



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

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Statement of FEMS GA on the current situation with doctors in Croatia

FEMS General Assembly is deeply concerned about working conditions and situation with doctors in Croatia.

It is concerned about the huge number of overtime worked by doctors, whose amount largely exceeds the legally permitted limits and Directive 2003/88/EC of the European Parliament.

These working conditions inevitably create tired doctors and increase the possibility of medical mistakes, but above all, put at dangerous risk the health and lives of both patients and doctors.

In addition, there are concerns about numerous court proceedings due to inadequate calculation and payment of overtime hours starting on 1 December 2013.

It is particularly unacceptable that overtime hours are calculated by unfavourable conditions and no bonuses paid for regular working hours.

Croatia is one of the few EU countries where doctors still do not have their own Professional collective agreement. Especially worrying is the fact that doctors are not representative and are not entitled to negotiate even for the National collective labour agreement for health system.

FEMS is concerned with the working conditions of doctors, being aware of the consequences they can have on the quality of healthcare provided to citizens.

In our opinion, Croatian politicians should share the same concern.

It seems that Croatian politicians are not sufficiently aware of the importance of quality of functioning of the health care system, nor the important role of doctors in that system.

Therefore, we urge the Government and the Parliament of the Republic of Croatia to correct calculation and paying for overtime working hours, to recognize the representativeness of doctors in collective bargaining immediately as well as to initiate negotiations to make a Professional collective agreement for doctors.