



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

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Authors:	Claude Wetzel, SNPHARe		

Permanent Secretariat: Rue Guimard 15, B-1040 Brussels/Belgium

Tel. +32 27 36 60 66 Fax: +32 27 32 99 72, e-mail: info@fems.net ; Web page: <http://www.fems.net>

Docteur Anne Geffroy-Wernet
Présidente

Docteur Emmanuelle Durand
Vice-Présidente

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The French Hospital Consultants are looking for social dialogue

Following the difficulties of management and patient care during the first wave of COVID-19 in France in the first semester of 2020, the Minister of Health Olivier VERAN launched a succession of multidisciplinary and multi-professional meetings to improve the care of our fellow citizens and the working conditions of nursing staff. The "Ségur de la Santé" comprised 4 pillars: careers and remuneration for caregivers, new healthcare financing policy, simplification of governance and the daily life of nursing teams, federation of healthcare players in the regions. At the meeting of July 8, 2020, SNPHARE deemed the proposals insufficient, in particular on the financial recognition of the time worked and the lack of valuation of the Permanence of Care (in time, money, hardship). The Minister considered the proposals made with contempt and broke off communication with the field union representations. SNPHARE and its inter-union Avenir Hospitalier / Action Praticiens Hôpital have not signed the Memorandum of Understanding.

The Ségur Memorandum of Understanding on careers and remuneration took into account the themes on which "negotiations" with the medical trade unions began in 2019. This is one of the reasons why our inter-union asked for taking part in the Ségur monitoring Committee and we had to go to court to make the Ministry listen to reason (Council of State, October 19, 2020).

However, the last quarter of 2020 saw some social advances for hospital Consultants. Most of these are extensions of measures granted to civil servants and which were presented to us at the Superior Council of the Medical Professions : "family caregiver" leave, donation of days to bereaved parents, improvement of the terms of availability for raising a child, postponement of annual leave in the event of sick leave.

On the other hand, the installation of a two-tier salary grid, created by the abolition of the first 3 steps (decree of September 28, 2020) and the creation of 3 end-of-career steps (decree of December 28, 2020) set fire to the powder : all Consultants during career before October 1, 2020 with the exception of those at the very end of their career, are deprived of 4 years of seniority compared to new Consultants, the youngest are even "overwhelmed" by their old ones Interns and the length of the career is getting longer: 32 years for Consultants appointed since October 2020 and 36 years for the others, i.e. an accession to the last carrier grid step at around 67 years old. Thus, the Ségur, which was to learn lessons from COVID, on the contrary humiliated the Consultants in office ...

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Many actions took place, including a strike by Hospital Consultants: a strike made particularly difficult by the high level of winter COVID activity plateau, the impossibility of demonstrating following the barrier measures and above all the essential presence of the Consultants in the hospitals. These actions were initiated by SNPHARE followed by its inter-union Avenir Hospitalier / Action Praticiens Hôpital and supported by the Conference of Hospital Medical Councils' presidents, collectives (inter-hospital collective and Santé En Danger collective), and even unions belonging to organizations signatory to Ségur.

Due to COVID-19, the mobilization of Hospital Consultants which began on January 11, 2021 was limited. No gathering, no demonstration and always very intense hospital activity. Despite everything and throughout France, hospital physicians have been able to innovate in an attempt to make themselves heard by the Minister of Health. The refusal of any social dialogue on the subject of seniority is inadmissible and against the law in the context of a strike. Apart from a response of bad faith to the National Assembly a few days later, the Minister of Health has consistently turned a deaf ear.

So that the fight of Consultants does not remain speechless, mobilizing politicians and users was one of the challenges of the beginning of 2021. By letters, emails, manifestos, the Consultants have taken the initiative to alert their elected deputies and senators because, as many of them have recalled, it is not just a matter of salary, it is a measure which accelerates the escape of doctors who are nevertheless very attached to the French public healthcare system and the decay of the public hospital, often the largest employer in the region, through an unfair measure.

In short ... we are observing developments that are absolutely not up to the "Ségur de la Santé", which was to learn from the creation and operation of the "COVID hospitals" of the first wave. Disappointed or even angry Hospital Consultants whose advice is not taken into account. Even worse, the disconnection between the Ministry and the field is such that, in our opinion, the orientation is taken to empty the public hospital of its health professionals, instead of improving our working conditions with patients and our team work.

On April 21, 2021, we learned of the death of our friend, colleague and former President of SNPHARE, Docteur Michel DRU at the age of 65, whom many FEMS members knew during his participation in the French delegation in 2000 to 2007. He was a man of courage, who continued to celebrate life by defying disease, an optimist, an opera lover, capable of humor and self-mockery in the worst situations. He was a peacemaker who was always ready to negotiate, regretting the growing lack of real social dialogue with the supervisory administrative authorities.