



Recruiting doctors from Spain

24.2.2015/ Paula Reponen / senior physician



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International labour –project

- Kainuu social and health care joint authority was offered opportunity to join this project
- Osthro Bottnia region was already in the project and they needed other employers to join this to get enough doctors to form a COOT group
- Project is financed by European social fund (ESR)
- Local partners from Kainuu ELY-centre: TE-office's EURES-advisor Hannele Tuovila and project manager Ellinoora Neitola



Why Kainuun sote recruits doctors abroad?

- From the early 2000s there has been lack of doctors in primary health care in Finland and especially in Kainuu
- Kainuu is quite remote, distances are long and it's difficult to find job for doctors' spouses -> recruiting is challenging
- Increasing the amount of medical students brings more doctors for short working periods
- Several doctors, whose origin is outside Finland, are working for Kainuun sote permanently



How the process was in Spain?

- Job advertisement Finland and EURES Spain websites at the same time
- Applications: Finland 0 - Spain 41
- Invitations to interview for 16 doctors
- 10 interviews, 7 doctors were chosen to COOT
- Country of Origin Training program (COOT) 2.6.-19.9.2014
- 380 lessons in classroom and online: Finnish language and culture

- Contacts via e-mail and Facebook group
- Doctors moved to Finland during September and October



How we continued in Kainuu?

- Ellinoora Neitola and Hannele Tuovila helped with finding apartments and doing the paperwork before and after moving
- Tutors and work communities were prepared (3x3h training)
- Doctors started their introduction period at health centres and central hospital
- Finnish language course continued on-line and doctors also went voluntary extra courses on their free time.
- Every recruited doctor has tutoring doctor with whom they worked together during the introduction period.
- local support persons for helping to make contacts to other people and to adapt to Finnish society



Situation now

- Doctors have been in Kainuu about 4 months
- 2/7 are working quite independently
- two are waiting for Valvira's decision of legalisation, working as "doctor's assistant" (amanuenssi)
- 3 are working in health centres with support from their tutoring doctors

- Finnish language course organized by Kainuun sote
- Doctors participate in group lessons with Finnish young doctors
- Spanish doctors are part of their work communities
- Motivation to learn and adapt is high



If starting now...

- More intensive language course after moving to Finland
- Longer introduction period



