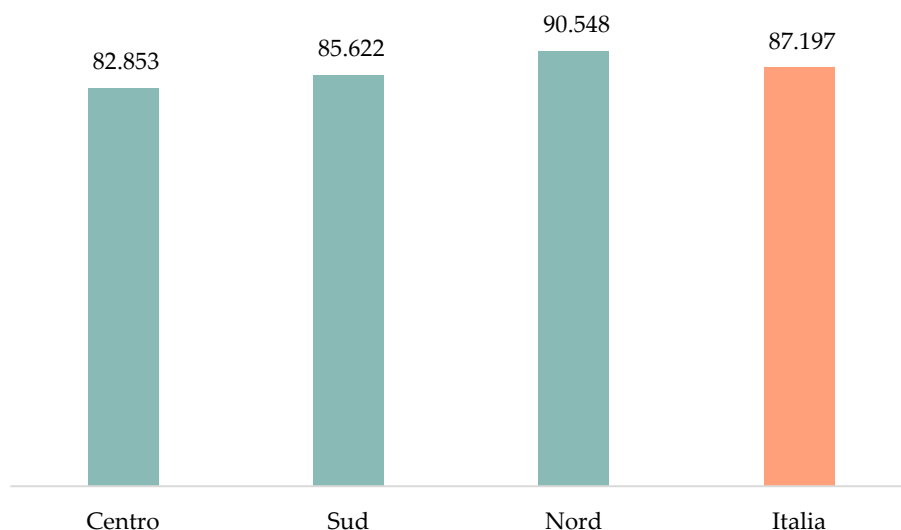


Subject to the necessary preliminaries outlined in the first [in-depth paper](#) on the Italian healthcare system, below we report what emerged from the analysis of the available data on doctors' salaries.

In the Italian public debate, the salary of public employees is a recurring topic, often addressed superficially, without objective data. This analysis aimed to provide its contribution and found that medical personnel employed with a permanent contract receive an average annual salary of just over 87,000 euros. The average figure, however, hides regional peculiarities that can already be appreciated through an analysis of the geographical macro-areas: it ranges from almost 83,000 euros in the Centre, to about 86,600 euros in the South and the Islands, to exceeding the 90,000 euro threshold in the North (Figure 1)

Figure 1 – Average annual salary of permanent medical personnel by geographical area (euros)



Source: Administrative Capacity Index REP – Data processing by MEF

Focus on Local Health Authorities

If the aggregate data presented above already suggests variability in the salaries of medical personnel active in the Local Health Authorities of the Peninsula, the detailed analysis of individual Companies highlights clear discrepancies. It is enough to observe the gap of over 100,000 euros between the two average values at the extremes of the ranking: salaries range from just over 43,000 euros paid to medical personnel serving at the ULSS n. 6 Euganea in Padua, to nearly 150,000 euros paid to personnel working at the Health Company of the Autonomous Province of Bolzano (Figure 2).



Healthcare in Trentino is the most lucrative for medical personnel: the Health Company of the Autonomous Province of Bolzano and the Provincial Health Service of the Autonomous Province of Trento offer the highest salaries for their doctors with permanent contracts in Italy, exceeding 100,000 euros. It is true that this is an Autonomous Region with a special statute, but it is also true that this is not the case in other regions with the same organization.

The exceptional surpassing of this salary threshold is shared by the healthcare local company of Potenza ASP in Basilicata and the two healthcare local companies in Piedmont, Alessandria and CN1.

Not far from this value is the average salary at ULSS n. 1 Dolomiti in Veneto, which is Italy's top healthcare company in terms of overall administrative capacity¹, boasting an average annual salary per doctor of 99,152 euros.

The remaining Entities completing the list of the ten most generous in doctor remuneration are all located in the North of the country: the USL Company of Aosta Valley, two other healthcare local companies in Piedmont, CN2 and Verbano Cusio Ossola, and the USL Company of Ferrara in Emilia-Romagna.



The geographical characterization of the ten healthcare companies that offer the lowest average annual salaries in Italy is not exclusive, with the South being the most represented, and the North and Central regions present, though in much smaller numbers.

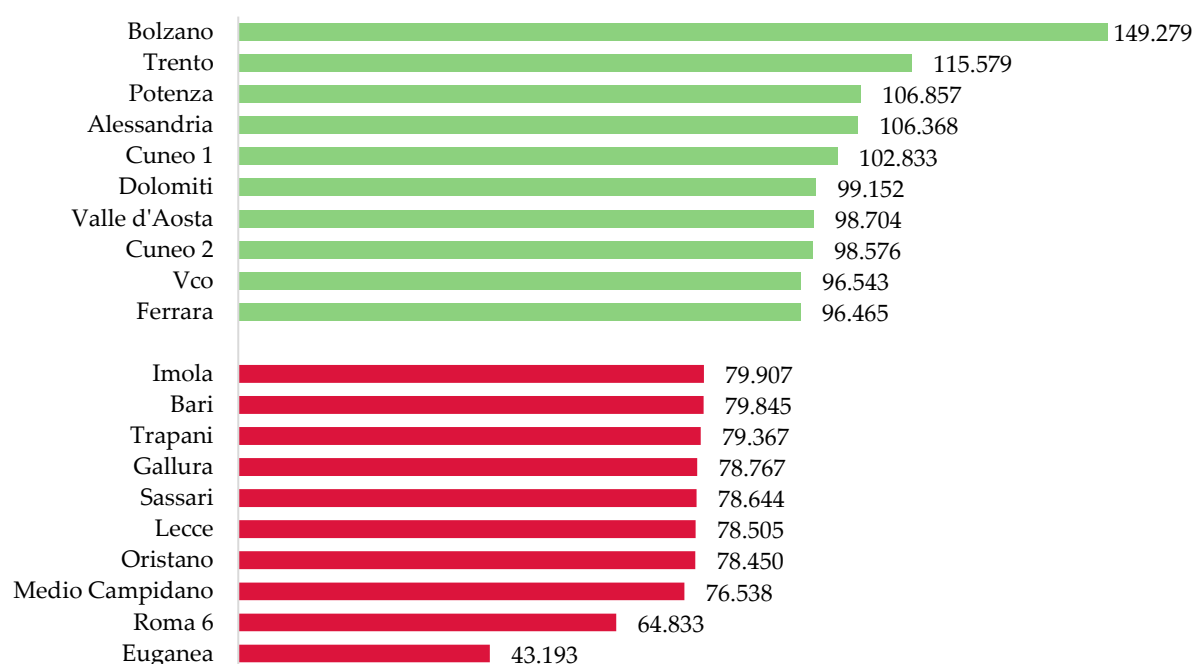
As seen, the doctors who receive the lowest salary in Italy work in Veneto at the ULSS n. 6 Euganea, with an average annual salary nearly halved compared to the national average.

Following at a considerable distance, with a gap of nearly twenty thousand euros, is the Local Health Authority of Rome 6, which allocates nearly 65,000 euros annually to each medical employee.

On the other hand, all the healthcare companies that complete the list of the last ten on the Peninsula have salaries above 76,000 euros: seven are located in the South, and one, which approximates an 80,000-euro salary, is in Northern Italy, in Emilia-Romagna

¹ This is based on the Administrative Capacity Index of REP for the Italian Local Health Authorities, excluding those in Lombardy, for 2023.

Figure 2 – Average annual salary of permanent medical staff in the Local Health Authorities (euros)



Source: Administrative Capacity Index REP – Data processing by MEF

Focus on Regions

Regional focuses, in addition to confirming some trends already discernible through further levels of analysis, once again highlight the internal specificities of the relevant territorial boundaries (Figure 3).



Two Autonomous Regions with special statute in the North occupy the top positions in the ranking: Trentino-Alto Adige, with the two healthcare companies of the Autonomous Provinces already analysed, and Aosta Valley, with the only USL Company of Aosta Valley, also noteworthy. The third position goes to Basilicata, home to both the Local Health Authority of Potenza ASP and the Local Health Authority of Matera ASM, whose staff receives a high salary, but below the 100,000 euro threshold.

Shortly behind is Molise, with an average salary just above 93,000 euros, attributable to the sole regional health company.

The situation in Piedmont is more complex, as it includes twelve Local Health Authorities with different management policies: salaries range from those above the 100,000 euro threshold in the two local health companies of Alessandria and CN1, to more contained amounts, below the Italian average, in the local health companies of TO4 (85,813.6 euros), Città di Torino (85,174.4 euros), and TO3 (84,524.4 euros).

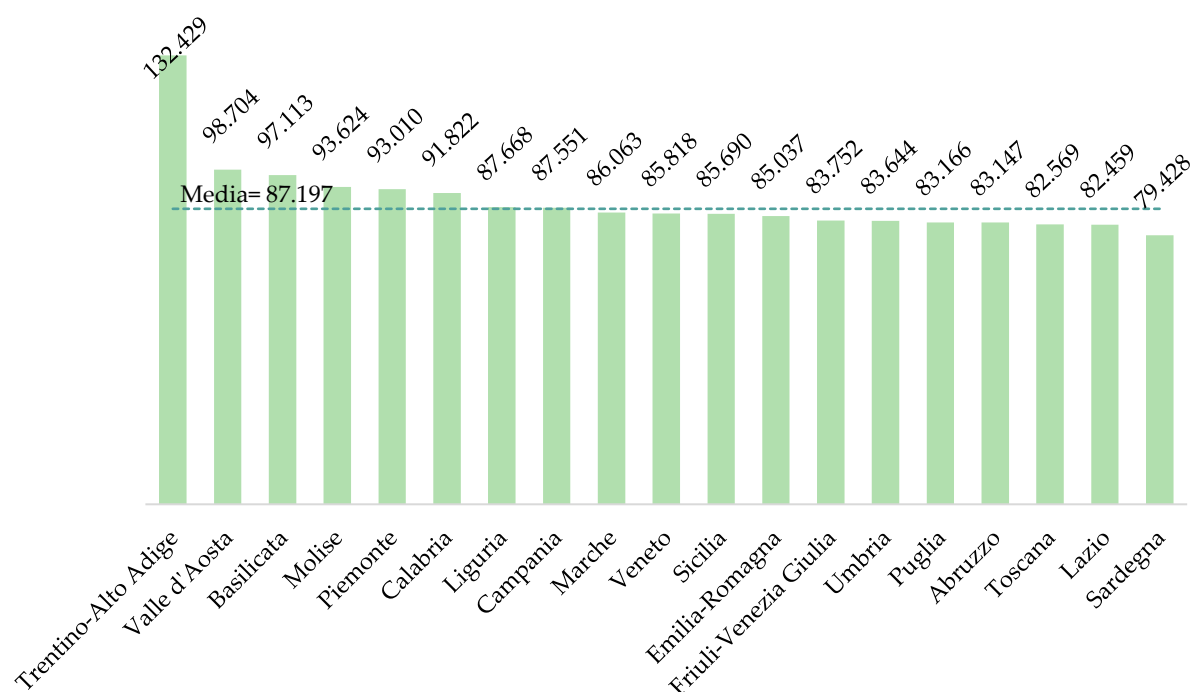


Sardinia ranks as the lowest region in Italy on this indicator, with an economic value below the 80,000 euro threshold. The Sardinian context is homogeneous, with the eight Local Health Authorities aligned with values ranging from 76,538.4 to 81,411.9 euros, all below the Italian average.

The situation in Lazio is different, as we had already recognized it as the home of one of the companies with the lowest salaries in Italy, the Local Health Authority of Rome 6. However, it also includes nine other Local Health Authorities, the first of which allocates just over 89,000 euros annually to each medical employee.

The case of Tuscany, with an average value of the indicator equal to 82,569 euros, reflects three USL companies that offer very similar salaries for their medical staff, with amounts ranging from about 80,000 to 84,000 euros.

Figure 3 – Average annual salary of permanent medical staff in Regions (euro)



Source: Administrative Capacity Index REP – Data processing by MEF

The results seem to demonstrate that there is no automatic connection between doctors' salaries and the overall performance of the healthcare company that employs them. For example, Imola's healthcare company is among the ten Local Health Authorities that pay their permanent medical staff the least, yet it is also among the top ten for overall operational capacity and performance.

On the other hand, the Health Company of Potenza is among the top three in Italy for average annual salaries of medical personnel, on par with those of Bolzano and Trento, but in terms of its overall performance, it ranks among the bottom ten ASTs.

Annex A

Below is the list of the Local Health Authorities analysed and their respective regions:

Denominazione AST	Regione
Avellano-Sulmona-l 'Aquila	Abruzzo
Lanciano-Vasto-Chieti	Abruzzo
Pescara	Abruzzo
Teramo	Abruzzo
Matera	Basilicata
Potenza	Basilicata
Catanzaro	Calabria
Cosenza	Calabria
Crotone	Calabria
Reggio Calabria	Calabria
Vibo Valentia	Calabria
Avellino	Campania
Caserta	Campania
Napoli 1	Campania
Napoli 2	Campania
Napoli 3	Campania
Salerno	Campania
Bologna	Emilia-Romagna
Romagna	Emilia-Romagna
Ferrara	Emilia-Romagna
Imola	Emilia-Romagna
Modena	Emilia-Romagna
Parma	Emilia-Romagna
Piacenza	Emilia-Romagna
Reggio Emilia	Emilia-Romagna
Friuli Occidentale	Friuli-Venezia Giulia
Friuli Centrale	Friuli-Venezia Giulia
Giuliano Isontina	Friuli-Venezia Giulia
Frosinone	Lazio
Latina	Lazio
Rieti	Lazio
Roma 1	Lazio
Roma 2	Lazio
Roma 3	Lazio
Roma 4	Lazio
Roma 5	Lazio
Roma 6	Lazio
Viterbo	Lazio
Chiavarese	Liguria
Genova	Liguria
Imperia	Liguria

Savone	Liguria
La Spezia	Liguria
Marche	Marche
Molise	Molise
Alessandria	Piemonte
Citta' di Torino	Piemonte
Asti	Piemonte
Biella	Piemonte
Cuneo 1	Piemonte
Cuneo 2	Piemonte
Novara	Piemonte
Torino 3	Piemonte
Torino 4	Piemonte
Torino 5	Piemonte
Vercelli	Piemonte
Vco	Piemonte
Bari	Puglia
Brindisi	Puglia
Barletta-Andria-Trani	Puglia
Foggia	Puglia
Lecce	Puglia
Taranto	Puglia
Sassari	Sardegna
Gallura	Sardegna
Nuoro	Sardegna
Ogliastra	Sardegna
Oristano	Sardegna
Medio Campidano	Sardegna
Sulcis	Sardegna
Cagliari	Sardegna
Agrigento	Sicilia
Caltanissetta	Sicilia
Catania	Sicilia
Trapani	Sicilia
Enna	Sicilia
Messina	Sicilia
Palermo	Sicilia
Ragusa	Sicilia
Siracusa	Sicilia
Toscana Centro	Toscana
Toscana Nord Ovest	Toscana
Toscana Sud Est	Toscana
Bolzano	Trentino-Alto Adige
Trento	Trentino-Alto Adige
Umbria 1	Umbria
Umbria 2	Umbria
Valle d'Aosta	Valle d'Aosta
Dolomiti	Veneto

Marca Trevigiana	Veneto
Serenissima	Veneto
Veneto Orientale	Veneto
Polesana	Veneto
Euganea	Veneto
Pedemontana	Veneto
Berica	Veneto
Scaligera	Veneto