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<b>Title:</b>	<b>Draft Minutes FEMS General Assembly, Brussels, 21-22 September 2018</b>		
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## FEMS General Assembly

**Saturday 22 September 2018 09:00 – 18:00**

*Venue: Hotel EU THON, Rue de la Loi 75, 1040 Brussels, Belgium  
Room Belgium II & III*

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

#### **PART I: procedural issues**

### 2. Roll call / right to vote (B. Popovic)

Participants list

[F18-040](#)

### 3. Approval of the agenda

Bojan Popovic suggested the Croatian delegation to present the issue under point 15 b while the votes are counted, like that there is enough time to address the issue.

Agenda unanimously approved with this adjustment.

### 4. Calls for emergencies to be discussed by the GA on the request of the Delegations

### 5. Approval of the minutes of the last FEMS GA (Lisbon, June 2018)

Minutes unanimously approved.

[F18-034](#)

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

For information only

[F18-033](#)

#### **PART II: Reports on Current FEMS Programmes and Activities and Strategy Follow-up**

### 7. FEMS President activity report (E. Reginato)

Enrico Reginato reported that most of the work performed after the Lisbon GA was about organizing the conference on inequalities among doctors' working conditions (21 September). He informed that he also attended the UEMS meeting where he took part in the working group on postgraduate medical education in Europe. After the end of his mandate with FEMS, he will continue as a delegate to UEMS of the Italian medical association, where he will pursue this work. He was also part of a working group on refugee health (organized by CPME). The president also informed on his visit to Spain to talk to CESM concerning the METGES issue.

Bojan Popovic expressed his thanks to the FEMS speakers at the conference (Dan Peretianu, Victor Esanu, Christiaan Keijzer and Hylke Warners).

### 8. Reports on Adopted FEMS Programmes and Activities

[F17-042](#)

1. continue and enhance the survey concerning working conditions, (K. Keijzer) [F17-067](#)  
Christiaan Keijzer explained that during the work to prepare the report for the conference, more questions came up (i.e. in which EU countries opt-out is used or not). The idea is therefore to revise some of the current questions and to add some more. A new questionnaire will be prepared and sent out, so that a new presentation is prepared for the next GA.
2. be in touch with other EMOs concerning the quality of the medical training (E. Reginato),  
No updates. Up to now it is mostly UEMS working on the issue; this is an activity for other EMOs, but FEMS also should be concerned with it; Serdar Dalkilic also recommended that FEMS should focus on medical demography in the future.
3. be in touch with AEMH concerning the development of the clinical leadership, (E. Reginato),  
Bernard Maillet suggested that all EMOs should support the EACCM activity of UEMS.  
Joao de Deus tackled the issue during the AEMH report.
4. promote the visibility of FEMS (B. Popovic) [F18-002](#)  
Bojan Popovic suggested all delegates to distribute the Conference report as widely as possible at their national level, to the attention of the media and policy makers; he will also make it available on the EU health policy platform, so as to get the attention of the EU health policy makers.  
Bernard Maillet thanked FEMS for inviting EMOs to yesterday conference.
5. implementing "maximum 48 hours weekly working time" rule for doctors in all European states, without opt-out – updates from the working group (A. Saygili, P. Simoes, C. Wetzel, F. Pinto), answers to the following questions:
  - in which countries there still exists the opt out possibility
  - in which countries has opt-out completely disappeared
  - how did they succeed to abolish the opt-out, what kind of actions were done and what could the other countries learn from themFabio Pinto suggested merging this point with point 11.1.

### **Part III – Planning, Financial and Statutory Issues, Other Internal Affairs**

#### **9. Reports on Emerging Affairs not included into Programmes**

- a) EPHA GA and elections - June 2018 – J-P Zerbib [F18-038](#)  
Jean-Paul Zerbib informed on his attendance of the EPHA GA and participation in the election for the new EPHA board. He expressed his disappointment for not being elected in the board for the second time. He also recommended reconsidering participation in EPHA, due to their apparent disregard of doctors' involvement in their work.
- b) FEMS elections for the new board (2018-2021)

Bojan Popovic explained the voting procedure:

1. The vote is secret
2. There are weighed votes
3. No organisation should hold more than 14% of the votes.

For the positions where there are more than one candidate – the delegates should write the name of their choice on their ballots; if they wish to vote against, they can either write the name and strike it or not write it at all.

The procedure was voted unanimously.

The candidates presented themselves.

Joao De Deus – candidate for president ([F18-068](#)) - presented his intentions and programme for FEMS – to implement FEMS strategy and objectives (F17-043); he suggested it would be interesting for FEMS to establish 2 working groups that take place during the general assemblies; he proposed the publication of a regular newsletter containing the news from FEMS members as well as the production of a White Paper on working conditions of European doctors, with chapters on salaries, working time, medical careers, demography (emigration, feminisation), psychosocial working conditions (burn-out, work load), financing, education and skill mix, job satisfaction). He will aim to enhance contact with the European institutions as well as to make interventions whenever FEMS is asked at the national level.

Christiaan Keijzer said he strongly supports Joao de Deus's programme; he further supports the cooperation with the other European organisation that are trade unions – i.e. BMA, Scandinavian organisations.

Ilan Rosenberg – candidate for 2<sup>nd</sup> vice-president- He has been following the work of FEMS for many years and would like to participate more and contribute more to the FEMS activity.

Bojan Popovic – candidate for secretary general – he has FIDES supports for a new mandate; it has been a privilege for him to collaborate with 2 exceptional presidents (Claude Wetzel and Enrico Reginato). When he entered FEMS, the organisation was rather a satellite of CPME; it has greatly evolved ever since. He will be happy to cooperate with the new board members and to follow the strategy advanced and make a new one after 2021. He pointed out that FEMS presence in Brussels should be enforced.

Lukas Starker – candidate for deputy secretary general - he has been participating in the FEMS meetings for the past 10 years; he thinks FEMS should focus on strategy and structure and is ready to accept the challenge of working in the FEMS board. o and l

Jean-Paul Zerbib – candidate for the position of treasurer: he will do his best for the position of treasurer and will be happy to be part of the new board.

- a. Elections for president [F18-035](#)
- b. Elections for vice-president [F18-048](#)
- c. Elections for vice-president [F18-057](#)
- d. Elections for secretary general [F18-045](#)
- e. Elections for deputy-secretary general [F18-053](#)
- f. Elections for treasurer [F18-056](#)
- g. Elections for internal auditors [F18-047](#)  
[F18-057](#)

FEMS board 2018-2021 - elected with the following number of votes :

- Joao de Deus: 493 votes
- Christiaan Keijzer – 505 votes
- Ilan Rosenberg – 510 votes
- Bojan Popovic – 481 votes
- Lukas Starker – 512 votes
- Jean-Paul Zerbib – 500 votes

Appointed auditors – Reinhart Waneck (VLKO) and Alessandra Spedicato (ANAAO)

Enrico Reginato recommended the FEMS delegates to answer the questionnaires sent around on various occasions and by various delegates, as FEMS work is based on getting information from the members.

- c) Requests to become observers with FEMS:
  - o Metges de Catalunya

[F18-008](#)

[F18-008 REV 1](#)

It was unanimously voted to exclude the item from the agenda.

- d) Action Day 2018

Enrico Reginato informed that he was not able to prepare anything for it; he suggested either postponing it or cancel it for 2018.

Paulo Simoes said that the action day principle was very good, nevertheless, it may not necessarily be a good idea to organize it yearly.

Joao de Deus suggested FEMS should focus on its subjects of concern; if there is the case, FEMS can make an action day on a specific subject.

**13:00 – 14:00 Lunch break**

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

- a) Treasurer report [F18-065](#)
- b) FEMS accounts at 31.08.2018 [F18-052](#)
- c) FEMS Budget 2019 [F18-063](#)

The budget was unanimously approved.

**11. Strategy Follow-up, Plan for Programmes 2018 – by strategic goals 2017-2021: [F17-043](#)**

**(call for programmes sent, new proposals should be inserted under the relevant strategic point)**

1. Improving working conditions for doctors in all European States – updates from the working group (Arda Saygili/Paulo Simoes/Claude Wetzel/Fabio Pinto) [F18-044](#)

Fabio Pinto presented the results of the working group – particularly the set of questions it had agreed upon. Claude Wetzel suggested this can be one of the working groups, that will regularly give updates on the doctors' working conditions.

Hylke Warners said there is a link with the questionnaire that was presented yesterday and he suggested to join the WG to assist with integrating the already existing work.

Claude Wetzel also further warned on potential overlapping among the working groups.

Alessandra Spedicato suggested there are already some answers in the survey she had conducted (several questions that already have answers, so no need to ask them again); furthermore, she suggested providing multiple answers to the questions as leaving blanks may lead to having no information at all.

Bojan Popovic suggested the board will supervise the work of the various working groups, so that there is no overlapping of work, under the larger scope of a new FEMS objective/program for 2019, i.e. the production of the White Book. He further reminded that it is important to stay in permanent contact with DG Employment in point of ensuring visibility and lobbying; an interim report of the working group may be provided to DG employment in point; a joint meeting EPSU-FEMS is foreseen with DG employment, as an outcome of the conference.

2. implementing compensatory period without exceptions (Alessandra Spedicato) [F18-029](#)  
[F18-055](#)

Alessandra Spedicato presented the results of the surveys. Not all countries are represented, nor all FEMS members as some answers arrived late.

Bojan Popovic suggested Alessandra Spedicato provided some suggestions/amendments to the Directive following the analysis and then himself, together with Lukas Starker, will give a more legal form to the document, so that it can be further submitted as a proposal to EPSU or the European Commission/other stakeholders.

3. implementing minimum doctor's salary across EU at 2 average EU salaries, corrected by PPP – FEMS conference on inequalities in doctors' working conditions and remuneration across Europe – updates  
- report of the working group – CFSMR/LAD, presentation of the further steps to be taken [F18-019](#)

To be followed up to the next GA – to study, for instance, the impact of the doctors' salary increase in Romania.

4. ensuring there is no reduction of incomes or bonuses due to the reduction of working time down to 48 hours, (Harald Mayer/Jean-Paul Zerbib): presentation of the further steps to be taken  
Jean-Paul Zerbib informed that the research work is not finalized yet and will be carried out to the next GA.

Bojan Popovic warned on the connection between the 48-rule and the doctors' salaries, particularly if this implies a loss of income on the doctors' side. He suggested identifying the problems in the different countries and then collect some good practices and further make proposals.

5. professional fault to be excluded from criminal codes in all European states, (updates from the working group Enrico Reginato/Christiaan Keijzer, Claude Wetzel): ideas for further steps

Enrico Reginato said that the working group has not started to work.

Bojan Popovic suggested reorganizing the work.

6. restriction of trainee's liability for refund of expenses to max. 24 months, (Bulgarian Medical Association/Cyprus Turkish Medical Association) : plan for further steps [F18-070](#)
7. minimum 6,9% GDP public sources expenditure for healthcare, [F17-085](#):  
plan for the further steps according to the conclusions of the Brussels conference – task for the board at the beginning

Joao de Deus recommended maintaining this minimum of 6.9% GDP for health and then to try and optimize the way the money are spent as well as to monitor to what extent doctors' organisations are involved in spending the money.

Bojan Popovic said this should remain a developing topic, to be updated in view of next meetings.

8. finding and promote best bargaining practices and to implement separate bargaining for the doctors, (Bojan Popovic) – conference follow-up -

## 12. Statutory issues

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

Bojan Popovic informed an official copy of the French statutes is required by the Belgian authorities and it was not possible to get it so far. Probably a member of the board would need to personally go and get this document.

## 13. Next FEMS Meetings

- a) 31 May – 1 June 2019, Naples, Italy – information and updates [F18-069](#)
- b) FEMS autumn GA 2019 – call for invitations – Jean-Paul Zerbib (UNMS) invited the FEMS GA to France in the autumn of 2019 (location and dates to be confirmed).

## Part IV: Emergencies, European Affairs, National Affairs

### 14. Discussion and Decisions on Emergencies

**Waiting for calls**

Joao de Deus suggested the board should start integrating the work of the different research that has been done by the working groups in the White Book, in order to have a more homogeneous picture of the different issues addressed.

Bojan Popovic raised the question of the non-paying members. The next GA should specifically address this issue and make a decision whether these members are excluded, as the exclusion is not automatic and requires a decision and vote of the GA.

## 15. Reports and Documents for adoption and decision

### a) Internal Documents from Working Groups

### b) External Documents from other Organisations

- Proposal for a FEMS statement on the Croatian situation

[F18-058](#)

Renata Culinovic-Caic presented the difficult situation of doctors in Croatia; due to the lack of doctors, existing doctors are forced to do overtime, for which they are not adequately paid (even around 100h/week), impacting on patient safety. In Croatia there are no professional collective agreements. There are numerous court proceedings under way and it is impossible to reach an agreement with the ministry of health.

Joao de Deus asked how much doctors are paid for extra hours.

Renata Culinovic-Caic said there are no individual contracts – within the collective labour agreement, overtime is permitted until 180 hours/year; nevertheless, there are Croatian doctors with more than 500 hours overtime/year. Overtime is paid 150% of the regular hour; there are some additions to this (bonus for chief of department, etc.) which are not considered when paying overtime.

Enrico Reginato inquired whether a meeting with the ministry of health in Croatia may help.

Bojan Popovic suggested organizing a press conference, a meeting with the ministry or even meetings with particular hospital managers that create problems (if this is the case).

The motion was unanimously approved.

## 16. Country and Organization Reports

<b>Austria</b> OAK / VLKO	<a href="#">F18-050</a>	<b>Netherlands</b> LAD	<a href="#">F18-046</a>
<b>Belgium/GBS-VBS</b>		<b>Poland</b> OZLL	<a href="#">F18-042</a>
<b>Bulgaria/BgMA</b>		<b>Portugal/Ordem dos Medicos/FNAM/SIM</b>	<a href="#">F18-071</a>
<b>Croatia/ HLS</b>	<a href="#">F18-041</a>	<b>Romania/CFSMR</b>	<a href="#">F18-037</a>
<b>Cyprus/CTMA</b>	<a href="#">F18-051</a>	<b>Slovakia / LOZ</b>	
<b>Czech Republic/LOK-SCL</b>	<a href="#">F18-060</a>	<b>Slovenia / FIDES</b>	<a href="#">F18-049</a>
<b>France/FPS/SNPHARe/UNMS/</b>	<a href="#">F18-039</a> <a href="#">F18-054 FR</a> <a href="#">F18-054 EN</a>	<b>Spain/CESM</b>	<a href="#">F18-062</a>
<b>Italy/ANAAO/AAROI/SNR</b>	<a href="#">F18-043</a>	<b>Turkey/ Istanbul Medical</b>	<a href="#">F18-059</a>

		<b>Chamber</b>	
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Belgium – Bernard Maillet briefly informed that in Belgium the ministry of health wants to increase the collaboration among hospitals. An evolving issue to be followed up.

Bulgaria – Nikolai Branzalov informed on the elections of the BgMA (himself becoming vice-president); the Bulgarian ministry of health proposed 2 kind of models for healthcare in Bulgaria that will be further analysed by the stakeholders. There is a low allocation for GDP for healthcare, the minister will try to get more money for healthcare in Bulgaria via the insurance companies.

### **17. European Medical Organisations**

#### **a) The Floor to European Medical Organisations or Reports from Liaison Officers**

- AEMH – Joao de Deus briefly informed on the activity of AEMH since Lisbon. AEMH will be present at the annual meeting of the European Association of Hospital Managers and chair a round table at this meeting. By November, AEMH will aim to finalise the ETRs for the project of the European Academy of Clinical Leadership. Once these are ready, they will be presented to other EMOs, specifically to UEMS and FEMS.
- CEOM – José Santos [F18-067](#)
- CPME – Bernard Maillet [F18-066](#)
- UEMS - Bernard Maillet informed on the 60<sup>th</sup> anniversary of UEMS to be celebrated at the next Council meeting as well as a CME conference to take place in November.

***N.B.: participation in votes requires the payment of the contribution of 2018 (article 12a of the Statutes).***