



**Fédération Européenne
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Doctors' Trade Union of Poland (OZZL)
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National Report Poland: OZZL, Spring 2021 **Report on the situation of doctors in Poland for FEMS Plenary Assembly**

At the beginning of year 2018, after the hunger strike of doctors residents in Poland supported by OZZL, the previous minister of health raised the lowest monthly salary for full-time employed doctors residents and specialists mostly working in hospitals, up to 6750 zloty = € 1480 (gross). Three years ago it was almost equal to a factor of the 1.6 national average wage.

This increase is valid until the end of June 2021. It was a quota increase. The difference between the previous minimum wage and the one since 2018 was covered by the government. Currently, the government wants to get rid of the problem and is planning new minimum wage rates for specialists and other doctors. The government will not cover even a part of the salary for doctors anymore.

The new minister of health wants to set the minimum salary for doctors, instead of the amount (quota), based on a coefficient (factor) depending on the average salary in the country. This idea is not new. Our organization OZZL has been demanding for 25 years a minimum wage for doctors specialists at the level of three times the average salary in the country. We also had support from FEMS on this.

However, instead of the 3.0 national average wage, the government draft only foresees 1.31 of that. It would be 6769 zloty, what is € 1484. The difference between the current minimum wage and the planned one is ... 4 Euro (!). Gross, monthly. This is just the raise that the Polish government is planning for doctors. And taking into account inflation, we actually have a cut instead of an increase.

Such regulation can be treated as mockery, satire, jokes and comedy. But above all it is an expression of insult and contempt for all doctors, especially during a pandemic time, when doctors work harder than usual and risk their health and life more than usual.

The OZZL sent letters to the president, prime minister, minister of health, members of the Parliament and the Senate, demanding an adequate appreciation of the leading role of doctors in the health care system. The same position is presented by the doctors' chamber. We held a joint conference on this matter. We invited deputies and senators who are doctors to a meeting, we discussed this problem and appealed for their support in determining the appropriate coefficient, more clearly greater than 1.31 and 1.6.

We absolutely do not agree with the factor 1.31 or even 1.6, because it is a reduction of our earnings. The coming weeks will show how the Polish government really appreciates doctors.

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