

SPAIN UPDATE

FEMS, Cluj-Napoca, Romania

September 2026

LABOUR CONFLICT

Since the beginning of 2026, the Spanish Government has pushed forward the reform of the Framework Statute for statutory health service staff. This reform was first negotiated with the main trade unions, but without any specific participation from the organisations that represent doctors.

This lack of involvement from the medical profession has led to a labour dispute that affects the whole country.

The demands of the medical profession remain essentially the same as the ones presented in May in Poland:

1. **A specific negotiation framework for doctors**, so that medical professionals can design and negotiate their own working conditions: by doctors, for doctors.
2. **A real standard working week of 35 hours**, with proper recognition and compensation for any extra hours worked.
3. **A complete reform of the on-call system**, including higher pay than the ordinary working day and its recognition for social security contributions and retirement.
4. **Fair professional classification**, in line with the high level of training, qualification and clinical responsibility that doctors have.
5. **Flexible retirement conditions without penalties**, taking into account the specific characteristics of the profession and the recognition of hard or demanding work where appropriate.
6. **The involvement of medical organisations in clinical governance**, especially in decisions related to ethical, scientific, quality and patient safety issues.

These demands make up the core of the current conflict and remain essentially the same as in the report presented in February 2026.

The medical mobilisation has taken place across the whole country. During the first phase, the strike was held for one week every month until June 2026 and was then suspended over the summer to avoid any further impact on patient care. CESM reported a minimum participation of 80% in hospitals and 50% in Primary Care during this period, with more than one million medical appointments cancelled or postponed. At the same time, the suspension of extra activity, known as *peonadas*, was also used as a form of pressure.

Since there has been no significant progress, the Strike Committee has announced that continuous strike action will resume from 28 October 2026.

This national conflict is taking place at the same time as different negotiation processes in the autonomous communities. These regional agreements have not changed the national demands, which remain focused on the specific regulation of doctors' working conditions.

LOSS OF PURCHASING POWER

The loss of purchasing power compared to the CPI is approximately: 25% in the annual base salary.

- 16% in other supplements.

CESM has started a campaign to recover the cut to the extra pay that was applied in 2010. In Spain, extra pay is given twice a year.

The total cut for doctors reached €20,352.14 per person, up to June 2026, in salary and seniority payments.

RECOGNITION OF FOREIGN DEGREES AND MEDICAL WORKFORCE PLANNING

Another major concern is the recognition (homologation) of medical degrees obtained outside Spain, especially because of the need to fill specialist positions.

CESM, together with the **Organización Médica Colegial (OMC)** and the **Foro de Médicos de Atención Primaria**, has asked for a review of the recognition criteria. The goal is to make sure that the need for professionals and the urgency to fill certain positions do not lead to lower requirements for the recognition of qualifications.

The aim of these organisations is to maintain medical training standards and, as a result, the quality and safety of patient care.

REFORM OF HEALTHCARE PROFESSIONS AND PROFESSIONAL RECOGNITION

CESM also continues to oppose certain aspects of the reform of the **Ley de Ordenación de las Profesiones Sanitarias** (Healthcare Professions Act).

The position they defend is that professional regulation must fully recognise the level of training, qualification and clinical responsibility that corresponds to doctors.

In this context, **clinical governance** and the involvement of medical organisations in decisions that directly affect the profession become especially important, particularly in matters of ethics, science, quality and patient safety.

This approach is directly linked to one of the main demands of the conflict: that the specific conditions and responsibilities of the medical profession should have their own framework for negotiation and regulation.

SPECIFIC SITUATION IN CEUTA

Since 30 July 2026, a particularly serious situation has developed in Ceuta, with extreme overcrowding in certain departments.

CESM has shown its support for the Medical Union of Ceuta, has asked the Ministry of Health to take measures, and has requested the intervention of the Ombudsman.

Medical professionals in Ceuta have also called for mobilisations in response to the current situation.