



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

Date:	<b>26-04-2017</b>	Document:	<b>F17-013 EN</b>
Title:	<b>National Report Slovenia</b>		
Author:	<b>FIDES</b>		



## **NATIONAL REPORT – SLOVENIA – FIDES for the FEMS General Assembly in Rotterdam, May 2017**

As we predicted in the last report for FEMS Assembly in Bucharest, a general strike of all Slovene doctors and dentists started on November 8, 2016 because of unwillingness of the Government to listen to the strike demands of doctors. The Slovene doctors went on strike in the way that they worked only as much as the majority of all employees in public sector which means 40 hours per week. In less than one week of strike the system started to break down, particularly in hospitals where the lack of doctors was being solved by overtime work. After additional announcement of further strike intensification in form of statutory assured minimum of working process, so called treatment of urgent conditions, the Government signed with us an agreement on temporary freezing of strike activities for the period of two months. This agreement with the Government included the enforcement of professional standards and norms for work of doctors and dentists from so called Bluebook (Moda knjiga) of standards and norms, variable rewarding of doctors, career advancement of doctors and regulation of basis for on-call time payments according to the salary grade of doctor. Namely, Slovenia is one of those rare states, such as Romania, where salaries of doctors and dentists are determined centrally for all employees in public sector, from fire-fighters, orchestra conductors up to the doctors of science. This means that, in addition to the Government, more than forty representative public sector trade unions should agree about every single change of salary system. When within the framework of negotiations on strike demands FIDES offered the Government to exempt the doctors from the uniform salary system, this triggered a sharp resistance and opposition including threats of other trade unions and a discord in the governing coalition, which almost endangered the existence of the Government. Due to the opposition of trade unions and coalition partners, the Government needed fourteen days to sign the agreement, which was initialled with us by the Minister of Health, and at the end confirmed the agreement by outvoting the governing party in the coalition.

The agreement signed in November 2016 envisaged also a change of the Public Sector Salary System Act, which for all employees in public sector, except for politicians and officials, limits the salaries in a certain salary grade (3960.02 EUR gross). The elimination of salaries limitation is namely a prerequisite for the introduction of the posts that would represent the career advancement of doctors (superior specialist and senior specialist). The agreement also envisaged the introduction of a special governmental project that would, regardless of the rigidity of the salary system in Slovenia, enable a variable rewarding of doctors according to the parameters of quantity and quality.

Then, in the period of two months the Government failed to do anything. Therefore for March 6, 2017 we announced the reactivation of the medical strike. But the latter did not occur. The Government signed with us a new agreement on the temporary freezing of strike activities. This time we also signed the annexes to the collective agreement for doctors and dentists with which in the collective agreement we finally recognized the medical standards and norms. These should become the basis for variable rewarding (up to 25% of salary) according to special governmental project. At the same time we managed to achieve the introduction of a new post: superior doctor / dentist and superior specialist, to which the doctor could be assigned twelve years after the expert examination. In this way, we primarily solved the position of young doctors. Namely, due to the Government austerity measures from 2011 onwards the young doctors were prevented to advance in salary classes and were more or less ranked to the starting salary grades. The signed agreement also includes a commitment of the Government to suggest the changes of the legislation that would realize the remaining FIDES strike requirements: an introduction of the post senior doctor and senior specialist 15 years after the expert examination and the introduction of workplace doctor consultant in order to reward doctors who work on tertiary activity mostly.

By signing the second agreement between the Government and FIDES the strike is frozen until October 2017. October is also the month when the both signed annexes to the collective agreement for doctors and dentists are put into effect.

At the autumn FEMS meeting we reported that there was no trace about so much needed health care reform, which the European Commission expects from Slovenia. In spring 2017, the Ministry of Health, however, gave into the public debate the draft of a new Health Care and Health Insurance Act. Unfortunately, the draft which was prepared without the cooperation of medical organizations cannot be called the health reform, because as a matter of fact it only eliminates the supplementary health insurance. This has been so far marketed through the commercial health insurance companies. The proposal introduces new mandatory charges and gives to ZZZS (National Health Fund), which would be under the direct supervision of the Government and/or relevant ministry, the role of the sole provider of the mandatory health insurance.

In the public debate the draft law encountered to the strong opposition of practically all stakeholders, from employer representatives, insurance companies, civil associations up to medical organizations.