



Membre de l'INPH et de la FEMS

Rapport FPS Assemblée générale FEMS  
28-29 septembre 2023. Marseille.

### Médical déserts in France and the contribution of Non-EU diploma practitioner

Medical deserts (employees and liberals) now concern one municipality in three:

-Between 9 and 12% of the French population now lives in a medical desert, between 6 and 8 million people. (SENAT 2020 report)

Dar colleagues on behalf of the FPS we welcome you to Marseille

The FPS is honoured to welcome you

We present you a quick overview of the alarming situation that our hospitals are experiencing regarding the GROWING deficit IN health professionals and the role of our unions.

234 028. This is the total number of active physicians in France. (CNOM June 2023) national council of the order.

Since 2022 : 0.5 drop in the number of regular active practitioners, a loss of 1137 doctors in one year.

Since 2010: 1.3% decrease in actives doctors, whose workforce has increased from 200045 professionals in 2010 to 197417 in 2023.

In 2021/2022, the vacancy rate of PH: 32% : a record.

At the same time, the number of hospital practitioners has increased by 10% in the last ten years,

HOWEVER : The increase of resignations is at the center of the raising concerns : 15.8% of full-time HP having left the hospital in the form of a resignation in 2021 (against 13.5% the previous year).

- 1933-1975: vote of the ARMBRUSTER law\* April 21, 1933, until 1975: no possibility for Non-EU diploma practitioner to have their medical degree recognized by the French State!!

The continued use of foreign doctors by health institutions establishments was the taboo subject of successive governments to compensate for the NC's internal deficit. Despite their excellent level and their recognized services , they had a precarious and underpaid status.

- 1993: Minister Simone Veil launches a first national study to better understand the situation of doctors with a foreign diploma  
Exact number: unknown?

- Law No. 95-116 of 4 February 1995: integration of Non-EU diploma practitioner as contract workers in the public hospital service or directly participating in the public hospital service.  
The law was finally promulgated in May 1995, after negotiations supported by the first representative representing union (FPS ex SNPAC), by various decrees and orders specifying the status of "contractual assistant practitioners" (PAC) and defining the nature of the tests allowing access to them. (OJ May 95)  
In 1997 FPS was able to obtain the improvement of this law
- July 1997: decree bringing flexibility to the requirements for taking the PAC tests. Government recommendations followed the tireless work of the FPS supported by the INPH  
the quota of individual authorizations of exercise is greatly increased for the non-EU diploma practitioner : whereas it was
  - from 75 (1997), 400 in 98  
Then 800 for the next 5 years.
- The FPS, qualification by merit adepts, continues to militate for the same policy
- law known as "CMU" of 27 July 1999; The FPS obtains:
  - The hospital practitioner competition and which abolishes the nationality requirement previously required to take the competition.
  - Full exercise authorization. 872 pass it by the year 2000 registration with the NOC and the possibility of practicing in private practice
  - Full-service authorization outside quota

In 2006: 8000 Non-EU diploma practitioner with full exercise in France, but the regularization of PADHUE by the CMU 99 law is stopped for 4 years with the creation of a new stock group (6500 PADHUE on precarious status)!

After 4 years, the FPS obtains the new procedure: the EAP (lists A; B; C)

A list with a entry test 200 posts, List C without quota, List B refugees 30 to 40 posts.

From 1999 to 2017: 12000 PADHUs Non-EU diploma practitioners are regularized (6.4% effective)

The FPS obtains with the MACRON My Health 2022 program the increase in the number of new formula positions from 400 in 2019 to 1000.

After 20 years of work the FPS finally obtains: a permanent test with statutory positions for the Non-EU diploma practitioner .

Faithful to its principles, it proposes to parliamentarians and with the support of the INPH and the Senate a ranking test based on merit and excellence. By obtaining the keeping of 1000 to 2000 open positions.

OTSS Law No. 2019-774 of 24 July 2019 and Article 70.

Several decrees:

-Decree No 2020-672 of 3 June 2020 EAP amended (List A ranking competition, List B refugees)

PAHHUs constitute make 11% of the health professionals total workforce (doctors, dentists, pharmacists)

Official number (INSEE 2020): 23000 PADHUE

It will be necessary to add (decree stock) 3000 +last PAE 2000-2021

Total in 2023: 28,000 (FPS)

The PADHUs provide significant assistance but cannot be the solution to the shortage of health professionals in France and in return attract the elites of their countries of origin. 20 000 registered in the next entry test sept.23 For 2700 positions ! !

As of January 1, 2023: 29 238 registered PADHUs in activity

+90.5% (15,349 in 20110) (CNOM atlas 2023)

France: 8613 total new members registered to the Conseil de l'Ordre 2022: 84.3% graduates in France.

- 7.4% in the European Union
- 8.3% outside the European Union

The shortage of health professionals is serious and will increase by 2030 if there are no short- and medium-term solutions.

We'll have to wait until 2040! (DREES + 30% projection) if no increase in Numerus Apertus.

This is the case in all European countries.

#### -Politiques propositions :

##### **Not very effective:**

Repeal the NC but switch changed to N.APERTUS!

9483 intern positions were given a Permanent Title in 2023 (+ 460 in 2030!)

Bet on telemedicine (tele consultations, tele expertise!).

Delegation of tasks, medical assistants, IPAs

Going digital: reducing administrative time for doctors

Local hospitals but less staff!

City-hospital cooperation; Medical Homes

GHT (grouping of several peripheral hospitals around a large referral establishment)

Coordinated medical exercise

Do with what we have, WITHOUT INCREASING THE WORKFORCE without solving the problem of the shortage of health professionals

#### - FPS propositions :

- + Numerus Apertus : 12 to 13000/year over 5 years by increasing budgets to university deans.
- Permanent procedure PAE for PADHUE, number of posts to answer requirements.

- Attractiveness of the public hospital:

-Salaries pensions guards; Practitioner at the center of the health care system

-Improve installation assistance in under-populated areas.

-Coordination with local authorities (Germany)

-Balance and city-hospital collaboration.

- Place the health system among the priorities of the government agenda.

Revalorizing the hospital medical profession

-The healthcare establishment is not an industry.

Digital technology and AI must not replace humans Some human properties are forever beyond the reach of machines: *creativity, empathy, humor, interpersonal skills, the overall vision, the decryption of the hidden meaning of things and the behavior of individuals.*

- National inter-union coordination
- European inter-union coordination: audit, overview and relevant proposals at European level

**The future is also what we make of it.**



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