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Author:	Diana Voicu		

FEMS General Assembly

Friday 4 October 09:00 – 17:00
Saturday 5 October 09:00 – 13.00

Venue: Hotel Pullman, Jēkaba iela 24, Centra rajons, Rīga, Latvia

1. Introduction and welcome (João de Deus, FEMS President)

João de Deus welcomed the new delegates (from Croatia and Portugal) and the representatives of the EMOs
As host of the meeting, Jean-Paul Zerbib (UNMS) welcomed the participants to the general assembly.

PART I: procedural issues

2. Roll call / right to vote (B. Popovic)- Participants list

[F19-043](#)

Bojan Popovic declared the valid majority for the GA.

3. Approval of the agenda

Agenda unanimously approved

4. Calls for emergencies to be discussed by the GA on the request of the Delegations

Renata Culinovic-Caic informed on the Croatian doctors situation, where they still do not have the right to bargain; as FEMS had agreed to file a complaint with ILO should the situation not change, Bojan Popovic asked the delegates to vote for the authorization to prepare the complaint to the ILO. Decision unanimously approved.

5. Approval of the minutes of the last FEMS GA (Naples, May 2019)

[F19-034](#)

The minutes were unanimously approved.

PART II: Reports on Current FEMS Programmes and Activities and Strategy Follow-up

6. FEMS President activity report (João de Deus)

The president informed on his attendance of the CEOM meeting in Tirana as well as on the release of the FEMS new website and newsletter. FEMS also prepared [press release](#) expressing concerns on the Turkish doctors' situation.

7. Reports on Adopted FEMS Programmes and Activities

[F17-042](#)

1. be in touch with AEMH concerning the development of the clinical leadership, (J. de Deus),

João de Deus said he maintains close cooperation with AEMH for the project aiming to establish the Clinical Leadership academy.

Bernard Maillet highlighted that this is a good example of cooperation among the EMOs.

2. promote the visibility of FEMS (B. Popovic)

[F19-066](#)

Bojan Popovic attended a [conference on the future of health in the EU](#) where he chaired a workshop on workforce challenges in healthcare; this was also an example of cooperation between the EMOs (CPME and FEMS). [Conference report](#)

Bernard Maillet commented that the percentage of the GDP allocated to health does not necessarily impact on the quality of the healthcare system.

Claude Wetzel further commented that according to the OECD definition - they speak of salaries, instead it is rather income.

Lukas Stärker further said the OECD data is not proved; they asked for data in the countries but they don't prove it. If we speak of doctors, we need to know what exactly they do; if they do efficient task shifting, there's need for less; if they do administrative work or nurse's work, more are needed.

Bojan Popovic said that FEMS is providing its own input, based on our own research, not only on OECD data; that is why the production of the White Book is so important; this document will be distributed to the institutions and it will become the official data; OECD data is incomplete.

João de Deus reiterated that OECD is often not trustworthy (i.e. data for Portugal is not at all valid).

8. FEMS-AEMH Coordinated Cooperation (CoCo)

1. Common GA AEMH-FEMS, Austria 2020 – organisational issues / conference and working groups (L. Stärker)

Lukas Stärker gave an overview of the of the organisation of the joint meeting; thus, the two organisations should have one day for the common meeting and half-day for separate meetings; we should be working together more and speak of general topics and strategic points to both organisations (i.e. lack of doctors)

João de Deus suggested that in the common meeting the work of the two organisations should be presented to the AEMH and FEMS delegates; AEMH should present the ETRs and FEMS the results of the 3 working groups on three chapters of the White Book (salaries, working time and psychosocial risks).

José Santos informed that CEOM is working on the issue of violence against doctors and it plans to put forth this item for discussion in the next EMOs Presidents' Committee. He thanked all the EMOs for their cooperation in this matter.

João de Deus said that each EMO has its own field of expertise that the others can use in their work, for example FEMS could integrate the work of CEOM into the chapter on psychosocial risks (i.e. burnout).

Lukas Stärker proposed that José Santos have a keynote speech on this topic in the next GA in Kitzbühel;

Christiaan Keijzer insisted EMOs should not duplicate work but rather endorse what they are doing in their respective areas of expertise.

Part III – Planning, Financial and Statutory Issues, Other Internal Affairs

9. Reports on Emerging Affairs not included into Programmes

- a) Board proposal concerning GA translation – evaluation and follow-up [F19-014](#)

Bernard Maillet said that EMOs are more and more working with one language; we are all non-native speakers of English; I'm supporting the one-language policy;

Noel Carrilho agreed the meeting worked fine without translation.

Ozlem Gurkut said that it was better and time-saving without translation.

Joao de Deus concluded the meeting went well, there was very little intervention in French. This is a step forward and saves us a lot of money that could be spent on something else, for instance, having an expert for the working group on working time or any other issue that may be considered helpful.

Noel Carrilho suggested to sponsor a scholarship research and offered to present a proposal to the next GA.

- b) New FEMS website – available online

- c) FEMS newsletter [Issue 1/2019](#)

- d) Online platform for FEMS sending out FEMS questionnaires / Crowdtech

Diana Voicu informed on the acquisition by FEMS of a Crowdtech license allowing FEMS to send out and process questionnaires online. The questionnaires can also be made available online as word/pdf documents for reference, but insisted that answers should be collected via the Crowdtech platform.

10. Financial Reports - art. 8 of the Statutes (Jean-Paul Zerbib):

- a) Treasurer report [F19-060](#)
b) FEMS accounts at 31.08.2019 [F19-057](#)
c) Draft budget 2020 [F19-045](#)

The budget for 2020 was unanimously approved.

Friday 14.00-17.00 Working Groups

**Working group on *Psycho-social risks and burn-out* (chair Jean-Paul Zerbib) [F19-040](#)
[F19-041](#)**

Working group *Sharing solutions and ideas to overcome working time issues* (chair Alessandra Spedicato)

11. Presentation of the Latvian healthcare system (Dr Dzintars Mozgis) [F19-075](#)

12. [Strategy Follow-up, Plan for Programmes 2018](#) – by strategic goals 2017-2021: [F17-043](#)

(call for programmes sent, new proposals should be inserted under the relevant strategic point)

1. Improving working conditions for doctors in all European States – updates from the working group (Arda Saygili/Paulo Simoes/Claude Wetzel/Fabio Pinto) [F19-052](#)
Fabio Pinto presented the questionnaire to be sent to the members and the answers should be ready/processed by the next GA in Kitzbuhel.
2. implementing compensatory period without exceptions – updates and follow-up
Alessandra Spedicato said this issue should be followed within the framework of the WG on Working Time.
3. implementing minimum doctor's salary across EU at 2 average EU salaries, corrected by PPP – FEMS conference on inequalities in doctors' working conditions and remuneration across Europe – updates
João de Deus said this should be included in the work of the WG on salaries.
4. ensuring there is no reduction of incomes or bonuses due to the reduction of working time down to 48 hours, (Harald Mayer/Jean-Paul Zerbib): presentation of the further steps to be taken [F19-047](#)
[F19-059](#)
5. professional fault to be excluded from criminal codes in all European states, (updates from the working group Enrico Reginato/Christiaan Keijzer, Claude Wetzel): ideas for further steps [F19-077](#)
Claude Wetzel informed on the work of the working group created at the Naples GA. A new questionnaire will be prepared and sent out via the Crowdtech platform to both FEMS and AEMH members. Meanwhile, delegates are invited to send their comments to the FEMS secretariat should they have any.
6. restriction of trainee's liability for refund of expenses to max. 24 months, (Bulgarian Medical Association/Cyprus Turkish Medical Association) : follow-up – draft FEMS position paper on the matter [F19-030](#)
Ahmet Ozant informed that he was in contact with EJD on the topic. EJD is against any restrictions imposed on residents after their training. Nevertheless, the legal frameworks differ from country to country. The proposal was to prepare a questionnaire to have a better overview across Europe, which will also be sent to the AEMH members from countries that are not in FEMS.
7. finding and promote best bargaining practices and to implement separate bargaining for the doctors, (Bojan Popovic) According to the conclusions of the Malaga conference, we are trying to help with the Croatian data and prepare a case for the next board meeting.

13. Statutory issues

- a) Establishing an official FEMS branch / independent entity in Brussels – updates

Jean-Paul Zerbib informed on further steps that would be taken with the French authorities so as to change the legal seat of FEMS to Brussels. Nevertheless, the contact with the French bureaucracy remains complicated, which is why no advancement was recorded so far.

- b) Decision on unpaying members (Hungary/Slovakia)

The delegates voted for the exclusion of the Hungarian and Slovakian associations with one abstention (OZZL/Poland) and 2 votes against (CESM/Spain, SNPHARe/France)

The associations will be informed of the FEMS decision via a letter also highlighting that doors remain open should they decide to become members again in the future.

c) SMARNU – decision to withdraw – for information

[F19-042](#)

Claude Wetzel explained that SMARNU does no longer exist as an organisation.

14. Next FEMS Meetings

a) 8 – 9 May 2020, Kitzbühel, Austria - information and updates

[F19-079](#)

b) 24-26 September 2020, Zagreb, Croatia – information and updates

[F19-078](#)

Part IV: Emergencies, European Affairs, National Affairs

15. Discussion and Decisions on Emergencies

- Strategies for a better involvement of FEMS members in FEMS activities – follow up (already discussed)

16. Reports and Documents for adoption and decision

a) Internal Documents from Working Groups

- Alessandra Spedicato presented the work of the working group and further proposed the drafting of a new questionnaire on job satisfaction to be translated and distributed at the local level [F19-074](#)
- Jean-Paul Zerbib summarized the work the working group, starting from the definition of psychosocial risks; further, the WG decided that the focus of its work should be the issue of burn-out.

[F19-040](#)

b) External Documents from other Organisations

17. Country and Organization Reports

Austria OAK / VLKO	F19-054	Netherlands LAD	F19-046
Belgium/GBS-VBS	F19-048	Poland OZZL	
Bulgaria/BgMA	No report	Portugal/Ordem dos Medicos/FNAM/SIM	F19-068
Croatia/ HLS	F19-050	Romania/CFSMR	F19-055
Cyprus/CTMA/TCPU	F19-058 F19-065	Slovenia / FIDES	F19-049
Czech Republic/LOK-SCL	F19-051	Spain/CESM	F19-061
France/FPS/UNMS/	F19-053 UNMS Press release SAPA (FR) F19-062 FR SNPHARe F19-062 EN SNPHARe	Turkey/ Istanbul Medical Chamber	No report
Italy/ANAAO/AARO/SNR	F19-063		

18. European Medical Organisations

a) The Floor to European Medical Organisations or Reports from Liaison Officers

- AEMH: Dr Erich-Theo Merholz

Erich-Theo Merholz informed the AEMH activity is currently very much focused on the establishment of the Clinical Leadership academy; this is going to be a major project and all work is going to that goal. It is based on the concept that people who already have experience, should have it endorsed by this Academy. We are going to start next year, the first people will see their degrees in the near future. Degrees and experience in the CL area will be recognized as credits; it also enables young doctors to become fellows of this academy. UEMS is our partner in the project. Our evaluation procedure will follow the UEMS procedure. This CL structure is new but will be designed along the lines of the UEMS boards.

João de Deus added there will be 2 ways of accessing the CL academy – 1 for those who are already leaders; 2 - for young doctors – there are ETRs that were presented to UEMS for approval.

Erich-Theo Merholz said this is a good way to unite the EMOs, put them together to work; we can join our forces by concentrating on each other's specialty.

- CEOM: Dr José Santos

José Santos informed on the latest CEOM activities; thus, CEOM essentially reinforced its position in its current fields of activity: •Medical ethics and professional conduct • Free movement of professional health care • Medical regulations • Professional training of physicians • Public health issues related to these subjects During its last meeting in Tirana, CEOM adopted a declaration on vaccination to encourage governments and competent authorities to improve immunization coverage in Europe. CEOM has been the leading EMO calling on governments to take concrete and urgent actions fighting against doctors' aggression. CEOM further adopted a statement condemning all kinds of violence against doctors and healthcare professionals; next, in its Tirana GA, it established a working group addressing this particular topic. CEOM will also host the next EMOs Presidents Committee meeting along its next GA in Lisbon (November 2019).

- CPME: Christiaan Keijzer

[F19-076](#)

- UEMS: Bernard Maillet

[F19-069](#)

N.B.: participation in votes requires the payment of the contribution of 2019 (article 12a of the Statutes).