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Title:	Questionnaire on working time		
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Please write the name of your country and organization.....

(Answer Yes/ No and write in capital letters)

1) Working hours:

Is negotiated by unions with management.....
Is negotiated by the employee with the employer (Hospital, Clinic, Health center).....
Other.....

2) What is the maximum working time hours?

Per week.....
Per month.....
Per year.....
Other.....

3) What is your annual / weekly normal working day?

a) In Hospital:

Weekly.....
Annual.....
Other.....

b) In Primary healthcare

Weekly.....
Annual.....
Other.....

4) Is your working time hours higher compared with other workers?

Yes.....
No.....
Other.....
Example.....

5) Average of age of the workforce in your working place (aprox)?

.....

Proportion man versus woman (aprox)

Proportion of workforce in Hospital (aprox)

Proportion of workforce in Primary Healthcare (aprox).....

6) Is it possible to organize your work schedules ?

Yes.....
No.....
Other.....

7) Is the employer in charge of fixing the work schedules?

Yes.....
No.....
Other.....

8) Is it possible to make any changes in the schedules?

Yes.....

No.....

Other.....

9) Can you choose between several fixed timetables established by the company or organization?

Yes.....

No.....

Other.....

10) Can you adapt your working time hours within certain limits, for example, with flexible hours?

Yes.....

No.....

Other.....

11) What is your daily working shift (hours)?

Daily working shift.....

Part-time (mornings/afternoons/nights).....

Special shifts.....

In my category (specify).....

Other.....

12) Do you work on Saturdays, Sundays and holidays?

Yes.....

No.....

Other.....

13) Does your country allows the opt-out clause, (allows to skip the limit of 48 hours per week)?

Yes.....

No.....

Other.....

14) How is this average calculated (maximum 48hours per week)?

Weekly.....

Fortnightly (Biweekly).....

Semiannual.....

Other.....

15) Is the excess of working hours compensated with rest?

Yes.....

No.....

Other.....

16) If the excess of working hours is compensated with rest, over what period?

- Weekly.....
- Every 14/15 days.....
- Semiannual.....
- Other.....

17) Is it compulsory to rest after the medical guards?

- Yes.....
- No.....
- Other.....

If the answer is Yes:

- During the week, the resting time is during the ordinary working time.....
- After a Saturday, the resting time is during Mondays.....
- After a bank holiday, the resting time is immediately after.....
- Other.....

18) Is the resting time considered as effective working time?

- Yes.....
- No.....
- Other.....

19) On-call duties (non presence medical guards) are considered as effective working time?

- Yes.....
- No.....
- Other.....

20) Are there grounds for exemption of doing medical guards?

- Yes (Specify).....
- No.....
- Specify (age, disease, sex, etc.).....

21) The extra working time hours, are they compensated?

- Yes.....
- No.....

If the answer is Yes, how?

- With financial compensation.....
- With free time.....
- Other.....

22) What is the retirement age in your country?

Age

Other

23) Are there special circumstances that allow an advance in age of retirements?

Yes (Specify)

No (Specify).....

Other.....

24) During your working time hours, how much time is dedicated to professional development?

Yes.....Number of hours.....

No.....

Other.....

If the answer is Yes, during what time is the training?

During regular working time.....

During time-out.....

Other.....