



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

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CAMERA FEDERATIVĂ A SINDICATELOR MEDICILOR DIN ROMÂNIA

înființată din 1990 ca
SINDICATUL INDEPENDENT AL MEDICILOR DIN ROMÂNIA



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COUNTRY REPORT

ROMANIA

OCTOBER 2016 - MAY 2017

Since the last general meeting (October 2016 - May 2017), the following events took place in the healthcare system of our country: following the intense negotiations of the trade union federations with the Ministry of Health and the Ministry of Labor, we managed to modify the salaries of the medical staff in order to increase the settlement Wage hours and wage bonuses. In this way, the revenues of the employed personnel increased by almost 25%.

In March, our federation informed the European Commission about the unpleasant state of implementation of Directive 88/2003. We received an answer in which we were

informed that our letter was registered and that the implementation process of the directive will be monitored.

Since the end of March, our government has begun negotiations with the unions to develop a new wage bill in the budget system.

As a result of this project, the salaries of physicians and nurses would increase by 100% on 1 January 2018, after which the salaries of doctors and nurses will be frozen until 2022. (In the period 2018-2022 all the other categories staff from public institutions would incur gradual wage increases).

This is the first time the government recognizes the need and urgency of raising revenue in the healthcare system, with the intention of practically doubling salaries.

Our Federation participated in the negotiations, making proposals and amendments to the bill, attending meetings on the issue with the government and the parliament.

In April 2017 the Ministry of Health started the negotiations for the signing of the new collective labor agreement. Our Federation has participated in all meetings at the ministry, making proposals to improve the working conditions and the wage of doctors.

In the documents sent to the ministry we also mentioned the request for amending the personnel norms, in order to implement the Directive 88/2003.

The finalization of the negotiations and the signing of the new contract is expected in late May - early June. Finally, we remind you that the issue of the representativeness of the trade unions was not solved at this time either, the federations of doctors having great difficulty in participating in the social dialogue.

This is because decision-makers prefer to negotiate with large federations, with the condition of representing 50 plus one of all employees.

Our older request to amend this principle, so that we could represent 50 plus one of the doctors employed, did not receive support from the decision-makers.

CFSMR president

Dr. Victor Esanu

