

Value of Professional Regulation

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Overview of Topics

- Regulatory laws for health professionals in Austria
- Laws vs. reality?
- Registration of health professionals: expectations, advantages and challenges
- How can we best prepare ourselves?

Regulatory Laws for Health Professionals in Austria

- ca. 34 health professions in Austria
- most of them have their own professional law
- high degree of regulation (→ “What am I EXACTLY allowed/required to do in my job?”)
- high degree of insecurity (→ “What happens if I do something that is not EXPLICITLY regulated in my professional law?”)
- HR in health care does not always make the (legally!) right choices when it comes to deciding which profession is to be hired for a certain job...

Regulatory Laws for Health Professionals in Austria

main targets of regulation:

- job profile (esp. works to be exclusively carried out by certain health professionals)
- personal requirements: no criminal record, physical requirements according to the job profile etc.
- educational requirements
- consequences in case of violation of resp. law

Laws vs. Reality?

- Chemists, biologists, biotechnologists are hired as “equivalents“ to biomedical scientists although none of these are health professions.
- Nurses are continuously replacing biomedical scientists in clinical physiology because their new professional law (since Sept. 2016) allows them to perform some of the related examinations (→ EEG, ECG, ultrasound, etc.)
- tendency to employ health professionals with a lower qualification, like e. g. laboratory assistants, to replace biomedical scientists (→ “They basically do the same, don’t they...”)

Registration of Health Professionals

- **Start:** July 2018

→WHO?

- biomedical scientists, dietitians, occupational therapists, orthoptists, physiotherapists, speech therapists, radiographers (→“higher medico-technical professions“)
- nurses and nursing assistants
- related **law** was passed in **Sept. 2016**

Registration of Health Professionals - Expectations

- **health professionals:** ? / more safety (transparency) at the workplace, more publicity / recognition for the own profession (→“Who does actually know what I’m doing and who cares about it?”) / more red tape
- **health care system / government:** better planning of resources in health care / increase of work quality / increase of patient safety
- **educational institutions:** hard facts for (extra) training spots/year
- **patients:** ?? / more quality in health care / more safety

Registration of Health Professionals - Advantages

- **facts & figures** will be available: total counts, graduates vs. professionals
- **planning of resources** will no longer be based on pure estimations (hopefully...!)
- **anticipation of trends:** job safety/attractiveness, fluctuation rates, new job fields, etc.
- **more transparency:** Who is carrying out the work in health care? (→the ones entitled to do it?)
- **number of training spots** at the universities of applied sciences will finally depend on actual demands

Registration of Health Professionals - Challenges

- re-registration to be carried out every five years
- conditions of re-registration: Who qualifies for it and which prerequisites have to be fulfilled?
- Who is to check the qualifications, certificates, further education, etc. of the professionals to be (re-)registered?
- Who is to judge if CPD-requirements of individual health professional were fulfilled?

How to Get Prepared for Registration

- 1 – Be a member of your professional association and ask them as many questions as you can about the topic!
- 2 – Know the regulations of your professional law REALLY well!
- 3 – Know your CPD requirements and make sure you meet them!
- 4 – Be positive about the new law: You'll get your first vocational certificate in 2018!

Take-Home Message

Inform yourselves and make yourselves visible...

Take-Home Message

...the value of professional
regulation is in YOU!

Thank you for your attention – I am
looking forward to your questions!

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List of References

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