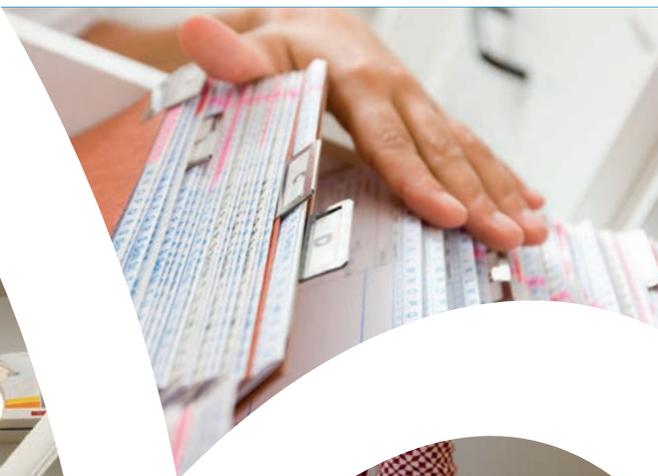


A future as a general medical practitioner in Denmark

Three general medical practitioners in Southern Denmark



regionsyddanmark.dk



Maj 2016

General medical practice recruitment

Our recruitment team is available for discussions and any questions you may have, and Gitte Kristensen will be your contact person throughout the process. After 14 months' employment, Gitte will continue as your sparring partner and help you contact general medical practices in view of finding employment.

Contact details for the recruitment team

Project Manager Gitte Kristensen
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gittek@rsyd.dk

Secretary Marianne Blom Petersen
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mbp@rsyd.dk

Recruitment Consultant
Charlotte Godsk Hansen
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Basic principles and facts

Basic principles of the health care system in Denmark

- All residents in Denmark have equal access to publicly financed health care services, regardless of employment and financial and social status
- Health is a public responsibility - most services are financed, planned and operated by the Regions
- The financing of health care services derives mainly from taxation
- The system is characterised by decentralisation of responsibility to politically elected councils

GP - main facts in short

- Own private medical practice/clinic (solo practice, partnership practice, collaborative practice or sharing practices)
- Monitored by the Region and the GPs in cooperation
- Family doctor
- Gatekeeper
- No co-payment
- Number and distribution of GPs according to a plan
- Financing the GPs: 75% fee for service, 25% capitation payment
- Average income for a Danish GP: Practice/clinic turnover approx. DKK 1.7 million. Net turnover = DKK 0.8-1.0 million before tax.

Facts

- Norm: 1,600 patients per GP
- Region of Southern Denmark
 - 788 GPs
 - 383 GP practices/clinics
- 90% of the population have at least 1 contact with a GP within a year
- 7 contacts per citizen, 6.5 - daytime, 0.5 outside daytime



Why Denmark?

Christiane (47) and Jürgen (48) Genzwürker are general medical practitioners. In 2012 they moved with their three children Teresa (8), Franziska (10) and Moritz (13) from South Germany to South Denmark. They tell how this came about:

Why Denmark?

To begin with, the most important reason for us was the feeling that general practitioners are valued and welcomed in Denmark. Here we would be able to work without the relentless competitive pressure which we faced as general practitioners back in Germany.

In mid 2011, we read an advertisement from the Region of Southern Denmark in the German medical journal. They were looking for general practitioners for Danish medical practices. At that time we felt like we were in a dead end job back home.

We were both in our mid forties and had been working in our own medical practice for eleven years, but the work made less and less sense as the years went by. In addition to the overwhelming bureaucracy, we were particularly bothered by the general lack of respect for the work as a general practitioner, which in Germany is regarded as second rate compared with highly technical specialised medicine.

We were fully aware that an improvement could not be expected in the German medical system within the next ten years.

The individual groups of doctors and health insurance companies were too caught up in their disputes. But what could we do?

Who in the world is good at Danish?

The magical word emigration kept coming up in conversations with equally frustrated colleagues.

Of course, we first thought of a German or English-speaking country. General practitioners can work almost anywhere. When we had a look at house prices and costs of living in Switzerland or the education system in Great Britain, we quickly came to a sobering conclusion: with three children at primary school age, life is not easy in either of these countries.

Occasionally we had read newspaper articles about Scandinavian countries. What most struck us were terms such as 'work-life balance', 'common sense' and 'child-friendly'. That sounded really good, but what good was that to us in South Germany?

Sweden - to us that meant IKEA. Norway: lonely fjords. Finland: winner in the Pisa survey. And Denmark? We did not even have any preconceived ideas about this country.

And what about the language barrier? You cannot work as a doctor without speaking the local language. And how would our children cope at school?

We will help you!

And then we saw this advert from Denmark in the medical journal: free three-month intensive language course with a full doctor's salary from day one. Afterwards just under a year of training at a Danish medical tutor practice with a chance to get to know the health system. In addition, more language lessons during working hours.

Everything without obligation or debt - you could give notice any month and go back home if you did not like it. They didn't do things in half measures.

Now or never! We decided to fly to Denmark for an introductory weekend and have a look.

Everyone was there!

The Danes are good at organising. They had spared no effort to make us feel at home and enable us to immediately speak to all the people we were interested in meeting: The regional 'sponsor' who would be paying our salary. The employee at the job centre, who would help with paper work, specialist approval, car registration, etc. The language teacher. The owner of the tutor practice. The person responsible for further education, who was to make sure

we quickly acquired any additional skills we needed (e.g. pregnancy check-ups, which German GPs do not do).

Everyone addressed each other informally. Everyone was friendly and the atmosphere was incredibly relaxed. The food was delicious. We learned our first Danish word: hyggelig.

We had made a decision: we would sell our practice in Germany, let out our house and give it a try. At the beginning of 2012 we moved to Denmark.

Don't speak English!

First it was the three-month language course. A small group with two to four doctors from different countries. It was Danish from morning to night. With the teacher; with each other or interactively at the computer. No swotting of vocabulary. Just go ahead and speak! We laughed a lot - and swore a lot. And no English please! Here we only speak Danish!

After a couple of weeks the feeling of relief: it works! You can still learn another language, even if you are over 40. Danish patients are helpful and patient when you initially have problems with the Danish language.



Then you only see two patients per hour. After just under a year, we were capable of working in a practice.

Kids quarrel in all languages

Our children (8, 10 and 13 years old) learned Danish even faster.

We live in Esbjerg, where all three children go to the international school. Subjects are taught in English, and at the same time they receive intensive Danish language instruction. In addition, they also have lessons in German or Spanish. After completing primary and lower secondary school, the children can choose between a Danish and an international upper secondary school.

At the recreation centre or during after school care they soon came into contact with Danish children. Sometimes we can barely hear a difference when our children talk to the neighbour's children, and we are even pleased at times to hear them arguing in Danish.

Self-employed once again

After 14 months of employment as a general practitioner, we started looking for our

own practice with two things in mind: first of all, we would like to work together in the same practice as a couple, as we had previously done in Germany. Secondly, we had many years of experience with having our own practice, but we were not yet confident enough to run a practice in Denmark on our own. We therefore wanted to share a practice with an experienced Danish colleague who for some time could continue to 'take us by the hand'.

With the help of the Region of Southern Denmark, we found both in Varde, approximately 15 km from Esbjerg. We quickly came to an agreement with our senior colleague and in August 2013 bought into his practice.

We are very happy with this decision and hope that our senior partner will continue to work a couple of days a week with us after his planned retirement next year, like many elderly doctors in Denmark do.

Work and life

Every now and then when we look back at our working conditions in Germany, we regret that we did not come to Denmark much earlier.

Here people do not expect a general practitioner to work day and night and take on additional work over the weekend.

Patients are seen at the general practice between 8.00 and 16.00. After that time and over the weekend a doctor is on call whom the patients can phone in an emergency, when their own doctor has closed. It is generally accepted that also a general practitioner is entitled to family life and spare time. Danish patients are used to keeping appointments, which makes it easier to structure the workflow at the practice.

There is no medical insurance here. The bills for the medical services provided are not sent to the patients but directly to the relevant region, which pays promptly and reliably.

In Denmark, the hierarchies are very flat, both in general practices and at hospitals. Nurses independently look after a great deal of the patients. In the breaks they all sit together and eat and talk.

The West Coast

'Our' beaches and sand dunes are fantastic even when we have to share them with countless tourists each year from Easter onwards. Up here, there is room for everyone.

We have always wanted to live by the sea. We do that now, and every day we rejoice in this luxury. For example eating oysters we have collected ourselves. Fishing. The children can go horseback riding. In the summer we swim in the sea almost every day. Often, the wind is westerly. Real wind! You have to dress properly for that.

It is easy to get away from Esbjerg. It takes three hours by car or train to get to Copenhagen. Only 45 minutes to Billund international airport. Overnight ferry to England. But we are not the least bit interested in leaving permanently.

A music venue, cinema, pubs and a large aquatic centre can also be found here. And museums. And a shopping centre. We like the openness and space. And the friendly people.

We have arrived in Denmark.



Esbjerg Municipality

Assistance from Newcomer Service

There are many big decisions to make when thinking of buying into a medical practice. Esbjerg Municipality's Newcomer Service is therefore available to assist you with the many practical issues involved in moving.

As Denmark's energy headquarters, the staff is used to helping many new residents to find their feet, and you are always welcome to contact them for help with issues such as:

- finding a job for your partner
- obtaining a general idea of the housing market
- obtaining information about day care, schools and education
- identifying the best leisure/cultural activities
- building professional and social networks

Contact

Newcomer Service
Residential Coordinator Pia Enemark
Esbjerg Municipality
Torvegade 74
DK-6700 Esbjerg
Phone: +45 2047 3206
E-mail: tilflytter@esbjergkommune.dk

Time for the family - advantages of a life as a general practitioner in Esbjerg Municipality

It is important to have time and energy for life at the end of the working day, and for families with children, in particular, flexible working hours are very important. It is therefore worth noting that general practitioners in Esbjerg Municipality are met with considerable goodwill when they approach the Samarbejdsudvalg (consultation committee) for permission to share their practice.



Esbjerg
Kommune



EnergiMetropol
ESBJERG



Fanø Municipality

Fanø is a small island with 3200 inhabitants. The island of Fanø has a lot to offer. It is a safe and vibrant small community with a strong presence of culture and history, and a unique nature. From Fanø you reach Denmark's fifth largest city Esbjerg by ferry in just 12 minutes.

On Fanø you can, first and foremost, find peace and tranquility in a beautiful setting. The island, thus, has a very special relaxing atmosphere that fit both families with children, bonvivants and people who seek great experiences in the nature.

The island has a school, shopping facilities, restaurants, a cinema and lots of concerts and festivals.

Fanø Municipality's Newcomer Services is available to assist you with the many practical issues involved in moving.

Contact

Newcomer Service
Residential Coordinator
Jacob Kristian Bay
Fanø Municipality
Skolevej 5-7
DK-6720 Fanø
Phone: +45 7666 0645
E-mail: bgsejb@fanoe.dk

You are always welcome to contact them for help with issues such as:

- finding a job for your partner
- obtaining a general idea of the housing market
- obtaining information about day care, schools and education
- identifying the best leisure/cultural activities
- building professional and social networks.



Fanø
Kommune



Partnership practice

Lægehuset Fanø

Fanø is the northernmost island in the Wadden Sea and part of the Wadden Sea National Park, which is on the UNESCO World Heritage list.

Fanø is an island with a long-standing shipping tradition. It is also Denmark's second smallest municipality. The island's beautiful scenery includes a bathing beach, the North Sea to the west and the Wadden Sea to the East. The towns of Nordby and Sønderho with their attractive old houses are extremely picturesque. Every year, around one million tourists visit the island, which offers all the usual modern conveniences.

The medical centre is located in Nordby, two minutes' walk from the ferry. It takes 12 minutes to reach the island by ferry from Esbjerg. The ferry departs two to three times per hour.

The medical centre is new and modern. We are a non-hierarchical organisation with a focus on development, where professionalism, influence and social support take pride of place.

We have many years' experience and are good at training doctors and nurses. We also offer a positive, sociable work environment.

You can look forward to experiencing a high level of professionalism and social involvement.

We look forward to meeting you.

You can read more about Fanø on the website <http://visitfanoe.dk>

Read more about the medical centre on www.laegehusetfanoe.dk

CONTACT:

Lægehuset Fanø
Vestervejen 1C
DK-6720 Fanø

Phone: +45 7516 3222

E-mail: laegehuset@fanoelaeger.dk



Varde Municipality

As a Residential Coordinator I will be able to assist you, if you are interested in moving to Varde Municipality. I can assist you in the process of finding a residence, finding a job for your partner, and make contacts to childcare and school facilities.

I arrange contact to homeowners who want to rent out their house or to local housing associations regarding apartment rentals. In addition, I also offer you a guided tour so you will be able to view the home rentals. The tour will be organized in cooperation with you, and will be based on your desire for residence, interests and family needs.

Feel free to call or write me, so we can plan an inspirational guided tour that fits you and your family's needs and interests.

Contact

Newcomer Service
Residential Coordinator Dorthe Lund
Varde Municipality
Bytoften 2
DK-6800 Varde
Phone: +45 7994 6183
E-mail: dolu@varde.dk

No matter where you choose to settle in Varde Municipality, I will assist you in assigning an English speaking mentor family who can help answering the questions you may have about daily life in Varde Municipality, furthermore they will introduce you and your family to the local community and to the cultural and spare time activities that are offered in Varde Municipality.



Partnership practice

Jacobi Lægerne in Varde

Jacobilægerne are based in Varde in a new and attractive medical centre boasting six consulting rooms for doctors and six for nurses as well as a large laboratory.

We are currently five doctors caring for approximately 10,000 patients with an average spread. We employ five nurses, three secretaries and two bioanalysts in addition to two cleaners and a caretaker.

Our values are based on providing a high degree of professionalism with an emphasis on education and ongoing professional training as well as clear, detailed instructions. It is also important to us to provide good working conditions for everyone.

Varde is a great place to bring up a family. There are plenty of things to do here on the western edge of Denmark. Unspoilt nature is right on your doorstep, and Varde hosts plenty of events and cultural activities in addition to having a large number of active associations and plenty of options for pursuing sport and other leisure activities.

CONTACT:

Jacobi Lægerne
Kenneth Damgaard
Ringkøbingvej 38
DK-6800 Varde
Phone: +45 7522 3400
E-mail: kda@jacobilaegerne.dk



Ærø Municipality

No matter what direction you come from when arriving at Ærø, you will discover the island's unique charm long before the ferry docks at the quay. The island has an undulating landscape with enough hills to challenge any cyclist and rewards the visitor with spectacular views from the top of every hill, from where you can see a varied coastline alternating between child-friendly beaches, sand dunes and tall cliffs dropping vertically into the sea. You find friendly towns varying between the busy Marstal with its lively harbour life, romantic Ærøskøbing, which takes you back a century, and charming Søby with the island's largest employer, the shipyard Søby Værft.

Ærø bears traces of both its fascinating maritime history, as described in Carsten Jensen's great saga "We, the drowned", and the reign of the German dukes. Both have contributed to the island's breadth of view and vision along with a unique tolerance towards everything and everyone.

During summer, the island teems with holidaymakers from far and wide and offers a cornucopia of activities. During winter, on the other hand, the island is a peaceful place, where you can recharge your batteries and rediscover your peace of mind; where you have time to be human and enjoy the harmony the island offers.

However, even during quiet times the island is far from devoid of life. Ærø has more than 150 different associations and a rich artistic and cultural life with music that ranges from the Royal opera and classic concerts at Søbygaard Manor to jazz and accordion.

In terms of shopping, the island covers most needs with large supermarkets and a wealth of specialty shops.

Ærø is a safe place to bring up a family. We have excellent day-care facilities, and every child is guaranteed a place. We have a municipal school in Marstal and a private independent school in Ærøskøbing; we have a swimming pool and many sports facilities across the island as well as fitness centres in several locations.

On Ærø you are safe around the clock, all year round. Crime is almost unknown; in fact, statistically Ærø is the most peaceful municipality in the whole of Denmark.

Accommodation is easy to find. Just tell us what you want, and we will find it. Perhaps a small fisherman's cottage in a narrow alleyway in Marstal? Or a house with vast vistas of the Baltic? What about a farmhouse with several hectares of land so you can fulfil your dream of keeping horses, goats and chickens? Tell us what you want, and we will find it for you - at a price that will make your heart sing!

Contact

Carl Jørgen Heide
Ærø Municipality
Ærøskøbing Havn 4
DK-5970 Ærøskøbing
Phone: +45 6252 1300
E-mail: cjh@arre.dk

Ærø has its own housing consultant, who will help you settle in to your new life on the island. Simply write to post@arre.dk, and you will be well on your way to a life on one of Denmark's most attractive islands. Our housing consultant can also help your spouse with information about vacant jobs on the island.

If our guest house is available, you can stay there for up to four months while taking your time to find the right place to settle.

We look forward to welcoming you to the island.



ÆRØ KOMMUNE



Hans Bertelsen

General Practitioner Hans Bertelsen, Ærøskøbing

I am a general practitioner with many years' experience. I look forward to tutoring you and assisting you with your professional retraining to become a Danish general practitioner.

I am 63 years old and for many years had a practice in Fredericia. In 2014, I decided to settle on Ærø.

My practice is located in Ærøskøbing, where I have rented a couple of large, bright and sunny rooms on the first floor of the hospital. The entire floor has been converted to a medical centre with plenty of space for three doctors, doctors under training, a nurse and auxiliary staff.

Currently, the floor accommodates two general practitioners (in two practices) and a temporary practice run by the region.

It is extremely convenient to be located so close to the hospital. Our patients can quickly be seen to/diagnosed at the hospital on the ground floor if the need arises.

I work from 8.00 to 14.00 all weekdays. The phones close at 14.00 Monday to Thursday and at 13.00 on Friday, whereupon calls will be redirected to whichever doctor is on duty on the island at the time. The island's six general practitioners take turns to be on duty until the following morning at 08.00. The shifts are normally quiet without much work: perhaps 4-5 phone calls, 3-4 consultations and one visit, if any. We generally get a good night's sleep and are able to work full time the following day.

In my view, Ærø has a lot to offer, but it is also possible to live on Funen and work on Ærø. House prices here are low. Personally, I have bought a second house on Ærø, where I live when the weather is bad and when I am on duty. Buying a house here is no more expensive than renting one.

I live in Dyreborg, a small coastal village on Funen between the Little Belt and Faaborg Fjord. When weather permits, I commute to Ærø with a fast motorboat. I arrive in Søby, from where I drive my own car to the clinic in Ærøskøbing. My commute to the clinic is less than one hour.

CONTACT:

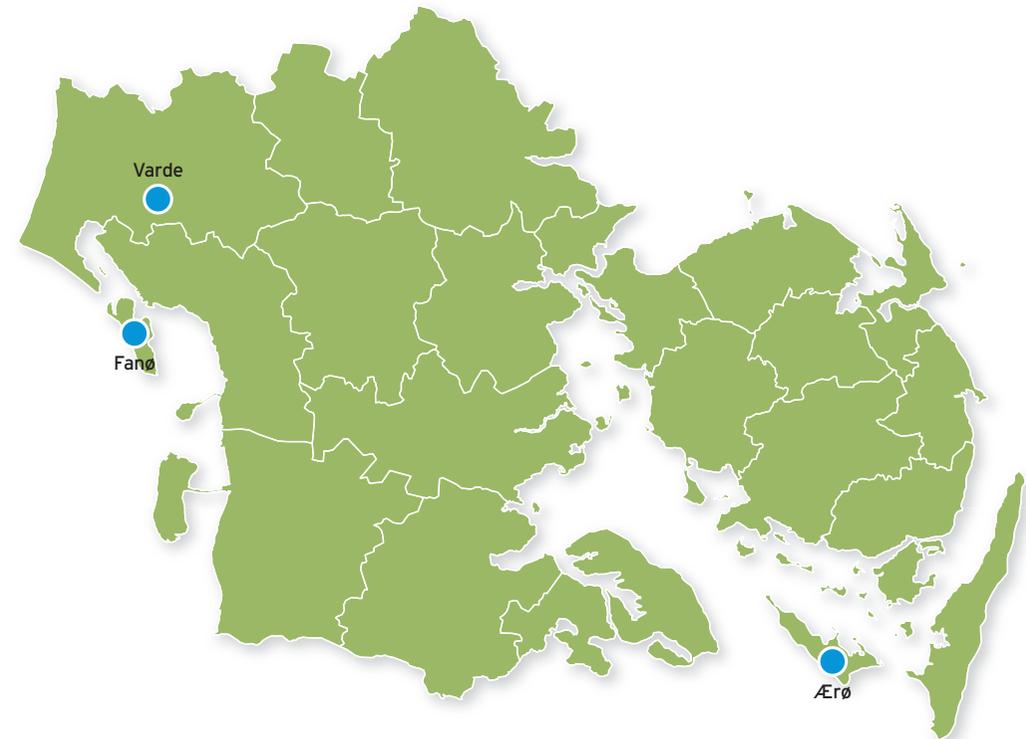
Hans Bertelsen
Sygehusvejen 18, 1. sal
DK-5970 Ærøskøbing

Phone: +45 6252 1177
E-mail: hans.bertelsen@dadlnet.dk



The Region of Southern Denmark

Location of the 3 tutor practices



FACTS – Recruitment of foreign physicians

We will help you make an easier start in Denmark.

In cooperation with WorkInDenmark and the municipality, we offer you:

- Assistance with getting a work permit, a residence permit, a licence, etc.
- Assistance within finding a place to live
- Assistance with establishing contact to public institutions, schools, banks, insurance companies, professional associations, etc.
- Language classes for your spouse/partner and children of a certain age
- Assistance with job search for your spouse/partner, if required.

The employment

The position is a 14-month evaluation/introduction residency with a working week of 37 hours.

The gross salary is DKK 46,191.20 per month (before tax). As set out in the collective agreement, you qualify for 16.49% pension, one third of which is your own contribution from your salary. The other two thirds are contributed by your employer. On the salary, 12.95% holiday allowance is earned that can be paid out to you later.

Your salary will be paid into a so-called NEM-account. A NEM account is a regular bank account – an account you already have and which is used by public authorities as the account to which your salary is transferred.

Your pay slip will be delivered to the so-called e-box system. With e-box, you have a secure, electronic letter box where you can receive and store the documents you would otherwise receive by regular mail.

Criminal record

You must be able to present a satisfactory criminal record.

Training plan

When you start in the GP practice, your practice tutor will work with you to prepare a training plan for your evaluation/introduction residency based on your background and qualifications in light of the objectives described/competences required for general practice.

Courses

If your practice tutor and you find that you need a specific course, e.g. in gynaecology, please ask Gitte Kristensen, gittek@rsyd.dk for approval. If your course participation is approved, Recruitment General Practice will pay for the course. You will still receive your salary, while you have time off to participate in such a course.

If your practice tutor finds that you need a focused period, e.g. in the gynaecology department of the South-West Jutland Hospital (Sydvestjysk Sygehus), you and your practice tutor will plan this period and contact the hospital to see if and when this will be possible.

Your practice tutor will instruct and evaluate you on an ongoing basis. You will be expected to review the objectives described and the competences required for the general practice main training programme together with your practice tutor.

Holidays

If you have not earned the right to paid holidays in 2015, the Danish holiday rules specify that you will only be entitled to two weeks holiday without pay until 30 April 2017. Holidays are to be held following agreement with your practice tutor.

From 1 May 2017 until the expiry of your employment period:

If you are engaged with effect from 1 September 2016, you have earned the right to 8 days paid holiday in the period until the expiry of your employment period.

Holidays are to be agreed with the practice. If, during the period, you take more than 8 days holiday, any extra days will be deducted from your salary.

It is recommended that you and your practice tutor plan your holidays quite soon after you have started your work here. ALL holidays must be reported to Gitte Kristensen via gittek@rsyd.dk

Illness

If you are taken ill, you will receive your salary in accordance with the rules specified in Section 5 of the Danish Salaried Employees' Act.

Absenteeism

All absenteeism must be reported immediately to the practice and to Gitte Kristensen via gittek@rsyd.dk

Termination

Your evaluation/introduction residency may be terminated by the Region of Southern Denmark if you do not satisfactorily complete the training plan or you do not acquire the necessary professional and linguistic competences.

You must be able to document satisfactory progression in relation to the acquisition of competences, cf. the training plan, and you must pass the language tests.

The Region of Southern Denmark may terminate your employment by three months' notice.

If you wish to terminate your employment, you may do so by giving one month's notice to take effect at the end of a month.

POST GRADUATE MEDICAL TRAINING - GENERAL PRACTICE

University

6 years



Basic-education (KBU)

1 year (6 + 6 month)

Combinations:

Medicine-general practice
Medicine-surgery
Medicine-oncology

Medicine-psychiatry
General practice-surgery
General practice-urology



Permission to work independently by the Danish Patient Safety Authority



Introduction to general medical practice/general medicine (GP)

6 or 12 month



Specialist training as a GP = 4,5 years

PHASE 1

General practice 6 month

Hospital training

Medicine, Gynaecology/obstetrics
Surgery, Paediatrics, Psychiatry
Totally 2,5 years

PHASE 2

General practice 6 month
(same place as Phase 1)

PHASE 3

General practice 12 month



Authorization as a specialist in general medicine /
GP by the Danish Patient Safety Authority