

# CAMERA FEDERATIVĂ A SINDICATELOR MEDICILOR DIN ROMÂNIA

înființată din 1990 ca  
SINDICATUL INDEPENDENT AL MEDICILOR DIN ROMÂNIA



Adresa poștală: Camera Medicilor Cluj, Cluj, str.Horea 40,CP400275

Tel.: Președinte: 0745643825

Cod Fiscal: 4181597; Internet: [www.CFSMR.ro](http://www.CFSMR.ro)

E-mail: Președinte: [victoresanu@yahoo.com](mailto:victoresanu@yahoo.com); PrimVicepreședinte: [bio.ella@yahoo.com](mailto:bio.ella@yahoo.com)

Afiliată la Confederația Sindicală Națională “Cartel Alfa”, membră a

ITUC International Trade Union Confederation CSI Confédération Syndicale Internationale IGB Internationaler Gewerkschaftsbund și Confédération Européenne du Travail

Membră a Forumului Civic Românesc, a AGORA

Afiliată la FEMS (Fédération Européenne de Médecins Salariés – European Federation of Salarized Doctors)

Cont IBAN: RO55 BACX 0000 0030 0151 0000, deschis la UniCredit-Țiriac Bank, sucursala Drumul Taberei

Nr. 254/26/04/2017

## FEMS solicit to the EC

On March 7 2017, our federation responded to the FEMS application regarding the state of implementation of Directive 88/2003 in Romania.

We showed in the document that following the negotiations of the trade union federations with the Ministry of Health and the Ministry of Labor in the autumn of 2016, the Ministry of Health elaborated an order regarding the necessity and intentions of implementing the directive (order 1375/2016).

We have specified in the document that in order to implement the directive it is necessary to change the personnel norm, in the sense of increasing the number of positions of doctors employed.

The minister's order, unfortunately, does not stipulate the obligation to employ more physicians. Furthermore, the normative act specifies that it will

apply only in the departments with sufficient number of employees, and the decision to apply remains at the discretion of the department heads and the hospital managers.

We considered that a directive of such great importance must be implemented uniformly in all health care institutions, even if this requires efforts by the employer to remove more items in the competition and to budget them.

In this respect, our document to the European Commission has shown that the intention to comply with the directive is at a declarative level at the moment, and additional efforts are needed to be implemented in all hospitals.

On March 14, 2017 (exactly one week after the date we had sent the document to the European Commission), we were personally contacted by mail and informed that our letter was officially registered and that our information will be analyzed in light of the applicable laws in the European Union. I have been informed that our document has received a registration number, that a verification process will be triggered and that we will be informed of the outcome of the checks and of the measures required to solve the reported problems.

We do not know if our actions were effective and whether they had an immediate result, but three weeks after receiving the answer from the European Commission, some hospitals began trying to implement the order by offering a day off to doctors after a guard.

As we have outlined in our document, this could only be done in sufficiently staffed sections.

Since not all departments have sufficient staff, as long as there are specialties that have a high staff shortage, the non-uniform implementation of the directive (and the ministerial order) created disputes between colleagues and a tense atmosphere between doctors and hospital management.

In this regard, we are back with the idea that the effective and unitary implementation of the directive requires a change in the staffing norm in all hospitals in the country, this being the direct responsibility of the Ministry of Health and the management of hospitals.



