

Inter-professional Collaboration in a Family Medicine Programme in Bosnia and Herzegovina 1998 to 2010

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Bosnia and Herzegovina



Consequences of the war

- The 1995 Dayton peace agreement
- Economy down: low BNP, lack of job, low salaries, no sufficient resource for health
- Population and health professionals: many have been wounded, killed or migrated
- Health structures: damaged or destroyed
- Health system disorganized
- Long period without access to training



History of Family medicine Implementation (FaMI) Project: 1998-2007

- Aimed to support BiH health sector reform, improve access to basic health services, and implement family medicine at the primary care level
- Financially supported by Swiss Agency for Development and Cooperation (SDC)
- Partners involved: Health authorities with the government and the Ministries of Health, local institutions and the Geneva University Hospitals (HUG)

Initial situation before the reform

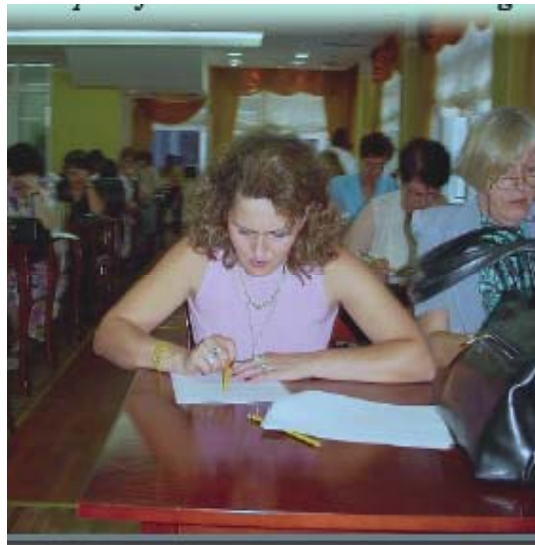
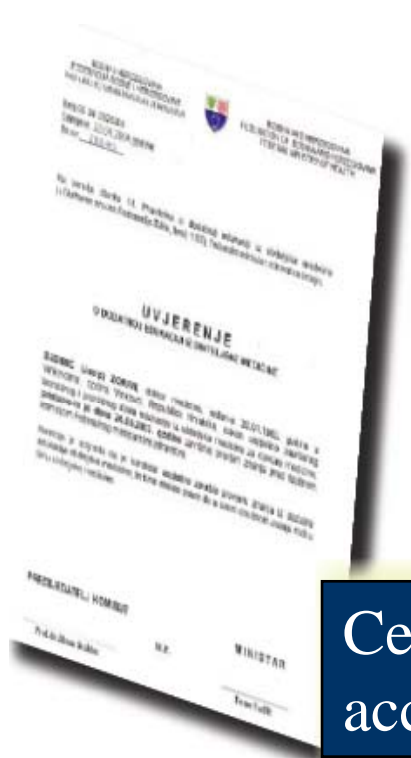
- The patient does not have one allocated primary health care provider
- No appointment system for the patient
- Nurses and doctors are constantly changing their place of work – no stability
- Insufficient number of General Practitioners (GP), GP services provided often by other specialities
- Nurses mainly providing technical care and administrative support.

Additional education for doctors and nurses from PHC

- For doctors and nurses already practicing
- According the one year training curriculum
- Sessions of one week alternating with work in their practice
- Joint training sessions with doctors and nurses: up to 50% of the total number of training topic
 - > to promote team work

Exams: Oral and written

Certification ceremony



Certificate and MoH accreditation



Results of the additional education in Family medicine

- Better knowledge and skills in FM
- Better understanding of inter-professional work
- Better knowledge about the field of work of each other
- Increased respect for each other
- Increased motivation to work in a team

-> But no inter-professional work !

1. Reorganization of the practices and departments for the team

- Composition of teams: each practice with one Doctor and Nurse/Nurses, same working hours
- Job description: defined tasks for each team member
- Registration of patients: patient/family registered to only one FM team
- Shared patient file (≠medical file): all team members are using the same file
- Team meetings: weekly FM team meeting
- Premises: adapted for adequate team work

2. On-site coaching

- Why: the training itself is not enough
- What: help the team use their newly acquired theoretical knowledge and skills in their daily work
- How: coaching followed the topics taught in the theoretical training. The coaching team is composed by peer Doctor and Nurse.
- Dynamic: A weekly visit during one year.

Key achievements

- 861 doctors and nurses trained in family medicine:
- 140 new BiH trainers certified
- Four training centres established
- 161 family medicine practices re-organised, reconstructed and equipped
- 38 outpatient hospitals re-organised
- Sustainability and local ownership (through co-financing, participation, etc.)

FaMI project

2001-2003

Republika Srbska:

Municipalities with
number of rehabilitated
medical practices:



Doboj: 6

Federation of Bosnia
Herzegovina:

Municipalities with
number of rehabilitated
medical practices:



Orasje: 5

Tesanj: 10



Training centres:

Sarajevo town



FaMI project

2004-2006

Federation of Bosnia
Herzegovina:

Municipalities with
number of rehabilitated
medical practices:

Orasje:	5
Domaljevac:	2
Odjak:	2
Usora:	2
Doboj jug:	2
Tesanj:	10
Maglaj:	4
Zepce:	2
Zavidovice:	5
Zenica:	7
Olovo:	3
Breza:	5
Kakanj:	7
Vares:	3
Visoko:	6
Ilidza:	1
Ustikolina:	1
Gozarde:	4

Training centres:

Zenica town
Sarajevo town

Republika Srbska:

Municipalities with
number of rehabilitated
medical practices:

	
Srbac:	6
Prnjavor:	9
Derventa:	6
Brod:	3
Teslic:	9
Doboj:	12
Samac:	8
Modrica:	6
Petrovo:	3
Lopare:	3
Bijeljina:	7
Ugljevik:	3
Zvornik:	6
Vlasenica:	3
Visegrad:	2
Srbinja:	3

Training centres:

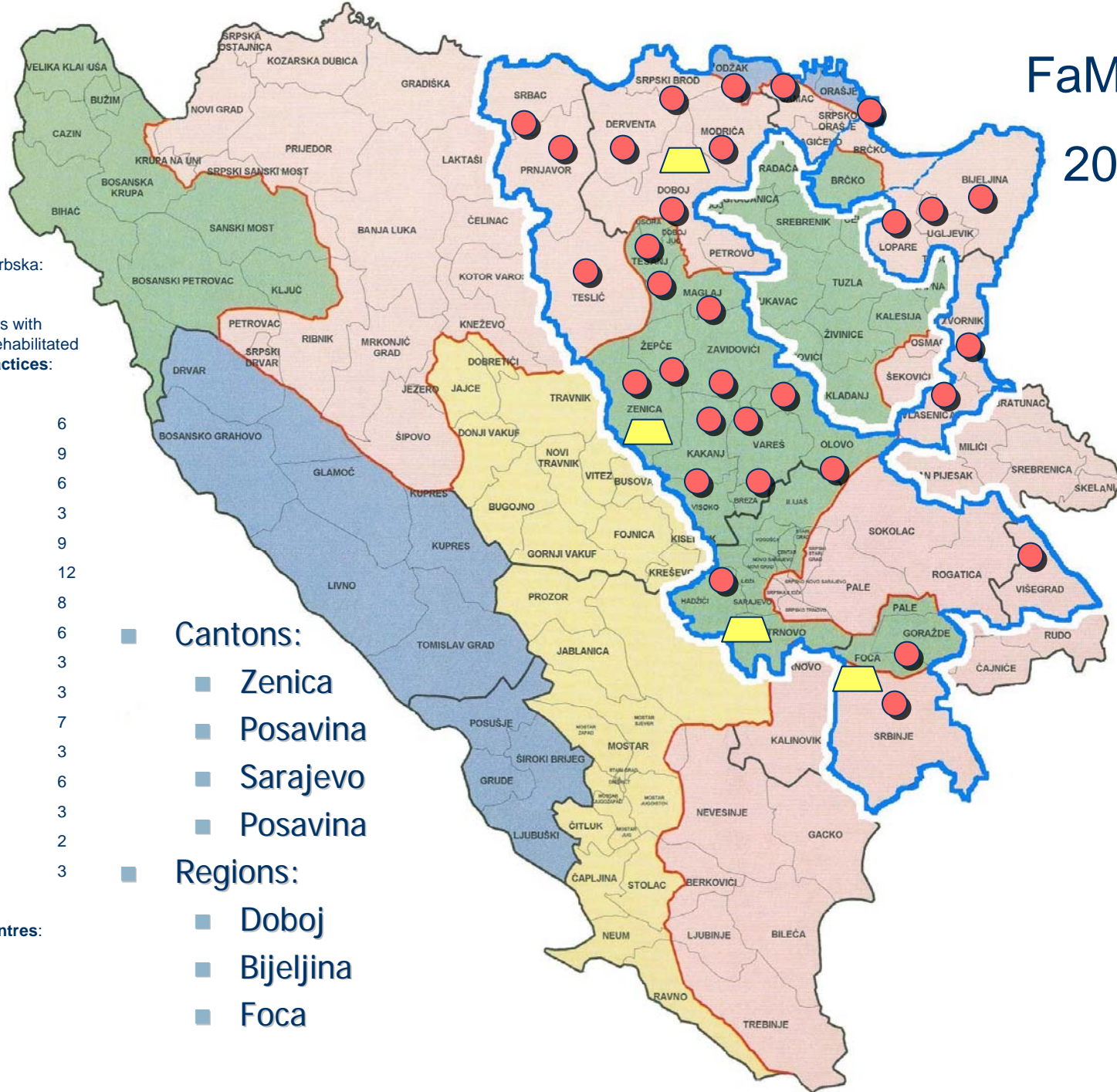

Doboj town
Foca town

Cantons:

-  Zenica
-  Posavina
-  Sarajevo
-  Posavina

Regions:

-  Doboj
-  Bijeljina
-  Foca



Conclusions

- Inter-professional collaboration needs more than motivation to be implemented
- Motivated health professionals need additional support to make a change:
 - Reorganization of the practice is essential
 - On-site coaching by peers
 - Improved amenities

2007 - 2010

- The Family medicine implementation project continued focusing on:
 - Continuous Professional Development,
 - Community Nursing,
 - Health promotion and Prevention of diseases,
 - Youth Health
 - Dissemination of good practices

- For more information please visit Fondacija fami at the Market Place (table no. 15)

or

- www.fondacijafami.org

- Thank you