



UniversitätsKlinikum Heidelberg

# Heidelberg expertise for a continuing professional advancement

**CPD Conference Amsterdam**

**19.06.2017**



# University Hospital Heidelberg



**Science for patients**  
**Teaching medical knowledge**  
**Outstanding treatment for patients**

## ***Basic data and facts 2016***

### Executive Board of Directors



### Basic Data

- 1.988 beds
- 65.000 inpatients
- 58.000 day-care patients, 1.1 Mio. out-patient
- 8.200 full-time employees (10.100 employees)
- 950.000.000 € turnover

# Supervisory board

## hospital management board

**Managing Medical Director**  
Prof. Dr. Guido Adler

**Commercial Director**  
Dipl.-Volkswirtin Irmtraut Gürkan

**Healthcare Director**  
Edgar Reisch

**Dekan Medical Faculty**  
Prof. Dr. Wolfgang Herzog

**Deputy Medical Director**  
Prof. Matthias Karck

**Branch Offices**  
Leiterin:  
Sandra Kauth LL.M

### Main facilities

**Center for Zentrum für Information-and Medical Technology ZIM**  
Leitung: Prof. Dr. Björn Bergh

**Cooporate Communication**  
Leitung: Doris Rübsam-Brodkorb

**Qualitymanagement / Medicincontrolling, QMMC**  
Leitung Dr. Markus Thalheimer

**Planning group Medical**  
Leitung: Dr. Eugen Zilow

**Internal audit**  
Leitung: Ulrich Hannemann

**Hospital pharmacy**  
Leitung: Dr. Torsten Hoppe-Tichy

**Radiation protection**  
Leitung: Dipl.-Ing. (BA) Thomas Knoch

**Transplantationsdelegate**  
Nadja Komm

### Business Units

**Business Unit 1 HR**  
Leitung: Stephanie Wiese-Hess

**Business Unit 2 Finance**  
Leitung: Hartmut Masanek

**Business Unit 3 Materials Management**  
Leitung: Dr. Cornelia Hoffmann

**Business Unit 4 Legal, Compliance and Third-party-funds management**  
Leitung: Markus Jones MBLT

### Subcompanies and assets

**Klinik Service GmbH (100%)**  
GF: Edgar Reisch

**Klinik-Energie-Versorgungs-GmbH (100%)**  
GF: Bernd Kirchberg

**Klinik Technik GmbH (100%)**  
GF: Bernd Kirchberg / Heinz Konrad

**Technologie Transfer GmbH (90%)**  
GF: Dr. Cleeves / Dr. Rauch / M. Jones

**Thoraxklinik GmbH (100%)**  
GF: Roland Fank

**Kreiskrankenhaus Heppenheim/ Bergstr. (90%)**  
GF: Stephan Hörll

**Heidelberger Ionenstrahl-Therapiezentrum(100%)**  
GF: Prof. Jüßen Debus

**MVZ Weinheim (67,5%)**  
GF: Marcus Gudera  
Dres. Nunninger / Bock

**Akademie für Gesundheitsberufe gGmbH (75%)**  
GF: Edgar Reisch

**Kurt-Lindemann-Haus gGmbH (100%)**  
GF: Fr. Heller / Herr Hetrich / Frau Vogel

**IKTZ GmbH Heidelberg (24,9%)**  
Ärztlicher Leiter: Prof. Stefan Meurer

**Minderheitsbeteiligungen EK UNICO (7,69%) QMBW (11,11%)**

## Our Employer Brand

- **Our Strength**

High-performance medicine, best oncology and vascular medicine

- **Our Task**

To offer excellent conditions in the clinical and the scientific fields for scientific and non scientific stuff and students

- **Our Culture**

To make provision for an adequate decentralization of tasks and competencies on clinic



# ACADEMY OF HEALTH PROFESSIONS

## *Organisations involved/being stakeholders in the company*

- University Hospital Heidelberg (75%)
- Hospital Salem (protestant Hospital) (12,5%)
  - Geriatric Facility (protestant)

Evangelische Stadtmission Heidelberg gGmbH (12,5%)

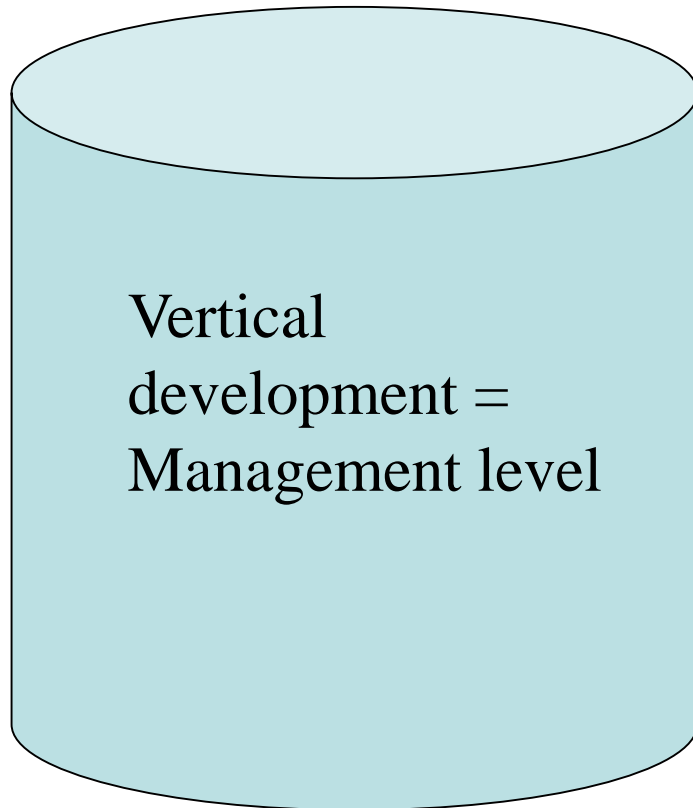
## 2016: 10 Anniversary Academy of Health Professions

Akademie für Gesundheitsberufe  
Heidelberg



- 12 vocational training courses
- 4 further education, ad-on trainings and advanced training courses
- 2.870 graduates
- 125 students in inter-professional health care education („Interprofessionelle Gesundheitsversorgung“)
- 830 graduates in further education for healthcare professions
- 21.400 participants in ad-on and advanced training courses

## ***Continuous Professional Development***





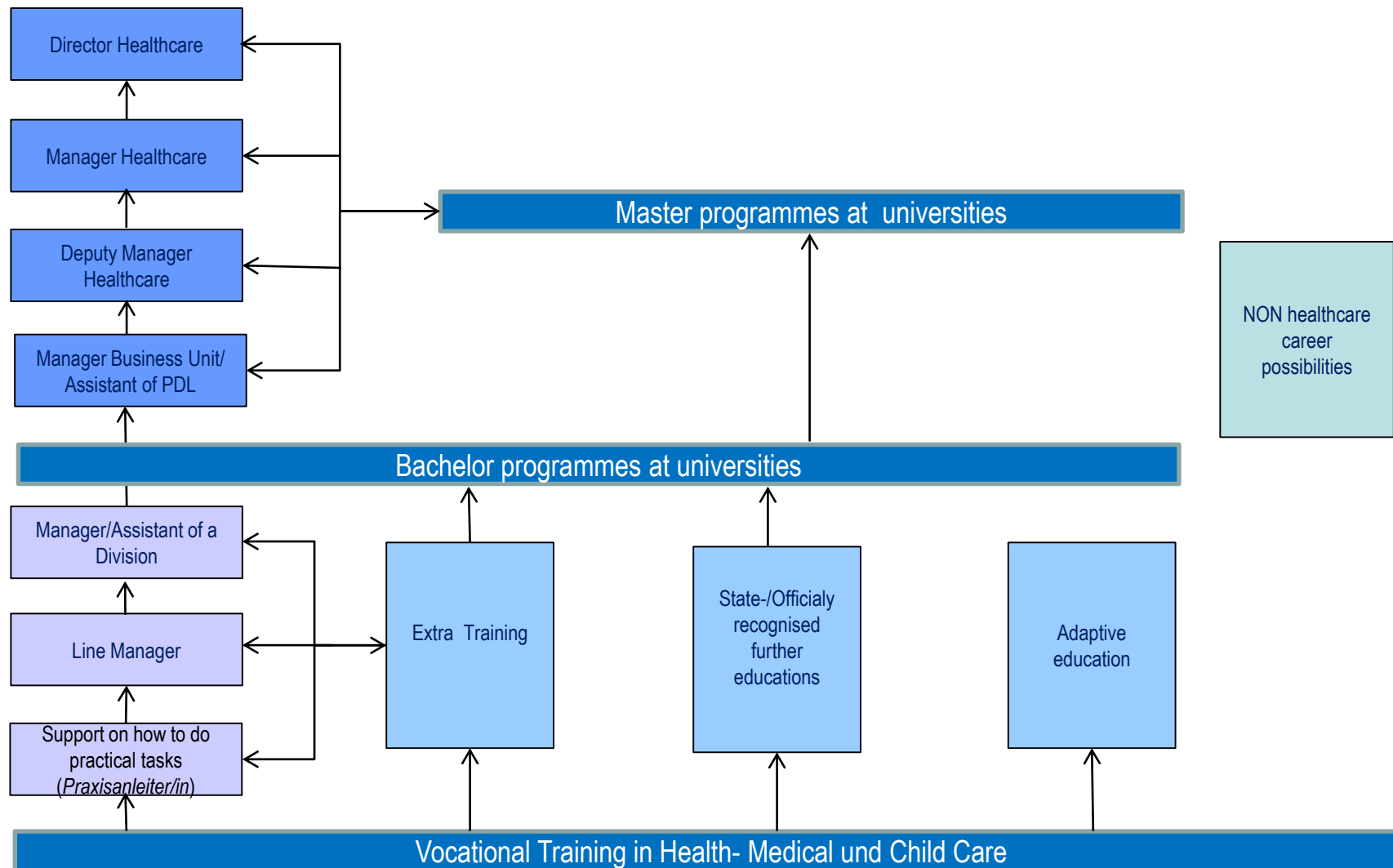
## ***Systematic vertical professional development/ professional upwards-mobility***

- Management qualification for special professions („only“ care)  
or
- Care management studies (bachelor)  
and *in addition/building on existing qualifications*
- Management development programme across different professions (basic programme) and excellency programme (in-depth and add-on programme)

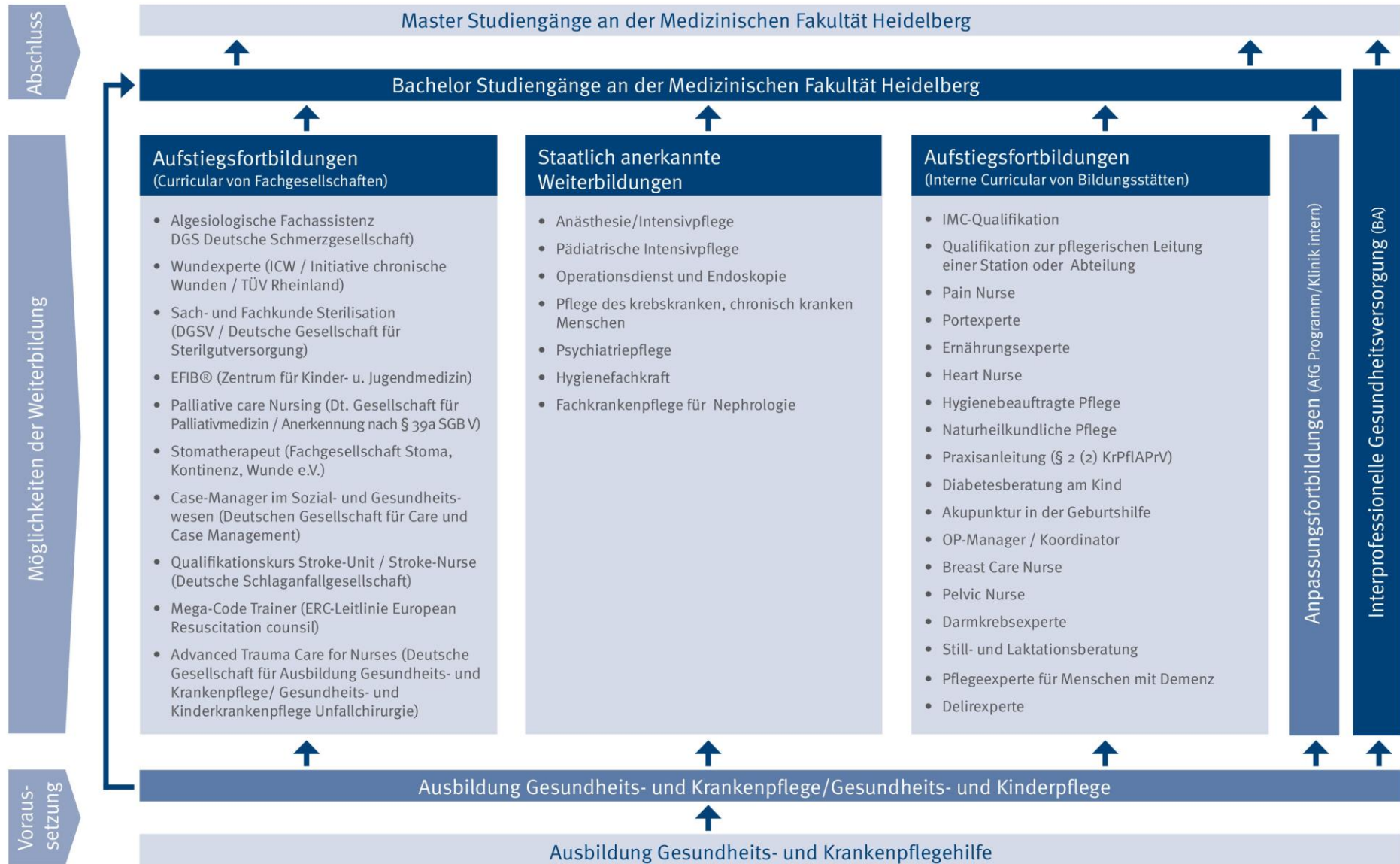
## ***Systematic horizontal professional development***

- CPD recognised by the state for care professions in HD:
  - Services in operating theatre
  - Anaesthesia and intensive care
  - Paediatric intensive care
  - Oncology
- Further professional training HD:
  - Support to learn how to do practical tasks (*Praxisanleitung*)
  - Palliative Care Nursing
  - IMC
  - Specialised technical assistance in algesiology
  - Expert for wound treatment
  - Expert for dementia / care for persons with dementia

# Career pathways



# Qualifizierungswege in der Pflege



# Management Trainee Program

- Interdisciplinary recruitment
- Modular system
- Sustainability and inter-linking within the company and professions

Participants: Managers from Medical, Healthcare and Administrative Departments

Recognised by the Baden-Württemberg State Chamber of Physicians and Registry of Health-Medical-Child Care Professionals

# Leadership statement

- Managers supporting the employability of the employees
  - Specify the needs of the working day
  - Determine employees vocational goals
    - to bring these aspects together
- Appreciation as living example through the management
  - Support of the employability
  - Main reason to remain at University Hospital
  - Recognition of attendance
  - Designation of the employees (to greet, to praise)
- Team level
  - High workloads are managed by solidarity between workers
  - Good relation between management and employees increase the efficiency



## Symposia

- Oncology  
350 Participants
- Surgery  
130 Participants
- Anesthesia & Intensive Care  
150 Participants
- Sterilisation  
120 Participants

Akademie für Gesundheitsberufe ☐ ☐

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### 7. Heidelberger Symposium

für OP-Personal und Operationstechnische Assistenten (OTA) am Universitätsklinikum Heidelberg

#### Operative Verfahren in der Geburtshilfe und bei der Versorgung Neugeborener

**3. Dezember 2016**  
9 – 16.30 Uhr

Veranstaltungsort:  
Hörsaal Medizinische Klinik  
Universitätsklinik Heidelberg

Programm und Anmeldung unter:  
[www.afg-heidelberg.de](http://www.afg-heidelberg.de)






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### 20. Heidelberger Pflegekongress

#### Onkologie



„von Fall zu Fall“ -  
Patienten gezielt betrachtet

12. - 14. Juni 2017, Heidelberg

[www.krebs.uni-hd.de](http://www.krebs.uni-hd.de)



Unter Schirmherrschaft von:





## *Annual programme of advanced vocational training*

Profession-specific and cross-professional courses and seminars

- ▶ Management
- ▶ Law
- ▶ Communication
- ▶ Work Life Balance
- ▶ Specific topics



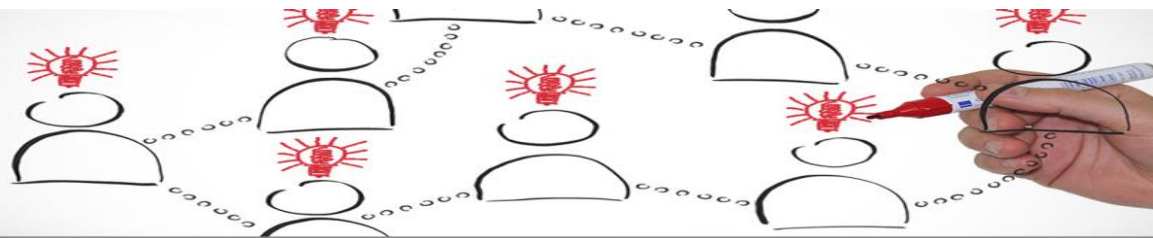
**70 courses and seminars in the academy or as in-house courses**  
**2050 participants / 2016**



# Talent Pool and Potential Analysis

## Statement

- Talents do not apply from outside the organisation, they have to be developed
- Possibility of development on a specific level/topic (e.g. expertise in wound or pain management)



# Frame of Talentmanagement

Kick-off-meeting and  
project start

Plattform  
-  
Exchange within the group  
via Sharepoint

## Projectwork within the Healthcare

- > Single and group situations
- > hospital comprehensive and interdisciplinary

**Analysis of potential**  
-  
At the start and at the end

**Carriereplanning**  
-  
Additional internal actions

## Support programme over 9 months

- > 3 Coaching-Units inklusive Feedback through the coach

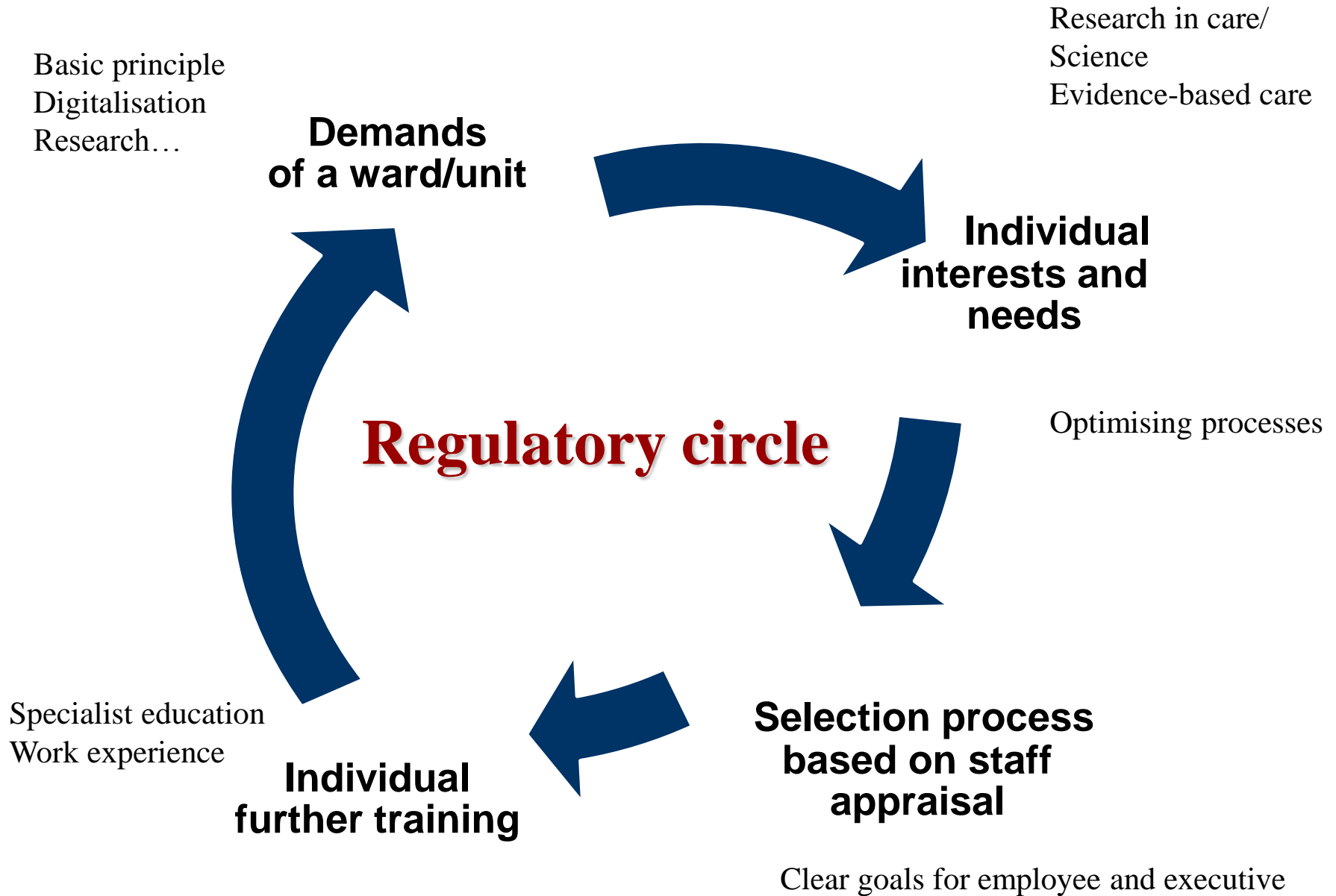
Precise offers for personal professional  
development:

- > IBF
- > „Internships“ / Practical training „on the job“ for a new area of work
- > Congresses

UKLHD offers:

- > give a platform
- > intern/external publishing
- > -> „Internships“ / Practical training „on the job“ for a new area of work / Rotation

# Goals of the Hospital and Personal Professional Development Goals



# Trade Union role

CPD as a part of collective agreement ;

- 3 options of CPD measures:

- in the interest of the employer
- mainly in the interest of the employer and in personal interest
- mainly or exclusively in personal interest
- All costs are fully covered by the employer
- During working time or counted as working time

# Role of works council

Workers participation in decision making by works council, such as:

- content of CPD (selection of subjects, design of educational programme etc.)
- has the right to make a proposal
- is deciding selection of participants

# Collaboration between Employer and Workers

## Social Dialogue

- in its different ways



Thank you for  
your attention!!