



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

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## PUBLIC HOSPITAL SITUATION IN FRANCE

### Printemps – été 2023

Spring 2023 was an eventful time for hospital practitioners in France.

- Salaries cap for temporary doctors ("Rist law") was applied nationally from April 2023 the first; 18 months later, it result in a drastic wage reduction of temporary doctors. Despite warnings from hospital doctors' unions to implement real proposals to make hospital careers (permanent doctors) more attractive, and despite prior studies of the impact on establishments, this implementation by force has led to partial or total closures of services, particularly in emergency and operative room. No pre- or post-application impact assessment of the law has been made public...

- To remedy this situation, in March 2023 the DGOS ( care offer general direction ) authorized a type of practitioner contract known as a "type 2 contract". This contract, which will be revised in 2022, allows practitioners to be recruited to fill posts with staff shortage for a renewable period of 3 years, at salaries higher than the maximum for permanent hospital practitioners. There has been a very strong incentive to sign these contracts for periods of much less than 3 years (in practice: a week...), recreating wage conditions comparable to temporary work, and much higher than those of hospital practitioners.

- The estimated gain from temporary medical work cap was estimated at least at one billion euros (probably much more). It should have been paid back to hospital practitioners as part of measures to make medical careers more attractive. On 31 March, the practitioners obtained the opening of consultations on the burning issue of career enhancement (particularly the correction of the loss of 4 years' seniority for tenured practitioners in 2020) and on-call duty.

- The financial envelope for these measures was not obtained (probably, the type 2 contracts and the measures that the DGOS was planning to give to paramedics caused the envelope's fall) ; the negotiations were brutally interrupted by the DGOS.

- A historic strike action of hospital practitioners from all specialities took place on 3 and 4 July 2023 to demand that these negotiations be reopened.



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- On July 2023, a partial ministerial reshuffle led to the departure of Minister François Braun (emergency doctor) and the arrival of Aurélien Rousseau (a technocrate). All union requests for a meeting with the Minister went unanswered. On 31 August 2023, the Prime Minister announced that the measures to increase the value of medical on-call duty would be made permanent (+50%) and extended to on-call duty at home (as well as an increase in the value of night work for paramedics). Since then, there have been no reopening negotiations.
- In addition, and despite the "hospital is holding" rhetoric, the situation in emergency departments and operating rooms has not improved. A survey carried out by the Samu Urgences de France trade union has revealed the increased risk for patients attending in emergency room.
- The issue of the hourly calculation of working time is becoming increasingly important for hospital practitioners, not only for shift specialities but for all practitioners. The European Court of Justice's injunction on hourly reporting is still not being applied in most establishments. A very wide-ranging survey by our inter-union Action Praticien Hopital clearly expressed a paradigm shift in this relationship to working hours and on-call care (request to move to 39 hours in service obligations, reduction of on-call time to 12 hours instead of 24).
- The survey also highlighted the need to reform hospital medical governance, with a strong demand for appointment of medical managers by their peers, rather than by decision of the hospital director.