

Working Time Organization across Europe

Sharing solutions and ideas



QUESTIONNAIRE
13 DELEGATIONS
9 COUNTRIES

Alessandra Spedicato – ANAAO
ITALY

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COUNTRY	PARTICIPATION TO QUESTIONNAIRE
AUSTRIA	YES
BELGIUM	NO
BULGARY	NO
CROATIA	YES
CIPRO	YES
CZECH REPUBLIC	YES
FRANCE	YES
HUNGARY	NO
ITALY	YES
THE NETHERLANDS	YES
POLAND	NO
PORTUGAL	YES (Not yet)
SLOVAKIA	NO
SLOVENIA	YES
SPAIN	YES (Not yet)
TURKEY	NO
ROMANIA	YES

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WHITE BOOK OBJECTIVES

• **TO REPRESENT AN UPDATED AND CURRENT OVERVIEW OF FEMS MEMBER COUNTRIES**

• *NEED FOR ALL INFORMATION*

• *SOFTWARE BUG*

• **EVALUATION OF FEMS STRATEGY AND OBJECTIVES UNTIL 2021:**

- to implement "maximum 48 hours weekly working time" rule for doctors in all european states, without OPT-OUT;

- to implement COMPENSATORY PERIOD WITHOUT EXCEPTIONS;

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<u>Country</u>	<u>Do you have OPT OUT?</u>	<u>Is guaranteed a daily rest?</u>	<u>How many hours can you maximally work in a day?</u>	<u>Do you have any exceptions?</u>
AUSTRIA	Yes	Yes	13 Usually 10	yes
France	Yes	Yes	hours	Yes when resident in hospital on-call
Cyprus Turkish Community	No	No	24 hours	No
Slovenia	Yes	Yes	12	On duty you can work 32 hours in a row
ITALY	No	Yes	48	yes
ROMANIA	No	No	7, 16 or 24 See previous answer	saturday 16, and sunday 24 hours
Czech republic	Yes	Yes	answer	Yes, during on call duties
The Netherlands	Yes	No	13	1x per 7 x 24 hours resting time to 8 hours.
Croatia	No	Yes	24	yes
Italy	No	Yes	12	yes
Cyprus Turkish Community	Yes	No	8	???

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- **SET NEW OBJECTIVES:**
- **Stand by duty interfere with compensatory rest**
- **evaluate workload**
- **Medical job considered as arduous work (age of retirement)**
- **evaluate job satisfaction**

-New working groups:
Workload
Job satisfaction

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Spedicato: Workload: analyze some sectors for instance cardiology department, outpatient service, surgical department.

Bernard: to define meaning of english term related to working time. Distinction in timing between first visit and following controls.

Joao: there is any definition of standard time for appointment with patients, differences among specialties, then other questions

Spedicato: number of beds, ratio between doctors and patients during days/nights/holidays, take into account if patients have more than one pathology. Evaluate if doctors are allowed to have a break during their working time. Is it considered as working time or as a break?

Damjan: in Slovenia, standard and normatives about paediatrician, GP workload and this underlines the lack of doctors in some sectors. He can share with FEMS

Denis: 28 consultation in seven hours (15 minutes for patients)

Sila: performance system. In Turkey they tried to have a performance system

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Spedicato: job satisfaction is a personal opinion so it would be more useful to have a statistical approach and to adopt the same method we adopted for the questionnaire on Female doctors. (delegations ,from a same country, translate questionnaire in his own language and distribute questionnaire among trade union's members)

Noel: ask for the help of an expert

Sila: a questionnaire like that was already adopted in Cyprus. She can share with us

Noel: analyze professional career and worklife balance

Alessandra: take into account the age and gender and compare with this data

Noel: migration

Loren: pay attention to the length of questionnaire

Joao: job satisfaction questionnaire made in Portugal