

FEMS GENERAL ASSEMBLY – CLOSING STATEMENT

Cluj-Napoca, Romania | 2–3 October 2026

The FEMS General Assembly, held in Cluj-Napoca on 2–3 October 2026, brought together its delegations and the European medical organisations to address the major challenges facing the medical profession and healthcare systems across Europe.

The Assembly reaffirmed FEMS' commitment to protecting and strengthening the medical profession, recognising that the sustainability of healthcare systems depends on doctors having appropriate working conditions, professional rights, high-quality training and a clearly defined role in the healthcare pathway.

FEMS will continue its work towards the recognition of medicine as an arduous profession, while strengthening its focus on the attractiveness and sustainability of medical careers. The discussions highlighted the need to improve working conditions, work–life balance, professional well-being and retention, particularly in demanding specialties. These issues will remain a priority in FEMS' European work.

The Assembly also established a working group on the medical act, with the aim of defining what constitutes the medical act and what it means to be a doctor within the European healthcare pathway. This work will specifically address the impact of Artificial Intelligence, while safeguarding medical responsibility, clinical judgement and the central role of the doctor in patient care.

FEMS will also advance its work on doctors' remuneration, through a European comparison of the different components that determine doctors' income and reflect the specific responsibilities and professional requirements of medical practice.

The Assembly stressed that efforts to address medical workforce shortages must not compromise medical education or patient safety. FEMS will therefore continue to monitor developments in postgraduate training and promote adequate supervision, accreditation, qualified trainers and sufficient practical experience.

The Assembly further reaffirmed its commitment to doctors' professional and fundamental rights, including appropriate working conditions, fair training environments and effective protection throughout their careers. The Declaration of Doctors' Fundamental Rights will continue to be promoted as a European reference framework.

FEMS also initiated work on industrial action and strikes in the medical profession, recognising that continuity of care and patient safety must be protected while doctors must also have effective and legitimate means to express their concerns and dissent. The experiences discussed at the Assembly underline the importance of meaningful social dialogue and effective negotiation in preventing prolonged conflicts.

The General Assembly concluded that the challenges discussed — workforce shortages, working conditions, medical training, professional rights, remuneration and technological transformation — are closely interconnected.

FEMS will continue to work through European cooperation, evidence-based comparison and coordinated action to ensure that the medical profession remains sustainable, respected and capable of providing safe, high-quality care to patients.

Investing in doctors means investing in patient safety, healthcare quality and the future of European health systems.