

ARS NORTE
Administração Regional
de Saúde do Norte, I.P.



SNS SERVIÇO NACIONAL
DE SAÚDE



The treatment of addictions in Portugal: what future?

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Lisbon Addictions, November 2022

Conflicts of interest

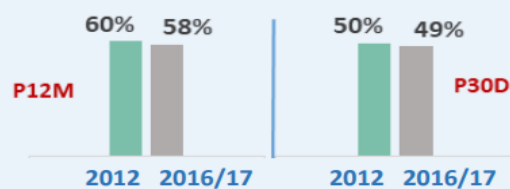
I have no conflicts of interest to declare.

Epidemiology Alcohol Problems

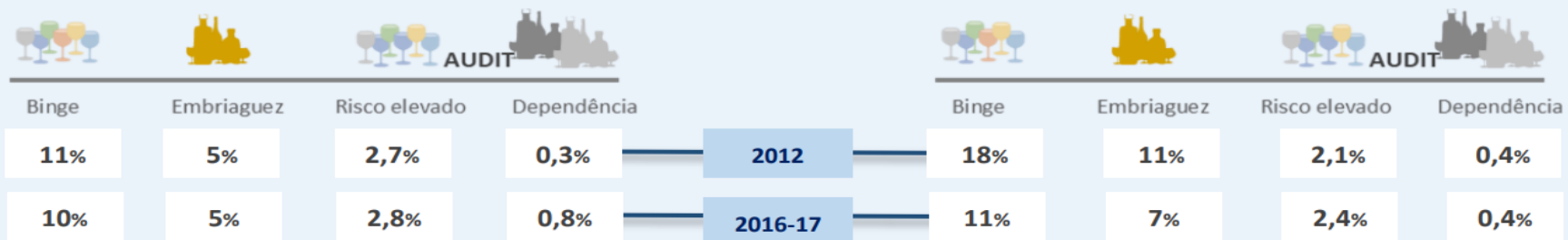
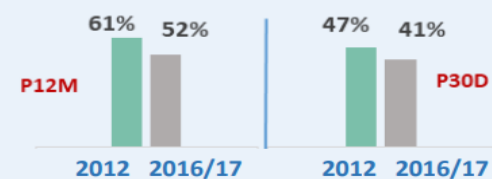
CONSUMOS: RESULTADOS DE ALGUNS ESTUDOS

INPG (15-74 anos): 2012 / 2016-17

População geral (15-74 anos)



População jovem adulta (15-34 anos)



Source: Annual Report SICAD (2020)

Epidemiology Alcohol Problems

PROBLEMAS RELACIONADOS COM OS CONSUMOS

UTENTES EM TRATAMENTO POR PROBLEMAS RELACIONADOS COM O USO DE ÁLCOOL (PORTUGAL CONTINENTAL)

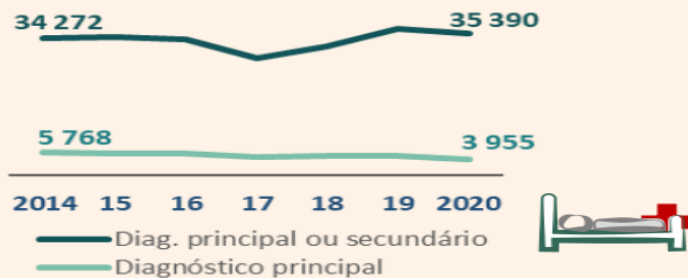


Source: Annual Report SICAD 2020

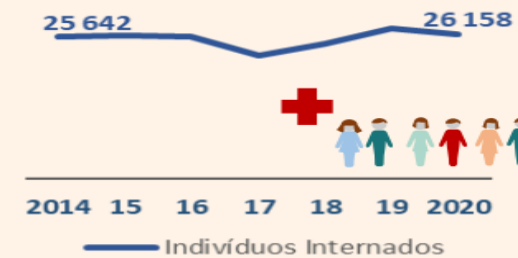
Epidemiology Alcohol Problems

INTERNAMENTOS HOSPITALEARES RELACIONADOS COM O CONSUMO DE ÁLCOOL (PORTUGAL CONTINENTAL)

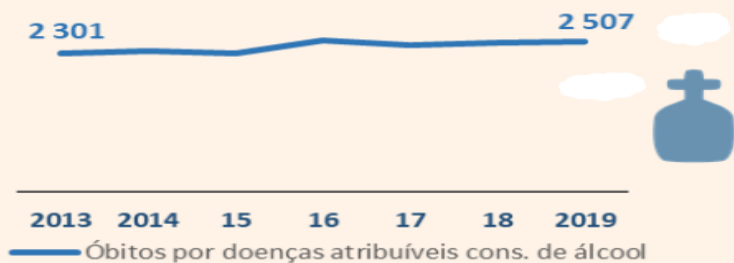
INTERNAMENTOS



INDIVÍDUOS



REGISTOS GERAIS

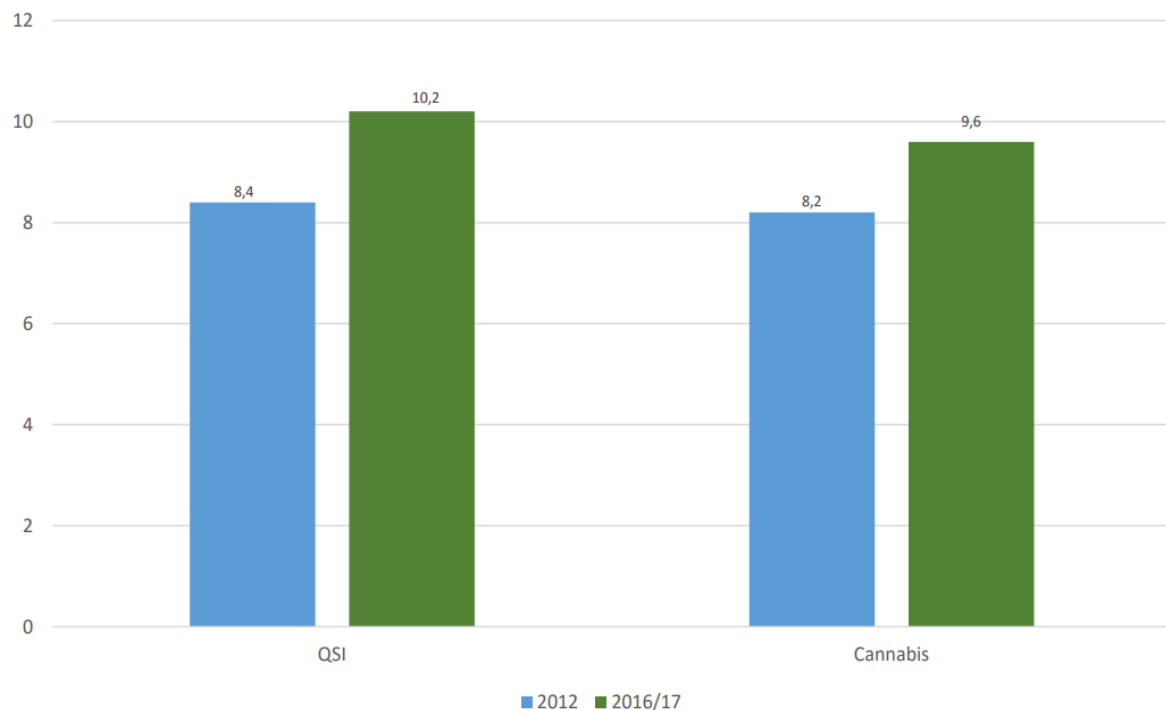


REGISTOS ESPECÍFICOS



Epidemiology Illicit Drugs Problems

Prevalências ao longo da vida 2012 e 2016/17 Qualquer Substância Psicoativa e Cannabis População 15-74 anos

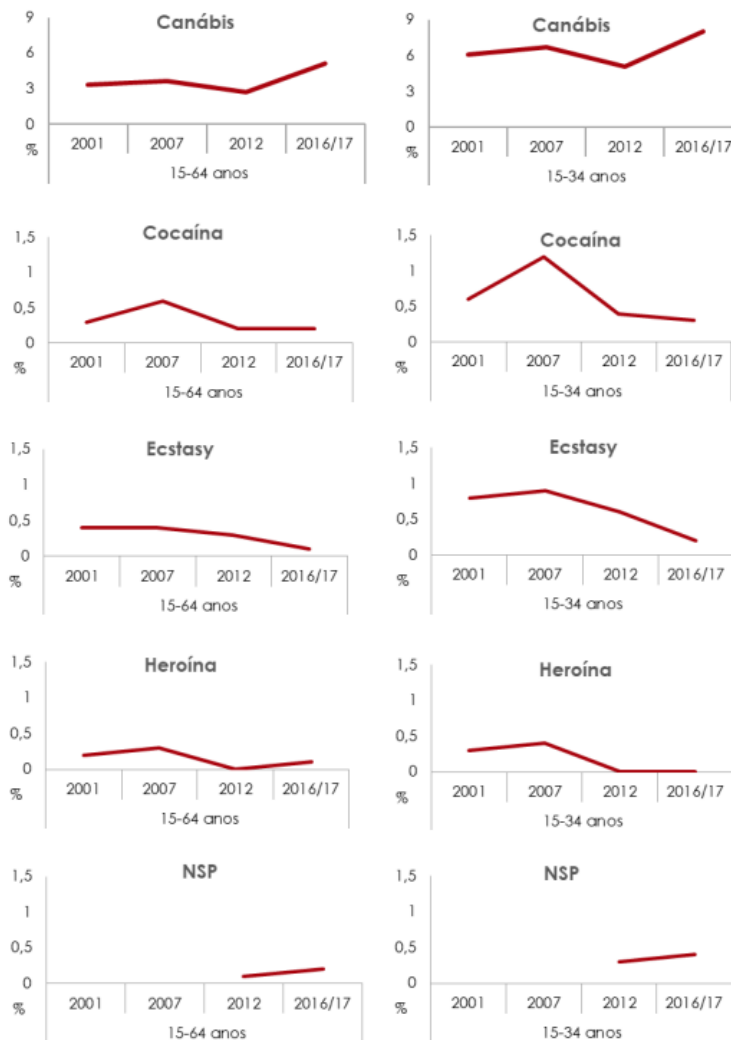


Source: Annual Report SICAD 2020

Figura 15- População Geral, Portugal – INPG: 15-64 anos e 15-34 anos

Prevalências de consumo nos últimos 12 meses, por tipo de droga (%)

2001 / 2007 / 2012 / 2016-17



Epidemiology Illicit Drugs Problems

PROBLEMAS RELACIONADOS COM OS CONSUMOS

UTENTES EM TRATAMENTO POR PROBLEMAS RELACIONADOS COM O USO DE DROGAS



MORTALIDADE



Source: Annual Report SICAD 2020

Problem

DICAD - ARS Norte **medical hiring policy** in the last 10 years

Permanent labour contract  Fixed term contracts annually

(22)

What happens?

High Medical Turnover Rate

Years	Nº Medical Fixed Term Contracts
2014	6
2015	17
2016	18
2017	28
2018	39
2019	14
2020	41
2021	40

Source: ARS Norte (2022)

Problem

Turnover rate % = [(# of EE separations) / (average # of EE)] x 100

Turnover Medical Staff Rate CRI Porto Occidental (2020-2022) = 8/15 x 100 = 53%

Roughly the same as

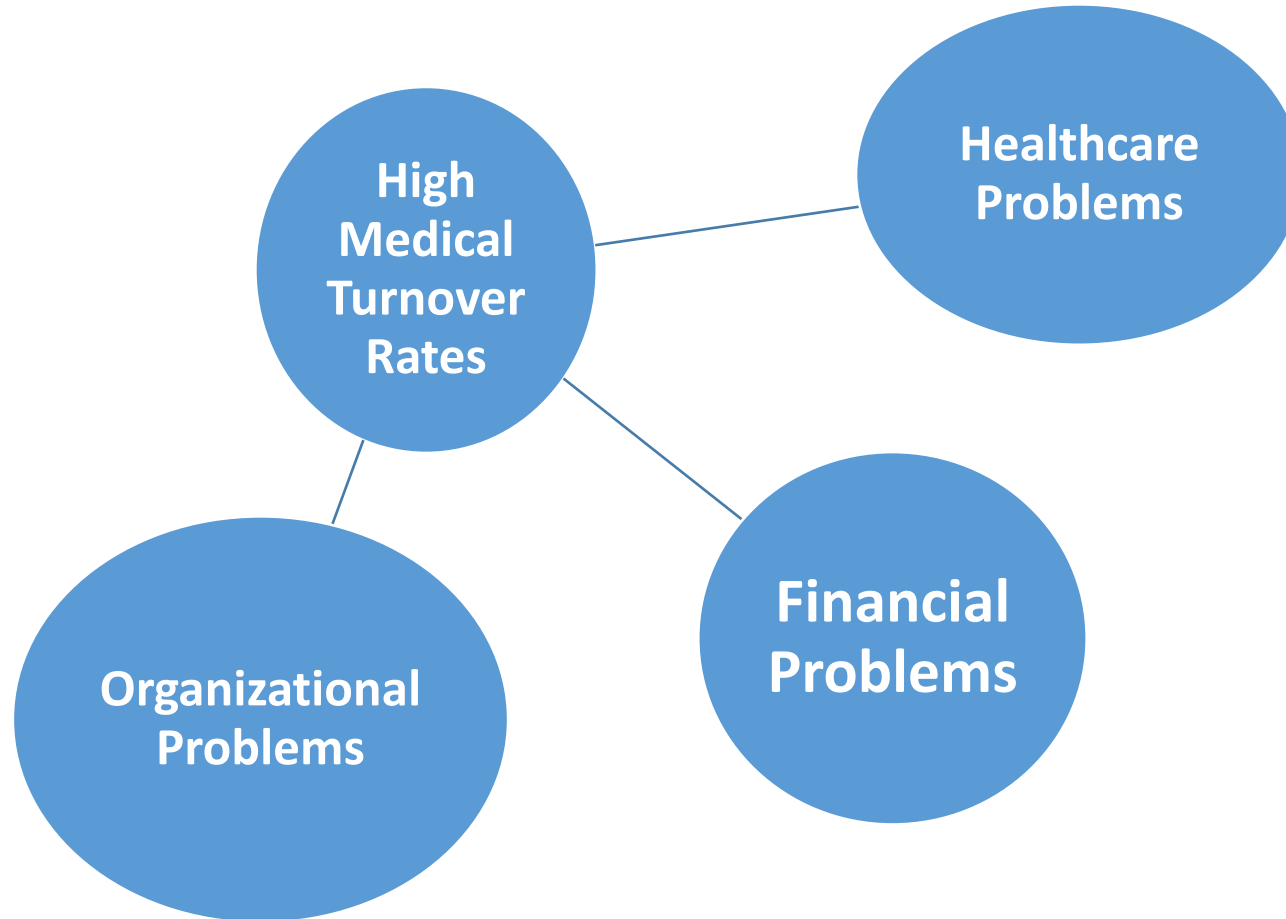


Average Turnover Rate By Industry

Industry	Avg. Turnover Rate
Retail & Wholesale	60.5%
Other Manufacturing	26.7%
Consumer Goods	21.5%
High-Tech	20.9%
Transportation Equipment	20.4%
Services (Nonfinancial)	17.4%
Logistics	16.8%
Other Nonmanufacturing	16.3%
Banking/Financial Services	16.0%
Insurance/Reinsurance	15.5%
Life Sciences	14.5%
Chemicals	12.6%
Energy	11.8%

Source: Society of Human Resources Management (2021)

Problem consequences



Problem Consequences – Healthcare

- a) Loss of care continuity**
- b) Higher treatment dropout rates**
- c) Impaired doctor-patient relationships**
- d) Less patient satisfaction**
- e) Lower access to treatment**

Problem Consequences – Organizational

- a) Impaired personnel moral**
- b) Communication breakdown between teamwork members**
- c) Increased workload for the remaining healthcare professionals**
- d) Lack of scientific production/activity**
- e) Muted voice in organization decisions/policymaking**
- f) Medicalization of the staff (social workers, psychologists)**
- g) Increased Staff Burnout**
- h) Endangered medical residency trainings**

Problem Consequences - Financial

a) Higher operational cost

1 doctor hired permanent contract full time (40 hours) ≈ **38.444 € annually (taxes excluded)**

1 doctor hired fixed term contract yearly (37 hours) = **50.024 € (taxes excluded)**

2022

42 fixed term contracts offers – 29 occupied – Contracts range from 5 hours to 37 hours/weekly (median 10 hours) –

24232 hours/yearly ≈ 581.000 € yearly



15 doctors permanently hired 40 hours/weekly – 31300 hours/yearly



Save more than 7.000 hours yearly for the same amount of money



Almost half of the medical staff is hired fixed contract yearly (46%)



Most of the doctors permanent contract > 55 years or older (>70%)

Problem solution

Urgent review of medical hiring policy by the stakeholders

- **Shift to permanent hiring policy**

Key presentation notes

- **Doctor is pivotal in treatment**
- **Dramatic medical turnover rate in the treatment of addictions**
- **Deep negative impact in healthcare, organizational and financial fields with ill consequences for everyone involved**
- **Need to change urgently**
- **This is not retail or wholesale industry!**



NO FUTURE

Maximum Penalty

NO FUTURE

Maximum Penalty £5

NO FUT

Maximum Penalty