



To: FEMS

Regarding: Report FEMS – The Netherlands September 2023-2024
Date: September 2024
From: Mrs Caroline van den Brekel/ mr. Christiaan Keijzer

Collective labour agreements

During the period September 2023-2024 collective agreements were reached for general practitioners, youth services, occupational healthcare, medical specialists in hospitals, universities, university medical centers and doctors in training. The collective agreement for nursing homes & healthcare was extended. Because of the high rate of inflation, especially in 2023 most wages were more raised than normally.

In March 2024 LAD refused to sign an agreement in university medical centers, because a majority of the LAD-members were not content with deteriorations for medical specialists at age. After an agreement had been reached whereby some of the deteriorations were postponed, the members agreed yet and the LAD signed the agreement.

In the summer of 2024, an agreement was reached to realize one collective labour agreement for all salaried general practitioners.

Healthy and safe working conditions

The LAD started with several pilots in 2021 in different types of healthcare organizations, such as pharmacy 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 in 2023-2024 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 (form of employment, enjoyment and career perspective (wishes for the future in 5 or 10 years). The results were reported in May 2024. A similar survey for non-specialist doctors is in development and will be presented in 2025.



Appointment board member

In November 2023 Marieke van den Heuvel was appointed by the Members council as a board member of the LAD.

Other events

In 2023/24 the LAD celebrated its 75 years existence, by organizing four meetings about the Future of Health Care in the Netherlands, especially about Leadership, Innovation and Work culture.

In November 2023 elections for Members of Parliament were held in the Netherlands. Together with other healthcare-organisations the LAD organized a debate between candidates of 9 political parties about Healthcare in the Netherlands. After the elections LAD sent a letter to the informant who was preparing the formation of a new government, in which LAD mentioned wishes about employment conditions in Dutch Healthcare.

In 2023/24 an agreement was reached about a new pension scheme for healthcare workers.