



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 2024/19

MEETING OF THE UEMS COUNCIL

DRAFT MINUTES

Saturday 19th October 2024

09:00 – 11:00 AM CET

13:30 – 17:40 PM CET

Meeting held live at:

The Thon Hotel Brussels City Centre

Avenue du Boulevard 17,

BE - 1210 Brussels

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UEMS Council meeting, 19th October 2024

Welcome

09:00

Prof. Vassilios Papalois
UEMS President

In his presidential address, Prof. Vassilios Papalois welcomed attendees and expressed his gratitude for their presence.

Regarding constitutional matters, he highlighted the necessity of amending the *UEMS Statutes* to comply with Belgian law—a process that was successfully completed thanks to the collaborative efforts of many, particularly Past President Romuald Krajewski. The next step involves revising the organization's *Rules of Procedures*, which govern internal operations. This revision has already undergone broad consultation. Following this, the *Explanatory Notes on UEMS Bodies...* will also be reviewed. Additional key documents are under development, including a new Charter outlining collaboration with scientific societies and a document addressing engagement with candidates who take UEMS examinations. These candidates represent an opportunity to become valuable ambassadors for the organization. Furthermore, efforts are being made to involve individuals who have completed their mandates within UEMS but wish to remain active contributors.

From a financial perspective, the UEMS President explained that the organization is in a sound position. Despite global challenges, the UEMS has consistently achieved financial balance year after year. A detailed financial report will be presented by our Treasurer, Dr Othmar Haas.

The pillars of UEMS activities include NMAs (National Medical Associations), UEMS Bodies, and external partners. NMAs continue to take the lead in numerous projects, such as the comprehensive mapping of medical specialties across Europe. The Thematic Federations and some of our MJsCs are or have been revitalized, such as those dedicated to Hypertension and Legal and Forensic Practice. Efforts to promote these UEMS bodies include initiatives to support colleagues in Ukraine and other significant projects.

Two additional priorities for NMAs were emphasized: amplifying and harmonizing their voices within Europe and collaborating more closely with the UEMS Office to address representation gaps. NMAs were encouraged to assist in filling these gaps to strengthen the organization's activities.

Prof. Papalois also emphasized the importance of UEMS's flagship initiatives: examinations, appraisal of examinations (CESMA), EACCME accreditation, European Training Requirements (ETRs), and the accreditation of training centers (NASCE). These core activities reflect the organization's commitment to excellence.

The UEMS President further underscored the need to broaden UEMS's global reach through partnerships. In recent weeks, UEMS has signed agreements with scientific societies such as EFIM, EHA, and the BioMed Alliance. These partnerships are in addition to the significant work being carried out by the European and International Department, led by Dr Marc Hermans, which continues to oversee a substantial volume of activities.

Prof. Papalois outlined several key niche projects, including the remarkable work of the Thematic Federation for Green and Sustainable Medical Practice, which has made a significant impact beyond



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the organization, the plans to host the first UEMS Congress in May 2026, and the preparation of a UEMS open journal.

He expressed his deep gratitude to the UEMS Office, emphasizing the expanded team and their efforts. He highlighted Amelia Donighian, the Coordinator, for her outstanding work in managing nearly 100 bodies, and extended special thanks to the CEO, Mr. Bertrand Daval, for his decade of dedicated service to UEMS, inviting the Council to join in a round of applause in his honor. Additionally, he acknowledged the invaluable contributions of the EEC and Past Presidents, who bring over four decades of collective experience to the organization. Prof. Papalois encouraged members to engage with these individuals and involve them in their meetings.

Further on, Prof. Papalois reminded attendees that the organization's greatest resource is not its documents, finances, or procedures, but the people who volunteer daily because they believe in the mission. The President of the UEMS urged everyone to honor and support their colleagues, emphasizing that these relationships will be their greatest strength in the future. The various activities, such as examinations, accreditation of centers, and EACCME, are not ends in themselves but tools to serve the ultimate goal of advancing the European medical community for the benefit of patients. He stressed that even in the face of challenges, the organization's purpose remains paramount.

Concluding his address, Prof. Vassilios Papalois reflected on Europe's essence—humanistic values, democracy, and freedom. He cautioned against taking these principles for granted, as their absence would mean the loss of Europe itself. He reminded everyone that setting foot in Europe means embracing freedom, a cornerstone of the European identity.

Roll-call of delegations and introduction of new attendees

Dr João Grenho
UEMS Secretary General

The Secretary General proceeded to the roll-call and invited new attendees to introduce themselves. 30 NMAs Full Member were present; Estonia was absent and sent its apologies.

Majority set to 16.

Dr Grenho welcomed the delegation of Montenegro, the Montenegrin Medical Chamber, guest of the UEMS Council.

1. Approval of the agenda **

Dr João Grenho
UEMS Secretary General

The agenda of the Council Meeting has been unanimously approved.

2. Approval of the minutes of the last UEMS Council Meeting **

Dr João Grenho
UEMS Secretary General

The Minutes of the previous Council Meeting were unanimously approved.



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3. Report of the Secretary General

Dr João Grenho
UEMS Secretary General

Dr João Grenho presented the *UEMS Secretary General's Report*, which has been consolidated with the CEO's report into a single document that has already been circulated.

Finances

The Secretary General explained that the UEMS proposed Budget for 2025 will be discussed and voted on today. The joint investment strategy has generated approximately €33,000. The transition to the Odoo platform is complete, pending final approval from the external auditor. The reconciliation of the 2023 accounts has resolved a significant portion of outstanding balances. Projected income for 2025 is €3,36 million.

Additionally, Dr Grenho highlighted the collaboration with UEMO, our sister organization representing family practitioners, formalized through an agreement signed during the EACCME Conference.

EACCME

The Secretary General highlighted *EACCME 3.0 – The Next Frontier: A Pan-European CME CPD Partnership Conference*, hosted by the UEMS earlier this year (8-9 March 2024). The first day focused on integrating CanMEDS, EDI, and CBME into CME CPD training, while the second day involved external partners.

An invitation was extended to join EACCME on social media, with impressive numbers shared: 2735 events projected by year-end, including record-breaking applications in July 2024. Ongoing activities include revising scientific funding criteria and developing the new Trusted Provider status to enhance accessibility.

The Secretary General commended the team around him, emphasizing that the impressive numbers are a testament to the remarkable commitment and excellence of the EACCME team (UEMS Accreditation), whose contributions make all of this success possible.

Internal Issues

Dr Grenho further spoke about the UEMS internal updates, which include the already revised version of the *UEMS Statutes*, the ongoing revision of *Rules of Procedures* and upcoming revision of the *Explanatory notes on the UEMS Bodies...*, recent ETR adoptions, and the formal pathway to establish a Sports Medicine Section. He also announced the inaugural UEMS Congress in 2026, aimed at strengthening dialogue with external stakeholders and reinforcing CME CPD standards.

UEMS Office

Financial updates showed DME projected service revenues trending toward €7500 for the year (from service revenues including rental of office spaces, parking lots, rental of conference rooms and virtual mail).

Further on, the Secretary General presented the UEMS Office's organogram and recent staff changes. He offered an overview of the UEMS Office activities, including support for UEMS bodies, online elections, surveys, biannual Council meetings, UEMS Website and social media management.

Prof. Papalois expressed gratitude for the Secretary General's exemplary work. Dr Firth (UK) suggested an updated EACCME website to advertise accredited events, to which the Dr Grenho



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responded that social media already supports event promotion and a QR code on certificates is under consideration for improved transparency.

Presentation of the UEMS 2026 Congress

UEMS CEO, Mr. Bertrand Daval, expressed his gratitude to the Executive and the Office for their unwavering support throughout his 10 years with the organization. He offered special thanks to Dr Romuald Krajewski and Prof. Vassilios Papalois for their exceptional mentorship.

Mr. Daval provided an overview of the inaugural UEMS Congress, scheduled for May 27–30, 2026, in Leuven, Belgium, just a 15-minute train ride (28 km) from Brussels.

The Congress aims to consolidate all UEMS activities under the same umbrella: CME/CPD Conference, Second ETR Conference etc. Following the Council meeting, an open call will invite colleagues to join the Organizing Committee. Members are encouraged to indicate how they wish to contribute to this Congress, which is part of UEMS's strategic effort to diversify its financial portfolio and generate additional income.

In response to a question from Prof. Umut Akyol (Chair of the WG PGT) about opening the Congress to the world, Prof. Papalois clarified that the event would welcome contributions from colleges, NMAs, scientific societies, and universities (non-exhaustive list).

4. Presentation of the accounts and approval of 2025 Budget **

*Dr Othmar Haas
UEMS Treasurer*

Dr Othmar Haas presented the financial report and highlighted that, due to recent changes in Belgian legislation and our updated Statutes, a vote is now required after the financial presentation.

P&L 2023

Dr Haas highlighted significant changes due to the Belgian law, which required presenting numbers to the Belgian government. The organization had a deficit of €280k but ended the year with a profit of €11,323. He explained that the increase in expenses was mainly due to the examination process. They hope to receive advice from external auditors, as some expense proofs were not well-documented. The total assets of the organization stand at €8.5 million, including the building, although the real value of the DME is likely higher than the estimated €3.5 million. The financial variability across UEMS bodies ranges from €2 bank assets to €450k.

P&L2024

For the period from January 1 to September 30, 2024, €175,000 profit is expected. Dr Haas expressed optimism that, following the projections for EACCME, the organization will remain in the black by year-end, with no major concerns for the proposed budget.

Budget 2025

The UEMS Treasurer compared the budgets for 2023, 2024, and 2025, noting a proposed 15% increase in EACCME fees (as outlined in the budget summary). Membership fees, which have not been raised for many years, account for less than 10% of UEMS's income, unlike the situation of other EMOs, dependent on the membership fees. In light of the new *Statutes* and Belgian regulations for non-governmental institutions, membership fees have become an obligation. He also addressed staff-related issues, stating that salary and benefits had to be increased to remain competitive in Brussels' competitive job market. The staff investment is a top priority for the organization. Income is expected to increase by the end of the year, with an estimated 2.7% rise compared to 2024.



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Regarding loans, the UEMS purchased the DME in 2011 with a loan close to €4 million, which is set to be paid off by mid-2026. The loan carries an interest rate of 4.9%, with €280,000 debt remaining. Dr Haas explained that paying it off early would incur significant penalties, including a 5% penalty on the loan value.

Common investment projects amount to €1.927 million, yielding net interest of €11,708, with a total of €33,672 in net interest over three investments. A reinvestment is planned for November.

- Prof. Papalois thanked Dr Haas for his dedication and thorough work and the team around him. He clarified that, in accordance with the new *Rules of Procedure (RoPs)*, NMAs were scheduled to vote on the budget during the Board Meeting (now known as the Advisory Committee Meeting). However, the recent changes only affect the timing of the vote, with the voting process itself remaining unchanged.
- Dr Krajewski (Past President) congratulated the Executive for the positive financial results, noting that when he started as President, the financial situation was unclear. The current situation reflects the collective effort and shared funds benefiting the organization.
- Dr Lillienau (UEMS Gastroenterology) raised concerns about Sections not being paid for their EACCME reviews. He questioned why payments that were previously understood during the pandemic have not continued. Dr Haas responded that payments for 2020 and parts of 2021 had been made, and that a plan to pay the outstanding amounts would be implemented in 2026. Priority would be given to Sections facing financial instability, with a projected payment plan starting in 2026.
- Dr Werther (Denmark) raised a similar concern, asking when the NMAs would be paid for their EACCME reviews, as many are unsure what to invoice UEMS for.

Prof. Papalois clarified that payment agreements vary by country and that some countries have agreements with national accreditation authorities rather than directly with NMAs. He confirmed there are no unpaid invoices from UEMS's side and encouraged the NMA authorities involved in the accreditation process to check with our Accreditation office what is there to be paid and issue the respective invoices to our EACCME department.

The proposed 2025 Budget was unanimously approved by the Council.

5. European Affairs

5.1. *Report of the European Affairs Department*

Dr Marc Hermans

UEMS Officer for European and International Affairs

Dr Marc Hermans distributed his report, highlighting his focus on UEMS's online presence strategies and involvement with the KEEPCARING project. Isabelle Dumaine manages the monthly review, which has received positive feedback, and attends EU-organized meetings on behalf of UEMS.

Dr Hermans reflected on the balance between online and in-person meetings to strengthen connections. He briefly mentioned the autumn PRM Section meeting, where examination processes were discussed, and shared insights on UEMS Office operations.



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He introduced the European Academy for Clinical Leadership (EACL), which distinguishes leadership from managerial skills and offers a diploma program. At the European Observatory on Health Systems and Policies, he attended a webinar on healthcare workforce shortages and noted the Meteor project reports available online.

At the High-Level Conference on the Future of the EU Health Union, organized by the Belgian EU Presidency, UEMS had limited time to present but gained attention.

He discussed the Amsterdam Symposium on medicine and healthcare worker shortages, advocating for oversight under health or education rather than business/economy. He also noted efforts to connect with newly elected MEPs through the European Patients Forum.

Dr Hermans attended the 4th World Summit on Competency-Based Education in Basel, which provided valuable insights for ETR development, and highlighted the upcoming AMEE Congress in Basel 2024. He also announced UEMS's invitation to join the Care2Care project.

Expressing gratitude for colleagues' support, he encouraged soft strategies to enhance UEMS's visibility, particularly for ETRs, and invited feedback on the EU Affairs Office's future direction. He concluded by sharing the registration link for the survey presentation at next week's kick-off event.

The UEMS President commended Dr Hermans on his outstanding portfolio, with no further questions raised.

5.2. Presentation of the Montenegrin Medical Chamber (MMC)

Prof. Papalois warmly introduced the Montenegrin Medical Chamber, highlighting that Montenegro is set to become the 42nd NMA of the UEMS and extending a heartfelt welcome.

Dr. Milena Popovic and Dr. Djanka Terovick, President of the MMC, expressed their sincere gratitude for the warm reception, especially thanking Dr Hans-Peter Ulrich. They emphasized that before formally submitting their letter of intent, they wished to meet the UEMS community.

Their presentation provided a detailed overview of the Chamber, including its Commission for Ethical Issues, Supervisory Board, and Court of the Chamber. They candidly addressed the challenges faced by the MMC, particularly political influence, noting that many hospital managers are affiliated with political parties.

To foster improvement, they outlined key initiatives:

- Advocating for the integration of private practice into the national healthcare system by pressuring the Ministry of Health.
- Promoting private practice while strengthening public healthcare efforts to retain young doctors, many of whom are leaving for opportunities in Germany. The focus remains on retaining medical professionals in Montenegro.

In response, the UEMS President expressed enthusiasm for receiving their letter of intent and warmly looked forward to welcoming Montenegro as a member at the upcoming Spring Council Meeting.



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6. Specialist Issues

6.1. Report from the Advisory Board

Dr Patrick Magennis

Chair AB – Chair of Grouping II

Dr Magennis, co-Chair of the Advisory Board meeting, provided a concise summary of its outcomes. The meeting had 31 Sections present, with a majority of 17.

Key points included a summary of discussions from the Groupings and broad support for the outlined proposals, as detailed in the presentation. All ETRs received the Advisory Board's endorsement, along with the proposal to establish a Section for Sports Medicine.

6.2. European Training Requirements

6.2.1. Introduction of the submitted ETRs and feedback of the ETR RC

Prof. Nada Čikeš

Chair of the UEMS ETR RC

Prof. Čikeš reflected on last year's efforts to refine the foundation of the ETR review process, culminating in revisions to the Terms of Reference document. A key update is the requirement for new documents to be submitted three months before the Council meeting, allowing adequate time for reviews and author feedback under the Advisory Board's guidance.

The chair of the ETR Review Committee highlighted the following challenges:

- the growing necessity to embrace competency-based medical education (CBME);
- the need to align with CanMEDS frameworks and assessment methods such as Entrustable Professional Activities (EPAs).

On this Council's occasion, five ETRs were under review. Prof. Čikeš explained that three of them—*Ophthalmology*, *PRAS*, and *O&T*—are directly linked to specialties, while the other two focus on cross-disciplinary competencies: the *PDM in Pain Medicine for Anaesthesiologists* and the *ETR for Competency in Rare Neurological Diseases*.

Prof. Čikeš outlined the roles and responsibilities of the ETR Review Committee and noted the establishment of two working groups:

1. **Review of the ETR Template and Timeline** (led by Ute Moog).
2. **CBME Implementation in Postgraduate Medical Education** (led by Leila Niemi-Murola).

Future Steps:

- Enhance understanding of the ETR RC's role.
- Revise the Terms of Reference for the ETR RC.
- Support collaboration between UEMS Sections and both European and National Scientific Societies (ESSs and NSSs).
- Propose and revise new ETRs etc.

Prof. Čikeš urged delegates to take greater responsibility in their roles and engage their colleagues in representing their countries effectively. She also emphasized the need for NMAs to actively promote the implementation of ETRs and encouraged countries to ensure adequate representation within UEMS bodies. Representatives should ideally have both academic experience and active involvement in their fields.



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6.2.2. Professional Development Module PDM in Pain Medicine for Anaesthesiologists **

Prof. Oleg Sabelnikovs
President of EBA

Prof. Sabelnikovs presented the European Professional Development Module (PDM) in Pain Medicine for Anaesthesiologists. He explained that the document is designed to focus on anaesthesiology, serving as a reference for residency training through the ETR, and as a guideline for CME/CPD through the PDM. The intention is to further develop additional modules in the future.

The ETR it's on its second update, adopted in 2022. We have 2 domains dedicated to pain. General core competences should be achievable by most national training requirements. The President of EBA explained the concept of PDM, saying that we can divide the professional growth in any specialty in 3 main categories: undergraduate training, residency training and continuous professional development. Our main focus was on the last two categories.

- For residency training we produced the ETR;
- For the CPD we are working at the moment on producing a document; the PDM is meant to help harmonize the training in this post residential phase.

The PDM for anaesthesiologists summarizes learning objectives to enrich and increase competencies raising clinical experts and professional leaders to a **higher level of qualification**:

- **Part 1:** General Information about the European Professional Development Module (PDM) in Pain Medicine for Anaesthesiologists
- **Part 2:** Domains and Competencies in the PDM Pain Medicine for Anaesthesiologists
- **Appendix I:** Entrustable Professional Activities (EPAs)

Prof. Sabelnikovs explained that the aim of the PDM in pain medicine for anaesthesiologists is to provide a framework for harmonising the practice and teaching of advanced pain medicine across Europe by expert specialist clinicians. The PDM in Pain Medicine for anaesthesiologists could serve as a model for advanced training in other medical disciplines involved in pain medicine (e.g. radiology, surgery, neurology etc.). The EBA President clarified that the document does not promote non-evidenced interventions that patients may risk. Candidates for PDM in Pain Medicine: anaesthesiologists who have successfully completed the training for competency in pain medicine. Prof. Sabelnikovs concluded his presentation by expressing grateful thanks to the members of the task force.

Dr Monika Brodmann-Maeder (Switzerland) stated that this document could be used as a module for other disciplines and adapted to various specialties. In Switzerland, there is an initiative to integrate the program, considering which specialties could benefit from the implementation of the PDM. Prof. Sabelnikovs acknowledged the suggestion and stated that the ETR and the PDM are interlinked.

The EU PDM in Pain Medicine for Anaesthesiologists was unanimously voted and adopted.

6.2.3. European Training Requirements in Ophthalmology**

Dr Helena Prior Filipe

UEMS Ophthalmology Section Dr Prior Filipe presented the ETR in Ophthalmology, describing it as a dynamic *living document*, developed collaboratively by the European Board of Ophthalmology (EBO) and the Section of Ophthalmology. This initiative involved the contributions of 70 international



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ophthalmologists across 11 working groups, aiming to achieve comprehensive cultural and professional representation.

The team convened for six meetings, drafted the initial document aligned with training curricula, and developed 21 EPAs. The presentation highlighted the integration of CanMEDS, progression from training outcomes to EPAs, and the structure of residency programs. Dr Prior Felipe also detailed the recognition process for trainers, requiring specific qualifications and experience, and addressed additional topics such as climate change, sustainable eyecare, systemic diseases, and the social impact of ophthalmology. The comprehensive approach encompassed community, global, and system-based care. She concluded by thanking reviewers for their feedback.

The UEMS President commended the Ophthalmology Section and Board for their remarkable efforts and the extensive contributions of the experts involved, expressing high praise for their work. With a touch of humor, he remarked, "The moment you mentioned having 21 EPAs, I knew you had Switzerland's vote."

The ETR for Ophthalmology has been unanimously voted for and adopted by the Council.

6.2.4. European Training Requirements in Orthopaedics and Traumatology**

Dr Nanni Allington

President of UEMS Section O&T

Dr Allington presented the revised ETR in Orthopaedics and Traumatology, with contributions from Sweden, Austria, Lithuania, Germany, and Greece, explaining that the ETR was not presented in April, as the 5 reviewers required to have more time to review the feedback.

She provided historical context, noting the evolution of the specialty from its origins in barber surgery to a modern, structured discipline. Over the past century, orthopaedics has progressed from freehand surgery to robotic-assisted operations, emphasizing competency-based medical education (CBME), CanMEDS, and entrustable professional activities (EPAs).

Orthopaedics encompasses a broad scope, addressing conditions from infancy and child abuse cases to skeletal disorders. Trainees must develop skills in reading X-rays and managing cases conservatively in collaboration with other disciplines, as well as surgically. The specialty overlaps significantly with others, including *Spine, Hand Surgery, Adolescent Medicine, Pain, Infection Control, Oncology, and Balneology*.

Major challenges were highlighted, such as an aging population—over 40% of cases involve older patients with osteoporotic fractures—and increasing trauma from traffic accidents. The ETR aims to address these issues by emphasizing a structured training pathway, integrating the European curriculum, and working closely with European societies. Trainees are guided through a progressive entrustment scale (level 1 to level 5) and are also expected to handle basic trauma care for upper and lower limb fractures and other injuries. Advanced areas such as pelvis, spine, and pediatric orthopaedic surgery require fellowship-level training. Dr Nanni Allington emphasized the importance of diagnostic skills, imaging, and collaboration with specialist laboratory medicine, while noting that highly specialized procedures, like scoliosis surgery, are beyond the scope of core training.

The annual EBOT exam serves as a key assessment tool. Some feedback on radiology was noted but not received through the endorsement process. Revised documents were submitted with limited explanation of responses to prior comments.



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The ETR in Orthopaedics and Traumatology was approved and adopted, receiving 25 votes for and 3 abstentions.

Special thanks were conveyed to Prof. Tristan Bougier, who's collaboration was invaluable.

6.2.5. European Training Requirements for PRAS**

*Prof. Outi Kaarela
President of UEMS PRAS Section*

Prof. Kaarela presented the ETR for the PRAS (Plastic, Reconstructive, and Aesthetic Surgery) specialty, noting that the syllabus is extensive. Its structure encompasses training requirements for trainees, trainers, and training institutions:

1. Training Requirements for Trainees:

- Generic EPAs and specialty-specific EPAs (High-level outcomes, 9 Domains);
- Comprehensive syllabus (page 19-150) ;
- Management of critical conditions such as burns and necrotizing fasciitis;
- Index procedures ;
- Formative assessment methods.

The President of the PRAS Section clarified that supervision levels are recommended for the assessment of trainee's ability to manage EPAs (Level I – V). She has also enlisted the critical conditions for which correct management is mandatory: burns; necrotising fasciitis; emergency management of complex trauma to the lower limbs; emergency management of complex trauma to the upper limbs; compartment syndrome; emergency management of post-operative complications. Prof. Outi Kaarela expressed gratitude to the reviewers for their contributions. A comment from the Netherlands, shared by Radu Olariu, highlighted the addition of a section on multidisciplinary teams and clarified that the ETR does not impose specific mandates on individual countries.

2. Training Requirements for Trainers:

- process for recognition as trainer;
- quality management for trainers.

3. Training requirements for training institutions:

- Process for recognition as training centre
- Revalidation of training centres at national level should take place at 5 years.

Prof. Kareela acknowledged that the ETR for PRAS has its particularities, including overlaps with other specialties and the need for collaboration. She noted that the document is extensive and detailed, with the overarching goal of UEMS being to harmonize training across specialties.

Dr Monika Brodmann-Maeder (Switzerland) proposed dividing the responsibilities between specialties to address the overlap, such as in the case of hand surgery.

Prof. Papalois praised the efforts of the PRAS colleagues.

The ETR was approved and adopted with 28 votes in favor, 1 abstention, and no opposition.

6.2.6. European Training Requirements for the Competency of Rare Neurological Diseases**

*Prof. Béla Melegh
President of UEMS MJC RUD*

Prof. Melegh introduced a new submission developed in collaboration with 24 ERNs (European Reference Networks), specifically ERN-RND, involving nearly all European countries. The focus is on



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highly specialized healthcare services and advanced methodologies. The ERN-RND's core activities include cross-border e-healthcare, supported by funding from the European Commission.

Dr Monika Brodmann-Maeder (Switzerland) raised concerns regarding the absence of EPAs, CBME, and programmatic assessments, questioning whether the document should be categorized as an ETR or perhaps a PDM. She supported the idea of presenting it as a PDM, while Prof. Melegh elaborated that trainees completing the program would receive documentation certifying their training.

Prof. Papalois clarified that the program is intended for specialists—such as urologists—who would build upon their existing qualifications. It is not designed as an ETR for initial specialization but rather as advanced competency training for already trained professionals.

Prof. Melegh expressed openness to suggestions.

Dr Firth (UK) provided additional feedback:

1. Expand the section on presymptomatic testing in children to include adults. Prof. Melegh agreed to incorporate this comment.
2. Recommended further consultation to refine the proposal.

The Secretary General concluded by confirming that the ETR had received 15 official reviews, all of which were addressed by the authors.

The ETR for the Competency of Rare Neurological Diseases was approved and adopted with 21 votes in favor, 5 abstentions, and 3 opposing.

6.3. Constitutional Matters

6.3.1. Updated Rules Of Procedure**

*Dr Romuald Krajewski
Past President of UEMS*

Prof. Papalois introduced the revision of the *UEMS Rules of Procedure (RoPs)* and extended his sincere gratitude to Dr Romuald Krajewski, the former Past President of UEMS.

Dr Krajewski then presented the revision process. The proposed amendments to the *RoPs* were necessary due to changes in the *Statutes*, which, while not dramatic, affect the association's regulations. Significant sections have been moved to the *Statutes* in accordance with local legal requirements.

Dr Krajewski explained that the *UEMS Rules of Procedure* govern the internal functioning of the association, and we are not reiterating regulations already covered in the *Statutes*. Our aim is to harmonize the terminology. Each update of the *RoPs* provides an opportunity to formalize standard procedures that have become established practices within the association. The next step involves updating the *Explanatory Notes on the UEMS Bodies...*, which will regulate various situations.

Medical specialists to the UEMS Bodies will be referred to as *members*, and the UEMS Sections will no longer have "*delegates*." The definition of medical specialists is outlined in Article 6.2 of the *Statutes*.

Dr Krajewski further thanked all contributors and expressed gratitude to the legal advisors for clarifying what should remain in the *Statutes* and what belongs in the *Rules of Procedure*. He encouraged feedback on the *Explanatory Notes...* and emphasized that we are working towards a consensus before finalizing the statutory documents.



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The RoPs represent an internal document and can be amended at each Council meeting, although changes are technically possible at any time. *The Explanatory Notes...* are even more flexible—if you believe any new information should be included, please submit your proposals. We hope that the revisions have addressed the issues and concerns effectively, particularly regarding customary practices. Dr Krajewski briefly went through all the main changes of the document.

Prof. Papalois emphasized that this document is the result of many months of consultation. The decision-making process follows a clear *modus operandi*: if we encounter any issues that create controversy, tension, or fail to reach a consensus, the decision is paused. Democracy must prevail and be respected.

The revision the new RoPs of the UEMS have been unanimously approved.

6.3.2. Application for the creation of a UEMS Section of Sports Medicine**

*Prof. Nicolas Christodoulou
President of UEMS MJC Sports Medicine*

Prof. Nicolas Christodoulou, President of the UEMS MJC Sports Medicine, addressed the fact that the specialty of sports medicine meets the five criteria necessary to establish a UEMS Section. After 18 years of efforts, sports medicine has successfully been recognized and included in Annex V, thanks to 11 countries submitting their documentation for EU acceptance. This milestone was officially released on 31 May 2024.

Prof. Christodoulou outlined the activities of the MJC that will be transferred to the new Section. He confirmed that, according to the Rules of Procedure (RoPs), the five UEMS criteria have been met, meaning the Section will not need to start from scratch. He also expressed his gratitude to the UEMS Executive, the UEMS Office, and the delegates of the MJC for their support over the past 18 years.

The UEMS President acknowledged the MJC's comprehensive preparatory work, including the ETRs and all supporting documents, confirming that sports medicine is now officially recognized in **Annex V of the Directive 2005/36 on the recognition of professional qualifications** and the creation of the Section is constitutionally feasible.

The application for the creation of the Section was unanimously approved by the Council.

6.3.3. UEMS Endorsement of the Planetary Health - UEMS's Position Paper**

Dr Rosa Arroyo (HoD Spain), presenting on behalf of Dr Carlos Cabrera, provided a concise overview of the Thematic Federation for Green and Sustainable Medical Practice (TF GSMP) and its work. The President of the UEMS praised the a TF GSMP for its dedication and contributions.

The UEMS Position Paper on Planetary Health was then put to a vote, receiving 28 votes in favor, officially endorsing the position.

7. UEMS Awards

- Dr BALZAN Martin (Malta) – awarded the UEMS Gold Decoration of Honour



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- Dr CASANOVA Daniel (Spain) - UEMS Gold Decoration of Honour, will receive his award in April.
- Prof. CIKES Nada (Croatia) – awarded the UEMS Gold Decoration of Honour.
- Mr FELICE Arthur (Malta) – awarded the UEMS Gold Decoration of Honour.
- Dr GUAL Arcadi (Spain) – UEMS Gold Badge of Honour, will receive his award in April.
- Prof. FRAS Zlatko (Slovenia) - was awarded the UEMS Honorary Membership, third person holding this title.

The awardees delivered heartfelt speeches, reflecting on their journeys and contributions. Prof. Nada Čikeš expressed deep gratitude to the UEMS, the University of Zagreb, Croatia's NMA, and her family, highlighting her passion for medical education. Mr Arthur Felice, honored with the UEMS Gold Decoration of Honor, shared his sense of peace and appreciation. Prof. Zlatko Fras, awarded Honorary Membership, delivered an emotional speech recounting his transformative journey from 2005 in Munich to leading significant milestones, including securing a permanent home for the UEMS, and encouraged others to embrace bold steps forward.

8. Reports

8.1. Reports from representatives of European Medical Organisations

The floor is open to:

AEMH – CEOM – **CPME** – EANA – **EJD** – EMSA – **FEMS** – UEMO

CPME – Dr Martin Balzan delivered the CPME Report. He addressed the important topic of doctors' wellbeing, highlighting it as a critical component of broader retention policies aimed at supporting the medical workforce. He emphasized that the wellbeing of doctors is not just a personal concern but a systemic issue that directly impacts workforce sustainability, the quality of healthcare services, and patient safety.

EJD – Dr Valentina Pugelj delivered an in-depth report on EJD's most recent activities, highlighting their ongoing efforts and key initiatives to support junior doctors across Europe. She shared updates on EJD recent activities: medical workforce planning, quality of care and patient safety, European Working Time Directive etc, reflecting EJD's commitment to advocating for better working conditions, professional development opportunities, and the overall wellbeing of junior doctors. Dr Pugelj also announced the upcoming General Assembly of the EJD, which is scheduled to take place in Prague next week. This event will serve as a platform to discuss important topics affecting junior doctors and to plan future strategies aimed at addressing challenges within the profession. She also spoke about "From Mandate to Motivation," strategy on the EJD retention in Europe.



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FEMS - Dr João De Deus delivered the FEMS report, announcing that the organization recently conducted elections, resulting in the appointment of a new board. He provided an update on the *White Book of Doctors*, a key reference document addressing essential aspects of the medical profession, along with insights into the *Working Time Directive*, which regulates doctors' working hours to ensure fair labor conditions and patient safety. During his presentation, he introduced the chapters of the White Book, emphasizing their significance in shaping policy and professional standards. Attendees were encouraged to take copies for further review. Dr De Deus further Explained the PPP-adjusted salary (Purchasing Power Parity), a crucial metric for understanding the real value of income.

8.2. Updates from the UEMS Associate and Observer Members

Prof. Mykola Prodanchuk, representing one of our guests, the Ukrainian Federation of Professional Medical Organizations (UFPMO), provided an update on Ukraine's medical landscape, particularly in the context of military medicine. He highlighted the support of UEMS specialists in collaboration with UEMO and discussed Ukraine's Military Medical Doctrine, which has played a crucial role in the ongoing conflict. One remarkable statistic he shared was that up to 82% of wounded and sick soldiers are able to return to active duty, demonstrating the resilience and effectiveness of Ukraine's military healthcare system. As a powerful example, he spoke about Dmytro Dolgik, a marine who, despite losing a leg, successfully returned to service—symbolizing the strength and determination of Ukraine's armed forces.

As a gesture of appreciation, UFPMO presented a small gift to UEMS in recognition of their continued support. In response, the President of the UEMS reaffirmed full support for Ukraine's efforts and expressed readiness for further collaboration, encouraging them to reach out for another webinar whenever needed.

9. Internal Reports from Sections, MJC and TFs

9.1. Report from MJC and EB Phlebology

*Dr Claudine Hamel-Desnos
President of MJC Ph*

Dr Claudine Hamel-Desnos provided an update on its activities and achievements. She explained that the Multidisciplinary Joint Committee for Phlebology was established in 2014, thanks to the collaborative efforts of four UEMS Sections. The committee's primary focus is to certify medical professionals through the Diploma of Competence in Phlebology (CDP) and the Diploma of Competence in Phlebology Procedures (CDPP), ensuring standardized qualifications in the field. Currently, the MJC Phlebology has 31 delegates, although only 16 countries are represented. The European Board of Phlebology (EBP) consists of 14 delegates. To date, both entities have awarded 250 diplomas, reinforcing professional standards and recognition in phlebology across Europe. Dr Hamel-Desnos emphasized the importance of aligning education and training with European



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standards, particularly through the European Training Requirements and structured syllabus modules.

She also introduced a significant development—the launch of a new e-learning platform, which will be integrated with the UEMS Phlebology site, the pilot mini-site of the new UEMS digital platform, to enhance accessibility and training opportunities for professionals.

9.2. Presentation of Fatigue Project

Prof. Oleg Sabelnikovs
President of EBA

Prof. Oleg Sabelnikovs, President of the European Board of Anaesthesiology (EBA), presented the *Fatigue Project*, which focuses on the prevalence of fatigue among anaesthesiologists. The project is being carried out in collaboration with the EU Safety Foundation and is linked to the FRMS project. Prof. Sabelnikovs expressed the desire for wider collaboration within UEMS to further improve the quality of care by addressing this critical issue.

9.3. Project for Achieving Consensus in Training (PACT) Outline of standardised training for Obstetrics & Gynaecology across Europe

Prof. Fionnuala McAuliffe
EBCOG

Prof. Fionnuala McAuliffe, representing EBCOG, introduced the *PACT Project*, which aims to establish a standardized training framework for Obstetrics and Gynaecology across Europe. As part of EBCOG's ongoing efforts, the initiative includes a revision of the European training programme, working towards a broad consensus on curriculum development.

The project employs the Delphi methodology to assess the minimum essential skills required for practitioners. The training programme is structured around core modules, elective modules, and active engagement with specialty societies, ensuring a comprehensive and adaptable learning process. Key components also include Entrustable Professional Activities (EPAs) and a clear definition of competency levels, providing a structured approach to skill development and assessment.

At the conclusion of the presentation, Prof. Papalois congratulated EBCOG for its outstanding dedication, noting that their commitment to advancing education is evident not only within Europe but also on a broader international scale.

9.4. Report from MJC Adolescent Medicine and Health

Prof. Lina Zabuliene
President of the MJC AMH

Prof. Lina Zabuliene, President of the MJC on Adolescent Medicine and Health, provided an update on the group's work. She highlighted that while training modules for adolescent medicine exist in only six out of 36 European countries, the committee has made significant progress since its establishment in 2018, with 32 members and approved training objectives.

The focus is on improving healthcare outcomes for adolescents, with four main training goals and efforts to refine the syllabus. Prof. Zabuliene thanked specialties that have included adolescent medicine in their European Training Requirements (ETRs). The committee has developed user-



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friendly educational resources and established key stakeholder agreements, including a partnership with the European Academy of Paediatrics (EAP) to advance training in this field.

10. Working Groups Reports

10.1. *Continuing Medical Education & Professional Development*

Dr Hannu Halila

Chair of the CME/CPD WG

Dr Hannu Halila, Chair of the CME/CPD Working Group, provided an update on the group's activities. He highlighted the *Basel Declaration* which is next on the agenda for a consistent review and the formation of a small task force tasked with drafting the UEMS CPD Policy document. Dr Halila extended his thanks to Dr Monika Brodmann-Maeder for her significant contribution to the effort. Additionally, he mentioned that political statements are planned for future discussions within the group.

10.2. *E-Health*

Dr Alexandre Bisdorff

Chair of the E-Health WG

Dr Alexandre Bisdorff presented the latest updates from the E-Health Working Group, following its meeting held yesterday with 10 participants. The discussion focused on two key areas:

- **EU Health Data Space & Patient Mobility** – Exploring the implications of a unified European health data system and its impact on cross-border patient care.
- **Artificial Intelligence in Healthcare** – Examining the role of AI in medical practice, its challenges, and future integration within European healthcare systems.

10.3. *Postgraduate Medical Specialist Training*

Prof. Umut Akyol

Chair of the PGT WG

Dr Andreas Papandroudis, UEMS VP, speaking on behalf of Prof. Akyol, provided updates on the progress of the WG on Postgraduate Training (WG PGT) and expressed gratitude to its members for their contributions. Key Updates:

- **Glossary and Acronyms** – The group has compiled a glossary with 86 terms and 34 acronyms commonly used in UEMS. These will be made available online for consultation in preparation for the second draft (led by Mr Arthur Felice).
- The session was attended by 40 participants, reflecting strong interest in PGT developments.
- **Train the Trainers Initiative** – Sections and UEMS NMAs are encouraged to share their training courses to enhance knowledge exchange and best practices in medical education.
- **Training Centres Accreditation** – Ongoing work includes updating appraisal and accreditation processes for training centres, ensuring high standards in postgraduate medical education.

10.4. *Ukraine*

Dr Clive Kilgallen

Chair of the WG for Ukraine



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Dr Clive Kilgallen provided an update on the progress of the newly established Working Group for Ukraine, which consists of 12 delegates dedicated to supporting Ukrainian healthcare professionals. He outlined the key discussions and achievements of the group so far, focusing on the core pillars of its vision:

- Defining Terms of Reference – UEMS aims to support colleagues in Ukraine by assisting in the reconstruction and modernization of the healthcare system.
- Guiding Principles – The group's work is built on collaboration, community, and six core values, emphasizing solidarity and long-term development.

This initiative represents a crucial step in strengthening international medical cooperation and ensuring that Ukraine's healthcare sector receives the necessary resources and expertise for its recovery.

11. AOB

Prof. Armand Girbes presented the *MaMoms* project and continued with item 11.1.:

11.1. Presentation of the Dutch Medical Association, *De Federatie Medisch Specialisten*

Prof. Armand Girbes

Head of the Dutch delegation to the UEMS

Prof. Girbes delivered a captivating presentation on the historic and picturesque city of Haarlem, The Netherlands, as a proposed host for the 2027 UEMS Council. Highlighting Haarlem's rich heritage—being older than Amsterdam—he emphasized its suitability for conferences and meetings, with excellent venues, luxurious accommodations, and cultural landmarks such as the oldest museum in The Netherlands. An invitation to experience authentic Dutch culture was warmly extended.

Prof. Vassilios Papalois expressed his heartfelt gratitude to all participants, emphasizing his delight at the success of the UEMS-UEMO joint meeting and the two collaborative sessions. He acknowledged the numerous action points that would emerge from these discussions, reflecting the productive and forward-looking nature of the gathering. Special thanks were extended to the Office Team for their outstanding efforts in organizing the Council.

Next UEMS Spring Council Meeting – 25-26 April 2025, Brussels, M.A.I.

Next UEMS Autumn Council Meeting – 17-18 October 2025 – Tbilisi, Georgia.

*Items in italic with ** require a vote or a decision.*