

Evolution of the status of candidate medical specialists in Belgium and future of their function

Dr Quentin Lamelyn

Introduction

- 3y of bachelor -> 3y of master -> Post-graduation
- PG (post-graduate), MACCS, Assistant,... = Physician Assistant/Associate

« Sui Generis »

- ½ student / ½ employee
- Enrolled in your university (master of specialization)
- Internship plan
- Training contract (can be different between some hospitals)

Their rights

- Health coverage
 - Parental leave
 - 1 month coverage if incapacitated for work
 - Family allowance
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- But nothing if unemployed
 - No contribution for your retirement
 - No paid vacation (the hospital allows you +/- 20d/y)

Working time... where the conflict begins

- 48h/w = baseline (mean on a period of 13w) -> Max = 60h/w
- Opting out -> 60h/w (mean / 13w) -> max 72h/w
- In practice...
 - Forced to sign the opting out by the supervisor
 - Working time falsified, not rare to exceed 100h/w
 - No recovery after a night shift

And many more problems

- Relative supervision
- Heterogeneous learning quality
- Lobbying against pregnancy
- Almighty supervisor
- ...
- Suicide, burn-out, car accident,...



ASSISTANTS
PAS
CONTENTS!

L'HOPITAL
N'EST PAS
MA MAISON!

DES ASSISTANTS
MIEUX TRAITÉS
POUR DES SOINS
DE QUALITÉ

ASSISTANTS
EN
DANGER

Update 1.0 : Collective agreement

- Working time registration
- 10% more salary
- 125% for night shift and 150% for sunday
- 10 scientific days off
- Protection for pregnancy (no work after 26 weeks)

And tomorrow ? Some of their revendications

- More control for the respect of the working time
 - Quality above quantity -> No more opting out ?
 - Sanitize the balance of power between the supervisor and the PG
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- Change how hospitals are funded