



PRESS RELEASE

MOST CZECH AND SLOVAK MEDICS WANT TO WORK IN THEIR COUNTRY AFTER GRADUATION

Prague, May 4, 2020 - Czech students in their 4th, 5th and 6th year of study at Czech medical faculties, are predominantly interested in working in the Czech Republic after graduation. 82% of Czech nationals studying in the Czech Republic are interested in staying at home after completing their studies. 77% of Slovak nationals in their 4th, 5th and 6th year of study at Slovak medical faculties stated their goal of working in Slovakia after finishing their studies.

Czech (53%) and Slovak (58%) students would most often prefer to complete their internship while studying at a university, or faculty hospital, due to the wide range of patients and procedures available. The preferences of Czech and Slovak medics when choosing a foreign country to work after graduation is interesting. The most popular location for Czech and Slovak students is Germany.

The most frequent reason for the decision to pursue a medical profession abroad is clearly the better salary conditions there. Czech students most often (28%) have the idea that their salary after the first attestation will range from 40 to 50 thousand CZK, or (27%) in the range from 50 to 60 thousand CZK. For Slovak students, the expected salary after the first attestation is higher, most often in the range from 60 to 70 thousand CZK (28%). 1/3 of students who want to practice their medical profession abroad, after their first attestation, most often think of a salary that exceeds one hundred thousand CZK. These conclusions resulted from a survey conducted at the turn of 2019 and 2020 by the HealthCare Institute o.p.s.

Students in their 4th, 5th and 6th year of study at eight medical faculties in the Czech Republic and four medical faculties in Slovakia were addressed in the 5th year of the nationwide survey "Barometer among medics". A total of 1,089 respondents from Czech medical faculties and 419 respondents from Slovak medical faculties participated in this survey.

The aim of this unique nationwide survey was to find out how many students of Czech and Slovak medical faculties plan to look for a job in their country after graduating from university and how many students have already decided to look for job offers abroad. Last but not least, the aim was also to identify the main causes or reasons for their decision making.



"The results of the new survey among medics are very positive news for the Czech healthcare system, as they clearly confirm the growing interest of medics to remain in the Czech Republic after graduating. I am convinced that the steps taken by the ministry also help. We solve the shortage of health professionals, we reduce the amount of administration, we shorten the length of postgraduate studies and increase the financial contribution to residential places. We direct subsidies to localities where there is a shortage of doctors. I believe that the ongoing primary care reform, which significantly improves the organization of patient care, also plays a role in medical decision-making and increases the prestige of the general practitioner profession. The importance of the reform is also confirmed by a survey, according to which over 18% of respondents stated that they were interested in working as a general practitioner after their studies. We send a clear signal to young doctors that we are here for them, that we shall do our best to meet their needs and for the improvement of working conditions," said the Minister of Health **Mgr. et Mgr. Adam Vojtěch, MHA.**



"The results of the fifth year of the Barometer prove that working within the Czech healthcare system is becoming an increasingly important prospect for future young doctors. This year, 82% of respondents from the ranks of Czech national students were in favour of working in the Czech healthcare system. Experience from internships, better salary conditions or quality of life are constantly recurring causes of medical graduates leaving to work abroad. We can barely match these attractive offers. The gradual increase in starting salaries, improved working conditions and various benefits that employers offer to young doctors are indicators that the effort to stabilize the Czech health care system is being realised and medical students are less often considering taking jobs abroad. However, considerable efforts must also be made to ensure that those graduates who start their medical careers in the Czech Republic want to also pursue it here, in the following years. I am glad that the HealthCare Institute maintains this activity every year, thanks to which we can all observe how students' opinions change depending not only on the current situation in the world, but also at home", added the Rector of Charles University **Prof. MD. Tomáš Zima, DrSc., MBA.**



"First of all, I would like to emphasize that without knowing the results of this and other surveys, it would be very difficult to adopt reasonable, new principles of state policy that ensure quality health care in the Slovak Republic (CR). It is necessary to thoroughly know the characteristics of students in both countries, to know their composition, priorities of professional orientation, but also the reasons that may ultimately take precedence when deciding where, and within which area of medicine the future graduate will prefer to work. Looking at the results of the survey and the experience of previous years (decades), when these surveys were not carried out, but confirms their reality in the hospital and outpatient field, it is gratifying that the vast majority of future graduates express a willingness to stay working in their home country. Currently, it is 75% of respondents among all survey participants. Probably the length of the study modifies this fact (experience, family background, etc.), because e.g. the reality for the year 2018/2019 says that specifically up to 92% of graduates from the UPJŠ Medical Faculty remained working in the Slovak Republic. I think this is also due to the fact that some priorities

are changing and finally, there are some positive changes also in Slovak healthcare. Certainly an interesting finding is that among those who want to stay working in the Slovak Republic, the main reason is the retention of experience from internships and references from doctors. In contrast, only about 1/5 of all respondents prioritised financial considerations. Given my knowledge of pay grades in our country and abroad, I also consider it a sign of the good values and morals, held by our students. The perspective of professional growth, the quality of equipment and the work team, together with the possibility of successful qualification growth, are decisive criteria for choosing a job. Probably that is why most of those who want to leave the Slovak Republic, but also the Czech Republic, are heading to Germany and Austria, the determining factor is the level of job evaluation and generally better working and living conditions. In the Slovak Republic I see gaps mainly in the active support of the Faculty of Medicine when performing internships (in the Slovak Republic there is a lower proportion of regional and district hospitals), but a broader and qualitatively better application of teaching using simulators and virtual medicine is also required (The current COVID-19 pandemic has indirectly taught us this need). The idea of salaries is relatively difficult to assess also due to the significant difference between individual departments, types of health care institutions as well as other possibilities for increasing them (apart from tariff salaries). As for the interest in individual departments, it is not surprising that traditionally the greatest is shown for "large departments" and I am personally pleased that in Slovakia the ARO is in first place for areas of interest. This is confirmed by the fact that young people are "not afraid of difficult and demanding medicine" and at the same time a growing number (compared to 2018) - almost 80% of students are willing to sacrifice their free time for their professional and career growth. Undoubtedly, all deans of medical faculties can imagine further improvement of the environment for education, modernization of the teaching process, its further shift from memorization to logical thinking with the widest possible connection to real medical environment and practices. This is the easiest way to ensure that the vast majority of graduates remain in their home countries," said the Dean of the Medical Faculty of Pavel Jozef Šafárik University in Košice **Prof. MD. Daniel Pella, PhD.**



"The availability of quality health care is a priority for the Trnava self-governing region, in common with all regions in the Slovak Republic. I was pleasantly surprised by the results of the survey in this regard. It follows from these results that many Slovak students of domestic faculties, as well as some Slovak students of Czech faculties, are considering working in Slovakia. However, it is less satisfying that, according to the results of the survey, general practice is not very attractive for the students of Slovak faculties. The lack of general practitioners for adults, as well as for children and adolescents, is one of the key challenges we face today, especially in less developed parts of our regions. In this regard, we are also preparing a motivational support program to attract new doctors to the Trnava region, and we are also preparing a resident program especially for young doctors, including housing support and attestation training," said the chairman of the Association of Self-Governing Regions - SK 8 and the chairman of the Trnava self-governing region **Mgr. Jozef Viskupič.**



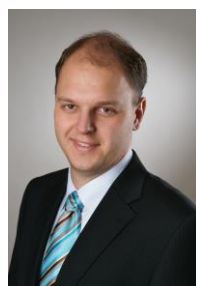
*"I welcome and support the activity of the HealthCare Institute, which is conducting an international survey **Barometer among medics 2019** for the third time it also includes students of medical faculties in Slovakia. I consider it useful for our society and in the public interest to define the motives and reasons for young medics to decide where, for whom, in what specialization and under what conditions they want to work after graduation. I appreciate that for medical students, the decisive factor when choosing their workplace*

is the work team management, the team and the possibilities of pre-certification preparation, not the salary. I regret that according to the survey almost one in four Slovak medics does not want to stay and work in Slovakia and that it is a fact that foreign medical students do not study in the Slovak Republic in order to work in the healthcare system there. Medics' expectations are a mirror of the current situation and should become an inspiration and challenge for politicians, experts, medical faculties and employers in decision making and setting up processes in a way that the decisions of our future physicians are positively influenced," said **PaedDr. Milan Majersky, PhD.**



"At present, it appears that the Czech Republic has superb doctors. They demonstrate both their professional knowledge, skills and the dedication with which they throw themselves into the fight against the coronavirus pandemic. The research demonstrates that not only Czech medical students usually intend to stay here after obtaining their degree, which in my eyes is proof that our healthcare system has a lot to offer.

I also hope that those who choose to pursue their career abroad will eventually come back to us and will be willing to pass on their experience they have gained abroad, to their colleagues. Here in Brno, the door will always be open. The research also shows that home faculties actively support students' practice beyond their normal duties and that our hard-working students utilize this opportunity. I am very happy about this and I hope that the current trend will continue," said the mayor of Brno **JUDr. Markéta Vaňková.**



"I welcome the relatively high interest from medics to work in hospitals. There is a significant difference in the level of interest to work in regional hospitals, where in the Czech Republic it is almost twice as high as it is in Slovakia. This is largely due to the quality network of regional hospitals where there is in addition to investments in construction and equipment, the effort to create favourable conditions for young doctors for their induction and further education. This can be seen from the answers of the respondents to this survey, where everyone agrees as the main factor influencing the choice of their job, a clear and unambiguous environment for their pre-certification

and speciality training. South Bohemian hospitals are striving to prepare these conditions for them with the possibility of using practice in large regional and smaller district hospitals, and we believe that the forthcoming amendment to the act on the education of doctors in their specialties and subsequent specialized education will enable us to do so. The current legislation is an obstacle to this, which we repeatedly draw to the attention of the Ministry of Health of the Czech Republic. Another clear requirement of young doctors is a balance of work and personal time, which is typical for the current generation, and even this requirement can be taken into account by our hospitals in the context of involvement with providing services, operation of the department, but also by providing study leave before attestation,



or a major exam. We believe the number of job seekers in the hospitals published in this survey will also be reflected in practice and we will welcome them in our South Bohemian hospitals," said the Chairman of the Board of the Prachatice Hospital, a.s. and a member of the Board of Directors of Jihočeská hospital, a.s. **Ing. Michal Čarvas, MBA.**



"The results of this year's barometer confirm that most students want to stay after graduation and work in the Czech Republic, as we noted in last year's survey. A key determining factor for choice of future position for young doctors is the practical experience they have already gained during their studies in university and university hospitals. Therefore, it is important to pay attention to students in their internships and ensure their quality, as this may motivate them to enter the facility in the future. Regardless of whether the graduate plans to enter hospital or an outpatient department, they always emphasize the same values for their choice of facility. Both groups, those who want to stay or leave agree in their answers, that the most important aspects for them are quality speciality training and supervision. However, they differ on salary and living conditions. Most respondents want to work in neighbouring countries and not move away from their home country, to which they would like to return after some time, as we can see, more than half plan to spend fewer than 10 years abroad and then return. This also applies to some international students. Alarming for us is the number of students who are planning after graduation a follow-up Ph.D. It would be worth thinking about ways to make this opportunity more attractive among graduates and to support those new doctoral students" said **Pavel Petraš**, President of the Association of Medical Students of the Faculty of Medicine in Hradec Králové at Charles University

"The results of the "Barometer among medics 2019" survey show a change compared to the previous year in the structure of respondents, specifically in the number of voting foreign students both in the Czech Republic and in the Slovak Republic. With the increased involvement of foreign students in the survey, we have gained another perspective on healthcare. In general, it can be seen that the results for purely the Czech Republic are different from the results for the Slovak Republic, mainly due to students studying at Czech faculties who have Slovak citizenship. For all medical faculties, the feedback from students on the choice of practice is interesting, where students provide answers to questions about where they would like to complete their practice and why. At university hospitals, students expect a variety of patients and procedures during their internship, and at regional or municipal hospitals, a more personal approach and the opportunity to become more involved in the practice itself. According to students, private hospitals in addition to the possibility of a greater personal approach, often have better facilities. I myself am very curious about the next year of this survey which, I dare say, will have some answers significantly affected by the current situation that our society now has to deal with. The attitude of the young medics is to be highly commended at such a difficult time, when they voluntarily became "front-line fighters", to help overwhelmed staff in hospitals. De facto, they experience first-hand what the public only learns about from the media, and they also deserve our great thanks for that," said the founder of the HealthCare Institute o.p.s. **Daniel Vavřina.**

Detailed information and evaluation of the nationwide survey "Barometer among medics (students of 4th, 5th and 6th years of medical faculties in the Czech Republic and Slovakia)" can be found in the document attached to the press release.



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REALIZER PROFILE - HEALTHCARE INSTITUTE O.P.S.

1. NATIONWIDE SURVEY "THE BEST HOSPITAL IN THE CZECH REPUBLIC"

A comprehensive evaluation project consists of four analytical parts (strategic perspectives of the long-term success concerning hospitals in the Czech Republic): **Outpatients' and hospitalized patients'** satisfaction and safety with hospitals in the Czech Republic (in 2020 already 15th year), satisfaction and safety of hospital **employees** in the Czech Republic (in 2020 already 13th year), **the financial health** of hospitals in the Czech Republic (in 2020 already 13th year) in cooperation with the CRIF company - Czech Credit Bureau, Inc. and Nexia AP, Inc.

Since 2006, when the non-profit organization HealthCare Institute begun this development project, over **1 million respondents** (hospital and hospital staff) have voted.

YOU CAN FIND THE RESULTS OF THE NATIONAL PROJECT FROM 2019 HERE:

<http://www.hc-institute.org/cz/projekty/nemocnice-ceske-republiky/celostatni-projekt-nemocnice-cr-2019.html>

2. PROFESSIONAL CONFERENCE "EFFECTIVE HOSPITAL - STRATEGY OF HEALTH INSURANCE COMPANIES AND HOSPITALS"

The professional conference is a discussion platform for hospital representatives, health insurance companies, the ministry, outpatient physicians and patients. It is also a place for the presentation of "best practices" of hospital directors and experts in healthcare industry in the areas of increasing the efficiency and quality of care provided and focusing on increasing productivity, quality and hospital performance.

YOU CAN FIND THE OUTPUTS FROM THE PROFESSIONAL CONFERENCE FROM 2019 HERE:

<http://www.hc-institute.org/cz/projekty/efektivni-nemocnice/odborna-konference-efektivni-nemocnice-2019.html>

3. NATIONWIDE SURVEY "THE HEALTH INSURANCE COMPANY OF THE YEAR"

The 6th year of the nationwide survey "Health Insurance Company of the Year 2020" aims to gradually improve the quality of services of health care providers, as well as their clients. Health insurance companies are evaluated throughout the year in terms of financial condition, their clients, hospital directors, outpatient physicians and prevention programs.

YOU CAN FIND THE RESULTS OF THE NATIONAL PROJECT FROM 2019 HERE:

<http://www.hc-institute.org/cz/projekty/zdravotni-pojistovna-roku/zdravotni-pojistovna-roku-2019.html>

4. THE SURVEY "BAROMETER AMONG THE HOSPITAL DIRECTORS IN THE CZECH REPUBLIC"

The 12th year of the project "Barometer of the Czech healthcare system among the directors of 154 hospitals" evaluates the current situation in the Czech healthcare system. Since 2018, this project has also been implemented among the directors of 100 Slovak hospitals.

YOU CAN FIND THE RESULTS OF THE NATIONAL PROJECT FROM 2019 FOR THE CZECH REPUBLIC HERE:

<http://www.hc-institute.org/cz/projekty/barometr/barometr-ceskeho-zdravotnictvi-2019.html>

YOU CAN FIND THE RESULTS OF THE NATIONAL PROJECT FROM 2019 FOR THE SLOVAK REPUBLIC HERE:

<http://www.hc-institute.org/cz/projekty/barometr/barometr-slovenskeho-zdravotnictvi-2019.html>

5. THE SURVEY "BAROMETER AMONG MEDICS" (STUDENTS OF THE 4TH, 5TH, AND 6TH YEARS OF MEDICAL FACULTIES)

Through the project "Barometer among medics (students of 4th, 5th and 6th years of medical faculties in the Czech Republic)" we investigate the number of medical students in the Czech Republic that plan to seek employment there

after their studies, and vice versa how many medical students have already decided to leave the Czech Republic and seek employment abroad. Since 2017, this project has also been conducted among students of Slovak medical faculties.

YOU CAN FIND THE RESULTS OF THE NATIONAL PROJECT FROM 2019 HERE:

<http://www.hc-institute.org/cz/projekty/barometr-mezi-mediky/barometr-mezi-mediky-2019.html>

6. THE NATIONWIDE SURVEY "BAROMETER AMONG STUDENTS OF PARAMEDICAL SCHOOLS" (SECONDARY, COLLEGES, AND UNIVERSITIES IN THE CZECH REPUBLIC)

It is the follow-up project to the survey of students of medical schools. Through the questionnaires and subsequent data analysis, we investigate the number of students of paramedical secondary schools, colleges, and universities who plan to seek employment in the Czech Republic after their studies, and vice versa how many paramedical students have already decided to leave the Czech Republic and seek employment abroad.

YOU CAN FIND THE RESULTS OF THE NATIONAL PROJECT FROM 2017 HERE:

<http://www.hc-institute.org/cz/projekty/barometr-mezi-sestrami/barometr-mezi-budoucnimi-zdravotnimi-sestrami-2017.html>

7. THE SURVEY "BAROMETER AMONG PATIENT ORGANIZATIONS"

A special research among the representatives of 150 patient organizations in the Czech Republic who evaluate the current situation in the Czech health care via special questionnaire. They also determine to what extent this situation affects members of the individual patient organizations (i.e. patients – health care consumers).

YOU CAN FIND THE RESULTS OF THE PROJECT FROM 2016 HERE:

<http://www.hc-institute.org/cz/novinky/tiskova-zprava-informacni-propojeni-nemocnic-a-ambulanci-s-pacientskymi-organizacemi-je-nedostatecne.html>