



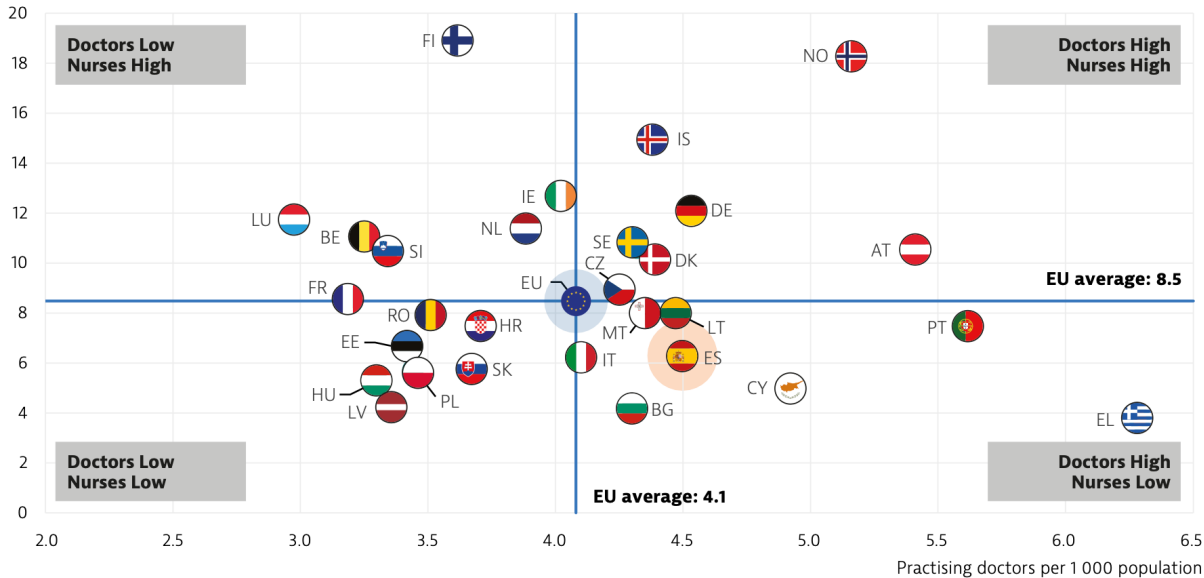
Junior Doctors' challenges in Spain

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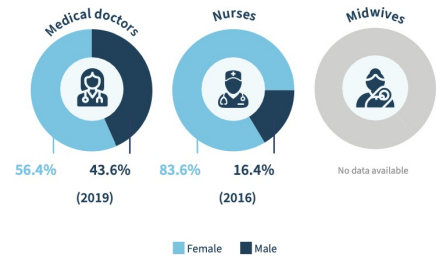
HEALTH WORKFORCE

Figure 10. Spain has more doctors than the EU average, but nurse numbers are lower

Practising nurses per 1 000 population



Health workforce distribution
by sex, percentage



Professions

Annual
graduates
(total number)

Medical doctors (2019)

6574

Nurses (2019)

10 250

MEDICAL TRAINING & CAREER PATHWAYS

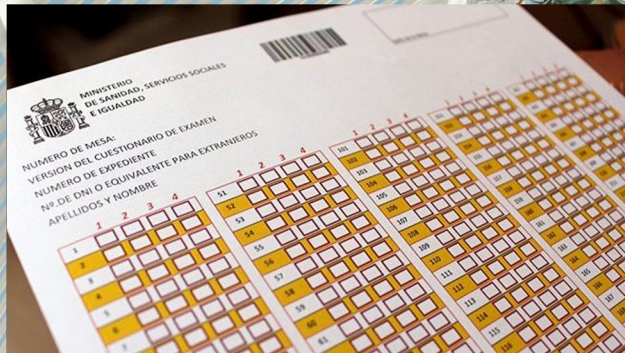
EBAU

Public

Private

MEDICAL DEGREE

6 years long
2 pre-clinical years
4 clinical years



**POSTGRADUATE/
SPECIALIST TRAINING**
ACCESS: 1 exam per year
Score from the exam +
medschool
Score order to choose spot
8.550 spots
12.000 applicants
6% N-EU spots

Specialist training program & career progression in your specialty

45 specialties

(4-5 years program)

Competency based???

Mandatory 24h shifts during the whole program (4-6 per month)

Organized by hospital - Teaching Unit

Paid program: 1.220 EUR net
+on-call shifts +Year bonus

4 months of international/national
clinical placement/year

As resident:

- Resident's based hospitals -> increased responsibility with the years
- Legal status: worker employed by hospital contract regulated by special law RD 1146/2006.

As specialist:

- Can apply to hospital positions
- High level of temporary positions in the public sector (around 60%)

Challenges in workplace as junior doctor, training specialist and junior specialist in your Specialty

- Work overload where systemic shortage are covered by residents
- In theory JDs have a learning role and do not fulfill a structural role
- Lack of supervision as required by law
- Opportunistic learning / Learning outcomes not assessed
- No Quality Assurance system

STUDY ON WORKING HOURS AND RESTING TIMES IN SPAIN

- 80% of JDs work over the 48h per week (European Directive) limit
- 13% of JDs do not rest after a 24h on-call shift (40% in surgical)


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Resident physician duty hours, resting times and European Working Time Directive compliance in Spain: a cross-sectional study

Research | [Open access](#) | Published: 24 August 2023

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Figura 28. Modelo de Planificación de médicos especialistas en España 2021-2035. Proyecciones de Oferta, Demanda/necesidad y Déficit-Superávit de Profesionales.



ÁREAS DE DIFÍCIL COBERTURA EN ESPAÑA DESIERTOS MÉDICOS



PERSPECTIVAS DE LOS MÉDICOS JÓVENES



Figura 6. Resumen de políticas identificadas según valoración positiva, negativa o neutra.

Mónica García quiere el fin de las guardias de 24 horas de los médicos en esta legislatura: «Representan un anacronismo»

Facultativos de toda España firman una petición pidiendo el fin de estas jornadas maratónicas por un modelo de doce horas

La falta de médicos amenaza la seguridad de 68.000 marineros

Guardias médicas de 24 horas: «Son inhumanas a cualquier edad»



SUMMARY AND CONCLUSION

Pros:

- Legal status of resident physician.
- Legal framework
- Training system and liability.

Cons:

- Time based
- High reliance on JDs (on-call, working hours).
- Precarity and temporarity on early career specialties
- Sallaries

La Formación Médica Especializada en España

Retos Presentes y Futuros

Análisis coordinado por la Vocalía de Médicos Jóvenes y Promoción de Empleo del Consejo General de Colegios Oficiales de Médicos (CGCOM)