



## **EUROPEAN UNION OF GENERAL PRACTITIONERS**

Alment Praktiserende Lægers Europæiske Organisation – UEMO  
European Union of General Practitioners – UEMO  
Europäische Vereinigung der Allgemeinärzte – UEMO  
Union Européenne des Médecins Omnipraticiens – UEMO  
Unione Europea dei Medici di Medicina Generale – UEMO  
Europese Huisartsen Vereniging - UEMO  
Unión Europea de Médicos Generalistas – UEMO  
Uniao Europeia de Clinicos Gerais – UEMO  
Euroopan Yleislääkärijärjestö – UEMO  
Europeiska Allmänläkarorganisationen – UEMO



**UEMO 2003/017**

Spanish Response to Questionnaire on Equal Opportunities (UEMO 2002/166)

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**UEMO – PRESIDENCY**

*c/o Swedish Medical Association, P.O. Box 5610, Villagatan 5, SE-114 86 Stockholm  
Tel: +46 8 790 34 52, Fax 46 8 20 57 18, E-mail: info@uemo.org*

## STANDING COMMITTEE EQUAL OPPORTUNITIES

### QUESTIONNAIRE ON EQUAL OPPORTUNITIES

1. Does your national medical organisation have a policy on equal opportunities? Yes  No
2. If yes give a brief description.
3. If not what action is being taken in this respect?

**The UEMO Spanish delegates supplied the Spanish General Medical Council the UEMO statements on Equal Opportunities approved at previous UEMO meetings.**

4. What percentage of doctors are<sup>1</sup>:

Foreign EU Doctors	<b>0.2%</b>	Foreign Non EU Doctors	<b>1%</b>	Disabled Doctors	<b>1%</b>
Returned to Work	<b>6%</b>	Female Doctors	<b>50%</b>		

5. What percentage of principal GP posts are held by:

Foreign EU Doctors	<input type="checkbox"/>	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<input type="checkbox"/>
Returned to Work	<input type="checkbox"/>	Female Doctors	<b>12%</b>		

6. What percentage of state contracts are held by:

Foreign EU Doctors	<input type="checkbox"/>	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<b>1%</b>
Returned to Work	<input type="checkbox"/>	Female Doctor	<b>50%</b>		

7. What percentage of female doctors are employed as assistants or sessional workers?

**Sessional workers: 12%**

Do female doctors have the same pay and conditions as men doctors?

**Yes**

8. Do part time doctors have the same pay and conditions as full time?

**No**

9. Do part time doctors have pensionable employment?

**No**

10. Does the balance of senior officers and council members in your national medical organisations reflect that of the profession? **No**

Foreign EU Doctors	<input type="checkbox"/>	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<input type="checkbox"/>
Returned to Work	<input type="checkbox"/>	Female Doctors	<b>4%</b>	Ethnic Group	<input type="checkbox"/>

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<sup>1</sup> General practitioners

**STANDING COMMITTEE EQUAL OPPORTUNITIES**

***QUESTIONNAIRE ON RETURN TO WORK POLICY***

11. Does your national medical organisation have a return to work policy? Yes ✓ No

12. If not what action is being taken in this respect? If yes, please give a brief description.  
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\_\_\_\_\_  
\_\_\_\_\_

13. Has your national medical organisation studied recruitment and retention of GPs with regard to manpower projections for the coming years?

**Yes**

14. What preventative measures exist to retain GPs with regard to:

Access to CME/CPD:

**The CME/DPP is voluntary and is based on CME/DPP activities offered by: the Medical Colleges, the Scientific Societies and the Administration (by this precedence); and financed by the Pharmaceutical Industry and doctors themselves.**

Part Time Work:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Training:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

15. Do return to work courses exist in your country? Yes ✓ No

If yes:

15.1 What access to return to work courses exists?

**Yes**

15.2 Are these courses mandatory?

**No**

15.3 Are these courses funded by the state; or contracting insurance company; or by the returning GP?

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**Yes**

15.4 How are those courses organized?

**There is a strict control of the number of students, never more than 40; and there is a final assessment test.**

16. What support, e.g. mentoring, exists for those doctors returning to work?

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17. What is the returned doctors position in respect of certification of competence and accreditation?

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18. Does your National Organization have a special follow up for doctors returned to work after suspension?

**Yes. Furthermore, these doctors must pass a re-accreditation course.**

19. Does your National Organization have a programme to take care/support of sick doctors (mental illness, drug abuse, disabling conditions, etc)?

**Yes, the PAIME (Programa de Ayuda Integral al Médico Enfermo=Integral Care Programme for Sick Physicians)**

20. What support, e.g. mentoring, exists for those doctors returning to work?

**Public financing**

21. What support exists for special groups, i.e. parental, after illness or suspension?

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22. What is the returned doctors position in respect of certification of competence and accreditation?

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**NOTA BENE:** explanations will be given at the next meeting in Stockholm

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