



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

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<b>Title:</b>	<b>Stand by duty – Current organisation in FEMS countries</b>		
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# **STAND-BY DUTY**

## CURRENT ORGANIZATION IN FEMS COUNTRIES

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## BACKGROUND

Stand-by-duty (at home) follows immediately an hospital shift creating precondition for a deregulation from the EWTD.  
An adequate compensatory rest is not always guaranteed

### **19 RESPONDENTS**

1 participant not valid

**13 Countries are represented:** *Spain, Portugal, Czech Republic, Austria, Slovenia, Italy, the Netherlands, France, Poland, Romania, Turkey, Croatia, Cyprus Turkish*



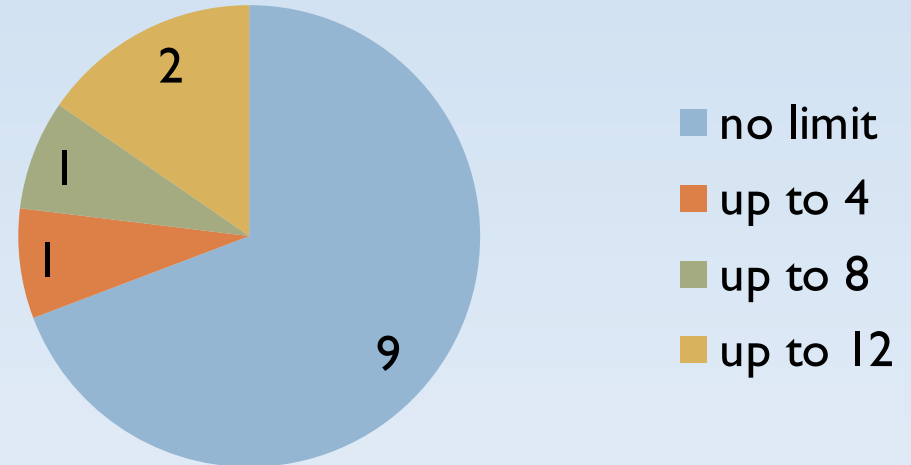
Survey's limitations: conflicting information from Countries with more than one representative

## In your Country are doctors subjected to stand-by duties?

**YES, both during weekends and public holidays** 13 respondents

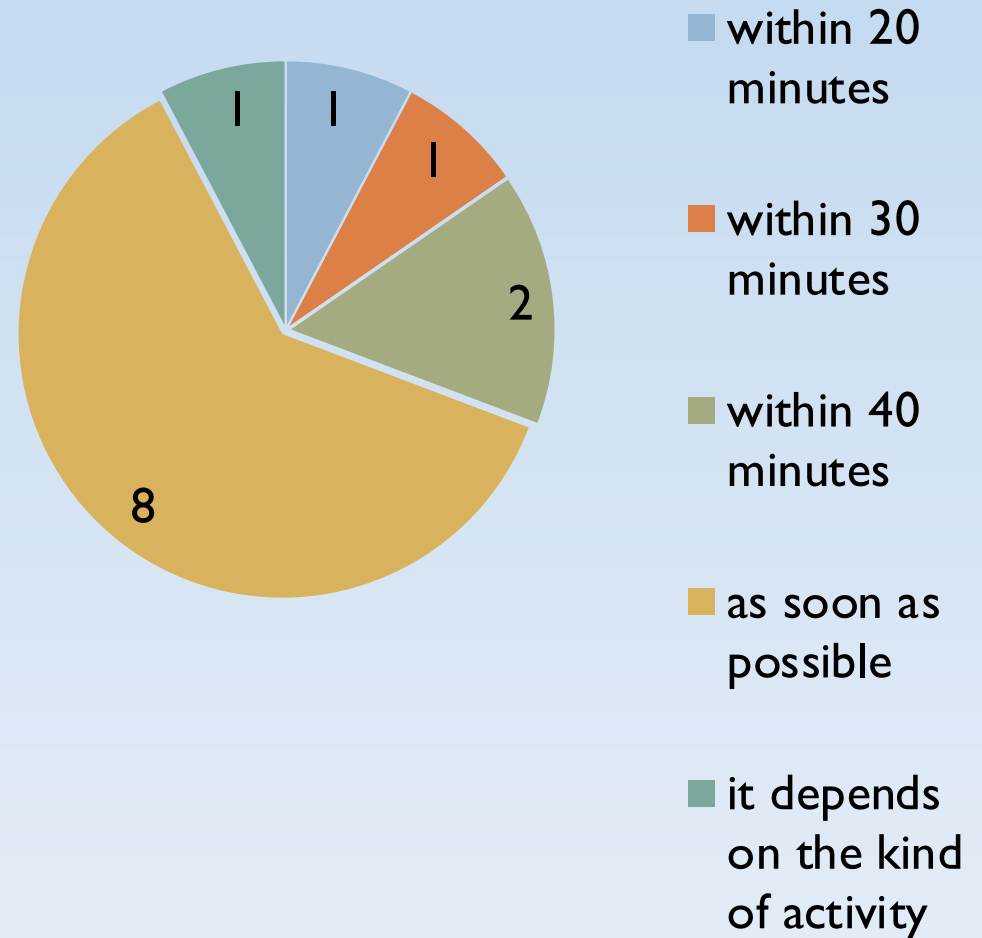
Is there any limit to the number of stand-by duties a doctor is going to work in a month?

### number of stand-by duties



**During a stand-by duty, within what time limit are you expected to arrive at your workplace?**

## TIME



**Are you forced to stay nearby your workplace, at least during stand-by duties?**

**YES for 7 Countries** *Portugal, Turkey, Cyprus, Austria, the Netherlands, France, Romania*

**Questions: are they forced to have their state of residence near workplace? Is there any compensation for this?**

**Is there any national legislation or provision in CLA that rules work organization, in case stand-by duties turn over in actual work too frequently?**

**NO** 7 Countries

**NO, up to local organization** 3 Countries

**YES** 3 Countries

**Do you have any experience about stand-by duty shifts that, after being continuously and repeatedly activated, have been commuted in on call duties?**

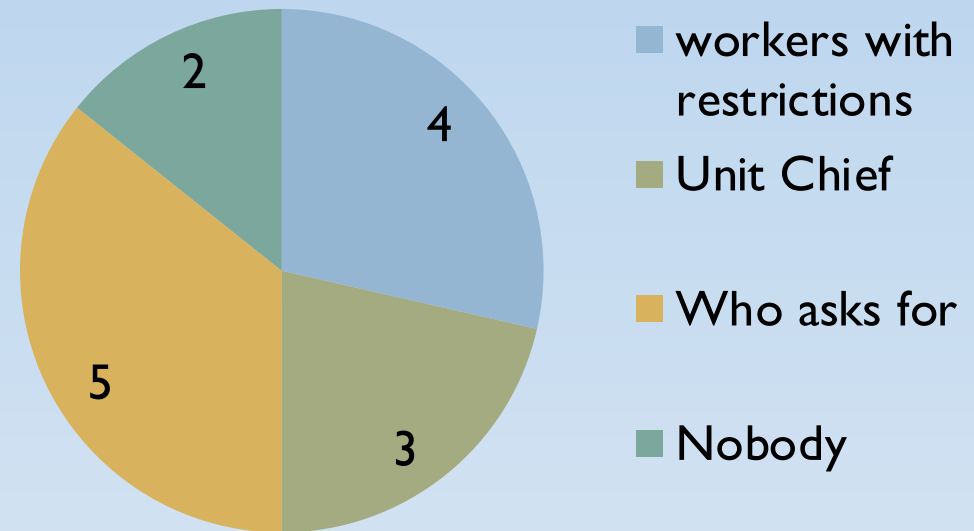
**AIM of the question: to understand if any FEMS country is adopting a rule or a method to identify when a stand -by duty (at home) is so often activated than there is a need for an on call shift ( at hospital)**

**NO** 8 Countries

**YES** 8 Countries SLOVENIA

**Who can be exempted from stand-by duties? (possibility to make more than one choice)**

**Exemptions**



**Are stand-by duties used as..**

***An integration to a colleague that is working at on call time***

***3 Countries***

***A replacement for an on call time 1 Country***

***Both of them 8 Countries***



## How much is paid for stand-by duties (inactive time) per hour?

Portugal: it's not paid if not actual work

## Could you please explain your gross income?

*'It's different ,depends region'*

*'50% of those provided in physical presence'*

*'25% of average hour salary(income)'*

*'30.- € p.h.'*

*'Guard time at home is paid at 40% of the normal time of guard'*

*'50 Tto 100 euros per nighth/ and double weekend'*

*'4 to 20 Euro'*

*'50% of basic salary'*

*'3% of basic salary (Monday-Friday) 45-50/24 hours. and 5% of basic salary for Saturday, Sunday and public hollidays = 75-90 €/24 hours'*

*'Around 50€/night'*

*'Every hour of stand by duty is calculated as 0,1 of the normal hourly payment and gross income cannot be more than a salary'*

*'20% of the ammount for the regular working hour'*

*'20 euros basic'*

*'1,7 euro'*

*'Depends on various factors'*

**IMPOSSIBLE TO MAKE ANY  
PARALLEL!!!**

## How much is paid for stand-by duties when it becomes actual work, per hour?

**Romania: it's not paid but it is considered as working time**

### Could you please explain your gross income?

'800-1500 euro'

'regular income'

'Full duty salary'

'It is paid as overtime work (150% of regular working hours)'

'Depends on numbers of worked hours'

'When becomes actual work is paid at normal hourly pay rate of that month'

'Stand-by duties when it becomes actual work is paid more than a regular

workink hour (+30% of the ammount of working hour) and is consider working

time (overtime). During nights, sundays and holidays, the overtime is even

more expensive (+30%, +75%, +90%)'

'per single hour, it ranges from 20 to 34 euros'

'Overtime remuneration plus 50%'

'Stand -by if called and present at work € 20,65 /h. if not € 1,72 /h'

'30 euro'

'Depends on various factors'

**IMPOSSIBLE TO MAKE ANY PARALLEL!!!**

## PURPOSE OF THE QUESTIONNAIRE

### • **Acknowledgement of current situation**

**RESULT:** *confusing situation, influenced by local or regional work organization ( different trade unions give different answers)*

### • **to identify the misuse of stand by duties as a disguise for staff shortages**

**RESULT:** *yes, risk to use it as a compensation for staff shortages ( no limit to number of stand-by duties – 9 Countries- and it is used as a replacement of an on call time shift –9 Countries- )*

### • **to propose a common legislation**

**RESULT:** *very difficult, too many differences in salary*

## **PROPOSAL**

- 1. To identify a rule or a statistic method to define when an overactivated stand-by duty MUST be trasformed in an on call shift (Slovenia? need for a professional of the statistical sector?)**

**a starting point..**

*Thanks for your attention!*