



**Fédération Européenne
des Médecins Salariés**
European Federation
of Salaried Doctors

Date:	08-05-2017	Document:	F17-022 EN
Title:	National Report the Netherlands		
Author:	LAD		



Landelijke vereniging van
Artsen in Dienstverband

National report The Netherlands May 2017

Janssoniuslaan 34-36
Postbus 20058
3502 LB Utrecht

T 030 670 27 02
F 030 670 27 00
E bureau@lad.nl
I www.lad.nl

ING 3937124
KvK 40477980

De LAD is lid van
de federatie KNMG

Management and policy

Employment policy

The LAD employment policy for 2017 was established in November 2016. The key points are a wage claim of 2%, attention for occupational health and safety, and a better positioning of doctors in the institutions.

Membership growth

LAD welcomed 3,000 new members in 2016, increasing our membership past 30,000.

Occupational health and safety

Occupational health and safety is an important theme for LAD. Together with other employee and employer organisations, LAD organised a conference on work stress in healthcare on 16 and 18 November. In March 2017, new agreements concerning workload were made as part of the new Collective Labour Agreement for Dutch Universities. LAD has been working since February 2017 with a research study about the pressure of work in hospital emergency departments.

Cooperation

In the autumn a new partnership was concluded with the Dutch Association of Hospital Pharmacists (NVZA), so that hospital pharmacists can also use our services as from 2017.

Collective interests

Collective Labour Agreements (CLA)

In the past six months, new CLA's have been concluded in the Health Centres, Nursing Homes, Pharmacists and Dutch Universities sectors. Negotiations have started in the General Hospitals, Youth Care, Disability Care and Mental Healthcare sectors. These have not yet been completed. Negotiations for the General Hospitals CAO were stalled in April 2017. The other associations are now taking action. The LAD thinks that taking action at this stage is not a good idea as we still have room for further negotiations. LAD has called on the other parties to return to the negotiating table.

Pension capping

Since 1 January 2015 employees with an income above 100,000 euros can no longer accrue pension through their employer under fiscally favourable conditions. This also means that above 100,000 euros employers no longer have to contribute to employee pension premiums, while they have agreed with employees to contribute to a good pension. LAD also believes that the employers' premium above 100,000 euro must benefit employees.

In a number of healthcare sectors (for example academic hospitals and disability) agreement was reached fairly quickly and the employers contributed the full 100% to the pension, but in general hospitals and mental health institutions, the employers refused to pass on the payment. Therefore, in both these sectors, an action plan has been put in place.

After medical specialists in general hospitals had taken action by discontinuing participation in consultations (April) and conducting a go-slow on 21 June, it was decided to re-engage in talks with each other under the leadership of an independent chairman (Hans Borstlap, former member of the Council of State). This led to the Principle Agreement for Pension Capping in November 2016. It has been agreed that, from 2017, medical specialists will receive from employers 70% of the employer's contribution of the pension premium over 100,000 euros. That percentage can increase locally up to 100% or more by, for example, making agreements with their board of directors on care renewal and efficiency.

In the mental healthcare sector an action was started this past autumn. On 1 November, 1,500 psychiatrists participated in a go-slow. This action didn't go unnoticed, but had no effect. Therefore, the psychiatrists decided to hold another go-slow on 17 January 2017. Initially it seemed that after the second go-slow there was movement from the employer's side, but ultimately the employers held firm. Therefore the LAD decided to increase the pressure by announcing a two-day go-slow to be held before the end of March. This two-day action was eventually cancelled: on 21 March a preliminary agreement was concluded during the negotiations for a new CLA Mental Healthcare Sector. It has been agreed that psychiatrists will receive 100% of the employer's contribution back.

Individual interests

LAD together with the Federation of Medical Specialists has a department for individual interests, namely the Knowledge and Service Centre (KDC). The KDC is for LAD members and affiliates of the Federation the place for questions, advice and assistance about employment concerns such as employment disputes and contracts, pensions, salaries and remuneration, work schedules and workload, sickness and incapacity to work, mergers and reorganisations, re-registration issues and educational disputes. In addition, the KDC provides information and advice when setting up an association for healthcare professionals.

In February 2017, it was made known that the KDC had handled 2,700 individual member questions/files in 2016. Two thirds of all the questions related to matters concerning employment rights such as employment contracts, collective labour agreements and pensions.

Of the questions/files handled by the KDC in 2016, 33% were employed medical specialists, 33% were independent medical specialists, 24% were other doctors/healthcare professionals and 10% from junior doctors.

Legislation

In November 2016, the Senate passed the standardisation of the legal status of civil servants. As a result, many civil servants (except military, police and judiciary) will be brought under private law by 2020. For this reason, hundreds of laws and regulations need to be changed, which also involves a lot of work for unions.

Political outlook

On 15 March 2017, parliamentary elections were held in the Netherlands. LAD was one of the organisers of the Great Health Debate arranged as part of this. This debate was discussed by 10 political parties. They all promised more money, more jobs and less bureaucracy in healthcare. Other

Subject: FEMS-National Report May 2017

No.: LAD-BE-17-981

key items in the electoral programs included the question of whether all medical specialists should be employed, whether they should fall under the law on the criteria for top incomes, and whether the limit for pension capping will continue to decline. LAD is against all these intentions. If the limit for pension capping is further reduced, it will affect many employees.

In the elections, the Social Democrats lost many of their seats. Negotiations are now underway for the formation of a cabinet consisting of Liberals, Christian Democrats, Liberal Democrats and the Greens. Because there are major differences between these parties on issues such as income distribution, the environment, and asylum seekers, negotiations will probably take a long time.