



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

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Summer time, on the syndicate level, was marked by efforts to solve problems concerning the lack of family doctors and their excessive work. It is well known that they threatened a mass resignation from contracts of employment. The next burning affair was performed by the Minister of Health himself who signed new regulations which reduced the majority of competences to high school nurses concerning care and help of patients. All this tasks are taken over by registered nurses. This way, the first grade nurses were reduced to a lower rank. The new regulations came into operation with the first of September, 2019, and they raised a storm of protests in the doctor's circles. The problem was discussed also by the Coordination of doctor's organisations. The conclusion regarding discussions was, that the new regulations are unacceptable, accepted without any knowledge from the part of the doctor's branch and, last but not least, harmful to the patients. It means a step backwards concerning medical treatment from the point of view of care and nursing. A request was presented to withdraw the over mentioned new regulations and return the lost competences to the nurses who finished high school. At the same time it would be necessary to return a complete educational system to high medical schools. All these details were mentioned in our public declaration at the journalistic conference and in front of numerous microphones.

As far as the problems regarding lack of family doctors and their overburdening are concerned, there is no optimism to be expected. During the summer time the Ministry of Health didn't practically do anything to indicate, in a certain way, some improvements and find solutions to such a problematic situation. Also the accepted annexes to the general agreement about financing didn't satisfy doctors from primary level. The majority of doctors didn't take the decision to resign from contracts of employment and they announced their withdrawal. Some others, on the contrary, decided to continue their career abroad, respectively, as private doctors. Unfortunately, this situation led to a further deterioration in the primary health care. On the other side a numerous inflow of young doctors is not to be expected. Circumstances urge them to look for an easier way to follow; a foreign country or a more suitable specialisation.

It is true that the Minister of Health mentioned the possibility to "import" doctors from non EU countries. But considering the knowledge of the language and the acquisition of a suitable licence, such employments are far away in time.

On the other side, discussions for the solution of problems on the primary level are still going on, but we can't expect immediate results. In the last time we have perceived difficulties regarding lack of doctors also on the secondary level. At this point I would like to stress the fact that the best skilled workers and trained specialists from the University Clinic Centre of Ljubljana are still leaving their positions. The deficiency of the program (heart surgery for children) is a serious consequence, as well as, the very acute lacking of psychiatrists in the Hospital Vojnik. In the last few years the leadership and Ministry didn't take the warnings. It was like preaching to deaf ears. Things went so far, that in the Hospital Vojnik the number of employed doctors is the same as the number of additional employers the hospital would urgently need.

In these circles, in addition to all this lacking, it also comes to the breaking of the law, caused by leaders, in relation with legislation and collective agreements. This is in the interest of saving public spending on account of employees, of course, especially doctors.

It is quite natural for FIDES (doctors trade union) to defend overburdening doctors, and during negotiations with the Ministry great efforts are continuously made to find solutions. In our syndicate we are all of the opinion that the use of Standards and Normatives for doctors work is momentarily the only solution for overloaded doctors, and at the same time an appeal to all who take upon themselves all responsibilities, to go into action and solve the dilemma

efficiently.

In September, on the initiative of the Ministry of Public Administration, negotiations with the syndicate from the public sector started again. The governmental side proposes some changes of the law regarding the system of salaries in the public sector. We normally take part in all the meetings but we don't have any influence on the way the negotiations proceed. We are supposed to be too small, as a syndicate, and also in the eyes of other syndicates we don't enjoy any sympathy. Our aim is doctors' elimination from the unitary salary payment system, and that was clearly expressed.

In order to reach our goal we need a wide approval from our members and all the other doctors. Namely success can't be achieved without any general and strong support to our actions. We'll try to get this consent, in the near future, by sending letters to all doctors explaining them in detail the present situation and our goals. We'll ask them for a merited support by signing their answers.

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