



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

T +32 2 649 51 64
F +32 2 640 37 30
info@uems.eu

UEMS COUNCIL MEETING

BRUSSELS, 20-21 October 2017

Report of the Secretary General

1. Introduction

The UEMS Council meeting in Tel Aviv in April of 2017 was most successful and we are truly grateful to the National Medical Association (NMA) of Israel for their hospitality and superb organisation. The meeting proved beyond any doubt that European ideas and ideals in the vocation of medicine are appealing and inspiring far beyond what is considered strictly (geographically or politically) European territory.

The review of the minutes and action points of the Board and Council meetings as well as all the other meetings of the UEMS Bodies that took place in Tel Aviv, allows us to highlight the following:

- Our organisation (although never for a second complacent as we always emphasize), has clearly moved from the financial challenges and the need for fire fighting that was generated by the herculean task of the building of the Domus Medica Europaea (DME) to financial stability and, even more so, financial planning.
- The Council took the historic decision to proceed with the establishment of the Advisory Board (AB) and with the process of formal election of the Chairs of the three Groupings and their participation in the UEMS Extended Executive Committee (EEC). Without changing in any way whatsoever the essence and character of our organisation, this decision will

PRESIDENT: DR ROMUALD KRAJEWSKI
TREASURER: DR BERNARD MAILLET

SECRETARY-GENERAL: PROF VASSILIOS PAPALOIS
LIAISON OFFICER: DR ZLATKO FRAS

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

enhance our internal dialogue and will make our decision making process more constructive and robust.

- The work done by the UEMS Bodies for producing the UEMS European Training Requirements (ETRs) that cover the width and depth of modern specialist practice is clearly advancing and improving in quality. In addition, the establishment of the ETRs Review Committee, a very strict process and timeline for submission and review of ETRs by the Committee and the Guidelines for ETRs and for Appraising Training Centres (Visitations) that were approved by the Council, put the UEMS in the leading position in Europe and beyond when it comes to development and quality control of specialist training.

As it is our established practice since the Council meeting of October 2016, the rest of this report will focus on the analysis of the facts presented in the report by our Chief Executive Officer (CEO) and his Team and which is circulated along with the report of the Secretary General.

2. The work of the EEC

I am delighted to report that the work and collaboration of the members of the EEC continue to be exemplary. The weekly and formally minuted (along with the relevant action log) teleconferences, chaired democratically and inclusively by the UEMS President, have proven to be most effective for the day to day management as well as the strategic planning of our organisation. It is a model that we wish to strongly recommend to all UEMS Bodies and our UEMS Office in the DME can facilitate.

The financial stability of our organisation allows us to engage to a bigger number of activities of the UEMS Bodies as well as in the activities of other organisations which are related to our work and strategic aims. We get a plethora of invitations which are thoroughly scrutinised on a weekly

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

basis and we only accept to participate if this advances the scope of the UEMS. We also wish to emphasize that we are always available to all Colleagues from UEMS Bodies at any time for any discussion they wish to initiate or any support they might need; we believe in dealing and solving issues expeditiously and in real time.

The EEC is looking forward to welcome the Colleagues who will be elected next week in Brussels as Chairs of the three Groupings. Their presence will certainly advance our collaboration with our Sections, Multidisciplinary Joint Committees (MJC)s and Thematic Federations (TFs) and will pave the way for efficient and productive function of the AB.

3. The UEMS Office in the DME

Our CEO and his Team are working very hard and productively and the fruits of their work are vividly presented in the report by the CEO. It is my duty to express to them on behalf of all UEMS Colleagues our grateful thanks and sincere appreciation for their professionalism, commitment and efficiency.

The annual appraisal and the plans for professional development of all Colleagues in the UEMS Office are now well established processes and one of the key factors behind our recent success. I want to highlight two important facts:

- The number of Colleagues working in the UEMS Office is still 8 and the number of Full Time Equivalents has increased by 0.25 while more efficient support is provided for our Sections, the European Accreditation Council for Continuing Medical Education (EACCME) and our financial management. This is testimony to the fact that recruitment is coupled with careful workforce planning and workload distribution.
- A lot of emphasis is given to the day to day management of our accounts and finances as well as the administration of EACCME. The support offered to the Sections/ MJC)s/ TFs is

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

excellent but we have sincerely hoped that many more of our Bodies will take on the offer to transfer their administration to the DME. The quality of services offered and the relevant financial package are unbeatable not to mention of course the crucial fact that the administration will be done directly through the UEMS with no need for third parties and all the loss of time and resources that this implies. We would like to cordially invite and strongly encourage all UEMS Bodies to liaise with our CEO as soon as possible to discuss the options available to you. These are services which we all worked very hard to establish for the benefit of all UEMS Bodies and are, at the moment, underutilised.

4. The DME

We are delighted that the DME is fully operational and is steadily “writing its own history” serving as a hub for European medical specialists and their creative activities.

The report by the CEO speaks for itself regarding the utilisation of the DME but it is clearly worthwhile highlighting two facts:

- The space that could be rented in the DME has been rented and this when almost half of the office space available for renting in Brussels is empty. Even more so, this was achieved despite the fact that due to the character of the UEMS as a medical organisation totally independent from industry, we need to be very selective regarding the type of tenants that we accept.
- The income from the DME in 2017 already exceeds by almost 21,000 Euros the income for the whole of 2016 and, for the first 9 months of 2017, has increased by 44% (excluding income from hiring for events) compared to the income for the same time in 2016.

However, as it stands with the utilisation by the UEMS Bodies of the administrative services offered in the DME, we would like to see a much more frequent use of the venues of the DME for all functions (business meetings, exams, conferences etc.) of the UEMS Bodies. We recognise that

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

(as it is the case with any venue) there are of course limitations of what can be organised in the DME; however, experience shows that talking to our CEO and his Team can give you a lot of options and this is combined with preferential prices; the DME belongs to all UEMS Colleagues and it was designed for all of us to use it!

5. Finances

The documents submitted to the Board and Council by our Treasurer state with the cold but accurate language of the numbers the whole story regarding the good status of our finances.

There some important issues that they need to be highlighted:

- In 2015, we had a negative end of year financial position while in 2016 the UEMS had an end of year position of 520,000 Euros in surplus; a very healthy status and a most clear indicator that the days of major financial challenges are behind us.
- In 2017, we have started paying again their share of the fees from the EACCME reviews to our Sections and the National Accreditation Authorities (NAAs) which are EACCME partners.
- The funds in the Internal Fund (IF) are available and, providing that we will continue to have the same sound financial performance, we can start as of next year to reimburse the delayed EACCME fees, as we have always said, gradually and proportionally. Of note, those funds continue to be enhanced by 2% per year for as long as they are in the IF.
- The financial dispute with the architect of the DME has been settled upon the decision of the Board.

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

- Our financial position for the first six months of 2017 was 387,000 Euros in surplus compared to 423,000 Euros in surplus for the same time in 2016.
- The 2018 budget projects an end of year position of 300,000 Euros in surplus.
- The vast majority of our accounting is robust and compliant with Belgian law. However, we need to remember that in “the eyes of the law” every single Euro (actually every single cent!) has to be accounted transparently. This is not negotiable. The fact that we have not achieved 100% compliance reflects the size and complexity of the organisation and the fact that, over the years, equally complex financial arrangements have been established when it comes for example to partnering with other European organisations for conducting UEMS exams. It is our clear aim that the few outstanding accounting issues will be sorted expeditiously. At the Council meeting in Brussels next week, we will have a most important discussion regarding this issue and the options for the harmonisation of our accounting.
- We live clearly in happier financial times but, as we do not stop emphasizing with every available opportunity, we are not complacent and we will continue with the same strict fiscal policy that took us through the turbulent times. In addition, better financial status comes with enormous responsibility for proper financial planning for the future. Our Finance Committee has to be supported and we all need to contribute to a constructive dialogue as to how our good financial status can get even better to allow us for investment in progressive projects that will benefit doctors and patients across Europe.

6. EACCME

In 2017, we saw the implementation of the EACCME 2.0, the product of a lot of hard work of the UEMS EEC, the EACCME Governance Board and the EACCME partners. EACCME 2.0 was the

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

response of the UEMS to the need for an upgrade of our system of application, review and accreditation of educational events so that it would become more modern and user friendly, more efficient and also more inclusive, embracing a broader spectrum of events (including small but excellent events) as well as state of the art ways to provide medical education and training.

A lot of work and the necessary resources were dedicated for the development of the new EACCME IT platform so that it would allow us to put into action the principles and plans of EACCME 2.0. The development of a new IT platform for applications for accreditation which are submitted from all over Europe but also from all over the world, is not an easy task but we are delighted that we went “live” this year for all three elements of our portfolio for accreditation of educational events and recognition of professional qualifications:

- Launch of EACCME platform for live educational events on 6th March 2017.
- Launch of EACCME platform for e-learning materials on 9th June 2017.
- Launch of EACCME platform for recognition of CPD/CME activities on 7th August 2017.

The launching of the new platform was supported by a guide for reviewers and the availability of the EACCME Office and the Secretary General for any issues related to our accreditation process.

The expected teething problems have been ironed and we are delighted to say that the system is running smoothly but is also continuously reviewed which, along with the feedback we get from providers and reviewers, is helping us in planning any future upgrades.

The number of events reviewed by EACCME in the first 9 months of 2017 was increased by 2.3% in comparison with the same time in 2016 and the income was similarly increased by 20,000 Euros.

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

We are working very hard on a daily basis to ensure that EACCME runs smoothly and efficiently and we have a strict policy of quick response to any queries by the providers or the reviewers. In addition, we have an open dialogue with the providers, always aiming to identify any upcoming new forms of medical education that EACCME should embrace in the future.

I am delighted to say that, although a major challenge, the implementation of EACCME 2.0 has been a great success and constitutes major progress of the UEMS; I would like to express our grateful thanks to all Colleagues in the UEMS who have contributed to that and of course a very special thank you to our Colleagues at the EACCME Office in the DME; their expertise and dedication are exemplary.

During the discussions for the development of EACCME 2.0, it became evident that we need to start working for the next steps for EACCME. The decision at the EACCME Advisory Council meeting in Brussels in January of 2017, was to split the work of the EACCME Governance Board into four working groups which would deal with topics that have been identified as most important for the future development of EACCME. There was an open invitation to our NMAs, NAAs, UEMS Bodies and EACCME partners to nominate Colleagues who would be willing to actively contribute to the work of the groups. We were delighted that a significant number of most experienced Colleagues were suggested for each group. The working groups had an initial structured communication with the Secretary General and the EACCME Office to set their scope, remit and modus operandi and from there on worked to produce a set of proposals regarding the next steps for EACCME in the areas of their work.

The 4 groups and their Chairs are follows:

- Group 1: Expansion of recognition of professional qualifications (Chairman: Prof. Hans Perrild).

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

- Group 2: Development of a training module for reviewers (Chairman: Prof. Wolfgang Grisold).
- Group 3: Collaboration with other healthcare professionals (Chairman: Prof. Augusto Machado).
- Group 4: Conflict of interest disclosure forms and accredited programmes and the involvement of industry (Chairman: Dr Kristiina Patja).

The names of the Colleagues who are members of the Groups and the product of their brainstorming as well as their proposals so far are presented as Appendix 1,2,3,4 to this report for Groups 1,2,3,4 respectively. We are most grateful to all Colleagues working for the groups for their superb work and support for EACCME.

We would like to most cordially invite you to offer your comments and ideas on what has been discussed so far. Please most kindly keep in mind that what is presented in those documents is work in progress and the members of the groups tried (as they were asked to do) to put as many ideas on the table as possible and debate the issues from many different angles to allow for an open and inclusive discussion that will lead to the best possible outcome. Please kindly offer your comments by the 30th of November of 2017 the very latest so that the groups can form the second draft of their proposals that will be discussed at the EACCME Advisory Council meeting in Brussels in January of 2018.

We are also open to suggestions for the formation of new working groups that would address other challenges and developments related to EACCME work so that EACCME will always be cutting edge and the leading force on accrediting medical educational events in the world.

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

Furthermore, we recently had some most interesting discussions with some of our NMAs/ NAAs (upon their request) that wish to expand and deepen their collaboration with EACCME in the context of harmonizing and unifying their national accreditation systems with EACCME accreditation; we are working closely with those NMAs/ NAAs aiming for a positive outcome in the next few months.

Looking at the more global picture, it is most rewarding to see applications for EACCME accreditation coming not only from Europe but also from South America, Asia, Australia and the Middle East. Those applications are for events of very high quality and it is evident that the providers are aspiring to have European quality control for their educational events. This has encouraged us to explore ways to expand our collaboration with Countries in those parts of the world and this would be a topic for discussion for the EACCME constituency in the near future.

The last comment that I would like to make regarding EACCME is in regard to the need for back up reviewers from the UEMS Bodies and the NAAs working with EACCME. EACCME 2.0 has very strict time lines for reviewing applications; meeting those deadlines is a make or break for the continuing success of EACCME. It is understandable that very heavy professional commitments do not allow some Colleagues to conduct their reviews in a timely manner. However, we have a very clear obligation towards our providers and the Colleagues who will attend those events to conduct our reviews efficiently and on time. We will soon proceed with the establishment of a group of back up reviewers that will support the EACCME Office with this crucial task; they will be selected based on recommendations from the EACCME constituency and their record of reviewing EACCME applications efficiently and within the designated time frame. This is important work in progress that we hope will be finalized by the end of this year.

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

7. AB and Governance of Groupings of Sections

The approval by the Council at the meeting in Tel Aviv in April of 2017 of the new updated UEMS ROPs establishing the AB and the new governance structure for the three Groupings was a historic evolution for the UEMS. This evolution is characterised by the following principles:

- Respect to the Belgian law and the fundamental character of our organisation.
- Enhance transparency in the discussion of UEMS matters.
- Advance the dialogue and collaboration between NMAs and Sections/ MJsCs/ TFs.
- Ensure robust structure and governance of the Groupings of Sections.

At the Council meeting in Brussels next week, we will see for the first time those new structures in action. It is massively important that we will all embrace them, deal with any difficulties that we might encounter in good faith and constructive spirit and be absolutely determined to make them a great success for the UEMS. ROPs, no matter how detailed and clearly written, cannot make by themselves a project a success; only people can do that. It is in our hands to make the new structures successful and get the function and productivity of our organisation to the next level.

8. ETRs and collaboration European Scientific Societies (ESSs)

Over the last 2 years the process of developing ETRs, submitting them for review to the ETRs Committee, revising them and then submitting the update versions to Council in a timely manner for

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

discussion has been streamlined and significantly improved. This enhances the quality of the ETRs and allows for a much more in depth and meaningful discussion at the Council meeting which will be further supported by the establishment of the AB.

We cannot emphasize enough the importance of this process and the need for our ETRs to be the best they can be in Europe and much beyond. The ETRs are one of our flagship projects and our statement in the European and broader international scene as what we consider quality in training, education and professional development.

It is evident that many of our Sections and MJC's are developing their ETRs and the relevant assessment processes in collaboration with well-established and widely respected European ESSs as well as other partners with great relevant educational and assessments experience. This can clearly enhance the quality and acceptability of our ETRs. When our Sections and MJC's engage in such collaborations (something that is happening more frequently in the last two years), we always work closely with them to ensure that any agreement with other credible partners is characterised by:

Compliance with UEMS principles and ROPs.

A clear scope to advance the quality of training as well as that of the relevant assessments.

Transparent and robust structure of collaboration.

Sound financial governance.

Next week, prior to the Council meeting, we will hold our Second UEMS-ESSs Conference in Brussels. More than 100 people have been registered representing our organisation and the ESSs. It is a unique gathering and our aim is to reflect on our established projects with the ESSs and explore new avenues

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

and specific action points that would allow us to expand this collaboration; a joint effort to develop European Training Fellowships being one characteristic example that has been proposed by many Colleagues and will certainly be one of the main points of discussion at the Conference.

9. UEMS Council of European Specialist Medical Assessments (UEMS-CESMA)

In May of 2017 we celebrated in Glasgow the 10th birthday of UEMS-CESMA. The fact that the celebrations took place at the “birthplace” of CESMA made them really special. We wish to express our warmest congratulations to all Colleagues that worked for CESMA over the last 10 years with special thanks of course to its outgoing leadership; a new bureau will be elected at the next CESMA meeting in Brussels in December of 2017.

The achievements of CESMA over the last 10 years can be summarised as follows:

Create a forum of constructive dialogue and exchange of experience and expertise among the UEMS Bodies that organise assessments as well as between them and many other top class organisations in Europe with similar focus and expertise.

Produce a series of detailed and well thought guidelines regarding all elements related to the development and organisation of UEMS assessments.

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

Develop the process of appraisal of UEMS assessments that safeguards their sound quality control.

At the next CESMA meeting in Brussels, this most active UEMS TF will discuss the plans for productive projects for the next 10 years, the much anticipated UEMS European School of Medical Assessors being one of them.

10. The present and the future, the UEMS turns 60 next year!

I believe that the review of the last six months demonstrates that the UEMS is solid, sound and developing. The credit for this achievement is shared equally between all Colleagues who work hard and productively on daily basis on the ground to promote the noble causes of our organisation. They have our heart felt thanks and we count massively on them for the ambitious tasks we have set for the next months and years.

In 2018, the UEMS turns 60! We plan to celebrate this momentous occasion but also, as we always do, reflect on our great history and inspired for our next tasks and start working to realise them.

The past 60 years have been full of significant challenges but even more significant achievements. A careful study of our history shows clearly that what helped us to weather the storms and pave the way forward was our utmost respect and wholehearted commitment to the fundamental principles of the UEMS: a medical organisation totally independent of political, economic or any other influence aiming to unite doctors across Europe (and beyond!) and offer them a unique platform to work together for the good of the vocation of medicine, for the good of patients, for the good of humanity.

UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif – International non-profit organisation

If we keep those principles in our hearts and minds it is certain that next year not only we will celebrate the first 60 years, we will also raise our glasses to toast with confidence the next 60 years!

11th October 2017

Professor Vassilios Papalois

UEMS, Secretary General