

Salary of Doctors in Germany

- Specific collective agreements with different hospital operators by Marburger Bund
- Physicians earn between 4,190€ (first year)
- and 5,386€ (sixth year)
- Specialists earn between 5,530€ (first year)
- and 7,102€ (from 13th year onwards)
- On-call services and overtime paid extra

Salary Scale of Hospital Doctors

Residents and Specialists

Entgeltgruppe Arzt

Ab dem	In Euro/Monat (brutto)
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1. Jahr	4.189,71
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2. Jahr	4.427,20
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3. Jahr	4.596,81
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4. Jahr	4.890,82
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5. Jahr	5.241,39
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6. Jahr	5.385,57
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Entgeltgruppe Facharzt

Ab dem	In Euro/Monat (brutto)
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1. Jahr	5.529,74
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4. Jahr	5.993,38
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7. Jahr	6.400,49
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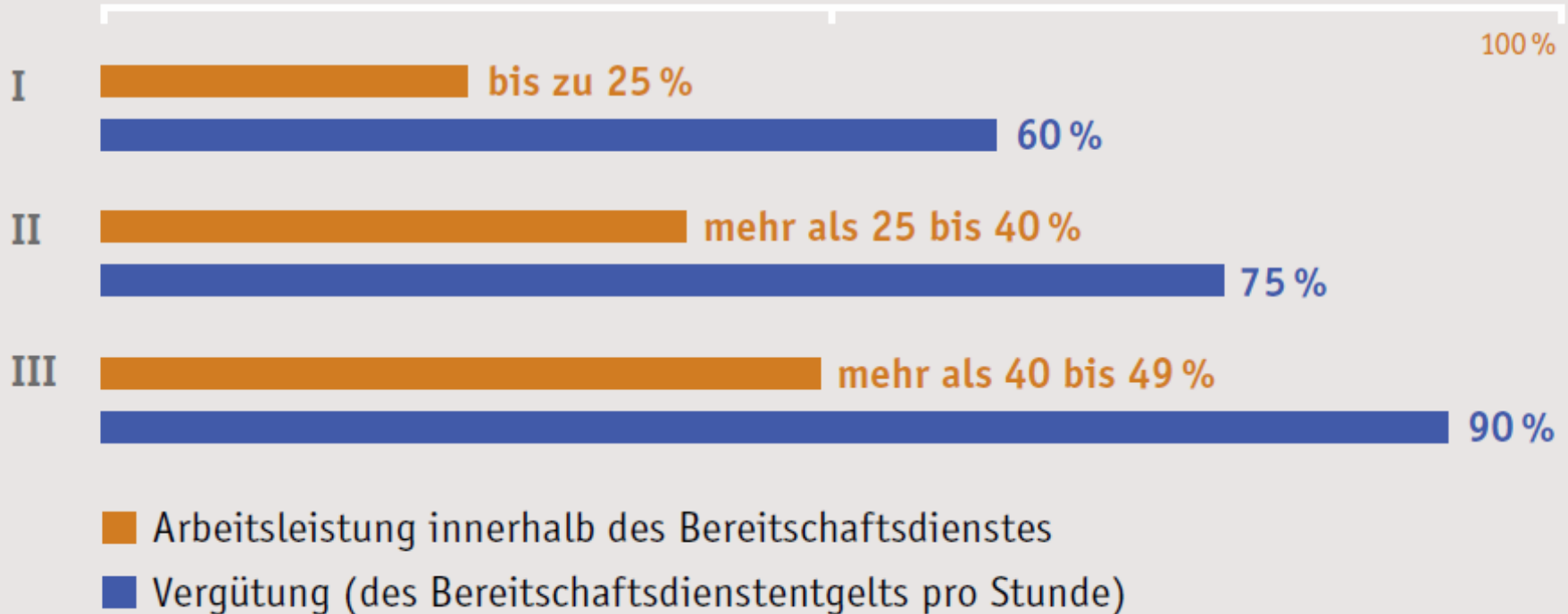
9. Jahr	6.637,97
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11. Jahr	6.869,76
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13. Jahr	7.101,58
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On – Call Remuneration in Hospitals

Bereitschaftsdienst-Stufe



On-Call Remuneration in Hospitals

Ab 01. Dezember 2015

Entgeltgruppe Arzt

Ab dem	Bereitschaftsdienstentgelt pro Stunde
1. Jahr	27,00 Euro
3. Jahr	28,02 Euro
5. Jahr	29,04 Euro

Entgeltgruppe Facharzt

Ab dem	Bereitschaftsdienstentgelt pro Stunde
1. Jahr	32,10 Euro
7. Jahr	33,12 Euro
11. Jahr	34,14 Euro

- Feiertagszuschlag bei Bereitschaftsdiensten: 25 %
- Nachzuschlag bei Bereitschaftsdiensten (21 Uhr bis 6 Uhr):
pro Stunde 15 % des Bereitschaftsdienstentgelts.

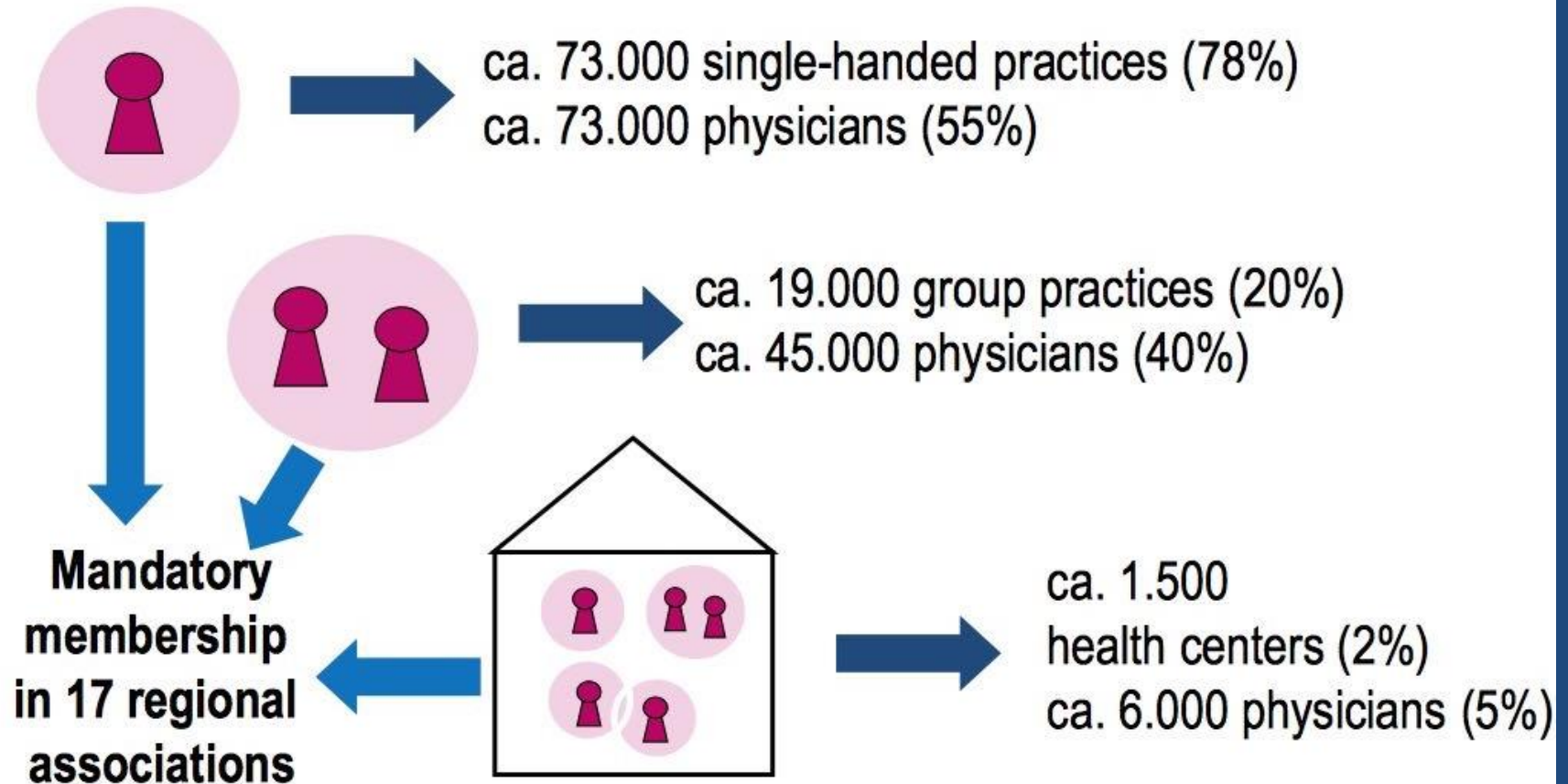
On-Call Remuneration for Standby outside the Hospital

- 12.5 % of the overtime pay per hour on standby call as basic pay
- At least one hour pay for any call under 60 minutes e.g. telephone call from the hospital
- Plus any additional hour of work .
- Fractions are counted as full hours
- Maximum 12 (15) days per month

Private Practice

The Ambulatory Care Sector

ca. 135.000 physicians, of which 120.000 self-employed

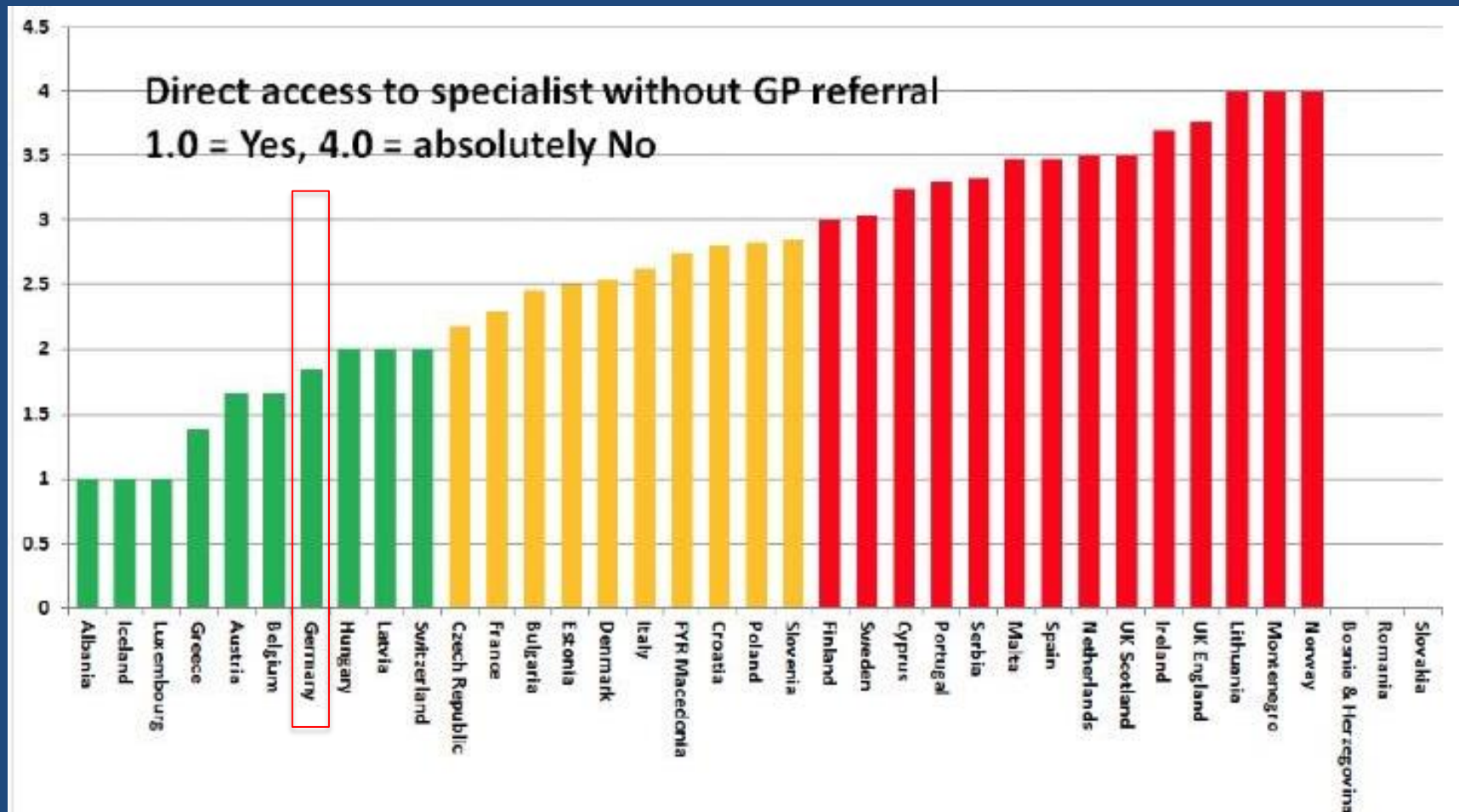


Ambulatory Care

- Approx. **120.000 MDs** of all specialties in own practices in Germany... (49% GP)
- Patients have free choice of physicians
- On average 10 physician visits p.a. (EU: 6.8)



Free Choice of Physicians

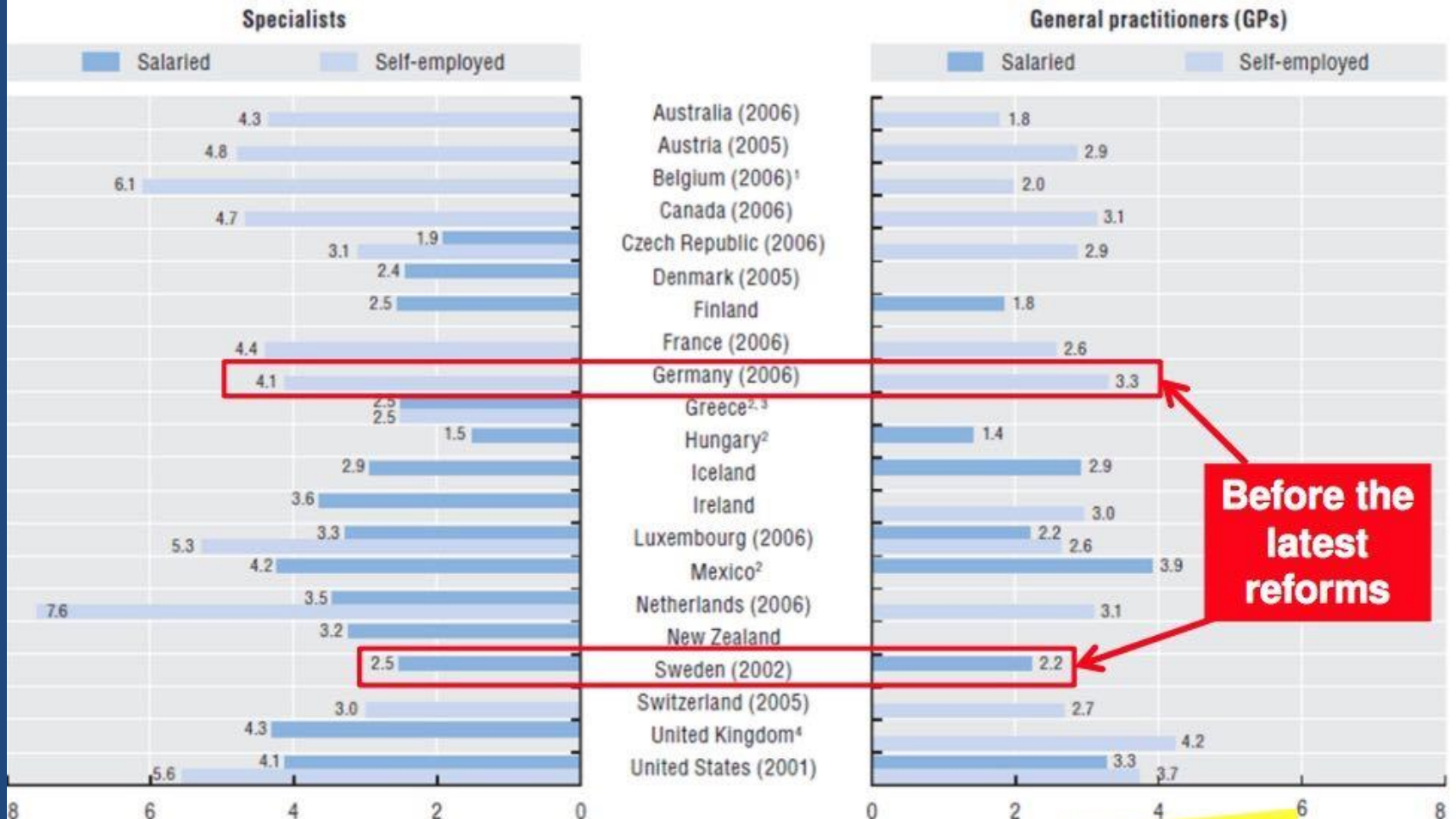


Waiting Time



Physician's Income

3.5.1 Doctors' remuneration, ratio to average wage, 2007 (or latest year available)



Physicians in all countries are dissatisfied with their income – even the specialists in the Netherlands (7.6 x average income)

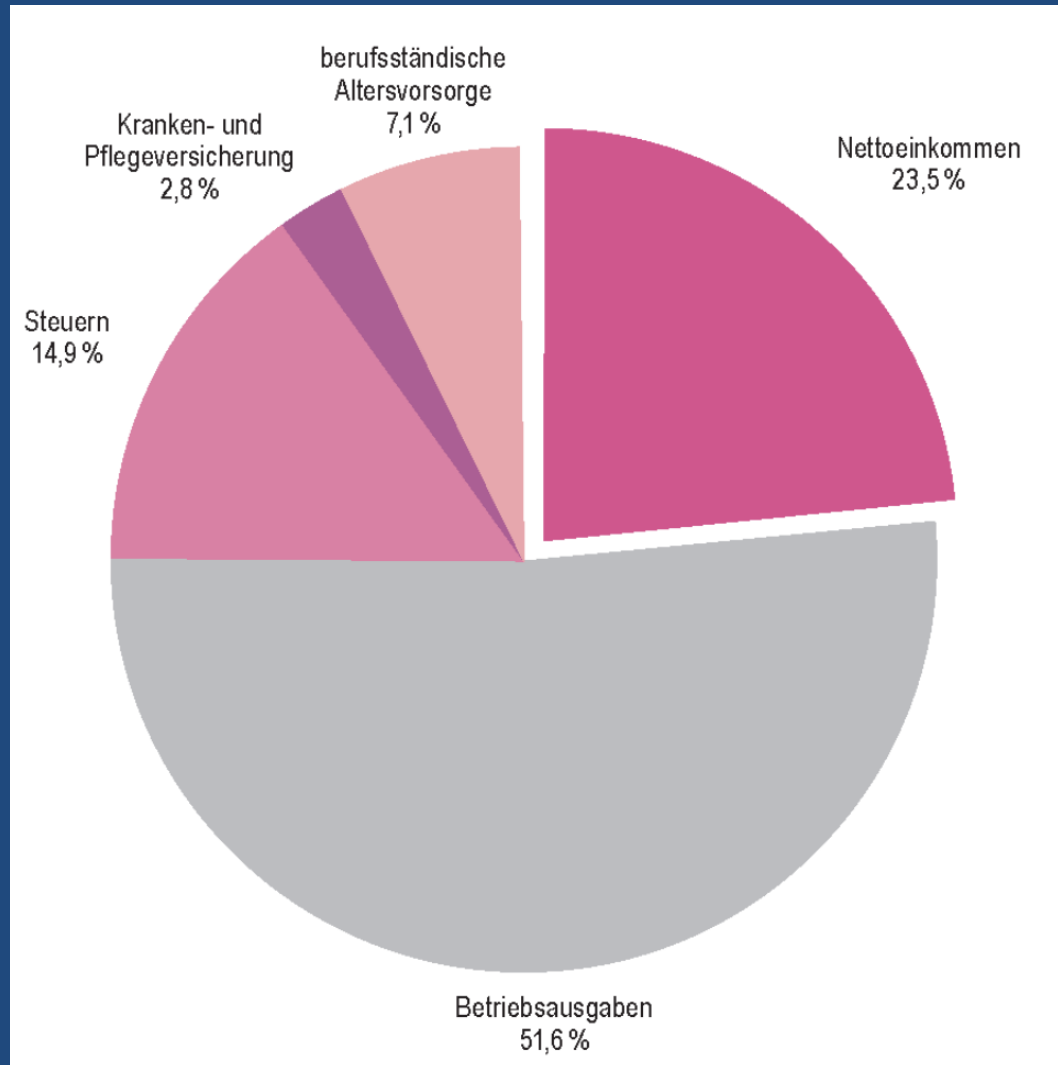
Income of Senior Hospital Physicians

- Heads of Departments – Income per year
 - Basic pay 129,000€ average
 - Variable pay 127,000€ average
 - Wide range from 80,000€ onwards
- Senior hospital doctors – Income per year
 - Range from 70,000€ to 200,000€

Private Practice and Hospital Physicians

- Private Practice in house only for Heads and some Senior Doctors
- Most hospital doctors work full time plus on-call – thus no realistic possibility for private practice outside
- Some work only part time as employees and are freelancers in other hospitals
- New models of specialists in private practice working part time in hospitals between 12 and 27 hours per week and vice versa

Gross Income and Net Income in Private Practice



Average Gross Income in Private Practice

Abrechnungsgruppe	Honorarumsatz je Arzt in Euro 2010	Honorarumsatz je Arzt in Euro 2011
Alle Ärzte / Psychotherapeuten	195.328	202.338
Hausärztlicher Versorgungsbereich	182.832	198.057
Fachärztlicher Versorgungsbereich	196.816	197.143

Der durchschnittliche Honorarumsatz aus vertragsärztlicher Tätigkeit

Continuing Medical Education



Continuing Medical Education

Recommendations on Continuing Medical Education

3rd, revised edition

**Publisher:
German Medical Association**

**Texts and Materials of the German Medical Association
on Continuing Medical Education and Specialist Training**

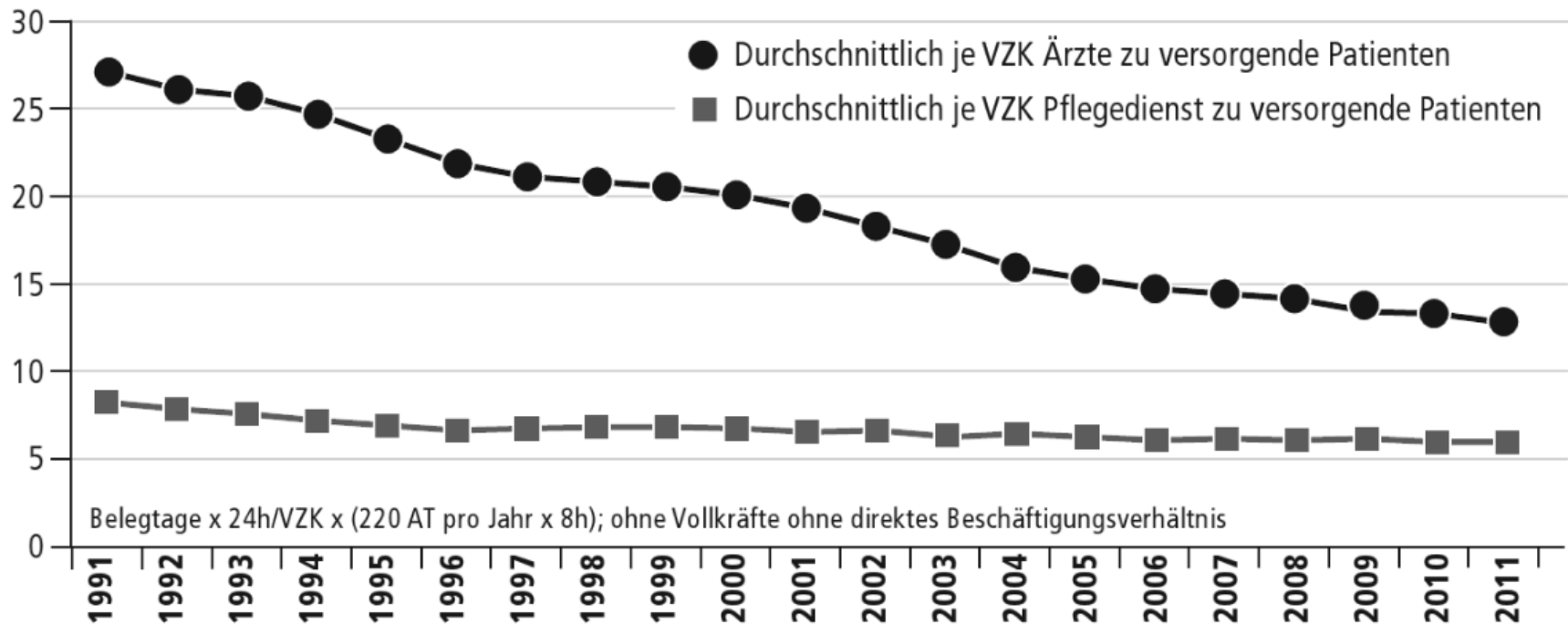
Continuing Medical Education

- 250 credit points per 5 years
- One credit point corresponds to one hour of medical education
- 8 credit points maximum per day including test
- E-learning possible
- Same system for all physicians
- Reduction of remuneration in private practice, if 250 points are not implemented. None yet in hospitals

Staffing and Workload

Ratio of Nurses and Doctors per Patient

Durchschnittlich je Vollkraft (VZK) zu versorgende Patienten in Allgemeinen Krankenhäusern*



*Abgrenzung „Allgemeine Krankenhäuser“ in den Jahren 2002–2004 leicht verändert

Quelle: Statistisches Bundesamt 2013

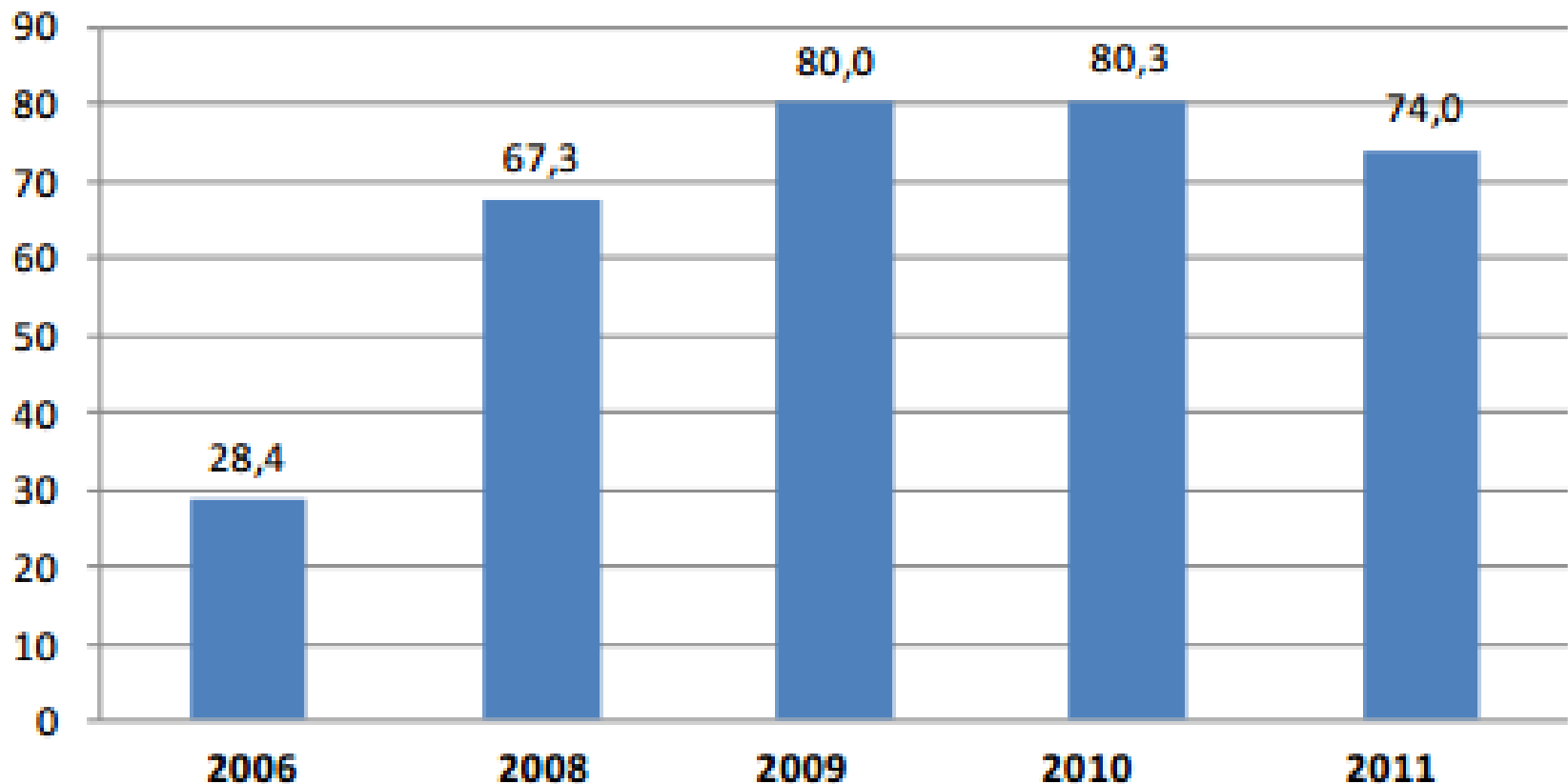
Krankenhaus-Report 2014

WIdO

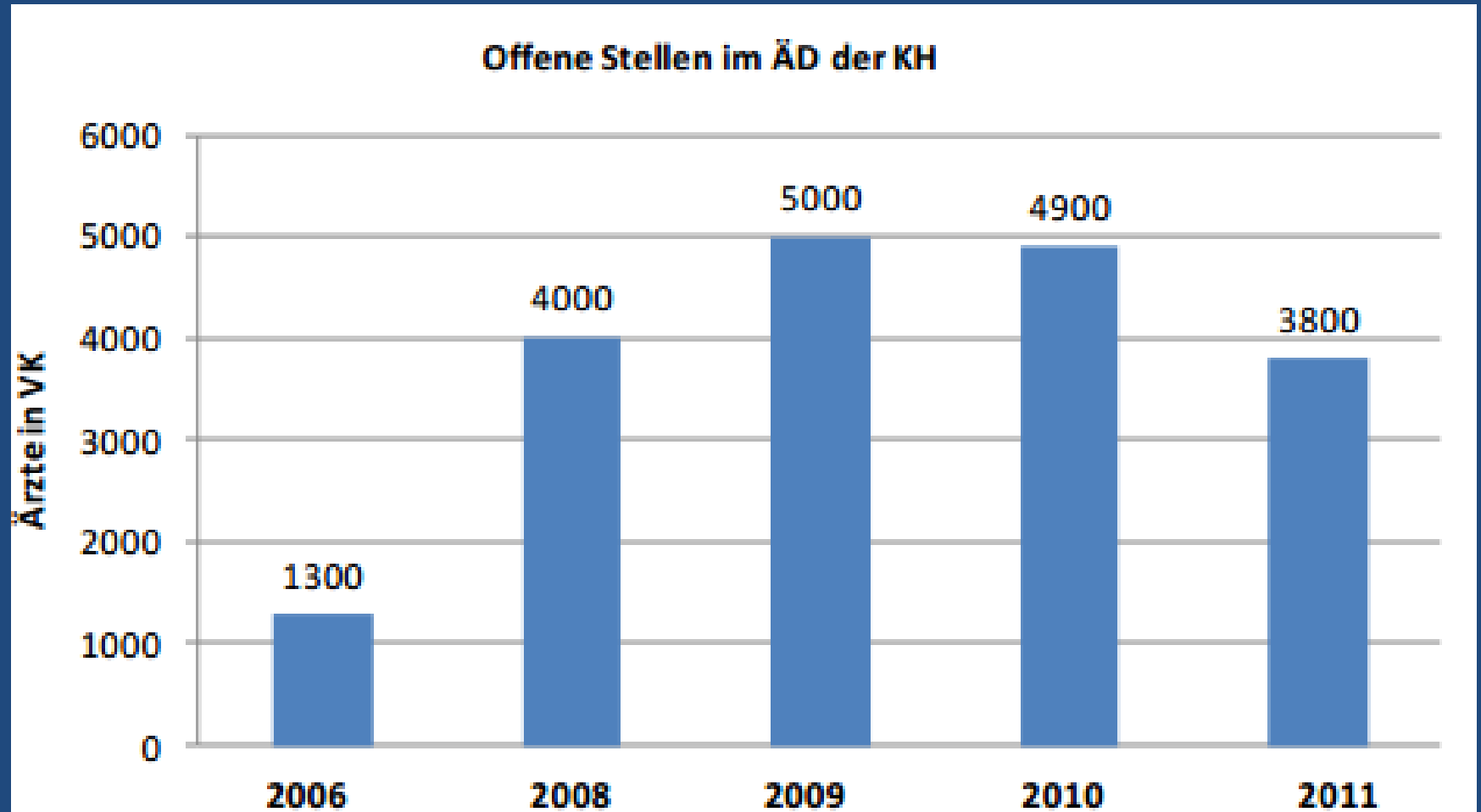
Staffing and Workload

Hospitals with recruiting Problems

KH mit Stellenbesetzungsproblemen im AD

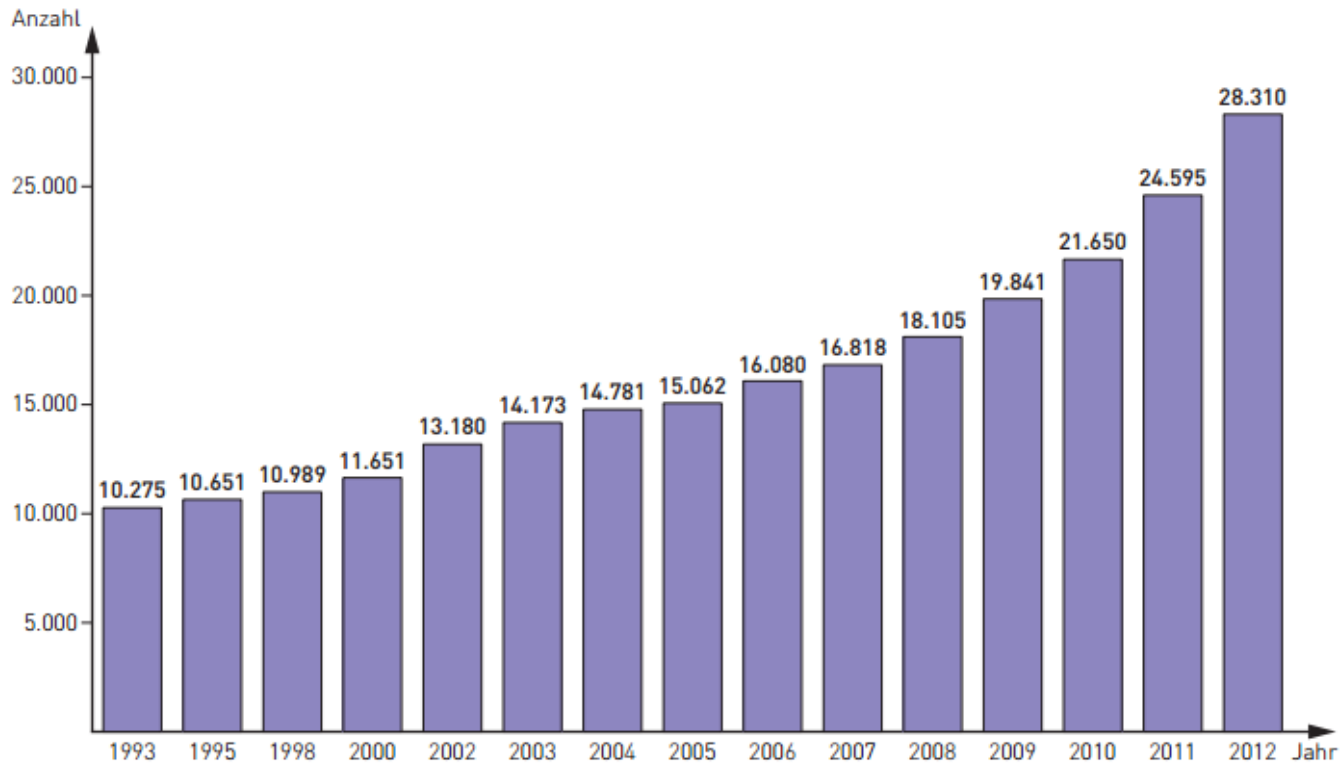


Staffing and Workload available Positions



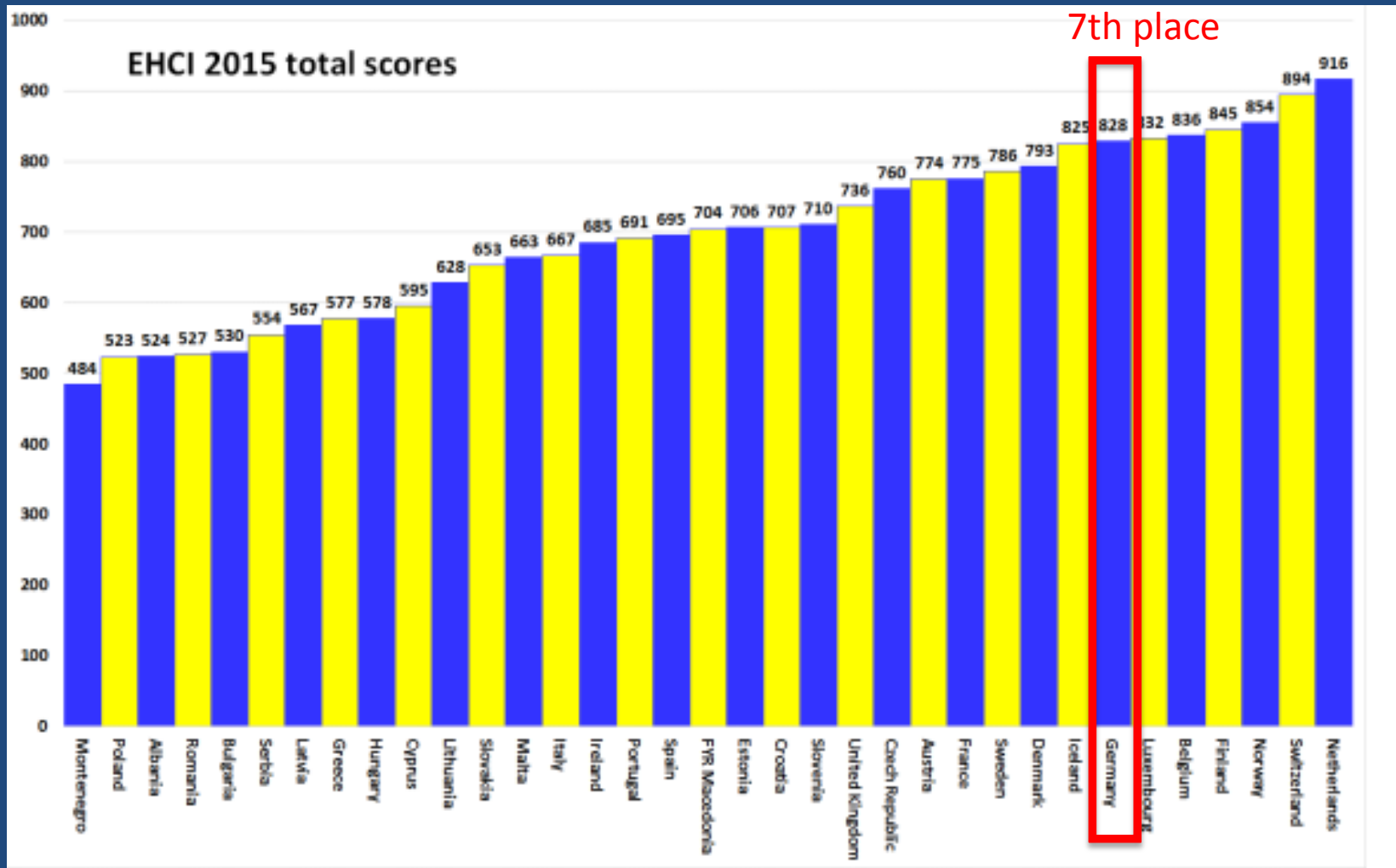
Number of Foreign Physicians in Germany

Abbildung 9: Entwicklung der berufstätigen ausländischen Ärzte



Quelle: Statistik der BÄK

EHCI 2015 Total Scores



Thank you for your attention

