



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

Date:	25-09-2015	Document:	F15-052 EN
Title:	National Report the Netherlands		
Author:	LAD		



Landelijke vereniging van
Artsen in Dienstverband

Janssoniuslaan 34-36
Postbus 20058
3502 LB Utrecht

T 030 670 27 02
F 030 670 27 00
E bureau@lad.nl
I www.lad.nl

NL87RAB00172489903
KvK 40477980

De LAD is lid van
de federatie KNMG

National report The Netherlands

September 2015

The biannual report of the Dutch Association of Salaried Doctors (LAD) unmistakably always has a high degree of initiative (sometimes gridlock) and achievements on behalf of its membership. This fall edition is no exception to the 'rule' that our negotiators never have a dull moment. Even with some important business unfinished, we're very motivated - and hopeful - that we'll be able to pull this off as well in the foreseeable future, let's say till our next report....

Negotiating Collective Labour Agreements

Negotiations for the CLA for employees in the university hospitals (of which there are eight in The Netherlands) could be concluded with results that were accepted by the membership concerned.

Over a period of nearly three years there will be a modest increase in salary of 3% and, additionally, a couple of non-recurrent allowances.

For the medical specialists, in particular, talks will be started to renew the arrangements LAD and its partners made in the late 90's for the remuneration, position and secondary benefits. All parties involved predict a long road ahead.

And, last but not least, for interns we agreed on deliberating with the national government funding of all internships thru a monthly allowance in the range of € 250 / € 300. Please keep your fingers crossed!

And, at long last, there's a new CLA for the mental health care sector as well. This bumpy ride took well over two years (!) and the result is slightly better than in the sector mentioned above. Pay rises in 20 months time are 3% as well, with non-recurrent allowances totalling roughly 2%.

For the general practitioners employed by fellow gp's LAD negotiated a CLA encompassing 39 months during which salaries will be raised (4,25%) with an increase of the end of year gratuity of 0,75% over the annual salary. In return the gp's involved had to accept an extension of their availability for work by three hours daily, maintaining an eight-hour working day.

Shortly before the summer holidays negotiations for a new CLA for the gp's in health centers were adjourned. Upon return, employers let us know that they no longer are in a position to set a date for further talks. LAD is 'not amused' and has urged its counterpart to resume negotiations as soon as possible.

Right now two (other) CLA's are still up for renewal: juvenile care and disability care. The first is stalled by employers who stated that right now the difference between their position and ours is too vast. Meanwhile

we feel their pulse in order to explore possibilities to continuing talks in the foreseeable future. For our colleagues in disability care dates are set for the month of October.

Pension contributions under attack!

The turmoil concerning the effects of a new pension law which no longer allows fiscal advantages for annual gross incomes over 100.000 euro regrettably continues. At the bright side employers in the university hospitals agreed shortly before the summer holidays to fully compensate its staff involved. However, at the other side of the spectrum, the employers' organisations of general hospitals and in mental health care persevere in their refusal to repair the consequences of this utter unfairness. So, FMS (Federation Medical Specialists) and LAD continue their efforts and pursue negotiations, in close co-operation with the members affected. At present both organisations are jointly preparing protest meetings in several hospitals, late September/early October, to discuss the situation and explore next steps to persuade employers to follow the example of their colleagues in the Dutch university hospitals.

Prospects for 2016

Coming November/December the board of LAD will finalize its annual update on the association's policy for terms and conditions of employment for next year. With the economy getting out of an amazingly long recession, albeit slowly, we are positive about seizing this opportunity to bettering working conditions for health care professionals at large and advance the quality of our quality and standards.

Onderwerp: FEMS-Nat.Rep.-LAD~Sept'15
Kenmerk: LAD-BE-15-2015981

25 september 2015