



FIDES, Dunajska 162, 1000 Ljubljana; Tel.: +386 (0)1 43 25 028, +386 (0)1 43 01 914
E-mail: info@sindikاتفides.si;

SEMI-ANNUAL REPORT FOR FEMS, April 2026

At the end of 2025, the approach of the Slovenian government towards the doctors' strike and broader healthcare issues finally became fully apparent. It is now clear that the government was not willing to take even the most minimal steps towards easing tensions between itself and the medical profession, making any agreement on ending the strike impossible. Throughout the negotiations, doctors and dentists were not recognised as equal social partners, and the specific nature of their work was not adequately reflected in the proposed so-called healthcare pillar.

A similar position was taken regarding performance-based pay. The government insisted on a uniform system and methodology across the entire public sector, despite the fact that in 2025 the FIDES union had coordinated specific criteria for the variable component of doctors' salaries with the government's negotiating team. This would have represented an important step towards introducing flexibility into an otherwise rigid pay system. However, despite prior alignment, the government ultimately withdrew from the agreed solutions. Although an annex to the collective agreement for doctors was signed together with other healthcare unions, its implementation has proven problematic, particularly for public healthcare institutions that were expected to introduce performance-based pay as of January 1st, 2026. As a result, FIDES has initiated formal dispute resolution procedures and will pursue legal protection.

On January 14th, 2026, the second anniversary of the doctors' strike in Slovenia was marked. Following legislative intervention in spring 2024, the strike has continued only in a formal sense. The most significant development in this period is the recent decision of the Constitutional Court, which confirmed that the restrictions imposed on the doctors' strike were unconstitutional. The Court clearly stated that the right to strike cannot be limited during its course in a way that effectively nullifies it, and that any such limitations must result from social and professional dialogue. This decision represents an important legal and institutional victory for FIDES and provides a strong foundation for the protection of labour rights. At the same time, it opens a new phase: within one year, the minimum scope of work during a strike will need to be redefined. FIDES will advocate for solutions based on social dialogue and good practices from European Union countries.

At the same time, broader systemic challenges persist. The healthcare reform aimed at restricting the so-called dual practice is already producing negative consequences, particularly in highly specialised fields. Several experienced specialists have left public healthcare institutions, which is affecting both the quality and accessibility of care. FIDES has publicly called on the Ministry of Health to act, but no response has been provided. Some hope is offered by a partial decision of the Constitutional Court, which annulled the most controversial provision of the amendment to the Health Services Act, namely the prohibition on doctors employed in public institutions working for private providers and concessionaires. Nevertheless, the overall impact of these legislative measures remains significant.

Parliamentary elections were held in Slovenia in March, marked by a highly polarised political campaign. The poor state of the healthcare system was one of the central topics of public debate. The electorate became deeply divided, making the formation of a new government both complex and potentially prolonged. Following the elections, the government has remained in a caretaker role, and political uncertainty is further complicating the adoption of necessary decisions in the healthcare sector. During the election campaign, FIDES established contacts with key political stakeholders to secure support for essential systemic reforms in public healthcare, and this dialogue continues after the elections. Before the expiry of the transition period of the Health Services Act amendment (May 21st, 2026), FIDES will call on Members of Parliament to consider extending this period. We assess that this milestone could significantly affect the organisation of work and the scope of services in public healthcare. Given the existing staffing and organisational constraints, there is a real risk that the expiry of the transition period without appropriate adjustments would cause further disruptions and worsen access to healthcare services. Timely measures are therefore necessary to extend the transition period and ensure system stability.

Healthcare thus remains one of the key social and political issues in Slovenia. FIDES will continue to advocate for the protection of the social and professional rights of doctors and dentists, as well as for systemic reforms based on professional expertise, social dialogue, and legal certainty.

The report was compiled
by Damjan Polh, president of FIDES