



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

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NATIONAL REPORT – SLOVENIA – FIDES

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Unlike the previous period, which ended with a meeting in Krakow, the current period was much busier and more exciting for the FIDES trade union.

In autumn, FIDES continued its visits to the regions, directly explaining to its colleagues, the members of the FIDES union about the future activities of the trade union and the objectives pursued by the union. Everything is, however, not progressing as planned, particularly the silence of the Government and the Ministry of Health on the initiatives of the medical profession and, ultimately, the union FIDES, which drew attention to the increasingly intolerable conditions in health care and much needed reforms that should be carried out. Thus, the long-awaited meeting with the Minister of Health in October with the trade unions in the health sector has not delivered the expected perspectives.

Parallel to this, FIDES started to coordinate the text of the new collective agreement proposal for doctors and dentists (KPZZ) with representative trade unions for the profession of doctor and dentist. In addition, within the context of all public sector trade unions, we participated in the negotiations on the reduction of austerity measures in 2016 and the release of certain rights. In November, the coordination and signature has been achieved (Agreement on measures in the area of labour costs and other measures in the public sector in 2016) with the Government and public sector unions. However, FIDES did not sign the aforementioned Agreement.

In November, the strike of police began, which was organized by two police unions. In the foreground are the unfulfilled promises of previous governments to improve the situation in which police officers work. Despite the signed document to the implementation of these changes did not occur. The strike is still ongoing!

In December, we convened a regular conference of FIDES and we pointed out the following objectives: the implementation of standards and norms for the work of the doctor, flexibilisation of the wage system with the introduction of promotions and variable component of the wage, support for the guidelines of medical organizations working in the framework of Coordination of medical organizations, concern over the lack of doctors (e.g. lack of anaesthesiologists at the University Medical Centre Maribor).

At the beginning of the year we finally harmonized the text of the new KPZZ proposal and sent the text to the Ministry of Health. The first meeting was held in February and since then we negotiate once every week. At the beginning, there were a lot of procedural obstructions and delays from the government side. At this moment, negotiations started

but the end is still a long way to go. At the same time we are negotiating in the context of all public sector trade unions with the government on mitigation and elimination of austerity measures. While most of the unions are only interested in the elimination of the austerity measures, the government is ready to intervene in the legislation and implement some changes. FIDES supports this because the negotiations and the consequent changes of the KPZZ are related to changes in legislation. In this part, we remain isolated among the public sector unions...

A good indicator of progress in negotiations for a new KPZZ would be the adoption and, consequently, the implementation of standards and norms for the work of doctors. Quite a few positive responses to this was received from the managements of public health institutions. We also met with the Minister of Public Administration to discuss this subject. We are still waiting for responses and reactions.

FIDES has been more active and effective since the last year. We have updated the database of our members and exchange of information between us and them is now more rapid and wider. We have established a new website, which is updated daily. Communication has been established between FIDES and members, and vice versa via Internet. In an effort to summarize the broadest wishes and requirements of our members, the current technical assistance is very welcome.

Ljubljana, 11.04.2016 Prepared by D. Polh, Vice President of FIDES