

# RETENTION STRATEGIES THROUGH JUNIOR DOCTOR'S EYES

**SMALL COUNTRIES, BIG CHALLENGES**

HIGH LEVEL CONFERENCE - HEALTHCARE HUMAN RESOURCES CRISIS: SMALL  
COUNTRIES FACING FUTURE RISKS 11th APRIL 2025

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# FROM TRADITION TO TRANSITION

NAVIGATING THROUGH THE HEALTH  
CARE WORKFORCE CRISIS

JUNIOR DOCTORS' EXPERIENCES  
AND PROPOSALS FOR THE FUTURE

EUROPEAN JUNIOR DOCTORS



# More Doctors than ever?

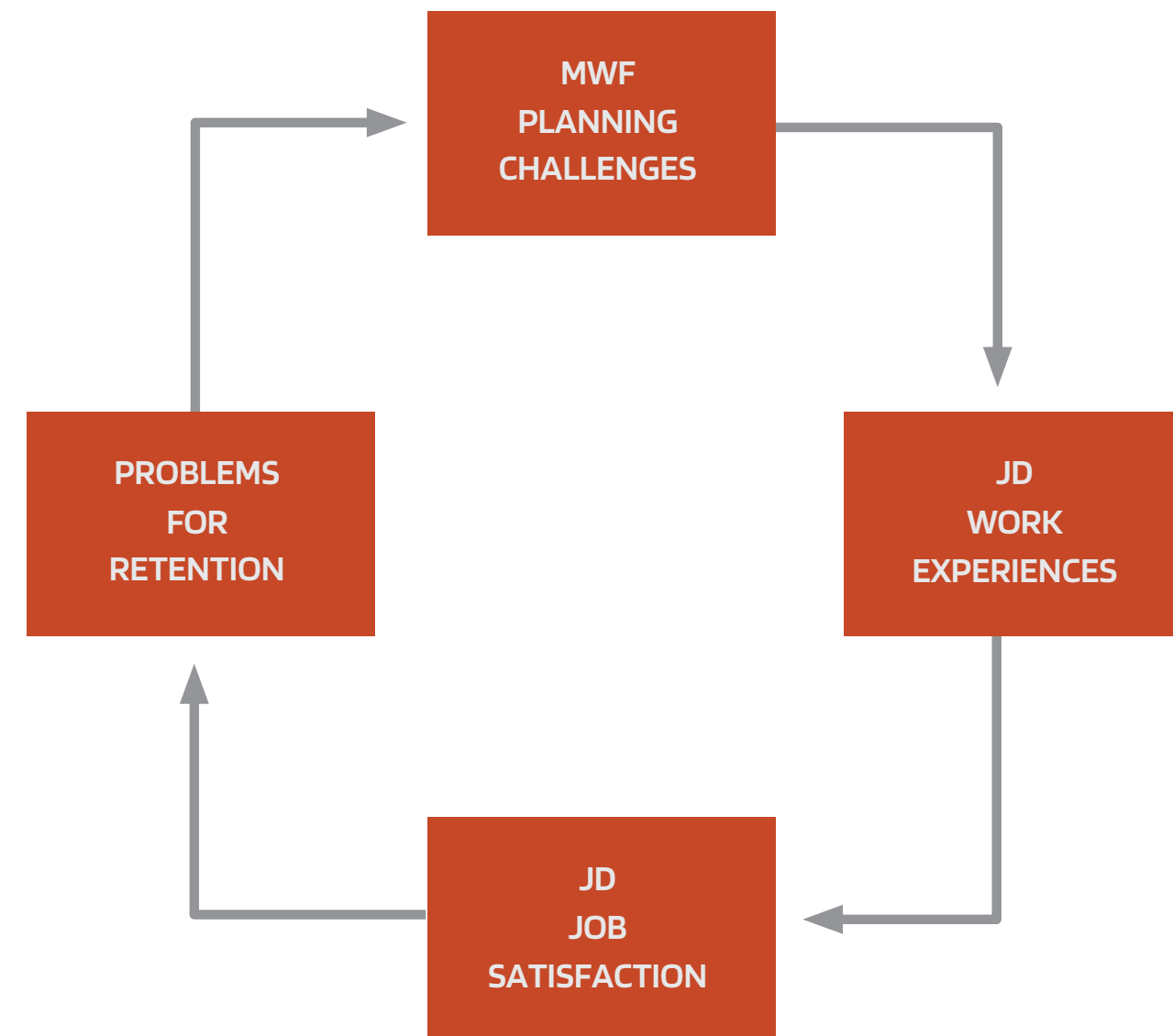
## E U R O P E A N J U N I O R D O C T O R S



Despite rising numbers, there's a growing concern over the shortage of healthcare professionals due to heightened demand & attrition

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Relationship between the work experiences of JD and MWF planning challenges

Abbreviations: MWF (Medical Workforce); JD (Junior Doctors)

# Overview of JD's situation in Europe

E U R O P E A N J U N I O R D O C T O R S

I

SHARED  
DISAPPOINTMENT  
AND JOB  
DISSATISFACTION

II

WORKLOAD  
STRAINS DUE  
TO HEIGHTENED  
HEALTHCARE  
DEMAND

III

GENERATIONAL  
SHIFT

IV

REDEFINING  
PROFESSIONAL  
CALLING

V

RISING  
RESIGNATIONS  
FROM CLINICAL  
ROLES

VI

SHIFT IN  
SPECIALTY  
AND CAREER  
CHOICES

VII

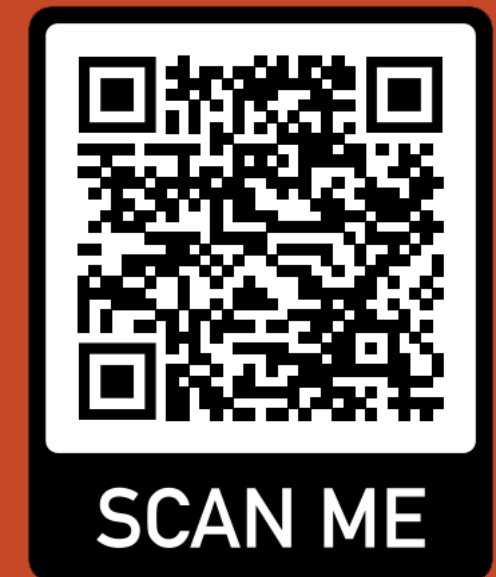
GENDER  
INEQUALITIES

VIII

CROSS-BORDER  
MOBILITY  
RELATED  
EXPERIENCES

# FROM MANDATE TO MOTIVATION

TRANSFORMING JUNIOR DOCTORS'  
RETENTION STRATEGIES IN EUROPE



EUROPEAN JUNIOR DOCTORS





## **What do we define as involuntary workforce allocation?**

It is an umbrella which tries to encapsulate a set of mandatory locational workforce retention initiatives. These are instances where a doctor or student is compelled to be employed in a designated location typically under threat of penalties or loss of remuneration.



Involuntary workforce allocation strategies aimed at short-term mitigation of healthcare workforce shortages may inadvertently worsen these shortages by promoting distress, burnout, and job dissatisfaction. In contrast, priority should be given to long-term planning and investment in medical training; creating positive and attractive incentives to work in underserved areas, such as higher salaries and improved working conditions; and avoiding compromises to the quality of medical training due to workforce planning demands.



## BEST PRACTICES

- HIGHER EDUCATION
- POSTGRADUATE TRAINING
- EARLY-CAREER SPECIALIST





## SUBSTANDARD PRACTICES

- HIGHER EDUCATION
- POSTGRADUATE TRAINING
- EARLY-CAREER SPECIALIST

# IMPLICATIONS AND RECOMMENDATIONS

E U R O P E A N J U N I O R D O C T O R S



- + Prioritize long-term workforce planning and retention strategies.**
- + Incentives over forced allocation strategies - Carrots work better than sticks.**
- + Invest in training programs.**
- + Improve opportunities for career progression.**
- + Create comprehensive positive incentives systems for professionals to work in medically underserved areas.**



- + Initiatives should be monitored, with regular effectiveness assessments.**
- + Evaluation results should be publicly available.**
- + Transparency and clear communication among stakeholders, including junior doctors, regarding workforce policies and expectations are crucial to maintaining healthcare system sustainability.**



**THANK YOU FOR YOUR ATTENTION!**

**TOGETHER, LET'S FORGE A RESILIENT  
HEALTHCARE FUTURE!**

