



Slovenia: Working Time organization, Medical Liability, Career Development

Bojan Popovic

Working Time Organization 1/2

- Daily working time: 8 hours; it can be extended, usually only for work in emergency departments;
 - Rest period:
 - daily min. 12 hrs,
 - weekly min. 24hrs
 - Stand-by time: max. 16-24 hrs./day, max. 8 stand-by duties per month; it is possible to opt for more stand-by hours
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Working Time Organization 2/2

- Opt-out time:
 - no opt-out: on average max. 48 hours/week;
 - with opt-out: on average max. 60-72 (different interpretations) hours/week
 - Time for non-care activities: 1 hour/day
 - Leaves:
 - min. 24 days/year,
 - average under the age of 50: 35 days/year;
 - average over the age of 50: 40 days/year;
 - max.: 50 days/year
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Medical Liability 1/2

- Clinical risk management strategies: in an early stage of development;
 - Role of guidelines for clinical practice: not comprehensive, they cover only few aspects;
 - Insurance costs: about 1% of healthcare provider's budget;
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Medical Liability 2/2

- Frequency of lawsuits: no systematic data collection; estimated 50 per year in entire Slovenia
 - Costs of reimbursement: on case-by-case basis, most often less than 150.000 EUR
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Career development – scale of titles 1/2

- Titles with the effect on salary:
 - Non-specialist
 - Specialist-in-training
 - Specialist
 - Titles of honour with generally no effect on salary:
 - Consultant (not existing in practice)
 - Primarius (not to confuse with the head-of-office)
 - Senior official
 - Higher senior official
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Career development 2/2

- Seniority (promotion on the salary scale without any change on the scale of titles):
 - The doctor's performance is assessed annually by the doctor's superior and scored with 1-5 points; due to quite intransparent criteria, the majority is scored with 4-5 points each year;
 - Promotion by 1-2 grades every 3 years if certain sum (12-14 points) is achieved; (the system is often suspended due to budgetary problems)
 - 1 grade of promotion = 4% increase of base salary
 - Promotions are irrevocable on the same working post, but can be non-transferable in case of changing working post or employer or in case of change of title