Fédération Européenne
des Médecins Salariés
European Federation
of Salaried Doctors

Date:	**7-10-2025**	**Document:**	**F25-056**
Title:	**Country report Netherlands**		
Author:	LAD		

Landelijke vereniging van Artsen in Dienstverband

To: **FEMS**

Regarding: Interim Report FEMS – The Netherlands

Date: October 2025

From: Mrs. Sabine Peterink

Report LAD (Netherlands) April 2025 – October 2025

Collective Labor Agreements

From April 2025 to October 2025, due to summer vacations, collective labor agreements were reached in only a few healthcare sectors, including medical specialists and universities.

Healthy and Safe Working Conditions

In 2021, the LAD initiated pilot programs in various healthcare settings, such as pharmacies and municipal health services, aimed at improving doctors' working conditions. The objectives included creating healthier schedules, aligning staffing with production needs, enhancing the role of doctors in hospital leadership, and increasing workplace satisfaction. These pilot programs continued and expanded in 2024-2025, involving up to 24 participating organizations across sectors like disability care, municipal health, hospitals, and general practice. Key topics addressed included workload, communication, team reflection, role clarity, doctor positioning, and recognition. In March 2025, the project was transitioned to a private organization called Challenge & Support. The LAD continues to offer training for members interested in participating in works councils.

Career Monitors

A career monitor survey for non-specialist doctors, which included questions about job satisfaction, work conditions, enjoyment, and career perspectives, was developed in 2024 and distributed in 2025. The results are currently under analysis.

Appointments of Board Members

No new board members were appointed during this period.

Elections

In June 2025, the current government fell. Elections for a new cabinet are scheduled for October 29. Political parties are actively campaigning to attract voters, and most have developed election programs for this purpose. The LAD has submitted a response to the parties, including a wishlist with the following points.

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The pressure on healthcare is significant. The data is clear: demand for healthcare is projected to peak in 2030. If no action is taken, the workforce shortage may escalate to 266,000 healthcare workers by 2034. The impact of workload and staff shortages is felt daily, not only by healthcare professionals but also by patients. In some municipalities, individuals cannot always quickly access their family doctor or face long waiting lists in mental health care and nursing home services.

It is evident that these challenges in healthcare must be prioritized. Merely focusing on reducing regulatory pressure and implementing advanced AI applications is insufficient. We cannot sustain the provision of all healthcare in the future without making difficult choices. In recent years, the LAD has emphasized the necessity for a societal debate regarding the limits of healthcare. This is a complex discussion, involving ethical considerations. How do we determine why one treatment is administered while another is not, due to a lack of manpower? What role does innovation play in alleviating the burden on healthcare professionals, even if it does not render healthcare "more humane"? Furthermore, how can we encourage individuals to take greater responsibility for their own preventive health measures? Above all, the LAD anticipates a comprehensive long-term vision for the future of healthcare.

On October 21, a large coalition of parties, including the LAD, will host "The Great Healthcare Debate" (Het Grote Zorgdebat) at the Beatrix Theater in Utrecht. Candidate Members of Parliament will engage in discussions about their visions for the future of healthcare. Three central topics will be featured: Healthy Netherlands, Access to Healthcare, and Working in Healthcare. The debate will be streamed live and can be viewed on national television.

Other Events

In 2023/24, the LAD celebrated its 75th anniversary by organizing four meetings focused on the future of healthcare in the Netherlands, emphasizing leadership, innovation, and workplace culture. As a follow-up, the LAD will organize a major event titled the "Festival of Enthusiasm" for healthcare workers in November 2025.

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