

TRAINING NEEDS ASSESSMENT OF OCCUPATIONAL MEDICINE DOCTORS IN ROMANIA

OBJECTIVE

to identify the relationship of the occupational medicine doctors with the field of Workplace Health Promotion **focusing** on the assessment of the training needs for them

Evaluation questions to be answered

- How much time do occupational physicians assign for the undertaken activities?
- For which of the activities would they like to spend more time in daily work?
- To what extent does the residency provide to the occupational physician training in particular areas of WHP?
- To what extent do they consider the WHP activities/ programs necessary and useful in enterprises in Romania?
- What should be the role of the occupational medicine doctor in a WHP program?
- What are the motivations to get involved in an WHP program?
- What are the barriers encountered in designing and implementing a WHP program?
- What type of support would they need to initiate a WHP program in a company?
- What actions would support the streamline of their professional activity?
- What changes would they consider necessary in the field of occupational medicine?

 **Why do we need a training program? By identifying the topics that a training modules could cover and issues to overcome by providing problem oriented training and support**

The planning of a training program is a broad process; it is important to identify:

- what has been done before, namely the current state of existing programs offered
- **how the target group perceives the current state and identify the needs that can be addressed by a training course**
- what can we learn from other experiences and how can we adapt them to fit the best our particular needs



ascertain the variation of the current state relative to the needs expressed

determine the nature and cause of the variation

establish the best approach to design and implement the training program to correct to decrease the variation – by 1. adapting previous success model and 2. involving in the process all the stakeholders (ex. DPM, University teachers, practitioners = learner, trainers, and others who are involved in different activities)

A COMPREHENSIVE TRAINING NEEDS ASSESSMENT - should answer the following questions

Why a training program?

Why do need such a program? What do we want to accomplish? What outcomes are expected? Overall what are our objectives?

Who is the training program addressed to?

Who is the target group? Is it clustered or homogeneous? What is their level of training/ knowledge/ skills in relation to the topic of the program?

How can we do this?

Have other programs been conducted for the target group considered – if yes what are the results? What is the current situation from all stakeholders' perspective? Is there a change necessary in policy? Who will be involved in the implementation process? What logistic is needed for implementing?

What is the best way to perform a training?

What approaches have been identified? What is the best suitable approach to be considered? What are the performance indicators?

When will the training take place?

What period should be chosen to assure a high rate of attendance?

Where will the training take place?

Will it approach classroom learning? Online learning? Blended learning integrating mobile learning too?

- *Training programs should be sustainable and easy transferable*

Importance of assessment occupational medicine doctors

- They are the ones who (will) participate in design/ lead/ influence WHP programs
- Adapting a training program in general to the occupational medicine doctors needs and adapting it to overcome the existing situation
 - contributes a higher standard of WHP programs and of training programs offered to the occupational physicians
 - stimulates and supports active learning, increase of knowledge and innovation in the WHP area
 - improves the efficiency and effectiveness of the WHP programs
 - ensures the sustainability of WHP programs
 - Indirectly and on long term has impact on the individual (employee), business environment, community

Conducting the survey

Time period: year 2010 as part of a project commissioned by the Ministry of Health to a Consortium composed of Prevent, Belgian Institute of OSH, Finish Institute of Occupational Health, and Romtens Foundation

Name of the project: *“TF2007/19343.03.01-Technical assistance for the interoperability of the occupational health service providers on standard databases”.*

Implementation of the project: *by the Consortium during the year 2010*

Particularities of the project: *a series of training courses have been organized which were attended by a number of 300 occupational medicine doctors in almost all the Regions of Romania (Bucharest, Timisoara, Iasi, Sibiu, Craiova, Cluj, Tg. Mures)*

Objectives of the training courses: *to update knowledge in the field of occupational medicine - subjects like Evidence Based Occupational medicine, Indoor Air Quality, Toxicology, but also Financial Management, etc.*



opportunity to explore also what is/ could be the relationship of the occupational medicine doctors with the field of WHP

Target group: occupational medicine doctors in Romania attending the training courses organized within the project

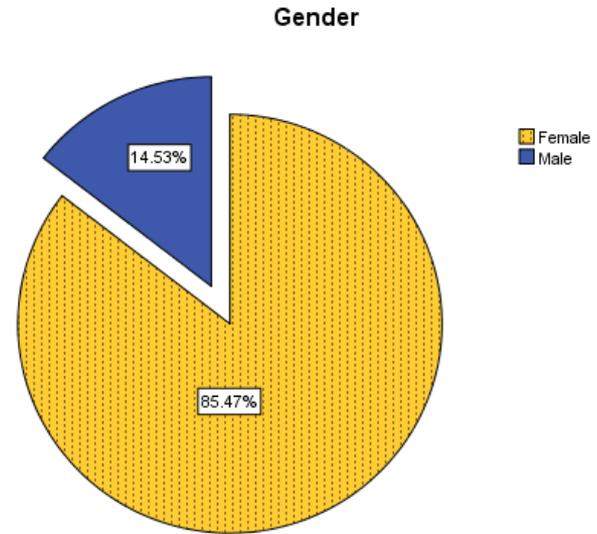
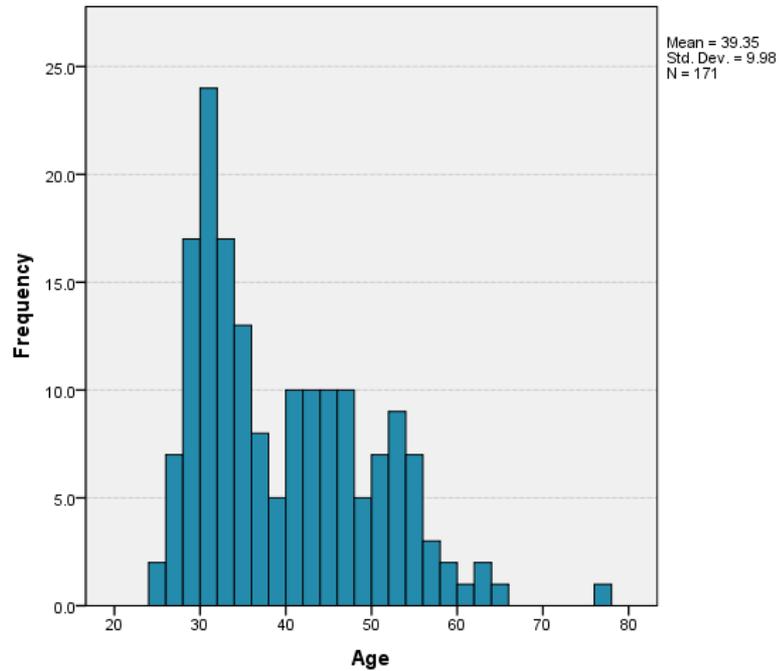
Instrument used for data collection: a questionnaire to be filled in by doctors attending the training courses

Language of the questionnaire: Romanian

Type of questions: closed-ended questions – single and multiple choice questions, dichotomous questions, open-ended question for suggestions, demographic questions

Total number of observations included in the analysis: 179

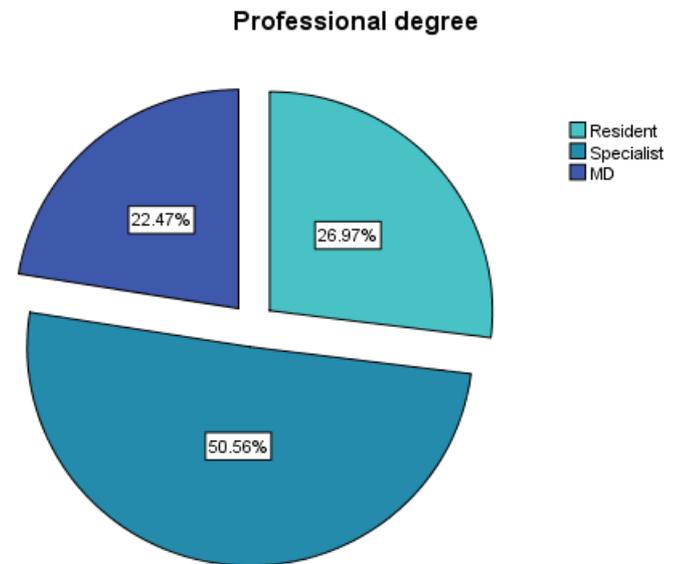
Results: Demographic characteristics



	Mean	Median	Mode	Std. Deviation
Resident	30.76	29.00	28	5.082
Specialist	39.22	36.00	30	8.021
MD	49.82	50.00	42	8.658

Years of experience as occupational and safety workplace physician			
		Months	Years
Mean		88.8	7
Median		36.0	3
Mode		12.0	1
Std. Deviation		106.4	9
Percentiles	25	12.0	1
	50	36.0	3
	75	144.0	12

Years of experience as occupational and safety workplace physician			
Specialist	Mean	32.50	2.7
	Std. Deviation	36.458	3.0
MD	Mean	207.67	17.3
	Std. Deviation	107.974	9.0

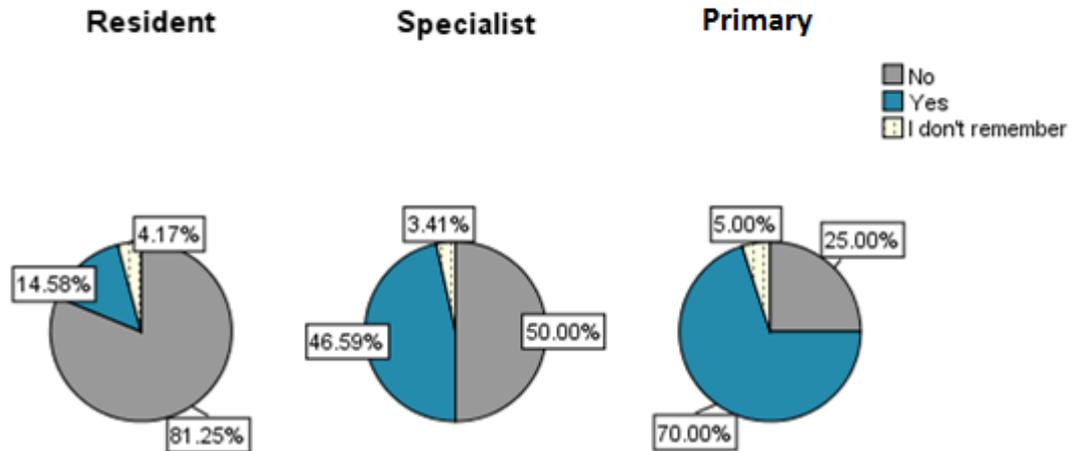


Results

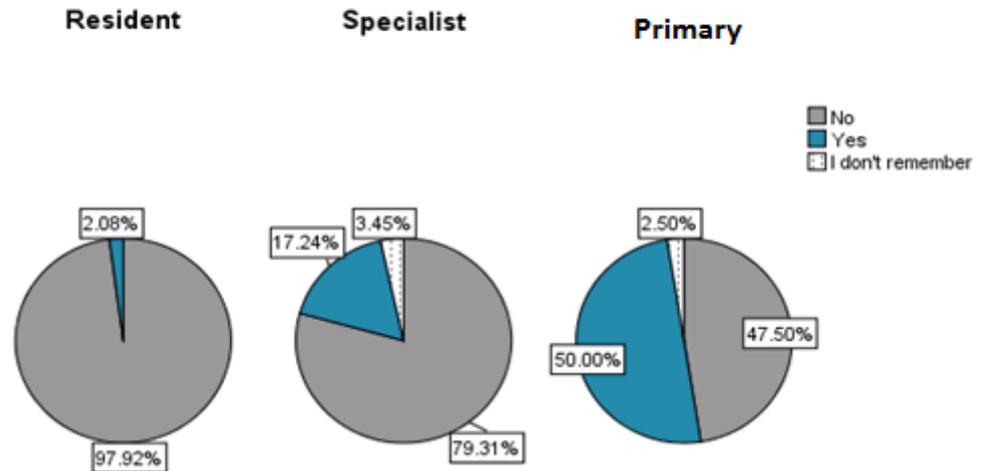


- Mostly the primary doctors' have attended/ been involved in the past in training courses addressing WHP
 → perhaps due to the need of reaching a number of annual credits in their field of expertise
- Is this a dynamic change imposed in some degree by the nature of the professional development or are there other factor determining the degree of participation/ involvement? (*financial, networking*)
 → another analysis

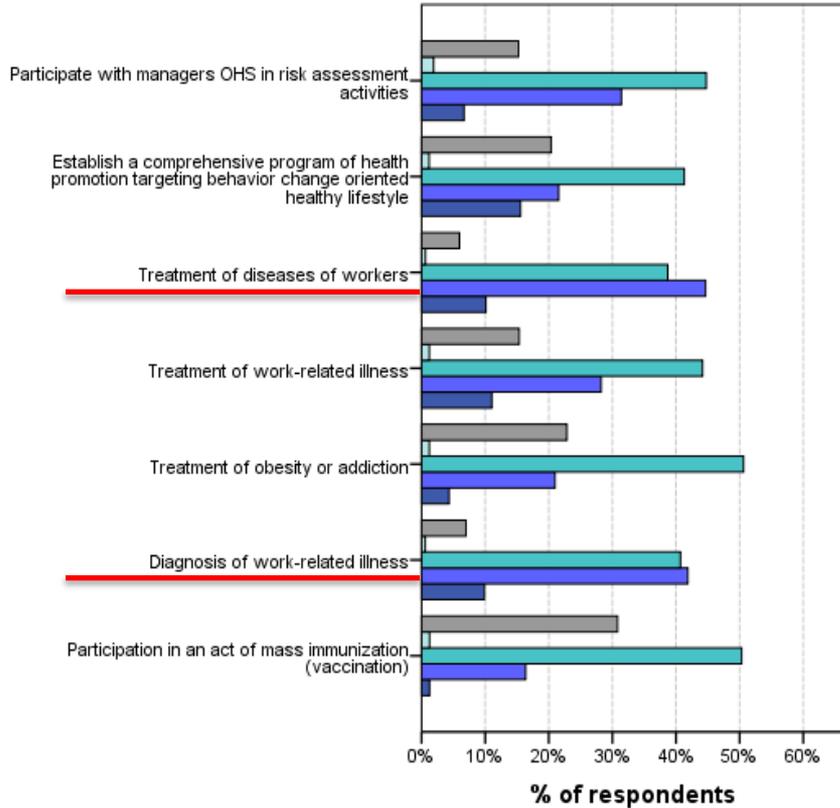
Have you participated in training courses in the field of workplace health promotion (WHP)?



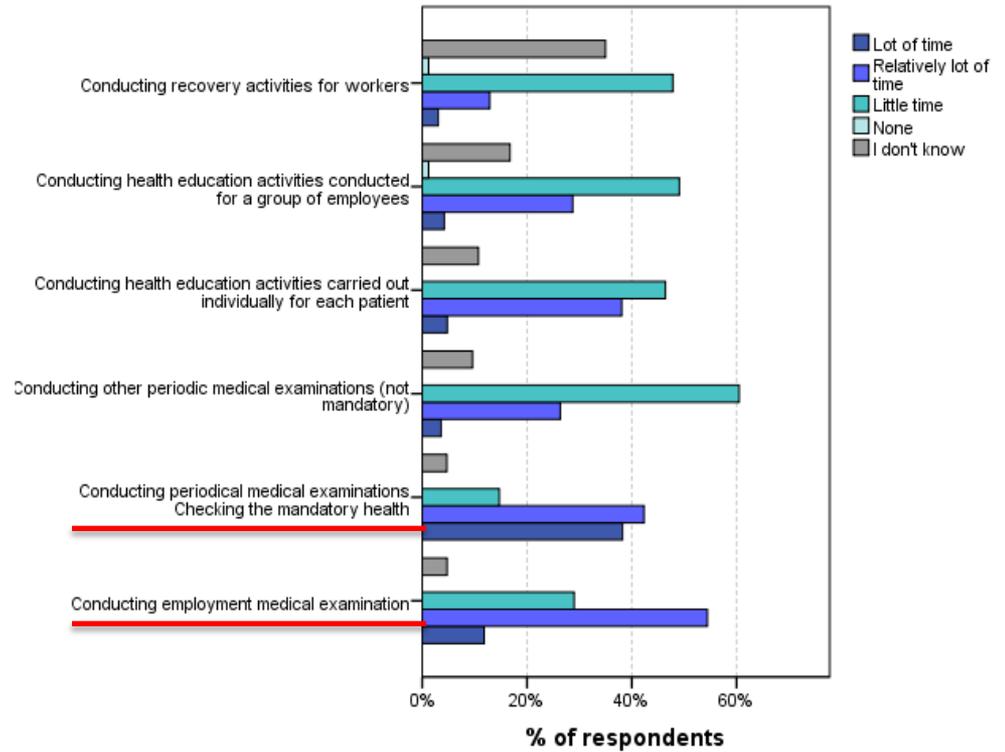
Have you been involved in training courses in the field of workplace health promotion (WHP)?



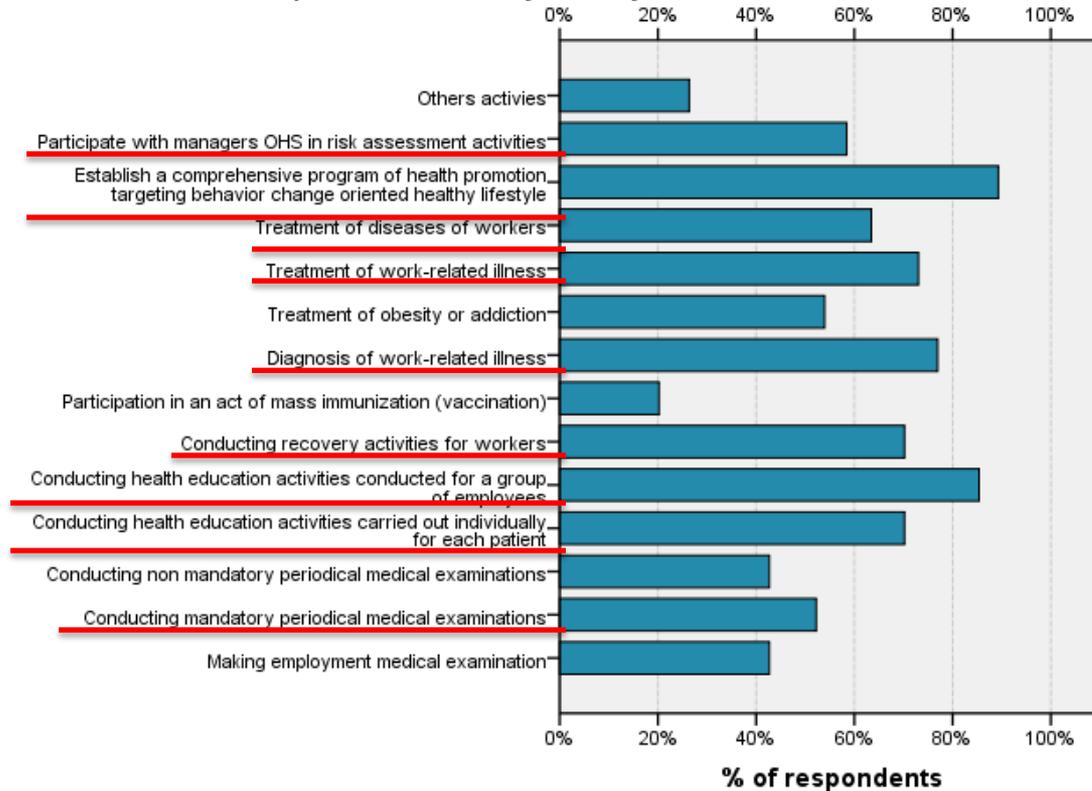
How much time do you allocate for the following activities



How much time do you allocate for the following activities



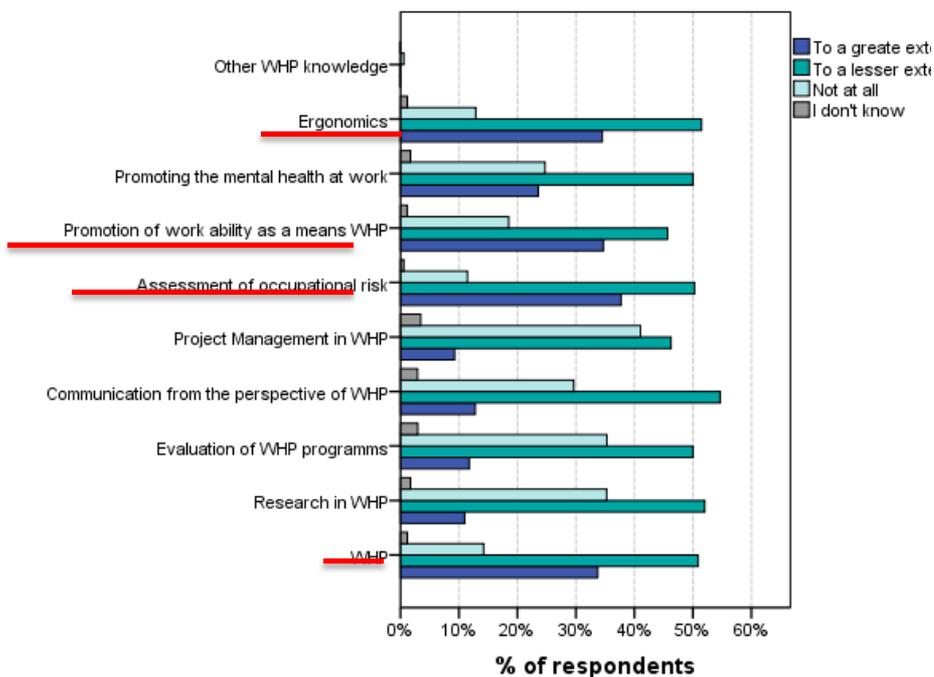
For which of the following activities would you like to spend more time in your daily work?



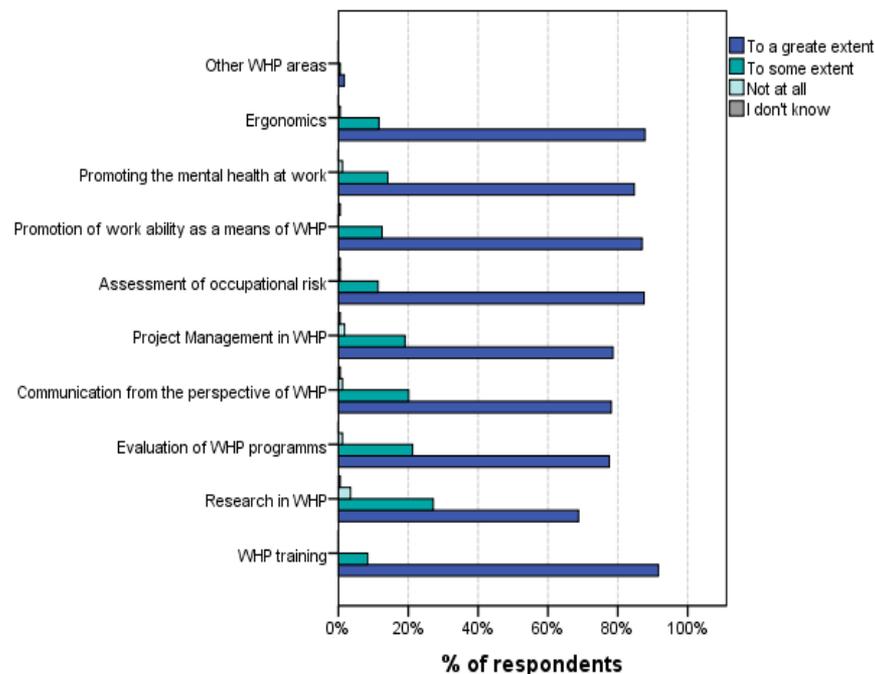
OTHER ACTIVITIES:

- Primary prevention and prevention in general
- Exchange of experience and knowledge with colleagues from other countries
- OSH courses for medical specialists in hospitals
- Work in occupational medicine cabinets in companies
- Educational programs targeting development of professional skills for avoiding workers to leave the workplace due to partial or permanent incapacity for work
- Detecting occupational allergic diseases through specific

To what extent do you consider that the residency provides to the occupational physician training in



To what extent you would like further training in each of the areas below



OTHER AREAS FOR FUTURE LEARNING

- Legislation and specific cases
- Raising employer to active involvement in the prevention of occupational diseases
- Structured course with practical ophthalmology applications
- Work psychology in the context of the national culture of life and work.

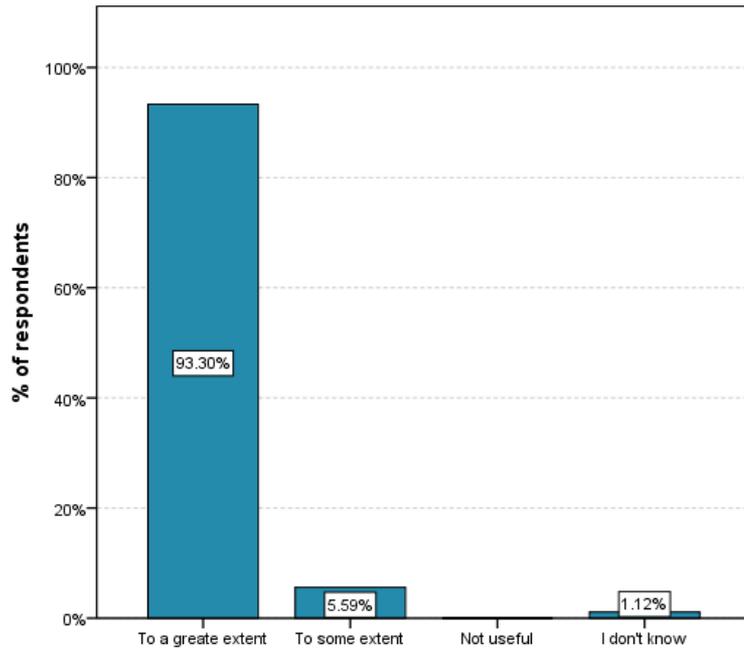
OBSERVATIONS

- All the aspects mentioned can be realistic only if the occupational medicine in Romania will align with occupational health in Western countries

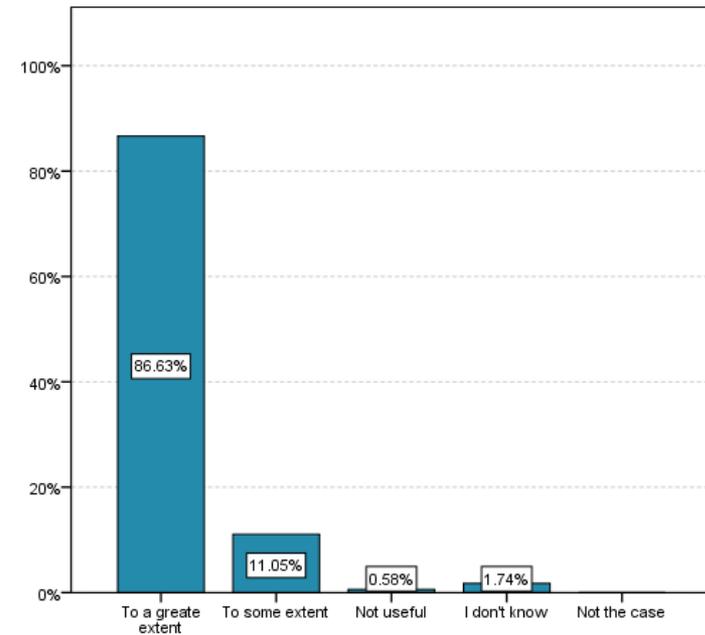
'Red line – provides to a greater extent

To what extent you would like further training in each of the areas below	Percent of Cases		
	Resident	Specialist	MD
Making employment medical examination	58%	40%	30%
Conducting mandatory periodical medical examinations	65%	46%	53%
Conducting non mandatory periodical medical examinations	46%	43%	38%
Conducting health education activities carried out individually for each patient	71%	73%	63%
Conducting health education activities conducted for a group of employees	94%	87%	73%
Conducting recovery activities for workers	77%	70%	63%
Participation in an act of mass immunization (vaccination)	23%	23%	10%
Diagnosis of work-related illness	85%	72%	78%
Treatment of obesity or addiction	69%	50%	45%
Treatment of work-related illness	83%	66%	78%
Treatment of diseases of workers	71%	59%	65%
Establish a comprehensive program of health promotion targeting behavior change oriented healthy lifestyle	96%	88%	85%
Participate with managers OHS in risk assessment activities	63%	59%	53%

To what extent do you consider the WHP activities / programs necessary in the Romanian enterprises?



To what extent do you consider the WHP activities / programs useful in the Romanian enterprises?



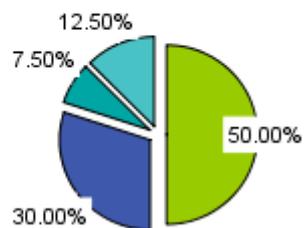
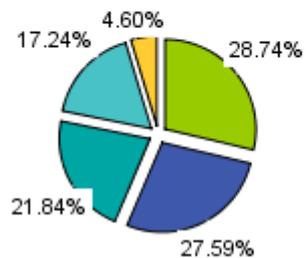
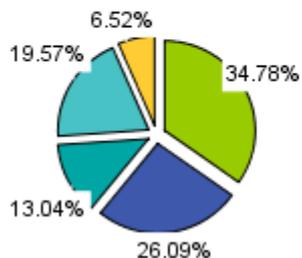
- The existence of a necessity and acknowledgment of the usefulness of WHP programs
- Is opinion is to be put in relation to the opinion of the beneficiaries to see if there is an equilibrium or to identify the dimension of the discrepancies

In your opinion, what should be the role of the occupational physician in a program WHP ?

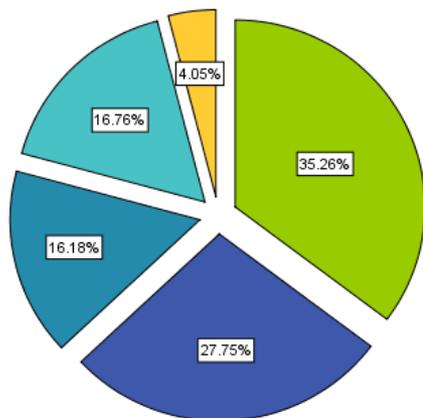
Resident

Specialist

MD

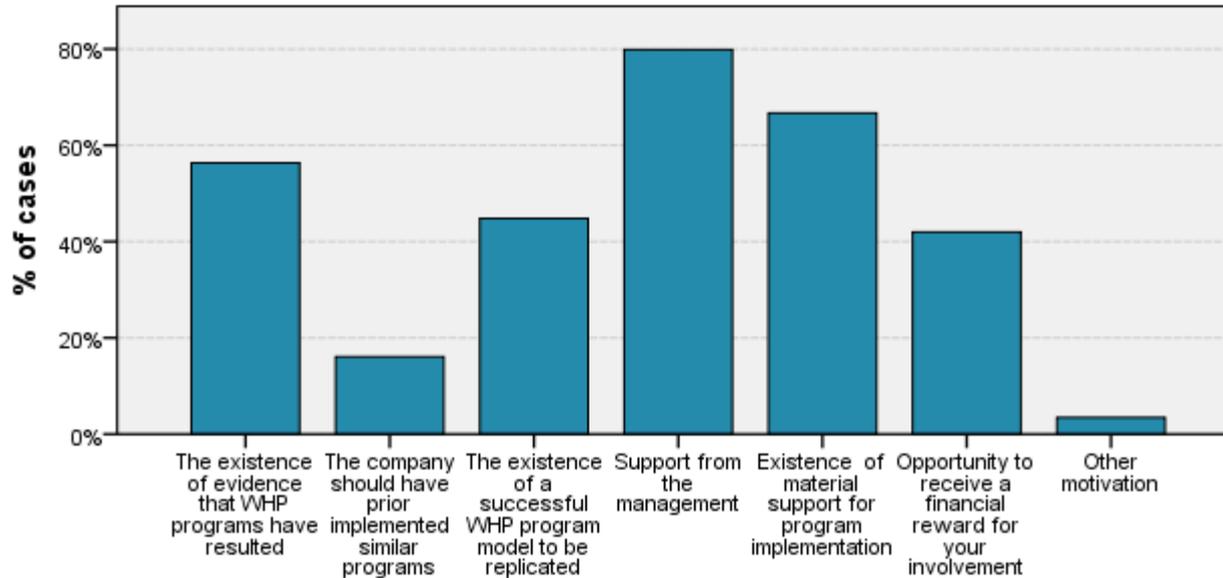


In your opinion, what should be the role of the occupational physician in a program WHP ?



Difference in perception by generation

Which of the following could be a motivation for you to participate in WHP programs?

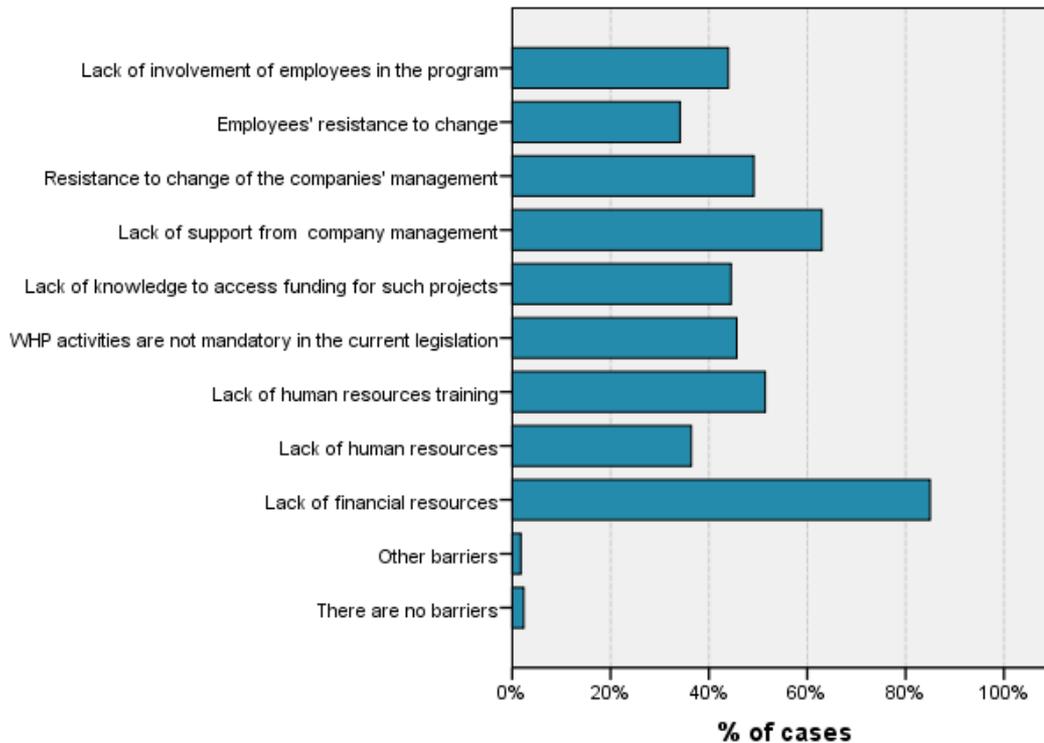


Importance

- to provide feedback and to disseminate results → evidence
- to make models of good practice and guidelines accessible and visible
- to gain support from the management → point out the WHP benefits
- financial motivation

Motivation to participate in WHP programs	Percent of Cases		
	Resident	Specialist	MD
The existence of evidence that WHP programs have resulted	53%	52%	70%
The company should have prior implemented similar programs	13%	16%	20%
The existence of a successful WHP program model to be replicated	47%	46%	40%
Support from the management	79%	80%	80%
Existence of material support for program implementation	64%	68%	68%
Opportunity to receive a financial reward for your involvement	36%	45%	43%

What barriers do you feel you have to meet when implementing a WHP program in the company you work with?



OTHER BARRIERS

- Lack of experience of residents even fresh graduates
- Perception of occupational medicine, by the beneficiaries, as a being imposed and not "must" or "solution"
- The legislation of supporting the occupational medicine as a competence not a specialization

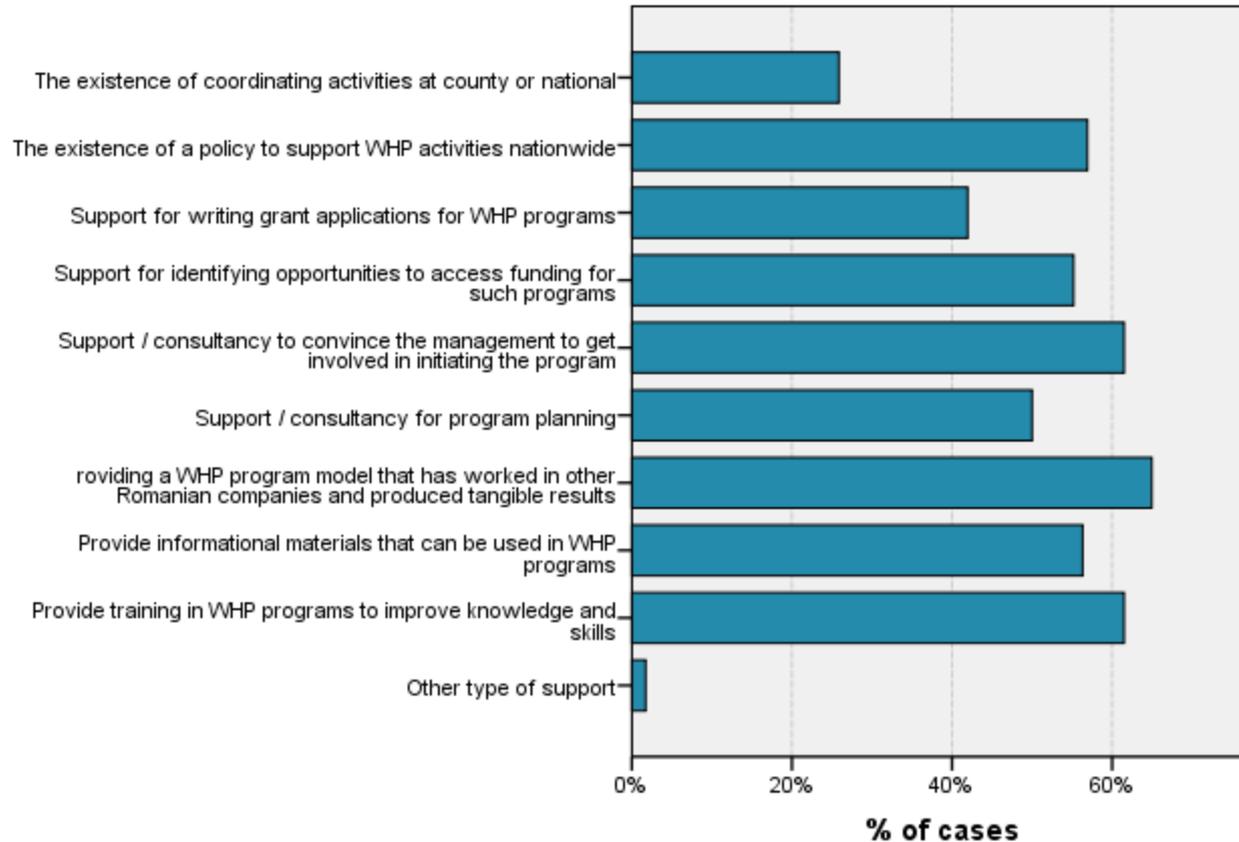


Barriers

- at worksite level regarding attitudes and behaviors towards WHP and knowledge/ understanding of such programs
- related to the financing
- in terms of the laws/ legislations
- Due to human resources: training, experience, vacant jobs

What barriers do you feel that you have to meet if you want to realize WHP program in a company we work with?	Percent of Cases		
	Resident	Specialist	MD
Lack of financial resources	85%	82%	92%
Lack of human resources	26%	38%	46%
Lack of human resources training	54%	50%	51%
WHP activities are not mandatory in the current legislation	28%	52%	51%
Lack of knowledge to access funding for such projects	39%	42%	56%
Lack of support from company management	70%	59%	64%
Resistance to change of the companies' management	46%	44%	64%
Employees' resistance to change	39%	30%	38%
Lack of involvement of employees in the program	46%	45%	38%
There are no barriers	7%	1%	

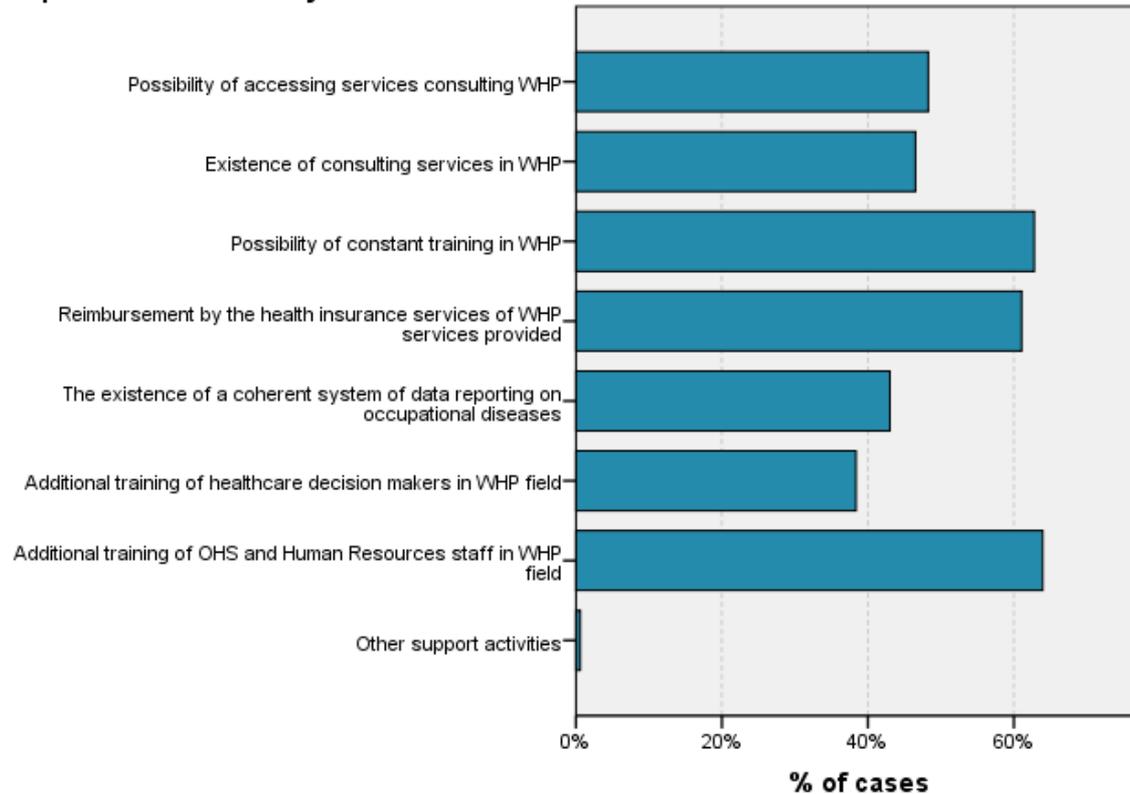
What type of support would you need to initiate a WHP program in a company?



- All types of support are considered in a considerable extent
- The existence of coordination activities at county/ national level distinguish perhaps because it is not perceived as achievable

What type of support would you need to initiate a WHP program in a company?	Percent of Cases		
	Resident	Specialist	MD
Provide training in WHP programs to improve knowledge and skills	55%	58%	77%
Provide informational materials that can be used in WHP programs	55%	58%	54%
Providing a WHP program model that has worked in other Romanian companies and produced tangible results	68%	64%	64%
Support / consultancy for program planning	64%	42%	51%
Support / consultancy to convince the management to get involved in initiating the program	68%	56%	67%
Support for identifying opportunities to access funding for such programs	43%	60%	59%
Support for writing grant applications for WHP programs	32%	45%	46%
The existence of a policy to support WHP activities nationwide	57%	58%	54%
The existence of a coordinating activities at county or national	30%	23%	28%

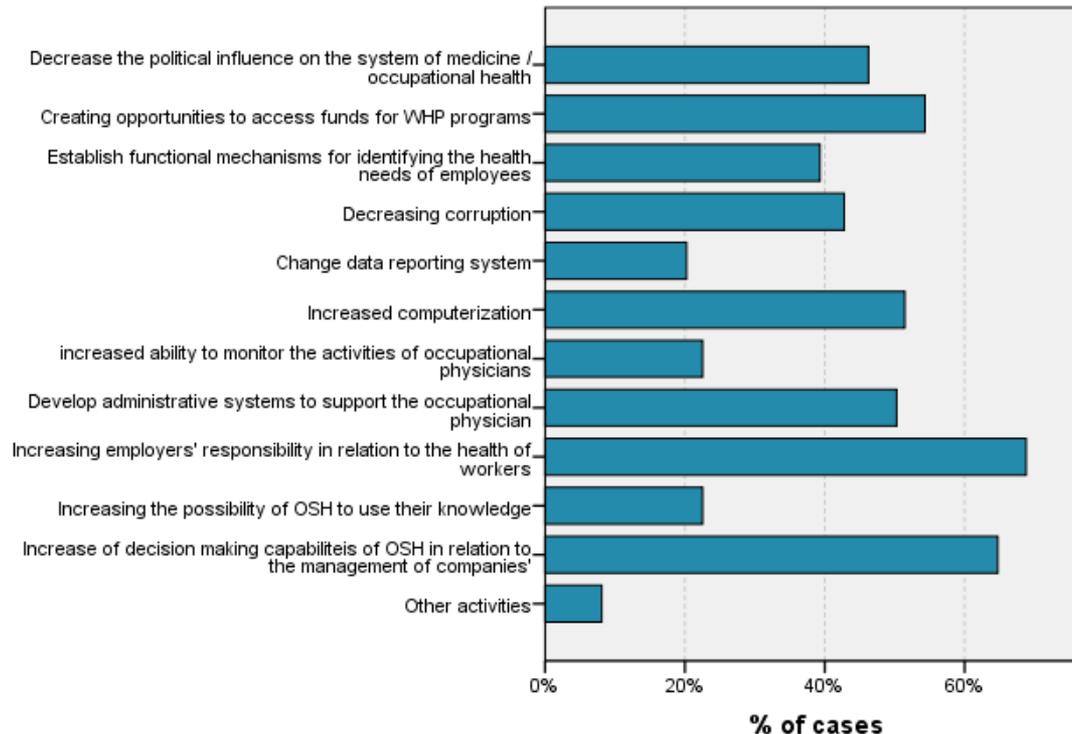
Which of the following actions would support the streamline of your professional activity?



- All types of support activities are considered in a considerable extent
- Reluctant regarding additional training of DM in WHP perhaps because it is not perceived as having an impact
- Sadly a coherent system of data reporting is not valued at its potential

Which of the following actions would support the streamline of your professional activity?	Percent of Cases		
	Resident	Specialist	MD
Additional training of OHS and Human Resources staff in WHP field	56%	66%	69%
Additional training of healthcare decision makers in WHP field	42%	38%	36%
The existence of a coherent system of data reporting on occupational diseases	56%	34%	46%
Reimbursement by the health insurance services of WHP services provided	67%	60%	56%
Possibility of constant training in WHP	58%	66%	62%
Existence of consulting services in WHP	65%	42%	33%
Possibility of accessing services consulting WHP	56%	48%	39%

What would you consider to change in the occupational medicine system if possible?



- **Change: !!!** Increasing responsibility of employees and decision making capabilities of occupational physicians in relation to the management
- **Less open for change in:** possibility to use the knowledge
Change in data reporting system and increase the ability to monitor the activities
→ paradox: around half of the respondents consider increasing computerization as a change they would implement

What would you consider to change in the occupational medicine system if possible?	Percent of Cases		
	Resident	Specialist	MD
Increase of decision making capabilities of OSH in relation to the management of companies'	62.50%	62.10%	73.70%
Increasing the possibility of OSH to use their knowledge	31.30%	14.90%	28.90%
Increasing employers' responsibility in relation to the health of workers	87.50%	58.60%	68.40%
Develop administrative systems to support the occupational physician	43.80%	56.30%	44.70%
increased ability to monitor the activities of occupational physicians	20.80%	25.30%	18.40%
Increased computerization	56.30%	48.30%	52.60%
Change data reporting system	25.00%	13.80%	28.90%
Decreasing corruption	45.80%	39.10%	47.40%
Establish functional mechanisms for identifying the health needs of employees	45.80%	42.50%	23.70%
Creating opportunities to access funds for WHP programs	54.20%	51.70%	60.50%
Decrease the political influence on the system of medicine / occupational health	50.00%	41.40%	52.60%

Conclusions

- OSH spent most of the time conducting

Conducting employment medical examination	Conducting periodical medical examinations Checking the mandatory health	Diagnosis of work-related illness	Treatment of diseases of workers
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- OSH would like to spend more time conducting

Conducting				Treatment of				
mandatory periodical medical examinations	health education activities carried out individually for each patient	g health education activities conducted for a group of employees	recovery activities for workers	Diagnosis of work-related illness	work-related illness	diseases of workers	Establish a comprehensive program of health promotion targeting behavior change oriented healthy lifestyle	Participate with managers OHS in risk assessment activities

- the occupational medicine doctor is a leader and a specialist
- existence of a necessity and acknowledgment of the usefulness of WHP programs

- The residency provides few information and there is a need of further training in each of the areas below

WHP	Research in WHP	Evaluation of WHP programs	Communication from the perspective of WHP	Project Management in WHP	Assessment of occupational risk	Promotion of work ability as a means WHP	Promoting the mental health at work	Ergonomics	Other WHP knowledge
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- Occupational physicians feel motivated if they
 - gain feedback and have evidence of working WHP programs
 - they have access to models of good practice and guidelines accessible and visible
 - gain support from the management
 - have financial motivation
- Barriers
 - attitudes and behaviors towards WHP and knowledge/ understanding of such programs
 - financial
 - legislations
 - human resources
- Express the need for support in developing a WHP program and consider all the actions mentioned as supporting the streamline of their professional activity

- Mostly they consider changes regarding increasing responsibility of employees and decision making capabilities of occupational physicians in relation to the management
- Less open for change when it comes to the possibility to use the knowledge, change in data reporting system and increase the ability to monitor the activities

THANK YOU!