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EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE
EUROPESE VERENIGING VAN STAFARTSEN
DEN EUROPÆISKE OVERLÆGEFORENING
ΕΥΡΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΑΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI
DEN EUROPEISKE OVERLEGEFORENING
ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES
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EUROPSKA UDRUGA BOLNIČKI LIJEČNIKA
ЕВРОПЕЙСКА АСОЦИАЦИЯ НА СТАРШИТЕ БОЛНИЧНИ ЛЕКАРИ
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

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De LAD is lid van
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Developments in the negotiation of Collective Labour Agreements

Due to the extensive number of collective labour agreements (CLAs) for doctors the following oversight is not all-encompassing.

The negotiations for the CLA for hospital employees in general hospitals started on the 12th of February. The fourth round of negotiations has been completed and no agreement has been reached concerning permanent jobs, the right to education and a salary increase. The terms of employment for medical specialists in general hospitals ('AMS') are part of the CLA for hospital employees. The negotiations for these terms focus on a safe and healthy work environment and an increase in the level of influence for the medical specialist.

In April 2014 the CLA for general practitioners employed by other general practitioners ended. Negotiations for a new CLA have started. An increase in salary and sustainable employability are important to the LAD in this respect.

The negotiations for a new CLA for the mental healthcare were terminated in June 2013 due to conflicting interests between the representatives of employers and employees. In March 2014 both parties agreed to exploratory talks in order to resume the negotiations.

In November 2013 the employers' and employees' organisations decided to prolong the CLA for University Medical Centres from 2015 until 2016. Important issues for medical specialists in this CLA are among others: development of personal leadership and sustainable employability.

National policy developments

The primary focus of the Dutch health policy has been the decentralization agenda: municipalities will be given more responsibilities concerning services for people with disabilities ('Wmo'), youth policy and work & income in 2015. Municipalities will receive a limited budget for the additional tasks. The decentralization ought to stimulate self-reliance and support systems among citizens. Health care professionals have expressed great concern. They believe 2015 is too soon to implement the changes correctly and fear that people in need of care risk neglect. Another consequence of the decentralization and cutbacks is the loss of jobs in the healthcare sector. The Ministry of Health has reserved some funds in order to limit the problems on the job market.

Another recurrent policy issue is the income level of medical specialists. Parties in the healthcare sector and the government agreed that the income level of medical specialists is exempted from the law that maximizes the income of high level officials in the public and semi-public sectors ('WNT') at least until 2017. A motion has been filed by one of the political parties to include the medical specialists but this motion has been rejected on the 4th of February.

Recent turmoil has been caused by an advice from the Dutch Healthcare Authority to change article 13 from the healthcare insurance act, which provides the free choice of healthcare providers. Citizens with a so-called kind policy are no longer allowed to choose their own doctor freely. Health insurance companies determine which doctors or hospitals are contracted for citizens with this healthcare insurance. Doctors are uniting in order to prevent this from happening. They find that article 13 is a patient's elementary right.

Strategic Agenda LAD

In the strategic agenda the LAD sets out its main policy for 2014. The LAD wants to empower doctors, create a safe and healthy work environment, limit the consequences of the decentralisation for doctors and retain a balanced labour market. In its day to day activities the LAD strives to contribute to these objectives and develops specific products and services on these themes for our members. The LAD also wants to create awareness on these topics by our politicians and stakeholders.