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NATIONAL REPORT ITALY

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In Italy we are facing a very hard time in terms of political and social conditions. Right now some positive solutions are the result of years of fights made by the trade unions, while the hospital doctors conditions are becoming every day more difficult. Recently, the Italian Government has introduced a decree that finally leads to the stabilization of the temporary employees in the Health sector (about 35,000 workers). This situation in recent years has led to a sharp discrimination that affected the dignity of the doctor and the quality of his work.

The medical union trades have continuously searched a solution to this situation and now it seems to have reached a turning point. Unfortunately the same decree proposes the possibility to force doctors to retire at the age of 65 independently from the years worked . This law is in contradiction with the previous one, which allowed the doctor to work up to 70 years in order to reach 40 years of work. The union trades does not support this part of the new decree and promise a strong opposition.

Positive news about the medical education can be reported: the Council of Ministers on September 9 has approved a law which states that the admission to post-graduated medical schools will be based on a national ranking. The establishment of a national ranking, as it happens in France and Spain, has been long clamored by professional associations of doctors and hospital residents and recently repurposed during the national mobilization "Young doctors Day "held on May 14 in Piazza Montecitorio in Rome.

The purpose is that the adoption of a single national ranking and rating criteria no longer discretionary, patronage and localist will reinvigorate and improve the competitiveness of the training system of the residents, also based on the national needs.

Another serious problem is the failure to renew the national contract and the block of the medical salary for five years, which has led to a strike of all the medical trade unions last July. The outlook is that the contract renewal will not have place before 2015. This situation has resulted in a loss of purchasing power of wages and it is estimated that this loss is about 30,000 Euros for the last four years for each doctor. During the last strike we have also requested the involvement

of trade unions for the revision of the hospital standards. If the government will not resolve any problem , we foresee a "hot" autumn for employees Italian.

At last, on request of FEMS President Dott. Reginato we list the average gross salaries of the italian physicians in the public hospitals, with the different positions:

- | | | |
|--|------|--------|
| - First nomination physician | euro | 4.000 |
| - More than 15 years experienced physician in public hospitals | " | 6.200 |
| - Manager/Head Physician of Complex Structure (unit?) | " | 9.000 |
| - Head of the Department (minimum percentage) | " | 11.000 |

N.B. The deductions for the compulsory taxes weigh on the gross average salaries from 33 to 43 %.