



Fédération Européenne  
des Médecins Salariés  
European Federation  
of Salaried Doctors

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# FEMS General Assembly

Berlin, 2024

*Portuguese Delegation*

# White Book Proposal – Medical Career

*FEMS General Assembly*

We formulated a questionnaire which was sent to all delegations via e-mail through FEMS secretariat.

There were **8 responses received** until the end of March (**Austria, Bulgaria, France, Italy, Netherlands, Portugal, Romania, TCPU**) and subsequently registered.

The data was analysed and compiled in a table, which will be analysed in this presentation.

# White Book Proposal – Medical Career

*FEMS General Assembly*

## OUR GOAL

Establish how **postgraduate** training is structured (as specialists), how *progression* occurs and which entities *regulate* this matter.



**White Book**

# Questionnaire

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### 1. Is there a structured medical career?

1.2 How is it organized?

*1.2.1 Public Sector*

*1.2.2 Private Sector*

1.3 Does it apply to public and private sectors?

### 2. Who defines specialty training?

2.1 How does career progress work? Application, merit, skills, invite or others?

### 3. Is ongoing training part of the career or is it individually chosen?

3.1 Do health units provide training?

*· Paid (in total or partial financing)? Allowance for absences? None of the previously mentioned?*

3.2 If not, how is postgraduate training in the specialty structured?

*· Individual application to the position? Direct invite - heads of service or administration board?*

4. How are leadership roles attained? *Invite, application or others?*

5. How do public and private sectors relate?

# Compiled Answers

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**Austria, Bulgaria, France, Italy, Netherlands, Portugal, Romania, TCPU**

<i>Answers per country</i>	<i>Austria</i>	<i>Bulgaria</i>	<i>France</i>	<i>Italy</i>	<i>Portugal</i>	<i>Netherlands</i>	<i>Romania</i>	<i>TCPU</i>
<b>1. Is there a structured medical career?</b>	<i>yes</i>	<i>yes</i>	<i>yes</i>	<i>yes</i>	<i>yes</i>	<i>no</i>	<i>yes</i>	<i>yes</i>
<b>1.2 How is it organized?</b>	<i>law</i>	<i>law</i>	<i>differs</i>	<i>law</i>	<i>law</i>	<i>unable to establish</i>	<i>law</i>	<i>law</i>
<b>1.2.1 Public Sector</b>			<i>time of service</i>					
<b>1.2.2 Private Sector</b>			<i>collective agreement</i>					
<b>1.3 Does it apply to public and private sectors?</b>	<i>yes</i>	<i>unable to establish</i>	<i>yes</i>	<i>public</i>	<i>public</i>	<i>unable to establish</i>	<i>both</i>	<i>public</i>
<b>2. Who defines specialty training?</b>	<i>law</i>	<i>health ministry</i>	<i>medical chambers (?) and national specialties</i>	<i>health ministry/university</i>	<i>medical association</i>	<i>law/professional group (?)</i>	<i>health ministry</i>	<i>health ministry and education board</i>
<b>2.1 How does career progress work? Application, merit, skills, invite or others?</b>	<i>unable to establish</i>	<i>application</i>	<i>unable to establish</i>	<i>through application</i>	<i>application or skills</i>	<i>points</i>	<i>application</i>	<i>application, merit, skills, invite</i>
<b>3. Is ongoing training part of the career or is it individually chosen?</b>	<i>yes</i>	<i>yes</i>	<i>yes</i>	<i>yes</i>	<i>individual</i>	<i>yes</i>	<i>unable to establish</i>	<i>part of the career</i>
<b>3.1 Do health units provide training?</b>	<i>unable to establish</i>	<i>unable to establish</i>	<i>possible</i>	<i>no</i>	<i>no</i>	<i>professional group (?)</i>	<i>no</i>	<i>no</i>
<b>· Paid (in total or parcial financing)? Allowance for absences? None of the previously mentioned?</b>		<i>paid and absences</i>	<i>unable to establish</i>	<i>absences</i>	<i>paid and absences</i>	<i>paid and absences</i>	<i>unable to establish</i>	<i>unable to establish</i>
<b>3.2 If not, how is postgraduate training in the specialty structured?</b>	<i>law</i>	<i>unable to establish</i>	<i>unable to establish</i>	<i>individually</i>	<i>law</i>	<i>unable to establish</i>	<i>points</i>	<i>unable to establish</i>
<b>· Individual application to the position? Direct invite - from heads of service or administration board?</b>	<i>NA</i>	<i>unable to establish</i>	<i>unable to establish</i>		<i>neither</i>			
<b>4. How are leadership roles attained? Invite, application or others?</b>	<i>others</i>	<i>application</i>	<i>nomination</i>	<i>invitation and application</i>	<i>application</i>	<i>application</i>	<i>unable to establish</i>	<i>application</i>

# Discussion

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## Majority of Countries

- Structured medical career
- Career organised by law, in the public sector
- Ongoing training is required
- Training is defined by an entity or a combination of entities
- Progress and leadership roles occur through application

# Limitations

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- it was not clearly established if the questions referred to **pregraduate or postgraduate training**
- **linguist barriers**
- **regulatory entities have different names** in various countries (orders, boards, chambers, associations)
- training appears to integrate the career in all countries, however, we were **unable to establish the means** for it to happen (financed training, allowed absences, or others)



# Updated Questionnaire

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To clarify, a Google Forms® was created and sent to all delegations in April



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## Medical Career

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Medical Career - Portuguese Delegation

This questionnaire is regarding the medical career in European countries.  
Please answer considering **post-graduate career** - after finishing specialization.

**Multiple options are permitted in specific questions**, all questions have mandatory answers.

Name your Delegation

9 respostas

FIDES

SNR

Bulgarian Medical Association

HLS

Anaao

SNPHARE

CEMS - Spain

Natalia Sot-Muszyńska

Ordem dos Médicos

**9 answers were received – if you have not, we kindly ask you to reply**



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*We appreciate your attention*

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