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EUROPEAN FEDERATION OF SALARIED DOCTORS**

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<b>Date :</b>	<b>11 May 2011</b>	<b>Document:</b>	<b>F11-053 EN</b>
<b>Title:</b>	<b>National Report Slovenia - FIDES</b>		
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## **F I D E S Report – May 2011**

The amendment of the Public Sector Salary System Act reached its conclusion in the autumn of 2010 with the signing of the Agreement between the Ministry of Health and FIDES, which ensured the managements of medical centres that the payment of overtime, night, Sunday and public holiday work would not change (would not decrease!). However, the agreement itself did not guarantee success, which is why we devoted the majority of our winter activities to providing information on the content of the signed Agreement to the members and management of medical centres; especially to the management of centres, which »did not want to understand« the Agreement. We even had to use the threat of a medical strike. Only the pressure of the trade unions thus brought certain directors of medical centres »to their senses« to the extent that they began cooperating with the doctors in the centres. We therefore contributed to the resolution of the issue of overtime payment.

On the national level, a health care reform is being drafted. This is one of the reforms, which the Government would like to adopt, while all planned reforms are intended to contribute to fast recovery from the current economic crisis (such as, for example, pension scheme reform, amendment of labour legislation, Act on Activities in the Non-economic Sector, etc.). While implementing numerous changes, the Government completely lost its ability to lead dialogue with its social partners during the drafting of the laws and is entering non-harmonised acts into the legislative procedure. Due to the lack of social dialogue, trade unions took advantage of the opportunity and were granted calls for referendums. These referendums primarily reflect public dissatisfaction with the Government (based on a public opinion poll, the support for government is lower than 15%!). With the rejection of proposed laws put to the referendums, the reforms are sliding further away and the crisis is deepening. This Government has another year and a half in office, but we are all well aware that such position is not of benefit to the State. Early elections are also up in the air.

FIDES has planned a few priority tasks which could only be realised in cooperation with the Ministry of Health. These mainly concern the implementation of the standards and norms regarding work of medical doctors. Their implementation itself would give answers to many current issues, such as: lack of medical doctors, long waiting periods for individual examinations and procedures, quality of services, and similar. We also evaluate that a complete amendment of the collective labour agreement for medical doctors and dentists, together with different salary arrangement for doctors, would be necessary. The system, implemented with the Public Sector Salary System Act, is progressively showing its weakness, especially in the area of remuneration of more successful doctors and the chances for promotion. Due to the saving measures concerning public sector salaries, remuneration and promotion are frozen.

Let me conclude with a far-reaching event, celebrated at the end of March 2011. All three medical organisations, the Medical Chamber of Slovenia, Slovenian Medical Association and trade union of medical works, FIDES, have marked the move into our new common home Domus Medica with a formal ceremony.

Damjan Polh, Vice President of FIDES