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85 – The Pacemaker Agenda: Promoting a Culture of Wellness, Scientific Update, and Happiness for Teaching Professionalism and Ethics in Daily Practice

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The Scenarios in Private Practice

In 1992, a group of physicians (most of them specialist and some faculty from medical schools) founded SOBRAMFA- Medical Education and Humanism, in São Paulo, Brazil. SOBRAMFA is an academic society established with the purpose of promoting the humanistic dimensions of doctoring.(1)

There is a growing diversity of opportunities for General Practitioners in private practice supported by Health Insurance Companies in São Paulo, Brazil. Patients satisfaction, solving problems while keeping low cost are the real basket of services the companies ask for. The practising scenarios in private practice include: Geriatric Care, Managing Complicated Patients with co-morbidities in Hospitals, Palliative Care, Family Medicine Clinics and Ambulatory, Home Visits, Nursing homes and Hospices.

Training Young Doctors Through the Pacemaker Agenda

To prepare doctors for the growing opportunities in private practice, SOBRAMFA has developed an innovative learning agenda required for all trainees and faculty members since 2003. An assorted routine of regular meetings (scientific, educational, cultural, teaching scenarios and supervision) scheduled in advance permits to combine a busy work schedule with scientific learning scenario. This routine allows young doctors to develop competences, gaining self-confidence, credibility among their peers, professionalism and perceive personal success in their lives. The Pacemaker is the name of these meetings.(2)

The Pacemaker Agenda Includes:

- Scientific “pacemaker” - Weekly Scientific Meeting. A 2 hours meeting. Case-base discussion, update with articles from the most relevant publications, case-decisions for specific patients supported by Evidence Based Medicine, and solve ethical issues
- Construction “pacemaker”- Monthly Meeting. Participants must read in advance some papers selected by the facilitator. Conducted as workshops include topics to promote reflective practice: professionalism, medical education, humanism, family medicine core values, personal development, teamwork, and leadership.

- Cultural monthly Meetings –with leaders coming from other fields, not just medicine (Philosophers, Journalists, Educators, Lawyers, Artist and Musicians, Entrepreneurs). At dinner time displayed as a familiar get-together and targeting an open- mind scenario for the trainees and faculty.
- Young Doctor Monthly Meeting- case-based discussions led by medical students, and the young doctors play the facilitator role experiencing their future as medical educators.
- Mentoring and Evaluation- every trimester the trainees are evaluated and giving feedback by their respective preceptors.

A well planned and assorted routine of meetings appointed in advance and prepared by senior faculty members, provide an useful and familiar resource for improving doctoring, and fostering leadership among the trainees family doctors. As the case discussions are based on real patients from our private practice the young doctors realize how they get better prepared to take care of patients by themselves and to response the demand coming from the market. When the routine includes monthly meetings regarding philosophical, educational and cultural issues, we obtain broad education effects with the trainees, open mind and committed physicians to meet people needs. They become leaders as well, able to “infect” other young doctors and spread family medicine core values.

The trainees never feel alone in their practice, because the faculty and mentors are always accessible at every time. Beside this, as they work with clear objectives and surrounded by an atmosphere of collaboration, without the usual competition found in some of the conventional residency programs, they develop outstanding communication skills and openness, which implies in better patient’s care. They also succeed in leading with uncertainty which is a common issue in our practice. As the trainees are immersed in a fair environment of learning and teamwork, they experience happiness and that leads to contaminate other physicians that wonder about getting into the same professional option.

The Main Outcomes of the Pacemaker Agenda

- Effective Training- Clinical Competence.- The trainees develop expertise in doctoring, they are able to manage complicated patients and lead health teams.
- Mastering Communication with patients, families and their peers.
- Respect, Credibility and happiness - They are recognized as good physicians by the patients they take care, by their peers in the clinical setting, and by the owners of the Insurance Companies.

Keep going, always, never stop: that’s the success of a Pacemaker Agenda!

Take Home Message

- There is a growing diversity of opportunities for General Practitioners in private practice supported by Insurance Health Companies in São Paulo, Brazil
- The Pacemaker agenda is set for training young doctors for the wide basket of services and the growing diversity of opportunities in private practice
- The trainees are immersed in safe learning environment and gaining self-confidence, credibility among their peers, professionalism and perceive personal success in their lives

Original Abstract

<http://www.woncaeurope.org/content/pnl-005-pacemaker-agenda-promoting-culture-wellness-scientific-update-and-happiness-teaching>

References

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Academic Family Medicine in Brazil – GP-Miles: The Brazilian approach to make medical students enthusiastic for Family Medicine