



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

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# National report on the health care Czech Republic

(May – September 2015)

The health care in the Czech Republic is since February 2014 ruled by the Czech Social Democrats. The health sector is in very bad financial condition after previous experiments and restrictions. Unqualified intervention of the previous government significantly intensified the crisis impacts. Doctors working conditions and the hospital's financial situation has worsened. This, along with an unhelpful postgraduate education system are the main factors of physicians leaving the Czech healthcare system. Only a minimum of young doctors are starting their carrier in Czech hospitals. Most of them are looking for opportunities abroad immediately after graduation.

Erroneous state interference to the educational process of nurses together with incentives and opportunities abroad has caused a shortage of qualified nurses. What we are seeing across states right now is an economic and financial recovery. Neighbouring countries are overcoming the crisis and starting to "buy" a qualified and skilled health workforce. Currently the salary of nurses in Slovakia has increased significantly. It can be expected and it is already happening, that the Slovak nurses, representing in some regions the majority of the staff, will begin to leave Czech hospitals en masse.

The Czech Doctors' Trade Union in cooperation with other medical unions are conducting intensive negotiations with the current government. Our goals are:

- to enable the transformation of hospitals into non-profit organizations under a special law. This requirement has not been met yet.
- improvement of the education conditions . Nor here are we satisfied, but the law is already in discussion at least.

- the last but equally important is fulfilment of the memorandum commitments. Primarily physicians' salary increase at least 1.5-3 times the average salary. This requirement should have been implemented from January 2013 and has not yet been fulfilled as of today. This requirement of the Memorandum is crucial for us.

Failure to meet the crucial commitment and inadequate performance to other requirements of the Memorandum causes considerable tension. Czech Doctors' Trade Union is preparing to sue the Czech Republic for failure to fulfil commitments from the Memorandum of 2011. In the Czech Republic there is a significant disproportion between payments of employees and other subjects to the health insurance system. Due to this imbalance, we intend to file a constitutional complaint.

We are also considering to file a complaint to the European Commission for non-compliance of EWTD. Failure to comply with The Directive in one country is a threat to all others. We believe that the uniform application of EWDT in EU member states should be one of the main topics of FEMS meeting.

Prague, September 30, 2015

Dr. Martin Engel - Chairman of the Czech Doctors' Trade Union (LOK-SCL)