



1. Introduction

Dear Colleagues,

It is with great pleasure that I present this report on behalf of the UEMS Executive for the 2025 Spring Council meeting. This document provides a comprehensive overview of the activities, developments, and strategic directions pursued by the UEMS throughout the year 2024 — a period marked by continued consolidation, innovation, and adaptation to the evolving landscape of specialist medical practice in Europe.

Over the past year, our organisation has taken further steps in strengthening its internal structures, optimising operational processes, and expanding its external reach. Among the many milestones, we highlight the consolidation of the EACCME 3.0 framework and the progress towards the Trusted Provider status, the growing adoption of the Odoo digital financial system across departments, and the completion of the revised UEMS Statutes and Rules of Procedure — essential instruments for ensuring compliance with Belgian legal requirements and enhancing transparency and governance within the UEMS.

Equally noteworthy has been the steady increase in UEMS-accredited CME/CPD activities, the reinforcement of staff within the Brussels Office and the EACCME team, and the expansion of hybrid capacity and service use of the UEMS House - Domus Medica Europaea, further reinforcing its role as a central and functional asset of the organisation.

Looking forward, the preparation of the 1st UEMS Congress, to be held in Leuven from 27 to 30 May 2026, stands out as a strategic highlight. This inaugural event will offer a shared platform to reflect on the future of healthcare systems in Europe, celebrate achievements, and explore the realities of medical specialist practice in all its dimensions. The UEMS Congress will serve as a milestone in bringing together our community — specialists, trainees, educators, and institutional partners — around a common vision of quality, sustainability, and excellence in medical education and healthcare provision.

This report reflects the collective efforts of many colleagues across the UEMS. I would like to extend my sincere thanks to all UEMS Members and Observers, delegates, members of our Sections and other UEMS Bodies, to partner associations for their trust, collaboration, and unwavering commitment throughout the past year.



EUROPEAN UNION OF
MEDICAL SPECIALISTS

The advocate of medical specialists

As we gather once again in Brussels, may this meeting reinforce our shared mission and inspire the continued pursuit of excellence in specialist medical education and healthcare delivery across Europe.

João Miguel Grenho

UEMS Secretary General



2. EACCME

a. Strategic Developments and Agreements

In 2024, the EACCME continued to expand its strategic scope and institutional relevance. A key milestone was the signing of an agreement with the European Union of General Practitioners (UEMO), allowing EACCME to accredit events in the field of General Practice / Family Medicine. Scientific assessment is ensured by a dedicated panel of experts proposed by UEMO, reinforcing the credibility and inclusivity of the process. This development reflects the continued commitment of the UEMS to support high-quality continuing education across all medical specialties.

In addition, the EACCME strengthened its cooperation with the European Society of Cardiology and engaged in renewed exchanges with international counterparts, including SEAFORMEC (Spain) and the ACCME (United States). These interactions reflect the platform's growing influence in shaping a more coherent, cross-border accreditation system for CME-CPD.

The EACCME's remit was also formally extended to cover the field of Dentistry, opening a new area of collaboration with specialised providers and professional organisations.

In parallel, the UEMS is currently exploring the possibility of establishing agreements with representative organisations of other healthcare professions. This initiative aims to broaden the EACCME's accreditation portfolio and contribute to a more integrated and interprofessional approach to continuing education in healthcare.

b. EACCME 3.0: The Next Frontier – A Pan-European CME-CPD Partnership Conference

The UEMS-EACCME Conference, held on 8–9 March 2024 in Brussels, marked a key milestone one year after the launch of EACCME 3.0. Under the title “EACCME 3.0: The Next Frontier – A Pan-European CME-CPD Partnership”, the event brought together around 150 participants from across Europe and beyond, fostering constructive dialogue on the implementation of the new accreditation framework.

Key sessions addressed industry funding and compliance with the EFPIA code, bias mitigation in CME-CPD, the integration of Competency-Based Medical Education (CBME), and the role of values such as ethics, diversity, and sustainability. The potential for bonus credits linked to these principles was also discussed.



The conference featured a formal signing of a cooperation agreement between UEMS and UEMO, strengthening collaboration in accrediting general practice/family medicine events.

Further highlights included a session on the landscape of CME-CPD systems in Europe and an open exchange on how EACCME is perceived by National Accreditation Authorities and partner organisations, with an emphasis on building shared strategies for future alignment.

The event closed with a renewed sense of purpose and gratitude to all involved. With the next edition planned for 2026, the UEMS aims to build on this momentum to continue advancing quality, cooperation, and innovation in CME-CPD across Europe.

c. EACCME in figures

Table 3: Live educational events applications 2010-2024

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



In 2024, the EACCME processed a total of 2,735 applications, an increase from 2,473 in 2023, confirming the sustained upward trend in demand for CME-CPD accreditation across Europe. The overall expansion reflects the consolidated implementation of EACCME 3.0 and the growing institutional and pedagogical maturity of providers working under this framework.

2,244 applications for accreditation of live educational events were received in 2024, compared to 2,080 in 2023. This represents the second highest annual total ever recorded for LEE and confirms the enduring centrality of in-person and hybrid formats. Monthly activity remained high, with a historic peak of 301 applications in July 2024, alongside sustained figures in March (214), April (177), and December (203).

This dynamic points to the full reinstatement of physical scientific events and continued preference for direct interaction in medical education.

Over the past decade, LEE volumes have increased by nearly 50%, growing from 1,524 in 2010 to 2,244 in 2024. The platform has proven its capacity to scale while maintaining rigorous review standards.

Table 4: e-Learning Material applications

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

In 2024, 240 e-learning modules were accredited, a decrease from 293 in 2023 and 281 in 2021. Despite the decline, volumes remain significantly above pre-pandemic levels. This contraction likely reflects a rebalancing after the pandemic-driven digital expansion, as providers integrate e-learning into broader blended or modular strategies.

The quality expectations introduced by EACCME 3.0 — particularly concerning pedagogical clarity, assessment, and learner engagement — have also contributed to a qualitative shift in this segment, with some providers restructuring their digital content accordingly.



Table 5: Webinar Packages Applications

	2020	2021	2022	2023	2024
Total	27	42	24	35	52

52 webinar packages were submitted in 2024, the highest figure since this format was introduced. This represents a strong increase compared to 35 in 2023 and 24 in 2022, indicating renewed interest in structured online series that offer thematic continuity and pedagogical coherence.

The format remains particularly relevant for multi-part educational programmes and for providers with limited access to physical venues.

Table 6: Reviewing Scientific and Educational Material

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

The number of applications in this category remained stable, with 9 submissions in 2024, as in 2023. Though numerically limited, this type of activity provides added value for the accreditation of structured critical appraisal processes and content validation initiatives.

6

Blended learning formats saw continued growth, with 21 applications in 2024, up from 14 in 2023. These models, combining digital and in-person components, are increasingly valued for their pedagogical flexibility, especially in training areas requiring both theoretical content and practical application. They remain particularly relevant for procedural specialties and interdisciplinary modules.

d. Activity under the SEAFORMEC Agreement

Table 7: Live educational events applications 2019-2024

	2019	2020	2021	2022	2023	2024
Total	59	83	108	215	259	273

Table 8: -Learning Material applications 2019-2024

	2019	2020	2021	2022	2023	2024
Total	47	89	94	138	195	173



Table 9: Blended Learning applications 2019-2024

	2019	2020	2021	2022	2023	2024
Total	3	7	6	10	12	18

The cooperation agreement with SEAFORMEC, signed in 2019, continued to deliver concrete results in 2024. A total of 464 events were accredited under this framework as increase of more than four times the volume recorded in 2019.

Within this total:

- LEE accounted for 273 events, consolidating the strong growth observed since 2021.
- ELM submissions reached 173, slightly down from 195 in 2023, but still significantly above all previous years.
- Blended Learning saw 18 applications, a 50% increase compared to 2022.
- Webinar Packages were not used under this framework in 2024, following a similar pattern to 2022 and 2023.

These figures reflect the growing engagement of Spanish CME-CPD providers with the EACCME system and the successful operational integration of the SEAFORMEC agreement. The strong growth since 2020 is indicative of the added value of international accreditation for national providers and the increasing alignment of CME standards across Europe.

7

e. Activity under the PhMA Agreement

In 2024, a total of 176 events were accredited under the agreement between the UEMS and the Panhellenic Medical Association (PhMA). This collaboration has facilitated the structured integration of EACCME accreditation within the national CME framework in Greece and reflects the growing institutional alignment between national and European standards.

Looking ahead, the decision of the PhMA to make EACCME accreditation mandatory for all CME-CPD events taking place on Greek territory is expected to further increase both the volume and consistency of applications submitted through this channel. This development constitutes a significant step towards the broader goal of harmonising CME quality assurance across Europe and reinforces the recognition of EACCME as the reference framework for independent medical education.



f. Procedural and operational developments

In 2024, the EACCME continued to consolidate internal processes to support the implementation of EACCME 3.0 and accommodate the increasing volume and diversity of applications. This included refinements to workflows, clearer communication with providers, and improved coordination across the review and appeals processes.

The updated fees schedule reflecting global inflation and timelines, which came into effect on 1 January 2024, were applied consistently throughout the year. The transition proceeded smoothly, supported by proactive information sharing and targeted responses to provider inquiries. Early observations suggest that the changes contributed to better planning and timeliness on the part of applicants, while enabling more predictable review cycles within the EACCME team.

Significant work was carried out to further define the conditions for the forthcoming “Trusted (Accredited) Provider” status, intended to recognise education providers with a sustained record of compliance and high-quality submissions. This status, once implemented, will offer significantly simplified procedures, while maintaining rigorous criteria for transparency, independence, and educational quality.

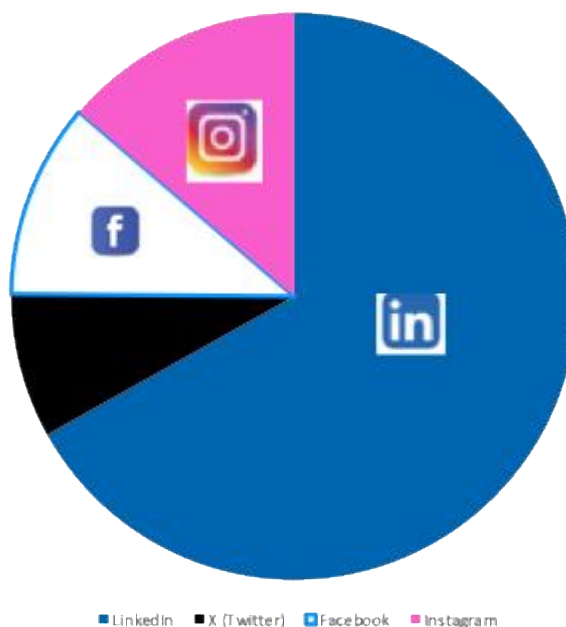
Internally, the EACCME strengthened horizontal coordination mechanisms to streamline case management, align criteria interpretation across assessors, and ensure consistency in the application of EACCME 3.0 standards. In parallel, communication materials for applicants were updated to reflect procedural changes, with special attention to the clarity of submission requirements and evaluation outcomes.

These operational developments represent important steps in maintaining the integrity and efficiency of the accreditation system, especially as the EACCME expands its reach and portfolio through new agreements and thematic areas.



g. Social Media Presence

EACCME Total followers on social media



EACCME continued to strengthen its digital communication, particularly through its LinkedIn account, which remains the main platform for institutional outreach. By March 2025, the EACCME profile had reached 1,347 followers, showing a steady increase over the year.

9

Regular posts featured newly accredited events, conference announcements, updates to procedures, and highlights of cooperation with partners.

This activity supports not only transparency but also reinforces the EACCME's position as a trusted, proactive player in the European CME-CPD landscape.



3. European Training Requirements

In 2024, the UEMS continued to consolidate its framework of European Training Requirements (ETRs), with several new documents formally approved and others under active development. The work was guided and supported by the ETR Review Committee, which also undertook important efforts to strengthen the methodological foundations of the ETR process across the association and multiple partners.

The following ETRs and professional development modules were formally adopted by the UEMS Council during 2024:

- ETR in Emergency Medicine
- ETR in Ophthalmology
- ETR in Orthopaedics and Traumatology
- ETR in Plastic, Reconstructive and Aesthetic Surgery (PRAS)
- ETR for Competencies in Rare Neurological Diseases

These approvals reflect both the scientific maturity and institutional commitment of the relevant Sections and Boards. They also demonstrate the growing alignment of postgraduate specialist training with competence-based education, as well as evolving healthcare priorities at national and European level.

10

At the April 2025 Council meeting in Brussels, the following ETRs and modules will be presented for discussion and vote:

- 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 Paediatric Haematology and Oncology
- ETR for Urology
- ETR for Wound Healing

Each of these documents has undergone structured review by the ETR Review Committee and has been developed in consultation with the relevant UEMS Members, observers, national and European scientific societies.

In parallel with the review and approval of new ETRs, the ETR Review Committee prepared and will present a new guidance document: the “UEMS ETR Terms of Reference and Timeline”. This framework sets out clear principles and procedural steps for the development, submission, review, and revision of ETRs and related educational documents. It is intended to support transparency, ensure consistency, and clarify expectations regarding content, structure, and consultation timelines.



The ETR Review Committee also led the review and refinement of the internal ETR template in 2024. This work focused on improving clarity, coherence and usability for Sections and Boards, while ensuring full alignment with contemporary educational standards. In parallel, the Committee advanced the structured integration of Competency-Based Medical Education (CBME) into ETRs, particularly through the inclusion of Entrustable Professional Activities (EPAs). These developments aim to strengthen the pedagogical foundation of the UEMS training framework and enhance its applicability and transparency for medical professionals, regulators, and academic bodies across Europe.

4. UEMS in the EU

a. European and International Affairs Office

In 2024, the UEMS consolidated its presence in European and international policy arenas through the structured activities of the Office for European and International Affairs, led by Dr Marc Hermans. This year marked the formal establishment of the Office as a distinct department within the UEMS, reinforcing the association's strategic commitment to sustained institutional engagement at the EU level.

Beyond representational duties, the Office played a pivotal role in shaping the strategic positioning of the UEMS within EU-funded initiatives. Notably, it supported coordination efforts for the KEEP CARING and DISCERN DSS projects and contributed to enhancing internal communication through the EU Affairs Monthly Review, curated by Ms Isabelle Dumaine, which has consistently received positive feedback from internal stakeholders.

In its external dimension, the UEMS was prominently represented in several high-level fora, including the High-Level Conference on the Future of the EU Health Union, a webinar hosted by the European Observatory on Health Systems and Policies addressing health workforce shortages, and the Amsterdam Symposium on Medical Workforce Sustainability. Dr Hermans also ensured UEMS visibility at key academic and policy events, such as the 4th World Summit on Competency-Based Medical Education (CBME) in Basel and the AMEE Congress in Glasgow — both of which provided platforms to highlight UEMS's longstanding contributions to postgraduate medical training. During the World Summit, he formally announced the participation of the UEMS in the EU-funded Care2Care project.

The Office also maintained close interactions with European institutions, including the European Commission in the context of the ongoing revision of the Directive on the Recognition of Professional Qualifications. Strategic exchanges with Members of the European Parliament (MEPs) — particularly with newly elected members — were intensified, often in cooperation with the European Patients' Forum, thereby reinforcing the voice of medical specialists in discussions on professional mobility and patient safety.



These efforts reflect a broader institutional strategy to ensure that the perspective of European medical specialists is actively represented in policy dialogues shaping training, accreditation, workforce planning, and professional practice.

The UEMS Executive wishes to express its appreciation to all members of the Task Force for EU and International Affairs for their continued engagement and valuable contributions throughout the year. A more detailed account of these activities will be presented in Dr Hermans's report on the European and International Affairs portfolio.

5. 1st UEMS Congress

The 1st UEMS Congress is scheduled to take place in Leuven in 2026. This event represents a landmark initiative for the association, aiming to provide a shared platform for dialogue, collaboration, and visibility across the entire UEMS structure, as well as with external partners in the wider medical and institutional community.

Rooted in the UEMS's long-standing mission to promote excellence in postgraduate training and continuous professional development, the Congress will serve as a space to reflect on current challenges, share innovation, and shape the future of specialist medical practice in Europe.

12

The programme will span four days and include keynote sessions, expert panels, workshops, and thematic tracks. Topics identified so far include:

- The future of healthcare systems and healthcare provision in Europe
- Challenges, achievements, and aspirations in healthcare delivery and medical practice at national, EU, and global levels
- Specialist medical careers: training, working conditions, equity, sustainability, and professional development across the professional career

The Congress will also offer opportunities to showcase the work of UEMS Sections and other UEMS Bodies, and collaborating organisations. It will foster exchange between medical professionals, educators, trainees, regulators, and institutional partners.

To ensure effective planning and coordination, a dedicated governance structure and operational roadmap have been established. The UEMS Office is actively supporting logistical and strategic preparation, under the guidance of a steering group composed of representatives from key UEMS bodies. The overall coordination of the Congress is under the direct leadership of the UEMS President, Professor Vassilios Papalois, reflecting the high strategic priority that the association assigns to this initiative.



The 1st UEMS Congress will not only reflect the association's achievements but will also project its vision for the future — reinforcing its role as a central actor in the development of medical professionalism, education, and collaboration in Europe.

6. Internal Issues

a. Creation and restructuring of UEMS Bodies

In 2024, the UEMS continued its internal development by supporting the evolution and formalisation of several of its constituent bodies:

The Multidisciplinary Joint Committee (MJC) on Sports Medicine submitted a formal application to transition into a UEMS Specialist Section, following the official recognition of Sports Medicine as an independent specialty under Annex V of the EU Professional Qualifications Directive. This milestone reflects over 18 years of coordinated advocacy and cross-national collaboration.

The Thematic Federation on Green and Sustainable Medical Practice remained particularly active throughout the year, consolidating partnerships and initiating collaborative projects on planetary health and decarbonisation of healthcare. Its work was widely recognised as a model for future thematic initiatives within the UEMS.

The Working Group on Continuing Medical Education and Professional Development (CME-CPD) established a dedicated task force tasked with drafting the UEMS CPD Policy Document, building on the principles of the Basel Declaration.

The Working Group for Ukraine was formally constituted, bringing together 12 delegates to coordinate efforts aimed at supporting Ukrainian medical professionals and rebuilding medical infrastructure through targeted UEMS initiatives.

These developments highlight the association's continued responsiveness to both evolving professional landscapes and broader societal needs, while also reinforcing the structural capacity of the UEMS to deliver on its educational and advocacy mission.

7. Finances

The financial management of the UEMS in 2024 remained stable and aligned with the organisation's strategic objectives.



The year was marked by the full integration of the Odoo digital platform across the Finance and EACCME departments, allowing for improved financial monitoring, traceability, and procedural consistency.

The UEMS continues to meet all its financial obligations, including loan repayments and contractual commitments. The association also maintained its joint investment strategy, which contributed positively to the annual result.

The Internal Auditors, appointed by the UEMS Council, held their annual review meeting at the Domus Medica Europaea on 19 March 2025. Their report commended the performance of the Finance Department, noting that the UEMS achieved a positive operational result for the year despite increased expenditures.

They highlighted the improved documentation of payments, the continued usefulness of treasurers' coordination meetings, and the potential benefits of extending financial reporting and training within UEMS Bodies.

The auditors reiterated their support for commissioning an external audit, despite it not being a legal requirement, and noted that the full migration to the new platform now makes such a certification both feasible and desirable in the future.

The year also saw a substantial increase in revenue from the EACCME, rising from €1.337 million in 2023 to €1.613 million in 2024. This positive trend reflects the steady growth in accreditation activity and the successful implementation of the EACCME 3.0 framework.

The auditors also noted the considerable variation in the financial reserves held by UEMS Bodies, encouraging further discussion on the balance between financial autonomy and consolidated risk management, particularly considering potential fiscal exposure.

Concerning membership fees, a small number of UEMS Members and Observers had not completed their fees for 2024. The auditors recommended that the Council consider appropriate measures in cases of recurrent non-compliance, while reaffirming their proposal to waive the 2025 fee for Ukraine, in line with UEMS's ongoing support.

The financial operations of the UEMS remain complex, involving around 25,000–30,000 transactions and more than 80 accounts across the association. Nevertheless, the systems now in place provide a solid foundation for transparency, control, and future optimisation.



EUROPEAN UNION OF
MEDICAL SPECIALISTS

The advocate of medical specialists

A full presentation of the accounts and the 2025 budget proposal 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 2: DME Income

	Service Contract	Price/month	2017	2018	2019	2020	2021	2022	2023	2024
TENANTS			84.000,00	85.516,03	96.000,00	88.492,15	71.970,24	44.145,04	51.400,00	80.700,00
Smoke free Partnership	Serviced office	2.500,00	30.000,00	30.600,00	30.000,00	30.547,15	32.670,24	5.445,04	0	0
EBR-ESR	Serviced office	1.000,00	12.000,00	12.000,38	24.000,00	20.160,00	0	0	0	0
Alliance for Regenerative Med.	Services office	1.500,00						6.000,00	18.000,00	18.000,00
NHS		3.500,00	42.000,00	42.915,65	42.000,00	27.680,00	26.400,00	19.800,00	0	0
ESMO									7.600,00	11.400,00
CP - Cancer Patient Europe										25.500,00
EAU (Urology)						10.105,00	12.900,00	12.900,00	25.800,00	25.800,00
MEETING ROOM			21.370,25	11.232,50	7.496,75	2.704,50	1.136,25	10.386,00	6.927,00	10.201,15
SERVICES			5.475,00	3.120,00	4.200,00	4.422,00	6.090,00	6.270,00	6.120,00	6.660,00
BSMO	Virtual address	105							840	1260
NATA (Blood Mgt)	Virtual address	90						990	1.080,00	1.080,00
AOB	Virtual address	90	3.480,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00
IOIS	Virtual address	90	1.035,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00
IUSG	Virtual address	90			990	1.080,00	1.080,00	1.080,00	1.080,00	1.080,00
EuPSF	Postal Address	80	960	960	960	912	960	960	960	1.080,00
EVER-F International	Virtual address	90				270	1.890,00	1.080,00	0	0
PARKING			1.305,12	1.050,00	2.850,00	7.140,00	3.340,00	6.894,50	7.950,00	6.000,00
TOTAL			€ 112.150,37	€ 100.918,53	€ 110.496,75	€ 102.758,65	€ 82.536,49	€ 67.695,54	€ 72.397,00	€ 103.561,15

16

In 2024, the UEMS House - Domus Medica Europaea (DME) continued to serve both as a strategic asset and a functional hub for the UEMS and its affiliated partners. The year was marked by increased occupancy, a notable rise in service-generated income, and further investments in meeting infrastructure and digital accessibility.

The building remained at full occupancy, with the notable addition of a new tenant, Cancer Patient Europe (CPE), which established its offices on the first floor. The presence of this organisation further consolidates the DME's role as a meeting point for European health-related institutions and reinforces its original mission of serving as a collaborative space for European Medical Organisations.

Rental income for the year reached €103.561,15 representing an increase of over 43% compared to 2023. This significant improvement reflects both enhanced space usage and a growing demand for well-situated, service-oriented office solutions within the Brussels institutional environment.



One of the key improvements in 2024 was the installation of a smart camera system in the main conference room, enhancing the quality and interactivity of hybrid meetings.

In parallel, the Domus continued to operate at almost full capacity in terms of meeting room usage and parking allocation. The facilities were used regularly by both UEMS Bodies and external organisations.

Of the available parking spaces, three were rented externally, six were reserved for UEMS staff, and three remained available for visitors or occasional needs.

The UEMS continues to propose its vision of bringing together all European Medical Organisations under one roof to associations of European doctors. The DME remains a key component of the UEMS's strategic positioning in Brussels. It contributes not only to the visibility and institutional standing of the association, but also generates income that supports its long-term sustainability.



9. The UEMS Office in Brussels

Table 1: 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	2		7.6
Administration and finances	2			2
Administrative support to UEMS bodies	3 (+2 ext.)			5
Coordination of Internal & External affairs and Projects management	3			3
Head Office Management	1			1
Internship/temporary staff				
TOTAL staff	17	2		
Full Time Equivalent (2024 Vs 2023)				18,6 (15.3)

In 2024, the UEMS Office staff reached a total of 17 full-time and 2 part-time positions, representing a combined Full-Time Equivalent (FTE) of 18.6, a notable increase from 15.3 in 2023.

The Accreditation Department accounted for the largest share, with 6 full-time and 2 part-time staff (FTE 7.6).

The Administration and Finances team remained stable with 2 full-time positions (FTE 2.0), while the administrative support to UEMS Bodies was reinforced through 3 internal staff and 2 external collaborators (FTE 5.0).



EUROPEAN UNION OF MEDICAL SPECIALISTS

The advocate of medical specialists

The Coordination of Internal and External Affairs, including project management, was ensured by 3 full-time staff (FTE 3.0).

Head Office Management continued to be overseen by 1 full-time post.

This expansion reflects the association's growing operational needs and its commitment to maintaining a strong and responsive administrative infrastructure.

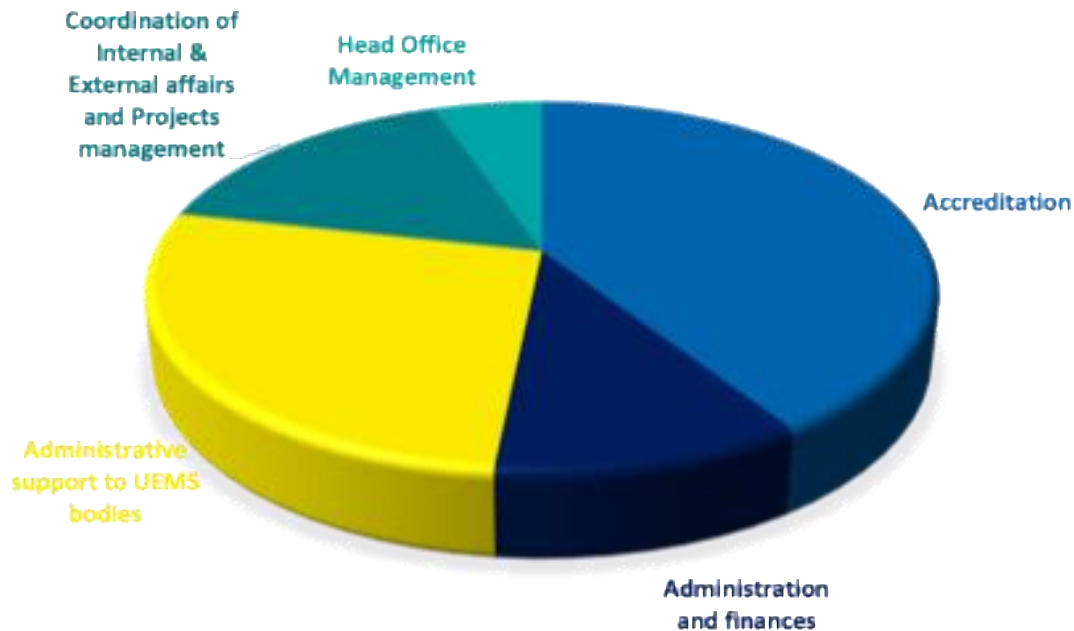
Image 1. Current organogram of the UEMS office in Brussels

OFFICE ORGANOGRAM





Image 2: HR breakdown by department



Throughout 2024, the UEMS Office in Brussels continued to play a central role in supporting the operational, administrative, and policy-driven activities of our association.

20

The consolidation of internal structures, enhancement of digital systems, and reinforcement of human resources reflect a proactive response to the growing complexity and volume of UEMS activities.

A key milestone was the full transition of the Finance and EACCME departments to the ODOO digital platform, marking the conclusion of a multi-phase implementation process. This system now provides a unified and transparent accounting and operational framework, allowing for improved financial oversight, documentation, and double validation of all expenses.

In terms of human resources, 2024 was marked by significant restructuring.

Several long-standing staff members left the association, including Ms Deborah D'Agnese, Mr Juan José Arraez Galinanes, Ms Maud Carr, Ms Tréguier Aela, and Ms Patricia Demeulemeester, who retired after nearly 12 years of service. Additionally, Ms Zahra Barati's contract was completed in October 2024.



To address growing operational needs, particularly in the EACCME and UEMS Bodies departments, the UEMS welcomed new staff, including Ms Raquel Vigário Dias, Ms Violetta Cernei, Ms Iva Gudelj, Ms Kate Thorman, and Ms Sophie Gidikas (starting January 2025).

Administrative support to the Surgery Section was reinforced through the recruitment of Ms Alexandra Olteanu, who is working in coordination with Ms Samira Mrabet Farih.

Ms Xénia Melo Acarin, after a period of absence, rejoined the team in early 2024, focusing on SEAFORMEC applications.

These staff developments reflect both the natural turnover in a competitive Brussels labour market and the UEMS's continued commitment to maintaining a stable, skilled, and motivated team capable of supporting its expanding agenda.

Beyond staffing, the Office continued to provide essential support in:

- the preparation and follow-up of Council, Board, and Advisory Board meetings,
- the coordination of internal elections,
- support to UEMS Bodies,
- ETR submission management,
- institutional communication, including the UEMS website and internal newsletters.

The Brussels Office remains a cornerstone of UEMS functionality and institutional memory, ensuring both continuity and responsiveness in a rapidly evolving healthcare and policy environment.



10. Final Remarks

As we look back on 2024, the UEMS has remained fully engaged with the multiple transitions and opportunities shaping the medical profession in Europe. Across all domains — from specialist training and CME-CPD accreditation to European policy and institutional development — the past year was marked by consolidation, innovation, and renewed collaboration.

The continuous growth of the EACCME, the adoption of new European Training Requirements, and the expansion of our partnerships all speak to the strength and adaptability of the association. At the same time, the work undertaken in strategic planning, internal coordination, and Congress preparation points to a shared commitment to the long-term development of the UEMS.

Among these initiatives, the preparation of the 1st UEMS Congress stands out as a particularly significant development. Beyond its operational and programmatic scope, the Congress symbolises a collective ambition to bring the achievements and challenges of medical specialists' practice, and work of the UEMS to a wider audience, to strengthen internal cohesion, and to reaffirm the association's leadership in medical professionalism and education at the European level. It will be an opportunity not only to reflect and celebrate, but to define our future together.

22

This report reflects the combined efforts of many — representatives of UEMS Members, Members of UEMS Bodies, delegates to UEMS meetings and working groups, Observers, Office staff, and external collaborators — who contribute daily to the credibility and relevance of our mission. Their engagement is the foundation upon which the UEMS continues to evolve and serve.

As we moved into 2025, we did so with confidence in our shared values and collective capacity to meet the challenges ahead, always in service of quality, professionalism, and patient care in Europe and beyond.

On behalf of the UEMS, I thank you for your trust and cooperation.

João Miguel Grenho

UEMS Secretary General