



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

Enrico Reginato, President

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Our Romanian delegates inform FEMS that, in Romania, only the “representative” trade unions have the right to sign a collective bargain/contract and, at the hospital level, to be representative, a trade union must have 50% of the employees. As doctors, in a hospital, represent 10-15% of employees, therefore, doctors’ trade unions have no possibility to be representative at hospital level.

Healthcare has the mission to protect People, not different from any other public institutions like the Army, Police or Fire Brigade, and the protection activity is performed daily in any part of the country, for emergencies and for routine activity.

It is, unfortunately, a frequent behavior, in many EU member States, to consider Healthcare System, first of all, if not exclusively, from the economical point of view; it is one of the first sectors to undergo restrictions in period of crisis like the present one, in spite of the recommendations of the EU Commission not to cut resources.

Cut of resources reflects into a worsening of the quality of assistance and low quality means more costs for the State and for the citizens.



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Healthcare systems are often directed by professionals with a curriculum in the field of Economy and Management, nominated by the Political power, and the exclusion of health professionals from the direction is often a mistake and cause of mismanagement. On the other side, exclusion of health professionals, doctors on first line, produces frequent phenomenon of burnout, with disaffection to the profession and consequent lower attention and higher risk of malpractice.

In Romania the situation is still worse: doctors are not only excluded from the management of the healthcare system, but are currently in a situation of working conditions among the worst in EU, with unacceptably low salaries. Of course such a heavy situation can impact on the patients with the need of out of pocket payment of medical performances.

Doctors are the most important professional figure in healthcare, impossible to substitute and have the highest grade of responsibility towards citizen, but they are not even entitled to discuss their working conditions, as their trade unions are not considered "representative" inside the wider area of non-doctor workers.

FEMS represents most of EU medical trade unions and, on its very long experience, considers the Romanian situation of doctors, not only unacceptable, but also contrary to the real interests of the Government, that has the responsibility of assuring people the highest possible level of medical assistance.

Some EU Member States, in the past, took the decision of a common work contract of doctors and other healthcare workers, but soon the negative effects became evident and they returned back to separate contracts. Therefore we invite the Rumanian Government to follow that example.

I remind that, in EU, there is a negative trend of doctors' demography and lack of doctors is growing also in Member States where the working conditions are better, if not absolutely good. The free circulation of workers and, recently, of patients, could produce a migration of doctors towards Countries with better working conditions, and Romania could be one of the EU Countries with highest number of migrating doctors, if their working conditions don't improve.

We suggest, therefore, on our experience, that doctors' trade unions be independent from other components to discuss their working conditions in a separate contract and that their working conditions and salaries be improved and get nearer to the average EU doctors.