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Title:	Update on the situation of Croatian doctors		
Author:	Renata Culinovic-Caic, HLS		

Reminder to situation on Croatian Doctors (November 2019)

Croatian national laws do not allow professional collective bargaining for doctors, and even worse - Croatian doctors are not allowed bargaining even for collective agreement for all health system workers.

According to that, a joint meeting of the leaderships of the Croatian Medical Union, Croatian Medical Chamber and the Croatian Medical Association was held in early September, where it was agreed that our organizations will jointly act with the Croatian Government in the future to achieve adequate status, rights and salaries of doctors in Croatia. The meeting also concluded, that doctors are looking for the adoption of the Law on salaries of doctors OR professional collective agreement through Law on representativeness changing .

In the end of September 2019 we made (the third) request to the Prime Minister for an urgent meeting with the presidents of our 3 organizations, where we would require to start the process of adoption of the Law on salaries of doctors.

So far (2 months), we have not received any response from the Prime Minister's Office.

In the meantime, we had 3 meetings with Minister of Health about this topic, and he told us that he was talking to the Prime Minister. We have also been told that Prime Minister is agree to Law on salaries of doctors and he will call us for meeting.

There is no calls yet, neither further contacts to Minister of Health, and we cannot start any action without Prime Minister saying: „YES“.

Croatian doctors are still working enormous number of overtime hours. Court proceedings for inadequate paying of overtime hours are going on. To date, about 700 cases have been decided in favour of doctors by second instance courts across Croatia, but Croatian Government is not changing anything... they are still waiting for the judgment of the Supreme Court (we are all waiting almost one year!).

At the moment, joint doctors organisations are preparing action for calling doctors to work according to Law on labour, which means working not more than 48 hours a week, and max of 180 overhours per year. Due to shortage of doctors in Croatia, working not more than 48 hours a week would completely collapse Croatian health system in next 2-3 weeks. In addition, almost every (hospital)

doctor has already done 180 overhours this year, but still working overhours. Nobody care of Law, Directive 2003/88 / EC, neither doctors health and safety!

According to FEMS GA conclusion about Croatian situation, brought in October in Riga, we are asking FEMS to file a complaint with the ILO supervising bodies.

We are also asking FEMS for the active support and starting action for consistent application of Directive 2003/88 / EC and the protection of the labour rights, health and safety of Croatian doctors, with the European institutions, International Labor Organization and all other relevant international institutions.

Press conference about this situation will be held on Wednesday, November 27 2019, so please, send us some information about FEMS activity on Croatian doctors position, to present at the press conference.