



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
BE- 1040 BRUSSELS
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coordination@uems.eu

UEMS 2026/02

MEETING OF THE UEMS ADVISORY COMMITTEE

DRAFT MINUTES

Friday 24th April 2026
9.00am – 11.00am*

Restricted to the Heads of Delegation of UEMS Full Members only

Onsite Meeting without hybrid components

Carthage Thalasso Resort

Tunis Governorate,
Gammarth, PB 270
Tunisia

Tel. : +216 71 910 002

**All times are local – GMT+1 Tunisia*



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Welcome

Prof. V. Papalois - UEMS President

Prof. Papalois opened the meeting by thanking the *Conseil National de l'Ordre des Médecins (CNOM)* for hosting the meeting and for selecting such an excellent venue.

In his opening remarks, the UEMS President stressed the importance of strengthening engagement between the UEMS and its National Medical Associations (NMAs). As the UEMS Council meets only twice a year, maintaining regular communication is essential to ensure that the organisation remains closely connected with its members.

He encouraged NMAs to share their achievements, ongoing initiatives, future and challenges, emphasising that this exchange is of great importance. He reaffirmed the UEMS leadership's willingness to support NMAs both at national and international level, inviting delegates to express how the organisation could best assist them.

Prof. Papalois noted that many European Medical Organisations (EMOs) hold preparatory meetings with their national members ahead of their assemblies to gather views and coordinate positions. He suggested that our NMAs could build on this model by extending such discussions beyond official delegates to include national scientific societies and other relevant stakeholders. Such an approach would strengthen collaboration while further promoting the work and visibility of the UEMS.

Finally, he encouraged NMAs to consider attending future UEMS Council meetings with small accompanying delegations where appropriate, noting that broader participation would enrich discussions and reinforce the links between the UEMS and its national members. He further invited the UEMS members to share their views and suggestions on these proposals.

The President of the UEMS noted that Mr Othmar Haas, UEMS Treasurer, would present the Finance Report in detail. He assured the audience that the UEMS's finances are in the best possible hands. He highlighted that the UEMS owns a five-storey building in the centre of Brussels and manages its financial reserves with great prudence. The reserves are used responsibly to support emerging projects that demonstrate long-term financial sustainability.

The President also noted that a number of Observer and Associate Members are in arrears with their membership fees. While this does not have a significant financial impact on the organisation, a proposal on this matter would be presented for consideration.

Looking ahead, he announced that a more detailed presentation would be given the following day regarding the UEMS Congress. The Congress is now entering its final phase, following an enormous amount of work by many contributors. He stressed that the success of the event depends on the active support of all members. Greater engagement is needed, and members were encouraged to promote the Congress actively, including



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by publishing the registration link on their national society websites. He noted that registrations had so far been received from only four countries.

The President also announced the launch of the UEMS Journal – *The European Medical Specialist Review*.

Finally, he paid tribute to the UEMS Secretariat, highlighting the stability and professionalism of its workforce under the leadership of the CEO. While members may simply see prompt email responses, behind them is a team of highly skilled professionals whose expertise is essential to the organisation. He stressed that as the UEMS Secretariat continues to develop professionally, so too does the UEMS as an organisation.

In closing, the President expressed his sincere gratitude to all members and their countries for their continued support, collaboration, and commitment to the UEMS.

Roll Call of delegations

Dr J. Grenho - UEMS Secretary General

The Secretary General called the full member National Medical Associations, inviting the new Heads of Delegations to present themselves.

Dr Domingo Sanchez – New Head of Spanish Delegation presented himself.

At the time of the roll call, **22 Full Member National Medical Associations (NMAs)** were present or represented.

The following countries were absent at the time of the roll call: **Cyprus, Estonia, France, Germany, Greece, Hungary, Luxembourg, The Netherlands, Sweden and Switzerland.**

The simple majority was therefore set at **12 votes**.

1. Approval of the agenda **

Dr J. Grenho - UEMS Secretary General

The Agenda was unanimously approved without changes.

2. Approval of the minutes of the AC meeting (17th October 2026 - Tbilisi)**

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

The Minutes were unanimously approved without changes.



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3. UEMS financial reports

3.1. Consolidated Report 2025

3.2.UEMS account to date

*Dr O. Haas - UEMS Treasurer
UEMS 2025/38*

Dr Othmar Haas presented the **2025 Consolidated Financial Report** and the **UEMS accounts to date**.

He began with the Profit and Loss (P&L) statement, comparing the 2025 figures with those of 2024. Income had increased by approximately 5%, while expenditure had risen by 2%, resulting in another positive financial year. He noted, however, that changes in Belgian accounting legislation now require activities to be budgeted and recorded within the same financial year, which may affect the presentation of future financial results.

Regarding income, Dr Haas pointed out that the membership fees paid by Full Member National Medical Associations have remained unchanged for many years and now represent only around 6% of the organisation's total income. He also informed Council that three Observer Members, Armenia, Iraq and Lebanon, have outstanding membership fees for the past three to four years.

The Treasurer highlighted the diversification of the UEMS income sources. Rental income from the Domus Medica Europaea (DME) remained stable at approximately EUR 80,000 annually. EU-funded projects involving the Institute for Doctors' Education (ID) generated around EUR 70,000 in grant income. Revenue from EACCME accreditation and examinations continued to increase in 2025, reflecting the growing number of accredited events and examinations. He also noted that membership fees received from Scientific Societies now exceed those received from National Medical Associations.

Reviewing expenditure, Dr Haas referred to travel costs, meeting expenses and catering costs incurred for Council meetings held in Brussels and for meetings of the European Medical Organisations. He stressed that Belgium remains one of the most expensive EU countries in terms of employment costs, with salary increases generating substantial additional tax liabilities rather than significantly increasing employees' net income. He therefore underlined the need to review the salary policy. Teleworking and extralegal benefits continue to deliver operational and financial advantages.

The UEMS Treasurer further highlighted the significant tax burden borne by the organisation, including approximately EUR 170,000 in VAT and taxation on interest earned from savings accounts.

Regarding assets, Dr Haas noted that the market value of the Domus Medica Europaea has continued to increase over time as a result of property appreciation and ongoing improvements. He also presented the **Balance Sheet** and **current cash position**,



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explaining that the assets of UEMS Bodies fluctuate considerably throughout the year owing to examination activities and variations in participant numbers.

The financial situation during the first four months of the year was described as very satisfactory, particularly due to continued growth in EACCME activities.

Turning to the forthcoming UEMS Congress, Dr Haas emphasised that its financial success will largely depend on participant numbers, as a successful Congress would generate significant income for the organisation. At the same time, he noted that a substantial proportion of the funds currently held are earmarked for loan repayments, while ensuring adequate liquidity to finance the Secretariat and the Congress.

Among the current financial and administrative challenges, Dr Haas highlighted the new European requirement to use the PEPPOL electronic invoicing network from 1 January 2026. He explained that UEMS will need to adopt the Belgian centralised electronic invoicing system accordingly. He also announced that the financial management of examination activities will be reorganised, with each Section maintaining a separate account.

Finally, Dr Haas reminded all UEMS Bodies of the obligation to submit their annual budgets to the Brussels Office by mid-June of each fiscal year.

Professor Papalois welcomed the implementation of the new financial platform and expressed satisfaction with its technical performance. He also stressed the UEMS's responsibility to maintain the quality of its core services, particularly EACCME accreditation and examinations. Referring to Observer and Associate Members with outstanding membership fees, he acknowledged that several are facing exceptional circumstances, including armed conflicts, and informed Council that the Executive Committee had proposed a waiver of membership fees in such cases.

In response to a question from the Spanish delegation regarding the increase in certain expenditure items, Dr Haas explained that these higher costs were primarily attributable to the implementation of the new version of the UEMS platform.

4. UEMS Financial Review Report 2026

*Dr Hannu Halila,
UEMS Internal reviewer*

Dr Hannu Halila, UEMS Past President and internal reviewer, presented the *UEMS Financial Review Report for 2026*.

Dr Halila highlighted the role of the internal reviewer and noted that, although the UEMS is not legally required to appoint external auditors. External auditors will be engaged for the 2026 financial year at the earliest. This will provide an additional level of



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independent assurance and further strengthen the reliability and transparency of the organisation's financial reporting.

Dr Halila reported that most financial transactions were supported by appropriate documentation. Only approximately 0.5% of payments lacked complete supporting documentation, representing a very small proportion of the overall transactions reviewed.

About management fees, he informed Council that the total management fees collected from UEMS Bodies amounted to EUR 216,430.10. He added that a more robust fee management system would be introduced to ensure that all fee payments are properly recorded and fully documented.

Dr Halila also underlined the importance of continued investment in EU lobbying activities to strengthen the UEMS's political influence and visibility within the European Commission and other European institutions.

Finally, he reported that the outstanding loans relating to the Domus Medica Europaea are expected to be fully repaid by June 2026.

5. Any other business

The UEMS President highlighted the importance of revising the procedure for the adoption of future European Training Requirements (ETRs). He proposed that ETR presenters should present their proposals to the relevant Sections on Friday, during the Advisory Board Meeting, followed by the vote in Council on Saturday. He added that the process remains under consideration with the aim of avoiding the need for duplicate presentations while ensuring an efficient decision-making process.

Dr Tolocka stressed that the deadlines for the submission of ETRs should be applied more rigorously to facilitate a smoother review process. He also noted that there may be some confusion regarding ETRs, with a perception that their adoption could lead to the recognition of a medical specialty.

In response, Prof. Papalois clarified that this is not the case. He explained that ETRs do not establish or recognise new medical specialties but rather define and reflect the training requirements for specialties that already exist.

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