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Notice of terms and conditions of an extended collective agreement

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Public until: for an indefinite period

Sotsiaalministeerium publishes this announcement under [paragraph 4\(5\) of the collective Agreement Act \(KLS\)](#).

Employers' representatives the Estonian hospital Association and the Estonian Federation of emergency services, and employees' representatives the Estonian doctors' Association, the Estonian professional Association of Health workers and the Eesti Kliiniliste Psühholoogide Kutseliit agreed on the following:

1. General provisions

1.1. For the purposes of the Agreement, the following definitions shall apply:

1.1.1. "Doctor" means any person qualified as a doctor who occupies a post requiring a doctor's qualification;

1.1.2. "Doctor-resident" means a doctor undergoing a specialisation in a resident population;

1.1.3. "Specialist doctor" means a person registered as a specialist who provides specialist medical care, general medical care or emergency medical care;

1.1.4. "Auxiliary doctor" means a doctor who participates in the provision of health care (paragraph 43 T.T.P.)

§ 1 p 2);

1.1.5. "Nurse" means any person with the status of a nurse who holds a post requiring the qualification of a nurse;

1.1.6. "Midwife" means any person qualified as a midwife who occupies a position requiring qualifications as a midwife;

1.1.7. Health support Officer — physiotherapist, operative therapist, radiological technician, bioanalyst working

in a post requiring a corresponding qualification;

1.1.8. "Ambulance equipment" means a Member of a ambulance bargain who has completed emergency medical training of at least 400 hours; and

is also entitled to drive an alarm vehicle;

1.1.9. "Extraordinary medical technician" means a person who holds the qualification of an emergency medical technician and holds the corresponding post;

1.1.10. "Clinical psychologist" means a person with a clinical psychologist who works on the basis of a qualification

in a post;

1.1.11. "Maintenance worker" means a carer, a carer, an assistant, working in a job of the same name and taking part in:

the provision of health care services.

1.2. In matters not governed by the Agreement, half of the law of the Republic of Estonia and other legislation are governed by the law of the Republic of Estonia.

2. Remuneration

2.1. Minimum rates of pay

2.1.1 Since 01.04.2021.a, the minimum wage has been EUR 13.85 per hour for doctors; EUR 15.00 per hour for specialist doctors; nurses,

EUR 8.40 per hour for midwives and health support professionals; EUR 7.07 per hour for emergency medical equipment, exceptional

EUR 7.49 per hour for medical technicians, EUR 10.50 per hour for clinical psychologists and EUR 5.25 for nursing staff per hour.

2.1.2. From 01.04.2022.a, the minimum wage is EUR 14.90 per hour for doctors; EUR 16.20 per hour for specialist doctors; nurses,

EUR 9,05 per hour for midwives and health support professionals; EUR 7,60 per hour for emergency medical equipment, exceptional

EUR 8.05 per hour for medical technicians, EUR 11.50 per hour for clinical psychologists and EUR 5.70 for nursing staff

per hour.

2.2. The minimum rate of pay for a doctor-resident shall be equal to the minimum rate of pay for a doctor.

2.2.1. The paid hours of work of doctors-residents are 40 hours per week. Doctors' residents shall be entitled to participate, within working hours, in the theoretical training covered by the residents' programme.

2.3. The minimum rate of pay for a practitioner shall be at least 60% of the minimum rate of pay for a practitioner.

3. Compensation for night work, work on rest days and overtime

3.1. From 01.04.2021.a, the employer shall pay at least 1,35 times the salary for working at night (from 22.00 to 6.00).

3.2. From 01.04.2021.a, in the case of working time on Saturday or Sunday, the employer shall pay in daytime (06.00 -

(22.00) 1,15 times and, from 01.04.2022.a, 1,2 times the salary.

3.3. In order to compensate for overtime in cash, remuneration shall be calculated by reference to the basic pay under the contract of employment and by reference to the employer.

fixed bonuses fixed by the party or agreed in the contract of employment.

4. Hours of work, rest and leave

4.1. In the case of aggregated working time, the reference period shall not exceed 4 months. All items shall be entered in the work schedule.

planned hours of work.

5. Work load

5.1. Standard of out-patient work in specialised medical care

5.1.1. the first admission of a doctor and his auxiliary sister shall take 25 minutes, the period of repeated admission shall be 15 minutes, the sister shall:

the duration of the independent initial reception shall be 30 minutes;

5.1.2. in psychiatry, the period of hospitalisation is 55 minutes in active therapy, 30 minutes in support therapy;

5.1.3. in the case of full-time non-hospital work, the working day of 8 hours is 7 hours, 1 hour is for other duties, in the case of part-time work, total reception time and other duties reduced the scheduled working time in proportion;

5.1.4. both primary and recurring patients are registered for reception;

5.1.5. the burden assessment is based on the number of patients received per quarter;

5.1.6. an agreement between the employee and the employer is permissible, but the employee may not be compelled to:

(a) to work more intensively in the event of an agreement between the employee and the employer to engage in additional work and to do so

remuneration; in the case of more intensive work, the quality of the work shall be the responsibility of the worker and the employer equally.

(b) work with less intensity and extend the total reception time per working day to a maximum of 8 hours.

8. Extension of the contract

8.1. The conditions laid down in points 2, 3, 4.1 and 5.1 of the agreement are extended within the meaning of paragraph 4(4) of the Law on collective agreements.

as follows:

8.1.1 on the employers' side, all establishments and enterprises providing health services by the Health Board

granted on the basis of a licence and whose activity is financed under a contract for the financing of medical treatment concluded with the sickness insurance fund, or

the State budget;

8.1.2 on the employees side, for all employees mentioned in clauses 1.1.1 to 1.1.11 of the contract working in clause 8.1.1 of the contract

laid down in establishments and establishments.

10. Validity of the contract and procedure for its amendment

9.1. The Agreement shall enter into force on the date of signature and shall remain in force until 31 December 2022.

9.2. Amendments to the Agreement may be made by agreement of the Parties. A Party wishing to make changes shall so inform the other Parties:

notify in writing. Changes shall be made in writing.

9.3. The parties are required to comply with the terms and conditions agreed in the contract until a new collective agreement is concluded. Contract

during the period of validity, the parties undertake not to announce a strike or a change in the terms and conditions laid down in the contract.

motivation (to maintain labour peace).

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