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EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS  
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DEN EUROPÆISKE OVERLÆGEFORENING  
ΕΥΡΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΑΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ  
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI  
DEN EUROPEISKE OVERLEGEFORENING  
ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES  
ASOCIACIÓN EUROPEA DE MÉDICOS DE HOSPITALES  
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ΕΒΡΟΠΕΪΣΚΑ ΑΣΟΪΙΑΪΙΑ ΝΑ ΣΤΑΡΣΗΤΕ ΒΟΛΝΗΧΝΗ ΛΕΚΑΡΗ  
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE

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## SKILL-MIX

### HOW TO ADJUST TO AND IMPLEMENT THE VARIETY OF:

- patients' demands and expectations
- changes in legal requirements
- epidemiologic changes
- demographic changes
- technological developments
- economic fluctuations

### ENSURING THAT PERSONNEL WORK TO THEIR FULL POTENTIAL – (HR OPTIMISATION)

- expand workers' skills to assume a wider range of responsibilities through innovative and non-traditional roles;
- new competencies and tasks will lead to individual achievement, recognition and job satisfaction;
- it involves innovative professional activity, new models of healthcare delivery and organisational changes which support CPD;
- implementation of new skills through collaboration with other healthcare professionals not obtained during formal education;
- new organisation solutions tailored to the needs of population and available resources;
- accent on the individual initiative – cooperation of hospital professionals with primary care-givers, health promotion and patients community.

### POSSIBLE AREAS OF IMPROVEMENT - long lasting, costly and never-ending process

- spectrum of collaboration in health care - hospital pharmacists, nurses, clinical engineers;
- protocols (procedures) of roles and responsibilities;
- the role of public health – education of patients and their families;
- models of funding/reimbursing that promote task shifting;
- changing the culture of decision-making;
- leadership training – willingness to change conservative hierarchy, communication ability – CPD;
- changing the education processes to incorporate the philosophy of interprofessional collaboration;
- leading position of academical institutions and teaching hospitals;
- role of the health professionals – care-givers, professional regulatory bodies, education institutions, accreditation organisations, legislative bodies, courts;
- measuring the effectiveness of new organisational solutions;
- malpractice and liability legislation – responsibilities of all team members not only individual – malpractice insurance for all involved.

### ROLE OF THE PROFESSIONAL ASSOCIATIONS (ORGANISATIONS)