



**FEDERATION EUROPEENNE DES MEDECINS SALARIES
EUROPEAN FEDERATION OF SALARIED DOCTORS**

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1. Introduction (C Wetzel)

2. Roll call (B Popovic)

P. Simoes apologized.

All others were present: C. Wetzel, C. Amaya, E. Reginato, B. Popovic, R. Kijak

3. Approval of the Agenda of the Board meeting (C Wetzel)

F11-001 EN REV3

The proposed agenda was unanimously approved.

4. Approval of the Minutes of the last Board meeting

Istanbul (TU), 30 September 2010

F10-117 EN

The minutes were unanimously approved.

5. Minutes of the last GA Istanbul (TU), 1-2 October 2010 (for information)

F10-118 EN

No comments.

6. Outcomes of the last FEMS GA Istanbul GA

F10-110 EN/FR

a. Joint meetings with AEMH (Austrian Proposal)

F10-066 EN

b. Motion on Cross-border Healthcare (Austrian Proposal)

F10-067 EN

c. Motion on Recognition of Diplomas (Austrian Proposal)

F10-068 EN

d. European Declaration towards non-discriminatory access to health

F10-093 EN + FR

e. EMO Motion on Information to patients on prescription drugs

F10-095 EN + FR

f. OZZL Draft Statement on Minimum Salaries

F10-102 EN

g. OZZL Draft Statement on Minimum Number of Doctors

F10-103 EN

h. Bulgarian Motion on Hospital funds in BuG

F10-107 EN

i. LOK-SCL motion to support CZ doctors

F-109 FIN CZ EN

7. FEMS list of documents 2010

F10-071 FIN EN/FR

8. Letters from Spanish CESM's Secretary General & Dr Carlos Amaya on CESM delegation for FEMS

Wetzel: the CESM secretary general Patricio Martinez Jimenez has sent a letter informing that C. Amaya resigned as Vice-president of FEMS. Wetzel asked C. Amaya if he is ready to continue his position as FEMS Vice president or not.

Amaya: he is not a delegate of CESM to FEMS, but he is ready to continue his work as Vice-President, so he does not resign his position.

Popovic, Wetzel, Reginato: the Board members are elected by the plenary assembly for the mandate of 3 years. Once elected, they become representatives of FEMS, not of the organization that proposed him. In such a case, even the plenary assembly cannot terminate his mandate, except in cases, provided by art.13 of the Articles of association.

Wetzel, Amaya: since CESM now will probably not be paying the travel expenditures, Amaya will be reimbursed by FEMS. We can afford it.

9. European Medical Organisations' Alliance (EMOA) / Domus Medica

a. Background documents:

Porto meeting 5 December 2009 (CEOM)

[F10-025 EN \(Minutes\)](#)

Brussels (B) 16 April 2010 (UEMS/CPME)

[CPME 2010/024 EN](#)

Domus Medica [CPME 2010/031 EN](#)

[F10-019 EN](#) [F10-018 EN](#)

EANA statements on future EMOs' cooperation

[F10-074 EN](#)

Dublin statement [F11-003](#)

It seems that Dr Pruckner (also CPME VP) changed his position, probably under influence of EANA members ...

Greek proposal concerning the CPME functioning

[F10-075 EN](#) + [FR](#)

Portuguese proposal concerning the CPME functioning

[F10-076 EN](#)

CPME questionnaire on Domus Medica strategy

[CPME 2010-098](#)

CPME invitation to EMO meeting and reply UEMS, CEOM, AEMH, FEMS,

[F10-088 EN](#)

+ response PWG

[F10-088 bis EN](#)

b. EMOA Presidents' Committee, Amsterdam (NL) 30 October 2010 [AEMH 10-080](#)

c. EMOA Presidents' Committee, Paris (F) 2 December 2010

[F11-006 EN](#)

Wetzel: The flat in Brussels that UEMS presented at Amsterdam presidents' committee is probably no more available.

10. EMOs & other meetings' reports (C Wetzel & E Reginato)

a. UEMS meeting, Prague (CZ) 8-9 October 2010

b. WMA Autumn meeting, Vancouver (CA) 13-19 October 2010 (*not attended*).

Probably EMOs should be more present in WMA in order to neutralize the American influence within it.

c. FNAM national congress, Lisboa (P) 23-24 October 2010

d. PWG meeting, Amsterdam (NL) 29-30 October 2010

After a long discussion they decided to terminate the contract with MC Bonamour (Squaris) and to join the Alliance.

e. UEMO Autumn meeting, Porto (P) 12-13 November 2010

f. CPME WGs & Board meeting, Brussels (B) 26-27 November 2010

g. CEOM meeting, Paris (F) 3-4 December 2010

11. State of play of the major political topics

a. [European Working Time Directive \(EWTD 2003/88\)](#)

EMOs' common statement to communication from the Commission

[F10-044](#)

Second step of consultation of the social partners

[F10-113](#)

In Wetzel's opinion, FEMS imperatives should be no inactive periods and maintaining immediately compensatory rest. Opt-out could, however, be left to collective bargaining in individual countries.

A recent EC analysis of the opt-out implementation shows that 17 EU states are currently taking advantage of the opt-out. So EWTD needs more flexibility. In Wetzel's opinion, this could be dangerous so we have to take care.

CPME created a WG in this field, led by Montgomery. Wetzel is ready to join this WG. However, for principle reasons, this decision confirms once more the umbrella nature ambition of CPME. But not being present on the WG means lack of information.

Popovic proposed to consider this WG as a joint Alliance WG and to present it as such to CPME. So we are not gathering "under umbrella" but together as an Alliance. [F11-004](#)

**b. Cross Border Healthcare Directive (CBHC) [F10-072](#) [F10-082](#) [F10-111](#)
[F10-115](#) [F10-116](#) [CPME 2010-210 EN](#)**

This topic will be followed by B Popovic for FEMS.

c. Professional Qualification Recognition Directive (ED 2005/36)

Conclusion: This topic led by UEMS & PWG /EJD, will be from now on followed by E.Reginato for FEMS.

- i. 2012 revision process [CPME Info 221-2010 EN](#)
CPME Policy on the possible revision of the Professional Qualifications Directive 2005/036/EC [CPME 2010-125 FINAL EN](#)
- ii. Berlin Statement drafted by competent authorities responsible for the recognition of medical qualifications. [F11-002 EN](#)
- iii. Public Consultation on the Recognition of Professional Qualification Directive [F11-005](#)

**d. Healthcare Workforce in Europe [F10-069](#) [F10-085](#) (54 pages!) [F10-087](#)(49 pages!)
[CPME Info 259-2010 EN](#)**

Healthcare workforce topic will be followed by E. Reginato and C Wetzel for FEMS.

e. Task shifting [F10-086](#) (56 pages!) [AEMH 10-047 EN](#) [CPME 2010-128 FIN EN](#)
Wetzel: we have very good documents but the EMOs have no common position. In his opinion, we don't need separate documents by each organization, but a common document with the logos of all EMOs. This topic is led by AEMH.

12. FEMS President's activities report (art. 6 of the Statutes)

[F10-112 EN](#)

- a. Questionnaire on "Numerus Clausus" in Europe
Not all answers have arrived.

[F10-042 EN](#) + [FR](#)

- b. European Observatory for Medical Demography and Migration

There is a new joint working group in this field, established by the CEOM in Paris December 2010. FEMS will take part in the steering committee.

13. Report of the 1st Vice-President (C Amaya)

- a. activities on behalf of the President
 - i. AEMH-FEMS Labour conditions questionnaire [F08-079 EN](#)
 - ii. Medical migration: C Wetzel will be accompanied by C Amaya on the meetings on this topic.
- b. any proposals to the Board

14. Report of the 2nd Vice-President (E Reginato)

- a. activities on behalf of the President
- b. any proposals to the Board
- c. Questionnaire on "University Hospitals" in Europe [F10-034 EN](#) + [FR](#) [F10-114 EN](#)
Work is done.
- d. Minimum salaries in Europe

Concerning salaries issue, E. Reginato has received approximately a half of the answers. E. Reginato will send the list of delegations that didn't respond to B. Jencik in order to urge for missing answers. E. Reginato has some contacts in accordance to which we could receive some EU funding for salaries analysis and burnout.

Wetzel: The project should be finalized by October 2011, in order to receive EU funding for 2012.

E. Reginato: according to conclusions of a conference in Catania, burnout is not that much dependent on individual profession, but rather on the fact whether a doctor works properly.

15. Report of the Secretary General (art.7 of the Statutes / B Popovic)

- a. Internal affairs in the competence of the Secretary General
 - i. Future of the EMOs' cooperation (EMOs Alliance) [F09-115 EN](#)
 - ii. EMOA's governance and outcomes

B Popovic will prepare a proposal for some alternatives concerning the governance of the Alliance and present them to the Presidents' Committee in Ljubljana.

- iii. Minimal standards in Hospital Healthcare

At the moment, a WG from Slovenia's alliance of medical associations is preparing a common platform on specific standards for different specialties.

16. Report of the Deputy Secretary General (R Kijak)

- a. Activities on behalf of the Secretary General
- b. Any proposals to the Board: OZZL statement on the CBHC directive

17. Report of the Treasurer - art. 8 of the Statutes

- a. Current financial operations
- b. Draft 2010 balance sheet
The final balance sheet will be ready by the end of January 2011. Current account balances are not completely correct because liabilities for 2.500 EUR have not been settled.
- c. Provisional budget 2011 [F10-108 EN FR](#)

We expect to spend some more money on members area website and on jobs exchange.

18. FEMS WebSite <http://www.fems.net>

- a. New graphic charter
- b. Improvement (graphic charter, referencing) & new functionalities (members only area, job exchange)

19. Preparation of the FEMS GA, Barcelona (E) 13-14 May 2011

- a. Venue & accommodation
- b. Rules of procedure [F07-020 EN](#) + [FR](#)
- c. Approval of the Agenda (WHO report on the Code of Practice on international recruitment of health personnel) [F10-083 EN](#) + [FR](#)
- d. Other points

20. FEMS Working Groups updating

Postponed to the FEMS GA in Barcelona

21. Upcoming EMOs' meetings - FEMS representatives

- a. Slovenian Domus Medica inauguration, Ljubljana (SI) 26 March 2011 (C Wetzel & B Popovic)
- b. EAHP Annual meeting, Wien (A) 1-2 April 2011 (C Wetzel)
- c. UEMS Council, Sections & Boards meetings, Brussels 8/9 April 2011 (C Wetzel)
- d. CPME WGs, Board & General Assembly, Brussels 29-30 April 2011 (C Wetzel, C Amaya & E Reginato)
- e. PWG Spring meeting, Zagreb (HR) 6-7 May 2011 (B Popovic)
- f. UEMO meeting, Budapest (HU) 3-4 June 2011 (???)
- g. CEOM meeting, Kos (GR) 10-11 June 2011 (C Wetzel)
- h. EFMA meetings, Brussels 22-25 June 2011 (C Wetzel & C Amaya)

22. Next FEMS General Assemblies

[F10-005 rev1 EN FR](#)

- a. Barcelona (E), 13-14 May 2011 (Carlos Amaya)
- b. Wien (A) (VLKÖ-AASHP) or Catania (I) (ANAAO), 7-8 October 2011 (E Reginato)
- c. Varna (Bu), 18-19 May 2012 (S Konstantinov) first common AEMH/FEMS meeting
- d. Strasbourg (F), 5-6 October 2012 (C Wetzel)

23. Next FEMS Board meetings (for information):

- a. Paris (F), 15 January 2011, 10:00-16:00
- b. Barcelona (E), 12 May 2011, 16:00-19:00
- c. Wien (A) or Catania (I), 6 October 2011, 16:00-19:00
- d. Paris (F), 14 January 2012, 10:00-16:00
- e. Varna (Bu), 17 May 2012, 16:00-19:00
- f. Strasbourg (F), 4 October 2012, 16:00-19:00

24. International EMOs' Calendar (update Nov2010)

[CPME 2010/133 EN](#)

25. Any other business

13:00 LUNCH TOGETHER WITH AEMH-BOARD

13:30-17:00 Joint AEMH-FEMS Board meeting

The minutes are in a separate document.