

Living & Working in Germany for Medical Doctors

Ralf Czadzeck, May 2013, Athens



Welcome to Germany!



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)

Agenda

- ZAV – The International Placement Services of the German Federal Employment Agency

- Some facts about Germany and it's labour market

- Working as a MD in Germany doing the Residency Training
 - what is it like to live & work in Germany?

- How the Federal German Labour Agency and EURES Network supports you in preparing for living and working in Germany
 - incl. financial support “MobiPro-EU”, www.thejobofmylife.de

ZAV – Our services for jobseekers


ZAV Germany – a member of the European EURES-Network

Our responsibilities include:

- Job placement of jobseekers from abroad in Germany and from Germany worldwide
- Specific recruitment events (e.g. Medical Job Fairs) in the country of origin
- Information and advice about the German labour market and employment opportunities
- Individual advice and coaching with regards to the application procedures in Germany
- General information about mobility of education in Europe

Some facts about Germany



- Surface area: 357.000 km²
- Population: 82.6 million
 - ~ 15 mill. with a migration background
 - ~ 300.000 Greeks 
- Capital: Berlin
- 16 federal states that means 16 different ways to get your license to practise medicine

Labour Demand in the Health Sector

December 2012

Medical Doctors



Nurses



Elderly Care Persons



Red = **Fachkräftemangel** (Vakanzzzeit liegt mind. 40% über dem Bundesdurchschnitt aller Berufe und es gibt weniger als 150 Arbeitslose je 100 gemeldete Stellen oder es gibt weniger Arbeitslose als gemeldete Stellen)

Yellow = **Anzeichen für Fachkräfteengpässe** (Vakanzzzeit ist über dem Bundesdurchschnitt aller Berufe und es gibt weniger als 300 Arbeitslose je 100 gemeldeten Stellen)

Green = **keine Engpässe** (Vakanzzzeit ist unter dem Bundesdurchschnitt aller Berufe oder es gibt mehr als 300 Arbeitslose je 100 gemeldete Stellen)
White = Keine Daten aufgrund kleiner Größenordnungen

Labour Market for Medical Doctors

Employed: ~ 335.000 medical doctors in Germany
~ **25.000 foreign doctors in Germany**
~ 2.000 Greek doctors in Germany

Open Vacancies: ~ **5.500 positions for MD**

The highest demand in:

- Internal Medicine, Surgery, Anaesthesia, Psychiatry & Psychotherapy, General Medicine, Neurology, Orthopedics & Accident Surgery
- Some offers exist in other specializations, but the situation is much more competitive.

Requirements for Medical Doctors

- Successfully completed degree **Ptychio Iatrikis** in Greece
- Good German skills (B2/C1-Level – Mittelstufe/Oberstufe)
- Often English skills desired
- Motivation to go to Germany
- Capacity for integration in an international team
- Willingness to acquire new skills (linguistic, cultural, organizational)
- **Professional Recognition of Greek degree (on Provincial Level)**
- Work experience (also internships) could be a „Plus“

Procedures for Professional Recognition of Greek 1st. Medical Degree (on German Provincial Level)

- First step:
- Greek degree “*Ptychio Iatrikis*” and *Greek license* to practice medicine and use the title of “Doctor” necessary, plus
- B2 German Level (C1 in Province “Hesse”)
- Second step:
- Applying for “Assistenzarzt (Idikewomenos Iatros)” or “Facharzt” in Germany. After having received a job-offer, for example in Bavaria...
- Third step:
- Applying for recognition of the Greek Medical Degree with the body in charge on the provincial/regional level in Germany, in our case in Bavaria.
- For more details, please refer to: <http://www.berufliche-erkennung.de/index.php/beruflicheerkennung/akademische-heilberufe>

Procedures for Professional Recognition of Greek Qualification as Specialised Doctor (on German Provincial Level)

- You will hand in your application for recognition of your specialisation on the level of the Medical Doctors' Chamber in charge in the German Province which you have chosen as your workplace.
- Also the German approbation of your Greek 1st degree needs to be handed in with this application.

Wages for Medical Doctors in Germany

- There is no general minimum wage regulation (Exceptions for special branches)
- Wages depend on collective agreements (Tarifverträge) which exist for most sectors
- Regional differences (East-West/North-South)
- Wages: monthly salary (gross) – the net salary is lower (about 50%)
- Usually, there is extra-payment for on-call-duty, standby time, extra hours.

Which „Gross Salary“ can you expect?

The “Marburger Bund” has negotiated tariffs (valid in 2012) for:

- 1) hospitals working on municipal level (“TV-Ärzte/VKA”)
- 2) university hospitals (“TdL”):

Assistant Doctors :

- 1) from 3844 EUR (1st. year) up to 4809 EUR (5th. year)
- 2) from 4032 EUR (1st. year) up to 5044 EUR (5th. year)

Specialised (Resident) Doctors:

- 1) from 5073 EUR (1st. year) up to 6516 EUR (13th. year)
- 2) from 5321 EUR (1st. year) up to 6499 EUR (13th. year)

Furthermore, the “Marburger Bund” has negotiated several tariffs with the larger hospital groups. For more details, please refer to:

<http://www.marburger-bund.de/tarifpolitik/tarifvertraege.php>

How to select the suitable job in a German hospital

- The Chief Medical Doctor of a specialization needs to be authorized for training Assistant Doctors
- The authorization is always valid for a limited period of time
- Not only Chief Medical Doctors in university hospitals, but also in all kind of other hospitals and private practices can be authorized for residency training
- Applicants need to look closely at the job offers or ask in case of doubt.
- Usually, Assistant Doctors change their employer, when they need specific training in their sub-specialization
- Example: Common Trunk of 2 years in General Surgery in one hospital, deeper specialization in Cardio-Surgery in another hospital, until becoming a Specialized Doctor in Cardio-Surgery in 6 years

How to Find a Job in Germany

- We are pleased to give advice on application procedures and assistance in finding a job in Germany!
- We welcome your application – please send your CV to workinggermany@arbeitsagentur.de
- We match your profile with open vacancies and will introduce interesting jobs to you
- If you are interested, you can publish your profile in the national job portal (Jobbörse) of the German Federal Employment Agency
<http://jobboerse.arbeitsagentur.de>
- Other sources of research open to you:
„Welcome to Germany“ portal: www.make-it-in-germany.com
EURES portal: <http://ec.europa.eu/eures>
Ärzteblatt www.aerzteblatt.de, etc.

How to Find a Job : Your application in Germany

Your application should include:

- CV and covering letter in English/German
- photo (optional)
- ideally, an individualized CV and individualized covering letter for every application!
- Information about your German Level at the moment of applying

ZAV could offer you individual assistance in getting familiar with the specific ways to prepare your German Job Application. It will be our pleasure to give you advice in these aspects, should your require this activity!

Financial support

- Program available
 - The Job of My Life
 - www.thejobofmylife.de
- depends on:
 - age (18-35/40 years)
 - qualification as MD
 - desired profession in Germany
 - being unemployed
- application via ZAV
- **Case-to-case decision by ZAV!**

Besonders gesuchte Spezi

Zentrale Auslands- und Fachvermittlung

Internationaler Personalservice

Villemombler Str. 76

53123 Bonn

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www.zav.de

Welcome to Germany!



Contact:

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ευχαριστώ !!



Seize your chances in
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