



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

<b>Date:</b>	<b>01-06-2018</b>	<b>Document:</b>	<b>F18-024 EN</b>
<b>Title:</b>	<b>National Report Spain</b>		
<b>Author:</b>	<b>CESM</b>		

CESM REPORT  
May 2018

Spanish doctors, convened by the Spanish Confederation of Medical Trade Unions (CESM), demonstrated on March 21st in Madrid at the Ministry of Health and the Congress of Deputies (Parliament) to demand a response to our claims.

One of our main demands is recovery of our wages, since we have lost between 25% and 30% of purchasing power since 2010, under the pretext of the economic crisis. Basic salary, seniority and extraordinary pay were decreased around 9% in 2010 and the number of on-call duties decreased, while the cost of living was still rising.

We asked for comparable salaries across the country due to performing same tasks and responsibilities. Doctors earn 500€/ 700€ less per month depending on the region they perform their work (health competencies are exercised autonomously by the regional health services, including human resources management). Spanish Government has already agreed to do so with National Police and other state security forces, therefore, there is no reason not to do the same with doctors.

Together with the restitution of the income loss and salary equalization, the Spanish doctors also demanded:

- On-call duties: same price as ordinary working time.
- Recovery weekly working time of 35 hours/week: It was implemented in all regions but the Government in 2012, raised the weekly schedule to 37,5 hours/week as a measure to overcome the economic crisis.
- Equal professional career in all regional health services and for all professionals regardless their type of contract.
- Public Employment Offers on a biennial basis (at least) where the co-official languages are not a requirement but a value.
- Approximation of the number of training doctors (MIR) to the number of graduates in the Medicine Schools per year.
- Guarantee that doctors from countries not members of the EU hired by the National Health System meet the qualification requirements to work.
- End with the precarious working conditions and the high rate of temporality.