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**BULGARIAN MEDICAL ASSOCIATION**

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# AGING ISSUES

## Basic reasons :

### A. Demographic processes

- More than 50% of the physicians are over 55 years old
- 30% of them are over 60 years old
- 25% are between 31 and 45 years old
- 5% have not reached the age of 30 years

## **B. Migration**

Leaving doctors represent 90% of the newly graduated ones.

Pursuing career most often in UK, Germany, France..

### **The reasons for this are :**

- Lack of opportunity for career development;
- Unclear rules and difficulties in specialization;
- Impossibility to apply new technologies and innovative treatments;
- Incessant changing of the legal basis and sense of hopelessness and lack of prospects;
- The negative attitude and treatment displayed by the media;
- Opportunity to provide high family standard of living in the developed European countries;
- Lack of decent remuneration to the doctors.

# ORGANIZING THE DOCTORS' REMUNERATION AT THE PRIVATE PRACTICES IN THE COUNTRY

- Funding of the medical establishments is done by the NHIF which pays for the amount of carried out medical activities.
- The wage bill is formed as a residual value after payment of consumables, supplies, repairs, purchase of tangible fixed assets, medicines, etc.
- Gross salary includes: a constant part – basic salary, adjusted by a factor for the years of service; and a variable part which depends on the number of the treated patients or the reported clinical pathways (CP).
- The doctors negotiate with their employers to be paid remunerations of within 20 to 65-70% of the sums transferred by the NHIF to the medical establishment for the reported medical activities.

# REASONS FOR THE PROBLEMS WITH THE PAYMENT OF DOCTORS' LABOUR

- Underfunding of the system of healthcare with public funds – low GDP; only 4% of it is devoted to healthcare; the health insurance contribution is 8%, at 8-10% in the developed European countries.
- Nearly 50% of the public healthcare funds are spent on medicines.
- Lack of evaluation and pricing of the doctors' labour.
- There are substantial differences and discrepancies in the prices for the various CP.
- There are restrictive limits in the hospital care and regulatory standards in the out-patient care.
- Health uninsured patients sometimes pay directly to the doctors, avoiding payment of due health insurance contributions.
- BMA does not participate in the formation of wages at the medical establishments and holds no control functions.

# DOCTORS' RIGHT TO PRIVACY AND THE MEDIA

- There is no option for a doctor to refuse treatment to a patient;
- Often, the patients would not comply with their legal obligations;
- The media would often inform for Медиите често съобщават за неблагоприятия резултат в лечението на пациенти, преди съдебно доказване;
- Rulings of the Court would sometimes be biased.

## IMPLICATIONS:

- Shift in the public trust in the doctors.
- Generation of aggression in patients against doctors.
- Increase in the number of doctors who choose to pursue a career in other countries
- Increase in the number of doctors affected by the burn-out syndrome.
- Deterioration in the private life of the physicians.




There is no specific legal protection for the reputation of the physicians.

Physicians may seek compensation for non-pecuniary damages against media for dissemination of materials derogating their good reputation.



## Bulgarian Medical Association advocate:

- **AGAINST** disclosure of information detrimental to the image of the medical profession;
- **FOR** revision of the Code on Professional Ethics;
- **TO** initiate a campaign to protect doctors' right to privacy



**THANK YOU FOR YOUR  
ATTENTION!**