



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

Date:	11-05-2022	Document:	F22-024 EN
Title:	National Report Poland		
Authors:	OZZL		

Permanent Secretariat: Rue Guimard 15, B-1040 Brussels/Belgium

Tel. +32 27 36 60 66 Fax: +32 27 32 99 72, e-mail: info@fems.net ; Web page: <http://www.fems.net>



OGÓLNOPOLSKI
ZWIĄZEK ZAWODOWY
LEKARZY

ZARZĄD KRAJOWY
ul. GDAŃSKA 27
85-005 BYDGOSZCZ
tel/fax 52 372 08 83
biuro@ozzl.org.pl

Doctors' Trade Union of Poland (DTUP – OZZL)
Delegates: Dr. Ryszard Kijak & Dr. Natalia Sot-Muszynska

National Report Poland: OZZL, Spring 2022 **Report on the situation of doctors in Poland for FEMS Plenary Assembly**

In April this year, our Minister of Health presented a draft amendment to the act on minimum wages in healthcare entities.

Once again, the minister proposes that the minimum wage for employed doctors specialists should be - in relation to the average wage in the country - lower than the doctors achieved in 2018 (under the agreement of the OZZL - the Ministry of Health). At that time, it was 1.58 of the average salary in the country. Now it should be 1.45.

These are the findings of the so-called A Tripartite Team for Healthcare, in which there is no representation of doctors. Therefore, the salaries of doctors are decided in Poland by everyone, but not by doctors. This is despite many objections from both the OZZL and the medical chamber.

In the opinion of OZZL, the only effective method of achieving fair wages by doctors who now receive minimum wages, is group, organized (preferably with the participation of OZZL) dismissal by doctors and making their return to work conditional on receiving an appropriate remuneration in the form of a "multiplier" average wage in the country. This will ensure an annual salary indexation, without the need to resort to strikes or further layoffs.

Such actions are always effective. This is evidenced by numerous examples from the past, and in recent months the actions undertaken by OZZL in Krakow hospitals in Prokocim and Kobierzyn, which ended with the success of doctors.

We appeal to all doctors in Poland to take such measures. Our union will provide the doctors who respond to our appeal with all assistance, just as it has been in the previous cases. Doctors must fight for adequate wages themselves.

Delegates: Ryszard Kijak & Natalia Sot-Muszynska (cooperation: Krzysztof Bukiel, chairman of OZZL)