



СИНДИКАТ ЗАПОСЛЕНИХ У ЗДРАВСТВУ И СОЦИЈАЛНОЈ ЗАШТИТИ СРБИЈЕ

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Jan Willem Goudriaan,

Belgrade, October 24, 2017

EPSU General Secretary

The procedure for the adoption of Serbian Law on Workers in Public Sector is in progress. In order to apply it, it's necessary to define co-efficients for each job helping to determine employees' salaries.

The Minister of Health has formed a working group that should decide about these co-efficients. Unfortunately, the representative trade unions have not been included in the process, meaning they were excluded from the social dialogue. Currently, the wages are determined using these co-efficients:

1 (manual worker): 2 (nurse): 4 (doctor, pharmacist, dentist) and 5 (doctor-specialist).

The proposal of the working group aims to reduce the existing ratio between the co-efficients. They should approximately look like this:

1 (manual worker): 1.5 (nurse): 2.5 (doctor, pharmacist, dentist) and 3.9 (doctor-specialist), which would ultimately lead to a reduction in salary, and prevent the growth of low wages (being already too low).

New co-efficients would negatively affect mostly nurses, doctors and pharmacists who are the key element in health service.

We are asking you to support the efforts of our trade union aimed at keeping the existing co-efficients, as well as our claim not to have the coefficients and salaries determined without the participation of trade unions (this being one of their basic roles). Different treatment of our organization would be fully unacceptable for us.

We have already addressed the competent state authorities and ministries on the issue. We are asking you to do the same and send a letter to our Prime Minister and Minister of State Administration and local self-government, showing thus your support for our effort to preserve the existing wage-ratio, to upgrade the social dialogue and to keep the achieved level of labour rights.

Faithfully yours,

President, Zoran Savic s.r.
Trade Union of Health and Social Care of Serbia

