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## EUROFEDOP participated in the VIIth Congress of FSSR in Bucharest (Romania)

The status of healthcare workers must be in line with their current role

Bucharest (Romania), 02-05.10.2020



Bert Van Caelenberg, Secretary General of Eurofedop, held an online speech to the Congress participants, during which he underlined the following elements:

The times are difficult, due to the COVID-19 pandemic, and the European continent is already confronted with a second outbreak that puts increasing pressure on the healthcare workforce. The dedication of this workforce should inspire governments to give their fullest attention to satisfying the needs of this workforce.

In February of this year, the secretary general participated in a meeting of SEPEN, a European group of experts that has 'health care workforce planning' as the central theme on its agenda. Social dialogue will have to play an important part in finding solutions to the problems faced by health care staff in the future.

At a webinar organised by another European interest group, Health First Europe, the president of FSSR, Viorel Rotilă, spoke about the challenges that the health care workforce will be faced with due to new requirements in the professional and technological field.

The secretary general ended his speech by referring to the needs of nursing staff in terms of having a sufficient number of colleagues, the support of the leading staff and enough time-off to deal with the demanding tasks in caring for COVID-19 patients.



The VII th Congress of Federația „Solidaritatea Sanitară” din România, convened between 2-5 October 2020 in Bucharest and online, affirmed the right of employees in the public health system to decent work, establishing a set of resolutions defining decent work in the context of the COVID-19 pandemic. The actions of the next period will be based on the resolutions adopted within the Congress:

### **Protection of workers' health and safety**

The safety of employees involves the assumption of quantitative and qualitative standards regarding personal protective equipment. Also, reducing working time for all employees working with COVID-19 patients and limiting the continuous use of personal protective equipment to a maximum of 3 hours is an effective measure for their protection.

### **Granting the right to the survivor's pension for the children of employees who died on duty**

The Government must elaborate the norms of application of the Law granting the legal right to the survivor's pension to all health employees who died as a result of the fight against the COVID-19 pandemic.

### **Decent work involves the observance of all legal rights related to wages**

Following measures are urgent:

- financing and granting the risk bonus of up to 30% for all employees who have this right.
- granting the epidemic bonus to all employees in units treating COVID-19 patients and suspects.
- adapting the risk bonus for working conditions to the context created by the COVID-19 pandemic, by granting it at maximum level in all healthcare units.
- fair treatment of all healthcare workers by increasing basic salaries for all categories of employees from 1 January 2021.

### **Reducing the retirement age for employees working in particularly dangerous conditions**

The additional contribution period for all employees who exceed the working hours of a basic contract, should be recognized granting the reduction of the retirement age.

### **Negotiation of the special annexes of the Collective Labor Agreement**

The Ministry of Health has the obligation to initiate the negotiation of the special annexes regarding: the audit of working time, evaluation criteria of employees, harmonization of professional life with family life, the procedure for allocating employees in shifts, establishing new rules on continuing vocational training and providing it free of charge to employees, the information and consultation procedure.

The Congress agreed to launch a national protest program in case the indicated institutions will not respond to our requests for dialogue and negotiation.

