

Medical Professionalism

-teaching

professionalism in

medicine

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Teaching Medical Professionalism

- Defining Professionalism
- Why it is important
- Who, When & How to teach Professionalism
- What to teach in Professionalism

Professionalism-Definitions

- Professions are occupations granted a special status in and by society
- Professionals deal with social needs valued and 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

Medical professionalism - concepts

- The Professio model
 - Oath taking
 - Public professing
- The Social contract model
 - Social good
- The Body of knowledge
 - Competence and training
- Autonomy and Self regulation
 - Not merchant -Not technician

Medical professionalism - concepts

- The Military Model
 - War against disease
- The Market Model
 - Legitimate business of fee for services and products
- The Social Good model
 - Relieves suffering of those in need regardless of ones ability to pay
- The Scientist – Technician Model
 - Create and apply scientific knowledge to relieve suffering

Professionalism and Medicine

Basic Characteristics of Professionalism

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graph TD; A[Basic Characteristics of Professionalism] --> B(Useful Body of Knowledge); A --> C(Application for the Benefit of Society);
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Useful Body of Knowledge

Application for the Benefit of Society

What is Medicine

- How does one define this body of knowledge called medicine ?
- Goals
- Features of Conventional Medicine



Goals of Medicine

- Avoid harm to patient in the course of care
 - Cure of disease
 - Relief of symptoms of pain and suffering
 - Improve functional status / Maintain compromised status
 - Prevent untimely death
 - Educational counseling, Care and Support of patients
 - Promotion of Health and Prevention of Disease
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What is Conventional medicine

- Goals of Medicine
 - Scientific and evidence based medicine
 - Internal regulation
 - Knowledge, skills, training, credentialing, proof of competence, certification
 - Ethics based Medicine
 - External regulation - Licensure
 - Professionals, Clinics, Equipment, Products
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Professionalism in Medicine

Major Attributes

■ Expertise

- Competence vs Excellence

■ Service

- Beneficence vs Altruism

■ Ethics

- Paternalism vs Autonomy
- Fiduciary vs Contractual Relationship

Minor Attributes

■ Self Regulation

- Training
 - Testing
 - Certification
 - Discipline
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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
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CanMeds –Canadian Medical Education Direction for Specialist

- Fundamental framework of core physician abilities
 1. The Medical Expert
 2. Communicator
 3. Collaborator
 4. Health advocate
 5. Manager
 6. Scholar
 7. Professional
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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
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Concept of Medical Professionalism

ABIM Foundation, ACP-ASIM Foundation

- Ten professional responsibilities:
 1. Professional competence
 2. Honesty with patients
 3. Patient confidentiality
 4. Appropriate relations with patients
 5. Improve Quality of care
 6. Improve access to care
 7. Just distribution of resources
 8. Scientific knowledge
 9. Manage Conflicts of Interest
 10. Professional responsibilities
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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.
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ACGME – Accreditation Council for Graduate Medical Education USA

- Six General Competencies
 1. Patient Care
 2. Medical Knowledge
 3. Practice based Learning & Improving
 4. Interpersonal & Communication skills
 5. Professionalism
 6. System based practice

Professional Competence

- “ Professional competence is the habitual and judicious use of communication, knowledge, technical skills, clinical reasoning, emotions, values and reflection in daily practice for the benefit of the individual and community being served”

– Epstein RM & Hundert EM JAMA 2002 ;287 :226-235

Fitness to practice vs. Professional Competence

- Conviction
 - Conduct
 - Competence
 - Health
- Dyscompetencies in
 - Communication
 - Knowledge
 - Skills
 - Clinical reasoning
 - Emotional stability
 - Values
 - Reflection (wisdom, discernment)

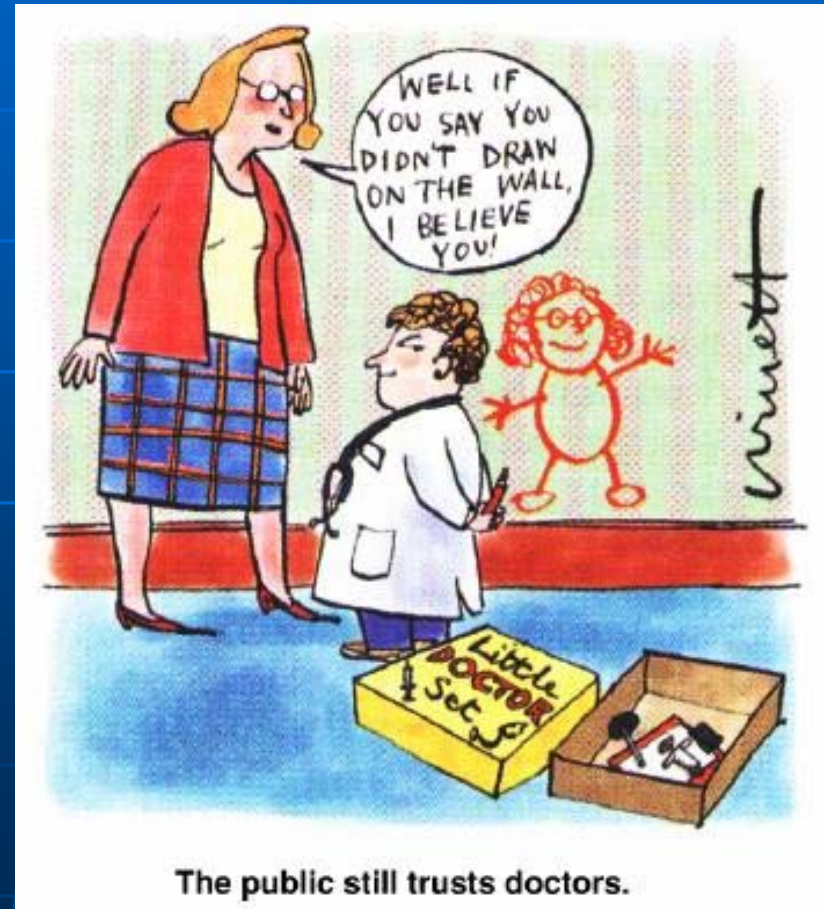
Health profession Education –A bridge to quality IOM 2003

- Core Competencies needed for all HCP:
 1. Patient centered care
 2. Work in interdisciplinary teams
 3. Evidence based practice
 4. Apply quality improvement
 5. Use Informatics
- Stanford Professionalism in Contemporary Practice Curriculum:
 1. Defining professionalism
 2. Reflective practice
 3. Shared decision making
 4. Cultural competence
 5. Working in teams
 6. Patient safety
 7. Quality improvement
 8. Evidence based care

Medical Professionalism

WHY Teach?

- Professional *intrinsic motivation* and *Ethical* basis of services is essential in the effective delivery of Healthcare where:
 - Outcomes are uncertain
 - Processes need to be flexible
 - Patients are vulnerable
 - Imbalance of power and information
 - Quality difficult to

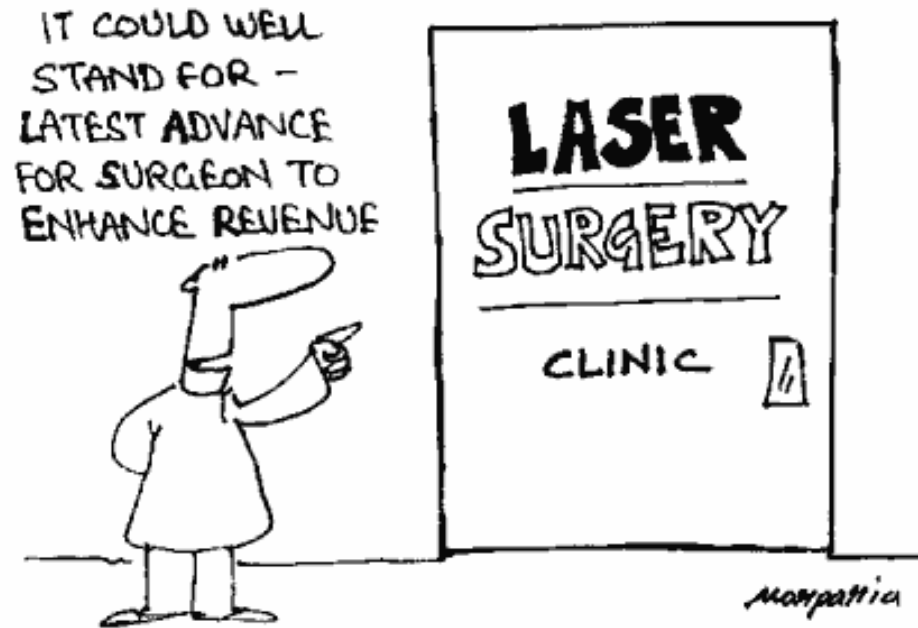


Why else teach professionalism

- **Minimise complaints and litigation**
- **Improves patient satisfaction**
- **Improves treatment compliance**
- **Improves clinical outcome**
- **Lowers cost**
- **Sustainable development -Good for the business**
- **Gives a clearer sense of purpose –medical, ethical, legal, social responsibilities**
- **Builds framework for harmonious and effective delivery of healthcare**
- **Builds trust and mutual respect**

Public Perception of Medical Professionalism

- Self Serving for financial ends
- Protective of Errant Doctors
- Untruthful of Medical Errors
- Elitist or Arrogant
- Creating Cartels
- Creating demands – financial interest



Professional 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

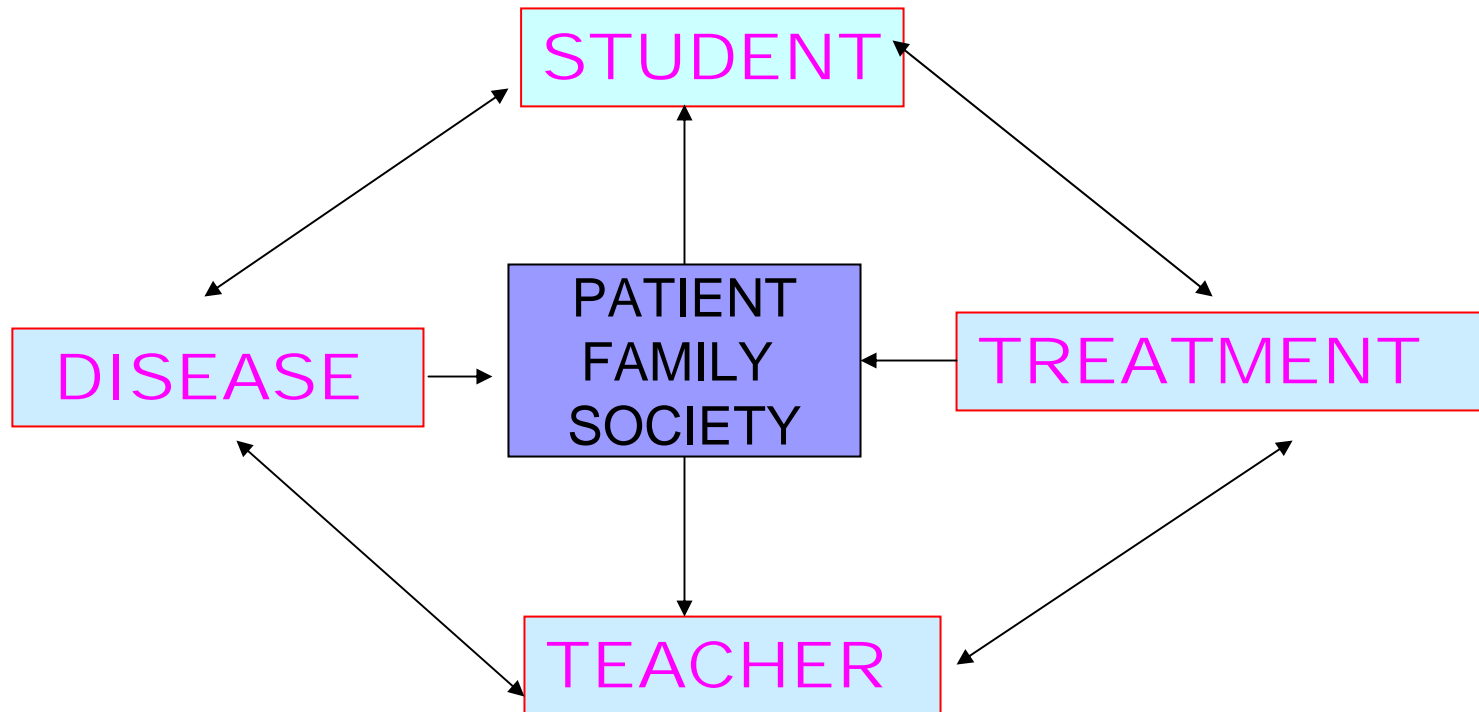
- Traditional
- Reflective/Intuitive
- Role models
- Ceremonies and rituals



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

In teaching medical professionalism, the teacher and student in addition become the object and subject of the teaching





Medical Professionalism

THE PRACTICE OF MEDICINE IS

- Based on the **Love of Humanity**
- Steered by **Ethics** and **Professionalism**
- Powered by **Mastery of Science**
- Administered by sound **Management** and **Business methods**
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THE END

time to get up!

