



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

Date:	30-05-2018	Document:	F18-020 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 27
E bureau@lad.nl
I www.lad.nl

NL87RAB00172489903
KvK 40477980

De LAD is lid van
de federatie KNMG

National report The Netherlands June 2018

First things first: on May the 8th LAD celebrated its 70th anniversary!



Political issues

Last autumn a coalition agreement was presented by the 4 coalition partners, after a long period of negotiations since the elections. In this agreement a large amount of money is reserved for the care of elderly people living in nursing homes. On the other hand, almost the same amount of money is to be saved on medical specialist care, mental healthcare and general practitioner care. According to LAD an unwanted situation. We support the idea that in consultation with relevant stakeholders agreements can be made about the quality and affordability of good healthcare. But the focus on saving money only is not the way to reach this purpose.

On April 26th a so called 'general agreement for medical specialist care' was presented. The most important part is, that the increase of expenditure on medical specialist care is reduced to 0% by 2022. At the same time, innovation and use of e-health will be stimulated to improve the quality of healthcare. Also the amount of bureaucracy will be reduced in order to make the care more efficient. Finally, substitution of care (the right care at the right place) will be further explored and implemented, also to make healthcare more efficient.

The good news for salaried workers in the medical specialist healthcare is that increasing of salaries is excluded from this agreement. All the parties agree that good working conditions are crucial to compete with other sectors in the highly competitive labour market in The Netherlands, now and in the next years.

Negotiating Collective Labour Agreements

Since our last report, only two Collective Labour Agreements (cla's) have been concluded. The negotiations for some other cla's are quite difficult. Below the details.

CLA Nursing and care homes

In The Netherlands there is much to do about nursing and care homes. Triggered by a well known Dutch writer and TV personality, a countrywide discussion was started about the quality of the care in nursing and care homes. As a result, 2,1 billion euro's is added to the budget to recruit more nurses. The main problem is, that it is forecasted that between 100.000 and 125.000 professionals are needed in the next five years for the whole healthcare sector.

As a result, parties agreed on an increase in salaries of 4%, while the duration is relatively short: only 15 months starting from April 1st 2018. This means that professionals working in the nursing and care homes sector (at this moment about 354.000, the largest cla in healthcare) are the best paid employees in the healthcare sector.

CLA GP contracted by GP

CLA GP contracted by GP is a relatively small CLA for 1,500 general practitioners who are working for independent general practitioners. The CLA has a duration from July 1st 2017 until February 28th 2019. The salaries will be increased with 1,0% from July 1st 2017 (retrospective), 2,5% from January 1st 2018 (retrospective) and 0,5% from January 1st 2019.

CLA University Hospitals

The CLA expired on January 1st this year. In January, employer and employee associations had their first meeting. The proposals of the employer association (NFU) for the new CLA were very disappointing, so the unions decided to visit all the university hospitals to meet the employees and share the experience of the negotiations. This might be an indication for more actions, but first we speak to the employer association about the situation.

We are really surprised by the attitude of the NFU, especially when we look at the earlier mentioned highly competitive labour market. Many professionals complain about the lack of colleagues and postponing operations because of the shortage of nurses. The working conditions in general hospitals are experienced as more attractive resulting in professionals changing employer.

CLA GP employed in medical centers

This CLA is an addition to the CLA Medical Centers. This CLA expired December 31st 2017 and unions and employers association are discussing about the question if this CLA should be continued or should be combined with other CLA's concerning GP healthcare. At this moment the focus is on the legal (im)possibilities of the proposal of the employers association. For LAD the main concern is maintaining the level of the working conditions and a level playing field in the GP healthcare.

Other subjects

Nationwide employership junior doctors

Over the last years, various postgraduate trainings are brought under nationwide employership of SBOH. This means that junior doctors are contracted by SBOH, a foundation financed by our ministry of healthcare, but do their actual work in various organisations. LAD was not always involved in the transition of the training to SBOH, but due to many efforts of LAD, we are now earlier approached when there are new plans for a transition of a training to SBOH. Main concern is maintaining the level of working conditions. CLA SBOH is in some cases less attractive than other CLA's.

Healthy and safe labor

In April, LAD organized a meeting for its members on the theme 'Healthy and safe labor'. Main purpose was to define which elements on this theme are most important according to our members. The theme itself is too wide and many organisation and governmental departments also have a focus on this theme. In the eye of the salaried doctors, the most important issue is workload and the difficulty to discuss this with colleagues and employer. Especially junior doctors are confronted with a very high workload and an organizational climat that represses complaints about exceding the prescribed working hours. Another point of concern is the lac of some specialists, because too few students choose certain specializations.