



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 2003/038

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

UEMO – PRESIDENCY

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Belgium

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?

4. What percentage of doctors are:

Foreign EU Doctors	<input type="checkbox"/>	+	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<input type="checkbox"/>
			=1.3%			
Returned to Work	<input type="checkbox"/>		Female Doctors	31.5%		
			31/12/01			

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	33.9%		
		31/12/01			

6. What percentage of state contracts 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	<input type="checkbox"/>		

7. What percentage of female doctors are employed as assistants or sessional workers?
12.3%

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?
Yes

9. Do part time doctors have pensionable employment?
Yes

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

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	NO	Ethnic Group	<input type="checkbox"/>

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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? **No**

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, we know that 16% of GP are leaving the profession during the first 5 years after diploma GP

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

Access to CME/CPD:

Yes, exists but not with the goal of retaining GPs

Part Time Work:

Remains possible, inside of a network of GPs

Training:

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

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?

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

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

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

Yes

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

Mentoring by peers

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

Idem

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

No change