



UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif International non-profit organisation

RUE DE L'INDUSTRIE, 24
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Code of Conduct for Officers of the UEMS Bodies

Approved by The UEMS Council:

Date

Rationale

UEMS aims to continuously maintain and develop the entire spectrum of professional interests of European medical specialists, with special emphasis on assuring the highest level of professional training and autonomy allowing medical specialists to ensure the highest possible quality of healthcare services for the benefit of all European citizens.

It has the following general objectives as an international, non-profit association:

1. The delivery of optimum, high quality and safe healthcare to all citizens within the European Union.
2. The maintenance and further development of the professional autonomy of European medical specialists.
3. The study, promotion, harmonization and access to high quality ongoing education and training for medical specialists and their medical practice.
4. The promotion of free movement of specialist doctors within the EU.
5. The active participation in, and representation within the framework of the organised medical specialist profession in Member States of the EU, to all relevant statutory EU agencies and any other authority and/or organisation dealing with issues relating to the medical profession.

The aims and objectives of the UEMS require a high level of commitment, professionalism and integrity of all colleagues elected to organize, coordinate and lead activities of the UEMS and its Bodies. This Code of Conduct is applicable to each elected or nominated officer of all UEMS Bodies (Enlarged Executive, Standing Committees, Working Groups, Specialist Sections with their Divisions and Boards, Multidisciplinary Joint Committees, Thematic Federations). By signing the declaration upon assuming their duties, officers accept its rules. All delegates to the UEMS are expected to observe the Code of Conduct.

Code of Conduct

Personal Behaviour

1. I will strive to uphold the positive and professional image of the UEMS by maintaining the highest standard of behaviour. I will respect others, be professional, be accountable, be representative and be considerate.
2. I will conduct myself in a manner consistent with the aims and the objectives of the UEMS that does not bring me or the UEMS into disrepute.
3. I will not practice any discrimination against anyone in any way.
4. I will not exploit relationships with colleagues for personal gain or the personal gain of friends and/or relatives.
5. I will not force my personal beliefs or values on others to influence an outcome.
6. I will be honest in describing my professional skills, abilities and background.
7. I will respect confidences shared in working relationships and activities.
8. I will maintain high standards of communication in speech, writing and social media focussing on truth, clarity and transparency whilst avoiding falsehood, rumour and defamatory comments of any kind.

Activity

In my work for UEMS, I will:

- be familiar with and always observe the laws applicable to functioning of international non-profit associations in Belgium and UEMS Statutes and Rules of Procedure ¹

¹ Application of the UEMS Statutes and Rules of Procedure to establishment and functioning of the UEMS Bodies is available in the "Explanatory Notes On The Functioning Of UEMS Specialist Sections, Divisions, Multidisciplinary Joint Committees, European Boards And Thematic Federations" document available at https://www.uems.eu/_data/assets/pdf_file/0005/19094/Explanatory-notes-on-UEMS-structures.pdf



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- work with professionalism and honour all commitments made
- focus on the good of the UEMS and to assure that goals and actions of my UEMS Body are in line with the UEMS rules and objectives
- commit to regular self-evaluation of strengths, limitations, biases, or levels of effectiveness, and to strive for self-improvement,
- promote friendly and constructive collaboration among medical specialists, specialties and medical associations with awareness of our responsibility to basic human rights, the environment, and society as a whole,
- strictly adhere to the rules of financial management set out in the UEMS 2013/15 Internal Memorandum (Appendix A)
- commit the necessary time to UEMS activities on a voluntary basis with a high degree of integrity.

Conflict of Interest and Misconduct

- I will notify the Bureau of my UEMS Body or UEMS Executive of any conflict of interest that may compromise my role as an officer (see Appendix B)
- I will notify the UEMS Secretary General of any significant issues which may represent a reputational risk to UEMS.

Confidentiality and GDPR

In view of the objectives of the UEMS it is recognized that it is essential that all confidential materials and information relating to the UEMS be kept in strictest confidence and in compliance with GDPR. The UEMS privacy and data security policy is on the UEMS website².

Conflict Resolution

I will strive to resolve differences by frank inter-personal discussion with the relevant UEMS Body Bureau or the UEMS Executive, if necessary.

Consequences of Breach of Code of Conduct

Upon a finding that an officer has failed to comply with the Code of Conduct of the UEMS, UEMS Body concerned, UEMS Enlarged Executive or the UEMS Council will take appropriate action pursuant to its Statutes, Rules of Procedure and/or any applicable regulation, which can, amongst others, extend to dismissal of the offending officer without prejudice to any other (legal) remedy.

Any delegate who breaches the Confidentiality Policy or other rules of the UEMS shall not be entitled to any indemnification or compensation from the UEMS in the event of any action of any kind being successfully brought against the delegate and the UEMS by a third party; such delegate shall be requested to indemnify and hold the UEMS harmless for any and all damages, costs, expenses and other losses which may be incurred by the UEMS as a result of a breach of any part of this Code of Conduct.

Declaration

I, _____, have carefully read the UEMS Code of conduct and agree to fulfil its stipulations. I will aim to do this to the best of my ability and with a clear understanding of the duties of my position within the UEMS as _____

(signature)

(date)

² UEMS Privacy and Data Security Policy <https://www.uems.eu/general/privacy-and-data-security-policy>



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Appendix A – Financial Guidelines

Internal Memorandum: financial, accounting and reporting guidelines relating to the UEMS Sections and their Boards (UEMS 2013/15)

Appendix B - Conflict of Interest

All members of the UEMS Bureau/Executive must arrange their affairs, in public and in private, to prevent any real, perceived or potential conflict of interest.

A conflict of interest exists where you, a partner, a business associate, or a close family member:

- are a party to a material contract or a proposed material contract with UEMS?
- are an executive or officer of an organization or have a material interest in any company or person who is a party to a material contract or proposed material contract with UEMS
- are directly involved in an issue under discussion, or associated with an issue under discussion in a substantive way and stand to benefit or personally gain from the decision made, or
- assist a third party in its dealings with UEMS, where such assistance could result in favourable or preferential treatment being accorded to that third party by UEMS.

1. If you become aware that such a conflict exists, the Executive Member must report it to the President as soon as possible. In the case of the President he shall report any conflict to the members of the Executive and Enlarged Executive who will afterwards report their decision on the conflict to the President.

2. In all cases, the underlying principle is that conflicts of interest will be resolved in favour of UEMS.

3. The resolution of the conflict of interest may require that the individual withdraw from a discussion or a meeting, that you refrain from voting on an issue, or that you remove or terminate the conflict or potential conflict by whatever means is necessary, including relinquishment of your office or position within UEMS.

4. If a conflict of interest is discovered after a decision is made that might have been affected by knowledge of that conflict, the decision is not void or voidable, provided that the decision was made fairly and on reasonable grounds.

5. Where a conflict of interest is disclosed in a timely manner and in accordance with this policy, a material contract may be entered into, a decision made, or an action taken by UEMS that allows the conflict of interest (or potential conflict of interest) to continue. For example, UEMS may hire or contract to family members provided such conflict of interest has been disclosed by the affected Executive member.

6. If you knowingly fail to disclose a conflict of interest, UEMS reserves all rights it may have at law to have any contract entered into or any action taken set aside, revoked, or rescinded. In addition, you may be requested to resign.

7. Acceptance of gifts - you may not solicit or accept gifts in the exchange for future considerations. You may not accept gifts other than incidental gifts, customary hospitality, or other benefits of nominal value, without the approval of the President for staff and the members of the Enlarged Executive of the UEMS.

Appendix C - Social Media

Office Holders within UEMS should be aware that users of Social Media cannot formally separate the personal from the professional.

Medical regulators provide guidance on the use of social media by doctors³.

Doctors whose behaviour falls within their national guidelines are unlikely to cause any issue in their roles within UEMS. Each Officer should weigh up the risk and benefits of using Social Media whether on behalf of their UEMS body or as an individual linked to that UEMS Body.

Nothing on Social Media can be deleted with certainty once written. UEMS Officers are asked to remember this when posting any material.

³ Example of Guidance for Doctors Using Social Media from the UK https://www.gmc-uk.org/-/media/documents/gmc-guidance-for-doctors---doctors-use-of-social-media_pdf-58833100.pdf