Principles and values for Professional success

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A changing scene

- A volatile time
- Society more demanding
- Role of the doctor? Changing medicine
Who determines our ‘values’?

Society

The public/patient perspective?

US?

Doctors/healthcare workers
Background/religion

The government/management?

Who will define professionalism?

Doctors?

The public/patient?

The government / management?
Succeeding in medicine

• What is professionalism?
• Society’s influence on medical practise
• Changing values and practise of medicine

• *What is a success?*
Changing definitions

Original professions

- Divinity
- Law
- Medicine

Now

- Football
- Rugby
- Sport
- ...any
Professionalism???

What is it?

Why are we talking about it?

What should we be doing?
Definition of Professionalism

- knowledge and skills
- used in the service of others
- competence,
- integrity and morality,
- altruism,
- promotion of the public good

Oxford English dictionary
What is it?

A definition of medical professionalism

‘Medical professionalism signifies a set of values, behaviours, and relationships that underpins the trust the public has in doctors’
Why talk about it?

- Uncertainty about the role of doctors
- Reshaped attitudes and expectations of both public and doctors
- Questioning of traditional values and behaviours
- Changing environment:
  - Training
  - Practice – work place
  - Doctor patient relationship
‘Medicine used to be simple, ineffective and relatively safe. It is now complex, effective and potentially dangerous’

- Doctors have a greater capacity to do good
- But their capacity to do harm is greater than ever
In a world of multiple pathologies and poly-pharmacy:

- "Medicine is a science of uncertainty and an art of probability"

William Osler
The Patient and doctor now

- A two way dialogue
- A more informed patient - internet, TV, press
- Discussion on treatment modalities
- Concordance and not compliance
Training doctors for the world

Fast travel, disease travel, pandemics
The profession is often regarded as being arrogant..............actually it is its diffidence and the fact that it does not sell particularly well (what it is doing) that is equally a problem'

Sir Graeme Catto (2005)

‘The medical profession undersells itself ’

Sir Nigel Crisp (2005)
Some think that everything about professionalism has changed?

“All of these attributes are now gone, except influence over public policy, which has diminished”

Dame Carol Black speaking to the Joint Consultants Committee conference (8th October 2005)
‘Medicine, like the law, has lost a lot of confidence. It is losing its sense of leadership'

Lord Phillips of Sudbury (2005)
What Personal attributes does one need?

- Honesty and integrity
- Hard working/selfless
- The ability to take people with you
- Looking at the vision ahead but tackling minor problems as they occur
- Believe in yourself!

Example is leadership

Albert Schweitzer
'Patients accept that medicine is getting more and more complex and that doctors need balanced lives.'

Margaret Goose (2004)
In their day-to-day practice, doctors are committed to:

- Integrity
- Compassion
- Altruism
- Continuous improvement
- Excellence
- Working in partnership with members of the wider health care team
Report and evidence available ‘on line’
www.rcplondon.ac.uk/pubs

A definition
A description

19 recommendations: 6 areas:

- Leadership
- Team working
- Education
- Appraisal
- Career management
- Research
Success and Failure

Failing to prepare is preparing to fail
Tips for your future

• Don’t waste time
• Lots to learn but get the basics right
• Look at other countries/diseases
  ..........Innovation
• You will be a Doctor for the world
• Never lose your enthusiasm.
• No room for arrogance!
• Above all..........Have FUN!