



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

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Landelijke Vereniging van  
Artsen in Dienstverband

## **National report The Netherlands October 2019**

Since the last meeting in June there are only few developments worth mentioning.

### **Negotiating Collective Labour Agreements**

#### CLA General Hospitals

The trade unions and employer association did not come to an agreement for the General Hospitals. The proposals of the employer association (NVZ) for the new CLA were very disappointing, so the unions started with actions. Before summer holiday employees in three hospitals started collective patient-friendly actions for a new CLA. During the summer we organised a national online action (#breekeenlansvoordeco) to bring attention to our ask for an allowance for interns, as they already receive in the University Hospitals. In August the NVZ reached out to the ministry to ask for more money for the hospitals to pay for the demands of the unions. The ministry replied by making clear that it is the responsibility of the employer to enable good working conditions for employees as well as good labour agreements.

In September and October we will start a firm campaign with many hospitals organising Sunday service during the week to put pressure on the NVZ. We have tried to trouble the patients as little as we can, but unfortunately we do not expect to come to an agreement any time soon. We hope however that the employer will start up the negotiation soon.

#### CLA Mental Health Care

In August the members of the unions agreed on the proposition of the negotiators for a new collective agreement in mental health care. With that the new CLA is a fact. There will be a salary increase between June 2019 and December 2021 on average of 3,3% annually. Also it was possible to make several agreements regarding the reduction of employees workload. The most important thing for the LAD is the formal anchoring within the CLA of the participation of medical specialists in organisational policy. With this, medical specialists get an official say in business, strategic and policy operations of mental health care organisations.

### **Political issues**

#### BIG II

The Minister of Health presented a new plan for the registration of nurses in the BIG-register. The bill is called BIG II, and is an addition to the law on registration (Wet BIG). It caused great restlessness by all nurses. In the bill the Minister proposed to put more emphasis on the difference in expertise between types of nurses. If the bill passes there will be two types of nurses with their own level of expertise and work activities (secondary vocational education versus higher professional education).

Nurses are strongly opposed to this type of job differentiation. We also wonder what the problem is that the Minister is trying to solve with this bill. The Minister has now appointed a mediator to come to a new and acceptable proposal for this bill.

#### Planned visits of the Labour Inspection

The Dutch Labour Inspection (ISZW) wrote all Dutch hospitals to plan an inspection to see how hospitals live up to the Dutch working time act (ATW). They are especially interested in the working conditions of junior doctors. Before the visits they talked to different parties including our national organisation to see where employees experience the most problems, where we see the most gains and how we can work together with employers and ISZW to solve these problems. One thing that we here a lot from our members is that with the decline in the number of residents per specialty, it is getting harder to make rosters that meet the criteria of the ATW. Next meeting we can tell you more about the outcomes of the inspections.

#### **Quick news**

- The Dutch Healthcare Authority (NZA) started a national investigation into the cost price of the medical specialist training. They have just finished their investigation within mental health care, which lead to an increase in the amount employers receive for training a junior doctor.
- It is getting harder to interest people for joining a trade union in the Netherlands. This general trend is not as strong for doctors, but as LAD we see that it is difficult to attract young doctors to our organisation. Starting now we introduce a new membership for interns. This membership offers them amongst other things legal advice, career guidance, training for job application and discounts on other trainings. Fees are lower than the other membership fees.
- In late august the members agreed with the new CLA 'Zorg van de Zaak'. This is a network of companies that focus on medical care, lifestyle care and company care.