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EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE  
EUROPESE VERENIGING VAN STAFARTSEN  
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ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI  
DEN EUROPEISKE OVERLEGEFORENING  
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ЕВРОПЕЙСКА АСОЦИАЦИЯ НА СТАРШИТЕ БОЛНИЧНИ ЛЕКАРИ  
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

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## **Croatian Delegation Report for the AEMH Plenary Assembly, 4 – 6 May 2017, Luxembourg**

In the time since the last AEMH Plenary Assembly, parliamentary elections were held in Croatia on 11 September 2016. Reduction of the health system debt is announced to be one of the strategic tasks of this government, with system savings and further decrease in hospital limits by means of which health money is distributed through the healthcare system. As a consequence, we have been forced to deal with the effects of this policy which negatively affects working conditions, primarily in hospital surroundings, which is the largest “consumer” of healthcare money.

Although the CMC has made substantial progress in solving the problem of collective agreement for physicians and the need to define a new legal framework for protection of health professionals, this issue is still unresolved and negotiations with the new administration do not progress as anticipated.

One of the major problems facing us today is the medical staff deficit in Croatia. As of March this year, 551 doctors have left Croatia to work abroad, majority of them being hospital physicians (53%). Additional 750 doctors have gathered all the necessary paperwork for working abroad.

As a short-term attempt to solving this problem, the Croatian Ministry of Health has, despite many warnings from professional associations and individuals, introduced amendments to the Regulation on Specialist Training for Medical Doctors. The amendments have significantly limited the rights of young doctors, in regard to professional mobility on the labour market. This was done by reducing the possibility of working in other institutions than the one where specialist training is initiated and obligation to work for the same institution at least for the amount of time proportional to the time of the residency duration, or an estimated compensation of damages of up to €35,000 (the average annual salary of a junior doctor in Croatia is app. €15.000) in case of resigning before the contracted time. The rules proposed by the regulation are only obligatory for medical doctors (and not for other medical workers or other high educated professions. The specialty training of medical doctors is very important for stability, sustainability and quality of the Croatian health care system and it directly affects the quality of medical care of all our citizens. Considering the growing emigration trends among junior Croatian physicians, we are afraid that the newly imposed obligations defined by the new Ordinance will additionally encourage young physicians to leave the Croatian health care system. It is the position of the Croatian Medical Chamber that the Ministry of Health should, instead of approaching the problem in an insufficiently deliberated and comprehensive manner tend to find an integral and sustainable solution that will clearly define all aspects of specialty training for all healthcare professional profiles, and rectify all illogical and unjust provisions of the previous versions and subversions of the Ordinance. Since the whole context goes against the principles of the European

Union concerning mobility of workforce and related freedoms and obligations to stay in the country, region or place interfere with the principles of a free market and free mobility of professionals in Europe, these should be opposed strongly. Furthermore, the threats of fines in this context should be strongly rejected. Good quality postgraduate education and working conditions are essential to retaining medical workforce. This is why CPME and the European Junior Doctors' Organisation gave the full support to the Croatian Medical Chamber in its efforts towards making sure that these principles are implemented.

The Croatian Medical chamber would like to gain AEMH support in this very important action to preserve junior doctors' rights in Croatia.

CMC Deleat for AEMH

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