

## Spain Country Report May 2025

**Madrid, May 6, 2025;** since the last half-yearly report presented by Spain at the FEMS meeting in Rome in October 2024, the main activity of the Spanish Confederation of Medical Unions (**CESM**) which has **changed its name** after the approval of the new statutes at the beginning of the year has focused especially on a **campaign of mobilizations against the draft of the Framework Statute** prepared by the Ministry of Health.

After more than two years of meetings of the Negotiation Area to modify the rule that regulates professionals of the National Health System (SNS), these meetings resumed in January, at which time **the text that had been prepared by the ministry was known** and that not only did not include the improvements that CESM had demanded, but it **also significantly worsens the working conditions** of professionals.

Specifically, the draft includes **three fundamental aspects** that have generated the **unanimous rejection** of the profession, such as a **professional reclassification** that includes doctors in the same group with professionals who are required to have fewer training and responsibility requirements (360 credits compared to 240); a **working day** that far exceeds that of the rest of the workers and that does not regulate the on-call as was being claimed, and a **regime of incompatibility** for heads of Service and Section and professionals in the first 5 years after the MIR (Resident Intern) that does not allow practicing in the public and private simultaneously and that especially penalizes doctors.

These three aspects, among other grievances, have led to the beginning of **mobilizations by unions and professional organizations led by CESM**, which set a calendar of actions that have the support of the Forum of the Medical Profession, an organization that brings together all the agents and

organizations of the medical collective. The first were regional rallies on February 10, followed by a large rally in front of the ministry with union delegates from all over Spain.

The success of these two dates promotes more actions, such as a **new demonstration in Madrid**, this time for professionals and anyone who wants to join, which is a success of participation with more than 5,000 people, and the **call for a strike that will have its first day on May 23**. The pressure exerted by CESM both in the mobilizations and in the meetings with representatives of the parliamentary groups - to whom the problem has been transferred - has caused the **ministry to finally meet with the Strike Committee**, assuming in that first contact the need for a differentiated regulation of the medical collective as CESM has demanded from the beginning and setting two new meetings prior to that day to continue advancing in the negotiations.

This situation has led to a slowdown in the pace of demands to **recover the extra pay cut since 2010** that began at the end of the year together with the main nursing union, but whose actions are still active.

In addition, in recent months the **Confederation has travelled to Ceuta** to learn first-hand about the real situation of health care in the autonomous city, both from the point of view of professionals and patients, a management that depends directly on the Ministry of Health through the public company INGESA, which has been asked to dismiss the territorial director due to the lack of solutions and the campaign of harassment that is being carried out against the main medical union in Ceuta, a member of CESM.

With regard to the Ministry of Health, and after the first meeting with the minister last November, the Confederation has participated in two public consultations regarding the **recognition of non-EU qualifications** ,

demanding that the requirements not be lowered and on the **return to the face-to-face and non-telematic option in the choice of MIR places**. which has become effective in these days of May.

On the other hand, and as **members of the Forum of the Medical Profession**, CESM has been part of the presentation of the **second edition of the Manual of the Doctor-Patient Relationship**, which is the starting point of the candidacy that seeks its recognition as Intangible Heritage of Humanity by UNESCO. He also participated in the denunciation of the approved **Law on Medicines and Health Products** due to the danger it may pose to patient safety, since diagnosis and treatment are medical competences, and in the presentation of the **document that calls for a professionalized governance** of health care centres.

In recent months, CESM has also participated, as a **member of the Primary Care Forum, in the International Day of Primary Care**, which this year has emphasized economic figures to point out that with primary care the numbers add up but for this a greater investment is necessary. In the same way, work is already underway on the **first anniversary of the National Forum of Private Practice Doctors** of which CESM is a member, which in the last months of the year and the beginning of 2025 showed its concern about the conflict with Muface ( Mutual Medical Insurance of Public Officials). Conflict which could leave thousands of civil servants and their families without private health care to further overload public health and to worsen the working conditions of doctors who practiced in this area, something that was finally remedied with the increase in the premium that the Administration paid to the 3 insurers that participated in the agreement.

In addition, CESM has just held the **first national day on Occupational Health** in Alicante to highlight the importance that this has in the performance of professional activity from different points of view, such as the constant denunciation of the aggressions suffered by professionals that

do not stop increasing every year and for which CESM calls on the administration to assume its competence to protect its workers in the position of work. Also, in this meeting, the situation in which CESM was involved in FEMS, was discussed.

**Spanish Confederation of Medical Unions  
CESM**