

Dear friends,

I answer your letter addressing each single sentence, quoted in Italics.

As you express your dissatisfaction concerning the “recent years”, in my answer I will refer to the years concerning my first (three years) and second (less than one year) mandate.

FEMS does not fulfill the function of the alliance of trade unions, and does not take any action to improve the working and financial conditions of doctors in EU Member States.

FEMS reacts when it is requested. We cannot know all the problems at the national level unless we are contacted by our national members for help.

Following the national requests that we can go further, at National and the EU level, and meet representatives of the National and EU institutions so that our lobby is focused on punctual issues (raised by our members).

FEMS is not God to know everyone’s problems and immediately go to solve them. Unfortunately, most of the letters I wrote to V4 delegates didn’t receive any answer.

I don’t remember members of the former Board (1st Vice-president and deputy General Secretary) participating to FEMS initiatives and actions outside GAs and Board meetings, in spite of frequent solicits.

In the board meetings, the minutes show that the reports of the two V4 members concerned exclusively their National situation.

FEMS is no longer perceived as a strong influential Europe-wide organization and is not undertaking any activities in the European Parliament and the European Commission to solve physician’s problems in member countries.

No “longer perceived” by whom?

The solution of physicians’ problems in UE Member States, due to their total independence in the health organization, must be solved locally, by national representatives..

Whenever involved, FEMS has undertaken the possible activities with presence in meetings, press conferences, public demonstrations.

FEMS acted at Parliament and Commission level on the lack of application of EU rules or to prevent future choices (EWTD, TTIP)



We consider the expansion of the FEMS membership base through the accession of non-EU countries to be irresponsible.

FEMS had members from non EU Countries much before I became member of the Board and President. Some of them became EU members after years and I don't see why this fact must be considered "irresponsible".

Statute of FEMS

ART. 3: THE AIM OF THE FEDERATION IS PREFERENTIALLY TO DEFEND THE LEGITIMATE MATERIAL AND MORAL INTERESTS OF THE EUROPEAN SALARIED DOCTORS IN THE FOLLOWING FIELDS:

- WORKING CONDITIONS, SAFETY CONDITIONS, HYGIENE AND HEALTH CONDITIONS,
- WORKING TIME,
- PAYMENT AND COMPENSATION FOR THE WORK,
- MEDICAL PROFESSIONAL RESPONSIBILITY AND PROTECTION AGAINST PROFESSIONAL RISKS,
- PROFESSIONAL PRACTICAL MEDICAL TRAINING, CONTINUING MEDICAL EDUCATION, CONTINUING PROFESSIONAL DEVELOPMENT AND THE FINANCING OF VOCATIONAL TRAINING,
- HOSPITAL GOVERNANCE,
- PARTICIPATION AT, THE EXECUTION AND THE CONTROL OF THE HEALTH POLICIES, IN PARTICULAR AT THE EUROPEAN INTERNATIONAL LEVEL,
- PROMOTION OF THE COLLECTIVE BARGAINING,
- COOPERATION IN THE CONCERTED ACTIONS WITH NATIONAL OR INTERNATIONAL REPRESENTATIVE ORGANIZATIONS, IF CONSIDERED NECESSARY BY THE PLENARY ASSEMBLY.

European does not mean **EU member States**.

FEMS is honored to host delegations of States that could, hopefully, become EU members in the future.

FEMS is honored that our ideas and studies can reach Countries that need significant improvements of their Health System and working conditions.

The organization is unable to provide any colleagues in non-EU countries with any other assistance except to facilitate access to the European labour market for job seekers. However this should not be the objective of FEMS.

FEMS is not a Recruiting Agency and never behaved as such.

The policy for recruiting foreign doctors depends on single States. The recognition of non EU professional certifications depends on bilateral agreements between single States.

FEMS' objective is, when a non EU doctor starts working in a EU member State, to act for the respect of his rights at the same level of the EU born colleagues.



Dr Enrico Reginato, President

Our goal has to be to improve conditions for doctors in the current member states, and to prevent the economic migration of doctors from member countries and the need to replace them with doctors from non-EU countries.

The EC estimated a lack of 13% of doctors by 2020.. The migration of doctors within EU is mostly due to the search for better working conditions.

I personally made the well known work on salaries (that I could never update due to some lazy delegates who never responded to my requests.).

FEMS, in every occasion, warned the National States about the suicidal attitude not to improve the working conditions of doctors, but the struggle to obtain them is entirely a patrimony of National doctors representatives.

It is a National decision if, to replace their migrating doctors, they need to attract non EU substitutes. (please give me data on this phenomenon)

*We do not reject cooperation with colleagues from non EU countries or the exchange of information, or membership in FEMS. On the other hand, any action **contrary to the EU member states' interests** is not acceptable as is now the case in Greece.*

FEMS action is not to favor “**member states interests**”, but to favor the doctors’ interests, often against the National policies.

- 1) no Greek delegation is FEMS member;
- 2) FEMS never made any action against Greece’s interests;
- 3) in case a Greek delegation came, FEMS would defend the Greek doctors interest . If necessary, against Greece interests.

In this context, we demand a clear position from the FEMS president and Board, and a response to the critical letters from our Greek colleagues.

Maybe you mistook Greece with Cyprus. (if you had come to the last GA, you would have understood the difference).

A letter in response to the Cyprus Medical Association has been distributed to all the FEMS delegations. It is in the documents list on our website.

Anyway I am surprised that you care more about the National interests over the doctors’ interests. As far as I remember, it was not your position when we participated to our Bratislava meeting.



We do not reject professional exchanges, internships, exchange of knowledge and skills, and other activities leading to cooperation and the exchange of information between physicians from different countries, but this is not the primary task of FEMS.

I believe that culture and knowledge is the base to start from, in any activity.

FEMS, under my presidency, has strongly sustained the exchange of information among the different organizations and the working conditions across Nations.

I thank again all the colleagues of FEMS who dedicated their time to participate to meetings and conferences and those who did a very important work, still in progress, collecting data on the working conditions of European doctors.

If somebody does not consider it as a “**primary task**” well, I think that it is a very important “**secondary task**”

We require that FEMS becomes a respected European medical organization again, an organization that will be able to represent the interests of its members.

FEMS does not need “**to become**” a respected European Medical Organization.

FEMS **is already** a respected European Medical Organization.



Dr Enrico Reginato, President

We assign the President and the FEMS management to begin negotiations with professionally relevant members of the European Commission and the European Parliament, and to actively participate in the discussion about the European Working Time Directive and the harmonization of physicians working, and financial conditions in EU member states.

FEMS and its President thank you for the assignment. But, even before your kind assignment, it is, has always been and will be in the future, our daily activity.

Concerning EWTD, there is no discussion on any further modification of EWTD.

We are ready to start again, as we strongly did, just in case.

Until the next GA meeting we require from the President and the current Board an overview of the actions taken to fulfill our demands above.

Detailed information on activities and documents can be found on our website and agendas of the GAs.