



FEMS Statement, 17 May, Porto, Portugal

Following the **FEMS General Assembly** held in Porto on 16–17 May 2025, the European Federation of Salaried Doctors (FEMS) hereby issues this Statement to highlight our shared priorities:

Contributing to the accurate determination of staffing needs

We commit to collaborating with healthcare institutions, policymakers, and workforce planners to develop evidence-based methodologies for assessing staffing requirements. By ensuring that staffing levels reflect actual patient demand and specialty-specific needs, we will protect doctors' rights, promote a healthy work organization, and guarantee the consistent delivery of high-quality care.

Recognizing medical work as an arduous profession

Medical practice carries heavy responsibilities—long hours, disruption of circadian rhythms, emotional strain and life-critical decisions. There is a **substantial body of research** examining how the medical profession, particularly in the more demanding specialties, impacts doctors' health—even their life expectancy. We will advocate for formal recognition of medical work as an “arduous profession”, securing fair rest periods, enhanced retirement benefits and robust occupational safeguards so that our workforce can continue to serve patients at its best.

Addressing support requests from Romania, Spain and Slovenia to safeguard doctors' health and working rights

We commit to responding proactively to the requests for support submitted by our member organisations in Romania, Spain, and Slovenia. This includes mobilising FEMS advocacy, sharing best practices, and engaging with national and EU authorities to secure safe and adequate working conditions. By doing so, we will ensure that every doctor in these countries enjoys the protection of their health, well-being and professional rights.

Advancing the “Shaping the Future of Doctors' Health” project

To underpin our policy proposals with robust evidence, we pledge to promote the “Shaping the Future of Doctors' Health” initiative, a survey which will generate the data needed to validate and strengthen our advocacy.

Violence against medical professionals

Several organisations have reported serious and repeated incidents of violence against medical professionals. FEMS expresses its full solidarity with the professionals and families affected and strongly condemns all such acts of aggression. The Federation calls for the urgent adoption of effective preventive measures and firm legal reforms across Europe to address violence against doctors and other healthcare workers.

Beyond formal resolutions, this FEMS General Assembly has been a vital opportunity to connect, exchange ideas and forge partnerships.

Together, we will work across borders to ensure that Europe's medical workforce is valued, well-supported and always focused on the health of our communities.