



**UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES  
EUROPEAN UNION OF MEDICAL SPECIALISTS**

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## **Proposal for a new repartition key**

### **1. Introduction**

Following the enlargement of UEMS membership, the key fixing the repartition of fees among UEMS full Members needed to be revised.

To assist you, we describe below the sequence in arriving at the proposed key.

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## 2. The new Key

### 2.1. Step 1 – Parameters taken into consideration

After a number of different formulae and tests, it was agreed by the Executive to take into account for each member country the following:

- 1- the population;
- 2- the number of medical specialists;
- 3- the gross domestic product per habitant.

These 3 basic-figures were considered to be the most relevant to compare EU Member States.

This gives the following table:

Countries	Population (x10 <sup>6</sup> )	Specialists (x10 <sup>3</sup> )	GDP/hab
Austria	8.1	15.7	27800
Belgium	10.4	23.9	25829
Denmark	5.4	7.6	34956
Finland	5.2	12.1	27374
France	59.6	87.0	26115
Germany	82.5	184.0	25797
Greece	11.0	16.9	13847
Iceland	0.3	0.6	32069
Ireland	4.0	1.5	33283
Italy	57.3	176.0	22695
Luxembourg	0.4	0.9	52367
Netherlands	16.2	15.0	28025
Norway	4.6	7.1	42919
Portugal	10.4	12.3	12532
Spain	41.6	43.9	17883
Sweden	8.9	22.0	29896
Switzerland	7.3	14.0	25000
UK	59.3	32.2	26791
Cyprus	0.7	1.5	15836
Czech Rep	10.2	36.5	7417
Estonia	1.4	3.2	5931
Hungary	10.1	17.6	7221
Latvia	2.3	5.0	4232
Lithuania	3.5	9.1	4662
Malta	0.4	0.3	10740
Poland	38.2	70.0	4845
Slovakia	5.4	11.5	5358
Slovenia	2.0	3.4	12275
<b>TOTAL</b>	<b>467.0</b>	<b>830.8</b>	<b>583695</b>

## EUROPEAN UNION OF MEDICAL SPECIALISTS

### 2.2. Step 2 – Ratio's

The second step consists in taking the ratio of each value, which gives:

Countries	Population (%)	Specialists (%)	GDP/hab (%)
Austria	1.7%	1.9%	4.8%
Belgium	2.2%	2.9%	4.4%
Denmark	1.2%	0.9%	6.0%
Finland	1.1%	1.5%	4.7%
France	12.8%	10.5%	4.5%
Germany	17.7%	22.1%	4.4%
Greece	2.4%	2.0%	2.4%
Iceland	0.1%	0.1%	5.5%
Ireland	0.8%	0.2%	5.7%
Italy	12.3%	21.2%	3.9%
Luxembourg	0.1%	0.1%	9.0%
Netherlands	3.5%	1.8%	4.8%
Norway	1.0%	0.9%	7.4%
Portugal	2.2%	1.5%	2.1%
Spain	8.9%	5.3%	3.1%
Sweden	1.9%	2.6%	5.1%
Switzerland	1.6%	1.7%	4.3%
UK	12.7%	3.9%	4.6%
Cyprus	0.2%	0.2%	2.7%
Czech Rep	2.2%	4.4%	1.3%
Estonia	0.3%	0.4%	1.0%
Hungary	2.2%	2.1%	1.2%
Latvia	0.5%	0.6%	0.7%
Lithuania	0.7%	1.1%	0.8%
Malta	0.1%	0.0%	1.8%
Poland	8.2%	8.4%	0.8%
Slovakia	1.2%	1.4%	0.9%
Slovenia	0.4%	0.4%	2.1%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

### 2.3. Step 3 – 25/50/25 Key

Thirdly, we applied a repartition, decided to be the most equitable, of:

- 1- 25% for population;
- 2- 50% for the number of specialists;
- 3- 25% for the GDP per habitant.

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B-1050 - BRUXELLES

## 2.4. Step 4 – 1.0 as minimum

All results below 1% were brought up to this threshold as a minimum contribution.

Steps 3 and 4 give the following:

<b>Countries</b>	<b>25/50/25</b>	<b>New key (%)</b>	<b>Old key</b>
Austria	2.6	<b>2.5</b>	2.6
Belgium	3.1	<b>3.0</b>	5.8
Denmark	2.2	<b>2.2</b>	2.0
Finland	2.2	<b>2.1</b>	1.9
France	9.5	<b>9.4</b>	14.9
Germany	16.6	<b>16.3</b>	18.4
Greece	2.2	<b>2.2</b>	2.8
Iceland	1.4	<b>1.4</b>	1.6
Ireland	1.7	<b>1.7</b>	1.6
Italy	14.6	<b>14.4</b>	12.6
Luxembourg	2.3	<b>2.3</b>	1.6
Netherlands	3.0	<b>2.9</b>	4.8
Norway	2.5	<b>2.5</b>	2.0
Portugal	1.8	<b>1.8</b>	2.2
Spain	5.6	<b>5.5</b>	7.5
Sweden	3.1	<b>3.0</b>	2.7
Switzerland	2.3	<b>2.3</b>	4.0
UK	6.3	<b>6.1</b>	11.1
Cyprus	0.8	<b>1.0</b>	
Czech Rep	3.1	<b>3.0</b>	
Estonia	0.5	<b>1.0</b>	
Hungary	1.9	<b>1.9</b>	
Latvia	0.6	<b>1.0</b>	
Lithuania	0.9	<b>1.0</b>	
Malta	0.5	<b>1.0</b>	
Poland	6.5	<b>6.3</b>	
Slovakia	1.2	<b>1.2</b>	
Slovenia	0.8	<b>1.0</b>	
<b>TOTAL</b>	<b>100.0</b>	<b>100.0</b>	

## EUROPEAN UNION OF MEDICAL SPECIALISTS

### **2.5 Step 5 – Application to projected budget**

As it was agreed by the Management Council in 2004, fees will be adapted over a three-year scale so as to allow a gradual adaptation of each member country's contribution. The final key will then be applied in 2008. We estimated the budget for that year on the basis of the budget for 2005 and an annual inflation of 2%. The projected budget for 2008 is then € 240,364. This amount will then be distributed as follows:

<b>Countries</b>	<b>Key (%)</b>	<b>2008</b>
Austria	2.5	6056
Belgium	3.0	7310
Denmark	2.2	5290
Finland	2.1	5140
France	9.4	22523
Germany	16.3	39147
Greece	2.2	5190
Iceland	1.4	3361
Ireland	1.7	4076
Italy	14.4	34515
Luxembourg	2.3	5476
Netherlands	2.9	7009
Norway	2.5	5918
Portugal	1.8	4327
Spain	5.5	13287
Sweden	3.0	7272
Switzerland	2.3	5433
UK	6.1	14772
Cyprus	1.0	2404
Czech Rep	3.0	7219
Estonia	1.0	2404
Hungary	1.9	4509
Latvia	1.0	2404
Lithuania	1.0	2404
Malta	1.0	2404
Poland	6.3	15253
Slovakia	1.2	2853
Slovenia	1.0	2404

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## 2.6 Step 6 – Evolution of individual fees

In order to ensure a smooth adaptation for every organisation, the difference between the fees of 2005 and 2008 would increase or decrease by one third each year as shown below.

<b>Countries</b>	<b>Key (%)</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
Austria	2.5	5300	5552	5804	<b>6056</b>
Belgium	3.0	11730	10257	8783	<b>7310</b>
Denmark	2.2	4185	4553	4922	<b>5290</b>
Finland	2.1	3980	4367	4754	<b>5140</b>
France	9.4	30190	27634	25079	<b>22523</b>
Germany	16.3	37535	38072	38610	<b>39147</b>
Greece	2.2	5710	5537	5363	<b>5190</b>
Iceland	1.4	3315	3330	3346	<b>3361</b>
Ireland	1.7	3315	3569	3822	<b>4076</b>
Italy	14.4	25500	28505	31510	<b>34515</b>
Luxembourg	2.3	3315	4035	4756	<b>5476</b>
Netherlands	2.9	9690	8796	7902	<b>7009</b>
Norway	2.5	4180	4759	5339	<b>5918</b>
Portugal	1.8	4490	4436	4381	<b>4327</b>
Spain	5.5	15200	14562	13925	<b>13287</b>
Sweden	3.0	5510	6097	6685	<b>7272</b>
Switzerland	2.3	8260	7318	6376	<b>5433</b>
UK	6.1	22595	19987	17380	<b>14772</b>
Cyprus	1.0	2250	2301	2352	<b>2404</b>
Czech Rep	3.0	2250	3906	5563	<b>7219</b>
Estonia	1.0	2250	2301	2352	<b>2404</b>
Hungary	1.9	2250	3003	3756	<b>4509</b>
Latvia	1.0	2250	2301	2352	<b>2404</b>
Lithuania	1.0	2250	2301	2352	<b>2404</b>
Malta	1.0	2250	2301	2352	<b>2404</b>
Poland	6.3	2250	6584	10919	<b>15253</b>
Slovakia	1.2	2250	2451	2652	<b>2853</b>
Slovenia	1.0	2250	2301	2352	<b>2404</b>
		<b>226500</b>	<b>231119</b>	<b>235738</b>	<b>240364</b>

## EUROPEAN UNION OF MEDICAL SPECIALISTS

### 2.7. Step 7 – Weighed voting?

The latest Management Council in Lisbon discussed the opportunity to introduce weighed voting. For your information, the Executive Committee has tried several possibilities. If the MC so decided, it would introduce weighed voting for the decisions on financial matters only, i.e. decisions of the Board. Three possibilities were envisaged: 1-2 votes, 1-2-3 votes or 1-3-5 votes, which produce the following analysis:

<b>Countries</b>	<b>1-2</b>	<b>1-2-3</b>	<b>1-3-5</b>	<b>FEES</b>
Austria	1	1	1	<b>6056</b>
Belgium	1	1	1	<b>7310</b>
Denmark	1	1	1	<b>5290</b>
Finland	1	1	1	<b>5140</b>
France	2	3	5	<b>22523</b>
Germany	2	3	5	<b>39147</b>
Greece	1	1	1	<b>5190</b>
Iceland	1	1	1	<b>3361</b>
Ireland	1	1	1	<b>4076</b>
Italy	2	3	5	<b>34515</b>
Luxembourg	1	1	1	<b>5476</b>
Netherlands	1	1	1	<b>7009</b>
Norway	1	1	1	<b>5918</b>
Portugal	1	1	1	<b>4327</b>
Spain	2	2	3	<b>13287</b>
Sweden	1	1	1	<b>7272</b>
Switzerland	1	1	1	<b>5433</b>
UK	2	2	3	<b>14772</b>
Cyprus	1	1	1	<b>2404</b>
Czech Rep	1	1	1	<b>7219</b>
Estonia	1	1	1	<b>2404</b>
Hungary	1	1	1	<b>4509</b>
Latvia	1	1	1	<b>2404</b>
Lithuania	1	1	1	<b>2404</b>
Malta	1	1	1	<b>2404</b>
Poland	2	2	3	<b>15253</b>
Slovakia	1	1	1	<b>2853</b>
Slovenia	1	1	1	<b>2404</b>
<b>Total</b>	<b>34</b>	<b>37</b>	<b>46</b>	
Two thirds	22.7	24.7	30.7	
Big countries	7 35%	8 41%	10 52%	