

ROMANIA COUNTRY REPORT

Political context

Recently, two parliamentary parties, one center-left, from the governing coalition and the other extreme right, filed a motion of censure against the Prime Minister (center-right). In this situation, all center-left ministers, including the former Minister of Health, resigned from their positions. Now there is an interim Government with limited powers. The former Minister of Health, who resigned, is interim.

CFSMR had a meeting at the ministry headquarters with the former Minister of Health in November 2025.

The problem of sick leave

As of February 1st, this year, the first day of sick leave will no longer be paid by anyone, neither by the employer nor by the public health system budget. Because the state cannot stop fraud in sick leave, it is abolishing the first day of paid sick leave for everyone. The measure will apply until December 31st, 2027 and was part of the package to reduce budgetary spending in the health system.

The change will have a direct impact on employees who will automatically lose 1 day of income every time they go on sick leave and will create legal and administrative difficulties for employers. The most affected are employees, especially on short sick leaves.

As a side effect, there are more and more situations in which people come to work sick because they cannot afford a day of unpaid leave, which can lead to other colleagues getting sick.

Separately from the elimination of the first day of paid sick leave, the method of calculating the allowance has been modified:

- for sick leave of up to 7 days, the allowance is 55% of the calculation base.
- for sick leave periods between 8 and 15 days, the allowance percentage is 65%.
- for sick leave over 15 days, the allowance reaches 75% of the calculation base.

At that time, the former Minister of Health publicly apologized to patients for failing to introduce exceptions for the first unpaid day of sick leave.

In April, the exceptions proposed by the Minister of Health were voted in the Government: the first day of sick leave will be paid where the need for protection is greater: oncological patients, patients included in health programs, patients who benefit from day hospitalization, medical and surgical emergencies.

The issue of on-call shifts

Starting with April, hospitals will be able to organize two on-call shifts depending on needs, for the operating room and day hospitalization. The interval is 8:00-20:00. University professors are not required to be on-call, but university lecturers and other teaching staff remain required to be on-call. Hospital on-call shifts are classified into four categories:

- emergency on-call
- monitoring on-call for patients already hospitalized
- home on-call where the doctor is at home and can be called if needed for emergency on-call
- interventional on-call (cardiology, neurology, radiology) which allows rapid treatments with the aim of intervening within a maximum of 1 hour of the patient's arrival at the hospital.

Public hospitals and public health departments are required to publish on-call lines on their own websites. The number of on-call lines and their organization will be established at the level of each hospital. Doctors from other health units can be brought in to complete the on-call lines.

On-calls performed beyond the normal schedule are considered additional work. They are compensated by payment or free time. On-call duty at home is paid only if the doctor is called to the hospital, only the hours worked are paid.

Resident doctors will be mandatorily included in the on-call lines in the health unit where they are doing their internship, and will double as the on-call doctor to complete the normal work schedule.

Starting with the first year, resident doctors will be able to participate, upon request, in shifts outside the normal schedule, under the supervision of the registered doctor, and from the third year they will be able to enter the first line of duty, respecting the competencies and under the leadership of a specialist or primary care physician.

The new law on the remuneration of personnel paid from public funds

After years of delays, the Government wants to adopt the new law on remuneration that will be from January 2027. The total ceiling for bonuses will be 20% of the basic salary. The performance award will be 30% of the basic salary. The most affected will be fellow doctors working in specialties with high bonuses. Their income will decrease by approximately 600 euros.

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