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FEMS General Assembly

Friday 6 May 2016 09:00 – 17:00

Saturday 7 May 2016 09:00 – 13:00

Venue: Hotel Acapulco Resort Convention Spa, Çatalköy Kyrenia Mersin 10, Cyprus

1. Introduction and welcome (Enrico Reginato, FEMS President)

Enrico Reginato greeted the delegates and thanked the hosts for the organisation of the FEMS meeting.

2. Welcome speech by CTMA president

Filiz Besim welcomed the participants to Cyprus and wished them a fruitful meeting.

3. Roll call / right to vote – art. 12 of the Statutes (Bojan Popovic)

Participants list

[F16-020](#)

Bojan Popovic established that there were 13 delegations present of 26; since more than a half were needed to have a quorum, he suggested waiting for proxies and doing the roll call later on. He informed that the previous day the board did not conclude the board meeting; while addressing only explicit issues to the board, the board members decided to discuss the overlapping points in the General Assembly. He further informed that with the exception of the accounts that need to be approved by the General Assembly, all other documents or issues may be equally approved by the Board.

4. Approval of the agenda

F16-007

Bojan Popovic informed that the agenda cannot be voted on and suggested making working groups in the afternoon that would further elaborate the documents not yet drafted

Paul Chauvot recommended the time remaining should be used to discuss the national situations. Christiaan Keijzer also suggested condensing the meeting time to one day, under the circumstances.

Enrico Reginato further informed that there is a proxy from AAROI granted to Dr Constantino Troise
Bojan Popovic then corrected the roll call, establishing the presence of 14 out of 26 delegations present, which set the statutory majority for having a valid General Assembly.

The agenda was next voted on and unanimously approved.

5. Approval of the minutes of the last FEMS GA (Krakow, 9-10 October 2015)

[F15-072](#)

João de Deus requested the change of the name as follows “Carlos Arroz” instead of “Arnaldo Arroz”.

The minutes were further approved with that change.

6. Minutes of the last board meeting (for information) F16-00X

To be further provided, as the board meeting was not concluded in the previous day.

7. FEMS President activity report (Enrico Reginato)

- a) 18 December, Luxembourg, EMOs Conference on CPD [F16-008](#)
- b) 19 December, Luxembourg, EMOs Presidents' Committee Meeting
- c) 6 February, Catania (Italy) Conference on the comparison of the European Health Systems [F16-003](#)
- d) 8-9 April, Genoa (Italy) – Conference on “Work organisation in the European Healthcare System” [F16-009](#)
- e) 24 April, Brussels (Belgium), EMOs Presidents' Committee Meeting

Enrico Reginato presented the various meetings and highlighted the main results and follow-up actions. Thus, from the CPD conference, he mentioned the intervention of Prof Janet Grant, who had emphasized individual freedom with respect to the choice of continuous professional development activities; while noting that there was hardly any change as compared to the CPD status in 2006, she said that this may be for the best, as a strong intervention from the side of the European Commission may rather function as a disadvantage in point of CPD regulation.

Regarding the EMOs presidents' committee meeting in Luxembourg, one major topic was the standardization in healthcare and the EMOs opposition to CEN actions.

He further mentioned the replication of the conference on the European health systems in Catania, as well as a more specific conference organized further on by ANAAO in Genoa, focusing on issues such as working time, holidays, organisation of healthcare.

The Presidents Committee meeting which was supposed to be organized in Brussels was cancelled due to the Brussels attacks and the logistical difficulties involved afterwards.

João de Deus pointed out the importance of having the CPD consensus statement approved by all EMOs; he recommended that the document be widely used at the national level. He further congratulated João Grenho upon his elections as UEMS vice president at the UEMS Council meeting in Warsaw (October 2015).

8. FEMS Activities and concerns

- a) Working group on Minimum European Standards – update and follow-up
 - [F15-034](#)
 - [F15-013](#)
 - [F15-005](#)
 - [F15-006](#)
 - [F15-007](#)
- b) ANAAO Questionnaire on Medical Liability [F16-011](#)
- c) Action Day 2016 [F16-010](#)
- d) Italian complaint – compatibility of the Italian law and practice / Basilicata regional law [F16-016](#)
- e) The Dutch report “This is how Dutch healthcare works” [F16-019](#)
- f) Romanian protest actions - updates [F16-018](#)
- g) Bulgarian reform – updates [F16-028](#)
- h) Report on the work of the European Observatory of Medical Demography (J-P Zerbib) [F16-017](#)
- [F16-026](#)

i) Report of the EPHA-Health Workers for All conference (Brussels, 9 December 2015)

F16-004

Arancha Albesa informed that the final report of the working group will be presented in Bucharest; some answers were still missing from the different member delegations which would be further sent reminders.

Bojan Popovic recommended the use of external data, in case answers are missing from the different delegates. Data may already be available on the internet and may still be helpful in the absence of the answered questionnaire. This may equally stimulate the delegates to answer/react.

Arancha Albesa said this external information cannot be used without the approval of the national delegations, therefore she suggested possibly collecting data from external sources and further asking for the approval of the particular delegation concerned.

João de Deus proposed he would ask AEMH members (during the upcoming AEMH GA in Naples) to also respond.

Alessandra Spedicato informed that only two answers were received so she could not prepare a report based on this little information. Various delegates said they did not receive the questionnaire so it was again distributed to all delegates.

Following the decision taken in the Krakow GA to organise the Action Day on 15 May, Enrico Reginato informed about the design of a poster to be used on this occasion; since not all national delegations provided translations, the poster could not be finalized; therefore, he suggested postponing the organisation of the Action Day after the FEMS GA in Bucharest, in the attempt to have all the translations and the final design of the poster in all languages by then.

Enrico Reginato further informed on the Italian situation, where the government had been eventually forced by the Commission to properly implement the EWTD. Nevertheless, after these developments, one regional law was issued (in Basilicata region) which was still not in conformity with the European Working Time Directive. ANAAO further made a complaint at the Commission which is currently under revision by the EC experts.

Christiaan Keijzer presented the newly issued report on the functioning of the Dutch healthcare system. It followed a major transition in the healthcare system, especially in the (long-term) care sector. The book provides detailed information on the functioning and regulation of the Dutch healthcare system. The book can be ordered via the link provided or by writing to fems@lad.nl

Victor Eșanu informed on the protest actions of the Romanian doctors; he informed that a 25% salary increase was obtained in November 2015. Nevertheless, the newly installed technocrat government cancelled this increase due, they said, to the impossibility to cover that from the national budget. New consultations with the new government took place in 2016, without any success. Together with another syndicate (Hyppocrate) protest actions were organized at national level during March-April. He also informed about the non-respect by the Romanian Government of the European Working Time Directive.

Enrico Reginato said that the situation of doctors in Eastern Europe is a particular one, especially in point of salaries and working conditions and suggested to organise the conference in Bucharest

(before the General Assembly) on these particular topics. The delegates from other Central and Eastern European countries should be part of the organisation of this conference.

While pointing out that the level of salaries and the working conditions are the two main reasons behind the Romanian doctors' migration abroad, Jean-Paul Zerbib inquired about potential actions by the Romanian trade union to counteract the non-respect by the Romanian government of the EWDT.

Further on, he presented the report of the European Observatory of Medical Demography. [F16-026](#)

Bojan Popovic informed there was a second proxy from VLKO / Dr Reinhart Waneck to Jean-Paul Zerbib.

9. Financial Reports - art. 8 of the Statutes (Paulo Simoes):

Before giving the floor to the treasurer, Enrico Reginato mentioned that the sums mentioned in the accountant report that might seem big and that fall under the presidents' expenses are actually devoted to different meetings (such as board meetings) for which he covered

- a) Update on accounts as of 31 December 2015 [F16-014](#)
- b) Treasurer report [F16-021](#)
- c) Internal auditor report

Paulo Simoes informed about the FEMS finances in 2015. Despite some members that did not pay the fee (i.e SMARNU), FEMS ends the financial year with a surplus of about 22,000 EUR which ensure a certain organisational stability and allows for the maintaining of the membership fees at the same level.

[F16-034](#)

Damjan Pohl asked a question from the president of FIDES concerning the coverage of expenditure of Bojan Popovic – the secretary general of FEMS – while participating at the General Assembly.

Paulo Simoes explained that the rule is to cover the costs of individual board members while travelling for the board meeting; when travelling for the General Assemblies, all board members' costs need to be covered by their organisations with the exception of the FEMS president.

Bojan Popovic informed that the financial report for 2015 and the discharge may only be approved in the next GA, as the internal auditors' report is missing.

10. Request for Action and Submission of documents for approval by the GA

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

Bojan Popovic informed that it is possible to transfer the seat to Brussels but FEMS will need to be re-established FEMS in Belgium: inform the French authorities that FEMS stops operation in France and then start to function in Belgium; our statutes will need to be registered in Belgium under the Belgian law. Internally, nothing changes, FEMS will operate according to the same statutes, although we may need to adjust the statutes so that they fit the Belgian legislation. He further said that a decision needs to be made on this process, which would further need to be approved by the General Assembly.

- b) Request of support of doctors in Macedonia [F16-012](#)

c) Request of support of doctors in Montenegro

F16-013

Enrico Reginato informed about the situation in Macedonia and Montenegro, saying that he had suggested the doctors in these countries to join FEMS GA so that they explore possible collaboration in point of obtaining FEMS support.

Bojan Popovic said it would have been useful if the representatives of Macedonia could have attended the FEMS GA, as they could provide more information on the current situation. He further informed about the situation in Slovenia – what happens to the doctors that have undertaken specialisation and decide to leave the country – the amount they need to pay back to the systems that trained them is about 10,000 EUR.

Paulo Simoes informed that in Portugal this amounts to about 50,000 EUR.

Bojan Popovic further asked all delegates to report on how the situation is handled in the different countries, i.e. to keep specialist doctors working in the different regions of the country instead of leaving it.

Illan Roseberg said that in Italy the specialist diploma is only granted by the university.

Dan Perețianu informed that the preparation of residents is supported by the Ministry of Health in Romania. After the end of their specialisation period, some remain in the hospital in which they performed the training, but not as a result of being officially offered a position but more as a personal arrangement, accepted by the hospital management, in the hope that the hospital would further organise a competition for a position in the respective hospital. Furthermore, following specialisation, doctors tend to get concentrated in big cities in Romania, despite not having an official position, rather than going to less populated areas in Romania, where they can have a position.

Paul Chavot and Patricio Trujillo informed about the situation of the “medical deserts” in France; thus the French authorities try to attract foreign doctors (including from Romania) into less attractive regions, by providing various financial and other incentives. The public authorities advertise the positions available in these regions, but there are also private organisation recruiting foreign doctors.

Arancha Albesa informed about the situation in Spain, where the International Council must research the situation of necessities of physicians in various specialisations in the different regions. Nevertheless, its recommendations are not compulsory, since the regions have autonomy as far as healthcare is concerned (each region has its independent government). She also mentioned the issue of the abuse of temporary contracts of doctors – since no fixed position is offered, doctors with temporary contracts tend to move especially to other European countries (i.e. Germany, Belgium etc.).

Arda Saygili explained that in Turkey there is an obligatory 2-year service period after graduating the medical school. Turkey is currently confronted with a wave of Syrian doctors that wish to establish themselves in Turkey.

Christiaan Keijzer informed the residents are free to move / choose their place of specialisation in the Netherlands, as soon as the hospitals they move into are recognised as training hospitals. The funding

for each resident goes to the hospital (from the central government), but, upon completion of specialisation, the resident is free to move.

Maria Merlinde highlighted the fact that poorer countries (Portugal, Romania, etc.) supply doctors to richer countries (Germany, France).

Filiz Besim informed that in Cyprus doctors have to undertake a 2-year specialisation after graduating the medical school, in a training hospital, otherwise they cannot practice medicine.

Bojan Popovic suggested all this information coming from the different countries can be turned into a FEMS report to be used by FEMS/individual members.

Enrico Reginato suggested the doctors in Macedonia and Montenegro may be invited to the Bucharest General Assembly to further explore solutions to their problems. Furthermore, the conference organised prior to the GA should tackle problems specific to doctors in this particular region – Central and Eastern Europe.

11. Next FEMS Meetings

- a) 7-8 October 2016, information and updates (Bucharest, Romania) [F16-005](#)
- b) 12-13 May 2017 information and updates – (Rotterdam, the Netherlands) [F16-029](#)
- c) Autumn 2017, call for invitation

Victor Eşanu and Dan Pereşianu informed about the Bucharest meeting – premises and program of the meeting, as well as the social program.

Christiaan Keijzer further informed about the spring GA in Rotterdam. The full programme of the meeting, together with the registration form and other updates, would be provided in Bucharest. Instead of a pre-conference, a site visit would be organized. Any information/request is welcome at fems@lad.nl

12. European affairs

- a) Implementation of the Patients' Rights Directive
 - [Report by the European Commission on the operation of Directive 2011/24/EU](#)
 - [EPHA: report on cross-border healthcare](#) reveals implementation gaps and poor knowledge of patients' rights
 - [List of National Contact Points updated March 2016](#)
- d) [EWTD](#)
- e) TTIP
 - [TTIP in six pages](#)
 - European Commission: [revised proposal](#) for investment protection and the setting up of a court system for TTIP;
 - [EPHA position](#) on Investment Protection in TTIP and Trade Agreements Response to the European Commission proposal for an Investment Court System to replace Investor-to-State Dispute Settlement (ISDS)
 - TiSA (Trade in Service Agreement): [Report on the 15th TiSA negotiation round](#)
- f) Reform of the European Standardisation System [F16-006](#)
- g) Health Workforce
 - [Joint action health workforce – Conference on planning & education health workforce without borders, 18-19 February, Varna, Bulgaria](#)

- WHO: [Making progress towards health workforce sustainability in the WHO European region](#)
 - [The mobility of health professionals in Europe: efficiency and equity](#)
- h) Professional Qualifications Directive
 Enrico Reginato commented on the various documents provided, especially in point of crossborder care, European Working Time Directive, TTIP, TiSA, JHWFPF.

13. European agenda updates and follow-up actions

- a) Attendance of the expert groups with the European Commission:
- [Expert Group on European Workforce for Health](#) (1-2 times a year) – Alessandra Spedicato will attend from the part of FEMS.
 - [EU Patient Safety and Quality of Care Expert Group](#) (2-3 times a year) – Bojan Popovic will attend as FEMS representative.

14. European Medical Organisations

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

João de Deus presented the AEMH activity report, pointing out the last AEMH activities and developments.

He mentioned the newly designed website of AEMH as well as the quarterly newsletter, that is also available on the AEMH website – <http://www.aemh.org> [AEMH 16-003](#)

[International EMOs' Calendar](#)

15. National Reports

Austria	no report	Netherlands (LAD)	F16-026
Belgium (GBS-VBS)	no report	Poland (OZZL)	no report
Bulgaria (BgMed. Ass.)	no report	Portugal	F16-023 EN F16-023 FR
Croatia (HLS)	no report	Romania (RFCPTU)	F16-027 FR
Cyprus (CTMA)	F16-030	Slovakia (LOZ)	no report
Czech Republic (LOK-SCL)	no report	Slovenia (FIDES)	F16-022
France	no report	Spain (CESM)	F16-024
Hungary (MOSZ)		Turkey (Istanbul Medical Chamber)	F16-032
Italy	F16-025		

The delegates presented the latest developments at the national level, as presented in the national reports.

16. Any other business

Enrico Reginato thanked the organisers for their efforts in holding the FEMS conference and general assembly, to all delegates for their attendance as well as to the translators.

N.B.: participation in votes requires the payment of the contribution of 2015 (article 12a of the Statutes).