

European Doctors Salaries Questionnaire

21 Answers from

- Albania
- Austria
- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- France
- Finland
- Germany
- Greece
- Italy
- Lithuania
- Netherlands
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sweden

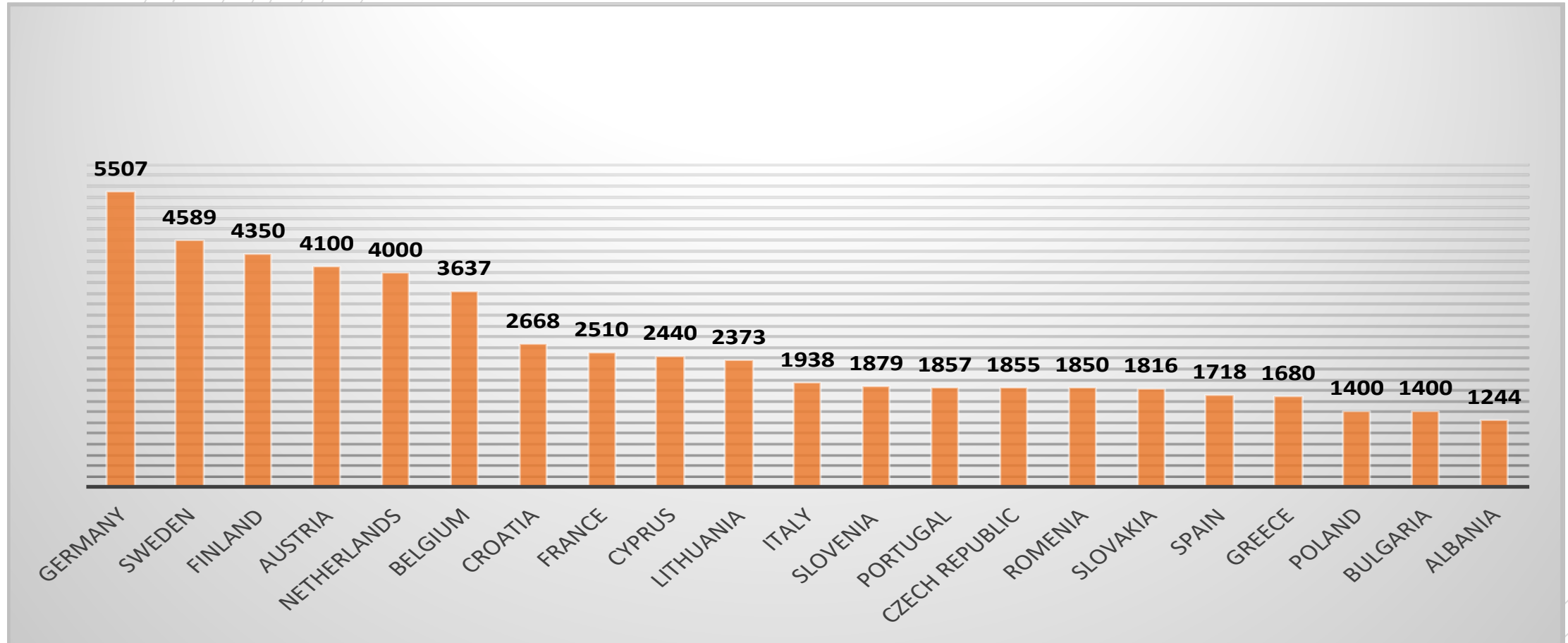
- 4 Categories:

- Doctors in training
- Specialists – 0-10 years
- Specialists – 10-25 years
- Specialists – more than 25 years

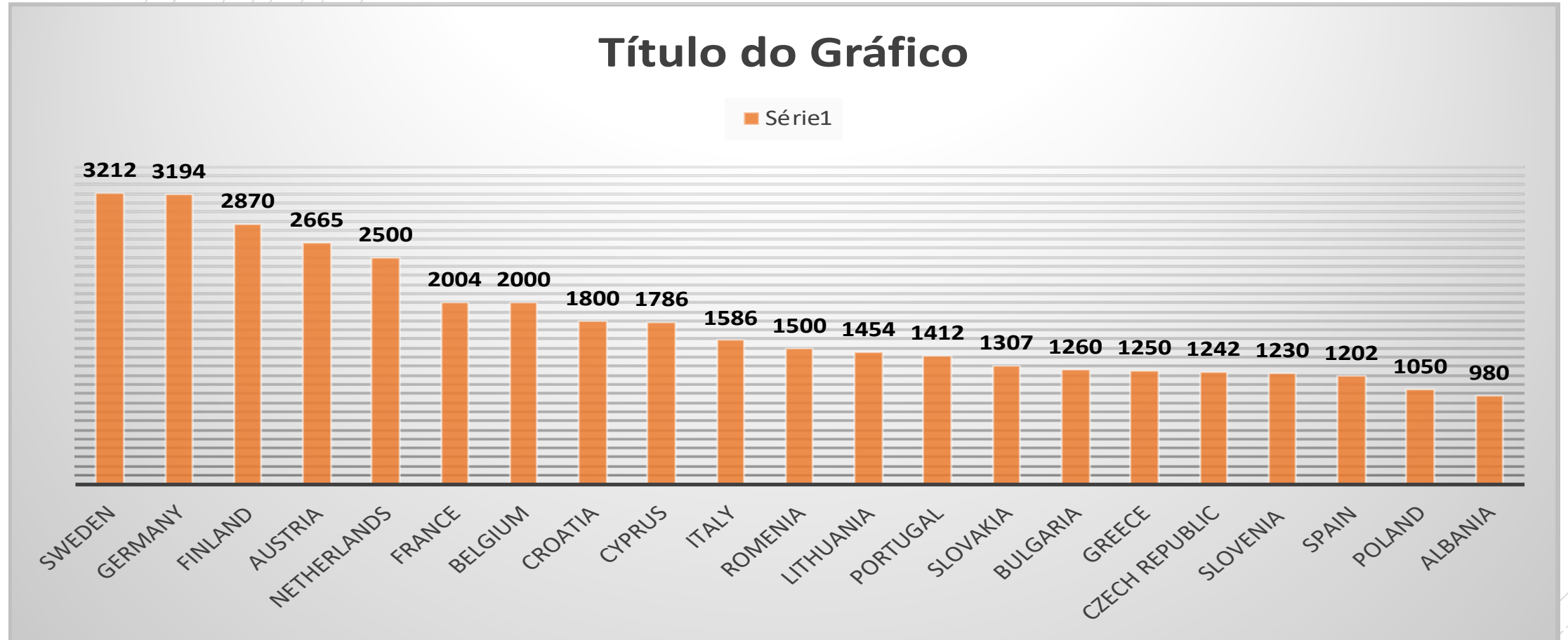
- Average salaries:

- Gross
- Net
- Corrected by PPP

Average salary - Doctors in training (gross)



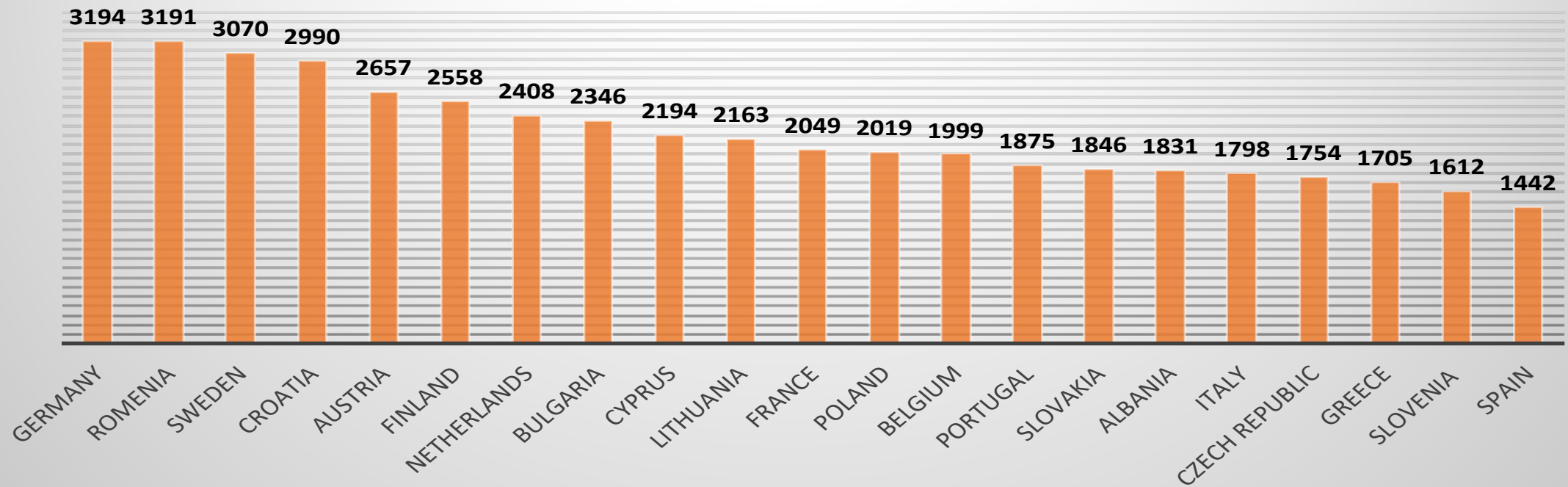
Average salary - Doctors in training (net)



Average salary Doctors in training corrected by PPP (net)

Título do Gráfico

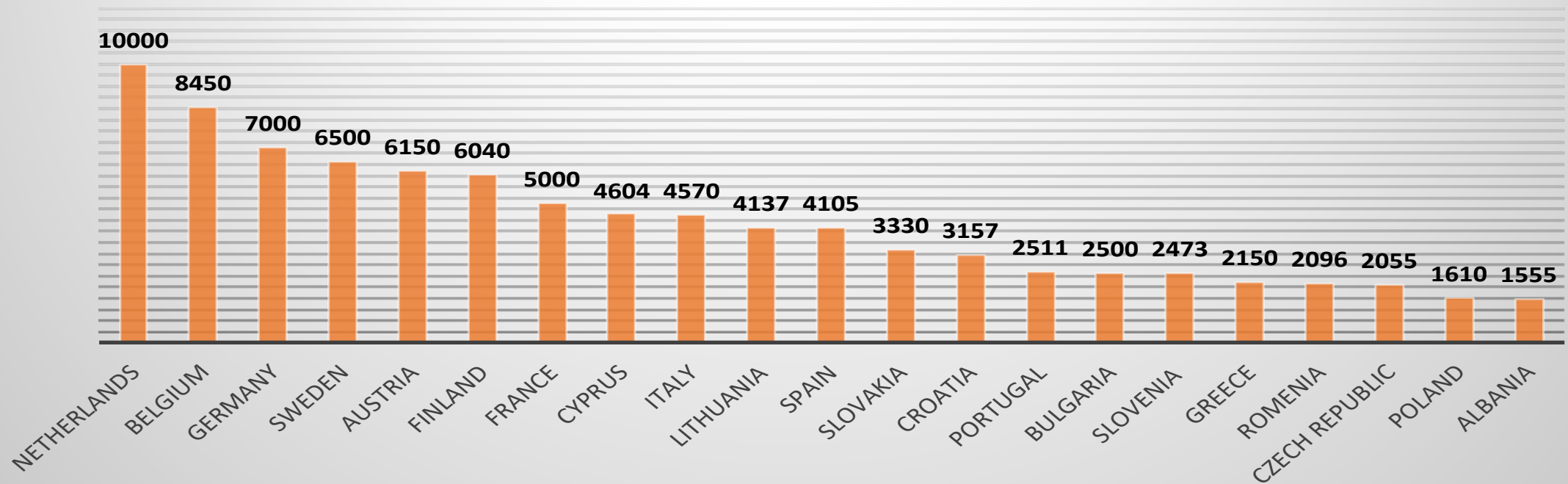
Série1



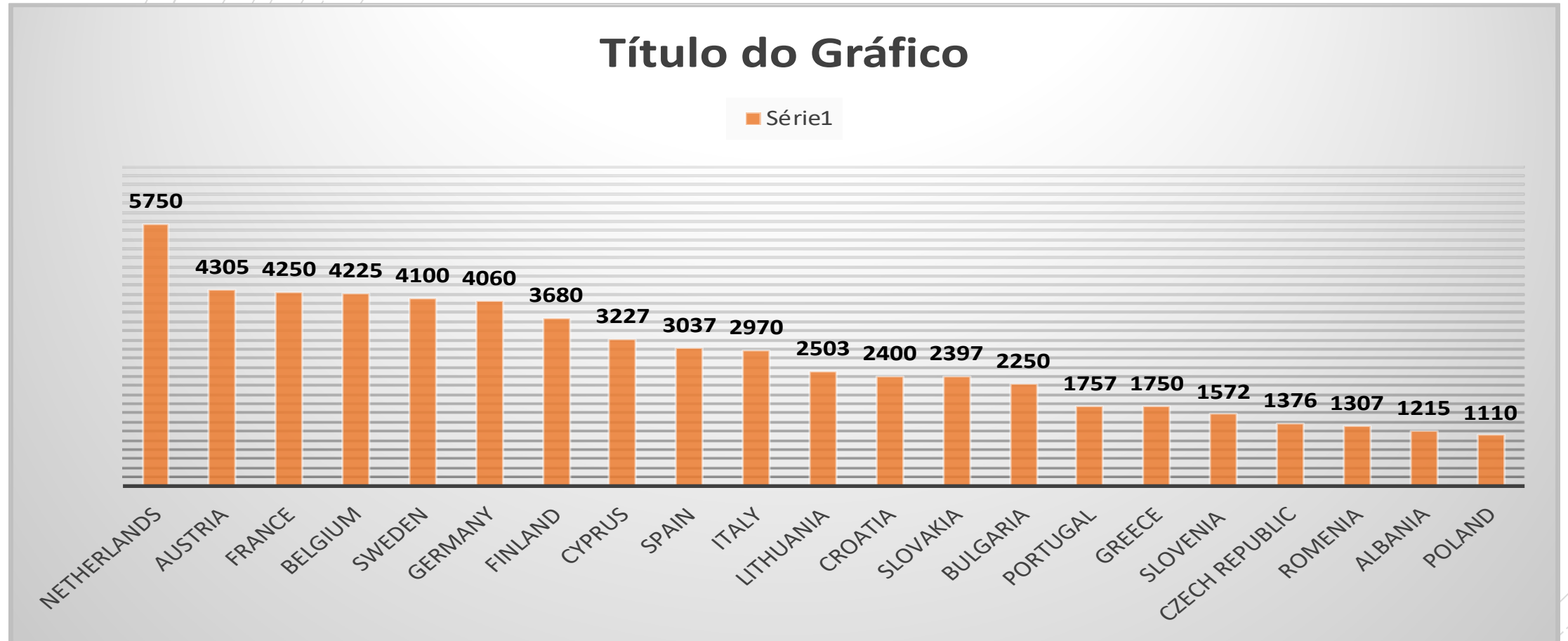
Average gross salary Doctors (0-10 years specialist)

Título do Gráfico

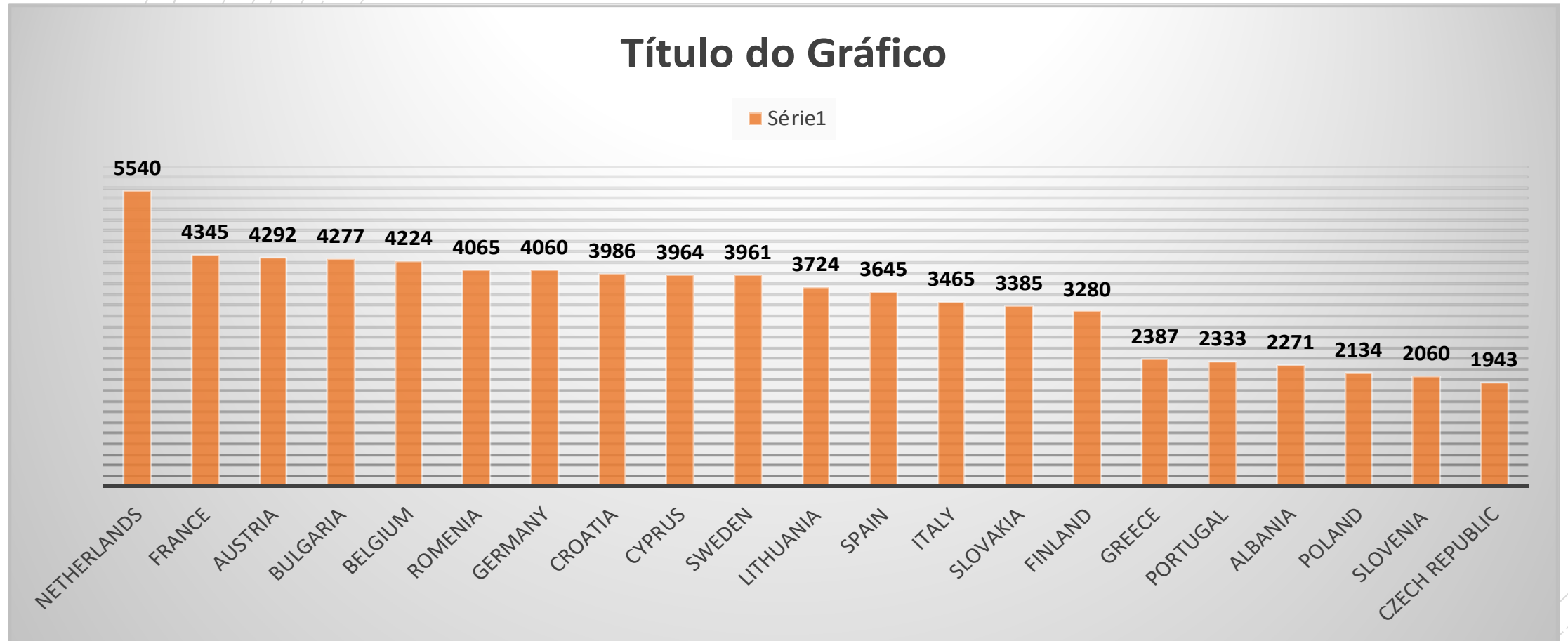
Série1



Average net salary Doctors (0-10 years specialist)



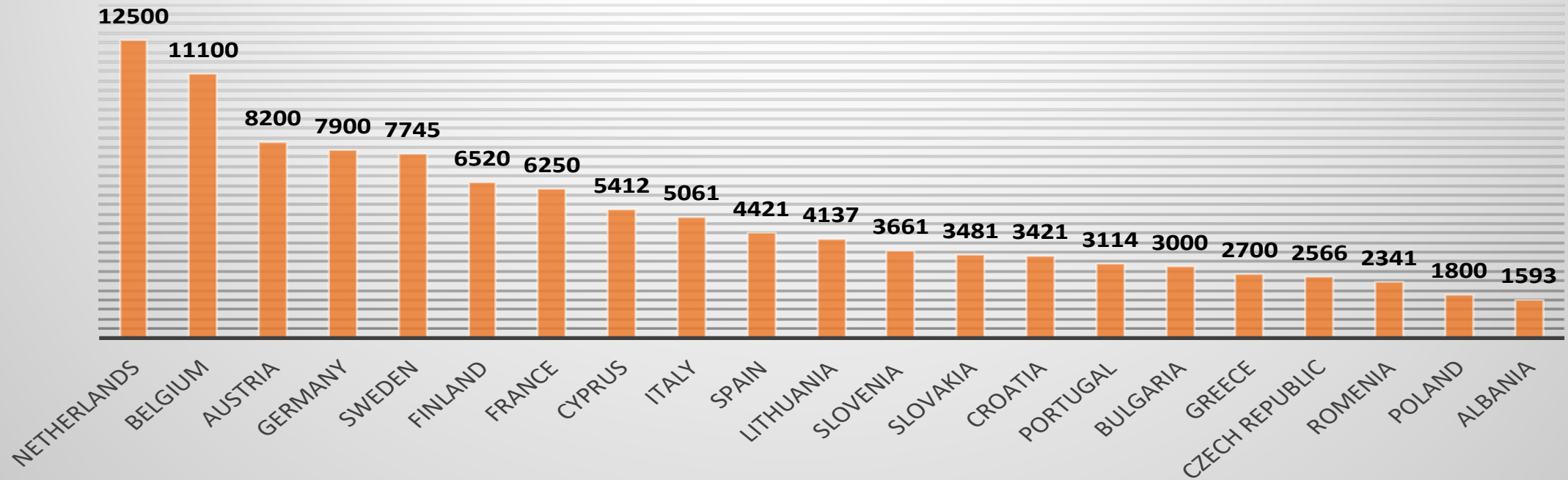
Average net salary Doctors corrected by PPP (0-10 years specialist)



Average gross salary Doctors (10-25 years specialist)

Título do Gráfico

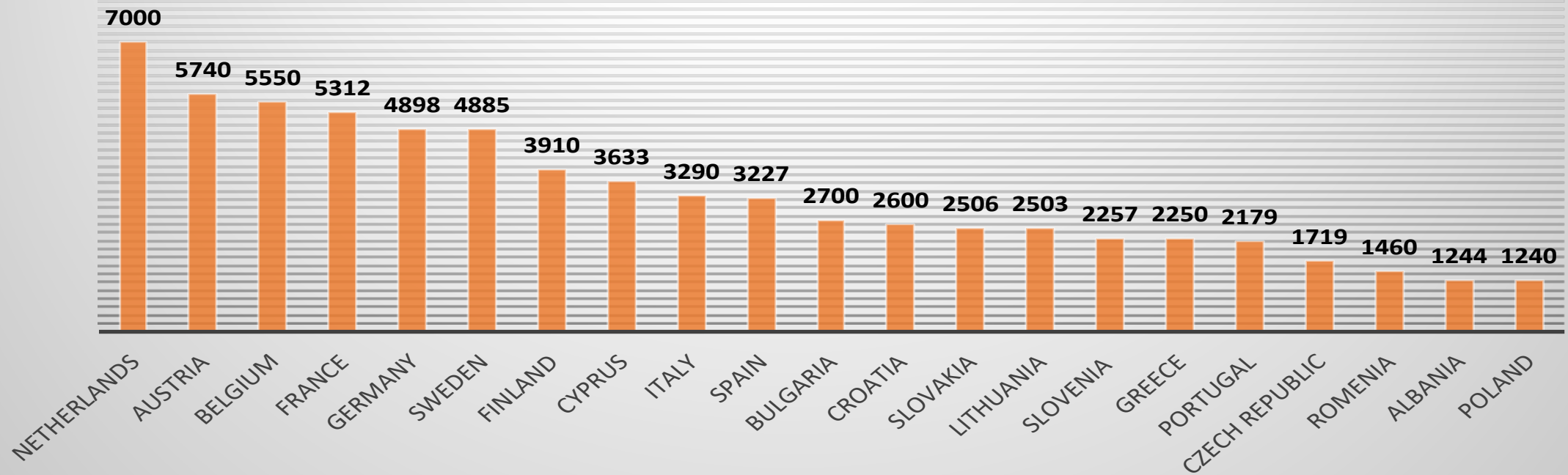
Série1



Average net salary Doctors (10-25 years specialist)

Título do Gráfico

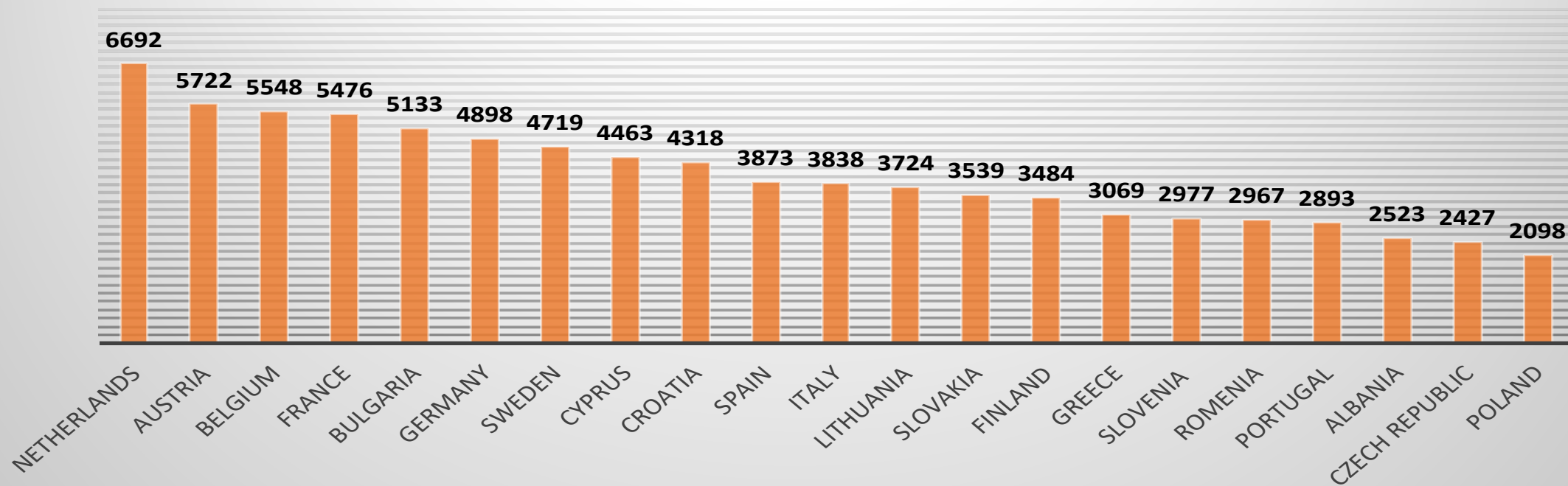
Série1



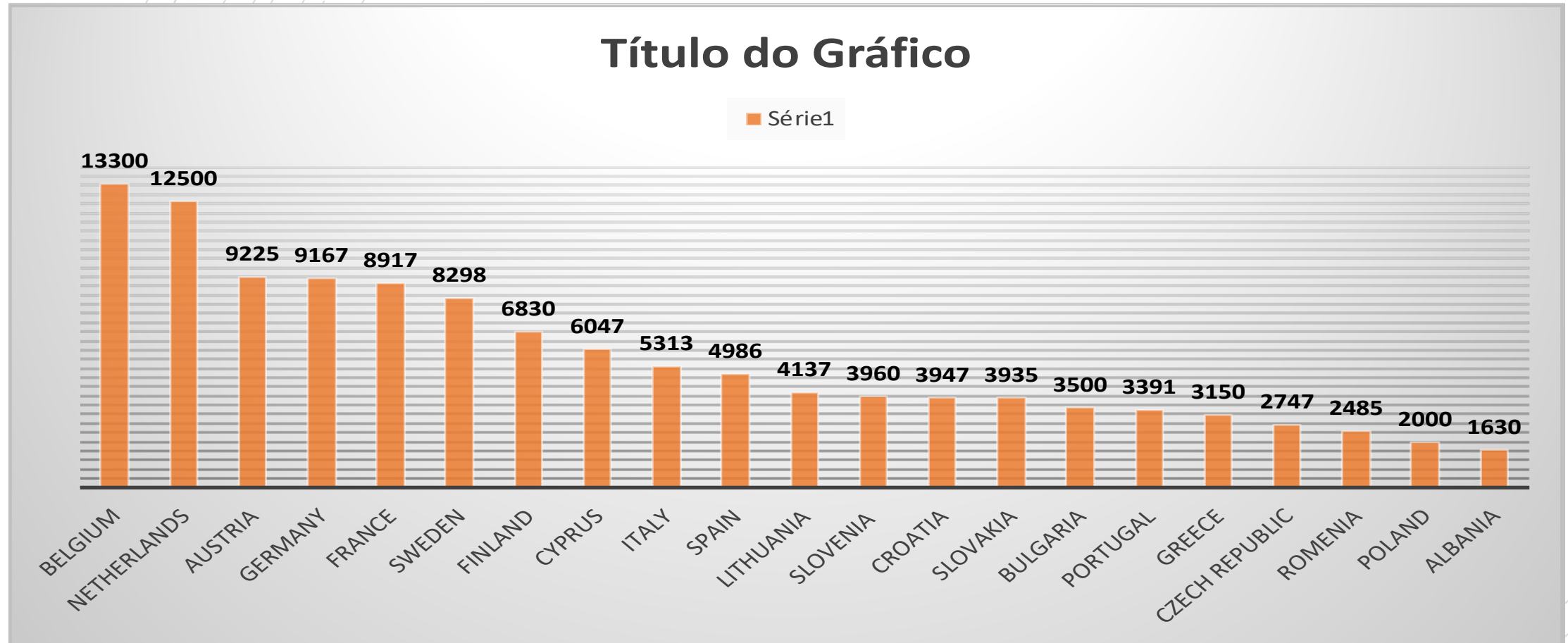
Average net salary Doctors corrected by PPP (10-25 years specialist)

Título do Gráfico

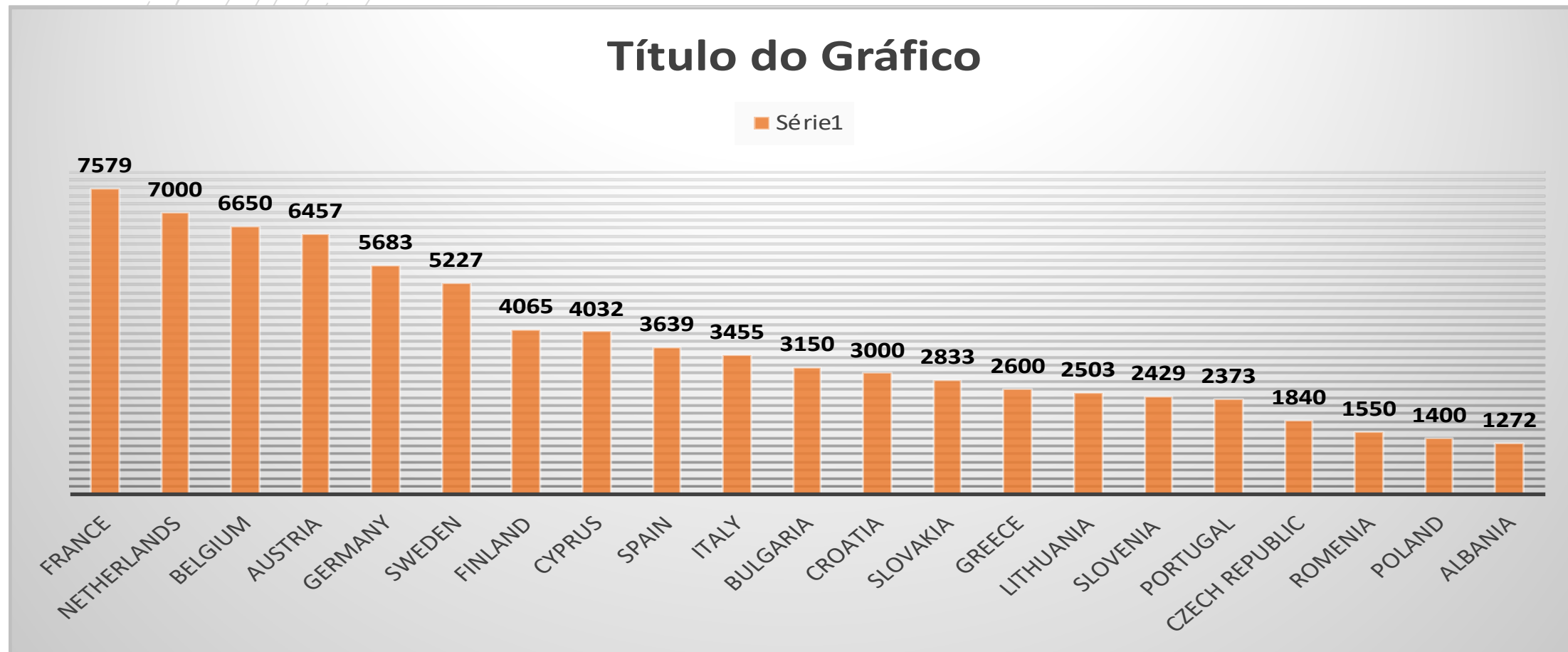
Série1



Average gross salary Doctors (more than 25 years specialist)



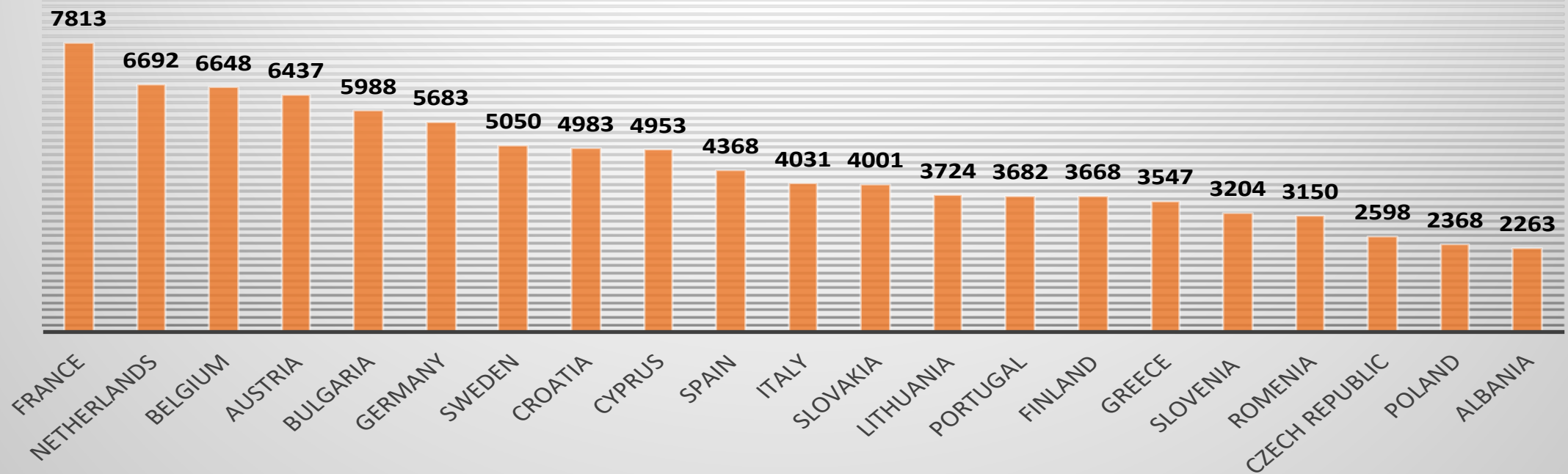
Average net salary Doctors (more than 25 years specialist)



Average net salary Doctors corrected by PPP (more than 25 years specialist)

Título do Gráfico

Série1



II. Is there a set salary for the head of Department / Service / Unit ? If yes, please specify.

(By head of Department / Service / Unit we mean the Operative Unit dedicated to a specific specialty leaded by a Chair).

- Yes (Albania, Belgium, Bulgaria, Croatia Czech Rep., Finland, France, Greece, Italy, Lithuania, Poland, Portugal, Romania, Slovenia, Spain) – mostly a add-on. Germany – individual negotiation
- No (Austria, Cyprus, Netherlands)
- N/A (Sweden, Slovakia)

III. Is there a different pay scale for GP / Family Doctors ? If yes, please specify.

- **Yes** – Albania, Austria, Bulgaria, Finland, Poland (per hour)
 - Self employed** (free practice) – France, Germany, Belgium
 - Per capita** – Romania, Italy, Czech Rep.
 - Others:**
 - Croatia (like doctors in training)
 - Spain (only one category),
 - Netherlands (different table)
 - Portugal (if they work in Family Health Units),
- **No** - Cyprus, Greece, Slovenia, Lithuania (but depends on number of patients and results)
- **N/A** – Sweden, Slovakia

IV. How is overtime (extra hours) paid?

a) When the doctor is in the workplace (eg, Emergency Department).

Austria	Yes
Bulgaria	1,5 to 2 times the normal hourly salary
Croatia	N/A
France	320€/period of 2 half-days (10h) of overtime
Italy	Hour credit (when weekly schedule is exceeded, 100-120€ holiday and night shifts), 27,64€/h (daily), 31,12€/h (evening and holidays) 35,75€/h (night)
Netherlands	N/A ?
Cyprus	600 €/ 24h (South); 1,1 times the normal price / hour (north)
Poland	1,5 times the normal price / hour on day time; 2 times at night
Portugal	1,5 times (Monday to Friday day time) 2 times at night, 2,5 weekends
Romania	Same as the other days (double for Saturdays, Sundays and feast)
Slovenia	30% add-on
Spain	24,70€/h

IV. How is overtime (extra hours) paid?

a) When the doctor is in the workplace (eg, Emergency Department).

Lithuania	1,5 times the 100% value
Sweden	Simple overtime – 180%. Qualified overtime 240%. Overtime can be compensated in time off instead of money
Germany	Normal hourly salary plus a supplement
Finland	1,5 times the normal hourly salary or increased free time
Albania	49 to 56 euros (Monday to Friday); 53 to 56 (saturdays); 62 to 75 (sundays, holidays)
Slovakia	N/A
Greece	10-12 euros per hour including weekdays, 11-13 euros per hour including holidays
Belgium	Overtime is paid. There is no fixed scale. Each hospital or network has its own pay scale
Czech Rep.	Add-on (night shifts)

IV. How is overtime (extra hours) paid?

b) When the doctor is on call (in the Hospital / Health Unit).

Austria	Yes
Bulgaria	1,5 to 2 times the normal hourly salary
Croatia	N/A
France	268€/night or period of 2 half-days (10h) of overtime
Italy	Hour credit (when weekly schedule is exceeded, 100-120€ holiday and night shifts) 27,64€/h (daily), 31,12€/h (evening and holidays) 35,75€/h (night)
Netherlands	N/A
Cyprus	600 €/ 24h (South); N/A
Poland	1,5 times the normal price / hour on day time; 2 times at night
Portugal	1,5 times (Monday to Friday day time) 2 times at night, 2,5 weekends
Romania	Same as the other days (double for Saturdays, Sundays and feast)
Slovenia	30% add-on
Spain	24,70€/h

IV. How is overtime (extra hours) paid?

b) When the doctor is on call (in the Hospital / Health Unit).

Lithuania	1,5 times the 100% value
Sweden	1,25 to 1,5 times
Germany	Hourly rate corresponding to salary group
Finland	1,75 to 3 times depending on the different hours of the day
Albania	6 to 10 euros for medical act
Slovakia	N/A
Greece	10-12 euros per hour including weekdays, 11-13 euros per hour including holidays
Belgium	Overtime is paid. There is no fixed scale. Each hospital or network has its own pay scale
Czech Rep.	Add-on (night shifts)

IV. How is overtime (extra hours) paid?

c) When the doctor is on stand by call (eg, at home).

Austria	Yes, less paid than the previous ones
Bulgaria	Additional 0,25€ to 0,50€ / hour
Croatia	N/A
France	43,00€/period of 2 half-days (10h) is granted
Italy	20,66€ and if called paid as overtime or hourly credit
Netherlands	N/A
Cyprus	300€/24h (south); 0,15 times the normal hourly salary as add-on (north)
Poland	quarter hourly wage
Portugal	Half of the price for extra hour
Romania	40% of the value of normal guard
Slovenia	20% of the normal paid hour
Spain	5,18€/h Monday to Friday, Saturday, Sunday and non working days 5,77€/h

IV. How is overtime (extra hours) paid?

c) When the doctor is on stand by call (eg, at home).

Lithuania	20% of average salary for every week
Sweden	Compensation is issued with 0,22 of the time during which the doctor does not work
Germany	The doctor receives a daily sum for being available plus a time supplement
Finland	19 to 35%of hourly wage
Albania	N/A
Slovakia	N/A
Greece	4.0-5.0 euros per hour
Belgium	Overtime is paid. There is no fixed scale. Each hospital or network has its own pay scale
Czech Rep.	25% of a)

d) Is there any upper limit to the number of extra hours a doctor can do (weekly, monthly or yearly)? If yes, please specify.

Austria	55 hours / week, since July 2021 48 hours / week in general of total work
Bulgaria	150 hours / year
Croatia	180 hours / year but in reality most doctors perform more than 300 h/year
France	No
Italy	250 hours / year
Netherlands	Max 52-55 hours / week of total work
Cyprus	48h/week (south);Yes (? north)
Poland	10 hours / week, could be up to 38 hours / week if he signs the opt-out clause
Portugal	150 hours / year (mandatory), more if the doctors agree
Romania	Max hours per week 48 (with or without extra hours)
Slovenia	230 hours/year.
Spain	Max hours per week 48 (with or without extra hours), in a semester calculation

d) Is there any upper limit to the number of extra hours a doctor can do (weekly, monthly or yearly)? If yes, please specify.

Lithuania	180 hours / year
Sweden	150 hours / year
Germany	Max 56 hours / week of total work
Finland	Max 48 hours / week of total work
Albania	Max 48 hours / week of total work
Slovakia	N/A
Greece	48 hours per week, 60 hours per week maximum with doctor's consent, but not met due to understaffing
Belgium	N/A
Czech Rep.	150 h/ year. 416 with doctors agreement

V. Is it possible for doctors working in the public sector to also practice private medicine?

Austria	Yes, provided that the applicable service law does not exclude it or foresees authorisation requirements
Bulgaria	Yes
Croatia	Yes, with permission from the director of the public institution/hospital
France	Yes
Italy	Yes
Netherlands	Yes
Cyprus	No (south); Yes (north)
Poland	Yes
Portugal	Yes
Romania	Yes
Slovenia	Yes with the consense of the general manager of the public health care institute.
Spain	Yes, if they request compatibility

V. Is it possible for doctors working in the public sector to also practice private medicine?

Lithuania	Yes
Sweden	Yes but the secondary job must not be competing, damaging to trust or interfere with doctors tasks in public sector
Germany	Yes but depends on the working contract
Finland	Yes but needs permission from the public sector employer
Albania	Yes
Slovakia	N/A
Greece	Yes, it was recently legislated, but not yet implemented.
Belgium	Salaried hospital doctors are generally authorised to practise outside the hospital for one or two half-days a week
Czech Rep.	Yes