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Title:	<b>Draft Minutes FEMS General Assembly, Rotterdam, 12-13 May 2017</b>		
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## **FEMS General Assembly**

**Friday 12 May 2017 09:00 – 17:00**

**Saturday 13 May 2017 09:00 – 13:00**

*Venue: Hotel SS Rotterdam, 3e Katendrechtsehoofd 25 | 3072 AM Rotterdam*

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

Enrico Reginato welcomed the delegates and thanked the hosts for their support in organizing the FEMS meeting.

### **2. Welcome speech by LAD president**

Christiaan Keijzer welcomed the delegates and gave a brief overview of the social programme.

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

#### **Participants list**

[F17-023](#)

Bojan Popovic informed that there were 18 delegations present, which make a valid general Assembly.

### **4. Approval of the agenda**

**F17-011**

The agenda was unanimously approved.

### **5. Approval of the minutes of the last FEMS GA (Bucharest, 7-8 October 2016)**

[F16-064](#)

The minutes were unanimously approved.

### **6. Minutes of the last board meeting (for information)**

**F17-006**

### **7. FEMS President activity report (Enrico Reginato)**

Enrico Reginato updated on the EMOs actions concerning Brexit (see documents attached to the point 12.b Brexit and the medical profession). – on the British side

He further informed on a letter he had sent to the EU Commissioner for health as a reaction to the non-inclusion of FEMS into the Working Group on Health workforce organized by the European Commission. The Commissioner agreed to meet the FEMS representatives.

He also delivered a presentation in a UEMS organized conference on CME/CPD (Amsterdam, November 2016) Letter to the Commissioner – meeting on the 31 May

He further pointed out the EC's decision not to change the European Working Time Directive any more. He had asked the FEMS members to report on the situation of enforcement of the EWTD in their countries. He mentioned the replies from Austria (EWTD enforced, against opt-out), the Netherlands (EWTD enforced, for the opt-out), Italy and Romania – EWTD enforced in theory, but not

in practice. Concerning the last two countries, he addressed complaints to the European Commission invoking the improper enforcement of the directive in the respective countries.

He next informed on Bojan Popovic's participation in the EU Health Policy Platform meeting (December 2016, Brussels). The latter had advanced a proposal on establishing an exchange network on "Doctors' working conditions and remuneration across Europe". Given that the proposal only recorded 4 votes, the EC decided to keep it in order to encourage further exchanges on the topic, but not to allow for a production of a joint statement.

## **8. FEMS Activities and concerns**

a) Working group on Minimum European Standards – update and follow-up

[F15-034](#)

Enrico Reginato encouraged the delegates to be more proactive when asked for various information or answers to questionnaires, as it was exactly this lack of proactivity that was reproached to FEMS.

Aranca Albesa said that the results presented in Bucharest were the final ones. Nevertheless, the Spanish delegation is willing to go on working on updating the existing information, providing that the FEMS/AEMH delegates respond to potential information requests.

Christiaan Keijzer suggested having a meeting in Brussels among representatives of FEMS and AEMH in point of revising the questionnaires, since the existing ones are multi-interpretable and provide a wide range of (perhaps) not so necessary information. He noted that, despite putting the questionnaires into a digital form, there are still very few answers.

João de Deus suggested making all delegates (AEMH and FEMS) answer to the questionnaires *during* the 3<sup>rd</sup> joint meeting with AEMH-FEMS in Lisbon (2018). Claude Wetzel insisted these questionnaires should be answered *before* the joint meeting and expressed his dissatisfaction over not having a French answer to the questionnaire.

Lukas Stærker agreed on revising the questionnaires so that it is clear what information is asked/needed and that this should be done *during* the general assembly.

Jean-Paul Zerbib said opt-out is not possible in French public hospitals, therefore he found it nearly impossible to provide answers to the questionnaires.

João de Deus suggested organizing the meeting in Brussels on the 31 May, before or after the meeting with the EU Commissioner, given that 3 representatives of FEMS/AEMH are already there for the meeting. He encouraged other delegates to join.

Alessandra Spedicato argued that FEMS delegates' lack of reaction when it comes to answering questionnaires is not necessarily due to the design of the questionnaire (she gave the example of the ANAAO questionnaire which was dully revised and digitalized and still the number of answers was quite low).

Enrico Reginato suggested updating the information on salaries, as part of the situation on working conditions of doctors in Europe.

b) FEMS strategy and follow up actions

[F17-035](#)

Bojan Popovic presented the document and explained that he started drafting it after the Bucharest General Assembly; the first draft was to the delegates a few days after general assembly in Bucharest, but nobody replied with comments or questions; the document was further discussed by the board in Florence, in February 2017.

Different programme carriers were assigned to the Programmes 2017, as defined drawing on the scopes and objectives.

Enrico Reginato asked the delegates to send him the information salaries as follows:

- Initial salary of a doctor;
- Salary of a doctor starting training
- Senior doctor's salary (minimum 15 years)
- Maximum salary

The salary should be for a full-time position, before taxes and without bonuses.

It was also suggested that the FEMS conference preceding the general assembly in Malaga should have as a topic „collective bargaining – find and promote best practices for doctors”.

The objectives (column B) were unanimously approved.

Concerning the survey on working conditions, Christiaan Keijzer said that the Dutch delegation will revise the questionnaire, following the meeting in Brussels on 31 May, and then will send it around to all FEMS delegates; they will provide different ways of answering, so that they obtain the maximum information possible from the delegates and they will also send reminders for the answers. The results will be presented in the FEMS GA in Malaga.

The programmes for 2017 were further unanimously approved. The budget 2017 would not be impacted by them, but for next year, the budget should be revised taken into account the various allocation for the achievement of the programmes to be decided.

Paulo Simões asked for information concerning the 2018 programmes before the GA in Malaga so that he can appropriately draft the 2018 budget. Bojan Popovic said he would gather ideas and proposals from all delegates by end of August so that the treasurer can draft the budget accordingly.

c) Exchange Network on “Doctors' working conditions and remuneration across Europe – on the EU Health Policy Platform - <https://webgate.ec.europa.eu/hpf/group/index>

[F17-038](#)

Bojan Popovic informed about his attendance of the first EU Health Policy Platform meeting on 5 December 2015. The Platform (<https://webgate.ec.europa.eu/hpf/>) is a newly developed online tool by the European Commission aimed at getting together various stakeholders in the health field so as to advance debates on various issues of concern; twice a year, 3-4 organisations will be picked up to

lead thematic networks and produce statements on the issues they have put forth, which, in the near future, will constitute the basis for various green or white papers of the European Commission. The issue he proposed in the name of FEMS on the occasion of this first meeting of the platform was “Inequalities in doctors’ working conditions and remuneration across Europe”. Since the proposal did not get enough votes, it did not lead to the establishment of a thematic network; nevertheless, the Commission suggested the setup of a dedicated area in the platform for debate on the topic.

He further invited the delegates to enter this dedicated area and take part in the exchanges, otherwise the Commission will dismiss FEMS proposal due to lack of interest from stakeholders.

Since the FEMS delegates specifically wanted a direct link between FEMS to the European Commission, this participation in the policy platform may be the perfect opportunity, provided the delegates are active.

d) Meeting with the EU Commissioner for Health (31 May 2017)

[F17-033](#)

Bojan Popovic presented the points that he suggested to be a basis for the discussion with the EU Commissioner for health.

e) FEMS solicit to the EC ref. Italy and Romania

[F17-007](#)

[F17-008](#)

[F17-009](#)

[F17-015](#)

Enrico Reginato informed on the complaints addressed to the European Commission concerning the lack of enforcement of the EWTD in Italy and Romania. The Commission has recorded the two complaints and is now analysing their eligibility. Updates will be provided as they come.

f) ANAAO Questionnaire on Medical Liability

[F16-011](#)

Alessandra Spedicato presented the results of the questionnaire.

[F17-019](#)

g) Action Day 2017

It was decided that the date for the Action Day 2017 would be organised on 20 October.

h) EPHA elections for the board

Jean-Paul Zerbib will be a candidate for the EPHA board to take place in September 2017. He informed attending an informal meeting to introduce himself as a candidate to the EPHA board. He will further attend the EPHA general assembly on 5 September, where elections will unfold. He emphasised the fact that it is important for FEMS to be part of EPHA, since the latter is a trusted partner of the European Commission.

i) Presidents’ Committee Meeting

[F17-025](#)

Jean-Paul Zerbib informed on his attendance of the CPME general assembly in Vilnius (Lithuania) as well as the presidents’ committee meeting.

[F17-039](#)

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

a) Update on accounts as of 31 December 2016

[F17-005](#)

b) Treasurer report

[F17-016](#)

c) Internal auditor report

[F17-021](#)

Paulo Simões presented the financial report. He invited the delegates to think about future developments in point of FEMS activities so that he can include them in the next year's budget. For 2016, FEMS records a surplus about 20,000 EUR, which can be invested in further activities.

Christiaan Keijzer asked the board what is the situation of the members that did not pay their fees and which also do not attend the GA.

Bojan Popovic said that, in his experience with FEMS, there are sometimes changes in the leadership of the members, triggering delays in paying the membership fees.

In point of improving communication among members, he suggested creating a WhatsApp group.

## **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 pointed out that, in order to move the FEMS seat from Paris to Brussels, FEMS statutes need to be registered under the Belgian legislation, thus leading to the setting up of a new organisation established in Belgium; at the same time, FEMS needs to be unregistered from France, where it has been functioning under the French law of associations.

The delegates further unanimously voted to switch the siege to Brussels.

## **11. Next FEMS Meetings**

a) 6-7 October 2017 - information and updates – (Malaga, Spain)

[F17-037](#)

Albert Tomas I Torrelles gave an overview on the logistics of the autumn FEMS GA in Malaga.

b) Spring 2018

João de Deus informed on the organization of the 3<sup>rd</sup> joint FEMS – AEMH general assembly in Lisbon, Portugal in spring 2018. The dates will be further communicated, after the local organizers weigh the best options and take a final decision.

## **12. European affairs (documents for information)**

a) Cross border healthcare

- [EC Conference report](#) (24 October 2016)
- [Member state data on cross border healthcare - 2015](#)
- [Study on better cross-border cooperation for high-cost capital investments in health](#) (November 2016)

b) [EWT](#)

[F17-002](#)

- [EC presentation](#)
- [EC plans to interpret and not to revise](#)
- **Brexit and the medical profession**

[F17-004](#) + [CPME meeting report](#)

c) Reform of the European Standardisation System

[CPME report](#)

d) Health Workforce

e) Professional Qualifications Directive

- [Study by the EC](#) on obstacles to recognition of skills and qualifications

### 13. European Medical Organisations

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

a. AEMH

[AEMH 16-043](#)

João de Deus informed as to the AEMH activity for the past year.

b. CPME

c. EJD

d. UEMS

There were no representatives of CPME/EJD/UEMS at the meeting.

### 14. National Reports

Austria	<a href="#">F17-012</a>	Netherlands (LAD)	<a href="#">F17-022</a>
Belgium (GBS-VBS)	<a href="#">F17-032</a>	Poland (OZZL)	<a href="#">F17-017</a>
Bulgaria (BgMed. Ass.)	<a href="#">F17-027</a>	Portugal	<a href="#">F17-026 EN</a> <a href="#">F17-026 FR</a>
Croatia (HLS)	-	Romania (RFCPTU)	<a href="#">F17-014</a>
Cyprus (CTMA)	<a href="#">F17-028</a>	Slovakia (LOZ)	-
Czech Republic (LOK-SCL)	<a href="#">F17-018</a>	Slovenia (FIDES)	<a href="#">F17-013</a>
France	<a href="#">F17-029</a>	Spain (CESM)	<a href="#">F17-024</a>
Hungary (MOSZ)	-	Turkey (Istanbul Medical Chamber)	<a href="#">F17-030</a>
Italy	<a href="#">F17-020</a>		

The delegates presented their national situation.

### 15. Any other business

Enrico Reginato thanked the delegates for attending as well as to the Dutch hosts for their organisation.

***N.B.: participation in votes requires the payment of the contribution of 2016 (article 12a of the Statutes).***