

Date:	23-11-2019	Document:	F19-072 EN
Title:			
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Dear Renata, President of the Croatian Medical Union HLS,

The Board of FEMS, the European Federation of Salaried Doctors, considered your letter of 20th November 2019 concerning the current medical situation in Croatia. From your letter, we understand that Croatian national laws do not allow professional collective bargaining for doctors and that Croatian doctors are not allowed to be an equal partner in the bargaining team even for collective agreement for all health system workers. Apparently, no further progress has been made in the discussion with the representatives of your government since September concerning the promised new regulation for doctors. Apart from that, Croatian doctors still work many more than 48 hours a week.

The FEMS Board concluded that:

- 1) the Croatian Medical Union HLS as a representative union on the national level must have an unrestricted access to collective bargaining and the right to conclude collective agreements directly with the Croatian government or hospital authorities. No procedural rule, in law or practice, should effectively produce the result where the HLS representatives would be precluded from bargaining or signing collective agreements.
- 2) FEMS urges all European countries to effectively restrict the working time for doctors to 48 hours per week. That includes Croatia and all Croatian doctors. Since it has not always and everywhere been the practice, FEMS welcomes the rulings of the Croatian courts requiring all extra hours to be paid without exceptions and FEMS expects those rulings to be executed.
- 3) FEMS Board members are available for any assistance to HLS concerning the above mentioned points, including meetings with the Croatian authorities and media.

Done in Brussels on 23rd November 2019

FEMS President
dr. Joao de Deus

Rapporteur:
dr. Bojan Popovic, Secretary General