MOTIVATIONAL MECHANISMS FOR PARTICIPATION IN CME

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CME – a prerequisite for building up knowledge to improve the quality of the medical activity.

- Reasons to participate:
  - **Personal** – aspirations to achieve new knowledge, to increase qualification, to learn innovative techniques for successful professional realization;
  - **Regulatory and Institutional** – compulsoriness of CME and forms of sanctions or incentives, in response to public expectation for high quality of medical performance.
CME IN EUROPE

- **MANDATORY** – Austria, Albania, Bosnia and Herzegovina, UK, Italy, Cypress, Poland and the Czech Republic – regulated in a law; Romania, Republika Srpska, Hungary, France, Croatia, the Netherlands, Switzerland. It is partly mandatory in: Germany – for hospital doctors, Greece – for the doctors in the public sector, Malta, Portugal and Norway – for the GPs, Spain – for all except the private practitioners.

- **VOLUNTARY** – Belgium, Greece, the Slovak Republic, Sweden.
CME IN EUROPE

In a number of European countries, CME is bound to recertification or to various incentive mechanisms.

- **Germany** – employers may terminate the employment relationship with a doctor who has not met the requirements for a certain number of credit points; the Health Fund may deny contracting for work with public resources.
- **England** – doctors take annual test examinations.
- **Poland** – the rights to exercise the medical profession are renewed if the CME criteria are met.
CME IN EUROPE

- **Norway** – for the GPs, a regime of recertification every five years is stipulated. Provided they showed good results, an increase of about 20% is provided for.

- **Portugal** – in the public healthcare sector, a paid leave of 15 days over 10 years period is stipulated for involvement in CME.

- **Switzerland** – if CME requirements are not met, membership in the Medical Chamber might be terminated which makes exercising the profession very difficult, though not impossible.
CME IN EUROPE

• **Hungary** - 250 credit points for five years are required. Otherwise, an exam is being held.

• **Romania** – the lack of 200 credit points results in suspension of the license for at least six months. The doctor may apply for relicensing.

• **Albania** – recertification is required for all medical specialists.

• **Austria** – in case of non-observance of CME criteria, sanctions are imposed.

• **The Czech Republic** – in case of non-observance of CME criteria, the doctor cannot hold the position of a senior doctor.
CME IN EUROPE

• Republika Srpska – in case of non-observance of CME criteria, an examination in the respective specialty should be held.

• Slovenia – meeting the CME criteria is required to license practice in the respective specialty.

• The Slovak Republic – in case of non-observance of CME criteria for the set term, an additional 6-month grace period is granted after which the doctor’s right to practice is terminated.

• Croatia – in case of non-observance of CME criteria, an examination is held before a commission designated by the Croatian Medical Chamber.
CME IN BULGARIA

• CME is NOT mandatory and no recertification is required;
• No implementation of incentive or sanctioning mechanisms;
• Participation of doctors is personal responsibility, belief and need to improve their implementation of medical knowledge and techniques.
WHY DON’T THEY PARTICIPATE IN CME?

- Participation in CME is not mandatory;
- There is no link between the quality of medical performance and the remuneration of the work of the medical specialists;
- NHIF pays for quantity of performed medical activity without taking into account its quality;
- Lack of incentives from institutions and employers;
- Lack of time related to impossibility to get away from work and limited financial capacity.
A Survey of BMA among 310 doctors from all over the country in the period 03-28 July 2017

Q: How old are you?

Physicians aged 40-64 representing the significant 79%, have significant professional experience and their opinion on the questions asked in the survey can be seen as credible.
Q: Where do you work?
Most of the respondents - 46%, practice their profession in Specialized Outpatient Medical Care (SOMC), 30% - in Hospital Medical Care (HMC), and 24% - in Primary Outpatient Medical Care (POMC).
Although participation in CME is not mandatory, two thirds responded affirmatively, which is indicative for the doctors’ desire to continuously improve their qualification permanently; 63% - more than a half of them, are annually involved more than once in trainings raising their medical knowledge.

A large number of the respondents – around one third, do not participate in CME.

Q: Do you participate in CME forms? Q: How many times a year do you participate in CME forms?
Quite a high percentage – 47%, of the employers do not stimulate the doctors in their desire for improvement and more knowledge through involvement in CME. The highest proportion is the one of employers who provide official leave - 59%. Only 15% of the healthcare establishments pay the participation fee of the learners. Only 3% of the employers raise the salaries of the doctors who have participated in CME forms of training.
CONCLUSION

The lack of statutory regulation for mandatory participation in CME, the underfunding of the system which does not allow appropriate evaluation of the medical work and realization of a relation between quality of medical performance and remuneration of doctors’ work, creates prerequisites for the medical specialists to opt out of CME.
CONCLUSION

Modern, contemporary, technological medicine uses the knowledge and experience of highly qualified medical professionals and is costly to society. Healthcare in Bulgaria is in need of:

- Clear regulatory rules including introduction of mandatory CME and incentives for participation in it,
- An increased financing - 6.9% of GDP,
- And a binding of personal remuneration to the level of qualification of the individual performer.

The changes are necessary in order to stabilize the system and provide prerequisites for better quality of medical activity.
THANK YOU FOR YOUR ATTENTION!