



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
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Uniao Europeia de Clinicos Gerais – UEMO
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UEMO 2003/019

German Response to Questionnaire on Equal Opportunities (2002/166)

UEMO – PRESIDENCY

*c/o Swedish Medical Association, P.O. Box 5610, Villagatan 5, SE-114 86 Stockholm
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Answer from Germany, 14-2-2003

STANDING COMMITTEE EQUAL OPPORTUNITIES UEMO

QUESTIONNAIRE ON EQUAL OPPORTUNITIES

1. Does your national medical organisation have a policy on equal opportunities? **Yes**

2. If yes give a brief description.

There are committees working at the Bundesärztekammer.

3. If not what action is being taken in this respect?

4. What percentage of doctors are:

Foreign EU Doctors **9 %** Foreign Non EU Doctors **18 %** Disabled Doctors ?

Returned to Work ? Female Doctors **30 %**

5. What percentage of principal GP posts are held by: **no statistics available**

Foreign EU Doctors Foreign Non EU Doctors Disabled Doctors

Returned to Work Female Doctors

6. What percentage of state contracts are held by: **no statistics available (where is the difference to 5.?)**

Foreign EU Doctors Foreign Non EU Doctors Disabled Doctors

Returned to Work Female Doctors

7. What percentage of female doctors are employed as assistants in **ambulatory care (GPs and specialists)**

12 % female, 6 % men

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

Yes, in hospitals

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

Yes, in relation to the hours

9. Do part time doctors have pensionable employment?

Yes, in salaried positions

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10. Does the balance of senior officers and council members in your national medical organisations reflect that of the profession?

Foreign EU Doctors

Foreign Non EU Doctors

Disabled Doctors

Returned to Work

Female Doctors

Ethnic Group

No for all groups

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ANSWER FROM GERMANY, 14-2-2003

STANDING COMMITTEE EQUAL OPPORTUNITIES UEMO

QUESTIONNAIRE ON RETURN TO WORK POLICY

11. Does your national medical organisation have a return to work policy? Yes

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

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:

Part Time Work:

Training:

15. Do return to work courses exist in your country? Yes

They start slowly, but there are specific training courses for GPs open to doctors who have been out of work.

5.1 What access to return to work courses exists?

5.2 Are these courses mandatory?

No

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

By the Chambers (Ärzttekammern) and by the returning GP

5.4 How are those courses organized?

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

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The returning doctors work under supervision of other doctors. It is quite unlikely that they open a practice to work there alone before having worked under supervision. Furthermore, the Zulassungsausschuss, the Committee which accords the right for establishment would not allow it.

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

Each doctor has to comply with all contractual quality directives.

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

No

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

No

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

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

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

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