



FEMS Activity

- OVERVIEW OF ACTIVITIES
- STRATEGIC FOCUS: Recognition of an arduous job - UPDATE
- STRATEGIC FOCUS: EWTD – TOPIC OF DISCUSSION
- STRATEGIC FOCUS : Declaration of Doctors' Fundamental Rights - WG

FEMS Activity – Semester Report



Fédération Européenne
des Médecins Salariés
European Federation
of Salaried Doctors



Fédération Européenne
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Improving resilience in the Medical Profession:
FEMS Policy Paper on Physicians' Arduous Work

OCTOBER

- **Launch of the FEMS Policy Paper**
- VII BMA Congress –AI in Healthcare

NOVEMBER

- Meeting with Cyprus Delegates

DECEMBER

- **Adam ROGALEWSKY – EPSU Policy Officer**
- EJD – WHO Academy 2025



5 Dec
EMOs' meeting

12 Dec FEMS Board
meeting -online



13 March
EMOs' meeting



CEOM GA



CPME GA



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JANUARY

- Meeting with Charlotte Grevfors, Head of Unit - EC
- FEMS Conference – European Parliament



FEBRUARY

- Meeting with EU OSHA
- FEMS BOARD Meeting



MARCH

- Meeting with Adam Pokorny – EWTD
- AEMH – FEMS Joint board meeting





Work in progress!

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APRIL

- EJD GA
- UEMS
- Shaping the future of doctors' health



MAY

- **UEMS 1° Congress- Leuven**

NETWORKING ACTIVITIES

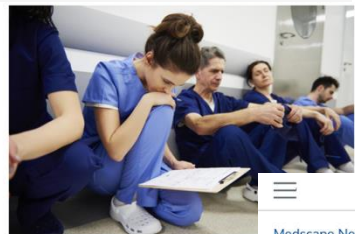
- **MEDIA Outreach**
- **Engagement with DG EMPL / DG SANT / MEPs: Spain – Italy - Croatia**
- **Health stakeholders: EPSU- HOPE- EUPSF- WHO- EU OSHA**

HOME / POLÍTICA SANITARIA

Portugal, Francia e los modelos de 'es médico' que los si buscan replicar en

En estos países los facultativo regulacion laboral propia que directamente con la administr reclama el Comité de Huelga e

Compartir



Medscape News Europe

Medical Groups Make Case for 'Arduous' Recognition

Medscape



Europa | Legale | Professioni

Medici sotto pressione: pe Europa si torna a parlare c professione usurante

Europe's Doctors Push for 'Arduous Work' Status

A TrendSanità Alessandra Spedicat (Federazione Europea dei Medici S

Dr Sheena Meredith

FEMS): «L'approccio non è interven posteriori, ma proporre tutele fin dall'inizio della carriera»



General Assembly 8-9 May 2026 - WROCLAW

Alessandra Spedicato
FEMS President

FEMS Activity

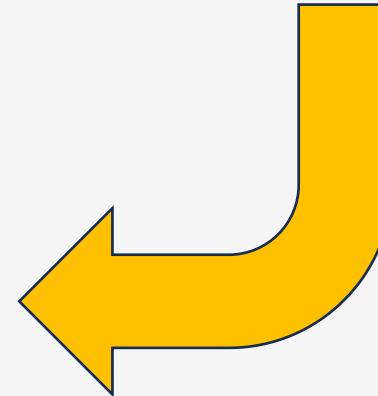


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STRATEGIC FOCUS: Recognition of an arduous job – UPDATE

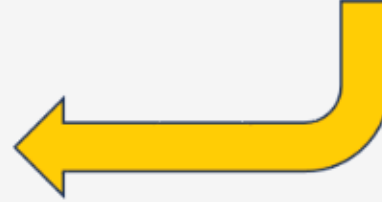
- **27 October 2025:** FEMS Policy Paper submitted to the Cabinet of Ms MINZATU
- **9 December 2025 :** Follow-up contact initiated with the Head of Unit for Health and Safety at Work
- **21 January 2026:** meeting held to present FEMS priorities and discuss key concerns
- **OUTCOME:** constructive dialogue, leading to further contacts with relevant stakeholders

EU – OSHA
OCCUPATIONAL STRAIN
INDEX



Occupational strain index

EU – OSHA



Based on measurable and comparable **indicators**, grounded in consolidated international scientific evidence. Each indicator is assigned a weighted score.

The cumulative score generates an overall index that allows medical activities to be classified as:

- High occupational strain
- Medium occupational strain
- Low occupational strain

The index is:

- dynamic in nature;
- subject to five-year reassessment, or earlier in the presence of specific critical factors;
- designed to assess exposure from the first day of professional activity.

The definition of indicator weights is established within a common European framework, with shared minimum thresholds, while allowing Member States flexibility to adapt the system to national organisational models, in accordance with the principle of subsidiarity.

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27 January 2026
10:30 - 12:00 AM

European Parliament
Spinelli Conference Room 3H1 (ASP3H1)

Event hosted by Raffaele Topo, MEP

Doctors under strain

A european debate on the recognition of medical work as an arduous occupation

Welcome address	Raffaele Topo	MEP
Evidence, Burden and Rights: the FEMS Policy Paper on Arduous Medical Profession	Alessandra Spedicato	FEMS President
Doctors and Arduous Work: the Role of Social Dialogue	Adam Rogalewski	EPSU – Policy Officer – Health and Social Service
Risk Factor: being a Doctor. Which Specialties have the greatest impact on Physicians' Health?	Vassilios Papalois	UEMS President
Insights on the medical professional from EU-OSHA: data, research and guidelines	Bogdan Deleamu	Brussels Liaison Manager, European Agency for Health and Safety EU-OSHA
Organizing Medical work: implications of Recognizing it as an arduous Profession in Europe	Pascal Garel	HOPE Chief Executive
From the other side: what an exhausted doctor means for patient safety	Mirka Cikkelova	EUPSF General Secretary
Final reflections from FEMS: recognising the Burden, Upholding the Rights	Noel Carrilho	FEMS Secretary General

with Raffaele Topo, MEP

Alessandra Spedicato
FEMS President

Pierino Di Silverio
Anao Assomed National Secretary

Maurizio Cappiello
Anao Assomed Representative

Alessandra Conte
AI Expert, Anao Assomed

Live web streaming. Scan the QRcode and follow the conference online

EU – OSHA OCCUPATIONAL STRAIN INDEX



- **27 January 2026:** FEMS Conference on Occupational Strain
- **29 May 2026:** *The risk factor of being an arduous job* – UEMS Congress
- **Second semester 2026:** Results from the project *Shaping the Future of Doctors' Health*

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STRATEGIC FOCUS: European Working Time Directive— OPEN DISCUSSION

EWTD

Meeting with Adam
POKORNY



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**FEMS POSITION PAPER. Ensuring Compliance with the European Working Time Directive
for Medical Doctors in the Context of Workforce Shortages**

IMPLEMENTATION CHALLENGES OF THE FOLLOWING PROVISIONS IN THE MEDICAL PROFESSION

Article 3 – Daily rest

Article 4 – Breaks-

Article 6 – Maximum weekly working time -

Article 7 – Annual Leave

Article 8 – Length of night work/stand- by duties



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**FEMS POSITION PAPER. Ensuring Compliance with the European Working Time Directive
for Medical Doctors in the Context of Workforce Shortages**

WHICH SOLUTIONS?

- To provide for a minimum number of mandatory rest days to compensate for the failure to ensure compliance with the rest break
- working time must be tied to appropriate staffing levels, with staffing calculations based on the real Full time Equivalent (FTE) of physicians
- to enhance the attractiveness of the medical profession, including appropriate financial compensation for particularly demanding or antisocial working hours
- To enhance monitoring of Member States
- To set a maximum number of overtime hours – Healthy ageing at work and CPE
- GPs and Family Physicians should be explicitly covered by EWTD compliance and monitoring to protect their health and ensure the sustainability of primary care



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KEY POINTS OF THE MEETING

1. Strong awareness of the issue within the European Commission
2. No infringement reports submitted by physicians means **NO PROBLEM**
3. **No scope to review** the Directive
4. Shifting of **responsibility** on DG SANT  The matter is pending..

WHICH QUESTIONS SHOULD WE ASK OURSELVES?

WHAT WORKING TIME DO PHYSICIANS REALLY WANT?

WHAT ISSUES ARE REALLY CRUCIAL FOR PHYSICIANS?

**HOW CAN WE SEND A POLITICAL MESSAGE TO THE EUROPEAN
INSTITUTIONS?**