



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

Date:	25-09-2023	Document:	F23-050 EN
Title:	National Report Croatia		
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**CROATIAN NATIONAL REPORT (HRV)
FEMS GA, Marseille 29-30 September 2023
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Basic collective agreement for public services

At the end of May 2023, an addendum to the Basic Collective Agreement for Public Services was signed, which stipulated the payment of a one-time holiday allowance to all employees in public services (health, education, social care, culture) in the amount of €300, which is €100 more than last year.

The government of the Republic of Croatia has also committed to pay a one-time compensation for the Easter holidays in 2024, which we have not had so far. The public service unions will negotiate the amount of compensation during this fall.

The Constitutional Court of the Republic of Croatia confirmed the representativeness of the HLS

After a full 8 years of fight, the representativeness of HLS was again recognized through the Law on Health Care, which I reported on at our last General Assembly.

This solution was strongly opposed by the trade union headquarters, claiming that solving the representativeness of doctors through the Law on Health Care and not through the Law on Representativeness is elitism.

They submitted a request to the Constitutional Court for an assessment of the constitutionality of the representativeness of the HLS.

In July 2023, the Constitutional Court of the Republic of Croatia issued a verdict according to which the representativeness of the HLS is in accordance with the Constitution, so now our representativeness has been finally confirmed by the Constitutional Court.

Collective agreement for healthcare

In June and July, negotiations continued for the new Branch collective agreement in healthcare. Collective agreement in Health care was supposed to be signed by the end of last year, but the Government is working intensively on the adoption of the new Law on Salaries in Public Services and is delaying negotiations.

HLS insists on the near end of negotiations and the signing of the new CA, in order to negotiate the most favorable conditions and pay for our members and thus prevent possible worse solutions through the new Law on Salaries in Public Services.

HLS is actively involved in the work on the drafting of that Law, where we strive to achieve as high a salary as possible for doctors.

Shortage of doctors and time-staff norms

Due to a shortage of doctors and going to work abroad, Croatian doctors work a huge number of overtime hours and are overloaded with an excessive number of patients. Working at several workplaces at the same time has been the daily routine of Croatian doctors for years.

Aware that with such a work organization it is not possible to provide quality healthcare services to patients, but also that such work more often leads to professional mistakes, the medical associations insisted to the minister on the development of time-staffing norms.

Although it was agreed that medical associations would also participate in the drafting of the regulations, the Ministry of Health drafted a proposal for the regulations, without consulting any medical association.

The proposed text of the norms was evaluated negatively by all medical associations because it is not customized with modern standards of treatment, and the proposed time norms are completely unreal.

For this reason, we sent our detailed proposals and corrections for each branch of medicine to the Ministry of Health, and we hope that soon we will have the opportunity to jointly create new, high-quality standards.

"Slave ownership" contracts of residents

In August, the Constitutional Court of the Republic of Croatia issued a verdict in favor of the residents, who filed lawsuits for the so-called slave contracts for specializations.

According to these contracts, the resident must stay working in the institution for which he specializes, at least as long as the specialization lasts, or even double the time spent on the specialization.

Otherwise, they are obliged to return the total cost of specialization to the institution, which includes the gross amount of salary for the entire duration of the specialization, even though they work and are on duty the entire time of the specialization.

The Constitutional Court ruled in favor of the residents, stating that the salary earned cannot be the cost of the specialization.

New visual identity

Finally, marking 33 years since the foundation of HLS, a few days ago we presented a new visual identity and a new logo, which will be our trademark in the future.