



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

<b>Date:</b>	<b>18-09-2023</b>	<b>Document:</b>	<b>F23-044 EN</b>
<b>Title:</b>	<b>National Report Slovenia</b>		
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## **SEMI-ANNUAL REPORT FOR FEMS, Marseille, September 2023**

By announcing a strike in autumn 2022, FIDES forced the government to start negotiations with public sector trade unions to reform the wage system.

The government envisaged a wage reform and designed it in such a way that the specifics similar occupations reflected in separate salary columns. So she designed 5 salary columns, the so-called health salary column was intended for us.

As I mentioned in the previous report, the negotiations for the so-called pillars did not go according to plan. It was necessary to intensify the announced union actions and temporarily suspend the negotiations. The government side also violated a key deadline by which it should have submitted a proposal for a new salary law to the parliament. The promised salary pillars, which were supposed to reflect the specifics of professions and activities, have meanwhile lost the true meaning pursued. I must emphasize here that the government has also made a commitment regarding the wage reform to the European Commission in Brussels, counting on financial assistance from the European Union for projects from Recovery and Resilience Plans.

Due to differences in the formulation of health policy, the prime minister demanded the resignation of the minister of health, and thus we were left without a minister. The Prime Minister himself took over the temporary leadership of the Ministry of Health. The appointment of the new minister should be done by the end of this month.

Despite the deadlock in formal negotiations, we at FIDES used the summer period for something uninformal meetings with government representatives and sought solutions to accumulated problems in healthcare. There are quite a few of them. In the foreground are low wages, broken wage ratios between different profiles in healthcare, severe shortage of doctors and consequently overloading of the remaining working doctors. In short, working conditions are bad and continue to deteriorate. The flight of doctors to the private sector in the form of part-time or full-time employment and even going abroad in search of better working conditions continues.

In the middle of the summer, the country was first hit by storms. Soon after, intensively and strongly rains caused a lot of inconvenience to the country and individuals. The floods did huge damage to the infrastructure, many people lost all their property and roof over the head. The floods were so intense that nature changed face in some areas, riverbeds paved new paths, roads were buried, flooded or destroyed, water swept away bridges, destroyed sewers and other infrastructure, many houses were washed away. Even the oldest people do not remember such a natural disaster in the modern history of the country.

Now, a month after the floods, life is slowly returning to normal. The rest is a pity, which reaches enormous proportions. It is understandable that the state itself will not be able to achieve complete rehabilitation. Help is coming from everywhere and the solidarity of people and doctors has been shown in full measure.

In the light of this natural disaster, the negotiations for the already started reform will continue. It is now already known that the implementation of the reform with financial effects will be moved at least

to 2025, or even later, presumably to the middle of 2027. How will this delay in correcting wage injustices be accepted by those who placed all their hopes in this reform, is not yet known. Most likely, this natural disaster will further worsen working conditions and revive thinking about changing the working environment for the better. I'm afraid it doesn't bode well for our public health.

The report was compiled  
by Damjan Polh, president of FIDES