

# Physicians' remuneration in Europe

Understanding national frameworks.  
Building a shared European evidence base.

A comparative questionnaire for FEMS members

## A SHARED PURPOSE

**National  
experience**

**European  
comparison**

# Why a European comparison?

## Evidence for discussions with the Slovenian Government on the future remuneration framework.

### 01 RECOGNITION

#### Complexity & responsibility

Reflect the specific nature of medical work.

### 02 ADAPTABILITY

#### Flexibility & competitiveness

A framework responsive to workforce needs.

### 03 WORKFORCE

#### Attraction & retention

Keep physicians in the public healthcare system.

# Compare structures, not salary levels

## NOT THE AIM

### A comparison of salary levels

No country-by-country pay ranking.

## THE AIM

### How the system works

- Rules and institutions
- Negotiation and pay-setting
- Implementation in practice

Comparable information, with national differences kept in context.

FIDES address, 21 Sep 2026 | Questionnaire introduction, accessed 2 Oct 2026

# Rules, bargaining and pay-setting

## 01 / LEGAL FRAMEWORK

### Rules and institutions

The legal framework governing physicians' remuneration.

## 02 / COLLECTIVE BARGAINING

### Negotiating pay

How collective bargaining is organised.

## 03 / BASIC SALARY & PROGRESSION

### Pay and career pathways

How basic salary is set and career progression is regulated.

## 04 / VARIABLE REMUNERATION

### Beyond basic pay

Variable remuneration and allowances.

# The wider remuneration framework

## 05 / PROVIDER AUTONOMY

### Room for local decisions

Providers' scope to determine physicians' remuneration.

## 06 / HEALTHCARE FINANCING

### Financing and pay

The relationship between healthcare financing and physicians' remuneration.

## 07 / ADMINISTRATIVE WORKLOAD

### Time for medical work

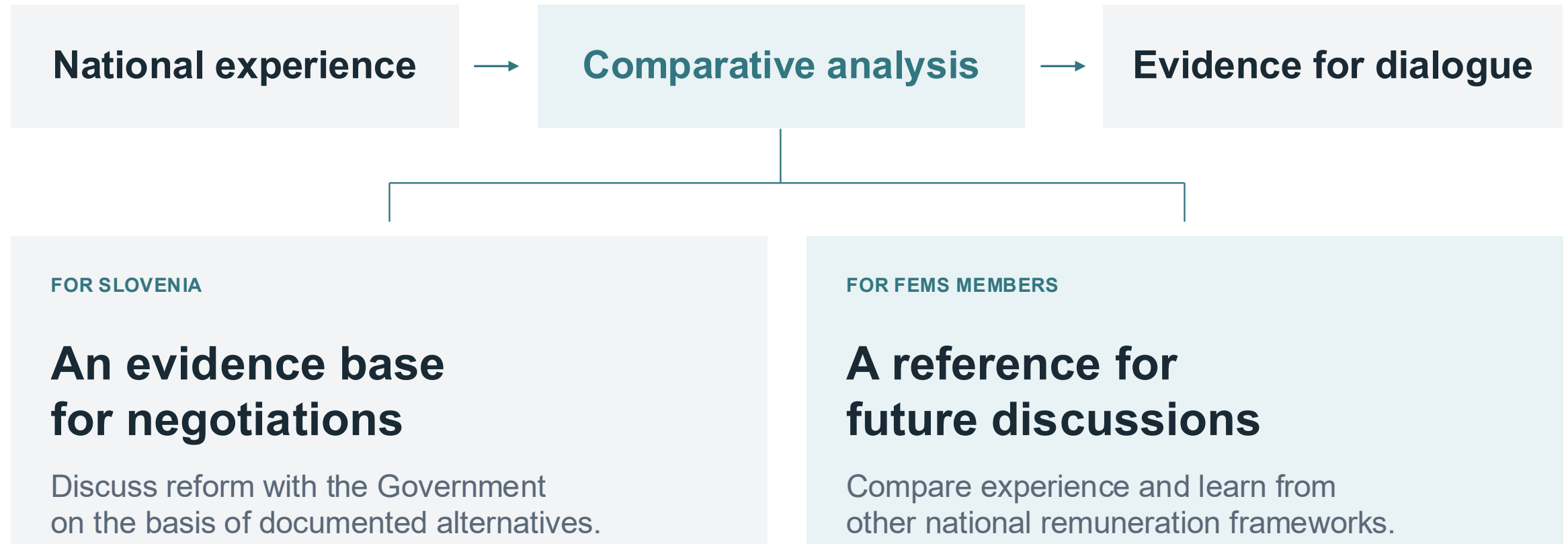
Measures to reduce physicians' administrative workload.

## 08 / ATTRACTION & RETENTION

### A sustainable medical workforce

Mechanisms to attract and retain physicians in public healthcare.

# National input. Shared European value.



FIDES address, 21 Sep 2026 | Intended use of the comparative analysis

# Different systems. Clear national context.

## 01 / DESCRIBE

### National arrangements

Answer with reference to your country's framework.

## 02 / EXPLAIN

### Relevant differences

Explain regional or provider-specific arrangements in the comments.

## 03 / CLARIFY

### Accurate context

FIDES may seek clarification before finalising the analysis.

**Organisations and countries will be identified; individuals' names and contact details will not be shared.**

# Share your experience. Strengthen the comparison.

Please complete the FIDES questionnaire  
and contribute your national experience.

**15–20 minutes**

Estimated completion time

**[Open questionnaire](#) →**

<https://www.surveymonkey.com/r/YQFZ72G>

FIDES address, 21 Sep 2026 | Online questionnaire, accessed 2 Oct 2026



SCAN TO OPEN THE QUESTIONNAIRE

Thank you for your contribution.