



## **EUROPEAN UNION OF GENERAL PRACTITIONERS**

Alment Praktiserende Lægers Europæiske Organisation – UEMO  
European Union of General Practitioners – UEMO  
Europäische Vereinigung der Allgemeinärzte – UEMO  
Union Européenne des Médecins Omnipraticiens – UEMO  
Unione Europea dei Medici di Medicina Generale – UEMO  
Europese Huisartsen Vereniging - UEMO  
Unión Europea de Médicos Generalistas – UEMO  
Uniao Europeia de Clinicos Gerais – UEMO  
Euroopan Yleislääkärjärjestö – UEMO  
Europeiska Allmänläkarorganisationen – UEMO



### **UEMO 2002/166**

Stockholm, 17 December 2002

#### Questionnaires from the UEMO Standing Committee on Equal Opportunities

This document includes two questionnaires:

- **Questionnaire Equal Opportunities**
- **Questionnaire Return to Work**

Each delegation is kindly asked to provide with answers to each of the questionnaires. The answers to the questionnaires should be completed and sent to Dr Lynda Hamilton, [hamlyn@eircom.net](mailto:hamlyn@eircom.net), with a copy to [uemo@uemo.org](mailto:uemo@uemo.org) by **31 January 2003 at the latest**.

Thank you very much for your cooperation

Johan Lindberg

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#### **UEMO – PRESIDENCY**

c/o Swedish Medical Association, P.O. Box 5610, Villagatan 5, SE-114 86 Stockholm  
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## STANDING COMMITTEE EQUAL OPPORTUNITIES

### QUESTIONNAIRE ON EQUAL OPPORTUNITIES

1. Does your national medical organisation have a policy on equal opportunities? Yes  No

2. If yes give a brief description.

3. If not what action is being taken in this respect?

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4. What percentage of doctors are:

Foreign EU Doctors	<input type="checkbox"/>	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<input type="checkbox"/>
Returned to Work	<input type="checkbox"/>	Female Doctors	<input type="checkbox"/>		

5. What percentage of principal GP posts are held by:

Foreign EU Doctors	<input type="checkbox"/>	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<input type="checkbox"/>
Returned to Work	<input type="checkbox"/>	Female Doctors	<input type="checkbox"/>		

6. What percentage of state contracts are held by:

Foreign EU Doctors	<input type="checkbox"/>	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<input type="checkbox"/>
Returned to Work	<input type="checkbox"/>	Female Doctors	<input type="checkbox"/>		

7. What percentage of female doctors are employed as assistants or sessional workers?

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Do female doctors have the same pay and conditions as men doctors?

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8. Do part time doctors have the same pay and conditions as full time?

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9. Do part time doctors have pensionable employment?

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10. Does the balance of senior officers and council members in your national medical organisations reflect that of the profession?

Foreign EU Doctors	<input type="checkbox"/>	Foreign Non EU Doctors	<input type="checkbox"/>	Disabled Doctors	<input type="checkbox"/>
Returned to Work	<input type="checkbox"/>	Female Doctors	<input type="checkbox"/>	Ethnic Group	<input type="checkbox"/>

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**STANDING COMMITTEE EQUAL OPPORTUNITIES**

***QUESTIONNAIRE ON RETURN TO WORK POLICY***

11. Does your national medical organisation have a return to work policy? Yes  No

12. If not what action is being taken in this respect? If yes, please give a brief description.  
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13. Has your national medical organisation studied recruitment and retention of GPs with regard to manpower projections for the coming years?  
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\_\_\_\_\_  
\_\_\_\_\_

14. What preventative measures exist to retain GPs with regard to:  
Access to CME/CPD:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Part Time Work:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Training:  
\_\_\_\_\_  
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\_\_\_\_\_

15. Do return to work courses exist in your country? Yes  No

If yes:

5.1 What access to return to work courses exists?

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5.2 Are these courses mandatory?

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5.3 Are these courses funded by the state; or contracting insurance company; or by the returning GP?

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5.4 How are those courses organized?

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16. What support, e.g. mentoring, exists for those doctors returning to work?

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17. What is the returned doctors position in respect of certification of competence and accreditation?

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18. Does your National Organization have a special follow up for doctors returned to work after suspension?

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19. Does your National Organization have a programme to take care/support of sick doctors (mental illness, drug abuse, disabling conditions, etc)?

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20. What support, e.g. mentoring, exists for those doctors returning to work?

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21. What support exists for special groups, i.e. parental, after illness or suspension?

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22. What is the returned doctors position in respect of certification of competence and accreditation?

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