



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

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Economic and political adversities in our country continue to have a negative impact on working conditions. Throughout the last term our Union adopted a strategy aimed at the protection of the current/existing rights of public doctors, rather than developing them further.

Within the framework of general austerity measures, the government attempted to restrict the overtime wages of all public employees. In this respect, the government targeted cuts on health services provided outside official working hours (night shifts, weekends and holidays); such as ambulance services, doctors and nurses' duties. By putting emphasis on the indispensable importance of patient safety and the irrefutable nature of health services, we managed to secure health services uninterrupted.

Another austerity measure was related to cuts on wage rises associated with compensation against inflation. In alliance with other progressive trade unions, we took legal action and obtained an injunction on all aforesaid cuts.

Within our long standing combat against inhibition of private practice for public doctors, in 2017 our Union went through a series of actions with arguments attached to patients' freedom to choose their doctors, as well as to the general infrastructural and physician deficiencies in public hospitals. Whilst we managed to secure a new regulation, we continue to monitor it and ensure that its sustainability and further development are safeguarded.

By means of regular press statements, we consistently informed the public on issues related to shortage of physicians, nurses, health workers and infrastructural needs in our hospitals and also by putting pressure on the Ministry we ensure a number of departments put into service i.e. hematology department.

In past years, certain regulatory amendments led to losses in certain workers' wages and payments which led to critical inequalities within people doing the same job. As a result of the challenging actions taken by our union throughout 2017 asking for "equal work equal pay", the inequality between doctors eliminated and the salaries substantially elevated specially in favor of the newly started doctors. Our Union strives to eliminate such inequalities amongst physicians at all times.

According to a survey we conducted on satisfaction over working conditions, the least satisfied proved to be the doctors in training. Indeed, young doctors in training are employed at low wages and work for very long hours without adequate rest. Improvement of working conditions for young doctors in training is on our agenda. The European Union Working Time Directive (2003/88/EC) is another important issue on our agenda. We have intensified our efforts to formulate our evaluations and recommendations for the comprehensive implementation of the directive, which provides patient safety as well as physician safety.

Last but not least collective agreement law is under threat currently which will be another issue for the Union to consider and stand against in the following days.



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