Fédération Européenne
des Médecins Salariés
European Federation
of Salaried Doctors

Date:	**1-10-2025**	**Document:**	**F25-044**
Title:	**Country report Spain**		
Author:	CESM		

Confederación Española de Sindicatos Médicos

Spain Country Report September 2025

Madrid, September 15, 2025; since the last half-yearly report presented by Spain at the FEMS meeting in Porto in May, the main activity of the Spanish Confederation of Medical Unions (**CESM**) has mainly consisted around the **demand for a specific statute of the doctor** and the campaign of **mobilizations against the draft of Framework Statute of physicians** which has been trying to be modified for months and which the Ministry of Health intends to approve in this political year. In many of our neighbouring countries, such as France, Italy, Portugal, Germany, Slovenia, among others, they have specific statutes for doctors. In Spain, the doctor to negotiate his working conditions with the health administration is at a negotiating table where he does not reach 10% representation, as he is with the rest of the professions at the same table.

As we explained in the last report, this text of the Framework Statute continues to include **three particularly important aspects** that not only do not improve the working conditions of professionals but significantly worsen them. First, the **professional reclassification** that includes doctors with professionals with lower training and responsibility requirements. In second place, a **working day** which far exceeds that of the rest of the workers and which does not regulate on-call duty (marginalizing doctors in terms of rights such as work-life balance, occupational health and rest compared to any other of the health workers). And third, a **regime of incompatibility** that penalizes the doctor with respect to other health categories.

Despite the numerous meetings held both as a member of the Negotiation Area and the Strike Committee, the few changes obtained in the draft regulation have caused **CESM to lead a calendar of mobilizations** that have gone through numerous informative assemblies to explain the reasons for the rejection. In addition, we have organized concentrations in front of the regional institutions responsible for health management; the delivery of more than 40,000 signatures of professionals against of the ministry's draft; rallies and demonstrations in front of the Ministry of Health and a **first day of national strike on June 13** that was followed by about 90% of the professionals. Also, **CESM appeared in the Senate** to convey to the political representatives the demands of the medical community, explain why the draft Framework Statute promotes the mistreatment of the profession and we are looking for support for a possible processing of the ministerial draft of Framework Statute in the Spanish Parliament.

All these mobilizations, led by the Confederation with the support of the Andalusian Medical Union, have had the **support of the Forum of the Medical Profession**, where all the agents of the medical collective are represented, from the official colleges of doctors to medical students, through scientific societies and the deans of the faculties of Medicine. all of them committed and united in their 'NO' to this draft regulation.

The arrival of the summer period has also served to remind CESM that it has been **15 years since the cut in the extraordinary pay** to doctors, an economic decline that has not yet been recovered and that the union continues to demand.

In the same way, it has been denounced the **lack of summer plans to assume the care overload** when much professionals enjoy their vacation period, so a campaign has been launched on social networks to show this overload through the number of on-call shifts that have been forced to cover the care gaps, a figure that sometimes exceeded ten on-calls in a short period of time.

Already in the middle of the summer, the ministry provided the union leaders with the document prepared with the contributions obtained from the numerous previous work meetings, a text that was still clearly insufficient for CESM, which has denounced that not only does it not include their demands, but also **demonstrate a coercive and restrictive model of the rights of doctors**, so the Confederation, as part of the Strike Committee, continues with its calendar of mobilizations.

In this case, already in September, **CESM has presented to the media its proposal for the statute of the doctor and the doctor**, a document that has also been transferred to the ministry and to the health officials of the autonomous communities. In addition, a request for a **meeting with the parliamentary groups** has been registered in the Spanish Congress to explain this specific proposal, as well we have requested for a meeting with the **European Parliament's Commissioner for Health** to convey the current problems around this regulation.

The visible actions of this beginning of the school year in the middle of this campaign include a new concentration of union delegates in front of the ministry on September 23. As well as a **second day of national strike that is called for October 3**, a strike that has the support of the Forum of the Medical Profession and to which all the professional unions of the national territory will join. The **call**

has been made to all medical professionals with an employment relationship with the National Health System.

Finally, in addition to the action focused on this campaign against the draft Framework Statute, CESM has continued to participate in the meetings and events of the **Profession Forum**, where it has publicly insisted on the delimitation of professional competences in the face of new proposals for referrals to other health categories. Specifically, defending that the **prescription of medicines is an attribution that corresponds to the medical profession as a** guarantee of clinical safety.

Spanish Confederation of Medical Unions
CESM