



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

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## **COUNTRY REPORT ROMANIA**

Since the last FEMS General Assembly in Romania, some important events have taken place, with a major impact on the salaries of medical staff.

**1.** After 3 consecutive delays in May 2018, the budget pay law was applied, which allowed the salaries of doctors to double. In this way the salaries of senior doctors have reached (after paying all taxes) over 2000 euros, without guards. It is important to say that together with the money earned from the guards performed, the doctor reaches over 3500-4000 euros in the month.

The legal medicine and anatomopathology specialties come to these basic wages, with doctors benefitting from bonuses that exceed 85% of the salary.

In this way, the government showed that they understood the danger of massive migration of doctors and tried to make the first important step towards diminishing the phenomenon of corruption.

**2.** Following the application of the new wage law, some issues related to the size of wage increases have been unresolved, which have been drastically diminished, greatly reducing the value of wage growth. This affected colleagues' earnings in the specialties, which before the change of the law benefited from up to 100% increases (infectious diseases, pneumophthisiology, legal medicine, anatomopathology).

Following several rounds of negotiations, the trade unions reached an agreement with the government on the size of the increases, so that the wage losses are reduced to the maximum.

**3.** It should be mentioned that in the initial version of the wage law, 100% salary increases were applied only to doctors, and then these wages are to be "frozen" until 2022. The other categories of staff were to have gradual increases of 25 % per year, so that by 2022 the salaries of all employees will be doubled.

As a result of the intense pressure made by the trade unions of the average staff (nurses), the decision to double salaries and the average staff was taken.

This has displeased health workers, other than doctors and nurses, namely nurses, grooms and auxiliary staff.

The union leaders of these categories of staff have called for an immediate doubling of wages for all employees in the healthcare system, triggering protest actions, but negotiations with the governors have not yielded any remarkable results, as the government has claimed insufficient financial resources.

**4.** Negotiation of the collective labor contract at the level of the sanitary branch was blocked since autumn 2017, due to the inflexible position of the negotiators. On some issues, the ministry did not want to make any concessions, while the leaders of the middle and auxiliary staff unions adopted a rigid position. However, in May 2018 the

negotiations on the ministerial level of the collective labor contract on the sanitary branch were resumed, with our federation participating.

**5.** The problem of representativeness has not yet been resolved, so we have to return to the request to intensify efforts to try to solve these important issues. Access to social dialogue is often blocked by legal provisions, which, through drastic criteria of representativeness (50 + 1 of employees), limits access to negotiations.

**6.** In accordance with the status of the federation in April 2018 we had congresses and elections. A new federation team was elected, CFSMR president being re-elected for second term.

**CFSMR president**

**Dr. Victor Esanu**

**May 2018**

**ROMANIA**

