

Job satisfaction of European Doctors

Chapter structure

- **Core Document**

Results of FEMS survey

- **Annex 1**

Medical Specialists

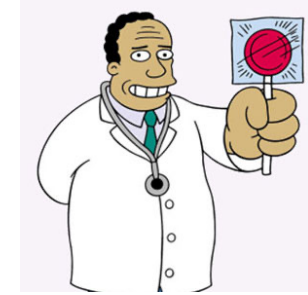
*Career Monitor 2022 – The
Netherlands*



Aim: to survey doctors' job satisfaction in Europe



- Financial satisfaction
- Professional satisfaction
- Satisfaction with well-being in the workplace
- Satisfaction with access to career opportunities



12 Countries: Austria - Cyprus- Croatia- France - Germany - Italy - Portugal - Romania - Slovenia - Slovakia - Spain – Sweden

13461 participants 7447 ♀ 6014 ♂

25-35 years old

36-49 years old – main age group

50-60 years old

Over 60 years old

Participation rate:

1. **Italy** with 3,282 responses (1,642 men and 1,640 women);
2. **Slovakia** with 2,066 responses (850 men and 1,216 women);
3. **Croatia** with 1,940 responses (659 men and 1,281 women);
4. **Austria** with 1,623 responses (779 men and 844 women);
5. **Sweden** with 1,335 responses (666 men and 669 women);
6. **Spain** with 1,059 responses (506 men and 553 women);
7. **Portugal** with 697 responses (240 men and 457 women);
8. **France** with 587 responses (257 men and 330 women);
9. **Slovenia** with 571 responses (190 men and 381 women);
10. **Germany** with 210 responses (180 men and 30 women);
11. **Cyprus** with 79 responses (39 men and 40 women);
12. **Romania** with 11 responses (6 men and 5 women).

24 questions - 3 were multiple choice

Three questions on the Covid-19 emergency and a more general one on possible future public health emergencies.

The first three questions were on the country of origin, gender and age of the participants.

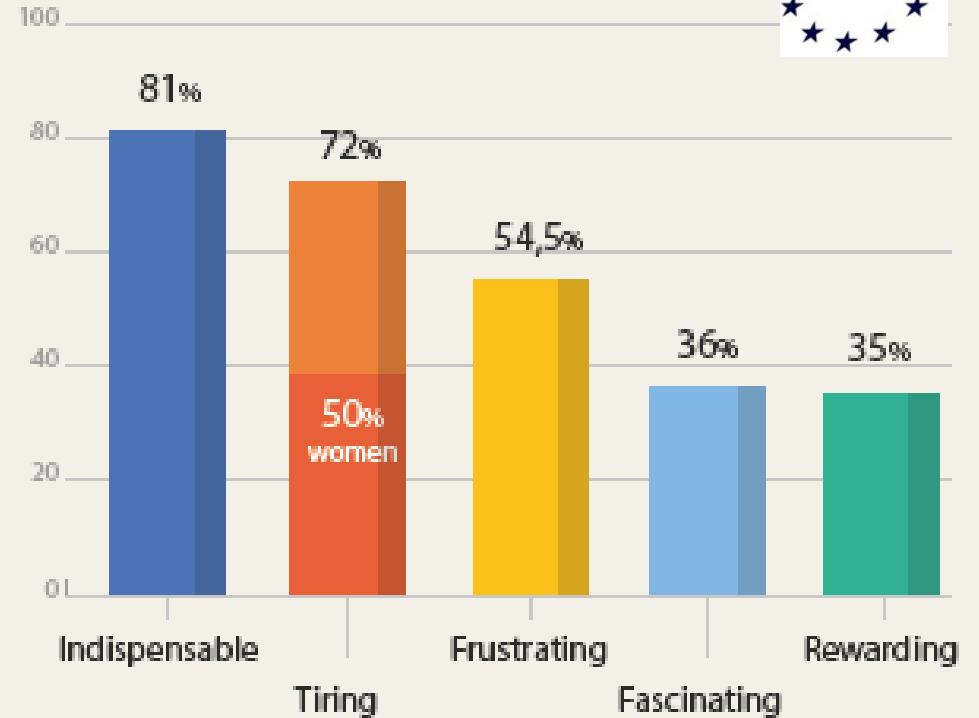
If you had to describe the medical profession today using three adjectives..

CREATIVE **fascinating**
indispensable **REWARDING**
repetitive **boring** **TIRING**
exasperating **frustrating**
 disappointing

Question 4

Define the medical profession by choosing three adjectives from the following list:

- creative
- fascinating
- indispensable
- rewarding,
- repetitive,
- boring,
- tiring,
- exasperating,
- frustrating,
- disappointing



End of the second pandemic wave – majority of adjective with a NEGATIVE connotation

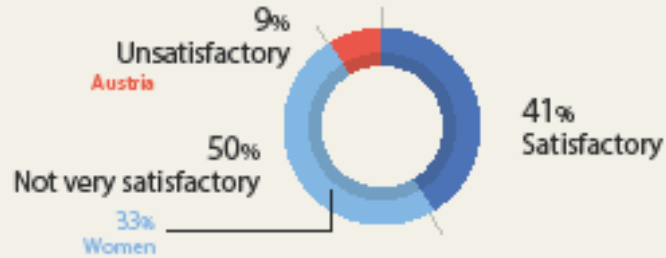
PROFESSIONAL SATISFACTION

Question 5

How do you consider the quality of the services provided?

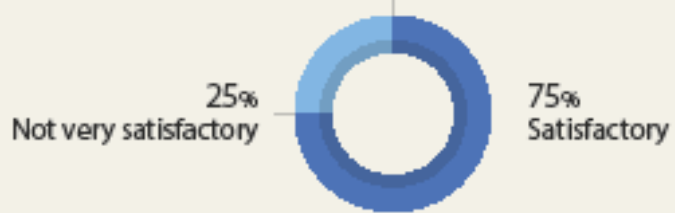
5.1

By healthcare facilities in your country



5.2

By hospitals in your country



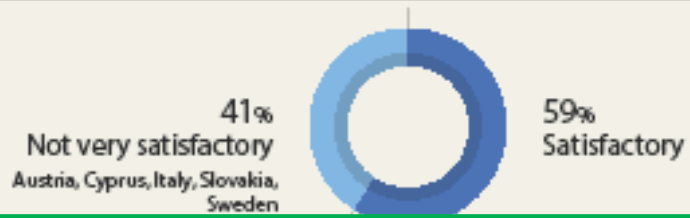
5.3

By hospitals in your region



5.4

By outpatient services in your country



Question 6

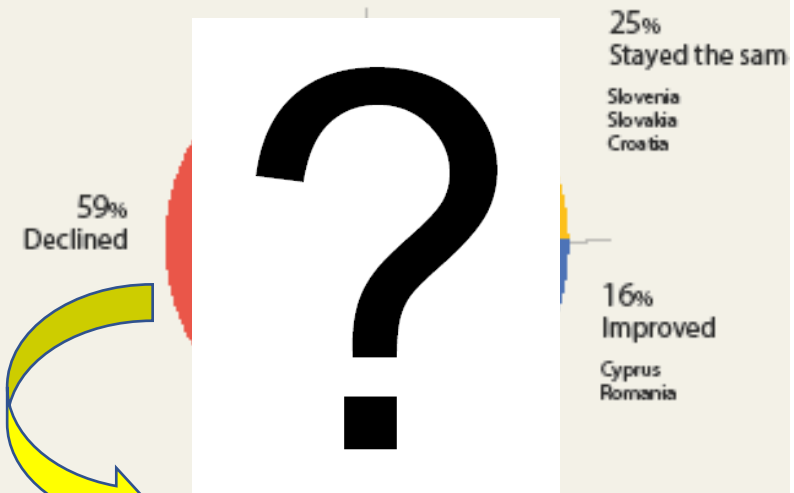
How do you rate the quality of the service in the healthcare facility where you work?



COGNITIVE BIAS?

Question 7

The quality of services in healthcare facilities in your country has:

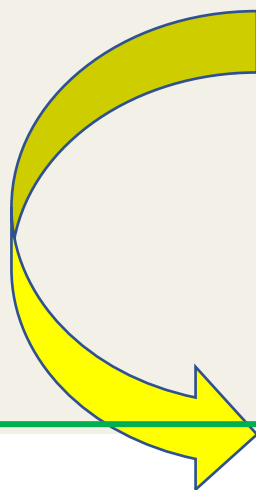
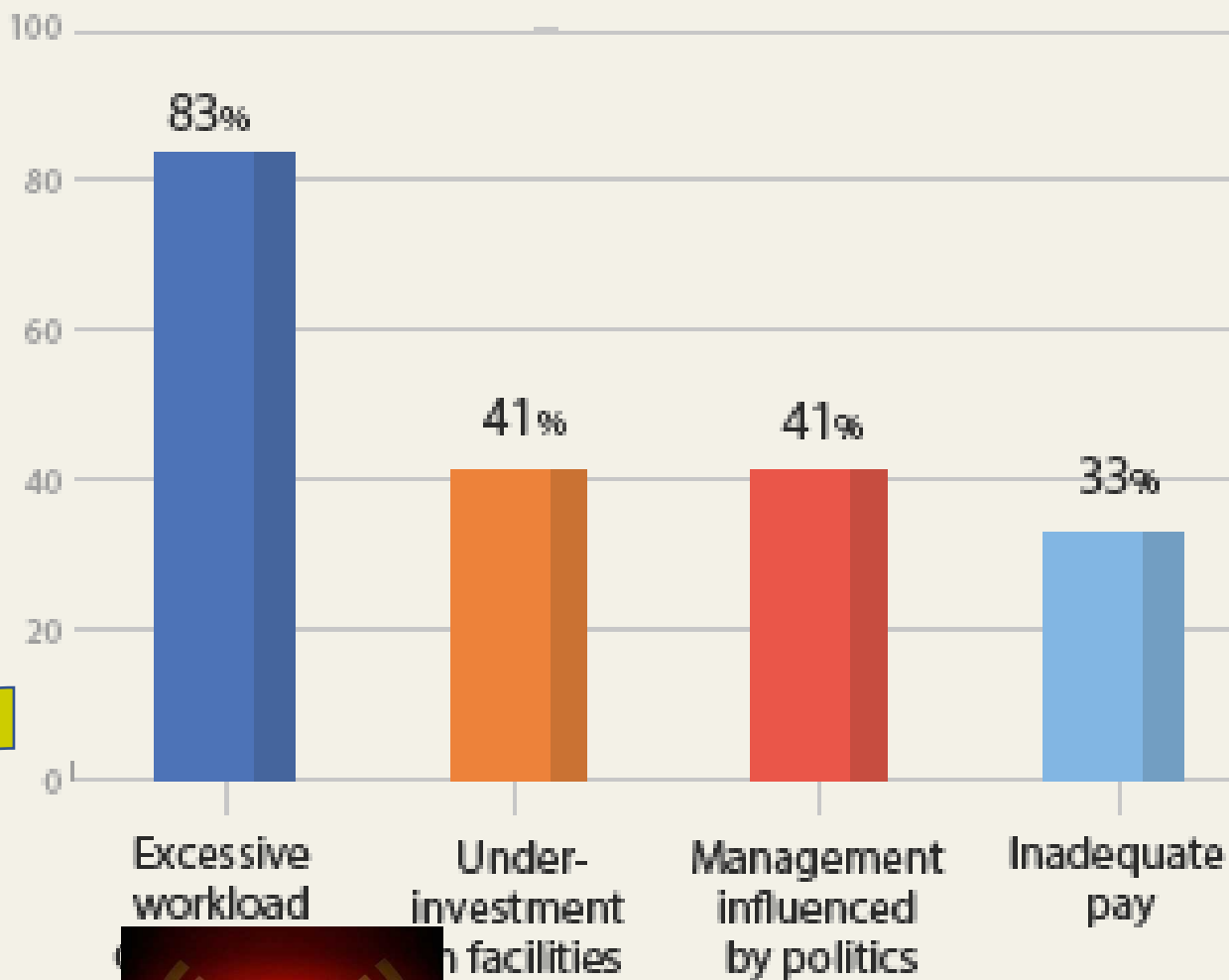


Austria France Germany Italy Portugal Spain Sweden

PROFESSIONAL SATISFACTION

Question 9

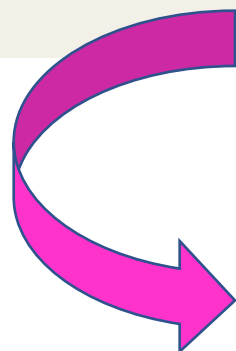
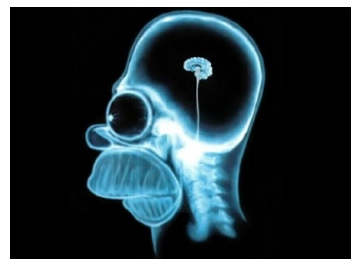
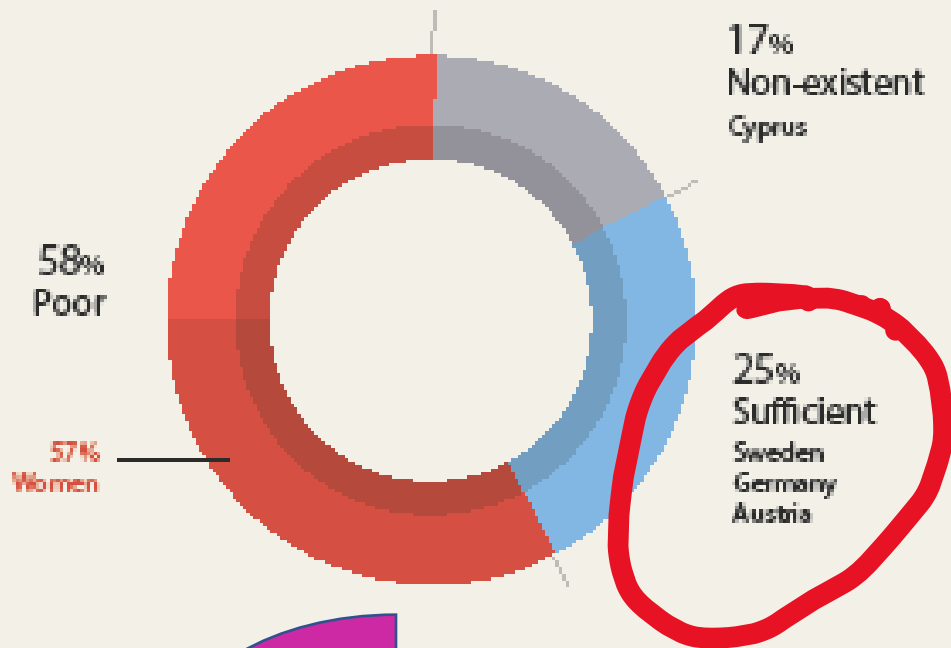
Indicate three possible causes for the decline



PROFESSIONAL SATISFACTION

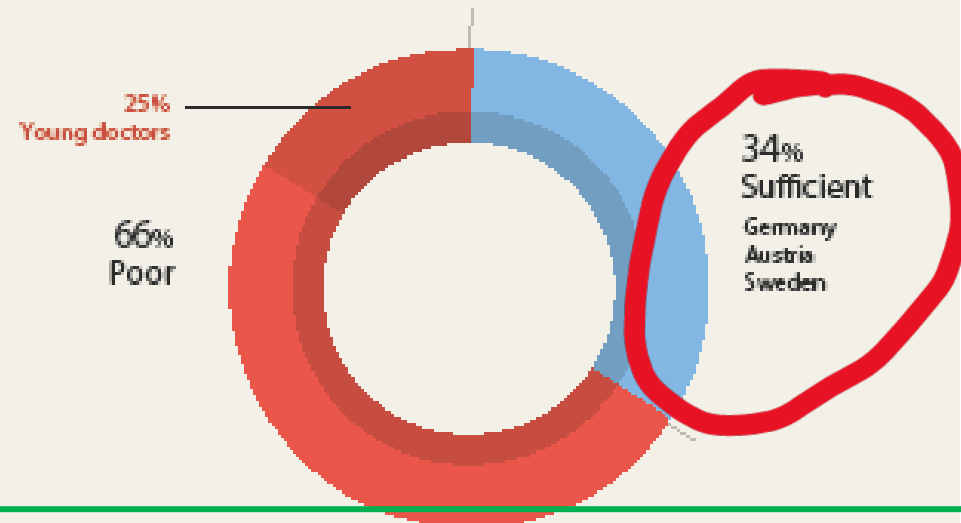
Question 10

In your view, professional development opportunities in the healthcare facility where



Question 11

In the facility where you work, the chances of seeing your professionalism



Social role or medical leadership?

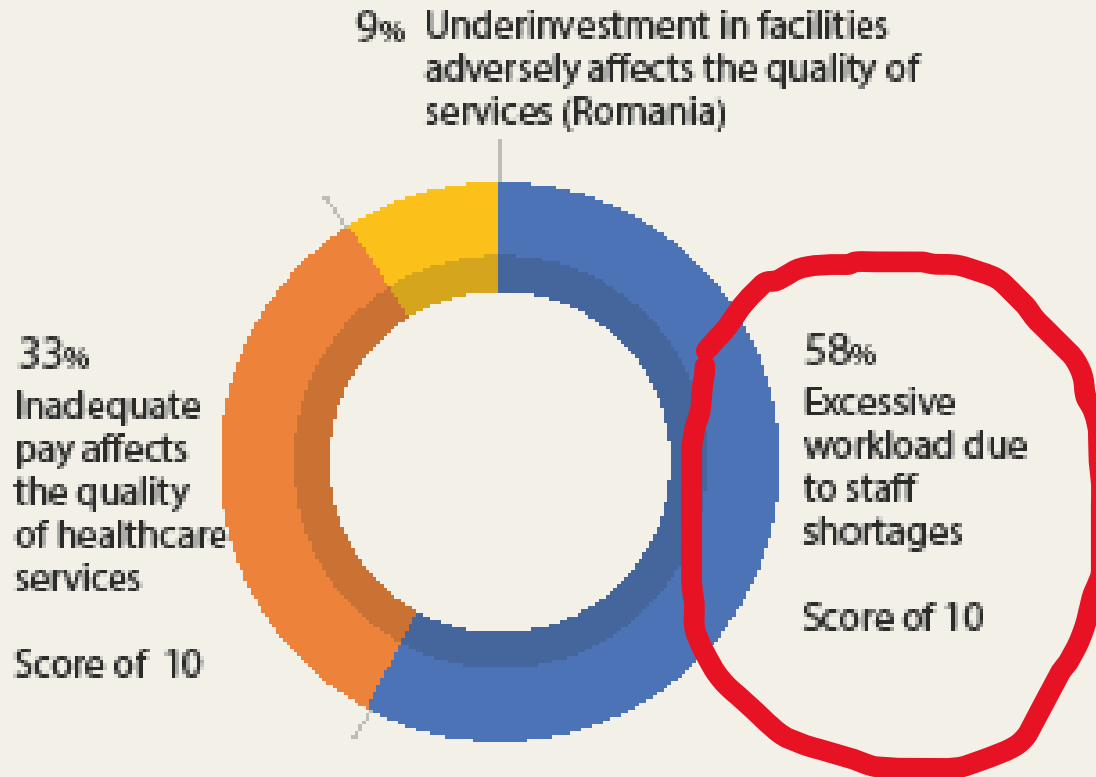
PROFESSIONAL SATISFACTION

Question 12

If you had to rate each of the following aspects in relation to how it affects the quality of healthcare services, what score would you give?

1 = has little impact on the lack of quality

10 = has a huge impact



Object of trade
union activity!

Excessive workload due to organisational problems; Underinvestment in research; Lack of flexibility; Less preparation for doctors or Less dedication; Excessively frequent shifts and on-call duties; Relations with management; Management influenced by political factors; Manager competence.

FINANCIAL SATISFACTION

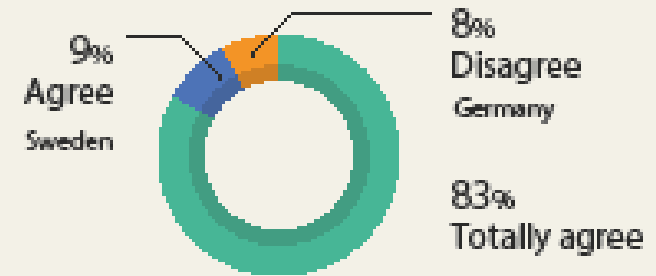
Financial compensation is not commensurate with the commitment required 92%

Question 13

Do you agree with those who say that:

13.1

Financial compensation is not commensurate with the commitment required of salaried doctors?

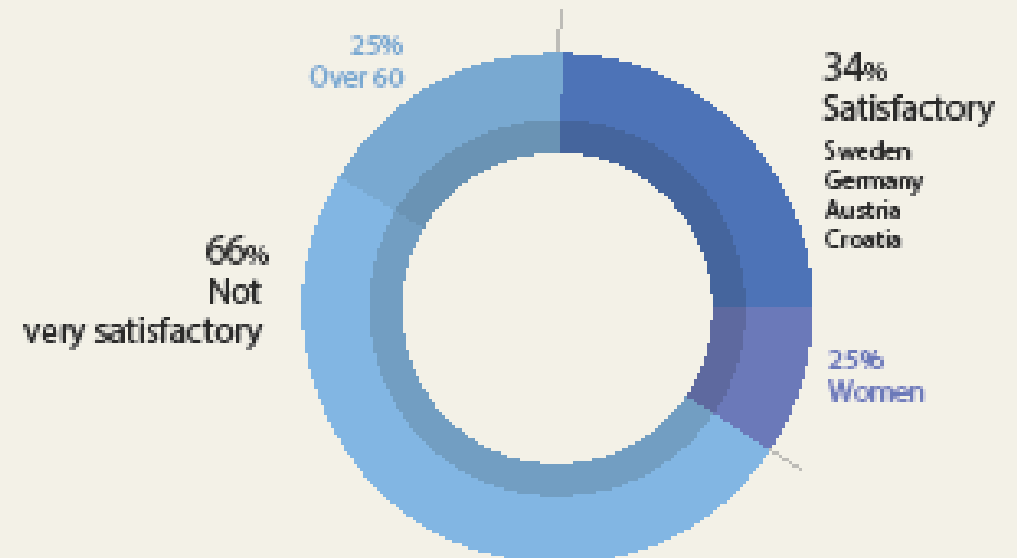


90% of women doctors is not satisfied of wage
Gender pay gap?

World Health Organization: the gender pay gap in the health and care sector a global analysis in the time of Covid-19

Question 14

How do you rate your pay?



SATISFACTION IN THE WORKPLACE

Working in a healthcare facility means giving up your private life 50%

The role of the salaried doctor has little recognition in society 74%

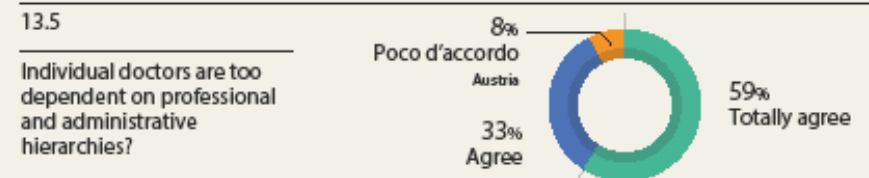
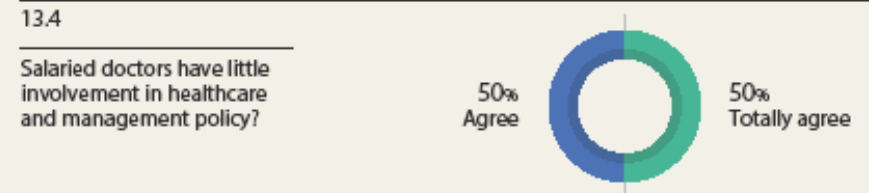
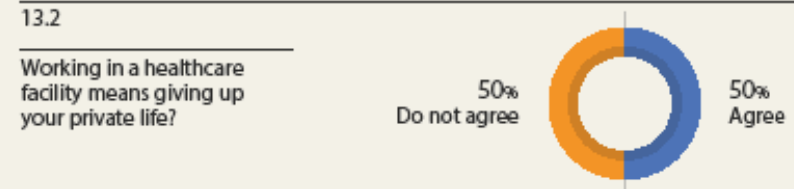
Salaried doctors have little involvement in health and management policy 50%

Individual doctors are too dependent on professional and administrative hierarchies 92%

Many regulations aimed at improving safety and quality of care are actually means of reducing costs—**LACK OF TRUST** in management role

Question 13

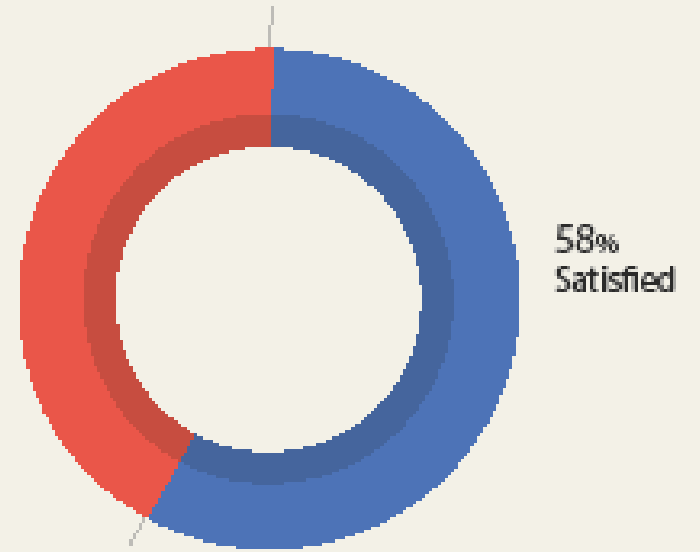
Do you agree with those who say that:



SATISFACTION IN THE WORKPLACE

Question 15

As regards your work as a salaried doctor, do you consider yourself



Distribution of workload **43% satisfied**

Career prospects **42% satisfied (over 60 e under 35)**

Organisation of work **75% unsatisfied**

Work flexibility **75% unsatisfied**

Part time **43% satisfied**

Training and continuing education **58% unsatisfied**

Relations with the management **50% unsatisfied**

Relations with patients **83% satisfied!!**

Quality of healthcare facilities **58% unsatisfied**

Technological equipment **42% unsatisfied**

work/life balance **66% unsatisfied..mainly **WOMEN DOCTORS****

What is neglected? **Leisure and hobbies**

SATISFACTION WITH ACCESS TO CARREER OPPORTUNITIES

Change hospital 25% EASY
(Germany, Austria and Sweden)

Change type of job or role
67% difficult
33% very difficult

Be transferred to another department
50% difficult
40% very difficult
10% easy (Austria)

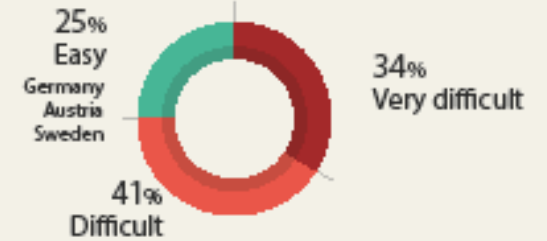
Switch from employment to private practice
40% easy – Austria Italy Portugal
Romania Sweden

Question 19

How feasible is it to

19.1

Change hospital



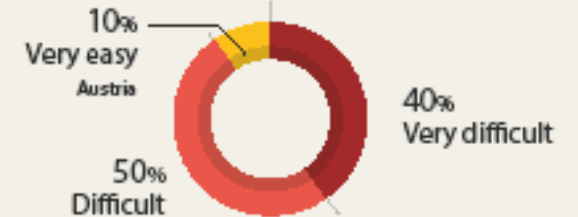
19.2

Change type of job or role



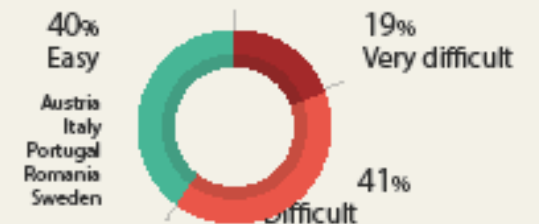
19.3

Change department



19.4

Switch to private practice



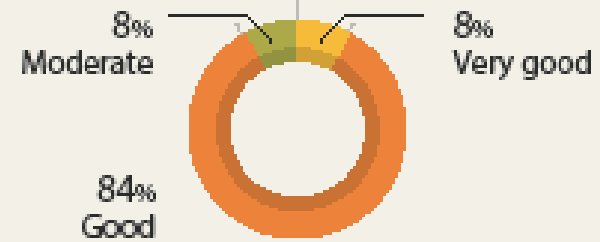


Question 20

You would define your relations with your colleagues

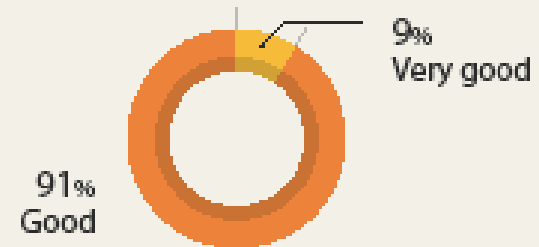
20.1

In terms of working environment as



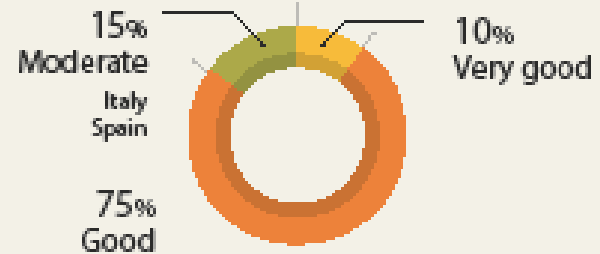
20.2

In terms of cooperation as



20.3

In terms of friendship as



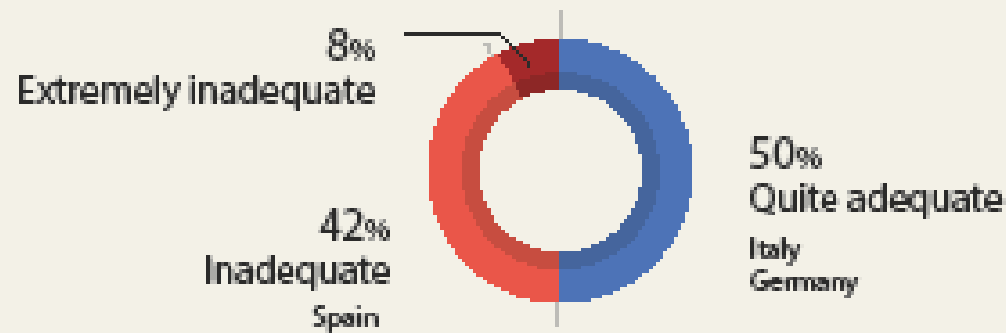
During the Covid-19 emergency..

Question 21

How do you view the response to the Covid emergency

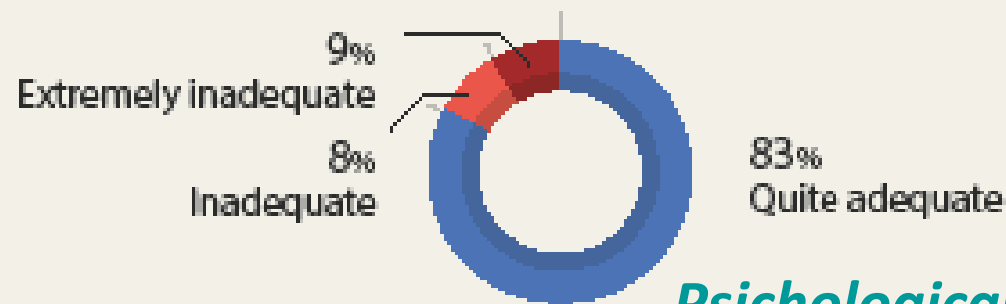
21.1

By the healthcare system
in your country?



21.2

By the healthcare facility
where you work?



Psychological repression, one of the symptoms of burn out?

Question 22

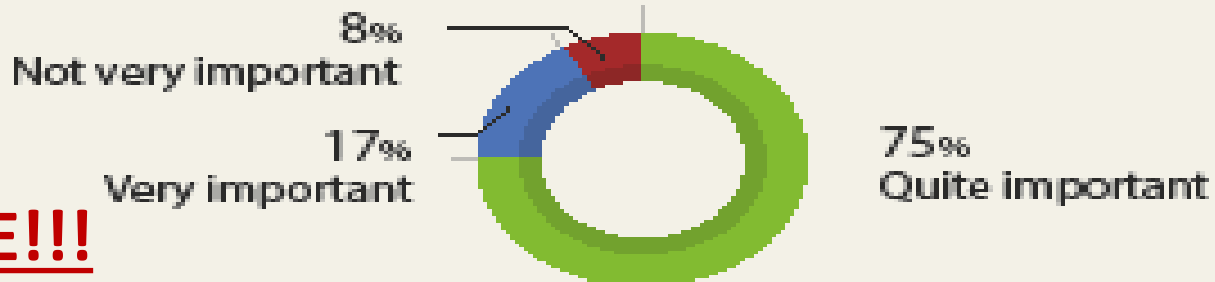
During the Covid-19 emergency..

During the Covid emergency, do you feel:

22.1

That you played an important role

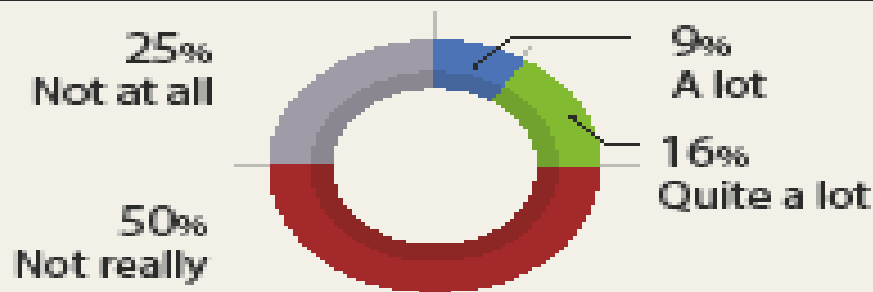
INDISPENSABLE!!!



22.2

That your work was valued

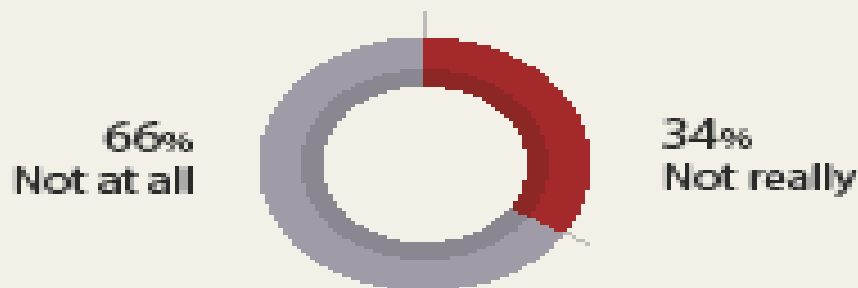
Politic and medical chambers



22.3

That your opinions were taken into consideration in the decision-making process?

MEDICAL LEADERSHIP?



During the Covid-19 emergency..

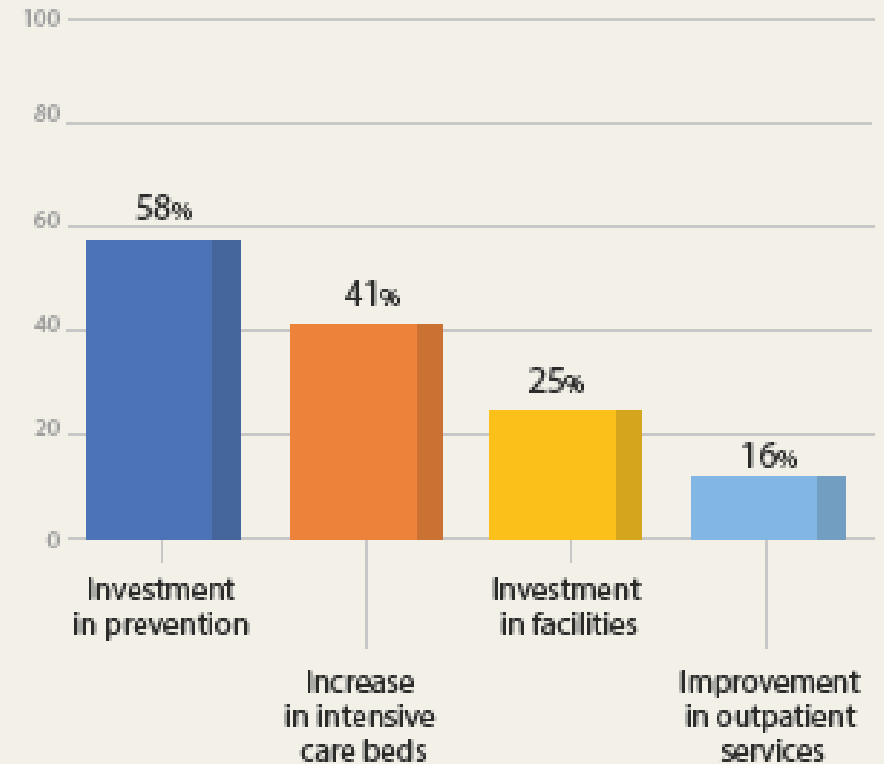
In the event of another public health emergency, which aspects do you think should be improved?

Increasing number of nurses (75%) and doctors (66%)



Question 24

In the event of another public health emergency, which aspects do you think should be improved?



European doctors: a Fems survey on job satisfaction



Germany Austria and Sweden

In summary:

European doctors perceive an excessive workload, their professionalism is not recognized neither at work nor in the society, they can't change workplace, they have poor possibilities of career, remuneration is not satisfactory...

What else? The great resignation



European doctors: a Fems survey on job satisfaction



First experience on a very ambitious target!!

- **Data Collection FEMS delegations**
- **Processing of data (according to target settings)**
Crowdtech lack of accuracy, questions 10 and 11 forgotten, some mismatches – not aware of FEMS purpose of analysis, Austria analyzed data independently
- **Data Analysis Italian Agency – Quotidiano** lack of experience on international survey
-



Cost increase, prolonged procedures, difficulties in communication, confusion about objectives of analysis



Job satisfaction of European Doctors

- **Annex 1**

Medical Specialists

Career Monitor 2022

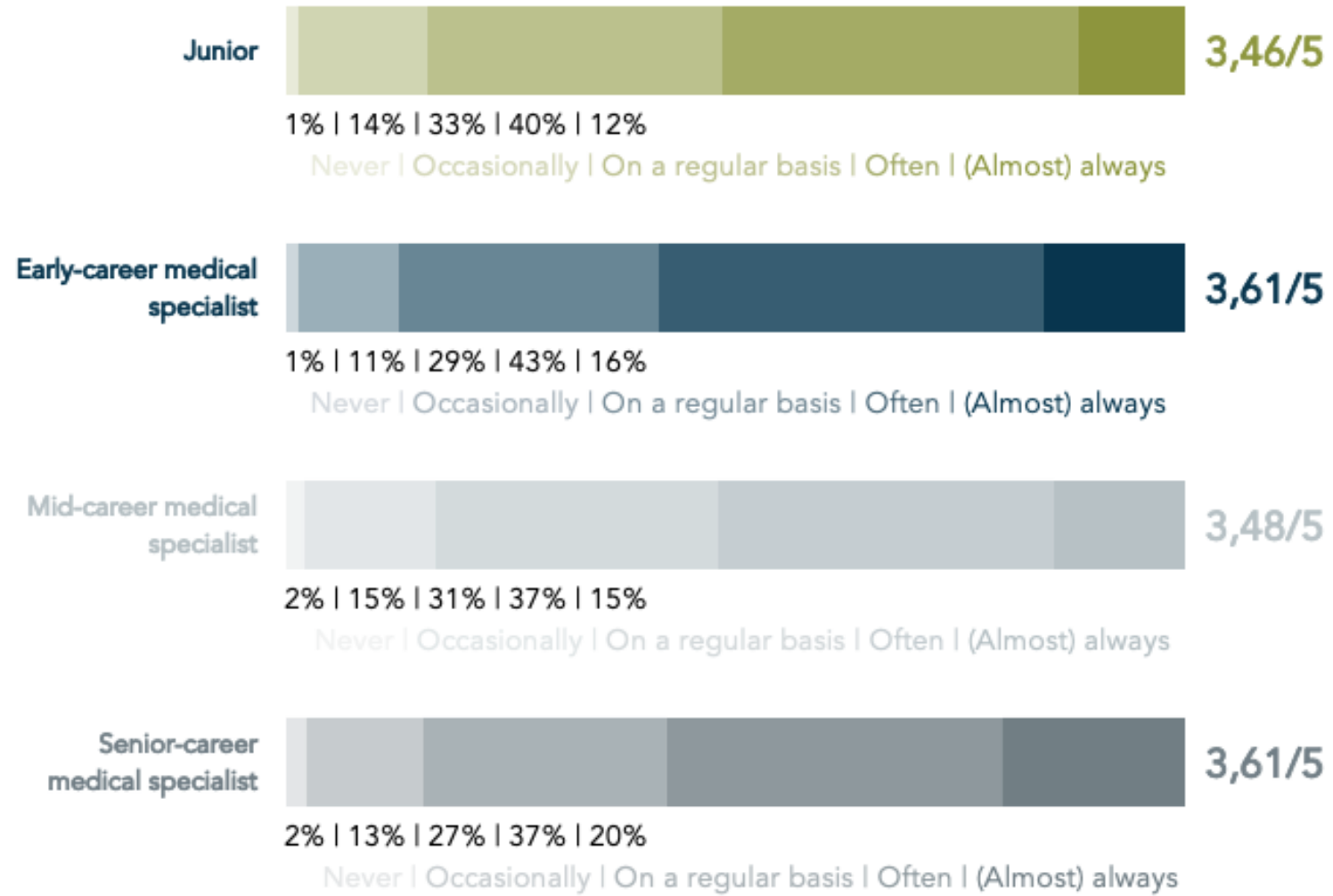
The results of this career monitor give insight into the development of the careers of medical specialists in the Netherlands, from training to retirement. We also map out the **perceived job pressure and job satisfaction**



- **Annex 1**

Medical Specialists

Career Monitor 2022



Overall job satisfaction



- **Annex 1**

Medical Specialists

Career Monitor 2022



Enthusiastic about the job



• Annex 1

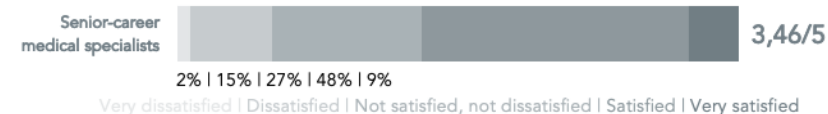
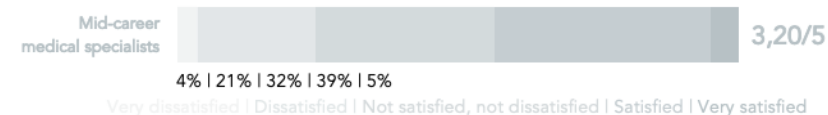
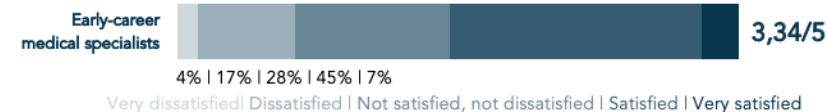
Medical Specialists

Career Monitor 2022



Satisfaction

1. Collaboration with direct colleagues
2. The format
3. Opportunities for training, refresher courses and guidance
4. The income
5. If in paid employment: my employer
6. The combination of tasks and activities
7. The schedule (including rest and recovery periods)
8. Work-private life balance
9. The workload
10. The influence I have within my organisation



• **Annex 1**

Medical Specialists

Career Monitor 2022

When do you expect to stop working? (N=1582)
This question was asked to senior-career medical specialists

	Man		Woman		Total
	N	%	N	%	%
Before my state pension age	368	35,9%	302	54,1%	42,4%
Upon my state pension age	428	41,8%	200	35,8%	39,7%
After my state pension age	228	22,3%	56	10,0%	18,0%
	1024	100,0%	558	100,0%	100,0%

Frequently mentioned reasons for stopping:

- Want to do other things / take it easy
- Excessively high workload
- Mental health/physical health



European doctors: a Fems survey on job satisfaction



A GREAT OPPORTUNITY FOR FEMS

***THANKS FOR YOUR TRUST
THANKS FOR YOUR TIME
THANKS FOR YOUR ATTENTION***

