

Proposals for financial stability and structural reform of the Croatian healthcare system by Croatian Health Employers' Association

Due to financial situation in Croatian healthcare system at the end of 2020, we proposed measures for financial stability and structural reform.

➤ **Clean start** – payment of health institutions due obligations

➤ **Reforms** – to prevent new debts

- **Reform of supplementary and additional health insurance**
- **Exclusion of both sick leave and maternity leave pay from the health fund**
- **A change in the method of contracting the prices of health services** paid by the national insurer to health institutions, so that the representative of health institutions and the national insurer agree on prices, with the final arbitration of the Ministry of Health
- **Functional integration** of hospital departments – create centres of excellence and reduce costs
- Further **informatization** by completion of eReferral and eOrdering (the ePrescription project was completed in 2011) and additional regulation of the **relationship between public and private work - reduce waiting lists**
- Compatibility of **information systems** and the development of **databases - monitoring of treatment outcomes** and, accordingly, the **editing of drug lists**
- An increase in controlling - more **rational use of existing resources**

- **Actions of Management are affected by:**
 - **No sway over prices of health services** paid by the national health insurer to health institutions
 - **Legal limitations** placed on **HR management**
 - **Salaries** are determined by law and collective agreements (**do not depend on work performance**)
 - Regardless of the achieved results, management is subject to change **depending on political changes**

- It is necessary to **fully professionalize management through education, a different system of performance evaluation, and depoliticization**



The implementation of the proposed measures requires **the consensus of all participants in the health system.**

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