



# UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

*Association internationale sans but lucratif International non-profit organisation*

RUE DE L'INDUSTRIE, 24  
BE- 1040 BRUSSELS  
[www.uems.eu](http://www.uems.eu)

T +32 2 649 51 64  
F +32 2 640 37 30  
[info@uems.eu](mailto:info@uems.eu)

## UEMS COUNCIL MEETING LONDON, 18-19 OCTOBER 2019 REPORT OF THE SECRETARY GENERAL

### **1. UEMS Extended Executive Committee (EEC): 2016-2020**

The upcoming UEMS Council meeting in London will be the last of the UEMS EEC in its current composition. The last four years have been full of challenges and achievements. Some important highlights are as follows:

1. The EEC has always been accessible and worked closely with our National Medical Associations (NMAs), UEMS Bodies and the ever increasing number of the external partners of the UEMS. The EEC had as a clear target the prompt and efficient response to all matters brought to its attention and offered “hands on” support. It will take many pages to list the meetings and tele/ video conferences that were attended by the members of the EEC over the last 4 years; this has set a clear precedent regarding the way the EEC should work with EEC members not “up on a pedestal” but on the ground working with real people about real issues in real life.
2. One of the most important achievements of the UEMS and the current UEMS EEC was the establishment of the Advisory Board (AB) of the UEMS Sections. Without changing the character of our organisation (the NMAs being our Members with the final decision making capacity), the AB has allowed to us to enrich and enhance the appraisal of all matters related to specialist practice in Europe and offered to our Sections a formal platform which they can use to express their views, discuss the issues and advise the decision making of the NMAs. In support of the establishment of the AB, we had for the first time formal terms of reference for the work and the election of the leadership of

# UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

*Association internationale sans but lucratif – International non-profit organisation*

---

the three Groupings of Sections. The Chairs of the three Groupings are now members of the EEC and we have seen in action how important it is to have around the table their presence that helps enormously to coordinate the work of the EEC with the work of the Sections.

3. The EEC handled the finances of our organisation with prudence, transparency and inclusiveness. We have weathered the storm created by the major challenge of the building of the Domus Medica Europaea (DME) and we are now in “calmer financial waters” although we still have challenges to face that require constant attention and efficient management. Equally importantly, all information related to the financial activities of the UEMS are available and accessible to the broader UEMS constituency. A lot of great work has been done to professionalise the handling of our finances and there is still of course more to do. The EEC has established efficient communication regarding our financial status and governance with our NMAs and the Treasurers of the Sections and this will be enhanced even further in the future.
4. The last four years marked a remarkable transformation of the management of our human resources thanks to the top class work of our Chief Executive Officer (CEO). We will never get tired to state that our most precious resource are our people. The way the members of the UEMS Team in the DME are hired, organised and supported in their work and their efforts for professional development is something that our organisation has to be very proud of. We have a great mix of maturity and youth, experience and talent and every effort is made to build on that. The quality of the work of the UEMS Team is reflected on the great work being done across the board in the UEMS in our day to day activities and we wish to expand even further to allow us to link our organisation with European institutions and beyond.
5. Over the last four years a lot of work has been done to advance the UEMS portfolio on Continuing Medical Education (CME) and Continuing Professional Development (CPD). The process for developing the UEMS European Training

Requirements (ETRs, addressing the whole package of trainees, trainers and training centres) and the UEMS Assessments has been advanced and goes through the thorough appraisal of the ETRs Committee, the AB and the UEMS Council. The UEMS Council of European Specialists Medical Assessments (CESMA) offers excellent and in depth guidelines for all aspects related to the UEMS assessments as well as a unique appraisal process that offers quality assurance. In the sphere of CME-CPD, one of the greatest achievements of the last 4 years has been the progress of the European Accreditation Council of Continuing Medical Education (EACCME). The launching of EACCME 2.0 has been very successful and made the whole process of application, review and accreditation more modern and efficient and also made EACCME much more inclusive to all elements of 21<sup>st</sup> century specialist medical education. Last but not least, EACCME expanded its collaborations at an international and national level and advanced its leading role in CME-CPD through innovative, well attended and favourably evaluated conferences.

6. Finally, the DME has turned from a source of challenges and anxiety to a well-established hub of networking and collaboration for medical specialists across Europe and beyond.

## **2. President Romuald Krajewski**

All Colleagues working hard across the board for the UEMS, our Team in Brussels and of course the Officers of the EEC are equal shareholders of the successes which were outlined above. However, we owe as an organisation to express our most sincere gratitude and give massive credit to Professor Romuald Krajewski who is completing at the end of this year two full and most successful terms as UEMS President. His honesty, integrity, experience, expertise, diplomacy, work ethic and commitment to the UEMS and its causes are second to none and his leadership over the last 8 years would be an example for all to follow. His wise advice and priceless services will always be respectfully requested and gratefully received.

# UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

*Association internationale sans but lucratif – International non-profit organisation*

## 3. The UEMS Office in Brussels

Table 1 offers a concrete picture of the current status of the work force of the UEMS in our DME Office in Brussels:

**Table 1**

### Staff and working time structure

*(Based on data SEPT. 2019)*

	Full time	Part time				Total (FTE)
		4/5	3/4	1/2	2/5	
Accreditation dpt	2	2				3.6
Administrative and financial dpt				2		1
Internal & External affairs dpt	1					1
Section administrative dpt	2					2
Internship		1				0.8
head office management	1					1

**Full Time Equivalent (2019 Vs 2018)**

**9.4 (Vs 8.5)**

**TOTAL Number of staff (over the period)**

**11**

It is important to highlight the following:

1. Although the activities of the UEMS across Europe and beyond are increasing by the day, over the last year, our workforce increased only by 0.9 of a full time equivalent (FTE). We increase our workforce carefully and prudently aiming first and foremost for quality and sustainability of services.

# UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

*Association internationale sans but lucratif – International non-profit organisation*

---

2. The busiest department is that of accreditation related to EACCME activities. As the numbers show clearly, we have increased activity (as an example in 2018 we had a record number of live educational events and, if the current trends continue, 2019 will set a new record) but we also have greater variety of applications (new forms of education), more agreements with national accreditation authorities as well as the new element of accreditation of national educational events. It is clear that we will soon need more resources to allow us to offer a robust and efficient service.
3. The second busiest department is that of administrative support for our Sections. It is really fantastic to see that the UEMS Bodies continue to expand their portfolios and play a truly active and leading role in shaping specialist medical practice in Europe. This requires of course the necessary infrastructure, human and financial resources to support those activities. Again, we will soon need to expand in this area and this has to be planned carefully.
4. We have professionalized the handling of our finances through the hiring of an experienced accountant who has spent countless hours to analyze every detail of our financial portfolio and support the EEC in planning for the future. We monitor carefully the progress made and wish to build on the current stable financial status.
5. We have one FTE dedicated to internal and external affairs and this certainly does not match our ambitions for working closer with the European Institutions as well building further on our international partnerships. It would be one of the main challenges of the EEC that will take over at the beginning of next year to assess how this portfolio can be enhanced and supported.

# UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

*Association internationale sans but lucratif – International non-profit organisation*

## 4. The DME

A few years ago, writing this part of the report of the Secretary General was most challenging; now, it is straightforward!

The DME is a well-established hub in the European medical world and generates sustainable income (we had a significant increase over the last 3 years) from a variety of resources as it can be seen in Table 2.

**Table 2**

	<b>TOTAL 2015 (VAT excl.)</b>	<b>TOTAL 2016 (VAT excl.)</b>	<b>TOTAL 2017 (VAT excl.)</b>	<b>TOTAL 2018 (VAT excl.)</b>	<b>TOTAL 2019 (VAT excl.)</b>
<b>Tenants</b>	€ 25.000,00	€ 41.000,00	€ 84.000,00	€ 85.516,03	€ 96.000,00
<b>Meeting rooms</b>	€ 7.546,00	€ 19.018,00	€ 21.370,25	€ 10.940	€ 3012,25*
<b>Services</b>	€ 970,00	€ 4.440,00	€ 5.475,00	€ 3.120,00	€ 4.200,00
<b>Parking</b>	€ 1.300,00	€ 5.600,00	€ 1.305,12	€ 1.050,00	€ 4.500,00
<b>TOTAL</b>	<b>€ 34.816,00</b>	<b>€ 70.058,00</b>	<b>€ 112.150,37</b>	<b>€ 100.626,03</b>	<b>€ 107.712,25</b>

\*to Sept. 2019

It is very important to emphasize that with the renting of a new office by the European Society of Radiology (ESR) the DME is fully rented. This by itself is an achievement considering that almost 50% of the available office space in Brussels is empty.

The DME is offered in very preferential prices for our NMAs and UEMS Bodies but its utilisation for events does not meet our expectations. Please be in touch with our CEO to explore ways to utilise the DME for your events. One important issue to keep in mind is that for European medical events it offers much better status and visibility compared to hotels etc.

## **5. Finances**

The documents related to our financial performance until the end of June 2019 in comparison with the first six months of 2018 as well as the proposed budget for 2020 have been circulated and will be discussed in Brussels.

We could highlight the following issues:

1. Over the last 4 years we are honouring all our financial obligations related to the loans for the DME as well as all our other financial obligations to external parties.
2. By the end of June 2019 we had a surplus of 355 K Euros in comparison with 281K Euros by the end of June of 2018.
3. The income from UEMS exams by the end of June 2019 was 290 K Euros in comparison with 113 K Euros by the end of June 2018; although this may reflect some variation regarding the timing of the examinations from year to year, it is certainly a significant increase.
4. EACCME income was higher by 13 K Euros at the end of June 2019 in comparison with the same time period in 2018.
5. A prudent budget for 2020 predicts as an end of year position a surplus of 148 K Euros.
6. We are overall an organisation which is strong in assets (DME, financial reserves of most UEMS Bodies) but challenged when it comes to cash flow for covering the cost of the services we offer through our Office in Brussels. This is the case because the demand for services (i.e. expansion of EACCME, support of activity of Sections etc.) is increasing but this is not the case for the income generated to support those services. This issue would be a main discussion point at the Council meeting.

7. Another important development that has taken place over the last year related to the management of our finances are the three meetings we have organised with the Treasures of the UEMS Bodies and our Team (including of course our financial team) in Brussels. Those meeting focus on the following issues:

- Efficient use of the administrative platform
- Appraisal of the financial status and governance of the UEMS
- Financial planning

The feedback has been very positive and we will continue to organise them aiming to strengthen our financial governance.

## **6. EACCME**

2018 has been a great year for EACCME and 2019 has so far surpassed 2018!

The highlights of the EACCME activities are as follows:

### **6.1 EACCME meetings**

- UEMS Advisory Council meeting, Brussels, 12<sup>th</sup> January 2019
- UEMS Advisory Council meeting, Brussels, 11<sup>th</sup> January 2020
- UEMS Conference on CME-CPD in Europe, Seville, 6-7<sup>th</sup> March 2020



## **6.2 EACCME Agreements**

- Armenia: agreement signed on 12<sup>th</sup> January 2019 for a period of 3 years
- Tunisia : agreement signed on 12<sup>th</sup> January 2019 for a period of 3 years
- EBAACI: agreement signed in May 2019 for a period of 1 year

## **6.3 IT Development**

- Reviewing scientific/educational material: possibility for journal editors to apply for accreditation of reviewers is now available.

## **6.4. Support of allied healthcare professionals to develop their own accreditation systems of high quality education**

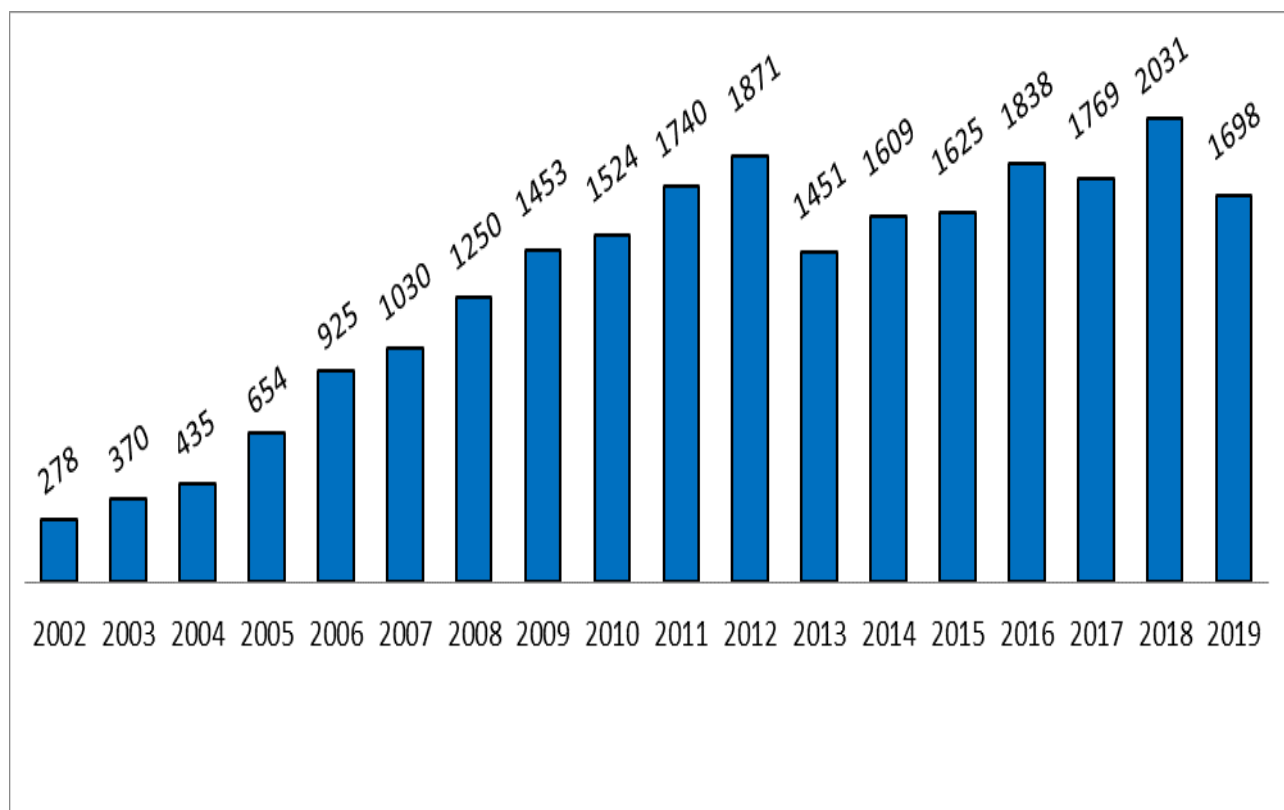
- European Association of Hospital Pharmacists (EAHP)  
Meeting on 14<sup>th</sup> October 2019 with EAHP to discuss the signing of a MoU.
- European Operating Room Nurses Association (EORNA)  
Following EORNA Board meeting on 25<sup>th</sup> March 2019, EORNA confirmed its wish to collaborate with the UEMS to improve the EORNA accreditation system.
- European Board of Veterinary Specialisation (EBVS)  
EBVS met with UEMS Executive on 11<sup>th</sup> April 2019  
TC meeting with EBVS on 28<sup>th</sup> June 2019  
Presentation of EACCME accreditation system to EBVS on 23<sup>rd</sup> September 2019  
EBVS meeting at Domus Medica on 5<sup>th</sup> November 2019

**6.5 EACCME in figures (data for 2019 until 31.8.2019)**

**LEE: Live Educational Events**

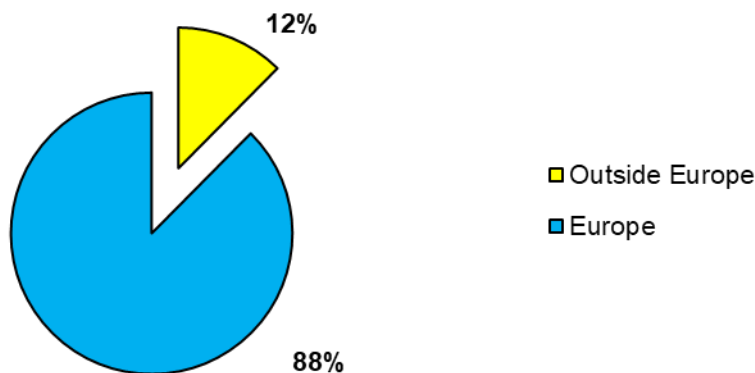
**ELM: e-Learning Material**

**Figure 1: EACCME LEE from 2002 to 2019**



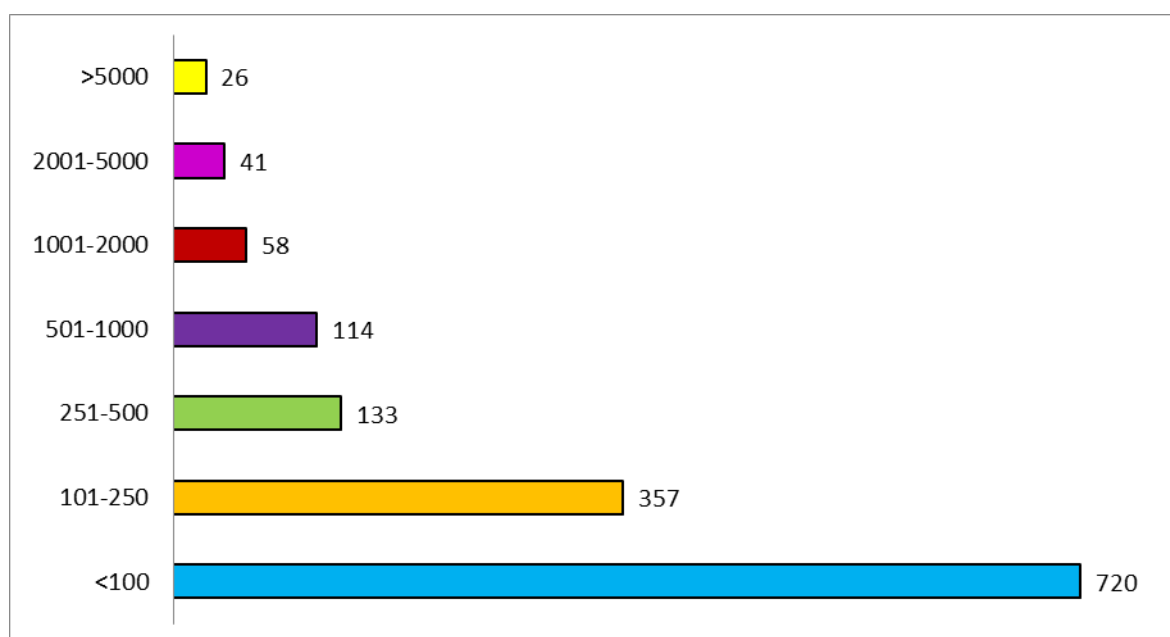
2018 had a record number of accredited events and if the 2019 trend continuous it will surpass 2018.

**Figure 2: EACCME accredited LEE in 2019 based on location of the event**



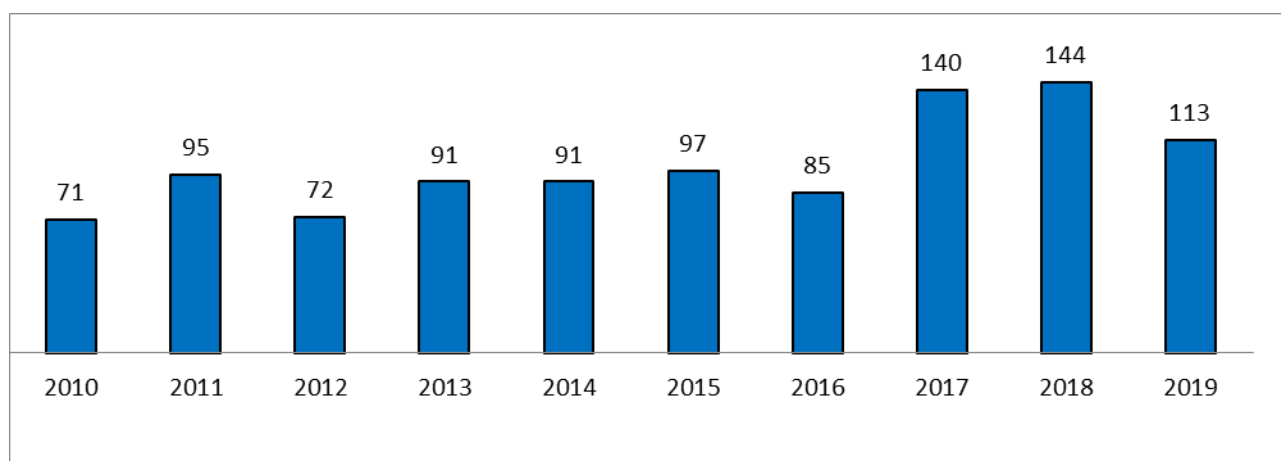
Although the majority of LEE take place in Europe there is an increased number of high profile events taking place around the world which are submitted to EACCME for accreditation.

**Figure 3: LEE in 2019 based on the number of participants**



EACCME accredits LEE regardless of the number of participants. Beyond the major events of international status and gravitas taking place in Europe and beyond, we proudly accredit smaller but high quality educational events. Figure 3 demonstrates that the majority of the events accredited in 2019 had less than 100 participants. Those events offer more targeted and top class specialist education. EACCME wishes to offer the opportunity to all credible providers to apply for accreditation.

**Figure 4: ELM accredited by EACCME between 2010 and 2019**



Following the implementation of EACCME 2.0, over the last three years we accredit more than 140 ELM per year which is a significant increase compared to the years between 2010 and 2016.

Figure 5: Type of ELM accredited by EACCME in 2019

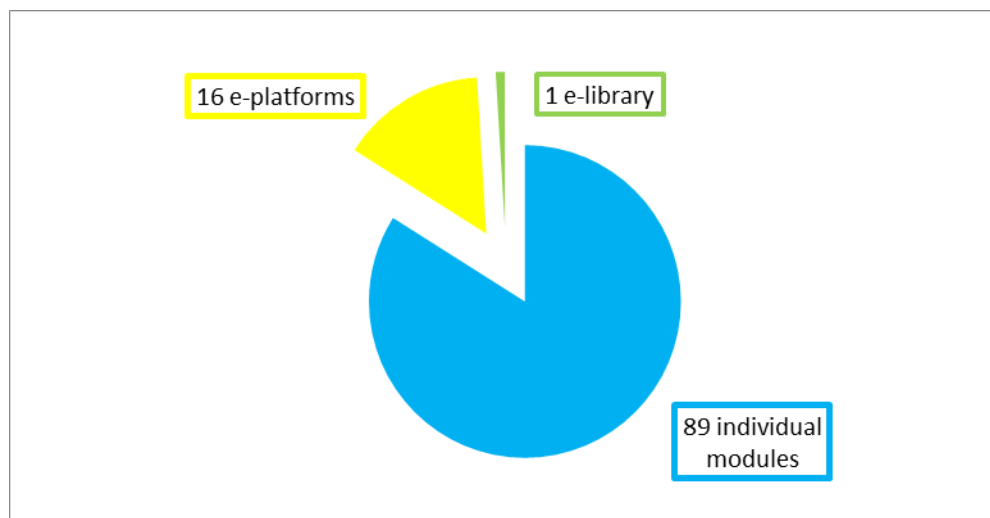
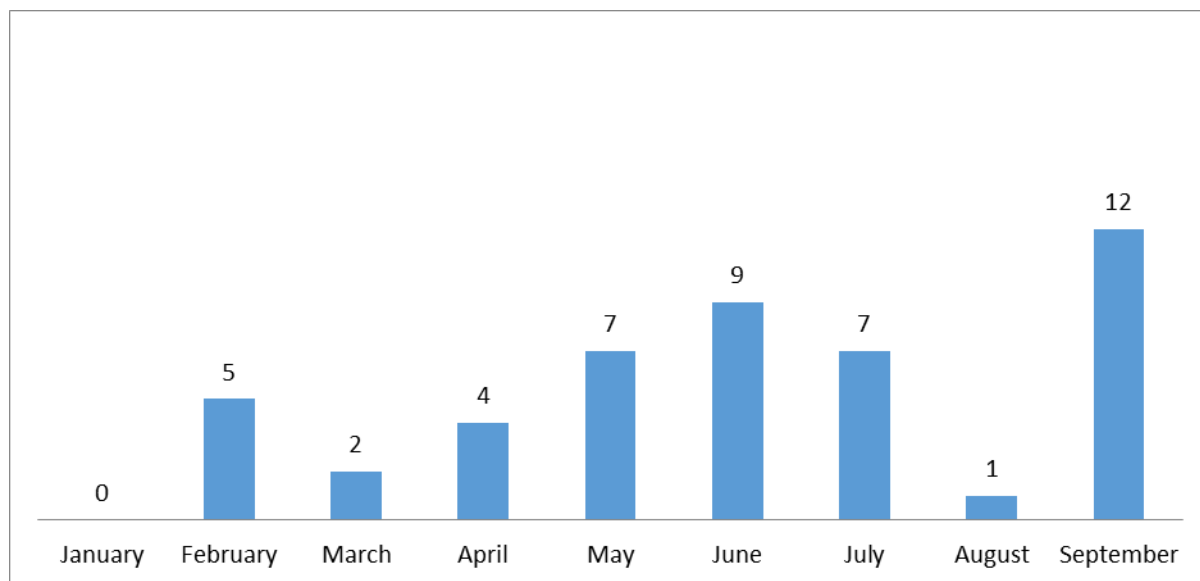
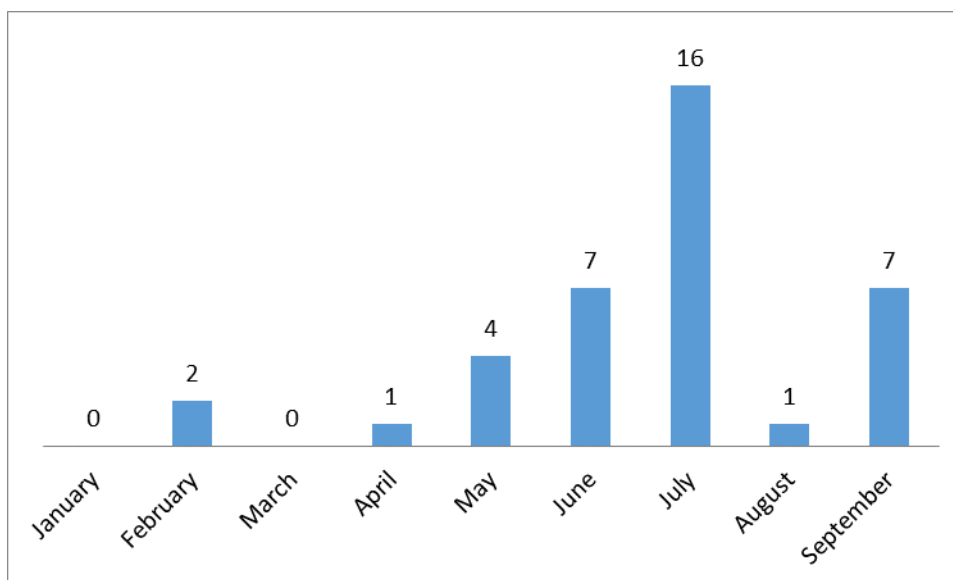


Figure 5 demonstrates that the accreditation of new forms of e-learning material that we have introduced with EACCME 2.0 has attracted new applications of excellent educational e-platforms and e-libraries.

Figure 6a: LEE accredited in 2019 through the agreement of EACCME with SEAFORMEC



**Figure 6b: ELM accredited in 2019 through the agreement of EACCME with SEAFORMEC**



Figures 6a and 6b demonstrate that our agreement with Spain/ SEAFORMEC for accreditation of Spanish LEE and ELM events is getting popular and we hope that more countries will follow this model and have their national events accredited by EACCME.

## **6.6 EACCME income**

The income generated by EACCME in the first 8 months of 2019 was 954 K Euros which represents a 7% increase compared to the 890 K Euros of income generated by EACCME in the first 8 months of 2018.

## **6.7 EACCME Conference on CME-CPD, Seville 6-7 March 2010**

The next EACCME Conference on CME-CPD will focus on evidence based CME-CPD and will serve as springboard for building the future of specialist medical education and accreditation.

In preparation of the Conference, UEMS-EACCME has initiated an in depth systematic analysis of the LEE events accredited by EACCME over the last three years. The rationale and outline of this project is as follows.

### **Primary objective:**

To summarize the primary data (description) from the accredited events; LEE database data between 2017 and July 2019.

### **Secondary objectives:**

- a. To compare (pre-event) submitted data (description) of educational targets with (post-event) evaluation and,
- b. Based on those to synthesize and suggest a unified novel assessment framework for educational events accreditation (“evidence-based accreditation framework”)

**Background/timeline:**

CME is an essential element of modern curricula. It primarily refers to postgraduate education and reflects a life-long learning process. Accreditation of postgraduate educational events is a vital part of UEMS-EACCME, and it is the pylon of continuous medical education. The majority of educational providers across Europe submit their applications to UEMS-EACCME; this process allows to achieve a unified and measurable educational value (ECMECs) for each event in order to quantify the educational value of each event on a global (unified) scale.

**Research approach/ vision:**

We initially aim to summarize the data provided from the LEE (17-19) database. This included a 2-way process of “cleaning”, refining and unifying all available parameters to analyzable data. Following this, we will attempt to define the association of pre-event description versus post-event evaluation. This would serve as a pilot model to define the association between the educational goals versus measurable educational outcomes. The vision is to suggest a framework for future evaluation of educational events, aiming to optimize and bridge the gap between the pre-event description and its potential educational value for the participants.



**Methods (PICO model):**

We will use a 3-step model approach

a. Firstly we will filter/"clean" the data to unify "needs assessment process" and "expected educational outcomes" [fields]; this will be done as a 2-way process.

Initially a pilot extraction of 100 entries will result in coding those parameters to discrete and clean data which can be analyzable.

b. Data summary (simple descriptive analysis)

c. Logistic regression analysis to assess effect of (pre-event) "needs assessment process" and "expected educational outcomes" versus awarded CME and "feedback received"; Based on this we will suggest unified educational metrics which could be an adjunct as to whether the event achieves its initial targets.

***PICO model approach:***

**Population**

All accredited LEE educational events by UEMS-EACCME 2017-2019

**Intervention**

a. Needs assessment process (event description)

b. Expected educational outcomes (event description)

**Comparison**

Year, country, type of event, methods of active learning

**Outcomes:**

Pre-event awarded CMEs

Feedback received

Unified educational metrics (UEM)

**Timeline for completion:**

We have commenced the 2-way data cleaning and aiming to finish it by end of November 2020. The data coding on SPSS for Mac is scheduled to take place in December 2020 in order to allow the first results (descriptive data from LEE). The first sample of processed data will be available by the end of the year for presentation in the UEMS Advisory Council Meeting in January of 2020. Framework modelling based on regression analysis will be aimed to be delivered as a detailed manuscript by February of 2020.

**6.8 Current EACCME working groups**

Based on the decision of the EACCME Advisory Council Meeting that took place in January 2019, the following working groups have been formed aiming to further promote the work of EACCME:

1. Assessment of needs of participants and outcome of educational events
2. New forms of CME-CPD
3. EACCME fees: sustainable/ affordable

## **7. UEMS - CESMA**

UEMS - CESMA has established itself as the quality assurance vehicle of the ETRs and Assessments portfolio of the UEMS and deserve our grateful thanks.

Some highlights presented in a recent report to the UEMS Executive by Professor Mark Westwood and Dr Maeve Durkan, President and Vice Chair of CESMA respectively are as follows:

1. The CESMA workshops have become an informative and enlightening component of the CESMA meetings and both attendance and delegate engagement and feedback have increased considerably. The UEMS Boards have expressed their appreciation of the high caliber efforts in developing and delivering robust workshops. It is planned to have a rolling framework of these workshops on topics which include but are not limited to; setting examinations, setting exam questions, determining pass rates, selecting relevant exam formats (such as MCQ or oral formats) and differing techniques and exam models for a wide ranging breadth of examination requirements across the whole of UEMS and its constituent bodies.
2. CESMA has embraced and are fully committed to the new ETR format and advised directly sections who have not yet developed one to do so as part of a wider cycle of learning and assessment. Equally, CESMA has advised those who have already developed an ETR to use that as the template model for their exam from which to develop content, blueprints etc. One of the next CESMA workshops is around ETR development and the synergistic nature of ETR's and assessment.

# UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

*Association internationale sans but lucratif – International non-profit organisation*

---

3. The CESMA appraisal group has emerged as the most pivotal element in the role of CESMA and its future development. The appraisal remit has been in directing and guiding exam progression as the exams are held and to lead towards a cycle of continuous refinement and improvement of the assessments. This area will represent an area of immense growth and importance. Indeed, this is exemplified as new examinations at the very first sitting are requesting CESMA support and guidance and there would appear to be a clear trend to request CESMA support and guidance earlier in the entire examination development.

All CESMA Colleagues deserve our warm congratulations for their top class and innovative work.

## **8. UEMS Elections 2019**

In a few days at the Council meeting in London we will hold the election for the Officers of the UEMS Executive and the 4 UEMS Vice-Presidents who will serve our organization for the next 4 years.

Democracy will speak.

Those who will be elected will need and deserve the support of all Colleagues of the broader UEMS constituency.

It is a great honour to be elected and it is at the same time an even greater responsibility. Serving the UEMS at the highest level requires clear vision, hard work and commitment.

Europe and European ideals face massive challenges. We need to be prepared to stand up and stand tall for what are our fundamental values: humanism, freedom, democracy.

**UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES  
EUROPEAN UNION OF MEDICAL SPECIALISTS**

*Association internationale sans but lucratif – International non-profit organisation*

---

The limit of what we can achieve TOGETHER is only the sky!

See you in London!

**16. 10. 2019**

***Professor Vassilios Papalois***

***UEMS Secretary General***