



**To: FEMS**

Regarding: Interim Report FEMS – The Netherlands

Date: April 2025

From: Mrs. Sabine Peterink

## **Report LAD (Netherlands) May 2024 – April 2025**

### **Collective Labor Agreements**

From May 2024 to April 2025, collective labor agreements were reached in various healthcare sectors, including medical specialists, general practitioners, universities, doctors in training, nursing homes & home care, disability care, mental healthcare and hospitals. Wages were increased by about 4% on an annual basis, which is just above inflation. Especially in hospitals the negotiations were difficult, but after unions threatened to organize strikes, employers gave in.

### **Healthy and Safe Working Conditions**

In 2021, the LAD started pilots in different healthcare settings like pharmacies and municipal health services to improve doctors' working conditions. The goals were healthier schedules, staffing aligned with production, better positioning of doctors within hospital leadership, and more workplace enjoyment. The pilots continued and expanded in 2024-2025, with a maximum of 24 participating organizations covering areas like disability care, municipal health, hospitals, and general practice. Key topics included workload, communication, team reflection, role clarity, doctor positioning, and appreciation. In March 2025 the project was transferred to a private organization called Challenge & Support.

### **Career Monitors**

As in 2021-2022, the LAD collaborated with the Dutch Federation of Medical Specialists and the Dutch Junior Doctors Organization to develop a career monitor survey. Again, over 10,000 of the 33,000 medical specialists (in training) in the Netherlands fully completed the questionnaire on job satisfaction, work situation, enjoyment, and career perspectives. A similar survey for non-specialist doctors was developed in 2024 and sent out in 2025. The results of this survey are not known yet.



### **Appointments of Board Members**

In November 2024, Michaël Lansbergen was appointed as treasurer in the LAD Board by the Members Council. In March 2025 Paul Prinsen Geerligs was appointed as a Boardmember for a second term.

### **Other Events**

In 2023/24, the LAD celebrated its 75th anniversary by organizing four meetings on the future of healthcare in the Netherlands, focusing on leadership, innovation and work culture.