



To: **FEMS**

Regarding: Interim Report FEMS – The Netherlands  
Date: September 2026  
From: Mrs. Sabine Peterink

## **LAD (Netherlands) Report — April 2026 to September 2026**

### **Collective Labor Agreements**

In April 2026, LAD reached an agreement with the employers' organization in university hospitals to increase wages to a level that matches the lower wage levels in the sector. This helped prevent any industrial action.

From May 2025 to April 2026, collective labor agreements were reached across various healthcare sectors, including universities, nursing, care and home care, and general practitioners. Since 2026, wages have increased by approximately 3.8% on an annual basis.

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

In November 2025, LAD and Challenge & Support organized an event called the *Festival of Enthusiasm* to support doctors' development, promote sustainable employability, and improve job satisfaction for doctors and related professions. Due to its great success, the festival will be held again in November 2026.

LAD also developed a new training program to help doctors increase their self-direction and find more satisfaction and enjoyment in their work.

In July 2026, LAD conducted a survey among doctors in training working in hospitals to explore how the standard workweek can be shortened.

### **Career Monitor for Medical Specialists**

As in 2021–2022 and again in 2024, LAD collaborates in 2026 with the Dutch Federation of Medical Specialists and the Dutch Junior Doctors Organization to develop a career monitor survey. The survey will be conducted in January 2027.

We hope that, once again, more than 10,000 of the 33,000 medical specialists (including those in training) in the Netherlands will fully complete the questionnaire on job satisfaction, work conditions, enjoyment, and career perspectives.

### **Appointments of Board Members**

During this period, no board members were appointed. On January 1, 2027, LAD president Suzanne Booij will resign upon the completion of her term of office. LAD is currently looking for a new president, who will be appointed by the membership council in November 2026.