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## **NATIONAL REPORT SPAIN**

Spain's economy is slowly recovering (and, if confirmed, it would put an end to five years of deep crisis) Nevertheless, there is no guaranty to prevent further cuts in public health care.

The wage loss of Spanish doctors, since 2010, is around 25%. The total number of monthly on-call duties, has been increased and the bonus in concept of Professional Development has been frozen.

Today, a Spanish doctor charges on average less than 60,000 Euros gross per year, a figure that is obviously well below from our European colleagues such as France, Italy, Ireland, Germany, UK, Holland ... Not surprisingly, more Spanish doctors are taking jobs abroad. Indeed, recent data indicate that in the last three years more than 7,000 physicians have gone to work to another European Country.

Besides low wages, another reason for this phenomenon is that the cuts in the Spanish public health care are also causing lower supply of jobs. It should be recalled, in this regard, that since 2011, the public expenditure has been restraint, and it can only be cover 10% of the retirements, which is leading to some hospitals and health centers to a shortage of professionals. This situation is reflected in growing waiting lists for surgery, which in some centers and for certain pathologies, have more than a year of delay.

As we said at the beginning, it seems that if the crisis comes to an end, it is time to reverse the situation described. Doctors want: job creation, updated fees and the reinstatement of the bonus of Professional Development

## **CLINICAL MANAGEMENT**

The development of the agreements signed with the Ministry of Health on 30th of July last year, continue in force.

The implementation of Clinical Management, means a greater participation of physicians in the organization and operation of health services. CESM elaborated, in early 2014, a document that

secures this role and position. The basic lines are: participation is voluntary, respectful with all kind of contractual relationships and with all rights acquired, as well as the implementation of economic incentives.

Another remarkable fact in connection with these agreements signed with the Ministry of Health, is the establishment of "A table of direct dialogue" between physicians and the administration, so - and - so we hope, we will not be obliged to negotiate with non-medical unions.



**Fédération Européenne  
des Médecins Salariés**  
European Federation  
of Salaried Doctors