

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
- Diagnosis, 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**
- **Lack of training**: 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

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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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