



UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

Association internationale sans but lucratif International non-profit organisation

RUE DE L'INDUSTRIE, 24
BE- 1040 BRUSSELS
www.uems.eu

T +32 2 649 51 64
F +32 2 640 37 30
info@uems.eu

UEMS COUNCIL MEETING BRUSSELS, 12-13 APRIL 2019 REPORT OF THE SECRETARY GENERAL

1. 2018

“Europe will not be built in one day or in one way”

Robert Schuman

“Nothing is possible without people. Nothing is lasting without institutions”

Jean Monnet

In 2018, we celebrated the 60th anniversary of the establishment of the UEMS and nothing can express more vividly the historic path of the UEMS than the above quotes of Robert Schuman and Jean Monnet, two great pioneers of European collaboration and integration. As it has been the case for the whole European project, the development of the UEMS was an evolution that had many different elements and our contributions and achievements were due to the hard and innovative work of many people and to the establishment of lasting meaningful projects. This hallmark year allowed for a lot of reflection related to the history, the evolution, the challenges, the achievements and the aspirations of our organisation. A formal celebration took place at the Council meeting in Brussels in October of 2018 where our historic past met our dynamic present and we paved the way for our future in an ever changing and clearly challenging world. A most important element of this celebration was the recognition through special awards of the great work that many Colleagues have done over the years for the UEMS. This is a new tradition in the UEMS that follows a very robust process and we are sure that will have a very special place in our organisation in the years ahead of us; it is small token of appreciation for all the men and women who, on daily basis, go above and

beyond the line of duty to advance the causes of our complex and ever-expanding organisation.

2. The UEMS Executive Committee (EC) and Enlarged Executive Committee (EEC)

The EC and EEC have developed a successful model of work with frequent communication through weekly teleconferences on Monday evening, alternatively between the EC and EEC. Those teleconferences are supported by formal minutes and result in specific action points. If needed, extra teleconferences are organised to address more pressing matters. This way, any issue raised by our National Medical Associations (NMAs) and the UEMS Bodies is addressed promptly, formally and at the highest level. It is a model that we strongly recommend to all Colleagues in the UEMS as the most efficient and financially affordable way to deal with day to day business. In addition, there are also 4 live meetings of the EEC every year that take place in January, April, June and October.

In 2018, members of the EEC attended:

- 37 meetings in support of the work of our NMAs and UEMS Bodies.
- 19 meetings related to our collaboration with the European Scientific Societies (ESSs) and other European organisations.
- 11 meeting related to our collaboration with the other European Medical Organisations (EMOs).

The number of invitations that the EEC is receiving is increasing by the day, reflecting of course the increasing amount of activities of our organisation. Every invitation is evaluated individually, and we try as much as our human and financial resources allow to attend as many as possible. It is always most helpful when we receive an invitation to be supported by a brief explanation as to why the presence of a member of the EEC is requested and the area in which our support is needed;

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this allows for the relevant preparation and constructive participation. The member(s) of the EEC attending a meeting submit a short report to the EEC; we found this process most helpful for the day to day business but also the strategic initiatives of our NMAs and UEMS Bodies.

3. The UEMS Office in Brussels

I will always highlight that our people are our most precious resource. We are privileged to work with our top-class team in the UEMS office in Brussels, led by our truly experienced and efficient CEO.

As it is our established practice over the last 3 ½ years, that the CEO report supports the SG report and needs to be reviewed in parallel.

I would like to highlight the following points based on the CEO report:

- There is a very detailed plan related to the duties of the members of our team in Brussels and their professional development. We wish for our team to progress and gain experience and expertise that will allow them to support the increasing activities of our organisation.
- The approval by the Board in October 2019 of a new salary policy and salary grid will be most important for further supporting and advancing the professional status of our team. Furthermore, it will help us to retain the UEMS excellent members of staff; there is nothing more disappointing than seeing members of staff to develop and flourish in the UEMS only to leave soon for other opportunities.
- We have 10 employees in our team in Brussels that translates into 8.5 whole time equivalents (WTEs). This represents an increase of 0.4 WTEs compared to 2017; relatively modest considering the great increase of the UEMS activities.

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- In 2018 and in the years that will follow, we give emphasis to the following areas of work and expertise:
 - Financial management and accounting. The hiring of Mr Didier Venkatapen has been a big step towards our effort to make the handling of our overall financial portfolio more professional, and efficient. He has achieved a lot in short period of time considering the complexity of our finances and he will clearly need the support of all of us to achieve our goals.
 - Collaboration with EU institutions, EMOs, ESSs and other national, European and international organisations. The portfolio of the European Policy and Administration is expanding. One of the most important elements of our work over the last 6 months has been our growing contact and collaboration with DG SANTE; it is something that we wish to further expand after the upcoming elections for the new European parliament and the establishment of new European Commission.
 - EACCME. We have a constant increase of EACCME related activity and our accreditation portfolio expands by the day; this translates to a great need for staff who can support it and maintain our high accreditation standards.

4. The Domus Medica Europaea (DME)

The DME is now a well-established hub for medical professionals in Europe. It produces a sustainable income of more than 100K Euros per year and the very last available space for renting will have a tenant as of the 1st of May 2019. The

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refurbishment of the parking slots has been completed and this will result in some extra income.

It is also important to mention that the DME has been offered in 2018 free of charge for 11 meetings in support of the work of our NMAs and the UEMS Bodies.

However, the utilisation of the DME by our NMAs and the UEMS Bodies for paid meetings could be much better. Our CEO is always available to discuss the specifics of individual meetings and offer competitive packages. We all need to support and advertise the DME; its success is the success of the UEMS.

5. Finances

The documents related to our financial performance in 2018 as well as the report of the auditors are detailed and clear and will be discussed in Brussels.

I would like to highlight though the following issues:

- Over the last 3 ½ years we have been able to meet our financial obligations when it comes to the loans we have to pay against the purchase and the refurbishment of the DME. This is of massive importance for the financial profile and the credibility of our organisation. Our financial status demonstrates that we will be able to continue do so in the years ahead of us until all the loans are paid.
- We have increased the proportion of the fees we pay to all parties contributing to EACCME both internally and externally. We sincerely appreciate the support of all Colleagues and their excellent work for EACCME as well as their patience and support when it comes to financial matters.
- We have invested in our IT development in support of all functions of our organisation as well in the salaries of our staff implementing the new salary policy and grid.

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- A huge effort has been made to professionalise and significantly improve the handling of our finances. In addition to the appointment of Mr Venkatapen, this effort can be summarised as follows:
 - Establishment of administration platform/ portal to facilitate data processing and collection of necessary administrative and accounting information. The full positive effect of the use of the new platform has not been seen in 2018; we believe that it will show its full potential from 2019 onwards. However, a lot more need to be done to have the complete picture of the transactions, the income and expenditure of the UEMS Bodies and this will certainly require their support and collaboration. This will certainly be a main point of discussion at the Council meeting.
 - Two live meetings with UEMS treasurers (one more in May 2019 if enough attendees) to ensure they are up to speed with all financial and accounting matters related to the UEMS, support their work and establish constructive communication with the UEMS office for all their day to day work.
 - Establishment of the management fee to proportionally distribute shared costs by UEMS Bodies.
 - Internal and external audit of the UEMS accounts.
- The overview of surplus/ loss performance over the last 3 years (2016-2018) demonstrates a surplus of 1.3 M Euros. This is very satisfactory especially when it is seen in conjunction with our sound financial assets. We need to be clearly aware though that the cash flow needed for the day to day operation of our organisation, still needs very tight management and we certainly need

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to think of areas where we can generate more financial resources in support of the work of the UEMS. A lot to discuss and brainstorm in Brussels!

6. EACCME

EACCME is one of our flagship projects and is going from strength to strength. First, review of the actual numbers when it comes to EACCME activity gives a lot of precious information.

As Figure 1 shows, in 2018 we had a record number of applications for accreditation of Live Educational Events (LEE); for the first time in the history of EACCME we had more than 2,000 applications!

Figure 1.

LEE submissions – 2010-2018

	2010	2011	2012	2013	2014	2015	2016	2017	2018
January	131	180	177	112	178	175	147	178	206
February	153	161	199	154	166	160	205	178	176
March	169	191	181	161	149	146	157	150	174
April	120	106	140	77	96	107	113	110	114
May	96	91	106	137	131	128	157	119	171
June	128	161	151	166	179	179	233	220	227
July	166	181	254	163	178	178	157	207	225
August	129	156	142	102	89	104	137	144	150
September	132	154	116	57	87	98	76	74	108
October	97	95	114	117	95	94	132	122	142
November	89	115	96	91	141	113	135	130	166
December	114	149	195	114	120	143	189	137	172
Total	1524	1740	1871	1451	1609	1625	1838	1769	2031



Likewise, in 2018 we had a record number of applications for accreditation of E-Learning Material (ELM), a total of 144 (Figure 2).

Figure 2.

E-Learning submissions 2010 - 2018

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	71	85	72	91	91	97	85	140	144

Report of the Secretary General



It is also very important that (as demonstrated in Figure 3), all the new elements of ELM accreditation that we have established through EACCME 2.0 have been utilised by the providers.

Figure 3.

E-Learning Materials 2018 STATUS AT 31ST DECEMBER

Type of ELM	Number of applications
Individual module(s)	128
E-platform	13
App	2
E-library	1

Report of the Secretary General



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The number of applications for the first 3 months of 2019 give, so far, an optimistic picture since we had a 26% increase compared to the first 3 months of 2018 (Figure 4).

Figure 4.

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
January	131	180	177	112	178	175	147	178	206	237
February	153	161	199	154	166	160	205	178	176	255
March	169	191	181	161	149	146	157	150	174	210
								(113+37)		
April	120	106	140	77	96	107	113	110	114	
May	96	91	106	137	131	128	157	119	171	
June	128	161	151	166	179	179	233	220	227	
July	166	181	254	163	178	178	157	207	225	
August	129	156	142	102	89	104	137	144	150	
September	132	154	116	57	87	98	76	74	108	
October	97	95	114	117	95	94	132	122	142	
November	89	115	96	91	141	113	135	130	166	
December	114	149	195	114	120	143	189	137	172	
Total	1524	1740	1871	1451	1609	1625	1838	1769	2031	702

It is important however to address the fact that although the number of applications in 2018 increased in comparison to 2017, the overall income related to EACCME was stable. This reflects the fact that the application fees have been reduced since the implementation of EACCME 2.0 aiming to support submission of applications of smaller events coming from educationally excellent but not financially strong

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providers. The sustainability of this model needs to be examined thoroughly; it is something that we plan to do in the second half of 2019.

Further to our increasing “bread and butter” activity we had over the last 6 months some other very positive developments:

- We have established a new system where editors of scientific journals can apply for credits for the reviewers of papers published in their journals.
- The system of submission of applications of national events in Spain through the SEAFORMEC platform to EACCME is up and running. We believe that Portugal and other countries will follow soon.
- Tunisia and Armenia signed agreements with EACCME in January 2019.
- We have established a constructive dialogue with Colleagues in Germany, France, Italy and Holland aiming to establish collaboration in CME-CPD and accreditation of educational events.
- We have also established a productive dialogue with the European Haematology Association (EHA) exploring common ground and options of collaboration in the field of accreditation.
- In the context of advancing our collaboration with allied healthcare professionals in CME-CPD and accreditation, we are in advanced discussions with the European Association of Hospital Pharmacists (EAHP). We believe that this collaboration will be used as a model for similar collaborations with other healthcare professionals.
- Last but most certainly not least, in March of 2019, a UEMS delegation visited Mexico and (based on the UEMS-CONFEMEL declaration in Toledo in May

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2018) discussed the prospect of national education events taking place in Mexico to be submitted via the SEAFORMEC platform for EACCME accreditation. We work closely with the Spanish Delegation in the UEMS on this matter and hope for a positive outcome. Once established, this project can be used as a model for similar collaborations with other countries in central and south America.

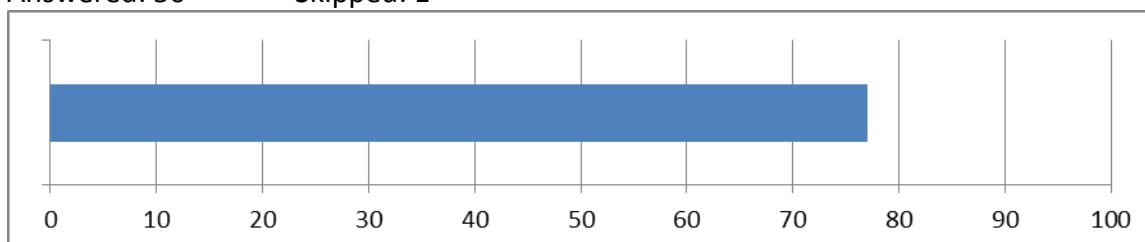
In November of 2018, we organised in Brussels the 4th UEMS Conference on CME-CPD. The main aim of the Conference was to prepare all parties related to CME-CPD and EACCME accreditation for what is coming up in the field of specialist education in the years ahead of us and, consequently, prepare EACCME 3.0.

The Conference was a great success and the feedback we received was very positive as presented in Figure 5. The main recommendation for improvement that came from the participants was to allow in the future more time for discussion in the main sessions beyond the time that was allocated in the group discussions. It is something that we will certainly address in the future.

Figure 5. 4th UEMS CME-CPD Conference feedback survey

This event has fulfilled my expectations

Answered: 50 Skipped: 1



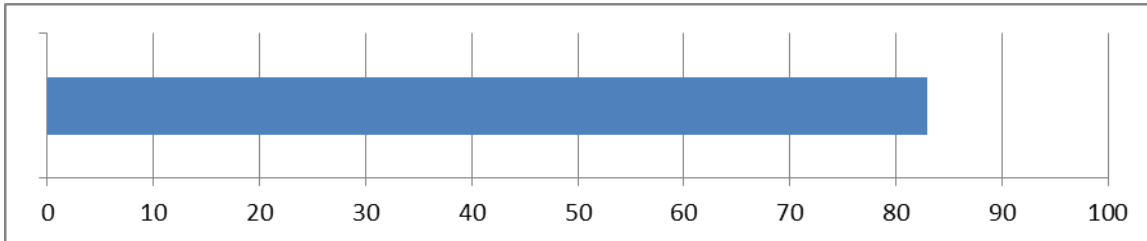
Response: 77/100

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I have learned information at this event that will help me to improve my understanding of EACCME accreditation

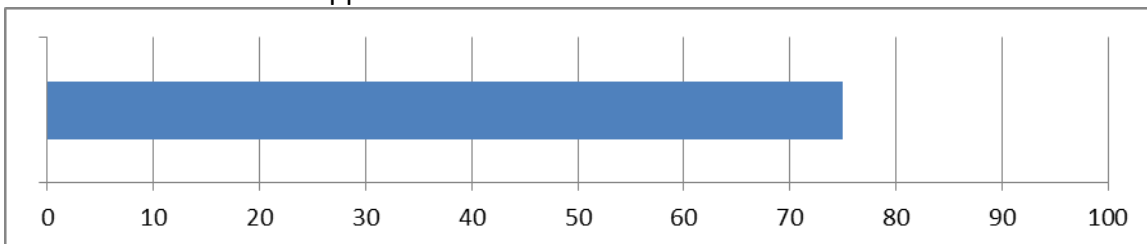
Answered: 48 Skipped: 3



Response: 83/100

The overall quality of the speakers was very good or excellent

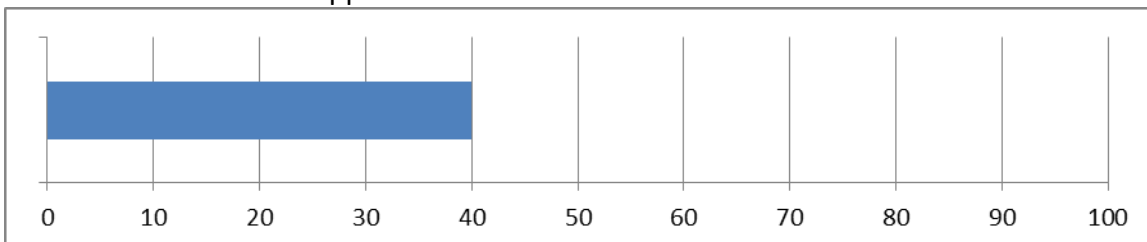
Answered: 17 Skipped: 4



Response: 75/100

There was sufficient time for discussions, questions & answers and learner engagement

Answered: 50 Skipped: 1



Response: 40/100

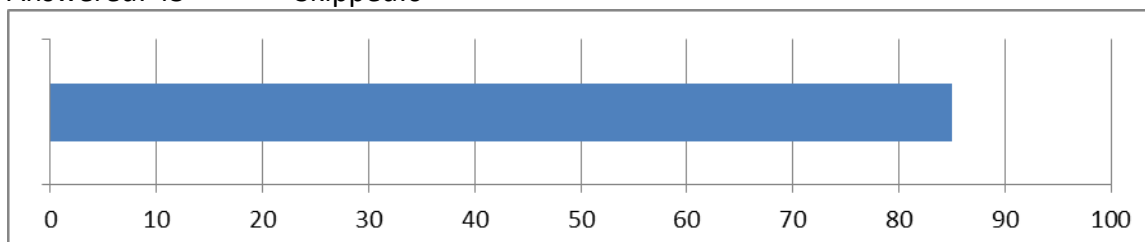
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The location and venue of the event were very good or excellent

Answered: 45

Skipped:6



Response: 85/100

The Conference also served as the spring board for further advancing the collaboration of the UEMS with the ESSs. Two detailed presentations were given by the President and the Secretary General of the UEMS related to the establishment of the European Fellowships and the European Council on CME-CPD respectively that set the scene for the development of the relevant work. The action plan for the development of these two most important projects will be discussed in Brussels.

We plan to organise the 5th UEMS Conference on CME-CPD in March of 2020 and we will circulate more details in the near future. Furthermore, we wish to collaborate with the National Accreditation Authorities that work with EACCME and support the CME-CPD events that they organise.

In January 2019, we had in Brussels the EACCME Advisory Council Meeting. It was very well attended, and we had most productive discussions that led to a robust set of action points:

Action points EACCME Advisory Council Meeting (12/01/2019)

Topic	Action
Newly created EACCME working groups	Send an email to colleagues to ask them to volunteer to the various working groups the UEMS will be establishing and ask colleagues their opinion on how the Advisory Council should function.

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Quality control audit of applications	Introduce twice a year a quality control audit. A group of reviewers will go through applications that underwent an appeal or reconsideration process to check that everything was done according to EACCME principles and standards. These reviewers will not have taken part in the original review process.
EACCME fees	Set up a working group to review the fees for EACCME in the future.
Quality control of accredited events	Ask colleagues to provide feedback when they attend an accredited event.
EACCME Working groups	Provide feedback to EACCME working groups:
a. COI	<ol style="list-style-type: none">1. Produce a UEMS position paper on COI.2. Produce a new form for the declaration of COI. The new form should consist in ticking a box and uploading it electronically in the system.3. Produce a guide for providers as to what we mean by declaration and resolution of COI.

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b. Training reviewers	<ol style="list-style-type: none">4. The group to produce a guide for reviewers.5. Creation of an introductory guide and a glossary of all terms.6. Sharing experience/expertise.7. Live meeting for our reviewers to be able to address the day to day work.8. Online training module should be available in 6 months' time (following discussion in meeting).
c. Recognition professional qualifications	<ol style="list-style-type: none">9. Change terminology "recognition of professional" qualifications to "accreditation of professional development".
d. Collaboration with other healthcare professionals	<ol style="list-style-type: none">10. Pilot project with EAHP
European Council on CME/CPD & European Fellowship	Creation of two working groups: invite colleagues to take part.
Assessment of needs of participants and measurement of outcomes	Produce guidance to make the process more robust. Establish relevant working group.

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New formats of CME/CPD	Create a working group that will explore what's in the pipeline.
Webinars and other non-standard formats of accreditation	Awaiting next version of the proposal.
Agreement with Germany	Exchange of information and meeting with Bavarian Chamber on National Accreditation Authority role in the EACCME process.

Evidently, a lot of great work has been done that has advanced the work of UEMS-EACCME and a lot more needs to be done to get us to the next level. I would like to take this opportunity to express my grateful thanks to all Colleagues contributing to the work and success of EACCME and of course to our great EACCME team in Brussels for their truly hard work, professionalism and efficiency.

7. Legal services

The increasing activities of the UEMS and the UEMS Bodies as well as the complexity of those activities, pose the need for sound legal appraisal and support, always in the context that the UEMS is a non-for-profit organisation established and operating under Belgian law. We have observed an increased use of our well-established legal services. The support that we offered recently to two of our Sections, one had to deal with hacking of some of their data and the other with a major financial dispute with an external provider, were two characteristic examples. All UEMS Bodies need to always remember that the UEMS is a single legal entity and the Executive and Office are prepared to support them in all their activities. This is massively

important for the sound governance, the safety and the progress of our organisation.

8. European Training Requirements (ETRs)

In 2018 we appraised and approved 12 ETRs and we have another 8 up for discussion for the upcoming Council meeting. The ETRs reflect the way the UEMS envisages specialist training in Europe and is therefore of paramount importance that their development and review process is robust and of the highest calibre. The process for the development and the review of the ETRs has evolved over the last 2 years and currently includes:

- Broad consultation and preparatory work by the relevant UEMS Body.
- Submission to the ETRs Committee for comments.
- Revision of the ETRs by the UEMS Body based on the comments of the ETRs Committee.
- Submission of the ETRs to our NMAs and UEMS Bodies for review.
- Discussion and indicative vote by the Advisory Board.
- Discussion at the Council and final vote of approval or not by the NMAs.
- We have also recently established an e-platform that allows monitoring of the progress of the review of the ETRs and the evolving versions of the relevant documents.
- The ETR development should be a continuous process with consultations and reviews going on via telecommunication and mail.

The ETR document should be submitted for the Council consideration after consultations and reviews had been completed.

It is most satisfactory that more and more national and ESSs and other professional bodies wish to partner with the UEMS in the development of the ETRs which are also linked with the relevant UEMS assessments that are increasingly being accepted as quality control markers of the highest order. The appraisal of those assessments by CESMA adds credibility and kudos.

I would like to take this opportunity to express my sincere gratitude to the Vice-Chair of the ETRs Committee, Mr Arthur Felice for his truly superb work. We are currently in discussions with Mr Felice as to how we can further advance the work of the Committee.

9. Reports by NMAs and UEMS Bodies

We have received a very good number of activity reports by our NMAs and UEMS Bodies. I would most kindly suggest to all members of the Council to go through them because they constitute very interesting reading.

There are two issues that I would like to comment on:

- Some of our NMAs organise a preparatory meeting for the UEMS Council and they also combine it with a focused conference on European medical matters. I believe that this is an excellent model that promotes the causes of the UEMS and makes the work of the Council much more efficient and productive.
- It is impressive to see the increasing amount of activities of the UEMS Bodies as well as the diversity of their portfolios that address the real needs of doctors and patients in real life; they are paving the way to the future.

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10. Epilogue

I believe that the reports by the Secretary General, the Chief Executive Officer as well as all the documents that have been circulated for the Council meeting demonstrate vividly that the UEMS is thriving and serves with efficiency and distinction the role that the UEMS founders set 60 years ago: to advance specialists training and practice in Europe for the benefit of doctors and patients.

In October 2019 in London, the UEMS will elect the successors of the current EEC who will serve our organisation for the next 4 years. These are positions of great esteem and, most importantly, great responsibility and demand experience, expertise, vision, commitment, hard work and stamina. The UEMS has wealth of talent and ability and it is certain that the future is bright! The future is UEMS!

See you in Brussels!

7.4.2019

Professor Vassilios Papalois

UEMS Secretary General