

ANNUAL REPORT

2015



**FAKULTNÍ
NEMOCNICE
BRNO**

INFORMATION ABOUT THE UNIVERSITY HOSPITAL IN BRNO

University Hospital Brno

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The University Hospital Brno is an independent allowance organization under direct managing competence of the Ministry of Health of the Czech Republic. The hospital was established on 1 January 1998 by the Foundation Document issued by the Minister of Health.

1. INTRODUCTION

University Hospital Brno is the largest medical facility in Moravia region. Patients of all ages are provided with specialized and super-specialized care in all areas of medicine in accordance with available knowledge of current medical science. Modern equipment, teams of experts, comprehensive diagnostic and treatment facilities and close scientific and research cooperation with Masaryk University in Brno – these are the aspects that rank the University Hospital Brno to the leading places of the Czech health care system.

The University Hospital Brno was founded by the Ministry of Health, Czech Republic. The basic source of financing the University Hospital Brno consists in income received for medical care from health insurers.

The University Hospital Brno includes three departments: Department of Adult Age Medicine in Brno – Bohunice, Jihlavská St. (so-called Bohunice Hospital); Department of Paediatric Medicine in Černá Pole (Children's Hospital) and Department of Reproductive Medicine in Obilný Trh (Maternal Hospital). There are also dozens of specialized professional clinics, institutes, centers and laboratories operating with the aforementioned departments.

The hospital in Bohunice is based on the “Chorobinec” of 30s of the 20th century. The bed section, dominating the new hospital complex, was completed in 1989. Then in 1992 there was the complex of central operating rooms created - the largest one in Moravia region. And in subsequent years, the hospital expanded to include new departments: Department of Pathology and Anatomy; Department of Transfusion and Histic Operations; Department of Internal Cardiology Clinic, including Angiology Line and many others.

Since 2008, the Hospital in Bohunice has been working as the trauma-center for adults, while intended for the South Moravia region, part of Zlín region and Vysočina region. In 2010 there were the Spinal Unit and the second Intensive Care Unit of Orthopaedic Clinic established; they became the last cornerstone in building the mosaic of the new Trauma-center of the University Hospital Brno, the largest trauma-center in the country.

Access of patients transported by air is allowed by two heliports, the second of which was put into operation in September 2015.

Department of Paediatric Medicine provides comprehensive care for patients in childhood ages. In 1998, there was the Department of Pediatric Oncology established / today's Clinic of Pediatric Oncology, specializing in treatment of solid tumours of children from all over Moravia region. Since 2000, the Children's Hospital has been operating one of two highly specialized paediatric trauma centers in the Czech Republic. In 2006, the new Intensive Care Unit - Transplant Unit – was opened in the Department of Pediatric Oncology.

History of the Department of Reproductive Medicine (Maternal Hospital) in Obilní Trh reaches back to 1888 when the so-called Provincial Hospital was founded here. At the present times, the premises of Department of Reproductive Medicine are used for Gynaecology-Obstetric Clinic of the University Hospital Brno (second department of such kind is located on the Bohunice hospital). Patients are given comprehensive care in gynaecology and obstetric fields of science, including perinatal program, program of assisted reproduction and oncological program.

In 2015 there were 1,062,961 patients treated in the University Hospital Brno. And there were 71,048 hospitalized patients. Doctors, nurses and other hospital assistants take each of the patients in such the way that the motto of the hospital is fulfilled: „We Live for Your Health“ – it means that they desire to use all their efforts to restore and improve health of patients.



WORD OF DIRECTOR OF THE UNIVERSITY HOSPITAL BRNO

In 2015, we finally experienced some major development of the University Hospital Brno. We could afford it because we reimbursed the losses of previous years. And thanks to cooperation with the Ministry of Health, we could obtain funding from the sources of our country as well as the sources of IOP EU. I am most pleased that in addition to the investments we also managed to increase annual personnel costs by 120 million. We could increase the salaries in the health centers by this amount.

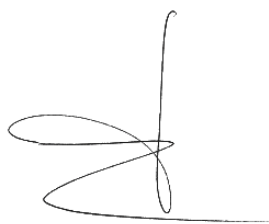
However, unfortunately, there was also an increase in the cost of medicines, SZM (special health care materials), blood and blood derivatives by 161.5 million CZK. The substantial majority consists in the increase in the cost of so-called center medicines, especially for oncology patients, amounting to 145.7 million CZK. That is, in my opinion, an alarming fact. In cooperation with the Ministry of Health, health insurance companies, SÚKL (State Institute for Drug Control) and the specializing companies, it is necessary to evaluate the cost benefit of these expenditures and it is also necessary to reduce the steep cost increase of 6-8% (inter-year) without any impacts on the results of treatments of our patients.

Despite these adverse facts (which are, however, not related to the increase in staff salaries of the University Hospital Brno), the total economic situation resulted in profit of 7.95 million CZK.

In this year, we completed a number of investment projects which dealt with a variety of emergency situations but also improved quality of care for our patients and competitiveness of the University Hospital Brno. In addition to reconstruction and development of the instrumentation facilities, we also opened a new heliport which shortens patient transport to Emergency Unit and allows landing of helicopters of any categories. In addition, the very important and necessary investment was also given to completion of the low-threshold section in the Emergency Unit. Now we are able to accept all acute patients in one place and provide them with prompt diagnosis and therapy in the whole entirety in one place and without any delay.

Finally, from the perspective of all these positive facts, I have to comment the progressively increasing problem with some shortage of doctors in some fields of science, especially the flat and gradually increasing shortage of health care nurses. There are multiple reasons. In this group of health assistants absolutely essential for patients and the entire health care industry, it is not primarily about the amount of salaries only.

The Annual Report is not meant as a platform for analysis and suggestions for solving this problem. I just want to emphasize that the positive economic balances and investment successes will not solve the problem which may have negative impact on our University Hospital and the whole Czech health industry.



MUDr. Roman Kraus, MBA
Director of the University Hospital Brno





27 January 2015 – Opening ceremony in the first corporate Central Dispatch Center in the medical facility in the country.



12 March 2015 - the Internal Gastroenterology Clinic of the University Hospital Brno joined the World Day of kidneys.



17 March 2015, Norwegian ambassador Siri Ellen Sletner with her husband visited the University Hospital Brno.



22 April 2015 - employees of Brno prison donated blood. Blood collection was attended by 14 first-time donors and 7 repeated donors.



6 May 2015 – Department of Interventional and Invasive Cardiology of IKK FN (University Hospital Brno) tested the new generation of fully resorbable drug stents, as one of 11 European centers only.



1 June 2015 – Ceremony of Gold Medal giving by the Brno Municipality to the members of TraumaTeam CZ for the Nepalese mission.

PHOTOS OF EVENTS HELD IN 2015



14 April 2015 - Day of Open Doors and press briefing held in the Center for treatment of tobacco addiction at the Clinic for Pulmonary Diseases and TBC FN Brno.



23 September 2015 – Inauguration Ceremony in the Heliport HEMS 1 in Bohunice section of FN Brno.



9 December 2015 – the last course in year - practice of application of plaster bandages and plastic bandages at the Clinic for Trauma Surgery, FN (University Hospital) Brno.

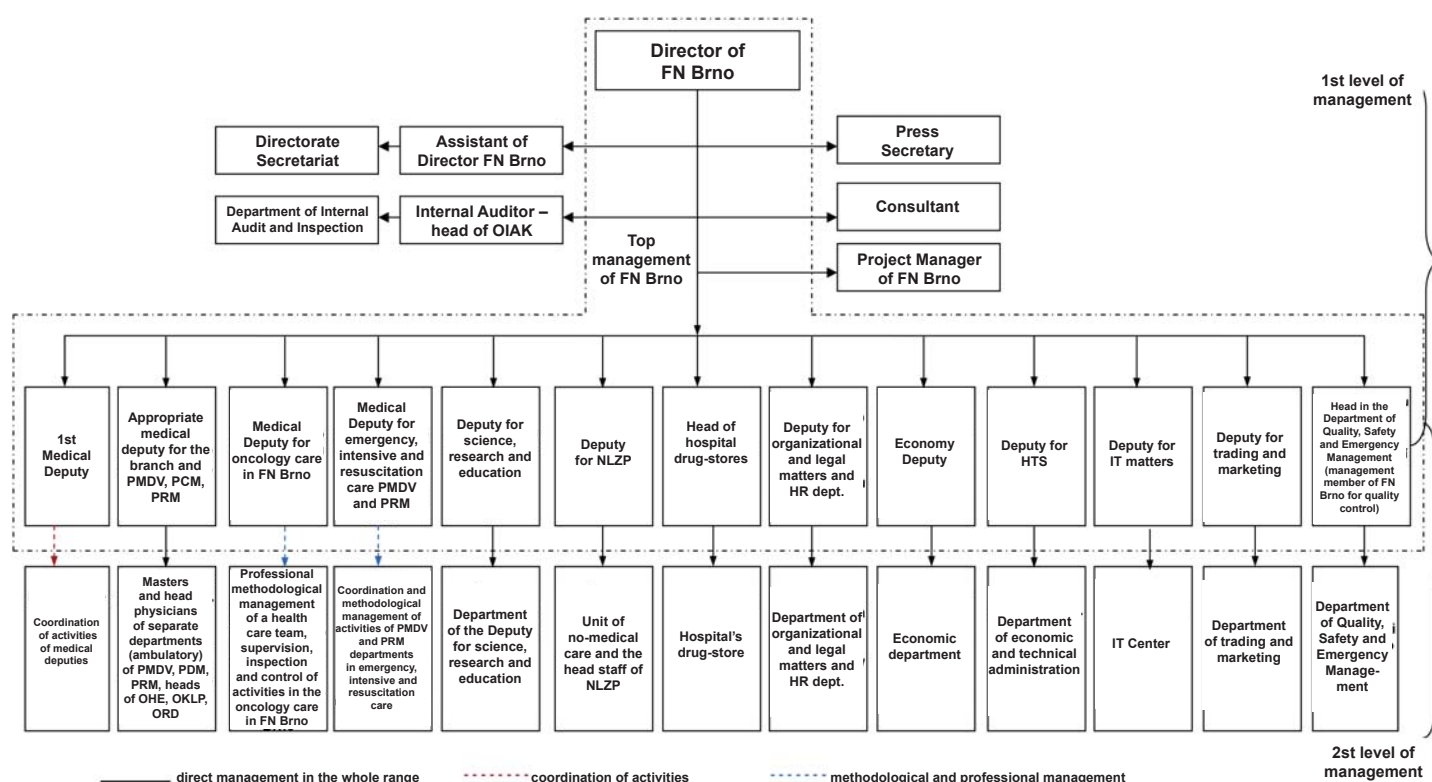


15 December 2015 – Inauguration ceremony for opening the new section of Emergency Unit of KARIM.

Position	Name
Director	MUDr. Roman Kraus, MBA
1st Medical Deputy	MUDr. Ivo Rovný, MBA
Medical Deputy for surgical branches PMDV	Doc. MUDr. Lubomír Hakl, CSc.
Medical Deputy for internal branches PMDV	MUDr. Petr Kala, Ph.D., FESC, FSCAI
Medical Deputy for SVLS	Prof. MUDr. Vlastimil Válek, CSc., MBA
Medical Deputy for internal and surgical branches PDM	MUDr. František Jimramovský, MHA
Medical Deputy PRM	Prof. MUDr. Pavel Ventruba, DrSc., MBA
Medical Deputy for oncology care in FN Brno	Prof. MUDr. Jiří Mayer, CSc.
Medical Deputy for emergency, intensive and resuscitation care PMDV and PRM in FN Brno	MUDr. Pavel Hude, Ph.D., MHA
Deputy for science, research and education	Prof. MUDr. Tomáš Kašpárek, Ph.D.
Deputy for NLZP	Mgr. Erna Mičudová
Economy Deputy	Ing. Róbert Czékus, MHA
Deputy for HTS	Bc. Karel Široký
Deputy for organizational and legal matters and HR dept.	JUDr. Alena Tobiášová, MBA
Deputy for IT matters	Ing. Miloslav Procházka
Deputy for trading and marketing	Bc. Pavel Zemánek, MBA
Head of hospital drug-stores	PharmDr. Tatiana Holubová, MHA
Head in the Department of Quality, Safety and Emergency Management	Ing., Mgr. et Mgr. Zuzana Velebová
Internal auditor – head of the Department of Internal Audit and Inspection	JUDr. Lenka Holzerová, MBA
Project Manager of FN Brno	Ing. Michal Doležal
Consultant	Prof. MUDr. Petr Gál, Ph.D., MBA
Press Secretary	Mgr. et Mgr. Anna Mrázová
Assistant of Director	Dagmar Zouharová

31 December 2015

Organizační schéma vrcholového vedení FN Brno



5. PROFILE OF THE HOSPITAL

Number of out-patient treatments

FN Brno	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Number of out-patient treatments	1 033 128	1 046 304	1 049 520	1 079 817	1 019 904	1 058 185	996 308	1 004 815	1 023 639	1 036 358	1 062 961

Number of beds, number of in-patients

Working station	Number of beds										
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
PMDV	1 230	1 230	1 230	1 267	1 273	1 275	1 286	1 262	1 262	1 269	1 262
PDM	452	440	440	440	436	436	414	383	364	364	364
PRM	339	339	339	339	294	294	294	280	280	280	280

Working station	Number of inpatients										
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
PMDV	40 706	40 626	40 250	38 597	37 800	38 288	38 563	38 979	38 600	38 455	38 435
PDM	17 413	17 161	16 845	16 942	16 830	15 873	15 843	15 577	15 168	15 306	14 993
PRM	17 949	17 643	18 090	18 503	18 182	18 274	18 250	17 990	17 713	17 975	17 620

Average time of treatment (days), utilization of bed capacity (%)

Working station	Average time of treatment (days)												
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015		
PMDV	9,0	8,7	8,8	8,7	8,7	8,6	8,7	8,7	8,5	8,5	8,4		
PDM	5,7	5,6	5,5	5,1	5,0	5,0	4,9	4,7	4,6	4,5	4,4		
PRM	6,0	5,8	5,7	5,3	5,2	4,9	4,6	4,5	4,4	4,2	4,3		
Working station	Utilization of bed capacity (%)												
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
PMDV	87,2	86,2	82,0	81,7	78,9	77,5	76,9	77,2	77,0	76,5	76,0	75,8	
PDM	73,1	70,7	66,9	64,0	62,0	60,5	56,5	58,3	55,5	55,7	55,5	52,3	
PRM	88,0	87,5	83,1	84,0	87,9	89,6	86,7	83,5	80,3	78,7	77,6	77,4	

Number of dead persons, rate (%) of comparison between the dead persons and the number of in-patients

Working station	Number of dead persons												
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
PMDV	1 174	1 154	1 051	1 147	1 095	1 118	1 073	1 081	1 115	1 000	1 083	1 041	
PDM	42	54	48	40	55	60	34	36	50	33	38	32	
PRM	52	56	50	52	27	20	25	24	20	20	33	11	
Working station	Rate (%) of comparison between the dead persons and the number of in-patients												
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
PMDV	2,9	2,8	2,6	2,9	2,8	3,0	2,8	2,8	2,9	2,6	2,8	2,7	
PDM	0,2	0,3	0,3	0,2	0,3	0,4	0,2	0,2	0,3	0,2	0,2	0,2	
PRM	0,3	0,3	0,3	0,3	0,1	0,1	0,1	0,1	0,1	0,1	0,2	0,1	

PMDV – basic work-station in the Hospital of Bohunice
 PRM – Detached bioptric station in the Maternity Hospital
 PDM – oncology center

PROFILE OF THE HOSPITAL

Number of operations in surgery rooms in 2015

PMDV: COS I

Clinic	January	February	March	April	May	June	Jul	Augus	September	October	November	December	2015
KPRCH	264	251	331	289	202	241	211	183	245	256	232	196	2 901
ORTK	264	212	288	251	231	228	137	135	203	219	228	173	2 569
CHK	358	334	416	371	322	324	268	273	380	374	352	355	4 127
NCHK	169	138	151	147	142	143	128	137	138	165	146	140	1 744
OK	165	165	165	180	186	221	169	148	167	208	214	162	2 150
UK	621	545	578	550	426	542	524	575	549	595	564	444	6 513
ORL	178	168	216	195	165	169	149	123	161	199	184	174	2 081
GPK	287	284	301	304	250	333	264	236	295	341	255	281	3 431
KÚČOCH	59	65	69	54	63	73	62	48	58	58	49	47	705
KÚCH	273	238	287	301	231	308	295	278	291	305	292	233	3 332
In total:	2 638	2 400	2 802	2 642	2 218	2 582	2 207	2 136	2 487	2 720	2 516	2 205	29 553

PDM: COS III

Departm.	January	February	March	April	May	June	Jul	Augus	September	October	November	December	2015
DOK	81	50	70	64	42	81	14	5	53	56	50	52	618
Zubní	14	11	15	19	16	15	3	2	21	8	14	14	152
KDORL	340	395	408	414	345	442	221	215	541	392	383	243	4 339
KDCHOT	304	299	323	325	328	378	261	247	328	352	321	208	3 674
KDAR	35	24	27	27	16	46	31	16	36	31	35	31	355
KDO	59	41	54	38	30	44	36	22	48	39	13	19	443
In total:	833	820	897	887	777	1 006	566	507	1 027	878	816	567	9 581

*Due to better accuracy, the data for COS III are provided by head nurse, Ms Zemanová

PRM: COS II

Clinic	January	February	March	April	May	June	Jul	Augus	September	October	November	December	2015
GPK	397	393	485	425	407	430	316	313	485	444	433	392	4 920

Clinic	January	February	March	April	May	June	Jul	Augus	September	October	November	December	2015
FN Brno	3 868	3 613	4 184	3 954	3 402	4 018	3 089	2 956	3 999	4 042	3 765	3 164	44 054

Overview of modified beds done by the Central Unit for Bed Modification

Month	2011	2012	Difference 11/12	2013	Rozdíl 12/13	2014	Difference 13/14	2015	Difference 14/15	2016	Difference 15/16	2017
January	2 363	2 804	441	3 037	233	2 897	-140	3 010	113		-3 010	
February	2 676	2 813	137	2 711	-102	2 825	114	2 809	-16		-2 809	
March	2 936	3 206	270	3 295	89	2 960	-335	3 205	245		-3 205	
April	2 817	2 935	118	3 321	386	2 943	-378	3 172	229		-3 172	
May	3 075	3 061	-14	3 177	116	2 832	-345	2 916	84		-2 916	
June	3 063	2 876	-187	2 876	0	2 963	87	3 163	200		-3 163	
July	2 077	2 356	279	2 761	405	2 460	-301	2 647	187		-2 647	
August	2 419	2 420	1	2 398	-22	1 433	-965	2 327	894		-2 327	
September	2 903	2 638	-265	0	-2 638	2 917	2 917	2 867	-50		-2 867	
October	2 680	3 235	555	338	-2 897	3 171	2 833	3 250	79		-3 250	
November	2 969	3 177	208	2 974	-203	2 999	25	3 054	55		-3 054	
December	2 229	2 314	85	2 224	-90	2 701	477	2 634	-67		-2 634	
In total:	32 207	33 835	1 628	29 112	-4 723	33 101	3 989	35 054	1 953	0	-35 054	0

PROFILE OF THE HOSPITAL

Central sterilization of FN Brno – number of pieces semi-finished – year 2015

	Internal receivers				External receivers			
	PMDV	PDM	PRM	Celkem	PMDV	Celkem	Des. lůžek	
January	42 468	10 158	2 718	55 344	362	55 706	3 010	
February	49 835	9 445	3 003	62 283	420	62 703	2 809	
March	60 330	10 558	3 225	74 113	413	74 526	3 205	
April	33 184	10 735	3 435	47 354	518	47 872	3 172	
May	29 295	10 559	3 370	43 224	400	43 624	2 916	
June	33 382	10 490	3 367	47 239	345	47 584	3 163	
July	27 892	8 281	2 919	39 092	363	39 455	2 647	
August	25 364	7 914	2 535	35 813	383	36 196	2 327	
September	33 255	8 707	3 388	45 350	312	45 662	2 867	
October	32 455	10 651	3 268	46 374	448	46 822	3 250	
November	32 479	10 330	3 371	46 180	327	46 507	3 054	
December	27 604	7 239	3 240	38 083	318	38 401	2 634	
In total	427 543	115 067	37 839	580 449	4 609	585 058	35 054	

Note: February, external expert – sterilization of 4 cages of CÚL

CS PMDV – steam sterilizers – number of cycles, litres and sterilization units - 2015

Month	January	February	March	April	May	June	Jul	August	September	October	November	December	In total
Steam sterilizers													
PS 1 Number od cyc.	264	235	267	179	164	185	216	234	242	196	180	168	2 530
620 I. Sterilized litres,	163 680	145 700	165 540	110 980	101 680	114 700	133 920	145 080	150 040	121 520	111 600	104 160	1 568 600
sterilized units	3 031	2 698	3 066	2 055	1 883	2 124	2 480	2 687	2 779	2 250	2 067	1 929	29 048
PS 2 Number od cyc.	254	238	269	188	167	141	240	237	262	187	104	168	2 455
620 I. Sterilized litres,	157 480	147 560	166 780	116 560	103 540	87 420	148 800	146 940	162 440	115 940	64 480	104 160	1 522 100
sterilized units	2 916	2 733	3 089	2 159	1 917	1 619	2 756	2 721	3 008	2 147	1 194	1 929	28 187
PS 3 Number od cyc.	255	250	244	185	171	187	238	161	254	198	192	150	2 485
620 I. Sterilized litres,	158 100	155 000	151 280	114 700	106 020	115 940	147 560	99 820	157 480	122 760	119 040	93 000	1 540 700
sterilized units	2 928	2 870	2 801	2 124	1 963	2 147	2 733	1 849	2 916	2 273	2 204	1 722	28 531
PS 4 Number od cyc.	203	175	206	253	252	269	188	192	193	251	270	241	2 693
620 I. Sterilized litres,	125 860	108 500	127 720	156 860	156 240	166 780	116 560	119 040	119 660	155 620	167 400	149 420	1 669 660
sterilized units	2 331	2 009	2 365	2 905	2 893	3 089	2 159	2 204	2 216	2 882	3 100	2 767	30 920
PS 5 Number od cyc.	195	164	195	266	255	272	185	181	188	274	265	243	2 683
620 I. Sterilized litres,	120 900	101 680	120 900	164 920	158 100	168 640	114 700	112 220	116 560	169 880	164 300	150 660	1 663 460
sterilized units	2 239	1 883	2 239	3 054	2 928	3 123	2 124	2 078	2 159	3 146	3 043	2 790	30 805
PS 6 Number od cyc.	192	179	191	258	267	267	179	170	194	262	264	232	2 655
620 I. Sterilized litres,	119 040	110 980	118 420	159 960	165 540	165 540	110 980	105 400	120 280	162 440	163 680	143 840	1 646 100
sterilized units	2 204	2 055	2 193	2 962	3 066	3 066	2 055	1 952	2 227	3 008	3 031	2 664	30 483
PS 1-6 Number od cyc.	1 363	1 241	1 372	1 329	1 276	1 321	1 246	1 175	1 333	1 368	1 275	1 202	15 501
celkem vyst. litry	845 060	769 420	850 640	823 980	791 120	819 020	772 520	728 500	826 460	848 160	790 500	745 240	9 610 620
ster. jednotky	15 649	14 249	15 753	15 259	14 650	15 167	14 306	13 491	15 305	15 707	14 639	13 801	177 974

CS PMDV – plasma sterilization – number of cycles, litres and sterilization units – 2015

Month	January	February	March	April	May	June	Jul	August	September	October	November	December	In total
Plasma sterilization													
Sterrad Number od cyc.	53	43	38	54	21	52	46	55	62	45	57	48	574
100 NX Sterilized litres,	4 950	4 016	3 549	5 044	1 961	4 857	4 296	5 137	5 791	4 203	5 324	4 483	53 612
93,4 I. sterilized units	92	74	66	93	36	90	80	95	107	78	99	83	993
Sterrad Number od cyc.	17	9	27	24	21	14	12	9	17	13	8	7	178
200 Sterilized litres,	2 550	1 350	4 050	3 600	3 150	2 100	1 800	1 350	2 550	1 950	1 200	1 050	26 700
150 I. sterilized units	47	25	75	67	58	39	33	25	47	36	22	19	494
Number od cyc.	70	52	65	78	42	66	58	64	79	58	65	55	752
In total Sterilized litres,	7 500	5 366	7 599	8 644	5 111	6 957	6 096	6 487	8 341	6 153	6 524	5 533	80 312
sterilized units	139	99	141	160	95	129	113	120	154	114	121	102	1 487

PROFILE OF THE HOSPITAL

Analysis of perinatal results of Gynaecological and Obstetric Clinic of MU and FN Brno – PRM and PMDV

2015 - Statistics

2014 - In total							2015 - In total						
	Maternity hospital		Bohunice		In total			Maternity hospital		Bohunice		In total	
	n	%	n	%	n	%		n	%	n	%	n	%
Nativity	2998		3203		6201			2922	97,5	3205	100,1	6127	98,8
Number of births	2915		3138		6053			2845	97,6	3133	99,8	5978	98,8
Term gravidity	2490	85,4	2860	91,1	5350	88,4		2447	86,0	2871	91,6	5318	89,0
Partus Praematurus	425	14,6	257	8,2	682	11,3		389	13,7	262	8,4	651	10,9
Partus Indicus	665	22,8	696	22,2	1361	22,5		500	17,6	693	22,1	1193	20,0
Sectio Caesarea	653	22,4	700	22,3	1353	22,4		666	23,4	754	24,1	1420	23,8
Forceps	36	1,2	30	1,0	66	1,1		35	1,2	22	0,7	57	1,0
VEX	77	2,6	105	3,3	182	3,0		59	2,1	92	2,9	151	2,5
Episiotomy	836	28,7	1388	44,2	2224	36,7		843	29,6	1256	40,1	2099	35,1
Rpt. Perinea I-II	557	19,1	423	13,5	980	16,2		570	20,0	414	13,2	984	16,5
Rpt. Perinea III-IV	27	0,9	39	1,2	66	1,1		28	1,0	47	1,5	75	1,3
Epidural Analgesia	914	31,4	911	29,0	1825	30,2		800	28,1	864	27,6	1664	27,8
Gemini	80	2,7	66	2,1	146	2,4		70	2,5	60	1,9	130	2,2
Trigemini	2	0,1	0	0,0	2	0,0		3	0,1	0	0,0	3	0,1
Birth conducted by PA	0	0,0	0	0,0	0	0,0		293	10,3	350	11,2	643	10,8
Mortinatality	15	0,5	9	0,3	24	0,4		10	0,4	16	0,5	26	0,4
Abort over 500 g	0	0,0	0	0,0	0	0,0		1	0,0	12	0,4	13	0,2
PM	0	0,0	0	0,0	0	0,0		0	0,0	0	0,0	0	0,0

ECONOMY RESULTS OF UNIVERSITY HOSPITAL BRNO

Summarized overview of economy results in 2015

Costs in main activities	6 830 952 899
Revenues in main activities	6 829 432 557
HV from main activities	-1 520 342
Costs of economic activities	42 934 758
Revenues of economic activities	52 406 533
HV from economic activities	9 471 775
Profit in total	7 951 433

Comparison of economy results achieved in the University Hospital Brno

	2011	2012	2013	2014	2015
Consumption of material and energy	2 538 338 777	2 754 863 347	2 876 202 587	2 946 279 103	3 085 256 698
Services	243 377 134	259 400 737	259 115 294	262 769 500	287 132 256
Personal expenses	2 447 898 838	2 576 694 825	2 562 494 625	2 591 842 013	2 711 834 654
Depreciation	312 800 956	181 663 190	349 269 721	343 954 138	344 251 995
Other costs	510 962 655	450 671 574	389 156 265	442 725 652	445 412 054
Costs in total	6 053 378 359	6 223 293 672	6 436 238 493	6 587 570 407	6 873 887 658
Revenues from ZP	4 845 530 909	5 000 666 631	4 716 127 045	5 347 519 264	5 555 207 487
Other revenues	1 176 263 027	1 222 809 087	1 423 195 466	1 240 594 619	1 326 631 604
Revenues in total	6 054 254 169	6 223 475 718	6 139 322 512	6 588 113 883	6 881 839 091
Economy result	875 809	182 046	-296 915 981	543 476	7 951 433
Cost profitability	0,014%	0,003%	-4,613%	0,008%	0,116%
Receivables from trading contacts	867 089 539	641 777 193	551 186 551	944 918 526	790 215 457
Obligations from trading contacts	819 342 076	1 099 563 359	1 523 353 091	1 522 547 235	1 340 476 106

Selected economic indicators (in CZK)

Year	Economic result	Receivables from trading contacts on 31 December	Obligations from trading contacts on 31 December
1999	1 048 911	330 949 939	210 772 687
2000	36 011 179	392 880 913	261 793 349
2001	1 909 149	322 021 152	342 912 294
2002	5 278 640	494 520 600	271 425 553
2003	-29 898 699	436 392 110	509 650 444
2004	164 872 075	544 547 003	429 722 166
2005	4 025 688	627 784 576	553 508 892
2006	4 536 380	682 083 197	579 522 269
2007	1 258 074	607 077 639	693 676 002
2008	2 198 886	848 592 361	760 740 726
2009	1 360 230	753 454 512	868 988 500
2010	107 815	528 539 657	808 701 259
2011	875 809	867 089 539	819 342 076
2012	182 046	641 777 193	1 099 563 359
2013	-296 915 981	551 186 551	1 523 353 091
2014	543 476	944 918 526	1 522 547 235
2015	7 951 433	790 215 457	1 340 476 106

7. PERSONAL AND WAGES POLICIES (HR)

Wages development 1998 – 2015

Year	Schedule	Reality
1998	573 265 000	534 874 000
1999	586 250 000	620 181 000
2000	636 072 000	663 020 000
2001	779 000 000	812 291 066
2002	912 880 000	950 832 805
2003	1 059 213 000	1 048 189 504
2004	1 000 850 000	1 042 150 529
2005	1 099 505 000	1 103 034 642
2006	1 223 882 000	1 237 981 940
2007	1 309 560 000	1 375 139 775
2008	1 444 619 000	1 433 009 939
2009	1 453 972 000	1 572 940 019
2010	1 725 287 000	1 675 761 178
2011	1 834 325 155	1 810 769 138
2012	1 908 494 421	1 907 862 832
2013	1 910 000 000	1 897 842 599
2014	1 945 000 000	1 920 423 333
2015	2 013 230 000	2 009 836 770

Development of over-time work in hours, according to categories

Category	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Physicians	219 368	202 899	216 127	172 602	176 193	176 006	181 947	182 928	188 747	119 133	138 683
Pharmacists	0	87	6	2	225	1 163	1 206	1 146	1 249	1 726	3 182
JOP VŠ									4 387	4 398	5 875
SZP	94 234	88 330	126 741	160 951	163 231	166 367	183 255	189 064	190 366	170 189	170 755
JOP SŠ									0	0	0
NZP	210	50	38	181	253	258	156	245	479	1 156	2 194
PZP	5 569	4 033	5 099	9 644	8 359	8 079	14 126	15 603	18 968	20 271	21 129
Workers	26 860	34 026	39 431	40 006	50 017	52 217	55 897	69 169	78 214	80 431	82 785
THP	10 043	8 328	8 571	9 352	12 308	11 310	12 124	15 415	14 457	12 542	14 946

Category	2009	2010	2011	2012	2013	2014	2015	Index in % 15/14
Physicians	153 141	160 977	173 998	178 772	169 009	159 195	166 650	104,68
Pharmacists	3 139	3 476	3 557	3 000	3 087	3 507	3 405	97,09
JOP VŠ	4 989	4 130	4 867	5 959	4 265	3 474	4 413	127,05
SZP	181 937	163 095	183 260	173 405	182 000	159 904	160 652	100,47
JOP SŠ	8	0	0	6	7	12	17	142,86
NZP	4 546	5 645	8 121	8 614	12 639	15 664	18 656	119,10
PZP	19 048	17 052	21 609	21 199	21 428	18 635	22 913	122,96
Workers	75 861	70 355	70 589	65 102	53 199	46 909	46 173	98,43
THP	15 409	12 911	14 540	14 396	11 215	7 287	7 996	109,73

JOP VŠ – other professional employee (university education)

SZP – health care employees (not physicians) competent to perform health care profession without professional supervisory (employees with professional competence)

JOP SŠ – other professional employee (high school education)

NZP – health care employees (not physicians) competent to perform health care profession under professional supervisory only

PZP – health care employees (not physicians) competent to perform health care profession under professional supervisory only

THP – employees in technical and economic departments

PERSONAL AND WAGES POLICIES (HR)

Average re-calculated registration numbers of employees according to categories

Category	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Physicians	631	604,58	621,95	648,38	657,31	663,39	664,38	680,24	692,64	718,07
Pharmacists	8,84	11,22	14,39	14,66	14,36	16,52	17,56	18,69	20,27	24,57
Other universities	75,51	71,57	73,72	75,69	93,57	104,41	105,9	110,92	119,11	125,23
Other high schools	17,55	10,99	14,2	14,77	16,75	17,38	11,95	13,08	8,24	11,04
SZP	2079,7	2073,32	2146,55	2197,4	2224,26	2263,23	2281,71	2316,11	2334,04	2380,73
NZP	25,07	23,56	22,41	24,62	21,75	25,71	25,85	28,07	26,07	28,03
PZP	477,07	479,35	481,78	499,04	509,28	519,24	524,03	540,24	529,43	531,65
THP	350,59	355,59	372,77	381,45	389,95	411,28	394,81	411,78	419,29	428,62
Workers	421,24	480,8	536,19	457,03	440,47	442,7	397,4	424,42	452,52	456,17
In total	4086,57	4110,98	4283,96	4313,04	4367,7	4463,86	4423,59	4543,54	4601,61	4704,09

Category	2008	2009	2 010	2011	2012	2013	2014	2015
Physicians	743,02	777,63	811,61	833,10	834,62	836,95	847,96	870,86
Pharmacists	25,52	26,84	28,82	30,51	31,47	31,80	36,12	39,30
Other universities	135,35	142,41	145,11	145,55	133,46	138,64	142,82	145,28
Other high schools	11,560	10,880	11,67	12,47	12,58	13,04	13,09	14,06
SZP	2404,78	2392,24	2 492,63	2 520,24	2 515,69	2 513,11	2 482,49	2 476,97
NZP	41,22	74,52	109,23	109,72	111,50	131,86	188,70	196,43
PZP	525,47	552,12	573,55	565,11	555,08	551,56	554,73	552,50
THP	450,89	468,48	472,58	471,98	482,39	486,32	497,56	516,56
Workers	453,45	453,88	437,59	432,99	426,34	424,33	423,69	414,11
In total	4791,26	4 899,00	5 082,77	5 121,67	5 103,13	5 127,60	5 187,16	5 226,07

Qualification structure of physicians

Grade of physician attestation	1998	1999	2000	2001	2002	2003	2004	2005	2006
bez atestace	14,30%	14,40%	11,60%	12,60%	12,00%	17,30%	18,90%	14,24%	9,98%
atestace I. stupně	27,40%	27,70%	29,30%	29,30%	30,20%	32,10%	30,60%	27,15%	30,38%
atestace II. stupně a nástavbová	58,30%	57,90%	59,10%	58,10%	57,80%	50,70%	50,40%	58,61%	59,64%

Stupeň atestací lékařů	2007	2008	2009	2010	2011	2012	2013	2014	2015
No attestation	22,73%	25,06%	27,63%	30,10%	36,60%	31,93%	30,16%	30,87%	33,96%
Attestation of Grade I	15,36%	12,17%	8,99%	7,37%	7,74%	5,20%	0,00%	7,07%	
Attestation of Grade II and Extended Attestation		61,91%	62,77%	63,38%	62,53%	55,66%	62,87%	69,84%	66,04% 62,05%

Growth of average wages in CZK

Category	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Physicians	19 901	23 066	24 409	31 005	35 167	36 991	38 034	39 596	43 394	46 847	48 183
Pharmacists	21 418	20 476	17 524	20 787	29 394	31 435	29 944	28 469	29 205	32 460	32 637
JOP VŠ									25 927	27 529	27 622
SZP	9 987	11 509	11 910	14 378	16 785	18 384	18 149	18 764	21 163	22 767	22 950
JOP SŠ									19 371	20 000	20 109
NZP	6 454	7 642	7 752	9 642	11 015	11 924	12 179	12 512	13 687	15 851	16 168
PZP	6 309	7 361	7 496	8 729	10 319	11 388	11 056	11 023	12 137	13 255	13 520
Workers	7 225	8 663	8 552	9 593	10 916	11 762	11 743	12 289	13 055	14 228	14 419
THP	10 102	11 996	12 053	13 177	14 747	15 786	15 714	16 285	17 243	18 760	19 212
In total	10 759	12 518	12 857	15 694	18 141	19 568	19 632	20 246	22 432	24 328	24 783

Category	2009	2010	2011	2012	2013	2014	2015	Index v % 15/14	
Physicians	50 410	52 073	59 685	64 258	63 999	63 997	66 762	104,32	JOP vŠ – other professional employee (university education) SZP – health care employees (not physicians) competent to perform health care profession without professional supervisory (employees with professional competence) JOP SŠ – other professional employee (high school education) NZP – health care employees (not physicians) competent to perform health care profession under professional supervisory only PZP – health care employees (not physicians) competent to perform health care profession under professional supervisory only THP – employees in technical and economic departments
Pharmacists	32 921	36 043	36 929	38 917	39 351	38 487	38 170	99,18	
JOP VŠ	29 527	28 778	29 455	30 728	29 742	30 525	30 734	100,68	
SZP	24 791	25 387	26 409	27 913	27 527	27 484	28 115	102,29	
JOP SŠ	21 398	22 189	22 041	23 531	22 374	22 510	23 085	102,55	
NZP	17 758	18 226	19 635	20 081	19 260	18 852	19 671	104,35	
PZP	13 727	13 959	14 275	15 341	14 887	15 031	15 307	101,84	
Workers	16 080	17 016	17 038	16 917	16 780	16 977	17 661	104,03	
THP	21 493	22 772	23 512	23 486	23 692	23 848	25 089	105,20	
In total	26 556	27 391	29 419	31 112	30 775	30 748	31 891	103,72	