

從身分之殤到待遇給予： 醫學專碩規培生 勞動權益之保障

From Predicaments to Treatments:
Safeguarding Medical Students' Labor Interests

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摘要

規範化培訓是專碩生成長為合格臨床醫師的必經之路，但其「學生」身分導致收入低、勞動強度大、待遇不合理等問題，亟需解決。相比國外完善的住院醫師制度，大陸地區規培體系在身認定與權益保障方面仍存不足。為破解「身分之殤」，應在理論上破除學生不能享有勞動者身分的觀念，在實踐中結合國情，從提高薪酬、落實同工同酬、擴大工傷保險覆蓋、關注心理健康等方面入手，以維護規培生權益，培養優質醫療人才，推動醫療體系發展。

Regularized training is a necessary path for postgraduates

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to grow into qualified clinicians, but their status as “students” has led to problems such as low income, high labor intensity and unreasonable treatment, which need to be resolved urgently. Compared with the perfect residency system overseas, our country’s regulatory training system is still deficient in the identification and protection of rights and interests. In order to solve the “Mourning of Identity”, we should theoretically break the concept that students cannot enjoy the status of laborers, and in practice, in combination with the national conditions, we should start from improving the salary, implementing equal pay for equal work, expanding the coverage of work-related injury insurance, and paying attention to the mental health of the students, in order to protect the rights and interests of the students, cultivate high-quality medical talents, and promote the development of the healthcare system.

壹、問題的提出

住院醫師規範化培訓（下稱規培）是醫學教育的重要組成部分，旨在培養合格的臨床醫師。根據2013年國家衛計委發布的「關於建立住院醫師規範化培訓制度的指導意見」（下稱「指導意見」），規培生主要分為三類：「單位人」由醫院委派；「社會人」自主選擇規培；「專碩生」為臨床醫學碩士專業學位研究生，三年學習期與規培期並軌，畢業後獲得規培合格證、碩士學位證、學歷證和執業醫師資格證，即「四證合一」¹。另外，學術碩士研究生的培養模式與專碩生不同，尚

1 關於建立住院醫師規範化培訓制度的指導意見，國衛科教發〔2013〕56號，2013年12月31日。「單位人」，即由其他醫院委派的臨床醫學畢業生；「社會人」，即未就業的臨床醫學畢業生，自主選擇在培訓