



FÉDÉRATION EUROPÉENNE DES MÉDECINS SALARIÉS  
EUROPEAN FEDERATION OF SALARIED DOCTORS

*Dr Enrico Reginato, President*

Zuzana Zvolenská,  
Minister of Health of Slovak Republic  
Ministerstvo zdravotníctva SR  
Limbová 2  
P.O. BOX 52  
837 52 Bratislava 37  
e-mail: [office@health.gov.sk](mailto:office@health.gov.sk)

Brussels, December 14th 2012

Dear Madam Minister,

Thank you for your reply to my letter in which, based on the facts that occurred in Zilina Hospital, I expressed concern about the freedom of action of doctors' trade union in Žilina hospital, in fact without any penalties against its leaders by the employer. I must point out that our informations on the situation in Zilina Hospital are very detailed and we thoroughly verifying them.

I am very pleased that the situation has stabilized in Faculty Hospital Žilina and all notices, that were given to doctors from affected departments, were revoked, including the request for dismissal of Peter Blaško. Evolution of the situation has shown that those doctors were not redundant, but, on the contrary, they are necessary for the function of the hospital.

FEMS is very concerned about the working conditions of doctors, as we believe that bad conditions in terms of professional freedom, insufficient structures, low salaries, reflect into quality of work and the safety of patients can be less than optimal. An unsatisfied doctor is at higher risk of involuntary mistakes.

The next future of EU healthcare will show a significant lack of the number of workers, doctors included. EU Commission expects a 13% unsatisfied request for doctors in 2012. This will imply the possibility of crossborder migration of doctors towards Member Countries where working conditions will be better. Therefore, in the interest not only of doctors but of the people's healthcare, we are putting so much attention to the behaviour of health policies in any EU Country.

The functionality of the hospital, its ability to provide full medical care for patients and fair labor conditions for its staff must always remain at the first place of our interest, as well as in the interest of everybody. Procedures that create undue pressure on employees is unacceptable, in our view. Respect of legal norms, Labour Code, personal norms and fair employment relations are the basis of the functioning of the hospital, because in providing of quality and available health care is essential that health care workers can fully concentrate on their work.

FEMS will continue to closely monitor the situation in Žilina Hospital as well as the employment conditions of doctors in Slovak hospitals, including fulfillment the written commitments of the Government of the Slovak Republic, as we declared in our Motion which was adopted unanimously at FEMS General Assembly in Strasbourg, in October 2012, about we have informed all relevant Slovak and European institutions and representatives, as well as You, Madam Minister, already.

We believe that only common effort and correct relations of all stakeholders can improve health care system, and it is essential that a healthy society is the basis for the development of the state and must be emphasized that quality and accessible health care service has an irreplaceable role in this effort.

Dr Enrico Reginato  
FEMS-President

A handwritten signature in black ink, appearing to read 'E. Reginato', with a stylized flourish at the end.