



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

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To: FEMS

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COVID-19

At this time (September 2023) no special measures related to covid are in force. In the fall of 2023 a vaccination campaign will start, specifically aimed at elderly and weak people.

At this time the number of infections rises slightly. On September 7 thirty people per day are hospitalized with covid. About 0,7% of the IC-beds are occupied by covid-patients.

Collective labor agreements

During the period September 2022 – September 2023 collective agreements were closed for general practitioners, doctors in training, occupational physicians, academic hospitals, general hospitals, disabled care, mental health, and elderly care. In some cases negotiations on collective agreements were opened because of the high rate of inflation in the Netherlands. This resulted often in higher salaries, for example doctors in academic hospitals got 10% increase in 1 year, general hospitals got 15% over 2 years. Especially the negotiations for general hospitals were tough, two rounds of actions (Sunday service) were needed before an agreement was reached.

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. These pilots were continued in 2022 – 2023. 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 the number of organizations expanded to 24, varying from disabled care, to municipal healthcare services, to medical specialists in general hospitals. 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 - 2022. The original planning was to open 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. 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 received the results in June 2022.

At this time we are preparing the second episode of the monitor, which will be executed i the first half of 2024.

Association 3.0

The LAD completed 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 was 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.

Reappointment president

In November 2022 Suzanne Booij was reappointed by the Memberscouncil for another 4 years as president of the LAD.