE OR PARTIALLY → **47%**.

NOT DETERMINANT FOR THE 30-35 YEARS OLD REPLACEMENTS (MAJORITY OF THE SYUDY CATEGORIES).

	25 à 29	25 et moins	30 à 35	35 à 40 ans	40 à 45 ans	45 à 50 ans	50 à 55 ans	plus de 55 ans	
Absolutely	2%	0%	6%	2%	0%	0%	0%	0%	11%
More yes	4%	0%	11%	2%	0%	0%	0%	0%	19%
A little	4%	0%	12%	2%	1%	0%	0%	1%	20%
Partially	5%	0%	16%	3%	1%	0%	0%	1%	27%
Not at all	3%	0%	11%	4%	1%	1%	1%	2%	22%
NC	0%	0%	0%	0%	0%	0%	0%	0%	1%
Total	18%	0%	57%	13%	4%	3%	2%	4%	100%



DETERMINANTS FOR ESTABLISHMENT

FINANCIAL SUPPORT

Established Doctors



KEY FINDING : FOR ESTABLISHED DOCTORS, FINANCIAL SUPPORT IS ONLY A LITTLE IMPORTANT

WITHOUT IMPORTANCE → **69%**



DETERMINANTS FOR ESTABLISHMENT

THE IMPORTANCE OF THE TERRITORIAL DIMENSION

Residents and
replacements



KEY FINDING: ESTABLISHMENT IS CLOSELY RELATED TO THE TERRITORIAL DIMENSION

RESIDENTS AND REPLACEMENTS

2 MAIN FACTORS :



PUBLIC SERVICES



FAMILY PROXIMITY

DETERMINANTS FOR ESTABLISHMENT

THE IMPORTANCE OF THE TERRITORIAL DIMENSION

Established
doctors



KEY FINDING : ESTABLISHMENT IS CLOSELY RELATED TO THE TERRITORIAL DIMENSION



ESTABLISHED DOCTORS, 1 LEADING FACTOR PUBLIC SERVICES

OTHER FACTORS :



Cultural activities and sports facilities



Or proximity to transports and family

DETERMINANTS FOR ESTABLISHMENT

THE IMPORTANCE OF THE TERRITORIAL DIMENSION



KEY FINDING : THE SPOUSE ELEMENT IS AN IMPORTANT DETERMINANT FOR ESTABLISHMENT

Residents: spouses influence the establishment project (86% actual spouses, 77% “future spouses”)

Established: 41% Absolutely / More yes and 26% partially

DETERMINANTS FOR ESTABLISHMENT

ECONOMIC DIMENSION

Residents and replacements



KEY FINDING: THE APPREHENSION OF FINANCIAL RISK IS A WIDELY SHARED CONCERN

Questions : Multifactorial concern ? Increased necessity to be aware of notions in management, entrepreneurship, in order to grow and realize one's settlement project?

La possibilité d'un risque économique est-elle un frein à votre installation ?

Replacements

Tout à fait	400	19%] 43%
Plutôt	509	24%	
<i>Un peu</i>	314	15%	37%
<i>Partiellement</i>	460	22%	
<i>Pas du tout</i>	380	18%	18%
NC	16	1%	
<i>Total général</i>	2079	100%	

La possibilité d'un risque économique est-elle un frein à votre installation ?

Residents

Tout à fait	558	23%	59%
Plutôt	874	36%	
<i>Un peu</i>	280	11%	33%
<i>Partiellement</i>	542	22%	
<i>Pas du tout</i>	174	7%	7%
NC	15	1%	
<i>Total général</i>	2443	100%	



DETERMINANTS FOR ESTABLISHMENT

PRACTICE CONDITIONS AND ESTABLISHMENT

Residents and replacements



KEY FINDING: WORK-HOURS BALANCE IS AN IMPORTANT FACTOR FOR RESIDENTS ; LESS FOR REPLACEMENT DOCTORS

Les horaires et/ou le rythme de travail vont-ils déterminer votre lieu et mode d'installation ?

Residents

	Tout à fait	1228	50%	82%
	Plutôt	791	32%	
<i>Un peu</i>		107	4%	14%
<i>Partiellement</i>		243	10%	
<i>Pas du tout</i>		62	3%	3%
<i>NC</i>		12	0%	
<i>Total général</i>		2443	100%	



Les horaires de travail ont-ils déterminé le choix de votre mode d'exercice (libéral ou salariat) ?

Replacements

	Tout à fait	2962	27%	46%
	Plutôt	2101	19%	
<i>Un peu</i>		914	8%	23%
<i>Partiellement</i>		1636	15%	
<i>Pas du tout</i>		2992	28%	28%
<i>NC</i>		192	2%	
<i>Total général</i>		10797	100%	

DETERMINANTS FOR ESTABLISHMENT

PRACTICE CONDITIONS AND ESTABLISHMENT

Residents



KEY FINDING: FOR RESIDENTS, TEAM-WORK IS IN DEMAND → 72%.

Quel type d'exercice envisagez-vous ?

<i>Activité intermittente (remplaçant, intérimaire)</i>	69	3%	72%
Activité mixte (libéral et salariat)	652	27%	
Libéral en groupe	594	24%	19% salariés
Libéral en Maison de Santé Pluriprofessionnelle (MSP)	517	21%	
<i>Libéral seul</i>	84	3%	
<i>Salariat, en structure ambulatoire</i>	57	2%	
<i>Salariat, en structure hospitalière</i>	417	17%	
<i>Autre</i>	36	1%	
<i>NC</i>	17	1%	
<i>Total général</i>	2443	100%	

Avez-vous déjà un projet d'installation bien défini ?

<i>Oui</i>	372	15%
Non	2068	85%
<i>NC</i>	3	0%
<i>Total général</i>	2443	100%



FOCUS 1

**ESTABLISHMENT
&
REPLACEMENT**

DETERMINANTS FOR ESTABLISHMENT

Established

FOCUS 1 ESTABLISHMENT & REPLACEMENT



KEY FINDING: REPLACEMENT & ESTABLISHMENT ARE CLOSELY RELATED

- **QUESTION :** *have you been an exclusif replacement before being established?*

Answers : 81% YES

- **QUESTION :** *if yes, have you been established in a territory were you have been a replacement?*

Answers : 41% YES, 57% NO

Legislation problem : article 86?



DETERMINANTS FOR ESTABLISHMENT

FOCUS 1 ESTABLISHMENT & REPLACEMENT

Residents et
replacements



KEY FINDING: YOUNG DOCTORS WANT TO BE ESTABLISHED!

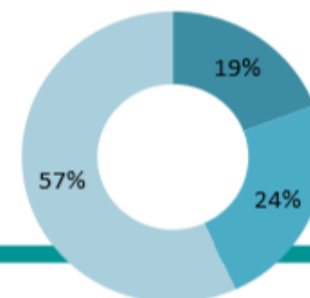
QUESTION : in which time frame do you think you will be established?

- Replacements' answers: 65% during the next 3 years
- Residents' answers: 57% during the next 3 years

Residents

A quelle échéance prévoyez-vous de vous installer?

■ dans les 6 mois ■ d'ici 1 an ■ d'ici 3 ans



Replacements

A quelle échéance prévoyez-vous de vous installer?

dans les 6 mois	167	8%
d'ici 1 an	412	20%
d'ici 3 ans	769	37%
plus de 3 ans	344	17%
je ne me prévois pas de m'installer	379	18%
NC	8	0%
Total général	2079	100%

65% moins
de 3 ans



FOCUS 2

**PRESENCE OF OTHER
PROFESSIONALS OR
HOSPITAL**

DETERMINANTS FOR ESTABLISHMENT

FOCUS 2 : PRESENCE OF OTHER PROFESSIONALS OR HOSPITAL

Established
doctors



KEY FINDING: HAVING HEALTH PROFESSIONALS AND HEALTH FACILITIES IN THE ESTABLISHMENT SECTOR IS VERY IMPORTANT

QUESTION : does the presence of other health professionals or of a hospital in the establishment sector influence your establishment?

59% ABSOLUTELY OR MORE YES

FOCUS ON AGE CATEGORIES: this criteria seems more important to younger doctors than to already established and older ones

DETERMINANTS FOR ESTABLISHMENT

FOCUS 2 : PRESENCE OF OTHER PROFESSIONALS OR HOSPITAL

Residents &
replacements



KEY FINDING: HAVING HEALTH PROFESSIONALS AND HEALTH FACILITIES IN THE ESTABLISHMENT SECTOR IS A DETERMINANT FOR RESIDENTS AND REPLACEMENTS

QUESTION : does the presence of other health professionals or of a hospital in the establishment sector influence your establishment?

REPLACEMENTS: 87% Absolutely or More Yes

RESIDENTS: 81% Absolutely or More Yes



DETERMINANTS FOR ESTABLISHMENT

FOCUS 2 : PRESENCE OF OTHER PROFESSIONALS OR HOSPITAL



COMPLEMENTARY FINDINGS :

- Importance of having other health professionals or a hospital in the establishment sector ;
- Importance of working within a network;
- Importance of being able to count on a pre-existing network of professionals.

CONCLUSIONS

- THE MAJORITY OF YOUNG DOCTORS WANT TO BE ESTABLISHED IN THE UPCOMING 3 YEARS
- MEDICAL PRACTICE IS PRIVILEGED WHEN IT IS A TEAM-WORK
- THE PRESENCE OF OTHER HEALTH PROFESSIONALS, OF HOSPITALS, OF PUBLIC SERVICES AND THE CONSENT OF THE SPOUSE ARE EFFICIENT WAYS TO ATTRACT DOCTORS
- THE FRENCH MEDICAL COUNCIL REMAINS A PRIVILEGED INCENTIVE FACTOR FOR ESTABLISHMENT

