

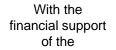




# Effects of digitalisation on job quality in the public hospital and health sector in Spain

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# Digitalisation in the hospital sector in Spain

### **Context**

- Digitalisation, an ongoing process from the 1980s
- Diagnosys, surgery, patient management system, interactions between professionals and services, electronic prescriptions.
- Pandemic: 'the less time the patient spends in hospital, the better',
- Increasing digital systems to manage professional tasks in hospitals
- Digital Health Strategy, 2021

### Impacts on working conditions

- It has facilitated the sharing of patient information
- > The process of incorporating digital technologies is implying **overload** of tasks and **stress**
- <u>Lack of training</u>: non digital-specific, lack of staff to ensure time for training, overload, lack of resources for technical training
- Gaps
  - > Technological gap between occupations, professional categories and services
  - > Different levels of digitalisation between hospitals and territories



# Digitalisation in the hospital sector in Spain

## **Social Dialogue**

- > Digitisation itself is not addressed in collective bargaining although its effects are
- > Trade Union consider relevant to address the impact of digitalisation in cross-cutting issues:
  - recruitment of staff (externalisation of specialized profiles)
  - coordination in the procurement of equipment between different hospitals
  - training and retraining considering the needs of different occupational levels
  - to promote the exchange of experiences between different hospital centres
  - greater participation of workers' representatives





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