

Report LAD (Netherlands) May 2-23 – April 2024

Covid-19

In October 2023, the Dutch government implemented a regulation allowing healthcare workers disabled by Covid-19 to request 15,000 Euros in compensation. This regulation was advocated for by the LAD.

Collective Labor Agreements

From May 2023 to April 2024, collective labor agreements were reached in various healthcare sectors, including occupational health, mental health, nursing homes, home care, disability care, hospitals, universities, youth services, general practitioners, university medical centers, and doctors in training. Due to high inflation, wages were raised more than usual in most agreements. For example, wages in youth services were increased by 9.25%. In March 2024, the LAD initially refused to sign an agreement with university medical centers because a majority of members opposed deteriorations for older medical specialists. After compromises were reached to postpone some of the deteriorations, the members agreed and the LAD signed.

Healthy and Safe Working Conditions

In 2021, the LAD started pilots in different healthcare settings like pharmacies and municipal health services to improve doctors' working conditions. The goals were healthier schedules, staffing aligned with production, better positioning of doctors within hospital leadership, and more workplace enjoyment. The pilots continued and expanded in 2023-2024, with a maximum of 24 participating organizations covering areas like disability care, municipal health, hospitals, and general practice. Key topics included workload, communication, team reflection, role clarity, doctor positioning, and appreciation.

Career Monitors

As in 2021-2022, the LAD collaborated with the Dutch Federation of Medical Specialists and the Dutch Junior Doctors Organization to develop a career monitor survey. Again, over 10,000 of the 33,000 medical specialists (in training) in the Netherlands fully completed the questionnaire on job satisfaction, work situation, enjoyment, and career perspectives. A similar survey for non-specialist doctors is in development for 2024.

Appointment of Board Member

In November 2023, Marieke van den Heuvel was appointed to the LAD Board by the Members Council.

Other Events

In 2023/24, the LAD celebrated its 75th anniversary by organizing four meetings on the future of healthcare in the Netherlands, focusing on leadership, innovation and work culture.

In November 2023, the LAD worked with other healthcare groups to organize a pre-election debate between candidates from 9 political parties on healthcare policy. After the elections, the LAD sent policy recommendations to the government informant during the formation of a new ruling coalition.

In 2023/24, a new pension scheme was agreed upon for healthcare workers.