



**ASSOCIATION EUROPÉENNE DES MÉDECINS DES HÔPITAUX  
EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS  
EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE  
EUROPESE VERENIGING VAN STAFARTSEN  
DEN EUROPÆISKE OVERLÆGEFORENING  
ΕΥΡΩ ΑΙΚΟΣΙΙΕΥΛΛΟΓΟΓΟΣ ΔΙΕΥΟΥΝΤΩΝ ΝΟΣΟΚΟΜΕΙΩΝ  
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI  
DEN EUROPEISKE OVERLEGEFORENING  
ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES  
ASOCIACIÓN EUROPEA DE MÉDICOS DE HOSPITALES  
EUROPEISKA ÖVERLÄKARFÖRENINGEN  
EVROPSKO ZDRUŽENJE BOLNIŠNIČNIH ZDRAVNIKOV**

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**New positioning of hospital physicians**

From the viewpoint of labour law, the position of a physician in Slovenia did not change in the past years. A hospital physician remains a classical employee in the context of collective bargaining and rewarding system, which do not include rewarding according to the load, quality and risk of performed work. The Medical Chamber of Slovenia is supporting new positioning of hospital physicians in context of labour law, which will reflect the conditions in the EU and introduce a foundation for selective rewarding on the basis of results in quality, load and risk of performed medical work. As it will stretch into the contents of the collective agreement of hospital physicians, the trade union of doctors "Fides" is taking an active part in the project. The mentioned variety or additional options of positions in context of labour law, such as individual and special contracts, shall establish selective circumstances among physicians concerning quality, load, risk and rewarding. On the other hand, new forms of positions for hospital physicians created in context of labour law shall establish the element, which has an essential influence on quality of work or management of the hospital.

Opposite to this project the government included physicians into the same group with all other public employees. As at now it seems, that hospital physicians will be treated as "public employees". To help hospital physicians in changing their status, Medical Chamber started the project Medical Profession as Free Profession.

**Medical profession as Free Profession**

Under the patronage of Medical Chamber and with wide partnership of Ministry for Health, Slovenian insurance companies, managers of big Slovenian hospitals and health centers the project "Medical profession as Free Profession in Slovenia" was initiated in June 2003. It aims are to establish the possibilities of initiating, managing and implementing the new partnership based relations between doctors, managers and providers in the Slovenian health care service. In one year the project was prepared and in May 2004 first hospital physicians will presumably signed individual contracts with various employers. This pilot study will be carefully observed to establish all aspects, that may need change.

**DRG – Diagnoses related groups**

Starting with April 2004 changes of the hospital payment system was implemented. System is based on DRG – Diagnoses related groups, Australian refined version. We expect more transparent payment of hospital care. The same diagnose should be professionally treated by the same standards and therefore cost-containment should also be comparable. As at now the same diagnose in some hospitals varies up to 50 percent.

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