

Date:	1-10-2025	Document:	F25-045
Title:	Country report Poland		
Author:	OZZL		

New Minister of Health and Her Plans for Doctors

The new polish Minister of Health Jolanta Sobierańska-Grenda was appointed in July 2025.

Since 2017, she has been managing the company *Szpitala Pomorskie* (“Pomeranian Hospitals”), which consolidated facilities and implemented restructuring programs. According to some medical and managerial circles, these were considered exemplary in terms of financial stability and quality of management.

In the media, a narrative has emerged suggesting that the new minister plans to introduce similar changes nationwide. Among other things, she wants to reform hospitals through consolidation. This may result in reorganization of structures, redesign of departments, and changes in workplaces. For doctors it could mean better pay, but also possible relocations, shifts in hierarchy or new management. The same issue concerns medical residents. The Minister also plans to strengthen their position and optimize the distribution of residency placements, taking into account staffing shortages in different regions. Currently, many choose to specialize in wealthier regions of Poland and large cities with academic centers. The minister’s goal is to shift residencies to the areas where it is most needed. This plan stems from the enormous hospital debt, which currently amounts to 25.4 billion PLN (just under 6 billion EUR). The debt results not only from global challenges (increased operation costs caused by the COVID19 pandemic and war in Ukraine), but above all from the neglect of Polish hospitals during the rule of the previous political party.

As for doctors’ salaries: they are currently regulated by the Act on Minimum Remuneration in Healthcare, under which, since 2022, a doctor’s salary has been set at a minimum of 1.45 times the national average wage. At present, this amounts to 11,863.49 PLN (just under 2,800 EUR). Unfortunately, some suggest that even this minimum may be frozen due to the growing hospital debt and the system’s limited finances.

Despite the ambitious recovery plan, some doctors fear that the new declarations will focus “not on doctors, but on patients” — meaning that the interests of doctors may be pushed into the background. These concerns are not unfounded, as on the very first day after appointing the new Ministry of Health team, the Prime Minister officially stated: *“The only goal of the Ministry of Health will be to improve the situation of patients and, to be blunt, not to improve the situation of doctors.”* Such words are alarming, because doctors are also part of the system and have their own needs.