STANDING COMMITTEE EQUAL OPPORTUNITIES

QUESTIONNAIRE ON EQUAL OPPORTUNITIES

1. Does your national medical organisation have a policy on equal opportunities? Yes No X

2. If yes give a brief description.

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

   National Legislation in Portugal secures equal rights and opportunities, so there is no need for special actions in medical area.

4. What percentage of doctors are:

   Foreign EU Doctors 5,2% Foreign Non EU Doctors 1,1% Disabled Doctors ??
   Returned to Work ?? Female Doctors 45,7%

5. What percentage of principal GP posts are held by: Not applicable

   Foreign EU Doctors Foreign Non EU Doctors Disabled Doctors
   Returned to Work Female Doctors

6. What percentage of state contracts are held by:

   Foreign EU Doctors ??? Foreign Non EU Doctors ??? Disabled Doctors ??
   Returned to Work ??? Female Doctors 56%

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

   Unknown
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?
Part-time work in GPs is not common.

9. Do part time doctors have pensionable employment?

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

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<th>Yes</th>
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<tr>
<td>Foreign EU Doctors</td>
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<td>Foreign Non EU Doctors</td>
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<td>Female Doctors</td>
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<td>Ethnic Group</td>
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STANDING COMMITTEE EQUAL OPPORTUNITIES

QUESTIONNAIRE ON RETURN TO WORK POLICY

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

12. If not what action is being taken in this respect? If yes, please give a brief description.
Return to work is not a problem in our national organisation.

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:
CME/CPD is voluntary; doctors have an ethical obligation to keep up to date. Doctors in the NHS can use 15 days for CME/CPD activities.

Part Time Work:
Part-time work is not usual.

Training:
The number of vacancies was increased concerning specialist training and Family Medicine.

15. Do return to work courses exist in your country? Yes No X
If yes:

5.1 What access to return to work courses exists?
_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________ 

5.2 Are these courses mandatory?
_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________ 

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

5.4 How are those courses organized?
_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________ 

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

17. What is the returned doctors position in respect of certification of competence and accreditation?
There are no requirements regarding certification of competence and accreditation in our medical organization.

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)?
Yes, it started recently.

20. What support, e.g. mentoring, exists for those doctors returning to work?
Not applicable.

21. What support exists for special groups, i.e. parental, after illness or suspension?
No specific support for special groups.

22. What is the returned doctors position in respect of certification of competence and accreditation? 
   This question is the same as No. 17.