

**Learning and Sharing Points
Medical Education Round
28 Nov 2006 7.30am CRC Auditorium**

"Teaching Professionalism in Medicine?"

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Definitions of Professionalism

- Professions are occupations granted a special status in and by society
- Professionals deal with social needs valued as important by individuals and society
- A self-disciplined group of individuals who hold out to the public (profess) as possessing special skills after long training or education and are prepared to exercise that skill for the interest of others

Concept of Medical Professionalism CanMEDS 2000 Project – Royal College of Physicians and Surgeons of Canada

- As a Professional, the Specialist should be able to:
 - Deliver the highest quality care with integrity, honesty and compassion.
 - Exhibit appropriate personal and interpersonal professional behaviors
 - Practice medicine in an ethically responsible manner that respects the medical, legal and professional obligations of belonging to a self-regulating body

Concept of Medical Professionalism American Board of Internal Medicine Foundation

- Professionalism is the basis of Medicine's contract with Society
- *Principle of primacy of Patient welfare* – dedication to serving the interest of the patient above those of the physician
- *Principle of Patient Autonomy* – respect for patients, honesty, empower patients
- *Principle of Social Justice* – fair distribution of health services, actively eliminate discrimination

Concept of Medical Professionalism – Royal College of Physicians London 2006

- Medical professionalism signifies a set of values, behaviours and relationships that underpins the trust the public has in doctors
- Medicine is a vocation in which a doctor's knowledge, clinical skills and judgement are put in the service of protecting and restoring human well-being. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility, and appropriate accountability.

Professionalism Non-Virtues (7 Professional Sins):

- **Greed**
 - Money, Power, Fame
- **Abuse of Power**
 - Patients, Colleagues, Position
- **Arrogance**
 - Patients, Colleagues
- **Conflict of Interest**
 - Financial, Industry
- **Misrepresentation**
 - Lying, Fraud
- **Apathy**
 - Lack of Commitment
 - Irresponsible
 - Doing only the minimum
- **Impairment**
 - Drugs, Alcohol. Age, Illness

Who, When & How to Teach Professionalism

- WHO
 - All teachers –Train the Trainers
 - Planned and active
- WHEN
 - Interwoven into current curriculum
 - Extend from Bio-psycho-social spectrum to include Ethical-legal-professional spectrum
 - Within & beyond the undergraduate curriculum
- HOW
 - Traditional
 - Reflective/Intuitive
 - Role models
 - Ceremonies and rituals

What to Teach in Professionalism?

- Define & Develop the Curriculum
 - Current deficiencies & local needs
 - Future needs
- Knowledge base –cognitive
- Skills – reasoning, communication
- Attitudes, Values, Behavior
- Leadership and Self-development

Learning Points from Q & A

1. One of the best ways to teach professionalism is through everyday demonstration by leaders
2. Leadership by example and by engaging junior colleagues are important means by which senior doctors can contribute to enhancing a continuity of these values within the medical community
3. The medical profession must continue to be supportive of each other vertically and horizontally, as part of professionalism.
4. Medical professionalism very much reflects the practitioner as human being, his values, beliefs and behaviours. Humanism, decency and mutual respect strongly underpin medical professionalism
5. There is a "generational gap" even in medical professionalism, either real or perceived. However basic human needs for respect, acknowledgement, mutual support and accountability remain strong. Patience, perseverance and connectivity with the "younger" generation are ways in which to overcome or decrease this generational gap in medical professionalism.