

Dutch Exchange 2025



A tall, dark ladder stands vertically in the center of a vast, hazy landscape. The ground is a mix of light and dark patches, suggesting a dry or sandy terrain. The sky is a deep blue with scattered white clouds. The overall mood is one of aspiration and opportunity.


Opportunities



Amsterdam-trainees
Fun, travel and experiencing a different culture and city

Socialising and networking





What is “The Dutch Way”

- Open and direct
- Happy rather than competitive society
- Focus on the bigger picture
- Productivity in hours, but balance work and play- find time for things that make you happy
- Efficiency- leanness
- Well planned country, neat and organised and easy to get around
- Underlying sense of Equality

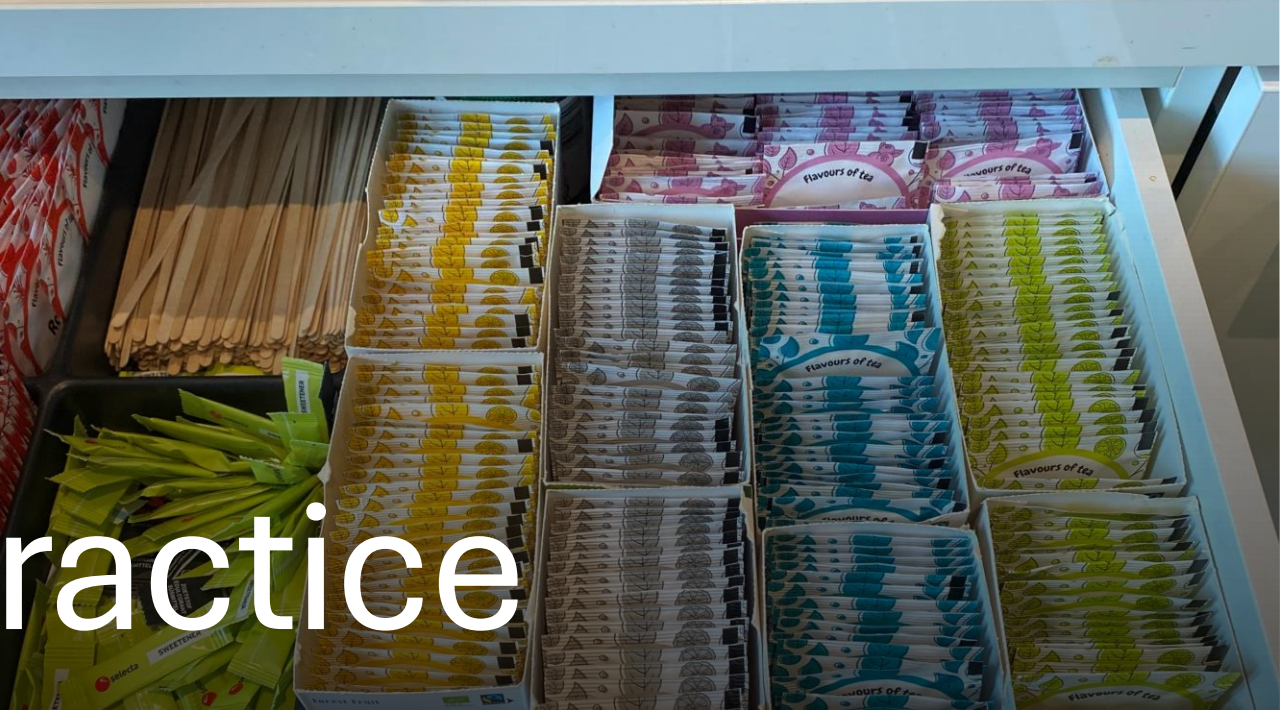
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- Well established social system- look after the poor and weak
 - 40-50% tax
 - 50:50 share of work in the home
 - “Gezin”- parents and children (NOT grandparents)
 - “poldren” power of consensus
 - Internationalists/global community- looks outside itself

Experiencing GP Practice in the Netherlands



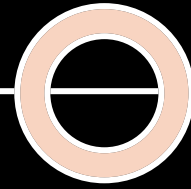
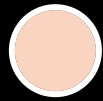
The Dutch
Healthcare
System
Explained





Lean General Practice





What can we learn
from the Dutch
Way?

What could you do
to make your
Practice Learner?





Pathway to GP in Netherlands

- 5-6 years medical student
- 1-2 years appropriate secondary care experience
- Application to VTS
- Interview
- 3 years
 - Year 1-GP
 - Year 2-secondary care
 - Year 3-GP



Curriculum

- Consulting
- Dealing with emergencies
- Performing minor procedures
- Home visits
- Managing chronic health problems
- Health promotion



In-house education

- At least 1 hour a week consulting alternately
- 1 hour a week professional conversation
- Once a month analyse video of trainee and trainer



Out of hours

- 20 shifts per year
- Supervised by a trainer
- Time is compensated

Out Of Hours





VTS day

- Morning:
- Small group discussions
ST1s/ST3s
- Facilitated by trainees
- GP teacher and a psychologist
- Afternoon:
- 6 different teaching sessions-ST3
choose
- ST1 programme is set



Back offices for VTS



Assessment

- Knowledge based exam-open book-twice a year
- Videos- 6 in year 1, 3 in year 3
- 4 times a year progress review or 'coaching moment' (the ComBEL) with TPD/trainer +/- psychologist-the teaching triangle
- 2 weeks independent practice towards end of year 3
- If fail, make a plan how to improve-don't have to re-take
- Responsible trust-mutual visibility between trainee and trainer



The ComBEL

- 7 domains of competency
- Medical action, communication, cooperation, organisation, social action, scientific action, professionalism
- Trainers ask for feedback prior to filling in ComBEL
- Progress advice: after each assessment, the training provider fills in a progress recommendation. This feeds into the final decision on progress by the head of programme.



Re-registration

- Every 5 years
- Spent enough time working during the day and OOH
- Sufficient CPD
- Collected feedback from patients and colleagues
- May have their practice building evaluated including their processes etc by a certification agency for GPs (CQC equivalent)



Route to become a trainer

- Practice visit
- Interview
- 2-day course with an open-book exam plus upload 3 videos
- Start with a trainee
- 3 blocks of training-8 sessions a year at the Institute
- Intersession-coached by a GP plus psychologist in morning
- Interactive lessons on didactic skills in afternoon



Experienced Trainers

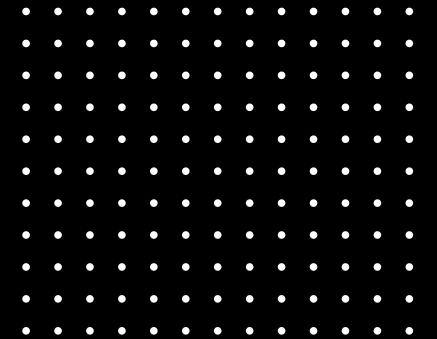
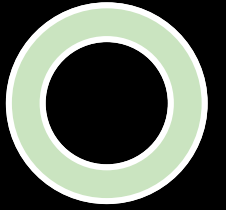
- 1 day a month at the University
- Teaching session from equivalent of AD
- Discussion about trainees
- 4 times a year trainee/trainer/TPD meet-the training triangle



Observations

- System less overload
- Less defensive/high trust
- Emphasis on continuity
- Triangulation
- Assessments-emphasis on formative learning
- Self-directed-trainees seemed freer and highly motivated

- How can we empower and 'free up' our trainees to learn?





Lifestyle & Sustainability

Hospital Canteen

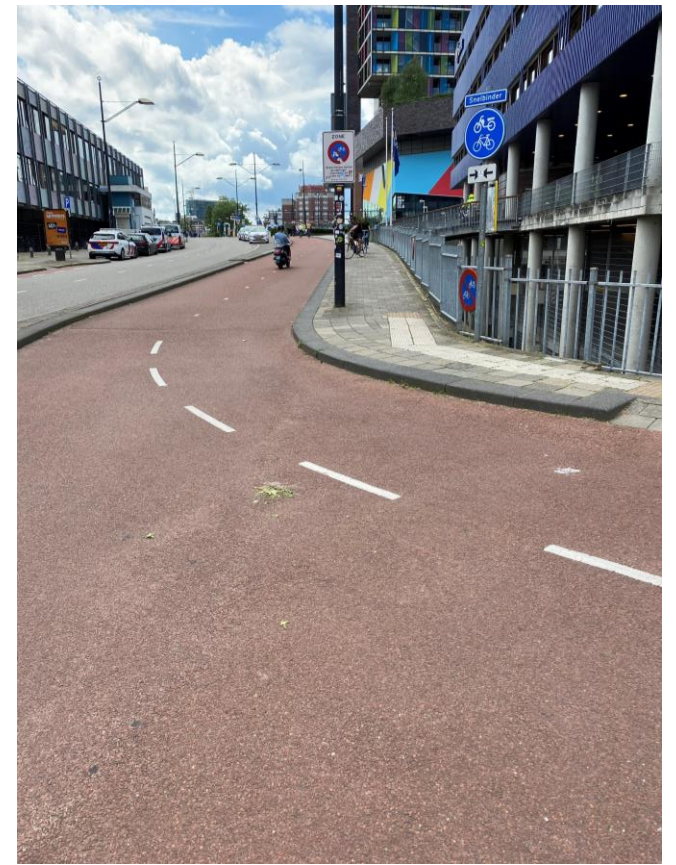


Healthy Eating



Cycling





Cycle Routes



Open Space

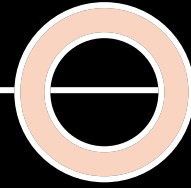
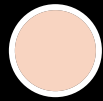


Social Housing/Planning



Lifestyle Medicine
What is it? How
could we
implement it in
Practice?





Planetary Health:
How are we
teaching this to
our trainees?

