Fédération Européenne des Médecins Salariés
European Federation of Salaried Doctors

NEWS

European Federation of Salaried Doctors
Fédération européenne des médecins salariés

Issue 1 / 2019



Word of the President

Dear colleagues,

FEMS Board is proud to present the first newsletter of our organization. The newsletter will provide you with information about the progress, recent achievements, and important forthcoming activities related to FEMS activities.

In this first newsletter, we will update the results and conclusions of our last meeting in Naples. More information is provided on our website (which is under renovation). Via the website you will be able to access further in-depth information about FEMS.

We hope this newsletter will keep you also informed of state-of-the-art developments about health in Europe.

In Riga we will continue our working groups with the aim of drafting the white paper on the working conditions of European doctors by introducing a new theme - burnout and psychosocial risks.

Hope to see you all in Riga.

João de Deus



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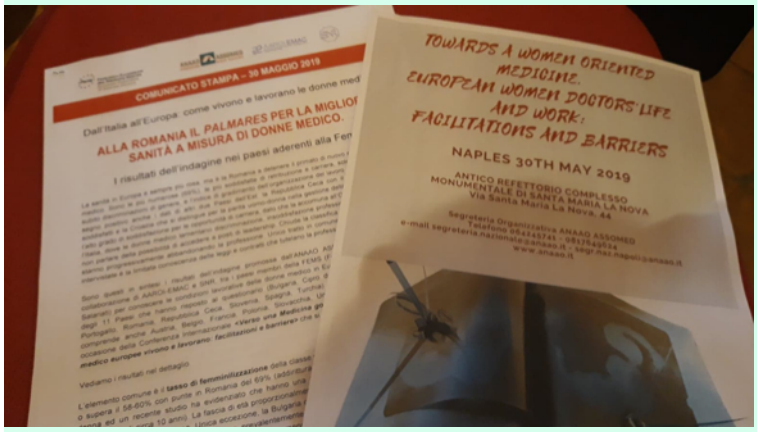
News from our members

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FEMS / ANAAO Conference, Naples, 30 May 2019

The conference was dedicated to the European women doctors' life and work: faciliations and barriers. It drew on the results of a questionnaire prepared by ANAAO and sent out to FEMS members. The main trend noted was that of the feminisation of healthcare, with more and more female doctors across Europe. The rate of the feminisation of the medical profession is of 58-60%, as pointed out by the results of the questionnaire.



The degree of satisfaction of women doctors in Romania most surely mirrors the significant pay increase obtained by Romanian doctors in February 2018, due to protests organized by the trade unions. Also the Czech Republic is a country where women doctors have a perception of well-being linked to the working sphere, despite being inadequately remunerated and involving significant sacrifices. The situation in Croatia is comforting, with public healthcare management in as many female as male hands. Even so, the issue of a reorganization of working hours to better fit gender needs remains unaddressed. The scenario in Bulgaria is alarming, with gender composition in the medical profession showing the opposite trend compared with other countries and complete dissatisfaction among female doctors. In the the Netherlands, female workers complain of a welfare system where parental leave is too short and access to part-time limited. Italy lies at the bottom of the ranking, with women doctors being rather disappointed, in need for more professional acknowledgment, while not asking for higher remuneration.

EU updates

- **Global Vaccination Summit, 12 September 2019**

The European Commission and the World Health Organization (WHO) co-hosted a Global Vaccination Summit on 12 September to reverse the spread of vaccine-preventable diseases and stop the spread of vaccine misinformation. The discussions are summarised in the following actions and lessons.



Everyone should be able to benefit from the power of vaccination. Despite the availability of safe and effective vaccines, lack of access, vaccine shortages, misinformation, complacency towards disease risks, diminishing public confidence in the value of vaccines and disinvestments are harming vaccination rates worldwide. Vaccination is indisputably one of public health's most effective interventions. We must endeavour to sustain vaccination's hard-won gains but also aim to do more and to do better, in view of achieving effective and equitable health systems and reduce the harm that is caused as a result of the illness and suffering that is otherwise preventable. This also includes making the necessary research and development investments to address unmet medical needs by developing new vaccines and improving existing ones.

EMOs meeting calendar 2019 - 2020

Date and place	Event
18-19 October, London, UK	UEMS Council Meeting
15-16 November, Helsinki, Finland	CPME GA
28-29 November, Lisbon, Portugal	CEOM Plenary Meeting
3-4 April, Zagreb, Croatia	CPME GA
24-25 April, Brussels Belgium	UEMS Council Meeting
7-9 May, Kitzbuhel, Austria	AEMH-FEMS GA
16-17 October, Limassol, Cyprus	UEMS Coucil Meeting
20-21 November, Berlin, Germany	CPME GA

FEMS General Assembly
31 May - 1 June 2019, Naples, Italy

The spring General Assembly of FEMS was held in Naples, Italy, with the support of the Italian FEMS members (ANAAO, SNR and AAROI).

It gave the delegates the opportunity to develop further on the project of the White Book FEMS is aiming to produce on the working conditions of European doctors, with chapters on salaries, working time, medical careers, demography (emigration, feminisation), psychosocial working conditions (burn-out, work load), financing, education and skill mix, job satisfaction).

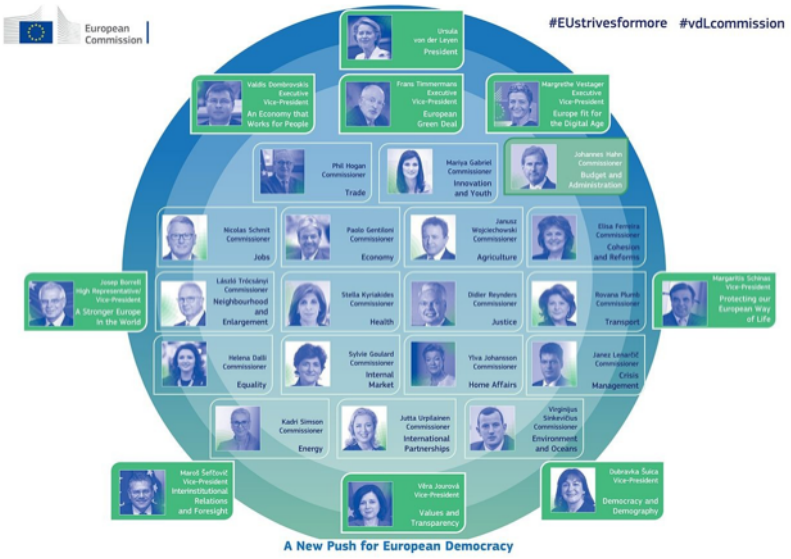


In this respect, two working groups were organised, namely on European doctors' salaries and on sharing solutions and ideas to overcome working time issues.
The working group on salaries will perform a comparative analysis of the doctors' salaries across Europe and will produce a report in this respect, which will be comprised in the White Book.

The other working group will continue will continue its in depth-analysis of the European Working Time Directive and its implementation across the EU countries, trying to emphasize the various situations created in the national healthcare systems as well as to identify potential common solutions to the challenges encountered. Given the complexity of the issue, the working group has produced an additional questionnaire and will pursue its works in the next FEMS general assembly in Riga.

EU updates

Following the European elections earlier this year, the European Commission' president-elect, Ms Ursula von der Leyden, presented her team and the new structure of the next European Commission on 10 September 2019. The new College will have **eight Vice-Presidents**, including the High-Representative of the Union for Foreign Policy and Security Policy (Josep Borrell). The Vice-Presidents are responsible for the top priorities in the Political Guidelines. They will steer our work on the most important overarching issues, such as the European Green Deal, a Europe fit for the digital age, an economy that works for people, protecting our European way of life, a stronger Europe in the world and a new push for European democracy. The Commissioners are at the centre of the structure of the new College. They will manage the expertise provided by the Directorates-General.



The health portfolio will potentially go to **Stella Kyriakides** (Cyprus), a medical psychologist with many years of experience in the field of social affairs, health and cancer prevention.
Nicolas Schmit, former minister of employment and labour of Luxembourg may be the future responsible for the 'Jobs' portfolio.
After hearings of the Commissioners-designate in the relevant committees, the European Parliament will have to give its consent to the entire college of Commissioners, including the High Representative for foreign affairs and security policy / vice president of the EC.

News from our members:

Croatian doctors seeking the adoption of the Law on salaries of doctors or Professional Contract

On Tuesday, September 10, 2019, a meeting of the executive bodies of core medical organisations-the Croatian Medical Union (HLS), the Croatian Medical Chamber (HLK) and the Croatian Medical Association (HLZ), which gather all Croatian doctors, was held. The meeting unanimously adopted a document entitled "September Statement on Croatian Medicines and the Health System".

In the September Statement, the three core medical organisations invite the Government to dialogue with doctors, to resolve the problems of Croatian doctors urgently, and to set up a joint working group to draft a Law on the Salaries of Physicians or Professional Collective Contract as soon as possible, but no later than by the end of 2019.

They seek the Law or the Contract to be adopted even for the mandate of this Gouvernement. In the September Statement, they point out that several Croatian hospitals remained completely without specialists in certain specialties, many family medicine clinics were left without doctors, a shortage of doctors began to appear even in the largest clinical and university centers, while waiting lists for certain procedures were growing longer.



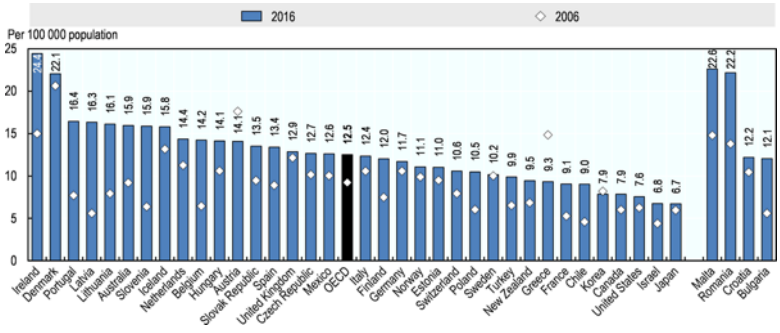
Core Medical Organisations remind and emphasize that:
- Croatian doctors have about *3.000.000 overtime hours each year*, or that every doctor who works overtime do the nearly 500 hours of overtime per year on average,
- Croatian doctors already five years *do not have the ability to negotiate* directly with the government about their labor rights and obligations, but for them it is composed of representatives of other professions,
- Croatian Law still prescribes the so-called *slavery contracts for residents*, who are in conflict with European law and standards in the EU, as well as
- doctors are exposed to *increasing verbal and physical violence*, with the data indicating that as many as 82% of doctors experienced some form of violence in the workplace

The presidents of core medical organisations express serious and deep concern about the state of Croatian medicine and the sustainability of Croatian healthcare system, and request the Government to draft the Law on salaries of doctors or Professional Contract by the end of this year.

Romania: OECD report states Romania needs to plan its health workforce by correlating the number of places in the medical schools with the needs of the population

Romania needs to urgently adapt its health workforce to the needs of the population. Currently, there are 13 medical faculties in Romania, 11 public and 2 private, which have provided for 6.121 places in the university year 2018/2019. Out of these 6.121 places, 4.381 were for Romanian language students, 1.330 for English language students and 410 places for French speaking students, which place the Romanian medical schools among the most “international" in Europe, with almost 30% foreign students.

This internationalisation of medical schools meant that the number of medical school graduates per 100.000 inhabitants was 22.2, significantly above the average of OECD and EU countries (being surpassed only by Ireland and Malta). It not only brings additional funding but also promotes the quality of medical education, in particular through staff retention and development, as well as through competition among the Romanian universities. However, owing to poor working conditions, notably a high workload – related to low staffing norms and hiring freezes, a weak infrastructure, and the correspondingly weak professional development opportunities – and relatively low salaries, the country’s health system is not attractive to either international or domestic medical graduates.



Discussions with stakeholders revealed a lack of co-ordination (or any clear strategy to establish a co-ordination mechanism) between the Ministry of Education and the Ministry of Health with regard to medical workforce planning and management. The main problem is the lack of continuity in the government, which results in frequent changes in policy directions in the education and health sectors.

There is an urgent need to establish a formal medical workforce planning process in Romania, linking the decisions on the number of students admitted to medicine in all programmes (Romanian, English, and French) with the current and projected future demand for doctors.