



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

<b>Date:</b>	<b>13-09-2022</b>	<b>Document:</b>	<b>F22-051 EN</b>
<b>Title:</b>	<b>National Report Croatia</b>		
<b>Authors:</b>	<b>HLS</b>		

Zagreb, September 11, 2022.

## **Croatian National Report - FEMS GA**

**Kyrenia, North Cyprus, September 16<sup>th</sup>- 17<sup>th</sup> 2022**

The dissatisfaction of doctors in Croatia is growing more and more due to working conditions, work overload and many overtime hours. Due to the shortage of doctors, one doctor very often must cover 3 or 4 workplaces at the same time. This kind of work greatly exceeds the standards prescribed for the work of doctors, too.

### **COLLECTIVE BARGAINING**

1. HLS participates in negotiations for the Basic Collective Agreement in public services.

At the end of September, the negotiations of the 11 public service Unions should begin for increasing the basic salary, because the basic salary in all public services in the Republic of Croatia is the same.

At that level of negotiations, we are asking for an increase of the basic salary adjusted to inflation, which is 12.3% in the Republic of Croatia this year.

By raising the basic salary in public services, doctors' salaries would increase further due to the difficult working conditions that are paid additionally in healthcare.

If a satisfactory agreement is not reached, a strike of all public services, which includes employees in healthcare, education, culture, social welfare, etc., is also possible.

2. At the end of the year, negotiations for the Collective agreement for healthcare should begin, and doctors have still not been given back the right to negotiate, which was taken away from us 9 years ago by changes to the Law on Representativeness.

The current Croatian government has been promising to solve it for 6 years, but there is no progress.

Also, Croatian doctors have been asking a Government for a Professional collective agreement for doctors for years, but this Government, as well as the previous ones, persistently refuse to negotiate for Professional collective agreement with the excuse, that it will contribute to the creation of discomfort among other health and public service unions.

So, for the last 9 years, nurses and non-medical workers employed in the healthcare system have been negotiating for doctors' rights!

Because of this, doctors in Croatia are in a paradoxical situation: they have the right to negotiate at the level of all public services, but they do not have the right to negotiate at the level for healthcare, nor are they allowed to conclude a professional collective agreement.

For this reason, in the middle of July, HLS and other medical associations held a press conference where we pointed out the multi-year failure to solve the problem once again and made demands for their solution in the short term.

Soon followed the invitation of the Minister of Health to a meeting, where deadlines for solving our requests were agreed.

According to this agreement, the doctor's union's right to negotiate should be resolved by the end of October through amendments to the Law on Health Care.

We hope that we will finally see it!

Especially dissatisfied are young doctors and residents, who have low salaries, a lot of overtime hours, and can easily go work abroad for a significantly higher salary for regular working hours.

They don't want to listen to promises, they just want an urgent solution to the problems, so they decided to publicly express their dissatisfaction at a protest meeting they are organizing on September 24, 2022., in the front of Ministry of Health.

HLS and all other doctor's associations in Croatia support the protest and help organize that gathering.

We hope for a great participation of doctors, who will further urge the Government to solve the numerous problems of Croatian doctors.

### COVID-19

Although the number of new cases of COVID-19 is significantly lower than in earlier waves of the epidemic, we still record about 600-700 new cases in 24 hours, caused mainly by omicron variants of the virus. In the last few days, it has dropped to 400-500 per day.

On September 11, 4.359 cases of COVID-19 remain active, 472 people are still hospitalized, with 13 patients on ventilator. There are currently 3.328 people in quarantine.

16.797 patients have died since the beginning of the epidemic.

Vaccination of the population in Croatia is not satisfactory and has not changed significantly since my last report: 57% of the population was vaccinated with the first dose, 57,81% with the second dose, and only 23,48%% of the population received the booster dose.

Vaccination with the 4th dose of the modified vaccine against omicron variants of the virus started in the Republic of Croatia a few days ago.

As of April 2022, most restrictive measures have been canceled. Wearing masks is still mandatory in hospitals, health care institutions and pharmacies.

President of HLS:  
Renata Čulinović-Čaić