

Proposal to Adjust the FEMS Annual Membership Fees

1. Purpose of this document

This communication follows the last General Assembly and reflects the Board's commitment to keeping all delegates and their respective national associations fully informed, while providing the information needed to assess the proposal to adjust the FEMS annual membership fee.

2. FEMS growth and increasing institutional activity

Over recent years, FEMS has evolved into a significantly more active and influential organisation within the European healthcare policy environment.

This growth reflects our shared ambition to defend the interests of salaried doctors wherever European healthcare policies are shaped.

At the same time, the Board's internal financial analysis confirms that the current annual budget is no longer sufficient to sustain the Federation's expanding political, institutional, and lobbying activities.

3. Institutional engagement

The increasing scale of FEMS' work is clearly reflected in the institutional engagement of the Board and the President.

FEMS maintains active and continuous contact with key European and international institutions, including:

- the European Parliament;
- the European Commission, in particular the Health and Safety at Work and EWTD offices;
- the World Health Organization (WHO);
- the European Agency for Safety and Health at Work (EU-OSHA).
- healthcare stakeholders (EPSU, HOPE, EUPSF)

In parallel, FEMS has established direct contact with several Members of the European Parliament (MEPs) to secure political sponsorship for key initiatives, such as conferences held within the European Parliament.

It is important to underline that this political backing is highly valuable, but it does not provide funding. These initiatives still depend entirely on FEMS' own financial resources.

4. Cooperation with European Medical Organisations

FEMS continues to work closely with other European Medical Organisations (EMOs).

Within this framework, the Board remains committed, through its presence and active participation, to ensuring that FEMS plays a leading role in its core mission:

- defending the working conditions of salaried doctors;
- protecting doctors' health and safety;
- promoting the fundamental rights of salaried doctors across Europe.
- ensuring the resilience of healthcare systems

5. Ongoing projects and strategic priorities

The **current action plan** includes several major ongoing projects, in particular:

- the scientific survey Shaping the Future of Doctors' Health;
- the policy work on recognising the medical profession as an arduous occupation;
- continued efforts to uphold and adapt the European Working Time Directive (EWTD) to the reality of medical work;
- promotion of the Declaration of Doctors' Fundamental Rights;
- further parliamentary activities in cooperation with supportive MEPs.

To support this development in a sound governance framework, the Board is also preparing an *internal expenses policy* to regulate representation and operational costs.

This policy will reinforce:

- transparency;
- resource optimization;

6. Visibility, credibility, and future membership

These initiatives have strengthened FEMS' visibility, credibility, and influence at European level.

As a result, favourable conditions have been created to attract new member organisations.

Several prospects are currently at different stages of expressing interest. These developments confirm the growing relevance of FEMS and could further strengthen the Federation's collective representation and long-term sustainability.

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7. Financial context

FEMS' annual membership fee has remained unchanged at €0.65 per declared member for more than fifteen years.

During the same period, cumulative consumer price inflation in the European Union has exceeded 40% (Eurostat, Harmonised Index of Consumer Prices – HICP), substantially reducing the Federation's real purchasing power.

At the same time, the costs of:

- European travel;
- accommodation;
- event organisation;

have increased significantly, making the current funding model increasingly difficult to sustain.

8. Exceptional deficit in the 2025 Financial Report

It is important to clarify that the exceptional deficit reported in the 2025 Financial Report is linked to the complex legal and banking relocation of the FEMS registered seat from Paris to Brussels.

This is a one-time, non-recurring transitional expense, expected to appear in our accounts for the last time in 2026.

It is not the underlying reason for the proposed fee adjustment.

Although FEMS currently holds solid financial reserves, relying on them to finance the Federation's growing activities would gradually deplete them through recurring operating deficits. This would not be a sustainable long-term strategy.

9. Proposal of the Board

For these reasons, the Board formally proposes adjusting the annual membership fee **from €0.65 to €0.75** per declared member, as discussed at the last General Assembly in Wroclaw.

In preparing this proposal, the Board carefully sought to minimize the financial impact on member organisations.

The proposed increase of €0.10 per doctor per year is modest, but it would provide the essential resources needed to sustain and further develop our work.

10. Next steps

We kindly invite all delegates to discuss this proposal within their national organisations in preparation for a formal decision and vote at the next General Assembly in Cluj-Napoca on the 2-3 October 2026.

11. Final consideration

The Board will continue to review FEMS' financial position considering inflation, new members, and future strategic priorities.

Throughout this process, the Board reaffirms its commitment to making decisions in the best interest of FEMS and its members.

A financially sustainable FEMS will allow salaried doctors to:

- maintain effective representation at European level;
- influence policies affecting working conditions and occupational health;
- ensure that their voice is heard wherever European healthcare policies are shaped.