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A. current situation

The expectations and wishes of both young and long-serving doctors regarding the framework conditions in hospitals have changed in recent years. Flexible working hours are intended to secure the next generation of physicians and avoid fluctuation or migration of experienced hospital doctors and thus the loss of valuable knowledge. Ideally, all stakeholders in hospitals should be involved; Both employers and employees benefit. The steady increase in the proportion of women and the associated increase in part-time work is sometimes seen as a major problem or even a threat to the system. This requires modern and innovative concepts to ensure the compatibility of career, family and private life as well as to ensure high-quality medical care.

B. making hospital work more attractive

The desire for part-time work has many motives. Part-time models should not only ensure the compatibility of work and family. Work intensification, time for research, time for other professional activities, more free time, more relaxation are further reasons for working part-time.

In order to keep doctors in hospital, flexibility in the organisation of working hours is essential and appropriate perspectives are required. The continuing shortage of doctors further exacerbates this..

C. part-time and medical training

Part-time and medical training The quality of education is very important to the vast majority of today's medical graduates. In connection with the trend towards a good work-life balance, the compatibility of part-time work and training quality is an essential factor in keeping young graduates in hospitals. In order to ensure a good quality of training, it is essential to keep the experienced, training doctors in the hospital.

D. duty roster design & personnel requirements

For the calculation of personnel requirements, it is clear: the more hospital doctors work part-time, the more heads are needed. More part-time jobs require higher head counts.

Personnel requirements calculations must therefore no longer be carried out on a head-by-head basis, but must be carried out on the basis of full-time equivalents (FTE).

Further problems arise from frequent service handovers, loss of information, etc. Modern information management is required here. Communication channels, mobile workstations, online consultations... Management, administration and logistics must be streamlined to ensure that physicians can focus on medicine and treatment without sacrificing quality.

For example, a department that is supposed to function with a specified 10 full-time equivalents, but consists of 21 heads with different working hours, needs appropriate management and good teamwork to ensure that everything runs smoothly. Satisfied doctors are the key to successful implementation..

E. trend towards higher basic salaries

Trend towards higher basic salaries The trend towards higher basic salaries in recent years raises the question of motivation for full-time employment. Here it is important to find a good balance between basic salary and remuneration for services completed. Especially against the background of the general shortage of doctors.

F. Fazit

The issue of part-time work must be addressed in a sustainable manner and taking into account the interests of employees and employers in order to achieve individual solutions in the interests of those affected, which ensure both the running of the company and the implementation of the ideas of the employees.