

STRATEGY FEMS until 2020 - DRAFT!

scopes of FEMS according to art. 3 of the Statutes

Working conditions, safety conditions, hygiene and health conditions,

Working time

Payment and compensation for the work, reducing inequalities across EU

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.

Strategic objectives 2017-2021

max 48-hours working time per week of doctors in all European states, without opt-out deadline 2021
implement compensatory period without exceptions, deadline 2021
Implement minimum doctor's salary across EU at 2 average EU salaries, corrected by PPP,
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 across European states by 2020
appropriate quality of training
also non-university hospitals should be involved in the specialist training process
Clinical leadership-strategy coordinated with AEMH
Exclusion of healthcare from any international trade agreement
No further CEN standardization of medical profession
Min. 6,9% GDP public sources expenditure for healthcare
find and promote best bargaining practices, implement separate bargaining for the doctors deadline 2020
Maintain at least 3 presidents' committee meetings a year and have representation in at least 70% of other EMOs meetings

Have all FEMS positions open for support by other EMOs

Visibility of FEMS

Strategic objectives 2022-2026	<i>status</i>
estimate burn out incidence, make proposals to reduce it (current data: 8% burn-out all symptoms incidence, 50% at least one symptom)	new item
estimate physicians' workload, suggest measures	new item
make analysis and propose measures concerning job satisfaction	new item
max 48-hours working time per week of doctors in all European states, without opt-out, deadline 2026	continues, new deadline
implement compensatory period without exceptions, deadline 2026	continues, new deadline
estimate the prevalence, motivations and impact of part-time work	new item
make proposals concerning the retirement age	new item
Implement minimum doctor's salary across EU at 2 average EU salaries, corrected by PPP,	continues
	achieved
observe migration trends and study their causes	new item
make analysis on medicine careers and make a report	new item
estimate medicine feminization rates, trends and impacts, make report	new item
Identify the prevalence of psychosocial risks	new item
professional fault to be excluded from criminal codes in all European states	continues under a changed title
Restriction of trainee's liability for refund of expenses to max. 24 months across European states by 2026	continues, new deadline
appropriate quality and working time for training	continues
	not relevant anymore, item concluded
Clinical leadership-strategy coordinated with AEMH	continues
	achieved
	achieved
Min. 6,9% GDP public sources expenditure for healthcare	continues
estimate the rate and trends of privatization, make proposals and avoid cherry-picking at the expense of public healthcare system	new item
find and promote best bargaining practices, implement separate bargaining for the doctors deadline 2026	continues
Maintain at least 3 presidents' committee meetings a year and have representation in at least 70% of other EMOs meetings	continues

Have all FEMS positions open for support by other EMOs	continues
Visibility of FEMS	continues

Planned Programmes 2022

Programme 2022 Carrier

White book chapter 3: psychosocial risks, subchapter burn-out	J.P.Zerbib
White bok chapter 3: psychosocial risks, subchapter workload	J.P.Zerbib
White book chapter 4: job satisfaction	A. Spedicato
White book chapter 2: working time, subchapters EWTD, opt-out	A. Spedicato
White book chapter 2: working time subchapter compensatory rest	A. Spedicato
create working group	L.Stärker
White book chapter 2: working time, subchapter retirement age	A. Spedicato
White book chapter 1: survey on salaries	J. de Deus
White book chapter 6: demography, subchapter emigration	Renata
white book chapter 8: medicine carreers	Renata
White book chapter 6: demography, subchapter feminization	Renata
White book chapter 3: psychosocial risks	J.P.Zerbib
currently no programmes	Renata
start collaboration with EJD	J. de Deus
White book chapter 7: education and skill mix	not yet defined
introduce Clinical Leadrship Academy fellowship	J.de Deus
White book chapter 5: financing, subchapter funding	not yet defined
White book chapter 5: financing, subchapter privatization	L.Stärker
support Fides	J. de Deus
meetings participation	J. de Deus

routine business	J. de Deus
routine business	B. Popovic

