

THE ROLE OF INTERNATIONAL - EUROPEAN ORGANISATIONS IN COOPERATION WITH NATIONAL PROFESSIONAL ASSOCIATIONS FOR THE RECRUITMENT AND RETENTION OF MEDICAL PRACTITIONERS

THE UEMS PERSPECTIVE

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Union Européenne des Médecins Spécialistes

The European Union of Medical Specialists

**UEMS, the advocate of
medical specialists**

Principles and Structure

Presentation



**65 years
of growing
activity**





Our core objective

Improve patient care

by developing and supporting excellence

in specialist training and medical practice



Our 41 Members

1.7 Million Specialists Doctors

Most representative associations of
medical specialists from:

Full Members

All EU countries, United Kingdom and the
members of the EU single market: Iceland,
Norway & Switzerland

Associate Members

Members of the Council of Europe: Armenia,
Israel , Serbia, Turkey & Ukraine

Observers

Georgia, Iraq, Lebanon, Morocco & Tunisia



Where we are



UEMS Brussels Office 'The UEMS House'

Just at a stone's throw from the EU institutions



The UEMS House welcomes in its premises:



GOOD SCIENCE
BETTER MEDICINE
BEST PRACTICE



Structure

UEMS Enlarged Executive

▶ Executive

President

Secretary General

Liaison Officer

Treasurer

UEMS Bodies (100)

13 specialist sections (and 17 Divisions)

Representing & promoting medical specialties

▶ 4 Vice-presidents

▶ 24 multidisciplinary committees

Working on medical common topics of interest

▶ 7 thematic federations

Working on transverse matters of interest

UEMS Council

Biannual general assemblies
gathering UEMS members and
bodies

UEMS Brussels Office

Supporting, coordinating activities
of the UEMS

- ▶ Internal & External affairs
- ▶ Administration & finance
- ▶ Accreditation (EACCME®)
- ▶ Legal

External Partnerships (ever growing list)

European Medical
Organisations

National and
European
Scientific Societies

Professional
Organisations

Professional
Colleges

Universities

Accreditation
authorities

UEMS Main Aims



Advance European
Health Policy

Promote collaboration
of medical specialists in
Europe

High standards of
education and training

High standards of
clinical practice and
care

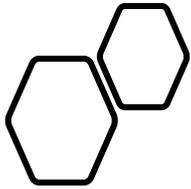
Quality assurance in
specialist training
practice and care

Continuing Medical
Education and
Professional
Development CME-CPD

**Needs beyond
boarders!**

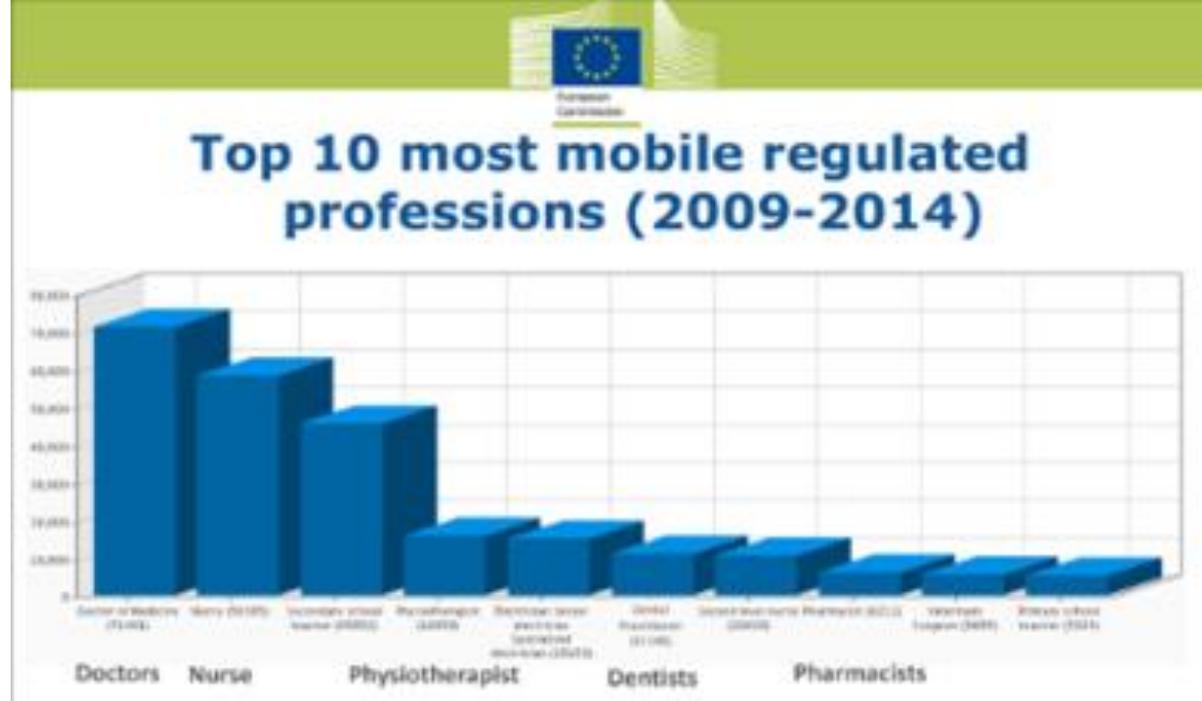
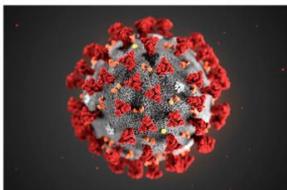
**Realities!
Necessities!**





Realities- Necessities

- Movement of health care professionals
- Movement of patients
- Health care systems across Europe are inter-dependent





**EU Healthcare
Directive
2011/24/EU**

*The rights of the
patients*

*Quality of Training
Quality of Care
Quality of Outcomes*



European
Reference
Networks

Share. Care. Cure.

Specialties and Subspecialties

USA:

158 specialties and subspecialties

Canada:

67 specialties and subspecialties

EU:

55 mutually recognised specialties

Invasion of Technology Digitalisation of Healthcare



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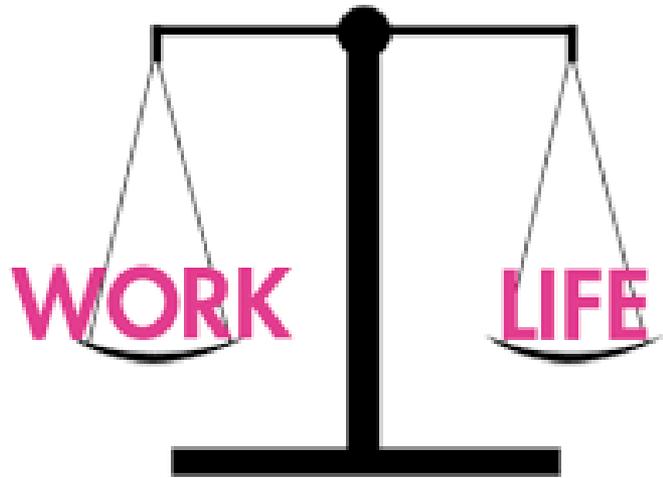
Education: Accessible Universal



Workforce:

1. Planning
2. Maintaining



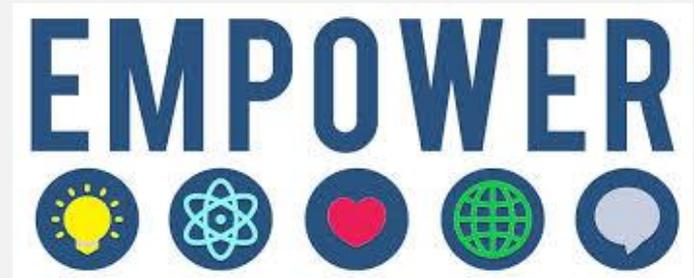


Work-Life Balance





Empower Patients



Realities-Necessities

**Are without
boarders**

**Demand robust
answers without
boarders**



UEMS: 65 years of work on Training-CME-CPD

Specialist Training and Practice

The Scope The way

Our vocation
ETRs/ Assessments

Society
Centre accreditation

Europe
EACCME

The world

Humanistic values

The Focus

Trainee

Trainer

Training centre

Specialist practice

Patient care

NASCE

ERNs

**EMOs
Consensus
Statement
on CME-CPD
Luxemburg,
December
2015**

Knowledge

Skill

Attitude

Behaviour

COMPETENCY !!!

UEMS Training Requirements and Assessments

Involves:

- Relevant UEMS Section
- The National Scientific Societies represented in the Section
- The relevant European Scientific Societies
- As broad consultation as possible at a national and European level (Universities, Colleges, Professional Organizations,

UEMS

Training Requirements and Assessments

Consensus of all parties involved:

Not the lowest
common
denominator

Highest
commonly agreed
standards

European Training Requirements and Assessments

BASIC PRINCIPLES

Workforce planning

Selection process

Basic-Advanced-Specialist-Subspecialist/ Diversity of resources

Appraisal of progress

Quality assurance – Assessment/ Exam

Link with CME-CPD

**UEMS-COUNCIL OF EUROPEAN
SPECIALISTS MEDICAL
ASSESSMENTS (CESMA)**

UEMS organisation

**European Specialists
Assessment Boards**

**Share experience and
expertise**

Appraisal programme

Produce guidelines

Pave the way for the future



CESMA Quality Control of UEMS Exams



Committee of Appraisers:

Other UEMS Boards
European or National
Societies,



Professional Boards,
Colleges

Academia

PREPARATORY COURSES

Benchmarking against European standards and requirements not adequate

Trainees are used to their own system of assessment but feel entirely out of time and place for a European exam

A significant proportion of applicants never had the experience of some of our examination formats

All the published guidelines in the world cannot replace real life communication



Future of Assessments

COVER THE WHOLE SPECTRUM OF PROFESSIONAL DEVELOPMENT

In real time and over time

Selection for training

Progress in basic, specialist and post-CCT training

Assurance of competency through a whole career

UEMS Accreditation of Centres



Accreditation for
TRAINING in
certain Specialties



Clinical,
Academic,
Professional

Accreditation of Centres

Process

Initial application/ first review

On site visit

Second review

Recommendation to the UEMS

18 different domains

(clinical, research, education,

management)

Trainee:

- active participation
- career outcome

UEMS-EACCME



European Accreditation Council for Continuing Medical Education



2,500 applications per year



Live/ e-learning events/ hybrids/ apps/e-libraries...



Review: UEMS/ Specialist/ National



UEMS-EACCME

European  CME Credit (ECMEC)- recognition across Europe

Agreements for mutual recognition with:

USA



Canada



(negotiating with more countries around the world)

Every credit you get by EACCME counts around the world



The UEMS – OMC- SEAFORMEC Project



OMC 

ORGANIZACIÓN
MÉDICA COLEGIAL
DE ESPAÑA

CONSEJO GENERAL
DE COLEGIOS OFICIALES
DE MÉDICOS



SISTEMA DE ACREDITACION PROFESIONAL DE LA
FMC/DPC EN ESPAÑA
SPANISH ACCREDITATION COUNCIL FOR CME/CPD

The UEMS – Panhellenic Medical Association Project



European – IberoAmerican CME-CPD Collaboration



OMC 

ORGANIZACIÓN
MÉDICA COLEGIAL
DE ESPAÑA

CONSEJO GENERAL
DE COLEGIOS OFICIALES
DE MÉDICOS



CONFEMEL
Confederación Médica Latinoamericana y del Caribe





UEMS-EACCME

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UEMS- Multidisciplinary Joint Committee Network of Accredited Skills Centres in Europe (NASCE)





**European Academy
of
Clinical Leadership**



TRAINING REQUIREMENTS FOR THE CLINICAL LEADERSHIP (CL)

EACL

THOUGHTS FOR THE FUTURE

Skills

MDT Training

**Big Data -
Artificial
Intelligence/ AI**

**Green-
Sustainable
Healthcare**

Ethics

**Professional
Conduct**

Medico-Legal

Management

“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**



Thank You!

