



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 Meuer

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%)

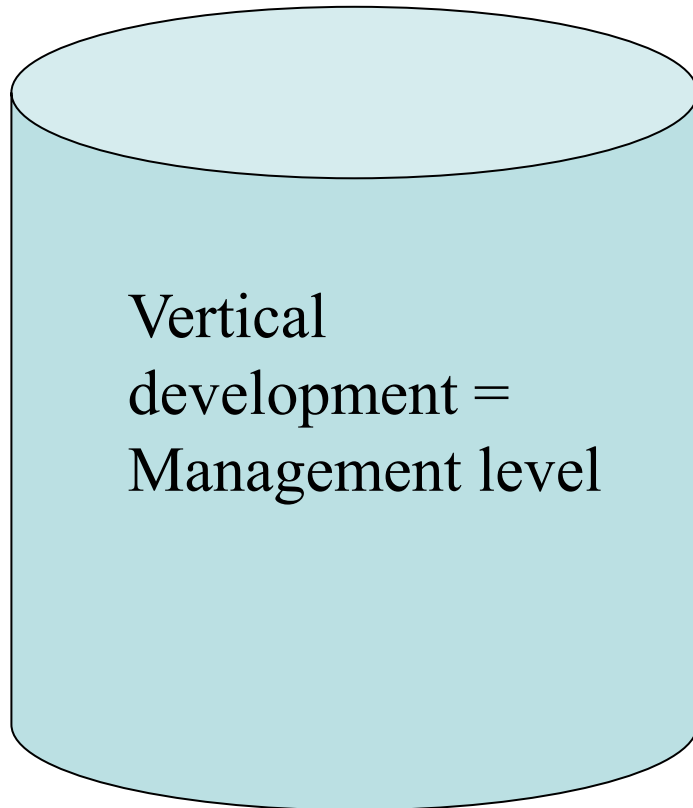
2016: 10 Anniversary Academy of Health Professions

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



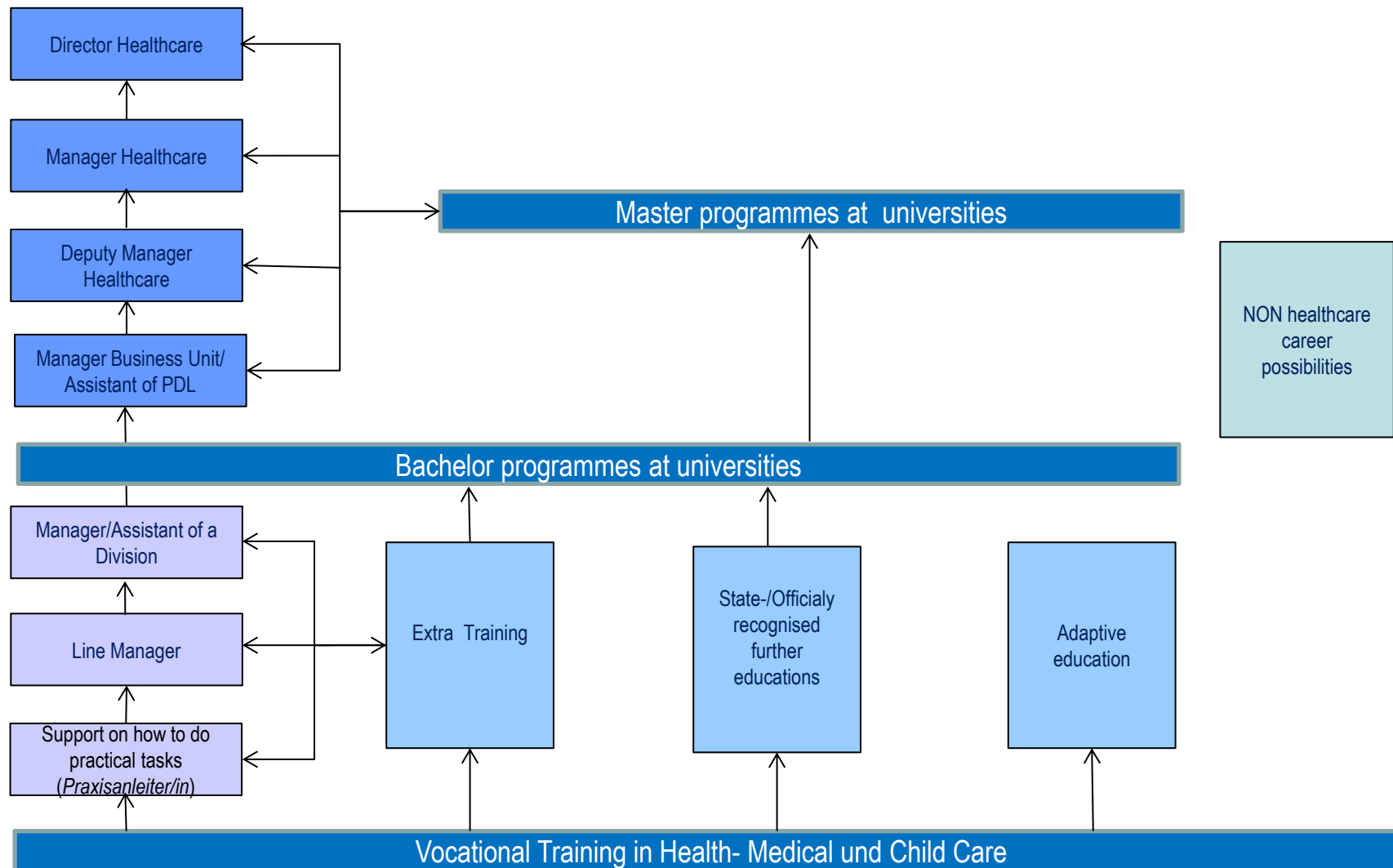
Systematic vertical professional development/ professional upwards-mobility

- 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)

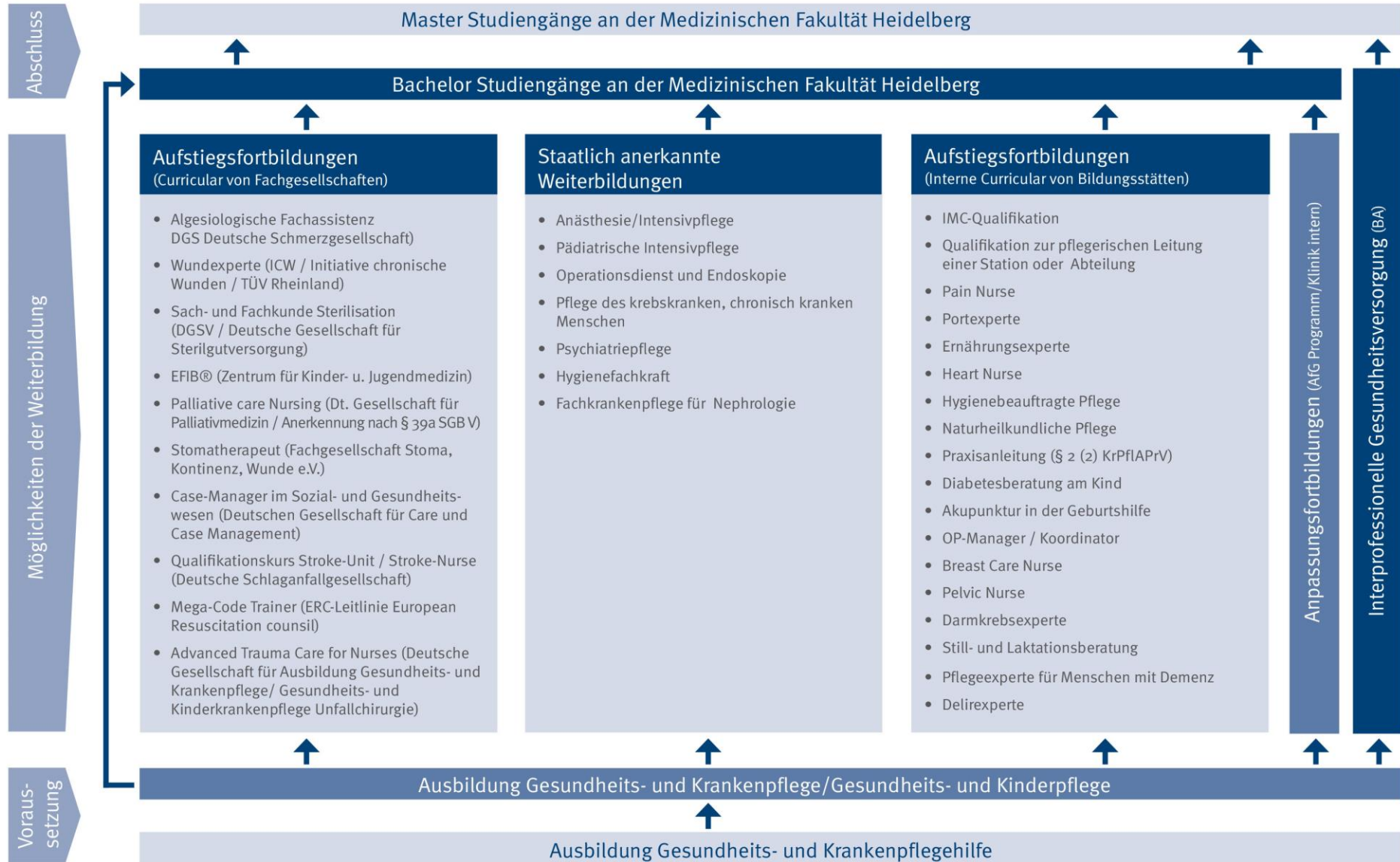
Systematic horizontal professional development

- 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

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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

QR Code Programm und Anmeldung unter:
www.afg-heidelberg.de





UniversitätsKlinikum Heidelberg

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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



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

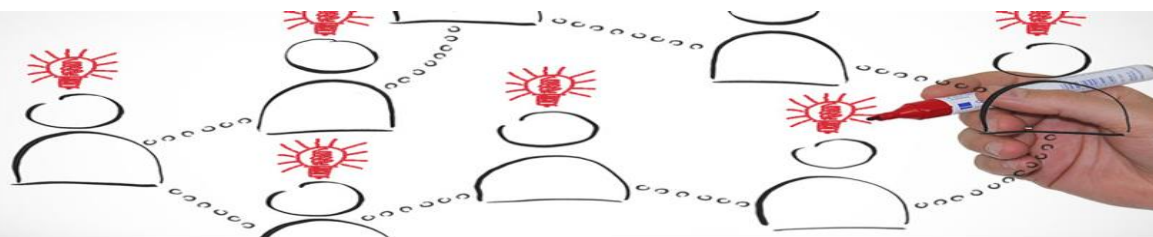


70 courses and seminars in the academy or as in-house courses
2050 participants / 2016

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

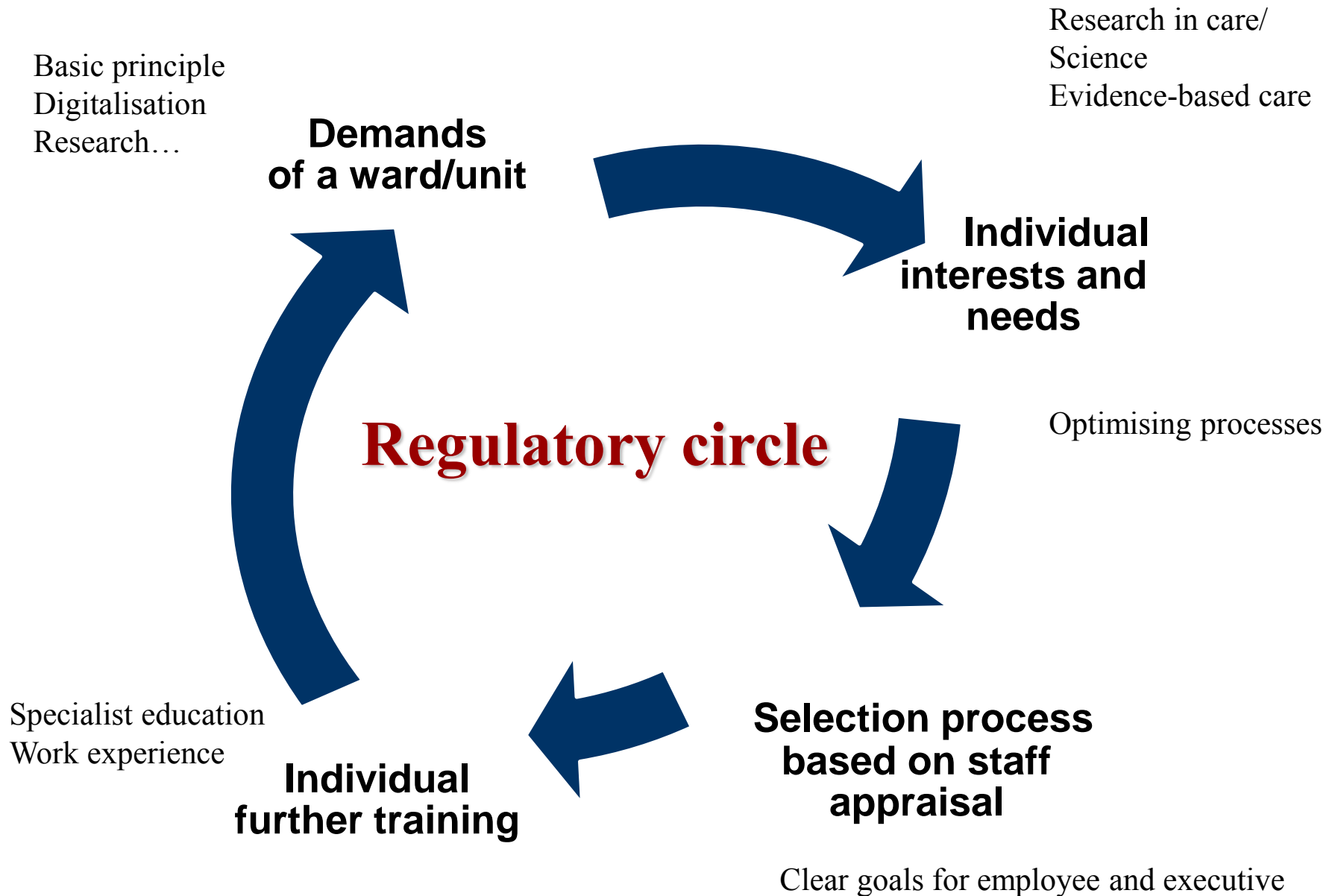
Precise offers for personal professional
development:

- > 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!!