



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

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Working Conditions of the European Doctors

Common Working Group (FEMS, AEMH, EJD)

8th of May 2015

Questionnaires:

1.- Working Time (Public Health System)

2.- Professional Career

3.- Specialities

Working Conditions of the European Doctors

Questionnaires (Answered):

- 1.- Austria- At MedCham
- 2.- Hungary - MOSZ
- 3.- Romania - RFCPTU-CFSMR
- 4.- Slovakia- LOV/LUP
- 5.- Netherlands- LAD
- 6.- Italy- ANA OO ASSOMED
- 7.- Portugal- FNAM
- 8.- Turkish Cyprus- CTMA
- 9.- Slovenia- FIDES
- 10.- AEMH:

Sweden (1st Vice President, Prof Thomas Zilling)

Romania (2nd Vice President, Prof Vlad Tica),

Greece, Norway, and Denmark.

Questionnaires (Not yet answered):

- 1.- Belgium- GBS- VBS
- 2.- Czech Republic- LOK-SCL
- 3.- France- FPS/ SNPHARe/UNMS
- 4.- Poland- OZZL
- 5.- Turkey- IstanbulMedCh

*A response per country is sufficient.

1º Working Time (Public Health Care System) :

What is the maximum working time hours per week?

Romania and Greece (35), Denmark (37), Spain (37,5), Italy (48), Slovenia (40), Portugal (40-42), Cyprus (40), Sweden (48), Austria (48-55), Hungary and Netherlands (60), Slovakia (40-56).

(Various responses regarding reference period)

Working time higher compared with other workers:

Yes: Austria, Hungary, Slovakia, Italy, Portugal, Sweden

No: Netherlands, Romania, Cyprus, Greece, Slovenia.

Most countries: **Rest immediately after work** (diversity on national provisions regulating the number of hours of compulsory rest). Not compulsory eg. Romania.

1^oWorking Time (Public Health Care System) :

Countries that allow to skip limit of 48 hours per week (art. 6 b EWTD 2003/88/CE):

Yes: Austria (until june 2021), Netherlands, Romania, Slovakia, Greece, Denmark (head departament).

No: Hungary, Italy, Portugal, Cyprus, Sweden, Denmark, Spain.

Extra working time hours, are they compensated?

Yes: Austria and Netherlands (free time and financial compensation), Hungary, Romania, Slovakia, Cyprus, Greece, Portugal, Sweden.

No: Italy, Spain (public employee)

1^oWorking Time (Public Health Care System) :

Stand by duties (non presence oncall) is effective work?

Yes: Austria (only if physically presence in hospital), Portugal(50% /hour), Greece.

No: Hungary, Netherlands, Romania, Slovakia, Italy, Cyprus, Sweden, Spain (paid 50%/hour)

Age limit to do oncall duties :

55 years old: Spain, Slovakia, Slovenia, Portugal, Netherlands (60)

No age limit: France, Poland, Czech Republic, Belgium, Austria.

2º Professional Career:

Yes: Spain, Italy, Cyprus, Greece, Portugal, Sweden, Romania, Norway (individually based).

No: Hungary, Netherlands (Only during study at university), Slovakia,

Other: Austria (Performance related bonus payment).

Diverse situations: Supplement on salary related to results, or related to seniority, or both, but not related to the knowledge/experience acquired during their careers.

3º Specialities:

1. Anaesthetics
2. General Surgery
3. Neurosurgery
4. Obstetrics and Gynaecology
5. General (internal) medicine
6. Ophthalmology
7. Otolaryngology
8. Paediatrics
9. Respiratory medicine
10. Urology
11. Trauma and orthopaedic surgery

3º Specialities:

12. Hystopathology
13. Neurology
14. General Psychiatric
15. Clinical radiology
16. Clinical oncology
17. Clinical analyzes
18. Hematology
19. Medical microbiology and virology
20. Chemical pathology
21. Immunology
22. Plastic Surgery

3º Specialities:

23. Cardio-thoracic surgery
24. Paediatric surgery
25. Vascular surgery
26. Cardiology
27. Gastro-enterology
28. Rheumatology
29. Haematology
30. Endocrinology and diabetes mellitus
31. Functional rehabilitation
32. Stomatology
33. Dermatology

3º Specialities:

34. Dermatology
35. Tropical medicine
36. Child and adolescent psychiatry
37. Geriatrics
38. Renal Medicine
39. Infectious diseases
40. Public health medicine
41. Clinical pharmacology and therapeutics
42. Occupational medicine
43. Allergology
44. Visceral and digestive surgery

3º Specialities:

- 45. Nuclear medicine
- 46. Sport medicine
- 47. Accidente and emergency medicine
- 48. Clinical neurophysiology
- 49. Oral and maxilo-facial surgery
- 50. Medical oncology
- 51. Neonatology
- 52. Intensive care
- 53. Legal and forensic medicine
- 54. Medical genetic
- 55. Hydrology

3º Specialities:

- 56. Anatomy
- 57. Serology and transfusion medicine
- 58. Forensic medicine
- 59. Cardio- surgery
- 60. Physical and rehabilitative medicine
- 61. Histology and embryology
- 62. Medical biophysics
- 63. Exercise physiology
- 64. Neubiology
- 65. Neuropathology
- 66. Pathological Physiology

3º Specialities:

67. Physiology

68. Thoracic surgery

69. Traumasurgery

70. Virology

First overlook not all European countries share specialities such as vascular surgery, pediatric surgery, medical oncology, renal medicine, rheumatology, neonatology, hematology.

Other data:

Proportion men versus women (aprox):

Austria (53,7% men versus 48,3% women), Italy (60% men versus 40% women), Sweden, Hungary and Slovakia (70% men versus 30%), Netherlands and Romania (50% men versus 50% women), Portugal (52,2% women versus 47,8%men)

Retirement age:

Austria (65), Hungary (65), Netherlands (65), Romania (65), Italy (65), Greece (65) , Spain (65-67), Portugal (66), Slovakia (62-65), Cyprus (60), France (67).

Previous conclusions:

General tendency: No to opt-out clause. Work on European level and national level to enact legislation to implement EWTD in this sense.

Targets EWTD 2003/88/CE : High level of protection of workers, greater entrepreneurial flexibility in working time, greater compatibility between work and family life.

Time at work place (physical presence) is effective working time.

Professional Career: Ideal to reward knowledge & experience. Minimum 3 levels: Junior, Senior and consultant.

Suggestions:

- Elaborate questionnaire about private practice (in Public Hospitals).
- Consider the possibility to draft a new survey about how the national healthcare systems are funded (impact of budget spent).

Important to know if european countries want to prioritize investment on patient security and how much.

Thank you for your collaboration

Common Working Group (FEMS, AEMH, EJD)

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Retirement age:

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1^o Working Time (Public Health Care System) :

Negotiation of working hours:

- Negotiated by unions in collective agreements (Portugal, Spain, Cyprus Turkish, Sweden, Greece, Slovenia)
- Negotiated by Medical Chamber (Austria)
- Negotiated by employee and employer (Italy, Slovenia)
- Frames collective Labour Agreement and employee/unions, negotiate implementation of personal working hours (Netherlands, Hungary)
- Labour provisions, no negotiation (Slovakia, Romania)