



To: FEMS

Regarding: Interim Report FEMS – The Netherlands

Date: April 2026

From: Mrs. Sabine Peterink

Report LAD (Netherlands) October 2025 – April 2026

Collective Labor Agreements

From October 2025 to April 2026, collective labor agreements were reached in various healthcare sectors, including medical specialists, universities, doctors in training, youth care, university hospitals and company doctors. In some sectors (youth care, university hospitals) LAD organized strikes before employers gave in. Wages were increased by about 4% on an annual basis, which is just above inflation.

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. In this context LAD and Challenge & Support organized in November 2025 an event called *Festival of Enthusiasm* to raise development, sustainable employability and job satisfaction for doctors and related professions.

LAD also signed a Manifesto against transgressive behavior, which often takes place in Dutch healthcare.

Career Monitors

As in 2021-2022, the LAD collaborated in 2024 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 sent out in 2025. In January 2026 preparations for the Monitor Medical Specialists 2027 were started.



Appointments of Board Members

In the present period no board members were appointed. On the 1st of January 2027 LAD-president Suzanne Booij will resign because of ending her term of office. LAD is looking for a new president now, who will be appointed by the membership council in November 2026.

Other Events

In October 2025 parliamentary elections were held in the Netherlands. LAD and many other healthcare-organizations organized a debate about healthcare policy in which the biggest political parties participated.

LAD also supported a Healthcare Manifest that was offered to MP's by umbrella organization FBZ.