



**ASSOCIATION EUROPÉENNE DES MÉDECINS DES HÔPITAUX  
EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS  
EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE  
EUROPESE VERENIGING VAN STAFARTSEN  
DEN EUROPÆISKE OVERLÆGEFORENING  
ΕΥΡΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΔΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ  
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI  
DEN EUROPEISKE OVERLEGEFORENING  
ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES  
ASOCIACIÓN EUROPEA DE MÉDICOS DE HOSPITALES  
EUROPEISKA ÖVERLÄKARFÖRENINGEN  
EVROPSKO ZDRŽENJE BOLNIŠNIČNIH ZDRAVNIKOV  
EUROPSKA ASOCIACIA NEMOCNICNÝCH LEKAROV  
EUROPSKA UDRUGA BOLNIČKIH LIJEČNIKA  
ЕВРОПЕЙСКА АСОЦИАЦИЯ НА СТАРШИТЕ БОЛНИЧНИ ЛЕКАРИ**

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Europe

# LABOUR CONDITIONS

# OF THE DOCTORS

# IN EUROPEAN PUBLIC

# HOSPITALS

April 2006



AEMH



# GENERAL INFORMATION

COUNTRY	% GNP	PPP \$	Inhab./Doctor	Beds/1000 i. Ac.
AUSTRIA *	7'7/5'4	2220	303	5'8
BELGIUM	9'1/6'5	2515	273	10'3
CROATIA			377	5'75
DENMARK*	8'8/7'3	2580	341	4'1
FINLAND	7'3/5'5		329	5'9
FRANCE *	9'7/7'4	2736	270	5'9
GERMANY	10'9/8'6	2817	319	7'2
GREECE*	9'5/5	1814	228	4'68
HOLLAND	9'1/?	2643	400	3
HUNGARY	6'5		246	9'6
IRELAND	7'3/5'5	2367	714	8'5
ITALY*	8'5/6'4	2166	238	4'4
LATVIA	¿		398	8'4
LUXEMBOURG	6'2/5'3	3065	417	7'2
NORWAY*	6'5		250	4'2
PORTUGAL	9'3/6'5	1702	435	4'1
SLOVENIA	7'9		507	5'6
SPAIN*	7'6/5'4	1646	250	4
SWEDEN*	9'2/7'9	2517	304	3'1
SWITZERLAND	10'1		329	8
U. KINGDOM	7'7/6'4	2160	769	7'2
EEUU	14'6/6'6	5267		

PPP:Power Purchasing Parity



# MEDICAL CARE POSTS

COUNTRY	Total	Spec.	G.P.	Training
AUSTRIA *	35688	19103	6253	6253
BELGIUM	16281	6595	440	954
CROATIA*	11781	6516	2657	1197
DENMARK*	20000	12194	3669	6040
FINLAND	12600	5860	3070	1800
FRANCE *	20887	84377	106980	17430
GERMANY	74063	43592	30471	
GREECE*	59987	24500	1142	3033
HOLLAND	29500	15601	9397	2132
HUNGARY	35610	22740	4906	1032
IRELAND	6500	3700	1600	2500
ITALY*	337000	102800	47061	25000
LATVIA	9300	5860	1407	530
LUXEMBOURG	935	300	336	130
NORWAY*	18000	5500	4000	5000
PORTUGAL	31700	15846	6105	2853
SLOVENIA	3895	2946	949	686
SPAIN*	180000	60000	70000	18000
SWEDEN*	29000	19000	3200	5000
SWITZERLAND	23679	10000	6024	
U. KINGDOM *	94800	56000	34800	30700

# UNEMPLOYED DOCTORS

COUNTRY	
AUSTRIA *	450
BELGIUM	0
CROATIA*	10%
DENMARK*	0
FINLAND	4.2
FRANCE *	0
GERMANY	6.75
GREECE	11000
HOLLAND	0
HUNGARY	
IRELAND	0
ITALY *	50%
LATVIA	7.6
LUXEMBOURG	0
NORWAY	0'1
PORTUGAL*	0
SLOVENIA	25%
SPAIN*	5%
SWEDEN*	0
SWITZERLAND	1'05
U. KINGDOM	0.49

# LEVEL I COMPETENCIES

COUNTRY	Care	Teach.	Resear.	Org&Adm	Econ&Fin	Manag.
AUSTRIA *	X	X	X	X	X	X
BELGIUM	X	X	X	X	X	X
CROATIA*						
DENMARK*				X	X	
FINLAND	X	X	X	X	X	X
FRANCE *				X	X	X
GERMANY	X	X	X	X	X	
GREECE*	X	X	X	X		
HOLLAND	X	X	X	X	X	X
HUNGARY	X	X	X	X	X	X
IRELAND	X	X	X	X	X	X
ITALY*	X	X	X	X	X	X
LATVIA	X	X	X	X		
LUXEMBOURG	X	X	X	X	X	X
NORWAY*	X	X	X	X		
PORTUGAL	X	X	X	X		
SLOVENIA	X	X	X	X	X	X
SPAIN*	X	X	X	X		
SWEDEN*	X	X	X	X	X	X
SWITZERLAND	X	X	X	X	X	X?
U. KINGDOM *	X	X	X	X	X	

# LEVEL II COMPETENCIES

COUNTRY	Care	Teach.	Resear.	Org&Adm	Econ&Fin	Manag.
AUSTRIA *	X	X		X		
BELGIUM	X					
DENMARK*	X	X	X	X	X	
FINLAND	X	X		X		
FRANCE *	X	X	X	X		
GERMANY	X	X	X	X		
GREECE*	X	X	X	X		
HOLLAND	-	-	-	-	-	-
HUNGARY	X	X	X	X	X	
IRELAND	X	X	X	X		X
ITALY*	X	X	X	X		
LATVIA	X	X	X			
LUXEMBOURG	X	X	X	X	X	
NORWAY	X	X	X	X		
PORTUGAL	X	X	X			
SLOVENIA	X	X	X	X	X	
SPAIN*	X	X	X	X		
SWEDEN*	X	X	X	X		
SWITZERLAND	X	X	X			
U. KINGDOM	X	X	X	X	X	

# LEVEL III COMPETENCIES

COUNTRY	Care	Teach.	Resear.	Org&Adm	Econ&Fin	Manag.
AUSTRIA *	X	X				
BELGIUM	X					
CROATIA						
DENMARK*	X	X	X			
FINLAND	X					
FRANCE *	X			X		
GERMANY	X					
GREECE*	X	X	X			
HOLLAND	-	-	-	-	-	-
HUNGARY	X	X	X			
IRELAND	X	X	X	X		
ITALY*	X	X	X	X	-	
LATVIA	X		X			
LUXEMBOURG	X	X			X	
NORWAY*	X	X	X	X	X	
PORTUGAL	X	X	X			
SLOVENIA	X			X		
SPAIN*	X	X	X			
SWEDEN*	X	X	X	X		
SWITZERLAND	X	X	X			
U. KINGDOM	X	X	X	X		



# LEVEL IV COMPETENCIES

COUNTRY	Care	Teach.	Resear.	Org&Adm	Econ&Fin	Manag.
AUSTRIA *	X					
BELGIUM	X					
CROATIA*						
DENMARK*	X	X	X			
FINLAND	X					
FRANCE *	X					
GERMANY	X					
GREECE*	X	X	X			
HOLLAND	-	-	-	-	-	-
HUNGARY	X	X	X			
IRELAND	X	X	X			
ITALY*	X	X	X	X	-	
LATVIA	X		X			
LUXEMBOURG	X					
NORWAY*				X		
PORTUGAL	X	X	X			
SLOVENIA	X			X		
SPAIN*	X	X	X			
SWEDEN*	X	X	X	X		
SWITZERLAND	X	X	X			
U. KINGDOM	X	X	X	X		

# LABOUR CONDITIONS IN THE PUBLIC SECTOR

COUNTRY	Cont.	H/Week	Duration	Access	Appoin.
AUSTRIA *	CS,S	40-60	5 <sup>a</sup> (I,II)	CE,F,CM	G,H,HD
BELGIUM	S	4	UL	LC	H,JF
CROATIA					
DENMARK *	CS,L	37	5-6	MPB	G,H
FINLAND	L	37	UL	M,LC	H
FRANCE *	CS,L	35	UL	M,CE	G
GERMANY	L,CS,S	38 <sup>5</sup>	UL(I,II)	M	H(HD)
GREECE *	CS,S	40	3-5 UL	M	G
HOLLAND	L	38		M	H
HUNGARY	CS	42	UL	M	G
IRELAND	CS,L	39	L	M	G
ITALY *	CS	38	5,UL	M,CE,FC	H
LATVIA	L	40	2-5,UL	M,O,LC	G,H
LUXEMBOURG	CS	UL	UL	M,FC	H
NORWAY *	L	45	4-8	M,FCPB,H	H
PORTUGAL	CS	35, 42	UL	M,CEH	
SLOVENIA	L	40	4,UL	CE	H
SPAIN *	CS,S,L	35	UL	CE	G
SWEDEN *	CS	40	5-15	M	H
SWITZERLAND	CS	60-70	4	CE,FC	PB,H
U. KINGDOM	CS,L		UL	M	G

CS: Civil servant L: Labour

S: Special

CM: Comp. Merits

CE: Comp. Exam.

FC: Free Contract

# SALARY

COUNTRY	Gross in Euro	PPP €	Depends	Private	Coll. Bargain.
AUSTRIA *	78500/55000	1842'6	H,S	I,II	X
BELGIUM	2/26488	2087'45	H,S	I,II	X
CROATIA			H	Yes	Yes
DENMARK *	127200/48300	2141'4	H	II	X
FINLAND	57863/42311		H	I,II,III	X
FRANCE *	82328/50600	2270'88	S	II,III	No
GERMANY	145585/99694	2338'1	H,S	I,II	X
GREECE *	26472/13200	1505'62	H,S	I,II,III,IV	
HOLLAND	70876	2193'69	MP,A		X
HUNGARY			H,S,Sp.	I,II	No
IRELAND	64334/18446	1964'61	H	I	X
ITALY *	100000/46000	1797'78	H	I,II,III	X
LATVIA	26109/19627		H	No	X
LUXEMBOURG	90867	2543'95	H(I,II),S(III)	I,II,III	X
NORWAY *	48919/36207		H,S		X
PORTUGAL	49752/35135	1412'66	H,S	I,II	X
SLOVENIA	33000/27000				
SPAIN *	41870/32621	1366'18	H,S	No	No
SWEDEN *	79896/41844	2089'11	H,S	No	X
SWITZERLAND	225023/40718		H,S	I,II	X(III,IV)
U. KINGDOM	61667/27860	1792'8	H,S	I	X

PPP: Power Purchasing Parity

H: Hierarchic

S:Seniority

# WARD DUTIES

COUNTRY	Level I	Level II	Level III	Level IV	Incl.	Separately
AUSTRIA *	0	4-6H,OC	4-8 H,OC	4-10 H		X
BELGIUM						X
CROATIA			3-6 H, OC		X	
DENMARK *		4-5 OC	4-5H	4-5H		H2000,OC700/m
FINLAND	OC	1-2 OC	3-4 H	5-6 H		561/465 month
FRANCE *		1-6OC	1-6OC	1-6H	X	
GERMANY			7-10 H	7-10 H		450DM/Week
GREECE +		2 H	5 H	6-10H		1507H,7500C
HOLLAND	7OC				X	X
HUNGARY		H	H	H	X	
IRELAND	OC	H	H	H	X	H:1'25/OC:0'5/h
ITALY *	100C	100C	4H,100C	4H,100C		X
LATVIA	H	H	H			50% Salary
LUXEMBOURG		OC	OC	OC	X	
NORWAY *	3-5OC	5-10OC	0		X	
PORTUGAL	4 OC	4 H	4 H		X	
SLOVENIA	10 h/w	10 h/w	10 h/w	10 h/w		X
SPAIN *		4-6H	4-6H	4-8H		272 Euros/wd
SWEDEN *		OC	OC	0C		X
SWITZERLAND	OC	OC	6	6		X
U. KINGDOM		1-3OC	6-10H	6-10H	X	

OC: On Call H: Hospital

# COMPETENCIES OF THE MEDICAL DIRECTOR

COUNTRY	Medical Board	Managing Board	Sel&Contrac.
AUSTRIA *	X	X	X
BELGIUM	X	X	X
CROATIA	X	X	X
DENMARK *	X	X	X
FINLAND	X	X	X
FRANCE *	X	X	X
GERMANY	X	X	
GREECE *	X	X	
HOLLAND	X	X	X
HUNGARY		X	X
IRELAND	X	X	
ITALY *	X	X	X
LATVIA *	X	X	X
LUXEMBOURG	X	X	X
NORWAY *	X	X	X
PORTUGAL	X	X	X
SLOVENIA	X		
SPAIN *	X	X	
SWEDEN *	X	X	
SWITZERLAND	X	X	X
U. KINGDOM	X	X	X

# COMPETENCIES OF THE MEDICAL DIRECTOR

COUNTRY	Qual.Ass	M.Records	Training	Research	C.M.E.
AUSTRIA *	X	X	X	X	X
BELGIUM	X	X	X	X	X
CROATIA*	X	X	X	X	X
DENMARK *	X		X	X	X
FINLAND	X	X	X	X	
FRANCE *	X		X	X	-
GERMANY	X	X	X	X	X
GREECE *		X	X	X	X
HOLLAND	X		X	X	
HUNGARY *	X	X	X	X	X
IRELAND	X	X	X	X	X
ITALY *	X	X	X	X	X
LATVIA	X		X		
LUXEMBOURG	X	X	X	X	X
NORWAY *	X	X	X	X	X
PORTUGAL	X	X	X	X	X
SLOVENIA	X		X	X	X
SPAIN *	X	X	X	X	
SWEDEN *	X	X	X	X	X
SWITZERLAND	X	X			
U. KINGDOM	X	X	X	X	X



# LABOUR CONDITIONS OF THE MEDICAL DIRECTOR

COUNTRY	Appoint.	Duration	Head Dep.?	Under	H. Care act.
AUSTRIA *	G,MB?	5	Yes	MB	Yes
BELGIUM	MB	3	No	MD	Yes
CROATIA*	GM		No	MB,MD	Yes
DENMARK *	G	5	No	MD	No
FINLAND	MB	UL	No	MB	No
FRANCE *	-	-	-	-	-
GERMANY		UL	Yes	MD	Yes
GREECE *	G	X	Yes	MB,MD	Yes
HOLLAND	MB	UL	No	MB	Yes
HUNGARY	Owner	5	No	Owner	Yes
IRELAND	MB	2-4	No	MB	Yes
ITALY *	MD	5	No	MD	No
LATVIA	G	2-5	No	MD	Yes
LUXEMBOURG	MB	6	No	MB	Yes
NORWAY *	MB	5-10	No	MD	No
PORTUGAL	MB	3	No	MB	Yes
SLOVENIA		4	Yes		Yes
SPAIN *	G	UL	No	MD	No
SWEDEN *	MB	8	No	MB,MD	No
SWITZERLAND	MB	L	No	MB	Yes
U. KINGDOM	MB	4	No	MB	Yes

# COMPETENCIES OF THE MEDICAL ORDER

- **Guarantees the Quality of the Medical Care**
  - **Responsible of the Registry of Doctors**
  - **Responsible of the Ethics, Deontology and Discipline**
  - **Controls the Continuing Medical Education**
- **Represents the Medical profession before the citizen, the authorities and the institutions**
- **Promotes health activities and watches over the environmental conservation**

# PERCENTAGE OF DOCTORS BELONGING TO TRADE UNIONS

COUNTRY	Medical Trade Unions	General Trade Unions
AUSTRIA *	100%	1%
BELGIUM	80%	
CROATIA*		
DENMARK *	95	
FINLAND	95%	
FRANCE *	15	
GERMANY	57%	8%
GREECE *	90	
HOLLAND	60%	
HUNGARY		
IRELAND	50%	
ITALY *	25	5%
LATVIA *	54%	
LUXEMBOURG	95%	
NORWAY *	95	
PORTUGAL	20%	
SLOVENIA	62%	
SPAIN *	8	0'5%
SWEDEN	93%	
SWITZERLAND	70%	0%
U. KINGDOM	80%	

# WHO NEGOTIATES THE LABOUR CONDITIONS OF THE DOCTORS

COUNTRY	Medical Trade	General Trade	Medical Order
AUSTRIA *		2%	X
BELGIUM	X		
CROATIA*	X	X	
DENMARK *	X		
FINLAND	X		
FRANCE	X		
GERMANY	X	X	
GREECE *	X		X
HOLLAND	X		
HUNGARY	X		
IRELAND	X	X	
ITALY *	X	X	
LATVIA	X		
LUXEMBOURG	X		
NORWAY *	X	X	
PORTUGAL	X		
SLOVENIA	X	X	
SPAIN *	X	X	
SWEDEN	X	X	
SWITZERLAND	X		X
U. KINGDOM	X		

# WHO NEGOTIATES WITH THE SICKNESS FUNDS

COUNTRY	Medical Trade	General Trade	Medical Order
AUSTRIA *	X		X
BELGIUM	X		
CROATIA*	X		
DENMARK *	X		
FINLAND	X		
FRANCE *	X		
GERMANY	X	X	
GREECE	X	X	X
HOLLAND	X		
HUNGARY	X		X
IRELAND	X	X	
ITALY *			
LATVIA *	X		
LUXEMBOURG	X		
NORWAY *	X		
PORTUGAL	X		
SLOVENIA			X
SPAIN *			X
SWEDEN	X		
SWITZERLAND			X
U. KINGDOM	X		

# CONTINUING MEDICAL EDUCATION OF THE HOSPITAL DOCTORS

COUNTRY	Organized	Compulsory	Who organize	Who finance
AUSTRIA *	Yes	Yes	MO	D
BELGIUM	Yes	Yes	SS	D,I
CROATIA	Yes	Yes	MO,SS	H,D
DENMARK *	Yes	No	SS	H,D,I
FINLAND	Yes	No	MO,SS	
FRANCE *	Yes	Yes	G,SS	H,D,I
GERMANY	Yes	Yes	MO,SS	
GREECE *	Yes	No	MO,SS	I
HOLLAND	Yes	No	MO,SS	
HUNGARY	Yes	Yes	MS	
IRELAND	Yes	No	MO,SS	
ITALY *	Yes	Yes	G	H,D,I
LATVIA	Yes	Yes	MO	
LUXEMBOURG	Yes	No	MO,SS	
NORWAY *	Yes	No	MO,SS	H,D,I
PORTUGAL	No	No	MO,SS,I	D,I
SLOVENIA	Yes	Yes	MO	H,D
SPAIN *	Yes*	No	MO,SS,I	D,I
SWEDEN *	No	No	SS,I	H,D,I
SWITZERLAND	Yes	Yes	MO,SS	D,I
U. KINGDOM	Yes	No	MO	



# CONTINUING MEDICAL EDUCATION OF THE HOSPITAL DOCTORS

COUNTRY	Who accredits	Who provides	Compet. Compulsory
AUSTRIA *	MO	MO,SS,I	150C-3Years
BELGIUM	MH,MTU	MTU,H,I	2y.
CROATIA	MO	MO,SS	6y
DENMARK *	SS	MO,SS,I	No
FINLAND			
FRANCE *	SS	SS,I,O	5Years
GERMANY			
GREECE *	MO	H,MS	5 Years
HOLLAND			
HUNGARY			
IRELAND			
ITALY *	G	MO,SS,I	No
LATVIA			
LUXEMBOURG			
NORWAY *	MO,SS	MO,SS	No
PORTUGAL	MO	MO,SS,I	No
SLOVENIA	Yes	Yes	7 y.
SPAIN *	G,MO	MO,SS,I	No
SWEDEN *	MO	SS,I,H	No
SWITZERLAND	MO,SS	MO,SS	3-5 y.
U. KINGDOM *			

# Is there a sufficient number of...

<b>COUNTRY</b>	<b>Nurses</b>	<b>Auxiliaries</b>
AUSTRIA *	No	No
BELGIUM	No	No
CROATIA	No	No
DENMARK *	No	No
FINLAND	Yes	Yes
FRANCE *	No	No
GERMANY	Yes	Yes
GREECE *	No	No
HOLLAND	No	No
HUNGARY	No	No
IRELAND	No	No
ITALY *	No	No
LATVIA	No	No
LUXEMBOURG	Yes	Yes
NORWAY *	No	No
PORTUGAL	No	No
SLOVENIA	Yes	Yes
SPAIN *	Yes	Yes
SWEDEN	No	No
SWITZERLAND	No	No
U. KINGDOM	No	No

# Does your country have?

<b>COUNTRY</b>	<b>DAY HOSPITAL</b>	<b>HOME HOSPITAL</b>
AUSTRIA *	Yes	Yes
BELGIUM	Yes	Yes
CROATIA*	Yes	Yes
DENMARK *	Yes	Yes
FINLAND	Yes	Yes
FRANCE *	Yes	Yes
GERMANY	Yes	Yes
GREECE *	Yes	Yes
HOLLAND	Yes	No
HUNGARY	Yes	No
IRELAND	Yes	Ye
ITALY *	Yes	No
LATVIA	Yes	No
LUXEMBOURG	Yes	No
NORWAY *	Yes	No
PORTUGAL	Yes	Yes
SLOVENIA	Yes	No
SPAIN *	Yes	Yes
SWEDEN	Yes	No
SWITZERLAND	Yes	Yes
U. KINGDOM	Yes	Yes