



EUROPEAN UNION OF
MEDICAL SPECIALISTS

The advocate of medical specialists

1. Introduction

Dear Colleagues,

It is a great pleasure to welcome you to the Spring Council Meeting of the UEMS in Tunis. I would like to express my sincere gratitude to our hosts, the Conseil National de l'Ordre des Médecins de Tunisie, for their warm hospitality, excellent organisation, and continued commitment to the values and mission of the UEMS.

This meeting takes place at a particularly important moment for our organisation. The UEMS enters this phase with strong financial stability, increased operational capacity, and a clear strategic direction. Over the past year, we have consolidated our activities while reaching important milestones that confirm the UEMS as a mature, resilient and forward-looking European organisation.

This is not a moment of change, but of consolidation and continuity. The progress achieved reflects a structured evolution of the UEMS, building on the work developed over recent years and reinforcing the foundations on which the UEMS continues to grow.

From a financial perspective, the UEMS is in a very solid position. The significant surplus achieved in 2025 confirms the sustainability of our model and the strength of our core activities. At the same time, we are approaching the final phase of the commitments related to the acquisition of the Domus Medica Europaea, marking an important step towards greater financial flexibility and long-term strategic autonomy.

In parallel, the EACCME has continued to perform at a very high level, with record numbers of accredited activities over the past year. This success confirms both the relevance and the credibility of the system. At the same time, the UEMS continues to invest in its development, as illustrated by the ongoing work on the Accredited Provider Status, which represents an important evolution of the EACCME model. Another major milestone is the organisation of the first UEMS Congress in 2026. This initiative represents an important step for the UEMS, not only as a scientific event but as a collective project to reinforce the visibility, cohesion and influence of the UEMS across Europe and beyond.

The launch of the UEMS scientific journal further reflects the UEMS capacity to expand its role beyond coordination, contributing directly to knowledge, reflection and professional exchange at European level.

These developments reflect a broader evolution of the UEMS. The association is increasingly active at European level, strengthening its engagement with institutions, supporting cross-cutting initiatives, and responding to emerging challenges such as workforce sustainability, digital transformation and the future of medical education.



EUROPEAN UNION OF
MEDICAL SPECIALISTS

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This evolution is also clearly reflected in the work carried out within the UEMS bodies. The record number of European Training Requirements to be presented to this Council illustrates a very high level of engagement across the Sections and Boards. I would like to express my sincere appreciation to all colleagues involved in this work, and in particular to the ETR Committee for its outstanding efforts in ensuring the quality, consistency and excellence of these documents.

This report reflects a period of consolidation, growth and continuity — a moment in which the UEMS is strengthening its foundations while preparing the next steps in its development. Finally, I would like to pay tribute to all colleagues involved in the work of the UEMS bodies, whose voluntary commitment, expertise and dedication remain the true driving force of our association.

João Miguel Grenho
UEMS Secretary General



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2. EACCME

a. Strategic Developments and Agreements

Over the course of 2024 and 2025, the European Accreditation Council for Continuing Medical Education (EACCME) has entered a phase of consolidation and sustained growth. The implementation of the EACCME 3.0 framework has now reached full maturity, with clearer procedures, improved coordination with providers, and greater consistency across accreditation processes.

These developments have strengthened the efficiency and reliability of the system, while maintaining the transparency and standards that underpin its credibility. This evolution is reflected not only in the quality of processes, but also in the record level of activity observed in 2025, confirming the growing relevance and attractiveness of the EACCME.

The revised financial model introduced in 2024 has also contributed to ensuring the long-term sustainability of the EACCME, allowing it to respond to increasing demand while preserving accessibility for providers.

Building on this solid foundation, the UEMS is finalising the development of a new accreditation pathway aimed at recognising long-standing and compliant providers. This initiative reflects a clear understanding that the EACCME must continue to evolve and innovate. It will allow for a more structured relationship with trusted institutions, combining simplified procedures with reinforced quality assurance, and promoting long-term engagement within the system.

At the same time, the scope of the EACCME continues to expand. The integration of Dentistry and the ongoing cooperation with the European Union of General Practitioners (UEMO) are important steps in broadening the reach of the system and ensuring that common standards are applied across a wider range of medical disciplines.

Cooperation with national partners has also intensified. The agreements with SEAFORMEC in Spain and the Panhellenic Medical Association (PhMA) in Greece have led to a significant increase in accredited activities, demonstrating both the relevance of these partnerships and the capacity of the EACCME to operate effectively at scale. These developments mirror the overall growth of the system and confirm its ability to respond to increasing demand in a structured and coordinated way.

In parallel, ongoing exchanges with international accreditation bodies and participation in European initiatives continue to strengthen the alignment of standards and reinforce the position of the EACCME within the wider European and international landscape.



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Finally, the ongoing digital transformation of the UEMS has played an essential role in supporting this evolution. The full deployment of the Odoo platform has improved internal coordination and reporting, while making processes more straightforward for both providers and reviewers.

Taken together, these developments confirm that the EACCME is not only growing, but doing so in a structured and forward-looking manner. The record results achieved in 2025 are therefore not a point of arrival, but part of a broader trajectory of continuous development, reinforcing the role of the EACCME as a central instrument of the UEMS in promoting high-quality continuing medical education across Europe.

b. EACCME in figures

Table 1: Live educational events applications

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Jan.	131	180	177	112	178	175	147	178	206	237	237	104	172	184	166	186
Feb.	153	161	199	154	166	160	205	178	176	255	232	121	223	244	217	243
Mar.	169	191	181	161	149	146	157	150	174	210	144	216	224	258	214	249
Apr.	120	106	140	77	96	107	113	110	114	135	35	168	113	109	177	189
May	96	91	106	137	131	128	157	119	171	159	67	124	130	109	150	162
June	128	161	151	166	179	179	233	220	227	219	102	185	233	233	188	185
July	166	181	254	163	178	178	157	207	225	276	167	254	286	253	301	337
Aug.	129	156	142	102	89	104	137	144	150	207	138	189	174	197	181	208
Sept.	132	154	116	57	87	98	76	74	108	103	106	148	116	101	154	176
Oct.	97	95	114	117	95	94	132	122	142	165	80	139	109	107	160	163
Nov.	89	115	96	91	141	113	135	130	166	156	68	136	166	141	133	168
Dec.	114	149	195	114	120	143	189	137	172	196	114	189	210	144	203	210
Total	1524	1740	1871	1451	1609	1625	1838	1769	2031	2318	1490	1973	2156	2080	2244	2476



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MEDICAL SPECIALISTS

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Following the disruption caused by the COVID-19 pandemic (2020–2021), the number of accredited Live Educational Events (LEEs) has not only recovered but entered a phase of sustained growth. Since 2022, activity has consistently remained above 2,000 applications per year, confirming both the resilience of the system and the central role of the LEE format in continuing medical education.

This trajectory reached a defining milestone in 2025, with a total of 2,476 accredited LEEs — the highest number ever recorded by the EACCME. This record is particularly significant as it reflects not only a full recovery, but a clear expansion of activity, confirming the growing attractiveness and relevance of the EACCME within the European medical education landscape.

This performance is closely aligned with the broader positive momentum of the UEMS, marked by strong institutional consolidation, a solid financial position, and increasing engagement across its structures. The continued growth in accredited activities reflects the confidence of providers and reinforces the role of the EACCME as a central reference framework for high-quality continuing medical education in Europe.

This performance is closely aligned with the broader positive momentum of the UEMS, marked by strong institutional consolidation, a solid financial position, and increasing engagement across its structures. The continued growth in accredited activities reflects the confidence of providers and reinforces the role of the EACCME as a central reference framework for high-quality continuing medical education in Europe. At the same time, the improvements introduced under the EACCME 3.0 framework, together with the consolidation of digital tools such as the Odoo platform, have ensured that this growth is effectively managed. The system's ability to absorb increasing demand without compromising standards reflects a high level of organisational maturity.

Overall, the record reached in 2025 confirms a broader trend: the EACCME is not only growing, but doing so in a structured and sustainable way, reinforcing its position as a cornerstone of continuing medical education in Europe.

Table 2: e-Learning Material applications

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	71	95	72	91	91	97	85	140	144	186	262	281	269	293	240	264

The evolution of E-learning Materials (ELMs) reflects the stabilisation of digital education within the EACCME framework following the exceptional fluctuations observed during the pandemic years.



After reaching a peak of 293 applications in 2023, the number of ELMs decreased to 240 in 2024, marking a natural adjustment after a period in which many Live Educational Events were temporarily converted into digital formats.

In 2025, the number of accredited ELMs increased again to 264, confirming a return to steady and sustainable growth. This development shows that digital education has now found a balanced position within the EACCME portfolio, complementing live activities rather than replacing them.

At the same time, this evolution reflects an improvement in the overall quality of submissions. The introduction of clearer criteria under the EACCME 3.0 framework has contributed to more consistent and better-structured applications, with providers adapting progressively to these requirements.

Overall, E-learning is now firmly established as a core component of continuing medical education, combining accessibility and flexibility with increasing educational quality. This confirms the capacity of the EACCME to adapt to changing educational needs while maintaining high standards and a coherent framework across all formats.

Table 3: Webinar Packages Applications

	2020	2021	2022	2023	2024	2025
Total	27	42	24	35	52	57

After an initial adjustment period following the pandemic, the number of accredited Webinar Packages has grown steadily, from 35 in 2023 to 52 in 2024 and reaching 57 in 2025. This sustained increase reflects the clear establishment of this format as a reliable and relevant component of the EACCME portfolio.

Webinar Packages, typically structured as multi-session programmes, respond to a growing need for educational formats that combine flexibility with continuity and coherence. Their development illustrates how digital learning is no longer used as a substitute for live activities, but as a complementary and fully integrated element of continuing medical education.

This evolution also reflects a more mature approach by providers, who are increasingly designing comprehensive educational pathways that incorporate different formats in a coherent manner, in line with the objectives of the EACCME 3.0 framework.

Taken together, these developments show that Webinar Packages have secured a stable position within the accreditation landscape, contributing to a more balanced, flexible and forward-looking model of continuing medical education.



Table 4: Reviewing Scientific and Educational Material

	2019	2020	2021	2022	2023	2024	2025
Total	3	8	8	8	9	9	7

In 2025, a total of 7 applications for Reviewing Scientific and Educational Material were processed, compared with 9 in 2024, corresponding to a moderate decrease of 22.2%.

Over the years, this format has consistently represented a relatively small share of the overall EACCME activity, with figures remaining broadly stable, typically ranging between 8 and 9 applications per year. The variation observed in 2025 therefore remains within the normal fluctuation of a format that is, by its nature, more limited in scope and use.

Part of this evolution can be explained by the continued growth of other educational formats, particularly Live Educational Events (LEEs) and structured digital formats such as e-learning materials and webinar packages, which have become increasingly central to providers' educational strategies. These formats offer more opportunities for interaction and continuity, which are now often preferred.

This format continues to serve a specific and important purpose, particularly in supporting the development and dissemination of high-quality, robust and unbiased scientific reviews. In a context where reliable synthesis of evidence is increasingly needed, it represents a valuable component of the EACCME portfolio. While its relative volume remains limited, further reflection on its development within the EACCME framework may be warranted to ensure that it continues to respond effectively to the needs of providers and to the evolving landscape of continuing medical education.



c. Activity under the SEAFORMEC Agreement

Table 5: Accreditation activity under the SEFORMEC Agreement 2019-2025

	2019	2020	2021	2022	2023	2024	2025
LEE Seaformec	59	83	108	215	259	273	322
ELM Seaformec	47	89	94	138	195	173	186
Combined - Seaformec	3	7	6	10	12	18	23
Webinar packages - Seaformec	-	-	2	0	0	0	0

The activity developed under the SEAFORMEC Agreement shows a clear and consistent expansion over time, confirming the strength and maturity of this cooperation.

In the field of Live Educational Events (LEEs), the growth has been particularly significant. From 59 applications in 2019, the number has increased steadily to reach 322 in 2025. This sustained progression reflects not only the recovery of live educational activity after the pandemic, but also a structural increase in demand and a strong level of engagement from Spanish providers. It clearly shows that the EACCME–SEAFORMEC framework is now firmly established and widely trusted.

A similar trend can be observed in E-learning Materials (ELMs). Following a steady increase up to 2023, a slight adjustment in 2024, and renewed growth in 2025 to 186 applications, digital education has consolidated its place alongside live activities. This confirms that providers are working within a more balanced and structured educational model.

The development of combined formats, increasing from 3 applications in 2019 to 23 in 2025, further illustrates this evolution. Although still representing a smaller share, this trend points to a gradual move towards more integrated educational approaches, bringing together different formats within a coherent framework.

Taken together, these results confirm the effectiveness of the SEAFORMEC Agreement as a model of cooperation between European and national accreditation systems. The steady growth across formats reflects both the confidence of providers and the capacity of the EACCME to support increasing levels of activity in a consistent and reliable way.

More broadly, the Spanish experience stands as a clear example of how this model can function at scale. The level of activity reached, particularly in 2025, demonstrates that close alignment between national structures and the EACCME can generate both volume and quality, contributing to a more harmonised and robust system of continuing medical education across Europe.



d. Activity under the PhMA Agreement

Table 6: Accreditation activity under the PhMA Agreement 2024-2025

	2024	2025
LEE - PhMA	176	603

The activity developed under the agreement with the Panhellenic Medical Association (PhMA) shows a very significant increase between 2024 and 2025, reflecting a new phase in the implementation of this cooperation.

In the field of Live Educational Events (LEEs), the number of accredited activities rose from 176 in 2024 to 603 in 2025. This sharp increase represents a major shift in volume and clearly positions Greece as one of the most active national partners within the EACCME framework.

This development is closely linked to the introduction of the national requirement making EACCME accreditation mandatory for CME/CPD events organised in Greece. This decision has had a direct and substantial impact on activity levels, reinforcing the role of the EACCME as the central reference framework for quality assurance in medical education at national level.

Beyond the figures themselves, this evolution illustrates the effect of full alignment between national and European accreditation systems. The increase in applications reflects not only compliance with regulatory requirements, but also a growing integration of the EACCME within the national educational landscape.

At the same time, the capacity of the system to absorb such a rapid increase in activity demonstrates its operational robustness and flexibility. The coordination between the EACCME and the PhMA has made it possible to manage this expansion in a structured and reliable way, while maintaining the standards of quality, independence and transparency.

Taken together, these developments confirm the importance of the PhMA Agreement as a key component of the EACCME network. While the growth observed in 2025 is partly driven by regulatory changes, it also illustrates the potential of this model when national frameworks are fully aligned with the EACCME system.

More broadly, the Greek experience complements the example observed in Spain, showing two different but equally relevant pathways of integration: one based on progressive growth, and the other on regulatory alignment. Both approaches contribute to strengthening a more coherent, harmonised and effective system of continuing medical education across Europe.



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MEDICAL SPECIALISTS

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e. Procedural and operational developments

Throughout 2025, the EACCME continued to consolidate the procedural and operational changes introduced under the EACCME 3.0 framework, ensuring a more coherent and transparent system for the accreditation of continuing medical education activities. The full deployment of the Odoo platform has played a central role in this process, improving coordination, consistency and efficiency across all areas of activity.

At the same time, work has progressed on the development of a new accreditation pathway based on the concept of Accredited Provider Status. This initiative reflects a clear intention to further strengthen the system and adapt it to the evolving needs of providers. A consultation process was launched in January 2026 and ran until 31 March 2026, allowing contributions from across the system. The analysis of the feedback received is currently ongoing, and the model will be further refined on this basis before being presented at the Spring 2026 Council meeting.

In parallel, the EACCME has continued to clarify and refine its criteria and procedures, ensuring consistency in their application and maintaining high standards in areas such as independence, transparency and scientific quality.

The system has also demonstrated its capacity to adapt from an operational perspective. The transition to a new IT provider (from dFakto to Nalios) marks an important step in strengthening the technical infrastructure supporting the EACCME and will support further developments, particularly in relation to the implementation of the Accredited Provider Status foreseen for the second half of 2026.

These developments are supported by continued discussion within the UEMS structures. The meeting of the Advisory Council for CME held in Brussels on 11 January 2025 provided an opportunity to address current challenges and future priorities. This work will continue at the UEMS Congress in Leuven in May 2026, where dedicated EACCME sessions will focus on key issues such as the future of CME/CPD accreditation and the definition and assessment of learning needs.

Taken together, these developments show that the EACCME is not only keeping pace with increasing activity, but is also preparing the next steps in its evolution. The work carried out over the past year reflects a continuous effort to adapt the system and keep it aligned with the needs of those who use it.

This confirms the role of the EACCME as a central tool of the UEMS in supporting high-quality continuing medical education across Europe.



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MEDICAL SPECIALISTS

The advocate of medical specialists

3. European Training Requirements

At the UEMS Council meeting held in Brussels on 26 April 2025, an important step was taken in the consolidation of the European Training Requirements (ETRs) framework, with the presentation of the updated Terms of Reference and Timeline document. This work has provided a clearer structure for the development, review and adoption of ETRs, reinforcing consistency across Sections and Boards and supporting a more transparent and coordinated process.

At the same meeting, the following ETRs were adopted:

- Professional Development Module in Anaesthesiology for Geriatric Patients
- ETR for Child and Adolescent Psychiatry
- ETR for Competency in Gynaecological Oncology
- ETR for Laboratory Medicine / Medical Biopathology
- ETR for the competence in Paediatric Haematology and Oncology
- ETR for Urology
- ETR for the Competence in Wound Healing

These approvals marked an important moment in the consolidation of the framework, reflecting both the diversity of specialties involved and the growing engagement of UEMS Sections and Boards.

This dynamic continued at the Council meeting of October 2025 in Tbilisi, where further ETRs were discussed and adopted following review by the ETR Review Committee. The following documents were approved:

- Professional Development Module (PDM) for the Competence in Obstetric Anaesthesiology
- ETR for the Competence in Geriatric Medicine (revision)
- ETR for the Competence in Reproductive Medicine
- ETR for the Competence in Transitional Care of Adolescents and Young Adults
- ETR for the Specialty of Pathology

The discussions held at that meeting also confirmed that ETRs have become one of the central outputs of the UEMS, while highlighting the challenges linked to the transition towards competency-based medical education, in particular the implementation of EPAs and the need to ensure consistency across different national systems.

The agenda of the present Council meeting reflects both the continuity and the scale of this work. A significant number of ETRs are being presented for discussion and adoption, covering a wide range of specialties and competence areas:

- PDM for Disaster Medicine for Anaesthesiologists
- ETR for the Competence in Abdominal Wall Surgery
- ETR for the Specialty of Endocrinology, Diabetes and Metabolism

Commented [RK1]: I'd rather move this topic to an independent, self-standing level. ETRs are technically internal UEMS procedure, but most certainly one aimed at whole EU and beyond. Naming it „internal” diminishes importance of this pan-European activity.



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MEDICAL SPECIALISTS

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- ETR for the Competence in Hand Surgery
- ETR for the Specialty of Obstetrics and Gynaecology
- ETR for the Competence in Paediatric Allergology
- ETR for the Competence in Paediatric Emergency Medicine
- ETR for the Competence in Paediatric Gastroenterology, Hepatology and Nutrition
- ETR for the Competence in Paediatric Rheumatology
- ETR for the Specialty of Urology

Particularly noteworthy is the increasing presence of cross-cutting and multidisciplinary areas, such as disaster medicine, as well as the continued expansion of paediatric subspecialties. This reflects a broader evolution in medical practice, where coordination between specialties and adaptability of training frameworks are becoming increasingly important.

Overall, the current agenda confirms a high level of activity across the UEMS structures and shows that the ETR framework has entered a more mature phase. The focus is no longer only on development, but increasingly on implementation and consolidation.

The work carried out across the different Sections and Boards illustrates a collective effort to shape training standards that are both coherent at European level and responsive to evolving clinical practice. In this context, ETRs are not only technical documents, but a key instrument through which the UEMS contributes to the harmonisation and continuous improvement of specialist medical training in Europe.

This also reflects the growing importance of areas such as disaster and emergency medicine, which increasingly require structured training approaches and coordination across specialties.



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4. External Relations and European Policy

a. European and International Affairs Office

In 2025, the UEMS continued to strengthen its presence within the European and international policy landscape through the work of the Office for European and International Affairs, under the leadership of Dr Marc Hermans.

The UEMS Executive remains the main interface of the UEMS with European institutions, ensuring that the voice of medical specialists is represented in discussions on healthcare, medical education and professional practice. This role has been reflected in continued engagement with the European Commission, the European Parliament and other key actors, as well as in the close monitoring of policy developments, in particular those related to professional mobility and workforce planning.

At the same time, the Office has reinforced the participation of the UEMS in European cooperation initiatives. Its involvement in projects such as KeepCaring, DISCERN and MaMoMS illustrates a sustained commitment to issues of strategic importance, including workforce resilience, mental wellbeing and the transparency of specialist training across Europe. Beyond external representation, the work carried out in 2025 has also contributed to improving internal coordination and information-sharing. Regular updates on European affairs, the dissemination of policy developments and the organisation of exchanges with other European Medical Organisations have contributed to a more structured and coherent approach across the UEMS.

Discussions within the European and International Affairs structures have also highlighted areas for further development, notably in relation to external visibility and communication tools, reflecting an ongoing effort to strengthen the reach and clarity of the UEMS at European level.

The UEMS has also continued to support Ukraine, reaffirming its commitment to European solidarity and to the medical community affected by the ongoing conflict.

Overall, 2025 confirms the steady consolidation of the role of the UEMS in the European policy environment, combining representation with a growing capacity for coordination and influence.

A detailed account of the work undertaken throughout 2025 will be presented by Dr Marc Hermans, Officer for European and International Affairs.



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5. 1st UEMS Congress

Preparations for the 1st UEMS Congress, to be held at the University of Leuven from 27 to 30 May 2026, progressed substantially throughout 2025 and are now in their final phase. As the first congress organised directly under the auspices of the UEMS, this initiative marks an important moment in the evolution of the association.

More than a scientific meeting, the Congress has been conceived as a collective project bringing together UEMS Bodies, UEMS Members, European Medical Organisations and institutional partners. In this sense, it reflects the role of the UEMS as a platform for connection and coordination, where national perspectives and European priorities can meet in a more structured and visible way.

Under the leadership of the UEMS President, Professor Vassilios Papalois, who chairs the Organising Committee and whose personal commitment has been instrumental in bringing this long-standing ambition to fruition, the programme has taken shape as a structured and balanced agenda, combining plenary discussions with a wide range of interactive sessions. The themes covered clearly reflect the main challenges currently facing European healthcare systems and medical specialists.

Particular attention is given to issues such as workforce sustainability, professional mobility, and the growing pressures on healthcare systems. At the same time, the programme addresses the transformation of medical practice through digitalisation and artificial intelligence, as well as the evolving role of education, accreditation and competency-based training. Core UEMS areas of activity are strongly represented, notably through dedicated sessions on European Training Requirements and continuing medical education.

The Congress also reflects a broader opening towards international cooperation and societal challenges, with discussions touching on global health, patient safety, ethics and the place of the medical profession in increasingly complex healthcare environments. The inclusion of a substantial abstract programme further demonstrates the level of engagement of the wider medical community and reinforces the scientific dimension of the event.

The Congress has been accredited by the EACCME, confirming its educational value and relevance at European level. In this context, and in order to ensure full independence and credibility of the evaluation process, the scientific and national reviews were entrusted to independent structures, in line with the principles that underpin the EACCME system.

The Young Specialists Forum, together with the development of the UEMS Mentorship Initiative, demonstrates a clear commitment to supporting the next generation of medical specialists and the future leadership of European medical organisations. These initiatives contribute not only to knowledge exchange, but also to strengthening continuity, succession and cohesion within the UEMS community.



EUROPEAN UNION OF
MEDICAL SPECIALISTS

The advocate of medical specialists

At this stage, both organisational and scientific preparations are largely complete, with only final adjustments ongoing. The level of participation and interest already observed confirms the relevance of this initiative.

Taken together, the structure and ambition of the programme illustrate the level of maturity reached by the UEMS in recent years, both in its internal organisation and in its capacity to engage with broader European discussions on healthcare and medical training.

More broadly, the Congress represents more than a one-off event. It stands as a flagship, collective endeavour of the UEMS, bringing together its different components around shared priorities and common challenges. In doing so, it also highlights a fundamental dimension of the UEMS: beyond structures and activities, its true strength lies in the people who contribute to it. In this sense, the Congress is not only a moment of exchange, but also an expression of the cohesion and continuity that underpin the UEMS.



1st UEMS Congress

May 27, 2026 - 5:00 PM (Europe/Brussels)

Leuven, Belgium



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6. Internal Issues

a. Creation and restructuring of UEMS Bodies

Throughout 2025, the UEMS continued to adjust its internal structures in order to better reflect the evolving realities of medical practice and specialist training in Europe. This process combined the creation of new multidisciplinary frameworks with the reorganisation and rationalisation of existing bodies, reflecting an effort to keep the UEMS coherent and aligned with current practice.

At the April 2025 Council meeting in Brussels, two new Multidisciplinary Joint Committees (MJCs) were established, addressing areas of growing importance within the European healthcare landscape. The MJC on Palliative Care Medicine responds to the increasing need for harmonised training and equitable access to palliative care services, while the MJC on Perinatal and Infant Mental Health reflects a recognition of the importance of early intervention and interdisciplinary collaboration in mental health. Both initiatives bring together multiple UEMS Sections and external partners, reinforcing the capacity of the organisation to act across traditional specialty boundaries.

This dynamic continued in the second half of the year, with further structural decisions confirming a more active approach to governance. The Council approved the creation of a new Section for Cardiac Surgery, recognising the scientific and professional maturity of the specialty and its distinction from Thoracic Surgery. In parallel, the Section of Cardiothoracic Surgery was formally dissolved following a prolonged period of inactivity, marking a clear step towards a more accurate and functional representation of specialist fields within the UEMS.

A similar approach was taken regarding the Thematic Federation on Vertigo, whose activities were discontinued after several years without effective engagement. These decisions reflect a deliberate effort to streamline the organisational structure and to ensure that UEMS Bodies remain active, relevant and aligned with current practice.

At the same time, new areas of cooperation continued to emerge. The establishment of the Multidisciplinary Joint Committee on Disaster Medicine provides a structured platform to address preparedness, coordination and response in the context of major health emergencies, an area of increasing importance in Europe.

In parallel, work has progressed on the revision of the UEMS CPD Charter, which aims to update the UEMS position on continuing professional development and to provide a clearer framework for lifelong learning. The document is currently under review by the Council.



EUROPEAN UNION OF
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Taken together, these developments reflect a continuous process of adaptation rather than isolated decisions. The UEMS is progressively shaping a structure that is better able to respond to emerging needs while remaining coherent and functional.

This dynamic is expected to continue, as illustrated by the proposal to establish a new Specialty Section in Haematology, which will be presented for discussion at the present Council meeting.



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7. Finances

The financial position of the UEMS at the end of 2025 is strong and stable, confirming the consolidation of its economic model and the continued performance of its core activities. The year closed with a surplus of €142,637.74, a clear increase compared to previous years.

Beyond the annual result, the overall financial situation remains solid. The UEMS holds cash reserves of over €5 million and maintains a strong overall financial position, providing a secure basis for both ongoing activities and future developments.

This position is closely linked to the way the UEMS operates. A significant part of its income is generated through its core activities, in particular accreditation and examinations. This gives the UEMS a level of financial independence and stability that does not rely primarily on membership contributions.

An important milestone has also been reached regarding the Domus Medica Europaea. The remaining debt is now minimal, effectively bringing this long-term commitment to an end. This change gives the UEMS greater flexibility in how it uses its resources in the coming years.

Taken together, these elements confirm a clear shift. The UEMS is no longer focused on financial consolidation, but is now in a position to support its development more actively, strengthen its activities and invest in future priorities.

The financial management of the UEMS remains transparent, with full information available to members and a willingness to discuss any aspect in detail when needed.

A detailed presentation of the accounts and of the budgetary outlook will be delivered by the UEMS Treasurer, Dr Othmar Haas, during the Advisory Committee and the Council meetings.



8. The UEMS House - Domus Medica Europaea

Table 8: DME Income

	Service Contract	€/month	2018	2019	2020	2021	2022	2023	2024	2025
TENANTS										
Smoke free Partnership	Serviced office	2.500,00	85.516,03	96.000,00	88.492,15	71.970,24	44.145,04	51.400,00	42.700,00	95.051,04
EBR-ESR	Serviced office	1.000,00	30.600,00	30.000,00	30.547,15	32.670,24	5.445,04	0	0	0
Alliance for Regenerative Med.	Serviced office	1.500,00	12.000,38	24.000,00	20.160,00	0	0	0	0	0
NHS		3.500,00	42.915,65	42.000,00	27.680,00	26.400,00	6.000,00	18.000,00	10.500,00	22.775,76
ESMO								7.600,00	6.550,00	13.794,00
Cancer Patient Forum - CPE	Serviced office								10.500,00	45.119,40
Eur. Urological Founds.					10.105,00	12.900,00	12.900,00	25.800,00	15.050,00	13.361,88
MEETING ROOM			11.232,50	7.496,75	2.704,50	1.136,25	10.386,00	6.927,00	1.750,00	11.267,50
SERVICES										
BSMO	Virtual address	105	3.120,00	4.200,00	4.422,00	6.090,00	6.270,00	6.120,00	3.815,00	6.822,00
								840	735	1260
NATA (Blood Mgt)	Virtual address	90					990	1.080,00	630	1080
AOB	Virtual address	90	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	630	1.080,00
HOIS	Virtual address	90	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	630	1.080,00
IUSG	Virtual address	90		990	1.080,00	1.080,00	1.080,00	1.080,00	630	1.080,00
EuPSF	Postal Address	80	960	960	912	960	960	960	560	960
EVER-F International	Virtual address	90			270	1.890,00	1.080,00	0	0	0
PARKING										
			1.050,00	2.850,00	7.140,00	3.340,00	6.894,50	7.950,00	3.150,00	7.259,91
TOTAL			€ 100.918,53	€ 110.496,75	€ 102.758,65	€ 82.536,49	€ 67.695,54	€ 72.397,00	€ 103.561,00	€ 120.400,45

In 2025, the Domus Medica Europaea reached a new phase of stability and full use. Total revenue amounted to €120,400.45, a clear increase compared to €103,561.00 in 2024 and the strongest result in recent years.

This outcome confirms that the DME is no longer in a phase of recovery, but has returned to a steady and sustainable level of activity. All available office space is now occupied, reflecting renewed demand and a more consistent use of the building.

The structure of revenues illustrates this evolution. The Cancer Patient Forum is now the main tenant, following its full-year presence, while organisations such as the Alliance for Regenerative Medicine and ESMO have reinforced their activity in the building. Other long-standing partners continue to provide a stable contribution, ensuring continuity over time.

At the same time, the use of shared facilities has increased. Meeting rooms are once again regularly used, and service-related activities — including virtual offices and parking — reflect a fully operational environment.

Taken together, these elements show that the DME has regained its role as a reliable and fully operational asset of the organisation. It contributes not only through regular income, but also by supporting the daily work of the UEMS and its bodies.



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MEDICAL SPECIALISTS

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With the financial commitments linked to the acquisition of the building now largely concluded, the DME is no longer associated with structural constraints, but instead provides increased flexibility for the organisation.

Beyond its financial dimension, the Domus Medica Europaea remains central to the presence of the UEMS in Brussels. It provides a shared space for meetings, cooperation and representation, and continues to support the visibility and cohesion of the organisation at European level.



9. The UEMS Office in Brussels

a. Current workforce

Table 9: current workforce of the UEMS office in Brussels.

	Full time	Part time		Total (FTE)
	5 days a week	4 days a week	2.5 days a week	
Accreditation	6	1	1	7.3
Administration and finances	2			2
Administrative support to UEMS bodies	3 (+2 ext.)			5
Coordination of Internal & External affairs and Projects management	2			2
Head Office Management	1			1
Internship	2			2
TOTAL staff: 18 + 2				
Full Time Equivalent (2025 Vs 2024)				19,3 (18,6)

In 2025, the UEMS workforce continued to evolve in line with the UEMS level of activity. The total reached 19.3 Full-Time Equivalents, compared to 18.6 in 2024, reflecting a moderate and controlled increase.

This development is closely linked to the consolidation of core activities. Accreditation remains the main area of work, requiring a significant share of staff, while support to UEMS Bodies has also grown, reflecting the increasing level of activity across Sections, Boards and Committees.



At the same time, coordination functions — both internal and external — continue to play an important role, ensuring that the UEMS is able to respond to its expanding institutional, scientific and policy-related engagements.

This evolution reflects a clear shift. The UEMS is no longer operating with a minimal administrative structure, but with a level of operational capacity that allows it to sustain its activities, ensure continuity and respond effectively to new demands.

Importantly, this development has taken place in a measured way. The organisation continues to rely on a relatively small team, while ensuring that key functions are adequately supported and that expertise is retained within the structure.

More broadly, this reflects a simple reality: as the UEMS expands its activities and its role, it also needs the internal capacity to support that development. The strengthening of the workforce is therefore not an end in itself, but a necessary condition for the UEMS to function effectively and consistently — a development that is directly reflected in the increasing operational workload managed by the Brussels Office.

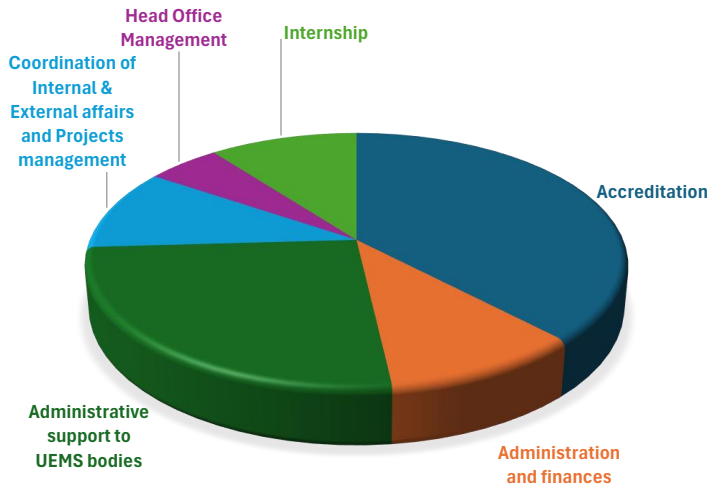
Image 1. Current organogram of the UEMS office in Brussels





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Image 2: HR breakdown by department





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b. Administrative and Operational Overview

The increase in operational capacity is directly reflected in the level of activity managed by the UEMS Office in Brussels. Throughout 2025, the Office continued to play a central role in ensuring the functioning of the association across all its dimensions, going well beyond administrative support and underpinning the implementation of decisions, coordination of activities and day-to-day continuity of the UEMS.

From an organisational standpoint, the Office maintained full operational continuity across all its departments. The Accreditation Unit managed a sustained workload linked to EACCME applications and the preparation of the upcoming “Accredited Provider” pathway, while contributing to the refinement of quality assurance and feedback mechanisms. The Administrative and Coordination Unit ensured the preparation and follow-up of all UEMS statutory meetings, the organisation of internal elections, and the provision of secretarial support to the Executive, Council, Advisory Board and numerous UEMS Bodies.

In parallel, the External Affairs function continued to support the positioning of the UEMS within the European institutional environment. This included participation in EU-funded projects such as DISCERN, KEEP-CARING and MaMoMS, ongoing liaison with European Medical Organisations, and the monitoring and dissemination of policy developments. Communication activities were maintained through regular updates to the UEMS website, newsletters and supporting materials, contributing to a more consistent and structured institutional presence.

The year also saw continued progress in several internal development projects aimed at improving coordination and information management. These included the development of the Members’ Portal, the UEMS Fellowship Register, and tools to support cooperation with scientific societies. In parallel, the transition to a new IT provider represents an important step in strengthening the technical infrastructure of the organisation and supporting future developments.

A further important development has been the launch of the European Medical Specialist Review (EMSR), the official scientific journal of the UEMS. This initiative strengthens the academic and intellectual dimension of the UEMS by providing a platform for peer-reviewed scientific contributions, professional perspectives and policy-relevant analysis across the European specialist community. The first articles have already been published, with additional submissions under review, reflecting early engagement across the UEMS network. The journal contributes not only to the dissemination of knowledge, but also to the visibility of the work carried out within UEMS structures, and represents a natural extension of the UEMS role in education and professional development.

In terms of staffing, 2025 brought moderate but targeted adjustments to the Office structure. New team members joined key operational areas, while responsibilities were also redistributed



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MEDICAL SPECIALISTS

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internally in response to staff turnover. These changes ensured continuity of services and allowed the Office to maintain a stable level of performance despite an increasing workload.

Beyond staffing and project development, the Brussels Office continued to provide essential day-to-day support to all UEMS structures, including the management of nominations and elections, support to newly created or reactivated bodies, coordination of meetings, and maintenance of institutional data and communication flows. The Office also remained the primary point of contact for UEMS Members and played a central role in ensuring the preparation and follow-up of Council and Executive decisions.

Taken together, these elements reflect the evolution of the UEMS Office from a primarily administrative structure to a more integrated operational centre, capable of supporting a wide range of activities with consistency and reliability. This development mirrors the broader trajectory of the UEMS itself, where increased activity is accompanied by a corresponding strengthening of internal capacity.



EUROPEAN UNION OF
MEDICAL SPECIALISTS

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10. Final Remarks

As we move through 2026, it is clear that 2025 marked an important step in the consolidation of the UEMS as a stronger, more cohesive and more strategically positioned organisation. The work carried out throughout that year — across accreditation, training, institutional development and European engagement — has reinforced both our operational capacity and our role as a credible and unifying voice for medical specialists in Europe.

This progress rests on solid foundations. The continued development of the EACCME, the growing maturity of the European Training Requirements framework, and the strengthening of our presence at European level reflect an association that is evolving in a structured and consistent way. At the same time, the financial stability achieved in recent years, together with the consolidation of key assets such as the Domus Medica Europaea, provides the autonomy required to support future initiatives with confidence and continuity.

The 1st UEMS Congress in Leuven now stands immediately ahead as an important collective milestone. More than a scientific meeting, it represents an opportunity to bring together the different components of the UEMS, to align perspectives, and to define a shared direction for the years ahead. It also reflects the maturity reached by the UEMS and its capacity to act cohesively at European level.

Beyond this immediate milestone, the challenges remain clear: adapting medical education to evolving needs, ensuring workforce sustainability, and maintaining a strong and independent voice in an increasingly complex environment. The UEMS is well positioned to address these challenges — building on the progress achieved, including through initiatives such as the UEMS scientific journal, and on the strength of its structures and community.

Ultimately, the strength of the UEMS does not lie in its structures or its financial resources, but in its people — the colleagues who contribute daily to its work. The commitment of UEMS Members, the engagement of Sections and Boards, the expertise of committees and working groups, and the dedication of the Brussels Office remain the true foundation of the organisation.

As we move forward in 2026, the focus remains clear: to build on what has been achieved, to maintain coherence and continuity, and to continue strengthening the role of the UEMS within the European medical landscape.

João Miguel Grenho
UEMS Secretary General