



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

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Author:	LAD		

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Since our last national report - September, 2014 - negotiating collective labour agreements (CLA's) on behalf of salaried doctors in The Netherlands continue to be on the proverbial slow boat. Nevertheless, at long last, a major CLA was concluded. Also, at the legislative front, there was perhaps one foremost development. Here are the highlights in our half-yearly update.

Developments in negotiating Collective Labour Agreements

The negotiations for the CLA for employees in general hospitals started on the 12th of February 2014. Over a year later, early March 2015, the anxiously awaited result could be presented to our membership and the health care professionals at large: an average 3% salary increase for a period of nearly three years in combination with adjustments in secondary benefits, such as downsizing flexible employment contracts being replaced by contracts on a permanent basis.

Negotiating a new CLA for the mental health care sector seems to be long, bumpy, full of hurdles. Terminated in June 2013 (!) due to conflicting interests between employers' and employees' representatives, in March 2014 both sides agreed to exploratory talks in order to resume negotiations. New dates were set but right now, nearly two years later, the talks linger on. Will we be able to include a result in our next report? Let's keep our fingers crossed. For LAD reducing the length of time for redundancy pay when employees are laid off, which is the wish of employers, is not acceptable. Amongst other things....

Right now two (other) CLA's are up for renewal: university hospitals and juvenile care. Here as well, the professional negotiators of LAD have the guidelines for improving terms of employment and working conditions in their luggage. Each and every year this 'compass' is established by the board.

Increasing medical unemployment

Whereas unemployment on the whole in The Netherlands is gradually falling, numbers for the medical profession are disturbing - they're going up. This especially applies to colleagues entering the labour market for the first time, and - although to a lesser degree - to young medical specialists as well.

LAD continues to advocate lowering the numerus fixus by some 10% annually. A couple of years ago national government deliberately increased the number of medical students. In the opinion of LAD this more had to do with income policy than with sound planning of a stable medical workforce.

Organizational developments

January 1, 2015 marks the day that the agreement between LAD and the newly formed Federation of Medical Specialists (FMS) came into force. FMS and LAD now join forces in advancing the sphere of interests on behalf of all medical specialists in the country. In going along LAD not only is convinced of the advantages for rank and file at large, but also of strengthening the basis and bright future of LAD as singular trade-union.

A very good example of this 'hand-in-hand' approach is noticeable as regards the current upheaval concerning the effects of a new pension law which no longer allows fiscal advantages for annual incomes over 100.000 euro.

FMS and LAD are in the process of negotiating with employers to compensate employees and advise the members concerned how at present to best deal with this situation.