



UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES
EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif
EU Transparency Register 219038730914-92

International non-profit organisation

RUE DE L'INDUSTRIE, 24
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UEMS 2025/22

**MEETING OF
THE UEMS ADVISORY COMMITTEE**

DRAFT MINUTES

Friday 17th October 2025
9.00am – 11.00am CET

Restricted to the Heads of Delegation of UEMS Full Members only

Onsite Meeting only

Sheraton Grand Tbilisi Metechi Palace

20 Telavi Street,
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**All times are local – Georgian Standard Time (GET, GMT+4)*



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Welcome

Prof. V. Papalois - UEMS President

Professor Vassilios Papalois opened the meeting by warmly welcoming participants and expressing his sincere thanks to our host, GAMS, the Georgian Association of Medical Specialties for their support. He referred to the *UEMS-GAMS Pre-Council Symposium on Postgraduate Medical Education and Continuing Professional Development* that took place the evening before and thanked the Georgian colleagues for the opportunity of addressing the experiences, challenges and best practices in this important field; Georgian colleagues had the opportunity to address their aspirations and needs in CME CPD.

Explaining the frame of this discussion of this meeting, that brings together the full-member countries of the organisation, the UEMS President asked the new Heads of Delegations to introduce themselves during the roll-call. Further on, he outlined the purpose of the Advisory Committee meetings, during which the National Medical Associations are invited to share their aspirations and challenges. He emphasised that these sessions serve as an open forum for raising issues for discussion. He then thanked the colleagues from the Romanian College of Physicians and highlighted Romania's valuable contribution—particularly its proposals on establishing standardised disciplinary frameworks and addressing scientific misinformation—both of which are of direct relevance to the National Medical Associations.

He recalled that the meeting had initially been convened to address financial matters, notably the budget for the coming year, and took the opportunity to emphasize the strong financial position of the UEMS. Thanks to the DME loan of €5 million, which is now close to completion, the organisation is financially secure and stable. He underlined that the UEMS does not operate by seeking survival through increasing NMA fees; accordingly, there are no plans to raise NMA contributions at this time. Instead, the UEMS is committed to supporting meaningful initiatives by helping projects get off the ground and encouraging the development of self-sustainable projects. In this context, he called on NMAs to actively promote the work being carried out within the organisation—projects with tangible impact, designed for real people and real needs.

Prof. Papalois also highlighted another important area of support: facilitating access to European Commission funding, citing *Horizon Europe* as a concrete example. He explained the concept of cross-cutting projects and encouraged NMAs with aspirations in this direction to come forward, assuring them of the UEMS's full support.

In closing, the President acknowledged the significant challenges ahead and stressed the importance of mutual support between National Medical Associations and the UEMS,



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describing this partnership as a two-way street. He concluded by reaffirming the overall vision of a strong, collaborative, and forward-looking UEMS.

1. Approval of the agenda **

Dr J. Grenho - UEMS Secretary General

The Secretary General noted that a roll-call item was missing from the agenda and therefore added it. The roll-call of the delegation was then conducted: 24 members were present, setting the majority at 13.

Estonia joined the room, which changed the majority to 14 votes.

The UEMS President announced the retirement of Prof. Zoltan Magyari, the Head of the Hungarian Delegation to the UEMS (MOTÉZS) and thanked him for all his years of service to the UEMS. The Advisory Committee responded with a round of applause.

The Secretary General asked those present whether any additional items should be added to the agenda: none were proposed. The agenda was then unanimously voted on.

2. Approval of the minutes of the AC meeting (26th April 2025 - Brussels)**

Dr J. Grenho - UEMS Secretary General
UEMS 2025/35

The Minutes were unanimously approved.

3. UEMS financial reports

3.1. Updated 2024 P&L

Dr O. Haas - UEMS Treasurer
UEMS 2024/39

The UEMS Treasurer, Dr Othmar Haas, presented the updated *Financial Report*, including the revised 2024 Profit & Loss, the financial outlook for the first semester of 2025, and the draft Budget Plan for 2026. He also explained the internal distribution of resources between the UEMS Bodies and the Central Office.

Updated Profit & Loss 2024

Dr Haas reported that the 2024 P&L had been slightly adjusted, with only minor changes amounting to a difference of a few thousand euros in profit, due to operational changes. He reviewed the main components of operating income and confirmed that the overall financial picture remains stable.

Profit & Loss – First Semester 2025

He explained that the majority of income from membership fees and European examinations is typically received during the first semester of the following year. As a



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result, a significant part of the 2025 first-semester income reflects revenue generated in 2024. Based on current figures, he indicated that no major surprises are expected by the end of 2025.

Budget Plan 2026 (Proposal vs. Consolidated Results 2024)

In presenting the *2026 Budget Proposal*, Dr Haas compared it with the consolidated 2024 results. This budget proposal is based on a conservative approach, meaning it relies on cautious and realistic financial estimates. Revenues are not overestimated and expenses are carefully projected to reduce financial risk and avoid unexpected shortfalls. The first UEMS Congress will take place in May 2026, and it goes without saying that we cannot control the future; however, if it proves to be a success, it will be organised again.

He noted that membership fees are expected to remain stable, and, as also mentioned by the President, there is no need to increase them. He highlighted that membership fees from NMAs represent approximately a quarter of a million euros, while fees from associate members have increased slightly due to the new adhesion of Montenegro. He also confirmed that the no-fee arrangement for Ukraine will be extended in 2026.

Regarding other income streams, he reported a significant increase in EACCME revenue (from €1.12 million to €1.93 million) driven by a growing number of accredited events. Moreover, this increase is also due to the absence of any backlog and the indexation of prices per type of product. He also clarified the timing differences in income from European examinations, explaining that revenues do not always fall within the same fiscal year in which the examinations take place. He further explained the specific financial flow related to EBCOG with the retrocession of money from the Swedish Company Ortrac AB. Over the years, UEMS has observed a diversification of income sources, which has helped to consolidate the strong financial health of the organisation.

Expenditure and Operational Considerations

Dr Haas drew attention to several expenditure items affecting the budget. He noted that the UEMS Office requires renovations, including maintenance linked to infiltration issues. He also underlined that hosting Council meetings in Brussels is increasingly costly due to higher rental and accommodation prices. In this context, he recalled that the UEMS provides a contribution of €20,000 to the host countries (NMAs).

He reminded participants that the next Council meeting will take place in Tunisia, and that the first UEMS Congress will be held in Leuven from 27 to 30 May 2026.

He also highlighted rising social security costs in Brussels and explained that the UEMS must remain competitive as an employer to retain and attract staff and provide appropriate services to its Bodies. In this context, he referred to staffing arrangements, noting that the EBCOG employee is now paid through the UEMS Central Office.

Bank Accounts and Investments



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Dr Haas provided an overview of the UEMS bank accounts, noting that turnover in some Sections remains limited due to relatively small financial volumes. He stated that while the financial approach remains conservative, there is room for improvement in strengthening the UEMS Office's financial position in the heart of Brussels.

The UEMS Treasurer then presented the UEMS common investment scheme, based on a three-month fixed-term deposit. He confirmed that €1.9 million is currently invested with BNP, with no changes to this arrangement. He described BNP as one of the most reliable banks worldwide and the largest in Europe. He recalled that in 2024 the UEMS proposed to Sections that a portion of their assets be pooled, and slightly over half of these assets were deposited under this scheme, generating a significant amount of net interest.

Regarding duration and liquidity, he clarified that the deposit has recently been renewed (ten days ago). As of 6 January 2026, the UEMS will be able to withdraw the €1.9 million without penalty. Should alternative investment options be considered, this would be presented to the Bodies at a later stage. The UEMS bodies may withdraw part or all of their allocated funds to support a new project, address cash-flow issues, or cover significant expenses.

Loan Repayments

Dr Haas outlined the status of the loan for the purchase of the DME, explaining that four instalments are paid each year, on the first day of each trimester. For 2025, the repayment amount is €142.67k, compared to the remaining balance of €71.3k due in 2026.

Management Fee and Office Financing

The Treasurer further explained that the UEMS Office in Brussels requires funding to cover operational services, including legal services and support linked to the International Office. He estimated that the Office requires approximately €225,000–€250,000 per year to operate, and stated that this cannot be sustained without the management fee.

The management fee is calculated based only on the income of each body, and for 2025 the proposed rate is 9% less than the two previous years (10%), corresponding to approximately €216,000. He clarified that EACCME income is not included in this calculation as they are internal transfers. Subject to approval, the total management fee amount will be transferred on 31 October. The Chair of the Groupings should put forward ideas and proposals to improve the calculation of management fees.

EACCME Reviews and Reimbursements to Bodies

Finally, Dr Haas explained the distribution mechanism for EACCME review income. He noted that the revenue is shared between the UEMS Office, the National Accreditation Authorities, and the NMAs/reviewers. He also pointed out that some countries do not submit invoices, which complicates reimbursements.



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He recalled that, in the past, it was not possible to reimburse Sections. However, in 2025 the UEMS began reimbursing a percentage of EACCME dues to Bodies facing financial constraints. He explained that reimbursements are prioritised and should be granted to those holding the lowest bank assets, while also considering the financial situation of the Brussels Office to ensure it can meet its daily commitments.

Dr Haas emphasised that the UEMS is built on financial strength:

- **Assets readily available:** €3.26 million (in the bank)
- **Assets invested:** €1.915 million
- **Outstanding loan balance:** €71.33k (on a total investment of €4,972,525.24)

By **2026**, the UEMS will be **debt-free** and the full owner of the **DME**, located in the heart of Brussels. With a strong asset base and a disciplined investment strategy, the UEMS continues to demonstrate long-term financial resilience.

3.2. UEMS account on 30/06/2025

3.3. UEMS Budget for 2026

*Dr O. Haas - UEMS Treasurer
UEMS 2025/40
UEMS 2025/41*

The UEMS Treasurer also presented the financial plans for the near future:

- **Common investment:** to continue with the 3-months investment plan (each UEMS body is free to stop whenever they wish, with a prior notice of a couple of weeks)
- **Brussels Office Reserve:** will continue to set aside 100 k annually to reimburse de 6-Year Bon by mid-2028.
- **Loan Repayment** in 2026.

Prof. Papalois thanked Dr Haas for his outstanding work over the past six years, noting that he has a clear overview of where every euro of the organisation is allocated and a strong strategic vision for the UEMS. He also expressed his appreciation to the team supporting him, in particular Marco.

- The UEMS President further underlined that the DME was successfully paid off thanks to the collective efforts of all those involved, and stressed that the organisation's strategic investment approach is delivering tangible results.
- He recalled that the Board had previously approved the recruitment of additional staff, particularly within the EACCME team, and highlighted that this investment is reflected in the growing number of EACCME-accredited events.



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- The President also referred to the internal investment mechanism, noting that it is proving beneficial for the Sections as well—for example, by enabling a Section to launch and develop a European examination. He emphasised that, under the repayment plan, the vast majority of the assets remain under the control of the Sections.
- He reiterated that any UEMS Section or body facing financial struggles, or requiring support to initiate a project, is encouraged to approach the Office. As examples, he mentioned the Internal Medicine Section's partnership with EFIM, as well as the Radiology collaboration with EULAR.
- Finally, Prof. Papalois highlighted the importance of continuing to diversify the UEMS financial portfolio. He noted that while EACCME-related activities are niche projects, the UEMS Congress represents a major undertaking for the organisation. He added that the event structure offers flexibility—for instance, allowing the venue to be scaled up or down without additional cost. He concluded by stressing the intention to ensure the Congress is profitable and a major success, and called on colleagues' support and engagement to achieve this.

Dr Firth (UK) asked about investing in greener measures, such as reducing electricity consumption. Dr Haas replied that this depends on Belgian legislation (e.g., solar panels), but confirmed that possibilities will be explored; UEMS CEO, Mr Dava, added that the building already has a major system linked to air conditioning.

Dr Firth also enquired about funding for the TF LFM. Dr Haas indicated that part of the Congress revenue could be reserved to support the work of the Thematic Federations, including the TF for Green and Sustainable Medical Practice.

The President stressed the importance of sustainability, noting that Carlos Cabrera, chair of the TFGSMP, has proposed several practical ideas currently under review, and recalled that the DME was designed with eco-friendly principles in mind.

Dr Werther (DK) raised two questions.

First, regarding Congress revenue, he noted that €560k is a substantial amount and asked how this level of income would be achieved and how attendance would be ensured. Dr Haas explained that the Congress fees were carefully calculated, with early-bird and standard rates ranging from €600 to €900, and that approximately 70–80% of the income is expected to come from registrations. Sponsorship has also been sought, though not from pharmaceutical companies, but rather from banks and insurance firms. The Vice-President added that the fee structure was based on those previously applied to the EACCME and ETR conferences, with the aim of keeping the Congress affordable. He



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recalled that those events attracted around 100–200 participants and expressed confidence that Congress attendance would at least double.

Second, Dr Werther asked about the reimbursement of EACCME fees, noting that no repayments had taken place before 2021. Dr Haas confirmed this and explained that reimbursements started in 2021, amounting to approximately €75k, though only about 15% of Sections benefited. He clarified that a full reimbursement would have required an internal transfer of around €700k, which at the time would have jeopardised the Office's ability to cover staff costs. He added that even with the current assets of €5.2 million, transferring the full amount to Sections would place the Office in a negative position. He concluded by stressing that this remains an issue of internal fund allocation, particularly as EACCME income is becoming increasingly important for the Sections.

Replying to questions from the audience, Professor Papalois clarified that the UEMS Congress fee covers only participation in the meetings. All travel and related expenses will remain at participants' own cost.

He also noted that universities and speakers will need to be formally invited, and confirmed that the UEMS will remain flexible regarding invited speakers. The President also added that the first UEMS Congress is a shared objective and a collective responsibility for all involved.

4. Additional topics for discussion

4.1. Standardized Disciplinary Frameworks

4.2. Addressing Scientific Misinformation

The UEMS President introduced the item adding that the CMR's/Romanian College of Physicians proposals on two key topics were welcomed. Dr Catalina Poiana introduced two concerns that are highly relevant to our day-to-day work.

1) Standardised Disciplinary Frameworks / European “Good Standing”

Dr Poiana referred to the EU's IMI alert mechanism, through which restrictions on a doctor's right to practise in one Member State may be communicated to others. She raised the question of whether an EU-level legal framework exists that would oblige all Member States to recognise and enforce certain sanctions—particularly those involving the withdrawal of the right to practise.

Prof. Papalois expressed strong support for the underlying principle, stressing that the priority must always be the protection of patients, the profession, and safe practice. He



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nevertheless underlined the need to clarify the legal scope of such measures, and asked that the UEMS legal counsel (Thomas Holzgruber) be consulted.

Mr Holzgruber noted that, at present, no equivalent mechanism exists in Austria beyond national requirements. The UEMS President added that, in practice, a doctor may still be able to practise in another country unless additional safeguards apply. In Austria, for example, physicians must provide a recent “certificate of good standing” (issued within the last three months) from the last country in which they worked, which offers a degree of protection.

A follow-up scenario was raised: if an Austrian doctor receives a disciplinary sanction while practising in the UK and later returns to Austria, what measures would apply? The Austrian representatives, Dr Daniel Von Langen, confirmed that national regulations allow authorities to request proof of good standing from the UK competent bodies.

Several colleagues highlighted practical limitations and variations between national systems. It was noted, for example, that Switzerland is not part of the IMI system, which creates gaps for doctors registered in multiple jurisdictions. Cyprus referred to the EU free movement directive, while underlining that national measures—such as language requirements—remain essential to protect patients. Ireland cautioned that a “one-size-fits-all” approach would not be suitable for every scenario. The UEMS President added that where restrictions are administrative rather than professional, a host country may still allow a doctor to practise if there is no evidence of clinical risk.

Additional examples were shared by colleagues from Greece, Belgium, and France. The French delegation highlighted significant challenges linked to workforce shortages and entry into the system, including cases where doctors may practise without adequate language proficiency, despite approval by national authorities.

2) Addressing Scientific Misinformation

Dr Poiana then introduced the second topic: how medical organisations can respond to scientific misinformation, including the promotion of anti-vaccine rhetoric and other unscientific claims.

A question was raised regarding typical protocols for handling such cases. The discussion highlighted the need to balance democratic principles with professional responsibility. The UEMS President stressed that particular caution is needed when self-promotion goes beyond evidence-based information and crosses into misleading public communication.



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Dr Poiana also raised concerns about emerging forms of misinformation, including AI-generated videos using a physician's face to spread false content, noting the current lack of effective mechanisms to prevent or control this. Slovakia shared an example illustrating the real-life impact of misinformation in national contexts.

5. Any other business

Prof. Papalois concluded the meeting by thanking everyone and inviting the audience to join the following sessions of the Council.

*Items marked with ** will require a vote.*

DRAFT