



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

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To: FEMS

Regarding: Interim Report FEMS – The Netherlands
Date: May 2, 2022
From: Mrs. Hanneke Verheijde / mr. Christiaan Keijzer

COVID-19

Since our last meeting all COVID-19 restrictions are cancelled. Mouth masks are only obligated at airports. Furthermore the rules about testing have changed. People are now responsible themselves to do a self test when they have any complaints or when they have been in close contact with someone who is infected with COVID-19. When the self test is positive, it is not obliged to go to the testing facilities of the Municipal Healthcare Centers (GGD). Our new Minister of Health Ernst Kuipers presented a plan for the future how to live with COVID, which was accepted by the House of Representatives.

The number of patients in hospitals and ICU is on the 19th of April:

- 1080 in hospitals
- Of which 85 in ICU.

Collective labor agreements

Since our last meeting the unions and the employer NFU came to an agreement for a new collective labor agreement for the academic hospitals. The negotiations took a long time because of disagreement about the salary paragraph. The same was the case in general hospitals, but the unions and the employer NVZ also came to an agreement in January 2022. The negotiations for a new collective labor agreement for the mental health care went more smoothly; in December an agreement was reached after only four rounds of negotiations.

Only a few weeks ago there were new collective labor agreements for the sector youth services, the sector elderly care and for the sector disabled care.

Healthy and safe working conditions

The LAD started with several pilots in 2021 in different types of healthcare organizations, such as pharmacy and municipal health services. Goal of the pilot is to better the working conditions of doctors, with healthy rosters, production in accordance with staffing, better



positioning of doctors towards the hospital board and more fun at work. All pilots are scientifically monitored with the goal to have evidence based interventions for doctors wellbeing in the future. In 2022 we will expand the number of organizations with 24, varying from disabled care, to municipal healthcare services, to medical specialists in general hospitals. The first 17 started this April. The most important topics within these organizations are workload, internal communication and team reflection. Within hospital care a specific topic is also role clarity. Outside hospital care other topics are positioning of doctors within the organization and appreciation.

Career monitor for medical specialists and junior doctors

Together with the Dutch federation of medical specialists (FMS) and the Dutch organization for junior doctors (DJS) we developed a career monitor in 2021. The original planning was to open the monitor in 2021. Because of COVID-19 this was delayed until the 8th of February. On the 21st of March the Monitor was closed. Of the 33.000 medical specialists (in training) in the Netherlands more than 12.500 started filling in the Monitor. 10.800 fully completed the questionnaire. As we speak we are now analyzing the data. Specific topics within the Monitor are job satisfaction, working situation (form of employment, number of hours etc), workfun and career perspective (wishes for the future in 5 or 10 years). We hope to have the results in the beginning of June.

Association 3.0

The LAD started a project called “Association 3.0”. This is a project to reform our organization to fit to new standards by our members, to make our association futureproof and to engage members more in our activities. It is a huge project, with several points of interest:

- Our activities (are they what members want and need, are they visible to our members etc)
- Policy (are we active in the right policy areas, do we add value for our members to the other medical organizations)
- Focus (are we focused enough on the most important topics for our members namely individual legal services and collective bargaining)
- Staffing (do we have the right people working for us, are we effective as office and efficient)
- Communication (is our communication to members meaningful and interesting, do we invest enough time and effort in relationship management with medical organizations).

Next to our main focus as a union, namely individual and collective services, we will focus only on 2 policy areas starting next year: positioning of doctors within their organization, and healthy and safe working conditions. We hope to finish the project by the end of 2022.