

# Continuing Education in OM

# National experience in Belgium

**Lutgart Braeckman, Maurits De Ridder**

Department of Public Health

Ghent University, Belgium



# Continuing ME in Belgium

## Contents

- Introduction
- Providers of CME in Belgium
- Real situation for the OH physician
- Strong and weak points

# Basic data on OM in Belgium

1. Enterprises and workers in public and private sector (2002)
  - 218.363 enterprises
  - 3.521.000 workers
2. Occupational Health Services (legal obligation)
  - 23 external OHS
  - 50 (?) internal OHS
3. Occupational Health Physicians
  - 1017 OH physicians, FTeq 464
  - 610 in Flanders
  - 74 in IOHS

# Continuing ME in Belgium

## Legislation

### 1. Federal legislation

- Royal Decree OHS 28/03/1998  
art 23-24 : prevention advisors have right and duty of CME during working hours  
no specifications for content, when, for whom, duration
- Royal Decree EOHS 31/03/2003  
ISO 9001 for EOHS : deadline 31/12/2006  
Quality assurance : competencies of personnel, training, evaluation and registration

### 2. Flemish Health Authorities

- No requirements

### 3. Certification boards (OH services and OH physicians)

- Untill now, no requirements, no accreditation for CME

# Continuing ME in Belgium

## Organisation

### EXTERNAL

- Universities and scientific associations\*
- Professional associations \*
- Government
- Private training institutes

### INTERNAL

- Occupational Health Services (in-house training) \*

# Continuing ME in Belgium Universities

- 4 Flemish Universities, in cooperation with the Flemish Scientific Association for OH (Antwerp - Brussels - Ghent - Leuven)
- Yearly : 7 afternoon seminars  
1 full day
- 40 years of experience

# Continuing ME in Belgium Universities

- Mainly lectures and discussion
- No obligation to participate
- No accreditation
- Number of participants : 80 – 130
- Coverage : 30 % of Flemish OH  
Physicians

# Universities

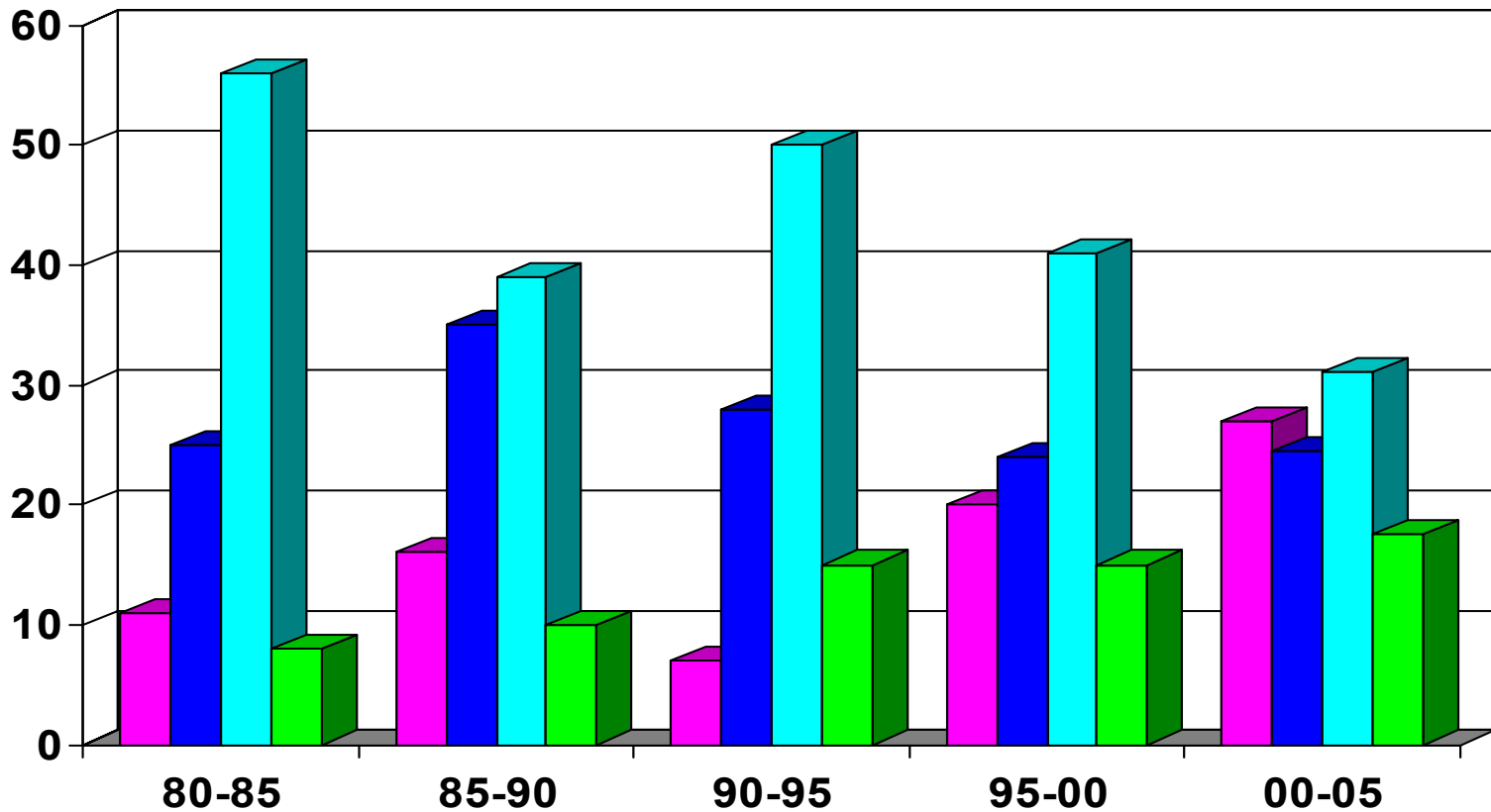
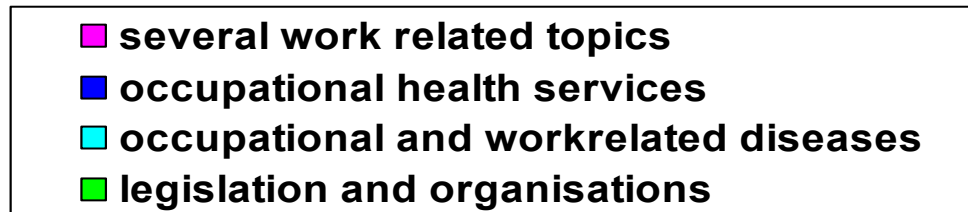
## Overview of topics in 40 years

1. Legislation and organisation related to occupational medicine	95	14%
2. Diagnosis, treatment, epidemiology and prevention of occupational and work-related diseases	268	40%
3. Aims, tasks and activities of occupational health services	189	28%
4. General topics in industrial organisation, production technology and social relations	121	18%
<b>Total</b>	<b>673</b>	<b>100%</b>



# Universities

## Evolution in topics



# Universities

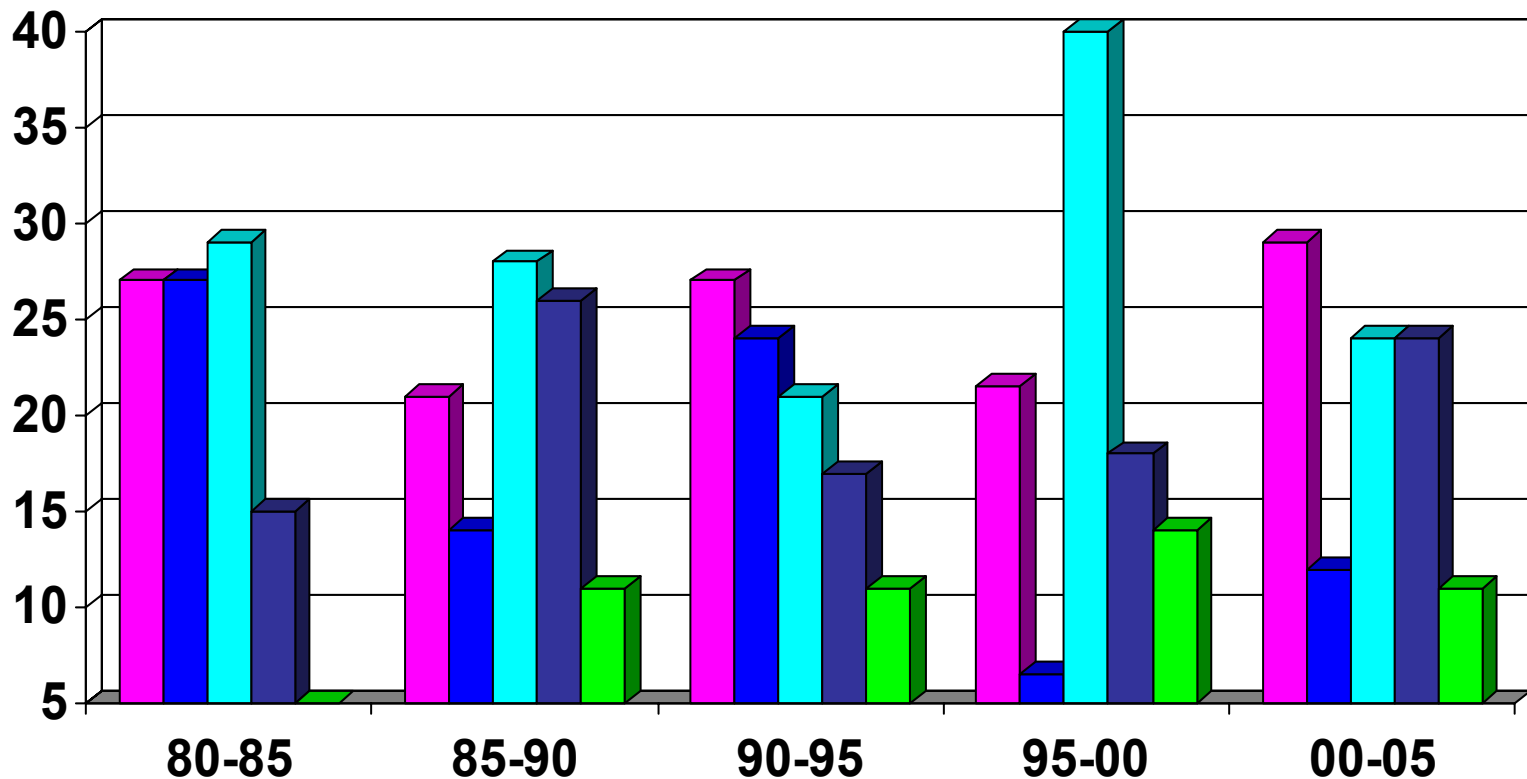
## Overview of speakers in 40 years

1. Academic and scientific staff of university departments of occupational medicine	180	25%
2. Clinical specialists	122	17%
3. Occupational physicians	189	27%
4. Other non-medical health and safety professionals, managers, social partners	173	23%
5. Medical inspectors and medical advisers from governmental and social security organisations	95	8%
<b>Total</b>	<b>729</b>	<b>100%</b>

# Universities

## Evolution in speakers

- academic and scientific staff
- clinical specialists
- occupational physicians
- non-medical professionals
- medical inspectors and advisers

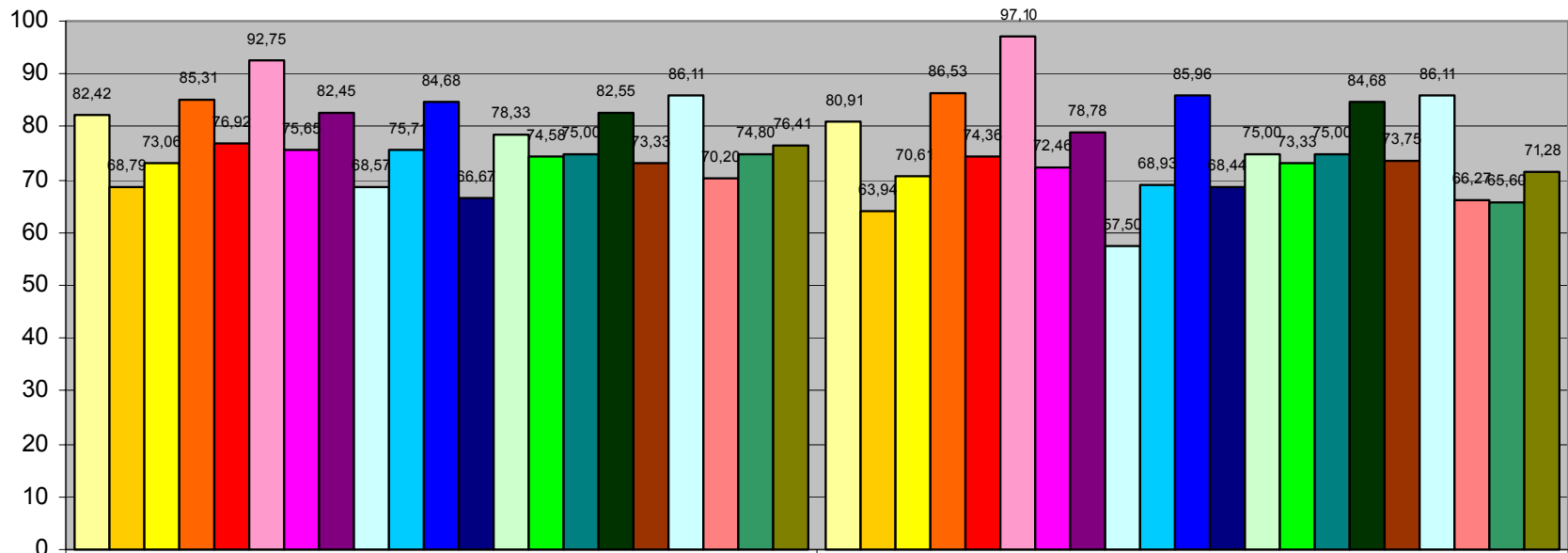


# Continuing ME in Belgium

## Trends

- **Less disease related, more work related topics**
  - Ergonomics, occupational hygiene, psychological aspects
- **More legislation**
  - European directives → national law
  - New Belgian legislation on occup. health and safety
- **Speakers : less clinical specialists, more non-medical professionals and medical inspectors**

# Continuing ME in Belgium Evaluation 2003-2004



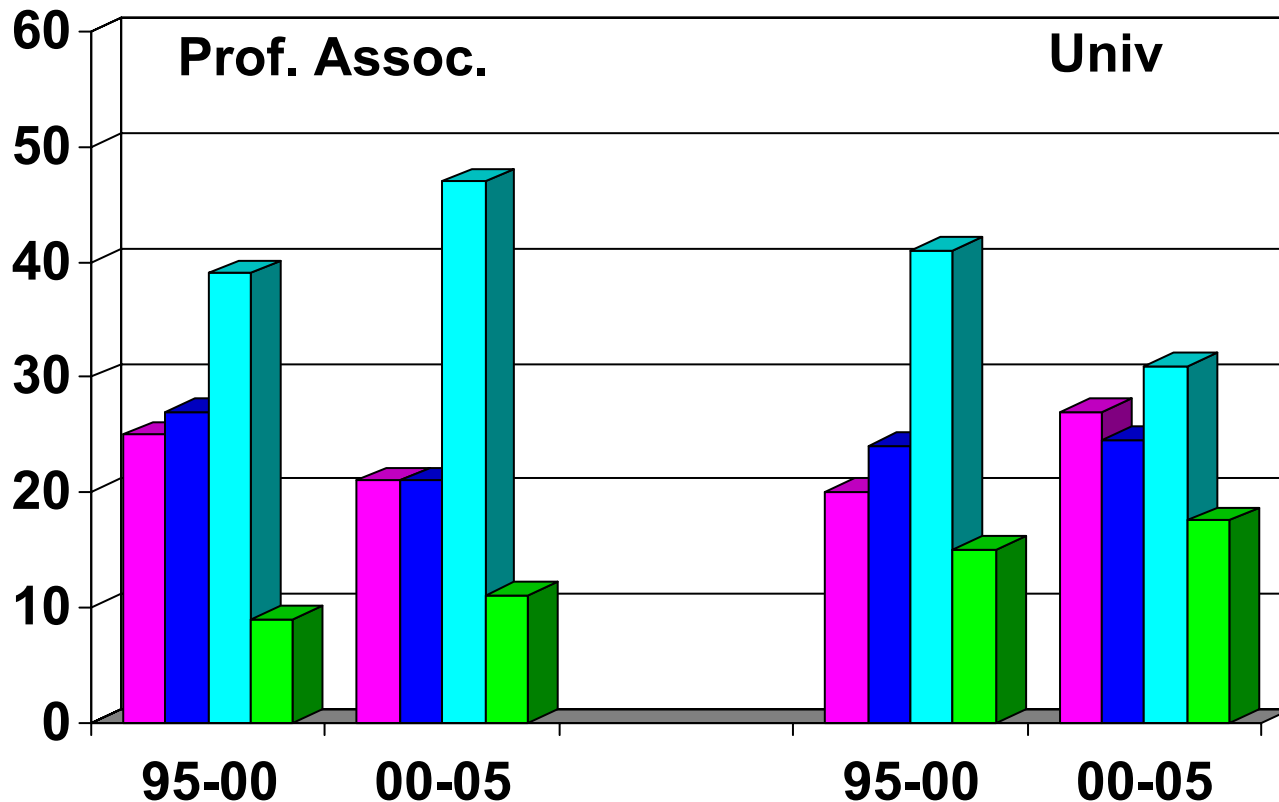
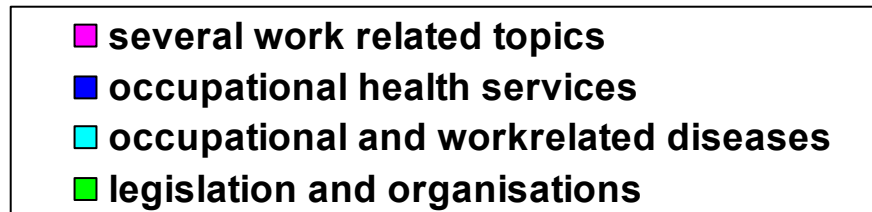
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| Van Ranst M.     | Van Bleyenbergh P.  | Nemery B.       | Vanlerberghe M.  | De Saedeleer V. |
| Van Bogaert H.   | Kusters E.          | Van Wambeke P.  | Grosjean R.      | Arens I.        |
| Van Soom U.      | Hermans V.- ODBeeck | Lenaerts-Gerber | De Schryver A.   | Cornelis K.     |
| Vandersmissen L. |                     |                 |                  |                 |

# Continuing ME in Belgium

## Professional association

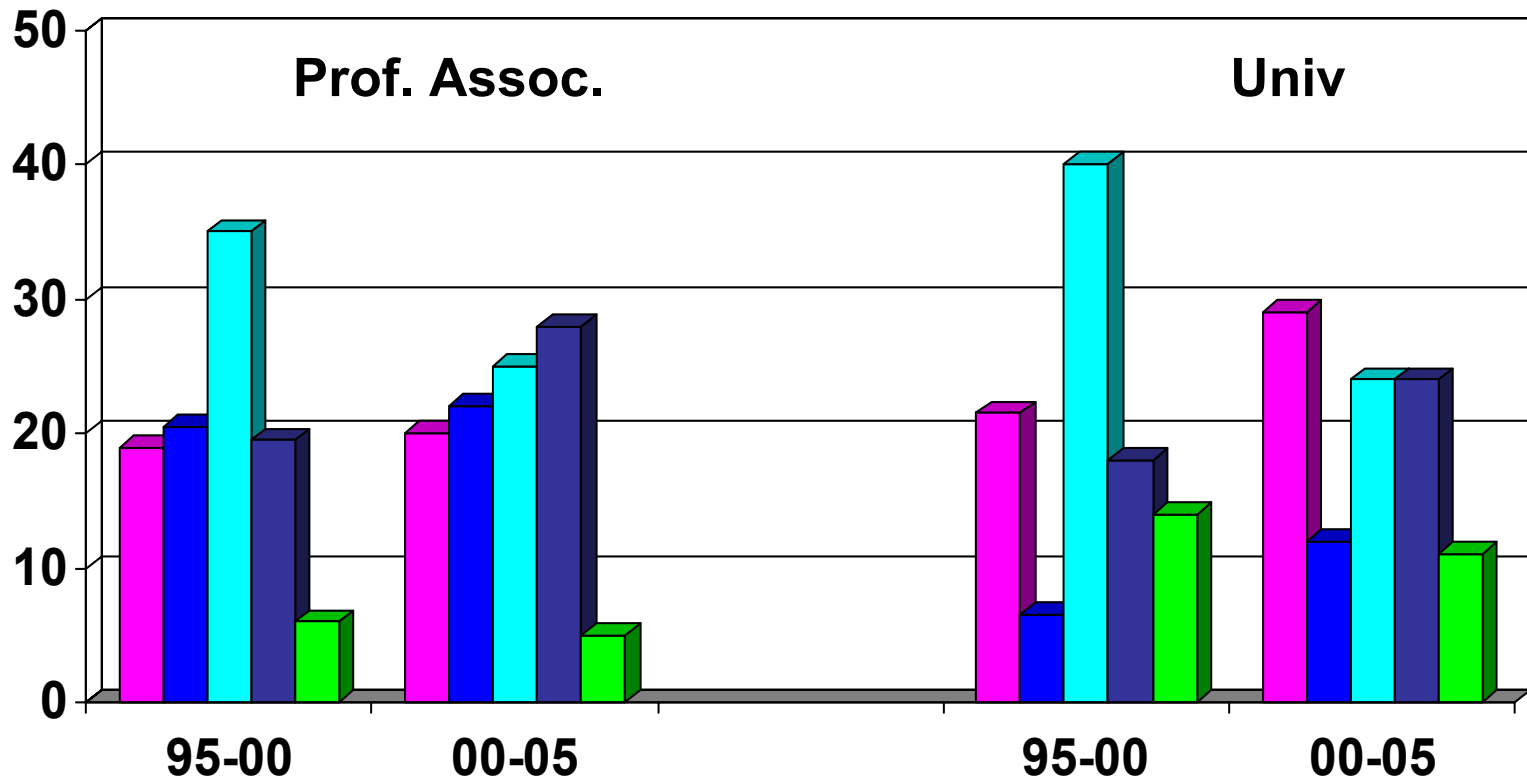
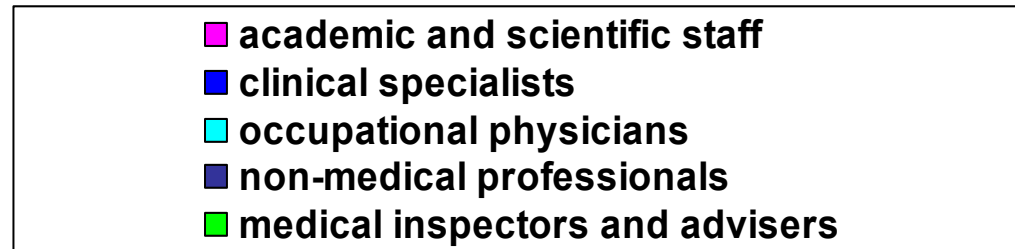
- 1 national association of OH Physicians  
(Flemish and French speaking physicians)
- two day - congress, once a year
- 42 years of experience
- Mainly lectures, workshops
- Number of participants : 200-300

# Professional Associations Evolution in topics



# Professional Associations

## Evolution in speakers





# Continuing ME in Belgium

## Comparison Prof. Assoc. and Univ

- Occupational and work-related **diseases** more frequent topic in programme of Prof. Assoc.
- **Legislation** more frequent topic in programme of univ.
- **Speakers** : more clinical specialists in Prof. Assoc.

# Continuing ME in Belgium

## Organisation

### EXTERNAL

- Universities and scientific associations\*
- Professional associations \*
- Government
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### INTERNAL

- Occupational Health Services (in-house training) \*

# Continuing ME in Belgium

## Occup. Health Services

- Interview with 3 EOHS (smallest, medium and largest service out of 23 EOHS) regarding Continuing Education for occup. physicians
- No IOHS
- Last two years a more structured approach because of new legislation (ISO certification)

# Continuing ME in Belgium Occup. Health Services

## Interview

- Documentation, written material
- In service training
- Attending congresses and seminars
- E-learning
- Quality assurance
- Evaluation of effects on professional behaviour

# Continuing ME in Belgium

## Occup. Health Services

### Small OHS

- Documentation, written material :
  - Central library : 2 international, 8 national journals
  - No periodic mailing to occup. physicians
- In service training
  - Half a day, monthly → 10 afternoons (during working hours)
  - 50% guidelines & procedures, 50% lectures (invited speakers)
  - Obligatory participation
  - Registration

# Continuing ME in Belgium




## Occup. Health Services

- Attending congresses and seminars
  - 12 hours/year/OH physician
  - Difficulties with normal work organisation (shorttime notice)
- E-learning
  - None
- Quality assurance
  - Evaluation form (only used for in service training)
- Evaluation of effects on professional behaviour
  - No objective indicators, indirect measurement (eg. time needed)
  - Competence matrix : self evaluation

# Continuing ME in Belgium

## Occup. Health Services

### Medium OHS

- Documentation, written material :
  - Central library : 10 international, 16 national journals
  - Periodic mailing : 420 pages/year   
- In service training
  - 1 plenary day, 4 regional afternoons, 8 evenings (not during working hours)
  - 50% guidelines & procedures, 50% lectures (invited speakers)
  - Obligatory participation
  - Registration

# Continuing ME in Belgium




## Occup. Health Services

- Attending congresses and seminars
  - 4 hours/year/OH physician
  - Standardised procedure
- E-learning
  - None
- Quality assurance
  - Evaluation form (only used for in service training)
- Evaluation of effects on professional behaviour
  - No objective indicators, indirect measurements (eg. complaints)
  - Yearly assessment of performance by supervisor



# Continuing ME in Belgium Occup. Health Services

## Large OHS

- Documentation, written material :
  - Central library : 18 international, 22 national journals
  - Periodic mailing : 800 pages/year (incl. articles, contents of journals,...)   
- In service training
  - One full-time training coordinator
  - Half a day, monthly → 10 afternoons (during working hours)  
(2 plenary, 8 regional)
  - 50% guidelines & procedures, 50% lectures (invited speakers)
  - Central offer of topics + regional autonomy in choice of topics

# Continuing ME in Belgium

## Occup. Health Services

- In service training (continued)
  - Skills, attitudes,... : 2-years project
    - intervision and supervision
  - Obligatory participation
  - Registration
- Attending congresses and seminars
  - 24 hours/year/OH physician
  - Regional and individual differences
- E-learning
  - Small experiment : FAQ's on Protective Equipment

# Continuing ME in Belgium

## Occup. Health Services

- Quality assurance
  - Evaluation form (only used for in service training)
- Evaluation of effects on professional behaviour
  - No objective indicators
  - Yearly assessment of performance by supervisor

# Continuing ME in Belgium

## Comparison 3 EOHS

- All services offer training
- Last two years ↗ ↗ ISO 9001-driven
- Lectures >>> intercollegial exchange >> skills training
- The content and size of this training is influenced and limited by organisational and financial factors  
eg. access to literature, attendance congresses,  
e-learning,...
- Evaluation : degree of satisfaction of occup physician,  
less through performance assessment

# Continuing ME in Belgium

## Critical evaluation

- **Strong points**

- Broad offer in topics and speakers : meets the demands of the occup. physicians eg. toxicology, occupational and work-related diseases,
- UEMS recommendation : 50 hours/year ; 30 hrs external, 20 hrs internal  
Belgium : 50 hrs training is feasible  
(more internal training than external)
- Multidisciplinarity
- Complementary : cooperation between universities and occupational health practice

# Continuing ME in Belgium

## Critical evaluation

- **Weak points**
  - Not obligatory : only 30% of occup. physicians attend external training
  - No accreditation for external training
  - Traditional training methods prevail: lectures as major form at congresses and seminars (meets the demands of occup. physicians)
  - Training of skills, intercollegial exchange and e-learning : just starting
  - Evaluation : difficult
  - Individual learning path?