



**Fédération Européenne
des Médecins Salariés**
European Federation
of Salaried Doctors

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The FIDES Report for the FEMS Assembly, Malaga, October 2017

Although the summertime is traditionally a time of holidays and lessened activities, FIDES worked actively during the last summer months. We had several meetings with the government representatives, in order to reach the soonest possible implementation of the Agreement signed in March 2017. Some of the issues according to this Agreement should have been in progress long ago (the deadlines in institutes regarding the implementation of standards and norms as a condition for payment of a variable part of salary), while others are postponed to the autumn (the introduction of new job positions for doctors on specialization and superior specialist, consequently higher salaries). We anxiously expect the promised and in Agreement stated commitment of the Government to abolish the upward-limited salary class (57th salary class) in the public sector salary system. Unfortunately, the Minister of Public Administration made us angry and disappointed with the proposal, as it abolishes the limit and sets it to 60th salary class instead of releasing the salary grade up to the 65th salary class. Right at all points of this Agreement we are faced with the stickiness and we have a feeling that the Government does not take this Agreement seriously.

In parallel with this, the new missing standards and norms are being prepared by the competent professional circles.

In such atmosphere it creaked also in relations among the medical organizations united in the so-called coordination. Namely, the new leadership of the Medical Chamber does not see any larger meaning in the informal functioning of the group and coordinating of viewpoints among doctors, which takes off our power and authority in the enforcement of expert arguments at planning of health policy. The voice of doctors is largely unheard and even less considered. This was followed by the adoption of the amendment to the Medical Services Act, which was prepared quickly, without any public debate, without consideration of the profession field, reckless and harmful. Fortunately, the attempt to amend the Health Care and Health Insurance Act failed. Let me mention that according to the Act, the work of doctors in other institutions was conditioned with the consent issued by the employer. We all know that without this work the health care fails to pieces. In this way the politicians want to defend themselves in the last year of their mandate from the reproaches that they did nothing so far. To be honest, they really did not! Whatever they undertook, it meant a step back ... The fact that a reform, and this a radical one, is really needed, is illustrated the best by the red numbers from the operations of public health institutions, which will be saved by the State with the intervention law and using the funds of the budget, for which a rebalance will be required. The management of the institutions will be entrusted to the reorganizational committees.

I would also like to mention the negotiations of the public sector trade unions with the Government on the abolition of the austerity measures and the abolition of the salary system anomalies with the emphasis on the lowest salaries. These negotiations have largely diminished our efforts to resolve some of the points stated in the Agreement. This year's hot summer will obviously continue into the hot autumn. The deadlines on which the measures of the signed Agreement should come into force are inevitably approaching. Unfortunately, in the majority of institutions they are not ready for these changes yet.

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Ljubljana, September 8, 2017