



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

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## Spain Half-yearly Report (FEMS)

**Madrid, September 11, 2023:** with respect to the previous report of April 2023 and in relation to the situation of the **pandemic**, it should be noted that despite slight spikes at specific times in **COVID-19** infections, the situation remains stable and **all types of protection** measures have been eliminated., even removing the obligation to keep the mask in those places where it was kept: health centers and pharmacies, which only for specific circumstances have recommended them in some hospitals or centers for the elderly.

With regard to health and trade union news, it should be noted that currently **there is neither a government that has taken office nor**, therefore, a **Minister of Health** who is in charge of the needs of the profession, so the activity has been somewhat slow waiting to see how the current political situation evolves. The situation dates back to May when, due to the call for municipal and regional elections, the newcomer Minister of Health José Miñones became in office, and just two days later the President of the Government decided to call general elections for the month of July. Since then there has been **little room for maneuver of the ministerial officials because they are in office**, since the holding of the elections on July 23 left a result that has not facilitated the investiture of any government for the moment.

Given this situation, some of the regional unions that maintained a **medical strike underway** decided to abandon their claims until there were new health positions with the capacity to make decisions in their respective ministries. With the exception **for the professionals of Ceuta and Melilla, who depend organically on the Ministry of Health and who are suffering absolute contempt from Ingesa (managing institution)**, boycotting any real bargaining options and treating the union comrades and the population

itself as if they belonged to a second-class health system, despite CESM's attempts at mediation.

In addition, and before the holding of elections, from the Forum of the Medical Profession, of which CESM is a member, a **document was prepared that recalled what the urgent needs of doctors were** so that it could be taken into account by whoever would soon occupy the government health headquarters.

On the other hand, the profession has faced a **new summer with the shortage of doctors** that we have known for years, with population movement, closure of plants in hospitals and absences in the templates that overload the colleagues who remain in their job without the equipment being correctly dimensioned. In this scenario and as a union and member of both the Forum of the Medical Profession and the Forum of Primary Care Physicians, CESM has insisted on **denouncing the increase in hiring of professionals without the required mandatory qualifications**, especially in Family Medicine, and in showing its **rejection of the approaches that suppose replacing doctors with other health** professions, which is a fraud of law and a risk to the clinical safety of the patient.

Regarding **Specialized Health Training**, in recent weeks the Ministerial Order has been published with the 2023/2024 offer, which increases the number of MIR places that are made available to applicants for the exam on January 20, but still does not collect a choice of places in real time as CESM has been claiming for years. Once again, the Confederation will closely monitor that all the requirements that guarantee a choice of place that respects the rights of future specialists of the National Health System are met.

## **CESM recalls that the qualification requirements to practice must be the same for professionals in all health fields**

**Madrid, July 3, 2023;** The Executive Committee of the State Confederation of Medical Unions (**CESM**) considers it necessary to point out, in view of the growing problems that are emerging in the National Health System regarding the necessary specialist titles. The **same qualification requirements should be demanded of professionals** to practice in concerted medicine as in direct public management, due to the tendency of the administrations to carry out **contracts to doctors without specialty** in clear fraud of law.

According to the **regulations**, the practice of Medicine with a specialist degree in Europe, in any of its Social Security schemes, requires possession of the corresponding specialist title. In Spain, the assistance provided by the National Health System NHS -that is, with public funds-, is carried out in the centers and services of direct management and also through the concerted Medicine, so the Confederation insists that the **qualification requirements to attend to patients in any of these two modalities must be the same**, since only in this way can the same guarantees of quality and safety of care be offered in both models.

There are numerous autonomous communities that are carrying out **contracts that are fraudulent because professionals do not have the required qualifications**, most of them in the specialty of Family Medicine and Pediatrics, but they are also being seen in other specialties.

It should be noted that when talking about concerted medicine, reference is made to all the **assistance benefits of outpatient consultations, hospitalization and medical transport** charged to public funds, which also

includes the assistance benefits of the **employers' mutual societies and collaborators with NHS**, which as such, carry out the management of important benefits of the National Health System. Thus, there may be professionals working in a mobile ICU who do not have the title of specialist required by the regulations. Recently graduated doctors are hired to cover positions in Family Medicine or Pediatrics or that they try to transfer medical skills to other professional categories not authorized, as it has recently slipped with respect to sedation, an option in which the Forum of the Profession itself, of which CESM is part, has been radically against supporting the document issued by the Spanish Society of Anesthesiology, Resuscitation and Pain Therapeutics (SEDAR).

For all the above, CESM wants to point out **that legality is being violated** by not demanding the same requirements for the hiring of professionals. This practice puts at **serious risk both the safety of the patient and that of the professional himself** due to the criminal effects that an incident could entail. In addition to promoting a lack of equity in the care provided to users depending on who assists them.



Before the upcoming elections on July 23

## The Forum of the Medical Profession emphasizes the absolute need for a State Pact for Health of all political groups

- Take into account the voice of professionals for issues that affect them and a specific status of the doctor, at the center of the claims.

**Madrid, July 4, 2023:** The **Forum of the Medical Profession** wants to anticipate the result of the upcoming elections on July 23 to indicate, regardless of who reaches the Government, what **are the demands that the profession urgently needs to solve**. These are articulated around the demand for a **State Pact** for Health that brings together all the **political groups and professionals and patients** as actors of the National Health System.

Recent years have seen a proliferation of numerous detailed analyses of the health situation, all of which share as a common denominator structural, organisational and underfunded problems. In addition, any measure aimed at alleviating some worrying aspects is approved **without even taking into account the opinion of the professionals** affected, since the dialogue **between the organizations that represent them and the Ministry of Health** has been minimized to almost disappear.



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DE COLEGIOS OFICIALES  
DE MÉDICOS





Currently, once the COVID-19 pandemic has been overcome, doctors face important **labor problems that** interfere with their professional development, such as the normalization of precarious contracts that prolong instability, excessive interims, the high number of on-call hours, competitions that are eternalized or a poorly defined professional career. All this makes it necessary to have a **specific statute for physicians to regulate the special working conditions** of doctors.

The Forum also wants to emphasize the need **to increase investment in health to** allow an increase in resources, both material and human, since the current amount implies inequity in the supply of health services between the different autonomous communities. In this sense, it is key to carry out an exhaustive **planning of the needs of professionals of the National Health System** in order to have an adequate health offer, which allows **to equate the number of graduates of the faculties of Medicine with the necessary places of Specialized Health Training**. And bearing in mind that increasing only the latter, without doing the same with the number of medical professors or examining the quality of training, does not solve the current problem.

The current health situation reflects legislation that was approved two or three decades ago, with inefficient management, excessive bureaucracy and political interference and little representation of professionals. Also **an overflow of Primary Care** -with chronic lack of investment, as in Mental Health structures-, an increase in waiting lists and care in Emergency services, and a disaffection and pessimism of professionals, who feel mistreated.



For all the above, and given the opportunity offered by a new legislature, the Forum of the Profession recalls that a review of the **current health system is necessary that requires the joint work of professionals, patients and administrations** to achieve a profound transformation that allows preserving the universal model, with public, equitable and quality financing. This requires **refinancing, structural reforms and, mainly, a State Pact with all the agents involved** in the survival of the NHS, for which, once again, the Forum offers all its willingness to work and agree jointly on measures that help improve the current health situation.

The Forum of the Medical Profession is made up of: General Council of Official Medical Colleges – CGCOM; Federation of Medical Scientific Associations of Spain – FACME; State Confederation of Medical Unions – CESM; National Conference of Deans of Faculties of Medicine - CNDFM and State Council of Medical Students - CEEM.