



# Hourly wages of health care personnel, March 2015

Brief analysis



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**National Institute for Health Development**  
**Department of Health Statistics**

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## Introduction

The analysis provides a brief overview of the hourly and monthly wages of health care personnel across different occupation groups and types of the providers of health care services in March 2015. The results are compared to the study carried out in 2014. The data of the research have been published in the Health Statistics and Health Research database ([www.tai.ee/tstua](http://www.tai.ee/tstua)).

The wage data of health care personnel are collected by the means of the report „Hourly wages of health care personnel” regarding every March. The form and presentation procedure of the report has been established by a regulation of the Ministry of Social Affairs. The wages of health care workers have been analysed since 2002.

All the wages presented in the analysis are gross wages in euros. The wages of personnel employed based on contracts for services have not been included in the analysis. In addition, no data about the income of self-employed persons are collected with this report. These are analysed based on the data obtained from the Tax and Customs Board. The same source enables to observe the dividends paid to the owners of the undertakings that provide health care services.

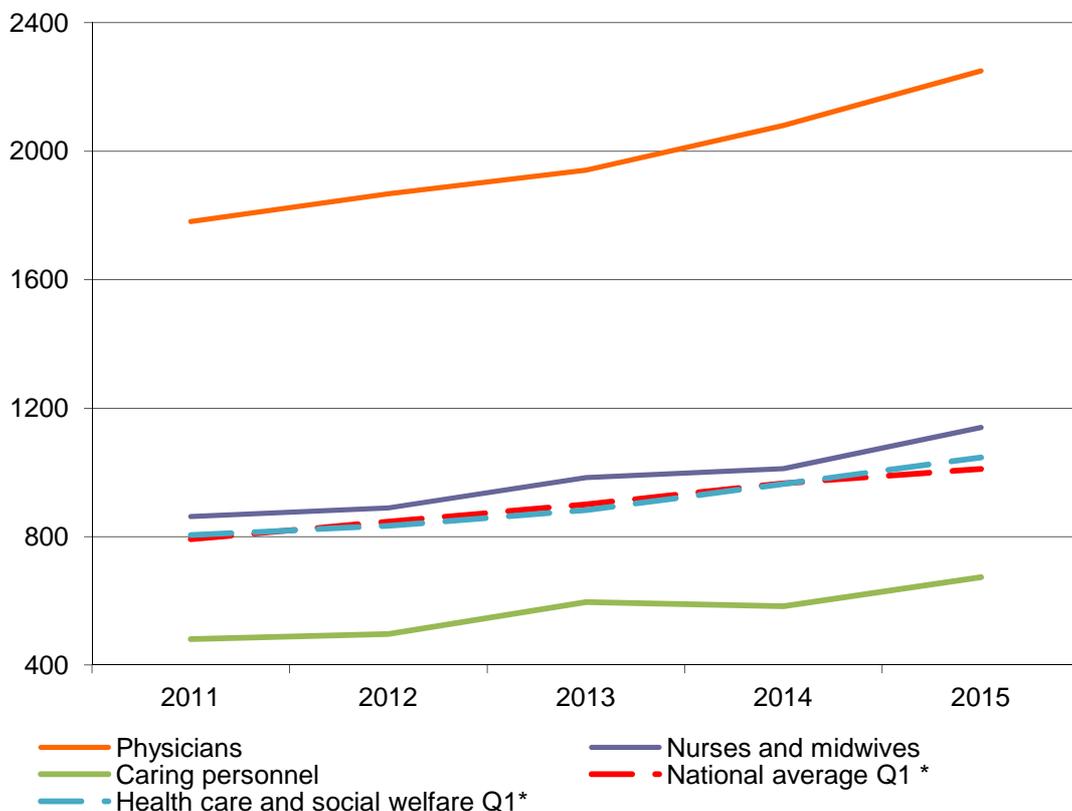
The data regarding **hourly wages** include the data of either part-time or full-time employees and employees who were partially absent from work in March (either on vacation, sick leave or care leave).

The data of **monthly wages** only include the data of full-time employees who worked throughout March, were not sick or on vacation.

## 1. Wage trends

According to Statistics Estonia, the national average wage was 1,010 euros in the first quarter of 2015. Compared to the same period of last year, the national average wage increased by 4.5% (Figure 1). Wages increased by 8.6% in the health care and social welfare sector. The wage increase in the health care sector is related to the new collective agreement, which replaces the agreement concluded in 2013. On 19 December 2014, the Estonian Hospitals Association, the Union of Estonian Medical Emergency, the Estonian Medical Association, the Estonian Nurses' Union, and the Federation of Estonian Healthcare Professionals Union signed a collective agreement establishing new minimum wage rate for health care personnel. According to this, from 1 January 2015, the minimum wage rate for physicians and physicians residents is 9 euros per hour, for nurses, midwives, and specialist related to the provision of health care services the same indicator is 5 euros per hour, for emergency care technicians 4.25 euros per hour, and for caring personnel 3 euros per hour.

**Figure 1. The average wage of health care personnel and the national average wage, 2011–2015 (euros)**



\*Data source: Statistics Estonia

According to the data of the report of the National Institute for Health Development “Hourly wages of health care personnel”, the gross monthly wage of physicians (except for dentists, who are treated separately) together with all additional remunerations increased about two times in March 2015 compared to the national average wage increase. The total monthly wage of physicians increased by 8.2% within a year. If we look at cumulative wage increase within the period 2011–2015, the wage of physicians have increased at the same pace with the national average wage. Similarly to previous years, the average total monthly wage is 2.2 times higher than the national average remuneration.

The average gross monthly wage of dentists decreased by 2.6% in 2015. However, the gross monthly wage of dentists is still 1.6 times higher than the national average wage. The wage increase of nurses and midwives and resident physicians exceeded the general national wage growth almost three times, increasing by 12.8% and 12.4%, respectively. The average wage of nurses and midwives was higher than 13% from the national average wage. If we look at cumulative wage increase within the period 2011–2015, the wage of nurses and midwives have increased at the same pace with the national average wage.

The resident physicians earned 1.6 times more than the national average wage. The gross monthly salary of caring personnel together with all additional remunerations increased the most considering the wages of all health care sector personnel – 15.5% and amounts to 67% of the national average wage in 2015. In 2014, the wage of caring personnel accounted for 60% of the national average wage.

## 2. Wage of physicians

### Monthly wage of physicians

The average monthly wage of full-time physicians<sup>1</sup> together with all additional remunerations was 2,250 euros in March 2015 (Figure 2), which increased by 8.2% compared to 2014. On average, it took averagely 185 hours to earn this amount, or 9 hours more than the standard working hours of March 2015<sup>2</sup>. Similarly to previous years, the highest rate of monthly wage for physicians were physicians working in a hospital, 2,533 euros. This was 12.6% higher than the total average amount of the monthly wage of physicians. On average, it took a total of 191 hours to earn this amount. This is 6 hours more in terms of the number of the average working hours of physicians, and 15 hours more in terms of standard hours.

The wage of the physicians working for independent emergency medical care providers increased significantly, meaning that it was 31% higher compared to the previous year. The total monthly wage of physicians working in an independent emergency medical care provider was 2,337 2,6euros. This was also one of the highest wage rates next to the wage of physicians working in a hospital if the data is compared by the type of health care providers. In order to earn this amount, it also meant more working hours compared to others – an average of 207 hours. The additional remunerations for physicians who are employed in independent emergency medical care increased 2.5 times. The increase in the additional remunerations took place in terms of regular additional fees.

The lowest total monthly wage occurred in rehabilitation care providers. The gap with physicians working in a hospital was 1.7 times. Rehabilitation care providers were followed by family doctor offices, where the total monthly wage of physicians was 1,797 euros on average. Although the family doctor offices pay the lowest wages compared to other health care providers, according to the data of the Tax and Customs Board, family doctor offices are one of the biggest income recipients of self-employed persons by the providers providing health care service (Figure 16).

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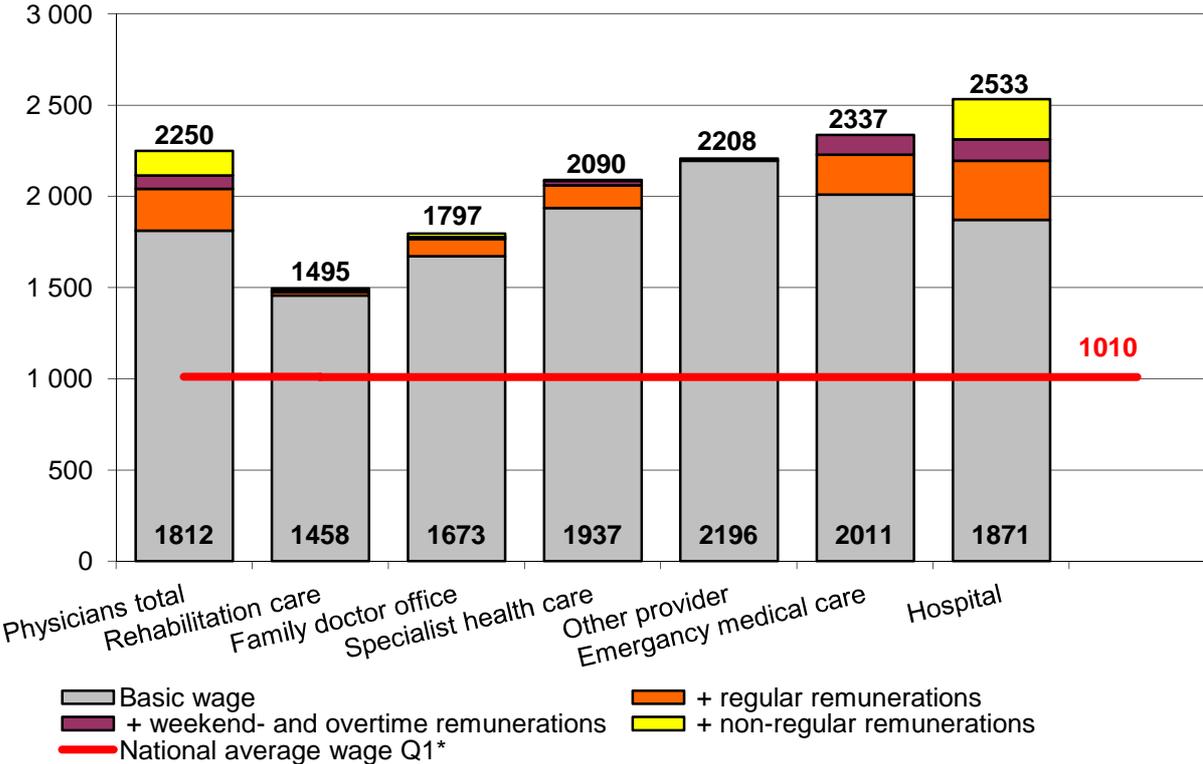
<sup>1</sup> Includes the basic wage, regular additional remunerations, additional remunerations for work in the evenings, in the night, on weekends and national holidays, for overtime, and other regular additional remunerations. This also includes non-regular additional remunerations (quarterly and annual bonuses as well as other non-regular achievement and value based remunerations).

<sup>2</sup> In March 2015, the number of standard working hours of a full-time employee in the event of a 40-hour working week was 176.

The highest basic monthly salary<sup>3</sup> was earned by the physicians working other providers<sup>4</sup> and an independent emergency medical care provider, 2,196 and 2,011 euros, respectively. The basic wage of physicians working in an independent emergency medical care provider has significantly increased – 21.4%. The lowest basic monthly wage occurred in rehabilitation care providers.

The additional remunerations constitute a fifth of the wage of physicians. The share of additional remunerations from the total monthly wage has remained on the level of 2014. The share of additional remunerations in monthly wage is the highest for physicians working in a hospital, amounting to more than a quarter. Physicians who work in rehabilitation care providers and other providers earn the lowest additional remuneration. In these providers, the additional remunerations account for less than 3% from the total monthly wage.

**Figure 2. The average wage of full-time physician by type of health care provider, March 2015 (euros)**



\*Data source: Statistics Estonia

<sup>3</sup> Basic wage, i.e. gross wage paid in March pursuant to the piece, hourly, daily, weekly or monthly wage rate determined in an employment contract or legal act. Does not include additional remunerations.

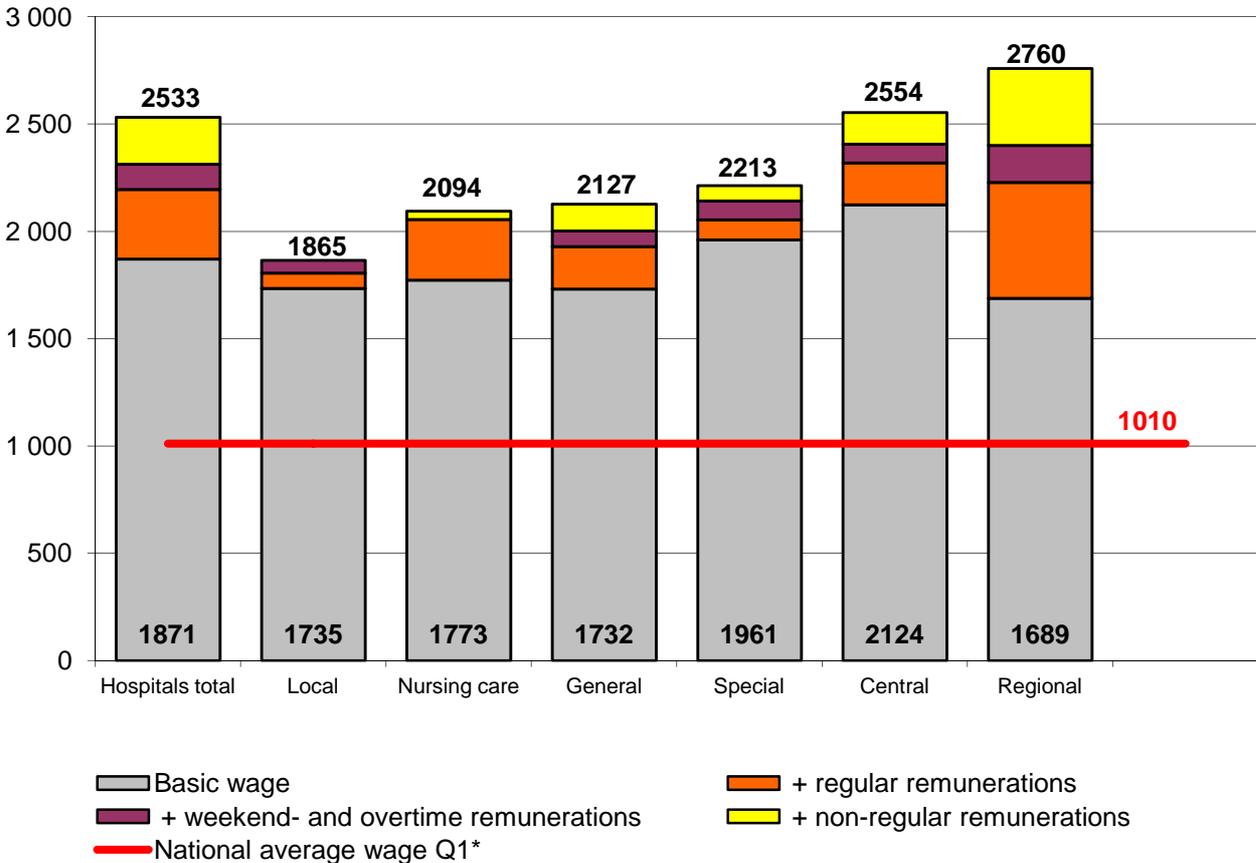
<sup>4</sup> This includes any remaining providers with an activity licence for the provision of health care services, such as training institutions, outpatient medical departments in prisons, the Defence Forces of Estonia, institutions specialised in the provision of assistant personnel services to family physicians.

The average monthly wage of dentists together with all additional remunerations was 1,614 euros with the additional fees accounting for 6.6% there. The average monthly wage of dentists remained mainly on the level of 2014.

The average wage of resident physicians was 1,577 euros, and the share of additional remunerations was 3.9%. The average monthly wage increased by 12.4% for resident physicians. The average monthly wage of resident physicians increased equally by 12.2%.

The wage of physicians and the share of additional remunerations differ to a significant amount by the type of hospital. The highest rate of total monthly wage was paid in regional hospitals (Figure 3). The additional remunerations amounted to 38.8% of the total monthly wage. At the same time, the basic monthly salary was the lowest there. The lowest total monthly salary was paid in local hospitals and the share of additional remunerations was 7%.

**Figure 3. The average monthly wage of full-time physicians by type of hospital, March 2015 (euros)**



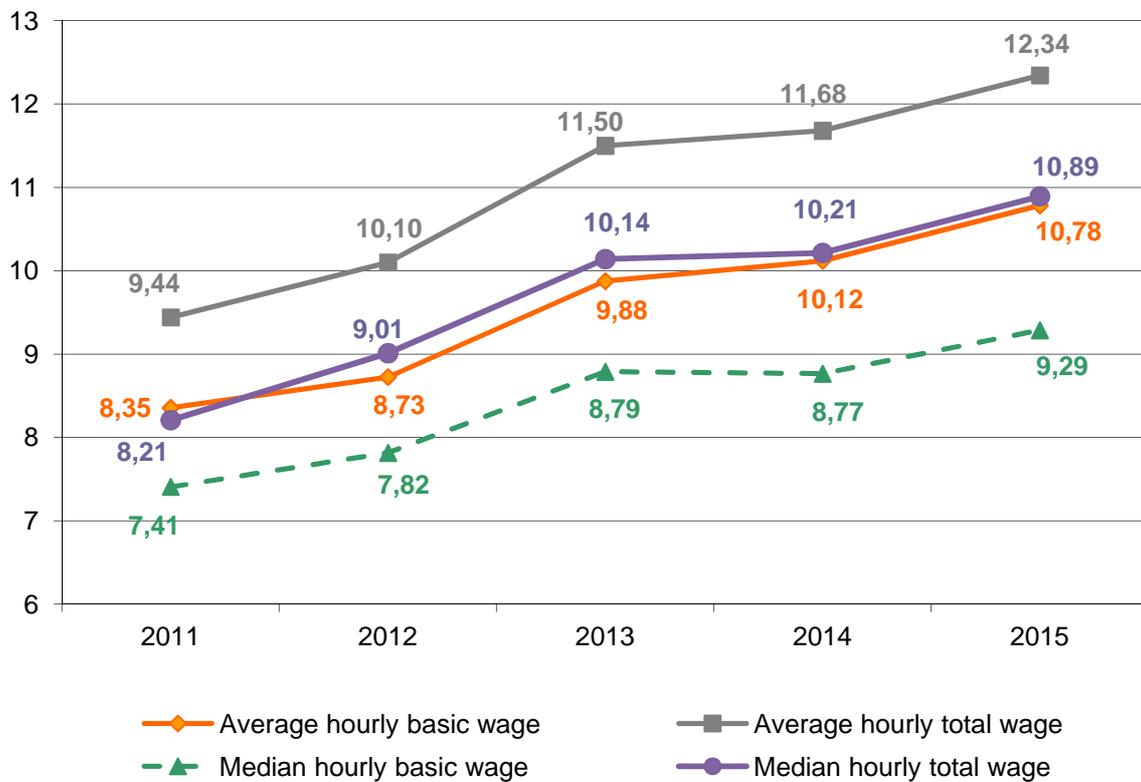
\*Data source: Statistics Estonia

Compared to the same period of last year, the total amount of monthly wage of physicians working in a hospital increased by 7.7% and monthly basic wage by 8.3%. Wage growth occurred in all types of hospitals. The biggest increase in total basic wage occurred in local and central hospitals, 9.4% and 8.1%, respectively. The biggest increase in basic wages occurred in local and regional hospitals, 15.8% and 9%, respectively.

#### Hourly wage of physicians

In March 2015, the average hourly basic wage of physicians working full-time and part-time was 10.78 euros and their total hourly wage was 12.34 euros (Figure 4). Compared to last year, the average basic and total hourly wage of physicians increased by 6.6% and 5.7%, respectively. The median remuneration of the basic hourly wage increased by 5.9% and the median remuneration of the total hourly wage by 6.7%. Here, it is important to take into account that the number of working hours in March is different from one year to another. In March 2015, the regular working hours of a full-time employee was 176; in 2014, this number was 168, meaning eight hours less. In most cases, wages are paid on an hourly wage basis in hospitals, and the difference between the hourly wage and number of working hours of those employees do not have any impact. However, there are also providers, which pay fixed monthly wage – in these providers, if the number of working hours is higher, then the hourly wage decreases and if lower, then increases.

**Figure 4. The average basic and total hourly wage of full-time and part-time physicians, 2011–2015 (euros)**



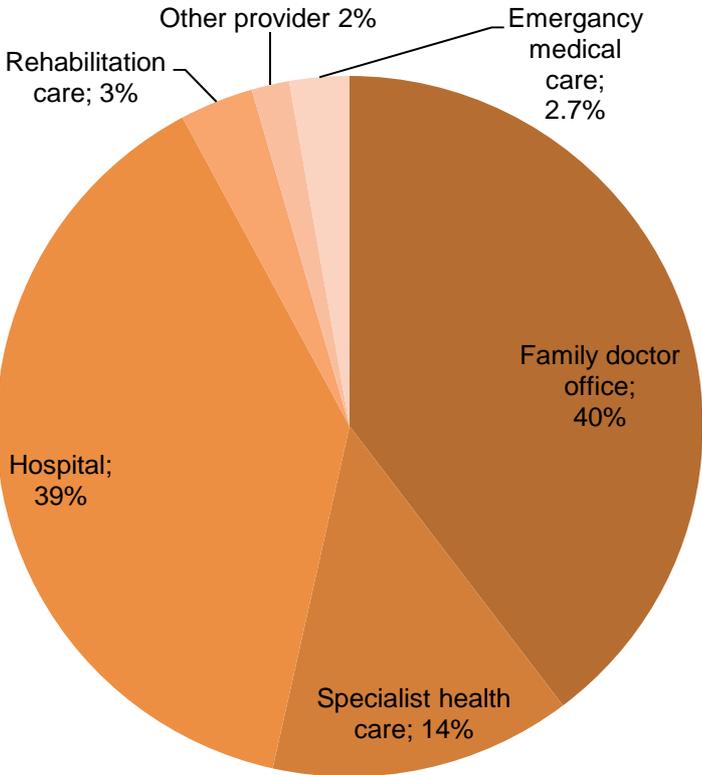
The basic and total hourly wage in the specialised health care providers increased more than on average, 13.3% and 11.7%, respectively (Table 1). While in independent emergency medical care providers the basic and total monthly wage significantly increased, then the increase in the basic and total hourly wage has remained more modest. This means that behind the increase in the high wage of physicians working in an independent emergency medical care provider is also the high number of working hours in addition to the changed minimum wage rate. The same applies to physicians working in a hospital – in order to earn higher monthly wage, the employees have more working hours compared to others. The hourly basic wage of physicians working in a hospital was 10.46 euros and total hourly wage was 12.49 euros. The increase in the hourly wage of physicians working in a hospital remained below the average wage increase of physicians. The hourly wages by the type of hospital increased the most in nursing care hospitals and local hospitals.

**Table 1. The average basic and total hourly wage of physicians by type of health care provider, March 2014 and 2015**

	Average hourly basic wage, 2015	Average hourly total wage, 2015	Average hourly basic wage, 2014	Average hourly total wage, 2014	Difference in average hourly basic wage	Difference in average hourly total wage
	euros	euros	euros	euros	%	%
<b>PHYSICIANS TOTAL</b>	10.78	12.34	10.12	11.68	6.6	5.7
Family doctor office	9.88	10.30	9.47	9.82	4.4	4.9
Specialist health care provider	14.26	15.48	12.59	13.86	13.3	11.7
Emergency medical care provider	9.05	9.99	8.83	9.49	2.5	5.3
Rehabilitation care provider	10.03	10.17	9.18	9.30	9.3	9.3
Other provider	12.14	12.11	11.72	11.91	3.6	1.6
Hospitals total	10.46	12.49	9.88	11.94	5.8	4.6
Regional hospital	9.57	12.62	9.25	12.32	3.5	2.4
Central hospital	11.57	12.94	10.96	12.45	5.6	4.0
General hospital	10.13	11.31	9.20	10.35	10.1	9.3
Rehabilitation hospital	10.47	11.02	10.10	10.83	3.6	1.8
Nursing care hospital	14.92	15.61	12.81	13.12	16.4	19.0
Special hospital	11.85	12.74	11.40	12.24	3.9	4.1
Local hospital	10.62	11.02	9.15	10.01	16.1	10.0

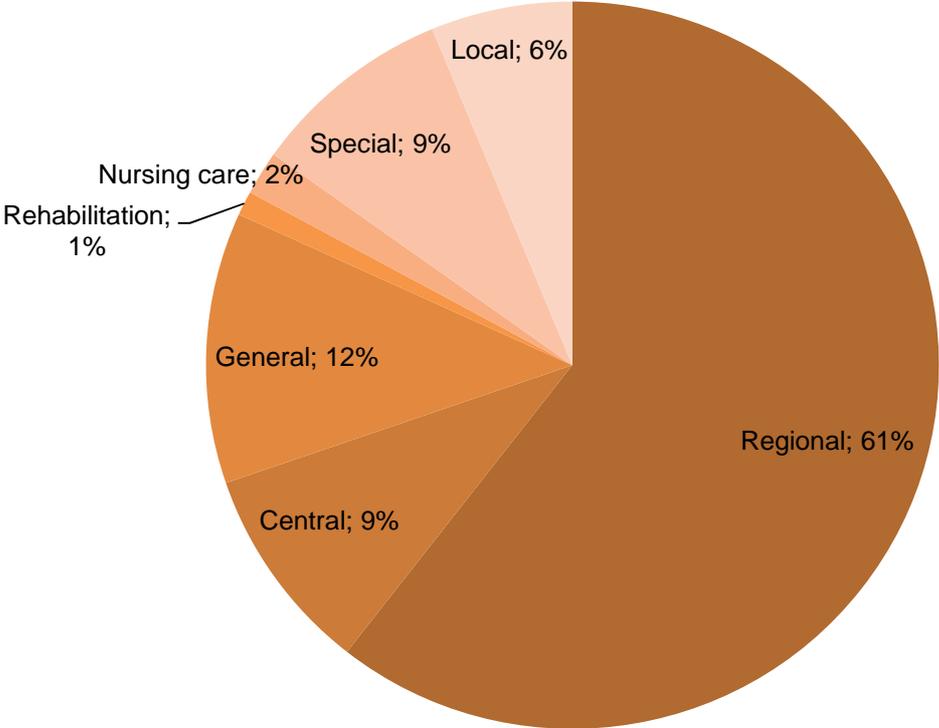
According to the current wage agreement, the minimum hourly wage of physicians is 9 euros since the beginning of 2015. In 2015, a total of 561 positions of physician earned below minimum hourly wage, amounting to 16.2% of all physician positions. In 2014, a total of 258 positions of physician earned below minimum hourly wage, amounting to 7.5% of all physician positions. The number of physician positions paid under the wage agreement has increased more than twice. One might think that all providers had not yet managed to go along with the new minimum wage rates established for March 2015. When we take a look at the positions that earned the minimum wage, which was established according to the wage agreement concluded in 2014, when the minimum hourly rate of physicians was 8 euros, then 6.3% of the physician positions earned below the minimum rate.

**Figure 5. Division of physician positions paid under the wage agreement by type of health care provider, 2015 (%)**



A majority of such positions (40%) were found in the family doctor offices (222) (Figure 5), which amounted to 30% of the physician positions of the family doctor offices. Previous year, there were a total of 142 such positions in the family doctor offices. The family doctor offices were followed by hospitals, where the number of positions earning less than the minimum rate has increased by six times over the previous year. There were a total of 217 physician positions in hospitals, earning below the minimum wage rate. This amounts to 9.5% of the physician positions in a hospital. In the previous year, there were a total of 36 of such positions in hospitals, amounting to 1.6% of the physician positions in a hospital. More than a half (61%) of these positions were located in regional hospitals (Figure 6). The corresponding number of positions was 131, amounting to a total of 12.6% for the physician positions of regional hospitals. Regional hospitals are followed by general hospitals with 26 physician positions earning less than the minimum rate. This amounts to 12% of all physician positions in a hospital earning less than the minimum rate.

**Figure 6. Division of physician positions paid under the wage agreement by type of hospital, 2015 (%)**

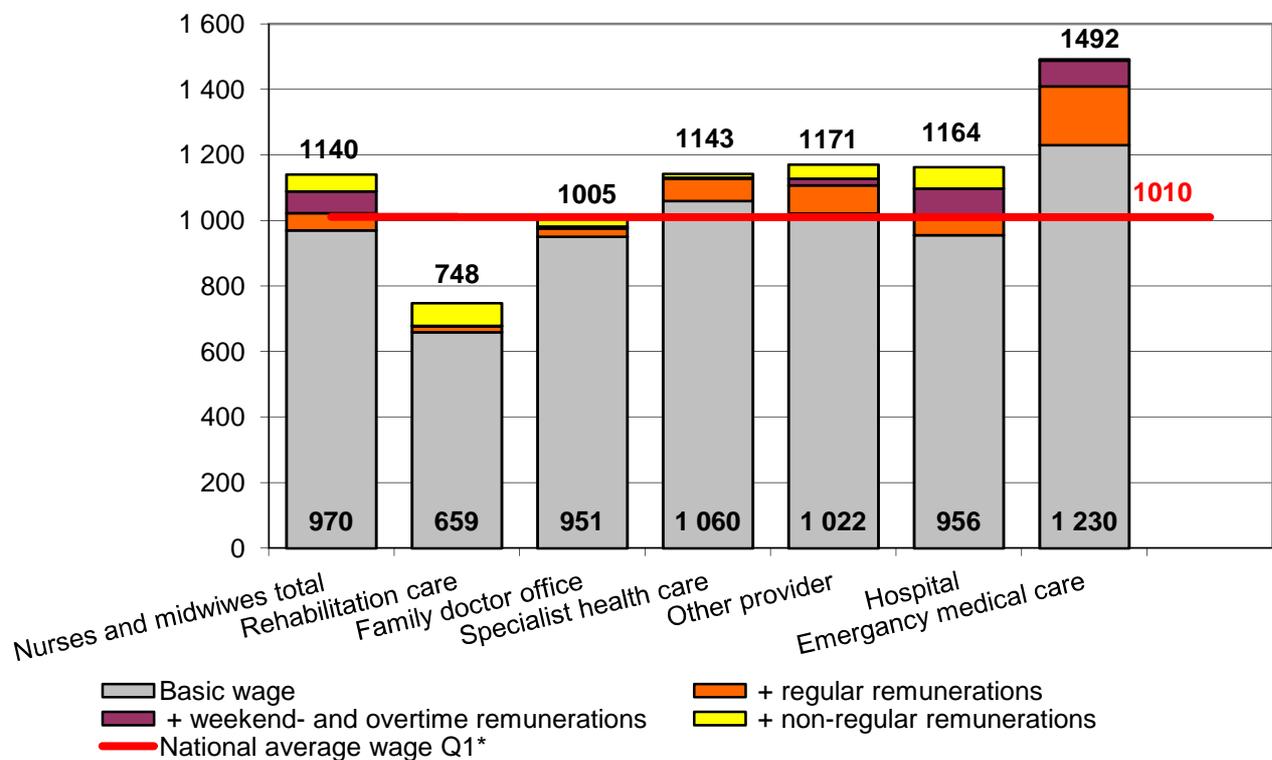


### 3. Wages of nurses and midwives

#### Average monthly wage of nurses and midwives

In March 2015, the average gross monthly wage of full-time nurses and midwives with all the additional remunerations was 1,140 euros (Figure 7), on average, it took 184 hours to earn that sum. The total monthly wage of nurses and midwives increased by 12.8% compared to last year. Additional remunerations make up 14.9% of the monthly wage of nurses and midwives; last year that number was 16.7%. Compared to last year, the share of additional remunerations in the total monthly wage has decreased by 1.8 percentage points, but the average gross amount of additional remunerations has stayed on the same level (170 euros on average). Similarly to physicians, the lowest-paid nurses and midwives were the nurses and midwives working at rehabilitation care providers (34.4% lower wages than the average wage). The total monthly wage of nurses and midwives working in rehabilitation providers decreased by 4.2%. To some extent, this can be explained by the 11% percent decrease in additional remunerations.

**Figure 7. The average monthly salary of nurses and midwives working full-time, by type of health care provider, March 2015 (euros)**



\* Data source: Statistics Estonia

Nurses earned highest wages in independent emergency medical care providers. Last year, nurses and midwives working in hospitals were paid the most. On average, nurses working in independent emergency medical care providers earned 30.9% more than the average monthly wage of nurses and midwives. Their number of working hours was also higher than the average, on average it took 206 hours to earn 1,492 euros. This exceeds the average number of working hours of nurses and midwives by 22 hours. Similarly to the wage of physicians who are employed in independent emergency medical care, the wage of nurses working for independent emergency medical care providers also increased significantly. Compared to last year, the total monthly wage of nurses who are employed in independent emergency medical care increased 46% and their basic monthly wage increased 34%. One component in this considerable total monthly wage is a great increase in additional remunerations. Compared to the previous year, additional remunerations in independent emergency medical care providers increased 2.5 times. The difference in wages of nurses employed in independent emergency medical care providers and nurses and midwives employed in rehabilitation providers is nearly twofold.

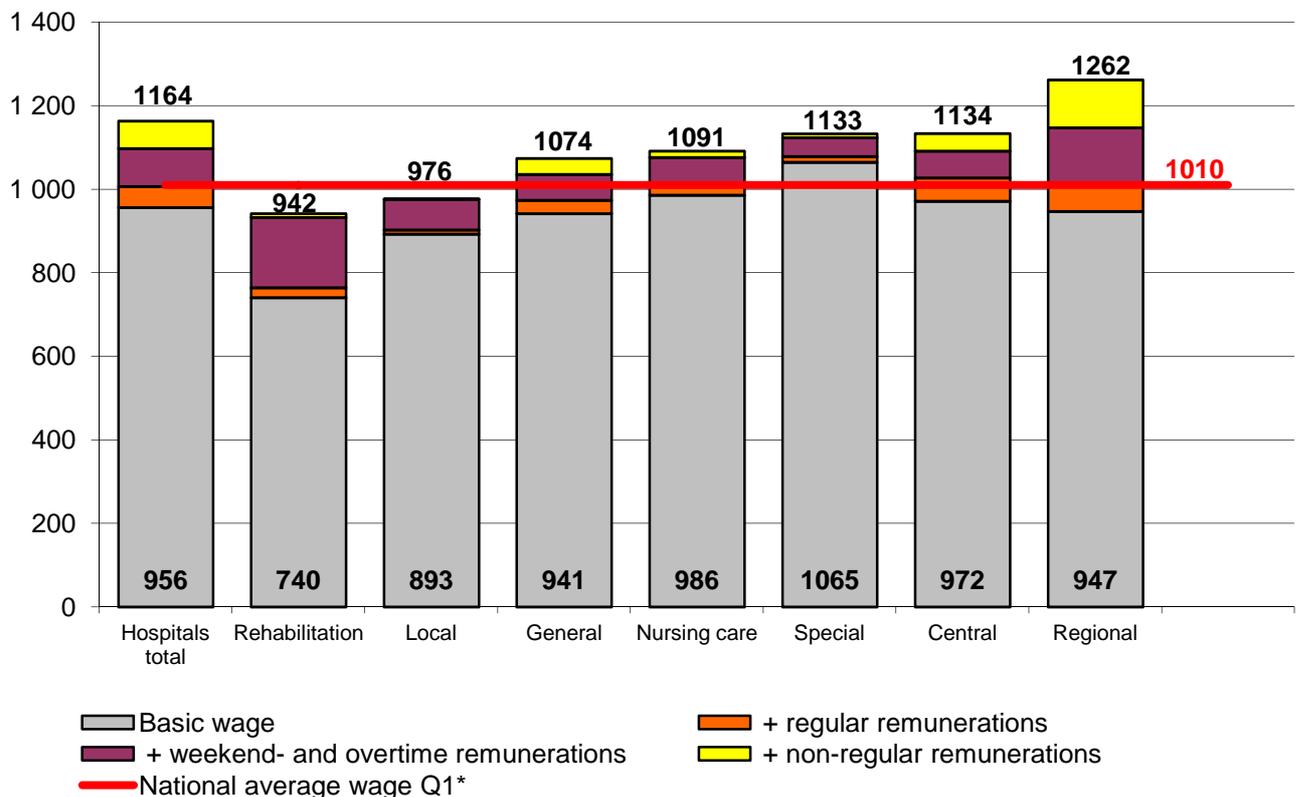
The average basic monthly wage of nurses and midwives working in hospitals was 970 euros, which is an increase of 15.2% compared to the previous year. Nurses working in independent emergency medical care providers and specialist health care providers earned the highest basic monthly wage. These providers also had the biggest increase in wages, 34% and 23.4% respectively. In rehabilitation providers, the basic wage decreased 3.2% in addition to the decrease in total monthly wage.

The total monthly wage of nurses and midwives employed in hospitals was 1,164 euros (Figure 8), which is an increase of 11.4% compared to the previous year. Additional remunerations amounted to 17.8% of the total monthly wage. The highest total monthly wage, 1,262 euros, was paid in regional hospitals. The average monthly total wage of nurses and midwives employed in rehabilitation hospitals and local hospitals was lower than the national average wage. Last year, the average total wage of nurses and midwives working in nursing care hospitals was also lower than the national average.

The total monthly wage of nurses and midwives increased in all types of hospitals. The biggest increase in wages, in terms of different types of hospitals, was in nursing care hospitals, where the wage was 1,091 euros, which is 16.3% higher than the previous year. Additional remunerations amounted to 9.6% of their wages. In regional hospitals, total

monthly wage increased by 12.7%. The wage increase in central hospitals remained on the same level as that of regional hospitals by increasing 12.9%. The smallest increase in wages, 0.6%, was in rehabilitation hospitals. The minimal increase of total monthly wages in rehabilitation hospitals can be explained by the decrease in additional remunerations (21.4%). Similarly to last year, the largest additional remunerations were paid in regional hospitals, in which the additional remunerations made up a fourth of the total monthly wage. The average amount of additional remunerations in regional hospitals was 315 euros. Compared to the previous year, there were no significant changes in this field in regional hospitals.

**Figure 8. The average monthly salary of nurses and midwives working full-time by type of hospital, March 2015 (euros)**



\* Data source: Statistics Estonia

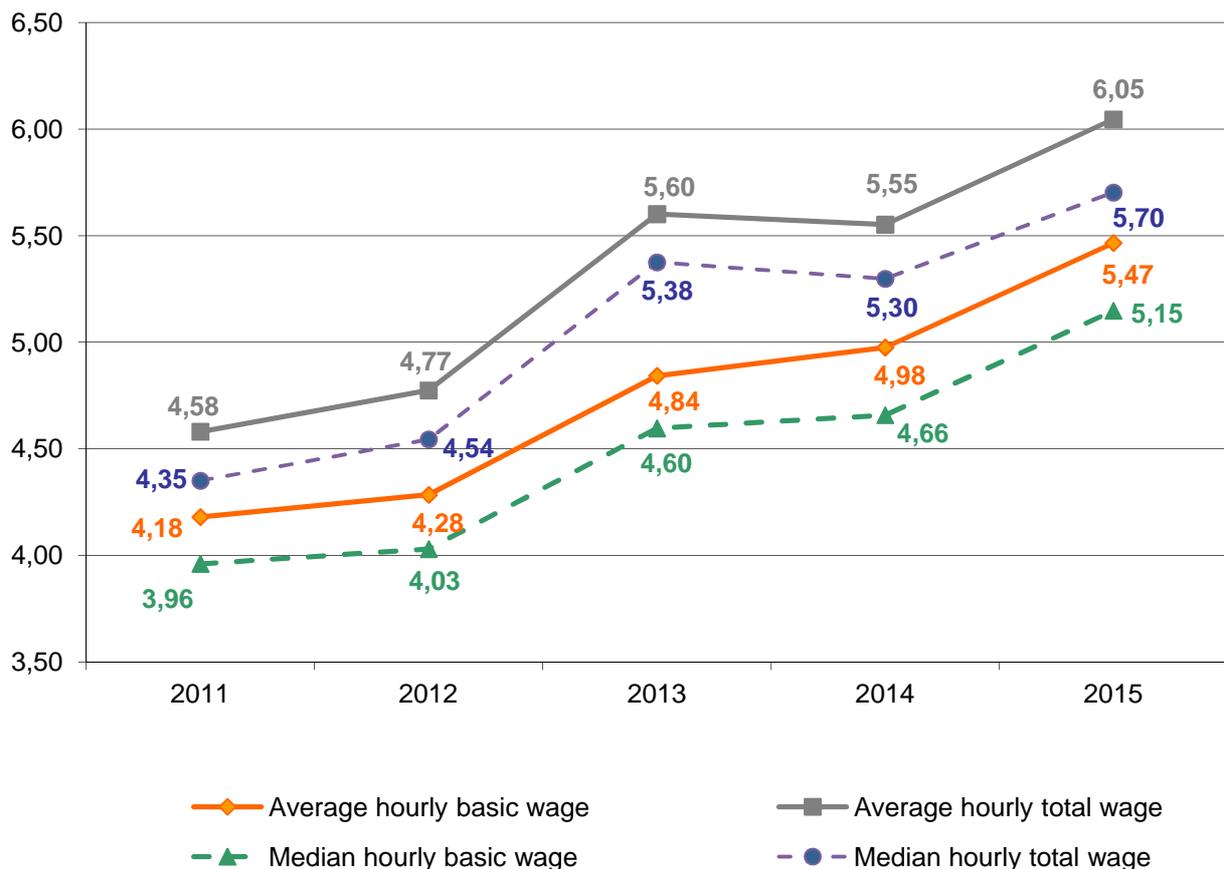
The average basic monthly wage of nurses and midwives working in hospitals was 956 euros, which is an increase of 15.9% compared to the previous year. The nurses and midwives working in special hospitals received higher basic monthly wages, 1,065 euros. The biggest

increase in basic wages was in nursing care and regional hospitals, 19.8% ja 18.4% respectively

### Hourly wage of nurses and midwives

In March 2015, the average hourly basic wage of nurses and midwives working full-time and part-time was 5.47 euros and their total hourly wage was 6.05 euros (Figure 9). Compared to last year, these wages increased 9.8% and 8.9% respectively. The median hourly basic wage was 5.15 euros and the median hourly total wage was 5.70 euros, increased 10.5% and 7.6% respectively compared to the previous year. The total hourly wage of nurses and midwives was two times lower than that of physicians.

**Figure 9. The average basic and total hourly wage of full-time and part-time nurses and midwives, March 2011–2015 (euros)**



The basic hourly wage of nurses grew significantly more than average in the case of independent emergency medical care providers, specialist health care providers and dental care providers, 13.8%, 12.9% and 12.2% respectively (Figure 2). Total hourly wages grew significantly more than average in the case of independent emergency medical care, 19.1%. Increased additional remunerations are one component in the large total hourly wage of nurses employed in independent emergency medical care. The additional remunerations of independent emergency medical care nurses increased 2.5 times on average compared to the previous year. The highest basic and total hourly wage of nurses and midwives is paid to nursing workers in specialist health care providers.

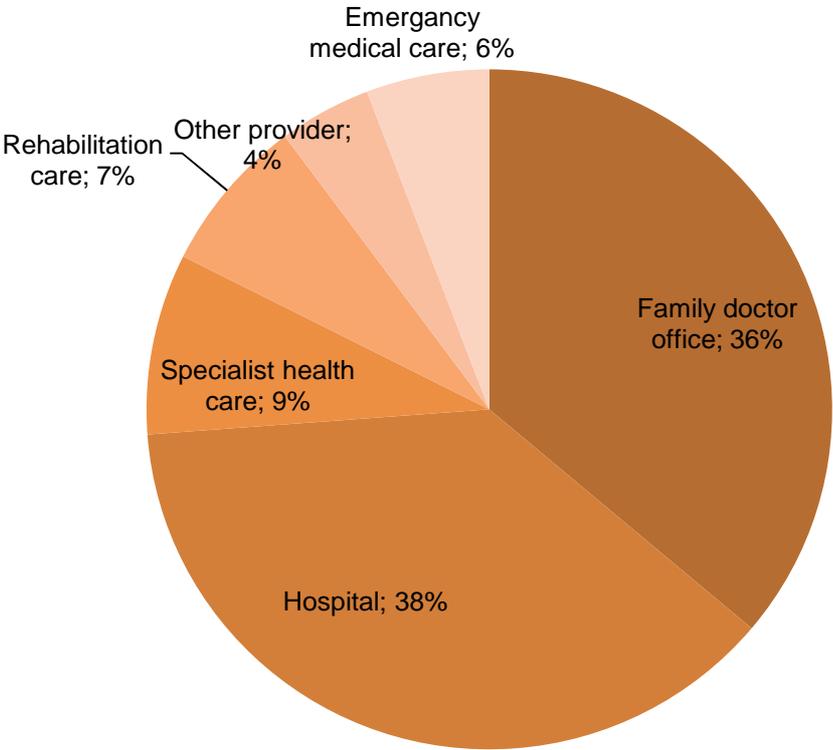
The basic hourly wage of nurses and midwives working in a hospital was 5.34 euros and their total hourly wage was 6.02 euros. The increase in their basic hourly wage surpassed the average general increase in the wage of nurses and midwives, the increase in total hourly wage was slightly lower than the general increase. In terms of different types of hospitals, the basic hourly wage increased the most in regional hospitals and the total hourly wage increased the most in rehabilitation hospitals. In terms of different types of hospitals, the highest basic and total hourly wage is paid to nurses and midwives working in special hospitals, 6.32 and 6.49 euros respectively.

**Table 2. The average basic and total hourly wage of nurses and midwives by type of health care provider, March 2014 and 2015**

	Average hourly basic wage, 2015	Average hourly total wage, 2015	Average hourly basic wage, 2014	Average hourly total wage, 2014	Difference in average hourly basic wage	Difference in average hourly total wage
	euros	euros	euros	euros	%	%
<b>Nurses and midwives total</b>	5.47	6.05	4.98	5.55	9.8	8.9
Family doctor office	5.56	5.70	5.24	5.36	6.0	6.3
Specialist health care provider	6.46	6.85	5.72	6.23	12.9	9.9
Dental care provider	4.48	4.64	3.99	4.17	12.2	11.3
Emergency medical care provider	5.82	6.61	5.11	5.55	13.8	19.1
Rehabilitation care provider	4.25	4.31	4.11	4.25	3.4	1.4
Other provider	5.93	6.24	5.40	5.67	9.9	10.1
Hospitals total	5.34	6.02	4.85	5.55	10.1	8.5
Regional hospital	5.34	6.17	4.76	5.64	12.1	9.4
Central hospital	5.38	6.09	4.95	5.66	8.7	7.6
General hospital	5.21	5.65	4.80	5.20	8.4	8.6
Rehabilitation hospital	4.29	5.55	4.07	5.01	5.4	10.8
Nursing care hospital	5.48	5.74	4.97	5.31	10.3	8.1
Special hospital	6.32	6.49	5.76	6.02	9.7	8.0
Local hospital	4.97	5.38	4.67	5.23	6.2	3.0

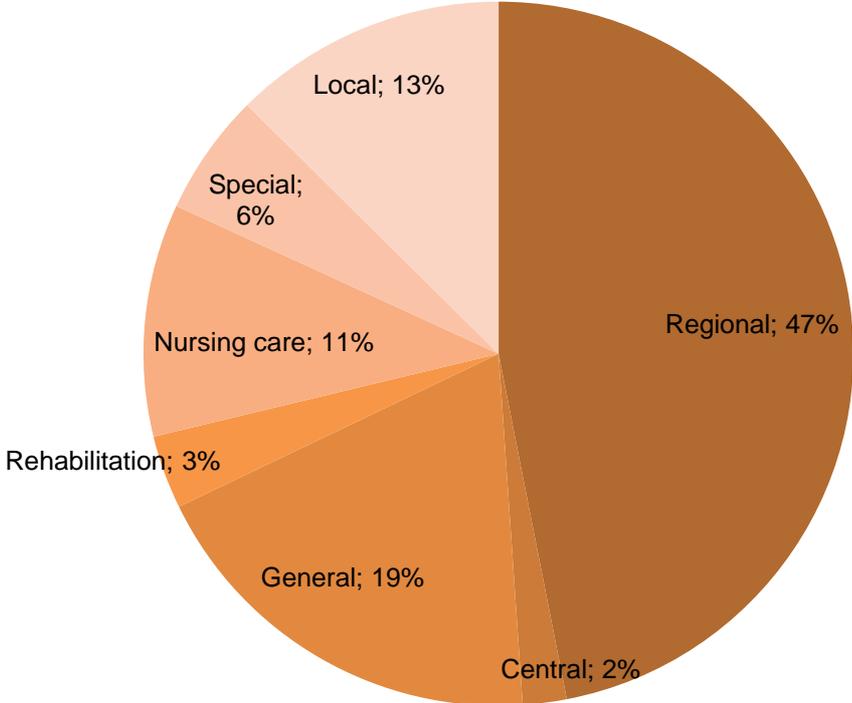
According to the current wage agreement, as of 2015, the minimum wage rate for nurses and midwives is 5 euros per hour. In 2015, a total of 602 positions of nurse and midwife earned below minimum hourly wage. This amounts to 7.8% of all nurse and midwife positions. In 2014, a total of 332 positions of nurse and midwife earned minimum hourly wage, amounting to 4.4% of all nurse and midwife positions. The number of positions earning less than the minimum rate has increased by 81%. As is the case with physicians, it can be presumed that all providers had not yet managed to enforce new minimum wage rates established in the beginning of the year. When it comes to positions that earned less than the minimum rate (4.5 euros) according to the wage agreement that was valid in 2014, there were 176 of such positions, which amounts to 2.3% of all nurse and midwife positions. According to this, compared to last year, there would have been a significant decrease in the number of positions that earn less than the minimum rate.

**Figure 10. Division of nurse and midwife positions paid under the wage agreement by type of health care provider, 2015 (%)**



The largest number of nurse and midwife positions earning less than minimum rate was in hospitals (226) (Figure 10), which accounts for 4% of all nurse and midwife positions in hospitals. Nearly half of those positions were in regional hospitals (Figure11). Hospitals were followed by family doctor offices, which had 217 of such positions, making up 20% of nursing worker positions in family doctor offices.

**Figure 11. Division of nurse and midwife positions paid under the wage agreement by type of hospital, 2015 (%)**

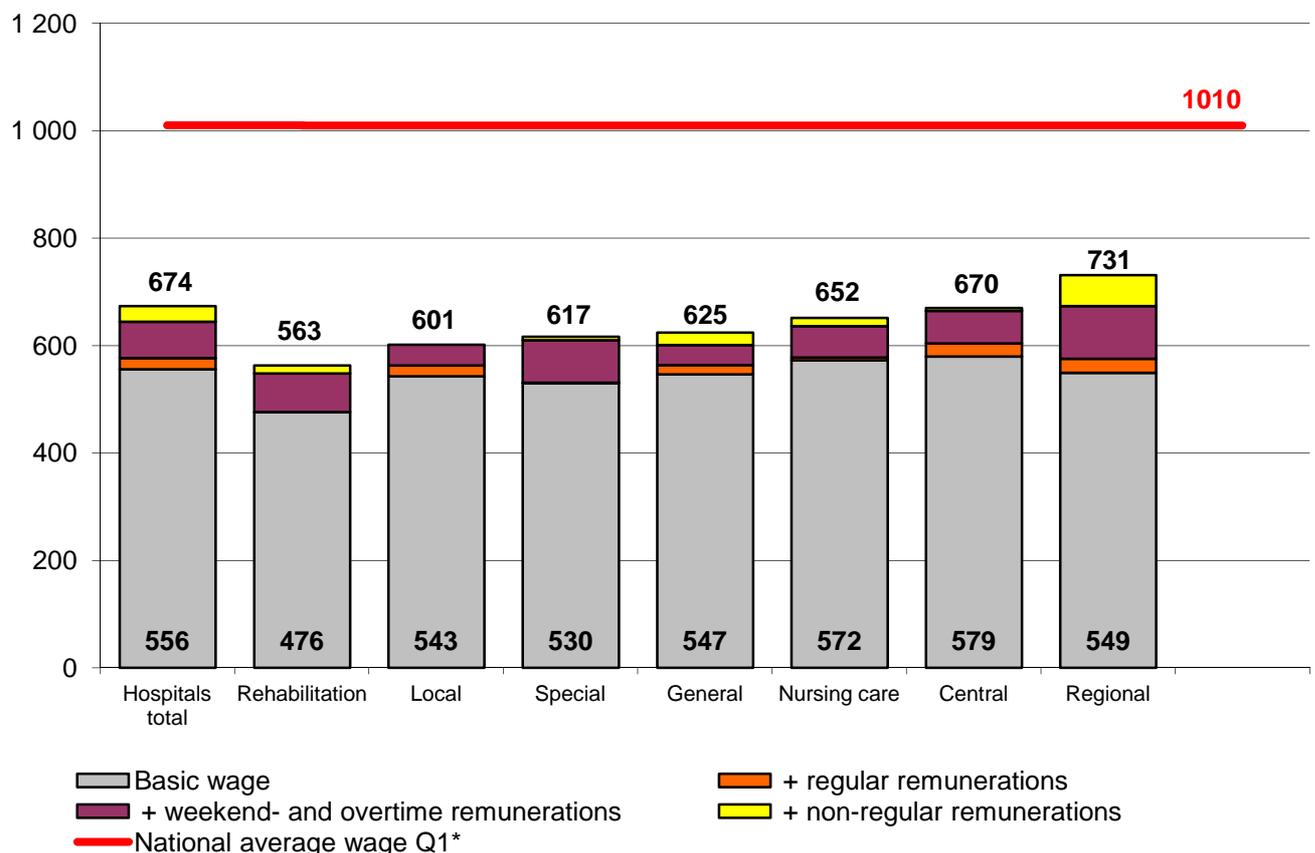


## 4. Wages of caring personnel

### Monthly wages of caring personnel

The average monthly wage of caring personnel in hospitals together with all additional remunerations was 674 euros in March 2015 (Figure 12), which is an increase of 15.5% compared to 2014. Caring personnel earns the highest total monthly wages in regional hospitals, in which the increase in wages was also largest compared to last year (19.7%). The lowest total monthly wage is paid in rehabilitation hospitals, where it is 16.5% lower than the average total monthly wage of caring personnel.

**Figure 12. The average monthly wage of full-time caring personnel by type of hospital, March 2015 (euros)**



\* Data source: Statistics Estonia

The average basic monthly wage of caring personnel working in hospitals was 556 euros, which is an increase of 19.4% compared to the previous year. Caring personnel earned the highest wage in central hospitals and the lowest in rehabilitation hospitals. During previous years, the highest wage has been in special hospitals, but this year, the wage of caring

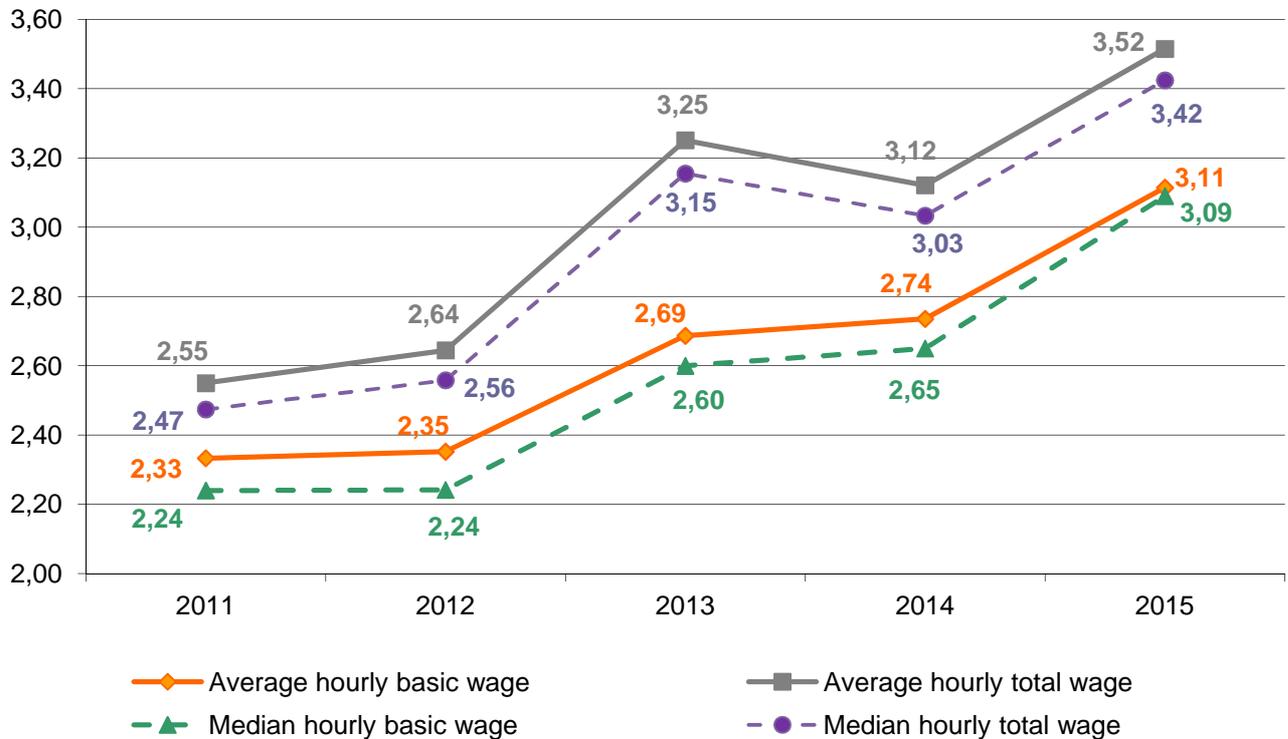
personnel working in special hospitals has fallen to the fifth spot in terms of wages in different types of hospitals. Special hospitals also had the smallest yearly increase in basic and total monthly wages.

On average, additional remunerations make up 17.5% of the wage of caring personnel. Last year, they made up a fifth. The gross amount of additional remunerations has remained equivalent to that of last year's gross amount (118 euros on average). The remunerations for working overtime and on weekends and national holidays make up the largest share in additional remunerations paid to caring personnel. The share of additional remunerations is the greatest in regional hospitals (24.9%) and the smallest in local hospitals (9.7%).

#### Hourly wage of caring personnel

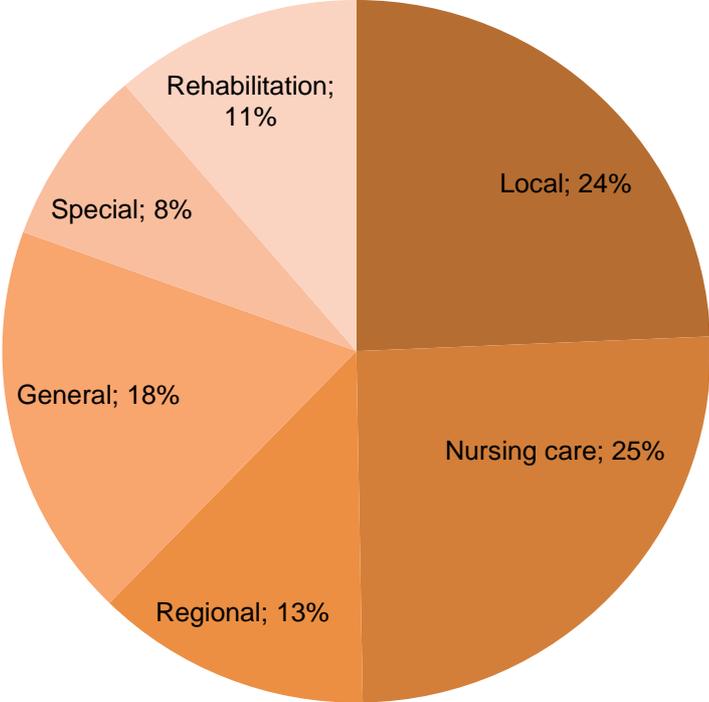
In 2015, the average hourly basic wage of caring personnel was 3.11 euros and their total hourly wage was 3.52 euros (Figure 13). Compared to last year, these wages increased 13.9% and 12.6% respectively. The median hourly basic wage was 3.09 euros, which is a 16.6% increase compared to last year. The median hourly total wage was 3.42 euros, which is a 12.9% increase compared to last year.

**Figure 13. The average basic and total hourly wage of full-time and part-time caring personnel, 2011–2015 (euros)**



In accordance with the collective wage agreement, the minimum wage rate of caring personnel is 3 euros per hour. A total of 80 caring personnel positions in hospitals earned below minimum hourly wage, which amounts to 2.5% of caring personnel positions in hospitals. Last year, 47 positions of caring personnel earned below minimum hourly wage. The highest number of these positions were those of nursing care hospitals and local hospitals, which made up nearly half of the caring personnel positions that earned less than the minimum wage rate.

**Figure 14. Division of caring personnel positions paid under the wage agreement by type of hospital, 2015 (%)**

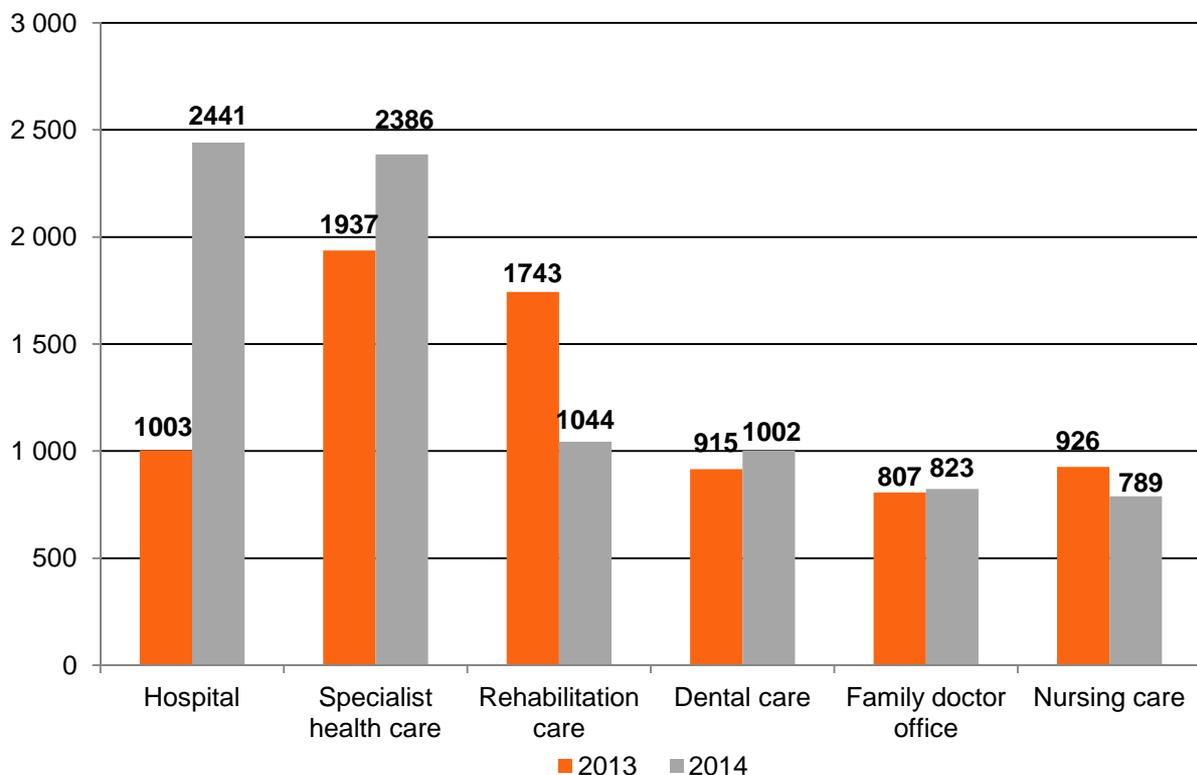


## 5. Dividends and income earned as self-employed persons

In order to analyse dividends paid to the owners of health care providers, data from 2014 collected by the Estonian Tax and Customs Board is used. There is no data yet from 2015. Therefore, it has to be taken into account that the following data reflects a situation that was true a year ago and may not describe the current situation.

In 2014, dividends were withdrawn by 973 owners of health care providers who also worked there. In 2013, that number was somewhat smaller (849). The average dividend income of a health care provider owner per month was 1035 euros, which is 10% less than during the previous year. The largest dividend income was taken out by owners working in hospitals, the smallest by owners working in nursing care providers (Figure 15). The average dividend income grew significantly in hospitals, in which the 2.4 times as large dividends were taken out per month as during the previous year. Dividend income decreased 40% in rehabilitation providers. Dividend income remained the same in family doctor offices.

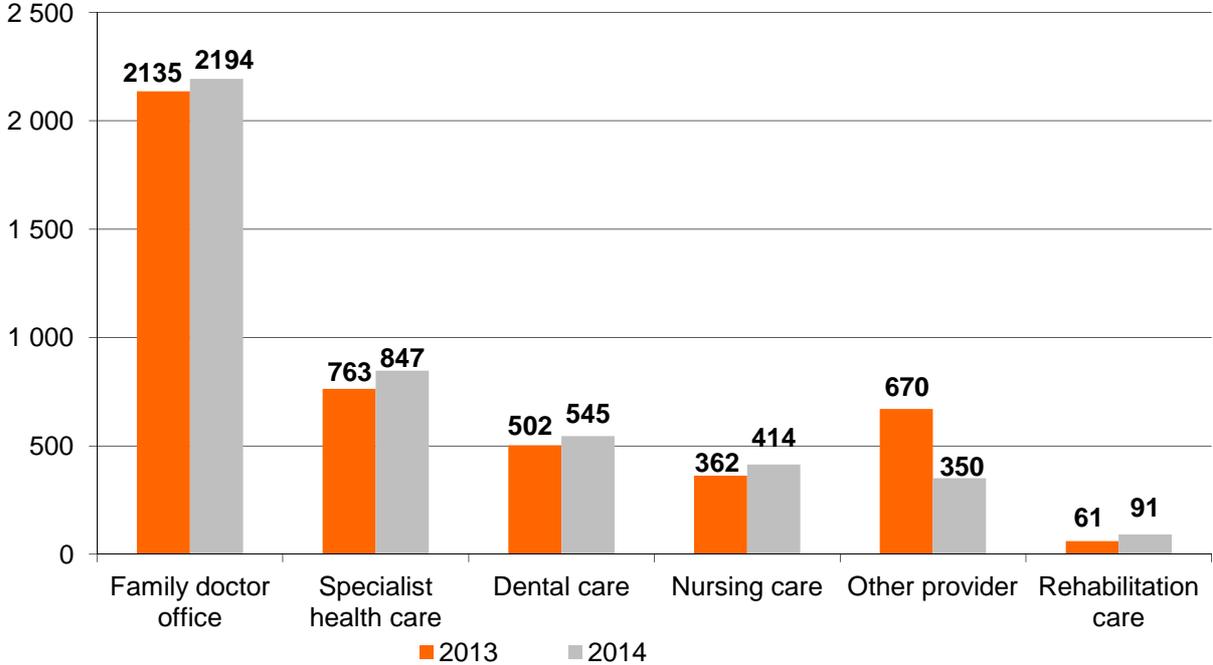
**Figure 15. The average monthly dividend payments to owners who work in their own company by type of health care provider, 2013–2014 (euros)**



Data source: Estonian Tax and Customs Board

In 2014, 213 self-employed persons who provide health care services declared their income. Compared to 2013, the number of self-employed persons taking out dividends and the average dividend income have remained relatively similar. In 2014, the average income of a self-employed person was 1318 euros per month. Similarly to the previous year, the largest income was that of family doctor offices, where the average income increased 2.8% (Figure 16). The lowest income was in rehabilitation providers.

**Figure 16. The average monthly income of self-employed persons by type of health care provider, 2013–2014 (euros)**



Data source: Estonian Tax and Customs Board

## Health and health care statistics:

- **Health statistics and health research database**

<http://www.tai.ee/tstua>

- **Website of Health Statistics Department of National Institute for Health Development**

<http://www.tai.ee/tegevused/tervisestatistika>

- **Dataquery to National Institute for Health Development**

[tai@tai.ee](mailto:tai@tai.ee)

- **Database of Statistics Estonia**

<http://www.stat.ee/>

- **Statistics of European Union**

<http://ec.europa.eu/eurostat>

- **European health for all database (HFA-DB)**

<http://data.euro.who.int/hfad/>

- **OECD's statistical databases (OECD.Stat)**

[http://stats.oecd.org/index.aspx?DataSetCode=HEALTH\\_STAT](http://stats.oecd.org/index.aspx?DataSetCode=HEALTH_STAT)

