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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 ΗΑ ΣΤΑΡΣΗΤΕ ΒΟΛΗΙΧΝΗ ΛΕΚΑΡΗ  
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

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<b>Author :</b>	<b>Dr Hrvoje Sobat</b>
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**WG “Skill Mix”**  
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**Definition:** While "task shifting" is a situation where a task normally performed by a certain type of health professional is transferred “vertically” to a health professional with a lower or limited level of education and training, “skill-mix” is the combination of activities or of the various skill levels of peer health professionals shared in a “horizontal” way with the aim to provide effective care, either within a particular discipline or of total staff within a health organization.

At the moment there is no existing legal framework to describe the possible skill-mix situations and the responsibility of the professionals included.

The members of the WG stress the importance of the:

- hospital managers support;
- existence of treatment guidelines created and adopted by the professional associations;
- new models of health care delivery oriented towards the goal of the hospitals – i.e. treating patients;
- team work – ability to communicate as a team-leader with pharmacists, clinical engineers, highly specialized nurses and other professionalists as team members;
- use of financial resources in a way which is not oriented towards profit making without satisfying the needs of patients;
- making hospital managers aware of necessary changes in the conservative culture of decision-making;
- involvement of doctors in the hospital management during the decision making

process;

- redefining of training programs to expand workers' skills to assume a wider range of responsibilities through innovative and non-traditional roles; not obtained during formal education;
- change in the education processes to incorporate the philosophy of interprofessional collaboration.

Only in this way skill-mix can ensure our proper action according to the:

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

The members of the WG expect that new competencies and tasks will lead to individual achievement, recognition and job satisfaction and ensure that personnel works to their full potential.