



ההסתדרות
הרפואית בישראל
Israeli Medical
Association

The Israeli Medical Association (IMA)

Serving physicians
and medicine



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The IMA is the official organization **representing Israel's physicians.**

For over 100 years we have been instrumental in advancing the health system, improving medicine and promoting physicians as individuals and as a community, all in order that public medicine in Israel should continue to flourish.

The IMA's services are extensive and diverse, and they accompany you at every stage of your professional career and personal development. In this booklet, we present many of our services, departments and sections, all of which are here for you to enjoy.

For convenience, contact details can be found at the end of each section.

Alongside the array of services that we offer individual physicians, the IMA continues to advance and promote medicine in Israel in a variety of ways, such as collective bargaining agreements, promoting the physician's status in the media, conference productions, a wide variety of services for our professional and scientific associations, and more.

For comprehensive information on the IMA's activities

we invite you to visit our website-www.ima.org.il



Do you have additional questions that weren't answered in this booklet?

**Contact our service department at:
prat@ima.org.il, 03-6100471.**

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A warm home
for Israel's physicians

Just medicine

The IMA is proud to present our members with a diverse range of complementary services that will allow you to focus on the practice of medicine, free of distractions, bureaucracy or needless worry.

Insurance

The IMA works year-round to ensure that our physicians receive the most professional and comprehensive insurance package available. We offer our members a range of health insurance policies for the whole family, as part of a special arrangement we have with the Menora Mivtachim and Harel insurance companies.

The package includes:

- Basic family health coverage that covers a spouse and children up to age 25.
- Transplantation insurance and special treatments abroad.

The insurance coverage is included as part of IMA membership fees, with no additional cost, in accordance with the policy conditions.

Full details on our insurance packages can be found on the IMA website.



Service department: prat@ima.org.il | 03-6100471

Legal counsel

The legal department is at your service, providing counsel on a variety of issues in the fields of labor relations and labor law, including: salary agreements and employment contracts, employment conditions, rights and benefits, working hours, vacations, retirement, pension allocations, family benefits and more.

The IMA also assists physicians with collective or fundamental legal claims and advises decision makers in areas such as health policy and international activity.



Legal department: mia@ima.org.il | 03-6100523

Financial counsel

In order to assist you in achieving optimal financial conduct, we offer several professional consults:

- Financial consultations: tax advice, mortgage advice and advice for independent physicians.
- Pension and retirement consultations: No-cost situational assessment.
- Insurance consultations: Independent consultations to review your existing policies and determine what can be improved in terms of coverage and payments.



Service department: prat@ima.org.il | 03-6100436

Eligibility to join scientific associations

- Membership in a scientific association is available to physicians in accordance with their field of specialty and subject to the association's membership policies.
- The scientific associations promote their field of specialty and run conferences, seminars and workshops in their field.



Support hotlines for physicians

The physician's work environment is often intensive, demanding and can lead to burnout. At the IMA we believe that our physicians are entitled to a fitting response to any physical or emotional distress.

The following hotlines are at your disposal 24 hours:



- A discreet service for support and emotional treatment for physicians for any emotional, personal or professional issue, 24 hours a day.
- Mifne runs two supplementary services: peer support (doctors for doctors) and designated support for department managers, in order to ensure that all physicians receive the support they need.
- In addition, Mifne offers career counseling to help physicians realize their dreams and achieve their professional potential.

Additional details and contact information can be found on the Mifne website.



The Mutual Assistance Fund

One-time or ongoing financial help for IMA members in financial distress or who suffer from a medical problem that prevents them from working.



For details: prat@ima.org.il | 03-6100471

The mediation program "Circle"

Circle is a professional mediation service offered free of charge to IMA members, allowing them to solve conflicts among physicians or medical institutions in a quick, friendly process acceptable to both sides. The process is conducted by physicians and lawyers, all professional mediators.



For details: michalp@ima.org.il | 03-6100523

The Center for the Prevention of Abuse in the Health System

- A center designated for physicians suffering from or witnessing abuse, as well as managers wishing to acquire tools to deal with the phenomenon.
- The Center offers a wide array of services, including legal counsel, mental health support, mediation, workshops and training for the prevention of abuse in hospitals and clinics.



For details: michalp@ima.org.il | 03-6100523

Hotline for victims of violence and sexual harassment

- The IMA has a policy of zero tolerance for violence and sexual harassment in the workplace.
- Our hotline is open 24 hours a day for physicians who feel threatened or have experienced violence or sexual harassment.



1-800-38-38-15



Hotline for reporting shaming or online harassment

Physicians who have been victims of shaming, verbal violence or any other form of degrading behavior online are invited to report it on our online form.

To fill out the form on the IMA website:



The Red Email

An anonymous form to report improper behavior in hospital departments and clinics.

The Ethics Bureau

The Ethics Bureau meets monthly to discuss current ethical issues relevant to physicians. Among the Bureau's duties: formulating ethical guidelines, investigating ethical complaints against physicians and drafting ethical opinions.




For details: karen@ima.org.il | 03-6100450





Professional development, enrichment and medical excellence

Learning is an integral part of the daily life of physicians. The IMA is happy to provide you with a number of institutions that will help you keep your finger on the pulse of everything that is new in the world of medicine, and ensure your continued professional development.



The Scientific Council is responsible for your success

The IMA Scientific Council preserves the high level of medicine in Israel through the planning, execution and supervision of physician residency programs.

The Scientific Council advances medical education in residency in order to consistently raise the quality of medical training, and as a result, the quality of medical care given to our patients.

The Scientific Council operates several units. Besides the unit for accreditation and the unit for special projects, here are two key units that will accompany you at the start of your professional journey:

Residents' service unit

The Scientific Council is directly responsible for the training of medical residents in Israel, beginning with the opening of the residency log and changes during residency and through the handling of requests for specialist certification at the end of residency. The residents' service unit is there to help with every request throughout the period of residency.



Residents' service unit: 03-6100409, 03-6100421



Examinations unit

This unit is responsible for the administration of residency examinations in Israel: Stage 1, Stage 2, Sub-specialty examinations and Internship-licensing examinations. The unit accompanies the resident through the whole process: starting with registration, scheduling examination dates, publicizing results and handling appeals.



Residency examinations: 03-6100445
Licensing examinations: 03-6100419



The IMA Campus

A hybrid campus featuring lectures and courses covering all aspects of the medical world and anything related: professional courses in a variety of medical fields, skill development and personal enrichment.

The IMA Campus includes an online school for medical professions, with a variety of lectures, workshops and online training throughout the day, especially suited to physicians who wish to continue their professional development through remote learning.



For information and registration, view our website



For information on additional offerings through the IMA Campus:
campus@ima.org.il | 03-6100444



Educational materials

Students, interns and residents who are members of the IMA enjoy significant discounts on the purchase of textbooks-up to 50% off the publisher's list price-as well as a free subscription to the medical journals Harefuah and IMAJ, and the website of the Israeli Health Care System.



For details: prat@ima.org.il | 03-6100471

The Institute of Innovation and Medicine of the Future



The Institute of Innovation and Medicine of the Future was founded with the aim of turning today's physicians into a leading force in the worlds of medical innovation, while maintaining their rights and status.

Among its other activities, the Institute formulates necessary policy guidelines, develops frameworks and educational means for future physicians and initiates activities for the advancement of medical innovation with an eye on the future of medicine



For details: Ronita@ima.org.il | 054-4594594

The Institute for Quality in Medicine

The Institute is a leading body in the formulation of scientific, authoritative, professional positions in all areas of medicine in Israel. The Institute is responsible for formulating clinical work doctrines and produces informed consent forms, position papers and clinical guidelines. The Institute works in close conjunction with the IMA Scientific Associations and the Scientific Council.



For details: karen@ima.org.il 03-6100450





With you all the way

The IMA accompanies you throughout the entire span of your professional career with information, counsel, guidance, benefits and everything you need in order to clear all your hurdles successfully.

Services for students and interns

Students in their clinical years and interns are eligible to join the IMA as student members and to enjoy a variety of benefits with the Physician Membership card, as well as legal and professional advice.

The salary simulator on the IMA website will help you figure everything out regarding the payments you should be receiving.



In addition, on the residents' website you can find detailed information on accredited departments, and help with writing a resume and translating it into English.



... For details: prat@ima.org.il | 03-6100471

Services for residents

There is no doubt that the years of residency are among the most complex in a physician's career—from selecting a field and department of residency, through understanding employment conditions, stage 1 and stage 2 examinations, all the way through to receiving your specialty certification. The IMA offers several services to help you get through this period smoothly.

Personal guidance throughout the period of residency

The staff of the Scientific Council's residents' service unit provides personal service throughout your residency: from opening the residency logbook, through submitting research in Basic Sciences, dealing with questions and requests that arise, through filing a request for specialty certification.

The Residency Ombudsman

The address for special requests, breaks in the continuity of residency, requests for exemption from Basic Sciences and advice and help with various problems that might arise during residency.



Information and rights

How and under what conditions can one switch a field or location of residency, what are the eligibility criteria for scholarships and grants, what breaks will be recognized during residency, what is the salary simulator and how does it work, and more.

Details of all your rights can be found on the IMA Residents' website, or by checking with the IMA legal department.

The IMA Residents' Association

The IMA Residents' Association is a body established by residents for residents, to represent them and assist with any difficulties or uncertainties they may encounter during their residency.



For details: prat@ima.org.il | 03-6100471

Services for doctors preparing for relocation

As an organization that maintains ties with physicians and organizations around the world, the IMA is proud to support physicians travelling to fellowship positions abroad, through limited scholarships subsidized in part by the IMA World Fellowship branches, financial courses and preparatory workshops for parents and children, through the IMA Campus.



To apply for a scholarship: mia@ima.org.il | 03-6100523
IMA Campus: campus@ima.org.il | 03-6100471



Services for physicians preparing for retirement

The IMA assists physicians preparing for retirement with a variety of services aimed at facilitating their entry into this new (and exciting!) stage of life: Retirement preparation courses, Golden Conference, social activities for the entire family, workshops, lectures and more.



IMA Campus: campus@ima.org.il | 03-6100471

Support for the independent physician

The decision to work independently is a big step in the career of every physician. Alongside services for the individual physician, IMA members who manage independent clinics are eligible for a wide array of support services.

Financial services

Assistance with accounting and bookkeeping services, tax and pension counselling, business advice and support, and whatever the independent physician needs to work and develop with peace of mind.



For details: prat@ima.org.il | 03-6100471

Management of the virtual clinic

Assistance in running a modern virtual clinic that combines in-person medicine with various telemedicine options.

Complementary services

Clearing, credit and financing services with great savings.



03-6100471 | prat@ima.org.il

Physicians' Consumer Club

It's worthwhile to be an IMA member:

As an IMA member, you enjoy unique consumer, cultural and leisure benefits, discounted textbooks, VIP service at the airport and many other continuously updating benefits in our Consumer Club.

The IMA Physicians' Card is an exclusive membership card, providing you with a range of worthwhile discounts:

- 15% off in fashion, lifestyle, sports, home decoration, furniture and other chains.
- 7% off in selected supermarket chains.
- Golden discount of 20% for the first 1000 shekel added to the card each month.
- IMA members can pay IMA and Scientific Council fees with a 15% discount, using their Physicians' Card (not including IMA or scientific association membership fees, courses and continuing education).



For details and to join, visit the IMA website.



IMA Products

The IMA gives our members useful products for their day-to-day work: the doctor's appointment calendar, automobile stickers, "Doctor on Duty" signs and more.



For details: prat@ima.org.il | 03-6100471





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The Center for
Prevention of Abuse in
the Health System



Hotline for reporting
incidents of internet
shaming or violence



Mifne: Support
network for
physicians



The Red Email:
anonymous
reporting



Hotline for victims of violence or
sexual abuse:

1-800-38-38-15