



**Fédération Européenne
des Médecins Salariés**
European Federation
of Salaried Doctors

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Title:	FEMS Strategy and Objectives by 2021		
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FEMS Strategy and objectives until 2021:

- to implement "maximum 48 hours weekly working time" rule for doctors in all European states, without opt-out;
- to implement compensatory period without exceptions;
- to implement minimum doctor's salary across EU at 2 average EU salaries, corrected by PPP;
- to ensure there is no reduction of incomes or bonuses due to the reduction of working time down to 48 hours;
- professional fault to be excluded from criminal codes in all European states;
- restriction of trainee's liability for refund of expenses to max. 24 months;
- to ensure an appropriate quality of medical training in all European states;
- to ensure that also non-university hospitals should be involved in the specialist training process;
- exclusion of healthcare from any international trade agreement;
- no further CEN standardization of medical profession;
- minimum 6,9% GDP public sources expenditure for healthcare;
- to find and promote best bargaining practices and to implement separate bargaining for the doctors;
- to maintain at least 3 presidents' committee meetings a year and have representation in at least 70% of other EMOs meetings;
- to have all FEMS positions open for support by other EMOs.