

The DISH Project

SAPHIRe Workshop

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Key challenges facing the European society

The *demographic change* and the ageing society, and the effect that this change risks having on the European health care systems. The demographic changes will increase demands from elderly people that need health care and social care at a time when there are fewer staff members and less public funding to meet the needs and demands for high quality care.

As a consequence, the health care sector has changed and will change further during the years to come. The major changes which affect the working life and competences acquired by the staff (in both primary and secondary care sectors) are the following:



Key challenges facing the European society

Patients are *rapidly released* from hospital, and the transition of patients from one care facility to another, requires *effective communication and coordination* among staff.

A more holistic view on the patient which requires more *interdisciplinary collaboration, communication and coordination*.

Empowering of patients and better use of relatives' resources, requiring effective communication and new ways of monitoring.

A massive application of new technologies in the healthcare sector, which requires new ways of working and communicating with colleagues and with patients and relatives.



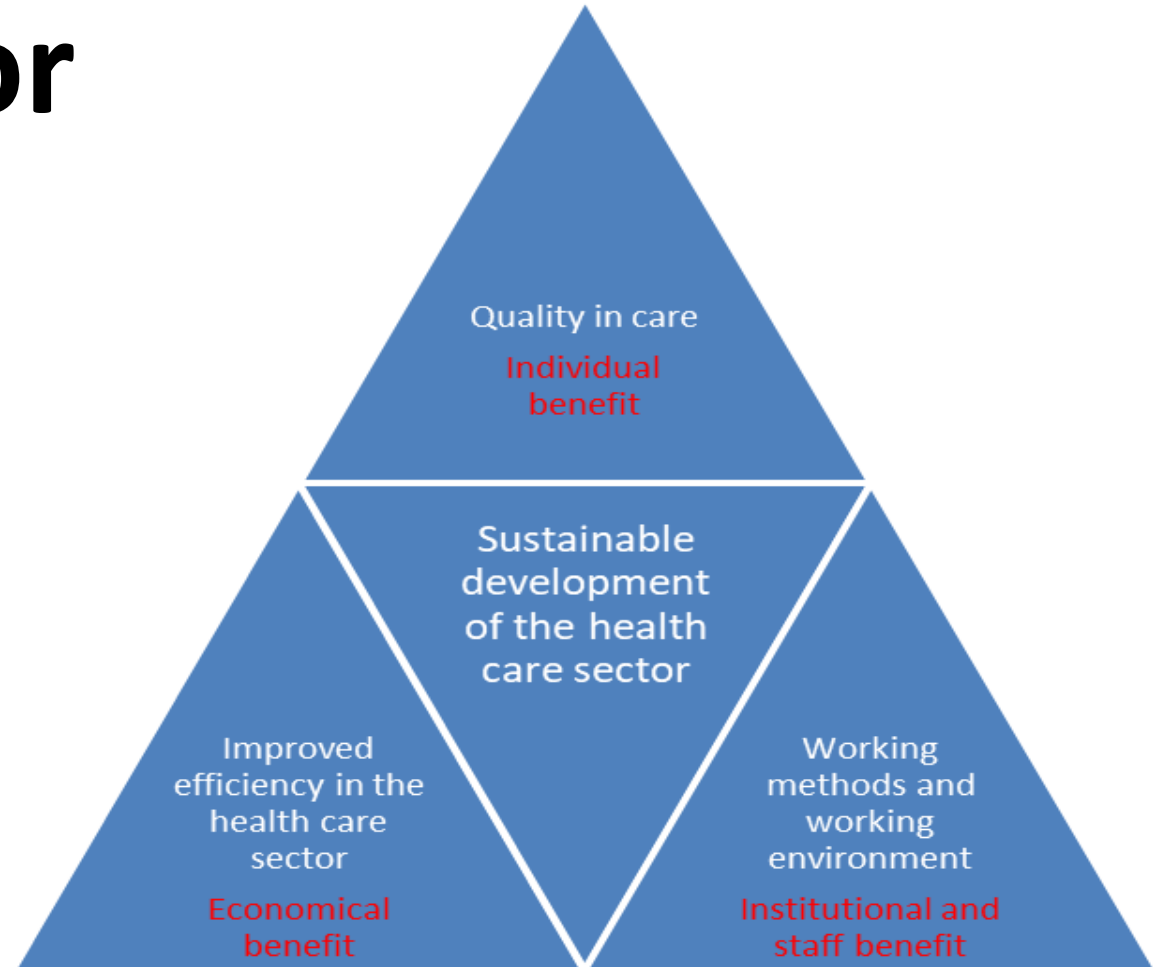
Where did the idea come from

A 2016 background analysis of healthcare staff skills in 4 southern municipalities in the Region of Southern Denmark.

The analysis covered the primary sector (care homes, GPs) and secondary sector (hospitals).



Starting Point for DISH



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DISH in a nutshell

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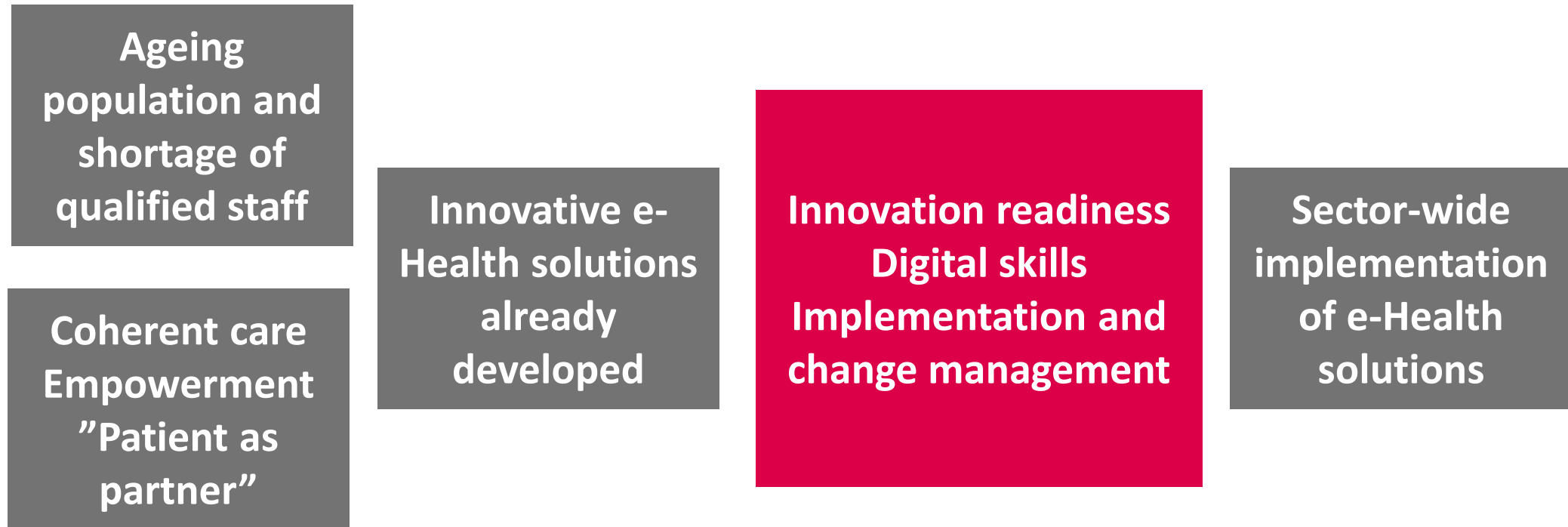
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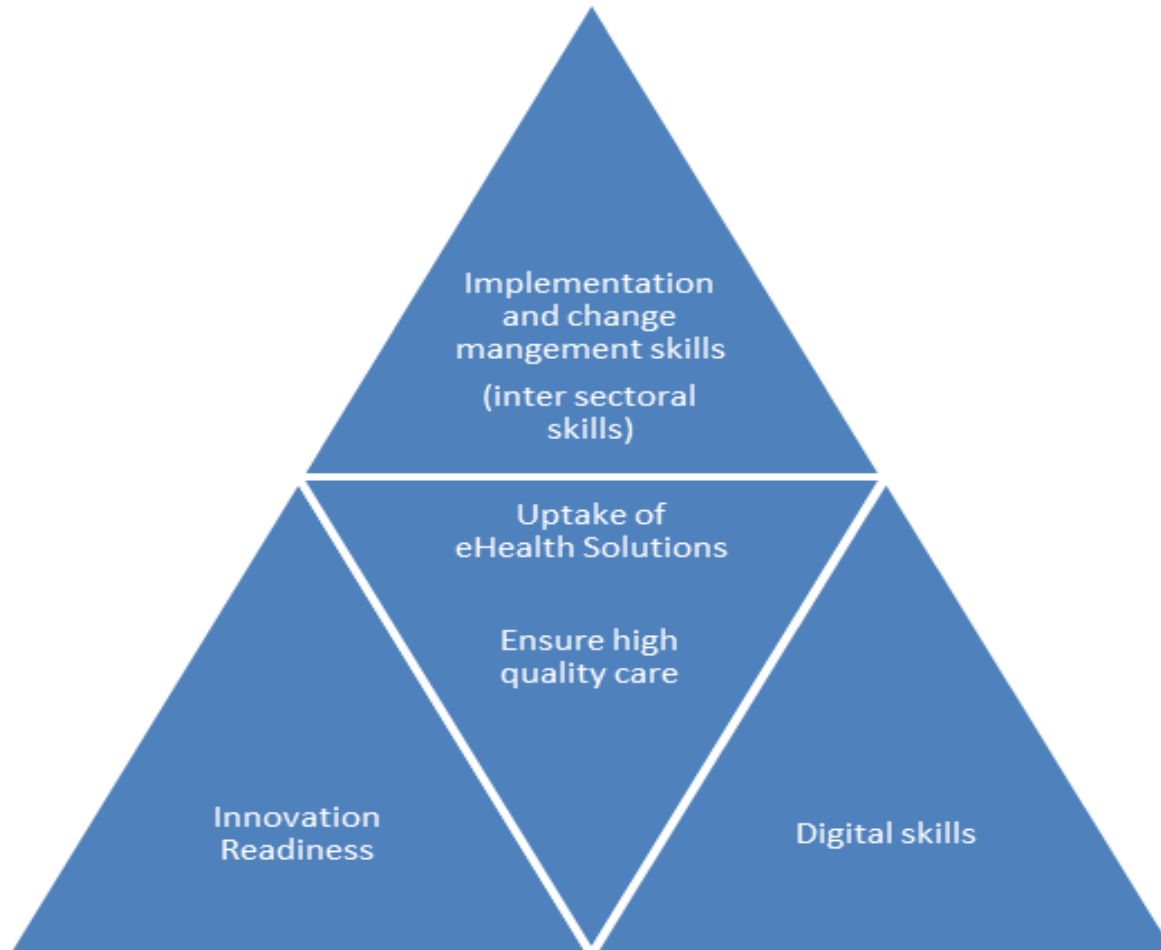
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DISH in a nutshell - The missing link



Skills Triple Helix Approach



1. Identify innovation opportunities and enter into user driven innovation processes in a qualified way
2. Work with and implement eHealth solutions in their daily work and start collaborating with colleagues in a more multidisciplinary and holistic approach and across health care sectors
3. Recognise and better understand the opportunities that digital solutions offer to their daily work.



Main Deliverables

- 1) Concept for Learning Innovation Unit
- 2) Concept for on the job training
- 3) Concept for assessment and acknowledgement of triple helix skills and competences
- 4) Policy and Implementation Recommendations

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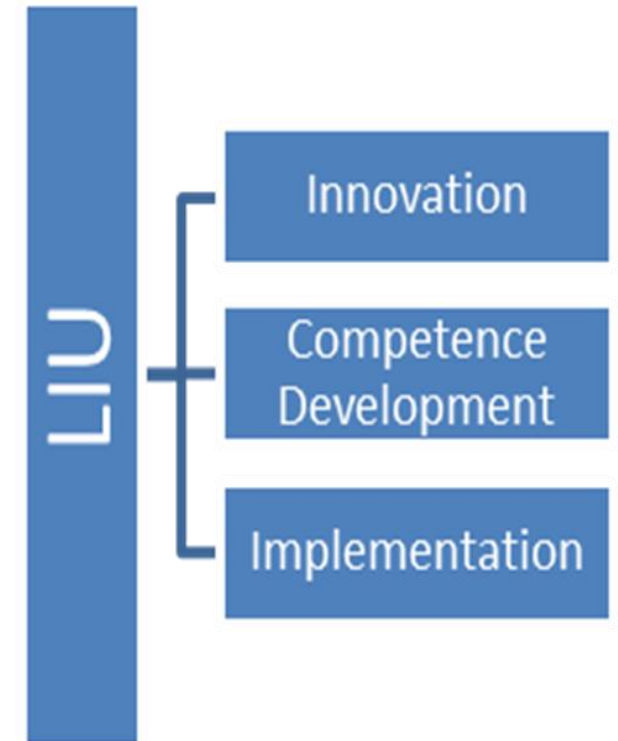
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Learning Innovation Unit

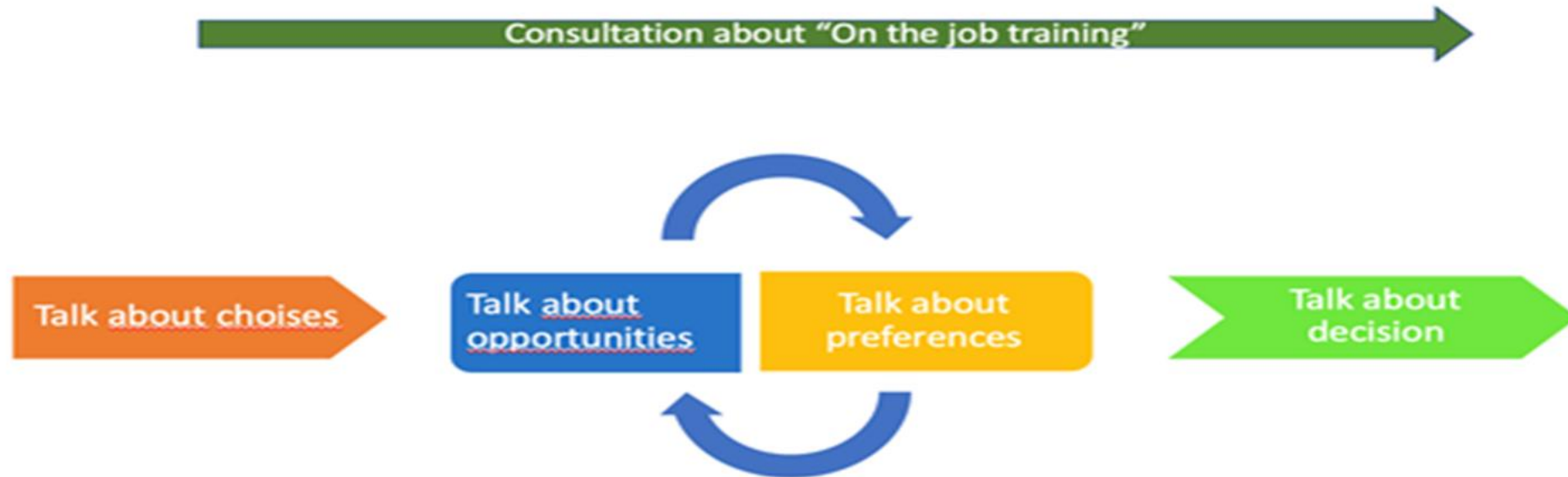
It can be described as an internal “co-creation unit”, which fosters multidisciplinary collaboration, “out of the box” thinking and team learning, and the objectives of the unit will be;

- a. to create better room and understanding for innovation,
- b. support competence development and capacity building in a team rather than in the individual.
- c. support implementation and change management processes and



On-the-job training

Shared decision making using the concepts?



Concept for assessment and acknowledgement of triple helix skills and competences

- Create a definition of the needed and required competences.
- Recognition of competences obtained on the job and outside the official education system

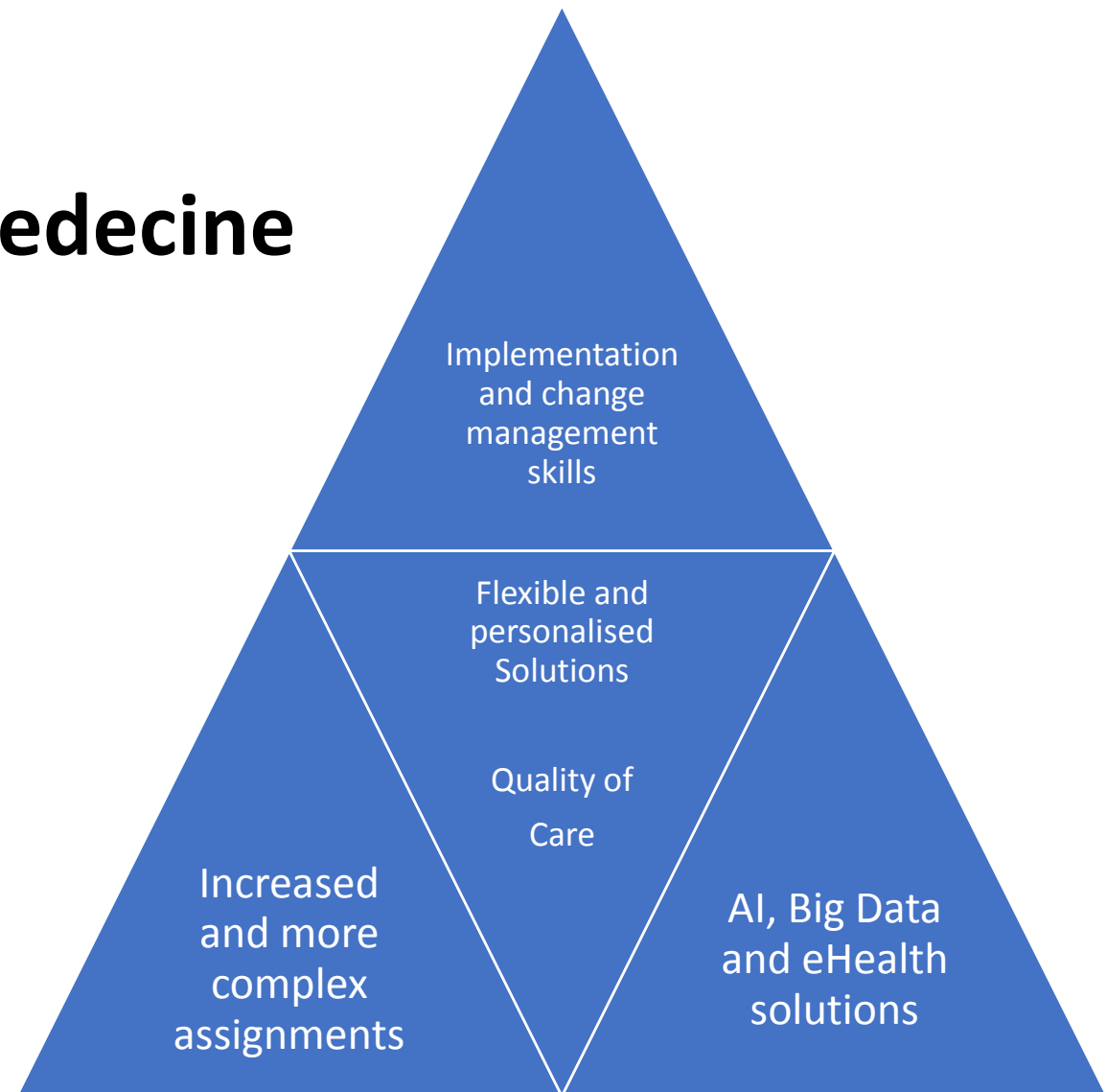
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Transfer to Personalised Medicine



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Competence Challenges in Personalised Medicine

- Necessary to work better and closer together
- Multidisciplinary approach and collaboration
- Being able to identify flexible solutions
- Interaction between the clinic, research, technologies, patient safety and ethics
- Increased and more complex assignments in relation to care and cure
- Empower the patient

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