

Austria / Österreich Working Time and Migration

KAD Doz.(FH) Dr. Lukas Stärker

27th - 29th September 2018



3rd International Conference of Doctors' Unions

Lisbon - Portugal

FEDERAÇÃO NACIONAL DOS MÉDICOS
National Federation of Doctors

© Stärker

September 2018 1

Working time arrangement and migration of doctors

Where are the medical doctors working? Public sector? Private sector?	doctors work both in the public sector and in the private sector.
Are medical doctors organized in Trade Unions? In what percentage? Just doctors or with other healthcare workers?	the Austrian Medical Chamber (OÄK) represents all Austrian medical doctors (ca 45.000=100%), but not the other health care workers
Do you negotiate collective bargaining agreements? At what level? (National? Regional? Institutional?)	The Austrian Medical Chamber and the Local Medical Chambers are able to negotiate and sign collective agreements.

© Stärker

September 2018 2

Working time arrangement and migration of doctors

Main working time arrangements:	per 01.01.2018, according to the Hospital Working Times Act, the average weekly working time is now maximum 55 hours, subject to
What is the standard Working time per week/day?	1. a company agreement and
Maximum allowed?	2. an individual opt-out declaration.
Mandatory overtime?	From 01.07.2021 onwards, the average weekly working time will be limited to 48 hours
	In that case, the maximum work-shift is 29 hours.
	If there is no company agreement and individual opt out, the maximum working time is 13 hours.

© Stärker

September 2018 3

Working time arrangement and migration of doctors

Medical doctors are expected to work more hours than workers in other activities?	yes
How much does a doctor earn (average) in your country? How does that compare with the rest of the population?	<ul style="list-style-type: none"> - each of the 9 Austrian provinces has its own scheme regarding salaries and supplements for hospital doctors - in the private sector there are own systems. <p>These schemes are based on agreements that are negotiated between the Medical Chambers in the provinces and respective regional legal entities, partly together with union representatives or normed in provincial law.</p>
Current problems and goals for future	expansion of opt out about 1.7.2021, as wished by provincial governments

Working time arrangement and migration of doctors

Do you have data about medical doctors migration in your country/region?	total 2095 (august 2018) Inflow: 2016: +225, 2017: +238
Is it mainly an emigration or immigration country regarding medical doctors?	<ul style="list-style-type: none"> - about 50 : 50, - depending amongst other things on the definition – what is an Austrian doctor?
Do you identify it as a problem?	yes, regarding study graduates
What are the main countries to where your doctors leave and/or come from?	<ul style="list-style-type: none"> • Austrian doctors leave mainly to Germany, Switzerland, but also Scandinavian countries or Great Britain. • They come from mainly Germany, Hungary, Slovak Republic, Italy and others.

Working time arrangement and migration of doctors

Do you propose any changes/solutions to your current status?	<ul style="list-style-type: none"> - having the necessary number of doctors - having enough GP's and enough doctors of every Speciality - having relevant regional distribution - good working conditions motivating Austrian Doctors to work in Austria
--	--
